

31 August 2017

Western Sydney University member bulletin

Dear members,

Your union the CPSU NSW has been attending the multitude of restructure meetings that have and are happening across the university.

The key points that we are gleaning are that the university is trying to save money by downgrading positions and which will translate into massive job cuts.

Outsourcing Security

We have received a discussion paper regarding a proposed change that will outsource the majority of our Security personnel leaving a small handful of university employed supervisors to manage contractors.

Your union the CPSU NSW is outraged with the proposed outsourcing of security services at Western Sydney!

Apart from harming the very people that protect us all, did they also not learn from the damning report from the Human rights commission regarding assaults on campus?

<https://www.humanrights.gov.au/news/stories/report-shines-light-universities>

Or are they using this as another excuse to get rid of staff and put on external providers – make it someone else's problem!

We are concerned that the University's proposed utilisation of contracted security will have negative effects on our staff and student community, and could result in many problems on campus including the following:

- » Lack of knowledge of campus (contractors)
- » the current staff have the knowledge of the staff and the students
- » they know the trouble and potential trouble spots
- » they can identify issues due to that knowledge
- » lack of loyalty (contractors)
- » the contractors can be moved anywhere therefore no knowledge of workspace

Shared Services

Many members are being subjected to a range of change proposals that are possibly the most impacting and complicated set of changes that the community has seen since the 2001 amalgamation of the original 3 UWS entities.

Staff, whilst dealing with massive workloads (due to last year's EVRS) are being dragged through these shared services change proposals and are quite distressed and upset. A great many positions are being discontinued or being downgraded. Those that survive such a cut and slash will be expected to transition into a "just make it work!" scenario.

CPSU NSW is the Professional staff union. Your Delegates are attending all change proposal meetings and are currently seeking your input as members so that we can provide responses to the change proposals. Please feel free to come and talk to us at each of the meetings, and raise your concerns.





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We will be organising a formal general meeting to collate further feedback. More details soon.

You can also call the Member support centre on 1300 772 679 or email any of your WSU CPSU NSW Delegates at the addresses listed [HERE](http://apps.westernsydney.edu.au/teldir/schloprocess.php?UWSPSHPS#CPSU):
<http://apps.westernsydney.edu.au/teldir/schloprocess.php?UWSPSHPS#CPSU>

Enterprise Bargaining

Your CPSU NSW bargaining team are continuing to meet with University management to negotiate your new Enterprise Agreement.

We are pleased to report that after months of pressure from your Union, the University have finally seen sense and agreed to reinstate ALL of your flex leave entitlements and protections back into the Agreement. This is a massive WIN that will protect your conditions, and make sure that flex is applied fairly and consistently across the University.

We know that members are also really concerned about job security, especially in the wake of EVRS and Project Essex. We will continue to fight hard to prevent the University from watering down important conditions around Organisational Change, Misconduct, Unsatisfactory Performance, Position Classification & Broadbanding, and Redundancy & Redeployment.

Staff cuts and downgrading are already rife, and we simply cannot allow the University to make it even easier in future to attack the hard-working Professional Staff who are the backbone of this institution!

If you know of someone near you who is not in the Union, please encourage them to [JOIN](https://membership.psa.asn.au/Register) at:
<https://membership.psa.asn.au/Register>.

It's times like these when we need the support of each other and that's what being in a Union is all about.

Please note, CPSU NSW members are also members of the Public Service Association of NSW. The PSA is the Associated Body for, and resources and manages, the CPSU NSW, the Professional Staff Union.

<http://www.facebook.com/CPSUUnsw>

