

## CPSU Macquarie University Log of Claims

1. We seek to maintain all existing conditions and entitlements for Professional Staff except where conditions and entitlements are enhanced as a result of negotiations. The Agreement will recognise and respect the right of the CPSU to represent the industrial interests of Professional Staff.
2. The Agreement will provide for rights relating to resources and other relevant matters to support the role of the Union and union activities. This will include the right of union delegates to access time release to attend to union duties and for members and delegates to access trade union training leave.
3. The Agreement will ensure meaningful consultation occurs with all relevant internal stakeholders, including the CPSU, prior to change management occurring. This will include comprehensive consultation arrangements including the early notification of the consideration of organisational change, the rationale for change, the provision of all relevant information including financial information and cost benefit analysis and an assessment of the workload implications for Professional Staff and an extension to the consultation timeframe where reasonably requested.
4. The Agreement will ensure that voluntary redeployment into suitable alternative work will be the principal means of managing displaced employees. This will include the ability to be redeployed to a higher level position and to a 6 - 12 month trial placement arrangement by mutual agreement.
5. The Agreement will provide a comprehensive means of mitigating the number of forced redundancies in any restructure and will prohibit the spill and fill of jobs. The Agreement will also prohibit employees undertaking the work of a 'redundant' position.
6. The Agreement will allow for a job search assistance scheme of \$5000 for Professional Staff who have been made redundant.
7. We seek fully funded pay increases of 3.75% per annum over the life of the Agreement, calculated from the nominal expiry date of the current agreement. Each pay increase will compound onto the previous salary.
8. All staff covered by the Agreement will receive a sign-on bonus of \$2000 to increase the annual salary rate.
9. The Agreement will maintain the current 17% superannuation provisions for permanent staff as a minimum and an increase in employer contributions for casual and fixed-term staff to a level of parity with permanent staff.

10. All allowances are to be increased in line with pay increases.
11. The university will provide an allowance of 5% of an employee's annual salary for any Professional Staff member who has been in receipt of the maximum salary applicable to the position for more than 5 years.
12. Professional Staff elected as Health and Safety representatives will be provided with an allowance comparable to the First Aid Allowance.
13. The University commits to continuing employment as the standard form of employment that is to be utilised wherever possible, through application of merit selection processes.
14. For the purposes of Long Service Leave recognition of prior service is to include service with a controlled entity of the University.
15. The Agreement will explicitly provide that there will be zero tolerance of all forms of discrimination, bullying and harassment and will provide that protection from bullying and harassment will be facilitated by appropriate measures.
16. The Agreement will provide for the regular review and comparison of all positions and position descriptions for accuracy and ensuring consistency in grading and remuneration and take into account gender equity principles.
17. The University will develop a set of targets aimed at ensuring the percentage of staff with disabilities employed by the University is a minimum of 10% of the workforce.
18. The Agreement will provide for a central fund to support any necessary adjustments to assist staff with special needs and the contribution of staff with special needs will be taken into account in any reward or acknowledgement of high performance.
19. The Agreement will also include a comprehensive, centrally funded and equitable career training and development scheme for Professional Staff both in upskilling for career progression and maintaining currency in their substantive position.
20. The Agreement will not allow for Professional Staff to be suspended without pay.
21. The University will develop a set of targets aimed at ensuring the percentage of Indigenous Australian Professional Staff employed by the University is no less than 5%. The University will also provide traineeships and cadetships with at least 95% of trainees/cadets being offered continuing employment at the successful conclusion of their program.

22. The University will create at least 5 Identified Indigenous management and/or supervisory positions.
23. The University will ensure that workload issues do not negatively impact on a staff member's ability to access leave, training and/or career development opportunities.
24. The University will ensure that Professional staff are not required to work regular or unreasonable amounts of overtime and that Professional Staff can refuse to work overtime.
25. The Agreement will provide for consistent and clear variable hours arrangements and flexitime to be made available to all Professional Staff.
26. The Agreement will allow for Professional Staff members suffering domestic violence to have access to 20 days per year of paid special leave for medical appointments, legal proceedings, re-housing and other activities related to domestic violence.
27. The Agreement will contain measures to retain the skills and knowledge of mature aged workers.
28. The University will expand Clause 2.9.5 Provision of Uniform and Personal Protective Equipment/Clothing to include a consultative process where staff have input into the design and choice of fabric of clothing or uniform they are required to wear. This would also include clothing suitable for changing environmental conditions
29. The University will comply in both principle and practice with international conventions, legislative requirements and associated instruments to facilitate provision of reasonable adjustments to staff with disabilities in:
  - Design of university documents and publications
  - Acquisition and use of accessible information technology
  - Design of websites in compliance with web accessibility standards (W3C)
  - Building access and egress
  - Inclusive work practices
  - Work design and position audits
30. All University employees in a position to give informed advice should be encouraged to do so in an environment that is free from institutional bias, intimidation and/or disregard
31. The Agreement will contain a clause providing measures for transitional arrangements for retirement of older employees, which are fair and equitable, and permit no disadvantage to employees. The measures will take into account the value of older employees to the University; allow access to

existing flexible work arrangements, including but not limited to job sharing arrangements and a reduction in working hours; using accrued Long Service Leave for the purpose of reducing the employee's working hours; any other appropriate arrangements.

32. The Agreement will contain a Digital Transition clause

33. The CPSU reserves the right to raise other matters throughout negotiations that are to the benefit of Professional Staff