



Log of Claims
University of New
England CPSU
Branch

The University of New England Branch of the CPSU (Community and Public Sector Union) serves the following claims on the University of New England (“UNE”) for a collective Agreement for Professional Staff.

To protect our terms and conditions, we seek the following:

1. To maintain existing conditions, as they apply to Professional Staff, as set out in the *University of New England Professional Staff Collective Agreement 2014-2017*, except where conditions are enhanced as a result of negotiations.
2. To maintain separate Agreements for Professional Staff and Academic Staff, to ensure that only Professional Staff can vote on Professional Staff conditions.
3. That the rights and entitlements of Professional Staff are comprehensively expressed in the Agreement. Further, that no existing entitlements be moved from the Agreement into policy.
4. Where policies and guidelines affect employees they are only to be made or varied after consultation with, and by agreement with the CPSU.
5. To help minimise disputation and disagreement, the Agreement should be written in plain English to ensure that it is understood by both employees and management;
6. That 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, and to recognize that this form of employment provides the greatest security and wellbeing for Professional Staff and their families.
7. That the Agreement limits the use of casual employment, and improves the conversion process for casual and fixed-term Professional Staff.
8. That the membership of the JCC be expanded to include an Official from each of the Unions.

To reward Professional Staff appropriately we seek the following:

9. Guaranteed fully funded annual pay increases over the life of the Agreement at a rate and frequency to be determined by CPSU members during negotiations, calculated from the nominal expiry date of the current Agreement. Professional Staff are to be reimbursed for any delays via administrative payraises, if necessary. Each pay increase will compound onto the previous salary.
10. That Professional Staff covered by the Agreement will receive a sign-on payment.

11. Access to 17% superannuation for all permanent, fixed-term and casual staff from their date of appointment.
12. That all allowances should be increased from the beginning of the Agreement, consistent with the total agreed pay outcomes over its term.
13. That Professional Staff who work on public holidays be fairly compensated.

To enhance the dignity, respect, safety, job security and career progression of Professional Staff, we seek that the Agreement provides the following:

14. That all Professional Staff will be classified consistent with the duties they perform and in accordance with the classification descriptors that will remain in the Agreement. Further, that Position Descriptions will be updated regularly, and no Employee shall be required to perform work that falls outside of their PD and/or classification.
15. Measures to ensure that overall Professional Staff numbers are not reduced over the life of the Agreement.
16. Transfer or placement of Professional Staff by mutual agreement only.
17. Limits on the use of outside contractors and outsourced work. A decision to outsource work will not be justified primarily on the basis that an outsider has lower rates of pay than for UNE Professional Staff. Where a contractor performs the same or similar work they will have salary and conditions no less favourable than UNE employees.
18. Enhanced measures to ensure increased transparency and accountability during Workplace Change, including:
 - (a) That consultation will begin with affected staff before a draft workplace change plan is produced;
 - (b) That there is a prohibition on the “spilling and filling” of jobs;
 - (c) That the consultation period may be extended beyond 20 working days by both the University and the Unions;
 - (d) That where the University response is to not adopt feedback received during consultation, reasons for this decision be included in the final workplace change plan;
 - (e) That vacant positions which cannot be filled by a displaced employee be advertised internally in the first instance;
 - (f) That the workplace change process will include a post-change review.
19. An explicit statement that there will be zero tolerance of all forms of discrimination, bullying and harassment; a specific framework for dealing with allegations of discrimination, bullying and harassment, and specific measures to prevent repetition of such behaviour in individuals, and within work units.

To ensure that the work environment enhances professional recognition, reward and support, we seek the Agreement provides the following:

20. Increased access to meaningful professional development which equips Professional Staff with recognised industry qualifications, certifications, and hard skills. In addition, that approval to attend professional development is not solely at the discretion of the direct manager or supervisor.
21. A mechanism for Professional Staff to access career development opportunities through Cross-Institutional secondments in partnership with the Regional University Network.

To ensure that Professional Staff have the opportunity to balance work and life, we seek that the Agreement provides the following:

22. Measures to address inability to attend work in cases of extreme weather or road closures without disadvantage to affected staff.
23. An express stipulation that staff will be backfilled while on Long Service Leave.
24. Fairer and less onerous Sick Leave provisions, including:
 - a. Acceptance of medical documentation from a broader range of sources, in recognition of the shortage of doctors in rural areas, and the prolonged wait times for access to medical treatment;
 - b. That the threshold for “five occasions within a 12 month period” in cl 38.12 be defined as five separate instances of illness, rather than five doctors’ visits (which may relate to the same illness);
 - c. That the “12 month period” in cl 38.12 be limited to a fixed 12-month period, based on a calendar year.
25. Improvements to the Domestic Violence Leave clause, including access to additional leave specifically for the purpose of attending medical appointments, legal proceedings, re-housing and other activities related to escaping a domestic violence situation;
26. An expanded definition of Family which will extend access to Bereavement Leave to Indigenous kinship groups, as well as friends, colleagues, and pets.

Other

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