



**The Southern Cross University Branch of the CPSU NSW serves the following claims on Southern Cross University (“SCU”) for a collective Agreement for Professional Staff:**

1. To maintain existing conditions, as they apply to Professional Staff, as set out in the *Southern Cross University Enterprise Agreement 2016*, except where conditions are enhanced as a result of negotiations.
2. To establish separate Agreements for Professional Staff and Academic Staff.
3. That the rights and entitlements of Professional Staff are comprehensively expressed in the Agreement, with no existing entitlements to be moved from the Agreement into policy. Further, where policies and guidelines affect employees they are only to be made or varied after consultation, and by agreement with, the CPSU NSW.
4. That the Agreement limits the use of casual employment, and improves the conversion process for casual and fixed-term Professional Staff.
5. That Professional Staff will have the right to initiate a review of, and be consulted on, any proposed changes to their Position Descriptions. Further, no Employee shall be required to perform work that falls outside of their PD and/or classification without prior consultation and agreement. Where an employee is required to undertake additional, higher duties, they will be remunerated appropriately.
6. Enhanced measures to ensure increased transparency and accountability in the operation of the JCF and in managing Workplace Change and redundancies.
7. A comprehensive, stand-alone Domestic Violence leave clause.
8. Increased flexibility in the core hours of work and flexi-time provisions.
9. That the additional days during the University Closure be gazetted as official University Leave days.
10. Increases to salary and allowances compounded over the life of the agreement at a rate and frequency to be determined during negotiations. Staff shall be reimbursed for any delays to negotiations through administrative pay rises.
11. 17% superannuation for all staff from the date of their appointment.
12. The CPSU NSW reserves the right to raise other matters throughout negotiations that are to the benefit of Professional Staff.