



## **UNE Log of Claims for the CPSU and NTEU - General Staff Enterprise Bargaining**

### **“Without prejudice”**

The Values of The University of New England are provided in its Strategic Plan 2011 – 2015 “Learning without Limits”. Those values are; formative, respectful, inclusive, flexible and innovative. These values along with the Strategic Plan and respectful professional interactions between colleagues form the basis of the UNE log of claims for general staff enterprise bargaining.

1. Foster business processes that maximise efficiency, promote a service culture and meet the needs of students and staff.
2. Appropriately supporting UNE becoming a leader in the nation in the innovative use of educational technology for distance education.
3. Be responsive to the current and ongoing needs for sustainability, growth and performance in an increasingly competitive higher education sector being driven by student demand.
4. Attract, retain, recognise and reward staff who can provide the administrative activities that UNE needs to grow and prosper, in an increasingly competitive higher education sector.
5. Be responsive to increasing Commonwealth Government regulation and demands for information to assess the University’s performance which will be linked to funding.
6. Greater diversity in the categories of fixed term contracts that may be offered, including the ability to provide greater job security to fixed term staff and utilise existing casual staff more effectively via fixed term contracts.
7. Fair, effective and streamlined provisions regarding misconduct/serious misconduct unsatisfactory performance and grievances.
8. An expeditious approach to workplace change and redeployment to improve viability and reflect changing demands.
9. Change the term “general staff” to “professional staff”.
10. Simplify the On Call Arrangements for ITD staff.

11. Appropriate changes to the hours of work and rosters clauses to ensure that areas such as Sport UNE and the Library can become more efficient and better meet the demands of its customers.
12. The University wishes to ensure a higher level of compliance by staff with procedures regarding personal, annual and long service leave.
13. Align general staff entitlements to annual leave with academic staff.
14. Align general staff entitlements to personal leave (currently sick leave and family and personal leave) with academic staff.
15. A commitment to improving employment opportunities in a diverse range of occupations for Aboriginal and Torres Strait Islander peoples.
16. The University reserves the right to amend and make additions to this log of claims.



Professor Jim Barber  
Vice Chancellor  
University of New England  
Dated: