



## **CPSU NSW University of Sydney Branch Log of Claims 2026**

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The University of Sydney Branch of the CPSU NSW (Community and Public Sector Union of New South Wales) serves the following claims on the University of Sydney for an Enterprise Agreement for staff employed by the University:

### **General**

1. Maintenance of all conditions of employment for staff as set out in the University of Sydney Enterprise Agreement 2023-2026 ('the Agreement') unless otherwise improved through negotiations.
2. That all terms and conditions of employment contained in the Agreement will be prescribed in plain English. The parties will make a genuine effort to remove ambiguity and inconsistency from existing and new clauses. The Agreement will be written in a manner that ensures explicit entitlement and not in aspirational language.
3. The term of the Agreement and the quantum of salary increases claimed will be determined by CPSU NSW members democratically in response to, and in the context of, negotiations.
4. That the University embed within the Enterprise Agreement a statement that recognizes continuing employment as the standard form of employment that is to be utilised wherever possible.
5. The CPSU NSW reserves the right to raise other matters throughout negotiations.

### **Job Security, Workplace Change and Professional Staff Workloads**

6. Improved workplace change provisions.
7. Genuine redundancies with no unreasonable increase to staff workload.
8. Equity in redundancy packages.
9. Improvements to staff redundancy review processes.

### **Superannuation and Overtime**

9. Improvements to superannuation, on-call and overtime entitlements.

**Leave**

10. Improvements to leave provisions including, but not limited to, domestic violence leave, reproductive health leave, partner leave and community service leave.

**Flexibility**

11. That the University provides further options for flexibility and remote working options.

**Dignity & respect in the workplace**

12. That a comprehensive, stand-alone sexual harassment clause is established.
13. Improvements to the complaints and bullying and harassment provisions.
14. That the University increase mental health support.

**Performance:**

17. Improved Performance Planning & Development provisions and greater clarity in and transparency of developing position descriptions.

**Training**

18. Increased resourcing for the Professional Staff Development Fund.

**Artificial Intelligence**

21. Limits and guardrails on AI use that aligns with the University's sustainability goals.
22. That the privacy and protection of staff personal data and information is ensured when using AI.

**Employment Arrangements**

23. Introduce provisions that better capture entitlements for 7-day shift workers and the conditions relevant to their employment.

**Union Rights**

24. Union access to new starters and inductions.