

WESTERN SYDNEY UNIVERSITY PACKAGE (5 JULY 2017)

As discussed in the 7 June 2017 enterprise bargaining meeting, the University is now in a position to formally propose the following package for consideration by bargaining representatives. The package is to be considered as a whole (that is, the changes the University is seeking to make on certain issues should be considered as part of the offer to enhance certain entitlements).

The total value of benefits is **\$40,350,000**.

The University reserves its right to amend any aspect of this offer as part of the bargaining process.

A summary of the value of benefits is below and further details about each aspect follows.

Benefit	Cost of Benefit
Salary increase	\$12.5 million
Salary uplift	\$1.6 million
Increase in maternity leave phased return to work	\$650,000
Increased partner leave	\$1.6 million
Formalised concessional days	\$16.5 million
Sessional academic benefits	\$3 million
17% superannuation for limited term staff at 12 months service	\$4.5 million
Total	\$40.35 million

1. Salary increase (for all staff covered by the EA):

1% per annum for three years paid in April each year commencing April 2018.

- The first increase would be payable on 1 April 2018.
- This will not be backdated to the first pay rise.
- The offer has been calculated with consideration of the 3.75% increase that applied on 1 January 2017
- The salary increase is costed at **\$12.5 million** across the next 3 years

2. Salary uplift for professional staff on lower salary ranges:

HEW 1: \$750 = 1.5% uplift the first year

HEW 2: \$750 = 1.35% uplift the first year

HEW 3: \$750 = 1.22% uplift the first year

HEW 4: \$750 = 1.13% uplift the first year

HEW 5: \$500 = 0.66% uplift the first year

HEW 6: \$500 = 0.61% uplift the first year

- Effective at, and to be applied to salaries from, 1 April 2018. Only staff employed at this date will be eligible for the uplift.
- The uplift for eligible staff is in addition to the 1% salary increase identified at (1.) above.
- The uplift will be the cash amount listed for each eligible HEW level. The percentage figure indicated is indicative only of the corresponding % increase.
- The salary uplift is a response to feedback at staff forums where staff suggested that the university should address the needs of lower paid colleagues providing greater benefit to them than those on higher salary levels.
- The salary uplift is costed at **\$1.6 million** across 3 years.

3. Increase in Maternity leave Phased Return to Work

- Staff returning from maternity leave will be eligible for 10 additional days of phased return to work (one day per week for 10 weeks)
- Staff on maternity leave effective of the date of signing the Agreements will also be eligible for this enhanced entitlement.
- The University acknowledges the need for new mothers to be given an appropriate period of time to resettle into the workplace and balance their carer responsibilities.
- This is costed at approx. **\$650,000** across 3 years

4. Increase in Partner Leave

Six (6) weeks additional leave for parents eligible for partner leave where they are the primary carer of a child after birth or adoption

- This enhancement has already been applied administratively and is currently available to eligible staff.
- This is intended to formalise the enhancement as a term of employment in the EA.

- The University acknowledges the need for partners who become primary care givers to be given an appropriate amount of time to support their family environment and balance their carer responsibilities.
- This is costed at **\$1.6 million** across 3 years

5. Concessional days to be formalised in the Agreements

Three (3) days at Christmas (including one day in lieu of bank holiday)

- Although concessional days have been approved in recent years by the Vice-Chancellor, they have not been enshrined in the Agreements. Formalising concessional days in the Agreements, provides confidence to staff that those days will be made available.
- This is costed at **\$16.5 million** across 3 years

6. Benefits for Sessional Academics:

The University will provide casual employment authorities to academic staff engaged for 12-months or longer which provides an ID card and enables access to University email, the library and other features to stay connected with colleagues and the University. In response to claims by the NTEU for enhanced casual conditions, the University also offers additional benefits to ensure that sessional academics required to attend orientation, induction and training will be paid accordingly:

- Sessional academics are defined as a casual employee engaged on a regular and systematic sessional basis
- Up to 9.5 hours paid to attend orientation, local induction and mandatory training
- \$50 Technology Allowance per teaching session
- Sessional academics will also be eligible to apply for a Vice-Chancellor's Professional Development Scholarship and be nominated for Vice-Chancellor's Excellence Awards including teaching awards
- This enhancement is costed at approx. **\$850,000 per year** based on 2017 salary rates (approx. \$3 million over 3 years)

7. Superannuation paid at 17% for limited term staff at 12 month's service

- This is an enhancement to existing conditions, meaning limited term staff will be eligible for 17% super from 12 month's continuous service, even if it is their first contract.
- This is costed at approx. **\$1.4 million per year** based on 2017 salary rates (approx. \$4.5 million across 3 years)

8. Academic workload

- The University has proposed a streamlined academic workload clause that maintains the core principles in the existing agreement, including the 35-hour week.
- These changes will simplify the use of workload allocation and provide academic units with the ability to manage workload at a local level, in a collegial and consultative manner.
- The removal of the TFR and CDF clauses will be coupled with flexibility in academic workload to allow staff and their supervisors to negotiate

an appropriate mix of academic work, including intensity in any particular area (e.g. teaching) to meet the varying career expectations of staff and the varying needs of academic units.

9. Removal of TFRs and CDFs

- The University has proposed the discontinuation of TFR and CDF roles.
- The University does not believe that the TFR and CDF roles have been an effective or viable way to improve the conditions of casual staff or meet the operational needs of the university.

10. Flexible Hours of Work Scheme

- The University has proposed some changes to the Flexible Hours of Work Scheme clause that removes the operational and procedural aspects of the flex scheme.
- The entitlement to access the scheme, including the rules around the accrual of flex and debit time, will be retained in the enterprise agreement.
- The following scheme entitlements remain in the clause:
 - i. Your right to participate in the scheme;
 - ii. The ability to take up to 14 hours per 4-week flex period;
 - iii. The current bandwidth 7am-6pm;
 - iv. The current core time 9.30am-3.30pm;
 - v. The sub-clause referencing how overtime interacts with flex time;
 - vi. The ability to carry forward a maximum of 14 hours' credit;
 - vii. The ability to carry forward a maximum of 14 hours' debit;
 - viii. The sub-clause stating flex time will not be unreasonably refused;
 - ix. The ability to 'bank' additional hours with approval where accrued hours in excess of 14 hours cannot be taken in a settlement period; and
 - x. The ability to seek approval from the Executive Director Human Resources to pay out extra hours that cannot be taken.

11. Misconduct and Serious Misconduct

- The proposed Misconduct and Serious Misconduct clauses which allow for simplification of the processes.
- Important procedural fairness protections will be retained.
- Review committees to be removed as the right to seek review of termination decisions is now covered by the Fair Work Act, and the committees are redundant.

12. Probation

- The University has proposed streamlined probation clauses.
- For professional staff, the proposal is to simplify the process and remove probation review committee.
- For academic staff, the proposal is to provide for termination during probation which currently does not exist. Currently academic staff have a 2-year probation period and it is not appropriate to continue service

during probation for 2 years when service is unsatisfactory and measures to improve performance are unsuccessful. This is not productive for the work unit and also impacts on staff within that unit.

- Where an academic is terminated on probation, they would receive 12 weeks' payment in lieu of notice.

13. Taking annual leave and long service leave (LSL)

- The University will continue to maintain the right to direct staff on annual leave and LSL when they have accrued excess leave entitlements. This is consistent with industry practice and the University's work, health and safety obligations (as per current processes).
- For professional staff, the University agrees to maintain the current sub-clause whereby applications for LSL will be approved provided 6 months' written notice is given.

14. Professional Staff Development Fund

- Removal of the \$4.2 million quota in clause 27.2 Career Planning and Development in the current Professional Staff Agreement.
- The University will continue to support the development of professional staff and provide funding for appropriate career and professional development activities.

Please note that the University does not agree to the following claims/changes to the current Agreements:

- i. The "no forced redundancy" claim
- ii. Superannuation increases other than that already given to limited term post 12 months' service
- iii. Retaining TFR's and CDF's