

THE **campus backbone**

CPSU - Macquarie University Branch



THE **GENERAL STAFF UNION**

Macquarie University Bulletin – October 2011

SPRING HAS SPRUNG **GOOD NEWS FOR MACQUARIE UNIVERSITY** **PROFESSIONAL STAFF**



Your next 2% pay rise negotiated for you by the CPSU in your Professional Staff Enterprise Agreement will be in your pay on 6 October 2011

Congratulations another 2% in your pay

After a vehement campaign against your Professional Staff Enterprise Agreement, the Academics union have formally withdrawn their appeal in Fair Work Australia against the approval of your agreement. This means you can continue unimpeded, to enjoy the benefits of your Enterprise Agreement negotiated for you by the CPSU such as:

- **21.9 % cumulative pay increase (including the March 2010 admin increase)** a further 2% pay rise will be in your pay on 6 October 2011
- a separate agreement for professional staff
- casual loading progressively increasing from **23% to 25%**
- the right to purchase up to **10 days additional leave** over a 12-month period
- **workload protections** to ensure the fair allocation of work (*a first for Macquarie professional staff*)
- improved **classification procedures** to allow you to initiate reclassification of your position and to appeal outcomes to an appeals committee (which will have union reps on it)
- new career development clause with funding of up to **\$1000 per annum** for you to develop your career beyond your current role (*a first for Macquarie professional staff*)
- the ability to appeal against non appointment (*very few agreements have this*)
- **environmental sustainability** clause, including interest free loans for the purchase of public transport tickets (*a first for Macquarie University*)

- expanded employment equity and diversity clause
- excellent personal leave and parental leave provisions maintained
- two days volunteering leave
- restrictions on the use of fixed term employment and maintenance of severance pay for fixed term employees
- stronger protections for employees facing allegations of unsatisfactory performance, including the use of an independent investigator
- **improved job security** with automatic conversion to permanency for some fixed term employees plus previously existing conversion for all other fixed term employees
- **improved job security** provisions including a job swap process to allow a voluntary exchange of positions between a redundant position holder and an employee who may want to accept a voluntary redundancy
- **improved job security** with priority consideration for employees seeking redeployment
- **improved job security** with a redundancy review process with the ability to overturn a decision to declare a position redundant
- **improved redundancy rights** with a **\$1000** outplacement support package
- the ability for the **CPSU** to lodge disputes about the agreement, the National Employment Standards and University policy
- direct CPSU involvement in dispute resolution, job evaluation, change management, environmental sustainability, consultation on policies and in many other processes

Beware!

Winter may arrive a lot sooner for Professional Staff at Macquarie University. Last month, the University informed the CPSU of their intention to review all Professional Staff's work with a view to cutting costs.

They have an external company to conduct the review The CPSU is extremely concerned about the review. With at least 70 Voluntary Redundancies currently being sought plus an unusually high number of restructures already in place at the university, the CPSU believes more staff cuts will occur with the outcome of the review.

Join the CPSU the General Staff Union online today. The CPSU negotiated and fully supports your Professional Staff Enterprise Agreement.

<https://membership.psa.asn.au/join/> to ensure your rights at work.

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