



# THE **campus backbone**

CPSU - SCU Branch



## **CPSU Environmental Sustainability and Productivity Clause (Draft)**

1. It is recognised that combined action by the whole University community will ensure that SCU is a leader in environmental sustainability.
2. Within 2 months of certification of this Agreement the parties agree to the establishment of a SCU Environmental Sustainability Committee. The Committee will comprise of:
  - 2.1. Two representatives of Southern Cross University
  - 2.2. The SCU Environmental Sustainability Officer
  - 2.3. One employee nominated by the President of the CPSU
  - 2.4. One employee nominated by the President of the NTEU
  - 2.5. One undergraduate and one postgraduate student appointed by the SCU student representative organisation
  - 2.6. The SCU Occupational Health and Safety Officer
3. The Committee will meet at least once every three months, and will consult on:
  - 3.1. Creating and updating the SCU Environmental Sustainability Policy and other policies as relevant;
  - 3.2. A comprehensive environmental audit of SCU and its work units that will include the active participation of staff;
  - 3.3. Matters to be considered and endorsed by University Council; and
  - 3.4. Matters raised, either confidentially or openly, by staff of waste, pollution or environmental mismanagement.
  - 3.5. Strategies to reduce the University's carbon footprint
4. Employees who use public transport for regular commuting between their home and SCU will be entitled to a Campus Public Transport Allowance. The Allowance, will reimburse up to \$500 per annum the cost of applicable bus travel, as well as the purchase and maintenance of bicycles that are used by staff as the regular form of transportation between home and SCU.
5. The University commits to investigate the use of shuttle buses to support staff travelling to SCU for work. The University also commits to measures that encourage carpooling from home to work, and ensuring University vehicles are shared by staff that are scheduled to leave and return from the same university activity or event.
6. The University will provide for a comprehensive Voluntary Flexible Work and Working From Home Policy to facilitate environmental sustainability and productivity for SCU employees. The University commits to accepting requests for flexible working arrangement, including work from home, should the request comply with the policy.
7. The University will provide staff with training on energy efficiency, waste minimisation, water use and efficient transportation.
8. Employees will not be disadvantaged by exercising their right to refuse to undertake environmentally damaging work activities or raising matters relating to waste, pollution or environmental mismanagement to the Environmental Sustainability Committee.
9. The University commits to ensuring vehicles provided as part of total remuneration packages meet environmentally sustainable requirements as outlined in the SCU Environmental Sustainability Policy.