



Public Service Association

Community & Public Sector Union
State Public Services Federation (SA Branch)



News Flash



Universities Enterprise Bargaining Update No.17

Enterprise Bargaining Update Around Australian Universities

Agreements that have been reached so far at University of Western Sydney, Sydney, Canberra, Central Queensland University, La Trobe, Monash, Edith Cowan, Swinburne and RMIT. The unions involved in these negotiations have successfully negotiated all CPSU key claims of:-

- Salary increases of 16% or above over three years
- Job Security
- Quantifiable workloads
- Restoring union nominees on university committees
- Indigenous employment strategy and targets for Indigenous employment

Bargaining is proving most difficult at Murdoch University, University of South Australia, University of Adelaide, University of New South Wales, University of Melbourne, University of Tasmania and University of Queensland. Other universities have now reached Heads of Agreements, are close to settlement or come under the category of 'negotiations continuing'. The three South Australian universities come under the 'negotiations continuing' category.

It is clear that some universities in the 'negotiations continuing category' want to cling to the culture of the Howard era which resulted in the loss of some important conditions during the last round of bargaining. The Union's claim to restore those lost conditions is resisted by those who want to retain maximum flexibility and a reduced role for the unions.

It is now clear that agreement can be reached when unions and management work together to deliver significant benefits to staff.

A competitive salary outcome for General/Professional staff

CPSU has consistently stated that we will only approve Collective Agreements at the three South Australian universities which ensures that both the conditions of employment and salaries of General/Professional staff are competitive within the sector.

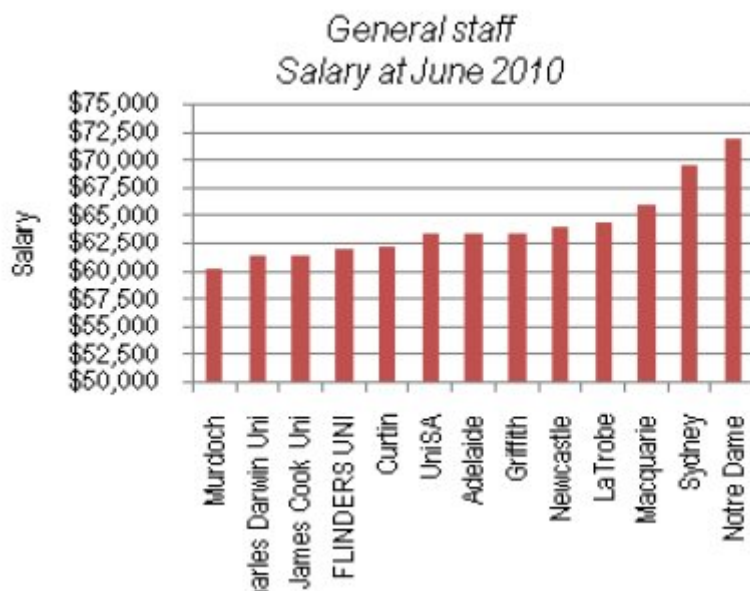
A HEO6 at the top of the scale is currently paid:

Flinders \$61,908

UniSA \$63,332

Adelaide \$63,437

The graph below demonstrates how a HEO6 salary in South Australian compares with other universities around Australia.



Flinders University of South Australia

The most recent salary offer from Flinders University is 14.25% paid by June 2012. This equates to an average annual wage growth of 3.8% per annum.

South Australian universities need to be competitive within the Australian University Sector. The Flinders University Strategic Plan 2010-2014 lists in Key Strategy 7 "Valuing Our People" that Flinders will "endeavour to maintain competitive salary levels". The unions involved in the negotiations have consistently stated that we will only approve a Collective Agreement which ensures that both the conditions of employment and salaries of Flinders staff are competitive within the sector.

Negotiations continuing include clauses which are largely settled with some detail in dispute such as Discipline & Termination, Job Security and Managing Change and General staff classification.

University of South Australia

The most recent pay offer is 12.5% with an expiry date of 30 June 2012 however, this expiry date is now subject to an extension. This equates to an annual wage growth of 3% (expiry to expiry). The university is claiming that the 2% paid on 1 January 2009 which is in the expired 2006 Collective Agreement is now part of the wage offer for the new agreement. There is no agreement on any restoration of pre HEWRRs conditions and minimum agreement on the union Log of Claims which was lodged in June 2008. There does not seem to be any will to finalise negotiations and next meeting will not be scheduled for several weeks due to time commitments by the university negotiators. Unions are keen to finalise negotiations and have consistently asked for more frequent

meetings stating the availability of the union negotiators at any time.

University of Adelaide

The most recent pay offer is 13.5% with an expiry date of 31 October 2012. This equates to an annual wage growth of 3.3% (expiry to expiry). There is substantial agreement on a number of the union claims. General staff classification has been agreed and we are close to agreement on a number of other conditions matters.

WE NEED YOU

Maximum membership numbers add strength to Collective Bargaining negotiations with the University. We need your support in recruiting new members. Check the CPSU web site on <http://www.cpsu.asn.au/> for a membership form and details of the benefits. You can sign a friend and win a \$200 Coles or Woolworths card.

CPSU the Union Negotiating on Behalf of General/Professional staff in Universities

The Public Service Association (PSA) met with DFC representatives to discuss the latest written directive to members at Magill Training Centre to supply a medical certificate for ANY absence from work.

The PSA reminded the department of their responsibility to address absenteeism on an individual basis and to appropriately counsel any member they believe is abusing the system, prior to issuing the member(s) in question with written direction.

MEMBERS WHO STAND TOGETHER, WIN TOGETHER!

23 April 2010

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