

THE **campus backbone**

CPSU - University of Sydney Branch



The University of Sydney Campus Backbone – Newsletter 8

August 2010

Dear members and colleagues,

Pay Rise

We trust that all the action of the federal election campaign has not been enough to distract members from enjoying the pay rise of 2.5% which came into members' pay packets on 15th July.

Not a member of the CPSU?

[Click here](#) to add your email to the USYD General Staff union Campus Backbone email list.

Workchoices. Never Again.

The theme of ACTU's federal election campaign is – “*Workchoices. What ever the name, **never again***”, reminding Australians of the policy agenda of the recent Coalition government. Regardless of the varying commitments made by the opposition, the campaign remains relevant to ensure that fair workplace laws are maintained. The ACTU has produced a [series of adverts](#) that revisit the impact of the workchoices regime on Australian workers. Members are encouraged to watch and circulate the link to family and friends and visit the campaign site - www.neveragain.org.au.

Equity Advisory Committee and Disability Action Plan Review

Our Women's Officer Jacquie Hicks recently attended the University's Equity Advisory Committee meeting where a review of the University's Disability Action Plan was discussed. The CPSU is extremely interested in pursuing the interests of members in this process following a number of cases in which members have experienced difficulties in obtaining suitable workplace adjustments. Compared to other universities the University of Sydney falls behind in clarity and process for staff seeking to make such adjustment. The review process is set to take place throughout second semester with the intention of implementing it in 2011. Members are encouraged and welcome to contact either Jacquie Hicks or your Organiser Aaron Jones if you would like to make comment on the review or have relevant personal experiences.

Tax Summaries

Members are advised that individual tax summaries have been posted out. If you pay your membership dues by credit card or direct debit and have not received your tax summary please contact the PSA/CPSU's membership section on 9220 0900.

Management and Staff Consultative Meeting.

The CPSU met this week with University management at the Management and Staff Consultative Committee. The CPSU raised a number of issues which arise from the recently announced 2011-2015 Strategic Plan. The University has agreed to publish information about the new University Economic Model and provided information concerning the formation of the new Divisional Boards. Assurances were sought regarding no forced redundancies and a considered approach to shared services. Management declined to give assurances on these matters.

The issue of a review of PM+D processes was discussed at some length. The CPSU seeks a substantial improvement in development opportunities for General Staff as part of the review. The current system of ranking was discussed and generally felt to be somewhat pointless. We look forward to a positive dialogue with the University in formulating an improved process with a genuine focus on development.

The University continues to pursue the issue of “excess” annual leave balances. It was reported that the number of staff carrying a leave balance in excess of 40 days has declined by around 20% during the new Agreement. The University has undertaken to provide the CPSU with a breakdown of the number of academic vs general staff with “excess” leave balances.

University of Sydney Union Bargaining

The CPSU has mutual agreement with USU management to commence bargaining on a new Agreement. Staff members at USU have not had a new Agreement since 2001 meaning their conditions, wages and classification structure have not been formally updated in almost a decade. Since 2001 USU has weathered the impact of the introduction of Voluntary Student Unionism and survived to be one of the very few remaining independent student unions in Australia. The USU bargaining team of Colin Smyth and Rachel Hughes have presented our members’ Log of Claims to the USU’s HR Director Sandra Hardy. The Log of Claims combines the input gathered from members through a series of focus groups held earlier in the year with the latest in industry benchmark conditions, including those of the University of Sydney.

NSW Statewide Bargaining Report

Enterprise bargaining has recently concluded at Charles Sturt University (CSU), Southern Cross University (SCU) and the University Admission Centre (UAC). The CSU Agreement runs for two a half year agreement and contains with a 13% (non-compounded) pay deal. In addition to the pay increase the CPSU was successful in negotiating a restructured salary scale for general staff which will expand the coverage of the agreement and result in additional pay for general staff at the top of levels two and four. The largest single group of general staff employees fall within the level four salary range.

The SCU Agreement is notable for its inclusion of a sector first environmental sustainability clause which enables staff consultation on sustainability measures, encourages car pooling and commits to employee education programs. This clause is addition to a 16% (non-compounded) pay increase, a General Staff workloads clause, 26 weeks paid maternity leave, conversion rights for fixed term staff and an increase in casual loading to 25%.

The UAC agreement delivers a salary increase of **4.5% per year** for the life of the proposed Agreement. The Agreement also includes a clause that provides for employees to have an additional week of annual leave by converting 1 week of annual leave on full-pay to 2 weeks annual leave on half-pay in each year of service. This is only available to staff who do not have more than 4 weeks accrued annual leave entitlements.

Annual Leave remains an ongoing issue at the University of New South Wales. CPSU members support the position whereby they are able to accrue up to 40 days annual leave prior to the University being able to direct them to reduce there leave to no less than 30 days. The University has tabled a clause that would cap the accrual of leave at 30 days and enable management to direct staff to reduce their leave to 20 days. In a recent survey, members overwhelmingly rejected the University’s proposal along with the compulsory direction to take leave during Christmas closedown.

Help us build the General Staff network

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