

A comparison of the UNE General Staff & ELC Teachers Collective Agreement 2009-2012 with the University of New England Workplace Agreement 2006-2008

CLAUSE	SINGLE AGREEMENT (2006 – 2008)	NEW GENERAL STAFF AGREEMENT
PERIOD OF OPERATION: commitments regarding the renegotiation of a new agreement	✘	✔
DEFINITIONS: an expanded definitions clause	✘	✔
CONSULTATION: a union / management consultative committee & resourcing union representatives	✘	✔
COMMITMENTS:		
preventing and eliminating discrimination, bullying and harassment in the workplace and achieving equal employment opportunity	✔	✔
intellectual freedom rights for general staff	✔	✔
intellectual freedom rights to include union activity	✘	✔
REQUIREMENT TO STATE TERMS OF ENGAGEMENT: requirement to provide all new employees with a position statement	✘	✔
TYPES OF EMPLOYMENT:		
HECE Award regulation of fixed term employment	✘	✔
conversion for fixed term employees	✔	✔
increased severance pay for fixed term employees	✘	✔
severance pay fixed term employees on a specific task or project or research	✘	✔
INDIGENOUS EMPLOYMENT:		
provide employee development, training and mentoring of Indigenous employees	✘	✔

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appoint an Aboriginal and Torres Strait Islander Employment Officer with responsibility for Indigenous employment matters	✘	✔
Indigenous Access and Participation Committee	✘	✔
recruitment panels for new and existing positions within the Oorala Aboriginal Centre and for Identified Indigenous positions across the University will comprise at least 50% Aboriginal & Torres Strait Islander membership	✘	✔
PRIMARY PLACE OF EMPLOYMENT: where an employee changes their primary place of employment the University will pay reasonable travel and removal costs	✘	✔
FLEXIBLE AND FAMILY WORKING ARRANGEMENTS	✔	✔
SALARIES = 17% compounded	✘	✔
SUPERANNUATION: 17% for fixed-term employees employed on a contract of more than 12 months, or who have been employed for a continuous period of more than 2 years	✘	✔
SALARY PACKAGING	✔	✔
ACCIDENT MAKE-UP PAY	✔	✔
POSITION CLASSIFICATION:		
details what a position statement must include	✘	✔
consultation with an employee before any change to a position statement	✘	✔
classification cannot be used to address performance issues	✘	✔
individuals can request classification review	✘	✔
supervisor cannot unreasonable prevent a classification review request proceeding	✘	✔

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if a position is reclassified to a higher level the incumbent will continue to own the position	✘	✔
employee can dispute classification outcome	✘	✔
PUBLIC HOLIDAYS	✔	✔
CHRISTMAS BREAK	✔	✔
UNIVERSITY SHUTDOWN	✔	✔
ANNUAL LEAVE:		
5 weeks annual leave	✔	✔
supervisors must ensure employees can take annual leave	✘	✔
LONG SERVICE LEAVE:		
casual entitlement	✘	✔
ability to take double long service leave at half pay	✘	✔
SICK LEAVE:		
uncapped	✔	✔
reinsertion of management of sick leave provisions in agreement	✘	✔
PARENTAL LEAVE:		
26 weeks paid primary carer leave	✔	✔

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2 weeks paid partner leave	X	✓
4 weeks paid leave if a pregnancy terminates by miscarriage or still birth after 20 weeks of pregnancy or the child dies shortly after birth	X	✓
all paid parental leave entitlements will be centrally funded by the university.	X	✓
unions and university will review entitlements when the details of the Federal Government's National Paid Parental Leave scheme are published.	X	✓
FAMILY AND PERSONAL LEAVE:		
entitlement where an emergency affecting the immediate family member	X	✓
entitlement for bereavement leave when a person of importance in the employee's culture dies	X	✓
JURY AND WITNESS LEAVE	✓	✓
WORKPLACE CHANGE:		
direct involvement of unions	X	✓
time taken to develop a response to the change proposal will be part of normal duties	X	✓
no vacant position will be advertised without first assessing whether there are any "displaced" employees on the transfer/redeployment list	✓	✓
where expenses to attend job interviews are not met by a prospective employer, payment for reasonable travel and other incidental expenses incurred in attending such interviews	X	✓
VOLUNTARY SEPARATION	X	✓
TRANSFER	✓	✓

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REDEPLOYMENT: 6 months redeployment	✓	✓
REDUNDANCY PAY	✓	✓
PERFORMANCE MANAGEMENT SYSTEM:		
commitment to providing all employees with career development opportunities and the opportunity to be involved in the planning process within their work unit and to develop personal skills that complements their work unit's goals	✗	✓
employees may request an alternative supervisor to be designated for the purpose of performance management	✗	✓
INCREMENTAL PROGRESSION:		
an increment cannot be withheld unless a supervisor is concerned an employee is not performing satisfactorily <u>AND</u> the employee has previously been informed of the concerns in writing and has been given a reasonable opportunity to respond to the concerns <u>AND</u> the employee has been given a reasonable opportunity to improve the performance to the standard required to progress to the next incremental step and their performance has not improved	✗	✓
PROBATION:		
there must be regular feedback to the employee during the probation period	✗	✓
supervisor must inform the employee in writing of any impediments to the continuation of the employee's employment when such impediments become apparent	✗	✓
where probationary employee is terminated the employee will be entitled to one weeks pay in lieu of notice	✗	✓
UNSATISFACTORY PERFORMANCE:		
a list of independent chairs for reviews agreed between union and university	✗	✓
MISCONDUCT/SERIOUS MISCONDUCT:		
a list of independent chairs for the misconduct investigation committee agreed between unions and university	✗	✓
suspension without pay can only occur in exceptional circumstances where the nature of the allegation/s are serious, involving conduct and/or incidents which create a reasonable expectation of imminent or serious risk to any person/s or to the university's business	✗	✓

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if no disciplinary action is taken against an employee suspended without pay they will be paid the salary that has been withheld	✘	✔
DOCUMENTATION	✔	✔
ORDINARY HOURS OF WORK	✔	✔
ROSTERS	✔	✔
MEAL AND TEA BREAKS	✔	✔
TEN HOUR BREAKS	✔	✔
OVERTIME, SHIFT PENALTIES AND LOADINGS:		
Right to refuse overtime	✘	✔
Time off in lieu at overtime rates	✘	✔
ON-CALL PROVISIONS: 30% on call allowance	✔	✔
CALL BACK ARRANGEMENTS: minimum of 3 hours overtime paid for all call backs	✔	✔
STAND-DOWNS: when a residential college or the Yarm Gwanga Childcare Centre is in recess and it is necessary to stand down full-time employees, they will be paid half ordinary pay for the period during which they have been stood down	✔	✔
HIGHER DUTIES ALLOWANCE:		
higher duties paid for acting arrangements of 5 working days or more	✘	✔

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employees recognised as the deputy or assistant of a more senior employee & whose normal duties include deputising for the senior employee will be paid for higher duties for 10 consecutive working days or more	✘	✔
RESIGNATION	✔	✔
TERMINATION OF EMPLOYMENT	✔	✔
ABANDONMENT OF EMPLOYMENT: greater protections for general staff	✘	✔
MEDICAL RETIREMENT	✔	✔
GRIEVANCES: detailed grievance clause	✘	✔
DISPUTE RESOLUTION PROCEDURES:		
direct union involvement in process	✘	✔
the ability for the independent Tribunal to arbitrate disputes	✔	✔
OH&S	✘	✔
First Aid allowance: to be increased in accordance with the salary increases under the Agreement	✘	✔
INTELLECTUAL PROPERTY: applies to general staff	✘	✔
GENERAL STAFF WORKLOADS	✘	✔
25% CASUAL LOADING	✘	✔

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UNION RIGHTS:		
the university will provide the unions access to secure offices free of charge	X	✓
Union access to induction sessions	X	✓
payroll deductions	X	✓
5 days paid union training leave per year	X	✓
5 days paid leave to attend external union meetings per year	X	✓
reasonable time release for union delegates to undertake authorised union activities	X	✓
FLEXIBILITY CLAUSE: the ability to purchase extra 4 weeks annual leave	X	✓
CHILDCARE FACILITIES: the University undertakes to maintain a child care facility on campus for the life of this agreement	X	✓
AWAs and ITEAs: prohibition on offering	X	✓
DIGNITY AND RESPECT AT WORK	X	✓
CONVERSION FROM CASUAL TO NON-CASUAL EMPLOYMENT	✓	✓
UNE ENHANCED GENERAL STAFF DESCRIPTORS	✓	✓