

THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 9

4 November 2009

Your CPSU Bargaining Team met with UTS Management on Wednesday 28th October 2009.

The discussions focused on:

1. Classification
2. Higher Duties Allowance

Classification/Job Evaluation

Peter Fox, Manager, Workplace Relations and Policy discussed the current state of play for job evaluation

- 5-6 HRU staff are trained in job evaluation. They are from different areas of HRU.
- 2-3 trained evaluators meet to review position descriptions when required. Currently this workload is approximately one position description (PD) for review each week.
- Each evaluation decision is reviewed by the Manager, Workplace Relations and Policy and Manager, HR Management Services.
- The decision is then passed back to the relevant manager and the incumbent.
- All parts of the process are documented. Incumbents can view the paper trail if the decision is not to their satisfaction.
- There is no union involvement in the PD evaluation committee unlike previous years.
- Positions are classified according to the [Classification Descriptors](#)
- SSG positions are reviewing using the Hay PD evaluation methodology.
- Information on Position Description, Job Design, and the Evaluation Process can be found on the [UTS HRU website](#).

Members with issues relating to Position Description Writing or Evaluation should email their inquiry to Rosa.Bow@uts.edu.au

Higher Duties Allowance

The CPSU Higher Duties Allowance clause was tabled at the 20th October 2009 meeting. UTS provided some additional response to our document. The University suggested that some of the issues were already currently dealt with in [HRU Policy 3:14 - RELIEVING APPOINTMENTS \(INCORPORATING HIGHER DUTIES\) – PRINCIPLES AND PROCEDURES Clause 4.1.1 General provisions](#)

Members with questions and issues with Higher Duty Allowance should contact Rosa.Bow@uts.edu.au

Future EB meetings

The three final EB6 meetings for 2009 are scheduled for **12th November, 25th November and 9th December 2009.**

CPSU AGM

Your UTS CPSU Branch Annual General Meeting and next Members' Information Meeting will be held on 26th November 2009. Please put it in your diary and try to come along.

WHERE ARE WE UP TO WITH BARGAINING?

| What has been agreed in principle? | Does it meet our claim? | What hasn't been agreed? | Update |
|------------------------------------|-------------------------|--|--------------------------------|
| Superannuation | yes | Objectives | UTS has tabled a clause |
| Increments | yes | Policies, procedures & guidelines & consultation | Yet to be discussed |
| Flexible Salary Packaging | yes | Length / application | Yet to be discussed |
| Public Holidays | yes | AWA's | Yet to be discussed |
| Annual Leave | yes | Length / application | Yet to be discussed |
| Christmas/New Year Leave | yes | Resolving disputes | CPSU & UTS have tabled clauses |
| Leave Without Pay | yes | Salary increases / rates of pay | Yet to be discussed |
| Ordinary Hours of Work | yes | Annualisation of salary | Yet to be discussed |
| Absence From Duty | yes | Classification / Broadbanding | UTS to respond to CPSU clause |
| Overtime | yes | Allowances | Yet to be discussed |
| Payment on Public Holidays | yes | Sick leave | UTS to respond to CPSU clause |
| On-Call | yes | Personal leave | UTS to respond to CPSU clause |
| Equity | yes | Long service leave | UTS to respond to CPSU clause |
| Intellectual Freedom | yes | Parental Leave | UTS to respond to CPSU clause |
| Provision of Personal Information | yes | Community Leave | Close to agreement |
| Unsatisfactory Performance | yes | Managing Change/redundancy | Yet to be discussed |
| Misconduct | yes | Shiftwork | Yet to be discussed |
| Medical Retirement | yes | Flexible Hours Options | Yet to be discussed |
| Termination | yes | Modes & categories of Employment | Yet to be discussed |
| Classification Descriptors | yes | Contract of Employment | Yet to be discussed |
| | | Conversion of Casual Staff | Yet to be discussed |
| | | Staff / career Development | Yet to be discussed |
| | | Probation | Close to agreement |
| | | Performance Review / Development | Yet to be discussed |
| | | Indigenous Employment | Yet to be discussed |
| | | Reviewers and Investigators | Yet to be discussed |

Increase Your Collective Bargaining Power = Better Conditions & Pay Rises

**Talk to colleagues & friends at work about our claims and get them to join your union
Become a work place contact or join the CPSU Campaign Team (contact a delegate)**