

Log of Claims – January 2026

The Log of Claims outlines the University's goal of achieving significant improvements on the 2023 – 2025 Enterprise Agreements (Academic and Professional & Support Staff) to enhance the employee experience while supporting the University's desire to reduce complexity and build a sustainable organisation.

The items proposed for negotiation are intended to:

- Improve clarity, consistency and accessibility of Agreement language to support a shared understanding of entitlements and processes.
 - Reduce or remove unnecessary administrative complexity, practices or processes that negatively impact the University operations and/or the employee experience.
 - Provide salary and benefits outcomes to employees that are fair, competitive and financially sustainable.
 - Ensure the Agreement continues to operate consistently with relevant legislation and regulatory obligations.
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1. Consolidation of Agreements

- A single Agreement that covers Academic, Professional and Support Staff that includes a global review that:
 - Modernises the structure and format of the agreement and amends clauses to ensure plain language is utilised to avoid ambiguous or incorrect language.
 - Clarifies where conditions apply consistently across staff cohorts, and where there are distinctions that appropriately reflect different roles and responsibilities between Professional and Academic Staff cohorts.
 - Incorporation of necessary updates to ensure compliance with legislation and regulatory obligations.

2. Salary and Pay

- Provide a financially sustainable and appropriate salary increase that is informed by key economic, financial and relevant benchmarks as well as alignment with broader community expectations.
- Explore opportunities to simplify and reduce payroll administration complexity.
- Explore adjustments to the steps within the Professional Staff Salary Schedule.
- Simplify the administration of overtime, allowances and leave loading while maintaining transparency and accuracy of payments.

3. Leave

- Explore alignment with Higher Education Award provisions to support staff to plan and access leave during periods of low work demand, including through clearly defined university shutdown periods and consistent leave arrangements where operational activity is minimal, such as between recognised public holidays.
- Review and simplify Parental Leave provisions to improve clarity of entitlements, accessibility and recognition of diverse personal and family circumstances of employees.

4. Misconduct/Serious Misconduct

- Review timelines and process to ensure that the University is able to conclude these matters in a timely manner that is commensurate with the nature of the conduct.
- Ensure processes enables compliance with Gender-Based Violence regulatory obligations, including the capacity to conclude matters within timeframes required by legislation.

5. Change Management, Redeployment & Redundancy

- Review and clarify consultation provisions to align with Fair Work Commission model term including review of formal consultation period, trigger of the clause and process to communicate Change Proposals with NTEU.
- Review provisions to provide greater clarity on which employment related policies require formal consultation.
- Clarify the employees' responsibilities and expectations when they elect redeployment to ensure they are actively identifying and participating process for suitable vacant positions.
- Clarify entitlements for Fixed Term employees when concluding employment.

6. Span of Hours & Variable Hours

Professional and Support Staff

- Explore changes to the Span of Hours for all Professional and Support Staff to provide greater individual flexibility and enhance operational efficiency.
- Revisions of and simplification of the Variable Hours Clause and related flexi-time provisions including pay-related entitlements to support greater individual flexibility.
- Simplification of provisions relating to working optional additional hours and non-standard work patterns including out of span penalties, and the application of overtime and TOIL to ensure consistent, transparent practices across the University.

Academic Staff

- Scope for Academic Staff that deliver scheduled teaching during evening hours due to teaching timetable, to have an adjustment to fortnightly work pattern to provide for a non-teaching day/hours to reduce fatigue and improve employee wellbeing.

7. Managing Ill Health and Independent Medical Examination (IME)

- Review provisions, including notice period, to support more timely and effective resolution of ill health matters.

8. Performance Planning and Review & Probation

Academic Staff

- Review and clarify that the Academic Employee Career Development (AECED) process is the formal mechanism for setting annual performance objectives, career development goals and reviewing outcomes aligned with Academic Performance Framework and University priorities.

9. Unsatisfactory Performance (Academic and Professional)

Simplification of the clause to provide clarity of process for employee and employer. Removal or redefine language or sections to be aligned with best practice.

10. Classifications

- Inclusion of an express provision to ensure that the development and confirmation of the final position description is accurate and reflects the current expectations of the position as confirmed by the relevant Manager or Senior Manager.

11. Academic Workload Model

- Review and simplify the work allocation clause to provide clarity and flexibility, including recognition of varied academic work profiles.
- Revise the teaching allocation clause to allow staff with teaching intensive profiles to teach across three trimesters, ensuring alignment with workload expectations and operational needs.

12. Further claims

- Griffith University reserves the right to make further claims during the bargaining process.