

NTEU Log of Claims

Griffith University Enterprise Agreement 2025

The NTEU seeks a new Enterprise Agreement at the Griffith University Branch with the following provisions to apply to all staff.

Coverage

1. That a single Agreement will apply to all University employees.

Salary

2. The Agreement will provide a salary increase for all staff of 20% (flat).

Expiry

3. The Agreement will, contingent upon reaching agreement within 9 months of expiry of the current Agreement, have an expiry date of 1 September 2029.

Union and Delegates Rights

4. The Agreement will provide improved union and delegates rights via increased time release for union representatives, access to staff email lists, access to staff inductions, and access to at least 10 days trade union leave per member each year.

Artificial Intelligence (AI)

5. The Agreement will include provisions to protect staff against any adverse effects of artificial intelligence systems in the workplace.

Reproductive Health Leave

6. The Agreement will include reproductive health provisions.

Gender Affirmation Leave

7. The Agreement will improve Gender Affirmation Leave provisions, including:
 - a. Increase in number of days per annum.
 - b. Paid leave for casuals.

Superannuation

8. The Agreement will provide 17% superannuation for casual staff.

Fixed-Term and Job Security

9. The Agreement will strengthen limitations on fixed term employment and insecure work.

Drafting

10. The Agreement will provide for minor changes to drafting, including compliance purposes such as BOOT, Workers Retention Payment, FW Act and incorporation of undertakings.

Further claims

11. NTEU reserves the right to make further claims.

Aboriginal and Torres Strait Islander Claim

12. The Agreement will provide improvements for Aboriginal and Torres Strait Islander members to be determined in consultation with Aboriginal and Torres Strait Islander members. It may include some or all of the following:
 - a. A definition of kinship leave
 - b. Cultural, intellectual property and copyright
 - c. Strengthening of existing Aboriginal and Torres Strait Islander clauses.

Access to Flexible Work Arrangements

13. The Agreement will improve access to flexible working arrangements by providing all staff with enforceable access to flexible work arrangements in addition to and beyond the NES provisions which include remote working and rights to make collective arrangements.
14. Enforceable Right to Disconnect for all staff - including and beyond the NES provisions.

Workloads – All Staff

15. Enforceable workload protections and review procedures.

Academic Workload

16. The Agreement will provide for (an) academic workload model(s) based on the annual hours of work which accurately reflects the time taken to perform all required work, which must be transparent and approved by the majority of staff to whom it may apply.
17. The notional allocation of hours will be reduced to 1650 hours (currently 1725).

Job security

18. The Agreement will significantly strengthen change management protections for staff.

19. Student evaluations of courses or of teaching will not be used to justify adverse findings in annual performance reviews or promotion processes for academic staff

Redundancy entitlements

20. The Agreement will provide that prior fixed term or continuing 'contingent funded' service counts as service for the purpose of calculating redundancy benefits.

On-Call Arrangements

21. Improve on-call arrangements and allowances for professional staff.