

General Staff Enterprise Agreement - Summary of Changes

General Staff Enterprise Agreement Provisions

Provision	Change										
Title	New title of: Professional and Support Staff Enterprise Agreement 2017 - 2021										
Salaries	<p>Pay increases as set out below.</p> <table> <tr> <td>May 2017</td><td>1.5% (previously paid administratively)</td></tr> <tr> <td>Upon staff ballot outcome to accept Agreement</td><td>\$1,600 increase to annual base or 2.0% increase to annual base whichever is the greater</td></tr> <tr> <td>March 2019</td><td>2.0% increase to annual base</td></tr> <tr> <td>March 2020</td><td>\$1,600 increase to annual base or 2.0% increase to annual base whichever is the greater</td></tr> <tr> <td>March 2021</td><td>2.0% increase to annual base</td></tr> </table> <p>Salary increment clause relocated here. Higher Duties clause relocated here.</p>	May 2017	1.5% (previously paid administratively)	Upon staff ballot outcome to accept Agreement	\$1,600 increase to annual base or 2.0% increase to annual base whichever is the greater	March 2019	2.0% increase to annual base	March 2020	\$1,600 increase to annual base or 2.0% increase to annual base whichever is the greater	March 2021	2.0% increase to annual base
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Superannuation	17% superannuation eligibility extended such that all fixed term staff are eligible for 17% superannuation with effect from 1 July 2020.										
Consultation on Policy Changes	New overarching provision for consultation with staff and unions where substantive changes are proposed to policies related to employee entitlements. Replaces current references to specific policies.										
Definitions	<p>New definitions added:</p> <ul style="list-style-type: none"> • Carer • Dependant • Domestic Violence • Head of Element • Procedural Fairness <p>Current definitions revised:</p> <ul style="list-style-type: none"> • Primary Care Giver • Misconduct • Serious Misconduct 										
Continuing (Contingent Funded) Employment	Removal of qualifying requirement for prior fixed term appointment. Constraints on use of internal funding relaxed for complimentary appointments.										
Fixed term Employment Categories	New Area of Activity & Phasing out of Activities – Removal of specified delegate and requirement to report to staff consultative committee. Additional category of Decrease in Enrolments.										
Conversion from Fixed Term Employment	New provision for conversion after 5 years to a continuing or continuing (contingent funded) appointment subject to specified criteria.										
Payment of Severance	Clarification that severance is not payable if the same work and funding moves to alternate employer.										
Reversible Part-time Appointment for the Care of Dependents	Processing detail removed to new University procedures.										
Flexible Work Year	New provisions to manage leave taking and accrual limits. Processing detail removed to new University procedures.										
Job Security	Clause relocated adjacent to Change Management and Redundancy and Redeployment clauses.										

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Disputes Avoidance and Settlement Procedures	Referral process changed to Director HR. Clarify internal processes to be used in first instance.
Change Management	Incorporating consultation timeframe and commitment to consult with staff consultative committee prior to and during change process. Additional matters to be included in consultation documentation. Clause relocated adjacent to Job Security and Redundancy and Redeployment clauses.
Staff Consultative Committee	Meeting frequency varied to quarterly.
Aboriginal and Torres Strait Islander, First Peoples Employment Strategy	Added commitment for KPIs on improved employment outcomes and 6 monthly reporting.
Salary Packaging	Simplified clause with no substantive changes.
Leave - Domestic and Family Violence (DFV)	New provision for 10 days Domestic and Family Violence Leave plus access to Family, Special Circumstances and Sick Leave.
Leave - Recreation	New provision for cash out of recreation leave in excess of 20 days. Excess leave direction relaxed from 2019 to aid in mitigation of potential staffing impacts of reduced student cohort in 2020 – 2022.
Leave – Parental	Current provisions have been improved as follows: <ul style="list-style-type: none"> Employee with < 12 months service accrue 1 week paid leave per month of service (currently 6 weeks after 9 months service) No cost recovery of parental leave if employee does not return to duty after parental leave Fixed term employees can now access all paid leave entitlement up to end of current contract Greater flexibility in options for taking paid and unpaid parental leave Option for a further 12 months parental leave without pay included
Leave – Sick	New provision for a requirement for an employee absent on sick leave for more than 4 weeks to facilitate a report to inform a return to work program.
Leave – Reserve Forces	Entitlement extended to all forms of reserve forces service.
Leave – Cultural	Access to and purpose for leave is clarified.
Leave – 2020 Student Cohort	Inclusion of new provision for units impacted by a reduced student cohort in 2020 to 2022 inclusive to mitigate against potential staff redundancies. Provides for initial consultation on a requirement to take leave, but direction to take leave is possible.
Leave - Procedures	Processes removed to University procedures.
Dealing with misconduct or serious misconduct	Redrafted for clarity specifying clear steps and requirements. Revised review panel structure with review option now prior to final decision. Accessible for recommendations of termination of employment only.
Managing Ill Health	Notice period for independent medical examination reduced from 2 months to 6 weeks. Medical panel review process removed.

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Union Recognition	Inclusion of commitment to provided new employees with union materials and contact details at induction phase.
Unsatisfactory Work Performance	Redrafted for clarity specifying clear steps and requirements such that review panel process no longer required. Review panel removed.
Redundancy and Redeployment	Retraining included to potentially mitigate redundancies. Specified redeployment options for affected employees. Extended salary maintenance periods for redeployment at a lower level. Option to work out transition period removed.
Career Development and Training	Added provision for appropriate budgetary provisions for equitable access to training and development.
Disciplinary Actions	Demotion option removed and replaced with withdrawal of increments within current HEW level only
Probation	Simplified for a minimum of 3 months and maximum of 6 months, but retains option to vary or waive in special circumstances.
Classification Process	Second review panel deleted.
Shift Work	Removal of references to specified work units.
Allowances	Rates increased in line with salary increases. Redundant table of travel allowance rates removed. Higher Duties clause amended to provide for a minimum of 30% work component at the higher level for payment.
Schedule 3	Removed as no longer relevant.