The University of Western Australia Staff Agreements 2014
The Agreements

• Salary increases
• Academic & Professional Staff Workload
• Staff Development Fund
• Organisational Change
• Fixed Term Contract – clarification
• National Employment Standard – Amendments
• Leave - Leave Loading, Jury Service and Emergency Service Leave
• Superannuation: Casual Employees
• Shift work – Security and Non-security
• Expiry date 30 September 2016
Salary increases

12% Salary Increase + $500* one-off payment.

Five instalments:

- 2% administrative payment last year – paid September 2013
- 0.75% increase + $500 one-off payment on lodgement
- 3% increase September 2014
- 3% increase September 2015
- 3.25% increase September 2016

* Pro rata
Workloads – Academic Staff

• Reasonable workloads and responsibility of supervisors to ensure workloads are fair, equitable and manageable.

• Teaching workload factors further refined

• Workload Advisory Committee to continue advisory function to SDVC

• Workload Models required by 1 January 2015
Workloads – Professional Staff

• Reasonable workloads and responsibility of supervisors to ensure workloads are fair, equitable and manageable.

• Defined process of review for resolving unreasonable workload issues
Professional Staff Development Fund

Professional and General Staff Agreement
Increase from $50,000 to $200,000

Draft Policy – specifies three categories:
• General and Technical Development Fund
• Professional Large Grants
• Visiting Experts offering Development for Groups

Applications assessed by Staff Development Grants Committee
Organisational Change

• Clause remains substantially the same.

• Process for formal consultation in relation to a proposed change has been clarified and improved.
Fixed Term Employment

• Clause in both agreements reviewed and amended for clarity and consistency.
  
  – Focus on categories of fixed term contracts that attract severance.
  
  – Further defined fixed term contract in relations to Senior appointments
National Employment Standards

Amendments NES regulations provide:

• Annual Leave Cashing out – in writing and superannuable.

• Parental leave – Partner Leave increased from 2 to 3 weeks
  – > 12 month services – 2 weeks paid, 1 week unpaid
  – < 12 months service – 3 weeks unpaid

• Long Service Leave – Access for casual employees.
Leave

• Annual Leave loading – paid pro-rata when cease employment.

• Emergency Service leave – Paid for the period of absence (changed from 2 days only)

• Jury Service – Casual Employee Paid
Superannuation

• All Casual Employees to be paid Superannuation Guarantee Levy.

• The $450 earning per month threshold will not apply to UWA casual employees.

• Agreement to review Superannuation in relation to flexibility
Shift Work

Rewritten for clarity – divided:

- General shiftwork
- Security specific shiftwork
Process

- Ballot – Copy of agreement will be sent out electronically to staff 7 days prior and at: http://www.hr.uwa.edu.au/policies/eb/collective-agreements
- Notification
- Lodgement
- Approval
- Implementation