

# Key things academic staff should know about the new Enterprise Agreement

**1. Staff will receive the following wage increase:**

**3% wage increases on 1 July 2014  
3% wage increases on 1 July 2015  
3% wage increases on 1 July 2016**

**Staff received 2.6 % on 1 June 2013, an additional 0.4% will be paid on 1 November 2013 and backdated to 1 June 2013 if the agreement is approved by staff.**

- 2. The agreement will begin operation 7 days from when the Fair Work Commission approves it. It will continue operating until a subsequent agreement is approved.**
- 3. Changes have been made to the academic workload allocation framework including a cap on directed activities of 1638 hours annually and the inclusion of teaching specialists within the work profile.**
- 4. There have been no changes to the redundancy provisions**
- 5. Changes have been made to the change management process, emphasising consultation and focusing on redeployment.**
- 6. Casual Academic staff are now eligible for conversion to continuing and or fixed term and there is agreement to reduce casual teaching only academics over the life of the Agreement.**
- 7. Staff now have the ability to “cash out” up to 4 weeks annual leave.**

**For more information about the proposed enterprise agreement visit  
<http://www.jcu.edu.au/ea2012/news/index.htm>**