

# Key things professional and technical 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. There have been no changes to the span of hours for professional & technical staff.**
- 4. There have been no changes to overtime and toil arrangements professional & technical staff.**
- 5. There have been no changes to the redundancy provisions**
- 6. All HEWL 2-5 positions will be internally advertised as a result of changes to the Agreement**
- 7. Changes have been made to the change management process, emphasising consultation and focusing on redeployment.**
- 8. 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>