



James Cook University Together & United Voice Members Log of Claims

Transition of existing agreement

- That there be no reduction in existing terms and conditions of employment.
- That the Agreement has no terms and conditions below the relevant modern award.
- That the Dispute procedure applies to all employment related matters (including NES and employment conditions of the agreement).

Employment security

- That there be no forced redundancies for the term of the agreement.
- That there is a proactive commitment by the university to implement a process of identifying eligible employees to convert from fixed-term to continuing employment, including conversion to continuing (research contingent-funded) employment where relevant.
- That the Employer provides the Joint Consultative Committee, twice yearly, FTE numbers (by organisational unit) of continuing, fixed-term and casual employees for the current and immediately preceding quarter. Statistics are to distinguish those employees paid from Operating funds from those paid from other funds (including Restricted Projects).

Wage adjustment

- That the salary rates for all staff be increased by 7% per annum.

Voluntary & Involuntary Redundancies

- That the current entitlements for voluntary and involuntary redundancies be increased.

Outsourcing

- That outsourcing provisions be strengthened to include reasonable timeframes and access to relevant documentation to be able to assess any business cases and make relevant responses and or proposals in relation to the proposed area to be outsourced.

Workloads

- That the university commits to producing Workload Allocation Guidelines for Professional and Technical employees.

Consultation on Organisational Change

- That consultation arrangements are improved to include the provision of relevant information in a timely manner prior to any decisions being made.

Allowances

- That all allowances be increased in line with the percentage equivalent of the agreed wage adjustment.

Superannuation

- That the university contribution of 17% apply to all staff for the term of the agreement.
- That shift allowance penalties be made superannuable.

Work/Life Balance and Leave

- That in order to maintain reasonable staffing levels, the university commits to the backfill of positions for staff on leave for more than one week.
- That the university provide access to pro rata LSL after 7 years

Professional Development

- That the university provide access to an agreed percentage of the Professional/Technical staff salaries budget to deliver equitable training to all classifications and job streams. This will be utilised to provide career development courses as part of a Staff Development Program.

Progression.

- That staff operating at a level not recognized by the current job descriptors be accredited for their additional skills through the relevant job evaluation methodology. This may be achieved through movement to the next highest classification level or part of that level through a broad banding exercise.

Career Development

- That the university compile a skills matrix of staff and a registry of those who may be interested in acting in higher or differing positions. EOIs to be called for vacant positions for periods of 3 mths. or more with employees from the section concerned having first preference to volunteer for these positions.

Workplace access

- That the university permit access to university staff for the union to consult with employees during work time.
- That the university commence renegotiations of this agreement 3 months before its expiry.

Bullying/fair treatment at work

- That the university commit to a zero tolerance policy for workplace bullying through a commitment to preventing and addressing bullying in a timely manner.

Other Issues

- Together and United Voice also reserve the right to raise other matters that may arise as part of the negotiations.

WITHOUT PREJUDICE