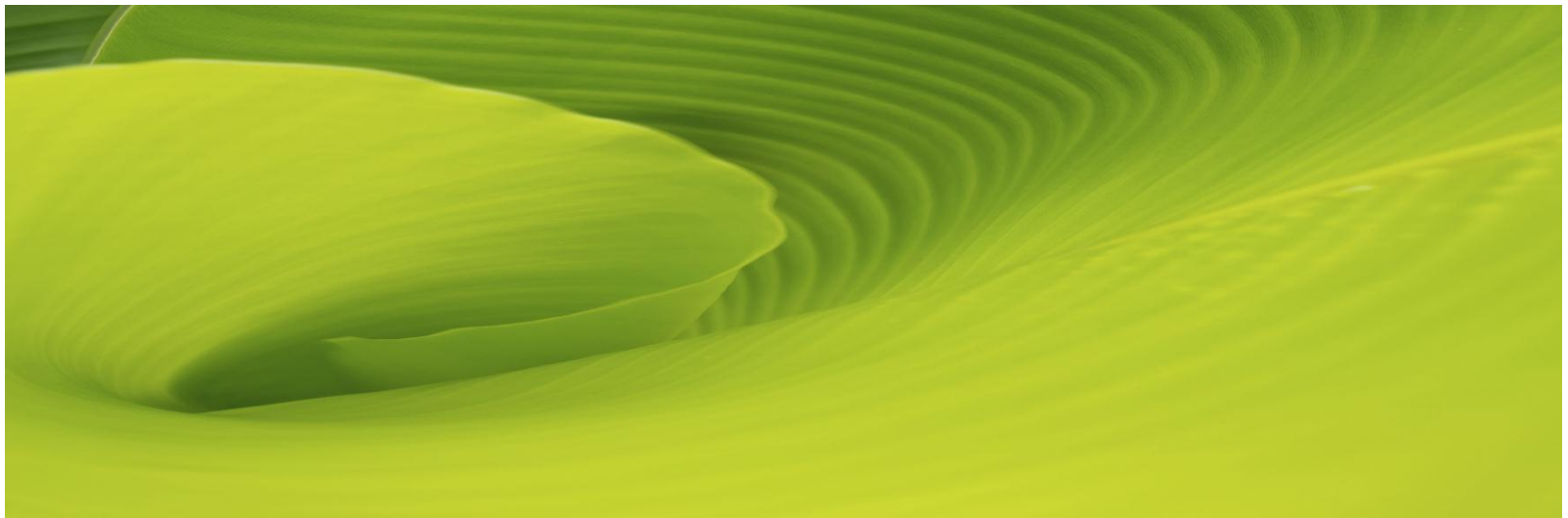


# Your new Enterprise Agreement

*Understanding the changes to the new Agreement*



# Process to date

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- JCU Management Representatives have been meeting with union representatives for almost 12 months.
- All matters have been agreed in principle at the local NTEU level and endorsed by the National NTEU.



# Union update

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Update from your Bargaining Representatives

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# Coverage

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The Enterprise Agreement will apply to all staff employed at James Cook University **except for** staff covered by the James Cook University Catering Staff Agreement.

This includes:

- Academic staff A-E;
- All staff levels up to and including HEW - 10B; and
- Senior Staff.



# Things that are unchanged

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- ✓ Hours of Work, TOIL, meal breaks and shift work provisions, entitlements and remuneration rates for professional and technical staff
- ✓ Field Trip Conditions of Employment
- ✓ Redundancy Payments
- ✓ Annual Leave Entitlement (i.e. 5 weeks annual leave & loading)
- ✓ Jury Service Leave
- ✓ Superannuation Contributions
- ✓ Learning and Development and Staff Study Assistance Scheme
- ✓ International Office Staff Travel Arrangements
- ✓ Working Arrangements for staff employed in the promotion of JCU and its courses
- ✓ Schedules relating to the Research Stations and MV James Kirby
- ✓ Research Contingent employment category retained
- ✓ Current Allowances stay the same
- ✓ Long Service Leave
- ✓ SSP Provisions



# Length of Agreement

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The Agreement will take effect 7 days from when the Fair Work Commission approves it, and will expire on 30 June 2016.

JCU Management Representatives and the unions have agreed to commence negotiations for a new Agreement 3 months prior to the expiration of this agreement.



# Wage Increases

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- **3% back dated to 1 June 2013**
- **3% on 1 June 2014**
- **3% on 1 June 2015**
- **3% on 1 June 2016**



Compounded to 12.55% over 4 years.

Staff were paid a 2.6% wage increase on 1 June 2013.

If a valid majority of staff vote to approve the Agreement, the 3% salary increase will be backdated to 1 June 2013. The back-payment of 0.4% will be paid in the pay period ending 1 November 2013.

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# Loading & Allowances

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- Inclusion of a “Professional Loading” for professional and technical staff who undertake academic duties.
  - Allowance for elected “Voluntary Health and Safety Reps”.
  - “Clinical Loading” now extended to qualified Vets and Dentists who are required to be clinically active.
  - “Community Language Allowance” including speakers of Indigenous languages.
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# Annual Leave

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- Ability to take annual leave at half pay
- Ability to “cash out” up to 4 weeks leave (provided 3 weeks has been taken in the last 12 months and a balance of 4 weeks is retained).



# Other Leave

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- Personal and Carers leave - 15 days paid per annum.
  - Cultural leave - up to 5 days per annum (separate from Personal and Carers leave).
  - Compassionate leave - 3 days paid leave per permissible occasion (separate from Personal and Carers leave).
  - Domestic Violence Leave – up to 5 days per calendar year (deducted from Personal and Carers Leave).
  - Volunteering leave – up to 2 days per year deducted from personal and carers leave
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# Other Leave Continued

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- Parental leave – the supporting partner may take concurrent leave with the primary carer.
  - Special Maternity Leave (6 weeks paid) – if the pregnancy ends within 20 weeks of the expected date of birth.
  - Defence force leave up to 4 weeks paid leave per calendar year
  - State Emergency Services Leave – up to 5 days per calendar year.
  - Natural disaster leave
  - Special sporting leave – up to 5 days paid
  - Trade Union Training Leave – up to 5 days paid – non accumulative
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# Academic Workloads

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JCU and the NTEU agreed to the following changes:

- Introduction of “Teaching specialists roles”
- Introduction of “Clinical/Studio/Laboratory Supervision Academic”



Total hours for all academic staff 1638 hours

Teaching and research academic – still max 300 teaching contact hours

Early career teaching and research academic – max 260 teaching contact hours

Teaching specialist – max 500 teaching contact hours

The ability to consider HDR supervision in research load if agreed by both sides

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# Hours of Work P&T staff

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No changes have been made to the following provisions for professional and technical staff:

We have not changed:

- Span of hours
- Overtime
- TOIL arrangements
- Shift Allowances



# Individual Flexibility (IFA)

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Line managers & staff may enter into an Individual Flexibility Arrangement (IFA) to vary the terms of the Enterprise Agreement about when work is performed provided it meets the genuine needs of the University and the staff member. The IFA must be:

- Genuinely agreed to by the staff member and Line Manager; and
  - Documented and forwarded to Director HRM.
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# Redeployment

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No changes to redundancy payments.

JCU will as its first option seek to redeploy a staff member whose position is no longer required into a suitable alternative position within 8 weeks of the position being confirmed redundant.

Redundancy pay will only be made where no alternative acceptable employment can be found.



# Other matters

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Clearer and streamlined processes for:

- Managing Change including improved consultation requirements
- Managing Underperformance
- Misconduct and Serious Misconduct

## Grievances and Disputes

Any matters commenced under the JCU EA 2010 will continue to be resolved under the provisions in that Agreement.

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# Other matters

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- Internal Advertisement of all HEWL 2 - 5 positions, prior to going to open market (where a special skill is required external advertising will occur simultaneously)



# Fixed Term employment

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Categories extended to include:

- Unanticipated increase in enrolments
- Academic Casual Conversion

Introduction of redeployment and termination arrangements following the introduction of significant changes for fixed term positions:

- Staff to be redeployed into a suitable alternative position, or
  - Where no suitable alternative position is found, will receive severance or the balance of the contract will be paid out (whichever is greater)
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# Casual Employment

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Introduction of a casual conversion clause for academic staff

Clarification of pay category for oversight of and input into on-line discussions such as blogs, wiki's etc

Agreement to decrease 'real casual' academic teaching over the life of the agreement

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# Senior Staff

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New definition of Senior Staff.

Schedule 3 has been updated to reflect the new legal requirements of the Fair Work Act against contracting out.

Same fixed term amendments for redeployment and termination following the introduction of significant changes:

- Staff to be redeployed into a suitable alternative position, or
  - Where no suitable alternative position is found, will receive severance or the balance of the contract will be paid out (whichever is greater).
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# Union involvement

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- The Unions have been involved throughout the whole negotiation process;
  - The Unions rights have not been diminished;
  - The Unions are part of the JCC; and
  - The Unions continue to represent their members
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- All matters have been agreed in principle at the local NTEU level. [The Enterprise Agreement will soon be endorsed by the National NTEU.]



# QUESTIONS



## Consultation Period

The consultation period started on Tuesday 8 October 2013 and finishes on Tuesday 15 October 2013.



# Ballot

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Voting on the Ballot opens at **9 am** on **Wednesday 16 October 2013** and closes at **5 pm** on **Friday 18 October 2013**.

The ballot will be conducted electronically by an independent third party.

Details of how to vote will be provided before the ballot opens.

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## Ballot Question

Do you approve the proposed the James Cook University Enterprise Agreement 2013-2016?

- Yes - I approve the Agreement
  - No - I do not approve the Agreement
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# What you should do

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- Go to the Enterprise Bargaining website on JCU's staff page
- Access this presentation
- Look at the table that shows you what has changed
- Review the Enterprise Agreement – you can read the whole thing or those bits that concern you most
- Contact the HRM team if you have questions you need answered



# What we will do

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- We will run further forums
- We will develop a Q&A section on the website as people ask questions about what is in the Enterprise Agreement.
- We will let you know when the ballot opens and how to vote



# Contacts

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Please email your questions to [enterprise-bargaining@jcu.edu.au](mailto:enterprise-bargaining@jcu.edu.au) and a member of the bargaining team will respond to your enquiry.

