



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

*Without prejudice*

## **UQ Enterprise Bargaining 2017**

### **University Objectives**

The University seeks a single Enterprise Agreement to be titled: *"The University of Queensland Enterprise Agreement"* (Agreement) which will:

- clearly and concisely set out the conditions and entitlements relevant to the employment of staff at the University;
- include only matters pertaining to the employment relationship;
- last for a period of at least three (3) years from approval; and
- progress workplace reform to ensure the University is best placed to take advantage of opportunities, and respond to challenges, presented to the higher education sector.

### **Proposals**

The University proposes to:

1. extend eligibility for primary care givers to receive paid parental leave entitlements;
2. provide opportunities for staff in the management of excess leave, including the option to cash out excess long service and recreational leave;
3. amend the current superannuation clause to allow for proposed changes to superannuation legislation (and to UniSuper) which provide staff with greater individual flexibility in how they receive remuneration;
4. simplify the provisions around flexible work for professional staff so that entitlements are easily understood and administered;
5. enhance the provisions relating to modes and types of employment, such as semester-based employment;
6. review and clarify the existing fixed-term employment arrangements including: the circumstances in which the University may engage fixed-term employees; the terms on which renewals are offered; notice periods in respect of termination of employment; severance arrangements; and the provision for a one-off extension in certain circumstances;
7. review and clarify the existing academic workload allocation arrangements having regard to their operation during the current agreement;

8. review and clarify provisions relevant to TESOL Language Teachers in the Institute of Continuing and TESOL Education (ICTE) so that they are easily understood and applied;
9. only consider salary increases and other improvements that are financially sustainable.

#### **Processes provided for under the Agreement**

The University recognises that organisational change, misconduct/serious misconduct, unsatisfactory performance and medical conditions affecting performance processes are difficult for the staff involved. The University intends to address the complexity of such processes so that they are timely, remain fair, are easily understood by all parties and are carried out in a way which reflects contemporary workplace expectations.

#### **Employment of Aboriginal and/or Torres Strait Islander Peoples**

The University remains committed to reconciliation with Aboriginal and Torres Strait Islander Peoples and continues to seek to promote the implementation of its Aboriginal and Torres Strait Islander Peoples Employment Strategy but does not wish to include unrealistic targets within the Agreement.

#### **Schedules**

The University may seek to revisit some Schedules to the Agreement such as those relating to Customs House and the Veterinary Teaching Hospital.

#### **Other matters**

The University reserves the right to make further claims, including other matters arising from bargaining and staff consultation.

It is the University's position that all claims are to be fully costed before consideration is given to inclusion in any proposed Agreement, and that the Agreement must provide for discernible flexibility and productivity initiatives in workplace practices.