

# ENTERPRISE BARGAINING: UQ's POSITION



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

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After several months of negotiation, UQ is moving closer to finalising a new Enterprise Agreement. Thank you for your patience during this process.

This guide provides a succinct overview of what UQ has proposed throughout the bargaining negotiations, how it may benefit you, and how it compares to similar institutions.

In making these proposals, UQ has taken many factors into account, including some difficult financial constraints, such as the \$2.2 billion cut in federal funding for 2018–2019 bachelor degree courses, and funding uncertainty that will arise in 2020 due to Queensland's split-year 12 cohort graduating in 2019.

We are confident that UQ's proposals represent the best possible value both for staff and for UQ, especially when accommodating these external challenges.





# AT A GLANCE

UQ is proposing a range of new benefits for staff, including:

- aggregate salary increases ranging from 8.0% to 11.2% over the life of the Agreement, depending on level, with staff at lower pay increments receiving the highest percentage increases
- the continuation of 17% super for all ongoing staff and the introduction of 17% super for staff on fixed-term contracts
- the introduction of 14 weeks paid primary caregiver leave, in addition to generous existing maternity and paternity leave benefits
- the introduction of 10 days paid leave to support people experiencing domestic and family violence
- the introduction of 5 days paid cultural leave for Aboriginal and Torres Strait Islander staff to attend significant cultural events
- the continuation of other generous leave benefits and the introduction of the right to cash out recreation leave in certain circumstances
- a commitment to increase the employment of Aboriginal and Torres Strait Islander staff
- reaffirmation of our commitment to intellectual and academic freedom for all staff.

## Your say matters

Since bargaining commenced, we've been offering staff the opportunity to provide feedback and ask questions about UQ's position.

We welcome your feedback on the proposed package of pay, benefits and conditions. Have your say by completing this short, anonymous feedback form:

[survey.its.uq.edu.au/checkbox/uqebfeedback.aspx](https://survey.its.uq.edu.au/checkbox/uqebfeedback.aspx)

We are seeking your feedback by 5pm, 19 March.



# PAY, BENEFITS AND CONDITIONS

## Salary increases

UQ has proposed the below salary offer, which will result in salary levels increasing by a minimum of 8.0% over the next four years:

- 31 March 2018: either 2.0% or \$1750, whichever is the highest
- From 30 May 2019: a percentage increase of 1.9%
- From 31 March 2020: either 1.9% or \$1800, whichever is the highest
- From 31 March 2021: a percentage increase of 2.0%.

The effect of these salary increases at various pay points is shown below.

## Salary impacts at various pay points

Current	31 March 2018	30 May 2019	31 March 2020	31 March 2021	Aggregate increase	
\$50,000	\$51,750	\$52,733	\$54,533	\$55,624	\$5,624	11.2%
\$60,000	\$61,750	\$62,923	\$64,723	\$66,018	\$6,018	10.0%
\$70,000	\$71,750	\$73,113	\$74,913	\$76,412	\$6,412	9.2%
\$80,000	\$81,750	\$83,303	\$85,103	\$86,805	\$6,805	8.5%
\$90,000	\$91,800	\$93,544	\$95,344	\$97,251	\$7,251	8.1%
\$100,000	\$102,000	\$103,938	\$105,913	\$108,031	\$8,031	8.0%
\$120,000	\$122,400	\$124,726	\$127,095	\$129,637	\$9,637	8.0%
\$150,000	\$153,000	\$155,907	\$158,869	\$162,047	\$12,047	8.0%
\$180,000	\$183,600	\$187,088	\$190,643	\$194,456	\$14,456	8.0%

PERCENTAGE INCREASE

Under this proposal the lowest-paid staff receive the highest annual percentage increases. All staff will receive aggregate increases of at least 8.0% over the life of the Agreement, but staff at lower pay increments will receive aggregate increases of up to 11.2% over the life of the Agreement.

Hourly rates for casual staff are calculated on the equivalent annual salary at the relevant classification level and will increase in line with these rates

## Additional wage growth through annual step progression

In addition to the scheduled annual increases each year, staff will continue to be eligible for annual step progression increases within their current level.

Annual step progression is another way that UQ ensures that staff enjoy salary rises commensurate with experience in the role. It provides staff with a significant additional source of wage growth over and above the annual Agreement increases.

The example below illustrates how you could benefit from step progression over the life of the new Agreement.



### Example

Kathryn is a Lecturer (Academic Level B) employed at increment level 0106. Each year, her salary increases twice – once on the date specified in the Agreement, and again on the anniversary date of her promotion to her current level provided her performance is not determined to be 'unsatisfactory'.

The following table shows how Kathryn's salary will increase each year. Movements toward the right represent regular annual salary increases in the Agreement each year. Movements up represent salary increases through annual step progression on the anniversary of her most recent promotion.

### Effect of step progression

Salary Level	Current	Year 1	Year 2	Year 3	Year 4
Academic B Scale 0606	\$109,419	\$111,607	\$113,728	\$115,889	\$118,207
Academic B Scale 0506	\$105,964	\$108,083	\$110,137	\$112,229	\$114,474
Academic B Scale 0406	\$102,509	\$104,559	\$106,546	\$108,570	\$110,742
Academic B Scale 0306	\$99,053	\$101,034	\$102,954	\$104,910	\$107,008
Academic B Scale 0206	\$95,598	\$97,510	\$99,363	\$101,263	\$103,288
Academic B Scale 0106	\$92,143	\$93,986	\$95,772	\$97,672	\$99,625

In this example, Kathryn's salary increases from \$92,143 in 2018 to \$114,474 in 2021 through a combination of annual salary increases and annual step progression increases. For Kathryn, this represents an increase of \$22,331 over her starting salary – a total increase of 24.2% within the next four years.

All staff who are not already at the top of their current level have the potential to benefit from step progression in this way. Staff who are promoted will also benefit from step progression.

## Generous superannuation benefits

UQ staff enjoy higher rates of superannuation contribution than the community standard.

UQ will continue to make 17% superannuation contributions for all ongoing staff. In addition, UQ has proposed to move to 17% superannuation contributions for all fixed-term staff, with effect from 1 July 2021.

Casual staff will continue to receive the superannuation guarantee contribution at the level prescribed by the Australian Government.

## Leave

In proposing changes to leave clauses, UQ has carefully considered staff feedback to ensure our already strong leave entitlements continue to remain as relevant, applicable and beneficial as possible for all staff.

Existing leave entitlements for staff include:

- 20 days recreation leave each year, including a 17.5% leave loading
- 1.3 weeks long service leave for each completed year of service after 10 years of continuous service
- 26 weeks paid parental leave for a staff member who gives birth to a live child or where the partner of the staff member is also a University of Queensland staff member and elects to be the primary care giver
- generous personal leave entitlements.

UQ's proposals now also include 14 weeks of paid primary caregiver leave, for primary caregivers who need to take time off to care for a new child and who are not otherwise eligible for the existing 26 week entitlement described above.

Additionally, UQ is proposing that the new Agreement extend a strong message of support to our staff by offering 10 days of paid leave to staff experiencing domestic and family violence; this is offered in addition to the range of other support options that are already available for these staff.

Aligning with UQ's inaugural Reconciliation Action Plan (due to be released later this year), UQ is offering Aboriginal and Torres Strait Islander staff access to five days of cultural leave.

Additionally, in recognition of the fact that staff may sometimes face personal financial challenges, such as purchasing a new home or undergoing a private medical procedure, UQ has proposed that, where staff have accrued excess recreation leave, they may take part of their recreation leave as cash (subject to a requirement that staff take the equivalent amount as leave and maintain a balance of at least 20 days).

Staff will also continue to be able to cash out long service leave where they take an equivalent amount.

## Job security

UQ maintains its commitment to job security and will include specific provisions in the Agreement that:

- casual employment is a supplement to, and not a substitute for, the creation of continuing and fixed-term positions
- compulsory redundancy is a last resort and should be avoided if possible
- natural attrition is the preferred method of effecting change.

In addition, we are proposing to offer new semester-based employment opportunities for professional staff, to provide greater job security for staff who would otherwise be employed as casual employees.





## Academic and intellectual freedom

We have reaffirmed the right of all staff to academic and intellectual freedom.

## Academic workloads

No change is proposed to the existing academic workload clause. Heads of Schools and Directors of Institutes and Centres must ensure that workloads are allocated fairly and transparently among staff in the School, Institute or Centre. Academic staff are entitled to an appropriate balance across teaching-related duties, research, scholarship and engagement, relevant to their designated role.

## Span of hours

UQ is proposing to bring the span of hours for professional administrative staff into line with most other national and local comparable universities, to offer a 12-hour service window for students: 7am–7pm for professional administrative staff. This change will contribute to UQ attracting and retaining high-achieving students, and aligns with UQ's Student Strategy by enhancing our on-campus student experience and allowing students to access services for longer periods.

We anticipate that enhancing the span of hours is likely to appeal to some administrative staff who would like the flexibility to change their work pattern to suit family arrangements or commuting preferences. Further, in recognition that this may affect overtime (penalty) payments for some professional staff, UQ is offering higher salary increases for staff at classifications most likely to be affected by this change. HEW Level 1 to 7 staff working within this new span will continue to be eligible for overtime when they exceed the maximum hours per day, or per work cycle.

## Span of hours – administration

Institution	12-hour+ span offered?	Ordinary hours
The University of Queensland (current)	✗	8am–6pm (10 hours)
The University of Queensland (proposed)	✓	7am–7pm (12 hours)

Nationally comparable institutions		
University of Sydney	✓	7am–7pm (12 hours)
University of New South Wales	✓	8am–8pm (12 hours)
University of Melbourne	✓	7.30am–7.30pm (12 hours)
Monash University	✓	8am–8pm (12 hours)
University of Western Australia	✓	6am–8.30pm (14.5 hours)
Locally comparable institutions		
Central Queensland University	✓	6am–6pm (12 hours)
Griffith University	✓	7am–7pm (12 hours)
James Cook University	✓	6am–6pm (12 hours)
University of the Sunshine Coast	✓	6am–6pm (12 hours)
University of Southern Queensland	✓	6am–10pm (16 hours)



## Improved consultation regarding organisational change

We have proposed an improved consultation process which allows for effective consultation without long delays and periods of uncertainty for staff.

Our current Agreement requires UQ to notify staff that there will be a change proposal coming, without necessarily providing detail of what the change proposal will contain. We wish to see any change process commence with the release of a detailed proposal which contains all the information that the staff need to assess and understand any proposed change.

## Streamlined disciplinary procedures

Each year, a small number of staff are subject to disciplinary procedures for misconduct, serious misconduct or unsatisfactory performance. Like other universities we are proposing to streamline some of these processes, while ensuring procedural fairness. Where staff are subject to disciplinary procedures for misconduct or serious misconduct, disciplinary decisions will continue to be reviewable by a three-person Committee of Review with union representation.

## Aboriginal and Torres Strait Islander employment

Aligning with UQ's inaugural Reconciliation Action Plan, UQ is reaffirming its commitment to increase the employment of Aboriginal and Torres Strait Islander staff by including new employment targets in the Agreement.

## Other changes

Other proposed changes and updates include:

- the formation of a Joint Staff Consultative Committee to replace separate committees for academic and professional staff
- updates to the chapter applying to TESOL teachers employed at ICTE to reflect current practices within the Institute
- greater clarity with regard to breaks during and between shifts for casual staff employed at Customs House
- introduction of non-continuous shift arrangements for veterinary nurses and veterinary technicians employed in the School of Veterinary Science and a span of hours from 6am to 9pm to reflect the unique requirements of this work
- morning start time of 6am instead of 7am for security shift personnel to reflect staffing requirements
- salary maintenance for six months (instead of the current three months) where staff are redeployed to a position two or more HEW levels lower
- superannuation maintenance for three years for all staff redeployed to a lower HEW level
- to assist staff with medical conditions that are affecting their performance, we have proposed a more streamlined procedure
- additional leave for elected Union officials to attend Union governance events.







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## Your opinion matters

Thank you for taking the time to read through this summary.

UQ is eager to ensure our new agreement is fair, balanced, and benefits you as well as UQ. To inform next steps, we invite your feedback on UQ's proposals for pay, benefits and conditions.

You can provide your feedback on the proposed package by completing this short, anonymous feedback form:

**[survey.its.uq.edu.au/checkbox/  
uqebfeedback.aspx](https://survey.its.uq.edu.au/checkbox/uqebfeedback.aspx)**

Please provide your feedback  
by 5pm, 19 March 2018.