



Academic Enterprise Bargaining Up-date 27 September 2000

Throughout the bargaining process, the University has been focusing on developing a proposal to deliver salary increases and overall improvements to conditions that will satisfy staff and the NTEU, whilst at the same time ensuring that the strategic and organisational goals of the University can be achieved.

The University's revised package, which was tabled at an Academic EB meeting with the NTEU on Tuesday 26 September, is a result of deep analysis of our financial position, our capacity to pay salary increases, cash flows, and the need to create an employment structure which will be flexible and enable the University to respond to changes in government, student, and community demands.

As such, the University has developed a revised proposal that includes:

Salary increases of up to **13%** based on the following:

- 12% unconditional (subject to the University being confident that the final agreement complies with the DETYA Workplace Reform Guidelines) paid in instalments of:
2% September 2000,
3% July 2001,
3% July 2002,
3% July 2003 and
1% December 2003
- 1% conditional salary increase tied to increase in external revenue, payable in March 2003.

Other salary related enhancements that provide for a total benefit of between **15.01%** and **18.17%** when combined with the above salary increases include:

- A roll up of annual leave loading onto the base salary providing additional superannuation benefits to each individual of between 0.13% and 0.23%.
- Salary packaging options for all continuing academic staff that, by way of example, can provide a "cash in hand benefit" ranging from 1.78% - 5.04% to those staff who chose to package their SSAU superannuation contributions.

Non-salary benefits provided within our revised offer include such matters as:

- Codification of a Christmas break
- No limit on sick leave
- Superannuation entitlements for all casual staff
- Flexible and Family Working Arrangements
- Staff Development Provisions

The NTEU negotiating team will confirm their position on this offer once they have received confirmation from their members on how they are to proceed.

The revised proposal can be found on the University's web page at:
http://www.une.edu.au/eb99/EB99_Acad_Draft_EBA_Clauses.htm