

## An important joint announcement: Enterprise Bargaining Update

Staff will be aware that the University has been negotiating for many months with the National Tertiary Education Union, Australian Workers Union and United Voice for an enterprise agreement to replace the University of Ballarat Union Collective Agreement for Academic and General staff. While it is pleasing that significant progress has occurred in negotiations, it has become evident for a number of reasons that it is prudent to defer enterprise bargaining for a short period.

The imminent commencement of the new entity, Federation University Australia, and the challenges associated with this merger, including complex transfer of business laws, together with the likelihood that Monash University would not have a new enterprise agreement negotiated this year (meaning Gippsland staff would remain on an expired agreement with no further salary increases), have been the major reasons the parties have agreed to defer bargaining. Consequently it has been agreed by the parties that negotiations for a new Federation University Australia Enterprise Agreement will recommence no later than 30 June 2014, which will also cover Gippsland staff.

As part of the arrangements the University will pay administrative salary increases as follows:

- For Professional and Academic staff at the Churchill Campus:
  - 2% from 29 June 2014
  - 2% from 28 June 2015
- For General and Academic staff under the current University of Ballarat enterprise agreement:
  - 3% from 29 June 2014
  - 3% from 28 June 2015

These increases will be taken into account when bargaining recommences in 2014 but reflect the current disparities in pay scales between Gippsland Monash University staff and University of Ballarat staff.

In recognition of the many months of bargaining already undertaken, the parties have further agreed that some recently negotiated clauses will be incorporated into the new 2014 agreement with only some changes, where appropriate, to reflect compromises in accommodating particular Monash or Ballarat conditions. It has also been agreed that some negotiated clauses will be able to be implemented administratively from 1 January 2014. The parties have agreed to finalise these clauses in the next few weeks and will document these arrangements in a Memorandum of Understanding.

In addition, it has been agreed that the University will not pursue any partnering (outsourcing) proposal or outsource any jobs prior to the conclusion of negotiations for the new Federation Agreement and will only consider the use of contractors where there may be a need for specialised service as provided in the current Union Collective Agreement.

While the above decisions create a delay for any new agreement, the parties believe that the final outcome will be of greater significance, and benefit to staff at all campuses of the new University.

**David Battersby**  
Vice-Chancellor

**Philippa Wells**  
National Tertiary  
Education Union

**Ray Farnsworth**  
Australian Workers  
Union

**Roger Castleman**  
United Voice