

The New Agreement Roadshow

Feedback Scorecard

VOTE NO!



In the lead-up to Enterprise Bargaining the University went through a dedicated process to get staff feedback on a range of issues related to their employment and what they would like to see moving forward.

Staff put considerable effort into attending the roadshow sessions and providing feedback, in a genuine attempt to contribute and have their voices heard.

After much analysis the University provided a 6 slide summary of key feedback, highlighting the top responses from staff across a range of areas.

To aid staff in their consideration of the Enterprise Agreement before them, we have prepared the following scorecard, noting the NTEU's position and the position offered by the University in the agreement you have been asked to vote on.

It is the NTEU's position that staff deserve better, and we demonstrate below how we may achieve this.

Top 10 responses across job security, leave, remuneration and workload.

Staff Response	Current Offer	NTEU claim/position	The difference
Achievable workload/Workload Deadline	What's in policy, a new web portal to enter academic workload into, some improved wording in the Agreement. Some improvements to professional staff workload.	Staff should be empowered to determine workload in a collegiate manner.	The ability for staff to take action to address workload imbalance.
To be backfilled/ coverage on leave	Not directly addressed.	Staff should be able to take meaningful leave, and not be overburdened by workload upon their return.	Flexibility of leave.
No forced leave	No improvement.	Improved provisions around instructions to take excess leave. Workloads to be better managed to allow staff to take meaningful leave.	Flexibility of leave.
Limited service period	Offering 2 'University Days' but no change to the limited service period itself.	Limited service period to be reviewed, with leave provided to staff, and clearer ability to take leave at a later date if work is undertaken in the limited service period.	No mandatory requirement to take 30% of annual leave over Limited Service Period.

You deserve a better offer

Find out more: nteu.info/curtinvoteno

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Staff Response	Current Offer	NTEU claim/position	The difference
Linked to CPI/Inflation/Cost of living	Average 2.2% per year salary increase until June 2026. One off \$1000 payment for some staff.	15% over 3 years.	Increased pay to better cope with rising cost of living/inflation.
Increase continuing contracts	Some improved conversion rights for fixed term staff, but no changes above the minimum legal requirement for casual staff.	Improved rights of fixed term staff to further contracts, and better conversion rights to continuing positions. A dedicated process to convert casual staff to continuing positions where work is ongoing.	Increased job security and ability to plan for the future, for all staff.
Career development support	No improvement.	A review mechanism where applications for academic study program are declined.	Stronger provisions, to allow access to career development opportunities.
Salary package above industry	Average 2.2% salary increase until June 2026.	15% over 3 years. 17% superannuation for all staff.	Maintain Curtin's position relative to other Universities.
Skill/Performance based remuneration	Any additional responsibilities to be accounted for in workload.	Additional allowances for staff performing roles such as Building Wardens and Radiation Safety supervisors.	Paid recognition of service.
Better approach to redundancy	No substantial improvement.	Enforceable limits on the number of change management plans a staff member can be subject to over the agreement. Changing the definition of redundancy to the work no longer being required.	Improved security, no additional work for remaining staff.

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