



**National Tertiary
Education Union**
Let's aim higher

NTEU MURDOCH BRANCH

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ATTACHMENT 1

NTEU MURDOCH BRANCH LOG OF CLAIMS

NTEU seeks one Enterprise Agreement with the Murdoch University that covers every Professional and Academic staff member up to the Vice-Chancellor and all employees of related entities of the Murdoch University that includes the following:

Salary increases and Expiry Date

1. That the Agreement operate from the date of its approval and have a nominal expiry date of 31 December 2024.
2. That salary rates and allowances for all NTEU members employed by the University be increased by 15% (flat) by 31 December 2024.

Workloads

That the Agreement provide for:

3. Protections against excessive or un-compensated overtime.
4. Ordinary hours for professional staff to be no more than 37.5 hours per week during the span 8.00am to 6.00pm Monday to Friday.
5. Protections against work intensification as a result of organisational change.
6. Protections against work intrusion outside of working hours.
7. Effective hours-linked caps on academic workload.
8. Strengthened workload provisions, including
 - 8.1 improved equity, transparency and evidence based time-based allocations of for all required academic tasks in each organisational unit,
 - 8.2 safe workloads,
 - 8.3 the collegial development of workload allocation approved by relevant academic staff in an organisational unit,
 - 8.4 improved support for research, early career and first-time teaching academics,
 - 8.5 improved workload allocation and review mechanisms,
 - 8.6 dedicated non-teaching periods,
 - 8.7 that the workload allocation of the majority of continuing and fixed term academics in any organisational unit will be 40:40:20, and
 - 8.8 that the University will provide the union with an annual report on academic workload patterns for each organisational unit.



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Job Security

That the Agreement provide:

9. That, to mitigate against the negative impact of repetitious and disruptive change management on university staff, no individual be subject to an organisational change process more than once during the life of the Agreement.
10. Organisational change, redeployment and redundancy protections in the agreement are strengthened and that job security clauses provide increased information to all staff and the Union.
11. That the Agreement place lawful conditions and requirements on the outsourcing of work or use of contractors to perform work that a staff member, or future staff member covered by the Agreement is capable of performing.

In relation to permanent staff:

12. That retrenchment, including voluntary retrenchment, only occur where the work performed in the position is no longer required to be performed by anyone.

In relation to fixed term staff:

13. A right to conversion to permanent employment after three years' continuous service or two successive contracts.
14. That access to more secure work be strengthened for all fixed term contract staff.

In relation to casual staff:

15. A requirement that the University organise work so as to minimise casual employment and only use casual employment to perform short term ad hoc work.
16. That access to secure work be strengthened for all casual staff.

Casual employment improvements:

That the Agreement provide:

17. A requirement that casuals be paid by the hour at the applicable rate for every hour worked except where covered by the "rolled up" pay rates for tutoring and lecturing, and improved definitions of work subject to these rolled up rates.
18. Allowances for:
 - 18.1 Policy familiarisation and induction
 - 18.2 Maintaining discipline currency
 - 18.3 Providing own IT
19. Paid sick leave for all casual staff and that casuals are invited to attend information and consultation meetings regarding restructuring and be paid for their attendance.
20. Improved conversion rights.
21. Improved workspace and IT facilities for casual staff.



Academic Freedom

22. That the Agreement protect academic freedom in accordance with the rights in international instruments and protect and promote the rights and freedoms of staff members to comment and engage in public debate, including a debate on the operation and governance of the University.

Aboriginal & Torres Strait Islander Employment

23. That the Agreement provide for an Aboriginal & Torres Strait Islander employment target expressed as a number of positions which is equal to 4% of all staff on a headcount basis by 31 December 2024.

That the Agreement provide for:

24. Increased Cultural and / or Ceremonial Leave.
25. An Aboriginal & Torres Strait Islander Language Allowance.
26. An allowance and specific workload model / allocation for Cultural Load.
27. Recognition of Aboriginality as a genuine occupational qualification.

Performance protections

That the Agreement provide:

28. That performance be assessed with reference to duty statements, position descriptions and position classification standards, and that the Agreement protect all employees against the arbitrary application of performance criteria and benchmarks.

Stronger protections for all staff

That the Agreement provide:

29. Strengthened dispute resolution, disciplinary and staff complaint appeal and review procedures, and provisions to improve the effective implementation of the agreement.
30. Improved provisions for performance assessment and review.

Superannuation

That the Agreement provide for:

31. Maintenance of UniSuper as the default superannuation fund to the extent permitted by legislation.
32. 17% employer superannuation contribution for all casual employees.

Union Rights

That, for the purpose of benefiting employees in ensuring that employees have effective and accessible industrial representation by the Union, the Agreement provide for:

33. Rent-free office space and facilities.
34. Increased time release.
35. Surveillance or interference of union communications to be prohibited.
36. Access to staff email and mailing lists.
37. Paid time for employees to attend union meetings.



38. Increased trade union leave.
39. Ensuring no staff member will be disadvantaged as a result of union activities conducted in accordance with responsibilities incurred as a result of bargaining for, or implementation of, the Agreement.
40. Terms such as direct NTEU involvement in staff inductions reflecting that union membership is beneficial for effective industrial relations.

Working from Home

41. That the Agreement provide for enhanced rights to work from home for professional staff and appropriate protections and allowances for professional staff working from home.

Pandemic / Infectious Diseases Leave

42. That the Agreement provide for paid Pandemic/Infectious Diseases Leave of up to two weeks on each occasion a staff member is required to self-isolate or quarantine and not able to attend work as a result.

Gender Transition Leave

43. That the Agreement provide for a total of 30 days paid gender transition leave per annum for gender affirmation procedures, inclusive but not limited to medical, psychological, surgical, legal status and documentation amendment appointments.

Breastfeeding

44. That the Agreement provide for paid lactation breaks and an entitlement to safe, secure and private breastfeeding facilities, including access to safe refrigeration.

Other matters

45. Improved flexibility arrangements.
46. Improved Vet Hospital Provisions
47. Improved provisions for limited-service period, sick leave, parental leave and family violence.
48. Fair equitable and transparent academic promotion provisions.
49. Higher Duties Allowance
50. That any matters pertaining to compliance with the Fair Work Act be comprehensively resolved in the Agreement.
51. That the NTEU reserves the right to make any other claims that may arise during bargaining.
52. No diminution of terms and conditions of employment.

