

Areas of substantive agreement and key University proposals

Improved provisions in relation to flexible work	<ul style="list-style-type: none"> • Revised clauses in relation to flexible work that reflect our more holistic approach to flexibility and which commit the University to support and facilitate flexible working arrangements where they are reasonably practicable. • Provisions for the University and unions to actively discuss and seek to facilitate resolutions of concerns raised in relation to decisions on flexible work which are inconsistent with the Flexible Work Framework.
Protections in relation to work-life balance	<ul style="list-style-type: none"> • A new standalone clause on disconnecting from work which provides that the University does not expect staff members to respond to emails or phone calls outside their regular working hours, except in certain specified circumstances (such as in the case of a genuine emergency).
Professional Staff Workloads	<ul style="list-style-type: none"> • Provision that workload will take into account classification, ordinary hours of work, participation in other University roles and professional accreditation requirements • Acknowledgement that the inability to take annual leave without significant adverse workload impacts upon return may be an indicator of unreasonable workload • Clarification that managers will prepare a written report responding to requests for workload assessment
Improved workplace conditions for Aboriginal and Torres Strait Islander staff	<ul style="list-style-type: none"> • A commitment to dedicated funding of no less than \$1M per year to support the implementation of our Indigenous strategy • Goals in relation to increasing the proportion of Aboriginal and Torres Strait Islander staff by 2025 • A language allowance to staff who have a recognised proficiency in an Aboriginal or Torres Strait Islander language and are required to use the language as a requirement of their position
Gender Affirmation Leave	<ul style="list-style-type: none"> • A separate leave entitlement for gender affirmation in addition to other paid and unpaid leave entitlements, with the University offering up to 20 days per annum for staff members going through a gender affirmation process. We note that the NTEU are seeking 30 days per annum.

Summary of enterprise bargaining progress for academic and professional staff – 17 March 2023

Domestic Violence Leave	<ul style="list-style-type: none"> Revised clause which provides 20 days per annum to all continuing and fixed-term staff and 10 days paid leave per annum to casual staff (with casual staff paid the amount they would have received had they attended work on the day they require the leave).
Improved casual conversion provisions for professional staff	<ul style="list-style-type: none"> Proposed changes to the casual conversion provisions for professional staff which require the University to proactively assess casual staff members who may be eligible for conversion every 6 months. Provisions that conversion will be to a continuing full-time or part-time role (current provisions provide that conversion may be to a fixed-term role). Changes to the grounds on which requests can be refused to better align with the Fair Work Act
Flexibility in choice of superannuation fund	<ul style="list-style-type: none"> Proposed changes to superannuation clauses that would make the enterprise agreements compliant with governing superannuation legislation. This would give staff greater choice with respect to superannuation.
Redeployment	<ul style="list-style-type: none"> Strengthening provisions in relation to priority consideration Maintaining a register of staff members interested in redeployment Provision of written feedback on request when a staff member is assessed unsuitable to be redeployed to a position

Proposals relating to Academic Staff

The University has also proposed a number of benefits and changes which we believe address some of the key issues and concerns raised on behalf of academic staff colleagues – while ensuring that our provisions support us in continuing to innovate and evolve in the way that we deliver excellent research and teaching which meet the needs of our students and the communities we serve. These proposals are summarised below.

Casual Academic Employment	<ul style="list-style-type: none"> A commitment to advertise a minimum of 60 new continuing Teaching & Leadership positions over the life of the new enterprise agreement. This is in addition to the 25 positions the University committed to creating in the last round of bargaining – noting that we have created 86 Teaching & Leadership positions since 2018 and 68 of these are occupied by staff who were previously casual academics at MQ Casual academic staff members who have consistently worked an average of at least 300 hours per year over the last 5 years would be specifically invited to apply for these positions through a merit-based selection process
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Summary of enterprise bargaining progress for academic and professional staff – 17 March 2023

	<ul style="list-style-type: none"> • Positive feedback on current or recent academic experience at an Australian University (including casual teaching experience) would be highly regarded in the selection process.
Academic Workloads	<ul style="list-style-type: none"> • Inclusion of a set of principles in the Academic Workloads clause which seek to address some of the key issues and concerns we have heard • A requirement for Executive Deans to genuinely consult with the Workload Committee and provide reasons where they disagree with recommendations • Mechanisms for faculties to review their Workload Models and for academic staff to provide feedback on implementation • A commitment that the University and NTEU will actively discuss and seek to resolve concerns raised by academic staff regarding academic workload
Outside Studies Program (OSP)	<ul style="list-style-type: none"> • A coordinated process in relation to invitations for OSP across faculties • Sharing of information with the Academic Staff Implementation Committee (ASIC)