UNIVERSITY OF QUEENSLAND

INTERIM LOG OF CLAIMS

The University seeks a Single Enterprise Agreement to be titled: “The University of Queensland Enterprise Agreement 2013 – 2016”. The Log of Claims detailed below is interim in nature and serves to initiate the bargaining round. It is provided on a “Without Prejudice” basis. The University reserves the right to make further claims or amend those detailed below.

Prior to the commencement of bargaining the University will require:

1. An agreed protocol on communication.

2. Agreement that all discussions, correspondence and communications relating in any way to this round of enterprise bargaining are, from the date of delivery of this claim considered by all parties to the bargaining round, to be on a without prejudice basis, until and unless each party is formally advised otherwise by one or more parties.

3. Confirmation of:

   (a) The nominated lead spokesperson for each union, for purposes of progressing negotiations;
   (b) Agreed numbers of union representatives;
   (c) Confirmation of membership of respective bargaining teams; and
   (d) Agreed protocols on meeting arrangements and procedures.

It is the University’s position that all union claims are to be fully costed before consideration is given to inclusion in any proposed Enterprise Agreement, and that the Agreement must provide for discernible flexibility and productivity initiatives in workplace practices.

1. **Agreement Corrections and Updates**

   Adjustments are required to the text of the existing Enterprise Agreement to reflect pre-existing errors, necessary updates of terminology and consistency of usage. We propose that a sub-committee undertake this task and report back to the Bargaining Unit.

2. **Term**

   Three (3) years from the date of approval by Fair Work Australia.
3. **Salary**

An appropriate salary offer will be made, consistent with, and reflective of the recognition of staff contribution within the context of the following considerations:

(a) Sustained affordability of the total accumulative increase within the University’s current constrained budget context, particularly given the impact of reduced Commonwealth funding and increased operating costs;
(b) Maintaining the University’s competitive position in the attraction, retention and recognition of staff;
(c) Current and projected cost of living information;
(d) Any additional non-salary costs associated with changes to the existing Enterprise Agreement; and
(e) Efficiencies and flexibilities agreed through the bargaining round.

4. **Indigenous Employment**

The University seeks to clarify institutional targets, consistent with the University’s Indigenous employment strategy.

5. **Work Health and Safety**

The University seeks to strengthen the involvement of all staff in WH&S policy and practice.

6. **Coverage**

The University proposes that all University employed staff will be covered by the new Enterprise Agreement with the exception of senior staff. It is proposed that the existing definition of senior staff be amended to include professional staff employed at HEW level 9 and above.

7. **Individual Flexibility Arrangements**

The University wishes to review the existing Individual Flexibility Arrangements with the view of providing additional flexibility and clarifying existing procedural requirements.

8. **Intellectual and Academic Freedom**

The University seeks to clarify existing rights and responsibilities in the expression of these freedoms.

9. **Fixed-Term Employment**

The University wishes to review the existing fixed-term employment arrangements including:

i. The circumstances in which the University may engage fixed-term employees;
ii. The terms on which renewals are offered;
iii. Notice periods in respect of termination of employment;
iv. Severance arrangements;
v. The provision for a one-off extension in certain circumstances.
10. Procedures for Misconduct, Unsatisfactory Performance and Medical Conditions Affecting Performance

The University wishes to review the existing procedures across these three areas in order to:

(a) Make Committee of Review procedures consistent;
(b) Remove potential inflexibility of disciplinary action; and
(c) Simplify procedural details.

11. Change Management Processes

The University wishes to review aspects of these procedures and remove existing discriminatory terms.

12. Outsourcing and Use of Contractors

The University wishes to review the existing procedures in these areas.

13. Grievance Resolution

The University seeks to harmonise arrangements for resolving workplace concerns by making appropriate amendments to provide that all employment concerns (other than disputes as defined in clause 15 of the existing Enterprise Agreement) are resolved through the Staff Grievance Resolution policy and procedures. This includes TESOL Language Teachers and concerns regarding academic and professional staff workloads.

14. Contingent-Funded Employment

The University proposes that we revisit the need for this category of employment.

15. Academic Staff Supervision

The University seeks flexibility to provide that Academic staff employed at Level B may supervise staff in defined circumstances.

16. Leave Arrangements

The University wishes to review existing personal leave arrangements for academic staff.

17. TESOL Staff

The University seeks a range of appropriate amendments including aligning teaching hours with national industry standards.

18. Recovery of Overpayments

The University seeks a provision that facilitates the recovery of overpayments made to staff in accordance with the *Fair Work Act 2009*. 
19. **Meal Allowances (Other than Catering Staff)**

The University wishes to clarify the existing provisions.

20. **Customs House**

The University seeks to confirm overtime arrangements applicable at Customs House.

21. **Probation**

The University wishes to review the existing arrangements for academic and professional staff probation.

22. **Heron Island Research Station**

The University wishes to review the existing schedule applicable to Heron Island Research Station staff.

23. **Out of Hours Veterinary Clinic – Gatton Campus**

The University wishes to introduce a new schedule covering the employment arrangements applicable to the Out of Hours Veterinary Clinic at the Gatton Campus.

29 October 2012