

26 April 2017 – EA Bargaining Update

Curtin has prepared a [position summary](#) of the bargaining process status as at the end of March 2017.

At the latest bargaining meeting, held on Tuesday 11 April, Curtin presented a settlement proposal to the bargaining representatives. The settlement proposal included:

- Acceptance of the NTEU proposal to extend the new EBA from 30 June 2020 to 30 June 2021
- An increase in the Curtin salary offer in December 2018 from 1.0% to 1.25% and the addition of a pay rise in December 2020 of 1.5%
- An increase in superannuation paid to part-time continuous staff from 9.5% to 17%
- A confirmation of the reduction in maximum teaching allocations for Teaching Academic staff from 75% to 70% and a reduction in maximum teaching delivery requirements for staff allocated 60% teaching duties from 420 hours to 408 hours.

Click here to read the [full settlement offer](#).

The most significant hurdle to achieving a settlement remains the NTEU claim for 17% superannuation for all staff. At present, casual/sessional staff and some fixed-term staff receive the community standard superannuation guarantee amount of 9.5%. Increasing this to 17% adds an estimated \$8 million additional employment costs each year and around \$35 million over the life of the agreement. Funding these additional staff benefits is not supported by Curtin as it works against the two items staff have told us they are most concerned about – job security and increasing workloads.

In addition, it is difficult to justify funding increases to superannuation payments (well above what most taxpayers and members of the community receive) when universities are lobbying government for improved funding.

We are currently awaiting a formal response to the settlement proposal put to the bargaining representatives.