

## 29 May 2017 – EA Bargaining Update

A negotiation meeting was held on Tuesday 23 May 2017 and was attended by representatives of Curtin and the NTEU. Other bargaining representatives were an apology. Agenda items included processes for dealing with misconduct, academic workloads and the inclusion of Indigenous employment targets in the Agreement.

Curtin provided the NTEU bargaining representatives with a copy of the Curtin Indigenous Policy Committee 2016 Annual Report. This report outlines the many initiatives undertaken by Curtin to further outcomes for Indigenous staff, students and the community. It provides clear evidence that Curtin does not require any union encouragement or oversight (ie inclusion of employment targets in the Agreement) to be focused on, and serious about, improving Indigenous outcomes. Curtin hasn't achieved as much as we had hoped for, but we to continue to be a leading performer across the sector. Curtin welcomes NTEU support of the initiatives we undertake. As with many of our partners and suppliers, Curtin encourages the NTEU to be accountable for, and transparent in, improving its own direct Indigenous employment outcomes in WA as part of their commitment to working with Curtin.

Curtin informed the NTEU bargaining representatives that, given the impacts of the Federal budget are still unclear, the salary offer outlined in our [recent settlement proposal](#) is now under review. The NTEU salary and superannuation claim remains unchanged at an estimated cumulative difference of \$28.4 million above Curtin's offer (over the four years of an agreement). This is a significant additional cost that would need to be incorporated into school and area budgets. It would present considerable difficulties in implementation and would be likely to have a significant adverse impact on job security and workloads – the very same two things I hear repeatedly are of most concern to many staff members. This probable adverse impact would be further accentuated by the addition of the productivity dividend and other changes announced in the Federal budget, also requiring absorption into school and area budgets.

No progress was achieved during the bargaining meeting. It is apparent that we have reached an impasse on several key matters. We therefore need to be prepared for the possibility that bargaining in its current form is not able to reach agreement.

Given this situation, bargaining representatives have agreed to engage the assistance of the Fair Work Commission in resolving outstanding negotiation issues. A conference is scheduled at the Commission for Wednesday 31 May 2017.