

8 May 2017 – EA Bargaining Update

A negotiation meeting was held on Friday, 28 April 2017. The meeting provided an opportunity for the NTEU to provide a response to Curtin's Settlement Offer. The NTEU, while acknowledging that certain aspects of the Curtin offer addressed some of their concerns, did not accept the offer and provided a [counter-proposal](#). Key aspects of the counter-proposal were salary and superannuation.

	Curtin Salary Offer (plus level increments)	NTEU Revised Salary Proposal (plus level increments)	Difference	Estimated Additional Annual Cost (cumulative)
2018	1.00%	1.25%	0.25%	\$1,375,000
2019	1.25%	1.25%	0.00%	\$1,375,000
2020	1.50%	2.00%	0.5%	\$4,125,000
2021	1.50%	2.00%	0.5%	\$6,875,000

The NTEU put forward a proposal to reduce their superannuation claim of 17% for all staff to 17% for all fixed-term staff and 14% for all casual staff. This has reduced the annual cost of their claim from more than \$8m per year to over \$5m per year.

	Estimated Additional Costs for Revised NTEU Salary Proposal	Estimated Annual Cost for NTEU Revised Superannuation Claim	Estimated Total Combined Annual cost	Estimated Additional Cumulative Cost over life of Agreement
2018	\$1,375,000	\$5,400,000	\$6,775,000	\$6,775,000
2019	\$1,375,000	\$5,400,000	\$6,775,000	\$13,550,000
2020	\$4,125,000	\$5,400,000	\$9,525,000	\$23,075,000
2021	\$6,875,000	\$5,400,000	\$12,275,000	\$35,350,000

The cost of meeting the NTEU claims (in excess of the Curtin Settlement Offer) peaks at an annual cost of over \$12 million and is in excess of \$35 million over the life of the Agreement.

Staff have highlighted, through the bargaining process, that job security and increasing workload are key concerns. If accepted, the NTEU claims would be likely to increase workload pressures further and exacerbate job security concerns.

Potential Impact of the Federal Budget on Curtin Settlement Offer

The Federal Budget is to be handed down soon and media reports suggest that a university 'productivity dividend' will be part of the budget. If this comes to pass, it could have a significant adverse impact on Curtin budgets.

Curtin's Chief Operating Officer, Ian Callahan, has [written to the NTEU](#) suggesting that, given the pending budget announcements, there is a risk that this week is the last opportunity to reach a settlement with Curtin based on the salary and superannuation increases included in our offer.

Indigenous Employment Targets

Ian Callahan's letter also addresses the NTEU claim to include Indigenous employment targets in the Agreement. Curtin is committed to improving prospects for both Indigenous staff and students but does not consider that Indigenous employment targets is a matter for inclusion in an enterprise agreement: it is not a matter that deals with the employment relationship between a staff member and the University and is best addressed elsewhere.

Curtin has, however, left the matter open for further discussion if all parties to the Agreement (being staff, unions and the University) are prepared to adopt appropriate obligations, codified in the Agreement, as an acknowledgement of a mutual commitment to increase Indigenous employment at Curtin University. If this was to be progressed, we would need to facilitate a process to collect staff views about what these commitments would involve.