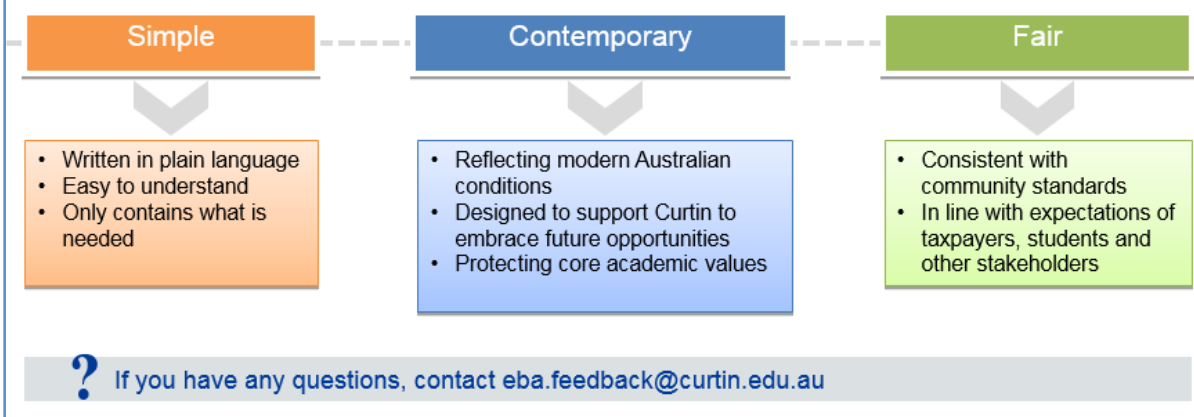


EBA : Our Guiding Principles

Our higher education sector is changing fast. External commentators are predicting that traditional universities will need to undergo profound change if they are to remain viable into the future. Rapidly evolving technologies, competition from new and traditional education providers and increasing demands for ‘anytime, anywhere’ learning are just some of the factors requiring universities to be more flexible and responsive than ever before. The successful University of the future will need to operate at global best practice standards.

Curtin’s current Enterprise Bargaining Agreement runs to 79 clauses and 12 schedules over 199 pages, and some of the content hasn’t been changed for several years as it has been rolled over from previous agreements. This year we want to modernise our Agreement, in line with our values, to better equip us for the future. We want a new Agreement that is:



The key items Curtin will address through the enterprise agreement making process, with the aim of a more simple, contemporary and fair agreement for staff, include the following:

1. Coverage and Term of Agreement

Add to the coverage the professional staff group currently still covered by the 2005-2008 General Staff Certified Agreement.

Remove commercial businesses not directly related to supporting teaching and research activities of Curtin. Childcare staff currently have their own Agreement and Curtin will be seeking to negotiate a separate Agreement with Curtin Stadium staff to better align it to the fitness industry.

A term of agreement less than 4 years to reflect the uncertainty that currently exists in the higher education sector.

2. Renegotiation of Agreement

The enterprise bargaining process is covered by Fair Work legislation and this clause is unnecessary.

3. Contract of Employment

Create an additional form of employment (New Contract) in order to reduce the number of staff on multiple Fixed Term contracts.

4. Fixed term employment

Review the use of Fixed Term Contracts to complement the introduction of the New Contract.

5. Indigenous Matters

Curtin has implemented a comprehensive strategy to improve education, employment and recognition outcomes for Indigenous staff, students and broader community. Isolating Indigenous employment outcomes in the Agreement does not further Curtin's broad ambitions for improving Indigenous outcomes in education, employment and recognition. Curtin's significant activities in this area are captured elsewhere.¹

In structuring a contemporary workforce suited to achieving the required outcomes, the Centre for Aboriginal Studies unit should be able to select staffing suited to the circumstances at the time and the best person for the job. Aboriginality will remain a key selection criteria for most roles.

6. Academic Roles

Maintain the traditional academic role and expectations of academics and create opportunities that take into account both career stage and changing modes of teaching.

Reduce maximum teaching delivery requirements for Teaching Academics in response to the outcomes from the Review of Teaching Academic Roles.

Clarify aspects of role requirements and how academic staff may seek appointment to a different role depending on skills, outcomes and career aspirations.

7. Academic Workforce

Ensure fair and transparent process for the allocation of academic work based on Curtin-wide principles and taking into account different academic roles, stages of career and changing modes of teaching.

¹ Reconciliation Action Plan http://karda.curtin.edu.au/about_us/rap.cfm

8. Salaries & Increments

Ensure employment costs comprising salary, annual increments and on-costs are sustainable and reflective of external economic conditions and productivity.

9. Superannuation

Create additional opportunities for staff to shape their own superannuation profile to meet their needs as superannuation products and legislation change.

10. Public Holidays

Minimise the number of public holidays that staff are required to work.

11. Individual Flexibility Agreements

Maximise the opportunities available to staff to seek to design their job structure and work patterns to suit their own personal circumstances.

12. Intellectual Freedom

Academic/Intellectual Freedom is covered by University policy² and the remit of the policy is broader than the clause contained in the Agreement.

13. Redeployment and Redundancy

Ensure processes are consistent with legislative requirements so that they can be easily understood and applied on a timely basis.

14. Annual Leave

Improve management of annual leave and leave liability and better support the wellbeing of staff.

15. Dispute Resolution

Operation of the clause to ensure that it is clear, easy to use and does not create unreasonable delays.

16. Consultation On Change

Revise clause to maintain strong consultation obligations whilst removing unnecessary prescriptive text.

² Intellectual Freedom Policy http://policies.curtin.edu.au/findapolicy/docs/Intellectual_Freedom_Policy.pdf

17. Unsatisfactory Performance

Revise the clause to make it easy for staff to understand their rights and obligations throughout the process and to achieve timely resolution and outcomes.

18. Misconduct and Serious Misconduct

Revise the clause to make it easier to understand and use effectively in the many and varied circumstances in which it may need to apply.

19. Probation (Academic Staff)

Allow academic staff a more reasonable and realistic opportunity to demonstrate capability in their role before a decision is made to continue or terminate employment.

20. Position Classification Standards

Adopt the more commonly used MSALs (Minimum Standard for Academic Levels). MSALs are contemporary to the sector and more suited to an agile workforce and the changing nature of academic work.

21. Other Matters

Any other matter typographical or otherwise or that may arise from consultation with staff or otherwise during the bargaining process.

The following matters included in the current agreement do not add to terms, conditions or obligations of staff members outside of what currently exists in legislation, policy, procedures or guidelines. Their removal would contribute significantly to the simplification of the agreement, its ease of use and understanding.

- A more comprehensive process of evaluation for **Student Evaluation of Teaching** is covered by Policy and Guidelines.³
- **Career Break** is already covered by unpaid leave provisions of the Agreement.
- **Workplace Bullying** is already covered via OH&S as well as Fair Work legislation. The protections afforded under legislation are more comprehensive than the clause in the Agreement⁴.
- Curtin's commitment to providing service and support through its **Staff Assistance Program** is reflected in the "Curtin Life"⁵ website, with overall responsibilities and obligations covered by OH&S legislation. Additionally Curtin's commitment to providing **Workplace Rehabilitation** is also reflected in the "Curtin Life" website, Health & Safety⁶ policy⁷ and overall responsibilities and obligations are covered by OH&S, anti-discrimination and workers compensation legislation.
- Staff are fully covered by OH&S Legislation and **Health and Safety** Policy⁸ and Procedures. Health and Safety Incident Reporting Procedures and codes are already in place. Staff are also covered by Health and Safety law and Policy⁹ and Procedures that already place obligations on Curtin to keep our staff and the public safe. A specific **Protective Clothing** clause is therefore unnecessary.
- **Personnel files** are no longer a contemporary means of retaining significant staff data. Staff information is contained in multiple digital systems hence the clause relating to access to personnel files is outdated and no longer useful.
- **Recruitment and Selection** processes are covered by a more substantial suite of Policy¹⁰, Procedure¹¹ and Guidelines.

³ See Section 5 http://policies.curtin.edu.au/findapolicy/docs/Course_Approval_and_Quality_Manual.pdf and https://evaluate.curtin.edu.au/staff/unit_guidelines.cfm and https://evaluate.curtin.edu.au/staff/usr_guidelines.cfm and https://evaluate.curtin.edu.au/staff/teaching_guidelines.cfm

⁴ See Workplace Respect website <http://hr.curtin.edu.au/workplace-respect.cfm>

⁵ See Counselling Services website http://life.curtin.edu.au/health-and-wellbeing/counselling_services.htm

⁶ See Comprehensive website http://healthandsafety.curtin.edu.au/safety_management/policies.cfm and http://hr.curtin.edu.au/injury_management.cfm and <http://hr.curtin.edu.au/disability.cfm>

⁷ http://policies.curtin.edu.au/findapolicy/docs/Illness,_Disability_and_Injury_Management_Procedures.pdf

⁸ See Comprehensive website http://healthandsafety.curtin.edu.au/safety_management/policies.cfm

⁹ See Comprehensive website http://healthandsafety.curtin.edu.au/safety_management/policies.cfm

¹⁰ Recruitment Selection and Appointment Policy

http://policies.curtin.edu.au/findapolicy/docs/Recruitment_Selection_and_Appointment_Policy.pdf

¹¹ Appointment of Continuing Fixed Term Staff Procedures

http://policies.curtin.edu.au/findapolicy/docs/Appointment_of_Fixed-Term_and_Continuing_Staff_Procedures.pdf

- Comprehensive ***Position Classification (Professional & General)*** Procedures and Guidelines¹² for staff are in place that cover this process. Curtin would retain provisions providing staff with the right to request a reclassification review be undertaken and the right to appeal a decision.
- ***Early Repayment on Resignation*** and ***Recovery of Outstanding Debts*** are administrative items covered elsewhere.¹³

¹² See HR website <http://hr.curtin.edu.au/forms.cfm>

¹³ <http://policies.curtin.edu.au/findapolicy/index.cfm#E>