

Curtin Settlement Offer

The following items are offered as a package. Any items offered are subject to agreement of the package as a whole, drafting and the relinquishing of all other union claims not accepted in the package set out below.

Changed parameters:

1. Term:

Accept the NTEU proposition to extend the agreement term to 30 June 2021.

2. Salary Offer:

Increase the salary offer as reflected in the table below:

Date	Revised Pay Offer
December 2017	1.0%
December 2018	1.25%
December 2019	1.5%
December 2020	1.5%

3. Superannuation:

Expand superannuation payments of 17% to all continuing part time staff members who currently only receive 9.5% superannuation payments.

Relinquish Curtin’s claim for the capacity to have an alternative default superannuation fund other than UniSuper

Commit to UniSuper as the default fund for the life of the agreement.

4. Disputes:

Relinquish Curtin’s claim to remove union ability to raise a dispute in their own right.

5. Misconduct:

Relinquish Curtin’s claim to alter the definition of *misconduct* and thereby retaining the existing definition.

Establish a new definition for *serious misconduct* to be jointly developed between Curtin and bargaining representatives utilising the definition contained in the Fair Work Regulations as the guiding basis from which a new definition would be drafted.

Establish a review process for academic staff subject to findings emanating from allegations of *research misconduct* where the staff member believes that in arriving at a finding and establishing a sanction, Curtin has not followed the principles of Natural Justice and Procedural Fairness as currently defined.

6. Individual Flexibility:

Relinquish Curtin's claim to bring professional and general staff members' flexibility options in line with those allowed under the Fair Work Act.

Changed Parameters are subject to:**7. *Disputes:**

Removal of the "non-exacerbate" or "standstill" provisions from the clause as otherwise settled.

8. *Academic Roles and Workload:

Acceptance of the academic roles and workload clauses as otherwise previously settled plus the addition of changes to reflect the classification of higher degree by research supervision as either teaching related duties or research depending on the role and activities of the academic. The clause as previously settled includes the reduction of teaching allocations for Teaching Academic staff from 75% to 70%, maintains maximum teaching delivery hours for Teaching and Research staff within existing levels except for the reduction of those allocated 60% teaching activities where the maximum teaching delivery hours have reduced from 420 hours per year to 408 hours per year.

9. Fixed Term Contracts:

Removal of the conversion to continuing status provisions which are currently provided for in the Curtin agreement but not in the Higher Education (Academic) Award.

10. *Misconduct:

Removal of all review committee provisions from the clause other than the offer of review mechanisms for research misconduct matters.

11. *Unsatisfactory Performance:

Removal of all review committee provisions from the clause.

12. Redundancy:

Removal of all review committee provisions from the clause.

**Clause drafting generally settled save for these matters.*

13. Domestic Violence Leave:

Acceptance of Curtin's offer to clarify leave options within the existing provisions of the current agreement (including unlimited special leave provision) but not to offer specific domestic violence leave.

14. Indigenous Employment Targets:

Acceptance of Curtin's offer to remove the existing clause and codify in the agreement a commitment to an ongoing Reconciliation Action Plan (RAP) that contains an aspirational (but

not binding) indigenous employment target and for Curtin Council to monitor and measure outcomes from the RAP.

15. Employment in Centre for Aboriginal Studies

Acceptance of capacity to appoint non Aboriginal/Torres Straight Islander on secondment to the Centre when there is no suitable Aboriginal/Torres Straight Islander candidate.

16. Coverage:

Retain coverage of existing continuing staff and current fixed term contracts from Curtin Sports and Recreation within the existing agreement but coverage of new staff, new fixed term contracts and casual staff with a separate agreement designed for the fitness industry.

17. Curtin English:

Consideration of potential updating of allowances and recognition of Curtin English activities through expanding levels and employment options within Curtin English. These items are predominately administrative matters and it is acknowledged that these items have not been put before the bargaining representatives previously.

Items Previously Settled

- a) Change Management
- b) Intellectual Freedom
- c) Annual Leave
- d) Public Holidays and Christmas Closedown
- e) Renegotiation of Agreement
- f) Removal of future non education businesses from coverage
- g) Academic Probation
- h) Curtin FM employment provisions
- i) Career Break Scheme
- j) Workplace Bullying
- k) Staff Assistance Program
- l) Health and Safety
- m) Workplace Rehabilitation
- n) Personnel Files
- o) Recruitment and Selection
- p) Position Classifications and Review
- q) WPPR/Student Evaluation of Teaching
- r) Implementation of Agreement (IMCC)
- s) Contemporary language in Centre for Aboriginal Studies