This Log of Claims constitutes an initial set of items on which we hope progress can be made. However, we reserve the right to make further claims and these can be expected after further consultation with members.

The NTEU seeks:

1. **Coverage**
   The Agreement will apply to all employees of the University and of its related or subsidiary bodies.

2. **Salary Increases**
   In addition to the salary rates provided in the current Agreements, the NTEU seeks salary increases for its members of 7% per annum (being an overall increase of 28% to 31 May 2016).

3. **Expiry**
   The parties agree on an overall 4 year framework for salaries and employment conditions from the date of lodgement until 31 May 2016.

4. **Parental Leave**
   The Agreement will provide improved parental leave of up to 36 weeks of paid parental leave.
   The Agreement will provide for continuation of employer superannuation contributions up to a total of 52 weeks of paid and unpaid parental leave.

5. **Superannuation**
   The Agreement will maintain existing superannuation contribution levels and arrangements and extend 17% employer contributions to all continuing and fixed term staff.
   Further claims will be notified after June 2012.

6. **Family Friendly Working Arrangements**
   The Agreement will provide for improved family friendly working arrangements.
7. Career Progression
   The Agreement will provide improved career progression opportunities, including improved reclassification and promotion processes and improved access to study leave.

8. Academic Workloads
   The Agreement will provide an improved workload planning and allocation clause in relation to categories and parameters of the AWMS.

9. Review Committees
   The Agreement will extend the current Academic staff provisions for a Review of Redundancy provisions, Unsatisfactory Work Performance and a Misconduct Process Review Committee to all staff.

10. Change Management Process
    The Agreement will provide improved change management processes including improved consultation and staff ability to meaningfully participate and influence the outcome. This will include the University committing to not using criteria imposed retrospectively for staff in its change management process.

11. Unsatisfactory Work Performance
    The Agreement will provide improved entitlements in relation to processes for addressing unsatisfactory work performance for all staff. This will include the University committing to not using performance criteria imposed retrospectively for staff in management of staff performance.

12. Misconduct or Serious Misconduct Processes
    The Agreement will provide improved entitlements in relation to misconduct and serious misconduct processes for all staff.

13. Time off in Lieu of Additional hours worked
    The Agreement will provide improved entitlements in relation to TOIL.

14. Conversion for Fixed Term Staff
    Improved access to conversion to ongoing appointment for fixed term staff including research only staff.

15. Commitment to employing staff in ongoing positions.
    The Agreement will commit the University to reducing its use of casual and fixed term staff as a proportion of all staff over the life of the Agreement. Further claims will be notified after June 2012.

16. Police Clearances
    The Agreement will provide processes which ensure absolute confidentiality in relation to Police clearances and information contained within them.
WITHOUT PREJUDICE

The Agreement will provide for full reimbursement of all costs associated with external checks of existing staff and successful job applicants.

17. **Occupational Health and Safety**  
Union representation on all University Occupational Health and Safety Committees.

18. **Policies Affecting Employment Conditions**  
The Agreement will preclude changes to University Policies affecting employment conditions that do not have NTEU agreement.

19. **President’s Time Release**  
The Agreement will provide for President’s time release equivalent to 50% of a Level C Academic, Level 6.

20. **No Diminution of Current Conditions**.