Enterprise Agreement 2014 to 2017

Summary of main changes

This document provides a quick summary of the main changes in the Flinders University Enterprise Agreement 2014 to 2017 (the new Agreement). In all cases, please refer to the new Agreement for further particulars.

Length of the Agreement

The new Enterprise Agreement will operate from Thursday 7 August 2014 as determined by the Fair Work Commission.

It has a nominal expiry date of 30 June 2017.

Salary Increase

In accordance with the new Agreement, staff members will receive a salary increase totalling 12% (12.55% compounded) over 4 years, as follows:

<table>
<thead>
<tr>
<th>Increase</th>
<th>Date of Increase*</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0%</td>
<td>11 July 2014* (already paid)#</td>
</tr>
<tr>
<td>3.0%</td>
<td>10 July 2015*</td>
</tr>
<tr>
<td>3.0%</td>
<td>08 July 2016*</td>
</tr>
<tr>
<td>3.0%</td>
<td>07 July 2017*</td>
</tr>
</tbody>
</table>

* First full pay period on or after 30 June
# In addition to the salary increases outlined above, the University has also made an additional single payment of $500 (pro rata for other than full-time staff to a minimum of $300 (gross)), and a flat payment of $200 (gross) to eligible casual staff members.

Further information can be found at Clause A14 in the new Agreement
Professional Staff Development Fund

The new Agreement introduces a professional staff development fund of **$350,000 per annum**, which will be available to professional staff, by application, for training and development linked to career advancement within the University.

*Further information can be found at Clause B15 in the new Agreement.*

[Please note that instructions about how to access the Fund are being finalised (at the time of writing).]

Cash Out of Leave

The new Agreement provides for a lower threshold (of 7 years rather than 10 years) at which an individual may seek to cash-out a proportion of their excess Long Service Leave entitlement (subject to supervisor approval, including a plan to reduce excess entitlement, as per the previous Agreement).

The new Agreement also provides, for the first time, an opportunity for staff to cash out excess Annual Recreational Leave, subject to operational requirements.

*Further information can be found at Clause A20 and Clause A26 in the new Agreement.*

[Please note that instructions about how to apply to cash out leave are being finalised (at the time of writing).]

Scholarly Fellows Academic Appointment

The new Agreement provides for:
- A new category of academic appointment, which will provide opportunities for eligible applicants to develop academic careers
- At least 10 new positions to be offered on a convertible basis, over the life of the Agreement
- Roles to be either education-focused or balanced, depending on the School’s needs
- Appointments to be made on an open and merit based selection

*Further information can be found at Clause C18 in the new Agreement.*

Academic Workload

The new Agreement provides additional guidance relating to the workload allocation and consultation processes.

*Further information can be found at Clause C10 in the new Agreement.*

Managing Change

The new Agreement provides further guidance on:
- how information will be shared with staff affected by significant change
- the consideration of views and feedback put forward by affected staff as part of the consultation process, before decisions are made about whether or not to proceed with proposed changes

*Further information can be found at Clause A30 in the new Agreement*
Indigenous Employment
The new Agreement provides for:

- An additional category within the existing five-day Special Paid Leave entitlement, to enable maintenance of links with family/community and to ensure currency of knowledge for Indigenous staff
- A new Indigenous Language Allowance for academic or professional staff who are required by the University to use Indigenous Language/s in the course of their employment

Further information can be found at Clause A12 and Clause A24 in the new Agreement.

Domestic Violence
The new Agreement includes an additional category within the existing five-day Special Paid Leave entitlement, available to staff dealing with matters arising from family/domestic violence.

Further information can be found at Clause A24 in the new Agreement.

[Please note that guidelines, and training for EO Contact Officers, will be made available in due course.]

Casual Academic Staff Rates and Descriptors
The new Agreement introduces a number of new rates including:

- a new tutorial rate for highly scripted tutorials
- a new research rate
- a new topic coordination rate
and provides for tutorials and lectures that are scheduled for more than 1 hour to be fractionalised by increments of 0.5. The new Agreement also clarifies access to University resources and the arrangements for offshore teaching.

Further information can be found at Schedule 7 and clause C8.9 in the new Agreement.

Other changes – All Staff

Intellectual Freedom – The new Agreement extends intellectual freedom to both Academic and Professional staff through the development of a new clause. [clause A43]

Dispute Settlement – The new Agreement clarifies: the process for referring a dispute to the Fair Work Commission or other external agency and; that access to internal dispute settlement processes will lapse where an employee ceases to be employed by the University. [clause A31]

Other changes – Professional Staff

Time off in Lieu of Overtime Worked – The new Agreement clarifies that payment will be made for time off in lieu of overtime worked, where the time off has not been able to be taken. [clause B12.9]

Position Descriptions – The new Agreement clarifies that broad responsibilities will be reflected in a relevant and current position description. [clause B2.5.1]
Other changes – Academic Staff

**Academic Discipline** – The new Agreement:
- clarifies the definition of Level 1 disciplinary action
- provides further guidance in the handling of research misconduct, consistent with the Australian Code for the Responsible Conduct of Research, including: the ability to appoint an external chair experienced in conducting a research investigation and provision for joint procedures to be developed and agreed where allegations of misconduct involve more than one employer. [clause C14]

Any questions regarding the Enterprise Agreement should be directed to ebisten@flinders.edu.au.

EB Team 1 August 2014