The CPSU serves the following claims on the University of Technology Sydney (UTS) for a Collective Agreement for professional staff employed by UTS.

1. the change in the nomenclature of support staff to professional staff, and through the negotiation of the Agreement to obtain recognition and rewards commensurate with our professional status

2. maintain all existing conditions of employment for professional staff, unless otherwise improved as a result of negotiations with the CPSU

3. where policies and guidelines affect professional staff they can only be made or varied through the Policy Reference Group

4. improvements to the process for policy development and variation through the Policy Reference Group, including at least 10 days advance notice of proposed changes and the University must provide the reasons as to why suggestions were not incorporated into the new or amended policy

5. the usual basis for the employment of professional staff should be on a continuing basis. Continuing positions which are substantively vacant should be filled permanently whenever possible

6. for the purposes of conversion under the Agreement a competitive selection process shall include internal advertising

7. improvements to the process to convert fixed term professional staff to continuing employment
8. salary and allowance increases which are guaranteed and fully funded over the life of the Agreement, the amount and frequency to be determined by CPSU members during negotiations. Each salary increase will compound onto the previous salary and will the first increase will be paid from the expiry of the 2010 Agreement

9. a $2000 sign-on payment for all professional staff

10. indexing the current employer superannuation contributions so that any increases that result from the Superannuation Guarantee (Administration) Amendment Act 2012 during the term of this agreement will result in increased superannuation payments to professional staff

11. negotiate measures to retain the skills and knowledge of mature age workers including: four weeks paid grandparent leave, job sharing and mentoring strategies

12. improvements to parental leave, including: primary carer leave, full paid parental leave to fixed term employees if their contract expires after 20 weeks of pregnancy, in the event of a multiple birth an employee is entitled to four weeks extra paid parental leave for every extra child and an clear statement that all paid parental leave entitlements shall be in addition to the Paid Parental Leave Act 2010

13. an enforceable system to support professional staff experiencing domestic violence, including:

- 20 days per year of paid special leave
- where requested by the employee, temporary or permanent changes to working times and patterns, changes to specific duties, or redeployment or relocation
- measures to ensure a safe working environment, for example changing a telephone number to avoid harassing phone calls
• professional staff cannot be adversely affected at work because they are experiencing domestic violence - for example not being disciplined for job performance problems or denied opportunities for promotion, and

• professional staff who support other staff experiencing domestic violence may take carers leave to accompany them to court, to hospital, or to mind children

14. for the purposes of long service leave recognition of prior service is to include service with a controlled entity of UTS and TAFE NSW

15. a commitment that professional staff that are on leave for more than one week have their positions backfilled

16. improvements to the redundancy clause, including:

• no professional staff will be disadvantaged in severance payments received due to accessing a temporary part-time work arrangement if they are made redundant while working part time

• for the purpose of retrenchment pay, continuous service is to include any service as a casual at UTS

• payment of all reasonable costs and charges associated with a program of retraining or other agreed measure to mitigate the effects of a position being made redundant

• job search assistance scheme of up to $5000 each, for professional staff made redundant

• removal of all ceilings on severance pay

17. severance payments for fixed term staff to be in accordance with the Higher Education Industry—General Staff—Award 2010

18. an outsourcing clause that provides that UTS cannot outsource the work performed by existing professional staff unless:

• in particular circumstances specialised equipment or specialised services that are not readily or cost effectively available within the University
are required and where empirical evidence is presented to support this, such evidence being available to the CPSU and staff and capable of independent verification or refutation, or

- there is a requirement for independence in the provision of services, and
- then only after all alternatives to replacing existing staff with contract labour has been explored. This will include that the CPSU and affected members has been given the opportunity to assess any evidence that is presented to support the case for outsourcing and an opportunity to present the University with alternatives to outsourcing

19. a decision to outsource work will not be justified primarily on the basis that an outside provider has lower rates of pay than for UTS professional staff; neither will UTS use controlled entities to undermine the pay and conditions of University staff

20. professional staff are to be provided with enhanced training and career development measures including:

- payment of course fees, including HECS and TAFE fees
- career development leave
- enhanced study support
- attending conferences and inter-university visits
- reimbursement of membership fees of professional organisations like ATEM
- the establishment of a performance development fund (up to $2000 per annum for each employee) for approved training and development activities that enhance the ability of professional staff to develop beyond their current role
- the establishment of a University scholarship program, which will recognise potential and reward outstanding performance of professional staff. The scholarship program will include at least two fully funded scholarships per year to undertake approved courses of study with the University or TAFE NSW.
21. where a position has not been reviewed in the previous twelve months or changes in the nature of the position have been identified a staff member may apply to have the classification level of their position reviewed, and if the position is reclassified to a higher level the incumbent staff member will retain the position. If an employee disagrees with the outcome of the classification process they may lodge a dispute under the dispute resolution procedures of the Agreement.

22. improvements to broad banding so that all broad banding proposals will be developed in accordance with the agreed broad banding guidelines as developed jointly between the university and the CPSU.

23. opportunities to act in a higher position shall be offered to eligible staff on a rotating basis. When considering which person shall act in a higher position, the supervisor shall consider a range of issues including merit, staff development and the fair allocation of higher duties allowances. Higher duties allowance to be paid for any time acted in a higher position for more than one day.

24. working hours will always take account of caring responsibilities and work life balance and proposed changes to an employee’s working hours must give primacy these considerations.

25. professional staff elected as Health and Safety Representatives (HSR) will be provided with an allowance comparable to the first aid allowance.

26. greater salary sacrifice options including public transport costs.

27. zero tolerance of all forms of discrimination, bullying and harassment with a process in the Agreement for dealing with allegations of discrimination, bullying and harassment.

28. the CPSU reserves the right to raise other matters throughout negotiations that are to the benefit of professional staff.