



FACT SHEET NO 1

WORKING TOGETHER

The University's Bargaining Position: Ensuring the University of Melbourne remains a great place to work

The University of Melbourne recognises the contribution that each staff member makes towards our standing as one of Australia's – and one of the world's – leading research and learning institutions. We therefore endeavour to offer the best possible working conditions and benefits and to provide a supportive and flexible working environment for our staff.

What is the University's enterprise bargaining position?

In this round of enterprise bargaining, the University is seeking to:

- ▶ consolidate the existing terms and conditions that you currently enjoy as a staff member of the University of Melbourne;
- ▶ expand and enhance some of those conditions and entitlements;
- ▶ negotiate reasonable and affordable salary increases; and
- ▶ maintain the flexibility to provide further benefits and improvements for staff through policy.

Maintain existing benefits

Some of the benefits you enjoy through the current Enterprise Agreement include:

- ▶ a **36.25 hour week** for professional staff;
- ▶ **penalty rates and time-off in lieu** entitlements for professional staff;
- ▶ **flexible working arrangements** (including the 48/52 week leave arrangements, part-time work and other flexible options);
- ▶ a range of **salary packaging options** (consolidated through policy);
- ▶ generous **sick leave** and **family leave** entitlements compared to other sectors (up to a total of 20 days);
- ▶ superior **maternity leave** compared to other sectors (up to 36 weeks) including a return to work bonus for returning mothers; and
- ▶ policies to create and maintain a **fair and diverse workplace** including the development of a comprehensive Bullying and Occupational Violence Policy;
- ▶ **health** initiatives including the Staff Wellbeing Program, flu vaccinations and onsite counselling, medical, optical and dental services; and
- ▶ policies that reflect the University's commitment to **environmental sustainability** and a **safe work environment**.
- ▶ continued **competitive salaries** within the sector and **excellent superannuation** (up to 17 %).

Expand and enhance benefits

During the bargaining process, the University has proposed enhancing some conditions for staff, including:

- ▶ extending parental leave **to permanent carers**;
- ▶ a greater range of **flexible working options**;
- ▶ offering a **choice of superannuation fund** (in accordance with UniSuper Deed requirements);
- ▶ introducing further measures to monitor and address **staff workloads**; and
- ▶ an undertaking to review **academic career structure** with a view to alignment with international nomenclature.

Maintain the flexibility to provide improvements through policy

Our current enterprise agreement has provided the University with the flexibility to develop a number of beneficial policies for staff. The University is seeking to maintain this flexibility so that we can respond to staff needs as new needs arise. The University has a thorough policy consultation process to ensure that all staff have a say on policies as they are developed.

Some of the benefits you currently enjoy through University policy (and that have been developed by the University independently of the enterprise bargaining process) include:

- ▶ recognition of staff contributions through the **Total Reward Program**, including expansion of monetary rewards such as Professional Recognition Loadings and General Faculty Loadings and reforms to the Performance Bonus Scheme Policy;
- ▶ **professional development and further education** opportunities, including the development of the University Fee Discount Policy which offers staff the opportunity to study full-fee University of Melbourne graduate courses and Community Access programs at a discounted fee;
- ▶ **academic promotion** policy improvements that have removed barriers for research-only staff and created a more flexible approach to academic work;
- ▶ policies to create and maintain a **fair and diverse workplace** including the development of a comprehensive Bullying and Occupational Violence Policy;
- ▶ **health** initiatives including the Staff Wellbeing Program, flu vaccinations and onsite counselling, medical, optical and dental services; and
- ▶ policies that reflect the University's commitment to **environmental sustainability** and a **safe work environment**.

The University is negotiating to maintain – and in some cases, enhance - the benefits in the current enterprise agreement (and maintain its flexibility to develop policy) so that the University of Melbourne can remain a great place to work.

More information on the Benefits of Working at the University of Melbourne is available at <http://www.hr.unimelb.edu.au/careers/info/benefits>.