

Enterprise Bargaining Agreements

Senior Leaders' Brief

13th June 2016

Summary

Simple
Contemporary
Fair

Staff Feedback

EBA 2016 Summary



ENVIRONMENT

- Agreements to support an agile and flexible workplace
- Australia's workforce of the future and the need for change
- Sector level collaboration, EB negotiated local level

AGREEMENT

- Expires 30 September 2016
- Current Agreements stay in place until new EB formalised
- EB Town halls part of our two way communications

CHALLENGES

- Managing staff morale and engagement with the EBA process
- UWA EB communications to not be undermined
- Renewal and EB are not linked

What is the UWA bargaining objective?

To have enterprise agreements that are

Simple

Contemporary

Fair

Plain language

Enjoy conditions fitting of
a modern Australian
organisation

Consistent with
communities we serve

Only containing
information that is
needed

Protect core academic
values

In line with broader
economy

Be flexible to embrace
opportunities

What is the feedback to date?



Concerns that simplifications means loss of entitlements

Potential confusion between Renewal and EB

Advice on the Universities position and bargaining claims

Combining two Agreements into one (P&G and Academic)

Clarification of the EB process and Bargaining Reps

Differing views on salary – wage freeze vs. increase

Concerns on fixed term and casual employment

Communication is key

“Please contact your line manager or HR Business Partner if you have any questions in the first instance”

As senior leaders, you are expected to:

- answer basic questions on the EB process
- provide feedback on the progress via your team meetings
- encourage employees to stay informed

For EB Updates  <http://www.eba.hr.uwa.edu.au/>

Comments

Feedback

Questions

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