The Australian National University Enterprise Bargaining 2016/17
Guiding Principles

To ensure that the University achieves agreement on outcomes that will provide a sustainable future, a number of important principles will need to be followed to ensure that the University is well placed for the challenges the future will bring to us.

Principle 1
Any salary increases sought must be reasonable and sustainable, consistent with the goal of maintaining security in employment overall for University staff.

Principle 2
The University will seek to provide fair and flexible employment arrangements to ensure that it is well placed to continue to attract and retain the world-class staff. All processes and procedures defined within the Enterprise Agreement (EA) will be efficient and effective, and have regard to the need for fairness in relation to staff.

Principle 3
The University will seek to simplify the current EA to make it easier for staff to understand and for managers to follow. To this end, overly detailed and prescriptive provisions should be replaced with principle-based provisions, with details forming part of University policy or procedures, and any existing ambiguities and anomalies should be clarified.

Principle 4
Any changes to the EA should enhance the capacity for the University to respond to challenges and opportunities for growth in line with the University Strategic Plan.

Principle 5
Any changes to the EA will seek to improve the capacity for the University to fund and support excellence in research, education and public policy.