

Explanatory Information: Proposed variation to the Enterprise Agreement

The purpose of this document is to provide a summary of the proposed variation to *The Australian National University Enterprise Agreement 2017 – 2021*, in response to the impact of the COVID-19 pandemic on the University's financial health

Eligible staff will be invited to submit an electronic vote to determine whether the majority of staff accept the terms of the proposed variation to the Agreement. The voting period will be open from **9:00am on Wednesday 17 June 2020** until **4:00pm on Tuesday 23 June 2020**. Details on the vote process will be confirmed with eligible staff via email.

This document should be read in conjunction with the proposed Agreement. The Agreement is available from: <https://services.anu.edu.au/human-resources/enterprise-agreement/proposed-variation-to-enterprise-agreement>.

Clause number and title	Changes made
1 Title and operation of the agreement	No change
2 Application of the agreement	No change
3 Closed and comprehensive agreement	No change
4 Objectives of the agreement	No change
5 Flexible work provisions	No change
6 University policy and procedures	No change
7 Professional staff recruitment and engagement	No change
8 Types of appointment	No change
9 Continuing employment	No change
10 Part time employment	No change
11 Senior management appointments	No change
12 Graduate recruitment and development program (GRDP)	No change
13 Continuing (contingent funded) employment	No change
14 Fixed term employment	No change
15 Casual employment	No change
16 Contract of employment	No change
17 Supervisor	No change
18 Probation	No change
19 Ordinary hours of work for professional staff	No change
20 Entitlement to breaks	No change
21 Academic freedom and protected disclosure	No change
22 Academic staff and outside work	No change
23 Salary	Updated to defer the 9 July 2020 pay increase (2%) to 8 July 2021 and defer the 8 July 2021 pay increase (2%) to 7 July 2022
24 Incremental salary progression	No change
25 Superannuation	No change
26 Salary sacrificing and deductions	No change
27 Overtime and overtime allowances for professional staff	No change
28 Shift work	No change
29 Higher duties allowance (HDA)	No change
30 Allowance provisions	No change
31 Recovery of overpayments	No change

Clause number and title	Changes made
32 Broadbanding	No change
33 Leave provisions	No change
34 Continuity of service	No change
35 Annual leave	No change
36 Personal leave	No change
38 Parental leave	No change
39 Grandparent leave	No change
40 Staff and union representatives	No change
41 Other leave entitlements	No change
42 Long service leave	No change
43 Public holidays	No change
44 Christmas closedown	No change
45 Flexible working hours for professional staff	No change
46 Career and performance development	No change
47 Professional staff career development	No change
48 Study provisions for professional staff	No change
49 Review of staff appointment category	No change
50 Multi-skilling and staff transfer	No change
51 Workloads	No change
52 Transition to retirement	No change
53 Notice periods	No change
54 Severance pay	No change
55 Ill health assessment	No change
56 Redundancy	No change
52 Transition to retirement	No change
57 Freedom of association	No change
58 Anti-discrimination	No change
59 Bullying and harassment	No change
60 Indigenous employment	No change
61 Compensation for loss or damage to personal property	No change
62 Work health and safety co-operation	No change
37 Domestic violence leave	No change
63 Uniforms and protective clothing	No change
64 Amenities	No change
65 First aid	No change
67 Job security	No change
66 Classification and salary structure	No change
68 Organisational change and consultation	No change
69 Contracting out/labour hire	No change
70 Managing unsatisfactory performance	No change
71 Managing misconduct, serious misconduct and serious research misconduct & suspension	No change
72 Grievance resolution	No change
73 Review of decision	No change
74 Dispute avoidance and settlement	No change

Clause number and title	Changes made
S1 Academic staff salary schedule	Schedule updated to reflect deferral of salary increases
S2 Casual sessional academic salary rates	Schedule updated to reflect deferral of salary increases
S3 Professional staff salaries	Schedule updated to reflect deferral of salary increases
S4 Minimum standards for academic levels	No change
S5 Professional staff classification descriptors	No change
S6 Allowances	Schedule updated to reflect deferral of salary increases
S7 Application of supported wage system for staff with a disability	No change