

CAMPUS MORNING MAIL

Hard facts and insider analysis

From Stephen Matchett



The deal at Deakin isn't a model other universities can afford to follow, warns management advocate

The deal at Deakin

The **peak university industrial relations agency** rejects suggestions that **today's announcement** of terms for a **new enterprise agreement** at **Deakin University** will set a **national standard**.

Stuart Andrews, executive director of the **Australian Higher Education Industrial Association**, says he "is **not expecting other universities** to start jumping in with **similar offers**."

Deakin management and the **National Tertiary Education Union** are recommending staff vote for a new agreement which provides a **\$1000 signing payment** and **2 per cent wage** increase **this year** and **annually through to 2020**. As CMM reported yesterday, the proposal **also extends** the **17 per cent superannuation** contribution management pays to permanent staff to **Deakin workers** on **fixed term contracts**. (The union failed in its push to have the 17 per cent also go to casuals).

Mr Andrews says the **pay rise** is **Deakin's original offer** and is at least 0.5 per cent per annum above what all other universities are offering and he suggests that Deakin can agree to increase super for fixed term staff from the government mandated 9.5 per cent to 17 per cent because **Deakin U** has "**significantly fewer fixed-term staff** than many other universities."

"Each university also has its own **bargaining agenda and objectives**, and all universities now have a Federal Budget funding dilemma to be grappled with. I'm therefore not expecting other universities to start jumping in with similar offers," **Mr Andrews** says.

At **Deakin** yesterday it was all-smiles. **Vice Chancellor Jane den Hollander** sent the proposed agreement to all staff, urging they vote for it and **complimenting the NTEU** for; "their **positive and collaborative approach** to bargaining throughout this process. The final proposed EA reflects the **commitment of the bargaining teams** to bargain **effectively and productively** to achieve a **fair and reasonable agreement** for staff, in a challenging environment."

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