



Flinders
UNIVERSITY

ENTERPRISE AGREEMENT



Flinders University Enterprise Agreement 2019- 2022

Key Items

Term of the Agreement

The Enterprise Agreement will take effect on Friday 20 September 2019 and has a nominal expiry date of 30 June 2022.

Superannuation

The Enterprise Agreement provides for an increase to 17% superannuation for fixed term and part time employees less than 0.5 from 31 December 2021.

Salary Increase

Increase	Date of Increase <i>*first full pay period on or after 1 July</i>
1.7%	1 July 2018 (already paid)
\$2,100	6 July 2019
1.7%	5 July 2020
1.8%	3 July 2021
1.9%	2 July 2022

Other Items

- Removal of Junior rates of pay
- Expanded definition of Family Member for gender considerations
- Introduction of a new Chief Fire Warden allowance
- Streamlined the Consultation process for Major Change
- Increased partner leave from 5 to 15 days
- Clarified primary carer leave
- Redefined Topic and Course Coordination
- Enhanced request for Flexible Working Arrangements provisions in accordance with Fair Work Act
- Improvements to Domestic Violence Leave with up to 5 days per occasion
- Increased Aboriginal and Torres Strait Islander Employment target to 3%
- Redefined Continuity of Service to cover the summer break period
- Enhanced flexibility to engage staff on fixed terms arrangements
- New and improved Academic Workloads Allocation clause
- New casual academic staff rates and descriptors
- Introduction of credit card for reasonable expenses when frequently travelling for work
- Access to Professional Staff Development Fund reduced from 12 months to 6 months service
- Better defined redeployment obligations and replaced existing academic age based redundancy benefit option to comply with antidiscrimination law
- Streamlined Discipline process for professional and academic staff and aligned Research Misconduct to the new Code and Guide
- Replaced Committees with an agreed Independent Reviewer in a number of clauses.