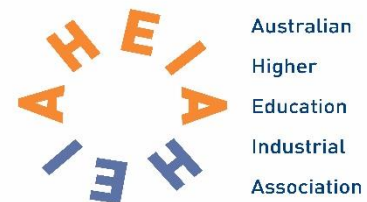


Bargaining Developments and Trends in Australia

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Enterprise bargaining - in the old days

Early 90s to recently:

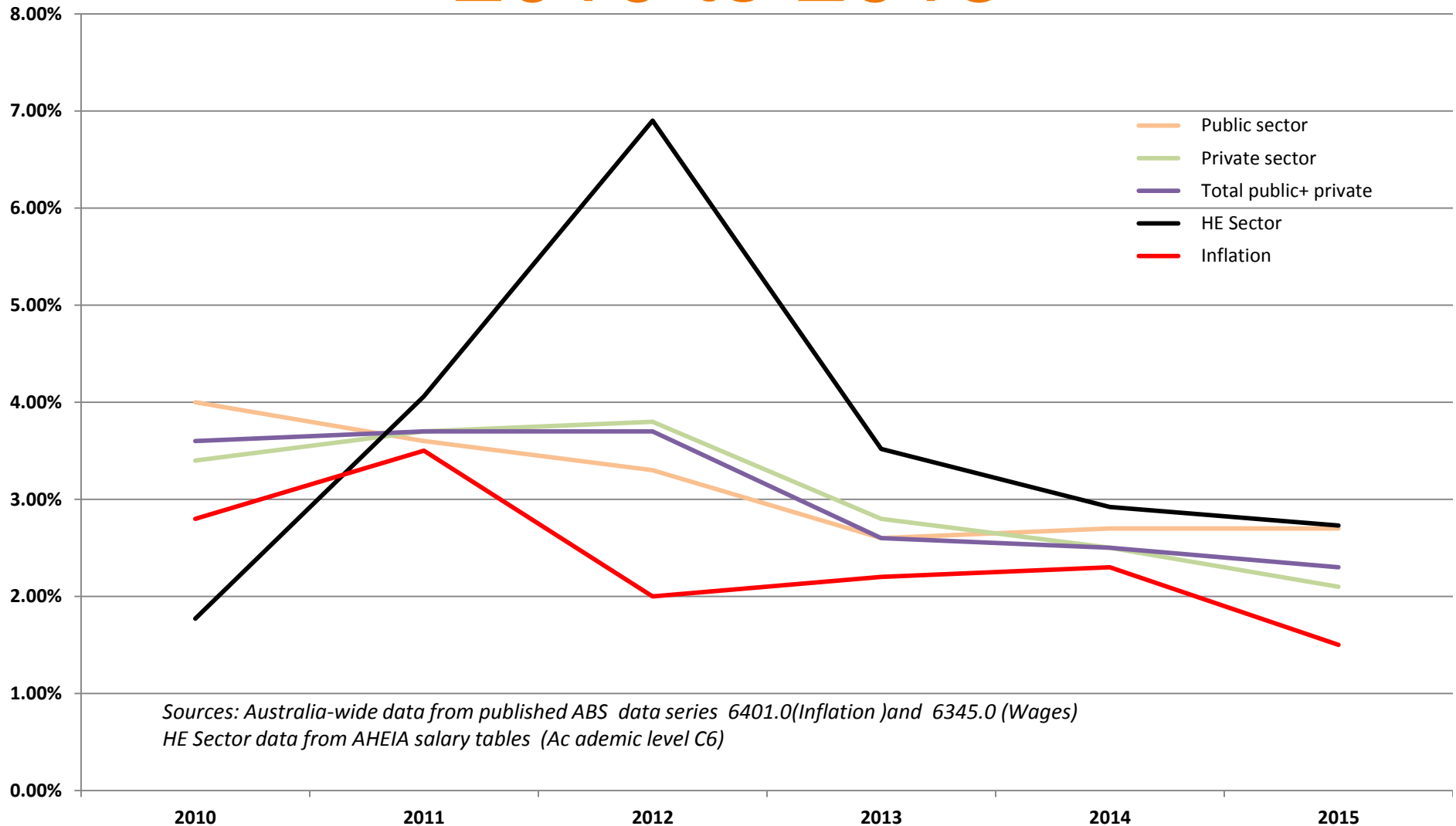
- On NTEU terms AND/OR as prescribed by Fed government (WRP and HEWRRs)
- Bargaining frequently kicked off by NTEU and conditioned by NTEU bargaining Agenda
- Industrial action threatened frequently, and used regularly

Outcomes

Significant rises in real wages:

- 4.14% pa in Round 5 (c2008 – 13)
- 3.01% pa in Round 6 (c2013 – 16)
- Total of 30.46% increases(system wide average) from 08 -16
- Widening gap between Modern Award and EA wages
 - now varies from 29% – 78% (Ac Level A to Level E)

Wage Growth vs Inflation, Australia 2010 to 2015

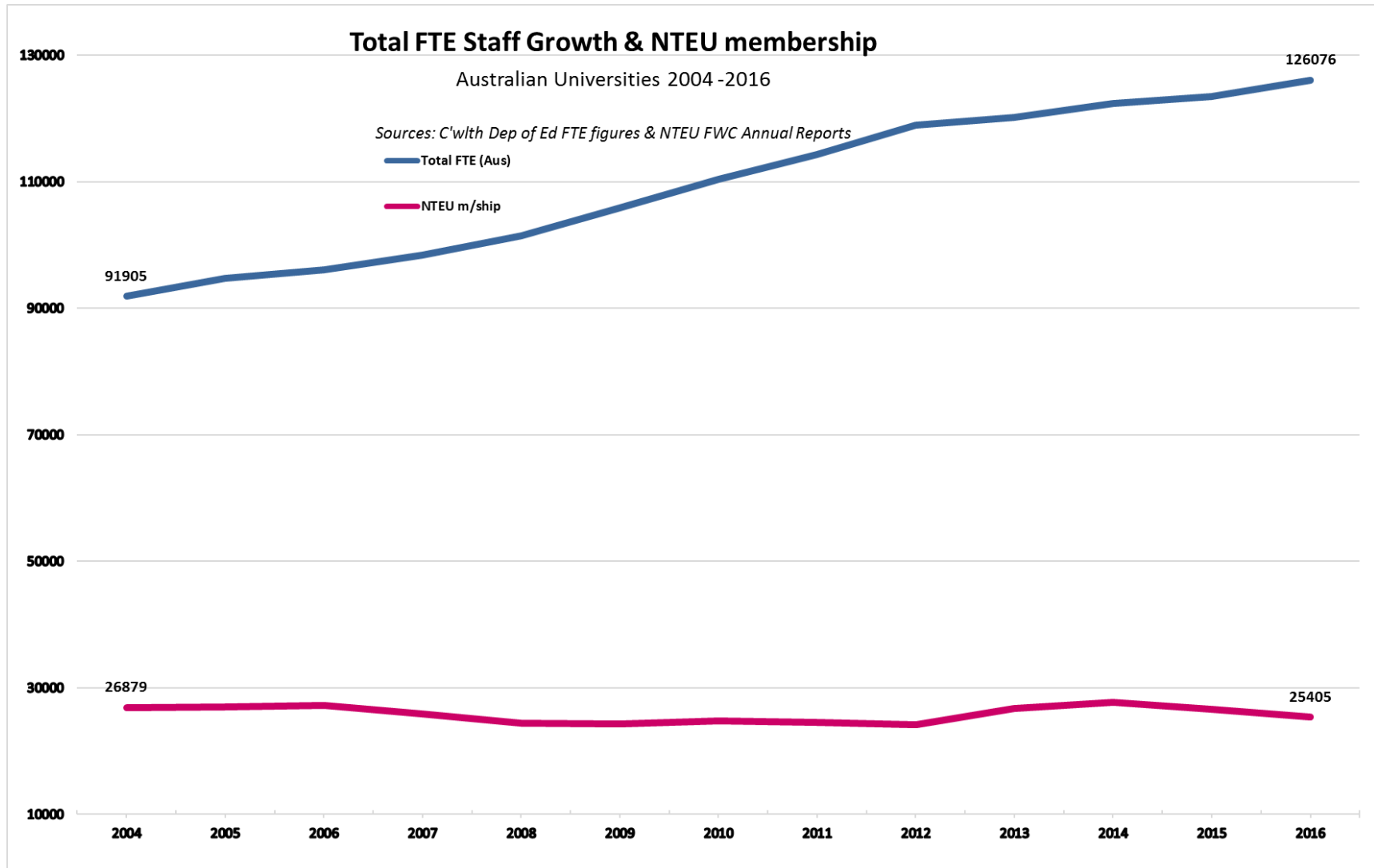


Outcomes (continued)

Increasing complexity in University EAs:

- up to 340 pages long
- Significantly expanded content (80 + clauses)
- Regulation shifting from policy to statutory enforcement

Union in decline



The new bargaining trend

Universities are now setting their own enterprise bargaining agendas:

- Seeking simpler less prescriptive EAs
- Salary offers much closer to inflation rate (union claims also moderated)
- Seeking changes that don't impact heavily on most staff day to day work
- Seeking to remove a small number of particular inflexibilities

The new bargaining trend (continued)

- The new approach to bargaining by universities, with the assistance of AHEIA, has caught the NTEU off-guard
- Industrial action muted (so far)
- Early days yet, but more than half the sector will be engaged in bargaining by mid-2017



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