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## Australian Higher Education IR - the year in review

Stuart Andrews

*Australian Higher Education Industrial Association*

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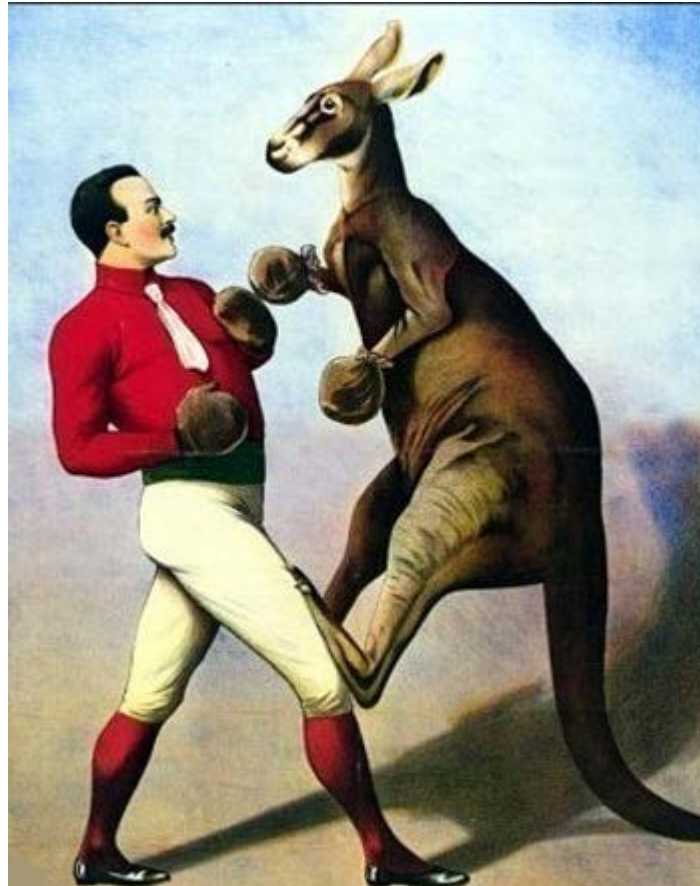
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# Australian Higher Education IR - the year in review

Stuart Andrews

Executive Director  
Australian Higher Education Industrial Association

# Enterprise bargaining



# 2014 bargaining outcomes

- Big year for Agreements – 31 (of 47) approved
- Average wage increases of 3% pa
- Sector has made significant progress in resisting union claims and achieving changes
- Industrial action largely symbolic or irritant
- Swinburne University – agreement made directly with employees, despite union opposition and challenge to legitimacy of vote

# Legislative developments



# *Fair Work Act 2009*

## New anti-bullying jurisdiction for Federal Tribunal

- Expected deluge of applications failed to materialise
- Cases taking a long time, against spirit of law
- Three cases so far in universities, all costly and complex

## Reviews of *FWAct* and awards

- Productivity Commission review of the workplace relations framework
- Federal Tribunal review of arbitrated awards

# Decided cases



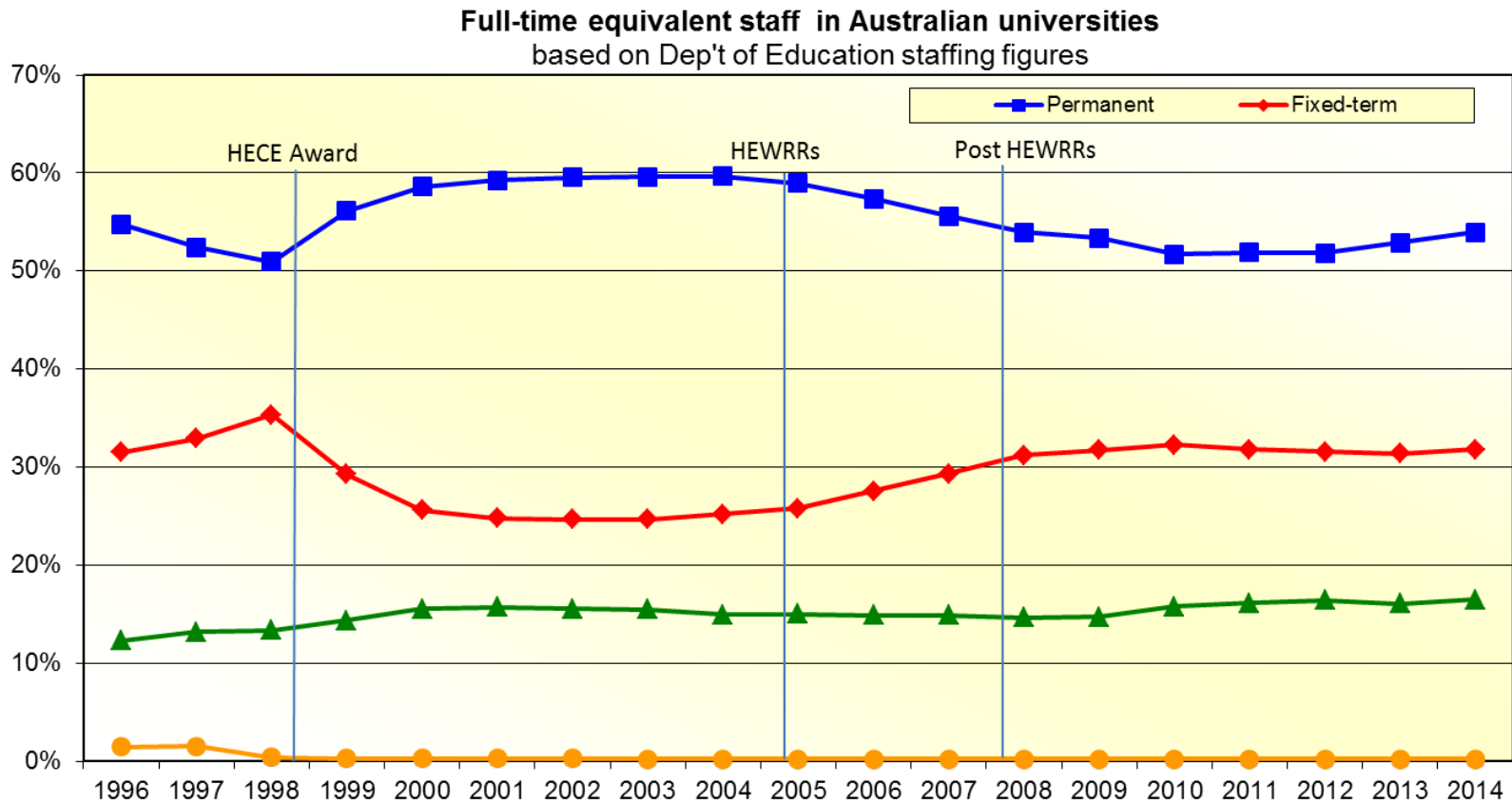
# Significant university cases

- *Lollback v Uni of Southern Queensland*  
Federal Tribunal accepted that demotion does not constitute a “dismissal” if authorised by an enterprise agreement
- *NTEU v La Trobe University*  
Federal Court ruled that a job security clause did not prevent the university from proceeding with redundancies
- *Heathcote v Uni of Sydney*  
Federal Court rejected the claim that redundancy was based on political opinion (dating to the 90s), but Court gave a wide meaning to the term “political opinion”





# Modes of employment



# Rates of pay

## Australian Professorial Salaries

31 January 2015

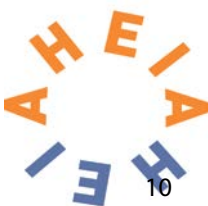
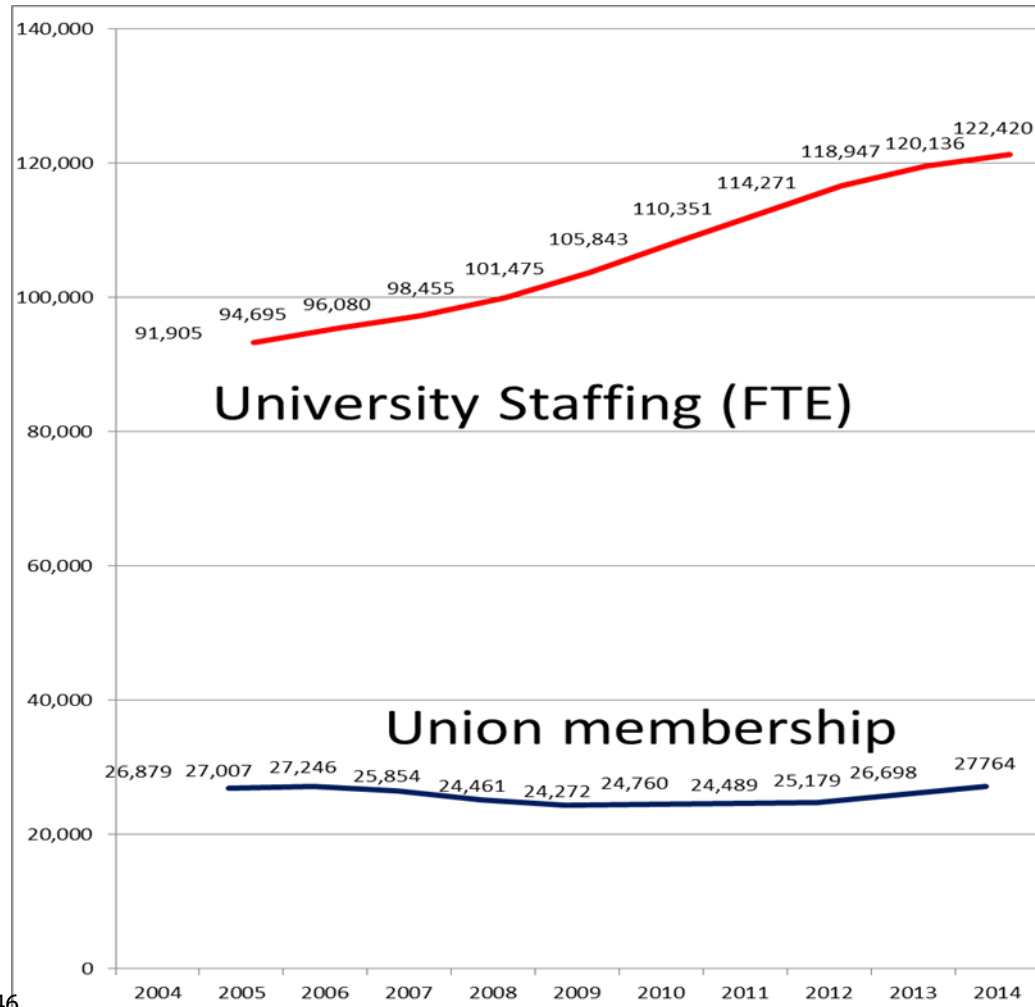
Average	Median	Range (bottom)	Range (top)
\$164,594	\$163,674	\$152,042	\$172,874

**Notes:** - not including superannuation (17%)  
- minimum rates only, most above this  
- will grow by 3% in 2015

Source: Published enterprise agreement salary rates



# Unions in decline?





Level 6, 303 Collins Street, Melbourne Victoria 3000  
Telephone (03) 9614 5550 Facsimile (03) 9614 3125  
Email [aheia@aheia.edu.au](mailto:aheia@aheia.edu.au)