April 2015

Australian Higher Education IR - the year in review

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Australian Higher Education Industrial Association

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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

Full-time equivalent staff in Australian universities based on Dep't of Education staffing figures

- Permanent
- Fixed-term

HECE Award
HEWRRs
Post HEWRRs


0% 10% 20% 30% 40% 50% 60% 70%
# Rates of pay

## Australian Professorial Salaries

31 January 2015

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Median</th>
<th>Range (bottom)</th>
<th>Range (top)</th>
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<td>$</td>
<td>$164,594</td>
<td>$163,674</td>
<td>$152,042</td>
<td>$172,874</td>
</tr>
</tbody>
</table>

**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?

University Staffing (FTE)

Union membership

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