

April 2015

Australian Higher Education IR - the year in review

Stuart Andrews

Australian Higher Education Industrial Association

Follow this and additional works at: <http://thekeep.eiu.edu/jcba>



Part of the [Collective Bargaining Commons](#), and the [Higher Education Commons](#)

Recommended Citation

Andrews, Stuart (2015) "Australian Higher Education IR - the year in review," *Journal of Collective Bargaining in the Academy*: Vol. 0 , Article 46.

Available at: <http://thekeep.eiu.edu/jcba/vol0/iss10/46>

This Proceedings Material is brought to you for free and open access by The Keep. It has been accepted for inclusion in Journal of Collective Bargaining in the Academy by an authorized editor of The Keep. For more information, please contact tabruns@eiu.edu.

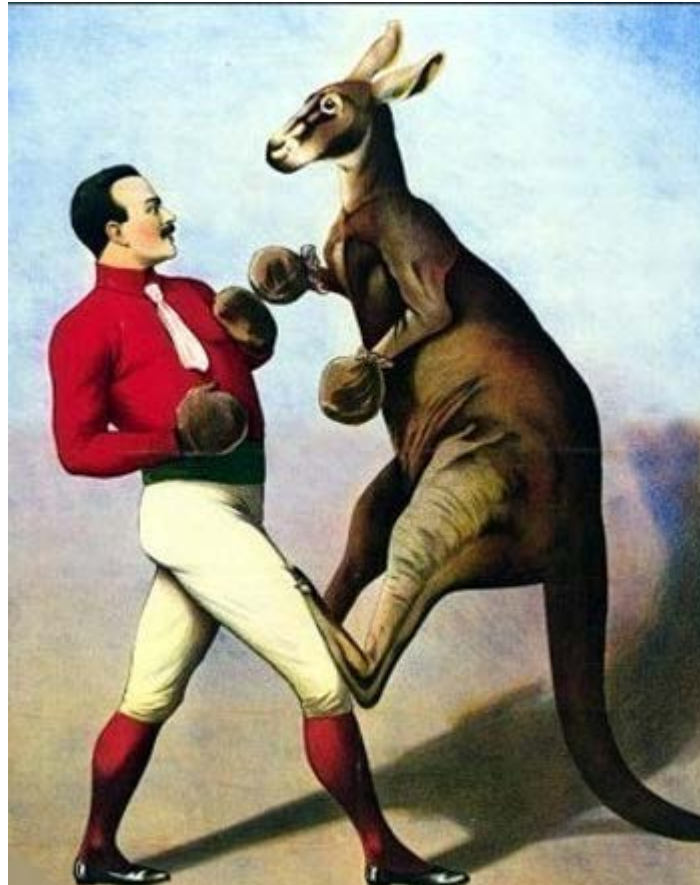
Australian Higher Education IR - the year in review

Stuart Andrews

Executive Director
Australian Higher Education Industrial Association



Enterprise bargaining

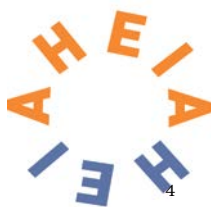


2014 bargaining outcomes

- 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

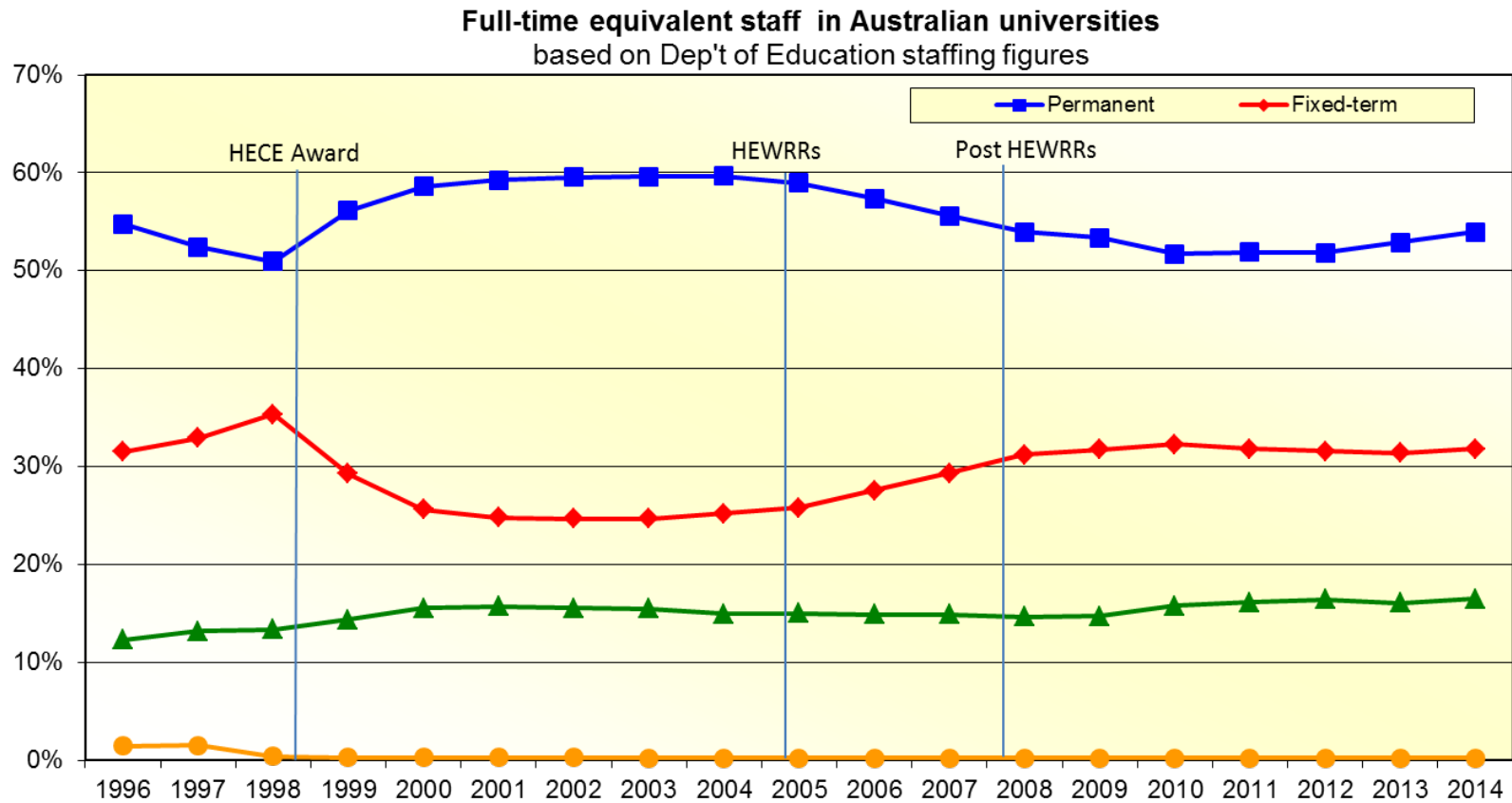


Significant university cases

- *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

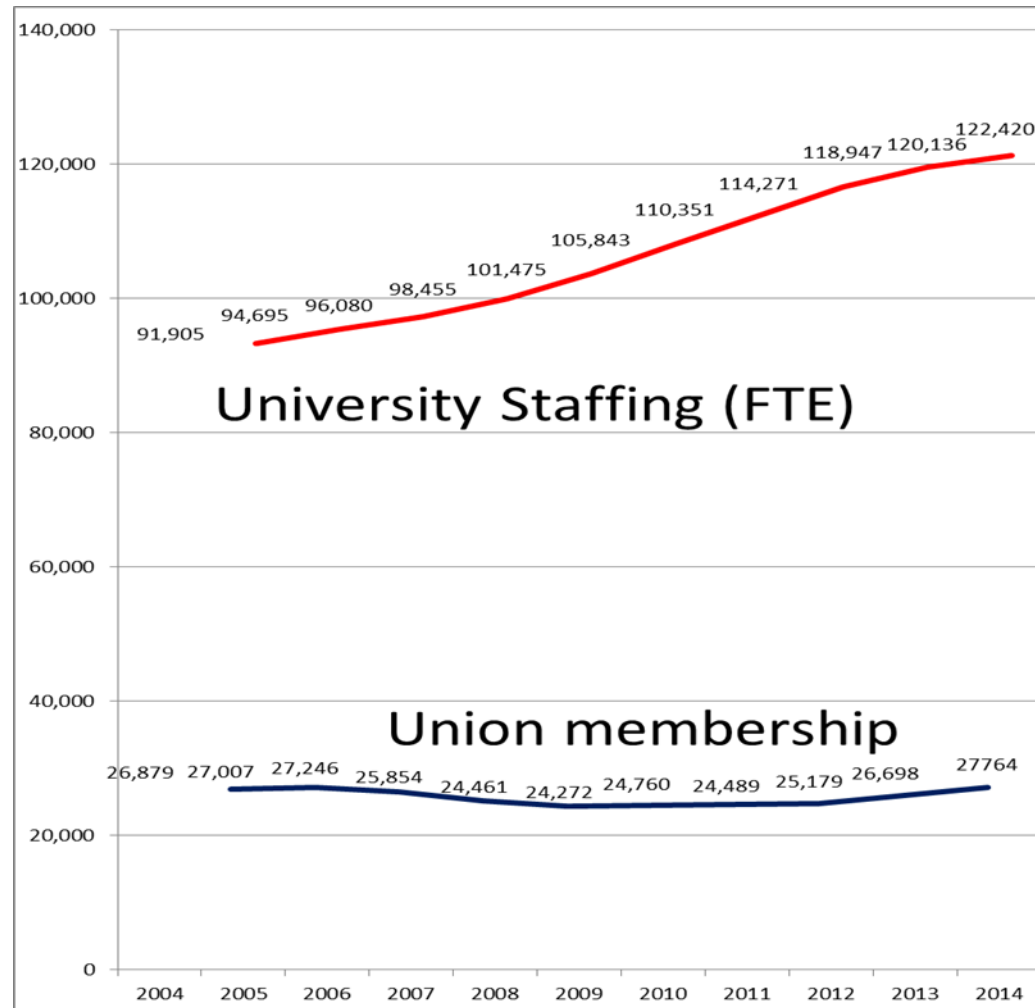
Average	Median	Range (bottom)	Range (top)
\$164,594	\$163,674	\$152,042	\$172,874

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