

Frequently Asked Questions about the proposed ACU Staff Enterprise Agreement 2021-2025

What is an enterprise agreement?

An enterprise agreement is an agreement made between the university and staff representatives about terms and conditions of employment for staff at a workplace. The agreement deals with entitlements provided for in the National Employment Standards (NES) (e.g. leave) of the Fair Work Act 2009 (as amended) and specific provisions that enable ACU to meet its strategic objectives.

How do I know if the enterprise agreement applies to me?

The enterprise agreement applies to almost all staff at ACU. There are a limited number of staff not included and these are the Senior Executive, Executive and Senior Management (Professional Staff) described by the university, and religious members who are assigned by their orders.

The university is proposing that a new enterprise agreement will extend its application to staff engaged under the Educational Service (Post-Secondary Education) Award 2020.

Why do we have an enterprise agreement as well as employment policies and procedures?

The terms and conditions of an enterprise agreement once approved by the Fair Work Commission are legally binding. Employment policies and procedures are informed by the entitlements and any operational conditions set out in the enterprise agreement, relevant legislation or case law, or other employment practices that support the success of the university, and provide guidance on how to apply these at ACU.

I know the university negotiates with the unions for a new enterprise agreement – who was involved in those negotiations?

The bargaining team consists of representatives from ACU, the NTEU and the CPSU.

As soon as the representatives are confirmed, information will be published [here](#).

What happens when the current enterprise agreement expires on 30 June 2021?

It is important to know that the current enterprise agreement continues until replaced or an application is made to terminate an enterprise agreement.

The current enterprise agreement requires the parties to the enterprise agreement to commence bargaining 3 months before its expiry.

ACU issued its Notice of Employee Representational Rights (NERR) on 31 March 2021.

How long does it take to get a new enterprise agreement in place?

There is no fixed timeframe for enterprise bargaining. The process depends on the issues the parties wish to negotiate, their complexity, and the different interests involved.

Once an agreement is reached in-principle, staff vote on the proposed enterprise agreement. If it is voted up, the university then lodges it with the Fair Work Commission for approval. It comes into force 7 days after it is approved by the Fair Work Commission.

In the last enterprise bargaining round, it took about 18 months from the commencement of bargaining to approval by the Fair Work Commission.

Where can I find more information?

Information for staff about enterprise bargaining is available [here](#). This site will be updated regularly.