The nominal term of the UNSW Australia (Academic Staff) Enterprise Agreement 2015 (2015 Agreement) expired on 17 March 2018. Since late 2017, the University has been in negotiations with the National Tertiary Education Industry Union (NTEU) for an agreement to replace the 2015 Agreement.

UNSW has reached agreement with the NTEU on a new enterprise agreement entitled the “The University of New South Wales (Academic Staff) Enterprise Agreement 2018” (Proposed New Agreement), and now asks you to consider and vote on the Proposed New Agreement.

The Proposed New Agreement contains a number of changes from the 2015 Agreement. Some of the changes made reflect changes that are necessary to comply with legislation, including the Fair Work Act 2009 (Cth) (Act). Other amendments have resulted from extensive consultation, negotiation and agreement between UNSW and the NTEU.

The below summary explains the terms and effect of the Proposed New Agreement. It is also recommended that you read the Proposed New Agreement.

If you have any questions regarding the Proposed New Agreement, please contact the UNSW Employee Relations team as follows:

<table>
<thead>
<tr>
<th>Enterprise Bargaining Inbox</th>
<th><a href="mailto:eb@unsw.edu.au">eb@unsw.edu.au</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Melanie Chan</td>
<td>9385 1702</td>
</tr>
<tr>
<td>Marianne Coulson</td>
<td>9385 2768</td>
</tr>
<tr>
<td>Kristine Thomas</td>
<td>9385 2339</td>
</tr>
</tbody>
</table>

Alternatively, if you are a member of the NTEU, you can contact them.
1.0 Arrangement

This clause lists all the clauses and Schedules of the Proposed New Agreement. Page numbers for each clause of the Proposed New Agreement are also included.

2.0 Title

This clause records that the title of the Proposed New Agreement as the University of New South Wales (Academic Staff) Enterprise Agreement 2018.

3.0 Interpretations and Definitions

This clause lists a number of definitions of terms which are contained in the Proposed New Agreement, including:
- Act (Fair Work Act 2009 (Cth))
- casual employee
- consult or consultation
- continuous service
- Dean
- Deputy Vice-Chancellor
- employee
- employee representative
- fractional-time employee
- full-time employee
- FWC (Fair Work Commission)
- immediate family
- post-retirement employment contract
- redundant position
- supervisor
- Union
- University/UNSW

4.0 Duration and Operation of Agreement

This clause identifies the duration of the Proposed New Agreement and the timeframe for commencing negotiations for a replacement agreement. The Proposed New Agreement will nominally expire on 31 December 2021.

This clause has been changed from the 2015 Agreement to remove the requirement for the parties to meet prior to the expiry of the Agreement.

5.0 Application

This clause identifies who the Proposed New Agreement covers. In addition, this clause also lists persons who are not covered by the Proposed New Agreement.

The clause identifies that certain clauses of the Agreement do not apply to some specified positions or groups of employees.
6.0 Awards and Antecedent Agreements

This clause provides for the Proposed New Agreement to operate to the exclusion of all other agreements and awards that would otherwise apply. This clause also provides for the Proposed New Agreement to replace the Current Agreement.

In addition, this clause provides for specific operative or procedural matters which may have commenced under the 2015 Agreement to continue to finality, despite the commencement of the Proposed New Agreement.

This clause is substantially unchanged from the 2015 Agreement.

7.0 Accessibility of Agreement

This clause provides that the Proposed New Agreement will be placed on the University’s Human Resources website and be available for inspection upon request by any employee.

This clause is unchanged from the 2015 Agreement.

8.0 Employee Representation

This clause provides that an employee may choose to be represented by an employee representative for any matter or process in the Proposed New Agreement.

This clause is unchanged from the 2015 Agreement.

9.0 University Policies

This clause provides for the University to consult with employees and the Union where University-wide policies, procedures and guidelines on human resources or work health and safety matters are developed or reviewed by the University which have a significant and substantial impact on employees.

The dispute settling procedure in the Agreement does not apply to disputes relating to the implementation of University policies, other than where the dispute is about the interpretation, application or operation of any provision of the Agreement.

University policies, procedures and/or guidelines are not incorporated into the Proposed New Agreement.

This clause has been changed from the 2015 Agreement to expressly refer to University-wide policies, procedures and guidelines on work health and safety matters (see subclause 9.0(a) of the Proposed New Agreement). Otherwise, this clause is unchanged from the 2015 Agreement.

10.0 Dispute Resolution Proceedings

This clause provides for a process by which disputes regarding the interpretation, application or operation of any provision of the Proposed New Agreement or in relation to the National Employment Standards set out in the Act. Key stages of the process are:

- Notification of a dispute
- First dispute meeting
- Second dispute meeting
- Referral of the dispute to the Fair Work Commission.

This clause is substantially unchanged from the 2015 Agreement.
PART B SALARIES AND RELATED MATTERS

II.0 Salaries

This clause provides for salary increases under the Proposed New Agreement as follows:

<table>
<thead>
<tr>
<th>Salary Increases(^\ast)</th>
<th>Rate of Salary Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>From date staff voted in favour of this Agreement</td>
<td>2%</td>
</tr>
<tr>
<td>1 July 2019</td>
<td>2%</td>
</tr>
<tr>
<td>1 July 2020</td>
<td>1%</td>
</tr>
<tr>
<td>1 January 2021</td>
<td>1%</td>
</tr>
<tr>
<td>1 July 2021</td>
<td>1%</td>
</tr>
<tr>
<td>1 January 2022</td>
<td>1%</td>
</tr>
</tbody>
</table>

\(^\ast\)Salary increases apply from the first full pay period on or after the date nominated.

Rates of pay are set out in Schedules 1 and 2 of the Proposed New Agreement.

This clause also provides for the University to deduct monies owing by employees arising from their employment under certain circumstances on termination of employment.

12.0 Superannuation

This clause sets out the superannuation entitlements for employees who are covered by the Proposed New Agreement.

This clause has been changed to reflect enhanced superannuation entitlements for some employees. From the first full pay period in January 2021, UNSW will make employer superannuation contributions of 17% ordinary time earnings to all continuing and fixed term employees (see subclause 12.0(c) of the Proposed New Agreement).

This clause has also been changed to expressly reflect that an eligible employee may access superannuation flexibility under the University’s Trust Deed provided always that the total amount of the employee’s salary and other payments and employer superannuation contributions is thereby not diminished (see subclause 12.0(d) of the Proposed New Agreement).

13.0 Salary Sacrificing Scheme

This clause allows for salary sacrificing arrangements.

This clause is unchanged from the 2015 Agreement.

14.0 Equalisation of Salary

This clause allows staff with irregular hours, e.g. sessional employees, to annualise their salary payments over an entire calendar year.

This clause is unchanged from the 2015 Agreement.
PART C EMPLOYMENT ARRANGEMENTS

15.0 Categories of Employment

This clause outlines the general arrangements applying to Part C of the Proposed New Agreement, including the ability to appoint employees on a casual, part-time or full-time basis.

The clause has been amended to include provisions which:

- Enable the University to employ academic staff into a teaching and research academic position, a research-only academic position or an education focussed academic position.

- Limit the proportion of education focussed positions of the non-externally funded academic workforce (other than casuals) at 25%.

- Enable the filling of education focussed positions via (1) the conversion of existing casual academic staff; (2) external recruitment or (3) the conversion existing teaching and research staff members via Schedule 3 of the Proposed New Agreement.

- Require the University to meet with the NTEU up to twice per year on request to report on education focussed positions.

- Provide for the conversion of existing casual academic staff members via an annual advertisement.

- Require the University to convert a minimum of 85 casual academic staff into education focussed positions by 31 March 2022 on the following cumulative basis:
  - At least 30 by 31 December 2019;
  - At least 60 by 31 December 2020; and
  - At least 85 by 31 March 2022

- Require the University to convert the 85 casual academic staff into education focussed positions on the basis of continuing appointments, convertible tenure track employment contracts or on a fixed-term basis of not less than 3 years. The majority of appointments must be on the basis of continuing or convertible tenure track employment contracts.

16.0 Continuing Employment

This clause defines continuing employment as being full-time or fractional-time employment that does not have a fixed end date or a contingency upon which the employment contract will come to an end. All employment other than fixed-term employment and casual employment will be continuing employment.

This clause is unchanged from the 2015 Agreement.

17.0 Fixed Term Employment

This clause:

- Defines fixed-term employment

- Makes provision for continuity of service for fixed-term employment in certain circumstances

- Provides that fixed-term appointments will generally be limited to work activity that is described in one or more of the categories listed in clause 17.0(c).

One of these categories is the Convertible Tenure Track Employment Contract which has a number of special conditions attached to it.
A Convertible Tenure Track Employment Contract is a fixed-term contract where the position is offered for a period between 3 and 5 years on the basis that the University will, at the expiration of the contract, convert the employment from fixed-term to continuing provided the specified conditions are satisfied. One of the specific conditions by which a Convertible Tenure Track Employment Contract may not be converted by the University has been amended in the Proposed New Agreement to include “insufficient work” rather than “insufficient productive work” in the 2015 Agreement.

In addition, this clause:

- provides for an employee to apply for conversion from fixed-term employment to continuing employment subject to the specified conditions being satisfied;
- provides that the University must provide written notice of its intention to renew or not renew a fixed-term contract (and includes specified notice periods). There is also provision for payment in lieu of notice;
- provides for severance entitlements payable to employees on fixed-term contracts in certain cases when the fixed-term ends and the contract is not renewed;
- includes reporting requirements and a transitional arrangement for fixed-term contracts commencing prior to the 2015 Agreement; and
- provides for a special type of fixed-term contract called a “Postgraduate Teaching Fellow”.

18.0 Continuing (Contingent Funded Research) Employment

This clause outlines the terms applicable to continuing (contingent funded research) employment, including eligibility, conditions of employment, measures to avoid termination, termination and notice periods and severance.

This clause is unchanged from the 2015 Agreement.

19.0 Casual Employment

This clause outlines the terms applicable to casual employment including maximum hours, duties, responsibilities and casual marking. The casual loading of 25% that applies to casual employment has been retained in the Proposed New Agreement.

Subclauses 19.1-19.4 are unchanged from the 2015 Agreement.

Subclause 19.5 has been added to the Proposed New Agreement. It provides that where the University requires a casual employee engaged to work on a regular and systematic basis over the course of a full term or semester to be familiar with University policies and procedures, the casual employee will be eligible to claim up to four paid hours payment on demonstrated completion of required training to familiarise themselves with those policies and procedures.

Payment will not apply where training is required as part of the casual employee’s enrolment as a student. Required training in excess of four hours will be paid for in accordance with the Proposed New Agreement.

Where an eligible employee is re-engaged at the University, no fresh entitlement to the payment will arise unless the break between engagements has exceeded 12 months.

The payment will be made at the applicable Other duties rate specified in Schedule 2 of the Proposed New Agreement.
PART D  WORKPLACE AND ORGANISATIONAL CHANGE

20.0 Managing Change in the Workplace

This clause outlines the principles and processes by which minor workplace change and major workplace change is managed at the University, including processes in relation to consultation, filling positions in the new structure, redeployment, acceptable alternative employment and retrenchment and severance pay.

This clause has been amended to extend the consultation obligations to casuals, senior academic management positions such as Deputy Vice-Chancellors, Pro-Vice Chancellors, Deans (or equivalent) and any other employee in receipt of a Total Remuneration Package in excess of $250,000 (see subclauses 20.1(b) and (c) of the Proposed New Agreement).

This clause has also been changed to require the University to provide additional information during the consultation process, where necessary and appropriate, for example in respect of organisational charts or a written description of an employee’s current duties (see subclause 20.4(c) and 20.4(d) of the Proposed New Agreement).

The clause has also been amended to provide that the University will consider any response to a proposed workplace change from other employees affected by the change (see subclause 20.4(e) of the Proposed New Agreement).

21.0 Redeployment and Redundancy Provisions

This clause sets out the redeployment and redundancy provisions and entitlements that apply following a workplace change process, including payments to an employee when their employment is terminated on the grounds of redundancy and the review process available.

Some other minor amendments have been made to ensure compliance with the Act.

22.0 Voluntary Early Retirement Schemes

This clause provides for lump sum benefits applicable following an Australian Taxation Office approved Voluntary Early Retirement Scheme.

This clause is unchanged from the 2015 Agreement.

PART E  ACADEMIC PERFORMANCE AND RELATED MATTERS

23.0 Intellectual Freedom

In this clause the University recognises the principles of intellectual freedom. This clause is unchanged from the 2015 Agreement.

24.0 Academic Workloads

This clause details the arrangements and principles for developing an academic workload model within an academic unit.

This clause has been amended from the 2015 Agreement to include additional requirements in the development of an academic workload model. In addition, the clause in the Proposed New Agreement also includes provisions which are specifically related to education focussed academic positions.

Specifically, the Proposed New Agreement provides that a full-time education focussed employee will be allocated a maximum of 1,288 hours per annum of teaching and education related duties and that at least 20% of their workload would include other activity. The maximum number of teaching contact hours for an
education focussed employee would continue to be defined by the workload model in operation within the academic unit.

Clause 24.0 of the Proposed New Agreement also incorporates the arrangements which apply in relation to Special Studies Program (SSP). These provisions were formally contained in a separate clause in the 2015 Agreement. The new provisions, which apply to all academic staff, provide that periods of SSP will normally be for period of 3 to 6 months and that for teaching and research academic staff, the period of SSP will align with one session of scheduled teaching in a year. The clause also provides that if an employee’s application for SSP is not approved, they may request written reasons for the non-approval.

25.0 Probationary Employment

The University may require a new employee to serve a formal probationary period of up to 12 months. Any second or subsequent fixed-term contract with the University will not contain a probationary period.

Where the University seeks to terminate employment during probation, the employee will be advised of and given an opportunity to respond to any adverse material which the University intends to take into account.

This clause is unchanged from the 2015 Agreement.

26.0 Performance Based Incremental Progression

This clause provides conditions for performance-based incremental progression in salary. Increments are paid from either 1 January or 1 July of each year and are based on the criteria set out in the clause.

This clause is unchanged from the 2015 Agreement.

27.0 Professional Development

This clause provides for professional development discussions between an employee and their supervisor.

This clause is unchanged from the 2015 Agreement.

PART F MANAGEMENT OF DISCIPLINARY MATTERS AND TERMINATION OF EMPLOYMENT

28.0 Disciplinary Action and Termination of Employment

This clause details processes for the University to take disciplinary action (as defined and including termination of employment) in relation to unsatisfactory performance and misconduct or serious misconduct.

The provisions of this clause are substantially similar in application to the same clause in the 2015 Agreement, however, a number of minor amendments have been made in the Proposed New Agreement.

This clause has been changed to provide more detail on the process when a supervisor discusses with an employee performance concerns (see subclause 28.2(b) of the Proposed New Agreement). Specifically, a supervisor is required to address performance concerns consistent with the position description, the classification of the employee, and the expectations appropriate to the discipline which have been developed following the engagement and consultation of all academic staff within the Faculty before commencing a process under Clause 28.2(c) of the Proposed New Agreement.

In addition, when responding to performance concerns raised under Clause 28.2(c) of the Proposed New Agreement, the clause has been amended to provide than an employee can raise other mitigating circumstances or relevant matters when
responding to performance concerns, such as reasonable accommodations or adjustments for disability or carer responsibilities (see Clause 28.2(c)(iii) of the Proposed New Agreement).

Clause 28.5 of the Proposed New Agreement also includes a number of changes relating to the role and operation of a review committee. Specifically, while an employee can still elect to have a review committee review any proposed action nominated by a DVC, any determination of the review committee will be based on the papers where the committee determines that it is reasonable to do so. The review committee may also elect to seek further material, meet with the employee (and representative) or in the case of matters under Clause 28.2, meet with the supervisor.

All other provisions of Clause 28.0 remain substantially similar to the 2015 Agreement.

29.0 Termination of Employment on the Grounds of Ill Health

This clause includes the procedures for termination of employment on the grounds of ill health.

This clause is unchanged from the 2015 Agreement.

PART G LEAVE ENTITLEMENTS AND ARRANGEMENTS

30.0 General Leave Conditions

This clause sets out general leave conditions for all types of employees.

This clause also outlines the interaction between leave and continuity of service, and an employee's leave entitlements in the event of death along with the application of leave entitlements for fractional and casual employees.

This clause is unchanged from the 2015 Agreement.

31.0 Annual Leave

This clause provides for an employee’s entitlement to annual leave. This clause includes provisions for the accrual and taking of annual leave, payment of annual leave and annual leave loading and is substantially similar in application to the same clause in the 2015 Agreement.

32.0 Long Service Leave

This clause provides for long service leave entitlements and application. This clause sets out the terms applicable to the accrual and taking of long service leave.

Some minor amendments have been made to clarify that UNSW staff employed in the Australian Capital Territory (ACT) are able to access long service leave in accordance with ACT legislation.

This clause is substantially similar in application to the same clause in the 2015 Agreement.

33.0 Personal Leave

This clause is an introductory provision and is unchanged from the 2015 Agreement.

33.1 Sick Leave

This clause provides for an employee's sick leave entitlement. This clause includes provisions for the accrual and taking of sick leave, including the accumulation of sick leave from year to year.
33.2 Carer’s Leave

This clause provides for an employee’s entitlement to access their sick leave entitlement for carer’s leave, to care for an immediate family member in certain specific circumstances.

This clause is unchanged from the 2015 Agreement.

33.3 Compassionate Leave

This clause provides for an employee to take three days of paid compassionate leave for each occasion when a member of the employee’s immediate family, or a member of the employee’s household, or a person who is related by blood or marriage or who has a strong affinity with the employee by way of traditional or ceremonial affiliation, contracts or develops a personal illness that poses a serious threat to their life, or sustains a personal injury that poses a serious threat to their life, or dies.

This clause remains unchanged from the 2015 Agreement.

33.4 Domestic Violence Leave

This clause sets out the support UNSW may offer to employees who are experiencing domestic violence, which includes, where appropriate, access to up to an additional 20 days paid leave, such as to attend medical appointments or legal proceedings and access to flexible working arrangements and other arrangements.

This clause has been changed to enhance the paid leave entitlement from 10 days to 20 days (see subclause 33.4(c)(i) of the Proposed New Agreement), as well as accompanying changes to the circumstances where supporting documentation in respect of the leave may be required by the University (see subclause 33.4(d) of the Proposed New Agreement).

33.5 Parental Leave

This clause outlines the entitlements for paid and unpaid parental leave and arrangements for an employee returning to work after a period of parental leave, including notification, accompanying supporting documentation and other conditions attached to the entitlements.

This clause has been changed to include an entitlement to primary carer leave, which enables a UNSW employee who is the parent of a child and who is not entitled to UNSW’s maternity leave to access paid parental leave in circumstances where they are the primary carer (see subclause 33.5.1 under the heading Primary Carer Leave of the Proposed New Agreement).

This clause has also been changed to enable an employee who enters into a surrogacy arrangement to access, subject to the approval of the Head of Human Resources, parental leave consistent with the adoption or primary carer leave provisions of the Proposed New Agreement (see subclause 33.5.2(d) of the Proposed New Agreement).

This clause has been changed to provide an additional entitlement of paid special maternity leave of up to 14 weeks and paid special partner leave of up to 2 weeks in certain circumstances where there is an unplanned cessation of parental leave or pregnancy (see subclause 33.5.6 of the Proposed New Agreement).

34.0 Special Leave

Special leave with pay of up to three days per year may be given to an employee on account of special circumstances or emergencies, including situations such as where the employee’s home has been damaged by fire, flood or other mishap,
burglary, or where the employee is to take part in state emergency services activities. Special leave circumstances do not include situations such as moving house, care of an immediate family member, attendance at union state or national conferences or similar events or other private business that the employee was aware of in advance sufficient to use other forms of leave.

This clause is unchanged from the 2015 Agreement.

35.0 Observation of Holy Days and Essential Religious or Cultural Duties

This clause provides access to annual or long service leave or leave-without-pay to an employee for purposes of observing holy days or attend essential religious or cultural duties associated with a particular religious faith or culture. The University will be particularly cognisant of the needs of employees of Aboriginal and Torres Strait Islander descent to meet needs associated with their culture.

This clause is unchanged from the 2015 Agreement.

36.0 Jury Leave and Witness Leave

This clause sets out the notification and proof requirements, and effect on pay, when an employee is called to jury duty and required to attend as a witness.

This clause is unchanged from the 2015 Agreement.

37.0 Defence Forces Leave

The provisions of this clause provide arrangements for employees who are required to take Defence Forces Reserves Training leave.

This clause is unchanged from the 2015 Agreement.

38.0 Gender Transition Leave

This clause sets out the support UNSW may offer employees who are undertaking gender transition, which includes, where appropriate, access to up to 5 days additional paid leave, such as to attend legal, medical or counselling appointments, and access to flexible working arrangements. It also sets out the circumstances where supporting documentation in respect of the leave may be required by the University.

This is a new clause and not in the 2015 Agreement.

39.0 Public Holidays

This clause sets out the observed Public Holidays.

This clause is unchanged from the 2015 Agreement.

PART H OTHER ITEMS

40.0 Flexible Work Arrangement

This clause provides that an employee may submit a written request for a flexible work arrangement. A flexible work arrangement may include: flexible working hours, part-time work, job-sharing; and/or changes to the start and/or finish time of work. The clause also sets out the terms upon which the University may refuse a request and cease a flexible work arrangement.

This clause is unchanged from the 2015 Agreement.
41.0 Individual Flexibility Arrangement

The Act requires enterprise agreements to include a flexibility term that enables an employee and the employer to agree to an arrangement varying the effect of the agreement in relation to the employee and employer.

This clause allows the University and an employee to vary the terms of the Agreement in relation to the taking of annual leave and long service leave.

The clause is unchanged from the 2015 Agreement.

42.0 Union Arrangements

This clause outlines particular operational provisions for Union representatives and meetings.

This clause is substantially unchanged from the 2015 Agreement.

43.0 Indigenous Employment

This clause sets out UNSW’s aim to become recognised as the leading University for indigenous researchers, education and workforce participation in Australia. To assist with this aim, UNSW will develop a UNSW Indigenous Workforce Strategy (‘the Strategy’), develop and maintain a committee to monitor implementation of the Strategy and meet with the Unions, twice a year upon request, to discuss progress under the Strategy.

UNSW will also aspire throughout the life of the Proposed New Agreement to make significant progress towards its target of having 90 academic and professional staff members by 2025.

UNSW will also, during the life of the Proposed New Agreement:

- establish a financial compact of no less than $1.5 million each year to support new initiatives under the Strategy, or enhance existing initiatives, to advance Indigenous employment outcomes;
- implement initiatives to support Indigenous staff to complete PhDs at UNSW;
- provide Aboriginal and Torres Strait Islander staff up to 5 days special paid leave to attend indigenous cultural/ ceremonial obligations, upon provision of appropriate documentation;
- provide an Indigenous Language Allowance in accordance with the rates set out in Schedule 11 to an Aboriginal and Torres Strait Islander staff member who is competent to use an Indigenous Language; and
- provide Aboriginal and Torres Strait Islander staff who undertake a formal course of study in an Indigenous Language with an approved higher education provider reimbursement for course fees up to a maximum of $1,500 in any one calendar year, subject to provision of documentation of the successful completion of the course.

44.0 Employment Equity

This clause provides a mechanism for an equity and diversity strategy to be implemented during the life of the Proposed New Agreement and for the University to consult with the Union up to twice a year, upon request, about improving gender equity.

This clause is unchanged from the 2015 Agreement.

45.0 Workplace Bullying

This clause provides that the University considers workplace bullying to be inappropriate and unacceptable behaviour, and that the parties acknowledge that
processes for dealing with workplace bullying complaints are contained in University policy and legislation.

This clause is unchanged from the 2015 Agreement.

46.0 **Staff Personnel Files**

This clause provides an employee access to view their personnel file and to be advised of any adverse reports or documents relating to performance placed on the file.

This clause is unchanged from the 2015 Agreement.

47.0 **Work Health and Safety**

This clause provides a mechanism for the University to meet with the Union upon request up to two times per year, to discuss work health and safety. In addition, the clause provides that the University will identify on its website its work health and safety work groups and the health and safety representatives of each work group.

This clause is unchanged from the 2015 Agreement.

**Schedule 1 Academic Salary Rates for Full-time Staff**

This Schedule sets out the annual salary rates payable under the Proposed New Agreement, reflecting the agreed salary increases detailed in clause 11.2.

**Schedule 2 Casual Academic Salary Rates**

This Schedule sets out the casual salary rates payable under the Proposed New Agreement, reflecting the agreed salary increases detailed in clause 11.2.

**Schedule 3 Duties and Expectations of Academic Staff at UNSW**

This Schedule outlines the broad duties, responsibilities and expectations of academic staff employed at the University.

This Schedule is unchanged from the 2015 Agreement.

**Schedule 4 UNSW Position Classification Standards**

This Schedule outlines standards, duties and skills of each academic level of appointment from Level A to Level E.

This Schedule is unchanged from the 2015 Agreement.

**Schedule 5 Individual Flexibility Arrangement**

This Schedule outlines the specific requirements for individual flexibility arrangements under the Proposed New Agreement.

This Schedule is unchanged from the 2015 Agreement.

**Schedule 6 Indigenous Language Allowance**

This Schedule sets out the annual rates for an indigenous language allowance throughout the life of the Proposed New Agreement, based on the provisions of clause 43.0(d) of the Proposed New Agreement.