



Bulletin No. 10 22 February 2006

### **Higher Education Workplace Relations Requirements (HEWRR's) – Australian Workplace Agreements (AWA)**

Under the Commonwealth Government's Higher Education Workplace Relations Requirements (HEWRR's), the University is required to offer all existing staff the option of having their employment regulated by an Australian Workplace Agreement (AWA) or remaining on the University Enterprise Bargaining Agreement (EBA). If the University does not comply with the HEWRR's, an element of Commonwealth funding may be put at risk.

In order to comply with this aspect of the HEWRR's, the University will be sending letters offering choice of employment regulation to staff. These letters will be sent out from 22<sup>nd</sup> February. Staff employed since 29<sup>th</sup> April 2005 will not receive this offer as they were offered the choice of an AWA on commencement of employment. Additionally there are a number of existing staff who have been offered choice because their employment circumstances have changed since 29 April 2005, these staff will not receive a further offer of choice. Offers of choice to these staff remain open where they have previously rejected the offer and have now decided they wish to pursue an AWA.

In addition to the offer of an AWA, you will also receive a declaration stating that you have received the offer of an AWA. In order to satisfy the Commonwealth requirements, the University is requesting the co-operation of staff in signing and returning the declaration, irrespective of their decision to accept an AWA or remain on the EBA. Should the University be audited for compliance with the HEWRR's, this information will then be available as evidence of the University's compliance with this aspect of the HEWRR's.

#### **Please note the return date of the declaration has been amended to 31 March 2006**

Any staff who have questions about the offer contained in the letter should direct their enquiry to the following staff:

Peter Fraser (Manager, Employee Relations and Contracts) ext: 3264  
Peter Raymond (Senior Employee Relations Officer ) ext: 2410

Superannuation matters (apart from Bendigo campus)  
Lyn Cooper Manager (ESS/Workflow) Ext: 2032  
Suzanne Hanna Superannuation Officer Ext: 1295

All Bendigo campus enquiries including superannuation)  
Kevin Brown (Human Resources Manager, Bendigo) 5444 7472

Further information about the Commonwealth Government HEWRR's can be found in the Human Resources Manual and through the Commonwealth Government website:

[http://www.dest.gov.au/sectors/higher\\_education/programmes\\_funding/programme\\_categories/professional\\_skills/hewrrs/default.htm](http://www.dest.gov.au/sectors/higher_education/programmes_funding/programme_categories/professional_skills/hewrrs/default.htm)