

**University EA Responses to COVID-19 – as at 19 August 2020**

JPF/EAP Responses

<b>EAP and JPF</b>	<b>EAP Assessment</b>	<b>FWC Approval</b>	<b>Measures</b>	<b>Notes</b>
LA TROBE	17/6/20	3/7/20	<ul style="list-style-type: none"> <li>10% reduction in pay (1<sup>st</sup> \$30,000 exempt)</li> <li>Annual increments, promotion and EA pay rises deferred</li> <li>Must use XS annual leave</li> </ul>	
UTAS	23/6/20	22/6/20	<ul style="list-style-type: none"> <li>EA rise due 1/7/20 deferred to 1/7/21</li> <li>Annual increments and academic promotion pay rises deferred.</li> </ul>	
UWA	23/6/20	27/7/20	<ul style="list-style-type: none"> <li>Pay rise 1/2/21 deferred to 30/6/21</li> <li>Not A/L loading paid in Dec 20</li> <li>Staff purchase of 19 days of A/L</li> </ul>	2 EAs
MONASH	25/6/20	9/7/20	<ul style="list-style-type: none"> <li>EA rise due Dec 20 deferred (to ?)</li> <li>Annual increments and academic promotion pay rises deferred</li> </ul>	
QUT	20/7/20	With FWC	<ul style="list-style-type: none"> <li>Defer last EA wage rise</li> <li>Forgo A/L loading for 18 months</li> <li>Extend Xmas close-down</li> <li>Directions to take A/L and/or LSL</li> </ul>	2 EAs
UoA	15/7/20	<i>Voted up by staff 18/08</i>	<ul style="list-style-type: none"> <li>Forgo annual leave loading until July 2021</li> <li>3.5% reduction in pay (\$30k is preserved)</li> <li>1.5% pay rise in March 2021 deferred to July 2021</li> <li>15 days purchased leave to be taken during new closedown periods in each of December 2020, January 2021 and April 2021</li> </ul>	

<b>EAP but not JPF</b>	<b>EAP Assessment</b>	<b>FWC Approval</b>	<b>Measures</b>	<b>Notes</b>
UoW	27/7/20	Lodged 3/8	<ul style="list-style-type: none"> <li>Increases due 15/11/20 &amp; 15/11/21 deferred: salaries of 15/11/21 from Feb 22.</li> <li>Staff earning less &lt;\$90k must purchase 10 days special additional leave (SAL), &gt; \$90k 15 days of SAL</li> </ul>	2 EAs

Other EAVs

	<b>FWC Approval</b>	<b>Measures</b>	<b>Notes</b>
ANU	6/7/20	Defer 2% due 9/7/21 to 8/7/21, and new pay rise on 2% 7/7/21 (after NED)	Union opposition – 51% YES
WSU	3/7/20	<ul style="list-style-type: none"> <li>Additional shut down days - additional 7 working days: 28/8/20 to 2/10/20 (5); 17 - 18 Dec 20 (2)</li> <li>Compulsory purchased leave (3-8 days by HEW/Ac level)</li> </ul>	2 EAs, union supported but non EAP or JPF
UoM	N/A	Cancel next EA pay rise of 2.2%	Staff vote unsuccessful – Union opposition 64% NO

<i>SCU</i>	N/A	Cancel final EA salary rise of 1.4%+\$500	Staff vote unsuccessful – Union opposition >51% NO
<i>Griffith</i>	N/A	Defer 2% pay increase due 3/21.	Professional staff vote successful but academic staff vote unsuccessful following NTEU opposition. No EAV is being proceeded with.