



**Without Prejudice**

**NextSense  
Bargaining Position Paper**

<b>Length of Agreement</b>	3 Years
<b>Classification Structures</b>	<p><b>Streams</b> - 4 broad streams to classify all employees</p> <ul style="list-style-type: none"><li>• Allied Health</li><li>• Early-Childhood (Support Staff and Teachers)</li><li>• Corporate Support Services</li><li>• Academic/Research Specialists</li></ul> <p><b>Salary Band Range</b> - 6 salary bands where employees can be placed depending on their role, qualifications, experience, expertise and leadership responsibilities.</p>
<b>Salary Increases</b>	2.5% annual increase to base salary for three years (and corresponding increases to the band limits) unless the Employee is otherwise receiving a base salary that is in excess of the band limits.
<b>Salary Packaging</b>	100% salary packaging for all employees
<b>Leave Entitlements</b>	<p><b>General Leave entitlements (inclusive of Annual Leave)</b></p> <ul style="list-style-type: none"><li>• 6 weeks leave for all other employees (pro-rata for part-time employees) broken up as follows:-<ul style="list-style-type: none"><li>○ 4 weeks Annual Leave + 17.5% annual leave loading on 4 weeks (pro-rata for part-time).</li><li>○ 2 weeks shut down period during Christmas/New Year with employees provided with additional paid leave for their ordinary working days that does not come out of the Employee's accrued Annual Leave entitlement.</li></ul></li><li>• Ability for staff to purchase up to 2 weeks of additional annual leave annually and take annual leave at ½ pay.</li><li>• Cash out of annual leave available</li><li>• Transitional arrangements for employees currently on 8 weeks of annual leave<ul style="list-style-type: none"><li>○ Step down of 8 weeks leave (pro-rata for part-time employees) over the life of the Agreement for employees who currently receive 8 weeks under existing enterprise agreements, as follows:</li></ul></li></ul>



- For the first 12 months from the Commencement Date of the Agreement – 8 Weeks
- For the second year of the Agreement – 7 Weeks
- From the third year of the Agreement – 4 Weeks Annual Leave + 2 Weeks Additional Leave during prescribed close down period – consistent with all other Employees under the Agreement.
- Employees will be directed to take their accrued annual leave for the first two years of the agreement during the prescribed close down period.

**Personal/Carer's Leave**

- Unlimited personal/carers leave which can be used for:
  - personal illness or injury
  - caring for a family or household member
  - unexpected emergency including care for household pets
  - preventive and planned health appointments
  - circumstances giving rise to family and domestic violence

**Compassionate leave**

- 3 days paid per occasion for serious illness/injury or death of immediate family, member of household, person of very significant emotional connection to the employee or a household pet.

**Long Service Leave**

- Accruals per legislation or as provided below, whichever is greater:
  - 1.05 weeks per year up to 10 years and
  - 1.5 weeks per year, or a proportion of a year, after 10 years of service.
- Access per the applicable legislation.
- Ability to take long service leave at ½ pay.

**Community Service Leave**

- Minimum entitlement as per the NES
- unpaid leave for a member of the Australian Military Reserve or other Australian Military Forces for the purpose of attending any compulsory camp or posting
- 1 day paid non-cumulative volunteer day leave to participate in a community volunteering activity



	<ul style="list-style-type: none"><li>• 20 days paid leave for jury service</li></ul> <p><b>Emergency Disaster Leave</b></p> <ul style="list-style-type: none"><li>• 3 days paid leave in the event an employee is unable to attend work, and cannot work remotely for reasons of declared natural disaster or as a result of a public health order.</li><li>• ability to access paid personal/carer's leave if impacted by a natural disaster (whether declared or not) such as floods, severe storms, bushfires or other natural emergencies.</li></ul> <p><b>Career Break Leave</b></p> <ul style="list-style-type: none"><li>• Employees who have completed at least 5 years of continuous service with NextSense will be able to access unpaid leave, ordinarily for a period of 1 year (up to 2 years if requested and agreed to by NextSense) to pursue alternate career opportunities, work in an overseas volunteer program or take a prolonged break.</li></ul> <p><b>Unpaid Leave</b></p> <ul style="list-style-type: none"><li>• Unpaid leave in special circumstances will be available upon request.</li></ul> <p><b>Parental Leave</b></p> <ul style="list-style-type: none"><li>• paid parental leave for primary carer – 14 weeks</li><li>• paid parental leave for not-primary carer – 6 weeks</li><li>• paid leave can be accessed as lump sum, normal pay or ½ pay</li><li>• unpaid entitlements as per the NES</li></ul>
<b>Superannuation</b>	9.5% p.a. with increases as per superannuation legislation
<b>Professional Development</b>	<ul style="list-style-type: none"><li>• 4 release days (non-cumulative) for each full-time employee and equivalent for part-time staff for professional development which includes continuing professional development relevant to the role of the employee and/or required for maintenance of their accreditation for the purposes of their role with NextSense.</li><li>• NextSense to cover the cost of any Professional Development approved as part of an individual professional development plan for each Employee</li><li>• For the purposes of this entitlement, professional development will not include mandatory training required by NextSense for its employees in the course of their work.</li></ul>



- The employee will be responsible for meeting all fees associated with maintenance of their registration with any professional bodies.

## Redundancy

### Notice Periods/Pay

Period of continuous service	Minimum notice period
1 year or less	1 week
More than 1 year - 3 years	2 weeks
More than 3 years - 5 years	3 weeks
More than 5 years	4 weeks

### Redundancy Pay

Years of service	Entitlement <45 years of age	Entitlement >45 years of age
Less than 1 year	Nil	Nil
1 year and less than 2 years	4 weeks	5 weeks
2 years and less than 3 years	7 weeks	8.75 weeks
3 years and less than 4 years	10 weeks	12.5 weeks
4 years and less than 5 years	12 weeks	15 weeks
5 years and less than 6 years	14 weeks	17.5 weeks
6 years and over	16 weeks	20 weeks



**Integro**  
**PARTNERS**

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<b>Workload flexibility/Flexible Working Arrangements</b>	NextSense does agree to include clauses in the EA regarding workloads flexibility/flexible working arrangements and instead these matters would form part of workplace management.
<b>Allowances</b>	Logs of claims provided to date will be costed and considered by NextSense – response will be provided by NextSense within 2 weeks
<b>Consultation Committee</b>	NextSense has agreed to a consultation clause in the Agreement which is consistent with the model clause. NextSense is not agreeable to a clause referring to an establishment of a consultation committee. Consultation outside of the existing consultation clause will be facilitated and undertaken in the usual operational management of the organisation.
<b>Expected Commencement of pay increases</b>	Salary increases to apply from first pay period following 1 July 2021
<b>Union training/representation leave</b>	NextSense is currently considering this claim and will respond to the request from the AEU within 2 weeks