National Tertiary Education Union
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NTEU Log of Claims

UNE Enterprise Agreement 2026

The NTEU seeks a new single Agreement that will apply to all employees at the University of New England inclusive of the following:

Salary

1. The Agreement will provide a salary increase for all staff of 20% (flat).

Expiry

2. The Agreement will, contingent upon reaching agreement within 9 months of expiry of the current Agreement, have an expiry date of 1 September 2029.

Union and Delegates Rights

3. The Agreement will provide improved union and delegates rights via increased time release for union representatives, access to staff email lists, access to staff inductions, and access to at least 10 days trade union leave per member each year.

Artificial Intelligence (AI)

4. The Agreement will include provisions to protect staff against any adverse effects of artificial intelligence systems in the workplace.

Reproductive Health Leave

5. The Agreement will include reproductive health provisions.

Gender Affirmation Leave

6. The Agreement will improve Gender Affirmation Leave provisions, including paid leave for casuals.

Superannuation

7. The Agreement will provide 17% superannuation for casual staff.

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Fixed-Term and Job Security

8. The Agreement will strengthen limitations on fixed-term employment and insecure work.

Limitations on workplace change

9. The Agreement will strengthen job security inclusive of limitations on workplace change.

Intellectual Freedom

10. The Agreement will improve the Intellectual Freedom clause.

Staff Development

11. The Agreement will provide for equitable, centralised resourcing for staff development.

Strengthened Career Progression and Reclassification for Professional Staff

12. The Agreement will ensure there is an improved process for the career progression and reclassification of Professional Staff.

Workload Protections

13. The Agreement will strengthen workload protections for all staff.

Personal Leave

14. The Agreement will provide for increased personal leave.

Health and Safety and Discrimination Protections

15. The Agreement will strengthen protections around workplace health safety and discrimination.

Drafting

16. The Agreement will provide for minor changes to drafting, including compliance purposes such as BOOT, FW Act and incorporation of undertakings.