National Tertiary Education Union
Let's aim higher

NTEU Log of Claims

Macquarie University Enterprise Agreement 2026

The NTEU seeks a new Enterprise Agreement at Macquarie University with the following provisions to apply to all staff.

Coverage

1. That a single Agreement will apply to all University employees.

Salary

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

Expiry

3. 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

4. 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)

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

Reproductive Health Leave

6. The Agreement will include reproductive health provisions.

Gender Affirmation Leave

7. The Agreement will improve Gender Affirmation Leave provisions, including 30 days paid leave for all staff, including casuals.

Superannuation

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

Fixed-Term and Job Security

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

Drafting

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

Aboriginal and Torres Strait Islander

11. The Agreement will provide an improved employment target; Language Allowance; Cultural Load Allowance; and retention of communal ownerships.

Staff workloads

12. The Agreement will provide improved processes for workload determination, including OSP.

Flexible working arrangements

13. The Agreement will provide improved flexible working arrangements including working from home arrangements with rights to make collective arrangements.

Job Security

14. The Agreement will provide improved organisational change processes that enhance job security.

Consultation

15. The Agreement will provide improved and explicit requirements for reporting progress on implementation and conducting consultation.

Staff Promotion Pathways

16. The Agreement will provide improved pathways and empowerment to facilitate career progression.

Intellectual Freedom

17. The Agreement will provide improved intellectual freedom protections.

Performance Management & Misconduct

18. The Agreement will provide improved processes for dealing with unsatisfactory performance and misconduct/serious misconduct.

Right to disconnect

19. The Agreement will strengthen professional staff protections of the right to disconnect.

Further claims

20. NTEU reserves the right to make further claims.