



Canberra Institute of Technology

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Explanatory Notes to the ACT Public Sector Canberra Institute of Technology Enterprise Agreement 2019-2021

PURPOSE

The purpose of this document is to explain the major amendments to the current CIT general staff agreement, which is underpinned by the ACTPS common terms and conditions.

MAJOR PROPOSALS: CIT Specific Conditions

The following relates to changes specifically negotiated between CIT and employee representatives.

COMMENCEMENT AND DURATION (Clause A4)

- Agreement to commence bargaining changed to six months from the nominal expiry date (previously eight months).

HOME BASED WORK (E7)

- Clause M15 amends core clause E7 for CIT purposes.
- M15 introduces approval protocols for Home-based Work (an increase in WHS protections). Allows CIT to require a WHS self-assessment (as a minimum) and the ability to withdraw approval should there be reasonable safety concerns.

FLEXIBLE WORKING ARRANGEMENTS FOR SENIOR OFFICER GRADE A AND B AND EQUIVALENT EMPLOYEES (F24)

- Credit Bank hours of 36:45 removed and replaced with Time Off In Lieu (TOIL) arrangement as negotiated with their manager/supervisor.

LONG SERVICE LEAVE (M9)

- Revised to allow ACTPS core provisions to operate at F26.

GENERAL HOUSEKEEPING

- Minor amendments were made throughout to improve nomenclature and readability.