

Commonwealth Members of Parliament Staff Enterprise Agreement 2020-23
Bargaining Group

MEETING RECORD

Friday, 22 November 2019

10:00am – 1:00pm

Parliament House, Room 1S2

Present:

Name	Office / Organisation
Luke Barnes	Mr Dave Sharma MP
Lynnis Bonanno*	Mr George Christensen MP
Mark Briers	Senator the Hon Anne Ruston
Michael Heydon	Senator Slade Brockman
Helen Lewis*	The Hon Stuart Robert MP
Rosemary Little	The Hon Peter Dutton MP
Leonie Lloyd-Smith*	Mr Rowan Ramsey MP
Josh Manuatu	The Hon Angus Taylor MP
Tom Pretty*	The Hon Dan Tehan MP
Loretta Sist	The Hon Simon Birmingham MP
Nathan Winn	Mr Bert Van Manen MP
Kim York	Senator Rex Patrick
Mick Jones	Australian Services Union (ASU)
Poni Ravula	ASU
Bryce Wilson	ASU (Mr David Smith MP)
Ron Johnson	Community and Public Sector Union (CPSU)
Eleanor Kennedy	CPSU
Trish Cowcher	CPSU (Senator Jordon Steele-John)
Kim Hall	CPSU (Ms Sharon Claydon MP)
Kellie MacNaughtan*	CPSU (The Hon Mark Dreyfus MP)
Briony Roelandts	CPSU (Senator Jenny McAllister)
Kate Sutherland	CPSU (Ms Lisa Chesters MP)
Steven Mammarella	Minister for Finance
Dana Sutton	Department of Finance
Tony Nairn	Finance
Luke Kostava	Finance
Jo Fernandez	Finance

* via telephone

Apologies: Simon Kelly (Mr Llew O'Brien MP) and Rudi Oppitz (ASU)

Meeting Chair: Mr Tony Nairn

Meeting opened: 10:05am

Meeting closed: 12:50pm

Item 1 – Welcome and introductions

- Ms Sutton opened the meeting and welcomed all the attendees. Attendees introduced themselves. Apologies were noted.

Item 2 – Business arising

- Ms Sutton noted the meeting record for Meeting #1 was circulated for comment.
- Action items
 - 01/19 – Finance emailed bargaining representatives seeking their agreement to provide their details for the website. The website is being updated with details.
 - 02/19 – Finance replied to Ms Kennedy advising that proxy representatives are not subject to the replacement employment part of Determination 2019/22.
 - 03/19 –
 - Mr Nairn noted that data on staff numbers had been emailed to bargaining representatives on 21 November 2019.
 - Mr Nairn advised that Finance emailed the Notice of Employee Representational Rights (NERR) to 1,776 employees, had sent the Ministerial Circular to employees and parliamentarians and had placed the NERR on the MaPS website. This was consistent with previous practice.
 - 04/19: Mr Nairn noted that Finance had forwarded the ASU's proposals to bargaining representatives on 21 November 2019 and these were listed for discussion.

Item 3 – ASU proposals

- Mr Wilson presented the ASU's Stage 1 claims regarding remuneration, including the attachment to the claim setting out a capability mapping exercise based on the work level standards for the Australian Public Service Commission (APSC) work level standards.
- Mr Nairn noted that MOP(S) Act employees are not APS employees. Mr Wilson indicated that he would make amendments to the background rationale supporting the claim and recirculate it. Mr Nairn noted that comparisons with the APS are not necessarily appropriate, given MOP(S) Act employees have a distinct and separate statutory employment framework. Mr Wilson maintained the ASU position that it is reasonable and rationale to compare MOPS salary and capabilities with that of the APS.
- Mr Wilson restated that the remuneration proposal (Claim 1) was subject to addressing the salary ranges proposed for EOs and personal employee classifications. If the salary ranges were increased, the quantum of the across-the-board remuneration increase proposal may be reduced.
- During discussion of the ASU proposals, the bargaining representatives put forward a proposal that where an employee is promoted, the employee's salary must be to a salary point higher than their current salary.
- The ASU agreed to amend its proposal regarding competency assessment to permit it 3 months after an employee's probation (if any) ends.
- Mr Wilson clarified that the proposal for the retention payment was to only pro rata the payment where an employee had been on unpaid leave for 8 months or more during the qualification.
- The meeting agreed to discuss the ASU's superannuation proposals at the next meeting.

Item 4 – Draft Enterprise Agreement

- There were no further comments on the Government’s proposals, other than bargaining representatives reserving their positions.
- Mr Nairn commenced the explanation of the changes proposed in the draft EA. Discussion was suspended at clause 20.

Item 5 – Other business

- Mr Nairn noted that the next meeting is scheduled for Friday, 29 November 2019. The schedule for future meetings will be discussed then.
- The ASU noted it may be in a position to present further claims at the next meeting. Ms Sutton invited the CPSU to consider submitting claims for consideration before the 2019 Parliamentary break. Ms Kennedy indicated that the CPSU is still seeking views of its members.