

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

MEETING RECORD

Thursday, 12 December 2019

09:30am – 02:00pm

Parliament House, Room 1S3

Present:

Name	Office / Organisation
Luke Barnes	Mr Dave Sharma MP
Lynnis Bonanno	Mr George Christensen MP
Michael Heydon*	Senator Slade Brockman
Simon Kelly	Mr Llew O'Brien MP
Helen Lewis	The Hon Stuart Robert MP
Rosemary Little*	The Hon Peter Dutton 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
Brydan Toner	ASU (Dr Mike Feelanders MP)
Bryce Wilson	ASU (Mr David Smith MP)
Ron Johnson	Community and Public Sector Union (CPSU)
Eleanor Kennedy	CPSU
Mia Mussett	CPSU
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	Department of Finance
Luke Kostava	Department of Finance
Jo Fernandez	Department of Finance

* via telephone

Apologies: Trish Cowper (Senator Jordon Steele-John), Leonie Lloyd-Smith (Mr Rowan Ramsey MP), Josh Manuatu (The Hon Angus Taylor MP)

Meeting Chair: Mr Tony Nairn

Meeting opened: 09:40am

Meeting closed: 02:05pm

Item 1 – Welcome and introductions

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

Item 2 – Business arising (including information requests)

- Ms Sutton noted the meeting record for the previous meeting was circulated for comment. Ms Little expressed that she does not support the superannuation allowance proposal and asked for that to be reflected in the minutes.
- Action items
 - The meeting record for 22 November 2019 reflecting previous feedback was uploaded to the EA page on the MaPS website.
 - 06/19 – A gender breakdown of MOP(S) Act employees by classification was sent to bargaining representatives on 10 December.
 - 07/19 – Mr Johnson provided examples of clauses stating that salary sacrificing arrangements do not reduce salary for superannuation purposes.
 - 08/19 – Mr Nairn stated Finance would not provide data on the number of IFAs in operation because this information was not considered relevant to enterprise bargaining negotiations. A number of bargaining representatives disagreed with this view.
 - 09/19 – A link to WHS information on the MaPS website for forwarded on 10 December.
- Mr Nairn noted that Mr Kelly had made a data request, asking for the number of personal employees who had elected not to receive PSA and that the response was that this was not considered relevant to enterprise bargaining negotiations.
- Mr Nairn noted that a response to the CPSU request for information about debt recovery was emailed to all bargaining representatives on 11 December 2019.
- Mr Nairn noted that information requested by the CPSU on the number of employees in the various categories of superannuation funds should be provided shortly.
- Mr Nairn provided background on the history of ESA and PSA in enterprise bargaining as requested by the CPSU via email. Bargaining representatives asked for this information in writing.
- There was a lengthy discussion on what constitutes reasonable or unreasonable hours. Union representatives as well as other representatives suggested that guidance and/or a process of some kind around this should be made available. Other representatives noted that it is difficult to provide guidance when this will vary between different Members and Senators. Mr Nairn suggested that guidance on working hours could possibly be developed in consultation with the Employee Consultative Group.
- The CPSU followed up their request for information on the structure of positions in electorate officers (ABBB or AABC).

ACTION ITEMS
10/19: Finance to edit the meeting record for 29 November 2019 to reflect views on the proposed superannuation allowance proposal.
11/19: Finance to provide confirmation in writing regarding the request for the number of IFAs.
12/19: Finance to provide further information on the historical background of ESA and PSA.

13/19: Finance to provide data on structure of positions in electorate offices (ABBB or AABC).

Item 3 – CPSU proposals

- The CPSU tabled bargaining claims and commenced discussion of them.
- The meeting held lengthy discussions on wage increases and competency assessment.
 - A bargaining representative suggested that pay rises do not reflect the increase in workloads in recent years. Some bargaining representatives reflected that they are aware of staff who consider they are well paid compared to other jobs in their towns.
 - The CPSU clarified that it proposes that staff should be competency assessed to the next level only if they are rated competent and if there was an available role.
- The CPSU provided clarification on its proposals to assist the Government in responding. Following comments in the meeting, the CPSU will seek further advice from its members on a number of proposals. Mr Nairn noted that Finance would provide additional information relating to a number of matters raised as set out below in the action items.
- Mr Johnson welcomed any feedback on any claims not discussed in the meeting. Discussion on CPSU claims was suspended at item 3.5 'work life balance'.

ACTION ITEMS

14/19: Finance to provide information on the arrangements for which offices can have Work Health and Safety Site Officers who are paid corporate responsibility allowance.

15/19: Finance to provide information on explanations of ESA and PSA with income statements for financial institutions.

16/19: CPSU to clarify the claim on travelling allowance in remote electorates.

17/19: CPSU to advise the relevant modern award in relation to the claimed loading for casual employees.

18/19: CPSU to provide an electronic version of its proposals.

19/19: Finance to provide link to the Excess (Canberra) Travel Leave page on the MaPS website.

Item 4 – ASU proposals (continued)

- The ASU agreed to delay this item to a later meeting to allow the CPSU more time to discuss their claims at this meeting.

Item 5 – Draft Enterprise Agreement – consideration in detail (continued)

- Mr Kostava continued discussion of the draft enterprise agreement from clause 50. Discussion of the first draft EA concluded.

Item 6 – Other business

- Ms Sutton discussed the indicative timeline for bargaining and proposed that further meetings be held on 7 February, 14 February and either 20 or 21 February 2020. Bargaining representatives indicated a meeting should also be held in January and proposed consideration of 22 or 23 January 2020.

ACTION ITEM
20/19: Finance to distribute a proposed schedule of meetings for 2020.