

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

**MEETING RECORD**

**Friday, 29 November 2019**

**10:00am – 1:00pm**

**Parliament House, Room 1S4**

**Present:**

<b>Name</b>	<b>Office / Organisation</b>
Luke Barnes	Mr Dave Sharma MP
Lynn Bonanno	Mr George Christensen MP
Mark Briers	Senator the Hon Anne Ruston
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
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)
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:** Kim Hall (Ms Sharon Claydon MP) and Rudi Oppitz (ASU)

Meeting Chair: Mr Tony Nairn

Meeting opened: 10:05am

Meeting closed: 1:00pm

### Item 1 – Welcome and introductions

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

### Item 2 – Business arising

- Ms Sutton noted the meeting record for Meeting #2 was circulated for comment. Some representatives indicated that the meeting record was brief and did not reflect the robust nature of all of the discussion. Mr Nairn indicated that the purpose of the meeting record was to record action items and key points, but would not be a transcript of the meeting. Ms Sutton indicated that representatives were welcome to suggest amendments and additional items. Mr Wilson will email some amendments.
- The ASU sought data on a gender breakdown of the MOP(S) Act workforce.

<b>ACTION ITEMS</b>
05/19: Mr Wilson to email suggested changes to Meeting #2 meeting record.
06/19: Finance to provide a gender breakdown of the MOP(S) Act workforce (by classification if possible).

### Item 3 – ASU proposals

- Mr Wilson continued to present the ASU’s Stage 1 claims regarding superannuation

<b>ACTION ITEM</b>
07/19: Mr Wilson to forward an example of a clause in relation to the proposal that salary sacrificing arrangements not reduce salary for superannuation purposes.

### Item 4 – Draft Enterprise Agreement

- Mr Nairn continued explaining the changes proposed in the draft EA.
- The meeting held a lengthy discussion on the Government’s proposal to allow employees to elect to receive a superannuation allowance through the EA, replacing the existing Individual Flexibility Arrangement (IFA).
  - Union representatives indicated that in their view, that permitting an employee to receive the allowance and receive a lower superannuation rate is inconsistent with the broader rationale for superannuation. In their view, the arrangement should remain as an IFA. Ms Little supported this view.
  - Other employee bargaining representatives were of the view that permitting the arrangement provides flexibility for employees to consider and arrange their own financial affairs.
- Mr Nairn advised that the Government would not be disclosing the number of employees on an IFA to receive a superannuation allowance as it was not relevant to the proposal to include the existing arrangement in the EA. The CPSU requested the number of employees on IFAs overall.
- Responding to a question from a bargaining representative, Ms Sutton noted that responses to requests for information if provided, would be shared with all bargaining representatives. Ms Kennedy suggested that for completeness, a list of requests could be recorded in other business in the minutes.

- The meeting discussed ESA. In response to queries, Mr Nairn explained the history of ESA and how it was established. Employees raised concerns that:
  - It is unclear how a particular amount of ESA relates to a particular number of additional hours. Mr Nairn noted that making this kind of comparison provides for a de facto overtime system and also has to take account of the salary level of the employee.
  - The annualised nature of additional hours makes it hard to consider what is reasonable. This could have implications for staff with obligations under the WHS Act.
- Mr Nairn noted that the additional hours of work are a matter for the employing parliamentarian and employee to consider in conjunction with the ESA allocated.
- The meeting discussed leave arrangements for new parents. Employees and unions raised concerns that supporting partner leave was inadequate and that surrogacy arrangements and some same-sex parents do not have the same access to leave under the Maternity Leave Act or the EA as a woman who gives birth.
- Proposals to increase supporting partner leave were made during the discussion. Bargaining representatives also agreed that the leave provisions for new parents should be updated to ensure consistency for all employees.
- Discussion of the draft EA will continue at a later meeting.

<b>ACTION ITEMS</b>
08/19: Finance to consider request to provide data on the number of IFAs in operation.
09/19: Finance to forward links to WHS information on the MaPS website.

**Item 5 – Other business**

- It was agreed that the next meeting would be held on 12 December from 9:30am to 2pm.
- The CPSU indicated it may have some of its claims ready for discussion at the next meeting.