

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

MEETING RECORD

**Thursday, 23 January 2020
10:00am – 1:00pm
Parliament House, Room 1S4**

Present:

Name	Office / Organisation
Luke Barnes	Mr Dave Sharma MP
Lynnis Bonanno	Mr George Christensen MP
Trish Cowper	Senator Jordon Steele-John
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
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
Brydan Toner	ASU (Dr Mike Feelander MP)
Bryce Wilson	ASU (Mr David Smith MP)
Eleanor Kennedy	Community and Public Sector Union (CPSU)
Lynette McBride*	CPSU
Georgia Goldsworthy	CPSU
Kim Hall*	CPSU (Ms Sharon Claydon MP)
Kate Sutherland	CPSU (Ms Lisa Chesters MP)
Steven Mammarella	Minister for Finance
Dana Sutton	Department of Finance
Tony Nairn	Department of Finance
Jo Fernandez	Department of Finance

* via telephone

Apologies: Ron Johnson (CPSU), Luke Kostava (Department of Finance), Leonie Lloyd-Smith (Mr Rowan Ramsey MP), Kelly McNaughtan (CPSU, The Hon Mark Dreyfus MP), Briony Roelandts (CPSU, Senator Jenny McAllister)

Meeting Chair: Mr Tony Nairn

Meeting opened: 10:05am

Meeting closed: 01:00pm

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 the previous meeting was circulated for comment. Minor amendments from Mr Wilson were included in the published document.
- There have been no information requests since the last meeting.
- Action items
 - 10/19 – The meeting record for 29 November 2019 reflecting previous feedback was published on the EA page on the MaPS website.
 - 11/19 – Representatives were advised that it is the Government’s view that the number of Individual Flexibility Arrangements made under the current MOPS Enterprise Agreement is not relevant to bargaining for the proposed Enterprise Agreement.
 - 12/19 – Further information on the historical background of ESA and PSA was provided on 20 December 2019.
 - 13/19 – Data on the structure of positions in electorate offices (ABBB or AABC) was provided on 20 December 2019.
 - 14/19 – Information on the arrangements for which offices can have Work Health and Safety Site Officers who are paid corporate responsibility allowance was provided on 20 December 2019.
 - 15/19 – Information on explanations of ESA and PSA in income statements for financial institutions was provided on 20 December 2019.
 - 18/19 – The CPSU provided an electronic version of its proposals on 18 December 2019.
 - 19/19 – A link to the Excess (Canberra) Travel Leave page on the MaPS website was forwarded on 20 December 2019.
 - 20/19 – A list of proposed dates for future meetings was sent on 18 December 2019.
 - The CPSU indicated they would address their action items (16/19 and 17/19) when the discussion of their claims resumed.

Item 3 – Coalition representatives’ proposals

- Mr Manuatu presented Coalition representatives’ bargaining claims and commenced discussion.
- In relation to their fourth claim, Coalition representatives clarified that this relates to the reduction severance benefit where a person is re-employed during the severance pay period at clauses 64.3 and 64.4 of the current EA. Coalition representatives noted that this claim attempts to acknowledge the work and tenure of staff who then are re-employed at lower classifications.
- The meeting discussed Excess (Canberra) Travel leave (ECTL). Mr Nairn described the parameters for work bases to be given access to ECTL: when travel commences before 2pm on the Sunday/public holiday before a parliamentary sitting or where total travel time exceeds 5 hours. This takes into account travel time from the electorate office to the relevant airport, an hour for check-in and total flight time to Canberra.
- The Coalition representatives amended the claim for two additional salary points at the top of the EOC band to also include an additional salary point at the top of the EOB band.

- Ms Little proposed that the Enterprise Agreement (as opposed to the Guidelines) be clarified to ensure that it is apparent that compassionate leave is approved by the employing Senator or Member, and not by the Department. Mr Barnes further proposed that the word “immediate” be removed from section 41.1 of the proposed Agreement. Ms Kennedy added that Finance staff should be further trained to ensure compassionate or miscellaneous leave is not wrongfully rejected. Mr Nairn noted that this issue could be addressed in the leave guidelines.
- Ms Sutton noted that proposed changes to long service leave would require legislative change and cannot be made through EA bargaining.
- Discussion on Coalition representatives’ proposals concluded.

Item 4 – ASU proposals

- Mr Wilson resumed presenting ASU claims from claim 14.
- The meeting discussed the recovery of debts. Ms Sutton noted that Finance has an obligation under the *Public Governance, Performance and Accountability Act 2013* to recover all debts under the Commonwealth. Payment plans can be arranged especially when there are extenuating circumstances involved e.g. financial hardship or if an employee is overpaid due to an error made by Finance.
- Mr Wilson indicated the ASU would withdraw claim 23, which included a request to amend legislation.
- The ASU paused presenting their claims before claim 26.

Item 5 – Other business

- Ms Sutton and Mr Nairn discussed the indicative timeline for bargaining. The next meeting is scheduled for 7 February with further meetings scheduled for 14 and 20 February depending on the progress of the discussion of claims.

ACTION ITEM

21/19: Finance to include ‘next steps’ on the agenda of the following meeting.
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