

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

**MEETING RECORD**

**Thursday, 7 February 2020  
10:00am – 1:00pm  
Parliament House, Room 1S3**

**Present:**

<b>Name</b>	<b>Office / Organisation</b>
Luke Barnes	Mr Dave Sharma MP
Mark Briers	Senator the Hon Anne Ruston
Lynnis Bonanno	Mr George Christensen MP
Trish Cowcher	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
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
Brydan Toner	ASU (Dr Mike Freeland MP)
Bryce Wilson	ASU (Mr David Smith MP)
Ron Johnson	Community and Public Sector Union (CPSU)
Eleanor Kennedy	CPSU
Kim Hall	CPSU (Ms Sharon Claydon MP)
Kellie McNaughtan	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

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 attendees. Attendees introduced themselves. There were no apologies noted.

### **Item 2 – Business arising**

- Ms Sist raised a matter regarding a media article – see item 6 below – *Other Business*.
- Ms Sutton noted the meeting record for the previous meeting was circulated for comment. The document will be published once amendments from representatives are included.
- There have been no information requests since the last meeting.
- Action items
  - 16/19 – The CPSU closed this action item.
  - 17/19 – The CPSU closed this action item.
  - 21/19 – ‘Next steps’ is on the agenda of this meeting.

### **Item 4 – ASU proposals**

- By agreement, Mr Wilson resumed presenting ASU claims from claim 3.5.
- The meeting discussed additional severance benefits. ASU representatives proposed that the rate at which additional severance benefit are paid reflects the marginal tax rate on the payment. Mr Nairn noted that it would be difficult to take into account each employee’s individual circumstances and tax brackets.
- Representatives strongly supported the ASU’s claim relating to supporting staff resigning due to working in a high stress environment.
- Discussion on the APSU proposals concluded.

### **Item 3 – CPSU proposals**

- The CPSU resumed presenting claims from claim 3.5.
- The meeting discussed domestic violence leave. Representatives discussed the importance of making domestic violence leave arrangements more visible and not having to exhaust other leave.
- Representatives discussed having appropriate facilities for staff, including lactation breaks and health conditions. Mr Nairn noted that it would be difficult to ensure such facilities were available consistently, given the number of offices and that Finance does not manage all workplaces. Representatives encouraged the creation of a ‘breastfeeding in the workplace policy’.
- There was a lengthy discussion on performance management. Representatives reflected on different experiences with performance management. Mr Nairn noted that performance management is dependent on the employing Senator or Member. Representatives agreed having more structure to performance management would be beneficial.
- The CPSU agreed to provide clarification on a number of matters, including further model clauses and information about diversity in the workforce.
- Discussion on the CPSU proposals concluded.

**Item 5 – Next steps**

- Ms Sutton discussed the indicative timeline for bargaining. Now that all claims have been discussed, Finance will collate all proposals and present them to the Minister for Finance for decision. Following this, a remuneration offer will be presented. A revised proposed enterprise agreement will be distributed before it is put to an employee ballot.
- It was agreed the proposed meeting scheduled 20 February 2020 was not required. The next meeting is scheduled for **28 February 2020**, subject to the Government being in a position to respond to claims. A further meeting is likely to be held in mid-March to conclude bargaining.

**Item 6 – Other business**

- Ms Sist referred to a recent media article that reported comments made by a Coalition bargaining representative in an earlier meeting and indicated representatives were disappointed. Ms Sutton noted consistent with the good faith obligations, the expectation that representatives would continue to demonstrate respect for participation of other employees in the bargaining process.

<b>ACTION ITEM</b>
3/20: Finance to clarify the tax treatment of additional severance benefits.
4/20: Finance to clarify the content of training on constituency management.
3/20: CPSU to provide the reminder of its model clauses supporting its claims.
4/20: CPSU to provide a paper on diversity in the workplace.