



# MoPS EA Bargaining Meeting 1- Record of Meeting

Tuesday 19 December 2023

Meeting opened: 2:04pm AEDT

Committee Room 1S4/Microsoft Teams

Meeting closed: 3:58pm AEDT

**Chair:** Amanda Bruce, Chief Negotiator – Department of Finance

Attendee	Office
Kerrod Gream *	Senator Matthew Canavan
John Harris *	Senator Jane Hume
Lachlan McIntyre *	The Hon Sussan Ley MP
Sam Te Rure *	Terry Young MP
Jake Durrington *	Senator Paul Scarr
Cory Bowman-Harding *	Senator Michaelia Cash
Dean Shachar *	The Hon Sussan Ley MP
Jacqueline Martin *	Senator Wendy Askew
Daniel Frost Foster *	Bert Van Manen MP
Sallyann Innes *	Peter Dutton MP
Lilli Balaam *	Senator the Hon Anne Ruston
Catherine Maltman *	Ian Goodenough MP
Catherine Heidrich *	The Hon David Littleproud MP
Michelle Hutchinson *	Peter Dutton MP
Bonnie Pederson *	Office of the Special Minister of State
Joshua Polak	United Services Union (USU)
Brydan Toner	USU (Joanne Ryan MP)
Emma Groube	Community and Public Sector Union (CPSU)
Elizabeth Bateson	CPSU (Mark Dreyfus MP)
Kim Hall	CPSU (Sharon Claydon MP)
Regan Tanaskovic *	Department of Finance
Lachlan Bayliss *	Department of Finance
Ashtyn McClelland *	Department of Finance
Taylah Yaccob	Department of Finance (Secretariat)

\*Via Microsoft Teams

*Due to privacy arrangements some attendee details have been removed from this list*

## Agenda Item 1 – Welcome and apologies

- The Chair opened the meeting with an acknowledgment of country.
- Representatives in attendance introduced themselves.
- Apologies noted:
  - Simon Kelly, Office of Mr Llew O'Brien MP
  - Michelle Hutchinson, Office of Mr Peter Dutton MP
  - Bryce Wilson, Office of Ms Joanne Ryan (USU)
  - Dee Gustafsson, Office of Senator Barbara Pocock (CPSU)
  - Amy Knox, Office of Ms Joanne Ryan MP (CPSU)
  - Catherine Heidrich, Office of the Hon David Littleproud MP

## Agenda Item 2 – Bargaining meeting schedule

- The Chair outlined the good faith bargaining protocols for bargaining representatives.
- Representatives were given an opportunity to review and discuss a proposed meeting schedule that had been drafted taking into consideration feedback Finance had received.
- The Chair noted the varied preferences as discussed by representatives and a plan for scheduling future meetings with a mix of preferred timings.
- The second bargaining meeting was agreed to be held virtually on Tuesday, 20 February 2024 via Microsoft Teams.

### Action item:

- Finance to provide an updated schedule combining allocated dates on Tuesdays (Wednesdays following a public holiday) and Fridays following a Parliamentary Sitting, including a mix of face to face and virtual meetings with timing to agenda items.

## Agenda Item 3 – Bargaining and communication protocols

- The Chair provided a summary of communication and engagement protocols for discussion that would be circulated to representatives following the meeting.
- The Chair discussed how future meetings will be structured for efficient negotiations to take place including an agenda that has allocated timings per item.
- It was discussed and agreed that each meeting would be broken down by topics to enable similar claims to be discussed together. The proposed sequencing of topics will be circulated in January 2024 for feedback. Well in advance of each meeting a more developed agenda would be circulated to ensure adequate time for representatives to prepare.
- It was agreed that it would also be useful to maintain a reserve of other potential meeting topics per meeting should timing allow.
- It was agreed that when claims are submitted, they need to specify relevant detail (i.e. the amendment sought) to be capable of consideration. This may include relevant clauses in the EA where applicable.
- It was agreed that claims are submitted to Finance as soon as possible or at least 5 days in advance of each relevant meeting to ensure meetings can be efficient, equitable for all representatives, and that appropriate technical work can be undertaken to support effective discussions.

**Action items:**

- Finance to circulate communication and meeting protocols.
- Finance to circulate proposed forward plan of topics for discussion (alongside meeting schedule).
- Finance to seek clarification on unions emailing all MOPs staff.

**Agenda Item 4 – Bargaining representatives and union claims**

- The Chair welcomed representatives to speak to their claims or provide them in written format out of session.
- CPSU presented the overarching themes of their claims as provided to Finance on 18 December 2023.
- USU presented their claims as provided to Finance on 18 December 2023.
- Specific claims were not discussed in this meeting.
- Representatives provided particular topics of concern including (but not limited to) genuine redundancies, studies assistance, requirements to travel and attraction and retention.
- It was noted that some issues will be addressed through bargaining and in the EA but others may be more appropriate for policy outside of the EA.
- The Chair noted that there would be cross cutting topics that would require consultation with other stakeholders including (but not limited to) the Parliamentary Workplace Support Service (PWSS) and Independent Parliamentary Expenses Authority (IPEA).
- The Chair briefly spoke to the APS common conditions noting that Finance would attempt to adopt as many as practical as part of negotiations, subject to the bargaining process.

**Action items:**

- Finance to circulate a copy of CPSU and USU claims to bargaining representatives.
- Finance to provide the IPEA advice and guidance on travel allowances per determination for representatives.
- Finance to circulate mapping document comparing APS common conditions.
- Finance to circulate a draft claims register to representatives.

**Agenda Item 5 – Next meeting and agenda items**

- The Chair concluded the meeting by advising claims should be submitted via email to [EAComent@finance.gov.au](mailto:EAComent@finance.gov.au).

**Action items:**

- The Chair advised that meeting minutes would be circulated before Christmas shutdown and provided to representatives on Friday, 22 December 2023 for consultation.