



MoPS EA Bargaining Meeting 4 – Record of Meeting

Wednesday, 3 April 2024
Committee Room 1R3/Microsoft Teams

Meeting Opened: 12:15
Meeting Closed: 15:00

Chair – Amanda Bruce, Assistant Secretary, HR Frameworks

Attendee	Office
Simon Kelly	Llew O’Brien MP
Lachlan McIntyre	Hon Sussan Ley MP
Frank Filler	Hon Karen Andrews MP
Jake Durrington	Senator Paul Scarr
Sallyann Innes	Hon Peter Dutton MP
Michelle Hutchinson	Hon Peter Dutton MP
Bonnie Pederson	Special Minister of State, Senator the Hon Don Farrell
Joshua Polak	United Services Union (USU)
Bryce Wilson	USU (David Smith MP)
Brydan Toner	USU (Joanne Ryan MP)
Emma Groube	Community and Public Sector Union (CPSU)
Elisabeth Bateson	CPSU (Hon Mark Dreyfus MP)
Dee Gustafsson	CPSU (Senator Barbara Pocock)
Amy Knox	CPSU (Joanne Ryan MP)
Kim Hall	CPSU (Sharon Claydon MP)
Amanda Bruce	Department of Finance
Sharon Forester	Department of Finance
Ellen Laenen	Department of Finance
Lachlan Bayliss	Department of Finance
Casey Hayne	Department of Finance
Trent Krew	Department of Finance
Alex Bond	ASU SA + NT (Louise Miller-Frost MP)
Mary von Marburg	Senator the Hon Michaelia Cash
Garth Morrison	Senator Jacqui Lambie
Olivia Rankin	Office of Staff Support (Government)
Daniel Frost-Foster	Bert van Manen MP
Cory Bowman Harding	Senator the Hon Michaelia Cash
Robert Nardella	Hon Dr David Gillespie MP
Jacqueline Martin	Senator Wendy Askew



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Apologies	Office
John Harris	Senator the Hon Jane Hume
Cathy Heidrich	Hon David Littleproud MP

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 acknowledgement of country.
- The chair reminded all parties of their good faith bargaining requirements.
- Chair advised that that the department is available out of session to discuss any concerns with the behaviour of representatives.

Agenda Item 2 – Action item update

- No update.

Agenda Item 3 – Initial remuneration discussion

- The chair confirmed the Commonwealth’s pay offer is the maximum increase available under the *Australian Government Public Sector Workplace Relations Policy 2023* (the policy) for all APS and non-APS agencies, which is an 11.2% increase over the lifetime of the agreement. This was proposed as a 4% increase on commencement of the agreement, 3.8% increase in year 2 of the agreement, and 3.4% in the final year of the agreement and is applicable to base salaries and remuneration-based allowances.
- The chair outlined funding parameters which included adjustments to other allowances including ESA and PSA.
- Bargaining representatives spoke to their claims for general pay increase.

Agenda Item 4 – Discussion of Electorate Officer remuneration and claims relation to mapping to APS classifications

- The group discussed employee representative claims seeking significant increases to electorate employee base salaries. Employee representatives supported their claims with a business case based on work value standards and highlighted significant work that had been undertaken to map the responsibilities of various electorate officer classifications to APS work level standards.
- There was discussion about the benchmarking of MOP(S) Act employee classifications against the APS, and other industries.
- The chair advised that changes to classification structures that include an increase to costs would require an exemption from the policy, however Finance would seek to have further discussions with the Australian Public Service Commission (APSC) in relating to mechanisms in accordance with the policy.

Agenda Item 5 – Other Business

- Finance agreed to send a note confirming that representatives had selected “option 1” on timings for further meetings. This includes two full-day meetings on Tuesday 30, and Wednesday 1 May, followed by 3-hour meeting on Friday 3 May commencing at 12pm.
- The chair advised that this will be confirmed in writing to representatives.

Agenda Item 6 - Next meeting - APH – Friday, 5 April 2024

- The next meeting will be held on Friday, 5 April 2024.
- Topics for discussion will include working hours, PSA, ESA, and TOIL.
- Representatives agreed to discuss WHS claims later in bargaining.