



# MoPS EA Bargaining Meetings 6 and 7 – Record of Meeting

Tuesday, 30 April 2024

Wednesday, 1 May

Committee Room 1S4/Microsoft Teams

**Chair** – Amanda Bruce, Assistant Secretary, HR Frameworks

<b>30 April</b>	Meeting Opened:	09:30
	Meeting Closed:	16:30
<b>1 May</b>	Meeting Opened:	09:30
	Meeting Closed:	16:00

Attendee	Office	30 April	1 May
Simon Kelly	Llew O’Brien MP	✓	✓
Lachlan McIntyre	Hon Sussan Ley MP	✓	✓
Frank Filler	Hon Karen Andrews MP	✓	✓
Sam Te Rure	Terry Young MP		✓
Jacqueline Martin	Senator Wendy Askew	✓	✓
Jake Durrington	Senator Paul Scarr		✓
Sallyann Innes	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)	✓	✓
Amy Knox	CPSU (Joanne Ryan MP)	✓	✓
Kim Hall	CPSU (Sharon Claydon MP)	✓	✓
Dee Gustafson	CPSU (Senator Barbara Pocock)		
Amanda Bruce	Department of Finance	✓	✓
Sharon Forester	Department of Finance	✓	✓
Lachlan Bayliss	Department of Finance	✓	✓
Trent Krew	Department of Finance		✓
Casey Hayne	Department of Finance	✓	✓
Mary von Marburg	Senator the Hon Michaelia Cash	✓	✓
Garth Morrison	Senator Jacqui Lambie	✓	✓
Lilli Balaam	Senator the Hon Anne Ruston	✓	
John Harris	Senator the Hon Jane Hume	✓	
Michelle Hutchinson	Hon Peter Dutton MP	✓	

Apologies	Office
Daniel Frost-Foster	Mr Bert Van Manen MP

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



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### Agenda Item 1 – Welcome and apologies

- Chair opened with an acknowledgement of country.
- The chair highlighted that the proposed agenda for this meeting and the next (to be held the following day on 1 May 2024) were subject to change to ensure they best fit the needs and availability of bargaining representatives. Bargaining representatives proposed several changes in the order of agenda items.

### Agenda Item 2 – Action item update

- The chair provided an update on action items and agreed to circulate an updated action item register.

### Agenda Item 3 – Technical matters

- The chair provided an update on ongoing discussions with the APSC on the application of the *Public Sector Workplace Relations Policy 2023*.
- The chair confirmed that Finance is seeking to provide conditions equivalent to the APS common conditions and that any conditions in the MOPS EA that were more beneficial would be retained in the new agreement. Finance has circulated the non-APS bargaining parameters in support of this.
- Representatives then moved to discuss the details of appropriate consultation clauses. Employee representatives discussed the role of the Work Health and Safety Committee, and the Employee Consultative Group in consulting employees on workplace matters.
- Representatives highlighted the important of both consultation within an office, and with MOPS employees as a cohort.
- The chair agreed in principle to remove gendered language from the agreement. The chair noted that there were certain places where this was not immediately possible, due to the interaction of the agreement and certain pieces of legislation including the *Maternity Leave (Commonwealth Employees) Act 1973*.

### Agenda Item 4 - Employment options

- Union representatives spoke to claims on the use labour hire in parliamentary offices.
- An individual representative spoke to including the minimum allocation of personal staff in the enterprise agreement.

### Agenda Item 5 – Remuneration

- The chair re-confirmed Finance’s offer of an 11.2% pay rise over 3 years. Employee representatives noted this and advised their intention to persist with their existing pay claims.



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- There was discussion on whether it would be possible to remove the option to opt out of superannuation being paid on certain allowances. Many representatives highlighted potential unforeseen circumstances on this relating to tax implications and particular superannuation schemes.
- There was discussion on the current operation of debt recovery. Finance shared the existing debt recovery guideline and agreed to consult with IPEA on best practice administration of debt recovery.

### **Agenda Item 6 – Leave**

- It was noted that many leave claims had been spoken to in previous meetings. There was discussion on how claims for different types of leave would apply, and whether particular new types of leave could be better administered through adjustments to existing entitlements such as personal and miscellaneous leave.
- Finance agreed to investigate the possibilities to fund relief staff for non-government personal staff.
- Chair closed day 1 at 16:30 on 30 April 2024.

### **(Start of day 2) Agenda Item 7 – Working hours, ESA, PSA and TOIL**

- There was discussion over the stated purpose of ESA, and how it was being applied in practice.
- Employee representatives sought further guidance for parliamentarians on how to appropriately administer ESA, as well as updated guidelines that specify what ESA is provided in lieu of.
- There was discussion on the interaction of ESA and employees required to be ‘on-call’.

### **Agenda Item 8 – Travel**

- There was discussion on the current administration of hotel bookings. Employee representatives highlighted that a gap between travel and reimbursement left employees temporarily out of pocket, and explained this tends to disproportionately impact more junior staff.
- Employee representatives spoke to claims on providing the option for staff to have hotels booked centrally in lieu of travel allowance.
- Finance noted that all travel claims would need to be discussed with IPEA to ensure changes could be appropriately administered.

### **Agenda Item 9 - Learning and Development**

- The chair provided an update from PWSS on the development of the ‘PWSS Academy’ and how this would impact learning and development options going forward. The academy is designed to provide training linked to the career goals of employees as well as encouraging the development of skills



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specific to the MOPS context. The chair also noted that PWSS is in the process of developing a capability framework for MOPS act staff.

- Employee representatives spoke again to claims on the threshold for studies assistance, and how to appropriately pro-rata studies assistance for part-time employees.
- There was discussion on whether mandatory cultural awareness training was appropriate in the MOPS context. It was noted that training is already provided by the PWSS, and whether it should be mandatory for all employees is potentially not a matter for the enterprise agreement.
- CPSU spoke to their claim on Performance management principles, CPSU noted that the principles outlined in their claim are consistent with the Set the Standards report.

### **Agenda Item 10 – Termination**

- Employee representatives sought to add a baseline 4-week deferral in the event of automatic termination through operation of the MOPS Act. Employees noted this would codify existing practice from a determination into the enterprise agreement.
- There was discussion on the application of genuine redundancy provisions to terminations under the MOPS Act.

### **Agenda Item 11 - Next meeting – 3 May 2024**

- Representatives agreed to discuss claims on:
  - Further discussions on Performance management
  - Further discussions on ESA and TOIL
  - Work, Health and Safety
  - All other claims not yet discussed.

