



MoPS EA Bargaining Meeting 15 – Record of Meeting

Friday, 28 June 2024
Committee Room 1S4/Microsoft Teams

Meeting Opened: 9:30
Meeting Closed: 16:30

Chair – Amanda Bruce, Assistant Secretary, HR Frameworks

Attendee	Office
Joshua Polak	United Services Union (USU)
Bryce Wilson	USU (David Smith MP)
Emma Groube	Community and Public Sector Union (CPSU)
Frank Filler	Hon Kevin Hogan
Sam Te Rure	Terry Young MP
Mary Von Marburg	Senator the Hon Michaelia Cash
Kerrod Gream	Senator Matthew Canavan
Jacqueline Martin	Senator Wendy Askew
Jake Durrington	Senator Paul Scarr
Kim Hall	CPSU (Sharon Claydon MP)
Dee Gustafsson	CPSU (Senator Barbara Pocock)
Elisabeth Bateson	CPSU (Hon Mark Dreyfus MP)
Simon Kelly	Llew O'Brien MP
Bonnie Pederson	Special Minister of State, Senator the Hon Don Farrell
Trent Krew	Department of Finance
Casey Hayne	Department of Finance
Amanda Bruce	Department of Finance
Ellen Laenen	Department of Finance
Sharon Forester	Department of Finance

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.
- The chair thanked all of those who have provided feedback on the drafts so far.
- The chair explained that version three of the draft EA had been provided ahead of the meeting, along with a table that sets out responses to outstanding items. As had been agreed at the prior meeting, these were provided with a view to progressing to the next stage of bargaining (i.e. seeking relevant approvals) to ensure that all employees are eligible for both the 'one-off' payment and the remuneration increase.
- At the request of representatives, the chair outlined in greater detail the process and timings required to ensure employees are eligible to receive remuneration increases from the nominal expiry of the current EA, as well as the 'one-off' payment.
- It was agreed the format of the meeting would be to go through the list of outstanding items to finalise the EA.

Agenda Item 2 – Discussion on draft EA

- Discussion on classification review. CPSU raised concerns over the conditional language in proposed wording for the classification review. The chair explained it is not appropriate to commit to the outcome of a review before it has taken place, and referenced external factors that may affect timing, namely a Federal Election. Representatives reiterated concerns that base salaries do not adequately compensate staff for the work they do. The chair repeated acknowledgement of concerns. The chair agreed to arrange an ECG meeting in August to enable consideration of a draft terms of reference for a classification review.
- There was discussion on wording of ECG clause.
- There were discussions regarding minimum hours worked and paid for casuals.
- Discussion on Department's proposed delegates rights clause which incorporated prior feedback from CPSU. CPSU rejected proposal as unworkable. Discussion on delegates rights term under the relevant award which had been recently published. Table settled on wording of the relevant award.
- Significant discussion on Department's proposed wording on consultation which CPSU did not support. Table settled on reversion to current EA.
- The chair acknowledged there were some matters where there was a difference of views, thanked representatives for their engagement in the process, and requested representatives agree that the draft EA could progress for approval. This was confirmed by representatives and the CPSU asked to put on record their disappointment with the overall package proposed by the government.
- The chair confirmed the updated draft EA would be sent to representatives early next week, in parallel to approvers. Representatives advised they would seek legal clearance in parallel.

Agenda Item 3

- The next meetings will be held on 5 July 2024.
- Next meeting will focus on informing representatives on the next steps in the bargaining process.