



# MoPS EA Bargaining Meetings 11, 12 and 13 – Record of Meetings

Wednesday, 12 June 2024

Thursday, 13 June 2024

Friday, 14 June 2024

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

<b>12 June</b>	Meeting Opened:	09:30
	Meeting Closed:	16:30
<b>13 June</b>	Meeting Opened:	09:30
	Meeting Closed:	16:00
<b>14 June</b>	Meeting Opened:	09:30
	Meeting Closed:	16:00

Attendee	Office	11 June	12 June	13 June
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	✓	✓	
Bonnie Pederson	Special Minister of State, Senator the Hon Don Farrell	✓	✓	✓
Joshua Polak	United Services Union (USU)	✓	✓	✓
Bryce Wilson	USU (David Smith 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	✓	✓	✓
Trent Krew	Department of Finance	✓	✓	✓
Casey Hayne	Department of Finance	✓	✓	✓
Garth Morrison	Senator Jacqui Lambie		✓	
John Harris	Senator the Hon Jane Hume			✓
Michelle Hutchinson	Hon Peter Dutton MP	✓	✓	✓

<b>Meeting 11 – 12th June 2024</b>
<b>Agenda Item 1 – Welcome and apologies</b>
<ul style="list-style-type: none"> <li>• The chair opened the meeting with an acknowledgement of country and confirmed discussions would centre around Technical Matters (including Definitions), Termination of Employment and Dispute Prevention and Resolution.</li> <li>• Representatives attending in person requested a hard copy of the draft EA, and this was arranged.</li> </ul>
<b>Agenda Item 2 – Technical Matters</b>
<ul style="list-style-type: none"> <li>• The chair urged representatives to provide any feedback on the draft EA in writing.</li> <li>• Each of the unions requested inclusion in clause two - Coverage.</li> <li>• Representatives agreed sections relating to the PWSS should be shared with the PWSS to confirm wording.</li> <li>• For the section on Consultation, the CPSU requested wording consistent with the common conditions. Finance agreed to test what could be adopted noting the common conditions do not align neatly with the framework and would require the inclusion of a clause that it could not limit the operation of the MOP(S) Act.</li> <li>• Discussion on Delegates rights clause proposed by the Department. CPSU noted there had previously been a clause in the EA.</li> <li>• Representatives requested that the Employee Consultative Group (ECG) should be the primary and preferred consultative body for MOPS Act employees.</li> </ul>
<b>Agenda Item 3 – Termination of Employment</b>
<ul style="list-style-type: none"> <li>• Discussions centred around the unique nature of MOP(S) Act employment and how it applies to short-term employment agreements.</li> <li>• Bargaining representatives discussed pro-rata Career Transition Payments.</li> </ul>
<b>Agenda Item 4 – Dispute Prevention and Resolution</b>
<ul style="list-style-type: none"> <li>• Representatives discussed the inclusion of paid time off to attend FWC hearings.</li> </ul>
<b>Other</b>
<ul style="list-style-type: none"> <li>• Noting the agenda items finished early, further discussions were held on allowances for additional hours of work and representatives requested the Department investigate if it was possible to increase the ESA cap from 16 levels and to reduce the ‘ringfenced’ amount of a proposed new allowance.</li> </ul>
<b>Next meeting - APH – Thursday, 13th June 2024</b>

<b>Meeting 12 – 13th June 2024</b>
<b>Agenda Item 1 – Welcome and apologies</b>
<ul style="list-style-type: none"> <li>• The chair opened the meeting with an acknowledgement of country and confirmed discussions would centre around Travel, Leave, Learning, Development and Performance Management and Work Health and Safety.</li> </ul>
<b>Agenda Item 2 – Travel</b>
<ul style="list-style-type: none"> <li>• The chair informed bargaining representatives that the Commonwealth has limited scope to address claims through the bargaining process regarding staff travel arrangements, as these are mostly governed by a determination.</li> <li>• The group discussed the travel clauses in the draft proposed EA concerning domestic travel including consideration to streamline some of the administration processes.</li> <li>• Discussion on MVA rate, and advice from IPEA in relation to third party provider.</li> <li>• It was agreed that all relevant guidelines referenced throughout the EA will be named in full to facilitate ease of reference.</li> <li>• The chair committed to updating travel guidance, including liaising with IPEA, to better inform employees about their entitlements – for example in relation to insurance.</li> </ul>
<b>Agenda Item 3 – Leave</b>
<ul style="list-style-type: none"> <li>• The chair discussed changes and new entitlements for all leave types including new accrual and transitional arrangements.</li> <li>• It was agreed to rename Personal Leave to Personal/Carers Leave and as much as possible reflect entitlements and inclusions under the common conditions.</li> <li>• The group agreed that the table in the guideline is helpful, and the chair committed to updating this table in a new guideline.</li> <li>• Finance agreed to confirm who the appropriate delegate would be for specified leave types.</li> <li>• CPSU reiterated their position that an employee-initiated public holiday swap is different to an employer direction to work on a public holiday and should be compensated differently. The Department advised that it would be appropriate to use the language in the determination provided by the Minister.</li> <li>• Entitlements were discussed on parental leave, including for primary and/or secondary caregivers related to childbirth, adoption, stillbirth, pregnancy loss, and premature birth.</li> </ul>
<b>Agenda Item 4 – Learning and development and performance management</b>
<ul style="list-style-type: none"> <li>• The chair outlined changes to studies assistance in the draft EA.</li> <li>• The chair updated representatives on the introduction of a new subclause related to performance management.</li> <li>• The CPSU discussed sending some alternative words to the performance management clause to include principles as outlined in their claim.</li> </ul>
<b>Agenda Item 5 – Work Health and Safety</b>
<ul style="list-style-type: none"> <li>• The group engaged in discussions regarding the Work Health and Safety section of the draft EA to enhance its benefits for staff. Additional clauses include sections on Lactation and breastfeeding support, Respect at work and Family and domestic violence support.</li> <li>• Bargaining representatives requested "managers" be changed to a more appropriate term consistently throughout the EA.</li> </ul>
<b>Next meeting – APH – Friday, 14th June 2022</b>

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## **Meeting 13 – 14th June 2024**

### **Agenda Item 1 – Welcome and apologies**

- The chair opened the meeting with an acknowledgement of country and confirmed discussions would centre around Employment Options, Remuneration, Working Hours and Allowances and the Enterprise Agreement (EA) Attachments.
- The chair thanked members for attending the Department of Finance at short notice that morning, given the meeting was unable to be held at Parliament House.

### **Agenda Item 2 – Employment Options**

- The chair discussed the changes highlighted in the draft EA.
- The chair informed the group that the EA will reflect proposed changes for casual employee agreements including transitional and the implementation of administrative arrangements.
- Bargaining representatives requested that the new EA include a reference to the PWSS in the working from home section.

### **Agenda Item 3 – Remuneration**

- The chair discussed a new allowance that will require competency/eligibility standards.
- The chair advised that arrangements are being made to facilitate a fee-free salary sacrifice mechanism for superannuation purposes.
- Bargaining representatives raised concerns about base salaries and that the draft EA did not address claims for lower-paid staff.
- The chair acknowledged the representative's disappointment and confirmed the bargaining policy does not allow for remuneration increases above 11.2% over three years.
- The chair discussed the new community language allowance that will require competency/eligibility standards.
- Discussion on moving eligibility date for retention payment in order to facilitate more timely payment before annual shutdown.
- The chair reminded bargaining representatives of the importance of submitting written feedback regarding any desired changes.

### **Agenda Item 4 – Working hours and allowances**

- Discussion continued on ESA/NTA proposal. CPSU reiterated their position that an on-call allowance is distinct from general expectation for additional hours. Department noted this and explained the nature of composite allowances such as ESA and PSA.
- The chair advised that, following requests from representatives at Meeting 11, work was still underway on amendments to proposed new allowances.

### **Agenda Item 5 – Enterprise Agreement - Attachments (Classification structure)**

- The chair confirmed classification titles were updated to reflect recent changes in the MOP(S) Act.
- Bargaining representatives requested consideration for different titles for Senior Personal Employees in the classification structure and presentation changes.

### **Next meeting – APH – Friday, 21st June 2022**