

# Commonwealth Members of Parliament (Staff) Enterprise Agreement 2024-27



**New  
Enterprise  
Agreement  
Information  
Session**



# Background

- The Special Minister of State announced the commencement of bargaining for the new MOPS Enterprise Agreement (EA) on 27 November 2023
  - Bargaining commenced on 19 December 2023
  - The current EA is set to nominally expire 5 August 2024
  - Existing conditions continue to apply until a new EA is successfully negotiated, voted up and approved by the Fair Work Commission
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# Key dates

Friday 2 August 2024

**ONE WEEK ACCESS PERIOD COMMENCES**

**Monday 5 August 2024**

**NOMINAL EXPIRY OF CURRENT AGREEMENT**

Monday 12 August 2024

**VOTING OPENS 9AM**

Monday 19 August 2024

**VOTING CLOSSES 2PM**





# Consultation

- 17 full- and half-day bargaining meetings between December 2023 and July 2024
  - Issues raised through other channels such as our helpdesk and Employee Consultative Group have also been considered
  - 207 claims were received which have been considered, debated and negotiated on to come up with a package that meets a range of needs
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# The top issues raised were

## Pay

- ✓ a pay rise for all staff of 11.2%

## Electorate Offices

- ✓ each office has additional ESA points
- ✓ Community Language Allowance to recognise the work employees do in languages other than English to support constituents

## Travel

- ✓ Same day travel allowance (family friendly)
  - ✓ Nominated Traveller Allowance
  - ✓ Canberra Travel Allowance rates will be the same for all staff
  - ✓ Excess Canberra travel leave will be automatically applied – to save you time applying
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# New EA provides enhanced terms and conditions

- ✓ Delivers a pay rise for all staff of 11.2% from 5 August 2024
  - ✓ Recognises the complexity of MOPS Act employment through 3 new allowances
  - ✓ Provides better leave entitlements
  - ✓ Increases studies assistance by 50%
  - ✓ Improves arrangements for casual employees
  - ✓ Supports Electorate Officers by providing each office with additional ESA points and increases the individual cap for rural and remote offices
  - ✓ Provides a flat rate one off 'sign on' bonus for ALL staff for a 'yes' vote
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# Subject to a yes vote employees will get:

## Remuneration

Base salary rates will increase over 3 years by 11.2%

- adjusted by 4% effective from 5 August 2024
- adjusted by 3.8% effective from 5 August 2025
- adjusted by 3.4 % effective from 5 August 2026

These increases will also apply to salary-based allowances (i.e. ESA, PSA, CRA and the allowance for the drivers of former PMs)

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# Subject to a yes vote employees will get:



## Eligibility for a 'one-off' sign on bonus

**If a "yes" vote is successful – all employees employed during the voting period will be eligible to receive a one-off payment.**

- At the request of bargaining representatives, this will be calculated at .92% of base salary and averaged out for all employees to receive a flat-rate.
  - A flat-rate one off-payment will likely be more beneficial for electorate staff, as well as part time and casual employees in comparison with a 0.92% one-off payment.
  - All eligible MOP(S) Act employees (including casual employees) will receive the same payment. This payment is taxable and will be treated as ordinary time earnings for superannuation purposes.
  - A one-off payment **cannot be offered again** under policy in the event the EA does not receive a majority vote.
  - This payment will be calculated at the end of the voting period.
  - MaPS will inform employees of the amount of the flat-rate payment once it is known.
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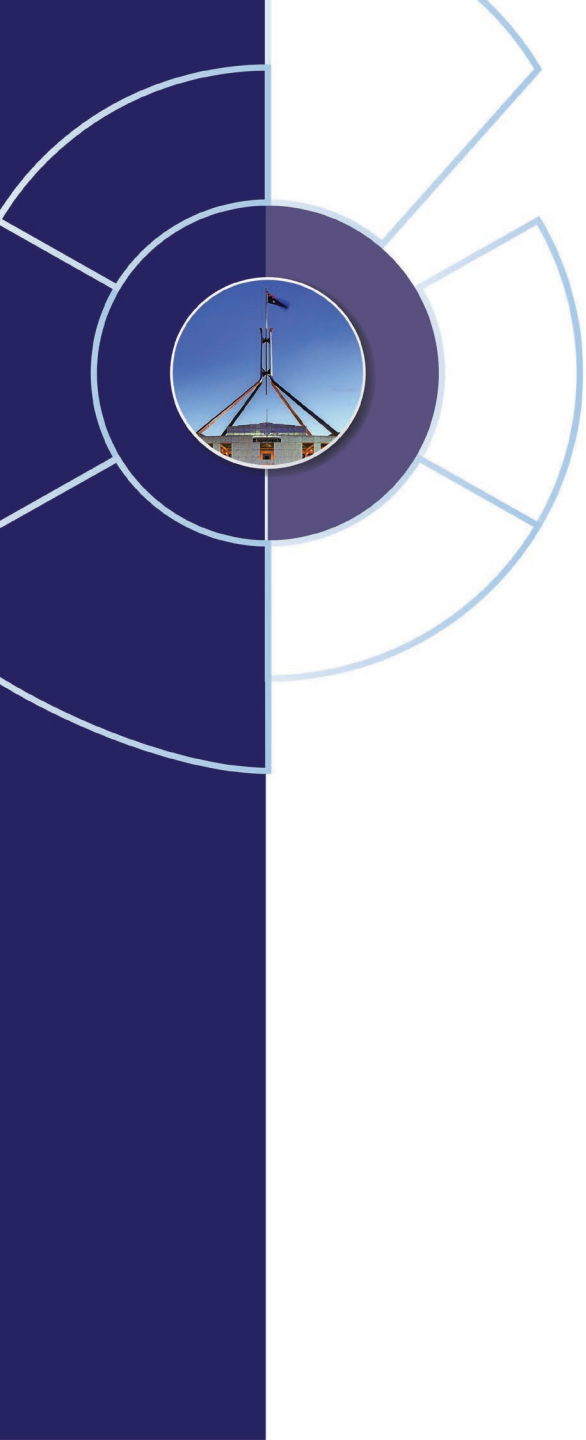


# Pay rise

- Salary rates, Electorate Staff Allowance (ESA), and other allowances will increase by 11.2% over the 3 years of the EA.
- Electorate employees employed at pay points EOA-6, EOA-5 and EOA-4 prior to the commencement of the EA will be translated to the new pay points of EOA-3, EOA-2 and EOA-1 respectively.

EOC	EOB	EOA	Current salary rates	Salary effective from	Salary effective from	Salary effective from
				5 August 2024 4%	5 August 2025 3.8%	5 August 2026 3.4%
4			\$91,990	\$95,670	\$99,305	\$102,681
3			\$87,583	\$91,086	\$94,548	\$97,762
2	5		\$83,179	\$86,506	\$89,793	\$92,846
1	4		\$81,666	\$84,933	\$88,160	\$91,158
	3		\$77,014	\$80,095	\$83,138	\$85,965
	2	6 (EOA-3 under new EA)	\$73,098	\$76,022	\$78,911	\$81,594
	1	5 (EOA-2 under new EA)	\$71,245	\$74,095	\$76,910	\$79,525
		4 (EOA-1 under new EA)	\$69,046	\$71,808	\$74,537	\$77,071
		3*	\$65,177			
		2*	\$61,954			
		1*	\$58,846			

*The lowest 3 pay points of the EOA classification will be removed at the commencement of EA*



# **New Allowances and Working Hours and related Allowances**

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## New Allowances:

- **Same day travel allowance** to better support family-friendly travel arrangements will be implemented within the life of the EA
  - New **Community Language Allowance** (\$55.02 per fortnight), to recognise the work employees do in languages other than English to support constituents
  - **Nominated Traveller Allowance (NTA)** to ensure nominated travellers receive a minimum 12 points of ESA along with changes to the ESA framework.
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# Working Hours and related Allowances – PSA, ESA and NTA



- PSA and ESA will **increase by 11.2 %** over three years
  - Nominated travellers will receive **12 points** of ESA as the “Nominated Traveller Allowance” (NTA) and may also receive additional points of ESA up to their relevant ‘cap’
  - The ESA cap has been raised to **18 (from 16)** for some individuals in electorates where there is a second or third Commonwealth funded office
  - An **additional 16 points of ESA** have been allocated to every office, with a minimum of 12 points “ring-fenced” for the nominated traveller
    - Increase from **42 to 58** points of ESA (including 12 levels of NTA) for a standard EO
    - Increase from **46 to 62** points of ESA (including 12 levels of NTA) for electorates with two official electorate offices
    - Increase from **50 to 66** points of ESA (including 12 levels of NTA) for electorates with three official electorate offices
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**Same day travel allowance** to better support family-friendly travel arrangements will be implemented within the life of the EA

### **Same-day travel entitlement**

- An entitlement for same-day travel will be implemented within the life of the EA
  - **Benefits all employees who travel as directed without having an overnight stay.**
  - It will ensure employees are not out-of-pocket for travel expenses incurred when there is no overnight stay.
  - Payment will be in the in the form of an allowance to cover incidental expenses and meals.
  - A rate and criteria is yet to be determined.
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New **Community Language Allowance** (\$55.02 per fortnight), to recognise the work employees do in languages other than English to support constituents



### Community Language Allowance

- A Community Language Allowance of \$55.02 per fortnight will be paid to ongoing and non-ongoing employees who:
  - are required to use their ability to communicate in braille, Auslan, or a language other than English in the course of their work; and
  - meet certain competency requirements.
- **This allowance benefits both electorate and personal ongoing and non-ongoing employees.**
- The rate of this allowance will increase in line with other allowances over the life of the agreement.

Rate effective from 5 August 2024	Rate effective from 5 August 2025	Rate effective from 5 August 2026
\$1,435	\$1,489.50	\$1,540.15
\$55.02	\$57.11	\$59.05



**Nominated Traveller Allowance (NTA)** to ensure nominated travellers receive a minimum 12 points of ESA (additional points of ESA may also be allocated up to the relevant 'cap')

### **Nominated Traveller Allowance for electorate employees:**

- Nominated travellers will receive a Nominated Traveller Allowance of 12 points of ESA
- Nominated travellers in receipt of NTA can also receive ESA points up to their individual 'cap' (unless they elect not to).
- This allowance counts as salary for superannuation and termination payments.
- The commencement of the EA is an ESA allocation trigger – meaning a parliamentarian may allocate the level of ESA for each employee when the EA commences.
- A parliamentarian cannot reduce NTA and cannot allocate these points to any other employee unless they become the new Nominated Traveller.
- At the commencement of the EA, Nominated Travellers will automatically receive their NTA. Unless their parliamentarian reallocates ESA, they will also automatically receive any difference between the amount of ESA points they were receiving before the new EA, and their 12 points of NTA.
- E.g. if a Nominated Traveller was in receipt of 14 points of ESA before the EA, they will automatically receive NTA (12 points) + 2 points of ESA = 14 points of ESA,
- A nominated traveller may choose to receive time off in lieu of an allowance (NTA and ESA).



## Additional points of ESA

- There are **more points of ESA that are able** to be allocated within offices, and some electorate employees can receive a higher 'cap'.
- An additional 16 ESA points of ESA has been added for each office and 12 points of ESA are allocated to the nominated traveller as the Nominated Traveller Allowance.
- This means there are now:
  - **58 points** available to parliamentarians with a **standard electorate** (1 Commonwealth-funded electorate office) with:
    - 12 points - guaranteed for the NTA
    - 46 points - to be allocated to staff within the office up to their 'cap'
  - **62 points** available to parliamentarians with **large electorate** (2 Commonwealth-funded electorate offices) with:
    - 12 points - guaranteed for the NTA
    - 50 points - to be allocated across offices to staff up to their 'caps'
  - **66 points** available to parliamentarians with an **extra-large electorate** (3 Commonwealth-funded electorate offices) with:
    - 12 points - guaranteed for the NTA
    - 54 points - to be allocated across offices to staff up to their 'caps'
- At the commencement of the EA, all employees will maintain their current rate of ESA.
- The commencement of the EA is an ESA allocation trigger – meaning a parliamentarian may allocate the level of ESA for each employee when the EA commences, or can allocate unused ESA at any time.





## Higher individual ‘caps’

Some employees can receive up to 18 points of ESA (which equates to \$40,267), depending on the type of electorate in which they are employed:

### Standard electorates

One Commonwealth-funded electorate office

- All employees may receive **up to 16 points** of ESA

### Large electorates

Two Commonwealth-funded electorate offices

- One employee may receive **up to 18 points** of ESA
- All other employees may receive up to **16 points** of ESA

### Extra-large electorates

Three Commonwealth-funded electorate offices

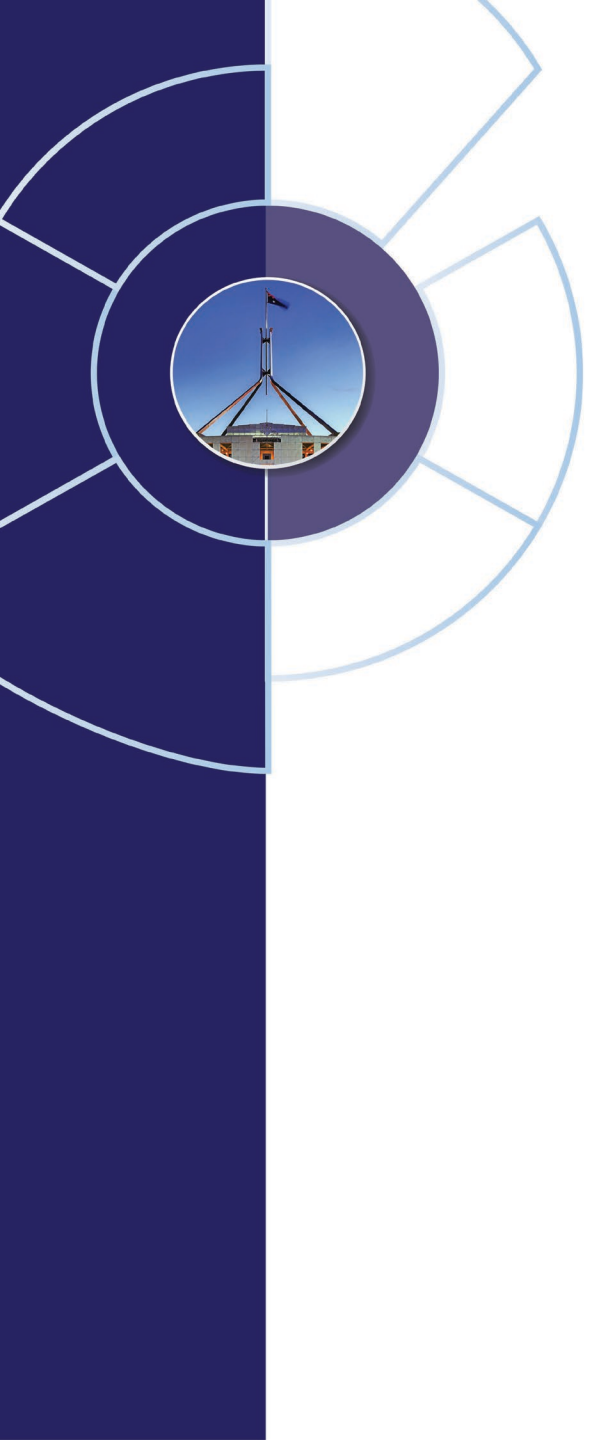
- Two employees may receive **up to 18 points** of ESA
  - All other employees may receive up to **16 points** of ESA
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## New ESA rates

Proposed new ESA rates, inclusive of the 11.2% increase over the life of the MOPS EA:

Level	As at 5 August 2023	Rate effective from 5 August 2024	Rate effective from 5 August 2025	Rate effective from 5 August 2026
ESA 1	\$2,151	\$2,237	\$2,322	\$2,401
ESA 2	\$4,300	\$4,472	\$4,642	\$4,800
ESA 3	\$6,453	\$6,711	\$6,966	\$7,203
ESA 4	\$8,605	\$8,949	\$9,289	\$9,605
ESA 5	\$10,755	\$11,185	\$11,610	\$12,005
ESA 6	\$12,907	\$13,423	\$13,933	\$14,407
ESA 7	\$15,058	\$15,660	\$16,255	\$16,808
ESA 8	\$17,208	\$17,896	\$18,576	\$19,208
ESA 9	\$19,358	\$20,132	\$20,897	\$21,608
ESA 10	\$21,508	\$22,368	\$23,218	\$24,008
ESA 11	\$23,660	\$24,606	\$25,541	\$26,410
ESA 12	\$25,812	\$26,844	\$27,865	\$28,812
ESA 13	\$27,963	\$29,082	\$30,187	\$31,213
ESA 14	\$30,115	\$31,320	\$32,510	\$33,615
ESA 15	\$32,266	\$33,557	\$34,832	\$36,016
ESA 16	\$34,416	\$35,793	\$37,153	\$38,416
ESA 17*		\$38,030	\$39,475	\$40,817
ESA 18*		\$40,267	\$41,797	\$43,218

\* Only available to certain individuals employed by a parliamentarian with a large or extra-large electorate in accordance with clause 40.2.



# Leave





## Enhanced leave provisions

- **Personal / carers leave** increases from **15 to 18** days per year, plus a 'gift' of 3 days on commencement
  - **Parental leave** from **16 to 18** weeks per year for primary caregivers, and **5 to 8** weeks per year for secondary caregivers
  - during a period of unpaid parental leave employees will be **eligible to advance one increment**, regardless of the length of unpaid parental leave
  - new **cultural, ceremonial and NAIDOC leave** entitlements
  - These are summarised in a table on the next slide.
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## Enhanced leave entitlements

Ongoing and non-ongoing employees will have **more paid leave** entitlements including:

<b>Personal/carer's leave</b>	<ul style="list-style-type: none"><li>• 3 extra days per year (total of 18 days) for full-time ongoing and non-ongoing employees (pro-rata for part-time)</li></ul>
<b>Parental leave</b>	<ul style="list-style-type: none"><li>• 18 weeks for a primary caregiver</li><li>• 8 weeks (increasing to 18 weeks by February 2027) for a secondary caregiver</li></ul>
<b>Adoption and long-term carer's leave</b>	<ul style="list-style-type: none"><li>• Up to 18 weeks parental leave for a primary caregiver</li><li>• Up to 8 weeks parental leave (increasing to 18 weeks by February 2027) for a secondary caregiver</li></ul>
<b>Still birth Leave</b>	<ul style="list-style-type: none"><li>• 18 weeks parental leave for a primary caregiver</li><li>• 2 weeks for a secondary caregiver</li><li>• Access to up to 3 days compassionate leave</li><li>• Access to up to 3 days bereavement leave</li></ul>
<b>Pregnancy loss leave</b>	<ul style="list-style-type: none"><li>• <u>1 week</u> paid leave</li><li>• Access to up to 3 days compassionate leave</li></ul>
<b>Premature birth leave</b>	<ul style="list-style-type: none"><li>• If a live birth from before 37 weeks gestation, premature birth leave can be taken from the date of birth up to what would have been 37 weeks gestation.</li></ul>
<b>Compassionate leave</b>	<ul style="list-style-type: none"><li>• Access to 1 extra day of compassionate leave (3 days total)</li></ul>
<b>NAIDOC leave</b>	<ul style="list-style-type: none"><li>• Up to 1 day per calendar year</li><li>• Access to up to 3 days compassionate leave</li><li>• Access up to 3 days bereavement leave</li></ul>
<b>First Nations Ceremonial Leave</b>	<ul style="list-style-type: none"><li>• Up to 6 days of paid leave over 2 calendar years</li></ul>
<b>Cultural leave</b>	<ul style="list-style-type: none"><li>• Up to 3 days of paid leave per calendar leave</li></ul>





## Additional personal/carer's leave

- Ongoing and non-ongoing employees will get **3 extra days** of personal/carers leave that provides:
    - 18 days' of personal/carer's leave per year (pro-rata for part-time);
    - the extra 3 days will be credited on commencement of the EA
    - locked in rights to use personal/carers leave for preventative health appointments such as going to the dentist; and
    - the ability to provide a medical certificate to cover up to 12 months if you have, or care for someone, with a chronic illness.
  - Personal/carer's leave will start to accrue daily at an employee's next anniversary or accrual date.
  - An employee can take personal/carer's leave:
    - because of a personal illness or injury
    - to attend appointments with a registered health practitioner
    - to manage a chronic condition
    - to provide care or support for a family member (including a household member) or a person they have caring responsibilities because the other person has an illness, injury or is affected by an unexpected emergency.
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# Parental leave

## Primary Caregiver:

- Eligible for a maximum of **18 weeks of paid parental leave**.
- Entitled to up to 24 months of parental leave from the date of the child's birth.

## Secondary Caregiver:

- **Access to paid parental leave according to a transitional scale.**
- Starts at 8 weeks from the commencement of the agreement and will increase to 18 weeks over the life of the agreement.
- Entitled to up to 24 months of parental leave from the date of the child's birth.

### Secondary Caregiver paid parental leave

Commencement of this agreement	8 weeks
1 March 2025	11 weeks
1 March 2026	14 weeks
28 February 2027	18 weeks



## For Casuals

- an increase in loading to **25%** (from 20%)
  - longer contract periods to assist with work base issues
  - a **minimum** shift length of **3 hours**
  - entitlements to paid leave in some circumstances
  - changes to administrative arrangements to reduce work for casual staff and office managers
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# Learning and Professional Development

- The available reimbursement amount for studies assistance has been increased by 50% (**\$10,000 to \$15,000**)
  - The **pro-rata** reimbursement of studies assistance for part time employees has now been **removed**
  - Pro-rata studies assistance is now available to employees who have been automatically terminated (in accordance with section 14 of the MOP(S) Act) before they have completed their current study
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# Travel

- **Canberra Travel Allowance rates** have been increased for non-senior personal and electorate employees, so that they receive an **equal allowance to senior personal employees**
  - Administrative practices for **Excess (Canberra) travel leave** will be streamlined to ensure leave is **credited automatically** to eligible employees - so you no longer have to apply
  - **Same day travel allowance** to better support family-friendly travel arrangements will be implemented within the life of the EA
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# Classification review

- The EA commits to completing a **classification structure review** within 12 months of the EA commencing.
- The ECG will be meeting shortly to discuss the terms of reference





# Other enhancements include

- Within six months of commencement of the EA, **in house 'fee-free' salary sacrifice arrangements for superannuation purposes** will be introduced.
  - The ability to **substitute a** different day in lieu of a **public holiday** is now reflected in the EA.
  - References to **titles of classifications** have been updated to **align with** changes to the **MOP(S) Act**.
  - The **Career Transition Payment** has been **doubled**, increasing it from **\$500 to \$1000** with part-time employees now entitled to the full amount (rather than a pro-rata amount).
  - Reasonable **paid time for lactation breaks**, access to appropriate facilities, and flexibility in consideration of lactation and breastfeeding requests
  - **Respect at work** section that highlights the Commonwealth's commitment to a safe, respectful, and inclusive workplace free from physical and psychological harm, harassment, discrimination, and bullying.
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# Voting process

- The Department of Finance has engaged an independent ballot provider, ORIMA, to conduct the ballot process.
- ORIMA will contact you directly via email and text with information on how to have your say ahead of the voting period opening.

# Who can vote

- Any person who is employed under the MOP(S) Act during the access period before the ballot or during the ballot is entitled to vote.
  - For casual employees, this means that they must have worked on at least one of the days during the access or ballot period.
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# What Do I need to DO?

- make sure your **contact details** are up to date and accurate in PEMS
- ensure your **leave applications** are up to date in PEMS so you can be contacted

## Need More Information?

- [EA bargaining MaPS website](#)
  - Email: [eacomment@finance.gov.au](mailto:eacomment@finance.gov.au)
  - QUERIES: (02) 6215 3333 (option 1)
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**Any further questions to be emailed to  
[Eacomment@finance.gov.au](mailto:Eacomment@finance.gov.au) so we can  
update our FAQs**

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