

ACT: Letter from the Chief Minister

Dear Member,

The ACT Government has written to the HSU seeking our response to the offer in relation to the common core. Please find attached letter from the Chief Minister.

The letter states that the offer made on 9 April 2018 remains unchanged with the exception of the following changes:

- Withdrawing the rostering claim from the Infrastructure Agreement;
- Amending the roster proposal to circumstances where service provision needs to be significantly changed to meet the demands of the public;
- Including rights for delegates to attend inductions and lists of new starters;
- A taskforce in relation to outsourcing.

While this indicates slight movement, it is not enough because members of the HSU have indicated loud and clear at the members meetings we have held that they oppose and will not agree to the ACT Government's roster proposal, that is, the dilution of the majority vote on new rosters.

Furthermore, for members under the Support Services Agreement this correspondence demonstrates that the Government it is not listening to its employees in Food and Ward Services who have voted by an overwhelming 96% to take protected industrial action as part of their fight for wage justice.

However, over the coming weeks as members engage in industrial action and campaigning, we will bring the message to the ACT Government loud and clear that the wage offer is not good enough for these workers.

Accordingly, the HSU will be responding to the ACT Government that they need to withdraw their rostering claim from all Agreements, and they need to come to the table to negotiate a better wage outcome for our members in Food and Ward Services.

If you have any further feedback about the common core please contact HSU Industrial Officer Julie Gordon on julie.gordon@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



Member for Kurrajong

Treasurer
Minister for Economic Development
Minister for Tourism and Major Events

Member for Kurrajong

Minister for Community Services
and Social Inclusion
Minister for Disability, Children and Youth
Minister for Aboriginal and Torres Strait Islander Affairs
Minister for Multicultural Affairs
Minister for Workplace Safety and Industrial Relations

To: All ACTPS Unions

Resolution of Enterprise Bargaining

Bargaining for the new enterprise agreements has been underway since November 2016. The current agreements remain in force, but reached their nominal expiry date almost a year ago. The Government is committed to ensuring the new agreements can be made as soon as possible so that staff can receive the benefits of the new conditions and entitlements.

Since the Government communicated its most recent offer on 9 April 2018, further work has been done with unions on progressing bargaining. We are now at a point where we consider the core to be almost settled. Negotiations on schedules are also well advanced. We believe that we are close to being able to put the first agreements to a ballot of staff, subject to schedule matters being resolved.

A final draft of the common core is included with this letter. It seeks to finalise the matters left unresolved. We seek a formal response from each union on whether the core package, as articulated below and reflected in the attached draft agreement, is accepted or not.

Remuneration:

Matters of pay and superannuation are as per the offer made on 9 April 2018 and as reflected in the draft agreement.

Rostering:

The Government has further amended its claim in relation to rostering both in terms of the scope of the clause and the clause itself.

Changes to Scope

In the offer made on 9 April 2018, the Government amended its rostering claim to limit its application to specific agreements. Since then the Government has also agreed to withdraw the claim in relation to the Infrastructure Services Agreement. As a result the Government's claim is limited to the following agreements:

- ACTPS Medical Practitioners EA;
- ACTPS Health Professionals EA;
- ACTPS Nursing and Midwifery EA;

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- ACTPS Support Services EA;
- ACTPS Technical and other Professional EA; and
- ACTPS Administrative and Related Classifications EA.

Changes to the clause

The Government claim has been amended as reflected in the revised rostering clause. The proposed change now restricts the ability to impose a rostering outcome to circumstances where service provision needs to be significantly changed to meet the demands of the public.

While the amended clause is still included in the core part of the agreement and will sit with the core in those agreements to which it will apply, it will be removed for those agreements where the Government has agreed to not include the changes. In those agreements, the rostering provisions will be as per the current EAs.

Induction access and new-starter information:

The Government is agreeing to include provisions in the enterprise agreements that require it to arrange regular face-to-face meetings for new starters in the ACTPS. In some cases this commitment will be met through existing induction sessions, while specific meetings will be called in other areas where face-to-face inductions are not otherwise held.

The purpose of these meetings is to ensure that all new starters, and any other staff who so wish, have the opportunity to meet with relevant unions about the benefits unions provide to staff in the ACTPS. Staff will be encouraged to attend.

The Government has also agreed that it will amend the enterprise agreements to allow for new employee details to be periodically provided to relevant unions, subject to an individual opt-out option. As previously advised, the Government has also agreed to facilitate access for delegates to internal mailing lists, subject once again to an individual opt out provision implemented by each individual union.

The Government will meet with relevant unions closer to commencement of each of the new enterprise agreements to establish how these arrangements are most effectively implemented in different areas across the Service and for different unions.

Outsourcing and Insecure work:

The Government is aware that insecure work is an important issue to ACTPS staff and their unions. Current enterprise agreements contain substantial provisions that articulate the Government's commitment to minimise the use of casual and temporary work and outsourcing, but we recognise that more can and needs to be done to ensure that permanent jobs are the norm across the ACTPS.

To ensure that the Government's commitment to secure employment is met, it is proposed to establish a taskforce comprising ACTPS and union representatives, to develop policy covering the use of casual and temporary employment in the ACTPS with the view to creating permanency where possible. The taskforce would also develop processes around how decisions around outsourcing are made, both in terms of new proposals and renewal of existing outsourcing arrangements.

Further details around this proposal will be developed with unions.

Other outstanding issues:

While the drafting of the core is all but completed, there are some remaining draft words that have not yet been formally settled. These are of a technical nature and do not negatively affect entitlements or conditions.

The attached draft reflects the commitments articulated in this letter and clearly sets out the drafting areas still needing confirmation.

We ask that you please review the core part of the enterprise agreement package in light of the above and indicate your union's official response to the common core package offered, noting that the remaining schedule issues will be settled subsequently. A response by 29 June 2018 would be appreciated.

Yours sincerely



Andrew Barr MLA
Chief Minister



Rachel Stephen-Smith MLA
Minister for Workplace Safety and Industrial Relations

22 JUN 2018

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