

47F

**From:** Media Enquiries  
**Sent:** Tuesday, 15 August 2023 2:23 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** Enterprise Bargaining enquiry [SEC=OFFICIAL]

**OFFICIAL**

Hello s 22

I understand that you have reached out to a number of agencies/departments regarding Enterprise Bargaining.

Please find below a whole of government response.

**On background**

While APS- bargaining continues towards its final meetings, many agencies have already commenced agency-level negotiations. Agency level bargaining is at various stages in this process, with agencies being able to negotiate matters that best suit their operational requirements. Agency-level bargaining will proceed in-line with good faith bargaining requirements in the Fair Work Act 2009.

All negotiations being undertaken at agency-level will be guided by the Public Sector Workplace Relations Policy, including negotiations currently underway in APS-wide bargaining. The APSC will issue a Statement of Common Conditions at the conclusion of APS-wide bargaining that will provide a set of common conditions that will need to be included in all APS enterprise agreements.

Additional information may be provided from each agency/ department.

Thanks,

47F

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**Australian Public Service Commission**

Level 5, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600  
GPO Box 3176 CANBERRA ACT 2601

**[www.apsc.gov.au](http://www.apsc.gov.au)**



*I acknowledge the traditional owners of the First Nations throughout Australia, and their continuing connection to land, sea and community. I pay my respects to their elders past, present and into the future.*

47F

**From:** Media Enquiries  
**Sent:** Tuesday, 5 September 2023 11:40 AM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** RE: Request for background on APS-wide bargaining [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22

Please find a response on background below:

*Over the last 5 months of APS-wide bargaining, we have progressively sought broad support on a range of common conditions. Some items have been discussed multiple times and are now considered to form part of the overall package of proposed pay and conditions for all APS employees. We continue to work with bargaining parties to draft and finalise some outstanding matters, including various conditions that were tabled on 29 August 2023. A further meeting of bargaining parties has been scheduled for 28 September 2023. After that date, if the Chief Negotiator considers broad support has been reached on a range of common terms, APS bargaining will conclude with the publication of Statement of Common Conditions on the Commission's website. Agencies will be required to include the APS-wide common terms in their respective enterprise agreement, which will be put to an employee vote in that agency.*

Cheers,



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s 22

47F

**From:** Media Enquiries  
**Sent:** Friday, 22 September 2023 12:05 PM  
**To:** s 22 Media Enquiries  
**Subject:** RE: Enquiry on working from home data [SEC=OFFICIAL]

**OFFICIAL**

Hello s 22

I am not sure if you received the response yesterday evening.

Confirming the below whole-of-government response was provided to s 22

**Response:**

*Individual agencies manage and record the flexible work arrangements of staff in a number of ways. Effective workforce and resource planning is central to the effective operation of organisations.*

*Results from the APS Employee Census suggest that when compared to 2021 a larger proportion of employees in 2022 worked away from the office or from home as a flexible working arrangement. In 2022, 55% of Employee Census respondents worked away from the office or from home at least some of the time. This is compared to 46% in 2021 and 53% in 2020. It should be noted that the Employee Census results do not indicate the number of days an employee was working from home, rather that they accessed the flexible working arrangement in some form.*

*The 2023 APS Employee Census Overall Results will be released at the end of November 2023. This will include individual agency information. The 2022 APS Employee Census Overall Results can be [found here](#).*

Warm Regards,

47F

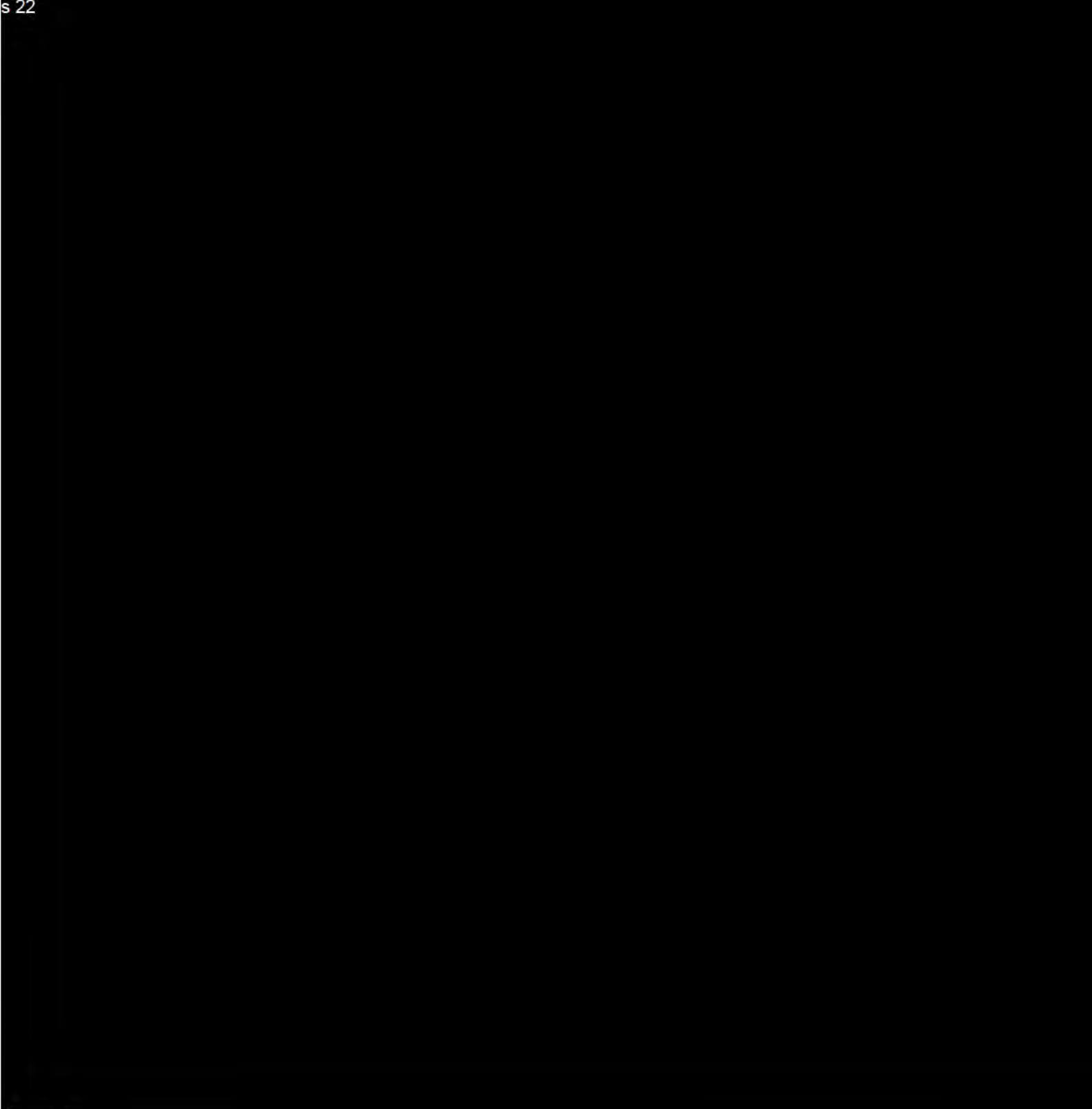
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Document 24

On Wed, 20 Sept 2023 at 14:09, Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)> wrote:

**OFFICIAL**

Hi 



The Australian Public Service Commission provides the following whole-of-government response to your enquiry to APS agencies and departments below.

## Enquiry

Could I please ask for the most recent data that [your organisation] has on the number of staff who are working from home? If you have any data on this, I am keen to take a look at the figures you may have.

More specifically is it possible to know the following -

- ) What proportion of staff are coming into the office every day?
- ) What proportion of staff are working one day from home?
- ) What proportion of staff are working two days from home?
- ) What proportion of staff are working three days from home?
- ) What proportion of staff are working four days from home?
- ) What proportion of staff are working completely from home?
- ) What is the cost - weekly, monthly or annual - of renting out office space for employees in Social Services?

## Response

- The APS is committed to creating flexible workplaces that embrace diversity and meet the expectations of the Australian community and our workforce.
- Earlier this year, Secretaries Board endorsed a principles based approach to flexible work to provide a framework for assessing flexible work requests and embed flexibility as a core part of the way we do our business across the APS.
- This approach was based on extensive consultation with APS agencies and informed by research into best practice approaches offered by other Australian and international employers in both the public and private sectors.
- The principles seek to embed flexibility in the way we work and provide a framework for considering flexibility at the individual, team and organisation level.
- APS Bargaining intends to pay regard to the Principles of Flexible Work in the APS and establish flexible arrangements that work for the employee and their workplace
- Under the proposed flexible work arrangements, all APS employees are able to make requests for flexible work, which may include changes in hours of work, patterns of work and the location of work

- This flexible work proposal is a significant innovation and reform for APS employment and would provide a consistent approach to flexible work arrangements for all APS employees.
- The 2023 APS Employee Census Overall Results will be released at the end of November 2023. The 2022 APS Employee Census Overall Results can be [found here](#).

**For more information see:**

- **[Principles of Flexible Work in the APS | Australian Public Service Commission \(apsc.gov.au\)](#)**
- **[APS bargaining | Australian Public Service Commission \(apsc.gov.au\)](#)**

Warm regards,

S47

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IMPORTANT: This message, and any attachments to it, contains information

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**From:** Media Enquiries  
**Sent:** Thursday, 28 September 2023 4:30 PM  
**To:** s 22  
**Subject:** RE: CPSU industrial action [SEC=UNOFFICIAL]

**UNOFFICIAL**

Hello s 22

Thank you for your enquiry.

Please see below the Australian Public Service Commission response. Quotes attributable to an APSC spokesperson:

- Today, the APSC met with the CPSU and all other unions and individual bargaining representatives, to hear their responses to the package of pay and common condition on offer to APS employees.
- While parties have indicated general support for the various improvements in conditions that will apply to all APS employees (when enterprise agreements are voted up in each agency), the headline pay offer remains the main issue of contention.
- The APSC through the Chief Negotiator has been bargaining in good faith with parties since March this year and has been working hard to improve pay and conditions for APS employees.
- The pay and common conditions developed through APS bargaining represents a holistic package for APS employees. It's a package that offers fair and equitable reward for the essential work APS employees do serving Australians. It recognises contemporary expectations around work and the diversity of the APS workforce, with conditions supporting equity, diversity, mobility and flexible work.
- We are disappointed that unions are not supportive of the APS bargaining package of pay and common conditions.
- The Commission is aware that the CPSU is escalating industrial action which is disappointing. We note, this is in the context that a majority of CPSU members have voted in favour of the full package of pay and conditions on offer.
- Any action that would restrict the delivery of services would be regrettable.

Kind Regards,

47F



**APSC Media Team**

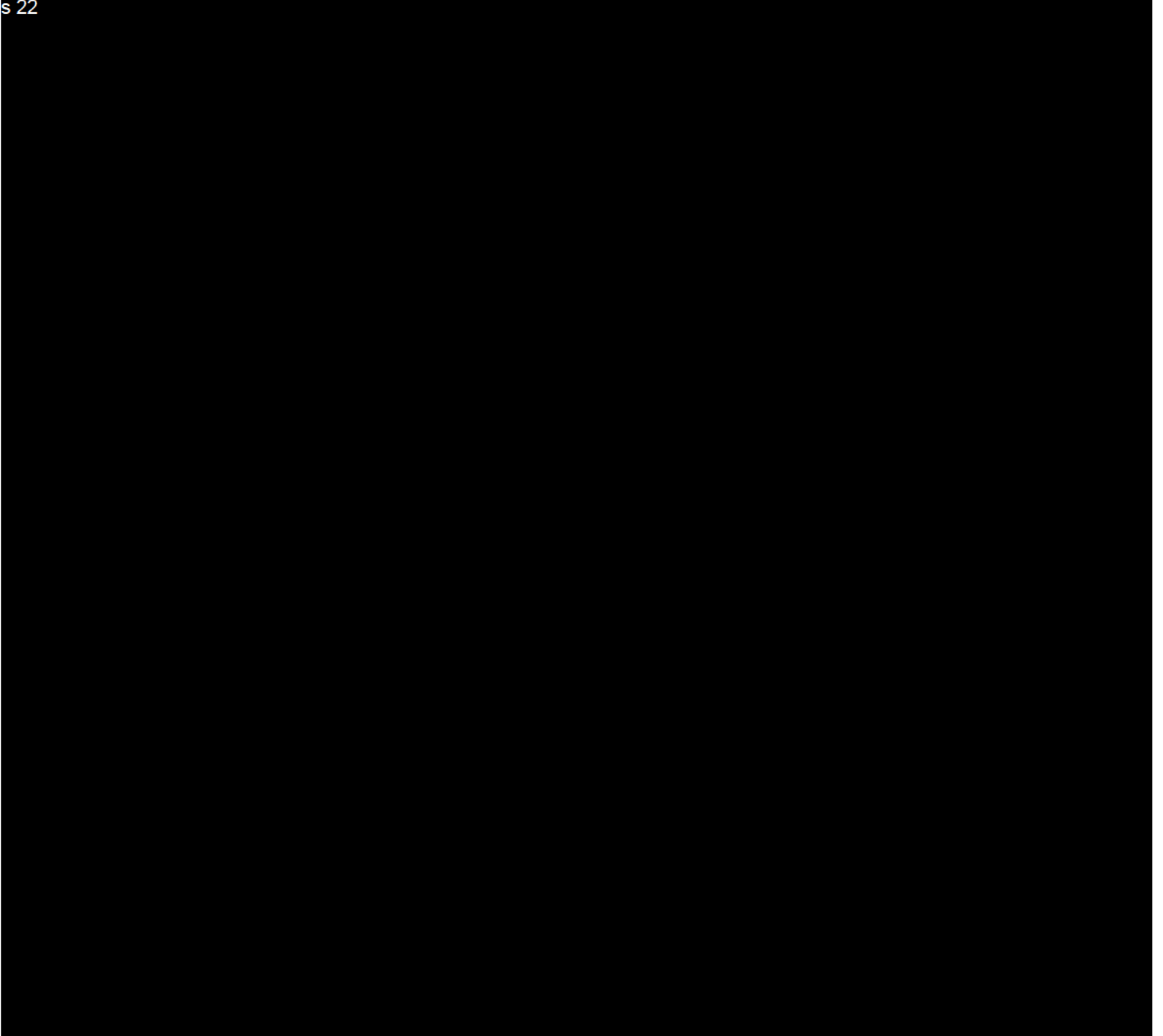
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**From:** Media Enquiries <media@apsc.gov.au>

**Sent:** Friday, 29 September 2023 5:05 PM

**To:** s 22 Media Enquiries <media@apsc.gov.au>

Document 26

**Subject:** RE: Mercer (or similar) remuneration analyses [SEC=OFFICIAL]

OFFICIAL

Hello s 22

Thank you for your enquiry. Please see below the Australian Public Service Commission response.

On background:

No, the APSC has not commissioned a broader market comparison between APS remuneration and state/territory public services or the wider market since 2011. The current service-wide APS bargaining process is focused on taking initial steps to reduce differences in pay within the APS. The pay fragmentation offer supports employees in the lowest paid APS agencies which includes some of the agencies delivering critical services to First Nations people.



47F

**From:** Media Enquiries  
**Sent:** Tuesday, 3 October 2023 3:03 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** RE: APS bargaining [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22

Thank you for your enquiry.

The objective of APS-wide bargaining was to reach broad agreement on a range of conditions in a timely manner. This has been achieved on over 50 conditions.

There is currently no intention to vary the offer, which is considered the largest for APS employees covered by enterprise agreements in the past decade. The package of pay and conditions would provide APS employees with significant enhancements to parental leave entitlements and flexible working arrangements, with more substantial pay increases for agencies with the lowest pay scales.

At this stage the focus has shifted to agency level bargaining in an effort to finalise draft enterprise agreements. Chief Negotiator, Peter Riordan PSM CF, is open to recommencing bargaining with unions and employee bargaining representatives if they wish to reconsider the offer.

Kind regards,

47F



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From: Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)>

Sent: Friday, September 29, 2023 5:05 PM

s 22 Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)> Document 28

Subject: RE: Mercer (or similar) remuneration analyses [SEC=OFFICIAL]

## OFFICIAL

Hello s 22

Thank you for your enquiry. Please see below the Australian Public Service Commission response.

On background:

No, the APSC has not commissioned a broader market comparison between APS remuneration and state/territory public services or the wider market since 2011. The current service-wide APS bargaining process is focused on taking initial steps to reduce differences in pay within the APS. The pay fragmentation offer supports employees in the lowest paid APS agencies which includes some of the agencies delivering critical services to First Nations people.

Warm Regards,

47F



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47F

**From:** Media Enquiries  
**Sent:** Thursday, 5 October 2023 5:18 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** RE: APS bargaining [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22

Please see the Australian Public Service Commission's response below, which may be attributed to an APSC spokesperson:

*While the Commonwealth remains disappointed with the CPSU's decision to reject the Commonwealth's current offer, we respect that employees have a right to take protected industrial action as provided for under the Fair Work Act 2009. The Chief Negotiator remains available for negotiations with unions and employee bargaining representatives if they wish to reconsider the offer.*

Warm regards,

47F

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s 22



**This Message Is From an External Sender**

This message came from outside your organization.

**OFFICIAL**

Hi [REDACTED]

Thank you for your enquiry.

The objective of APS-wide bargaining was to reach broad agreement on a range of conditions in a timely manner. This has been achieved on over 50 conditions.

There is currently no intention to vary the offer, which is considered the largest for APS employees covered by enterprise agreements in the past decade. The package of pay and conditions would provide APS employees with significant enhancements to parental leave entitlements and flexible working arrangements, with more substantial pay increases for agencies with the lowest pay scales.

At this stage the focus has shifted to agency level bargaining in an effort to finalise draft enterprise agreements. Chief Negotiator, Peter Riordan PSM CF, is open to recommencing bargaining with unions and employee bargaining representatives if they wish to reconsider the offer.

Kind regards,

[REDACTED]



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47F

**From:** Media Enquiries  
**Sent:** Tuesday, 10 October 2023 5:33 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** Whole of Government response - Working from home enquiry [SEC=OFFICIAL]

## OFFICIAL

Hello s 22

As discussed, please see below a whole of government response to your enquiry on working from home.

### On background

- The APS is committed to creating flexible workplaces that embrace diversity and meet the expectations of the Australian community and our workforce.
- Earlier this year, the Secretaries Board endorsed a principles based approach to flexible work. The principles of flexible work seek to embed flexibility in the way we work and provide a framework for considering flexibility at the individual, team and organisation level. The principles recognise that flexibility applies to all roles and needs to be mutually beneficial, with different types of flexibility being suitable for different roles. For more information see [Principles of Flexible Work in the APS | Australian Public Service Commission \(apsc.gov.au\)](https://apsc.gov.au)
- As part of APS bargaining we have developed a flexible work provision that will remove any caps on the number of days employees can request to work from home. In addition the proposed flexible work arrangements will require agencies to genuinely consider an employee's flexible work requests and approve these where possible. This recognises that different types of flexible working arrangements may be suitable for different types of roles or circumstances.

Kind Regards,

47F



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47F

**From:** Media Enquiries  
**Sent:** Thursday, 9 November 2023 2:25 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** RE: Pay bargaining update [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22

Please find the Australian Public Service Commission's response below, which may be attributed to an APSC spokesperson.

*The Commonwealth remains hopeful of achieving an acceptable outcome and the proposed APS bargaining package of pay and conditions remains available. Agency-level bargaining is progressing and the Commonwealth would like to see new enterprise agreements finalised as quickly as possible to avoid any delay to the proposed March 2024 pay increase.*

Warm regards,

47F

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47F

**From:** Media Enquiries  
**Sent:** Thursday, 16 November 2023 4:32 PM  
**To:** Media Enquiries; s 22  
**Subject:** RE: Media enquiry - working from home rates [SEC=OFFICIAL]

**OFFICIAL**

Hello s 22

Thank you for your enquiry.

The Australian Public Service Commission provides the following Whole-of-Federal Government response to your enquiry.

Individual agencies manage and record the flexible work arrangements of staff in a number of ways. Effective workforce and resource planning is central to the effective operation of organisations.

Results from the APS Employee Census suggest that in 2022, just over half of Employee Census respondents worked away from the office or from home at least some of the time. It should be noted that the Employee Census results do not indicate the number of days an employee was working from home, rather that they accessed the flexible working arrangement in some form. Other flexible working arrangements offered to employees include job sharing, part time work, compressed work week, and flexible hours of work.

The 2023 APS Employee Census Overall Results will be released on 29 November 2023. This will include individual agency information. The 2022 APS Employee Census Overall Results can be [found here](#).

Warm Regards,

47F



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**From:** Media Enquiries  
**Sent:** Thursday, 16 November 2023 5:19 PM  
**To:** s 22; Media Enquiries  
**Subject:** RE: [SEC=OFFICIAL]

**OFFICIAL**

Hello s 22

The Australian Public Service Commission provides the following response to your enquiry. This can be contributed to an APSC spokesperson.

- Has the APSC been asked by any government agencies to be able to put the current APS offer directly to staff as a ballot rather than going through the union?
- What agencies have requested to be able to put a ballot directly to staff?
- Has the Department of Prime Minister and Cabinet requested to be able to put a ballot directly to staff?
- Has the Department of Finance requested to be able to put a ballot directly to staff?
- Has The Treasury requested to be able to put a ballot directly to staff?

No APS agency has sought approval to put the current APS bargaining package of pay and conditions directly to staff. The Commonwealth remains hopeful of achieving an acceptable outcome with bargaining representatives. Agencies are continuing negotiations to finalise new enterprise agreements.

- Mr Riordan has previously cited the Wage Price Index (WPI) as one of the factors influencing the composition of the current offer. Does yesterday's WPI change that mix of factors in the APSC's view?

The Commonwealth's pay offer of 11.2 per cent is a fair and affordable pay increase in the current economic environment. This pay offer was informed by various economic indicators, consideration of broader wage outcomes, and ensuring an affordable outcome.

Warm Regards,

47F



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**From:** Media Enquiries  
**Sent:** Friday, 17 November 2023 5:47 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** RE: Request for comment [SEC=OFFICIAL]

## OFFICIAL

Hi s 22

Please find the Australian Public Service Commission's response to your enquiry below.

*The Australian Government's Workplace Relations Policy applies to all Commonwealth entities, including the Australian Federal Police. As opposed to the centralised bargaining process for APS agencies, the Australian Federal Police's chief negotiator is accountable for bargaining in good faith within the policy framework for the Australian Federal Police. The APSC continues to support the Australian Federal Police in its negotiations.*

Warm regards,

47F



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**From:** Media Enquiries  
**Sent:** Thursday, 23 November 2023 4:27 PM  
**To:** s 22  
**Cc:** Media Enquiries  
**Subject:** RE: APS bargaining package of pay and conditions – final offer [SEC=OFFICIAL]

**OFFICIAL**

Hi s 22

Thank you for your enquiry.

Please see our response to your enquiry below:

The Commonwealth has improved its pay offer for the Australian Public Service by bringing forward the Year 1 pay increase of 4 per cent by **12 weeks to 21 December 2023**.

Due to the expected timing of when employees will vote on their agency's enterprise agreement, employees could get this benefit in the form of a one-off payment.

Below are indicative one-off payments, based on the median salary of each APS classification.

Classification	Salary	Payment
Graduate	\$71,063	\$654
APS 1	\$53,565	\$493
APS 2	\$57,645	\$530
APS 3	\$67,368	\$620
APS 4	\$77,091	\$709
APS 5	\$83,700	\$770
APS 6	\$97,588	\$898
EL 1	\$122,044	\$1,123
EL 2	\$151,133	\$1,390

Kind regards,

47F



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On Thu, 23 Nov 2023 at 14:27, Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)> wrote:

**OFFICIAL**

Document 36

Good afternoon,

We are writing to inform you that today, the Commonwealth has released the final offer for APS employees to conclude APS-wide bargaining.

For more information, please read the:

- [Open letter](#)
- [Media statement](#).

Kind regards,



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47F

**From:** Media Enquiries  
**Sent:** Thursday, 23 November 2023 5:42 PM  
**To:** s 22 Media Enquiries  
**Subject:** RE: APS bargaining package of pay and conditions – final offer [SEC=OFFICIAL]

**OFFICIAL**

Hello s 22

Please see below the Australian Public Service Commission response to your enquiry.

These quotes can be attributed to Mr Peter Riordan PSM CF.

The Commonwealth's improved pay offer brings forward the Year 1 pay increase of 4 per cent by 12 weeks to 21 December 2023. Due to the expected timing of employee ballots, this benefit will be paid as a one-off payment.

While we do not have comprehensive data, we do not believe any 'sign-on bonuses' have been provided in the past decade.

Warm Regards,

47F



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OFFICIAL

Good afternoon,

We are writing to inform you that today, the Commonwealth has released the final offer for APS employees to conclude APS-wide bargaining.

For more information, please read the:

- [Open letter](#)
- [Media statement](#).

Kind regards,



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47F

**From:** Media Enquiries  
**Sent:** Monday, 27 November 2023 3:23 PM  
**To:** s 22  
**Cc:** 47F Media Enquiries  
**Subject:** RE: APS pay final offer [SEC=OFFICIAL]

**Categories:** 47F

**OFFICIAL**

Hs 22

Please find the Australian Public Service Commission's response to your enquiry below.

*All employee bargaining representatives were advised about the Commonwealth's improved pay offer in writing at the same time, on Thursday, 23 November 2023. The Commonwealth has asked for any responses to the improved pay offer by 12pm Wednesday 29 November 2023.*

Warm regards,

47F



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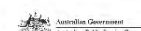
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s 22

# APS Bargaining

## APS Agency Pay Scales 31 December 2022



APS bargaining



AGENCY	APS1 Min	APS1 Max	APS2 Min	APS2 Max	APS3 Min	APS3 Max	APS4 Min	APS4 Max	APS5 Min	APS5 Max	APS6 Min	APS6 Max	EL1 Min	EL1 Max	EL2 Min	EL2 Max
AAT	\$ 48,133	\$ 53,195	\$ 54,472	\$ 61,278	\$ 64,502	\$ 66,966	\$ 69,149	\$ 75,079	\$ 77,124	\$ 81,784	\$ 83,549	\$ 95,686	\$ 105,822	\$ 124,554	\$ 126,711	\$ 135,857
ABCC	\$ 52,414	\$ 54,485	\$ 59,449	\$ 65,103	\$ 66,896	\$ 72,140	\$ 74,483	\$ 80,828	\$ 83,035	\$ 88,000	\$ 89,930	\$ 103,448	\$ 114,481	\$ 123,587	\$ 132,000	\$ 154,483
ABS	\$ 46,349	\$ 52,805	\$ 53,002	\$ 59,763	\$ 60,382	\$ 68,065	\$ 68,122	\$ 76,624	\$ 76,629	\$ 86,073	\$ 86,081	\$ 97,214	\$ 105,758	\$ 122,254	\$ 132,031	\$ 158,836
ACCC	\$ 51,996	\$ 57,472	\$ 58,842	\$ 65,250	\$ 67,018	\$ 72,339	\$ 74,703	\$ 81,109	\$ 83,320	\$ 88,348	\$ 92,228	\$ 103,370	\$ 114,589	\$ 126,815	\$ 132,847	\$ 155,684
ACIAR	\$ 49,396	\$ 54,410	\$ 55,672	\$ 61,546	\$ 63,169	\$ 68,042	\$ 72,164	\$ 76,080	\$ 79,643	\$ 82,716	\$ 87,286	\$ 96,486	\$ 110,291	\$ 115,917	\$ 137,573	\$ 149,493
ACIC	\$ 48,985	\$ 54,140	\$ 56,273	\$ 62,399	\$ 65,103	\$ 70,266	\$ 71,560	\$ 77,699	\$ 79,234	\$ 84,019	\$ 86,452	\$ 97,832	\$ 108,995	\$ 131,404	\$ 136,177	\$ 153,430
ACLEI	\$ 48,300	\$ 53,382	\$ 54,664	\$ 60,615	\$ 62,261	\$ 67,198	\$ 69,388	\$ 75,344	\$ 77,397	\$ 82,070	\$ 83,589	\$ 96,023	\$ 106,617	\$ 129,566	\$ 131,070	\$ 147,689
ACMA	\$ 49,902	\$ 54,996	\$ 56,096	\$ 61,879	\$ 63,748	\$ 69,324	\$ 71,401	\$ 77,612	\$ 79,557	\$ 85,899	\$ 87,686	\$ 99,024	\$ 106,545	\$ 120,152	\$ 128,896	\$ 152,477
ACQSC	\$ 47,270	\$ 53,088	\$ 55,245	\$ 60,287	\$ 63,843	\$ 70,765	\$ 72,331	\$ 76,427	\$ 77,528	\$ 83,844	\$ 86,790	\$ 97,912	\$ 106,653	\$ 121,639	\$ 127,247	\$ 150,654
ACSQHC	\$ 48,163	\$ 54,091	\$ 56,290	\$ 61,426	\$ 65,050	\$ 72,102	\$ 73,699	\$ 77,872	\$ 78,994	\$ 85,429	\$ 88,431	\$ 99,763	\$ 108,669	\$ 123,939	\$ 129,652	\$ 153,502
ADHA	\$ 48,026	\$ 53,937	\$ 56,130	\$ 61,252	\$ 64,865	\$ 71,897	\$ 73,490	\$ 77,651	\$ 78,770	\$ 85,185	\$ 88,178	\$ 99,480	\$ 108,360	\$ 123,586	\$ 129,284	\$ 153,065
AEC	\$ 49,404	\$ 54,604	\$ 55,913	\$ 62,004	\$ 63,686	\$ 69,793	\$ 70,982	\$ 77,785	\$ 79,169	\$ 86,763	\$ 87,635	\$ 98,223	\$ 109,443	\$ 123,331	\$ 129,391	\$ 151,927
AFMA	\$ 47,408	\$ 55,402	\$ 59,396	\$ 63,396	\$ 65,016	\$ 70,661	\$ 73,480	\$ 78,562	\$ 80,981	\$ 85,770	\$ 90,556	\$ 100,139	\$ 111,397	\$ 123,812	\$ 130,692	\$ 152,367
AFSA	\$ 49,457	\$ 54,662	\$ 55,974	\$ 62,067	\$ 63,754	\$ 68,807	\$ 71,055	\$ 77,147	\$ 79,254	\$ 85,595	\$ 87,726	\$ 98,327	\$ 104,508	\$ 123,023	\$ 126,561	\$ 149,794
AG	\$ 49,499	\$ 54,704	\$ 56,019	\$ 62,119	\$ 62,554	\$ 67,511	\$ 69,716	\$ 75,695	\$ 77,762	\$ 82,456	\$ 88,433	\$ 98,646	\$ 107,150	\$ 130,375	\$ 130,375	\$ 148,494
AHL	\$ 48,863	\$ 48,863	\$ 52,893	\$ 54,690	\$ 59,814	\$ 60,627	\$ 67,366	\$ 67,974	\$ 75,040	\$ 79,671	\$ 82,715	\$ 86,978	\$ 104,763	\$ 108,169	\$ 124,498	\$ 127,769
AHRC	\$ 48,384	\$ 54,524	\$ 56,266	\$ 61,914	\$ 62,371	\$ 68,636	\$ 69,513	\$ 76,955	\$ 77,533	\$ 85,383	\$ 85,826	\$ 98,079	\$ 107,355	\$ 120,035	\$ 129,072	\$ 151,691
AIATSIS	\$ 45,283	\$ 49,266	\$ 50,183	\$ 55,941	\$ 57,113	\$ 62,016	\$ 63,703	\$ 69,535	\$ 70,960	\$ 75,739	\$ 77,912	\$ 88,620	\$ 97,230	\$ 106,655	\$ 115,545	\$ 129,115
AIFS	\$ 47,419	\$ 52,409	\$ 55,144	\$ 59,509	\$ 61,121	\$ 67,177	\$ 68,121	\$ 73,964	\$ 76,481	\$ 82,459	\$ 84,555	\$ 94,264	\$ 105,201	\$ 116,176	\$ 123,324	\$ 144,578
AIHW	\$ 48,826	\$ 54,774	\$ 56,778	\$ 62,194	\$ 64,575	\$ 70,654	\$ 72,379	\$ 78,392	\$ 80,693	\$ 86,430	\$ 90,505	\$ 100,051	\$ 110,698	\$ 123,486	\$ 135,473	\$ 152,248
ALRC	\$ 47,885	\$ 56,792	\$ 58,496	\$ 63,918	\$ 65,838	\$ 71,942	\$ 74,098	\$ 80,972	\$ 83,402	\$ 88,479	\$ 91,134	\$ 105,648	\$ 110,931	\$ 128,602	\$ 149,082	\$ 158,160
ANAO	\$ 49,817	\$ 60,558	\$ 60,559	\$ 65,926	\$ 65,927	\$ 71,298	\$ 71,669	\$ 78,768	\$ 82,318	\$ 89,701	\$ 91,199	\$ 104,820	\$ 111,928	\$ 126,131	\$ 128,531	\$ 160,410
ANMM	\$ 47,885	\$ 50,812	\$ 51,835	\$ 57,698	\$ 58,103	\$ 63,968	\$ 64,756	\$ 71,715	\$ 72,228	\$ 77,967	\$ 78,009	\$ 91,404	\$ 100,005	\$ 110,150	\$ 115,344	\$ 130,768
AOFM	\$ 46,581	\$ 54,992	\$ 58,226	\$ 64,696	\$ 68,102	\$ 72,359	\$ 76,615	\$ 85,128	\$ 82,847	\$ 103,559	\$ 101,258	\$ 126,573	\$ 135,092	\$ 168,865	\$ 197,526	\$ 246,908
APSC	\$ 48,729	\$ 50,409	\$ 55,673	\$ 62,100	\$ 64,859	\$ 66,878	\$ 71,429	\$ 76,885	\$ 80,148	\$ 87,650	\$ 91,250	\$ 99,064	\$ 111,086	\$ 127,318	\$ 139,290	\$ 156,591
APVMA	\$ 52,413	\$ 55,079	\$ 58,249	\$ 63,866	\$ 64,431	\$ 72,596	\$ 73,109	\$ 80,544	\$ 83,021	\$ 91,208	\$ 94,381	\$ 105,360	\$ 114,204	\$ 128,605	\$ 134,031	\$ 153,762
ARC	\$ 51,499	\$ 52,817	\$ 55,674	\$ 60,481	\$ 62,177	\$ 65,706	\$ 69,900	\$ 73,868	\$ 75,938	\$ 80,251	\$ 84,076	\$ 93,895	\$ 107,385	\$ 115,640	\$ 128,849	\$ 145,238
ARPANSA	\$ 49,929	\$ 56,754	\$ 58,456	\$ 64,172	\$ 66,560	\$ 74,475	\$ 76,711	\$ 80,160	\$ 82,564	\$ 86,687	\$ 89,288	\$ 102,130	\$ 110,305	\$ 126,917	\$ 134,786	\$ 153,061
ASEA	\$ 50,442	\$ 55,150	\$ 59,245	\$ 63,131	\$ 66,161	\$ 68,912	\$ 71,969	\$ 76,968	\$ 79,462	\$ 84,952	\$ 89,332	\$ 98,235	\$ 109,849	\$ 121,406	\$ 129,265	\$ 155,166
ASQA	\$ 53,487	\$ 54,377	\$ 60,099	\$ 62,245	\$ 66,835	\$ 67,942	\$ 71,747	\$ 75,886	\$ 78,707	\$ 83,760	\$ 89,459	\$ 96,855	\$ 109,098	\$ 119,701	\$ 132,945	\$ 152,988
ATO	\$ 50,977	\$ 56,299	\$ 57,645	\$ 63,887	\$ 65,609	\$ 70,784	\$ 73,086	\$ 79,323	\$ 81,478	\$ 86,376	\$ 87,972	\$ 101,008	\$ 112,682	\$ 122,848	\$ 135,609	\$ 153,703
ATSB	\$ 48,659	\$ 53,596	\$ 55,107	\$ 60,839	\$ 62,872	\$ 67,888	\$ 69,663	\$ 75,698	\$ 77,771	\$ 83,975	\$ 85,956	\$ 98,104	\$ 108,061	\$ 119,283	\$ 128,415	\$ 146,568
AUSTRAC	\$ 51,923	\$ 56,820	\$ 58,779	\$ 64,658	\$ 65,635	\$ 71,513	\$ 72,495	\$ 80,333	\$ 81,312	\$ 89,149	\$ 91,107	\$ 103,791	\$ 111,340	\$ 126,751	\$ 129,776	\$ 153,330
AUSTRADE	\$ 54,290	\$ 54,290	\$ 56,460	\$ 58,719	\$ 61,068	\$ 68,696	\$ 71,441	\$ 77,633	\$ 80,737	\$ 87,472	\$ 91,125	\$ 98,935	\$ 105,366	\$ 118,522	\$ 123,261	\$ 166,837
AWM	\$ 46,467	\$ 51,352	\$ 53,749	\$ 58,306	\$ 59,569	\$ 64,641	\$ 66,656	\$ 72,474	\$ 73,710	\$ 78,945	\$ 82,557	\$ 92,371	\$ 105,098	\$ 113,578	\$ 137,055	\$ 152,890
BOM	\$ 48,022	\$ 53,438	\$ 55,448	\$ 60,769	\$ 61,449	\$ 67,299	\$ 68,878	\$ 75,532	\$ 76,783	\$ 83,683	\$ 84,670	\$ 96,267	\$ 103,085	\$ 116,115	\$ 125,428	\$ 140,871
Cancer	\$ 48,862	\$ 54,514	\$ 56,731	\$ 61,908	\$ 65,561	\$ 72,669	\$ 74,277	\$ 78,482	\$ 80,788	\$ 85,270	\$ 89,124	\$ 100,547	\$ 109,521	\$ 124,912	\$ 130,671	\$ 154,705
CCA	\$ 48,862	\$ 52,280	\$ 53,557	\$ 58,377	\$ 59,606	\$ 65,751	\$ 66,980	\$ 71,896	\$ 73,125	\$ 78,349	\$ 79,885	\$ 94,633	\$ 98,320	\$ 125,259	\$ 117,369	\$ 157,853
CER	\$ 50,070	\$ 56,790	\$ 59,633	\$ 63,631	\$ 66,367	\$ 71,843	\$ 74,580	\$ 78,684	\$ 81,422	\$ 85,528	\$ 88,950	\$ 101,264	\$ 109,474	\$ 124,527	\$ 130,686	\$ 153,947
CGC	\$ 49,099	\$ 54,986	\$ 59,419	\$ 63,551	\$ 64,569	\$ 69,798	\$ 74,763	\$ 78,149	\$ 82,339	\$ 86,145	\$ 93,570	\$ 98,749	\$ 118,717	\$ 124,807	\$ 146,938	\$ 157,834
Comcare	\$ 50,060	\$ 54,757	\$ 56,252	\$ 62,289	\$ 64,202	\$ 69,692	\$ 71,546	\$ 78,248	\$ 80,681	\$ 86,553	\$ 89,922	\$ 99,780	\$ 111,215	\$ 132,517	\$ 139,138	\$ 157,886
DAFF	\$ 48,952	\$ 51,888	\$ 56,208	\$ 63,417	\$ 63,867	\$ 71,444	\$ 72,002	\$ 78,386	\$ 78,548	\$ 86,168	\$ 88,408	\$ 100,378	\$ 115,663	\$ 124,403	\$ 136,118	\$ 158,149
DCCEEW	\$ 48,952	\$ 51,888	\$ 56,208	\$ 63,417	\$ 63,867	\$ 71,444	\$ 72,002	\$ 78,386	\$ 78,548	\$ 86,168	\$ 88,408	\$ 100,378	\$ 115,663	\$ 124,403	\$ 136,118	\$ 158,149
Defence	\$ 48,764	\$ 54,740	\$ 55,187	\$ 62,042	\$ 62,863	\$ 69,265	\$ 71,207	\$ 77,739	\$ 78,143	\$ 83,700	\$ 85,607	\$ 97,790	\$ 108,195	\$ 122,044	\$ 125,622	\$ 150,785
DESE	\$ 51,711	\$ 56,541	\$ 60,736	\$ 64,722	\$ 67,828	\$ 70,648	\$ 73,783	\$ 78,907	\$ 81,464	\$ 87,093	\$ 91,584	\$ 100,710	\$ 112,617	\$ 124,466	\$ 132,522	\$ 159,076
DEWR	\$ 51,711	\$ 56,541	\$ 60,736	\$ 64,722	\$ 67,828	\$ 70,648	\$ 73,783	\$ 78,907	\$ 81,464	\$ 87,093	\$ 91,584	\$ 100,710	\$ 112,617	\$ 124,466	\$ 132,522	\$ 159,076
DFAT	\$ 49,767	\$ 54,352	\$ 57,614	\$ 62,219	\$ 65,290	\$ 71,163	\$ 73,162	\$ 77,996	\$ 80,675	\$ 86,207	\$ 88,949	\$ 100,015	\$ 110,767	\$ 123,902	\$ 133,818	\$ 151,133
DFSVA	\$ 48,072	\$ 53,795	\$ 56,184	\$ 62,520	\$ 64,930	\$ 70,451	\$ 73,563	\$ 79,070	\$ 80,789	\$ 86,277	\$ 88,490	\$ 99,464	\$ 110,255	\$ 125,152	\$ 129,952	\$ 153,215
DHA	\$ 53,683	\$ 60,031	\$ 61,071	\$ 65,986	\$ 67,368	\$ 74,647	\$ 75,687	\$ 81,840	\$ 82,880	\$ 90,061	\$ 91,101	\$ 104,732	\$ 110,587	\$ 134,962	\$ 137,043	\$ 168,624
DPP	\$ 47,481	\$ 53,196	\$ 54,835	\$ 60,291	\$ 60,699	\$ 66,746	\$ 67,559	\$ 74,738	\$ 75,260	\$ 81,338	\$ 82,721	\$ 95,027	\$ 104,773	\$ 114,345	\$ 126,242	\$ 142,890







# APS Bargaining

## APS staff consultation survey 2023

### About APS bargaining

The Australian Government is committed to fair and equitable conditions of employment and job security for the Australian Public Service (APS) and is committed to APS service-wide bargaining for common terms and conditions. The APS bargaining process will also aim to take initial steps to reduce pay fragmentation across the APS.

APS bargaining aims to improve equality in pay and conditions across the APS over time. It will impact every APS employee. The difference in pay and conditions across APS departments and agencies has happened over decades. It will take time to fix the system and we expect it may take several bargaining rounds to achieve a high degree of commonality across the APS.

### Have your say

To inform the APS bargaining process, the Australian Public Service Commission (APSC) has been consulting with APS agencies and unions. More information on the APSC consultation to date is available on the APS bargaining [website](#).

The APSC is now seeking your views on what you'd like the APSC to consider in the APS bargaining process and invites you to please complete this short survey.

The survey asks you what employment conditions matter the most to you, and what conditions you think should be standard across the APS.

Please complete this survey to help us get your views and inform the development of the APS bargaining process.

**The survey is optional, anonymous and will take you less than 5 minutes to complete.**

**The survey closes on Friday, 3 February 2023.**

Contact: [WRreform@apsc.gov.au](mailto:WRreform@apsc.gov.au)





# Survey questions

## 1. What employment conditions matter most to you?

*Please select up to 5.*

- Workplace flexibility
- Leave entitlements
- Pay and pay scales
- Mobility
- Flex time
- TOIL
- Health and wellbeing
- Career progression
- Superannuation
- Hours of work
- Allowances and reimbursements
- Overtime
- Dispute resolution
- Performance management
- Christmas shut down period

## 2. What conditions do you think should be standard for all employees across the APS?

*Please select up to 5.*

- Workplace flexibility
- Leave entitlements
- Pay and pay scales
- Mobility
- Flex time
- TOIL
- Health and wellbeing
- Career progression
- Superannuation
- Hours of work
- Allowances and reimbursements
- Overtime
- Dispute resolution
- Performance management
- Christmas shut down period



### 3. How would you like to hear about APS bargaining updates?

*Updates will include a summary of these survey results, preparation information ahead of APS bargaining and any relevant information at key stages of this process.*

- Direct email
- Through your intranet and internal communications teams
- From your executive or managers
- APSC social media accounts
- Other, please specify

### 4. What is your level?

*This is your substantive not acting role. These levels are based on the [APS classification guide](#)*

- Graduate/Trainee/Apprentice
- APS1
- APS2
- APS3
- APS4
- APS5
- APS6
- EL1
- EL2
- SES
- Other, please specify

Thank you for providing your contribution to common terms and conditions for APS employees.

The information will be used by the Australian Public Service Commission to inform the comprehensive workplace relations policy that will guide APS bargaining. Aggregated data may also be used externally to the APSC. Read the [collections notice](#) for more information.

#### Hear from the APS Bargaining Team

Please [sign up](#) to the APS bargaining newsletter to get the latest updates direct from the Australian Public Service Commission.

**From:** Media Enquiries  
**Sent:** Friday, 28 July 2023 11:45 AM  
**Cc:** Media Enquiries  
**Subject:** Negotiations over APS-wide common conditions nearing conclusion  
[SEC=OFFICIAL]

**OFFICIAL**

Good morning,

APS-wide bargaining has made significant progress over the past 3 months, with the Chief Negotiator considering and hearing over 1500 claims on pay and conditions across over 90 categories. Most matters have been discussed multiple times to develop principles to underpin common clauses for all APS enterprise agreements. This significant progress will see many common conditions move forward to the next phase of the process.

The Chief Negotiator will take time away from the bargaining table after 1 August to work through how best to settle the final package of pay and conditions. Two additional bargaining meetings have been scheduled for 15 August and 24 August to enable all parties to continue to participate in the bargaining process and advocate their positions.

APS employees will vote on the full package after agency-level bargaining is complete as part of their agency's enterprise agreement.

The Minister for the Public Service expects most enterprise agreements will be finalised and operational by early 2024, with some potentially finalised by the end of 2023.

The Chief Negotiator will provide APS employees updates on broadly supported common conditions over the coming weeks.

Warm regards,



**APSC Media Team**

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47F

**From:** Media Enquiries  
**Sent:** Tuesday, 29 August 2023 12:51 PM  
**Cc:** Media Enquiries  
**Subject:** Package of pay and further common conditions released in APS Bargaining [SEC=OFFICIAL]  
**Attachments:** PeterRiordan3.jpg  
**Categories:** 47F

## **OFFICIAL**

Good afternoon,

Chief Negotiator for APS Bargaining Mr Peter Riordan PSM has today tabled an improved Commonwealth pay offer, base salary structure and improvements to parental leave entitlements.

The tabling of these conditions represents the culmination of service-wide bargaining, a process that since 30 March this year has considered over 1500 claims from employee bargaining representatives and made meaningful progress to deliver all APS employees fair and equitable pay and conditions.

The improved pay offer rises to 11.2% over 3 years, with an increase of 4%, 3.8% and 3.4% in March 2024, 2025 and 2026 respectively. This promises the largest increase in pay for APS employees in over a decade.

The first increase would take effect on the first full pay period after 1 March 2024, and will allow around 50 agencies to bring forward their next scheduled pay increase.

Further, more than 50 agencies who would normally receive pay increase before 1 March 2024 will get a realignment payment to help them transition to this new pay increase date. Employees will get this payment close to their scheduled pay increase, and before they finalise their agency's enterprise agreement.

A revised base salary structure will make significant progress addressing pay fragmentation across the APS, lifting salary scales in 83 different agencies, benefiting almost 8,000 employees by March 2026.

Improvements to parental leave conditions will support gender equity and choice over parenting responsibilities. Primary caregivers will receive 18 weeks parental leave, an increase for 94 agencies. Secondary caregivers will receive 8 weeks parental leave, and rising to 18 weeks over the life of the enterprise agreement. This is an increase for all APS agencies. There will also be paid premature birth leave from the date of birth, to what would have been 37 weeks gestation, a new entitlement for the APS. Qualifying periods for paid parental leave will be removed.

The bargaining process has achieved broad support for 37 common conditions, with clauses or principles now to be drafted, for inclusion in the Statement of Common Conditions. These common conditions will be included in agency enterprise agreements, to be voted on as part of those agreements within each agency.

The first pay increase for all APS employees is proposed to take effect on the first full pay period after 1 March 2024, with realignment payments provided to compensate employees for delayed pay increases in certain circumstances. It is expected enterprise agreements will be finalised by March 2024.

### **Quotes attributable to APS Bargaining Chief Negotiator Peter Riordan:**

*"The service-wide conditions represent a holistic package for APS employees. It's a package that offers fair and equitable reward for the essential work APS employees do serving Australians. It recognises contemporary expectations around work and the diversity of the APS workforce, with conditions supporting equity, diversity, mobility and flexible work."*

*“Today I was able to offer a package of pay, enhancements flexible work arrangements and significant improvements to parental leave entitlements for both primary and secondary caregivers.”*

*“Service-wide bargaining was an opportunity for genuine consideration of a range of conditions affecting APS employees. I considered over 1500 claims across more than 90 topics over the past 5 months. I thank all parties for engaging with the process.”*

**Audio Comments for radio:**

Pre-recorded comments from Peter Riordan are provided for radio broadcast. They can be downloaded here:

<https://www.dropbox.com/sh/n77nemx46hgmdx9/AADrOxMC1c1xZvSMGGI3YksFa?dl=0>



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**Australian Government**

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**Australian Public  
Service Commission**



## Media Enquiries

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**From:** Media Enquiries  
**Sent:** Thursday, 23 November 2023 2:31 PM  
**Cc:** Media Enquiries  
**Subject:** APS bargaining package of pay and conditions – final offer [SEC=OFFICIAL]

### **OFFICIAL**

Good afternoon,

We are writing to inform you that today, the Commonwealth has released the final offer for APS employees to conclude APS-wide bargaining.

For more information, please read the:

- [Open letter](#)
- [Media statement](#).

Kind regards,



**APSC Media Team**

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**From:** Media Enquiries  
**Sent:** Friday, 17 March 2023 11:35 AM  
**Subject:** APS bargaining update: list of proposed common conditions released [SEC=OFFICIAL]

## **OFFICIAL**

Good morning,

The APS Workplace Relations Bargaining Taskforce (Taskforce) has released a list of proposed common conditions to be considered during service-wide bargaining.

This list of proposed conditions was formulated after significant consultation with APS agencies. It will facilitate open and constructive discussions with unions and Employee Bargaining Representatives (EBRs). The intent of these discussions will be to agree on a set of common conditions to be reflected in all Australian Public Service (APS) enterprise agreements.

The Taskforce's list of proposed common conditions represents a starting point for bargaining. The Taskforce recognises that unions and EBRs may propose other common terms as part of their claims. The Taskforce is committed to considering claims made by all parties in good faith. For this reason the proposed list of common conditions may be updated from time to time to reflect agreed changes throughout the bargaining process. In addition to the proposed list of common conditions, service-wide bargaining will also discuss pay increases and a mechanism to reduce pay fragmentation across the APS.

The list of proposed common terms is available on the APSC's website: [APS bargaining | Australian Public Service Commission \(apsc.gov.au\)](#). The list has also been distributed to unions and Agency Lead Negotiators. It will also be provided to EBRs when the initial list of EBRs has been compiled.

### **Quotes:**

(Attributable to Peter Riordan PSM CF, Deputy Commissioner for the Workplace Relations Bargaining Taskforce, Australian Public Service Commission)

*"The list of proposed common conditions is ambitious. It reflects that we are entering this process with an open-mind. I want this process to be a wide-ranging and meaningful discussion that considers the contemporary needs of our workforce, and the changing nature of the workplace. In addition to the proposed list of common conditions, service-wide bargaining will also discuss pay increases and a mechanism to reduce pay fragmentation across the APS."*

*"We may not resolve the full list of proposed common conditions in the first round of service-wide bargaining, due to be completed by the end of July. We will reserve for future rounds conditions that remain unresolved at the conclusion of this round of bargaining. Those future rounds will benefit from the work and discussions we're starting now."*



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**From:** Media Enquiries  
**Sent:** Wednesday, 15 February 2023 5:46 PM  
**Cc:** Media Enquiries  
**Subject:** APS Workplace Relations Bargaining Taskforce to begin service-wide bargaining by end of March [SEC=OFFICIAL]  
**Attachments:** Peter\_Riordan.jpg

**OFFICIAL**

Good afternoon,

The Workplace Relations Bargaining Taskforce within the Australian Public Service Commission (APSC) will begin formal APS-wide bargaining before the end of March.

The Taskforce recognises the importance of genuine bargaining to improve pay and conditions and is committed to progressing APS bargaining as quickly as possible.

Since its formation in October 2022, the Workplace Relations Bargaining Taskforce has been developing an approach to APS bargaining that will be fair, consultative and employee focused. The Taskforce has engaged in consultation with agencies, and a broad range of staff across the APS.

The Taskforce will work closely with agencies to ensure staff are kept informed and supported throughout the process. The Taskforce will also communicate directly with staff via regular newsletters and the Taskforce [website](#).

While bargaining is underway, agencies current enterprise agreement or industrial instruments will continue to operate until a new enterprise agreement is in place.

**Quotes:**

“The Taskforce is well advanced in its preparations and its consultation with agencies and employees. We are ready and we are committed to making this process one that is employee focused, consultative, and helps position the APS as a model employer.”

“We are committed to good faith bargaining and to undertaking APS bargaining as quickly as possible. We look forward to working with employee representatives and unions in coming months.”

(Quotes attributable to Peter Riordan – Deputy Commissioner for Workplace Relations Bargaining Taskforce, APSC)





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**From:** Media Enquiries  
**Sent:** Tuesday, 11 July 2023 3:47 PM  
**Cc:** Media Enquiries  
**Subject:** Chief Negotiator tables Commonwealth's position on APS flexible work [SEC=OFFICIAL]

**OFFICIAL**  
Good afternoon,

A presumption that flexible work requests should be approved and specific consideration of First Nations connection to country are key features of the APS flexible work common condition tabled by Chief Negotiator Peter Riordan today.

Under the proposed condition, all APS employees are able to make requests for flexible work, which may include changes in hours of work, patterns of work and the location of work. This formally extends the entitlements in the National Employment Standards.

After initial discussions of flexible work in negotiations in late April 2023, the Chief Negotiator developed this position in response to bargaining claims and in partnership with the 103 agencies he represents.

The outcome of this process is a proposed common condition that would provide:

- Flexibility for all roles, with different types of flexibility being suitable for different roles.
  - A presumption that agencies approve flexible work requests.
  - Consideration of connection to country when reviewing First Nations flexible work requests.
- Each request for a flexible working arrangement is to be considered on its merits but can be amended or declined on reasonable business grounds.
- Agencies will not impose working from home caps on groups of employees to allow agencies to consider each individual request.
- Scope for employees to work outside their agency's regular span of hours, and agencies may provide support to employees in relation to equipment and costs when working from home.

The intention is to establish flexible arrangements that work for the employee and their workplace, and pay regard to the Principles of Flexible Work in the APS.

This flexible work proposal is a significant innovation and reform for APS employment and would provide a consistent approach to flexible work arrangements for all APS employees.

If agreement is reached on this proposal and a range of other matters during bargaining, employees will get to vote on their agency's enterprise agreement after agency-level bargaining is complete.

**Quotes attributable to Peter Riordan PSM, Deputy Commissioner for Workplace Relations Bargaining Taskforce:**

"This common condition is a significant step for the APS and would create a consistent approach to flexible work arrangements for all APS employees".

"This common condition is the result of genuine negotiation, collaborating with agencies and engaging in good faith with bargaining representatives to achieve a meaningful outcome for employees and agencies."



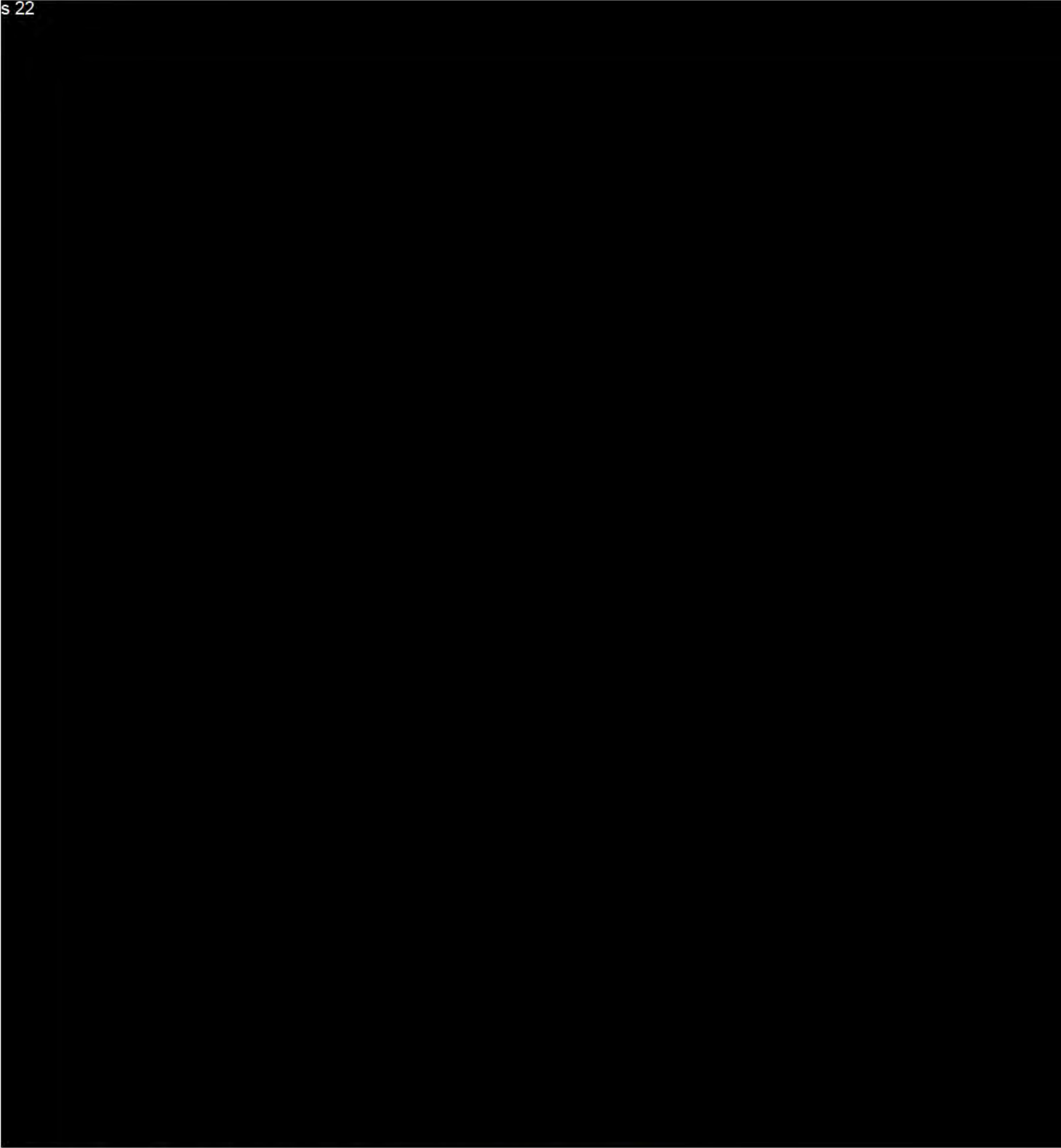
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On Fri, 27 Jan 2023 at 09:56, Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)> wrote:

**OFFICIAL**

Document 48

Good morning,

The Australian Public Service Deputy Commissioner (Workplace Relations Bargaining Taskforce), Peter Riordan PSM CF, has written an open letter to APS employees.



The letter:

- provides an update on the Australian Public Service Commission's progress towards commencing APS service-wide bargaining for common terms and conditions, and taking initial steps to reduce pay fragmentation across the APS.
- asks APS employees to have their say on common terms and conditions ahead of APS bargaining, and advises consultation with agencies and unions has been occurring over recent months.
- invites APS employees to complete a short survey. The information collected will inform the development of the comprehensive workplace relations policy to guide APS service-wide bargaining. It asks employees about:
  - what employment conditions matter the most to them
  - what conditions they consider should be standardised across the APS.

Read the full letter on the Commission's website: <https://www.apsc.gov.au/news-and-events/open-letters-australian-public-service/open-letter-australian-public-service-aps-employees-aps-bargaining>

Please email [media@apsc.gov.au](mailto:media@apsc.gov.au) for further information.

Regards,



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47F

**From:** Media Enquiries  
**Sent:** Tuesday, 20 June 2023 12:55 PM  
**To:** Media Enquiries  
**Subject:** Release of the Review of the Maternity Leave (Commonwealth Employees) Act 1973 [SEC=OFFICIAL]

**OFFICIAL**

Good afternoon,

The Australian Public Service Commission has released the [Review of the Maternity Leave \(Commonwealth Employees\) Act 1973](#).

This is accompanied by the release of [Circular 2023/5 - Release of the Maternity Leave \(Commonwealth Employees\) Act 1973 Review](#).

Please direct any enquiries to [media@apsc.gov.au](mailto:media@apsc.gov.au).

Warm regards,



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**OFFICIAL**

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- provides an update on the Australian Public Service Commission's progress towards commencing APS service-wide bargaining for common terms and conditions, and taking initial steps to reduce pay fragmentation across the APS.
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Please email [media@apsc.gov.au](mailto:media@apsc.gov.au) for further information.

Regards,



**APSC Media Team**

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Australian Government  
Australian Public Service Commission

# APS bargaining news

Welcome to **APS bargaining news**, the newsletter that will keep you informed and up to date about all things bargaining in the APS.

**Monday**  
**01/05/23**

## APS-wide bargaining: Flexible Work Proposal

Last week we heard from Peter Riordan PSM CF, Chief Negotiator for APS-wide bargaining, on a proposed common approach to flexible working arrangements to cover all APS employees.

The broad proposal is currently being considered by Unions and Employee Bargaining Representatives (EBRs) with further discussion to occur in future meetings.

You have told us a common approach to flexible work is one of the most important items to APS employees. Following productive discussions, we are confident we can reach a positive outcome for both APS agencies and employees on this matter. The proposal put forward by Mr Riordan included:

- Extensions to existing entitlements to allow flexible work requests for any reason.
- Agencies will be expected to genuinely consider and respond to all flexible work requests from their employees.
- The proposed entitlement won't include a cap on the number of day's employees can request to work from home. Instead, agencies will be required to consider what arrangements are appropriate in their agency, taking into account that agencies and their employees know their operating environment and job types the best.
- If an agency is unable to accommodate a flexible work request:
  - there will be a clear process outlined for agencies to follow, and



- a requirement to genuinely try to find alternative arrangements to accommodate the employee's circumstances.

Further discussions on flexible working arrangements will occur in future meetings, particularly around what a common term for inclusion in an enterprise agreement might look like.

We also heard initial claims from Unions and EBRs about employees with caring responsibilities and on location of work.

### **Status**

At this early stage, there has been no in-principle agreement on any matter.

We expect to reach in-principle agreement on matters progressively over the weeks ahead. We will provide further updates on our progress in each new issue of APS Bargaining News.

## **What's next?**

This Tuesday 2 May we will discuss a range of matters that fall under Professional Development, including:

- Study assistance
- Learning and Development
- Sabbatical Leave
- Graduates
- Classifications & Work Level Standards
- Professional Qualifications

## **Stay engaged in APS-wide bargaining**

Encourage your colleagues to [sign up for updates directly from the Taskforce](#). You can also visit our [APS bargaining website](#).

APS bargaining news



s22



**From:** [Media Enquiries](#)  
**To:** s 22  
**Cc:** 47F  
**Subject:** RE: Agency pay comparison [SEC=OFFICIAL]  
**Date:** Thursday, 2 March 2023 2:32:04 PM  
**Attachments:** [image001.png](#)  
[APS Agency Pay Scales - 31 December 2022.xlsx](#)  
[image002.jpg](#)

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## OFFICIAL

Good afternoon s 22

Please see **below** and **attached** the APSC's response to your query. Quotes below may be attributed to an APSC Spokesperson:

*The Workplace Relations Bargaining Taskforce is committed to an informed and consultative bargaining process. As part of preparations, the Taskforce has assembled a dataset of salary rates across APS agencies from publicly available information. Please find it attached.*

*The dataset provides a valuable overview of the current context in which APS-wide bargaining will commence. Pay fragmentation has occurred across the APS over decades. One of the objectives for APS bargaining is to take initial steps to reduce this pay fragmentation.*

*Bargaining is anticipated to commence by the end of March.*

Warm regards,

47F



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**From:** Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)>  
**Sent:** Thursday, March 2, 2023 12:17:53 PM  
**To:** s 22  
**Cc:** Media Enquiries <[media@apsc.gov.au](mailto:media@apsc.gov.au)>  
**Subject:** RE: Agency pay comparison [SEC=OFFICIAL]

**OFFICIAL**

H s22,

Here is the link to the [APS Remuneration Report 2021](#).

The Australian Public Service Remuneration Report provides an annual snapshot of remuneration paid to APS employees as at 31 December each year. The Report captures data for 143,110 employees as at 31 December 2021. This includes 140,251 non-SES and 2,859 SES employees.

Warm regards,

47F



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