

From: Media Enquiries <media@apsc.gov.au>
Sent: Tuesday, May 16, 2023 11:45 AM

OFFICIAL

Good morning,

Chief Negotiator for APS Bargaining Peter Riordan PSM has this morning tabled the Commonwealth’s pay offer for APS employees as part of service-wide bargaining.

The pay offer would provide APS employees a 10.5% boost over 3 years, and would represent the largest proposed increase in over a decade for the Australian Public Service.

If agreed to, APS employees would receive a 4% increase in the first year, a 3.5% increase in the second and 3% in the third year.

As an example, an APS employee who currently earns a salary of \$95,873 would receive a total pay increase of \$10,421, taking their annual salary to \$106,294.

The Commonwealth’s pay offer recognises the need to provide APS employees with a meaningful increase in pay, and the government’s commitment to service-wide bargaining providing APS employees with fair and equitable conditions.

This pay offer has been developed with consideration of broader economic and workforce factors. Supporting this is a forecast decline in CPI to 3.25% over 2023-24, decreasing further to 2.5% over 2025-26. The Wage Price Index is expected to be 4% over 2023-24, easing further to 3.25% in 2024-25.

The Commonwealth’s pay offer is made as part of the genuine APS Bargaining process. Claims on pay were tabled by Unions and Individual Bargaining Representatives (IBRs) on Thursday May 11 and will be considered in good faith.

APS Bargaining will also consider pay fragmentation separately in subsequent discussions during Bargaining.

The Chief Negotiator aims to move through issues as efficiently as possible, and will progress discussions on other matters according to the bargaining schedule.

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

“This is a fair and considered pay offer. It offers APS employees the largest increase in pay in over ten years balanced against inflation pressures, global economic uncertainty and broader fiscal responsibilities.”

“We are looking forward to progressing discussions on a variety of matters in coming weeks. This will include considering steps to address pay fragmentation across the Australian Public Service.”

Table 1: Impact on median base salaries as at 31 December 2021:

Classification	Current	Year 1	Year 2	Year 3	Benefit over 3 years
Grad	67,661	70,367	72,830	75,015	Increase of \$7,354
APS 1	52,792	54,904	56,825	58,530	Increase of \$5,738
APS 2	58,059	60,381	62,495	64,370	Increase of \$6,311
APS 3	66,563	69,226	71,648	73,798	Increase of \$7,235
APS 4	76,103	79,147	81,917	84,375	Increase of \$8,272
APS 5	82,059	85,341	88,328	90,978	Increase of \$8,919
APS 6	95,873	99,708	103,198	106,294	Increase of \$10,421
EL 1	119,651	124,437	128,792	132,656	Increase of \$13,005

EL 2	148,315	154,248	159,646	164,436	Increase of \$16,121
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s 22



s 22

47F

From: Media Enquiries
Sent: Friday, 31 March 2023 2:02 PM
To: s 22
Cc: Media Enquiries
Subject: RE: CPSU claim [SEC=OFFICIAL]

OFFICIAL

Good afternoon s 22

Please find below responses to your enquiry, attributable to Deputy Commissioner Peter Riordan.

- *- Is a 20% pay claim over 3 years, including 9% in the 1st year, too high? "Pay is a really important matter to APS employees, and we understand it is going to be one of the most important given the current labour market. The CPSU, like all other unions, and enterprise bargaining representatives will make their pay claims and we will consider them all in good faith during bargaining. I am committed to genuine bargaining for a fair and affordable pay increase for APS staff."*
- *- Is the government likely to agree to a month of gender affirmation leave? If not, why? "We are genuinely considering all claims, and plan to engage productively at the bargaining table, including on gender affirmation leave."*
- *Does the government believe unlimited work from home rights are too excessive? Should public servants be made to work from the office? "We expect working from home and other flexible work arrangements to be tabled during the bargaining process. As we represent all APS agencies during APS-wide bargaining, we need to consider common conditions and their impact on an agency's operational requirements. Agencies have service delivery obligations on behalf of the Australian community and not all types of flexibility is suitable for all roles."*

Kind regards,

47F

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47F

From: Media Enquiries
Sent: Friday, 31 March 2023 1:31 PM
To: s 22
Cc: s 22
Subject: RE: Pay bargaining [SEC=OFFICIAL]

OFFICIAL

Good afternoon s 22

Please find below responses to your questions, attributable to Deputy Commissioner Peter Riordan.

- Can the APSC provide details of its model to reduce pay inequities among agencies? Does it align with the model put forward by the CPSU?

"The model to reduce pay fragmentation across APS agencies will be a matter discussed during APS bargaining. This is a really important part of the APS bargaining process. It will support mobility across the APS, to enable employees to consider roles on offer, rather than focusing on differences in pay rates for jobs at the same classification level. We look forward to discussing this matter further with Unions and Employee Bargaining Representatives in bargaining."

- How much progress can the APSC make on this issue in this round of bargaining?

"One of the objectives of the first round of APS-wide bargaining is to seek agreement on a model to reduce pay fragmentation across the APS. We will seek to take initial steps to address the pay levels of certain classifications in our lowest paid agencies? It will take time to reduce pay fragmentation given the scale of the differences that have emerged over decades."

- How many rounds of bargaining does the APSC expect it will take to remove pay inequities between agencies?

"We suspect it will take a number of bargaining rounds to more closely align salaries between APS agencies."

Kind regards,

47F

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From: Media Enquiries**Sent:** Friday, 31 March 2023 10:40 AM

47F

From: Media Enquiries
Sent: Wednesday, 3 May 2023 3:20 PM
To: s 22
Cc: Media Enquiries
Subject: RE: [SEC=OFFICIAL]

OFFICIAL

Hi s 22

Thank you for your enquiry.

Please see below, a link to the online version of APS Bargaining news that was distributed on Monday.

[APS Bargaining News – Issue 6](#)

No further updates were released.

Regards,

47F



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----- Forwarded message -----

From: **Workplace Relations Bargaining Taskforce** <WRreform@apsc.gov.au>

Date: Mon, May 8, 2023 at 11:03 AM

Subject: APS Bargaining News - Issue 7

To: <s 22 [REDACTED]>

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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
08/05/23**

APS-wide bargaining update

Last week we discussed claims put forward by Unions and Individual Bargaining Representatives (IBRs) on Professional Development.

Peter Riordan PSM CF, Chief Negotiator of APS-wide bargaining, heard claims from Unions and IBRs on the following matters:

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

Generally discussions were productive and the APSC broadly committed to consider proposed claims further and test them with APS agencies.

It was suggested that some items, including Sabbatical Leave and Study Leave, may better fit in agency-level bargaining. Items such as Sabbatical Leave may move to agency-level bargaining if the differences across APS agencies are too significant to develop a common term.

Discussions suggested there are matters that may require further consultation and work outside of this round of APS-wide bargaining. This included a proposal on a joint review of classifications and work level standards. These matters remain under consideration as part of the APS-wide bargaining process.

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?

On **Tuesday 9 May** discussions will focus on supporting First Nations employees.

Mr Riordan will also table proposed common terms on cultural, ceremonial and NAIDOC leave.

Unions will put forward a proposal on First Nations Employment.

On **Thursday 11 May** we kick-start discussions on Pay. In this meeting we will hear claims from Unions and Individual Bargaining Representatives (IBRs) on:

- Pay Claims
- Salary Setting
- Junior Rates of Pay

The Commonwealth will table its pay offer for all APS employees on **Tuesday 16 May**.

Updated bargaining schedule

Stay updated on when we will discuss items by viewing our [updated indicative bargaining meeting schedule](#) on the APSC website.

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



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Journalist

Mobile: +s 22

47F

From: Media Enquiries
Sent: Friday, 12 May 2023 11:03 AM
To: s 22
Cc: Media Enquiries
Subject: RE: APS pay negotiations [SEC=OFFICIAL]

OFFICIAL

Dear s 22

Thank you for your enquiry. Please see below our response to your questions.

- How much money in the budget is allocated towards APS wages and will it constrain EBA negotiations?

The Budget does not detail a specific allocation of funds for APS pay increases. Pay increases for APS employees will be negotiated in good faith with unions and Individual Bargaining Representatives as part of the APS bargaining process.

- What rise is the APSC prepared to offer after viewing the budget?

The Commonwealth will table its pay increase offer at an APS bargaining meeting on Tuesday, 16 May 2023.

Many thanks,

47F

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On Tue, 30 May 2023 at 09:02, Media Enquiries <media@apsc.gov.au> wrote:

OFFICIAL

[UNDER EMBARGO until 11am AEST 30 May 2023]

Good morning,

Chief Negotiator for APS Bargaining, Mr Peter Riordan PSM CF, will this morning table the Commonwealth's initial approach to addressing pay fragmentation across the Australian Public Service.

Pay fragmentation in the APS has emerged over a considerable period, creating differences between agencies in the salary ranges they offer, between the minimum and maximum values within agency salary ranges, and rates for incremental salary progression.

The initial approach being tabled takes important first steps towards addressing these.

The approach creates a base salary range at each APS classification from APS1 – EL2 and reduces the current average fragmentation from **26 per cent to 18 per cent**.

The proposal defines a minimum base salary that agencies must meet or exceed. It would also set a base maximum salary for each classification.

Employees whose wages would be below the new minimum will receive an additional pay rise to address this, in addition to the APS-wide proposed pay offer.

The proposed approach is expected to benefit employees across 48 APS agencies. Agencies delivering important services for First Nations communities, and agencies in the cultural sector will be among those to benefit.

Employees of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), Aboriginal Hostels Limited (AHL) and the Australian National Maritime Museum (ANMM) will receive additional pay rises across most classifications. Minimum and maximum salaries at AIATSIS under the proposed approach will increase by 4.2% on average across all classifications.

Under the proposed approach, no salaries will go backwards or be frozen. Agency pay scales won't drop to the new base salary. It has been designed with long-term structural integrity to support salary progression, and to permit scalability over time to include more agencies.

The Chief Negotiator will continue to consider all Union and IBR pay fragmentation claims, and will revisit pay and pay fragmentation in the context of the whole package.

APS employees will vote on their agency's proposed enterprise agreement once – at the end of agency-level bargaining. This agreement will include common conditions negotiated during APS-wide bargaining.

The Chief Negotiator aims to achieve progress as efficiently as possible, with an expectation that most enterprise agreements be operational before the end of March 2024, with some finalised by the end of 2023.

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

“Pay fragmentation that has emerged over decades affects employee attraction, retention and mobility. It will take time to address this. We’re confident this proposed approach takes an important and meaningful first step.”

“The proposed approach would lift the salaries of a range of employees across the Service, including those in our cultural institutions, and delivering vital services to First Nations communities.”

Table 1: Proposed base salary structure as they will be at 31 August 2023:

		Current lowest salary (\$)	Proposed base salary (\$)	Increase	Proposed (\$) + 4% pay increase	Affected Agencies
APS1	Min	45,205	49,590	9.7%	51,574	46
	Max	47,884	52,565	9.8%	54,668	
APS2	Min	51,688	54,142	4.7%	56,308	9
	Max	54,690	59,015	7.9%	61,376	
APS3	Min	58,103	60,785	4.6%	63,216	6
	Max	60,627	66,256	9.3%	68,906	
APS4	Min	64,756	68,244	5.4%	70,974	6
	Max	67,974	74,386	9.4%	77,361	
APS5	Min	72,228	76,617	6.1%	79,682	15
	Max	77,967	83,513	7.1%	86,854	
APS6	Min	78,009	86,018	10.3%	89,459	17
	Max	86,978	96,341	10.8%	100,195	
EL1	Min	100,005	105,011	5.0%	109,211	6
	Max	108,169	114,462	5.8%	119,040	
EL2	Min	115,344	121,330	5.2%	126,183	4
	Max	127,769	132,250	3.5%	137,540	
Average				7.2%		



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47F

From: Media Enquiries
Sent: Thursday, 1 June 2023 3:41 PM
To: s 22
Cc: Media Enquiries
Subject: RE: Pay fragmentation [SEC=OFFICIAL]

OFFICIAL

Hi s 22

Thank you for your enquiry. Please see our response below.

The APSC is also working off the dataset you've identified, however we have projected base salaries as they will be at 31 August 2023. This adjustment is to account for the fact that all APS employees will have received a 3% pay increase under the interim policy Arrangements by this date.

In relation to the model as presented during bargaining, the Chief Negotiator gave an indicative estimate of around 3,500 impacted employees. The figure is indicative as staff movements in and out of the service and promotions etc mean that it is difficult to isolate a precise number of employees. We note the model remains under discussion in bargaining and therefore we would not be able to provide any final number until the process is concluded.

Warm regards,

47F



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From: Media Enquiries
Sent: Friday, 2 June 2023 2:01 PM
To: s 22
Cc: Media Enquiries
Subject: RE: response to the union rejection of the 10.5 % offer [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Completed

Categories: 47F

OFFICIAL

Hi s 22

Thank you for your patience on this enquiry. Please find below the Australian Public Service Commission's response to your enquiry, attributable to an APSC Spokesperson:

The CPSU communicated on June 1 that it would not accept the Commonwealth's proposed pay offer tabled on 16 May. The Commonwealth has acknowledged this in discussions with the Union and will proceed with APS Bargaining in good faith. We remain committed to developing a package of pay and common conditions for inclusion in all APS enterprise agreements.

Kind regards,

47F



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From: Media Enquiries
Sent: Monday, 5 June 2023 3:03 PM
To: s 22
Cc: Media Enquiries
Subject: RE: APS Bargaining News - Issue 11 [SEC=OFFICIAL]

OFFICIAL

Hi s 22

Please see the Australian Public Service Commission's response to your enquiry below:

The review of the remote localities arrangements was proposed as a solution given the significant and complex differences in these arrangements across the APS. It was discussed with employee bargaining representatives. As for the details, this hasn't been worked through. Firstly, we need to determine if this is broadly supported before we can determine any further details. We hope we can provide more information as bargaining unfolds.

Menstrual and menopause leave is a Union and IBR claim and the Chief Negotiator does not presently have a proposal on the matter, therefore the APSC can't provide specific details. Further information about current menstrual and menopause leave is best directed to individual agencies.

Many thanks,

47F



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----- Forwarded message -----

From: **Workplace Relations Bargaining Taskforce** <WRreform@apsc.gov.au>

Document 11

Date: Mon, Jun 5, 2023 at 11:03 AM

Subject: APS Bargaining News - Issue 11

To: s 22

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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
5/06/23**

APS bargaining update

Last Thursday we heard claims and discussed a range of matters on **Remote Workers**, and reintroduced previous items to seek a broadly supported outcome.

Peter Riordan PSM CF, Chief Negotiator of APS-wide bargaining heard claims from bargaining representatives on the following topics:

- Remote Localities
- Regional Jobs
- Relocation Assistance

The Chief Negotiator noted the differences in the current remote localities arrangements were significant and complex. **Mr Riordan proposed a full review of remote localities arrangements to be conducted over the term of a new enterprise agreement.**

The CPSU put forward their claim on Regional Jobs and will provide a proposed clause for consideration by Mr Riordan.

Mr Riordan proposed a common condition on relocation assistance. This would apply when an employer required an employee to relocate for work. This was broadly supported by employee representatives, with some suggested changes.

Separation was discussed and the Chief Negotiator suggested a standard 2 weeks' notice to be provided to an Agency prior to resignation or retirement of an employee. Employee bargaining representatives will consider this further.

After considering claims and discussions from employee representatives, the Chief Negotiator put forward draft clauses. Clauses would be included in each APS enterprise agreement if they get broad support. Clauses put forward by Mr Riordan this week include:

- Blood Donation and Vaccination
- Employee Assistance Programs
- Supported Wage System

The Chief Negotiator deferred Respect@Work to another meeting for consideration.

What's next?

This **Tuesday 6 June** we will discuss Gender and Diversity matters, including:

- Gender Equality
- Diversity
- Menstrual and menopause support

We will also revisit a number of other items to progress towards a broadly supported outcome, these include:

- Gender Affirmation Leave
- Disability Leave

On **Thursday 8 June** we discuss EL TOIL and overpayments, including:

- EL TOIL
- NES precedence clause
- Re-crediting of leave
- Overpayments

- Reward & recognition

We will also revisit a number of other items, these include:

- Annual Leave and purchased leave
- Long service leave
- Portability of leave

Stay updated on when we will discuss items by viewing our [updated indicative bargaining meeting schedule](#) on the APSC website.

Sign up to [APS bargaining news](#) to get updates direct from the APSC.

APS bargaining news



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47F

From: Media Enquiries
Sent: Tuesday, 20 June 2023 3:36 PM
To: s 22
Cc: Media Enquiries
Subject: RE: Clarification - Release of the Review of the Maternity Leave (Commonwealth Employees) Act 1973 [SEC=OFFICIAL]

OFFICIAL

Hi s 22

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

*The recommendation is that **Parental leave** would be the same for all parents, being 18 weeks' paid leave from the date of birth or placement and unpaid leave up to 24 months after the child's birth/placement. Primary and secondary caregivers would independently have the same leave entitlement available.*

*For the pregnant employee, additional paid leave is available before the child is born called **Pregnancy leave**. Pregnancy would be available to the pregnant employee from 6 weeks before the expected date of birth. Once the child is born, the employee would move straight onto Parental Leave.*

Warm regards,

47F



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s 22

On Tue, 20 Jun 2023 at 12:54, Media Enquiries <media@apsc.gov.au> wrote:

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.

Warm regards,



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47F

From: Media Enquiries
Sent: Tuesday, 27 June 2023 4:33 PM
To: s47F
Subject: FW: Enterprise bargaining dates [SEC=OFFICIAL]

From: Media Enquiries
Sent: Tuesday, 27 June 2023 4:32:34 PM (UTC+10:00) Canberra, Melbourne, Sydney
To: s 22
Cc: s 22 Media Enquiries
Subject: RE: Enterprise bargaining dates [SEC=OFFICIAL]

OFFICIAL

Good afternoon s 22

Apologies for the delay. Please see the Australian Public Service Commission's response to your enquiry. Quotes can be attributed to an APSC spokesperson.

The Chief Negotiator remains on track to conclude negotiations on common conditions by 31 July. It may be necessary for some additional meetings to occur into August 2023, and to allow time for bargaining representatives to respond to the Commonwealth's full package of pay and conditions that will flow from service-wide negotiations.

Separately, as one point of clarification, there won't be a single APS-wide enterprise agreement, but common terms negotiated at the service-wide level, will be incorporated into each agency's individual enterprise agreement. As part of the process, agencies are able to also negotiate items that are necessary to support their operational requirements. After this, agencies will each organise a vote with their employees that will include both common terms and any items they've negotiated individually.

Warm regards,

47F

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From: Media Enquiries
Sent: Wednesday, 26 July 2023 2:04 PM
To: s 22
Cc: Media Enquiries
Subject: RE: Disability leave and gender affirmation leave [SEC=OFFICIAL]

OFFICIAL

Hi s 22

Thanks for your patience.

Please see the Australian Public Service Commission's response to your enquiry below. Quotes can be attributed to an APSC spokesperson.

The Chief Negotiator considered these claims in detail, including after meeting with APS-wide pride groups and disability networks. Unfortunately the Commonwealth is not able to agree to all claims for new leave entitlements in this round of bargaining. Mr Riordan also noted existing leave entitlements, including current personal carers leave and other leave arrangements may already be used for these purposes.

Mr Riordan acknowledges this decision has been disappointing to some APS employees, and referenced some agencies are doing great work through policy in this space and has encouraged all agencies to consider how to best support these employees through policy.

The bargaining process is iteratively evolving, and unfortunately the Commonwealth is not in a position to agree to all claims made by unions and employee representatives. We've made significant progress on many common conditions, including the proposed common approach to Flexible Work Arrangements. The Commonwealth's proposed common personal carer's leave entitlement of 18 days also significantly exceeds what is available under the National Employment Standards. We believe this work and other similar outcomes expected through the bargaining process, demonstrates the Commonwealth's commitment to remaining a model employer.

Regards,

47F

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From: Media Enquiries
Sent: Wednesday, 12 July 2023 2:03 PM
To: s 22
Cc: Media Enquiries
Subject: RE: Media query re APSC bargaining [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Completed

OFFICIAL

Good afternoon s 22

Table 8 in our latest [APS Employment Data 31 December 2022](#) has numbers for employees by classification. Those covered by the core conditions are APS and EL staff.

The relevant table is available at <https://www.apsc.gov.au/sites/default/files/2023-03/Employment%20Data%20Release%20December%202022%20-%20tables.xlsx>.

Cheers,

47F



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On 12 Jul 2023, at 8:54 am, Media Enquiries <media@apsc.gov.au> wrote:

OFFICIAL

Good morning **s 22**

Please find below a response to your questions, along with statements attributable to Peter Riordan.

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 yesterday.

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."

Have a great day,

s 22

<image001.png>

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47F

From: Media Enquiries
Sent: Wednesday, 12 July 2023 11:56 AM
To: s 22
Cc: Media Enquiries
Subject: RE: work from home [SEC=OFFICIAL]

OFFICIAL

Hi s 22

Please see the media note we prepared and sent out to our media contact list yesterday afternoon.

////

Chief Negotiator tables Commonwealth's position on APS flexible work

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."

Cheers,

47F



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47F

From: Media Enquiries
Sent: Thursday, 27 July 2023 9:43 AM
To: s 22
Cc: Media Enquiries
Subject: RE: Enterprise bargaining dates [SEC=OFFICIAL]

OFFICIAL

Good morning s 22

Apologies for the delay. Please see the Australian Public Service Commission's response to your enquiry below. Quotes can be attributed to an APSC spokesperson.

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,

47F



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On Tue, 27 Jun 2023 at 16:32, Media Enquiries <media@apsc.gov.au> wrote:

Document 18

OFFICIAL

Good afternoon **s 22**

Apologies for the delay. Please see the Australian Public Service Commission’s response to your enquiry. Quotes can be attributed to an APSC spokesperson.

The Chief Negotiator remains on track to conclude negotiations on common conditions by 31 July. It may be necessary for some additional meetings to occur into August 2023, and to allow time for bargaining representatives to respond to the Commonwealth’s full package of pay and conditions that will flow from service-wide negotiations.

Separately, as one point of clarification, there won’t be a single APS-wide enterprise agreement, but common terms negotiated at the service-wide level, will be incorporated into each agency’s individual enterprise agreement. As part of the process, agencies are able to also negotiate items that are necessary to support their operational requirements. After this, agencies will each organise a vote with their employees that will include both common terms and any items they’ve negotiated individually.

Warm regards,

47F



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47F

From: Media Enquiries
Sent: Monday, 31 July 2023 5:19 PM
To: s 22
Cc: Media Enquiries
Subject: RE: Services Australia industrial action [SEC=OFFICIAL]

OFFICIAL

H s 22

Thanks for your follow up question, please find a reply on background below:

We have issued an indicative bargaining schedule to employee bargaining representatives which indicates that a number of pay related matters will be discussed on 24 August 2023. As per our previous response, whether the Government will revise its pay offer remains a matter subject to the bargaining process and Government deliberation.

Kind regards,

47F



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s 22

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OFFICIAL

Good morning **S 22**

Please find the Commission's response to your enquiry below, attributable to the APSC Spokesperson:

Whether there will be a revised pay offer is a matter subject to the bargaining process and Government deliberation. In the event the Government decides to table a revised pay offer, advice will be shared with bargaining parties and APS employees at the appropriate time.

Kind regards,

47F



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47F

From: Media Enquiries
Sent: Monday, 14 August 2023 5:05 PM
To: s 22
Cc: Media Enquiries
Subject: RE: Part B negotiations [SEC=OFFICIAL]

OFFICIAL

H s 22

Please find the Australian Public Service Commission's responses below:

Which agencies have begun Part B negotiations?

About 30 agencies have had requests to start agency-level bargaining and are at various stages in this process. We expect more agencies to start agency-level bargaining in coming weeks. We recommend directing your enquiry to each APS agency to get any further information.

Do agencies have any obligations not to remove existing entitlements in enterprise agreements?

During APS-wide negotiations, Chief Negotiator Peter Riordan PSM CF set an intention that pay or conditions won't go backward in the process to reach commonality. Individual agencies are able to negotiate matters related to operational requirements through agency-level bargaining, and in-line with good faith bargaining requirements. This can result in some conditions changing as they negotiate an outcome.

Warm regards,

47F

**APSC Media Team****Australian Public Service Commission**

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