s47C, s47D

Agency Name

No.	Condition	Proposed Common Entitlement/Clause	Part A Common Condition or Sit B Subject to Bargaining	Q1. Entirely new entitlement/clause not currently in Agency EA (Yes / No)	Q2. Proposed common entitlement/clause compared to current agency EA entitlement/clause (Improvement / Reduction / Same)
1	Personal/Carer's Leave (PCL)	Employees entitled to 18 days paid PCL leave	Subject to Bargaining	No	Same
2	Personal/Carer's Leave (PCL)	PCL may be used by an employee to attend appointments of a registered health practitioner (i.e. for preventative health purposes)	Subject to Bargaining	No	Same
3	Personal/Carer's Leave (PCL)	Ongoing employees will receive their annual credit of PCL upon engagement with the Agency. PCL will then accrue daily in subsequent years and must be credited at least monthly Non-ongoing employees will receive their initial credit of personal upon commencement with the Agency (capped at 18 days) following the completion of 1 year. PCL will then accrue daily and must be credited at least monthly	Subject to Bargaining	No	Improvement
4	Personal/Carer's Leave (PCL)	Clarification of how PCL interacts with chronic illness - PCL may be used to manage chronic illness - A certificate from a registered health practitioner may be used as evidence of chronic illness for up to 12 months for both personal and carer's leave	Subject to Bargaining	Yes	Improvement
5	Annual Leave	May be taken at half pay. However, unless approved by the Agency Head (or delegate), it may not be taken at half pay where the employee has an excessive leave balance	Part A Common Condition - Principles agreed. Clause Negotiation considering providing example clauses for some aspects	No	Reduction
6	Annual Leave	Where annual leave is cancelled or the employee is recalled to duty, the employee will be reimbursed travel costs not recoverable from insurance or other sources. Evidence of costs may be required	Part A Common Condition - Principles agreed. Clause Negotiation considering providing example clauses for some aspects	No	Same
7	Long Service Leave	The minimum period for which long service leave will be granted is 7 calendar days whether taken at full or half pay. This is opposed to only being able to take long service leave in blocks of 14 minimum days at half pay	Part A Common Condition	Yes	Improvement
8	Compassionate Leave	Employees entitled to 3 days paid leave on each occasion	Subject to Bargaining	No	Improvement
9	Bereavement Leave	Employees entitled to 3 days paid leave on each occasion	Subject to Bargaining	No	Reduction
10	Cultural and Ceremonial Leave - First Nations Staff	First Nations employees may access up to 5 days paid leave over 2 years to participate in significant activities associated with their culture or to fulfil ceremonial obligations	Part A Common Condition - Drafting to ensure that leave can be used on part days	No	Improvement
11	NAIDOC Leave - First Nations Staff	First Nations employees may access up to 1 day paid leave per annum to participate in NAIDOC week activities	Part A Common Condition - Drafting to ensure that leave can be used on part days	Yes	Same
12	NAIDOC Leave	Other employees will be supported to participate in agency NAIDOC week activities	Part A Common Condition	Yes	Improvement
13	Cultural Leave	Employees not eligible for First Nations Ceremonial or NAIDOC leave may be granted up to 3 days paid leave per annum for the purpose of attending essential religious or cultural obligations associated with	Part A Common Condition - Clause Negotiation considering types of leave and "essential". Outcome to be advised out of session	Yes	Improvement
14	Definition of Family - Kinship	Does your agency definition of family contain First Nations kinship?	Subject to Bargaining	Yes	Same
15	Lactation Breaks	Reasonable paid time will be granted for lactation breaks and agencies are to provide appropriate facilities for breastfeeding or expressing milk where practicable	Part A Common Condition - Drafting to be settled	No	Same
16	Higher Duties	Where an employee is directed to perform work for 3 or more working weeks higher duties allowance will be payable to any employee occupying the role. Agency Head will have discretion to shorten qualifying period on a case-by-case basis	Subject to Bargaining	No	Reduction
17	Higher Duties	This includes partial acting duties, job sharing and part-time acting duties undertaken by any employee within 3 or more working weeks	Subject to Bargaining	Yes	Same
18	Higher Duties	Employees will be eligible for salary advancement at both their acting and substantive level if other eligibility requirements have been met. Employees on higher duties will be paid at the minimum of the salary range of their acting classification unless they have been eligible for salary progression at their acting level or otherwise determined by the Agency Head	Subject to Bargaining	No	Same
19	Blood Donation	Employees can take reasonable time away from duty (including reasonable travel time) during their ordinary hours of work to donate blood, plasma or platelets. Employees will be taken to be on duty during this time	Part A Common Condition	No	Improvement
20	Vaccination	Agency will offer annual influenza vaccinations and vaccinations required for an employee to perform their role at no expense to the employee	Part A Common Condition	No	Same
21	EAP	Employees, their spouses or partners, and their dependents children will have access to a confidential, professional counselling service to assist employees to manage personal and work related issues. This service will be provided at no cost to employees and will be accessible on paid time	Part A Common Condition. Drafting - to include a line on [illegible] of the organisation and the role	No	Improvement
22	Portability of Leave	Ability to recognise PCL on employee engagement from a non-APS Agency provided there is no break in continuity of service (Note this does not include portability from the Parliamentary Departments or ACT Government which have separate arrangements in their own EAs)	Part A Common Condition - Drafting to be settled	Yes	Improvement
23	Portability of Leave	Ability to recognise PCL on employee engagement from a state or territory government provided there is no break in continuity of service (Note this does not include portability from the Parliamentary Departments or ACT Government which have separate arrangements in their own EAs)	Part A Common Condition - Drafting to be settled	Yes	Improvement
24	Portability of Leave	An employee with a break in service of less than two months is considered to have continuity of service (for the purposes of portability of leave)	Part A Common Condition - Drafting to be settled	No	Improvement
25	Emergency Response Leave	Minimum 20 days paid leave provided to employees who engage in eligible community service activities	Part A Common Condition	Yes	Improvement
26	Disaster Leave	Paid miscellaneous leave may be granted where an official disaster or emergency prevents an employee from reasonably attending work or where it impacts their household or home	Part A Common Condition - Drafting to be settled	No	Improvement
27	Family and Domestic Violence Support	Comprehensive clause detailing support to be provided to employees experiencing family and domestic violence. Clause includes paid miscellaneous leave, processes to minimise any risk to the affected employee, privacy of information, changes to work arrangements, shift patterns, hours of work, location of work and access to EAP	Subject to Bargaining	Yes	Same
28	Jury Duty	Employees who are required by a court to attend for jury selection or to serve on a jury will be released from duty on full pay for the period required without the need to apply for leave	Part A Common Condition - Drafting to be settled	No	Improvement
29	Witness Leave	An employee giving evidence before a Court, Tribunal or Royal Commission on behalf of the Commonwealth or a Commonwealth party in the course of their duties will be considered on duty	Subject to Bargaining	No	Same
30	Witness Leave	An employee who is required to give evidence to appear before or attend a Court, Tribunal or Royal Commission on their own behalf in relation to their duties will be released from duty without loss of pay The [Agency Head] may refuse to release an employee from duty having regard to business requirements and whether the employee's attendance is necessary for the Court, Tribunal or Royal Commission hearing	Subject to Bargaining	No	Same
31	Defence Reservist Leave	4 weeks paid leave per financial year and additional 2 weeks paid leave for first year of ADF Reserve Service	Part A Common Condition	No	Same
32	Defence Reservist Leave	Officer and instructor cadets eligible for 3 weeks paid leave per year	Part A Common Condition	No	Same
33	Defence Reservist Leave	Paid leave may be granted to an employee to attend an interview or medical examination in connection with their enlistment in the employee as a Reserve member of the Defence Force	Part A Common Condition	Yes	Improvement
34	Defence Work Service Sick Leave	Employees eligible for Defence Service Sick Leave when Department of Veterans' Affairs has certified that an employee's medical condition is as a result of operational service [illegible] An eligible employee gets 2 credits: - 9 weeks on the day of commencement with the APS or certification by DVA - Annual credit of 3 weeks Annual credits can build up to a maximum of 9 weeks Annual credits cannot be used until the initial credit is exhausted	Part A Common Condition	No	Same
35	Job Security	A clause recognising that the usual basis of engagement in the Agency is an ongoing APS employee	Subject to Bargaining	Yes	Improvement
36	Parental Leave	No common condition reached at this stage. Please advise your current entitlement to paid parental leave for the birthing parent including 12 weeks paid leave provided by the maternity leave act to employees with 12 months continuous service	Subject to Bargaining	No	Improvement
37	Parental Leave	No common condition reached at this stage. Please advise your entitlements provided to parental leave in relation to adoption and foster care	Subject to Bargaining	No	Improvement
38	Parental Leave	No common condition reached at this stage. Please advise of the entitlements to unpaid parental leave	Subject to Bargaining	No	Improvement
39	Parental Leave	No common condition reached at this stage. Please advise your entitlements provided to parental leave in relation to non-birthing parent supporting partner leave	Subject to Bargaining	No	Improvement
40	Parental Leave	No common condition reached at this stage. Any other entitlements under parental leave not listed above	Subject to Bargaining	No	Improvement
41	Professional Qualifications	Agency will pay for an employee's qualifications and certifications where the agency requires the employee to maintain these to perform their role	Subject to Bargaining	No	Same
42	Part-Time Work	Employees engaged on a full-time basis will not be compelled to convert to part-time employment Employees engaged on a part-time will not be compelled to convert to full-time employment	Subject to Bargaining	No	Improvement
43	Public Holidays	Ability to substitute a public holiday on cultural or religious grounds by agreement	Subject to Bargaining	No	Reduction
44	Workplace Responsibility Allowances	A workplace responsibility allowance will be paid when an agency has appointed an employee to perform one of the following roles: - First Aid Officer - Health and Safety Representative - Emergency Warden - Harassment Contact Officer - Mental Health First Aid Officer	Part A Common Condition - Drafting to be settled	No	Improvement
45	Workplace Responsibility Allowances	The WRA will be a minimum of $29.34 per fortnight and will increase in accordance with the headline wage increase	Part A Common Condition - Drafting to be settled	No	Improvement
46	Community Language Allowance	The CLA will be a minimum pay rate of $28.55 per week	Part A Common Condition	No	Improvement
47	Community Language Allowance	Where an agency requires an employee to utilise Indigenous languages, the common condition CLA will apply An allowance will be paid at the CLA level 1 rate and agencies will have the discretion to increase the classification level based on the degree of utilisation or specific [illegible]	Part A Common Condition	No	Reduction