

s22 irrelevant material

s47C and s47E(d)

s47C & s47E(d)

s47C & s47E(d)

s47C and s47E(d)

-----Original Message-----

From: SPACCAVENTO,Marco [Marco.Spaccavento@apsc.gov.au]

Sent: Thursday, February 18, 2016 06:06 PM AUS Eastern Standard Time

To: Marsh, Natalie

Subject: RE: Govdex Note on the Industry remuneration proposal.docx [SEC=UNCLASSIFIED]

Hi Natalie

At the moment my thinking is not to go ahead with any sort of note as it will just give the issue more air time than is warranted or helpful – possibly better to deal with it as agencies ask us/you. I'll let you know if that changes.

Thanks again
Marco

Marco Spaccavento | A/g Group Manager
Workplace Relations Group

Australian Public Service Commission
Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: 02 6202 3703 | s22 irrelevant material | **E:** marco.spaccavento@apsc.gov.au

s22 irrelevant material

s22 irrelevant material

s22 irrelevant material

From: SPACCAVENTO, Marco [<mailto:Marco.Spaccavento@Apsc.gov.au>]
Sent: Thursday, 18 February 2016 9:55 AM
To: Marsh, Natalie
Cc: s22 irrelevant material
Subject: Govdex Note on the Industry remuneration proposal.docx [SEC=UNCLASSIFIED]

Hi Natalie

Attached is the proposed note for GovDex to try and settle this issue for other agencies – appreciate your input on it. We will also use the same words in the Chief Negotiators’ email this week as we continue to get questions about it from other agencies.

Thanks and happy to discuss
Marco

Marco Spaccavento | A/g Group Manager
Workplace Relations Group

Australian Public Service Commission
Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: 02 6202 3703 | s22 irrelevant material | E: marco.spaccavento@apsc.gov.au

s47C & s47E(d)



Australian Government
Australian Public Service Commission

Australian Public Service Commissioner

Ms Glenys Beauchamp PSM
Secretary
Department of Industry, Innovation and Science
Glenys.beauchamp@industry.gov.au

Dear Ms *Glenys* Beauchamp

Approval of remuneration proposal and the draft Department of Industry, Innovation and Science Enterprise Agreement 2016-2019

Thank you for providing a remuneration proposal and draft enterprise agreement for assessment and approval under the Workplace Bargaining Policy 2015 (the policy).

I agree that you may make the following remuneration offer:

- a. establish a new salary structure on commencement based principally on the One Innovation pay rates;
- b. general wage increases for employees with salaries at or below the new structure as follows:
 - i. 3.0% on commencement;
 - ii. 2.0% 12 months from commencement;
 - iii. 1.0% 24 months from commencement;
- c. an increase in the casual loading for Questacon employees to 25%; and
- d. a 6% increase to the first aid, fire warden and health and safety representative allowances;

Casual penalty rates have also been increased to 75% for weekends and 125% for public holidays to ensure the agreement is better off overall against the award.

I note that employees whose salaries will be above the new salary stature and employees of the Australian Astronomical Observatory will not be eligible for general wage increases.

I also approve the proposed enterprise agreement received 6 January 2016, which is consistent with the policy and contains provisions to give effect to the remuneration proposal.

If you have any queries regarding this matter, please contact ^{s22 irrelevant material}

Yours sincerely

Stephanie Foster

for John Lloyd PSM
Australian Public Service Commissioner

7 January 2016

s22 irrelevant material

From: s22 irrelevant
Sent: Friday, 18 December 2015 6:54 PM
To: s22 irrelevant material
Cc: Graham, Vanessa; Marsh, Natalie; s22 irrelevant
Subject: Department of Industry, Innovation and Science | Enterprise Agreement, Remuneration and Funding Declaration | December 2015 [DLM=For-Official-Use-Only]
Attachments: Funding and Remuneration Declaration.pdf; Agreement Draft (Formatted) Inclusive of Remuneration - 18 December 2015.docx

Security Classification: For Official Use Only

s22 irrelevant material

Remuneration and Funding Declaration

s22 irrelevant material

s22 irrelevant material

The legal team have only been included in their own 'stream' in recognition that broadbanding arrangements for Legal employees are different to the broader department otherwise they would be included in the "Administrative Stream", as discussed on the telephone the legal team has been subject to the same issues the broader department has faced relating to machinery of government (MoG) changes, therefore, the department is proposing to include two modest increment points at the APS 6 and EL 1 classification for Legal employees.

s22 irrelevant material

s22 irrelevant material

Acting Manager, Employment Framework and Science
People and Planning Branch
Corporate Network
s22 irrelevant material

Department of Industry, Innovation and Science | www.industry.gov.au

ATTACHMENT A

s22 irrelevant material

- Upon commencement of the agreement the Administrative Stream will be restructured. Employees whose salary is currently at the bottom of the *One Innovation Enterprise Agreement 2011* rates will move to the new minimum rate in the proposed agreement (which reflects the current second increment of the *One Innovation Enterprise Agreement 2011*). A new top increment at each classification that provides sensible incremental advancement for eligible employees will be added. The structure will continue to have three increments per classification
- s22 irrelevant material