

From: s 47F
To: Bruinsma, Rina; s 47F; O'Reilly, James
Subject: FW: Bargaining policy [SEC=OFFICIAL:Sensitive]
Date: Friday, 29 July 2022 4:29:28 PM
Attachments: [image001.png](#)
[image003.png](#)

SEC=OFFICIAL:Sensitive

Hi all

I had a conversation with Mel Donnelly from the CPSU regarding wages policy today.

I advised that:

- We are working on an interim policy and it would still be some weeks before that would be announced.
- The Government would also discuss with the CPSU a longer term bargaining framework and wages policy. I confirmed that the APSC would run those discussions with the CPSU. (I think those discussion can start soon)
- For the interim policy we would be aiming to get an increase to people quickly when due
- The longer term framework is where we would look at reducing the fragmentation of wages and conditions across the sector

Mel indicated:

- The CPSU would want to raise additional matters under the interim policy. These are outlined in the email below
- They want to be able to have genuine bargaining under the interim policy and the longer term framework.

I indicated they should raise those items with you when they meet next week.

The draft interim policy will allow for bargaining, however we will need to still work through the expectations on bargaining. I expect to need some further discussion with the CPSU on the interim policy and managing expectations on the issues below.

Happy to discuss further or clarify

Probably good if we have a quick conversation before your meeting with s 47F next week.

s 47F

SEC=OFFICIAL:Sensitive

From: Melissa Donnelly <xxxxxxx.xxxxxxxx@xxxx.xxx.xx>
Sent: Friday, 29 July 2022 11:55 AM
To: s 47F
Cc: Rebecca Fawcett <xxxxxxx.xxxxxxxx@xxxx.xxx.xx>
Subject: Bargaining policy

Hi 

I've set out below some thoughts around the terms of the bargaining policy. As discussed we will raise this with the APSC as well next week, but are keen to make sure that we have the opportunity to properly consult on the terms of the interim bargaining framework.

APS Bargaining Policies have always set out a range of policy parameters for agencies undertaking enterprise bargaining. Obviously under the last Government, that included a range of positions that prohibited or limited the ability of parties to agree on certain matters or improve conditions (for example, the "no enhancements" clause).

The new bargaining framework should include key commitments the Government has made on APS bargaining as set out in the APS WR Statement. For example:

- Agencies are to engage in fair and genuine bargaining
- That parties can bargain for improvements in conditions and rights
- That there is the capacity to negotiate back pay arrangements or date of effect pay rises consistent with other industries and public sector organisations
- That the Government supports job security in the APS, including that the usual form of engagement should be ongoing and a position regarding casual conversion

As previously flagged, consistent with the commitment to move to a service-wide process, we would assume that the policy mandates a common NED and provides guidance to agencies regarding pay consistent with the APS WR Statement.

There are also some other conditions matters that would be entirely consistent with the Government's position on APS and IR that should be included and in a number of cases are notably absent in current enterprise agreements/ instruments.

- Consultation terms, consistent with circular
- Delegates' rights terms
- Paid family and domestic violence leave
- Flexible work
- Dispute resolution with access to conciliation and arbitration in the Fair Work Commission

Happy to discuss.

Regards,
Mel

Melissa Donnelly | National Secretary | CPSU | ph: 02 8204 5709 | m: 0406 420 951 |
pronouns: she/her | www.cpsu.org.au | member service centre: 1300 137 636

CPSU acknowledges the Traditional Owners and Custodians of Country throughout Australia and their continuing connection to culture, language, land, waters and community. We pay our respects to their Elders, past, present and emerging.

From: s 47F
To: [Bruinsma, Rina](#)
Cc: [O'Reilly, James](#); s 47F
Subject: meeting with CPSU and wages [SEC=OFFICIAL]
Date: Thursday, 4 August 2022 10:00:55 AM

SEC=OFFICIAL

Hi Rina

As follow up from our meeting earlier in the week on wages I am still to have a full discussion with the Minister on wages. I've had some initial feedback with preference for the single figure without the productivity option but need to clarify some other points.

In terms of the CPSU I think the following message is what we can say at this point

- Government is working on a short term decision on managing wages policy. This is still a few weeks from finalisation and communication
- We want to start discussion soon on a long term comprehensive wages policy
- We are committed to working to reduce fragmentation of wages and conditions and would be taking that into account in the long term wages policy
- We would hope to finalise that policy and then move onto discussion on common employment conditions
- APSC will set up meetings with CPSU to discuss the long term wages policy

Let me know if you are comfortable with that high level message and we will use the same.

Could you also let me know progress on the circular advice.

Thanks

s 47F

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL

From: s 47F
To: Bruinsma, Rina
Cc: O'Reilly, James; Booth, Damien
Subject: RE: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]
Date: Monday, 5 September 2022 11:33:58 AM
Attachments: 20220902 Draft interim policy PI comments.docx
 DRAFT Interim Policy Letter for PM 1 September PI comments.docx
 2022091 Summary of the Interim Public Sector Workplace Relations Policy 2022 PI comments.docx

SEC=PROTECTED, CAVEAT=SH:CABINET

Hi

Some brief comments attached – noting I haven't shared with the Minister yet

s 47F

SEC=PROTECTED, CAVEAT=SH:CABINET

From: Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>
Sent: Sunday, 4 September 2022 2:08 PM
To: s 47F
Cc: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; Booth, Damien <xxxxxx.xxxxx@xxxx.xxx.xx>
Subject: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]

PROTECTED//CABINET

Hello s 47F

We would appreciate your review and comments on the attached. s 34(3)

[REDACTED]

We discussed this with Finance on Friday and they agree that the letter would be the best mechanism to enable this to occur, should the Minister wish to do so.

Regards,
Rina

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To: Bruinsma, Rina
Cc: O'Reilly, James; Booth, Damien
Subject: RE: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]
Date: Monday, 5 September 2022 1:16:57 PM

SEC=PROTECTED, CAVEAT=SH:CABINET

Hi

Yes. Send up. The Minister may have additional comments but I think it is well drafted.

S

SEC=PROTECTED, CAVEAT=SH:CABINET

From: Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>
Sent: Monday, 5 September 2022 11:43 AM
To: s 47F
Cc: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; Booth, Damien <xxxxxx.xxxxx@xxxx.xxx.xx>
Subject: RE: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]

PROTECTED//CABINET

Thanks S – if we update with your input included are you happy for this to come up through PDMS?

Cheers
 Rina

From: s 47F
Sent: Monday, 5 September 2022 11:26 AM
To: Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>
Cc: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; Booth, Damien <xxxxxx.xxxxx@xxxx.xxx.xx>
Subject: RE: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]

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From: [O'Reilly, James](#)
To: [s 47F](#)
Cc: [Bruinsma, Rina](#)
Subject: RE: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]
Date: Monday, 5 September 2022 7:46:00 PM
Attachments: [20220905 Draft Interim Policy Letter for PM.docx](#)
[20220905 Summary of the Interim Public Sector Workplace Relations Policy 2022.docx](#)
[20220905v2 Draft Interim Policy.docx](#)

PROTECTED//CABINET

Hi [s 47F](#)

Further to our last conversation, I attach the three related documents for seeking the PM's endorsement of the Interim Arrangements. Key changes to the Interim Arrangements to bring to your attention, include:

- **Remuneration approvals** - We have removed the requirement for remuneration approval or productivity assessments. We have included a requirement that agencies with individual common law arrangements must report their intended actions (para 34). We retain the assessment of all non-SES collective instruments which provides scrutiny of timing and rate of adjustment.
- **FDV** - We reference the APSC's existing FDV Policy Framework template policy. We currently have a page [here](#) with a link to the template policy. We will make other changes to the FDV Support landing page for the release of the Interim Arrangements.
- **Timing** - We have added clarity that any new increase or adjustment provided under the Interim Arrangements applies prospectively, no sooner than the commencement of a new workplace arrangement (para 31).

Subject to your review, we can progress through PDMS.

[Note - I have just noticed the spelling error on new cover page. We'll rectify in the morning].

Thanks

James

From: [s 47F](#)
Sent: Monday, 5 September 2022 1:15 PM
To: Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>
Cc: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; Booth, Damien <Damien.Booxx@xxxx.xxx.xx>
Subject: RE: Draft Letter to PM - interim workplace relations arrangements [SEC=PROTECTED, CAVEAT=SH:CABINET]

SEC=PROTECTED, CAVEAT=SH:CABINET

Hi

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From: [O'Reilly, James](#)
To: [s 47F](#); Briefs; [DLO.Gallagher](#); [Booth, Damien](#); [s 47F](#); [s 47F](#); [Vasudevan, Vidya](#)
Subject: MS22-000102 - Communications package for release of the Public Sector Interim Workplace Arrangements 2022 [SEC=PROTECTED, CAVEAT=SH:CABINET]
Date: Thursday, 15 September 2022 6:23:00 PM
Attachments: [MS22-000102.docx](#)
[Attachment A - Interim Arrangements - Media Release.docx](#)
[Attachment B - Interim Arrangements - Talking Points.docx](#)
[Attachment C - Draft letter to Portfolio Ministers.docx](#)
[Attachment D - Draft Letter to unions.docx](#)
[Attachment E - Union Coverage Table.docx](#)
[image001.png](#)
[image007.png](#)

PROTECTED//CABINET

Hi [s](#)

I'm sending through an advanced copy of the attached Min Sub for your info. The Commissioner has approved the submission and attachments and they should be processed through PDMS in the morning.

I am out of the office tomorrow, but Damien is across the details if you would like to discuss. I'm available on the mobile if needed.

Thanks

James

James O'Reilly

A/g Assistant Commissioner, Workplace Relations

Australian Public Service Commission

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

[s 47F](#) w: www.apsc.gov.au



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PDR: MS22-000102

AUSTRALIAN PUBLIC SERVICE COMMISSION

APS
Commissioner
Ms Vasudevan
Ms Rees
Ms Hazlewood
Mr O'Reilly

To: Minister for the Public Service (for decision by 21 September 2022 to support proposed release circa 26 September 2022).

MO
Ms Goldsworthy
Mr Cronan
Mr Ingwersen

**MINISTERIAL BRIEF - COMMUNICATIONS PACKAGE FOR RELEASE OF PUBLIC SECTOR
INTERIM WORKPLACE ARRANGEMENTS 2022**

Recommendations - that you:

- | | |
|--|-------------------------------|
| 1. Approve the media release at <u>Attachment A</u> . | Agreed / Not Agreed |
| 2. Note the talking points at <u>Attachment B</u> . | Noted / Please Discuss |
| 3. Approve the proposed draft template letter for you to send to Portfolio Ministers at <u>Attachment C</u> . | Agreed / Not Agreed |
| 4. Note the proposed draft letter for the Australian Public Service Commissioner to send to union stakeholders at <u>Attachment D</u> . | Noted / Please Discuss |
| 5. Note the union coverage table at <u>Attachment E</u> . | Noted / Please Discuss |

Katy Gallagher

Comments:

Key Points:

s 34(3)

s 34(2)

s 34(3)

PROTECTED CABINET

2. s 34(3) we have prepared communication material for your consideration to support the release of the Interim Arrangements on circa 26 September 2022.

General Communication material

3. To support the announcement of the Interim Arrangements, a draft media release is at Attachment A for your consideration and approval.
4. Draft talking points are also provided at Attachment B.

Portfolio Ministers

- s 34(3)
6. To address any doubt concerning the intended application of the Interim Arrangements, we recommend that you write to Portfolio Ministers outlining that the Interim Arrangements have been approved and are in force. This letter should also set out that the Commission will be issuing further communication to all Agency Heads in the Commonwealth employment sector, concerning application of the Interim Arrangements. This will be further supported through the Commission's various communication channels such as its Chief Negotiators' Forum.
7. A template letter to your Portfolio Ministerial colleagues is provided at Attachment C. Subject to your approval, we will work with your office to prepare the final letters for signature and distribution.

Union engagement

8. The Interim Arrangements will be in place to provide an equitable remuneration increase for employees while a more comprehensive policy framework is being developed by the Commission. This process is a complex undertaking and will include canvassing matters on sector wide bargaining, including scope and the desired level of commonality in terms and conditions of employment.
9. It will be imperative to gain union buy-in to this process, particularly from the Community and Public Sector Union (CPSU). There are a range of other unions that will also need to be involved in these discussions, including those that have coverage in agencies that do not employ under the *Public Service Act 1999* (non-APS agencies).
10. The Commission proposes to write to unions to outline why the Australian Government has taken the approach of providing an interim remuneration increase, ahead of releasing a comprehensive workplace relations policy that includes an approach to service wide bargaining. The draft letter at Attachment D provides a broad timeline and invites unions listed in Attachment E to provide views on the development of the comprehensive policy.

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11. Establishing the Commission as the point of contact for public sector workplace relations matters ahead of developing a comprehensive workplace relations policy, will limit the risk of you being drawn into bargaining negotiations or bargaining disputes at the Fair Work Commission in the future.
12. Within the union correspondence, we intend to attach a copy of the Interim Arrangements as well as a new document entitled 'Objectives and principles for service wide bargaining in the Commonwealth'. As an initial step in engagement with unions, we ask for comments on this document ahead of a proposed consultation process to be undertaken with all stakeholders over the remainder of 2022.
13. The Commission will also directly write to Agency Heads covering similar matters as outlined in the proposed letter to unions.

Peter Woolcott
Commissioner
Australian Public Service Commission
15 September 2022

Contact Officer: James O'Reilly
Phone no: s 47F
Consultation: Nil.

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ATTACHMENTS

ATTACHMENT A INTERIM ARRANGEMENTS - MEDIA RELEASE

ATTACHMENT B INTERIM ARRANGEMENTS - TALKING POINTS

ATTACHMENT C DRAFT LETTER TO PORTFOLIO MINISTERS

ATTACHMENT D DRAFT LETTER FROM THE COMMISSION TO UNIONS

ATTACHMENT E UNION COVERAGE TABLE



Senator the Honourable Katy Gallagher
Minister for Finance
Minister for the Public Service
Minister for Women

**NEW INTERIM WORKPLACE RELATIONS ARRANGEMENTS FOR THE
COMMONWEALTH PUBLIC SECTOR**

The Albanese Government has released a new interim workplace relations policy for Commonwealth public servants delivering a 3 per cent increase to public servants over the next 12 months to allow for proper consultation on longer term reform.

The Minister for the Public Service, Senator the Hon Katy Gallagher, announced today the *Public Sector Interim Workplace Arrangements 2022* will apply to Commonwealth employees with an annual pay increase due before 31 August 2023.

The interim arrangements importantly, allow time for full consideration of comprehensive arrangements to support public service capability and the capacity to deliver the Government's reform agenda for Australians.

"Reinvigorating genuine bargaining, and establishing the public service as a model employer, is a key focus of the Government. The Government is committed to working with agencies, unions and employees to develop a comprehensive workplace relations approach for the Commonwealth Public Service," said Minister Gallagher.

"This is a complex undertaking as there are significant differences in pay, terms and conditions across the Commonwealth. The proposed reform will need to include careful consideration and consultation on these matters."

The interim arrangements:

- Ensure Commonwealth employees receive a fair, timely remuneration increase while a new comprehensive workplace relations approach is being developed.
- Highlight the Government's commitment to ensuring genuine engagement and consultation with employees and their representatives.

- Set the Government's expectations of the Commonwealth as a model employer. This includes a commitment to genuine consultation with employees and their representatives.

The Australian Public Service Commission will issue supplementary guidance for agencies on these important matters, including the expected steps towards future arrangements in consultation with employees, and their representatives.

MEDIA CONTACTS:

PAT CRONAN – 0432 758 224

APSC CONTACT – media@apsc.gov.au

SENATOR KATY GALLAGHER
MINISTER FOR FINANCE
MINISTER FOR WOMEN
MINISTER FOR THE PUBLIC SERVICE

TALKING POINTS

Public Sector Interim Workplace Arrangements 2022

Key messages

1. The Government has announced the release of interim workplace relations arrangements for Commonwealth employees – the *Public Sector Interim Workplace Arrangements 2022* (the Interim Arrangements).
2. The Interim Arrangements are a short-term measure to allow for the development of a new comprehensive approach to workplace relations in the public sector.
3. The Government is committed to reinvigorating genuine enterprise bargaining in the Commonwealth public sector to take steps towards addressing fragmentation in conditions and pay across agencies.
4. This is a complex undertaking that will take time. Consultation with agencies, employees and their representatives will be required to develop a comprehensive approach to Commonwealth public sector bargaining.
5. The Interim Arrangements provide a one-off remuneration increase of 3 per cent. This is the largest Commonwealth wage increase since the Rudd Government.
6. This ensures employees receive an equitable remuneration increase while a more comprehensive policy framework is being developed.
7. The Interim Arrangements replace the *Public Sector Workplace Relations Policy 2020*, implemented under the previous Government.

Who do the Arrangement apply to?

8. The Interim Arrangements apply to Australian Public Service (APS) and non-APS Australian Government entities, and Members of Parliament Staff, subject to certain exceptions, as set out in the Interim Arrangements.

How do the Interim Arrangements differ from the Morrison Government's policy?

9. The Interim Arrangements are a short term measure, primarily to allow agencies to provide an equitable and timely remuneration increase to their employees.
10. The Interim Arrangements apply to remuneration increases falling due between 1 September 2022 and 31 August 2023, applied prospectively from the date of a new instrument.
11. This provides the Australian Public Service Commission time to develop and consult on a broader, comprehensive workplace relations approach to bargaining in Commonwealth agencies.
12. The Interim Arrangements remove the concept of wage increases aligned to the Private Sector Wage Price Index (WPI). Agencies now have approval from the Government to provide the one-off fixed wage increase of 3 per cent during the arrangements' operational period.
13. Agencies with a lower wage increase falling due during the period of the Interim Arrangements should be increased to provide the full 3 per cent increase.

Why have the Interim Arrangements been introduced?

14. The previous Government's workplace relations policy has been replaced to promote wage growth in Commonwealth employment and better support fair and genuine bargaining, where employees, their representatives and employers are recognised.
15. Reinvigorating genuine bargaining is a key pillar of the Government's workplace relations platform, but it will take time to repair a damaged system.
16. Interim Arrangements are required to facilitate a timely remuneration increase to employees while a comprehensive approach to bargaining is determined.
17. The Interim Arrangements provide a higher value wage adjustment for both new and existing arrangements. This is the first key step in the broader package of workplace relations reform for the Commonwealth public sector.
18. The Interim Arrangements lay the groundwork for considering service-wide arrangements addressing fragmentation in remuneration and conditions across Commonwealth agencies.
19. The Interim Arrangements encourage minimal changes to terms and conditions in line with the intention of the broader policy work to address existing variations.

How will the new Interim Arrangements be implemented?

20. The Government supports efficient and effective methods of delivering employees an interim wage increase.
21. Short-term determinations, under the *Public Service Act 1999* or other enabling legislation, may be used to facilitate the one-off 3 per cent remuneration increase, where it is scheduled to occur during the operation of the Interim Arrangements.
22. Short-term determinations can also be used to top-up existing instruments to deliver the full 3 per cent increase where they fall due during the term of the Interim Arrangements.

Can an agency pay an increase of less than 3 per cent per annum?

23. The Interim Arrangements provide for all employees to receive a pay increase of 3 per cent per annum.
24. This is an expected pay increase, not a wages cap.
25. The Government is looking to sensibly address pay fragmentation in Commonwealth employment. A consistent pay increase avoids exacerbating this situation.
26. For this reason, a pay increase of less than 3 per cent per annum would be inconsistent with the Interim Arrangements.

Will I receive back pay?

27. Wage increases under the Interim Arrangements will apply prospectively from the date an agency puts a new instrument in place.
28. As the Interim Arrangements apply between 1 September 2022 and 31 August 2023, any wage increase falling due between 1 September and the release of the Interim Arrangements, will still be eligible for a 3 per cent increase, once a new instrument is in force.

What about agencies currently in bargaining?

29. While the Interim Arrangements aim to avoid further disparity in terms and conditions, agencies already in bargaining may continue their negotiations in line with the requirements of the Interim Arrangements.
30. Requirements include ensuring effective consultation and respect for the role of union delegates and other officials, who are essential pillars of the Government's workplace relations platform for the Commonwealth.

31. Negotiated agreements should only be made for a 12 month duration and incorporate minimal change to conditions to minimise the impact on addressing disparity in future Commonwealth bargaining.

How was the figure of 3 per cent determined?

32. The one-off remuneration increase of 3 per cent is a reasonable increase that will better advance the wages of valued Commonwealth employees.
33. It is based on an assessment of wage increases across State and Territory Government employment, and the current fiscal environment.
34. A single rate reflects the Government's commitment to fixing existing wage disparity across Commonwealth employers, which will be addressed further through future workplace relations arrangements.

Are there any other changes within the Interim Arrangements?

35. The Interim Arrangements demonstrate the Government's commitment as a model employer by outlining expectations on the following key elements:
- **Family and domestic violence support.** Agencies are to provide maximum support for employees affected by family and domestic violence. Such measures should be in place and operational now, and agencies must take steps to ensure the privacy and protection of employees that are affected by family and domestic violence.
 - **Workplace consultation:** Agencies are to positively engage in consultation with employees and unions. Under the Interim Arrangements, agencies must implement practices that, where reasonable, go beyond the model consultation clause prescribed by the *Fair Work Regulations 2009*.
 - **Union delegates rights:** The role of union workplace delegates is to be recognised and respected.
 - **Dispute resolution:** It is Government policy that the resolution of disputes in the Commonwealth should occur in good faith and therefore follow the same principles as the good faith bargaining requirements detailed at section 228 of the *Fair Work Act 2009*.
 - **Flexibility:** A renewed focus on providing workplace flexibility as a normal feature of Commonwealth employment.

Will the future comprehensive arrangements include common terms and conditions?

36. The Government understands the benefits of common conditions negotiated on a service-wide level, with agency-specific terms negotiated at the agency level.

37. Future comprehensive arrangements will be developed in consultation with agencies, employees and their representatives. The potential for more commonality in terms and conditions will be explored with these stakeholders.

If the Government is committed to bargaining, why then do the new Interim Arrangements discourage agencies from bargain?

38. The Interim Arrangements do not discourage bargaining. Instead, they are a short term measure which sets the scene for the development of a comprehensive enterprise bargaining policy to revitalise genuine bargaining in the Commonwealth public sector.
39. In this context, the Interim Arrangements are an effective measure to provide certainty for agencies and their employees while a new comprehensive approach to workplace relations in the public sector is developed.
40. The Interim Arrangements aim to not disadvantage employees while consultation takes place to inform the development of this comprehensive approach.
41. The development of a future comprehensive policy is already a complex undertaking given the existing disparity in pay, and other terms and conditions across the Commonwealth arising from over two decades of decentralised bargaining and restrictive government policies.

What if an agency is unable to afford 3 per cent, or are committed to a lesser amount under its current workplace arrangement?

42. Where an agency identifies potential issues regarding affordability of the new fixed once off 3 per cent remuneration increase, they are encouraged to discuss their circumstances with the Australian Public Service Commission and the Department of Finance.
43. The Interim Arrangements require agencies who already have a workplace arrangement in place to make supplementary arrangements, so that employees receive the full 3 per cent rate.

Attachment E – Commonwealth employment union coverage**Union/Organisation**

1. Community and Public Service Union (CPSU)
2. Professionals Australia
3. Australian Manufacturing Workers' Union (AMWU)
4. Communications Electrical Electric Electronic Energy Information Postal Plumbing and Allied Services Union of Australia (CEPU)
5. Media Entertainment and Arts Alliance (MEAA)
6. Australian Services Union (ASU)
7. United Workers Union (UWU)
8. Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU)
9. Civil Air Operations Officers Association of Australia (Civil Air)
10. Australian Salaried Medical Officers Federation (ASMOF)
11. Australian Nursing and Midwifery Association (ANMF)
12. Union of Christmas Island Workers (UCIW)
13. Australian Federal Police Association (AFPA)
14. Australian Institute of Marine and Power Engineers (AIMPE)
15. Finance Sector Union (FSU)
16. National Tertiary Education Union (NTEU)
17. Australian Workers Union (AWU)
18. The Australian Licensed Aircraft Engineers Association (ALAEA)
19. Australian Federation of Air Pilots (AFAP)
20. United Firefighters Union of Australia (UFUA)

From: s 47F
To: O'Reilly, James; Briefs; DLO.Gallagher; Booth, Damien; s 47F; s 47F; Vasudevan, Vidya
Subject: RE: MS22-000102 - Communications package for release of the Public Sector Interim Workplace Arrangements 2022 [SEC=PROTECTED, CAVEAT=SH:CABINET]
Date: Friday, 16 September 2022 5:13:35 PM
Attachments: [image001.png](#)
[image007.png](#)
[Attachment D - Draft Letter to unions PI comments.docx](#)

SEC=PROTECTED, CAVEAT=SH:CABINET

Hi James

Thanks for sending this through. Two comments.

The letter to Ministers refers to the new wages policy in the first paragraph. Would that be better to refer to new interim wages arrangements, to be consistent with the language.

I've got some suggestions on the attachment to the union letter. Overall the letter looks good. Just comments on the attachment. We need to clarify the draft timeframes.

s 47F

SEC=PROTECTED, CAVEAT=SH:CABINET

From: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>
Sent: Thursday, 15 September 2022 6:24 PM
To: s 47F; Briefs <xxxxxx@xxxx.xxx.xx>;
DLO.Gallagher <xxx.xxxxxxxx@xxx.xxx.xx>; Booth, Damien <Damien.Booth@apsc.gov.au>;
s 47F; s 47F;
Vasudevan, Vidya <xxxxx.xxxxxxxx@xxxx.xxx.xx>
Subject: MS22-000102 - Communications package for release of the Public Sector Interim Workplace Arrangements 2022 [SEC=PROTECTED, CAVEAT=SH:CABINET]

PROTECTED//CABINET

Hi s 47F

I'm sending through an advanced copy of the attached Min Sub for your info. The Commissioner has approved the submission and attachments and they should be processed through PDMS in the morning.

I am out of the office tomorrow, but Damien is across the details if you would like to discuss. I'm available on the mobile if needed.

Thanks

James

James O'Reilly

A/g Assistant Commissioner, Workplace Relations

Australian Public Service Commission

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

■ s 47F ■ ■ w: www.apsc.gov.au



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Be careful with this message

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From: [Woolcott, Peter](#)
To: s 47F
Cc: s 47F; [Bruinsma, Rina](#); [O'Reilly, James](#); [DLO.Gallagher](#); s 47F; s 47F
Subject: Re: Interim workplace arrangements announcements [SEC=OFFICIAL:Sensitive]
Date: Wednesday, 21 September 2022 10:24:30 AM

Thanks s 47F and we will update the brief for Friday.

Peter

Sent from my iPhone

On 21 Sep 2022, at 10:05 am, s 47F wrote:

SEC=OFFICIAL:Sensitive

Hi all

We've had some discussion in the office on the interim workplace arrangements announcements. We will plan on the following.

- <!--[if !supportLists]-->• <!--[endif]-->Minister to cover it in a media briefing on Wednesday 28 September
- <!--[if !supportLists]-->• <!--[endif]-->Possibly do a media drop on the evening of Tuesday 27 September
- <!--[if !supportLists]-->• <!--[endif]-->FMO advise CPSU on Monday 26 Sept that we will announce on 28 September
- <!--[if !supportLists]-->• <!--[endif]-->FMO contact CPSU on late afternoon of 27 Sept to advise of details subject to agreement to confidentiality
- <!--[if !supportLists]-->• <!--[endif]-->FMO potentially contact ASU, and on advice from APSC, any other unions on 27 Sept to advise of details subject to agreement to confidentiality
- <!--[if !supportLists]-->• <!--[endif]-->FMO to liaise with Minister Burke's office
- <!--[if !supportLists]-->• <!--[endif]-->Possible Government question in the Senate on Wednesday 28 September – TBC
- <!--[if !supportLists]-->• <!--[endif]-->Covers wages and other circulars

APSC to manage communication with COOs and Secretaries prior to announcement

Could you update the draft brief and send through by Friday early afternoon.

- <!--[if !supportLists]-->• <!--[endif]-->Draft media release – we'll review current draft in this office
- <!--[if !supportLists]-->• <!--[endif]-->Q&A - we'll review current draft in this

office

<!--[if !supportLists]-->• <!--[endif]-->Update QTB – to include post announcement QTB

<!--[if !supportLists]-->• <!--[endif]-->Letter to Unions – update the attachment to be less specific on the timeframes for 2023. Reference APSC will commence discussions this year with unions/agencies, stakeholders about the bargaining framework and aim to negotiate on common core conditions in 2023. That gives flexibility to further consider timing and the associated issues.

Thanks

S

s 47F

s 47F | Office of Senator Katy Gallagher
Minister for Finance | Minister for Women | Minister for the Public Service
Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: O'Reilly, James
Subject: RE: Interim workplace arrangements announcements [SEC=OFFICIAL:Sensitive]
Date: Wednesday, 21 September 2022 1:23:39 PM

SEC=OFFICIAL:Sensitive

No response yet. I did follow up early in the week and will check again. Had been hoping the acting PM would sign.

S

SEC=OFFICIAL:Sensitive

From: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>
Sent: Wednesday, 21 September 2022 1:00 PM
To: s 47F
Subject: RE: Interim workplace arrangements announcements [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thanks S. We're working towards the below plan. Any word on a response from the PM/PMO?

James

From: s 47F
Sent: Wednesday, 21 September 2022 10:04 AM
To: s 47F; Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>; Woolcott, Peter <xxxx.xxxxxxxx@xxxx.xxx.xx>; O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>
Cc: DLO.Gallagher <xxx.xxxxxxxx@xxx.xxx.xx>; s 47F
Subject: Interim workplace arrangements announcements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi all

We've had some discussion in the office on the interim workplace arrangements announcements. We will plan on the following.

- Minister to cover it in a media briefing on Wednesday 28 September
- Possibly do a media drop on the evening of Tuesday 27 September
- FMO advise CPSU on Monday 26 Sept that we will announce on 28 September
- FMO contact CPSU on late afternoon of 27 Sept to advise of details subject to agreement to confidentiality
- FMO potentially contact ASU, and on advice from APSC, any other unions on 27 Sept to advise of details subject to agreement to confidentiality
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APSC to manage communication with COOs and Secretaries prior to announcement

Could you update the draft brief and send through by Friday early afternoon.

- Draft media release – we'll review current draft in this office
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- Update QTB – to include post announcement QTB
- Letter to Unions – update the attachment to be less specific on the timeframes for 2023. Reference APSC will commence discussions this year with unions/agencies, stakeholders about the bargaining framework and aim to negotiate on common core conditions in 2023. That gives flexibility to further consider timing and the associated issues.

Thanks

S [REDACTED]

s 47F [REDACTED]

s 47F [REDACTED] | Office of Senator Katy Gallagher

Minister for Finance | | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F [REDACTED]

SEC=OFFICIAL:Sensitive

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From: [O'Reilly, James](#)
To: [s 47F](#)
Cc: [Bruinsma, Rina](#); [Hagan, Martyn](#); [s 47F](#)
Subject: Wages policy interaction with Australian Defence Force remuneration [SEC=PROTECTED, CAVEAT=SH:CABINET]
Date: Friday, 23 September 2022 10:07:00 AM
Attachments: [image001.png](#)
[image002.png](#)

PROTECTED//CABINET

Hi [s 47F](#)

I'm writing to raise the possible application of the revised wages policy to an upcoming wage increase for the Australian Defence Force (ADF).

The ADF have a general wage increase of 2.00 per cent scheduled for 10 November 2022. As you are aware, the Interim Arrangements specifically exclude the ADF, yet past practice has seen the ADF apply the Government of the day's wages cap under previous workplace relations policies. This included the Morrison Government's six month pause in 2020.

ADF remuneration is determined by the independent Defence Force Remuneration Tribunal (DFRT) where the APSC, representing the Minister for the Public Service, advocates on behalf of the Government. While most pay cases are conducted with the Commonwealth as a respondent to ADF proposals, it is established practice for triennial Workplace Remuneration Arrangements, which provide headline wage increases, to be advanced as an 'agreed matter' between the ADF and the Commonwealth.

It is possible that Defence will seek the Minister's support to make a joint agreed submission to the DFRT between the Minister for the Public Service and the Chief of the Defence Force, for the 10 November 2022 pay increase to be increased from 2.00 per cent to 3.00 per cent – consistent with the revised wages policy.

In a separate yet related case, the ADF is proposing a significant reform to its system of allowances. This reform will benefit some members and disadvantage others, leading the ADF to propose a one-off \$2,000 base salary increase to offset any financial disadvantage a member might experience. This proposal is being considered by the DFRT in September and October, with implementation expected in May 2023.

At this point, I propose to provide the DFRT with a briefing next week out of session on the release of the Interim Arrangements. We can then consider further steps should Defence seek to pursue an adjustment to the scheduled November increase. Defence is otherwise expected to start preparing for a new three year workplace remuneration arrangement early next year to take effect by November 2023.

I am happy to discuss sensitivities and a way forward.

James

James O'Reilly
A/g Assistant Commissioner, Workplace Relations

Australian Public Service Commission

B Block, Treasury Building, Parkes Place West, PARKES ACT 2600

GPO Box 3176 CANBERRA ACT 2601

s 47F w: www.apsc.gov.au



From: s 47F
To: [Woolcott, Peter](#); s 47F; [Bruinsma, Rina](#); [O'Reilly, James](#)
Subject: Media on interim workplace arrangements [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 27 September 2022 8:23:49 AM

SEC=OFFICIAL:Sensitive

Hi all

The Acting PM has signed the interim workplace arrangements.

Following a discussion with s 47F from our media team and the Minister we probably won't announce on Wednesday due to the current sitting schedule and lack of availability for media. We are looking at options for when to announce and I'll come back to you during the day.

Could you let me know how much notice you need for the letters to agency heads and COOs communication. I don't think the Comms brief has formally been signed off yet.

s 47F

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F; Woolcott, Peter; Bruinsma, Rina; O'Reilly, James
Subject: RE: Media on interim workplace arrangements [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 27 September 2022 10:19:30 AM

OFFICIAL: Sensitive

Thanks s

s 47F

Chief of Staff

From: s 47F
Sent: Tuesday, 27 September 2022 10:16 AM
To: s 47F; Woolcott, Peter <x@xx>; Bruinsma, Rina <x@xx>; O'Reilly, James <James.O'Rei@xx>
Subject: RE: Media on interim workplace arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi

The Comms brief is now signed off with just a couple of small changes to the union letter.

Our office still needs to finalise the media release.

I think most likely is later this week and will plan to ensure enough notice.

s

SEC=OFFICIAL:Sensitive

From: s 47F
Sent: Tuesday, 27 September 2022 8:36 AM
To: s 47F; Woolcott, Peter <x@xx>; Bruinsma, Rina <x@xx>; O'Reilly, James <James.O'Rei@xx>
Subject: RE: Media on interim workplace arrangements [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Thanks s – noted.

Whilst we only need an hour or so for dispatch of letters, half a day lead time would be ideal to ensure no surprises for agency heads and COOs. We had planned to advise these groups (under embargo) this evening, ahead of a Wednesday morning release.

Thanks

s 47F

s 47F

Chief of Staff

From: s 47F
Sent: Tuesday, 27 September 2022 8:22 AM
To: Woolcott, Peter <[REDACTED]>; s 47F
Bruinsma, Rina <[REDACTED]>; O'Reilly, James <James.O'[REDACTED]>
Subject: Media on interim workplace arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi all

The Acting PM has signed the interim workplace arrangements.

Following a discussion with s 47F from our media team and the Minister we probably won't announce on Wednesday due to the current sitting schedule and lack of availability for media. We are looking at options for when to announce and I'll come back to you during the day.

Could you let me know how much notice you need for the letters to agency heads and COOs communication. I don't think the Comms brief has formally been signed off yet.

s 47F

s 47F
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Minister for Finance | Minister for Women | Minister for the Public Service
Senator for the Australian Capital Territory
s 47F

SEC=OFFICIAL:Sensitive

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From: s 47F
To: O'Reilly, James
Subject: RE: Union contact details [SEC=OFFICIAL]
Date: Wednesday, 28 September 2022 11:43:58 AM
Attachments: image001.png
 image004.png

SEC=OFFICIAL

Thanks

I still need to confirm the date. I note the comment about the ASU and will factor that into timing.

S

SEC=OFFICIAL

From: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>
Sent: Wednesday, 28 September 2022 11:21 AM
To: s 47F
Subject: Union contact details [SEC=OFFICIAL]

OFFICIAL

Hi S

Below are the details for Jeff Lapidos – Branch Secretary of the ASU Taxation Officers' Branch. Note the warning below from the ATO.

Attached are also details for Professionals Australia. Note, s 47F is the main contact for the current CASA MSD, which is scheduled for a directions hearing with the FWC on Friday. CASA will be contesting the application.

Thanks

James

From: Alison Stott <xxxxxx.xxxxx@xxx.xxx.xx>
Sent: Wednesday, 28 September 2022 10:03 AM
To: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>
Cc: Employee And Industrial Relations <xx@xxx.xxx.xx>
Subject: RE: Contact details for the ASU Taxation Officers' Branch [SEC=OFFICIAL]

Thanks James

Thanks for letting me know. It would be good if you could let me know at the same time as Jeff is likely to start alerting staff and media also and I can be prepared to respond.

Details are

Jeff Lapidos
 Branch Secretary

Australian Services Union | Taxation Officers' Branch

116 Queensberry Street Carlton South VIC 3053

M: 0419 335 675 E: xxxx.xxxxxx@xxxxxx.xx.n.au

W: www.asutax.asn.au

Thanks Alison

From: O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>

Sent: Wednesday, 28 September 2022 8:53 AM

To: Alison Stott <xxxxxx.xxxxx@xxx.xxx.xx>

Subject: Contact details for the ASU Taxation Officers' Branch [SEC=OFFICIAL]

EXTERNAL EMAIL: EXERCISE CAUTION

OFFICIAL

Hi Alison

I'm reaching out to see if you have contact details for Jeff Lapidus.

We are preparing for a launch of a new Government workplace relations policy shortly and the Minister's Office may touch base with a couple of identified unions to give a heads up on the imminent release. This won't be detailed information but a curtesy call that it's coming.

The Commissioner and Deputy Commissioner will reach out to Agency Heads and COOs with further info before release.

Happy to discuss

James

James O'Reilly

A/g Assistant Commissioner, Workplace Relations

Australian Public Service Commission

B Block, Treasury Building, Parkes Place West, PARKES ACT 2600

GPO Box 3176 CANBERRA ACT 2601

S 47F   w: www.apsc.gov.au



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From: s 47F
To: s 47F; [O'Reilly, James](#); [Bruinsma, Rina](#); [Woolcott, Peter](#)
Subject: interim wages arrangements [SEC=OFFICIAL:Sensitive]
Date: Friday, 30 September 2022 4:00:11 PM

SEC=OFFICIAL:Sensitive

Hi

The Minister has indicated we'll aim to Wednesday for the wages going public. Will confirm on Tuesday

s 47F

s 47F

s 47F | Office of Senator Katy Gallagher
Minister for Finance | | Minister for Women | Minister for the Public Service
Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: [Bruinsma, Rina](#)
To: s 47F
Subject: RE: interim wages arrangements [SEC=OFFICIAL:Sensitive]
Date: Friday, 30 September 2022 4:00:00 PM

OFFICIAL: Sensitive

Thanks for the heads up! I hope you (and the Minister!) get some down time over the long weekend.

From: s 47F
Sent: Friday, 30 September 2022 3:59 PM
To: s 47F; O'Reilly, James <James.O'@xx>;
Bruinsma, Rina <x@xx>; Woolcott, Peter <Peter.Woolc@xx>
Subject: interim wages arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi

The Minister has indicated we'll aim to Wednesday for the wages going public. Will confirm on Tuesday

s 47F

s 47F
s 47F | Office of Senator Katy Gallagher
Minister for Finance | | Minister for Women | Minister for the Public Service
Senator for the Australian Capital Territory
s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F; [O'Reilly, James](#); [Bruinsma, Rina](#); [Woolcott, Peter](#)
Subject: RE: interim wages arrangements [SEC=OFFICIAL:Sensitive]
Date: Friday, 30 September 2022 4:00:46 PM

OFFICIAL: Sensitive

Thanks s 47F

s 47F

Chief of Staff

From: Ingwersen, Paul <x@xx>
Sent: Friday, 30 September 2022 3:59 PM
To: Rees, Emma <x@xx>; O'Reilly, James <James.O'Reilly@apsc.gov.au>; Bruinsma, Rina <x@xx>; Woolcott, Peter <Peter.Woolcott@xx>
Subject: interim wages arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi

The Minister has indicated we'll aim to Wednesday for the wages going public. Will confirm on Tuesday

s 47F

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: [O'Reilly, James](#); s 47F; [Woolcott, Peter](#); [Bruinsma, Rina](#)
Subject: interim employment arrangements [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 8:58:07 AM

SEC=OFFICIAL:Sensitive

Hi

I hope to be able to confirm in the middle of the day if we will announce the interims wages policy tomorrow.

Just need to reconfirm availability of the Minister tomorrow and check in with the PMO on media. We will work on a timeframe that gives you enough space to get out the advice to COOs and Secretaries. Pat is doing some work on the media release.

s 47F

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: [Bruinsma, Rina](#)
To: s 47F
Subject: RE: interim employment arrangements [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 9:02:00 AM

OFFICIAL: Sensitive

Thanks s 47F

From: s 47F
Sent: Tuesday, 4 October 2022 8:56 AM
To: O'Reilly, James <James.O'@xx>; s 47F
Woolcott, Peter <x@xx>; Bruinsma, Rina <Rina.Bruin@xx>
Subject: interim employment arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi

I hope to be able to confirm in the middle of the day if we will announce the interims wages policy tomorrow.

Just need to reconfirm availability of the Minister tomorrow and check in with the PMO on media. We will work on a timeframe that gives you enough space to get out the advice to COOs and Secretaries. s 47F is doing some work on the media release.

s 47F

s 47F
s 47F | Office of Senator Katy Gallagher
Minister for Finance | | Minister for Women | Minister for the Public Service
Senator for the Australian Capital Territory
s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F
Cc: s 47F
Subject: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 12:38:08 PM
Attachments: [221004 MR APS Wages - PC v3 \(clean\).docx](#)

SEC=OFFICIAL:Sensitive

Hi s 47F,

I've attached my office changes to the MR for the wages announcement. Waiting for the minister to get out of ERC to tick and let us embark on the journey with a drop + stakeholders etc.

Can you please review this version at your end and make sure that its fine in a fact check sense.

Thanks,

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for the Public Service | Minister for Women
Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: [Woolcott, Peter](#); [Bruinsma, Rina](#); [O'Reilly, James](#); s 47F
Cc: [Media Enquiries](#)
Subject: [FOR ACTION ASAP] Draft media release - interim workplace relations arrangement [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 1:07:24 PM
Attachments: [221004 MR APS Wages - PC v3 \(clean\).docx](#)
Importance: High

OFFICIAL: Sensitive

Hi all – please see attached the revised media release announcing the interim workplace relations arrangement.

I would appreciate your advice on if any changes are recommended.

Cheers

s 47F

From: s 47F
Sent: Tuesday, 4 October 2022 12:35 PM
To: s 47F
Cc: s 47F
Subject: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi s 47F

I've attached my office changes to the MR for the ages announcement. Waiting for the minister to get out of ERC to tick and let us embark on the journey with a drop + stakeholders etc.

Can you please review this version at your end and make sure that its fine in a fact check sense.

Thanks,

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for the Public Service | Minister for Women
 Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F
Cc: s 47F; [Woolcott, Peter](#); [Bruinsma, Rina](#); [O'Reilly, James](#); s 47F
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 2:21:46 PM
Attachments: [221004 MR APS Wages - PC v3 \(clean\) JP comments.docx](#)

OFFICIAL: Sensitive

Hi s 47F

Thanks for sending through the draft media release for fact checking. We have highlighted one section that should be revised so as to not raise unreasonable expectations about the timing of the new wage increase.

All employees will be eligible for the revised wage increase during the life of the Interim Arrangements as their annual wage increase falls due. That means some will wait until 2023 before they receive their revised wage increase.

Could you please let me know when you plan to distribute the release, so we can start distributing letters to relevant stakeholders?

Let me know if you have any questions.

Cheers

s 47F

From: s 47F
Sent: Tuesday, 4 October 2022 12:35 PM
To: s 47F
Cc: s 47F
Subject: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

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Can you please review this version at your end and make sure that its fine in a fact check sense.

Thanks,

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for the Public Service | Minister for Women
 Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 2:36:00 PM

OFFICIAL: Sensitive

Thanks s

From: s 47F
Sent: Tuesday, 4 October 2022 2:33 PM
To: s 47F s 47F
Cc: Woolcott, Peter <xxxxx.xxxxxxxx@xxxx.xxx.xx>; Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>; O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; s 47F
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi

We will delay the media on the APS wages by a day. The Minster is short of time today and give the timeframes for getting letters out, best to delay it. I'll reconfirm in the morning.

s

SEC=OFFICIAL:Sensitive

From: s 47F
Sent: Tuesday, 4 October 2022 2:22 PM
To: s 47F
Cc: s 47F Woolcott, Peter <xxxxx.xxxxxxxx@xxxx.xxx.xx>; Bruinsma, Rina <xxxx.xxxxxxxx@xxxx.xxx.xx>; O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; s 47F
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Hi s

Thanks for sending through the draft media release for fact checking. We have highlighted one section that should be revised so as to not raise unreasonable expectations about the timing of the new wage increase.

All employees will be eligible for the revised wage increase during the life of the Interim Arrangements as their annual wage increase falls due. That means some will wait until 2023 before they receive their revised wage increase.

Could you please let me know when you plan to distribute the release, so we can start distributing letters to relevant stakeholders?

Let me know if you have any questions.

Cheers

S [REDACTED]

From: s 47F [REDACTED]
Sent: Tuesday, 4 October 2022 12:35 PM
To: s 47F [REDACTED]
Cc: s 47F [REDACTED]
Subject: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi S [REDACTED],

I've attached my office changes to the MR for the wages announcement. Waiting for the minister to get out of ERC to tick and let us embark on the journey with a drop + stakeholders etc.

Can you please review this version at your end and make sure that it's fine in a fact check sense.

Thanks,

s 47F [REDACTED]

s 47F [REDACTED] | Office of Senator Katy Gallagher

Minister for Finance | Minister for the Public Service | Minister for Women
Senator for the Australian Capital Territory

s 47F [REDACTED]

SEC=OFFICIAL:Sensitive

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Be careful with this message

External email. Do not click links or open attachments unless you recognise the sender and know the content is safe.

From: s 47F
To: s 47F s 47F s 47F
Cc: [Woolcott, Peter](#); [Bruinsma, Rina](#); [O'Reilly, James](#)
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]
Date: Tuesday, 4 October 2022 2:37:44 PM

OFFICIAL: Sensitive

Noted, thanks s 47F

s 47F

Chief of Staff

From: s 47F
Sent: Tuesday, 4 October 2022 2:33 PM
To: s 47F s 47F
Cc: Woolcott, Peter <xxxxx.xxxxxxxx@xxxx.xxx.xx>; Bruinsma, Rina <xxxxx.xxxxxxxx@xxxx.xxx.xx>; O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; s 47F
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

Hi

We will delay the media on the APS wages by a day. The Minster is short of time today and give the timeframes for getting letters out, best to delay it. I'll reconfirm in the morning.

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
Sent: Tuesday, 4 October 2022 2:22 PM
To: s 47F
Cc: s 47F Woolcott, Peter <[xxxxx.xxxxxxxx@xxxx.xxx.xx](#)>; Bruinsma, Rina <[xxxxx.xxxxxxxx@xxxx.xxx.xx](#)>; O'Reilly, James <James.O'xxxxxx@xxxx.xxx.xx>; s 47F
Subject: RE: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

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Cheers

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From: s 47F [REDACTED]
Sent: Tuesday, 4 October 2022 12:35 PM
To: s 47F [REDACTED]
Cc: s 47F [REDACTED]
Subject: Draft MR on wages announcement [SEC=OFFICIAL:Sensitive]

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s 47F [REDACTED] | Office of Senator Katy Gallagher

Minister for Finance | Minister for the Public Service | Minister for Women
Senator for the Australian Capital Territory

s 47F [REDACTED]

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From: s 47F
To: [Woolcott, Peter](#); [Bruinsma, Rina](#); s 47F; [O'Reilly, James](#)
Cc: s 47F
Subject: Release of APS interim employment arrangements [SEC=OFFICIAL:Sensitive]
Date: Wednesday, 5 October 2022 9:37:15 AM

SEC=OFFICIAL:Sensitive

Hi

The Minister has approved the release of the APS interim employment arrangements for Thursday (and also related circulars on consultation etc).

Can you send out the letters to Secretaries and COOs today on the basis it is confidential until tomorrow.

We will have the final media release signed off hopefully around midday, with the plan to drop it with selected media later this afternoon to appear tomorrow morning.

The PMO has ticked off on the release.

For Comms from this end today I will:

- Contact Minister Burke's office to confirm the release and provide them a copy of the media and policy
- Contact CPSU and brief them on the interim arrangements
- Contact ASU, Professionals Australia and AMWU and advise that the arrangements will be public on Thursday and I'll follow up with another call tomorrow to talk them through the policy

APSC to send letters to unions after release.

s 47F

s 47F

s 47F | Office of Senator Katy Gallagher

Minister for Finance | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F; Woolcott, Peter; Bruinsma, Rina; O'Reilly, James
Cc: s 47F; s 47F; s 47F
Subject: RE: Release of APS interim employment arrangements [SEC=OFFICIAL:Sensitive]
Date: Thursday, 6 October 2022 8:27:55 AM

OFFICIAL: Sensitive

s 47F

Confirming with you that the link to the Interim policy is now live: [Public Sector Interim Workplace Arrangements 2022](#).

Agency Heads and COOs were advised yesterday, and letters from the Commissioner to all unions will go out shortly.

Kind regards

s 47F

s 47F

Chief of Staff

From: s 47F
Sent: Wednesday, 5 October 2022 9:35 AM
To: Woolcott, Peter <x@xxx>; Bruinsma, Rina
 <x@xxx>; s 47F; O'Reilly, James
 <James.O'@xxx>
Cc: s 47F
 s 47F
Subject: Release of APS interim employment arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

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S [REDACTED]

s 47F [REDACTED]

Senior Adviser | Office of Senator Katy Gallagher

Minister for Finance | | Minister for Women | Minister for the Public Service

Senator for the Australian Capital Territory

s 47F [REDACTED]

SEC=OFFICIAL:Sensitive

From: s 47F
To: s 47F; Woolcott, Peter; Bruinsma, Rina; O'Reilly, James
Subject: RE: Release of APS interim employment arrangements [SEC=OFFICIAL:Sensitive]
Date: Thursday, 6 October 2022 8:49:22 AM

SEC=OFFICIAL:Sensitive

Hi

Feedback from unions so far

- CPSU has generally welcomed it, noting the commitment to move to service wide negotiations. Some people aren't confident that service wide negotiations will happen, so the policy will assist to confirm that. 3% is less than what they are seeking, but they will reference that service wide negotiations will be an opportunity to pursue better outcomes.
- AMWU – welcomed the contact and communication - no specific comments on it
- ASU – tax branch. Not happy with the approach as they want to undertake bargaining with the ATO and believe this stops bargaining. The ATO paid 2% in early August and he said they won't wait till August 2023 for the increase. Not really interested in the service wide bargaining as he sees the ATO conditions as being the best. He will participate in the APSC process but we can expect some push back from the ASU.
- Professionals Australia – called and sent the information but no response.

s 47F

SEC=OFFICIAL:Sensitive

From: s 47F
Sent: Thursday, 6 October 2022 8:28 AM
To: s 47F; Woolcott, Peter
 <xxxxx.xxxxxxx@xxxx.xxx.xx>; Bruinsma, Rina <xxxx.xxxxxxx@xxxx.xxx.xx>; O'Reilly, James
 <James.O'xxxxxx@xxxx.xxx.xx>
Cc: s 47F
 s 47F; Skinner, Melanie <xxxxxx.xxxxxxx@xxxx.xxx.xx>;
 s 47F
Subject: RE: Release of APS interim employment arrangements [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

s 47F

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Kind regards

s 47F

s 47F

Chief of Staff

From: s 47F

Sent: Wednesday, 5 October 2022 9:35 AM

To: Woolcott, Peter <xxxxx.xxxxxxxx@xxxx.xxx.xx>; Bruinsma, Rina

<xxxx.xxxxxxxx@xxxx.xxx.xx>; s 47F O'Reilly, James

<James.O'xxxxxx@xxxx.xxx.xx>

Cc: s 47F

s 47F

Subject: Release of APS interim employment arrangements [SEC=OFFICIAL:Sensitive]

SEC=OFFICIAL:Sensitive

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s 47F

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From: s 47F
To: s 47F; s 47F
Cc: [Media Enquiries](#)
Subject: RE: Interim Workplace Arrangements and Circulars [SEC=OFFICIAL]
Date: Thursday, 6 October 2022 10:08:24 AM

SEC=OFFICIAL

Sure can, thanks.

All quiet so far but they will come 😊

s

SEC=OFFICIAL

From: s 47F
Sent: Thursday, 6 October 2022 9:25 AM
To: s 47F
Cc: Media Enquiries <xxxxx@xxxx.xxx.xx>
Subject: Interim Workplace Arrangements and Circulars [SEC=OFFICIAL]

OFFICIAL

Morning

We're ready to help draft responses to any media enquiries received on the [Public Sector Interim Workplace Arrangements 2022](#) and three [circulars](#) that were released today.

Could you please direct any requests through to our [xxxxx@xxxx.xxx.xx](#) inbox with a deadline on when you require a response?

Cheers

s 47F

[Australian Public Service Commission](#)

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

s 47F e: s w:
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.

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