

APS Bargaining: Q&A with the Chief Negotiator

APS bargaining

Agenda

1. Acknowledgment of Country
2. Housekeeping
3. What is APS bargaining?
4. APS bargaining process
5. APS bargaining package of pay and conditions
6. Q&A with the Chief Negotiator





Acknowledgement of Country

I would like to begin by acknowledging the Traditional Custodians of the land on which we meet today, and pay my respect to their Elders past and present. I extend that respect to Aboriginal and Torres Strait Islander people joining us today.

Housekeeping

- ✓ This APS bargaining package, including pay increases and changes to conditions, is **subject to a majority ‘yes’ vote** on your agency’s enterprise agreement.
- ✓ We encourage you to **engage** and **ask your questions**.
- ✓ The information session will run first. The chat will open during the Q&A. Please submit your questions in the chat at that time.
- ✓ We’ll issue an **FAQ** following the event with any unanswered questions, including a **recording of the session**.

Thank you for engaging in APS bargaining.



Why APS-wide Bargaining?

Government is implementing a new approach to APS bargaining

- committed to being a **model employer**, to **fair and equitable conditions** of employment and **job security**.
- sees **genuine service-wide negotiations** on pay and common conditions as preferred way to deliver on these commitments.
- agencies are continuing to address their operational needs through **agency-level bargaining**.



APS bargaining process

APS bargaining

The Commonwealth put forward **48 proposed common pay and conditions**. This was expanded to **94** during the APS bargaining process, many will now be a common term.

APS bargaining started on **30 March 2023**.

We've been working with employee representatives and your agency to identify common terms on pay and conditions across **94 matters**.

Broad support observed from employee representatives for over **40 common conditions**.

The **Commonwealth has improved** the pay offer, developed a base salary structure to address pay fragmentation and proposed significant enhancements to parental leave.



Snapshot of the package

Pay

- ✓ Pay offer
- ✓ Lump sum payments
- ✓ Base salary structure to address pay fragmentation
- ✓ Casual loading increases
- ✓ Higher duties allowance

Key conditions

- ✓ Flexible working arrangements
- ✓ Service-wide parental leave improvements
- ✓ More uses of personal/carers leave

Engagement

- ✓ Workload support
- ✓ Stronger consultation approach

APS bargaining

Common conditions =

- ✓ Executive Level TOIL
- ✓ Annual leave
- ✓ Cultural leave
- ✓ Conditions to support First Nations employment
- ✓ Bereavement and compassionate leave
- ✓ Portability of personal/carers leave

Other common conditions =

- | | |
|---|--|
| <ul style="list-style-type: none">✓ Family and Domestic Violence support✓ Lactation breaks✓ Part-time employees✓ Incremental advancement✓ Witness leave✓ Public holidays✓ Integrity, transparency & scientific integrity✓ Jury Duty✓ Overpayments | <ul style="list-style-type: none">✓ Resignation✓ Dispute resolution✓ Blood donation✓ Vaccination✓ Employee assistance program✓ Long service leave✓ Emergency response leave✓ Disaster support✓ NES precedence clause✓ Respect@Work✓ Defence service sick leave✓ Defence reservist leave |
|---|--|

APS bargaining package of pay and conditions – the improved pay offer

The Commonwealth's revised pay offer

4.0%

Year 1

3.8%

Year 2

3.4%

Year 3

= **11.2%** over 3 years

= **11.6%** compounding over 3 years



APS bargaining package of pay and conditions – why this pay offer?

APS bargaining

Unpacking your pay offer

Comparable pay offer

Aligns with expert advice and economic analysis

Pay is one aspect of the package



APS bargaining package of pay and conditions – common pay date

You can expect a pay increase from March 2024

- ✓ Common pay increase dates:
 - On commencement or **14 March 2024**, whichever is later
 - **13 March 2025**
 - **12 March 2026.**
- ✓ In your pay packet from **Thursday, 28 March 2024.**
- ✓ A common pay date means if you move between APS agencies, you'll get a pay increase at the same time no matter where you work.



APS bargaining package of pay and conditions – the realignment payment

APS bargaining

Employees in about 50 agencies will get a lump sum realignment payment

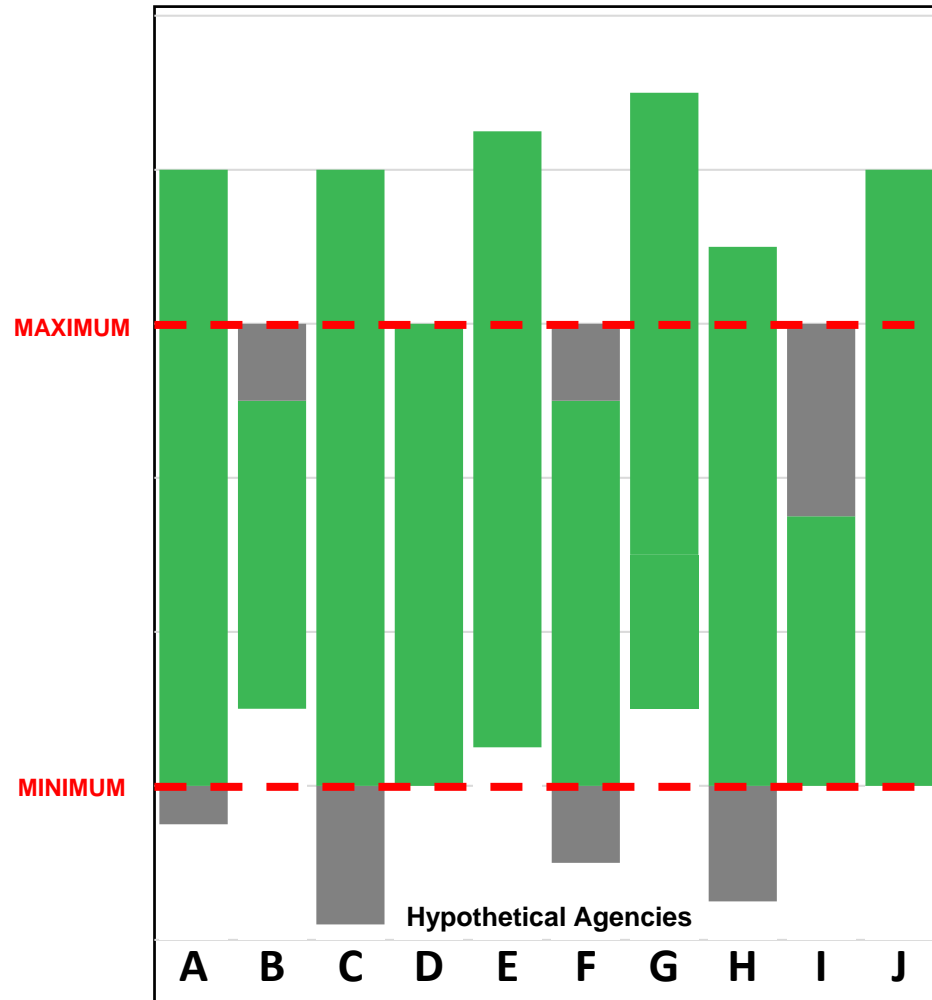
- ✓ The common pay date requires a transition to make sure **no one is disadvantaged**.
- ✓ If your agency is due a pay increase between 1 September 2023 and 13 March 2024, you'll get a lump sum **realignment payment**.
- ✓ If you have a pay increase due after 14 March 2024, it will be **brought forward**.



APS bargaining package of pay and conditions – the base salary structure

APS bargaining

Taking steps to address the decades of pay fragmentation across the service



- ✓ Base salary of the APS1 minimum value to lift to **\$52,000** (including the 4% year 1 increase).
- ✓ An extra **1 per cent** in year 2 of the agreements and **2 per cent** in year 3.
- ✓ Timing is the same as the common pay increase dates.
- ✓ It will impact **84 agencies** over the life of the agreement, and benefit almost **8,000** employees.
- ✓ Pay fragmentation **reduces from 25 per cent to 13 per cent**.



APS bargaining package of pay and conditions – the base salary structure case study

APS bargaining

Some employees will get significantly more than the 11.2% pay increase

Sam is an **APS6 employee** working at the **Department of Home Affairs**. Sam is currently at the minimum of Home Affairs' APS6 salary range with an annual salary of **\$84,335 per annum**.

Sam will benefit from both the **base salary structure lift** and **headline pay increases** during Home Affairs' next enterprise agreement.

Sam's total salary increases will be **17.2%** over the life of the agreement. Sam's benefit would **increase further** if the compounding effect of the increases were included.

	Year 1	Year 2	Year 3	Total
Headline Pay Increases	4.0%	3.8%	3.4%	11.2%
Pay Fragmentation Uplifts	3.0%	1.0%	2.0%	6.0%
Total	7.0%	4.8%	5.4%	17.2%

APS bargaining package of pay and conditions – casual loading

APS bargaining

Increasing pay of casual employees

- ✓ **Lifting the casual loading** from 20 per cent to **25 per cent** across the service.
- ✓ This is an improvement for over **6,500 casual employees** in over 75 agencies.



APS bargaining package of pay and conditions – higher duties allowance

A common approach to higher duties

- ✓ If your agency needs to fill a role for **2 or more weeks** higher duties allowance is payable. You could perform this role for **1 week** and still get paid at the higher classification rate if a colleague fills the role for the other week.
- ✓ You'll still get paid higher duties if it is part of a **job sharing arrangement** for 2 or more weeks.
- ✓ If you have a **lower qualifying period**, you'll keep it.



APS bargaining package of pay and conditions – parental leave

APS bargaining

Working parents can expect equal entitlements to 18 weeks paid parental leave.

- ✓ **18 weeks paid parental leave for primary caregivers.**
- ✓ **More paid parental leave for the secondary caregiver:**
 - a) The start of the enterprise agreements: **8 weeks**
 - b) March 2025: **11 weeks**
 - c) March 2026: **14 weeks**
 - d) February 2027: **18 weeks**
- ✓ **No qualifying period.**
- ✓ If you're on or going on paid parental leave when the enterprise agreement comes into effect you can **extend your leave.**
- ✓ It includes **adoption, long term foster care and birth parents.**
- ✓ **You have 24 months from starting parental leave to use your entitlements.**



APS bargaining package of pay and conditions

– parental leave

Significant parental leave improvements across the service

- ✓ **Paid premature birth leave** from the date of birth to what would have been 37 weeks gestation.
- ✓ A guaranteed option for **part-time arrangements** after parental leave.
- ✓ A secondary caregiver who has lost their child through stillbirth can access **2 weeks paid leave**. A pregnant employee who experiences stillbirth retains access to full parental leave.
- ✓ Parents can access **one week paid pregnancy loss leave** if they lose a child from 12 to 19 weeks' gestation.



APS bargaining package of pay and conditions – flexible working arrangements

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Nation leading flexible work arrangements

- ✓ A **consistent approach** to flexible work arrangements across the service.
- ✓ **No caps on the number of days you can request to work from home.**
- ✓ **Flexibility applies to all roles** in the agency, and different types of flexibility are suited for different roles or circumstances.
- ✓ Agencies must consider First Nations **connection to Country and cultural obligations** when reviewing a change of location request.
- ✓ All requests will be considered on their merit, with our goal to encourage **better engagement** between managers and employees.



APS bargaining package of pay and conditions – personal/carers leave

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Common approach to personal/carers' leave

- ✓ At least **18 days personal/carers' paid leave** across the service.
- ✓ Employees in **10 agencies will get more** personal/carers' leave.
- ✓ **Nearly 17,500 employees** in the Department of Defence will **get 3 more days**.
- ✓ **More ways you can use personal/carers' leave**, including for preventative health appointments such as going to the dentist.
- ✓ If you have or care for someone with a **chronic illness or disability**, you can provide a medical certificate to cover up to 12 months.



APS bargaining package of pay and conditions – annual leave

Common approach to annual leave

- ✓ At least **20 days paid annual leave** per year.
- ✓ **Annual leave at half pay**, if you don't have an excessive leave balance.
- ✓ If your leave is cancelled or you are asked to come back to work while you are on leave, you'll be **reimbursed travel costs**.

Cash-out of annual leave is an agency-level bargaining matter.



APS bargaining package of pay and conditions – Executive Level TOIL

Common approach to EL TOIL

- ✓ If you would like to access time off in lieu (TOIL), you'll need to **keep records** of your working hours.
- ✓ **Your supervisor will grant TOIL** in recognition of additional hours worked.
- ✓ Your **working arrangements** should be agreed through a discussion.
- ✓ Your working arrangements and actual hours worked should be **formally discussed** on at least a quarterly basis.

APS flextime provisions will be maintained.



APS bargaining package of pay and conditions – cultural leave

Supporting and attracting a culturally diverse workforce to deliver for all Australians

- ✓ **3 days paid cultural leave per year** for significant religious or cultural reasons.
- ✓ A **new entitlement** for employees across about **65 agencies**.
- ✓ **An increase** for employees across about **31 agencies**.



APS bargaining package of pay and conditions – conditions for First Nations employees

APS bargaining

Supporting and attracting First Nations employees to deliver for all Australians

- ✓ **6 days paid leave** over 2 years for ceremonial or cultural purposes.
- ✓ **1 day NAIDOC leave** each year.
- ✓ **Mandatory cultural competence training** to hold all EL2 positions.
- ✓ **Community Language Allowances.**



APS bargaining package of pay and conditions – bereavement and compassionate leave

APS bargaining

Common approach to bereavement and compassionate leave

- ✓ You'll get **3 days paid compassionate leave** each time you need it.
- ✓ You'll get **3 days paid bereavement leave** each time you need it.
- ✓ The new parental leave arrangements are in addition to these entitlements.



APS bargaining package of pay and conditions – portability of leave

Personal/carers' leave to move with you

- ✓ If you move to a different APS agency, your annual and personal/carers' leave will go with you.
- ✓ If you move from a Parliamentary Services role or the ACT public service to an APS agency, your annual and personal/carers' leave will come with you.
- ✓ An agency will, at your request, recognise your personal/carer's leave from a non-APS agency on engagement.
- ✓ An agency may, at their discretion, recognise your personal/carer's leave from state or territory government on engagement.



APS bargaining package of pay and conditions – workloads

Encouraging engagement to support your workload

- ✓ Discuss **significant workload pressures** over a prolonged period of time with your manager.
- ✓ In these cases, you and the agency must **review your workloads and priorities** and determine a way forward to manage the impact.



APS bargaining package of pay and conditions – consultation

Encouraging engagement with your employer by strengthening your right to consultation

- ✓ Agencies will need to **consult you on workplace matters** that impact on you before it is implemented.
- ✓ Defined what **genuine and effective consultation** includes.
- ✓ **APS-wide consultative committee** with unions and APS agencies.



Recap of the package

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What happens next?

- ✓ We meet with employee representatives on **Thursday 28 September** to seek their feedback on the package.
- ✓ If they support the package, agencies will **finalise agency-level bargaining**.
- ✓ **You'll vote** on the APS-wide bargaining package and agency-level terms as part of your agency's enterprise agreement.



APS bargaining Q&A: with the Chief Negotiator

- ✓ Please **be kind** and **respectful** to your APS colleagues as you engage in the Q&A.

