

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Additional Estimates 2015 - 2016**

#### **Cross Portfolio**

**Department of Employment Question No. EMSQ16-000045**

**Senator Cameron asked on 11 February 2016 on proof Hansard page 18**

#### **Question**

##### **Enterprise agreement content**

Page 18.....

Senator CAMERON: Are there any rights and conditions being stripped from the current agreement? Are there any rights that are enforceable under the agreement that you are arguing should be in policy?

Ms Leon: There are no conditions or entitlements that are being removed. There is detailed content that is being removed but, as Ms Kidd outlined, that goes to things such as the way in which you apply for access to the part-time work, flextime or whatever, rather than the right to flextime. We can provide you with the text of the agreement if you want to look at it and see, but there is no reduction in any conditions or terms of employment, no reduction in allowances and no reduction in entitlements. It is an agreement that offers a pay rise on the base of productivity that has been achieved in other ways that I outlined earlier, not by removing any terms and conditions of employment. There is no increase to working hours, there is no taking away shutdown time, there is no change to incremental advancement and there is no change to high duties. All those terms and conditions—

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Page 23

Senator LINES: So there were two statements—a statement of commitment and a statement around part-time work. Do they form part of the enterprise agreement?

Ms Leon: Yes.

Ms Kidd: Yes, that is right.

Senator LINES: I think you offered to give us the wording of that. On that statement of commitment, I understand one of the things that has changed in this agreement that you have put out again is an enforceable right to be consulted before a decision is made. So you want to take that out of the enterprise agreement and make it part of policy?

Ms Leon: That is correct.

#### **Answer**

Attached is a copy of the proposed Department of Employment Enterprise Agreement 2016-2019 that was put to vote in February 2016.