



**THE SENATE
SENATE EDUCATION AND EMPLOYMENT STANDING COMMITTEE**

Corrigendum

Siege of attrition: the Government's APS Bargaining Policy

Correction to Chapter 1, page 2.

Currently reads:

1.3 The committee received 637 submissions as detailed in Appendix 1.

Amended to read:

1.3 The committee received 636 submissions as detailed in Appendix 1.

Replacement of Appendix 1, pages 81–96.

Substitute the entire Appendix 1 at pages 81–96 with a revised appendix, at Attachment A.

Senator Gavin Marshall

Chair

Education and Employment References Committee

Attachment A

Appendix 1

Submissions and Additional Information

Submissions

Number	Submitter
1	Mr Christopher Oates
2	Mr Anthony Nelson
3	Ms Cassandra Walker
4	Mr Andrew Parr
5	Mr Christopher Castelino
6	Bharathi Mohan
7	Ms Cheryl Faulkner
8	Ms Cara Wright
9	Mr Anthony Godfrey
10	Mr David Bray
11	Mr Damian Holloway
12	Mr Frank Hunyadi
13	Mr Bruce McAndie
14	Mr Clinton Rakich
15	Mr Ian Bradbury
16	Ms Gillian Wall
17	Mr Graeme Tunks
18	Ms Cheryl Martin
19	Mr Brad Wood
20	Mr Alexander Goldie
21	Mr David Oehlers
22	Mr Derek Heathfield
23	Ms Heather Bonnes
24	Ms Julie Schwarzer
25	Mr Andrew Skipper
26	Mr Peter Neville
27	Mrs Kim Antonio
28	Mr Gerard Flannigan
29	Ms Annamarie Guzzardi
30	Ms Ann Carroll
31	Ms Helen Banks
32	Confidential
33	No submission allocated to this number
34	Ms Alyson Williams
35	Mr Bradley West
36	Mr Bernie Maloney
37	Ms Katherine Morrison
38	Mr Clive Fox

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39 Mr Glenn Lyons
40 Mr Alan McNeill
41 Mr Darren Muir
42 Lee Davy
43 Ms Katherine Grebneff
44 Mr Grant Lewis
45 Mr Jay Doyle
46 Mr Les Devers
47 Ms Amy Groth
48 Meri Penglis
49 Ms Linda Schutt
50 Ms Kristi Farrell
51 Ms Kathy Devaney
52 Mr Craig Lynch
53 Ms Kristy Campbell
54 Ms Lisa Irving
55 Ms Glenis Hunter
56 Jamie Saltmarsh
57 Confidential
58 Ms Christine Gorrie
59 Mr Jeffrey Barson
60 Mr Peter Zardo
61 Mr Martin Kropf
62 Mr Jason Lam
63 Ms Karen Nava
64 Mr Greg Campbell
65 Nejat Haydardedeoglu
66 Ms Anne Robinson
67 Ms Rachel Barker
68 Mr Peter Irvin
69 Ms Pamela Mackie-Schneider
70 Ms Julianne Danson
71 Mr John Vuceric
72 Ms Zoe Heinrichs
73 Mr Michael Neville
74 Ms Clare Miller
75 Mr John Kennett
76 Mr Mark Longmuir
77 Ms Skye Garrett
78 Ms Sharon Roddis
79 Ms Sue Mala
80 Ms Jenny Koenig
81 Kim Bartle
82 Ms Rae Askew
83 Kim Mottley
84 Mr Julian Cook
85 Ms Ruth Jones
86 Mrs Susanne Smith

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87	Ms Andrew Russell
88	Mr Mike Crowther
89	Mr Matthew Wilkinson
90	Mr Chris Michael
91	Ms Linda Spruce
92	Ms Shirley Lyon
93	Mr Mitchell Hall
94	Ms Natalie Moss
95	Ms Yvette Clancy
96	Mr Rod Covell
97	Mr Tony Maxwell
98	Ms Sue Sherritt
99	Mr Peter Taylor
100	Ms Jackie McGee
101	Mr Stuart Schodde Jr
102	Ms Lea Foley
103	Mr Lawrence Smith
104	Ms Marissa Pascual
105	Mr Chris Reynolds
106	Ms Alana Green
107	Ms Rosie Meng
108	Mr Scott Nitschke
109	Ms Deborah Downey
110	Ms Kathleen Lane
111	Mr Paul Betts
112	Ms Susan Baker
113	Ms Su Brown
114	Ms Susan Hall
115	Ms Carol Collins
116	Mr Terry O'Brien
117	Mr Glenn Donnelly
118	Mr Neil Whitehead
119	Mr Richard Cullen
120	Mr Tim Connors
121	Mr Daniel Walker
122	Mr Robert Bushby
123	Mr Troy Bishop
124	Ms Linda Mortimer
125	Ms Karen White
126	Ms Miranda Ball
127	Ms Johanna Mestanza
128	Mr Brian Mckerrow
129	Mr Terence Turner
130	Mr Roger Mouser
131	Mr Robert Gomez
132	Ms Suzanne Hope
133	Ms Anna Klovdahl
134	Ms Sue Sketch

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135	Ms Susan Farley
136	Mr Rick Nevill
137	Mr Richard Urbach
138	Ms Chrissy Boadle
139	Ms Tracey Orchard
140	Ms Tanya Ellsworth
141	Ms Shirley Cavey
142	Mr Christopher Currie
143	Ms Catherine Doherty
144	Ms Marina Roseby
145	Mr David McKenzie
146	Ms Sue Gurnett
147	Ms Kerryn Molloy
148	Mr Joe Kosic
149	Mr Steven Singleton
150	Mr Peter Strous
151	Mr Derek Weber
152	Ms Christine Constantinou
153	Mr Gregory Kelly
154	Ms Christina Holt
155	Gill Munn
156	Mr Julian Sault
157	Ms Cheryl Lynch
158	Elio Minato
159	Ms Kylie Lowrey
160	Mr Ross Cameron
161	Mr Jean Lemessenger
162	Ms Aisha Olesinski
163	Mr Rory Heddles
164	Ms Kate Iskandar
165	Ngaire Evans
166	Ms Rachel Jackson
167	Confidential
168	Ms Cherie Chapman
169	Mr John Chirgwin
170	Ms Michelle Bullock
171	Daryl Hagg
172	M Y Rashid
173	Ms Jennifer Peacock
174	Ms Mardi Derrett
175	Ms Rosanna Giustra
176	Mr Peter Byrne
177	Mr Howard Bevan
178	Louie Bogdanovski
179	Ms Heather Gent
180	Ms Ellen Nielsen
181	Mr James Johnson
182	Anish Singh

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183	Mr David Nash
184	Ms Jenny Sturrock
185	Ms Jeannie Jeffrey
186	Ms Samantha O'Hanlon
187	Mr Stuart Cook
188	Ms Kim Cook
189	Pradip Gautam
190	Ms Mary-Jane Farrer
191	Mr Bill Kitson
192	Mr Esmond Smith
193	Dr Sue Williamson and Professor Michael O'Donnell
194	CPSU Department of Employment Section Council
195	Australian Council of Trade Unions
196	CPSU (PSU Group)
197	Ms Amy Phillips
198	CPSU Department of Immigration and Border Protection
199	CPSU Department of Social Services Section Council
200	CPSU Department of Human Services Bargaining Team
201	CPSU Australian Bureau of Statistics Interviewers Bargaining Team
202	Australian Public Service Commissioner
203	CPSU IP Australia Bargaining Team
204	CPSU Department of Infrastructure and Regional Development Bargaining Team
205	Professionals Australia
206	CPSU Department of Agriculture Section Council
207	Professor Andrew Podger
208	Institute of Public Affairs
209	CPSU Australian Public Service Commission
210	CPSU Administrative Appeals Tribunal Bargaining Team
211	CPSU Bureau of Meteorology Bargaining Team
212	CPSU Commonwealth Director of Public Prosecutions Bargaining Team
213	Civil Air Operations Officers Association of Australia
214	Mr Bill Kitson
215	Mr David Plorer
216	Mr Paul Tierney
217	Ros Johnston
218	Ms Silvana Hristoski
219	Ms Leyla Biondini
220	Ms Glenys Doll
221	Mr Chris Berg
222	Ms Rebecca Coles
223	Ms Rita David
224	Ms Kerrie Norris
225	Ms Julie Croft
226	Mr Peter Smith
227	Ms Gwen Mcevoy
228	Mr John Mauger
229	Mr Glen Hepburn

Attachment A

230 Ms Jodie Wilson
231 Mr Chris Mitchell
232 Ms Glenys Mackay
233 Mr Martin Leggett
234 Mr Graham Nitschke
235 Confidential
236 Ms Christine Thomas
237 Mr Tony Bovo
238 Mr Brad Stubbs
239 Kerry Bullard
240 Ms Katie Ceramidas
241 Roula Karzis-Wyatt
242 Mr Dean Turner
243 Mr David Barker
244 CPSU Federal Court Bargaining Team
245 CPSU Department of Prime Minister and Cabinet Bargaining Team
246 CPSU ABC Bargaining Team
247 CPSU Australian Competition and Consumer Commission
Bargaining Team
248 CPSU CSIRO Bargaining Team
249 CPSU Department of Parliamentary Services Bargaining Team
250 CPSU Australian Taxation Office Bargaining Team
251 Mr Samuel Collins
252 Ms Dianne McKenzie
253 Mr Don Hodgkinson
254 Confidential
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Attachment A

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299	CPSU Defence Bargaining Team
300	Confidential
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304	Confidential
305	Confidential
306	Ms Belinda Rocka
307	Mr Warren Duff
308	Mr Tim Birch
309	Ms Kathy Binns
310	Mr Alan Posselt
311	Ms Annie Walters
312	Mr Michael Barr
313	Ms Monica Long
314	Confidential
315	Mr David Porter
316	Mr Ian Ashted
317	Mr Lachlan Mullins
318	Confidential
319	Confidential
320	Ms Nancy White
321	Ms Mala Krishnamoorthy
322	Mr Alan Young
323	Confidential
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Attachment A

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338	Confidential
339	Confidential
340	Mr Bert Wauchope
341	Ms Wanita Pilcher
342	Confidential
343	Ms Susan Brennan
344	Ms Georgina Haney
345	Mr Kenneth Finch
346	Ms Karina McKinnell
347	Ms Kartika Hardjosantoso
348	Ms Rose Rowland
349	Ms Vanessa Sacco
350	Ms Kassandra O'Hare
351	Mr Cameron Henderson
352	Mr Ty Newton
353	Mr Matthew Ryan
354	Mr Lindsay Gordon
355	Mr Stephen Ewart
356	Ms Dianne Jones
357	Mr Robin Hicks
358	Ms Mona Au
359	Ms Karen Mennell
360	Mr Garry O'Sullivan
361	Mr Ryan Vanderwert
362	Ms Kylie Hemphill
363	Ms Danielle Atkinson
364	Ms Athena Sikiotis
365	Mr Steve Spokes
366	Mr Kenneth Jessen
367	Mr Travis Cooper
368	Dr Andrew Charles
369	Mr Anthony Zappia
370	Ms Natalie Kalow
371	Ms Eva Poon
372	Ms Kim Ross

Attachment A

373 Ms Jackie Northey
374 Ms Karen Nichols
375 Ms Vicki Falconer
376 Ms Kathy Stannard
377 Ms Abby Shore
378 Ms Clara Witheridge
379 Mr Chris Boulton
380 Confidential
381 Ms Sally Toussaint
382 Ms Katerina Check
383 Mr Michael Tham
384 Ms Davina Brooks
385 Australian Federal Police Association
386 Mr Peter Manning
387 Mr John Turnbull
388 Mr Dimitri Markotsis
389 Mr Greg Bridger
390 Ms Julianne Stewart
391 Confidential
392 Ms Helen Exten
393 Confidential
394 Mr Sanjay Bhosale
395 Ms Denise Wilson
396 Ms Lynn Faranda
397 Mr Brett Catton
398 Mr Tony Bolduan
399 Ms Julie Green
400 Mr Sean Fitzgerald
401 Mr Mark Lynch
402 Mr Robert Nichols
403 Ms Andrea Marklew
404 Mr Paul Room
405 Ms Christine Russell
406 Ms Diane Lochran
407 Confidential
408 Confidential
409 Confidential
410 Ms Jennifer Pearce
411 Kyri Diacolabrianos
412 Mrs Lou Morrison
413 Jan Jackowiak
414 Mr Doug Overton
415 Mr Antonio Cerra
416 Ms Christine Adams
417 Ms Katie George
418 Ms Anne Sattler
419 Mr Vincent Tyrrell
420 Mr Brett Walker-Roberts

Attachment A

421 Ms Robyn Gordon
422 Ms Erica Evans
423 Mr Mike Collins
424 Confidential
425 Ms Alannah Flood
426 Mr Kez Majkut
427 Ms Hayley Allison
428 Lindsay Fairhead
429 Ms Mauria Cover-Sutherland
430 Ms Karlene Shirley
431 Ms Fiona Duffy
432 Confidential
433 Mr Stephen Stefanac
434 Ms Teresa Rogers
435 Ms Jo Overell
436 Ms Edwina Ferguson
437 Ms Claire Mehtonen
438 Mr Jeremy Sibbald
439 Ms Melissa Starling
440 Mr Greg Miller
441 Ms Vivienne Wheaton
442 Ms Deborah Bourke
443 Mr Luis Vazquez-Recio
444 Ms Rebecca Hunter
445 Confidential
446 Mr Andrew Jones
447 Mr Michael Pearson
448 Ms Brooke Elliott
449 Ms Marisa Hewitt
450 CPSU Australian Criminal Intelligence Commission
Bargaining Team
451 Ms Rae Riley
452 Ms Rosie Tropea
453 Ms Karen Seah
454 Ms Lesley Keating
455 Ms Susanne Gard
456 Ms Joanne Kerr
457 Ms Elizabeth Hulm
458 CPSU Aboriginal Hostels Limited Bargaining Team
459 Mr Guye Allan
460 Mr Mark Gillespie
461 Mr Danie Burke
462 CPSU Department of Education and Training Bargaining Team
463 Mr David Jansen
464 Ms Rebecca Kabelka
465 Ms Deborah Barratt-Woodbridge
466 Dr Tanya McIntyre
467 Ms Vivienne Simon

Attachment A

468 Confidential
469 Confidential
470 Ms Kylee McKinlay
471 Ms Meg Field
472 Ms Barb Baker
473 Mr Adam Griffiths
474 Ms Fiona DiGiacomo
475 Mr Luke Hourihane
476 Ms Emily Frain
477 Ms Ali Woodward
478 Mr Marty Dibden
479 Ms Johanna Toneman
480 Ms Bev Zecchini
481 Mr Lance O'Neill
482 Ms Lyn Young
483 Ms Tracy Thomassen
484 Mr Paul Klopf
485 Mr Joseph Fallon
486 Ms Melinda Crumblin
487 Mr Evan Walton
488 Confidential
489 Miss Jules Picard
490 Ms Jessica Quist
491 Ms Eliana Cantrileo
492 Mr Leandros Prountzos
493 Ms Susan Vardy
494 Ms Edwina Blenkinsop
495 Ms Louise Mackintosh
496 Ms Beth Hancock
497 Mr Peter Davies
498 Ms Julie Harvey
499 Ms Natalie Ramsay
500 Mr Evan Matthews
501 Mr Douglas Smith
502 Ms Renee Goodly
503 Mr Gus Matute
504 Mr Kyle McLean
505 Lee Chiv
506 Mr Wayne Ames
507 Ms Suzanne Shanley
508 Ms Moira Lawrie-Martyn
509 Ms Heidi Vellacott
510 Mr Paul Aalto
511 Mr Tim Binns
512 Ms Bronwyn Glenn
513 Ms Zoe Oram
514 Ms Karen Hong
515 Mr Paul Bockman

Attachment A

516	Ms Sharon Reid
517	Mr Peter Gillett
518	Ms Isabel Gonzalez
519	Mr Haris Grigoriadis
520	Mr Steve Moutafis
521	Ms Clare Mullen
522	Mr Steven McGibbony
523	Mr Adrian Dawson
524	Kerry Suwald
525	Mr Larry Martin
526	Ms Elizabeth Crowe
527	Ms Alexis Dubaj
528	Mr Timothy Liersch
529	Mr Rodney Jones
530	Ms Ursula Linhoff
531	Ms Ann Eades
532	Mr Darren Cameron
533	Mr Noel Johnstone
534	Lurley Brodie
535	Mr Christopher Cole
536	Mr James Bradley
537	Mr Evan Tsogas
538	Mr Nicholas Pain
539	Ms Kaylene Moodie
540	Ms Gilian Stenhouse
541	Mr Damian Mosele
542	Ms Cheryl Huntriss
543	Ms Kerry Forrest
544	Mr Mark Bowling
545	Ms Bonnie Harris
546	Mr Alan DeAudney
547	Ms Siu Campbell-Lamont
548	Ms Sue Scott
549	Sivan Krishnaswami
550	Ms D-Ann Johnson
551	Ms Tanya Sargeant
552	Ms Meg Edwards
553	Mr Robert Wilson
554	Ms Annabelle Ford
555	Ms Martine Masse
556	Annick Beyderwellen
557	Mr Ralph Pachulicz
558	Ms Leanne Gilmour
559	Mr Brett Odlum
560	Ms Anne-Marie Moore
561	Ms Carmen Boutcher
562	Mr Richard Lourensz
563	Ms Kelly Borradale

Attachment A

564 Mr Anthony Pollard
565 Mr Colin Jennings
566 Sonnie Bruce
567 Mr Ed Coogan
568 Mr Robert Tennyson
569 Ms Vicky Fry
570 Mr Steve Cocker
571 Ms Anne Rowlands
572 Mr Paul Morgan
573 Confidential
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575 Jeshurun Kulasingham
576 Ananda Fraser
577 Mr Jonathan Sacha Fielden
578 Ms Sonia Morgan
579 Kerin Vaughan
580 Delcie Rimes
581 Me Melanie Cleary
582 Val Liddell
583 Mr John Fraser
584 Ram Krishna
585 Ms Norma Jackson
586 Ms Karen Faulks
587 Mr David Lynch
588 Ms Rosemary Baker
589 Ms Anna Masi
590 Confidential
591 Ms Cristina Duran
592 Ms Cara-Lyn Caudle
593 Ms Vanessa Yule
594 Ms Mary Conway
595 Mr Glen Tanner
596 Mr Tom Stojanovski
597 Mr Mark Dawson
598 Mr Ray Whitehead
599 Mr Peter Esse
600 Mr Glen Hyde
601 Mr Terry McKay
602 Mr Jason Gade
603 Ms Lisa Millard
604 Ms Wendy Clayfield
605 Ms Tammie Barolo
606 Mr Nick Elder
607 Mr Robert Allum
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Attachment A

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631	Mr Steve Fuller
632	Confidential
633	Confidential
634	Ms Roslyn Starr
635	Iluca Silvestri
636	Department of Parliamentary Services
637	Mr Dylan O'Callaghan

Additional information

- 1 Additional information provided by Professor Michael O'Donnell at a public hearing in Canberra, 11 November 2016.
- 2 Additional information provided by Mr Esmond Smith, 14 November 2016.
- 3 Clarification of evidence provided by Mr Erik Rasmussen, CPSU Tax Section Secretary, 21 November 2016.
- 4 Clarification of evidence provided by Ms Jacqui Curtis, Chief Operating Officer, Australian Taxation Office, 22 November 2016.
- 5 Additional information provided by Mr Barry Jackson, Deputy Secretary, Department of Human Services, 21 November 2016.
- 6 Additional information provided by Mr Murali Venugopal, 22 November 2016.
- 7 Additional information provided by Ms Lisa Newman, Deputy National President, CPSU, 28 November 2016.

Attachment A

- 8 Additional information provided by Mr Rupert Evans, Deputy National President, CPSU, 29 November 2016.
- 9 Clarification of evidence provided by Mr Barry Jackson, Deputy Secretary, Department of Human Services, 18 November 2016.
- 10 Additional information provided by Mr Esmond Smith, Employee Bargaining Representative for staff of the ACCC and AER, 28 November 2016.

Answers to questions taken on notice

Public hearing in Canberra, 11 November 2016 and Townsville, 15 November 2016

- 1 Answers to questions taken on notice by Dr Sue Williamson, Senior Lecturer, Human Resource Management, UNSW Canberra.
- 2 Answers to questions taken on notice by the Australian Public Service Commission.
- 3 Answers to questions taken on notice by Community and Public Sector Union representatives.
- 4 Answers to questions taken on notice by Mr Esmond Smith, Employee Bargaining Representative for Australian Competition and Consumer Commission (ACCC) staff at both the ACCC and the Australian Energy Regulator.

Written question on notice provided by Senator McKenzie, 15 November 2016

- 1 Answer to written question on notice by the Department of Human Services.
- 2 Answer to written question on notice by the Department of Immigration and Border Protection.
- 3 Answer to written question on notice by the Australian Taxation Office.
- 4 Answer to written question on notice by the Department of Employment.
- 5 Answer to written question on notice by the Australian Public Service Commissioner.

Tabled documents

Public hearing in Canberra, 11 November 2016

- 1 Document tabled by Professor Andrew Podger.
- 2 Document tabled by Mr Esmond Smith.