

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Additional Estimates February 2017
Communications Portfolio
Australia Post

Question No: 79

Australia Post

Hansard Ref: Written, 14/03/2017

Topic: EBA

Senator Urquhart, Anne asked:

1. Please confirm whether Australia Post have been informed that the EBA currently under negotiation between senior management and employee representatives is subject to the Federal Governments low wage rise policy that caps wage claims at 2% per annum?
2. Was this direction issued in writing? If yes, by whom? On what date? Can a copy of the letter be tabled.
3. Is it Australia Post's understanding that this requirement is legally binding or rather an expectation of Government?
4. Does the Australia Post board consider management has the discretion to vary outside of these parameters in its negotiations?

Answer:

- 1 and 2. Australia Post is aware that Government Business Enterprises (GBEs) are covered by the Government's bargaining policy, confirmed when the November 2015 policy Workplace Bargaining Policy 2015 (Policy) continued its coverage of GBEs. That Policy includes a provision that remuneration increases may be negotiated up to an average of two per cent per annum.
3. Australia Post accepts that the Government requires Australia Post to comply with the Policy. It is open to the Government to impose this as a binding legal requirement.
4. Australia Post has been discussing with the Australian Public Service Commission the application of the Policy to Australia Post.



Australian Government
Australian Public Service Commission

Australian Public Service Commissioner

Mr Ahmed Fahour
Managing Director
Australia Post
111 Bourke Street
Melbourne VIC 3000

Dear Mr Fahour

I understand that the Hon Malcolm Turnbull, when Minister for Communications and the Arts, wrote to you regarding bargaining at the Australian Postal Corporation during 2015.

I am writing to you to follow up, and reaffirm the content of that correspondence regarding the Government's expectation that enterprise bargaining in the Australian Postal Corporation will be in accordance with the *Workplace Bargaining Policy 2015*.

I am advised that we are yet to hear from Australia Post about its bargaining.

The key elements of the Policy require agencies to develop workplace arrangements that:

- do not impose restrictive work practices that confine the operations of the agency;
- do not enhance existing conditions;
- provide remuneration increases of up to an average of 2% per annum; and
- are at least three years in duration.

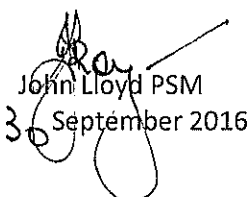
In addition the bargaining policy requires agencies to seek my approval for:

- any remuneration increases prior to these being put forward to staff; and
- the proposed enterprise agreement prior to putting the agreement to a vote of employees.

I would appreciate if you or a relevant member of your staff made contact to discuss the application of the Policy. My office can be contacted on (02) 62023501 to arrange a convenient time.

Alternatively the contact officer for Australian Postal Corporation in the Australian Public Service Commission for bargaining matters is Emma Enzerink who can be contacted on (02) 6202 3989 or via email emma.enzerink@apsc.gov.au.

Yours sincerely


John Lloyd PSM
30 September 2016