

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Budget Estimates Hearings May 2015
Communications Portfolio
Australia Post

Question No: 138(d)

Program No. Australia Post

Hansard Ref: Written, 17/6/2015

Topic: Departmental Dispute Resolution

Senator Ludwig, Joe asked:

1. How are disputes between departmental and/or agency staff mediated?
2. Are any outside firms contracted to assist with this process? If yes: please list them, please include:
 - a. The structure of payments made to each firm (e.g. retainers, fees for each consultation etc).
 - b. Amount paid to each firm since the last budget.
 - c. When the contract with the firm commenced.
 - d. When the contract with the firm will expire.
 - e. Why the firm was selected to provide the service.
 - f. Please provide a list of disputes referred to the firm, including a brief description of the dispute.
3. How are code of conduct violations by departmental and/or agency staff mediated?
4. Are any outside firms contracted to assist with this process? If yes: please list them, please include:
 - a. The structure of payments made to each firm (e.g. retainers, fees for each consultation etc).

Answer:

1. Australia Post has internal grievance resolution procedures that are available to its employees, which are set out at clause 5 of the Australia Post Principle Determination and clause 42 of the Australia Post Enterprise Agreement 2013. Disputes between employees are resolved in accordance with our internal grievance procedures.

In accordance with clause 1.3 of the Australia Post Enterprise Agreement 2013, the Agreement prevails over the Australia Post Principle Determination to the extent of any inconsistency.

2. No.
3. Australia Post's expected standards of behaviour are set out in a document titled 'Our Ethics'. Any breaches of Our Ethics are resolved in accordance with clause 36 of the Australia Post Enterprise Agreement 2013 (Employee Conduct and Discipline) and the Australia Post Employee Counselling and Disciplinary Procedure in the Australia Post HR Manual.
4. No.