

QUESTION TAKEN ON NOTICE

SUPPLEMENTARY BUDGET ESTIMATES HEARING : 17 October 2016

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(SE16/042) - EA - improved offer to staff - Internal Product (DIBP)

Senator Lines, Sue (L&CA 113) asked:

Senator LINES: No, in the interests of time I am happy to take that on notice. I just wanted a straight yes or no answer: was it an improved offer to staff, not to your bottom line?

Mr Pezzullo: The two are linked.

Senator LINES: I am asking specifically the question: is the offer that is currently out before workers an improvement for them?

Mr Pezzullo: An even greater number of staff will enjoy a greater range of benefits, and that is reflected in the hit that you take on the bottom line, Senator. I cannot possibly—

Senator LINES: I have asked you to specifically outline it on notice.

Mr Pezzullo: I understand that. We will answer on notice.

Answer:

The current offer that was put to a ballot of employees commencing on 31 October 2016 includes a number of improvements on previous offers. These include:

- Improved remuneration outcomes for the majority of employees. The cost of the current offer is \$206 million. The offer put to employees in February 2016 would have cost \$184 million.
- Former employees of the Australian Customs and Border Protection Service (ACBPS) will not be required to increase working hours (36 hours and 45 minutes per week) to align with those in the Department (37 hours and 30 minutes per week).
- Higher top of range salaries for APS1–6, EL1 and EL2 classification levels in the Department, providing increases of between 6.4 per cent and 10.7 per cent for a majority of staff over the life of the agreement.
- Medical and compassionate fares for staff on transfer.
- A guaranteed minimum payment of 5 per cent on top of current salary for employees promoted or performing higher duties.
- Consultation provisions have been extended to include a commitment to consult on policies that support the proposed agreement.
- Access to personal leave at half pay.