

Dear Senators,

Firstly I am pleased that you are conducting this enquiry as it's been a frustrating time for myself and other federal public servants. I have had issues with the proscriptive nature of the bargaining process for many cycles and felt that it has hindered rather than guaranteed fair Agreements. However the current Bargaining Framework 'takes the cake' for its obvious attack on the conditions and pay of federal public servants.

When it was released in March 2014 it was clear to me that its primary aim was to delay pay rises for employees. It had extra 'red tape' before an agreement reached the voting stage. It proposed streamlined agreements which was code for removing enforceable working conditions through industrial legislation into unenforceable HR policy. It banned back pay and incentives to sign up to agreements to force employees to fold and agree to changes to conditions. The initial low pay offers were a further indication that the Agencies, on behalf of the Government, were more interested in provocation than genuine negotiation.

It doesn't surprise me that in October 2016 we still have so many federal public servants without new agreements.

You will hear many grievances concerning individual circumstances and I offer this as the issue that effects my personal circumstances greatly.

I wish to highlight the plight of public servants like myself who are nearing retirement. This wage freeze could not have come at a worse time for me. I want to be self-sufficient in retirement but have been hit hard as a result of not having a pay rise 1/7/13. My final average salary is now the same as my actual salary which means this dispute has cost me thousands of dollars in retirement income. Money that would have allowed me a more comfortable retirement.

Thank you for your action in conducting this senate enquiry. I hope it results in a positive outcome for the federal public servants.

Regards

Anthony Godfrey
DHS employee