

Senate Community Affairs Legislation Committee

ADDITIONAL ESTIMATES – 11 FEBRUARY 2016 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Enterprise Bargaining Agreement

Question reference number: HS 138

Senator: Cameron

Type of question: Written

Date set by the committee for the return of answer: 4 April 2016

Number of pages: 1

Question:

- a) When will DHS put a new enterprise bargaining offer to DHS staff?
- b) What productivity offsets are now being considered?
- c) Will the new offer match the productivity offsets?
- d) Noting that the offer has been rejected by staff twice, does DHS have a 'plan b'? Please provide details of the strategy to finalise the EBA bargaining process.
- e) In relation to the rejected offer, please provide details of the cost savings associated with each aspect of the offer.

Answer:

- a) A proposed Enterprise Agreement cannot be put to a staff vote until bargaining has concluded.
- b) The department is required to meet the productivity requirements of the *Workplace Bargaining Policy 2015* by ensuring that a proposed Enterprise Agreement does not include clauses that restrict the agency's ability to operate efficiently and effectively.
- c) The department will ensure that a proposed Enterprise Agreement is affordable and meets the productivity requirements of the *Workplace Bargaining Policy 2015*.
- d) The department will continue to bargain in good faith consistent with the *Fair Work Act 2009*.
- e) The department's proposal put to staff in February 2016 was affordable within the department's budget and met the productivity requirements of the *Workplace Bargaining Policy 2015*.