

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Supplementary Budget Estimates 2015 - 2016**

Outcome: Cross Portfolio - Corporate

Department of Education and Training Question No. SQ15-000886

Senator Lines, Sue provided in writing

Department's EBA negotiations

Question

In relation to the Department's EBA negotiations:

- a. Please provide an update on where the Department's EBA negotiations are up to.
- b. How have the MoG changes in December and September affected the progress of these negotiations?
- c. What is the Department currently offering in terms of wage increases, and what offsets or efficiencies is the Department proposing – please be specific?
- d. What changes to the existing Paid Parental Leave entitlements is the Department proposing?
- e. Has the Government's decision to restrict the publically funded Paid Parental Leave had any impact on what the Department is proposing in relation to Paid Parental Leave as part of current EBA negotiations?

Answer

- a. Bargaining representatives and employees were provided with a proposed conditions package on 30 July 2015 and a draft Enterprise Agreement (EA), excluding remuneration, on 20 August 2015. The Department of Education and Training is currently discussing the content of the draft EA with bargaining representatives and seeking feedback from employees. Draft policies have also been provided for comment and feedback. The department is considering affordability in order to determine possible remuneration arrangements for the new EA.
- b. The Machinery of Government (MoG) changes are one factor that the department takes into account when considering budget affordability for the EBA. Following each of the MoG changes the department has reissued the Notice of Employee Representational Rights and considers how the changes may impact affordability and any proposals under discussion with bargaining representatives. The department continues to meet with bargaining representatives to progress bargaining throughout these changes.
- c. The department has not made an offer on remuneration at this time.
- d. The department has not proposed changes to its existing Paid Parental Leave entitlements.
- e. No.