

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2006-2007 SUPPLEMENTARY BUDGET SENATE ESTIMATES HEARING
2ND NOVEMBER 2006**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Corporate

Question Number: W576-07

Question:

Senator Marshall asked in writing:

Were these Graduate program employees offered a choice between an AWA and a collective agreement? If so, what was the process surrounding the choice during the offer of employment? If not, what is the rationale for not offering graduate program employees a choice?

Answer:

2005 graduates had the choice between commencing on an AWA or on the Certified Agreement.

In April 2005 the department implemented a decision, in an environment where such decisions are devolved to individual agencies, to have the department's employees who are new to the APS enter into AWAs, as tailored individual workplace agreements enhance and facilitate a more direct working relationship between the department and departmental employees.

Accordingly, 2006 and 2007 graduates who were new to the APS were offered AWAs as a condition of employment. Employees already engaged with the APS had the choice between the Certified Agreement or an AWA.

All graduates to date have chosen to commence on an AWA.

Estimated cost: Based on the FOI calculator it has taken approximately 3 hours at an estimated cost of \$60 to prepare this answer.