

**SENATE STANDING COMMITTEE ON  
EDUCATION, EMPLOYMENT AND WORKPLACE RELATIONS**

**QUESTIONS ON NOTICE  
SUPPLEMENTARY ESTIMATES 2009-10**

**Outcome**                      **Corporate**

**DEEWR Question No. EW601\_10**

Senator Humphries asked on 21 October 2009, EEW Hansard page 20.

**Question**

*DEEWR Collective Agreement*

Senator HUMPHRIES—Is it possible that some people have had a loss of salary or conditions in order to meet that framework?

Ms Paul—I do not believe so. It is probably easier for us to take it on notice and give you a description of what we did, maybe with a table, if we can do that. That is probably the easier way. It is going back some time now.

**Answer**

Remuneration

The salary and conditions of employees in the former Department of Employment and Workplace Relations, the Department of Education, Science and Training and parts of the Department of Families and Community Services and Indigenous Affairs were set either under individual Australian Workplace Agreements or one of the previous agencies' certified agreements. Those conditions were preserved by the determination made under section 24(3) of the *Public Service Act*, following the Machinery of Government changes in late 2007. The DEEWR Collective Agreement (CA) 2009-2011 provided protections for employees transitioning from the former remuneration frameworks through specific clauses requiring that no employee's salary was less than their existing salary.

Other Employment Conditions

The non-salary conditions of the DEEWR CA are predominantly a consolidation of the conditions that existed in the previous Certified Agreements.