

**From:** [Publications Section](#)  
**Subject:** Whole of Government Message No. 0622 - 30 June 2011: NEGOTIATIONS FOR CLERICAL AGREEMENTS  
**Date:** Thursday, 30 June 2011 2:49:19 PM

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## **Whole of Government Message No. 0622 - 30 June 2011**

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### **STATUS OF ENTERPRISE NEGOTIATIONS FOR CLERICAL AGREEMENTS**

The nominal expiry date for 2010-11 ACTPS clerical agreements is today - 30 June 2011 - and despite negotiations over the last four months with union and non-union bargaining representatives there has been no agreement on their replacement.

The Government negotiating team over these four months has met on multiple occasions with union and non-union bargainers and has put forward three separate formal offers.

In response to bargainers' concerns the Government has significantly constrained its agenda to reform its industrial agreements, which it is looking to progress in the interests of a modernised public service. It has also consistently offered to consider proposals for realisable productivity savings from union and other bargainers related to terms and conditions of employment that may be added to the pay outcome.

None of substance have been forthcoming and bargainers are yet to present a unified alternative in response to the Government's various offers.

The last Government offer extended on 9 June 2011 offered a 3% per annum pay increase for a two year agreement with some modest reforms. (For details of these reforms refer to the WHoG Message of 10 June at <http://www.cmd.act.gov.au/governance/agreement>) .

In extending this offer the Government negotiating team has reiterated its position that there can be no provision of back pay until in-principle agreement is reached.

A 3% per annum pay offer must be viewed in the context of:

- the significant fiscal constraints placed on the Government at present;
- the generous pay outcomes in previous rounds which have resulted in wage increases well in advance of CPI;
- the current trend across the Australian public sector for wage outcomes of around 3% or less;
- the beneficial leave and workplace conditions offered by the ACT Public Service in comparison with other public sector and private sector employers; and
- the fact that wage outcomes in advance of 3%, without productivity offsets, would place pressure on achieving further savings including impacting on staff numbers.

The Government will continue to negotiate in good faith with all bargaining representative in the hope that resolution can be reached and that agreements can be put to the vote soon.

Staff can access further information on the bargaining process at the following link - <http://www.cmd.act.gov.au/governance/agreement>

*Authorised by Andrew Cappie-Wood, Head of Service.*

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