



ACT
Government

Chief Minister and Cabinet

Dear Bargaining Representatives

NEW OFFER FOR GENERAL ACTPS CLERICAL ENTERPRISE AGREEMENTS

Following recent discussions with bargaining representatives the Government is extending a further enhanced offer for ACTPS clerical enterprise agreements.

The Government takes this step because it is concerned that ACT public sector staff should not be disadvantaged by any further delay in negotiations. Additionally, the Government continues to seek a financially responsible outcome for the Territory.

The new offer provides a 7% increase over two years for clerical agreements.

This will be provided in four instalments: the first of 2.5%, with a further 1% from 1 January 2012, 1.75% on 1 July 2012 and a final 1.75% on 1 January 2013.

The first instalment shall be backdated to 1 July 2011 in the event that written 'in principle' agreement to the offer is reached with bargaining representatives within 14 days. Otherwise it intends that the first pay increase will take effect from the date the agreement is approved by Fair Work Australia.

While the Government remains open to constructive negotiations in accordance with good faith bargaining principles, it feels obliged to put this additional offer forward and set this deadline for settlement.

The Government offer is contingent upon the acceptance of a small number of modest reforms as previously outlined:

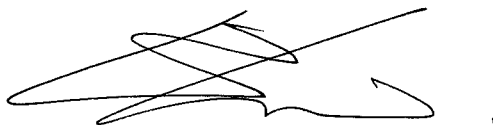
1. Updating the broad objectives of the agreement and removing unnecessary administrative and technical clauses relating to employment and selection processes that duplicate existing public sector law:
 - i) A9.1 Termination of Agreement
 - ii) B1.1 Employment Types
 - iii) B13 Filling nominal vacancy
 - iv) B3.1 Joint Selection Committees

2. Standardising arrangements across the Service for fire wardens and Working in Safe Environment (WISE) coordinators by phasing out the payment of allowances for these roles where they exist in some individual directorates.
3. Removing from the agreement the provisions allowing for a substitute public holiday on the following Monday when Anzac Day falls on a Saturday, as it is inconsistent with practice nationally and can be provided for through existing legislative mechanisms.

Please note that, given bargaining representative concerns regarding the proposed changes to redeployment and redundancy provisions, this reform has been dropped.

This offer is also extended on the understanding that the technical and operational amendments to the Common Terms and Conditions currently before the Drafting Group will be progressed in good faith and that the outcomes will be considered by all bargaining representatives as soon as practicable.

Yours sincerely



Andrew Cappie-Wood
Head of Service

28th July 2011