

Fair Work Commission Approves EBA9



Late last week the Fair Work Commission advised your Union that EBA9 has been approved and will officially come into effect on 9 August.

Once again, thank you to all local AURs and Members in workplaces across Australia who were vocal in their demands for nothing less than a new EBA9 that protects our existing hard-won conditions, prevents Members impacted by reform from forced redundancies and continues to maximise quality and meaningful sustainable full-time jobs.

This has been achieved despite the Abbott/Turnbull Government's anti-worker bargaining policy.

Your first pay increase is due in pay packets on 20 September and the remaining pay increase for this year is due in December. This equates to 2% for this calendar year and represents the maximum achievable under the **Federal Government Workplace Bargaining Policy**. We will keep you informed of Australia Post's performance results, due to be announced in September, which determines the additional 1% cash bonus.

Over the next three years, which will no doubt be full of further significant change as Australia Post continues to transform, we will be there every step of the way holding them to every last commitment made in EBA9 to ensure you are part of that change – not a victim of it.

Should you require any further information about your rights and entitlements under your new EBA9, please contact the Branch on 08 9227 9911

Yours in Solidarity

Barry McVee
BRANCH SECRETARY



Australian Government
Australian Public Service Commission

Australian Public Service Commissioner

Mr Ahmed Fahour
Managing Director and CEO
Australian Postal Corporation
GPO Box 1777
Melbourne VIC 3001

Dear Mr ^{Ahmed} Fahour

I am writing in relation to Australia Post's proposed enterprise agreement. As we have previously advised, Australia Post is covered by the Australian Government's Workplace Bargaining Policy 2015. I attach a link to the Policy, in which the Government clearly stipulates that the Policy applies to all Government agencies, including Government Business Enterprises. I note also your discussions over recent months with the Australian Public Service Commissioner, in which you have sought to clarify the application of the Policy in the context of Australia Post.

I can confirm that the Minister Assisting the Prime Minister for the Public Service, the Senator the Hon Michaelia Cash, and the Minister for Communications, Senator the Hon Mitch Fifield, have granted Australia Post a partial exemption from the Policy.

The bargaining policy specifies that exemptions may only be granted by the relevant Ministers in exceptional circumstances. In the context of Australia Post, the exceptional circumstances present include your very significant record of business transformation in recent years, achieved with the support of its staff and unions in implementing the reform agenda. This has occurred without any lost time due to industrial action. Unlike other bodies covered by the bargaining policy, Australia Post operates in a highly competitive commercial environment and this was taken into account.

The partial exemption granted allows Australia Post to roll over its current agreement without amending existing clauses that would otherwise require changes under the policy.

Other key aspects of the policy still apply to Australia Post. These include the remuneration increase parameters (a maximum of two per cent per annum averaged over the life of the agreement) and the requirement not to enhance existing conditions of employment.

Yours sincerely

Stephanie Foster

Stephanie Foster
Acting Australian Public Service Commissioner

28 April 2017



STATEMENT | **WE'LL PUT PEOPLE FIRST**

**THE HON BRENDAN O'CONNOR MP
SHADOW MINISTER FOR EMPLOYMENT AND WORKPLACE RELATIONS
SHADOW SPECIAL MINISTER OF STATE
MEMBER FOR GORTON**

AUSTRALIAN PUBLIC SERVICE BARGAINING

The way the Abbott-Turnbull Government has treated its own workforce is unacceptable.

Not only have the Liberals slashed thousands of critical jobs from the CSIRO, the Australian Tax Office, ASIC and other critical agencies but the Government's Commonwealth Public Sector bargaining policy is unfair, ideological and has resulted in a complete mess.

Malcolm Turnbull must be judged by what he does for workers, not what he says.

The Abbott-Turnbull Government has effectively frozen the pay of public servants since its election.

Mr Turnbull is blackmailing workers.

The Turnbull ultimatum? You don't get a pay rise unless you sacrifice conditions of employment.

Thousands of workers have already lost important workplace rights and many thousands more face doing so as the way out of the Abbott-Turnbull Government's imposed wage freeze.

Labor does not believe in Mr Turnbull's cutting of jobs and stripping of rights.

A Shorten Labor Government will quickly, fairly and equitably fix the mess – this is what all parties except the Abbott-Turnbull Government wants.

Workers, unions and public service agencies know there is a pathway to resolution but that it is only Labor that can negotiate that pathway.

Labor values the expertise and experience of our public servants from service delivery staff, engineers, scientists, national security professionals, policy makers and the raft of other public service employees who do an excellent job of making Australia a world leader in so many areas through their contributions.

A Shorten Labor Government will remove the Abbott-Turnbull Government requirement that forces agencies to strip rights and we will provide a fair pay outcome that will ensure workers do not go backwards in real terms, unlike the Abbott-Turnbull Government.

Labor will have an approach to enterprise bargaining that actually improves the capability of staff and provides fairness in the workplace, work-life balance and secure, meaningful jobs. An approach that does not force agencies to strip rights and conditions.

Labor will ensure our hardworking public service delivers better services and policy capability for our community.

The solution to Abbott-Turnbull Government's bargaining mess is not hard for those who believe that working people should have fairness, dignity and respect at work.

It is only Labor that believes that and it is Labor that is ready to deliver on that.