



Summary Notes

Meeting:	Wages Parity Enterprise Bargaining: Weekly Paid Employees – Enterprise Bargaining General Meeting
Time and date:	2pm, Wednesday 11 March 2020
Location:	United Workers Union – 101 Henley Beach Road, Mile End
Attending:	DTF - Simon Johnson, Atena Abraham-Zadeh SA Health - Julia Philips PIRSA – Alyssa Coulter DHS – Leonie McAuley DPTI – Alex Calicchia PSA – Ian Peak AWU – Nathan Crack CEPU – Bill Mitropoulos UWU – Kiara Smith, Paul Blackmore Union Delegates - Ricardo Ahumana, Neil Raeburn, David Hubbard, Suzanne Gounder, Doug McGinn, Michelle Johnson, Sharon Anesbury, Frances Cotton, George Tsiaoussidis

Welcome and Registration of Attendance

IRAP-DTF welcomed attendees. Copies of the agenda and attendance sheet were distributed.

Action arising from previous meeting

The PSA raised a query regarding Ministerial Chauffeurs and the application of part 7 of the Public Sector Act. IRAP-DTF advised that the employer is seeking advice on the recent decision by the SAET regarding Chauffeurs.

Management Agenda

IRAP-DTF acknowledged the log of claims received from the UWU, CEPU and AWU.

Employer's Key Themes:

Period of the Agreement

- Up to 3 years from the date of approval of the Agreement.

Redeployment, Retraining and Redundancy (RRR) provisions

- It is proposed to remove the current RRR provisions from the Agreement and its replacement be a policy based arrangement.

Clause 15 – Removal of the Security of Employment Provisions

- Acknowledged that clause 15.3 is currently the subject of dispute proceedings. It is proposed that

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provisions which prohibit outsourcing or contracting not be included in the new agreement.

Clause 41 – Staff Shortages, Vacancies, and Allocating Additional Hours

- It is proposed to remove this clause or amend it to meet operational requirements.

Clause 23 – National Disability Insurance Scheme (NDIS)

- It is proposed to remove this clause as the Public Corporation has been disbanded.

Clause 10 – Consultative Process

- It is proposed to modify this clause to clarify consultation requirements.

Clause 11 – Grievance and Dispute Avoidance Procedure

- It is proposed to amend this clause to allow work to continue without impacting an implementation process, unless there are work health and safety concerns.

Clause 18 – Other Conditions of Employment

- It is proposed to amend this clause, particularly in relation to its reference to custom and practice.

Clause 32 – Reclassification Date

- It is proposed to amend this clause and replace it with a clear operative date as at the date of lodgment of the application.

Removal of Clauses:

It is proposed to remove the following clauses as the provisions are provided for elsewhere:

- Clause 34 – Recognition of Union Delegates
- Clause 35 – Right of Entry
- Clause 36 – Employee Association/ Union Worksite Visits
- Clause 37 – Orientation and Induction Programs

Clause 40 – Conversion to Permanency or Permanent Hours

- It is proposed to amend this clause by removing the automatic conversion and replacing it with an escalation process through the grievance and dispute resolution process.

Clause 47 - Personal Leave – Injury and Sickness

- It is proposed to amend this clause by removing the reference to days and replace it with the equivalent conversion quantum in hours to avoid uncertainty about how it is applied.

Clause 49 – Paid Maternity and Adoption Leave Provision

- It is proposed to amend this clause to provide that all (part time and full time) employees who have had a variation of their hours in the 12 months prior to taking paid maternity leave will be paid based on the average hours worked during the 12 months preceding the leave.

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Clause 53 and Schedule 8 – Injury and Income Protection for Work Injuries

- As Injury and income protection arrangements are provided it all underpinning Awards apart from the Printing Award. It is proposed to amend this clause to apply the enterprise agreement provision to employees covered by the Printing Award only.

New clause

- It is proposed to insert a new clause to allow employees who work on public holidays to elect to be paid for the public holidays rather than receiving a day off in lieu.

Review Clauses

It is proposed to remove the following clauses as these reviews have been satisfied or no longer required:

- Clause 39.2 – Consolidated Agreement
- Clause 39.3 – Classification criteria for Disability Service Officer Levels 4 & 5
- Clause 39.5 – Work level definitions for Theatre and Sterilisation occupational groups

It is proposed to update/amend the following review clauses:

- Clause 39.4 – Rostering Processes for Weekly Paid Employees
- Clause 39.7 – Ministerial Chauffeurs – Identification and acknowledgement of security related activities.

Saved Clauses

It is proposed to look at which of the saved clauses in Appendix 3 are still relevant and appropriate or require some form of amendment.

Workplace Flexibility Agreements

It is proposed to update where necessary, or remove workplace flexibility agreements if they are no longer relevant and required.

Union's Log of Claims

Union representatives advised that they would need time to consult with their members about the employer's management agenda. They also advised that they are seeking minimal changes and maintenance of the current terms and conditions. UWU sought a 3% annual wage increase. A wage increase from 1 July 2020 was supported by all union representatives.

Next Meeting:

Parties will discuss a suitable date and time for the next meeting.