



## ENTREPRISE AGREEMENT 2011: BARGAINING POSITION

### A Better Agreement

1. No reduction in current terms and conditions of employment.
2. All conditions of employment, including those in CSIRO policy, to be incorporated into the Enterprise Agreement e.g. travel, relocation, study leave, use of personal vehicle.
3. Removal of superseded terminology and processes that were a requirement of the *Workplace Relations Act* (now replaced by the *Fair Work Act*).
4. Clearer and comprehensive dispute settling procedures.

### Pay and Remuneration

5. Salary increases (4.6% average annualised) and duration of the Enterprise Agreement:

<u>Date</u>	<u>Salary Increase</u>	<u>Comment</u>
17 February 2011 (day after expiry of current Agreement)	\$2000 at all salary levels/steps, plus 3%	Flat \$ component to reduce increasing spread of salaries between CSOF levels
17 February 2012	4.5%	Annual pay rise
17 February 2013	4.5%	Annual pay rise
17 February 2014	2.5%	Part year (6.5 months) pay rise
30 August 2014	Nominal expiry date	Next bargaining period to avoid Christmas/New Year holiday periods

6. All staff to receive a minimum 15.4% employer superannuation contribution regardless of their choice of fund. Employer superannuation contributions to continue to be paid during all periods of unpaid parental leave.
7. All salary-related allowances to be increased at the same rate and time as salary increases. All other allowances to increase as specified (e.g. ATO rates for overtime meal allowances). Diving allowance to be paid per occurrence in fortnightly pay, not annually.

8. Introduction of allowances for health and safety representatives, equity and diversity officers and fire wardens.

### **Job Security**

9. Changes to redundancy and redeployment processes including: improving consultation provisions; introduction of voluntary redundancy; abolition of spill and fill; removal of 48 week lump sum cap; removal of over-65yo exception to redundancy entitlements; and no exclusion from seeking independent review of the reasons for redundancy under the dispute settling procedures of the Enterprise Agreement.
10. As a minimum, CSIRO to retain all current regional sites and staffing. The parties to the Enterprise Agreement to conduct an urgent joint review to agree on actions to improve the sustainability of regional sites.
11. Remote localities provisions to recognise all new remote sites including Geraldton.
12. A commitment to the job security of CSIRO officers in regards to how contractors and agency/labour hire staff may be used.

### **Leave and Public Holidays**

13. Improving paid parental leave to 6 weeks supporting partner leave and 26 weeks maternity or adoption leave. Extending the period for access to paid supporting partner leave to 52 weeks following the birth, adoption or guardianship of a child.
14. Re-crediting of recreation and long service leave when staff are sick during these leave periods.
15. Annual shut down provisions to apply equitably to all staff.
16. All public holidays for all sites to be listed in the Enterprise Agreement.

### **Fairness and Accountability**

17. Strengthening management accountability by requiring management to demonstrate openness, transparency, fairness and consistency in decision making.
18. Strengthening the merit promotion clause, including incorporation of the appeals process.
19. Improving the consistency of the application of work classification standards by ensuring they can only be changed by agreement with parties to the Enterprise Agreement.
20. Improving the APA clause, including rights for delegates to represent members in the process.
21. Replacing Clause 11 contracts with a flexibility model consistent with the Australian Government Employment Bargaining Framework and the *Fair Work Act*. Establishing transitional arrangements for staff currently on Clause 11 contracts.

## **Participation**

22. Improving staff consultation to ensure that prior consultation occurs for all decisions that have implications on employment and the way that work is performed.
23. Incorporating workplace delegate rights and the Australian Government Employment Bargaining Framework in the Enterprise Agreement, including access to staff inductions and paid leave for union training and attending industrial proceedings.
24. Aboriginal and Torres Strait Islander staff: joint development of recruitment and retention strategies; definition of family to include kinship; and access to paid cultural and NAIDOC leave.

## **Work Environment**

25. All staff to have no more than 80% of their time allocated to projects. Non-project activities to be valued as an important component of work for all staff.
26. A minimum of two weeks to be allocated each year (exclusive of travel time), for all staff to access training and development.
27. A commitment to prevent bullying and harassment in the Enterprise Agreement.
28. Health and safety management arrangements and processes to be included in the Enterprise Agreement. Health and safety disputes to be covered by dispute settling procedures of the Enterprise Agreement.
29. Improving access to child care facilities and the process for providing on site child care for staff.
30. A commitment to no new open plan accommodation to enable a more productive physical work environment.