

From:
To:
Subject: FW: Latest update on the Enterprise Agreement
Date: Tuesday, 10 May 2016 10:38:21 AM
Attachments:

Dear colleagues

Enterprise Agreement (EA) negotiations have continued during the past few months with six meetings held so far this year and the most recent being held on 27 April 2016. CSIRO's EA team has been working with the Staff Association and other Bargaining Representatives to progress negotiations. Members of the team have also continued to conduct site meetings as well as video information sessions since January to speak directly with staff and we're grateful to those who attended, provided feedback, shared concerns and asked questions. I encourage staff to continue to provide feedback to the EA team which is extremely valuable and thought provoking.

During the 27 April 2016 negotiation meeting, CSIRO and Bargaining Representatives finalised the review and consideration of all Bargaining Representatives' claims. Unfortunately, we remain some way apart with the majority of claims not agreed by either Bargaining Representatives or CSIRO, so we are at a point where next steps must be considered.

As you will be aware a federal election has been called for 2 July 2016. CSIRO, along with other Government agencies, has been advised by the Australian Public Service Commission (APSC) on [Caretaker arrangements](#) and subsequent impacts on Enterprise Agreement approvals and processes. We will in turn inform staff and discuss with Bargaining Representatives at our next meeting (scheduled for tomorrow) of impacts on the EA progression.

Consistent with the Caretaker arrangements advice from the APSC, CSIRO has today, submitted a draft EA to the Commission for a preliminary assessment of its consistency with the Government Bargaining Policy. We expect the Commission's preliminary assessment will take several weeks. This preliminary review of the EA will identify if there are any compliance issues which CSIRO and the Bargaining Representatives can discuss and seek to address before determining and progressing with next steps in the approval processes.

The planned, but not yet determined, approvals process for CSIRO's EA is as follows:

- Preliminary Assessment by the APSC.
- Policy issues (if identified by the APSC) considered by CSIRO and discussed with other Bargaining Representatives.
- Final Approval by the APSC Commissioner.
- Ballot of staff during which staff will be asked to either vote yes or no for the proposed EA.
- If approved by a majority of staff who cast a valid vote, the EA will be submitted to the Fair Work Commission (FWC) for approval.
- If approved by the FWC, the EA will come in to operation 7 days after the date of approval.

CSIRO must have the final approval of the APS Commissioner ahead of putting the proposed agreement package to staff for consideration and subsequent ballot.

The [EA intranet site](#) is regularly updated following negotiation meetings and contains material relevant to the ongoing process, including CSIRO's EA offer. Key decisions and matters affecting the EA will be communicated to you via emails and intranet updates.

If you have any questions please contact the EA Team at EnterpriseAgreement@csiro.au.

Regards

Peter Mayfield

Director, Energy

Phone: +61 2 4960 6046

peter.mayfield@csiro.au | www.csiro.au

Address: CSIRO PO Box 330, Newcastle NSW 2300

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This email was sent to elizabeth.hulm@csiro.au by **CSIRO**

CSIRO Black Mountain Science and Innovation Park, Clunies Ross Street, Acton ACT 2601, Australia

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