

**BARGAINING 2020: ANALYSIS OF CLAUSES OF ENTERPRISE AGREEMENT PROPOSAL - APSC approved 14 August 2020**

The Staff Association has analysed each of the clauses of the new CSIRO Enterprise Agreement (EA) proposal.

**Agreed: the clause is agreed between Staff Association representatives and CSIRO management.****Not agreed: the clause is not agreed between Staff Association representatives and CSIRO management.****Part A. Technical Matters**

	Agreement clause	Status	Note	Description of status of clause, including proposed changes to current EA
1	TITLE	Agreed		No change.
2	DATE OF OPERATION AND DURATION	Agreed		Duration is three years from nominal expiry date of current EA - 14 November 2020. New EA proposed to be in place from November 2020 to November 2023.
3	PARTIES COVERED	Agreed		No change.
4	SCOPE OF THE AGREEMENT	Agreed		No change.
5	DEFINITIONS	Agreed		Clause includes definitions for attendance bandwidth and immediate family.
6	CONTEXT OF THIS AGREEMENT	Agreed	Improved	Clause improved to recognise the importance of diversity to the work environment.
7	RENEWAL OF AGREEMENT	Agreed		No change.
8	EXISTING CONDITIONS	Agreed		No change.
9	ANTI-DISCRIMINATION	Agreed		No change.

**Part B. Appointment and Employment**

10	TYPES OF EMPLOYMENT	Agreed		No change.
11	MARKET RELATED EMPLOYMENT	Agreed		Staff Association agreed to CSIRO management position to extend market related supplementary remuneration options to postdocs.
12	INDIVIDUAL FLEXIBILITY ARRANGEMENTS	Agreed		No change.
13	WORK CLASSIFICATION STANDARDS	Agreed		No change.
14	CASUAL EMPLOYMENT	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position to ensure consultation occurs if a casual employment position exceeds 662 hours in any 12 month period.
15	TERMINATION OF EMPLOYMENT	Agreed		No change.
16	ADVERTISEMENT OF VACANCIES	Agreed		No change.
17	MEDICAL ASSESSMENTS	Agreed	Improved	Clause improved to provide greater accountability on the use of medical assessments.

**Part C. Remuneration and Allowances**

18	RATES OF PAY	Not agreed		CSIRO management offering three pay rises - 2% in May 2021, 2% in November 2021 and 2% in November 2022. Staff Association position 2.7% per annum - figure derived from member survey.
19	RECOVERY OF OVERPAYMENTS	Agreed		No change.
20	CSIRO TRAINEESHIPS	Agreed		No change.
21	FLEXIBLE REMUNERATION PACKAGING	Agreed		No change. Staff Association highlighted concerns on the need for greater options for salary sacrifice for staff. Further discussions to occur directly with CSIRO management and salary sacrifice providers.
22	SUPERANNUATION	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position for at least 15.4% employer contribution for all staff, regardless of choice of fund - staff that choose a fund other than PSSap only receive 9.5% employer contribution.
23	OVERTIME	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position to affirm that CSOF Level 5 and above staff - who are not entitled to overtime payments - can claim time off in lieu for extra hours worked.
24	ENHANCED RESPONSIBILITIES ALLOWANCE	Agreed		No change.
25	FIRST AID CERTIFICATE ALLOWANCE	Agreed		No change.
26	RESTRICTION DUTY	Agreed		No change.
27	SHIFT DUTY	Agreed		No change.
28	DIVING ALLOWANCE	Agreed		No change.
29	FIELD WORK	Agreed		No change.
30	REMOTE LOCALITIES CONDITIONS	Agreed		No change.
31	AAHL SPECIFIC CONDITIONS	Agreed	Improved	Clause improved so that casual staff - who are currently not eligible - will get paid site and secure area allowances for working at AAHL. Facility name change to Australian Centre for Disease Preparedness.
32	TRAVEL	Agreed		No change. Staff Association to support staff to access minor expense payment through enforcement of the clause during the life of the new EA.
33	EXCESS TRAVELLING TIME	Agreed		No change.
34	SUPPORTED WAGE SYSTEM	Agreed		No change.

**Part D. Career Development, Performance and Rewards**

35	PERFORMANCE CULTURE	Agreed		No change.
36	ANNUAL PERFORMANCE AGREEMENT	Agreed	Improved	Clause improved through a change to the completion date of Stage 1 (Objective Setting) of the APA from 30 September to 31 October; which will provide greater flexibility for staff, including in the context of September school holiday periods.
37	CAREER MANAGEMENT, LEARNING AND DEVELOPMENT	Agreed		No change.
38	REWARD ASSESSMENT PROCEDURES	Agreed	Improved	Clause improved by providing greater certainty and consistency for staff by ensuring that reward assessment cases are reviewed following the completion of Stage 3 (Review) of the APA.

39	MERIT PROMOTION	Agreed		No change.
40	APPOINTMENT, MERIT PROMOTION AND ADVANCEMENT – CSOF LEVEL 7 AND ABOVE	Agreed	Improved	CSIRO management agreed with Staff Association position to completely remove five yearly review processes for CSOF Level 7 and above staff - existing processes will be used instead.
41	CSOF LEVEL 3 ADVANCEMENT CRITERIA	Agreed	Improved	CSIRO management agreed with Staff Association position to completely remove Level 3E barrier - which will provide greater opportunities for staff to progress through the CSOF 3 classification level.
42	SUPERIOR PERFORMANCE RATING	Agreed		No change.
43	PERFORMANCE CASH REWARDS	Agreed		No change.
44	NON-CASH RECOGNITION REWARDS	Agreed		No change.
45	ASSISTANCE WITH STUDIES	Agreed		No change.
<b>Part E. Staff Participation</b>				
46	MANAGEMENT ACCOUNTABILITY	Agreed		No change.
47	BUREAUCRACY	Agreed		No change.
48	SUPPORTING INNOVATION AND CREATIVITY	Agreed		No change.
49	SUSTAINABILITY	Agreed		No change.
50	INDIGENOUS EMPLOYMENT STRATEGY	Agreed		No change. Staff Association highlighted concerns on effectiveness of CSIRO's Indigenous Employment Strategy. Further discussions to occur at CSIRO Consultative Council.
51	COMMERCIALISATION	Agreed		No change.
52	HEALTH AND SAFETY REPRESENTATIVES	Agreed		No change.
53	EQUITY AND DIVERSITY OFFICERS	Agreed		No change.
54	MORAL RIGHTS	Agreed		No change.
55	STAFF PARTICIPATION AND CONSULTATION	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position on the right to consultation on proposals that affect staff, not only after definite decisions are made.
56	FREEDOM OF ASSOCIATION	Agreed		No change.
57	REPRESENTATIVES	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position on rights to representation by workplace delegates.
58	COLLEAGUE OFFICER	Agreed		No change.
<b>Part F. Public Holidays and Leave</b>				
59	PUBLIC HOLIDAYS	Agreed		No change.
60	DEFENCE LEAVE	Agreed		No change.
61	ANNUAL SHUT DOWN	Agreed		Clause changed to enable the deeming of paid miscellaneous leave over the annual shut down period for staff who fail to put in a leave application.
62	MISCELLANEOUS LEAVE	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position to list the examples of miscellaneous leave in the EA.
63	VOLUNTARY EMERGENCY MANAGEMENT ACTIVITIES	Not agreed	No change	No change. CSIRO management not agreed to Staff Association position to specify the amount of paid and unpaid leave entitlements available for voluntary emergency service and management activities.
64	COMPASSIONATE LEAVE	Agreed		No change.
65	JURY LEAVE	Agreed		No change.
66	MATERNITY LEAVE	Not agreed		CSIRO management/APSC not agreed to equitable leave in EA for birth mothers, adoption, fostering and guardianship. Also not agreed to claims to increase supporting partner leave from 4 to 6 weeks or recognising paid parental leave breaks for specified term staff. Updated and improved language in clause.
67	PARENTAL LEAVE (PAID)	Not agreed		
68	PARENTAL LEAVE (UNPAID)	Not agreed	No change	
69	UNPAID MATERNITY AND PARENTAL LEAVE – SUPERANNUATION	Agreed		No change
70	LEAVE WITHOUT PAY	Agreed		No change.
71	SICK AND CARER'S LEAVE	Agreed		No change.
72	RECREATION LEAVE	Agreed	Improved	Clause improved to ensure equitable provision of entitlement to staff who work shifts and on weekends.
	LONG SERVICE LEAVE	Agreed	Improved	New clause to provide reference to long service leave - currently in legislation.
	DOMESTIC FAMILY VIOLENCE AND ABUSE SUPPORT	Agreed	Improved	New clause to provide reference to support options for staff - currently in CSIRO policy.
<b>Part G. Balancing Work and Personal Life</b>				
73	PART-TIME/JOB SHARE ARRANGEMENTS	Agreed		No change.
74	RETURN FROM LENGTHY ABSENCES	Agreed		No change.
75	CHILDCARE	Agreed		No change.
76	FACILITIES FOR NURSING MOTHERS	Agreed		No change.
77	WORKING AWAY FROM BASE IN CSIRO	Agreed		No change.
78	FLEXIBLE WORKING HOURS – FLEXTIME	Agreed		No change.
79	AVERAGING PAY OVER A REDUCED WORKING YEAR	Agreed		No change.

<b>80</b>	PHASED RETIREMENT OF MATURE AGED STAFF	Agreed		No change.
<b>Part H. Mobility of Staff</b>				
<b>81</b>	PERMANENT RELOCATION	Agreed		Clause changed to update the types of entitlements applicable to inter-city relocation.
<b>82</b>	ACCOMMODATION CHANGES	Agreed		No change.
<b>Part I. Grievance and Dispute Procedures</b>				
<b>83</b>	REVIEW OF DECISIONS TO TERMINATE EMPLOYMENT	Agreed		No change.
<b>84</b>	RESOLUTIONS OF DISPUTES	Agreed		No change.
<b>85</b>	WORKPLACE ISSUES RESOLUTION PROCEDURE	Agreed	Improved	Clause improved by outlining the steps of the procedure in the EA (currently listed in CSIRO policy).
<b>Part J. Schedules to Agreement</b>				
<b>SCH1</b>	MANAGEMENT OF UNDERPERFORMANCE	Agreed		No change.
<b>SCH2</b>	SPECIFIED TERM EMPLOYMENT	Not agreed		CSIRO management changes to postdoc entitlements to only allow second/consecutive postdocs in limited circumstances - when the second postdoc is in a different discipline area - and postdocs not to be able to be appointed at CSOF Level 5; are not agreed by the Staff Association.
<b>SCH3</b>	REDEPLOYMENT AND RETRENCHMENT	Agreed		No change.
<b>SCH4</b>	GRIEVANCE PROCEDURES	Agreed		Grievances now part of Workplace Issues Resolution Procedure (refer to Clause 85).
<b>SCH5</b>	DUTY AT SEA	Agreed		No change.
<b>SCH6</b>	CLASSIFICATION LEVEL DESCRIPTORS	Agreed		No change.
<b>SCH7</b>	CSIRO SALARY SCALES	Agreed		Clause to be updated to reflect Rates of Pay.