

Australian Government Employment Bargaining Framework

PART 1 – Workplace Relations Policy

Workplace Arrangements should:

- 1.1 set out Senior Executive Service (SES) and equivalent employees' terms and conditions in either:
 - (a) Determinations issued under the employing legislation (where available) or individual common law arrangements; or
 - (b) where the majority of SES officers choose, in a Collective Agreement;
- 1.2 set out non-SES employees' terms and conditions in Collective Agreements whose coverage excludes SES employees, except for the following limited cases:
 - (a) small Agencies where the SES and non-SES have uniform functions and conditions; or
 - (b) defined specialist SES in non-managerial positions.

In addition to complying with all relevant legislative requirements, all Workplace Arrangements (including workplace agreements, common law arrangements, Determinations issued under the employing legislation, and workplace policies and practices) are to:

- 1.3 not include matters which would be prohibited from inclusion in a workplace agreement;
- 1.4 ensure employees have genuine choice regarding representation in the workplace, including in agreement making;
- 1.5 facilitate genuine bargaining with employees and their representatives;
- 1.6 ensure employees' terms and conditions are to be set out in modern, flexible and streamlined instruments;
- 1.7 obtain Ministerial approval of proposed collective terms and conditions prior to finalising negotiations and putting to staff for consideration; and
- 1.8 apply the right of entry and freedom of association provisions contained in the Workplace Relations Act in a fair and reasonable manner.

PART 2 – Remuneration Policy

Improvements in pay and conditions are to be linked to improvements in productivity:

- 2.1 improvements in remuneration are to be offset by genuine quantifiable productivity initiatives;
- 2.2 salary advancement for individuals within classifications and broadbands is subject to at least satisfactory performance; and
- 2.3 remuneration increases are to apply prospectively, other than in exceptional circumstances.

PART 3 – Funding Policy

- 3.1 Improvements in pay and conditions are to be funded from within existing budgets.

PART 4 – Staffing Policy

All Workplace Arrangements (including workplace agreements, Determinations issued under the employing legislation, common law arrangements and workplace policies and practices) are to:

- 4.1 incorporate flexible attraction and retention initiatives, including incorporating terms and conditions which assist employees in maintaining a healthy work-life balance; and
- 4.2 incorporate leave policies and employment practices that support the release of community service volunteers for emergency services duties and Defence Reservists for peacetime training and deployment.

In addition, APS Workplace Arrangements must also comply with the following:

- 4.3 maintaining structures that are consistent with the APS Classification Rules;
- 4.4 retaining the portability of accrued paid leave entitlements; and
- 4.5 include compulsory redeployment, reduction and retrenchment provisions, without enhancing existing redundancy arrangements.