

## Australian Government Administration Industry Award – Summary of outstanding issues

### Confirmed outstanding issues

Issue No.	Clause Reference	Summary of outstanding matter	APSC Position	Union Position
1.	4.2.- Coverage	Inclusion of standard modern industry award clauses providing that labour hire and group training are covered by this award to the extent they provide labour or group training.	Including this clause will have the effect of including a broader range of employees. Clause should not be included.	Clause should be included.
2.	7. - Facilitative provisions	Not including a clause recognising union representation within the “Facilitative provision” clause	Did not meet critical mass test (2/12).  Clause should not be included.	Should include clause recognising union representation
3.	26. - Parental leave	Parental leave – inclusion of 12 weeks paid maternity leave	Do not include. Did not meet critical mass test (4/12). Would increase safety net for 8 agencies.	Should be included in the body of the award.
4.	No provision in the current exposure draft	Entitlement to part time work on returning from maternity leave	Critical mass not met (5/12)	Should be included in the body of the award.
5.	No provision in the current exposure draft	Entitlement to cadet book and equipment allowance	Critical mass not met (2/12)	Should be included in the body of the award.
6.	No provision in the current exposure draft	Entitlement to part day travelling allowance	Critical mass not meet (4/12) Issue for schedules	Should be included in the body of the award

**Issue not outstanding but subject to agreement on drafting in industry award**

<b>Issue No.</b>	<b>Clause (s)</b>	<b>Summary of outstanding matter</b>
7.	12.2 Redundancy	<p>Critical mass was met for the enterprise awards however the GECSA did not provide a RRR entitlement. Consistent with the principles issued by the Fair Work Commission on 1 April we are seeking not to create additional employer costs.</p> <p>APSC is therefore seeking to exclude agencies covered by GECSA from coverage of the additional redundancy provisions contained in the body of the industry award.</p> <p>This issues is not in dispute however exact wording has not been settled.</p>
8.	Casual overtime and penalty rates	<p>The APSC has advised the unions that the employers agree casuals are eligible to overtime and penalty rates subject to the following:</p> <ul style="list-style-type: none"><li>• not expanding to agencies that do not currently provide these entitlements; and</li><li>• if eligible for overtime the penalty rate, rather than the casual loading will apply.</li></ul>

**Issue still under consideration**

<b>Issue No.</b>	<b>Clause</b>	<b>Summary of outstanding matter</b>	<b>APSC Position</b>	<b>Union Position</b>
<b>9.</b>	19 – Shiftwork	Unions seeking clauses that provide overtime where 7 days’ notice of change of shift has not been provided	Critical mass to be determined. Inclusion in GECSA is not necessarily a justification for inclusion in the award.	Notice of Change of Shift is provided in the GECSA at 18.3.5 and should be included.
<b>10.</b>	19 - Shiftwork	Payment of shift penalties on public holidays not worked and personal/carer’s leave	Critical mass to be determined.	Shift penalties should be paid on public holidays not worked and personal/carer’s leave.
<b>11.</b>	17 Superannuation	Specification of superannuation funds within the award	Clarifying the necessity of specifying super funds .	No strong position
<b>12.</b>	Schedules	Consideration of content to ensure safety net is maintained following the settlement of the outstanding issues in relation to the body of the award.		
<b>13.</b>	Allowances	Updating of salary allowance rates to reflect minimum wage decisions Updating expense related allowance rates to reflect CPI increases		