

Proposed South Australian Government Wages Parity (Salaried) Enterprise Agreement 2009

FREQUENTLY ASKED QUESTIONS

Why is there a ballot?

In early September 2009, a formal notice of intention to negotiate an Enterprise Agreement was issued under the *Fair Work Act 1994* (the Act). There have been discussions and negotiations with employee associations and employee representatives as well as a number of formal meetings. An offer for a new Agreement was made in December 2009. The Public Service Association has advised that it supports the offer made. A number of proposed benefits will not come into effect until after the Industrial Relations Commission of South Australia has formally approved the Enterprise Agreement.

The Act provides that "agreement of employees to be bound by a proposed enterprise agreement may be indicated by ballot ...". Where a ballot is conducted, employees are to be given a reasonable opportunity to participate in the ballot, and if a majority of employees casting valid votes at the ballot vote in favour of the proposal, then the Commission can presume that there is a majority of support.

How is the Ballot being conducted?

The ballot is being conducted by each agency. Agencies can use electronic voting and/or a paper ballot. Electronic votes will be returned to a dedicated electronic mailbox. Paper ballots will be sent to home addresses, with instructions for their return. Generally agencies have identified a Ballot Officer as the person responsible for conducting the ballot. If by some error you get more than one ballot by email and/or paper, you must only use one or other method, as you must only vote once.

Your agency will advise you of the closing date for each method. Generally you will have 5 days in which to cast your vote. Paper ballots may have a later closing date to allow for postage. Agency ballots will be collated following the completion of all ballots (ie. all ballots must be completed by Noon, 23 December 2009).

How does the voting work?

Voting is voluntary and all employees are encouraged to vote. If you do not receive an electronic ballot message or a paper ballot by 15 December 2009, please contact the designated "Ballot Officer" within the Human Resources Branch or your Agency.

What are the pay increases under the proposed Agreement?

Complete details of salaries (and rates) proposed to apply from the first full pay periods in October 2009, October 2010 and October 2011, are detailed in the proposed Agreement. A copy of the proposed Agreement is on the Wages Parity webpage at www.pswr.sa.gov.au, or can be obtained from Human Resources in your agency.

When does the 16 weeks paid maternity and paid adoption leave begin?

The entitlement that would become available for paid maternity/adoption leave under the proposed agreement is 16 weeks, which is 2 weeks more than the current entitlement. If the majority of employees who vote accept the proposed Agreement and the Commission approves it, the increased paid maternity and paid adoption leave entitlements will commence on and from 22 December 2009, being the day after the expiry of the current agreement.

For how long does the proposed Agreement operate?

The proposed Agreement will commence from the date of approval of the Industrial Relations Commission and will nominally expire on 30 June 2012.

What is in the proposed Agreement?

This is a **summary** only – details are in the proposed Enterprise Agreement. If the majority of employees who vote accept the proposed Agreement and the Commission approves it, in general the benefits to you include:

- Security of employment.
- General salary increases: 3 x 2.5% pa, the first backdated to the first full pay period commencing on or after 1 October 2009, and similarly from 1 October 2010 and 1 October 2011.
- One-off payment of \$600, subject to conditions.
- Agreement will have a nominal life until 30 June 2012 (2¹/₂ years).
- Commitment about existing conditions of employment not being reduced.
- Improvements to paid maternity and adoption leave:
 - Increase to 16 weeks with effect not earlier than 22 December 2009.

- Employees with not less than 5 years employment with the SA public sector, increase to 18 weeks 12 months after approval.
- If both prospective parents are covered by the new Agreement, they can share the leave.
- Improvements to other conditions:
 - Meal break arrangements
 - Increase in on-call rates
 - Increase in night shift penalty
 - Increase in overtime cap
 - Time off in lieu accrual arrangements
 - Flexi-time accrual arrangements.
- Allied Health Professionals: new salary and classification structure.
- Medical Scientists and Grant Funded Scientists: new salary and classification structures.
- Professional Officers: variation to structure and classifications.
- (OPS) Correctional Officer Allowance increased.
- Allowance for OPS classified Secure Training Centre Youth Workers employed by DFC, Families SA in the Secure Training Centres: Magill (and replacement) and Cavan.
- Professional Development for professional classifications: reimbursement of the particular professional development expenses required for registration or accreditation, which the agency requires to be maintained and up to 5 days paid professional development leave over 2 years for that purpose.
- Training and Development: refers to mobility and secondments as opportunities for development.
- Reviews: engineers (re: remuneration arrangements); CFS/SES operational employees (re: Working arrangements); Fisheries Officers (re: working arrangements); and translators/interpreters (re: technology: complex languages).
- Salary Packaging Arrangements continue.
- Worklife Flexibility provisions continue.

English is not my first language – who can help me?

For translation of the proposed Agreement or any of the other materials you have received in relation to the proposed Agreement, interpreting services are available by contacting Public Sector Workforce Relations in the Department of the Premier and Cabinet on telephone (08) 8226 2700. Arrangements will be made to provide these services at no cost to you.

Τα Αγγλικά δεν είναι η πρώτη μου γλώσσα – ποιος θα με βοηθήσει;

Για μετάφραση της προτεινόμενης συμφωνίας ή οποιωνδήποτε άλλων πληροφοριών που έχετε λάβει σε σχέση με την προτεινόμενη συμφωνία διαθέτουμε υπηρεσία διερμηνέων και μεταφραστών. Τηλεφωνήστε στο Τμήμα Εργατικών Σχέσεων του Δημόσιου Τομέα στο Υπουργείο Πρωθυπουργού και Υπουργικού Συμβουλίου στο τηλέφωνο (08) 8226 2700. Οι υπηρεσίες αυτές θα σας παρέχονται χωρίς χρέωση.

Anh Ngữ không phải là ngôn ngữ thứ nhất của tôi – ai có thể giúp tôi?

Để có bản phiên dịch của văn bản Thỏa Thuận được đề nghị hoặc của bất cứ những tài liệu nào khác mà quý vị đã nhận liên quan đến văn bản Thỏa Thuận được đề nghị, các dịch vụ thông dịch có thể được sắp xếp bằng cách liên lạc với Public Sector Workforce Relations (Ban Quan Hệ Nhân Lực Trong Lĩnh Vực Công Quyền) thuộc Bộ Thủ Hiến và Nội Các qua số điện thoại (08) 8226 2700. Chúng tôi sẽ sắp xếp để cung ứng miễn phí các dịch vụ này cho quý vị.

L'inglese non è la mia prima lingua – chi può aiutarmi?

Per avere una traduzione del Concordato proposto o di qualunque altro documento che ha ricevuto in relazione al Concordato proposto, lei può ottenere i servizi d'interpretariato messi a disposizione dal Dipartimento (Department of the Premier and Cabinet) telefonando all'ufficio per le relazioni con gl'impiegati pubblici (Public Sector Workforce Relations) al numero (08) 8226 2700. L'ufficio farà in modo di fornirle questi servizi senza che lei debba pagare nulla.

Where can I get further information?

The Agreement Explained document provides a detailed explanation of the proposed Agreement, including the differences between the proposed Agreement and the current Award or Agreement conditions currently applying to you.

The proposed Agreement can be viewed and downloaded from the Wages Parity web page at www.pswr.sa.gov.au. Printed copies of the agreement or other material can be obtained from Human Resources in your Agency.