

# Indicative Meeting Schedule

As at 14 August 2023

## APS Bargaining

### Introductions

Meeting 1 | 30 March

1. Claim clarification

### Employee support

Meeting 2 | 4 April

2. Blood donation and vaccination
3. Employee Assistance Programs
4. Safe workplaces [Union & IBR claim]
5. Respect @ work
6. Disability leave [Union & IBR claim]
7. Supported Wage System
8. Integrity and transparency [Union & IBR claim]

### Leave #1

Meeting 3 | 6 April

9. Annual leave and purchased leave
10. Long service leave
11. Portability of leave

### Consultation and dispute resolution

Meeting 4 | 13 April

12. Consultation
13. Consultative committees [Union claim]
14. Dispute resolution

### Leave #2

Meeting 5 | 18 April

15. Emergency response leave
16. Bereavement leave
17. Gender affirmation leave [Union & IBR claim]
18. Jury duty
19. Pandemic leave [Union & IBR claim]

### Leave #3

Meeting 6 | 20 April

24. Defence reservist leave
25. Defence service sick leave
27. Performance management [Union & IBR claim]
28. Leave without pay
29. Travel

### Flexible work

Meeting 7 | 27 April

20. Flexible working arrangements
21. Work from home [Union & IBR claim]
23. Location of work [Union & IBR claim]

### Professional development

Meeting 8 | 2 May

30. Study assistance [Union & IBR claim]
31. Learning and development [Union claim]
32. Sabbatical leave
33. Graduates [Union & IBR claim]
34. Classifications & WLS [Union & IBR claim]
35. Professional qualifications [Union & EBR claim]

### First Nations

Meeting 9 | 9 May

36. First Nations employment [Union claim]
37. Cultural, ceremonial & NAIDOC leave

### Pay claims

Meeting 10 | 11 May

38. Pay claims [Union & IBR claim]
92. Junior rates of pay [Union claim]

### Pay offer

Meeting 11 | 16 May

40. Commonwealth pay offer
41. Duration of agreements

### Leave #4

Meeting 12 | 18 May

26. Personal / carer's leave
42. Parental leave
43. Lactation breaks
44. Family and domestic violence supports
45. Miscellaneous leave
46. Christmas Closedown
47. Public holidays
22. Employees with caring responsibilities [Union claim]

### Secure Work

Meeting 13 | 23 May

48. Job security [Union claim]
49. Redeployment, retraining, redundancy
50. Separation
51. Casual & non-ongoing employment
52. Labour hire [Union claim]
91. Scientific integrity [Union claim]

### Pay fragmentation

Meeting 14 | 30 May

53. Pay fragmentation mechanism
54. Incremental advancement
55. Salary on promotion & commencement
39. Salary setting [Union claim]

### Remote workers

Meeting 15 | 1 June

56. Remote localities
57. Regional jobs [Union & IBR claim]
58. Relocation assistance
2. Blood donation and vaccination\*
3. Employee Assistance Programs\*
4. Safe workplaces\* [Union & IBR claim]
5. Respect @ work\*
50. Separation\*
7. Supported Wage System\*

### Gender and diversity

Meeting 16 | 6 June

59. Gender equality [Union & IBR claim]
60. Diversity [Union & IBR claim]
93. Menstrual & menopause support [Union & IBR claim]
17. Gender affirmation leave\* [Union & IBR claim]
6. Disability leave\* [Union & IBR claim]
26. Personal / carer's leave\*

### EL TOIL & overpayments

Meeting 17 | 8 June

61. EL TOIL
62. NES precedence clause
63. Re-crediting of leave
64. Overpayments
90. Reward & recognition [IBR claim]
9. Annual leave and purchased leave\*
10. Long service leave\*
11. Portability of leave\*

### Working hours and employment types

Meeting 18 | 13 June

65. Working hours
66. Shift penalties
67. Flex for APS1-6
68. Workloads and KPIs [Union claim]
69. Overtime and restriction [Union & IBR claim]
70. Part-time work [Union & IBR claim]
71. Employment types
27. Performance management\* [Union & IBR claim]
30. Study assistance\* [Union & IBR claim]
32. Sabbatical leave\*
35. Professional qualifications\* [Union & EBR claim]
2. Blood donation and vaccination\*

### Super and allowances

Meeting 19 | 15 June

72. Superannuation
73. Workplace responsibility allowances
74. Allowances
75. Higher duties
76. Individual flexibility arrangements
77. Capability & labour market shortages [Union claim]
29. Travel\*

### Specialists and recruitment

Meeting 21 | 22 June

87. Specialists [Union & IBR claim]
88. Recruitment & mobility [Union & IBR claim]
24. Defence reservist leave\*
25. Defence service sick leave\*
26. Personal / carer's leave\*
6. Disability leave\* [Union & IBR claim]
93. Menstrual & menopause support\* [Union & IBR claim]
17. Gender affirmation leave\* [Union & IBR claim]

### Employee support #2

Meeting 22 | 27 June

84. Disaster leave [Union & IBR claim]
85. Volunteer leave [Union & IBR claim]
86. Witness leave [Union claim]
15. Emergency response leave\*
16. Bereavement leave\*
18. Jury duty\*
19. Pandemic leave\* [Union & IBR claim]

### Environment etc ^

Meeting 23 | 6 July (Thursday)

89. Climate change [Union & IBR claim]
28. Leave without pay\*
36. First Nations employment\* [Union claim]
37. Cultural, ceremonial & NAIDOC leave\*
26. Personal / carer's leave\*

# Indicative Meeting Schedule

As at 14 August 2023

## APS Bargaining

### Meeting 24 | 11 July (Tuesday)

- 20. Flexible working arrangements\*
- 21. Work from home\* [Union & IBR claim]
- 23. Location of work\* [Union & IBR claim]
- 24. Defence reservist leave\*
- 25. Defence service sick leave\*
- 2. Blood donation and vaccination\*
- 3. Employee Assistance Programs\*
- 22. Employees with caring responsibilities\* [Union claim]

### Meeting 20 | 13 July (Thursday)

- 9. Annual leave and purchased leave\*
- 10. Long service leave\*
- 11. Portability of leave\*
- 76. Individual flexibility arrangements\*
- 62. NES precedence clause\*
- 15. Emergency response leave\*
- 16. Bereavement leave\*
- 18. Jury duty\*
- 78. Delegate's rights / EBR Representational rights
- 63. Re-crediting of leave\*

### Meeting 25 | 18 July (Tuesday)

- 8. Integrity and transparency [Union & IBR claim]\*
- 91. Scientific integrity [Union claim]\*
- 47. Public holidays\*
- 30. Study assistance [Union & IBR claim] \*
- 31. Learning and development [Union claim] \*
- 57. Regional jobs [Union & IBR claim]\*
- 69. Overtime and restriction [Union & IBR claim]\*
- 65. Working hours\* / Trial - 4 day work week

### Meeting 26 | 20 July (Thursday)

- 83. MOG Changes [Union & IBR claim]
- 64. Overpayments \*
- 50. Separation\*
- 73. Workplace responsibility allowances\*
- 75. Higher duties\*
- 19. Pandemic leave [Union & IBR claim]\*
- 43. Lactation breaks\*
- 93. Menstrual & menopause support [Union & IBR claim]\*
- 17. Gender affirmation leave [Union & IBR claim]\*
- 6. Disability leave [Union & IBR claim]\*
- 32. Sabbatical leave\*
- 67. Flex for APS1-6\*

### Meeting 27 | 25 July (Tuesday)

- 58. Relocation assistance\*
- 61. EL TOIL\*
- 76. Individual flexibility arrangements\*
- 66. Shift penalties\*
- 68. Workloads and KPIs [Union claim]\*
- 27. Performance management [Union & IBR claim]\*
- 5. Respect @ work\*
- 4. Safe workplaces [Union & IBR claim]\*
- 84. Disaster leave [Union & IBR claim]\*
- 85. Volunteer leave [Union & IBR claim]\*
- 89. Climate change [Union & IBR claim]\*
- 33. Graduates [Union & IBR claim]\*
- 43. Lactation breaks

### Meeting 28 | 27 July (Thursday)

- 64. Overpayments \*
- 50. Separation\*
- 75. Higher duties\*
- 65. Working hours\*
- 29. Travel\*
- 45. Miscellaneous leave\*
- 2. Blood donation and vaccination \*
- 3. Employee Assistance Programs \*
- 10. Long service leave\*
- 11. Portability of leave\*
- 12. Consultation\*
- 13. Consultative committees [Union claim]\*
- 60. Diversity [Union & IBR claim]\*
- 15. Emergency response leave\*
- 62. NES precedence clause\*
- 49. Redeployment, retraining, redundancy\*

### Meeting 29 | 1 August (Tuesday)

- 37. Cultural, ceremonial & NAIDOC leave\*
- 36. First Nations employment [Union claim] \*
- 46. Christmas Closedown\*
- 47. Public holidays \*
- 9. Annual leave and purchased leave\*
- 26. Personal / carer's leave\*
- 90. Reward & recognition [IBR claim]\*
- 74. Allowances\*
- 77. Capability & labour market shortages [Union claim]\*
- 14. Dispute resolution\*
- 83. MOG Changes [Union & IBR claim]\*
- 8. Integrity and transparency [Union & IBR claim]\*
- 91. Scientific integrity [Union claim]\*
- 56. Remote localities\*
- 18. Jury duty\*

### Meeting 30 | 15 August (Tuesday)

- 44. Family and domestic violence supports\*
- 86. Witness leave [Union claim]\*
- 26. Personal / carer's leave\*
- 49. Redeployment, retraining, redundancy\*
- 75. Higher duties\*
- 61. EL TOIL\*
- 56. Remote localities\*
- 70. Part-time work [Union & IBR claim]\*
- 59. Gender equality [Union & IBR claim]\*
- 68. Workloads [Union claim]\*
- 54. Incremental advancement\*
- 65. Span of hours (*part of Working Hours*)
- 8. Integrity and transparency [Union & IBR claim]\* <>
- 91. Scientific integrity [Union claim]\* <>
- 20. Flexible working arrangements\*
- 82. Definitions

### Meeting 31 | 24 August (Thursday)

- 51. Casual & non-ongoing employment\*
- 52. Labour hire [Union claim]\*
- 48. Job security [Union claim] \*
- 71. Employment types\*
- 34. Classifications & WLS [Union & IBR claim]\*
- 79. No extra claims
- 80. Relationships to Awards
- 81. Parties
- 78. Delegate's rights \*
- 12. Consultation\* <>

### Meeting 32 | 29 August (Tuesday)

- 16. Bereavement leave (and Compassionate leave)\* <>
- 42. Parental leave\*
- 63. Re-crediting of leave \*
- 41. Duration of agreements\*
- 72. Superannuation\*
- 90. Reward & recognition [IBR claim]\*
- 77. Capability & labour market shortages [Union claim]\*
- 87. Specialists [Union & IBR claim]\*
- 35. Professional qualifications [Union & EBR claim]\*
- 55. Salary on promotion & commencement\*
- 39. Salary setting [Union claim]\*
- 53. Pay fragmentation mechanism\*
- 40. Commonwealth pay offer\*

<> Re-listed for discussion on clause-related detail