Dear Mr Moloney,

I would like to provide an update to you on the Palaszczuk Government's commitment to employment security for Queensland's public servants.

In February the Honourable Annastacia Palaszczuk, Premier of Queensland wrote to all public servants indicating that the government would restore employment security as part of our commitment to a Westminster-style model that values and supports a permanent public service.

Today the Premier announced that the government is restoring a public sector employment policy that includes the employment security protections that were removed by the previous government.

A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government's commitments to workers and industrial relations reforms.

Yours sincerely,

Curt Pitt

HON. CURTIS PITTM P
Treasurer
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Enc.(2)
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My government will keep its commitments to public servants, and to all Queenslanders.

You are entitled to fairness at work. I want to recognise the dedication and commitment of our valued public servants. My government will act responsibly in supporting a consistent framework for public servants that protects fairness and your workplace rights.

Already we have kept our commitment to minimise the disruption associated with changes to machinery of government. I want to thank you again for your patience during the period of transition.

My government will always consult with and listen to its workforce in delivering services for Queenslanders. I encourage you to familiarise yourself with the Employment Security policy which can be found at http://www premiers.qld.gov.au/publications/categories/policies-and-codes/employment-security.aspx.

ANNASTACIA PALASZCZUK
Premier and Minister for the Arts
Employment Security Policy

1. Introduction:

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security for permanent government employees (as outlined in section 2 - Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce’s commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve “best value” delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application:

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the Public Service Act 2008).

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This policy was approved by Cabinet on 30 March 2015.

4. **Policy:**

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It is the Government’s intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise government agencies, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.

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(b) that will have major social and economic implications, particularly in regional and rural centres where the government is committed to maintaining government employment. Proposals affecting these centres need to carefully evaluate the impact on communities to ensure that short-term efficiency gains are balanced against the long-term social and economic needs of these communities.

The agency will need to demonstrate that any proposed organisational change or restructuring will result in clearly defined service enhancements to government and/or the community, as identified in a business case, and be undertaken through a planned process. Where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees.

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Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

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For further advice on the application of this policy, agencies should consult with the Office of Fair and Safe Work Queensland.
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10 APR 2015

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Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

4.4 Consultation

For further advice on the application of this policy, agencies should consult with the Office of Fair and Safe Work Queensland.
Dear Mr Battams,

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Today the Premier announced that the government is restoring a public sector employment policy that includes the employment security protections that were removed by the previous government.

A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government's commitments to workers and industrial relations reforms.

Yours sincerely,

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Minister for Employment and Industrial Relations
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Already we have kept our commitment to minimise the disruption associated with changes to machinery of government. I want to thank you again for your patience during the period of transition.

My government will always consult with and listen to its workforce in delivering services for Queenslanders. I encourage you to familiarise yourself with the Employment Security policy which can be found at http://www.preiers.qld.gov.au/publications/categories/policies-and-codes/employment-security.aspx.

ANNASTACIA PALASZCZUK
Premier and Minister for the Arts
Employment Security Policy

1. Introduction:

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security for permanent government employees (as outlined in section 2 - Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce’s commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve "best value" delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application:

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the Public Service Act 2008).

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This policy was approved by Cabinet on 30 March 2015.

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The Queensland Government is committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate. Agencies are encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

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Our reference: 2848513

10 APR 2015

Mr Brad O'Carroll
Secretary
Plumbers Union QLD
PO Box 3596
SOUTH BRISBANE QLD 4101

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The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve "best value" delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application:

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the Public Service Act 2008).

This policy does not apply to government employees who are subject to disciplinary action which would otherwise result in termination of employment, or who are not participating in reasonable opportunities for retraining, deployment or redeployment.

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1Employment security is a commitment to continuing employment in government, as distinct from job security. This distinction recognises that jobs may change from their current form, as the skills mix and composition of the government workforce vary to meet changing government and community service needs.
3. **Authority:**

   This policy was approved by Cabinet on 30 March 2015.

4. **Policy:**

4.1 **Permanent Employment**

   The Queensland Government is committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate. Agencies are encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

4.2 **Organisational change and restructuring**

   It is the Government’s intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise government agencies, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.

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   (b) that will have major social and economic implications, particularly in regional and rural centres where the government is committed to maintaining government employment. Proposals affecting these centres need to carefully evaluate the impact on communities to ensure that short-term efficiency gains are balanced against the long-term social and economic needs of these communities.

   The agency will need to demonstrate that any proposed organisational change or restructuring will result in clearly defined service enhancements to government and/or the community, as identified in a business case, and be undertaken through a planned process. Where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees.

   The requirement to obtain Cabinet approval for major organisational change is not intended to reduce the flexibility of Chief Executives in their day-to-day management of agencies’ operations. Chief Executives retain prerogative over normal business activities to manage the government workforce, (such as job reclassification, job redesign, performance management, disciplinary action and transfers), and organisational improvement initiatives (such as process re-engineering, changes in work practices and the introduction of new technology).
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Government employees affected by performance improvement initiatives or organisational change will be offered maximum employment opportunities within the government, including retraining, deployment, and redeployment. Only after these avenues have been explored will voluntary early retirement be considered.

Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

4.4 Consultation

For further advice on the application of this policy, agencies should consult with the Office of Fair and Safe Work Queensland.
Dear Mr Whyte

I would like to provide an update to you on the Palaszczuk Government's commitment to employment security for Queensland's public servants.

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Today the Premier announced that the government is restoring a public sector employment policy that includes the employment security protections that were removed by the previous government.

A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government's commitments to workers and industrial relations reforms.

Yours sincerely

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Treasurer
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Enc.(2)
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My government will keep its commitments to public servants, and to all Queenslanders.

You are entitled to fairness at work. I want to recognise the dedication and commitment of our valued public servants. My government will act responsibly in supporting a consistent framework for public servants that protects fairness and your workplace rights.

Already we have kept our commitment to minimise the disruption associated with changes to machinery of government. I want to thank you again for your patience during the period of transition.

My government will always consult with and listen to its workforce in delivering services for Queenslanders. I encourage you to familiarise yourself with the Employment Security policy which can be found at http://www.premiers.qld.gov.au/publications/categories/policies-and-codes/employment-security.aspx.

ANNASTACIA PALASZCZUK
Premier and Minister for the Arts
Employment Security Policy

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ANNASTACIA PALASZCZUK
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Employment Security Policy

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Dear Mr Short,

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A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government’s commitments to workers and industrial relations reforms.

Yours sincerely,

[Signature]

HON. CURTIS PITT MP
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A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government’s commitments to workers and industrial relations reforms.

Yours sincerely

HON. CURTIS PITT MP
Treasurer
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Enc.(2)
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ANNASTACIA PALASZCZUK
Premier and Minister for the Arts
Employment Security Policy

1. Introduction:

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security for permanent government employees (as outlined in section 2 - Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce’s commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve “best value” delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application:

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the Public Service Act 2008).

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10 APR 2015

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GPO Box 88
BRISBANE QLD 4000

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(b) that will have major social and economic implications, particularly in regional and rural centres where the government is committed to maintaining government employment. Proposals affecting these centres need to carefully evaluate the impact on communities to ensure that short-term efficiency gains are balanced against the long-term social and economic needs of these communities.

The agency will need to demonstrate that any proposed organisational change or restructuring will result in clearly defined service enhancements to government and/or the community, as identified in a business case, and be undertaken through a planned process. Where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees.

The requirement to obtain Cabinet approval for major organisational change is not intended to reduce the flexibility of Chief Executives in their day-to-day management of agencies’ operations. Chief Executives retain prerogative over normal business activities to manage the government workforce, (such as job reclassification, job redesign, performance management, disciplinary action and transfers), and organisational improvement initiatives (such as process re-engineering, changes in work practices and the introduction of new technology).
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Government employees affected by performance improvement initiatives or organisational change will be offered maximum employment opportunities within the government, including retraining, deployment, and redeployment. Only after these avenues have been explored will voluntary early retirement be considered.

Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

4.4 Consultation

For further advice on the application of this policy, agencies should consult with the Office of Fair and Safe Work Queensland.
Dear Mr Coombes,

I would like to provide an update to you on the Palaszczuk Government’s commitment to employment security for Queensland’s public servants.

In February the Honourable Annastacia Palaszczuk, Premier of Queensland wrote to all public servants indicating that the government would restore employment security as part of our commitment to a Westminster-style model that values and supports a permanent public service.

Today the Premier announced that the government is restoring a public sector employment policy that includes the employment security protections that were removed by the previous government.

A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government’s commitments to workers and industrial relations reforms.

Yours sincerely,

Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
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Enc.(2)
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My government will keep its commitments to public servants, and to all Queenslanders.

You are entitled to fairness at work. I want to recognise the dedication and commitment of our valued public servants. My government will act responsibly in supporting a consistent framework for public servants that protects fairness and your workplace rights.

Already we have kept our commitment to minimise the disruption associated with changes to machinery of government. I want to thank you again for your patience during the period of transition.

My government will always consult with and listen to its workforce in delivering services for Queenslanders. I encourage you to familiarise yourself with the Employment Security policy which can be found at http://www.preiers.qld.gov.au/publications/categories/policies-and-codes/employment-security.aspx.

ANNASTACIA PALASZCZUK
Premier and Minister for the Arts
Employment Security Policy

1. Introduction:

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security\(^1\) for permanent government employees (as outlined in section 2 - Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce's commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve "best value" delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application:

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the Public Service Act 2008).

This policy does not apply to government employees who are subject to disciplinary action which would otherwise result in termination of employment, or who are not participating in reasonable opportunities for retraining, deployment or redeployment.

\(^1\)Employment security is a commitment to continuing employment in government, as distinct from job security. This distinction recognises that jobs may change from their current form, as the skills mix and composition of the government workforce vary to meet changing government and community service needs.
3. **Authority:**

   This policy was approved by Cabinet on 30 March 2015.

4. **Policy:**

   4.1 **Permanent Employment**

   The Queensland Government is committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate. Agencies are encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

   4.2 **Organisational change and restructuring**

   It is the Government’s intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise government agencies, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.

   Cabinet approval is required for all major organisational change and restructuring in agencies:

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For further advice on the application of this policy, agencies should consult with the Office of Fair and Safe Work Queensland.
Our reference: 2848513

10 APR 2015

Mr Nick Buckmaster
State President
Australian Salaried Medical Officers Federation
PO Box 123
RED HILL, QLD 4059

Dear Mr Buckmaster

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Ms Kaylene Scott
Lead Organiser
The Association of Professional Engineers, Scientists & Managers
Level 1, 457 Upper Edward Street
BRISBANE QLD 4000

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The Government is committed to maximum employment security1 for permanent government employees (as outlined in section 2 - Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce's commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve "best value" delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application:

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the Public Service Act 2008).

This policy does not apply to government employees who are subject to disciplinary action which would otherwise result in termination of employment, or who are not participating in reasonable opportunities for retraining, deployment or redeployment.

---

1Employment security is a commitment to continuing employment in government, as distinct from job security. This distinction recognises that jobs may change from their current form, as the skills mix and composition of the government workforce vary to meet changing government and community service needs.
3. Authority:

This policy was approved by Cabinet on 30 March 2015.

4. Policy:

4.1 Permanent Employment

The Queensland Government is committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate. Agencies are encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

4.2 Organisational change and restructuring

It is the Government’s intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise government agencies, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.

Cabinet approval is required for all major organisational change and restructuring in agencies:

(a) that will significantly impact on the government workforce (e.g. significant job reductions, deployment to new locations, alternative service delivery arrangements, etc). The emphasis will be on minimum disruption to the workforce and maximum placement of affected staff within agencies, and ordinarily organisational restructuring should not result in large scale “spilling” of jobs.

(b) that will have major social and economic implications, particularly in regional and rural centres where the government is committed to maintaining government employment. Proposals affecting these centres need to carefully evaluate the impact on communities to ensure that short-term efficiency gains are balanced against the long-term social and economic needs of these communities.

The agency will need to demonstrate that any proposed organisational change or restructuring will result in clearly defined service enhancements to government and/or the community, as identified in a business case, and be undertaken through a planned process. Where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees.

The requirement to obtain Cabinet approval for major organisational change is not intended to reduce the flexibility of Chief Executives in their day-to-day management of agencies’ operations. Chief Executives retain prerogative over normal business activities to manage the government workforce, (such as job reclassification, job redesign, performance management, disciplinary action and transfers), and organisational improvement initiatives (such as process re-engineering, changes in work practices and the introduction of new technology).
4.3 Employees affected by organisational change

The government undertakes that tenured government employees will not be forced into unemployment as a result of organisational change, other than in exceptional circumstances.

Government employees affected by performance improvement initiatives or organisational change will be offered maximum employment opportunities within the government, including retraining, deployment, and redeployment. Only after these avenues have been explored will voluntary early retirement be considered.

Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

4.4 Consultation

For further advice on the application of this policy, agencies should consult with the Office of Fair and Safe Work Queensland.
Dear Mr Smith,

I would like to provide an update to you on the Palaszczuk Government’s commitment to employment security for Queensland’s public servants.

In February the Honourable Annastacia Palaszczuk, Premier of Queensland wrote to all public servants indicating that the government would restore employment security as part of our commitment to a Westminster-style model that values and supports a permanent public service.

Today the Premier announced that the government is restoring a public sector employment policy that includes the employment security protections that were removed by the previous government.

A copy of the public sector employment policy and copy of the letter to all public servants released by the Premier are attached for your information.

I look forward to working together to further implement the government’s commitments to workers and industrial relations reforms.

Yours sincerely,

HON, CURTIS PITT MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships

Enc. (2)
A MESSAGE FROM THE PREMIER

I write today to update you on my government's commitment to employment security for Queensland's public servants.

In February I wrote to all public servants indicating that my government would restore employment security as part of our commitment to a Westminster-style model that values and supports a permanent public service.

I know how important job security is to your work in providing high-quality services and support to the people of Queensland.

I am pleased to announce that my government is restoring a public sector employment policy that includes the employment security protections that were removed by the previous government.

My government will keep its commitments to public servants, and to all Queenslanders.

You are entitled to fairness at work. I want to recognise the dedication and commitment of our valued public servants. My government will act responsibly in supporting a consistent framework for public servants that protects fairness and your workplace rights.

Already we have kept our commitment to minimise the disruption associated with changes to machinery of government. I want to thank you again for your patience during the period of transition.

My government will always consult with and listen to its workforce in delivering services for Queenslanders. I encourage you to familiarise yourself with the Employment Security policy which can be found at http://www.premiers.qld.gov.au/publications/categories/policies-and-codes/employment-security.aspx.

ANNASTACIA PALASZCZUK
Premier and Minister for the Arts
Employment Security Policy

1. Introduction:

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security1 for permanent government employees (as outlined in section 2 - Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce’s commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

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# Ministerial Diary

Treasurer and Minister for Employment and Industrial Relations  
Minister for Aboriginal and Torres Strait Islander Partnerships  

14 FEBRUARY 2015 – 28 FEBRUARY 2015

<table>
<thead>
<tr>
<th>Date of Meeting</th>
<th>Name of Organisation/Person</th>
<th>Purpose of Meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 February 2015</td>
<td>QCU, ASU, CFMEU</td>
<td>Portfolio discussion</td>
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</tbody>
</table>

1 Does not include personal, electorate or party political meetings or events, media events and interviews and information contrary to public interest (e.g. meetings regarding sensitive law enforcement, public safety or whistle blower matters).
<table>
<thead>
<tr>
<th>Date</th>
<th>Organisation</th>
<th>Topic</th>
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<tbody>
<tr>
<td>24 February 2015</td>
<td>Queensland Council of Unions</td>
<td>Portfolio discussion</td>
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<tr>
<td>25 February 2015</td>
<td>Australian Workers Union</td>
<td>Portfolio discussion</td>
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<tr>
<td>27 February 2015</td>
<td>Australian Workers Union</td>
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<tr>
<td>27 February 2015</td>
<td>Queensland Council of Unions</td>
<td>Portfolio discussion</td>
</tr>
<tr>
<td>4 March 2015</td>
<td>Meeting with Queensland Council of Unions</td>
<td>Portfolio discussion</td>
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This part not in scope of application
## Ministerial Diary

Treasurer and Minister for Employment and Industrial Relations  
Minister for Aboriginal and Torres Strait Islander Partnerships  

1 MARCH 2015 – 31 MARCH 2015

<table>
<thead>
<tr>
<th>Date of Meeting</th>
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<tr>
<td>4 March 2015</td>
<td>Meeting with Australian Workers Union</td>
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<tr>
<th>Date</th>
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<td>Plumbers Union</td>
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<tr>
<td>12 March 2015</td>
<td>Meeting with CFMEU, AWU, QCU and Services Union</td>
<td>Portfolio Discussion</td>
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<tr>
<td>12 March 2015</td>
<td>Meeting with Deputy Premier and RTBU</td>
<td>Portfolio Discussion</td>
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<thead>
<tr>
<th>Date</th>
<th>Meeting Details</th>
<th>Notes</th>
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<tr>
<td>18 March 2015</td>
<td>Meeting with ACTU</td>
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<tr>
<td>20 March 2015</td>
<td>Phone Meeting with Together Union</td>
<td>Portfolio discussion</td>
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This part not in scope of application

RTI Document No.156
24 March 2015

Meeting with QCU

Portfolio discussion

This part not in scope of application
This part not in scope of application
### Ministerial Diary

Treasurer and Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships

1 APRIL 2015 – 30 APRIL 2015

<table>
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<tr>
<th>Date of Meeting</th>
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<th>Purpose of Meeting</th>
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<tbody>
<tr>
<td>1 APRIL 2015</td>
<td>Meeting with QTU, QNU, UV, Together and RTBU</td>
<td>Portfolio discussion</td>
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<th>Topic</th>
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<tbody>
<tr>
<td>13 APRIL 2015</td>
<td>Phone meeting with Together Union</td>
<td>Portfolio Discussion</td>
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<tr>
<td>13 APRIL 2015</td>
<td>Phone meeting with QCU</td>
<td>Portfolio discussion</td>
</tr>
</tbody>
</table>

This part not in scope of application

This part not in scope of application
| 16 APRIL 2015 | Meeting with Cassowary Coast and Cairns Council Union Representatives | Portfolio discussion |

This part not in scope of application
Hi Neil

Yes at the Executive building, Level 9.

Look forward to seeing you then.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

---

Ok 8.30 is fine
Will it be at the Exec building?
Regards
Neil Henderson

Sent from my iPhone

On 10 Mar 2015, at 8:36 am, "Hayley Lockyer" <Hayley.Lockyer@ministerial.qld.gov.au> wrote:

Hi Neil

Sorry but can you please meet at 8.30am instead as Curtis now has another meeting he needs to attend to at 9.30am.

Kind regards

<image003.png>Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001
Hi Hayley
Thanks. That time is perfect. Attendees will be myself, Michael Ravbar from the CFMEU, Mark Raguse from the AWU and a QCU representative.
Please advise location.
Regards
Neil Henderson

Sent from my iPhone

On 9 Mar 2015, at 2:51 pm, "Hayley Lockyer" <Hayley.Lockyer@ministerial.qld.gov.au> wrote:

Hi Neil

The Treasurer has availability this Thursday 12th of March at 9.30am. Please let me know if this is suitable?

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

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If not an intended recipient of this email, you must not copy, distribute or take any action(s) that relies on it; any form of disclosure, modification, distribution and/or publication of this email is also prohibited.

Unless stated otherwise, this email represents only the views of the sender and not the views of the Queensland Government.

Please consider the environment before printing this email.

Authorised by Branch Secretary Neil Henderson/ Assistant Branch Secretary Jennifer Thomas, Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch ABN 86 351 665 653. Trading as The Services Union.

This email, together with any attachments, is intended for the named recipient(s) only; and may contain privileged and confidential information. If received in error, you are asked to inform the sender as
Hi Hayley

We were wanting to organise meeting with four unions and the Treasurer re public sector issues, see the email below.

I have spoken to the Treasurer about the meeting over the phone.

Can you contact us if you get approval to co-ordinate the meeting and we will try and co-ordinate times with the other unions.

Alex Scott
Secretary
Together

Hi Jason

The government’s approach to public sector wages and current EB negotiations and arbitrations is a complex issue.

Together is of the view that a meeting to discuss the interactions of a number of existing major agreements would be of value to allow an exchange of views on the processes that might be used to find resolution to all the major issues rather than dealing with them in a piecemeal fashion while might have un-intended consequences for other negotiations.

To this end it is suggested that a meeting occur involving the secretaries of the QTU, the QNU, UV and Together and the Treasurer.

This approach is also supported by these unions and I have been asked on their behalf to make contact with the Treasurer’s office to discuss the nature of such a meeting and the possible scheduling of the meeting.

Can you ring me at some point to discuss this proposal.

Alex Scott
Secretary
Together
Hi Les

Yes he will be there probably more around 11.10am.

Kind regards

Hayley Lockyer
Office of the Hon. Curtis Pitt MP
Treasurer, Minister for Employment and Industrial Relations
and Minister for Aboriginal and Torres Strait Islander Partnerships

Phone: 07 3719 7215 | Email: hayley.lockyer@ministerial.qld.gov.au
Executive Building | 100 George Street | Brisbane | QLD 4000
GPO Box 611 | Brisbane | QLD 4000

Dear Hayley

Just confirming that the Townsville QCU will be available to meet Curtis Pitt at approximately 1100 am tomorrow at “The Services Union” office situated at 485 Flinders Street Townsville. We look forward to meeting with the Minister.

Regards,
Les Moffitt
President
Queensland Council of Unions
Townsville Branch
<table>
<thead>
<tr>
<th>Subject</th>
<th>8am Meeting with Alex Scott</th>
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<tbody>
<tr>
<td>Location</td>
<td>Parliament House, B.29</td>
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<tr>
<td>Start</td>
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<td>End</td>
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<td>Meeting organizer</td>
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<tr>
<td>Organizer</td>
<td>Curtis Pitt</td>
</tr>
<tr>
<td>Required Attendees</td>
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<td>Electorate Office; Tim Linley</td>
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<td>Categories</td>
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<tr>
<td><strong>Subject:</strong></td>
<td>9.05am Meeting with John Battams, QCU</td>
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<tr>
<td><strong>Location:</strong></td>
<td>16 Peel Street, South Brisbane</td>
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<tr>
<td><strong>Start:</strong></td>
<td>Tue 24/03/2015 9:05 AM</td>
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<td><strong>End:</strong></td>
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<td><strong>Organizer:</strong></td>
<td>Curtis Pitt</td>
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<tr>
<td><strong>Required Attendees:</strong></td>
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<td><strong>Categories:</strong></td>
<td>Meetings - Portfolio</td>
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<tr>
<td><strong>Subject:</strong></td>
<td>11.30am Call Alex Scott</td>
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<tr>
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<td>Fri 20/03/2015 11:30 AM</td>
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<td><strong>Hayley Lockyer</strong></td>
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<tr>
<td><strong>Subject:</strong></td>
<td>12.30pm Meeting with RTBU</td>
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<tr>
<td><strong>Location:</strong></td>
<td>Deputy Premier's Office</td>
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<tr>
<td><strong>Start:</strong></td>
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<td><strong>End:</strong></td>
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<td><strong>Organizer:</strong></td>
<td>Curtis Pitt</td>
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<td><strong>Required Attendees:</strong></td>
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<tr>
<td><strong>Categories:</strong></td>
<td>Meetings - Portfolio</td>
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</tbody>
</table>
Hayley Lockyer

Subject: 8.30am Meeting with Neil Henderson, Services Union, Michael Ravbar CFMEU, Mark Raguse, AWU and QCU Representative
Location: Treasurer's Office
Start: Thu 12/03/2015 8:30 AM
End: Thu 12/03/2015 9:00 AM
Recurrence: (none)
Meeting Status: Meeting organizer
Organizer: Curtis Pitt
Required Attendees: 'curtis.pitt@parliament.qld.gov.au'; Mulgrave Electorate Office; Jason Humphreys
Categories: Meetings - Portfolio

RTI Document No.172
Subject: 10am Address Plumbers' Union delegate
Start: Wed 11/03/2015 10:00 AM
End: Wed 11/03/2015 10:45 AM
Recurrence: (none)
Meeting Status: Meeting organizer
Organizer: Curtis Pitt
Categories: Media or Public Forum
Hayley Lockyer

Subject: 1.45pm Meeting QCU
Location: 110 Campbell Street, Rockhampton
Start: Wed 4/03/2015 1:45 PM
End: Wed 4/03/2015 2:00 PM

Recurrence: (none)
Meeting Status: Meeting organizer
Organizer: Curtis Pitt
Required Attendees: Lachlan Smith; 'curtis.pitt@parliament.qld.gov.au'; Mulgrave Electorate Office
Categories: Meetings - Portfolio
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<tr>
<th>Subject</th>
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<td>Start</td>
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</tbody>
</table>

Craig Sell 0428 240 642
Hayley Lockyer

**Subject:**
9.15am Meeting with AWU

**Location:**
331 Sturt St, Townsville

**Start:**
Fri 27/02/2015 9:15 AM

**End:**
Fri 27/02/2015 9:45 AM

**Recurrence:**
(none)

**Meeting Status:**
Meeting organizer

**Organizer:**
Curtis Pitt

**Required Attendees:**
curtis.pitt@parliament.qld.gov.au; Mulgrave Electorate Office

**Categories:**
Meetings - Portfolio
<table>
<thead>
<tr>
<th><strong>Hayley Lockyer</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Subject:</strong></td>
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<tr>
<td><strong>Location:</strong></td>
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<td><strong>Organizer:</strong></td>
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<td><strong>Required Attendees:</strong></td>
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<tr>
<td><strong>Categories:</strong></td>
</tr>
<tr>
<td>Les 0419-769-127</td>
</tr>
</tbody>
</table>
Hayley Lockyer

Subject: 2:30pm Meet with Ben Swan
Location: Treasurer’s Office

Start: Wed 25/02/2015 2:30 PM
End: Wed 25/02/2015 3:30 PM

Recurrence: (none)
Meeting Status: Meeting organizer
Organizer: Curtis Pitt
Required Attendees: Tim Linley, Mulgrave Electorate Office; ‘curtis.pitt@parliament.qld.gov.au’; Jason Humphreys
Categories: Meetings - Portfolio
<p>| Subject:   | 5.30pm Meet with QCU delegates |
| Location: | Cairns |
| Start:    | Tue 24/02/2015 5:30 PM |
| End:      | Tue 24/02/2015 7:00 PM |
| Recurrence: | (none) |
| Meeting Status: | Meeting organizer |
| Organizer: | Curtis Pitt |
| Categories: | Media or Public Forum |</p>
<table>
<thead>
<tr>
<th>Subject:</th>
<th>3pm Meet with representatives from QCU, ASU, CFMEU re Award Modernisation</th>
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<tbody>
<tr>
<td>Start:</td>
<td>Thu 19/02/2015 3:00 PM</td>
</tr>
<tr>
<td>End:</td>
<td>Thu 19/02/2015 3:45 PM</td>
</tr>
<tr>
<td>Recurrence:</td>
<td>(none)</td>
</tr>
<tr>
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<td>Meeting organizer</td>
</tr>
<tr>
<td>Organizer:</td>
<td>Curtis Pitt</td>
</tr>
<tr>
<td>Categories:</td>
<td>Meetings - Portfolio</td>
</tr>
</tbody>
</table>
11am Meeting with Cassowary Coast Union Representatives

Mulgrave EO

Thu 16/04/2015 11:00 AM
Thu 16/04/2015 11:30 AM

Meeting organizer

Curtis Pitt

‘Curtis Pitt’, Mulgrave Electorate Office

External - Mulgrave Electorate Office

Meetings - Portfolio

In attendance
- Rob Edwards (ASU Delegate –CCRC)
- Dave Weir (ASU Delegate - CRC)
- Steve Robertson (AMWU Delegate - CRC)
- Glenn Desmond (ASU Organiser)
- David Fixter (AWU Organiser)
**Hayley Lockyer**

**Subject:** 8.30 Call John Battams from QCU

**Start:** Mon 13/04/2015 8:30 PM

**End:** Mon 13/04/2015 9:00 PM

**Recurrence:** (none)

**Meeting Status:** Meeting organizer

**Organizer:** Curtis Pitt

**Categories:** Office Work
<table>
<thead>
<tr>
<th>Field</th>
<th>Details</th>
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<tbody>
<tr>
<td>Subject</td>
<td>6.30pm Call Alex Scott from Together Union</td>
</tr>
<tr>
<td>Start</td>
<td>Mon 13/04/2015 6:30 PM</td>
</tr>
<tr>
<td>End</td>
<td>Mon 13/04/2015 7:00 PM</td>
</tr>
<tr>
<td>Recurrence</td>
<td>(none)</td>
</tr>
<tr>
<td>Meeting Status</td>
<td>Meeting organizer</td>
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<tr>
<td>Organizer</td>
<td>Curtis Pitt</td>
</tr>
<tr>
<td>Categories</td>
<td>Meetings - Portfolio</td>
</tr>
<tr>
<td><strong>Subject:</strong></td>
<td>1pm Meeting with QTU, QNU, UV, Together &amp; RTBU</td>
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<tr>
<td>-------------</td>
<td>--------------------------------------------------</td>
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<tr>
<td><strong>Location:</strong></td>
<td>Treasurer's Office</td>
</tr>
<tr>
<td><strong>Start:</strong></td>
<td>Wed 1/04/2015 1:00 PM</td>
</tr>
<tr>
<td><strong>End:</strong></td>
<td>Wed 1/04/2015 2:00 PM</td>
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<tr>
<td><strong>Recurrence:</strong></td>
<td>Monthly</td>
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<tr>
<td><strong>Recurrence Pattern:</strong></td>
<td>the first Wednesday of every 2 month(s) from 1:00 PM to 2:00 PM</td>
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<td><strong>Meeting Status:</strong></td>
<td>Meeting organizer</td>
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<tr>
<td><strong>Organizer:</strong></td>
<td>Curtis Pitt</td>
</tr>
<tr>
<td><strong>Required Attendees:</strong></td>
<td>'Curtis Pitt'; Mulgrave Electorate Office; Jason Humphreys; Lachlan Smith; Bart Mellish; Tim Linley; <a href="mailto:Simon.Blackwood@justice.qld.gov.au">Simon.Blackwood@justice.qld.gov.au</a></td>
</tr>
<tr>
<td><strong>Optional Attendees:</strong></td>
<td>External - Mulgrave Electorate Office</td>
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<td><strong>Categories:</strong></td>
<td>Meetings - Portfolio</td>
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<tr>
<td><strong>Hayley Lockyer</strong></td>
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<td>-------------------</td>
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<tr>
<td><strong>Subject:</strong> 11.50am Call Neil Henderson 0418-753-054</td>
<td></td>
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<tr>
<td><strong>Start:</strong> Wed 1/04/2015 11:50 AM</td>
<td></td>
</tr>
<tr>
<td><strong>End:</strong> Wed 1/04/2015 12:00 PM</td>
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<td><strong>Meeting Status:</strong> Meeting organizer</td>
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<td><strong>Organizer:</strong> Curtis Pitt</td>
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<tr>
<td><strong>Required Attendees:</strong> Jason Humphreys</td>
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<tr>
<td><strong>Categories:</strong> Office Work</td>
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</tbody>
</table>
9 March 2015

The Hon. Curtis Pitt
Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships
GPO Box 611
BRISBANE QLD 4001

By Email: treasurer@ministerial.qld.gov.au

Dear Treasurer

I write on behalf of the Australian Manufacturing Workers' Union ("AMWU").

As you would be aware, the Newman LNP Government's Further Education and Training Act 2014 commenced on 1 July 2014, replacing the Vocational Education, Training and Employment Act 2000. I note that consequential amendments were also made to the Industrial Relations Act 1999 arising from this new piece of legislation.

Under the auspices of the Further Education and Training Act 2014, the Newman LNP Government introduced significant changes to the industrial arrangements applying to Queensland apprentices and trainees. In particular, the AMWU holds the following concerns in relation to the erosion of rights of apprentices and trainees arising from this legislation:

1. Queensland apprentices and trainees can be dismissed at any time by their employer without the employer first obtaining the permission from the Department of Education, Training and Employment ("DETE") to cancel the training contract. We understand that all an employer has to do is advise DETE in writing that the employment contract has been terminated – this then creates an automatic cancellation of the training contract. DETE therefore no longer has the ability to assess whether a training contract should be cancelled or not. Further, the right of an apprentice or trainee to appeal the cancellation of a training contract to the QIRC has been removed. This is a significant change to the protections apprentices and trainees enjoyed under the VETE Act; and

2. Apprentices and trainees are now able to apply for reinstatement (that is, make an Unfair Dismissal claim) under the Industrial Relations Act 1999 (for those under the Queensland IR jurisdiction) or the Fair Work Act 2009 (national system employees). Importantly however if either Commission were to find that the dismissal was unfair and determined to reinstate the apprentice or trainee it appears that neither Commission, nor DETE for that matter, has power to order reinstatement of the training contract; and
3. Apprentices and trainees are now able to be stood down by their employer under the normal stand down provisions of the Industrial Relations Act 1999 or the Fair Work Act 2009 without any prior approval being required from the DETE. This is also a significant change to the protections apprentices and trainees enjoyed under the VETE Act.

It is acknowledged that while apprentices and trainees share many common employment entitlements with other employees – certain characteristics of apprentices and trainees are unique to this group of employees which necessitate additional protections. The Newman LNP Government's legislation has resulted in a departure from the long-standing view that apprentices and trainees were a special type of employee, requiring specific protections.

On the basis of the concerns raised above, the AMWU respectfully seeks for the rights and protections of apprentices and trainees which were stripped away by the Newman Government to be reinstated.

I would welcome an opportunity to meet with you to discuss this matter further, if you require further information from the AMWU.

In Unity

Rohan Webb
State Secretary
19 March 2015

Honourable C W Pitt
Member for Mulgrave
Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships
PO Box 314
GORDONVALE QLD 4865

Dear Minister,

Congratulations on your re-election to parliament and fulfilling the important roles of Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships.

We trust you will continue to make a positive contribution and find the ongoing responsibility fulfilling and rewarding.

We trust that you have confidence in the members of our union to perform their work professionally and to continue our efforts to protect Queenslanders.

I am in the process of updating members of the previous parliament about the current status of auxiliary firefighters’ employment conditions, as you may recall we kept the previous parliament informed.

I am providing you with an update as to where matters are up to.

**Auxiliary firefighters’ award**

You may recall that after a period of approximately one year of discussions and industrial commission proceedings, the Queensland Industrial Relations Commission issued a decision on 19th September 2013 that an award should be made for auxiliary firefighters.

Subsequently QIRC made an award by consent of the fire service and the firefighters’ union.

The award was the *"Queensland Fire and Rescue Service Auxiliary Firefighter Interim Award –State 2013"*. This was the first award for auxiliary firefighters in Queensland.
The award came into effect on 24th October 2013.

The former state government introduced a Bill into parliament on 17th October 2013, which if passed would have the effect of rendering the first award for auxiliary firefighters to have “no effect”.

The Bill was the Industrial Relations (Fair Work Act Harmonisation No 2) and Other Legislation Amendment Bill 2013.

The union wrote to every Member of Parliament and advised them that the effect of the Bill, if it was passed in the form it was introduced, would extinguish the auxiliary award. The union asked every Member of Parliament for assistance in ensuring that the Bill was amended to allow the auxiliary award to continue to have effect.

The union also provided submissions and appeared at the parliamentary committee into the Bill and advised that the Bill would extinguish the award.

The union initially received some written assurances from members of the previous government that the Bill would be amended to exclude the auxiliary award from aspects of the Bill that would render it to have “no effect”.

Ultimately, the written assurances were not fulfilled, and the Bill was passed by parliament on 19th November 2013 with the effect that the auxiliary award became extinguished from 27th November 2013.

The union informed our members as to which Members of Parliament replied to our request for assistance to protect their first award from being extinguished by the Bill, and which Members of Parliament spoke in favour of the Bill which extinguished their award and which Members of Parliament voted for and against the Bill which extinguished their award.

The Act which resulted from the Bill also included a range of other industrial relations changes, including a process of “modernising” existing state awards which were in effect as of 1st December 2013 and ensuring that all employees covered by those awards then became covered by new “modernised” version of those awards.

You may recall that the auxiliary interim award was not “in effect” as it had been extinguished by the Act, and the relevant firefighters had been reverted to award free status by the parliament. Their award could not be “modernised” as the parliament had legislated it to have “no effect”.

The Act also included new provisions which allowed for a union to make application for new modern awards. As our members’ award had been extinguished by the previous parliament, we made application for a new modern award under the amended Act and included all required content, and did not include any non-allowable content.

The firefighters’ union made application for a new modern award, on 2nd December 2013, under the new rules, set by parliament in the new Act.

The fire service opposed our new application for the making of a modern award to cover auxiliary firefighters, and have obstructed and delayed matters so that the auxiliary
firefighters still remain “award free”. The fire service continue to oppose the union’s application for an award.

In the 15 months since the previous parliament voted to extinguish the auxiliary firefighters’ first award, there is no progress whatsoever on the making of an award to cover them.

Our union will persevere with our endeavours to have an award made for these dedicated firefighters.

These employees are still not covered by an industrial instrument, their employment conditions remain unfair and are significantly below commonly acceptable minimum standards of employment.

Unfair contracts

The union made application in August 2014 to the Queensland Industrial Relations Commission (QIRC), seeking a declaration that the auxiliary firefighters’ contracts of employment are unfair when compared with minimum standards provided to other employees.

The union applied to the QIRC to amend the unfair contracts to include fair employment standards and order financial compensation from 27th November 2013, the date from which the employees were reverted to “award free” status by the previous parliament.

Currently, the fire service is arguing that our “unfair contracts” case on behalf of auxiliary firefighters should be “struck out” and not proceed, and our application for an auxiliary award has not progressed in the QIRC since we filed it in December 2013.

Your support

I would appreciate you conveying your support to UFUQ, for auxiliary firefighters attaining fair employment conditions, and assisting wherever possible in ensuring that the fire and emergency service does not continue to obstruct and oppose our endeavours on behalf of these dedicated workers.

Auxiliary firefighters perform significant work to keep Queensland communities safe, and they do not receive fair employment conditions or remuneration appropriate to the valuable service they provide to the community.

If you would like to discuss this matter further with me, or want further information, please contact me on (07) 3844 0366.

Yours faithfully

John Oliver
State Secretary
Dear Treasurer,

Please find attached correspondence from Together Secretary Alex Scott requesting a meeting in relation to Health Practitioner and Dental Officer wages and conditions.

Regards,

Dan Goldman | Health Team - Together

www.together.org.au | dan.goldman@together.org.au

*Please consider the environment before printing this email

***************Disclaimer ***************

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Unless expressly attributed, the views expressed in this email do not necessarily represent the views of Together.
06 March 2015

BY EMAIL: treasurer@ministerial.qld.gov.au

The Hon Curtis Pitt
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships

GPO Box 611
BRISBANE QLD 4001

Dear Treasurer,

I write to you today in your capacity as the Treasurer and Minister for Industrial Relations, on behalf of our members employed by the Queensland Government as Health Practitioners and Dental Officers within Queensland Health. These members were denied the opportunity to negotiate with the Government for a replacement agreement in September 2013 with negotiations postponed for 1 year, and the unilateral application of an administrative wage increase of 2.2%. In late 2014 negotiations commenced, entered into conciliation in the Industrial Relations Commission and the matter was referred and set down for arbitration before a full bench of the Commission.

In January 2015 the Department of Health sought to vacate the hearing dates for this matter on the basis that it could not provide evidence during the election campaign and associated caretaker period. This request was granted and the matter was set to be heard in May 2015.

The Department has again sought and been granted its request not to provide evidence and submissions in this matter on the basis that the financial strategy of the Government and the budget of the Department of Health may change as a result of the change of government.

I am advised that the Department of Health has sought that this matter not be listed for hearing at all.

Given our members have sought a negotiated outcome with the Department of Health for some 20 months and the last pay rise received by members was in October 2013, we seek to meet with you urgently to discuss the issue of fair pay and conditions for Health Practitioners and Dental Officers.

My Executive Officer Nicole Hipkin, is available to coordinate arrangements on 3017 6154 or Nicole.hipkin@together.org.au.

Regards,

Alex Scott
Together Secretary
FW: Will you join us on #March4?

Dear Jason,

It's a busy and important time for union members across Queensland. I wanted to make sure you had seen this email to invite you to join workers and supporters from across the movement coming together for the things that matter in case you can make it along to an event.

For members like us in Queensland it's a moment to come together to acknowledge the change we have driven already. It's a moment to articulate what we want to see next from our politicians to make our communities better places to work and live. We are all part of standing up for the changes we want to see in our world for ourselves, our colleagues and our community.

See you there.

In union,

Alex Scott
Secretary - Together

P.S - Updated information about ASU membership and elections can be found here.
From: Stand for Queensland <info@standforqld.com.au>

Date: 24 February 2015 4:15:57 pm AEST
To: Alex Scott <alex@together.org.au>
Subject: Will you join us on #March4?

Alex --

The victory over the Newman LNP Government last month showed the power of a community working together. It’s time to celebrate and consolidate on March 4 with gatherings across the state (and the nation).

Tony Abbott and his mates in big business have launched another attack on the living standards of Australian workers with a Productivity Commission review designed to cut penalty rates, abolish the minimum wage, bring back unfair individual contracts and swing even more power to employers.

The time to stand up and fight back is now. Join thousands of other Australians for rallies across the nation on Wednesday, March 4.

The Brisbane rally will be held outside Parliament House at 12noon in George Street in
Hayley

Can we organise a time to meet with Curtis (pending he's approval) Peter Simpson ETU, Tim & I, maybe Tuesday.

Thanks Jason

Jason Humphreys
Chief of Staff
Office of the Hon. Curtis Pitt MP
Treasurer
Mobile:
Hayley Lockyer

From:

Sent: Wednesday, 1 April 2015 10:07 AM

To:

Cc:

Glenn Desmond

Subject: Proposed meeting between the Member for Mulgrave and Union Representatives from Cassowary Coast Regional Council

Hayley: As discussed yesterday.

Dear Curtis,

We wish to meet with you at your Electorate Office on Thursday, 16th April, at a time when you are available, to discuss the ALP Government's plans to overturn previous LNP changes to the State Industrial Relations Legislation which directly impact on employees of Townsville City Council.

Under the Newman LNP Government, we witnessed the removal of a number of workplace conditions with the introduction of a section under the act titled "non-allowable content." This section effectively strips away a number of job security provisions. The Newman changes to the Industrial Relations Act also introduced a mandatory 16 week cap on enhanced redundancy provisions, as well as mandatory wording for both consultation and dispute resolution clauses in all agreements certified under the act. The terms of the mandatory consultation and dispute resolution clauses drastically reduce previous protections afforded to affected employees.

Another issue which resulted from the Newman Government's changes was that of Award "Modernisation." A number of awards which previously applied to Council Employees were essentially rolled into a single Local Government Employees' Award. During the course of this modernisation of the award, a number of allowances were reduced and some (such as Locality Allowance and the fifth week of leave for remote regional Councils) were even completely removed.

The ALP campaigned on restoring fairness for Queensland Government employees. We are aware that you recently issued a variation notice to the Award Modernisation Ministerial Request to suspend the Award Modernisation process to allow the Government to make amendments to the Industrial Relations Act. The problem for Cassowary Coast Regional Council employees is that our Award has already been modernised and our Council is seeking to finalise an agreement before the IR legislation can be changed.

We wish to meet with you to reinforce the importance of moving ahead with this legislative change in an urgent manner, and discuss the opportunity to engage with the Mayor, Elected Councillors, and CEO of Cassowary Coast Regional Council to make clear the Government's decision to repeal the IR laws and award modernisation, and that Council should look towards other administrative arrangements to ensure workers can receive pay increases and not use the current laws to bargain and reduce employees conditions.

We strongly believe that maintaining our current agreement with an administrative pay increase is the best outcome for local government workers in this region until such time that your Government can overturn the regressive changes to State IR Legislation and enable Council Employees to negotiate a future agreement on a more level playing field.

Can you please advise what time you will be available on the 16th April to meet?

We look forward to being able to speak to you.
If you have any further queries in regards to the meeting please contact Glenn Desmond on

Glenn Desmond
REGIONAL ORGANISER
E
TOWNSVILLE OFFICE
485 FLINDERS STREET, TOWNSVILLE, QLD 4810
PO BOX 135, TOWNSVILLE, QLD 4810
T 07 4771 2873 F 07 4721 1582

BRISBANE OFFICE
GROUND FLOOR, 32 PEEL STREET, SOUTH BRISBANE, QLD 4101
PO BOX 3347, SOUTH BRISBANE, QLD 4101
T 07 3844 5300 F 07 3846 5046 W theservicesunion.com.au

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Authorised by Branch Secretary Neil Henderson/ Assistant Branch Secretary Jennifer Thomas, Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch ABN 86 351 665 653. Trading as The Services Union.
Dear Minister,

Please find attached a letter regarding an ALP Ministers - ACTU Dinner in Canberra on Thursday 4/06/15.

Regards,

Dave Oliver
Secretary
ACTU Level 6/365 Queen Street, Melbourne, Victoria 3000

w actu.ora.au
follow us on twitter (Siunionsaustralia and @thisworkinqlife
like us at facebook.com/AustralianUnions

The ACTU respectfully acknowledges that our building stands on the lands of the traditional owners and continuing custodians of Melbourne, the Boon Wurrung and Woi Wurrung language groups of the greater Kulin Nation.

Australian Unions
Join. For a better life.
Dear Minister,

I am advised that the next Industrial Relations Ministers meeting scheduled to be held in Canberra on Friday, 5 June 2015 will discuss a range of industrial relations matters, including changes that Abbott Government is seeking to make with respect to occupational health and safety and workers’ injury compensation.

In an effort to strengthen the strong working relationship that the union movement enjoys with ALP Governments in the Australian Capital Territory, Queensland, South Australia and Victoria, I believe there would be significant benefit in holding a discussion over dinner the night before your next C0AG Ministers meeting.

If you are open to my suggestion of an ALP Ministers - ACTU dinner, I will invite the Secretaries of the ACTU Branches in the ACT, Queensland, South Australia and Victoria to join us.

Please don’t hesitate to contact me directly on any matter. Inquiries about the dinner can also be made to ACTU Assistant Secretary Michael Borowic or telephone

Regards,

Dave Oliver
Secretary

Australian Unions
Join. For a better life.

Contrary to Public Interest

Contrary to Public Interest

Contrary to Public Interest

RTI RELEASE
Our rights at work are again under attack from the Abbott Government and employers. Just last month, it became even clearer that the full-scale Productivity Commission inquiry into our rights at work could deliver cuts to penalty rates, the abolition of the National Day of Action.
minimum wage, bring back unfair individual contracts and swing even more power to the employers.
The time to stand up and fight back is now.
Let's march together with thousands of our neighbours, workmates, friends and families at a national rally on Wednesday, 4 March.
Register your attendance here.
There are several marches across Queensland including Brisbane, Gold Coast, Mackay and Townsville. If you can't get to one of these marches and still want to participate in your local community you can click here to download some posters.
Take a photo and send it to campaigns@auw.org.au and we will share on our Facebook Page.

Join union members in Mackay at 4.30pm
2/21 Milton Street,
Mackay

Join union members in Townsville at 4.30pm.
340 Ross River Road,
Cranbrook

Join union members in Brisbane at 12.00pm.
Parliament House,
George Street
Brisbane

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AWU OLD Membership
Our mailing address is:
Australian Workers Union Queensland Branch
GPO Box 88
Brisbane, Qld 4001
Australia
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NOTICE - This e-mail and any attachments are confidential and only for the use of the addressee.

RTI Document No.202
RTI RELEASE
Dear Minister,


Let me first congratulate you on reintroducing fairness into a Queensland Government policy. There are, however, some comments and concerns that have been raised by affiliates as follows:

• The funding of 1.5% of wage increase by productivity measures is unrealistically high and we note that previous policy provided for 1% of wage increases to be so funded;
• That cost savings associated with productivity measures need to be reported on a quarterly basis may be onerous;
• The wages policy provides for payment to be made from the first day of the month in which agreement in principle is reached, however there are circumstances where employees have been unfairly denied a wage increase for reasons beyond their control and a retrospective increase might be appropriate;
• Right of Entry to union officials is to be in accordance with the Fair Work Act which affiliate find to be unnecessarily restrictive;
• Policy should also establish that agreement is to be reached with the appropriate union;
• Forced redundancies are contemplated by the policy that would be in contravention of existing agreement provisions and election commitments;
• The policy would appear to allow for use of the contractors on the basis of cost by virtue of clause 7.2 (b) (ii);
• Resolution of disputes procedures should not be limited to matters pertaining to the Agreement or NES but should also include all matters pertaining to employment; and
• Consultative arrangements (clause 7.4) should be with the appropriate union prior to definite decision being made.

Thank you for your attention.

Yours sincerely,

[Signature]

President, Queensland Council of Unions
Please advise if any of the above matters require any further explanation. Please contact the undersigned to discuss matters pertaining to this policy at your earliest convenience.

Yours Faithfully,
PRESIDENT
HI Liz

Hayley Lockyer <Hayley.Lockyer@ministerial.qld.gov.au>

Wednesday, 25 February 2015 12:00 PM

Elizabeth Slender

FW: Corro for Minister

Can you please log this corro if not already. Don't worry about the first invite - I letters we have received already e.g. Brisbane Aviation etc.

Kind regards

Fi ay ley Lockyer

Office of the Hon. Curtis Pitt MP
Treasurer, Minister for Employment and Industrial Relations
and Minister for Aboriginal and Torres Strait Islander Partnerships
Phone: 07 3719 7215 Email: Hayley.Lockyer@ministerial.qld.gov.au
Executive Building | 100 George Street | Brisbane | QLD4000
GPQ Box 611 | Brisbane | QLD 4000

From: Mulgrave Electorate Officer <mailto:mulgrave.electorate@parliament.qld.gov.au>
Sent: Wednesday, 25 February 2015 11:48 AM
To: Hayley Lockyer
Cc: Jason Humphreys
Subject: Corro for Minister

Good morning

Please find attached 10 x attachments including one invitation. I believe the invite was already sent by email and I sent to you - this one arrived in the mail today.

Kind regards

Coral-Leah Kemp
Assistant Electorate Officer
The Office of Curtis Pitt MP
Member for Mulgrave
Tel. 4056 3175 Fax. 4056 3340
mulBrave@oafliament.qlci.Rov.au
f J Ryan Building, 94-96 Norman St Gordonvale Qld 4865
PO Box 314 Gordonvale Qld 4865
www. curtispitt.corh.au

This Part Out of Scope of Application
This Part Out of Scope of Application
This Part Out of Scope of Application
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RTI RELEASE
Independent Education Union

Offices In Bundaberg, Darwin, Sunshine Coast, Toowoomba and Townsville

Registered office
346 Turbot Street
SPRING HILL QLD 4000

All correspondence to
PO Sox 418
FORTITUDEVALLEY QLD 4006

Queensland and Northern Territory Branch
www.qieu.asn.au
Email: enqulriesfiiqleu.asn.au
Telephone (07) 3839 7020
Facsimile (07)38397021
Freecall 1800177 937 QLD
Freecall 1800351 996 NT
ABN 74 662 601 045

Minister for Employment and Industrial Relal
PO Box 314
GORDONVALE QLD 4865

Friday, 20 February 2015

Mr Curtis Pitt

Dear Curtis

On behalf of the members of our union I extend our congratulations to you on your appointment as Minister for Employment and Industrial Relations among your portfolios.

While our union has only a residual presence in the state industrial relations jurisdiction we clearly have a keen interest in the broader fabric of working rights and conditions determined by state legislations.

We are heartened by the Premier's commitment to consultation — a matter denied by the outgoing government — and look forward to opportunities to assist your government in restoring good sense and proper judgement to Queensland's laws.

Our very best wishes to you in your portfolio.

TERRY BURKE
SECRETARY

Our Union, Our Support, Our Voice

RTI Document No.206

RTI RELEASE
Dear Mr. Pitt

Please find attached correspondence from Together Queensland, in relation to the above subject.

Thank you

Nicole Hipkin

For Alex Scott
Secretary

Nicole Hipkin | Executive Officer | Together

www.together.org.au | Nicole.Hipkin@together.org.au | Direct: 07 3017 6154 | Fax: 07 3017 6254
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Dear Mr Pitt,

I write to express concerns with the award modernisation process conducted by the Queensland Industrial Relations Commission and in particular the proposed creation of a new award to cover employees of the Gallery of Modern Art, Queensland Art Gallery, Queensland Museum and State Library of Queensland.

Together represents members in these organisations who are currently employed under the Queensland Public Service Award-State 2012. Development of a new stand-alone award is strongly opposed by our members.

It is Together’s position that the appropriate award coverage of our members in these areas can be restored by discontinuing development of the proposed Queensland Cultural Centres award and making simple amendments to the new Queensland Public Service Officers and Other Employees Award-State 2014 award.

Together request your attention and reply to this correspondence and suggest your government’s position on these matters be clarified in any award modernisation request variations made pursuant to section 140C(1) of the Industrial Relations Act 1999.

Should you require further information please contact Mr Robert Rule on rob.rule@together.org.au.

Yours sincerely,
Alex Scott
Secretary

Cc: DJAG: simon.blackwood@justice.qld.gov.au
Dear Mr Humphries,

I refer to an email of 2 March 2015 to the Honourable Jackie Trad MP, Deputy Premier, Minister for Transport, Minister for Infrastructure, Local Government and Planning and Minister for Trade from Ms Jennifer Thomas, Assistant Secretary, The Services Union about the union's postcard campaign.

As this matter falls within the portfolio responsibilities of the Honourable Curtis Pitt MP, Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships, I have advised Ms Thomas that I have forwarded a copy of her email to your office for consideration.

Yours sincerely,

MATT COLLINS
CHIEF OF STAFF

Enc
Hi Jackie

Our union representing local government and Brisbane City Council workers in administration, technical, professional and community service streams are very excited that you are our new Local Government Minister.

Following our campaign to engage members and employees over the past 12 months to change the government we continue to campaign on the ground in local government to ensure we can see our IR laws and new modernised award repealed so that we can continue to bargain locally with our Councils.

We wanted to share the attached postcard with you so you know what they are when we send them in that we will be delivering at Councils this week and following weeks to gain signatures and momentum to sign this postcard to 1) slow down some local bargaining that Councils are pushing through under the Newman IR legislation and modern award and 2) link the outcome of the election to real change with engaging members to our new Minister and the eventual outcome of a change in legislation on this matter.

I will touch base down the track on this matter as it is a positive campaign and I wanted to be clear of our intentions so you knew up front and it wasn’t a surprise.

Thanks

Jenny
for you to kick the goal!
I've taken another step...
www.theserviceunion.com.au

and I've joined The Services Union
Minister

Further to our brief discussion yesterday regarding the status of the Award restructuring process - especially as it applies to local government.

Please find attached the relevant President's Decision.

I understand that, consequent upon the Decision, the matter is on for call in the QIRC this Friday.

I further understand that your capacity to intervene in the matter is restricted to an intervention before 5 May. After that your capacity to take action will be limited if at all.

John Spriggs our Senior Industrial Officer is available directly to you or your Departmental Officers to provide background or to assist.

The QCU will, I believe, be contacting you directly as a matter of urgency on the matter so action might be taken before Friday.

Kind regards

Terry Burke
Secretary
Independent Education Union of Australia - Queensland and Northern Territory Branch

From: John Spriggs
Sent: Wednesday, February 18, 2015 09:03 AM E. Australia Standard Time
To: Terry Burke
Subject: QIRC President's Decision - Local Govt

Copy attached

John Spriggs
Senior Industrial Officer
Independent Education Union of Australia
Queensland and Northern Territory Branch
Freecall: 1800 177 937

346 Turbot Street, Spring Hill Q 4000
PO Box 418, Fortitude Valley Q 4006
INDUSTRIAL COURT OF QUEENSLAND

CITATION: Qld Independent Education Union of Employees v Local Govt Association of Qld Ltd [2015] ICQ 003

PARTIES: QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES (appellant) v LOCAL GOVERNMENT ASSOCIATION OF QUEENSLAND LIMITED (respondent)

CASE NO/S: C/2014/29

PROCEEDING: Appeal

DELIVERED ON: 29 January 2015

HEARING DATE: 20 August 2014

MEMBER: Martin J., President

ORDER/S: 1. Appeal allowed.

2. The operation of the decision of 8 April 2014 is suspended.

3. The decision is remitted to the Full Bench of the Commission to proceed according to law.

CATCHWORDS: INDUSTRIAL LAW – QUEENSLAND – AWARDS – AMENDMENT, VARIATION OR RESCISSION – where a recommendation was made that there be one award in place of the almost thirty awards covering local government employees – where the Full Bench decided that there should be one award for local government in Queensland – whether the Full Bench erred by failing to give reasons or adequate reasons for including employees covered by the Early Childhood Education Award – State 2003 within the proposed single award – whether the Full Bench erred in failing to consider or give any weight or proper weight to a number of identified considerations

Industrial Relations Act 1999, Chapter 5A, s 341

CASES: Housing Commission of New South Wales v Tatmar Pastoral Co Pty Ltd [1983] 3 NSWLR 378

Petitit v Dunkley [1971] 1 NSWLR 376

Police Federation of Australia v Nixon [2011] FCAFC 161

Public Service Board of New South Wales v Osmond (1986) 159 CLR 656

Roncevich v Repatriation Commission (2005) 222 CLR 115

Soulmezis v Dudley (Holdings) Pty Ltd (1987) 10 NSWLR
Chapter 5A of the Industrial Relations Act 1999 (the Act) establishes a regime for the making of “modern awards.” In February 2014 the Minister requested that an award modernisation process be carried out. As part of the request, the Minister identified “Local Government” as one of the industries or occupations to be given priority.

Pursuant to the request an Award Modernisation Team (“AMT”) was created within the Commission. The AMT consulted with the major participants in local government and, as a result, made a recommendation that there be one award in place of the almost 30 awards which otherwise applied. The respondent to this appeal, the Local Government Association of Queensland Limited (“LGAQ”), contended for the result reached by the AMT. Unions which were parties to the proceedings had sought two or more awards to replace those that were then in force.

The recommendation of the AMT was taken to a Full Bench of the Commission. It heard from the LGAQ, the Association of Professional Engineers, Scientists and Managers Australia, the Queensland Services Union, the Automotive Metals Engineering Printing and Kindred Industries Union, the Electrical Trades Union, the Plumbers and Gasfitters Employees Union, the Queensland Nurses Union, United Voice, the Australian Workers Union, the Construction, Forestry, Mining and Energy Union, Queensland and, the appellant in this case, the Queensland Independent Education Union of Employees (QIEU).

On 8 April 2014 the Full Bench announced that it had decided that there should be one award for local government in Queensland. The reasons for that decision were given on 23 May 2014.

The appeal

On 4 June 2014 the QIEU filed an application to appeal. There was a question as to whether or not that appeal was brought within time but, at the hearing of the appeal, an application for an extension of time was not opposed and the extension, so far as it was necessary, was granted.

In summary, the grounds of appeal are:
(a) The Full Bench erred by failing to give reasons or adequate reasons for including employees covered by the Early Childhood Education Award – State 2003 within the proposed single award.
(b) The Full Bench erred in failing to consider or give any weight or proper weight to a number of identified considerations.
(c) The decision of the Full Bench was unreasonable or plainly unjust or both.
(d) The Full Bench erred in failing to apply a proper construction of the Act with the result that the Commission would be required to repeal the Early Childhood Education Award – State 2003.
The case for the QIEU before the Full Bench

[7] In order to determine whether or not adequate reasons have been given in any particular matter, it is important to understand the context in which the hearing took place and, especially, the evidence called or the submissions made by the party seeking to impeach the decision.

[8] The QIEU put a case before the Full Bench to the effect that Early Childhood teaching staff should have their conditions determined under an occupational award, not a local government award. It is unnecessary to set out in great detail what was put on behalf of the Union to the Full Bench. In brief, the following admissions were made:

(a) The coverage clause of the Federal Modern Award for Local Government specifically exempted university qualified early childhood teachers and early childhood assistants from coverage. Other Federal Modern Awards covered these occupational groups.

(b) In May 2009 the Australian Industrial Relations Commission (AIRC) made a Stage 3 Award Modernisation decision which dealt with 39 industries and occupations. The AIRC determined to include preschool teachers, at that stage in services operated by a school but deferred the question of award coverage for preschool teachers working in preschools, kindergartens and childcare centres.

(c) In a decision of the AIRC in September 2009 a Full Bench determined to include preschool teachers in an occupational award covering both primary and secondary school teachers.

(d) A proposed single award in the State would affect employees in three indigenous councils which operated kindergartens, two of which were currently covered by the Queensland Early Childhood Education Certified Agreement.

(e) Kindergarten employees were employed on the same basis as teachers in that they were paid for 52 weeks on the basis of 42 weeks work. In all material respects there was a correspondence between the conditions afforded to early education teaching staff and other school teaching staff.

(f) Reference was made to the professionally "unique" features of teaching occupations.

(g) The necessary educational qualifications and regulatory requirements set teachers, including kindergarten teachers, apart from many other employees.

(h) Funding arrangements for kindergartens and the legal regulatory framework were the same, irrespective of whether the early childhood education facilities were operated by local government.

Submissions by other parties

Each of the other unions referred to above made submissions concerning the number and types of awards which should be made through the award modernisation process. Those submissions, with respect to the number of awards, were summarised in the reasons of the Full Bench in [9] [10]:

"[9] The Association of Professional Engineers, Scientists and Managers Australia sought the making of three awards:
- one for officers and "indoor staff";
- one for building, engineering, maintenance employees; and
- one for employees currently covered by the Local Government Employees’ (Excluding Brisbane City Council) Award - State 2003.

[10] The Queensland Services Union, the Automotive, Metals, Engineering, Printing and Kindred Industries Union, the Electrical Trades Union, the Plumbers and Gasfitters Employees Union, the Queensland Nurses Union and United Voice jointly submitted that there should be three awards:
- one for white collar employees;
- one for building, engineering, maintenance, nursing and children’s services employees; and
- one for all other blue collar employees.

[11] The Australian Workers’ Union proposed that there be no fewer than two awards:
- one for white collar employees; and
- at least one award for outdoor employees.

[12] The Construction, Forestry, Mining and Energy Union Queensland’s proposal was for three awards:
- one for tradespersons;
- one for white collar employees; and
- another for non-trades based staff not employed in a white collar capacity.”

The Full Bench then made brief reference to the state of awards in the Commonwealth and in New South Wales and summarised the submissions for the Unions in these terms:

"[13] The gravamen of the unions’ submissions is that there are significant differences between the awards currently covering "white collar" and "blue collar" employees, and to a lesser, but still significant, extent, insofar as "blue collar" staff are concerned, between building, engineering and maintenance staff on the one hand, and "external/field staff" on the other.

[19] The unions noted that employers and employees in the local government sector have recognised and bargained along occupational divisions - officers/internal, trades/building, engineering, maintenance, nursing and children, and field staff/external.

[20] Of major concern to the unions is the potential for a reduction in the terms and conditions of employment of some groups of employees should a single award be made.
In particular it was noted that white collar employees generally work a 16.25 hour week, whereas blue collar workers generally work a 38 hour week. Differences between, for example, the two groups' entitlement to ordinary hours of work, personal leave, annual leave and long service leave were also noted, as were the differences between the classification methods of the two groups.

The Full Bench did not, at any time, refer to the QIED or any of its submissions.

Does the decision affect the QIEU?

The QIEU submits, and I accept, that the unqualified nature of the decision, namely, "that there be one award governing the terms and conditions of employees in local government in Queensland" catches all employees and includes early childhood teaching staff.

Was there an error?

The requirement for a court or quasi judicial tribunal to give reasons for their decisions is well known. The giving of reasons serves at least three purposes:

(a) It enables the parties to see the extent to which their arguments have been understood and accepted;
(b) It furthers judicial accountability; and
(c) It affords a basis for predicting how like cases might be decided in future.

A Tribunal need not set out reasons for every step which has led to a decision but it must record the steps which were taken to arrive at the result.

The extent of the reasons which are required to be given will depend upon the circumstances and the context of the case. Generally, reasons should deal with the substantial points which have been raised, including findings on material questions of fact. The reasons should refer to any evidence or other material upon which those findings are based and provide an intelligible explanation of the process of reasoning that is led from the evidence to the findings and from the findings to the ultimate conclusion. Some explanations should be given if the evidence tendered or the submissions made by a party have been rejected. The reasons must set out the steps that were taken by the Tribunal to arrive at the decision. This allows the parties who have been unsuccessful to determine whether they have a basis for appeal.

It must be understood, though, that the principles set out above do not mean that reasons for decision have to be lengthy or elaborate. A distinction has always been drawn between courts and tribunals. Just as it is not necessary for a judge to make an express finding in respect of every fact leading to, or relevant to, his or her final
conclusion of fact, it is not necessary that the judge reason, and be seen to reason, from one fact to the next along the chain of reasoning to that conclusion. The fact that reasons of the Commission might be brief is not necessarily a flaw. Courts conducting reviews or appeals from tribunals have been repeatedly enjoined by the High Court to avoid overly pedantic examination of the reasons. The focus of attention is on the substance of the decision and whether it has addressed the “real issue” presented by the contest between the parties.

A failure to provide reasons in accordance with the principles set out above will, ordinarily, give rise an appealable error.

Were sufficient reasons given?

The LGAQ submitted that it was implicit in the reasoning of the Full Bench that the QIEU’s submissions had been rejected. It contended that the decision that there should be one award must, as a matter of logic, mean that the submission that there should be at least two was not accepted. So much can be accepted. It was also submitted by the LGAQ that there was a reference by the Full Bench to the issues raised by the QIEU when, in paragraph [19] the Full Bench referred to occupational divisions and made reference to “nursing and children”. But that is a reference to the historical nature of bargaining which had existed in local government.

It was also argued for the LGAQ that the reasoning set out in the decision disclosed a value judgment that there should be an industry based award not an occupational based award or awards. Once that approach was adopted, the LGAQ submitted, the appellant necessarily had to lose. While that may be an accurate description of the manner in which the Full Bench proceeded, the fact that reliance is placed upon a “value judgment” being made necessarily involves what is an exercise of discretion which inevitably means that reasons must given.

The absence of any reference to any submission made by the QIEU or any explanation, brief or otherwise, of why persons in the early childhood area should be covered by the proposed single award reveals a failure to provide the necessary reasons. The QIEU is left not knowing why its submissions were rejected and not knowing what approach the Full Bench had with respect to them. This is a situation where the process of reasoning giving rise to the decision, so far as the QIEU is concerned, is unknown and therefore it is not possible to determine whether or not the decision is sound in law. This failure amounts to an error of law.

Failure to give weight or any proper weight to considerations advanced by the QIEU

The failure to even mention the case advanced by the QIEU allows an inference to be comfortably drawn that no weight was given to QIEU submissions. For reasons I set out below, this ground need not be elaborated upon.

---

8 Soulemetz at 271.
9 Roncevich v Repatriation Commission (2005) 222 CLR 115 at [64].
10 Soulemetz at 279.
Unreasonable decisions - Wrong Construction of the Act

[22] These grounds are tied up with the conclusions I have already given, given that the appellant has succeeded on its first ground, need not be pursued.

Consequences of inadequate reasons

[23] Having come to the conclusion that the reasons given by the Full Bench were inadequate, there are at least two avenues available. The first is to go to the matter for hearing according to law. The QIEU pressed its other avenue of appeal and sought the second avenue, namely that this Court make its own replacement of the decision of the Full Bench.

[24] The Commission's consideration of the QIEU's submission merits further attention being paid to the issue of whether the repeal of the Early Childhood Education Award - State 2003 is a consequence of any proposed. This is a matter which should be left to the Commission once it has considered those submissions.

[25] The Award Modernisation process is one which is integrated with the decisions made with respect to other industries and occupations. The proper approach requires consideration of what is done in associated or overlapping awards. The Court does not, in this matter, have that necessary overview. It would not be appropriate for the Court to embark upon a determination without the benefit of full submissions from all the relevant parties.

Orders

1. Appeal allowed.
2. The operation of the decision of 8 April 2014 is suspended.
3. The decision is remitted to the Full Bench of the Commission to proceed according to law.
One to check with Curtis pls.

Jason Humphreys  
Chief of Staff  
Office of the Hon. Curtis Pitt MP Treasurer  
Mobile: Contrary to Public Interest

Begin forwarded message:

From: Neil Henderson  
Date: 5 March 2015 5:32:40 am AEST  
To: Jason Humphreys <Jason.Humphreys@ministerial.qld.gov.au>  
Subject: Re: Award Mod Rollback proposal 4.3.15

Thanks  
I am in Bundaberg Monday and Tuesday but fine after that.  
The CFMEU, AWU and QCU will be the delegation along with us. They are on board with the proposal that I have sent you.  
Regards  
Neil Henderson

Sent from my iPhone

On 4 Mar 2015, at 10:00 pm, "Jason Humphreys" <Jason.Humphreys@ministerial.qld.gov.au> wrote:

Thanks Neil. Next week is best. Curtis has been  
In Rocky and on to Cairns tomorrow.

Hayley will sort out a time. Thanks

Jason Humphreys  
Chief of Staff  
Office of the Hon. Curtis Pitt MP Treasurer  
Mobile: Contrary to Public Interest

On 4 Mar 2015, at 8:41 am. Neil Henderson  
Contrary to Public Interest  

Hi Jason,
This is the proposal which we would like to discuss with the Minister. The main parties are available to meet tomorrow or Friday or next week from Wednesday but we will do our best to meet when ever the Minister is available.
Let me know if you need any further clarification. My mobile number is **** ****

Regards

Neil Henderson
Secretary

GROUND FLOOR, 32 PEEL STREET, SOUTH BRISBANE, QLD 4101
PO BOX 3347, SOUTH BRISBANE, QLD 4101

Have you downloaded The Services Union Smartphone App?
Click here to find out how to download it now!

Authorised by Branch Secretary Neil Henderson/ Assistant Branch Secretary Jennifer Thomas, Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch ABN 86 351 665 653. Trading as The Services Union.

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Authorised by Branch Secretary Neil Henderson/ Assistant Branch Secretary Jennifer Thomas, Australian Municipal, Administrative, Clerical and Services Union Queensland (Services and Northern Administrative) Branch ABN 86 351 665 653. Trading as The Services Union.
Hi Jason

The government’s approach to public sector wages and current EB negotiations and arbitrations is a complex issue.

Together is of the view that a meeting to discuss the interactions of a number of existing major agreements would be of value to allow an exchange of views on the processes that might be used to find resolution to all the major issues rather than dealing with them in a piecemeal fashion while might have un-intended consequences for other negotiations.

To this end it is suggested that a meeting occur involving the secretaries of the QTU, the QNU, UV and Together and the Treasurer.

This approach is also supported by these unions and I have been asked on their behalf to make contact with the Treasurer’s office to discuss the nature of such a meeting and the possible scheduling of the meeting.

Can you ring me at some point to discuss this proposal.

Alex Scott
Secretary
Together
Begin forwarded message:

From: "Peter Simpson (ETU)" <simmo@etu.org.au>
Date: 20 March 2015 8:21:33 pm AEST
To: Jason Humphreys <Jason.Humphreys@ministerial.qld.gov.au>
Subject: Re: GOC Wages & IR Policy Release 2015

Mate we are going to have some issues, in particular the back pay component, given some, especially the generators, have been waiting over a year for an Agreement.

Appreciate the heads up, suggest we meet in the next few weeks to discuss

Cheers

Simmo

Regards,

Peter Simpson
State Secretary
Electrical Trades Union
Queensland
M. 0419 721 041
F. (07) 3844 9851
simmo@etu.org.au
www.etu.org.au

Join Online
www.etuyes.com
Or call
1800ETUYES
On 20 Mar 2015, at 6:23 pm, Jason Humphreys <jason.humphreys@ministerial.qld.gov.au> wrote:

Peter
Please find attached the new GOC & IR Wages Policy. Regards Jason

Jason Humphreys
Chief of Staff
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7206 | Email: jason.humphreys@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

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<GOC Wages and Industrial Relations Policy 2015 for Distribution.pdf>
Hi Jason

I am not sure if you have seen this release.

It quotes your office.

Alex Scott
Secretary
Together

Hi Alex

We received this release on Friday. Would you like to respond to these claims? I'm following up a story today for Monday's Townsville Bulletin. You can call me.

Regards
Rachel Afflick

MEDIA RELEASE

10 April 2015

TOWNSVILLE PRISON GENERAL MANAGER CALLS STAFF TERRORISTS

The Townsville Prison General Manager Mr. Jon Francis-Jones is under pressure today for an incident earlier this year when he called staff at the Townsville Prison "terrorists" because they were taking industrial action over staffing levels.

An incident occurred in January this year where a Prisoner, in an unprovoked attack, injured a Prison Officer by king hitting him armed with a timber object.

Following the incident, Prison Officers, after their concerns about the staffing levels in the Prison and the safety of both the Officers and the Prisoners were ignored had no option but to exercise their right to take action by not unlocking the Prisoners until minimum and safe staffing levels were established.

Union delegates and other staff representatives met with the General Manager Jon Francis-Jones to discuss their concerns.

The General Manager allegedly told the Prison Officers that he would not "deal with terrorists" and then used some offensive expletives to threaten staff to unlock the prisoners immediately. Prison Officers allege this comment was repeated again at further negotiations over a two day period by the Mr. Francis-Jones.

Prison Officers remain outraged by the attack by the General Manager and are now seeking legal advice on their civil options from Workers First.
Brian Newman is the Director of Workers First, an Industrial Advocacy firm representing Prison Officers and the spokesperson for the Queensland Prison Officers Association which was established as a breakaway industrial association in 2003 from the Together Union, formerly the Queensland Public Sector Union.

Mr Newman said “this is a scandalously outrageous defamatory attack on Prison Officers who play a vital role in public safety and their integrity and what’s more alarming is that a large portion of Prison Officers working at Townsville Prison are ex State and Federal Police and former Defense Force personnel, all of whom participated in our Nation’s war on terror and all of whom are obviously hypersensitive to such terms as terrorist.”

Mr Newman said “the department tells the public that they enforce a zero tolerance to bullying policy, so let’s see it in action. We are calling on the Department to dismiss this General Manager immediately, he’s a bully, he’s demonstrated a clear disregard for the Department’s own code of conduct, his gross misconduct clearly brings the Department into disrepute and the fact of the matter is, anyone who is going to brand Prison Officers whose role is to keep the community safe from incarcerated terrorists and criminals as themselves terrorists, is not a fit and proper person to run a Prison or supervise staff.”

Mr Newman said “Union delegates and staff have contacted Workers First and have been seeking advice on how to get action on this matter for the past week or more. These Union Delegates and staff representatives claim to have been asking the Together Union for assistance on this matter since January when it first happened and they say that the Union has done nothing to help them”.

Mr Newman said “if this is the case, the Together Union has plainly failed what is left of its membership and Prison Officers generally on this matter. We have obtained emails that clearly show the Together Union has known about this issue from the start and failed to take any meaningful action to address the concerns of Prison Officers at Townsville, but thankfully the frustrations of Prison Officers with the Together Union led them to Workers First. As soon as we became aware of this situation, we gathered the evidence and bought it into the public arena to force the Department into action against this General Manager for his outrageous and grossly offensive defamation of hard working Prison Officers” he said.

Mr Newman said “we had tried to arrange a meeting with the Minister for Police and Corrective Services Jo-Anne Miller and the Minister for Industrial Relations Curtis Pitt at the recent Community Cabinet meeting in Townsville and found out through Curtis Pitt’s office that Alex Scott from the Together Union had called Mr Pitt’s office to stop the meetings and effectively silence Prison Officers and workers on this issue and other important safety issues at the Prison and within the Police Service which we had been instructed to raise on behalf of our clients and members.”

Mr Newman said “Subsequently, there was no meeting with the Police and Corrective Services Minister and there was no meeting with the Industrial Relations Minister, instead they sat us in front of the human teleprompter, Stirling Hinchcliffe, who could only offer that the Queensland Prison Officers Association should seek union registration under the Queensland Industrial Relations Act before it attempted to raise these vital safety issues with the Department because, although Prison Officers concerns may be valid, the Government will not recognise unregistered groups of workers no matter how serious the issue.”

Mr Newman said “Mr Hinchcliffe’s words were so numbingly routine and rehearsed that it was a sad indictment on his personal abilities as a politician and a natural free thinking person” he said “when we raised concerns with Mr Hinchcliffe about Alex Scott attempting to stop our meetings with the Ministers, Mr Hinchcliffe’s advice was to refer the matter to the Crime and Corruption Commission, an action we are presently considering, but still, just another throw away line from a political puppet and a representative of a Government who is clearly out of touch with workers.” He added that Workers First will not allow this disgraceful disrespect of workers rights and safety to be swept under the table.

RACHEL AFFUCK
Senior Reporter
538 Flinders Street Townsville QLD 4810
Contrary to Public Interest
www.newsCorpAustralia.com
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From: Annette Mifsud <ainm@>
Sent: Friday, 10 April 2015 6:44 PM
To: Jason Humphreys
Subject: Out of Office: QTU Letter from the Treasurer

Please note, I am away from the office from Monday 13 April, returning on Tuesday 21 April. During this time, please contact Liz Riley, who will be Acting Coordinator. Email Liz on phone 3512 9000. Regards, Annette.

Annette Mifsud | PA to the General Secretary and Coordinator Senior Officer Secretaries Queensland Teachers' Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

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Hi Jason,

Further to Peter Simpson’s email I was wondering if we were available next week on the 14th April to discuss some issues surrounding training packages and licence outcomes for Electricians. I’m based in Sydney but will be in Brisbane on the 14th and I’d be available all day and would appreciate it if you would have 30 minutes to spare so I can discuss this very important issue with you.

Please let me know.

Regards
Allen Hicks
National Secretary
Electrical Trades Union
Communications Electrical Plumbing Union

From: Peter Simpson (ETU) [mailto:simmo@etu.org.au]
Sent: Thursday, 9 April 2015 1:23 PM
To: Allen Hicks
Cc: Jason.Humphreys@ministerial.qld.gov.au
Subject: Curtis Pitt’s CoS
Importance: High

Allen,

As discussed, in respect to the licencing issue, Curtis Pitt is the Minister responsible, his CoS is Jason Humphreys, who I’veCc’d into this email for you to make contact.

Jason’s number is Contrary to Public Interest

Jason, Allen Hick is out National Secretary, he needs to talk to you in relation to a licencing issue that has come about from an approval granted Federally. I’ll leave it to you two from here
Cheers

Simmo

Regards,

Peter Simpson
State Secretary
0419 721 041
simmo@etu.org.au
Friday, 20 February 2015

Mr Curtis Pitt
Minister for Employment and Industrial Relations
PO Box 314
GORDONVALE QLD 4865

Dear Curtis

On behalf of the members of our union I extend our congratulations to you on your appointment as Minister for Employment and Industrial Relations among your portfolios.

While our union has only a residual presence in the state industrial relations jurisdiction we clearly have a keen interest in the broader fabric of working rights and conditions determined by state legislations.

We are heartened by the Premier’s commitment to consultation – a matter denied by the outgoing government – and look forward to opportunities to assist your government in restoring good sense and proper judgement to Queensland’s laws.

Our very best wishes to you in your portfolio.

Kind regards

TERRY BURKE
SECRETARY
FW: Electrical Safety Board attendance.

Elizabeth Slender <Elizabeth.Slender@ministerial.qld.gov.au>
Wed 4/03/2015 12:52 PM
Inbox
To:MinisterialOFSWQ <M-MinisterialOFSWQ@justice.qld.gov.au>;

From: Keith McKenzie (ETU) [mailto:keith@etu.org.au]
Sent: Wednesday, 4 March 2015 11:09 AM
To: Treasurer
Cc: Peter Simpson (ETU)
Subject: Electrical Safety Board attendance.

Treasurer / Minister Curtis,
How's things.

As you are now the Minister for Work Health & Safety and Electrical Safety, I would like to invite you to the first meeting of the Electrical Safety Board scheduled for Thursday 26th March at 10am in the State Law building.

The previous LNP Minister for Justice responsible for this board, did not bother to attend any meetings, which I find not acceptable.

If you can attend, just to say G'day and introduce yourself as the Minister responsible for Electrical Safety in Qld “and the new Sheriff.”

Curtis, under the LNP Government, the Electrical Safety Office has started to morph into Work Health and Safety and a number of bad decisions have now led to some serious concerns of this union. When you have some time, Simmo and myself would like to catch up with you to discuss these.

Accordingly, if you are able to attend this Board meeting to introduce yourself to the members of the Board or at a subsequence meeting, it certainly would be appreciated.

Thanks
Keith

Keith McKenzie
State Assistant Secretary
Electrical Trades Union
Queensland
Mobile. 0419 721 056
Office. 07 38462477
keith@etu.org.au
If you know the enemy and know yourself, you need not fear the result of a hundred battles. If you know yourself but not the enemy, for every victory gained you will also suffer a defeat. If you know neither the enemy nor yourself, you will succumb in every battle.

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19th March 2015

To the newly elected Labor members of The Queensland Parliament

We the members of the Maritime Union Queensland Branch would firstly like to write to you and give our sincerest congratulations on being elected and best wishes in your term of office which we have no doubt you will excel in.

The Maritime union Queensland branch played a pivotal part in the ALP campaign to have Queenslanders elect a new government that would represent our working class interests and values. We will certainly continue to work with all new parliamentarians to ensure a workers mandate for jobs and opportunity along with worker dignity is delivered.

The Labor party faced a David and Goliath battle in opposition; maritime workers are also facing a David and goliath battle with massive attacks on our organised safe and productive labour.

I hope most of you would be aware Stevedores are 14 more times likely to die on the job as a posed to the average worker, which is also higher than the ADF which includes active duty.

Australian ships are disappearing off the coast almost every other month all whilst Australia’s fuel security is rapidly declining with Australians now being 91% dependent on foreign fuel with only 8 days’ supply.

All of our struggles as workers have been directly exacerbated by the Liberal National party and our very future is at stake which is why we promoted and elected the party which best represented our values and struggles as maritime workers.

We wish to meet with you as soon as practical to discuss some of our concerns in which we expect some support on. These are all based around the right to work in our own industries in our own country and the right to go home safe from work and not be one of the shocking statistics.

Our concerns include:

1) National stevedoring code of practice which is to protect the safety deregulation of the Australian waterfront. Waterfront workers are 14 times more likely to die on the job than the average worker which is also more than the ADF (including active duty)

2) Australia’s fuel security and the rapid decline of Australian ships which have supplied Australia’s fuel safely and environmentally consciously for over 50 years. We now have hundreds of foreign vessels going in and around Australia’s, and definitely Queensland’s most precious asset, the Great Barrier Reef.

3) There are 800 seafaring jobs up for grabs on the LNG project in Gladstone and there will not be one Queenslander let alone Australian these LNG vessels all whilst 1000 seafarers (men and women) are unemployed or under employed.

RTI Document No.241
4) Our sacred day of May Day returning to its original day this year for workers who pushed hard and voted to remove the fascist Newman government to rejoice in the celebration and recognition of collective struggles won and lost.

The Maritime Union Queensland branch will be and will continue to campaign hard on lots of issues but these in particular listed above are an imminent threat to our survival. These issues not only effect the current generation of Queensland workers, but future generations of workers therefore we need the bipartisan support of Queensland Labor party to ensure the working activists of the ALP and MUA have a future, and a proper platform for jobs is delivered by you the parliamentarians of QLD which is why we seek an urgent meeting, once again congratulations and we look forward to working with you all in the near future to deliver a better Queensland for working men and women.

Always in Unity

The Maritime Union Queensland branch Activists
18/03/15

Hon Curtis Pitt MP
Minister for Employment and Industrial Relations
GPO Box 611
BRISBANE QLD 4001

Email: treasurer@ministerial.qld.gov.au

Dear Minister,

I am advised that the next Industrial Relations Ministers meeting scheduled to be held in Canberra on Friday, 5 June 2015 will discuss a range of industrial relations matters, including changes that Abbott Government is seeking to make with respect to occupational health and safety and workers’ injury compensation.

In an effort to strengthen the strong working relationship that the union movement enjoys with ALP Governments in the Australian Capital Territory, Queensland, South Australia and Victoria, I believe there would be significant benefit in holding a discussion over dinner the night before your next COAG Ministers meeting.

If you are open to my suggestion of an ALP Ministers – ACTU dinner, I will invite the Secretaries of the ACTU Branches in the ACT, Queensland, South Australia and Victoria to join us.

Please don’t hesitate to contact me directly on any matter. Inquiries about the dinner can also be made to ACTU Assistant Secretary Michael Borowick

Regards,

Dave Oliver
Secretary
100th Year
Dinner Celebrations
13 May 2015 • 6pm for 6:30pm
at Twin Towns

RSVP: 17/04/2015
To: liz@etu.org.au

Name: ________________________________
Email: ______________________________
Dietary Requirement: __________________
Accommodation for 13 May: (ETU will cover) [ ] Yes [ ] No

Please make your own travel arrangements
Please find attached correspondence for the Treasurer, seeking a resolution to a matter that has arisen on Mornington Island, that impacts on our members and other Government employees.

We have also corresponded with the Director General and the Deputy Premier on this matter.

Should you wish to discuss this matter further, please feel free to contact Kate Ruttiman.

Aly Coulter | Secretary to the Deputy General Secretary - Kate Ruttiman
Queensland Teachers' Union
T: +61 7 3512 9000 | F: + 61 7 3512 9050
E: qtu@asn.au | W: www.qtu.asn.au
27 March 2015

The Hon Curtis Pitt
Treasurer,
Minister for Employment and Industrial Relations,
Minister for Aboriginal and Torres Strait Islander Partnerships
GPO Box 611
CITY EAST QLD 4001

Dear Treasurer

Re: Additional Council charges - Mornington Island

It has been drawn to our attention that at recent meetings of the Mornington Island Council, additional Council charges are proposed. These charges have a direct impact on the cost of living for our members working at Mornington Island State School and for other government employees (including the Queensland Police and Queensland Health) living on the Island.

The Council charges that are being proposed are as follows:

- Council has determined to charge a “freight handling fee” for the removal of freight from the barge to the storage shed on the Island. The distance between the barge and the shed is approximately 25 metres. The Council has put in place a new practice that the area is fenced off and the only people allowed within the fenced area are Council workers. The freight is then moved from the barge to the storage shed for collection. The freight will not be released by Council to the school or the individual unless the freight handling fee is pre-paid and they have evidence of this payment. The fee is in addition to any freight cost already paid on the goods.

The freight handling fee is $10 per box of freight removed from the barge, with a higher fee charged for pallets of freight.

It is the advice from the school that most of the freight on the barge is either that of QTU members or for school use (e.g. tuckshop and other resources for the students at the school). This fee was determined by Council at its meeting earlier this year.
• Council has also proposed to charge a “barge landing fee” for the Island. This fee will be charged to all adults (those over 18 years of age) who reside on Mornington Island, with the exception of those who live in social housing or Council employees, at the rate of $25 per week per adult. This is an additional cost to members of at least $1300 per year.

Members have raised a number of issues around these charges including the additional cost of living for members and government employees on the Island and the legitimacy or otherwise of these fees. Members have also identified that recruitment and attraction to the Island will become more difficult in light of these additional fees.

I am aware that the QTU and other Unions have been in contact with the relevant Government agencies in relation to the impact of these Council imposed charges on their members seeking either reimbursement to employees for these additional fees or the intervention of the Government in this matter.

The QTU would request that Government work with the local Council to have them revise their decision to impose these charges or to have Government employees exempted from these fees. QTU members and other government employees live and work in communities to provide valuable public services. It would be a backward step to have members refuse to work on Mornington Island in light of the ongoing imposition of Council fees and their impact on their cost of living.

I look forward to your favourable consideration of this request. Should you wish to discuss this matter further, please do not hesitate to contact QTU Deputy General Secretary, Kate Ruttiman on...

Yours sincerely,

Graham Moloney
General Secretary

cc: Ms K Jones
Minister for Education and
Minister for Tourism, Major Events, Small Business and the Commonwealth Games
Pages 248 through 250 redacted for the following reasons:

Access Deferred - third party objection
Treasurer / Minister Curtis,

How's things.

As you are now the Minister for Work Health & Safety and Electrical Safety, I would like to invite you to the first meeting of the Electrical Safety Board scheduled for Thursday 26th March at 10am in the State Law building.

The previous LNP Minister for Justice responsible for this board, did not bother to attend any meetings, which I find not acceptable.

If you can attend, just to say G'day and introduce yourself as the Minister responsible for Electrical Safety in Qld "and the new Sherriff."

Curtis, under the LNP Government, the Electrical Safety Office has started to morph into Work Health and Safety and a number of bad decisions have now led to some serious concerns of this union. When you have some time, Simmo and myself would like to catch up with you to discuss these.

Accordingly, if you are able to attend this Board meeting to introduce yourself to the members of the Board or at a subsequence meeting, it certainly would be appreciated.

Thanks
Keith

Keith McKenzie
State Assistant Secretary
Electrical Trades Union
Queensland
Mobile. 0419 721 056
Office. 07 38462477
keith@etu.org.au
www.etu.org.au
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Conversation A Dinner

Featuring a special Menu created by

Reserve Restaurant

accompanied by fine Champagne, wines and beverages

ESU House

TUESDAY APRIL 21ST 6.30 pm for 7.00pm

With Ms Janette Wright

CEO and State Librarian, State Library of Queensland

Ms Janette Wright
has been in the role of CEO and State Librarian, State Library of Queensland, from 2012.

Janette has a wealth of knowledge and experience in public libraries, including her time as the Director of Public Library and Network Services at the State Library of New South Wales. There exists a strong connection between Janette’s passion for English, her role at the State Library and the Education Charter of ESU QLD. Janette’s extensive experience has strengthened her life-long commitment to increasing access to library services. In her more recent roles as CEO of CAVAL Ltd, a library services company, and RMIT Publishing, Janette has developed strong knowledge of the methods and techniques to digitise legacy collections and will apply this to improve long-term preservation of, and online access to, Queensland’s documentary heritage. In her unrelenting passion for promoting the services and collections of the State Library of Queensland, Janette acknowledges that this an important role for the CEO and State Librarian. In this role she will continue to build the State Library’s partnerships with government, industry and community to reach out to an ever-wider audience in Queensland.

We especially welcome guests and non-members to attend this most interesting Dinner Conversation

Numbers strictly limited to 24

COST: Members $75
Non-members $85

Payment by Bank Transfer: The English Speaking Union
BSB 034-086 Account Number 169442
or Cheque: made payable to the English Speaking Union
PO Box 1429, Milton BC. QLD 4064

No payments at the event

RSVP: Tuesday April 14th

VENUE: Reserve Restaurant - ESU House
Hi Keith

I have raised this request with the Treasurer who would like to attend a meeting, pending if he is in town or not. I have put the dates in his diary as an FYI, so if he is in town on the dates below I will be in contact to advise.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP

Keith McKenzie
State Assistant Secretary
Electrical Trades Union
Queensland
Mobile. 0419 721 056
Office. 07 38462477
keith@etu.org.au
www.etu.org.au

Join Online
www.etuyes.com
Or call
1800ETUVES

If you know the enemy and know yourself, you need not fear the result of a hundred battles. If you know yourself but not the enemy, for every victory gained you will also suffer a defeat. If you know neither the enemy nor yourself, you will succumb in every battle.

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From: Hayley Lockyer [mailto:Hayley.Lockyer@ministerial.qld.gov.au]
Sent: Wednesday, 18 March 2015 1:55 PM
To: Keith McKenzie (ETU)
Subject: FW: Electrical Safety Board attendance.

Hi Keith

What time is the meeting on Thursday? It may be a bit tricky due to the first sitting of Parliament being on that day but pending time I can check. Also did you want to send me the other dates of these meetings during the year?

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

Begin forwarded message:

From: "Keith McKenzie (ETU)" <keith@etu.org.au>
Date: 4 March 2015 11:09:04 am AEST
To: "treasurer@ministerial.qld.gov.au" <treasurer@ministerial.qld.gov.au>
Cc: "Peter Simpson (ETU)" <simmo@etu.org.au>
Subject: Electrical Safety Board attendance.

Treasurer / Minister Curtis,
How's things.

As you are now the Minister for Work Health & Safety and Electrical Safety, I would like to invite you to the first meeting of the Electrical Safety Board scheduled for Thursday 26th March at 10am in the State Law building.

The previous LNP Minister for Justice responsible for this board, did not bother to attend any meetings, which I find not acceptable.

If you can attend, just to say G'day and introduce yourself as the Minister responsible for Electrical Safety in Qld "and the new Sherriff."

Curtis, under the LNP Government, the Electrical Safety Office has started to morph into Work Health and Safety and a number of bad decisions have now led to some serious concerns of this union. When you have some time, Simmo and myself would like to catch up with you to discuss these.

Accordingly, if you are able to attend this Board meeting to introduce yourself to the members of the Board or at a subsequence meeting, it certainly would be appreciated.

Thanks
Keith

Keith McKenzie
State Assistant Secretary
Electrical Trades Union
Queensland
Mobile. 0419 721 056
Office. 07 38462477
keith@etu.org.au
www.etu.org.au

If you know the enemy and know yourself, you need not fear the result of a hundred battles. If you know yourself but not the enemy, for every victory gained you will also suffer a defeat. If you know neither the enemy nor yourself, you will succumb in every battle.
Hi Annette

Sorry we do not have any visitor car spaces.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
Queensland Government

Hi Hayley

It is possible for you to organise a car park for Graham for each of the meetings? If so, can you please advise the details.

Thank you

Annette
Annette Mifsud | PA to the General Secretary and Coordinator Senior Officer Secretaries
Queensland Teachers’ Union
T: +61 7 3512 9000 | F: +61 7 3512 9050
E: qtu@qtu.asn.au W: www.qtu.asn.au

Hi Hayley

At this point, the only meeting that Graham will have an issue with for the remainder of the year is Wednesday 2 December, as he will be in Melbourne from Tuesday afternoon to Thursday evening that week.

Regards

Annette Mifsud | PA to the General Secretary and Coordinator Senior Officer Secretaries
Hi All

Have sent out the bi-monthly requests but I’m sure the future ones will probably move due to Parliament etc but hopefully not too much.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships

From: Hayley Lockyer
Sent: Thursday, 26 March 2015 5:11 PM
To: Annette Mifsud;
Subject: Bi Monthly Meetings

Good Afternoon

I have been asked to set up bi-monthly meetings with the major public sector unions and am requesting if Wednesday 1st of April at 3pm could be proposed as the first meeting. Please let me know as soon as you can as the diary fills up very quickly.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
Hi Jason

Can you ring me at some point in relation to the government policy on union encouragement.

Alex Scott
Secretary
Together

Contrary to Public Interest
Hi Jason

Is there somebody in your office we can talk to about scheduling a meeting with the Treasurer and QTU, QNU, UV and Together?

Given the people involved the co-ordination of calendars will require some work.

Alex Scott
Secretary
Together

Contrary to Public Interest
From: Jason Humphreys
Sent: Monday, 16 March 2015 9:24 AM
To: Alex Scott
Cc: Hayley Lockyer
Subject: Meetings

Alex

You can contact Hayley to arrange meetings. Regards Jason

Jason Humphreys
Chief of Staff
Office of the Hon. Curtis Pitt MP Treasurer
Mobile

On 16 Mar 2015, at 9:13 am, Alex Scott wrote:

Hi Jason

Is there somebody in your office we can talk to about scheduling a meeting with the Treasurer and QTU, QNU, UV and Together?

Given the people involved the co-ordination of calendars will require some work.

Alex Scott
Secretary
Together

Contrary to Public Interest
On 19 Mar 2015, at 8:26 am, Alex Scott wrote:

Hi Jason

I am following up on this email below.

Alex Scott
Secretary
Together

Alex

Sorry, we will definitely arrange a meeting for next week.

Hayley can we discuss.

From: Alex Scott
Sent: Wednesday, 18 March 2015 9:53 AM
To: jason.humphreys@ministerial.qld.gov.au
Subject: Fwd: RE:

Hi Jason

Can we confirm that the Treasurer is willing to meet with the QNU, QTU, UV and Together so we can organise this meeting.

Alex Scott
Together
Hi Alex

My phone number is below but they would be better off emailing the request as I won’t have a time over the phone until I’ve had a chance to discuss with the Treasurer.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships

From: Alex Scott
Sent: Monday, 16 March 2015 9:26 AM
To: Hayley Lockyer
Cc: Nicole Hipkin
Subject:

Hi Hayley

Can you send me your phone contact details so my Executive Officer can make contact to schedule a meeting with the Treasurer?

Alex Scott
Secretary
Together

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Please consider the environment before printing this email.
Hi Jason

Can you ring me at some point in relation to the government policy on union encouragement.

Alex Scott
Secretary
Together
Hi Jason

Can you ring me re this.

Alex

From: Michael Thomas  
Sent: Thursday, 26 March 2015 4:37 PM  
To: Alex Scott  
Subject: Newman's Facebook page

Workers First is meeting with the Hon. Curtis Pitt Queensland Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships in Townsville this weekend. What message do you have to pass on?

www.workersfirst.com.au

Michael Thomas | Director Industrial Services

www.together.org.au  

Like Together on Facebook. Follow Together on Twitter. Join Together Online.
From: Ray Clarke  
Sent: Wednesday, 25 March 2015 8:50 AM  
To: Michael Thomas  
Subject: RE: For your briefing

thanks mate. they may now consider themselves fully briefed and forewarned. if they decide to break bread with this bloke, it'll be against our recommendation.

From: Michael Thomas  
Sent: Tuesday, 24 March 2015 1:54 PM  
To: Ray Clarke  
Subject: For your briefing

QPSU v Quinn and Others [2007] QIRComm 50; 185 QGIG 377 (7 August 2007)

“The Commission does not regard Mr Newman to be a reliable or honest witness. Further, he was not prepared to answer questions in a vernacular especially about the financial arrangements that had been entered into. It could be suggested from his evidence that Mr Quinn had an open cheque arrangement for payment of legal fees. This is especially so as there was no discussion with Shine Lawyers, Mr Quinn or the unregistered organisation about payment for services. The Commission does not regard such lack of understandings to be an appropriate way to conduct industrial business.”

Mackay v Glenlogan Park Stud Pty Ltd [2007] QIRComm 13; 184 QGIG 93 (13 February 2007)

[7] The Applicant in this matter relies upon representative error. The evidence is that the Applicant obtained advice from Brian Newman within five to seven days after the cessation of his employment with the Respondent. In fact the Applicant was still in residence at the Respondent's premises when he first consulted Mr Newman. Mr Newman is the President of the Queensland Prison Officers' Association (QPOA). The QPOA is not a registered industrial organisation under the Act. It is an organisation which seeks to represent the industrial
interests of prison officers. At the time when the Applicant sought Mr Newman’s advice he was also conducting a business called Workers First Industrial Advocates. It would seem that in representing the Applicant Mr Newman was operating as Workers First Industrial Advocates.

“[12] Mr Newman's evidence is that he does not recall advising the Applicant of the 21 day time limitation period because firstly, the negotiations with Mr Beard were "extremely encouraging" and secondly, in the public sector generally the 21 day time limit is advised to employees by the employer in correspondence confirming the termination of employment. If one accepts Mr Beard's evidence as to those "negotiations", evidence which I found to be quite persuasive, it is difficult to see how Mr Newman could have formed an opinion that the negotiations were encouraging, let alone that the negotiations were "extremely encouraging". As to the second reason i.e. that in the public sector the employer will advise the dismissed employee of the 21 day time limit, I again have some difficulty. In this instance the Applicant does not appear to have received a letter of termination. The Respondent asserts that the Applicant resigned his employment. In those circumstances should this application be successful and the matter goes to trial the first issue the Applicant will need to address is whether or not there was a termination of employment at the initiative of the Respondent. In evidence Mr Newman said that he tended to agree that he had been "grossly negligent" in not advising the Applicant of the 21 day time limitation period.”

Michael Thomas | Director Industrial Services

www.together.org.au

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Hi Jason

Can we confirm that the Treasurer is willing to meet with the QNU, QTU, UV and Together so we can organise this meeting.

Alex Scott
Together

Begin forwarded message:

From: Hayley Lockyer <Hayley.Lockyer@ministerial.qld.gov.au>
Date: 16 March 2015 9:27:27 am AEST
To: Alex Scott
Subject: RE:

Hi Alex

My phone number is below but they would be better off emailing the request as I won’t have a time over the phone until I’ve had a chance to discuss with the Treasurer.

Kind regards

[Hayley Lockyer Executive Assistant/Office Manager Office of the Hon. Curtis Pitt MP Treasurer Minister for Employment and Industrial Relations Minister for Aboriginal and Torres Strait Islander Partnerships]

P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane Qld 4001

From: Alex Scott
Sent: Monday, 16 March 2015 9:26 AM
To: Hayley Lockyer
Cc: Nicole Hipkin
Subject:

Hi Hayley

Can you send me your phone contact details so my Executive Officer can make contact to schedule a meeting with the Treasurer?

Alex Scott
Secretary
Together
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Please consider the environment before printing this email.
Hi Jason

I am following up on this email below.

Alex Scott
Secretary
Together

Hi Jason

Can we confirm that the Treasurer is willing to meet with the QNU, QTU, UV and Together so we can organise this meeting.

Alex Scott
Together

Begin forwarded message:

From: Hayley Lockyer <Hayley.Lockyer@ministerial.qld.gov.au>
Date: 16 March 2015 9:27:27 am AEST
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Hi Alex

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Kind regards
From: Alex Scott
Sent: Monday, 16 March 2015 9:26 AM
To: Hayley Lockyer
Cc: Nicole Hipkin
Subject:

Hi Hayley

Can you send me your phone contact details so my Executive Officer can make contact to schedule a meeting with the Treasurer?

Alex Scott
Secretary
Together

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Please consider the environment before printing this email.
Hi Hayley,

Yes that’s fine.
Thanks
Annie

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.Lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

Hi Annie

Would Owen be available at 1pm that day?

Kind regards

Hayley Lockyer

From: Annie Humphries
Sent: Friday, 27 March 2015 11:43 AM
To: Hayley Lockyer
Subject: RE: Bi Monthly Meetings

Hi Hayley,

Yes that’s fine.
Thanks
Annie

Annie Humphries
PA to Owen Doogan

From: Hayley Lockyer
Sent: Friday, 27 March 2015 11:41 AM
To: Annie Humphries
Subject: RE: Bi Monthly Meetings

Hi Annie

Would Owen be available at 1pm that day?

Kind regards

Hayley Lockyer

From: Annie Humphries
Sent: Friday, 27 March 2015 9:44 AM
To: Hayley Lockyer
Subject: RE: Bi Monthly Meetings

Good Morning Hayley

Owen accepts with pleasure this invitation. Will you be sending out a meeting request for this series of meetings?

Kind regards

Annie Humphries
PA to Owen Doogan
Good Afternoon

I have been asked to set up bi-monthly meetings with the major public sector unions and am requesting if Wednesday 1st of April at 3pm could be proposed as the first meeting. Please let me know as soon as you can as the diary fills up very quickly.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
Queensland Government

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Please consider the environment before printing this email.
Hi Annette

Would Graham be available at 1pm that day?

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

From: Annette Mifsud
Sent: Friday, 27 March 2015 8:04 AM
To: Hayley Lockyer
Cc: Elizabeth Riley
Subject: RE: Bi Monthly Meetings

Dear Hayley

Graham Moloney is available at this time, thank you. It would be great if we can schedule in the meetings for the remainder of the year, as you mentioned the diary does fill up quickly.

My direct number for future reference is 07 3719 7215. If I am unavailable Liz Riley will be able to assist you.

Will you be sending a calendar invitation, to include what the meeting relates to, venue etc?

Thanking you

Annette Mifsud | PA to the General Secretary and Coordinator
Senior Officer Secretaries
Queensland Teachers Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@qtu.asn.au | W: www.qtu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064

From: Hayley Lockyer
Sent: Thursday, 26 March 2015 5:11 PM
To: Annette Mifsud;
Subject: Bi Monthly Meetings
Good Afternoon

I have been asked to set up bi-monthly meetings with the major public sector unions and am requesting if Wednesday 1st of April at 3pm could be proposed as the first meeting. Please let me know as soon as you can as the diary fills up very quickly.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships

Queensland Government

P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

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Please consider the environment before printing this email.
Hi Melanie

Could he attend at 1pm on that day? Have had to move around to accommodate some of the others.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP

Melanie Little
Executive PA/Administration Supervisor | Queensland
United Voice

From: Melanie Little
Sent: Friday, 27 March 2015 12:01 PM
To: Hayley Lockyer
Subject: RE: Bi Monthly Meetings

Good Morning Hayley,

Gary is unable to attend the meeting next Wednesday but he is ok for it to go ahead without him and he will send Scott Zackeresen in his place.

Can you please let me know meeting location.

Kind regards

Melanie Little
Executive PA/Administration Supervisor | Queensland
United Voice

w unitedvoice.org.au
e Contrary to Public Interest
t (07) 3291 4658
f (07) 3291 4699
Good Afternoon

I have been asked to set up bi-monthly meetings with the major public sector unions and am requesting if Wednesday 1st of April at 3pm could be proposed as the first meeting. Please let me know as soon as you can as the diary fills up very quickly.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

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Please consider the environment before printing this email.
Hi Alex

Were you able to make 1pm next Wednesday 1st of April? Sorry had to change to accommodate one of the other attendees.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP

Queensland Government

From: Hayley Lockyer
Sent: Thursday, 26 March 2015 5:11 PM
To: 'Alex Scott'
Subject: Bi Monthly Meetings

Good Afternoon

I have been asked to set up bi-monthly meetings with the major public sector unions and am requesting if Wednesday 1st of April at 3pm could be proposed as the first meeting. Please let me know as soon as you can as the diary fills up very quickly.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP

Queensland Government
Thanks Alex.

Jason Humphreys
Chief of Staff
Office of the Hon. Curtis Pitt MP Treasurer
Mobile: Contrary to Public Interest

> On 6 Mar 2015, at 5:13 pm, Alex Scott wrote:
> Alex Scott
> Secretary
> Together
> 
> -----Original Message-----
> From: Michael Thomas
> Sent: Friday, 6 March 2015 5:10 PM
> To: Alex Scott
> Subject: FW: Reinstatement of conditions relating to State Government Departments Certified Agreement 2009 (The Core)
>
> Michael Thomas | Director Industrial Services
>
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> Together on Twitter. Join Together Online.
>
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> -----Original Message-----
> From: Nicole Hipkin
> Sent: Tuesday, 3 March 2015 2:57 PM
> To: Michael Thomas
> Subject: FW: Reinstatement of conditions relating to State Government Departments Certified Agreement 2009 (The Core)
>
> Sent to him and you at 1.35pm yesterday
>
> Nicole Hipkin
>
> Nicole Hipkin | Executive Officer | Together
>
>
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> -----Original Message-----
> From: Nicole Hipkin On Behalf Of Alex Scott
> Sent: Monday, 2 March 2015 1:35 PM
> To: ‘treasurer@ministerial.qld.gov.au’
> Subject: Reinstatement of conditions relating to State Government Departments Certified Agreement 2009 (The Core)
>
> To whom it may concern
>
> Please find attached a letter addressed to Hon. Curtis Pitt.
>
> Thank you
>
> Nicole Hipkin
>
> Nicole Hipkin | Executive Officer | Together
>
>
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<02032015123717-0001.pdf>
From: Alex Scott
Sent: Friday, 6 March 2015 5:13 PM
To: Jason Humphreys
Subject: FW: Reinstatement of conditions relating to State Government Departments
Certified Agreement 2009 (The Core)
Attachments: 02032015123717-0001.pdf

Alex Scott
Secretary
Together

—Original Message—
From: Michael Thomas
Sent: Friday, 6 March 2015 5:10 PM
To: Alex Scott
Subject: FW: Reinstatement of conditions relating to State Government Departments Certified Agreement 2009 (The Core)

Michael Thomas | Director Industrial Services

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—Original Message—
From: Nicole Hipkin
Sent: Tuesday, 3 March 2015 2:57 PM
To: Michael Thomas
Subject: FW: Reinstatement of conditions relating to State Government Departments Certified Agreement 2009 (The Core)

RTI Document No.284
Sent to him and you at 1.35pm yesterday

Nicole Hipkin

Nicole Hipkin | Executive Officer | Together


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-----Original Message-----
From: Nicole Hipkin On Behalf Of Alex Scott
Sent: Monday, 2 March 2015 1:35 PM
To: 'treasurer@ministerial.qld.gov.au'
Subject: Reinstatement of conditions relating to State Government Departments Certified Agreement 2009 (The Core)

To whom it may concern

Please find attached a letter addressed to Hon. Curtis Pitt.

Thank you

Nicole Hipkin

Nicole Hipkin | Executive Officer | Together


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2 March 2015

The Hon. Mr Curtis Pitt
Treasurer; Minister for Employment and Industrial Relations; Aboriginal and Torres Strait Islander Partnerships
Level 9, Executive Building
Brisbane QLD 4000

Via email: treasurer@ministerial.qld.gov.au

Dear Treasurer

Re: Reinstatement of conditions relating to the State Government Departments Certified Agreement 2009 (the Core)

We note the Government’s commitments to restoring fairness for public servants and ensuring the proper conditions exist to facilitate the provision of frank and fearless advice to government. One of the key measures to achieve this will be swiftly moving to re-instate key rights and entitlements under the Core EB stripped away by the previous Government prior to legislative changes.

These provisions in the State Government Departments Certified Agreement 2009 were rendered nullities through the operation of Directives and the Industrial Relations Act 1999. Directives 7/12 Protection of Personal Employee Information and 8/12 Industrial instruments: Employment Security and Contracting Out Provisions were reinforced by the changes implemented through the addition of Section 691C of the Industrial Relations Act 1999. These had the effect of nullifying clauses in industrial instruments for the following topics:

a. contracting provision;

b. an employment security provision;

c. an organisational change provision;

d. a policy incorporation provision;

e. an encouragement provision;

f. a private practice provision

g. a resource allocation provision.

Complete reversal of these changes will require Legislative amendment of the Industrial Relations Act 1999 and, potentially, the Public Service Act 2008, as well as the rescission of Directives and the reintroduction of policies that existed prior to Newman government. However, the ability of government to quickly reinstate conditions in the short term is
assisted by the fact that both the Directives and the Act changes do not prohibit the employer in behaving in a way that would see them meet the intent of the nullified clauses. Instead, the changes ensure the employer has no contractual or legal obligation to behave in such a way. This gives the Government the ability to meet these commitments in the short term through the administrative adoption of policy while the more substantive changes are made. (The exception to this is Payroll Deductions, the provision of which has been made an offence under the Act, however we are not seeking the reinstatement of payroll deductions as part of this process.)

It is our view that the Government could, as an interim measure, practically effect the changes required through the central release of clear policy guidance that while the specified clauses in the Core EB are not legally binding, nevertheless, all Government agencies will meet the intent of those clauses. This would be assisted by the re-issuing the Contracting Out and Employment Security policies repealed by the Newman Government in line with the commitments already given to the Honourable Peter Wellington MP.

I would appreciate the opportunity to meet with you to discuss this further should it be of benefit. My Executive Officer, Ms Nicole Hipkin is available to coordinate arrangements on 3017 6154 or at Nicole.hipkin@together.org.au.

Yours sincerely,

Alex Scott
Secretary
Hi Graham

Curtis Pitt’s office is wanting to set up the meeting with the major public sector unions and have asked for the contact details for each union.

Who is the best person for them to contact to work our your availability?

Alex Scott
Secretary
Together

From: Annette Mifsud
Sent: Thursday, 26 March 2015 8:51 AM
To: Alex Scott
Cc: Graham Moloney
Subject: Meeting with Curtis Pitt

Hi Alex, that would be myself. My direct phone number is nd my email address is

Regards

Annette Mifsud | PA to the General Secretary and Coordinator Senior Officer Secretaries
Queensland Teachers’ Union
T: 07 3512 9000 | F: 07 3512 9050
E: qtu@atu.asn.au | W: www.atu.asn.au
21 Graham St, Milton Q 4064
PO Box 1750, Milton BC Qld 4064
Hi Alex

No worries will arrange that for 8.30am Wednesday morning in the Treasurer’s Office.

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
Queensland Government

From: Alex Scott
Sent: Friday, 20 March 2015 4:53 PM
To: Hayley Lockyer
Subject: RE: RE:

Hi Heather

I would want the meeting with the Treasurer and Tim to occur first.

Alex

Hi Alex

Sorry wasn’t sure about the meeting with yourself and Tim as I was referring to the unions meeting – which would you prefer to be first?

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
Queensland Government
Hi Heather

I spoke to the Treasurer this morning about meeting with him and Tim from the Premier’s office as a separate meeting from the meeting with the other unions.

I can do this next Wednesday.

The meeting with the four unions will need to co-ordinate the calendars of the four union secretaries which will present a logistical challenge.

If the Treasurer wants this meeting on Wednesday morning I start ring around the other secretaries on Monday morning.

Can you confirm which meeting the 8.30am on Wednesday morning will be?

Alex

---

Hi Alex

Would 8.30am on Wednesday 25 March be suitable for the meeting?

Kind regards

Hayley Lockyer
Executive Assistant/Office Manager
Office of the Hon. Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations
Minister for Aboriginal and Torres Strait Islander Partnerships
P 07 3719 7215 | Email: Hayley.lockyer@ministerial.qld.gov.au
Executive Building 100 George Street Brisbane QLD 4000
GPO Box 611 Brisbane QLD 4001

---

Hi Hayley

We were wanting to organise meeting with four unions and the Treasurer re public sector issues, see the email below.

I have spoken to the Treasurer about the meeting over the phone.
Can you contact us if you get approval to co-ordinate the meeting and we will try and co-ordinate times with the other unions.

Alex Scott  
Secretary  
Together

Hi Jason  
The government's approach to public sector wages and current EB negotiations and arbitrations is a complex issue. Together is of the view that a meeting to discuss the interactions of a number of existing major agreements would be of value to allow an exchange of views on the processes that might be used to find resolution to all the major issues rather than dealing with them in a piecemeal fashion while might have un-intended consequences for other negotiations.

To this end it is suggested that a meeting occur involving the secretaries of the QTU, the QNU, UV and Together and the Treasurer.

This approach is also supported by these unions and I have been asked on their behalf to make contact with the Treasurer's office to discuss the nature of such a meeting and the possible scheduling of the meeting.

Can you ring me at some point to discuss this proposal.

Alex Scott  
Secretary  
Together

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Proposal to deal with the adverse effect of the Award modernisation process and the agreement content rules

Background

1. In January 2015, the then Attorney-General made an award modernisation request in accordance with s. 140C of the Industrial Relations Act (1999) (the 'Modern Award Request'). The Modern Award Request required the Commission to consolidate and modernise the awards in a variety of industries, including rail, local government, and the public service.

2. On 2 May, 2014 and 27 August 2014, the Attorney varied the date by which the process must be completed in accordance with s. 140CA.

3. On 23 May 2014, a Full Bench of the Queensland Industrial Relations Commission issued a decision determining that there would be one award for local government, except for the Brisbane City Council.

4. On 26 September 2014, a Full Bench of the Queensland Industrial Relations Commission issued a modern award for local government.

5. On 29 January 2015, the Industrial Court upheld an appeal against the first decision of the QIRC and suspended that decision and remitted it to the Full Bench to deal with according to law.

6. On 20 February 2015, the Full Bench issued another decision that there be one award for local government, except for the Brisbane City Council. No further decision was issued remaking the subsequent modern award.

7. The Queensland Local Government Industry Award – State 2014 (the Local Government Modern Award) has been made, the award modernisation process is still ongoing with respect to numerous industries.

Nature of the problems caused

8. The present problem presents a number of different issues. Those issues can broadly be described as follows:

   (a) The Local Government Modern Award might be the subject of challenge on the grounds that it is invalid because the preliminary decision as to the number of modern awards has subsequently been overturned and had to be re-determined. However, there has been no attempt to re-determine the modern award in light of that new decision.

   (b) The Local Government Modern Award currently has effect and removes numerous conditions and benefits from employees.

   (c) The award modernisation process is ongoing and other industries are facing the same fate as local government.
(d) At least one certified agreement has been made pursuant to the new content rules in the *Industrial Relations Act 1999* (Qld) (the "Act") and since the Local Government Modern Award was made.

(e) Several other employers in the local government sector are pressing for new agreements to be made.

9. Any solution to these problems will need to be multifaceted and should involve:

(a) a variation to the modern award process; and

(b) legislative change.

**Variation to Modern Award Request**

10. The Local Government Modern Award has been made by the Commission and, subject to any challenge to its validity, has effect. Any variation to the Modern Award Request cannot have any effect in respect of the Local Government Modern Award.

11. However, it is open to the Minister to vary the Modern Award Request in accordance with s. 140CA to remove from the request the industries which have not yet had their awards modernised. That is, the request could be varied so that the Commission was no longer obliged to undertake the Award Modernisation Process in respect of the remaining industries.

12. Further, the reporting requirements contained in the existing Modern Award Request could be varied and their focus changed. For example, the variation could require the Commission to report, in a short period, on the extent of conditions which had been removed from the awards which have been modernised. A report would provide a detailed analysis of the extent of loss suffered by employees as a consequence of the Modern Award Process.

13. The effect of the above variation would be to:

(a) Stop any further awards being modernised; and

(b) create objective data as to the adverse effects of the process which has been undertaken so far.

**Legal Advice**

14. The decision of the Industrial Court of Queensland in upholding the appeal against the preliminary decision of the QIRC in respect of the Local Government Modern Award has created some uncertainty in respect of that Award.

15. The Award Modernisation Request specifically directed the QIRC to determine whether there should be one local government award, except for the Brisbane City Council. The QIRC considered that matter, heard argument, and determined it in May 2014. The decision was that there be one modern award. In reliance upon that decision, the Commission then proceeded to determine the modern award.

16. It is apparent from the foregoing that the determination that there be one award is a crucial and required step along the way to the creation of a modern award. It may be argued in the
future that the Local Government Modern Award is invalid because it was impliedly quashed by the decision of the Industrial Court dealing with the anterior question. In that regard, we note that the anterior question has been re-answered, but that in light of that question being re-answered, the modern award has not been remade.

17. The uncertainty surrounding the validity of the Local Government Modern Award is highly unsatisfactory. The Local Government Modern Award provides the minimum terms and conditions for many employees. Many employees rely upon that award as the basis of their entitlement to wages and allowances. Significant scope for further disputation and inequality if it was to be determined at some future point that the award was invalid and never of any effect. In our view, the Minister should seek advice as to the question of the invalidity of Local Government Modern Award.

Legislative Change

18. As you would appreciate the Act has, in the last 2½ years, been the subject of significant change. Those changes not only include the award modernisation provisions, but those dealing with allowable content, and those removing the effect of job security clauses and consultation obligations. Those amendments ought to be repealed.

19. If the Act was amended so as to reflect the form it was in prior to the amendments effect by Public Service and Other Legislation Amendment Act 2012 (Qld), transitional provisions could be drafted which deal with the effect of the uncertainty as to the Local Government Modern Award and the agreements which have been made under the new content rules.

20. Given the uncertainty about the Local Government Modern Award, the easiest course would be for the transitional provisions to provide that it was and is of no effect and that the Local Government Employees’ (Excluding Brisbane City Council) Award - State 2003 is taken to be in operation and has been in operation for the relevant period. In this regard, we note that s. 140HB of the Act is a model for how the retrospective application of the award could be dealt with. In short, that provision provides that the award was to have effect, but that persons who have contravened it have not committed an offence. That would entitle employees to receive monetary compensation for the wages not paid, but would not expose employers to proceedings for an offence or the imposition of a pecuniary penalty. There are a number of employees in Local Government who are actually paid in accordance with the Award but it is not a large number, probably a couple of hundred out of more than 30,000 employees in the industry.

21. The same course could be taken in relation to all other Modern awards made during the Modern Award process as in reality very few employees are actually paid under the Award due to the operation of certified Agreements.

22. In respect of the certified agreements that have been entered into, the transitional arrangements could provide that those agreements continue to have effect, but that they are taken to have passed their nominal expiry date for the purposes of chapter 6 of the Act. The effect of this is that the agreements would continue to apply but the parties would be at liberty to renegotiate new agreements. This would ensure that the parties existing barging would continue but that they would be free to negotiate for longstanding entitlements that were removed by virtue of the content rules recently inserted into the Act.
Conclusion

23. In summary the following steps would represent an effective solution to the problem:

(a) the Minister was to vary the Modern Award Request to remove the request to modernise the industries which has not yet been completed and change the reporting requirements;

(b) amend the Industrial Relations Act to reflect the Act as is in place in March 2012; and

(c) implement legislative transitional arrangements which:
  (i) provide that the Local Government Modern Award is of no effect and was never of any effect;
  (ii) provide that the various Awards repealed by Orders of the Award Modernisation Full Benches were always in operation and provide that any contravention of those Awards would not result in the commission of an offence; and
  (iii) any certified agreement to after the making of the Modern Award are still to be of effect but are taken for the purposes of chapter six of the Act to have passed their nominal expiry date for all purposes.
ATTACHMENT 2


PRINCIPLES

1. Application
This policy outlines the planning, approval and reporting processes for the making of Enterprise Agreements and Industrial Relations Principles in Government Owned Corporations (GOCs).

2. Effective Date
This policy was approved by CBRC on 17 March 2015. GOCs are required to adopt this Wages and Industrial Relations Policy from 17 March 2015.

3. Definitions

<table>
<thead>
<tr>
<th>GOC/GOCs</th>
<th>GOCs are government owned corporations which conduct activities and provide services in a commercial environment. They are established and operate legislatively under the Government Owned Corporations Act 1993.</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBRC</td>
<td>Cabinet Budget Review Committee</td>
</tr>
<tr>
<td>IR CEOs Committee</td>
<td>Industrial Relations CEOs Committee is made up of the Directors-General from the Department of the Premier and Cabinet, the Under-Treasurer, the Director-General of the relevant agency and facilitated by the Deputy Director-General, Office of Industrial Relations.</td>
</tr>
</tbody>
</table>
5. Wages Outcomes

Base Wage Increase

This policy provides for a base wage increase of up to a maximum of 3% per cent per annum or on a pro-rated basis if the term includes less than a full year. For example, if negotiating a two and a half year agreement the base wage increase will be a maximum of 3.0 per cent in years 1 and 2, and 1.5 per cent in year 3 (covering only a six month period). The wage increase is to be funded up to a maximum of half by employer funding and the remainder by productivity initiatives or cost savings. For example, if the agreed wage outcome is 3% per annum, 1.5% is funded by the employer and 1.5% is funded by productivity initiatives or cost savings.

It is important to note that GOCs are not required to offer the full 3 per cent wage increase. If the full 3 per cent wage increase is not sustainable for the business, or 1.5% cannot be funded by productivity initiatives or cost savings, the GOC may propose an alternative lower wage increase.

Productivity Initiatives Principles

GOCs must take into account the following Productivity Initiatives Principles when developing their Bargaining Framework:

- Productivity initiatives must be developed to ensure there are organisational improvements and/or changes to business practices and operations that deliver benefits to the business. Such initiatives must be genuine and must not be based on typical operational duties that already exist within the business on a day-to-day basis;
- Productivity initiatives must generate savings and/or gains (outputs) from the GOC’s resources (inputs) and such savings must be quantifiable and reported each financial quarter of the life of the agreement;
- Any productivity payments must be funded by productivity initiative savings. Such savings must be sufficient to fund the productivity increases over the term of the agreement and the total recurrent costs of productivity payments at the end of the agreement must be covered by the recurrent savings going forward;
- Any productivity initiatives agreed to by Unions and employees must be supported by employees committing to implement measures that are required under the agreed initiative programs. This includes but is not limited to, measures related to implementing cultural changes, operational functions, meeting timeframes for projects, and/or changes to duties/positions; and
- It is expected that unions and employees will actively participate in and contribute to the development and implementation of workplace efficiencies, including to fund the 1.5% share of wage increases, in order to assist the GOCs in providing assistance to the Government in achieving its fiscal strategy.

6. Date of Operation and Duration of the Agreement

The operative date of the agreement will be the first day of the month in which in-principle agreement is reached (or the first day after the nominal expiry date of the current agreement if this is a later date) subject to Government approval of in-principle agreement.

Each agreement should be for a period allowable under the relevant Federal industrial relations laws.
7. Industrial Relations Principles.

7.1 Employment Security

In any situation of redundancy, options for redeployment and retraining of staff shall be exhausted before the offer of voluntary redundancy arrangements is considered. The Government Department responsible for Industrial Relations should be consulted prior to the offer of voluntary redundancy arrangements. There shall be no forced redundancies of award or agreement staff, or contract employees who would ordinarily be subject to awards or agreements, at GOCs without the explicit and written sanction of relevant shareholding Ministers.

Enterprise agreements and/or workplace arrangements should contain provisions relating to redeployment, retraining and last resort redundancy for excess employees. In general, existing redundancy entitlements should not be enhanced unless it is necessary to do so in order to comply with the minimum redundancy entitlements contained within the relevant legislation.

7.2 Resolution of Disputes.

Dispute resolution is the process by which disputes within the workplace are finalised between, or for the parties, and is separate to the processes that deal with industrial action during bargaining.

Enterprise agreements are required to contain a dispute resolution clause which details the procedure for dealing with disputes. Disputes should be resolved following the same principles as the good faith bargaining requirements.

The Dispute Resolution Procedure should:

- provide a consistent and clear approach for the parties to deal with and resolve disputes early on;
- list the nominated parties to assist in resolving disputes; and
- detail the range of functions and conditions agreed between the parties to determine, on a case by case basis, the best way to deal with particular disputes (e.g. through a negotiated, mediated, arbitrated or adjudicated outcome).

Under the *Fair Work Act 2009* (Cth) the dispute resolution provision of an enterprise agreement must include a procedure that requires or allows the Fair Work Commission (FWC), or another person who is independent of the employer, employees or employee organisations covered by the agreement to settle disputes.

The parties to the enterprise agreement are to reach agreement about the dispute resolution provider. If agreement cannot be reached about the dispute resolution provider the default provider should be FWC.

The *Industrial Relations Act 1999* (IR Act) was amended in 2007 to provide for parties in the federal industrial relations jurisdiction to have access to the Queensland Industrial Relations Commission (QIRC), by mutual agreement, to conciliate and/or arbitrate matters in dispute. The QIRC is still available as an option for parties to agree to be the dispute resolution provider under an enterprise agreement.
A party to a dispute can then refer the matter to the FWC tribunal, QIRC or the relevant agreed dispute resolution provider if discussions at the workplace level do not achieve a resolution.

The procedure must provide for dealing with disputes about any matters arising under the agreement or in relation to National Employment Standards. The procedure must also allow for the representation of employees covered by the agreement for the purposes of dispute resolution. Where the legislation provides a model dispute resolution procedure the GOC must ensure their procedure, as a minimum, covers all matters provided for in the model procedure.

GOCs are reminded of the requirement to liaise with and inform the Government Department responsible for Industrial Relations matters in accordance with the policy, Guidance for Chief Executive Officers - Agreement Making and Industrial Relations in Government Owned Corporations'. Due to the sensitive nature of industrial disputes and the potential impact of industrial action threatened or taken, GOCs are expected to advise and inform the Government Department responsible for Industrial Relations as a priority.

7.3 Use of Contractors,

The following general principles should be followed when using contractors.

(a) Contractors and/or labour on-hire arrangements are to be utilised in an orderly and responsible manner, such that there is not a detrimental effect on the State's or public interest (e.g. causing disruption to services to the public or causing damage to the economy or standing of the State).

(b) It is recognised that circumstances arise where the use of contractors is either desirable or essential. These circumstances are seen to be within the following guidelines:

   (i) the work volume, type of work or specialisation required is beyond the capacity of resources or staff;
   (ii) it is in the public interest to undertake such work. Public interest includes issues of cost effectiveness; or
   (iii) the security and tenure of employment of additional staff required to meet work peaks cannot be guaranteed.

(c) The use of contractors is not to be exercised to avoid training for existing staff or employing new staff to cater for emerging areas of work. "Emerging areas of work" does not include one-off works or temporary work peaks.

(d) In addition, contractors and/or their employees are not to be appointed to any position as permanent employees unless normal advertising and selection processes have been followed.

7.4 Consultative Arrangements.

GOCs shall endeavour to deal with industrial relations matters cooperatively through consultative arrangements with employees and union delegates at the workplace level and through employees and/or delegates and union representatives or officials at the organisation level. Paid involvement of delegates and relevant employees shall be considered in relation to such consultative arrangements.
This should be the case where their involvement facilitates the resolution of industrial relations issues or assists the employer in developing and implementing new initiatives, provided they are not involved in industrial action. Where paid union meetings have been available as a result of an award/enterprise agreement or alternatively existing custom and practice, such arrangements shall be continued.

7.5 Enterprise Agreements

Enterprise agreements, with unions as parties to the agreement, shall be the preferred means of industrial regulation of rates of pay and conditions of GOC employment. Enterprise agreements can include a broad range of matters such as:

- rates of pay;
- employment conditions e.g. hours of work, meal breaks and overtime;
- consultative mechanisms;
- dispute resolution procedures; and
- deductions from wages for any purpose authorised by an employee.

Enterprise Agreements should not include unlawful content (such as discriminatory or objectionable terms).

GOCs may use flexibility terms, including existing alternative employment arrangements, as a mechanism for providing additional or different terms and conditions to individual employees. These will not result in terms and conditions which undercut legislated minima or minimum conditions as set by the Government. For example, GOCs must not provide less than the minimum entitlement to annual leave in exchange for additional remuneration. Parties should be better off overall under the resulting arrangement. GOCs are required to provide the Government Department responsible for Industrial Relations with details on the number and terms of individual flexibility or alternative employment arrangements entered into, as requested from time to time.

b) New individual common law contracts may only be made for enterprise agreement covered employees where the total fixed remuneration equates to or exceeds:

(i) the respective GOC enterprise agreement remuneration envelope (top rate from the agreement plus applicable superannuation and annual leave components); and/or
(ii) the equivalent of the Queensland Public Service AO8 level per annum plus 12.75% plus the equivalent of annual leave loading plus any overtime component;

unless otherwise negotiated within an enterprise agreement.

7.6 Union Encouragement.

GOCs will facilitate access for their employees to union representatives in a fair and reasonable way. Arrangements should take into account the specific circumstances of the GOC to support the efficient operation of, or service provision by the GOC.

At the point of engagement, employees are to be provided with a document indicating that the corporation encourages employees to join and maintain financial membership of an organisation of employees that has the right to represent their industrial interests.
Union delegates and job representatives have a role to play within a workplace, including during the agreement making process. The existence of accredited union delegates and/or job representatives is to be encouraged. Accredited union delegates and/or job representatives shall not be unnecessarily hindered in the reasonable and responsible performance of their duties.

7.7 Right of Entry.

The rights and obligations that may be exercised by officials and employers in relation to right of entry are provided for under the relevant legislation.

Written notice may be required to be given by the official before entering a workplace and should be provided in accordance with the requirements outlined under the relevant legislation. Further, the legislation provides the conditions upon which the permit holders must abide, including complying with reasonable occupational health and safety requests, acting in a proper manner and not interrupting the normal continuity of work.

An employer will not unreasonably refuse, delay or obstruct a permit holder from exercising their rights. However, it should be noted that by law, entry to certain operations subject to national/state security initiatives can only occur under escort unless the necessary authorities are held. It is recommended that union officials make contact with GOCs beforehand to ensure necessary compliance before entering workplaces where this might be the case e.g. ports, airports and other essential infrastructure installations.

7.8 Industrial Relations Education Leave

Unless an award/enterprise agreement and/or custom and practice provides otherwise, paid time off not exceeding five days per union in any one year non-cumulative, is to be made available to a duly elected or appointed union representative or delegate. A written application shall be made by the union at least 6 weeks in advance (or such lesser period as provided for in an award/enterprise agreement or custom or practice or as is mutually agreed by the union and the GOC), to attend courses or seminars conducted by the union or specific training courses approved and accredited by the union.

The GOC shall give consideration to the special requirements of any regionally based workplaces in applying the limits on paid time off referred to above. The granting of such leave is subject to it not unreasonably interfering with the GOC's operations. The scope, content and level of such courses or seminars shall be such as to contribute to a better understanding of industrial relations within the GOC's operations.

7.9 Payroll Deduction of Union Fees.

Requests from employees for payroll deduction of union fees are to be accommodated where the service has previously been provided. It is noted that Government agencies previously provided this facility without charge to relevant unions.

8. Interaction with Legislation

This policy should be read in conjunction with other relevant Legislation, Policies, Procedures and Guidelines that affect GOCs.

PROCEDURES

1. Approval Prior to Negotiations

Consultation with Government

The GOC is to consult with the Office of Industrial Relations and Shareholder and Structural Policy Division, Queensland Treasury (Treasury).

Bargaining Framework

Prior to the commencement of any negotiations, **approval must be obtained from the IR CEOs Committee.** GOCs will be required to submit their Bargaining Framework [see template at Attachment 1] via the Office of Industrial Relations to the IR CEOs Committee for approval, or endorsement for the relevant approval option.

The submission to the IR CEO Committee, with the GOCs framework included, will be prepared by the Office of Industrial Relations, in consultation with Shareholder and Structural Policy Division, Queensland Treasury, Department of the Premier and Cabinet and the relevant shareholding agencies.

2. Negotiations

Negotiations will be undertaken by appropriate senior GOC officers. The GOC must keep the Office of Industrial Relations fully and regularly appraised of all developments during negotiations.

Negotiations will be conducted in good faith and GOC negotiators will only operate within the authorisations provided by the approved Bargaining Framework.

GOCs are required to urgently advise the Office of Industrial Relations should negotiations become protracted or reach a critical point, including the risk of industrial action being conducted. This advice will –

- Advise of the status and progress in negotiations (including an assessment of any possible industrial action);
- Identify the issues requiring further consideration by the IR CEOs Committee and include a proposed strategy to address outstanding issues;
- Seek any further authorisations or advice from IR CEOs Committee. (including any amendments to the Bargaining Framework).

The IR CEOs Committee may refer critical matters where necessary to CBRC for decision or noting. The IR CEOs Committee will provide advice to central and shareholder agencies on reports of significant industrial action occurring or threatened. This advice may be distributed by the Office of Industrial Relations.
Legislation
This includes but is not limited to:

- *Fair Work Act 2009 (Cth)*;
- *Industrial Relations Act 1999*;
- *Corporations Act 2001 (Cth)*;
- *Public Service Act 2008* (Chapter 2 as a GOC is a relevant EEO Agency. Otherwise does not apply);
- *Financial Accountability Act 2009* (Applied in GOC Regulation 2009);
- *Public Records Act 2002*;
- *Work Health and Safety Act 2011*; and

9. Attraction and Retention
The Government’s primary response to attraction and retention pressures continues to be outside the scope of bargaining and any necessary action to address Attraction and Retention issues is subject to a separate Government approval process. GOCs must consult with the Office of Industrial Relations for advice on these issues.

10. Work-Life Balance
GOCs are encouraged to provide employment arrangements that enhance the attractiveness of employment in GOCs, that reflect the changing demographics of workforces, and that are designed to offer individual choice for employees.

GOCs are encouraged to work with their employees and the unions to improve the uptake of work-life balance policies with a view to attracting and retaining quality staff.

11. Other Key Employment Conditions
Core employment entitlements are excluded from being included in the base wages increases and productivity payments. Core employment entitlements include primary forms of leave (long service, annual, personal including carer’s, sick, compassionate, and parental), ordinary hours of work, and superannuation. Core employment entitlements should not be enhanced, nor reduced, without legislative requirement or specific approval.

Maternity and Adoption Leave
The Government has paid maternity and adoption leave provisions, with an entitlement of 14 weeks paid leave, and this employment condition is to be recognised in GOC agreements. If general government maternity and adoption provisions or Federal industrial relations legislative provisions become more favourable during the term of agreements, it is expected that GOCs will incorporate such changes through internal policy to align with such changes.
Operative Date

GOCs should ensure that the Government position as to the operative date of the agreement is clearly understood by all parties involved in negotiations. The Government position is that the operative date of the agreement will be the first day of the month in which in-principle agreement is reached (or the first day after the nominal expiry date of the current agreement if this is a later date) subject to Government approval of the in-principle agreement.

3. Approval (In-Principle Agreement)

When an In-Principle Agreement has been reached between the GOC and Union/s, the GOC will advise the Office of Industrial Relations.

The In-Principle Agreement should identify:
- The quantum of base wage increases and any productivity payments agreed;
- The duration of the agreement;
- Any other significant matters agreed;
- The final costings of the agreement (verified by Shareholder and Structural Policy Division Queensland Treasury); and
- Verification of compliance with the Bargaining Framework (and identify any departures from it). In-Principle Agreements must be substantially consistent with the Bargaining Framework.

4. Post In-Principle Agreement Approval

As outlined in the Bargaining Framework the GOC can proceed to an employee ballot at a time agreed with the Office of Industrial Relations.

When GOC employees have voted to accept the new agreement, the GOC will forward a copy of the full agreement and information confirming the ballot result to the Office of Industrial Relations, Queensland Treasury.

The GOC must also forward evidence that it has applied to the Fair Work Commission to have the agreement approved and also forward a copy of documentation confirming the agreement was approved.

CBRC will be informed of approved agreements by Matter to Note.
BARGAINING FRAMEWORK TEMPLATE

BACKGROUND
- The current agreement/s applying to [GOC] is/are [INSERT]
- The agreement/s expire/s [INSERT]
- There are [INSERT] employees covered by each agreement (and include breakdown of white collar/blue collar or union coverage if possible)
- The unions which represent employees include [INSERT]
- The unions have forwarded [INSERT] notifications relating to bargaining, logs of claims received by the unions and briefly report on the details
- Informal bargaining discussions commenced on [INSERT date] / OR have not commenced.

OFFER
[GOC] has proposed a framework for negotiation of a new enterprise agreement based on the following key components:
- A XXX year/month term agreement [INSERT if applicable: However the minimum term the Corporation is prepared to settle on is xxxxx (for example, Corporation prefers four year term but as a result of negotiations is prepared to settle on a three year term.)
- A 3.0 per cent base wage increase per annum (or on pro-rated basis);
- [INSERT a summary of other key conditions the Corporation seeks to include in the replacement agreement/s]
- A 'No Further Claims' provision will be included in the new agreement. [For example, "This agreement is in full and final settlement of all parties' claims for its duration. It is a term of this agreement that no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this agreement or not. This agreement covers all matters or claims that could otherwise be subject to protected industrial action."]
- Preliminary costing of financial impact of bargaining offer including savings expected upon implementation of proposed productivity initiatives [Include information either as attachment or in framework] (verified by Queensland Treasury);
- Verification that the Bargaining Framework is consistent with the wages policy;
- An analysis and risk assessment of: a) the major items likely to be pursued by the union/s with suggested Government response/s; and b) the likely response/s by the union/s to any initiative/s to be raised by the GOC.

SUMMARISE BARGAINING STRATEGY
- Provide summary of the industrial relations climate and any issues that might influence outcomes e.g. bargaining precedents and/or union campaigns.
- Advise on possible industrial action activities the unions may consider, the impact on the Corporation's operations (i.e. risk analysis) and summarise a proposed strategy to address such issues.
- Confirm that notification will be given after formal bargaining is initiated (but not later than 14 days), to each employee who is to be covered by the agreement of their right to be represented during bargaining.
- Where in-principle agreement is reached, substantially consistent with the approved framework, a ballot of employees will be undertaken at a time agreed between the GOC and the Office of Industrial Relations.
IN-PRINCIPLE AGREEMENT TEMPLATE

[GOC] has reached an in-principle agreement with [INSERT parties] on the following basis:

- [INSERT Term of the agreement including the proposed operative date];
- [INSERT Base wage increase percentage per annum or pro-rated];
- [If applicable, INSERT the productivity payment percentage per annum or pro-rated];
- [If applicable] Please see at Attachment X details of productivity initiatives linked to productivity payments;
- [INSERT a summary of other key conditions the Corporation seeks to include];
- [INSERT confirmation a ‘No Further Claims’ provision will be included in the new agreement - For example: This agreement is in full and final settlement of all parties’ claims for its duration. It is a term of this agreement that no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this agreement or not. This agreement covers all matters or claims that could otherwise be subject to protected industrial action.];

The final costing of the agreement has been verified by Shareholder and Structural Policy Division, Queensland Treasury at the officer level. The estimated cost for a XXX year agreement would be $XXXXX with recurrent costs totalling $XXXXX. The cost of productivity payments and allowances over the life of the agreement is $XXXXX. The Corporation estimates a total savings of up to $XXXXX achieved on the implementation of the productivity initiatives which will provide the Corporation with $XXXXX in total of net savings at the end of the agreement term. The Corporation has highlighted that the costs are within the approved Framework – Please see at Attachment X calculation of costing; and

- The In-principle Agreement is substantially consistent with the approved Framework. [Verification of compliance with the bargaining framework and wages policy (and identify any departures from it).]