Summary Notes

Present

Simon Johnson (Office for the Public Sector)
Alice Hateley (Office for the Public Sector)
John Matsis (Office for the Public Sector)
David Buob (Psychologists Association of South Australia)
Kimberley Rowney (Professionals Australia)
Sarah Andrews (Professionals Australia)
Richard Boe (Professionals Australia)
Simon Campanella (Health Services Union)
Louise Malone (Health Services Union)
Jorge Navas (Health Services Union)
David Lockyer (Health Services Union)
Andre Wise (Public Service Association)
Natasha Brown (Public Service Association)
Austin White (Public Service Association)
David Stevens (Public Service Association)
Bill Mitropoulos (CEPU Electrical and Plumbing S.A. Branch)
Duncan Wood (Department for Child Protection)
Wayne Turner (Department of Education and Child Development)
Bill Sheeky (Department of Planning, Transport and Infrastructure)
Michael Gordon (Department of Planning, Transport and Infrastructure)
Kate Davies (SA Health)
Melisa Kaharevic (Department for Communities and Social Inclusion)

Meeting Opened at 1:08pm

1. Apologies

Tom DiSanto (Health Services Union)
John Hristopoulos (Health Services Union)
Lisa Dwiar (Department of Education and Child Development/Department for Child Protection)
Sarah Watson (SA Health)

2. Summary Notes – Meeting of 3 April 2017

The PSA sought the inclusion of specific wording regarding ‘unnecessary delay to negotiations’ (currently noted under ‘Proposed Classification Structure Review’ in draft Summary Notes of 3 April 2017) which the PSA advised they will email to OPS.

A correction under ‘Proposed Classification Structure Review’ was noted.

Two changes were requested from Professionals Australia. The first amendment, with regard to Redeployment, Retraining and Redundancy was accepted and adjusted prior to the meeting. The second amendment, with regard to the proposed Consultation and Grievance Avoidance clause was not accepted by the employer.

3. Statements

Employer’s Management Agenda and Proposals

The Employer reinforced it had tabled its Management Agenda at the EB General Meetings of 17 February 2017 and 3 March 2017. In relation to the above management agenda items, OPS has provided formal written proposals and/or documentation on:

- a revised consultation and grievance and dispute avoidance procedure
- flexibility of rostering and recognition of Correctional Officers within CO stream
- a revised Schedule 1.7 (Interpreters and Translators)
- wording in Appendix A of current agreement (Aboriginal and Torres Strait Islander persons) to include persons employed in the Youth Justice Division in DCSI
- Injury and Income Protection

In addition, OPS also wrote to all unions and bargaining agents regarding its proposals on 10 April 2017. Attachment A in the letter of 10 April 2017 outlined the employer’s position regarding the remainder of its agenda items previously identified.

The PSA asserted that insufficient detail had been provided with regard to the proposals outlined by the
Employer to date. OPS did not accept this statement and noted that it has been open and transparent on all claims and proposals. The employer’s correspondence of 10 April 2017 outlines the management agenda items that have been tabled at previous meetings, in conjunction with the dates of proposals that have been provided in support of such claims.

With regards to the Employer’s proposed ‘Classification Structure Review’, OPS reiterated that the scope of this project is yet to be determined, however it will not hold up Enterprise Bargaining negotiations. The PSA raised that should a review occur, its terms of reference must be identified and included in the Enterprise Agreement. The HSU concurred with the PSA noting that they need detailed proposals to provide to their members.

The HSU noted it is seeking an appropriate structure for Allied Health Professionals (AHP), to ensure AHPs have the necessary tools to work in the most efficient and effective way.

**PSA Tabled Documents**

The PSA tabled 3 documents with regard to their claim:

1. Statement of the Acting General Secretary of the PSA (read by Ms Natasha Brown)
2. PSA Draft Enterprise Agreement (Salaried) – Overview - April 2017 (read by Mr Austin White)
3. PSA Draft Salaried Enterprise Agreement – April 2017

These documents are available on the PSA and OPS’ websites.

The draft Enterprise Agreement was developed based on the following key themes identified by PSA members:

1. Job Protection
2. Wages and Conditions
3. Workload
4. Classification
5. Standardisation

The PSA noted that it is reserving its position in relation to a wage outcome and duration of the agreement subject to negotiations and ongoing consultation with members.

**Injury and Income Protection Policy**

The HSU raised concern with the ‘non-negotiable’ status of the ‘Injury and Income Protection Policy’ tabled by the Employer at the EB General Meeting of 3 April 2017 and reiterated in the correspondence of 10 April 2017. The HSU noted that this approach does not constitute ‘good-faith bargaining’ as its members cannot have a say on the proposal.

The PSA identified concern with the policy’s content and noted it had put forward its own proposal as part of its PSA Draft Salaried Enterprise Agreement.

The Employer advised it has no room to move with regards to the policy, as Government has provided clear instructions that the document is to remain consistent and as such, cannot be altered or modified.

**Union / Bargaining Agent Specific Issues**

**HSU**

Requested EB General Meetings not be held on Fridays as it is difficult for workplace representatives to attend on Fridays.

**Professionals Australia**

Tabled proposed clauses for improved Training and Development, and Professional Development.

**Psychologists Association**

Noted that is waiting for further information from SA Health with regard to its claim.

4. **Next EB General Meeting**

It was agreed between the parties that the next meeting will commence at 2:00pm on Thursday 18 May 2017 at the Public Service Association.

5. **Close**

Meeting closed at 2:05pm.