



Media, Entertainment and Arts Alliance – Assessment on the ABC’s 1-year offer

The ABC’s 1-year offer	What it means?	MEAA assessment
1.7% pay rise	<ul style="list-style-type: none"> There are various views on how this offer looks compared to inflation and your cost of living. After collective staff feedback, the ABC has increased the offer slightly from 1.5% to 1.7%. There is no guarantee this will keep track with inflation over the next 12-months. 	<ul style="list-style-type: none"> The quantum is undoubtedly low and staff must ultimately have a say.
1-year offer	<ul style="list-style-type: none"> The ABC has only offered a one-year deal rather than an expected three-year deal. Whilst there are no hip-pocket cuts being proposed in this offer and limited changes to the agreement, it is likely that the ABC will find cuts to its funding in the next 9-12 months. 	<ul style="list-style-type: none"> A one-year deal will avoid a protracted bargaining process now however ABC will likely be in a tougher situation this time, next year.
Casuals can request ongoing employment	<ul style="list-style-type: none"> New section in your agreement allows casual staff to exercise their right to <i>request</i> ongoing employment with provisions for future and existing casual staff. This is already a legal right under the Fair Work Act but including it in your agreement means more casuals know about it and can make requests. 	<ul style="list-style-type: none"> We support this change.
Gender Transition Leave	<ul style="list-style-type: none"> New form of leave to support employees going through gender transition. 	<ul style="list-style-type: none"> We support this change.
Advertising ABC Jobs: Proposed Change #1	<ul style="list-style-type: none"> The inclusion of a reference to ‘Diversity and Inclusion principles’ in the section of your agreement that allows management not to advertise job vacancies. Management’s wording is ill-defined and potentially creates detrimental knock-on effects for merit-based appointments in its current form. 	<ul style="list-style-type: none"> We do not recommend this change.
Advertising Jobs: Proposed Change #2	<ul style="list-style-type: none"> Two proposed changes to timeframes for permanent appointments that increase management prerogative: 	<ul style="list-style-type: none"> Existing exemptions to advertising long term vacancies



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	<ol style="list-style-type: none"> 1. Management can appoint suitable candidates to long term vacancies without advertising, if a selection process for a similar/generic role was conducted within 12 months - <i>currently it is limited to 8 months.</i> 2. Management can appoint temporary incumbents to long term vacancies if they’ve previously undergone a documented selection process for that position and have been in the role for 6 months or more - <i>currently 12 months or more.</i> 	<p>in your agreement are already very broad meaning the ABC can already do these things through stealth. On that basis, the proposed changes are unlikely to have any substantial impact on the status quo.</p>
Objectives	<ul style="list-style-type: none"> • Reference that management can have regards to ‘Diversity and Inclusion’ Plan under the Training and Development section. <i>See earlier comment about using ill-defined terms in your agreement</i> 	<ul style="list-style-type: none"> • We do not recommend this change
Misconduct, Incapacity and Separation	<ul style="list-style-type: none"> • Simplification of the drafting to alleviate potential duplication of the investigation process. Independence of the investigator maintained however small changes to the wording may have serious consequences. Furthermore, the removal of “serious misconduct” out of the clause allows management to take harsh punitive action over low-level misconduct rather than serious misconduct. 	<ul style="list-style-type: none"> • We do not support this proposed change.
<ul style="list-style-type: none"> • Miscellaneous changes 	<ul style="list-style-type: none"> • Inconsequential wording changes in Leave Without Pay – the change is simply to include the word “partner” to the provision allowing you to apply for LWOP to accompany a spouse on an interstate or overseas posting • Improved definition of “family” in Personal/Carers Leave 	<ul style="list-style-type: none"> • We support these changes.