**A close up of a sign

Description automatically generatedCareer Mobility: Job Planning**

1. **Job Planning**

**Proposed clause to be added as 23.3.**

**“Job Plan.**

*The Job Plan will provide a clear description of the employee’s performance requirements and an agreed learning and development plan for the Performance Cycle. Job Plans will be developed by the manager with the participation of the employee and be set consistently with the ABC’s Work Level Standards and with regards to the ABC’s Workplace Health and Safety obligations.”*

1. **Recruitment**

**Issue:** The ABC is abusing the advertising exemptions to bring in their mates from the corporate sector, meaning eligible staff are missing out on career mobility opportunities. Good example to use in the discussion is ATSI.

**Proposed Clause at the end of 13.2.2: *“In the event that the ABC has determined it will not advertise a short-term or long term vacancy, the ABC will during the recruitment process, notify employees in writing that the vacancy is an identified position and the reason for the advertising exemption, to ensure that any staff who meet the new criteria are able to express an interest and/or apply for the vacancy.”***

1. **Pay Parity**

New Clause to be inserted under the Clause 10 Principles. Suggest that the following clause becomes 10.1.2 (b) and the current (b) and (c) become (c) and (d) respectively.

**Proposed Clause:** ***“Recognising the value of work performed by all employees, regardless of their geographical location or type of employment, through ensuring the equitable application of the ABC’s classification system.***