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| What else is different in the ABC’s proposed agreement – what you need to know. | Take a look at the clauses listed in each section – your workplace, your rights |
| A different Appeals process for Performance Appraisal disputes | ABC People will replace the appeals panel previously convened at the second stage of the Reconsideration process. ABC People will now review your appeal and make a recommendation to the Director of the relevant section. If you still do not agree with the finding, you can progress your appeal to Fair Work. New time frames for this appeal process now exist too. Reference **Clause 61.4 Reconsideration and Appeal against an Appraisal Decision** |
| **Part G Performance Management -** New Performance management and Appraisal provisions – substantially streamlined following ABC’s attempts to remove entirely from the agreement into policy. | Part G The Performance Appraisal process has been streamlined. The emphasis is now on ongoing feedback and performance review during the year and an ongoing dialogue about your learning and development.  A new rating category has been introduced - Goals Not Met. If you are given this rating, you will not receive an increment increase as you do with a Meets rating, but you will be given a clear outline of what you need to improve on, and reviewed within three months of your performance appraisal, and if your performance satisfies the understood criteria, you will receive an increment for the remaining 9 months of the year. If you disagree with this Rating, you can lodge and Appeal under the new process outlined below.  The Promote rating has also been dropped, and new provisions inserted into Clause 19 Salary Progression that allow for promotion to a higher band at any time during the year, without having to be Job Planned at the higher band for 12 months. |
| **Part D Recruitment – this section changed following the ABC’s attempts to remove this section entirely from the Agreement into non-binding policy**  jhjkhj | The proposed Agreement no longer includes the Recruitment and Selection Guidelines as part of the EA – but it does include provisions that protect your right to an interview as an internal candidate. Union members are no longer required to be on selection panels. |
| **Part H – Hours of Work, Penalties and Overtime -** Changes to rosters | Your rostered hours are no longer decided by agreement between the ABC and your work area – they are now set at the ABC’s discretion. That means you can be changed from a 2 week cycle to a 4 week cycle at any time during the year.  However, in line with changes to the Fair Work Act, the ABC now has to consult with you about changes to your regular roster or ordinary hours of work. You can have a union delegate or representative at this meeting. This consultation is set out in **Clause 27.6** and you must be provided with information regarding the change, feedback on the impacts of the changes, including any caring responsibilities that may impede you from being able to work different hours, and the ABC must give consideration to these impacts. |
| **Part K – Allowances and miscellaneous payments** – | Travel Allowance remains in the EA |