

The ABC's proposal for the ABC Enterprise Agreement 2022 - 2025

Date: July 2022

Set out below are the proposals that ABC would like to explore with employees and the unions in course of bargaining for a new enterprise agreement.

The ABC acknowledges that there has been little change to structure of the EA for about 20 years. The ABC seeks to work with employees and the unions to update the EA to ensure that it is fit for purpose and serves the needs of employees and the ABC as a contemporary media organisation.

This includes considering the structure of the EA, how it impacts ways of working and what the interests and needs of the parties are, now and into the future.

	Proposal	The detail
1.	Annual pay increases for employees by a percentage amount to be determined	<p>The EA sets the minimum terms and conditions of employment that apply to most employees at the ABC. The minimum wages set out in the EA are a fundamental component of the EA.</p> <p>The ABC proposes that the minimum wages set out in the EA be increased by a percentage amount, for the life of the EA.</p> <p>The amount of any increase is subject to many factors including the proposals put forward by employees and unions, the ABC's fixed funding envelope, and other factors which will be worked through in the course of bargaining.</p>
2.	Three-year agreement from 1 October 2022 to 1 October 2025	The EA has a nominal expiry date of 1 October 2022. The ABC proposes a three-year agreement to come into force from that time, to provide certainty for the next three years.
3.	A new salary package arrangement	The ABC recognises that employees want certainty of salary, flexibility in when they perform work, and less focus on timesheets. The ABC also seeks these

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		<p>outcomes as well as enhanced administrative ease in facilitating salary arrangements.</p> <p>The ABC proposes to introduce a salary package arrangement into the EA where employees will be paid an uplift on their base rate of pay for all work performed, on an ongoing basis, and not need to record their time.</p> <p>The clauses in the EA dealing with buyouts will remain unchanged, but many employees currently on buyouts would move to the new arrangement.</p>
4.	Enhancement to flexible working hours clauses to introduce “net working hours”	<p>The ABC proposes the enhancement of existing flexible work hours clauses within the EA to permit employees to reach agreement with their manager that they will perform their ordinary hours of work during an agreed span of hours e.g. 6.30am and 6.00pm.</p> <p>This means employees can work and take breaks more flexibly, rather than being restricted to a set roster.</p>
5.	A new “special payment” clause to enable one-off payment for a special piece of work outside of an employee’s ordinary work	<p>The ABC recognises that sometimes our people are offered opportunities outside of their substantive role, to create a piece of content or output, but it can be complicated to facilitate this.</p> <p>A special payment clause will promote flexibility and professional development opportunities and let the ABC use the talents of its people more effectively. Safeguards will exist to ensure special payments are utilised appropriately, and employees are paid fairly. Special payment arrangements will be strictly by agreement only.</p>

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6.	Improving mobility and agility by expanding on existing clauses of the EA	The ABC is seeking to promote mobility and agility through making clear in the EA that an employee can be assigned to work across teams, areas and divisions as part of their substantive role.
7.	A new, clear regime for on-call arrangements	The ABC proposes to review the existing on-call provision of the EA, acknowledging that the current wording of the EA can be unclear in how the clause applies.
8.	Amending the EA to reflect amendments to the <i>Fair Work Act 2009</i> (Cth) regarding casual employment and casual conversion	The ABC is seeking to amend and simplify the provisions of the EA which describe casual employment and the casual conversion process. The ABC is proposing simple inclusions which refer employees to the NES and <i>Fair Work Act 2009</i> (Cth), noting that all casual employees are issued with the Casual Employment Information Statement which includes relevant information.
9.	Amend parental leave provisions to apply to primary carers	<p>The ABC acknowledges that the maternity leave legislation applicable to its workforce provides paid parental leave for female employees who are pregnant and give birth.</p> <p>The ABC believes that paid parental leave should be available to employees who are the primary carer of a child.</p> <p>Accordingly, the ABC proposes to amend the parental leave provisions of the EA to reflect this position.</p>
10.	Updating language in the EA to be more inclusive	The ABC proposes to amend some language in the EA to ensure that it is more inclusive. For example, “gender transition leave” will be amended to “gender affirmation leave”.

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11.	Other drafting amendments and proposals as arising during bargaining.	<p>There are some drafting amendments that the ABC proposes to either correct typographical errors or to clarify language that will improve the usability of the EA.</p> <p>The ABC is also open to hearing proposals for clarification or drafting amendments from employees and the unions as bargaining progresses.</p>