PROPOSED AMENDMENTS TO GENERAL AGREEMENTS

Attached Clause	Summary of amendments to clause
Clause 1 **Title**	Public Service and Government Officers CSA General Agreement 2017.
Clause 2 **Arrangements**	Amend to reflect the inclusion of Employer Preference, Family and Domestic Violence Leave, and Redeployment and Redundancy clauses.
Clause 3 **Definitions**	Insert definitions of redeployment and redundancy related terms and other required updates.
Clause 14 **Employer Preference**	Insert new clause - Employer Preference - provide commitments regarding employer preference for permanent employment and information request provisions on labour hire usage. Provide preference to surplus employees prior to engaging or extending labour hire employees/arrangements.
Clause 15 **Fixed Term Contract Engagement**	Amend to require employers to include the circumstances of the appointment in writing at the time of appointment, insert an information request clause for data on fixed term contract appointments, and high level principles for the conversion of fixed term contract employees. Amend to require employers to submit business cases for externally funded fixed term contracts to the Joint Consultative Committee. Provide preference to surplus employees prior to engaging or extending fixed term contracts.
Clause 23 **Family and Domestic Violence Leave**	Insert new clause - Family and Domestic Violence Leave - provide an additional 10 days paid leave for family and domestic violence in line with Government Policy.
Clause 25 **Maternity Leave**	Update for consistency with the *Fair Work Act 2009 (Cth)*.
Clause 27 **Other Parent Leave**	Update for consistency with the *Fair Work Act 2009 (Cth)*.
Clause 28 **Partner Leave**	Clarify that unpaid partner leave concludes within the first 12 months following the birth or adoption of a child.
Clause 33 **Annual Leave Loading**	Update maximum rates of annual leave loading.
Clause 34 **Annual Leave Loading for Shift Work Employees and Employees on Commuted Arrangements that Incorporate Annual Leave Loading**	Update maximum rates of annual leave loading.

Attached Clause	Summary of amendments to clause
Clause 37 **Christmas/New Year** **Closedown**	Include capacity to utilise purchased leave, pro rata long service leave, or public service holidays in lieu for Christmas/New Year Closedown.
Clause 45 **Redeployment and** **Redundancy**	Insert new clause - Redeployment and Redundancy: • provide guidance on how employers will assess the suitability of surplus employees; • confirm the employer will provide appropriate case management to surplus employees, including direct access to the Recruitment Advertising Management System (RAMS); • require the employer to communicate with surplus employees prior to registration, detailing the reasons for registration and information on possible employment, placement and training options; • allow for the suspension of the redeployment period for the duration that an employee is participating in retraining, secondment or other employment placement arrangement; and • provide the union with information when registered employees enter the last 3 months of their redeployment period.
Clause 47 **Workload Management**	Amend to include further specified workload indicators, clarification that the employer is required to monitor workload indicators, and provide the agency workload review team the capacity to conduct a workload survey.
Clause 49 **Joint Consultative Committee**	The parties confirm their ongoing commitment to the Joint Consultative Committee (JCC) process. Clarify the meaning of change and what constitutes consultation. Confirm that consultation will be open and transparent, and contains clear guidance on the principles of the consultative process. Require the provision of additional specified data to the union where the employer is proposing change that may result in surplus employees. Confirm the JCC is the appropriate forum to discuss labour hire usage.
Clause 50 **Peak Consultative Forum**	Provide for a broad review of the existing processes for public sector redeployment and redundancy, and specify the scope of the review.