

17 July 2013

Ken Hardisty

CWU (Telecommunications) Divisional Assistant Secretary
Level 9, 365 Queen Street
MELBOURNE VIC 3000

Dear Ken,

Australia Post Enterprise Agreement 2013 and Commitments

I refer to our recent discussions during the Australia Post Enterprise Agreement 2013 negotiations regarding Engineering Services and those Technical Services Employees represented by the CWU and to your email of 18 June 2013.

As discussed, we consider that the CWU and Australia Post can work together during the life of the proposed Australia Post Enterprise Agreement 2013 (**EA2013**), should it be approved, to adopt and further a series of commitments discussed during negotiations.

We have outlined those commitments in a letter which I attach for your consideration.

I look forward to your confirmation of the above agreed approach.

Yours faithfully

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Catherine Walsh

General Manager, Human Resources

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Ken Hardisty

CWU (Telecommunications) Divisional Assistant Secretary
Level 9, 365 Queen Street
MELBOURNE VIC 3000

Dear Mr Hardisty,

Australia Post Enterprise Agreement 2013 and Commitments

I refer to our recent discussions during the Australia Post Enterprise Agreement 2013 negotiations regarding Engineering Services and those Technical Services Employees represented by the CWU. In line with those discussions, I provide the following commitments that Australia Post has made in relation to Engineering Services and the activities of our Technical Services Employees.

Clarification of the term 'core mail processing equipment'

Australia Post understands the desire for employees to have certainty in relation to their work and what that will encompass. We understand that you consider clarification as to what the term 'core mail processing equipment' encompasses will give employees greater certainty as to what equipment they may be responsible for maintaining.

In relation to the terminology contained within clause 38.1(a) of the Australia Post Enterprise Agreement 2013 (**EA2013**), Australia Post acknowledges that due to technological and social changes, references to "core mail processing equipment" have significantly changed in context over the years. Given that, letters and parcels are both considered by the parties to this EBA as "mail".

Technicians related issues arising from Future Network and Consultation

Australia Post recognises the technical input that our Engineering Services employees may provide in relation to the selection and maintenance of technological aspects of the Future Network.

With reference to Clause 33 of the Australia Post Fair Work Agreement 2010 (**APFWA**), Australia Post committed to establishing a consultative framework to specifically deal with technical and engineering matters associated with the Future Network Program. The proposed framework will include a significant role for the Engineering Services National Consultative Forum (**ES NCF**), state consultative forums and local working parties (as required).

Recommendations from Fair Work Commission regarding staffing numbers and rostering arrangements

Australia Post acknowledges that the CWU wish to provide certainty to their members through an understanding or commitment to the number of Technical Officers that Australia Post will maintain and consultation in relation to rostering.

Commissioner Roe's recommendations on November 2011 and January 2012 included fixed staffing numbers and to this time, Australia Post has maintained those numbers. It should be noted that this Recommendation expired in January 2013.

Australia Post considers that clause 33 of the current Agreement is working well and should continue and we remain committed to enhancing consultation on staffing issues through local working groups under clause 33 of the EA2013.

Insertion of words to the effect 'By agreement, shifts will be arranged to a maximum of 12 hours in length' in clause 16.3.4 of the EA2013

Australia Post recognises that the CWU seeks to protect current shift arrangements and understands that changes to shift arrangements can have an impact on an individual's personal circumstances.

Australia Post advises that at this time, we have no intention to adjust current 12 hour arrangements where they exist. We commit to complying with the consultation arrangements in clause 33 of the EA2013 if there are any proposed changes to shift arrangements.

Inclusion of the Technical Maintenance Plan consultation and implementation flow chart

Australia Post recognises the CWU's concerns regarding the significant role the Technical Maintenance Plan (TMP) Review Process plays in both the way in which technicians carry out their work, and how rosters are established.

Australia Post and the CWU are committed to the joint statement of understanding as represented by the attached flowchart, entitled "Agreed TMP Review Process" regarding the recently agreed TMP Review Process. In addition, we commit to ensuring managers at all levels are familiar with the TMP Review Process to ensure full compliance.

Recognition that the Consultation provisions in clause 33 of EA2013 relate to the introduction of new equipment/technology and review of engineering matters generally

Clause 33 of the APFWA defines a 'significant change' that triggers the need for consultation to include changes made for reasons including 'economic, **technological**, structural reasons' (emphasis added). Further, this relates to employees 'at a facility, or organisational part of a facility, state or national level'. We consider these words to encompass significant changes for technological reasons that affect a facility or other area as indicated above.

Any such significant change is currently discussed at the ES NCF and these discussions should continue to occur in that Forum. Where the CWU is concerned with a local issue of consultation, this may also be raised at any local JCC.

As noted above, Australia Post considers the consultation provisions in the current Agreement provide a strong framework for ongoing and productive consultation between all parties and is willing to continue these consultation obligations.

Vary clause 11.10 of the APFWA to state 'An apprentice will be advanced as a Postal Technical Officer Level 4 Increment 2 on the satisfactory completion of the apprenticeship'

Australia Post understands the Union's position that Apprentices who have completed their apprenticeship within Australia Post will have greater familiarity with the Australia Post environment and relevant technology than an Apprentice who has completed their apprenticeship elsewhere. It is on this basis, that you suggest that Apprentices within Australia Post should advance to the Technical Officer Level 4 Increment 2 upon completion of their apprenticeship.

Australia Post acknowledges that there has been significant benefit to having technicians – particular existing Apprentices – having achieved their full apprenticeship with Australia Post. This results in Apprentices who have a greater level of experience with our equipment and operational environment, than a graduating apprentice who may have joined the corporation from an external source.

Australia Post agrees to advance internal Apprentices to a PTO Level 4 increment 2 on the satisfactory completion of their apprenticeship. This arrangement will be effective from the approval of EA2013.

Review of the Australia Post Technical Structure

Australia Post acknowledges the period of time that has elapsed since the Australia Post Technical Structure Review undertaken in 2003 and the technological changes that have been introduced since that time. Australia Post also recognises the benefit the previous review provided.

As such, Australia Post is committed to undertaking a joint review of the current Technical Structure, inclusive of the matters raised as: a) training and recognition qualifications; b) apprenticeships and recruitment; and c) progression and structure with a proposal that this be completed within 12 months of the approval of EA2013.

Annualisation of the payment for working in confined spaces

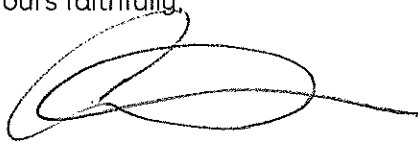
Australia Post considers that the current allowance as per Clauses 14.15.1(b)(ii) and 16.3.6 of the APFWA are appropriate and does not propose to change it. We encourage all technicians to record any time spent working inside and under MPE the existing work order process.

Alertness to Engineering Services staff receiving appropriate Training and Development

Australia Post is committed to ensuring that all employees have appropriate opportunities to undertake training and development to aid them in undertaking their work. As such, this issue has been one of much consultation at the ES NCF and through the Technical Review, Australia Post will take significant steps to ensure that these learning and development opportunities will continue.

Australia Post commits to adherence to clause 35 of EA2013 and, in conjunction with discussions at the ES NCF, appropriately addresses this issue.

Yours faithfully,

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Catherine Walsh
General Manager, Human Resources

Proposed TMP Review Process

