



Factsheet

Proposed ACMA Enterprise Agreement: Summary of changes

7 October 2020: The Management Bargaining Team (MBT) and bargaining representatives have now considered all clauses of the proposed *ACMA Enterprise Agreement 2020-23* (EA or the Agreement). This factsheet provides a summary of major changes to the Agreement that have been discussed.

Salary increases

In keeping with the [Government's Workplace Bargaining Policy 2018](#) (the Policy), salary increases will be offered up to an average of 2% per annum and will be paid as follows:

- 2% - on commencement of a new EA (subject to the 6-month deferral explained below)
- 2% - 12 months after commencement
- 2% - 24 months after commencement.

See the *Salary scales* in the *EA bargaining information* on the [ACMA Enterprise Agreement bargaining](#) page.

Pause on public sector wage increases due to COVID-19

On 9 April 2020, the Assistant Minister to the Prime Minister, the Hon. Ben Morton MP, announced the Government's decision to pause general wage increases for 6 months.

In this decision, it is the Government's requirement that remuneration increases due between 14 April 2020 and 13 April 2021 by an APS agency include a 6-month pause on increases to salaries and salary-related allowances.

This means should a new EA be approved in November 2020, the first salary increase will not be paid until May 2021. However, the second and third salary increases will be paid on their due dates, being November 2021 and November 2022. This is subject to no further changes to the existing decision.

Allowance increases

The following allowances will be increased as indicated:

- On-call and Organisational responsibility allowances - by 2% when salaries are increased
- Vacation care and Meal allowances - by the annual CPI rate on 30 June each year to be paid on 1 August 2020.

EL2 performance bonus scheme

The EL2 performance bonus scheme will be discontinued under the new EA. EL2s will receive a one-off salary payment of \$1,500 on commencement of the EA as a compensation for the removal of the scheme.

Public transport assistance scheme

The public transport assistance scheme is a loan scheme where the ACMA can purchase a 12-month public transport pass and the employee pays it back over the year to the ACMA in their fortnightly pay. This service has been discontinued in the new EA as it only applies to our

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Melbourne based staff due to the evolution of 'tap and go cards' across the public transport service networks around Australia. It has not had a large take up over the life of the current EA and currently only 2 staff are accessing the scheme.

Flex time arrangements

Flex time remains unchanged except for a variation allowing for a maximum of 5 consecutive days to be taken in a settlement period instead of 4. This will make it easier for staff to take a week off as flex leave rather than balancing the week off with annual leave/flex leave.

Performance and development

The EA will continue the requirement for staff to participate in the [Performance and Development Framework](#). However, the rating scale and descriptors will be removed from the Agreement. Instead they will be included in the [People Management Instructions \(PMI\)](#). While there is no intention to review Performance Management at this time, it may be considered during the life of the Agreement.

Leave

All existing leave entitlements remain the same except for the following changes:

- excess annual leave is defined as credits in excess of 50 days
- a definition of 'documentary evidence' has now been included in the EA
- a reference to domestic and family violence arrangements is included in the EA. However, these arrangements continue to be detailed in the PMI and allow for paid and unpaid miscellaneous leave.

EL2 acting as an Executive Manager

EL2s acting as an Executive Manager at the SESB1 level will now receive Higher Duties Allowance after 10 days acting in lieu of 5 days acting.

Further Information can be found in the [Frequently Asked Questions](#).

Management Bargaining Team