

ATTACHMENT B - Public Sector CSA Agreement 2022 – Statement of Changes

No.	Title	Notes
All	Entire agreement	<p>Modernise language and formatting for increased clarity, such as:</p> <ul style="list-style-type: none"> - convert (where appropriate) "shall" & "should" to "will", "must" & "if", or present tense - re-draft complex sentences - amend clause numbering and cross-referencing - Act references refined to include section and jurisdiction - remove gendered or discriminatory language - consistent use of terms and phrases
1	Title	Updated to current title and year.
2	Arrangement	Amend to reflect negotiated changes detailed below.
3	Definitions	Minor changes for clarity.
4	Purpose of Agreement	Minor changes for clarity.
5	Application and Parties Bound	Update number of employees – 33,365.
6	Term of Agreement	Update term of agreement - expiry 12 June 2024.
7	No Further Claims	Minor changes for clarity.
8	Core Conditions	Inclusion of Representation Rights clause in underlying Awards.
9	Agency Specific Agreements	Minor changes for clarity.
10	Salaries	<p>Amendment to clause 10.2 to reflect administrative payment of salary increase approved by government 21 December 2022.</p> <p>Inclusion of clause 10.8 - transition provisions for the removal of junior rates.</p>
11	Traineeship Rates of Pay	Inclusion of new table detailing traineeship wage rates.
12	Salary Packaging	Minor changes for clarity.
13	Recovery of Underpayments	Minor changes for clarity.
14	Recovery of Overpayments	Minor changes for clarity.
15	Direct and Permanent Employment	Changes to clauses 15.8 to 15.9 to reflect the current status of the Temporary Labour Hire review.

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16	Public Sector Delivery of Public Services	Minor changes for clarity.
17	Part Time Employment	Minor changes for clarity.
18	Fixed Term Contract Employment	Amendments to clauses 18.10 and 18.13 to ensure consistent use of the term 'eligible employee' when an employee is eligible for review. Previously the word 'eligible' also referred to entitlement to conversion. Adjustment to clause 18.16 to reflect the title of the review referred to in this clause.
19	Casual Employment	Minor changes for clarity.
20	Notice of Termination by the Employer for Employees over 45 Years of Age	Minor changes for clarity.
21	Working with Children Checks	Minor changes for clarity.
22	Hours	Minor changes for clarity.
23	Out of Hours Contact	Minor changes for clarity.
24	Shift Work	Minor changes for clarity.
25	Overtime	Adjusted clause 25.2 to reflect negotiated agreement to lift exclusion of entitlement to overtime to employees remunerated at Level 8, the equivalent salary, or above.
26	Personal Leave	Insert new clause 26.8 to clarify 'illness' relates to physical and psychological ill health. Adjust hours credit table in clause 26.9 and clause 26.10 to reflect negotiated agreement to provide all Personal Leave on a cumulative basis. Inclusion of new clauses 26.15-26.17 to detail agreed mental health support actions for employers to take (consistent with obligations under WHS Regulations) Clause 26.22 adjusted for clarity. Amendments to clause 26.27(d) to reflect agreed changes to allowable circumstances for accessing personal leave to attend to ongoing planned matters where there is a direct connection to health. Inclusion of new clause at 26.45 which clarifies the effect of personal leave without pay prior to

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		determination of a Workers' Compensation claim on other entitlements. Amendments to 26.46(a)(i) to reflect the detail of rescinded Administrative Instruction 611.
27	Family and Domestic Violence Leave	Minor changes for clarity.
28	Purchased Leave 42/52 Arrangement	Minor changes for clarity.
29	Early Access to Pro Rata Long Service Leave	Minor changes for clarity.
30	Pro Rata Additional Leave for Shift Work Employees	Minor changes for clarity.
31	Pro Rata Additional Leave for North West Employees	Minor changes for clarity.
32	Annual Leave Loading	Amendments to clause 32.4 to reflect updated salary rates.
33	ALL for shift and relevant commuted allowance arrangements	Amendments to 33.4 (b) and (c) to reflect updated salary rates.
34	Employee Initiated Cash Out of Accrued Annual Leave	Minor changes for clarity.
35	Public Service Holidays	Amendments to clause 35.1 to incorporate the provisions of expired Public Sector Commissioner's Circular 2009/32.
36	Christmas/New Year Closedown	Minor changes for clarity.
37	Bereavement Leave	Minor changes for clarity.
38	Cultural Leave for Aboriginal and Torres Strait Islanders	Deleted use of acronym.
NEW - 39	Foster Carer's Leave	New clause providing for three days of paid leave for Foster Carers to support them to undertake this role.
NEW - 40	Public Health Emergency Leave	New clause providing for up to 20 days non-cumulative leave for use in the event of a public health emergency or public health incident the subject of orders under the <i>Public Health Act 2016</i> .
NEW - 41	Compassionate Leave for Early Pregnancy Loss	New clause providing up to three days of paid leave for both parents in the event a pregnancy ends at less than 20 weeks.

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NEW - 42	Parental Leave	Comprehensive revisions to Part 6 incorporating entitlements under former clauses 39 to 43, as well as obligations applying to State System Employees under <i>Fair Work Act 2009</i> (Cth) National Employment Standards.
39 (former number)	Maternity Leave	Clause replaced by revisions incorporated at clause 42.
40 (former number)	Adoption Leave	Clause replaced by revisions incorporated at clause 42.
41 (former number)	Other Parent Leave	Clause replaced by revisions incorporated at clause 42.
42 (former number)	Partner Leave	Clause replaced by revisions incorporated at clause 42.
43 (former number)	Unpaid Grandparental Leave	Clause replaced by revisions incorporated at clause 42.
43	Superannuation of Unpaid Parental Leave	Entitlement to payment increased from 12 to 24 weeks.
44	First Aid Allowance	Updated rates at clause 44.2 in accordance with agreed methodology.
45	Higher Duties Allowance	Minor changes for clarity.
46	Commuted Allowances	Minor changes for clarity.
47	District Allowance	Minor changes for clarity.
48	Remote and Isolated Locations	Changes to clause 48.2 to reflect agreed increase to remote community allowance from \$3,500 to \$4,000 per annum.
49	Regional Training and Development	Minor changes for clarity.
50	Redeployment and Redundancy	Change to clause 50.4 to clarify that access to RAMS is through the Case Manager.
51	Working from Home	Revisions to entire clause to allow for all employees to request WFH arrangements and for assessments to be made consistently on business grounds.
52	Workload Management	Insertion of new clauses 53.15 to 53.19, confirming employees are not required to respond to work related communications outside of working hours, except in specific circumstances.

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53	Occupational Safety and Health Representatives	Updates to reflect terminology in <i>Work Health and Safety Act 2020 (WA)</i> .
54	Union Facilities	Amendments to clause 54.2 to reflect agreement to provide up to four union meetings per year. New clause 54.3 providing for quarterly 'new employee' reports to the Union.
55	Consultation and Joint Consultative Committees	Minor changes for clarity.
56	Peak Consultative Forum	New clause 56.3 providing for capacity for parties to the Peak Consultative Forum to bring evidence of gender pay inequities across the sector to the group to consider a review.
57	Review of Common Use Agreements and Contracts	Amendments to reflect current status of the review.
58	Review Into a Discounted Public Transport Scheme	Amendments to reflect current status of the project.
59	Amalgamation of Public Sector CSA Agreements	Minor changes for clarity.
60	Reserved Matters/Liberty to Apply	Deleted matters dealt with during the life of the previous Agreement. Added new matter for consideration during the life of this Agreement – Traineeship Rates.
61	Dispute Settlement Procedure	Minor changes for clarity.
Sch.1	Signatures of Parties	Signature blocks reflect current office holders.
Sch.2	General Division Salaries	Updated tables in accordance with agreed salary increases.
Sch.3	Specified Calling Salaries	Updated tables in accordance with agreed salary increases.
Sch.4	Legal Grade Salaries	Updated tables in accordance with agreed salary increases.
Sch.5	Agency Specific Agreements	No change.
Sch.6	Parties to this Agreement	Amendments to reflect current parties to the Agreement.