

Public Sector CSA Agreement 2021

Overview of Changes

Clause	Summary of changes
Clause 1 – Title	Public Sector CSA Agreement 2021 (Agreement) cancels and replaces the Public Sector CSA Agreement 2019 (the 2019 Agreement).
Clause 2 – Arrangement	<p>The arrangement is adjusted to reflect the addition of a new clause 60 – Amalgamation of Public Sector Agreements.</p> <p>The insertion of the additional clause results in consequential changes to the numbering of other clauses and the cross-referencing within clauses.</p>
Clause 5 – Application and Parties Bound	As at the date of registration the approximate number of employees bound by the Agreement is 32,438.
Clause 15 – Direct and Permanent Employment	<p>Addition of new provisions at 15.3 providing the union with rights to request data number of people and FTE covered by the agreement.</p> <p>Addition of new provision at 15.4 providing the union with data every six months on the number of commencements with and separations from each employer</p> <p>Amendment of clause 15.8 to demonstrate that the PCF parties will complete a review of Labour Hire (previously ‘conduct’)</p> <p>New clause 15.11 providing for advice to government on the outcome of the Labour Hire Review.</p>
Clause 18 – Fixed Term Contract Employment	<p>Expansion of 18.7 to include additional details (business email addresses) the Employer will provide the Union, and additional timing requirements (within 2 months of registration of the agreement and subsequently within 28 days of request from the Union).</p> <p>Insertion of conversion clauses 18.8-18.15 committing employers to regular review of employment arrangements for fixed term employees. Consequential renumbering.</p> <p>Insertion of heading for review of Commissioner’s Instruction No.2 (CI 2) – Filling a Public Sector Vacancy clause.</p> <p>Deletion of clauses relating to review of CI23 and commitment to establishing ongoing conversion method.</p> <p>Clause 18.16 - Insertion of wording to state commitment to CI2 review to occur within the life of the Agreement.</p>

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	Insertion of clause 18.17 outlining outcome of final report and provision of the report to the Minister and PCF.
Clause 19 – Casual Employment	<p>Insertion in clause 19.1 of definition of casual engagement & consequential renumbering.</p> <p>Insertion of clause 19.3 outlining information the Employer must provide the Union, with timeframes.</p> <p>Clause 19.5 - Deletion of reference to transition rate of casual loading percentage.</p> <p>Insertion of conversion clauses 19.8-19.15 committing employers to regular review of employment arrangements for casual employees.</p>
Clause 32 – Annual Leave Loading	<p>The clause is amended to update maximum rates of leave loading for annual leave.</p> <p>Transitional arrangements for leave loading accrued prior to 1 January 2011, which ceased on 1 February 2021, are no longer referenced in the clause.</p>
Clause 33 – Annual Leave Loading for Shift Work Employees and Employees on Commuted Arrangements that Incorporate Annual Leave Loading	The clause is amended to update maximum rates of leave loading for annual leave.
Clause 45 – First Aid Allowance	The allowance has been adjusted in accordance with existing methodologies.
Clause 49 – Remote and Isolated Locations	Clause 49.4 has been amended to make sense of a previous error in cross-referencing that indicated the choice of subsequent location after remote posting was available on a pro-rata basis.
Clause 54 - Occupational Safety and Health Representatives Records	Clause 54.4 - Changed “PSLR” to “GSLR” in line with name change.
Clause 57 – Peak Consultative Forum	<p>Clause 57.2 & 57.3 - Changed “PSLR” to “GSLR” in line with name change.</p> <p>Clause 57.4 - Amend to reflect that Redeployment and Redundancy review is finished.</p>

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	Insertion of clause 57.5 – Acknowledging statutory review and link to redeployment and redundancy review and discussion of review findings at PCF.
Clause 58 – Review of Common Use Agreements and Contracts	<p>Removal of provisions detailing the Department of Finance review of specified Common Use Agreements as it is complete. Amendment to 58.8 to provide for assessment of finalised report for actionable items.</p> <p>Amendments for detail of terms of reference for Employer Reviews of CUA and Contracts; provide greater clarity rather than extending the scope. Addition of a three-month deadline for submission of the contracts to be reviewed.</p>
Clause 59 – Review into a Discounted Public Transport Scheme	Clause amended to remove reference to establishing a working party and insert a deadline of six months from registration for provision of recommendations.
Clause 60 – Amalgamation of Public Sector CSA Agreements	New clause acknowledging the work of the project group exploring opportunities to streamline and amalgamate CSA Industrial Agreements.
Clause 61 – Reserved Matters/Liberty to Apply	Addition of new Reserved Matter signalling the current project to redraft parental leave provisions for greater clarity.
<p>SALARIES</p> <p>Schedule 2 – General Division Salaries</p> <p>Schedule 3 – Specified Calling Salaries</p>	The salary schedules have been updated to provide an increase in annual salaries.
Schedule 4 – Legal Grade Salaries	Inclusion of the Office of the Public Trustee in the list of Employers eligible for Legal Grade salary structure, omitted in error when the clause was introduced.
Schedule 6 – Parties to this Agreement	The Schedule has been amended to update the list of employer parties to the Agreement, to include agencies established since the registration of the Public Sector CSA Agreement 2019.