



PSA ENTERPRISE BARGAINING



Key Points for PSA EB Ambassadors

PSA EB Ambassadors connect

PSA EB Ambassadors are the link between PSA members and their negotiating team. Members will be relying on you to provide information about the progress of the negotiations. The PSA negotiating team will be relying on you to provide feedback from members during the negotiations.

The PSA's "What You Have Told Us" document contains the PSA principles for bargaining

The principles in the "What you have told us" document will guide the development of our specific claims and our negotiating position.

During 2016 the PSA undertook two extensive rounds of member meetings (approximately 400 in all). Nearly 2,000 members completed our survey. The principles and themes which emerged from these membership meetings and the survey are summarised in the document 'What you have told us'.

Members told us that workloads, job protection, and wages are their top three issues of concern.

The EA pay rise

Any pay rise in the new enterprise agreement will result from our negotiations and membership involvement during the negotiation process.

The PSA does not accept the limitation of 1.5% announced by the Treasurer in the last budget.

A number of public sector agreements include annual pay rises of 2.5% for the next few years.

While governments need to ensure public money is spent wisely they must treat all their employees equitably.

PSA members have contributed significantly to productivity improvements across the public sector.

Conditions improvements

The PSA will be negotiating and campaigning to improve many conditions in the current agreement – especially those arising from the principles detailed in our "What you have told us" document.

Information will be provided to you and members during the negotiations

The PSA will be providing regular reports during the negotiation process. The important thing now is to engage with members and prepare. Members' input will be critical during the negotiation process. The PSA negotiating team will be guided by membership feedback and our negotiating principles. PSA EB Ambassadors will be a key link between members and the negotiating team.



Agency-specific claims will be covered later

Agency-specific claims are not covered in the *“What you have told us”* document. Work has been done on agency-specific claims and we will be discussing these claims further with our respective members during the process.

Negotiations may take time

How long the negotiations may take is not known at this time. Sometimes the length of time negotiations take can be determined by the respective positions adopted by the parties during the course of negotiations.

Our membership covers a wide range of professions, occupations and services which adds to the complexity of pursuing an equitable outcome for all members.

The PSA will pursue those issues that members have told us are important throughout negotiations. Membership involvement and engagement will be critical throughout the negotiation process. PSA EB Ambassadors will play a key role in ensuring that members' views and interests inform the negotiating team's positions.

The PSA is committed to membership involvement

The PSA has been active in engaging with members on the enterprise agreement during 2016 and will continue to actively engage with members through 2017.

Our activities so far in conducting our membership-wide survey; holding around 400 membership meetings - including in country areas; and now the EB Ambassadors structure, are all aimed at ensuring we all work together towards securing an acceptable offer for all members.

In this round of EB negotiations the PSA is committed to reaching each and every member.

Next steps

Engage with your workplace.

The PSA office will be providing EB Ambassadors and members with information and looking for membership responses and contributions.

Please ensure that members are informed and are aware of their opportunity to be part of this EB process.

Everyone benefits from the protections of a good enterprise agreement

Active, involved and united members working together achieve better EB outcomes. The PSA negotiating team will only be representing members' views during the EA negotiations. It's important for all employees covered by the agreement to contribute to, and be part of, protecting everyone's conditions. When everyone contributes – everyone will benefit.

