



COMMUNITY & PUBLIC SECTOR UNION
STATE PUBLIC SERVICES FEDERATION GROUP

Melbourne Office
All mail to:-
PO Box 18090 Collins Street East
VICTORIA 8003
Office Address:
Level 10, 128 Exhibition Street
MELBOURNE VIC 3000 AUSTRALIA
Tel: (03) 9631 6900 Fax: (03) 9631 6999

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Committee Secretary
Senate Standing Committees on Community Affairs
PO Box 6100
Parliament House
Canberra ACT 2600

Dear Committee Secretary

Fairer Paid Parental Leave Bill 2016

Please find attached the CPSU SPSF Group (Community and Public Sector Union, State Public Service Federation) submission to the *Fairer Paid Parental Leave Bill 2016* inquiry.

Our members strongly oppose this Bill. The optimal, internationally-recognised standard for paid parental leave is 26 weeks. Through a combination of the government Paid Parental Leave scheme and the paid parental leave clauses in our agreements, our members have generally been able to achieve this standard, or come close to achieving this standard. The amendments proposed in this bill, however, undermine these conditions and will negatively impact thousands of new parents across the country.

I would like to thank our members who agreed to share their personal stories for this submission.

For further information regarding this submission, please contact Clare Middlemas, National Campaigns Officer, via email at cmiddlemas@spsf.asn.au

Yours sincerely

A handwritten signature in black ink that reads 'Karen Batt'. The signature is written in a cursive, flowing style.

Karen Batt
Federal Secretary
CPSU SPSF

Fairer Paid Parental Leave Bill 2016 inquiry
CPSU-SPSF Group submission

About the CPSU-SPSF Group

The Community and Public Sector Union (CPSU) is comprised of two groups – the State Public Service Federation (SPSF Group) which represents state public sector workers, and the PSU Group which represents federal and territory public sector workers. The combined membership of the PSU and SPSF groups makes the CPSU one of the largest trade unions in Australia. The SPSF Group is a federation of five autonomous state unions: the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA NSW); the Public Service Association of South Australia (PSA SA); the Community and Public Sector Union Tasmania (CPSUT); the Civil Service Association of Western Australia (CSA); and the Western Australian Prison Officers' Union (WAPOU); and the Victorian branch exists only as a branch of the SPSF as there is no separate state industrial relations system in Victoria.

Our position

The CPSU SPSF Group strongly opposes the *Fairer Paid Parental Leave Bill 2016* ('the Bill'), just as we opposed the *Fairer Paid Parental Leave Amendment Bill 2015*. The two main areas of concern for our members remain in this new bill:

1. Capping entitlements for Paid Parental Leave (PPL) at 18 weeks, and reducing government-funded PPL by the number of weeks paid leave workers receive from their employer (in some cases to zero) for employees that receive primary carers leave payments via enterprise agreements; and
2. Removing the mandatory employer paymaster role in administering the PPL scheme and transferring it to government – effectively converting PPL to a social security benefit rather than a workplace entitlement.

An estimated 70,000 mothers with a median income of \$62,000 would be an average of \$5600 worse off, while 4000 new mothers will lose access to the government scheme completely and be more than \$12,000 worse off.¹ An estimated 47% of new mothers receive PPL, and of these, 15% work in the state public sector. As such, this Bill will have a significant detrimental impact on our members, the majority of whom are women.

The current PPL scheme

The current PPL scheme commenced on 1 January 2011, and resulted from the recommendation of a Productivity Commission report in 2009. It is Australia's first national PPL scheme, and consists of two payments:

1. Parental Leave Pay, which provides up to 18 weeks' pay at the rate of the national minimum wage to eligible primary carers (usually birth mothers)

¹ Lisa Martin and Jennifer Rajca, 'PM coy on parental leave compromise', *The Australian*, 20/11/16 <http://www.theaustralian.com.au/news/latest-news/pm-coy-on-parental-leave-compromise/news-story/502c44f908cc361337c2024bee8b2f05>

2. Dad and Partner Pay, which provides up to two weeks' pay at the rate of the national minimum wage to eligible dads or partners caring for a child born or adopted from 1 January 2013.²

The stated objectives of Parental Leave Pay are to provide financial support to primary carers in order to:

1. Allow those carers to take time off work to care for the child after the child's birth or adoption;
2. Enhance the health and development of birth mothers and children;
3. Encourage women to continue to participate in the workforce; and
4. Promote equality between men and women, and the balance between work and family life.³

It is our contention that this Bill undermines these objectives.

The standard for PPL

The World Health Organisation recommends exclusive breastfeeding for the first 26 weeks of a baby's life⁴ to promote optimal infant health and development. Paid parental leave of 26 weeks duration facilitates exclusive breastfeeding, and therefore is considered the standard that countries should aspire to achieve. The Coalition also notes this standard in its 2013 Paid Parental Leave policy.⁵

The current PPL scheme was designed as a basic underpinning benchmark, with the intention that it would be topped-up by employer schemes which would take women's wages up to their full salary and/or bring employees into line with achieving the optimal 26 weeks. This ability to access both components – the government PPL scheme and any available employer scheme – was always part of the original policy design.

The independent evaluation of the PPL scheme found that it did indeed assist mothers with taking the optimal amount of time off after birth/adoption: "the PPL had a clear effect of delaying mothers' return to work up to about six months after the birth of their baby."⁶ The evaluation compared the health of working mothers giving birth before and after the government's scheme started. Mothers surveyed after it had started had better mental and physical health on average compared to those mothers surveyed beforehand.⁷

This Bill, however, is a serious impediment to workers achieving the goal of 26 weeks PPL. It will also put us behind other OECD countries, many of whom have longer periods of paid leave, and who pay a replacement wage. By world standards, the public expenditure on the Australian scheme is relatively modest and below the OECD average.⁸ The UK provides 39 weeks of paid leave at 90% of the mother's average weekly earnings for at least 6 weeks; Canada provides 50 weeks of paid leave at 55% of average insured earnings; and Sweden provides 60 weeks of paid leave at 80% of earnings for 47 weeks.⁹

² Department of Families, Housing, Community Services and Indigenous Affairs, 'Overview of the Paid Parental Leave scheme', p. 1. <https://www.dss.gov.au/our-responsibilities/families-and-children/programmes-services/paid-parental-leave-scheme>

³ Bill Martin et. al., (2014) *PPL Evaluation: Final Report*. Institute for Social Science Research (University of Queensland, Australia), p. 1.

⁴ World Health Organisation (2002), *World Health Assembly Resolution 55.15, Global Strategy on Infant and Young Child Nutrition*, (Geneva), p. 10. : http://apps.who.int/gb/archive/pdf_files/WHA55/ea5515.pdf

⁵ Liberal Party of Australia, (2013) 'The Coalition's Policy for Paid Parental Leave August 2013', p. 3 <http://www.liberal.org.au/latest-news/2013/08/18/tony-abbott-coalitions-paid-parental-leave-scheme>

⁶ Martin et. al. (2014), p. 4.

⁷ Belinda Hewitt, Anne Kavanagh, Lyndall Strazdins, Zoe Aitken, 'Removal of "double dipping" from parental leave may impact mothers' health', *The Conversation*, 27/10/16, <http://theconversation.com/removal-of-double-dipping-from-parental-leave-may-impact-mothers-health-67541>

⁸ *Ibid.*

⁹ Department of Families, Housing, Community Services and Indigenous Affairs, 'International Examples of Paid Parental Leave Schemes', www.fahcsia.gov.au/pplreview

Topping up, not double dipping

The Coalition government's stated rationale for introducing this Bill was to stop mothers 'double dipping' by accessing both government and employer schemes. The move to end so-called 'double dipping' was first introduced by former Treasurer Hockey last year but failed to get enough support. Treasurer Hockey described use of both employer and government schemes as 'fraud', and then-Minister Morrison described working mothers accessing both schemes as 'rorters'. Morrison specifically attacked public servants, noting that public servants would be claiming two schemes funded by tax-payers.¹⁰ The Coalition has used the derogatory term 'double dipper' to describe parents who accessed both employer paid parental leave and government paid parental leave in its budget papers in 2014 and 2015, and numerous times in the media.¹¹ The Opposition lodged a Freedom of Information (FOI) request to determine how often the government has used derogatory terms such as 'double dipper' when referring to these parents, but the FOI request was rejected because it would have taken 550 pages and four days to retrieve all of the official government correspondence that used offensive labels such as 'double dippers', 'frauds', and 'rorters'.¹²

It is clear that this Bill and the vitriol of 'double dippers' is directed at our members – public servants and new mothers who have accessed PPL in the way it was designed to be used in order to give them time to care for their newborn child.

The PPL scheme was designed to act as a baseline to be 'topped up' by employer schemes, with the aim of meeting the optimal 26 weeks paid leave. And as the PPL is only paid at the rate of the minimum wage, this 'topping up' is essential to easing financial stress of families.

The International Labour Organisation (ILO) notes that the level of income replacement during the maternity leave period is critical: "It has a significant effect on employment continuity and, by sustaining a mother's economic independence, it can also act to constrain traditional gender division of labour in the household."¹³

Indeed, the Coalition's own policy notes that a PPL scheme that is anything less than an actual wage payment (eg. the minimum wage) "would mean that we, as a nation, don't take supporting women and their families seriously."¹⁴ The introduction of this Bill, which will put significant financial strain on families, particularly women, indicates that the Coalition does not actually take supporting women and their families seriously.

This Bill is a serious step backwards in terms of addressing the gender pay gap, one of the key factors of which is the time women take out of the workforce to have children.

The PPL our members are entitled to through their enterprise agreements has been hard-won through bargaining. In some cases, workers may have forgone pay rises and better conditions in order to bargain for improved parental leave provisions. So making them now ineligible for the government scheme is fundamentally unfair.

¹⁰ Joanna Mather, 'Federal Budget 2015: Ministers Under Fire Over "Double Dipping" Parental Leave Row', *Australian Financial Review*, 15/5/15, <http://www.afr.com/news/policy/budget/federal-budget-2015-ministers-under-fire-over-double-dipping-parental-leave-row-20150514-gh18fg>

¹¹ Rashida Yosufzai, 'Govt struggles to shake off "double-dip"', *The Australian*, 21/11/16, <http://www.theaustralian.com.au/news/latest-news/govt-struggles-to-shake-off-doubledip/news-story/cebed27bd550a9fab47567bf3e98c413>

¹² *Ibid.*

¹³ International Labour Organisation (2014), *Maternity and Paternity at work: Law and practice across the world*, Geneva, p. 9.

¹⁴ Liberal Party of Australia (2013), p. 7.

Time to care: a mother's story

I was filled with mixed emotion leading up to the arrival of my baby. I imagined spending more time catching up with girlfriends and their children, play dates and being out and about exploring with my child. My expectations were far from the lived reality.

After having complications post-birth, an extended hospital stay and a long recovery, trying to build my confidence as a new Mother brought with it an overwhelming feeling of exhaustion, self-doubt and anxiety. The maternal guilt which came with not being able to breastfeed made me feel like a failure, the anxiety levels increased and my aim was to make it through one day at a time. Coupled with sleepless nights, the heavy 'fog' of fatigue and trying to settle my baby and find some sort of routine to this while offering her the best possible start to life took a lot of time and perseverance.

Time was crucial. Time to recover from the birth and time devoted entirely to bond and form a strong and healthy attachment with my baby while adjusting and transitioning to my new parenting role. Each day as my baby grew something new was learnt and celebrated, watching her personality develop and her confidence grow in turn helped build my confidence – that can only be achieved with time. I cannot imagine not being able to be in this position and that finances could potentially dictate the loss of precious bonding time.

Conception of our baby was well-planned, my partner and I limited the disruption to my professional position so that I commenced leave at the end of the school term. Prior to conceiving we budgeted with spreadsheets of outgoings, limiting household expenditure and both leave schemes along with using all my accumulated annual leave provided financial certainty that we could make ends meet.

Being able to access my employer-funded maternity leave and the government's Paid Parental Leave scheme allowed me to extend my time with my baby at home without feeling financial pressure and forced to return to work too soon and missing out on precious time to bond with and care for my baby.

The proposed changes to PPL have my partner and I reconsidering whether to have a second child as we simply could not afford to drop to one income if I stay at home beyond the 18 weeks. I cringe when I hear the term "double dipping" which implies wrongness, unfairness, injustice, and creates a divide between women and society at a crucial time when we need to be supporting one another and advocating for our fundamental right to paid parental leave.

- New mother, Tasmanian public service

Workplace entitlement, not welfare payment

Just as in the *Fairer Paid Parental Leave Amendment Bill 2015*, this new Bill removes the requirement for employers to administer the government PPL to their employees; instead, employees will be paid by the Department of Human Services. In the 2015 Bill's second reading speech, Minister Morrison stated that the aim of the Bill is to reduce "red tape burdens for business...a critical step towards improving Australia's productivity."¹⁵ Yet the evidence does not bear this out. The findings from the PPL evaluation show that

the majority of employers found their role in the PPL scheme to be relatively easy and inexpensive. The majority of employers (81 per cent) agreed or strongly agreed that the registration process and the organisation of the PLP [Parental Leave Pay] payments for the PPL scheme were easy. Similarly, most employers felt that there were minimal costs for their organisation in implementing the PPL scheme.¹⁶

There seems to be no evidence-based rationale for removing the employer paymaster function. It is our contention that maintaining the employer paymaster role is integral to meeting objective 3 of the PLP: encouraging women to continue to participate in the workforce. To meet this objective, the PPL scheme needs to ensure mothers maintain a strong connection to their workplace which is supported through the maintenance of the employer paymaster function – not through a welfare payment made by Centrelink. The employer paymaster function also assists with the PPL scheme being seen as a workplace right, which assists in transforming workplace culture over the longer-term to normalise parents taking sufficient time off work after a birth/adoption.

It is our view that the PPL scheme as it currently stands increases productivity through improved retention and labour-force participation. The PPL evaluation report notes that the PPL scheme

...increased the likelihood that mothers would return to the job they held before the birth. These effects could arise because of the incentives for mothers to return to work created by the availability of PLP, or because the PPL scheme somewhat increased mothers' attachment to their jobs because the PLP was provided to mothers through their employers...¹⁷

The PPL evaluation report notes that "the PPL scheme has clearly had the effect of supporting and encouraging mothers to return to work in the longer run, contributing to the policy objective of increasing women's workforce participation and overall labour supply."¹⁸

Indeed, the Coalition's own PPL policy of August 2013 notes that PPL is likely to benefit society at large through "long-run productivity benefits."¹⁹ On this point, we agree with the Coalition: ensuring that mothers have adequate paid time off with their child immediately following the birth/adoption will help maintain a connection to the workplace and increase the likelihood that they will return to the workforce.

Given these positive results from the PPL evaluation, we argue that the claim of 'increased productivity' for business through the passing of this Bill may actually have the opposite effect. The removal of the employer paymaster role is likely to have a negative impact on staff retention, and if it leads to women dropping out of the labour market altogether, it will also have a negative impact on national productivity.

¹⁵ Cth., Parliamentary Debates, House of Representatives. 25/6/15, p. 7582.

¹⁶ Scott Morrison, (2015) 'Regulation Impact Statement', *Explanatory Memorandum, Fairer Paid Parental Leave Bill 2015*. www.aph.gov.au

¹⁷ Martin et. al. (2014), p. 15.

¹⁸ Martin et. al. (2014), P.15

¹⁹ Liberal Party of Australia (2013), p. 3.

Time to grow: a mother's story

Paid parental leave made a significant difference to my family after the birth of my second child. My son was seven weeks premature and required a five week stay in hospital before he was strong enough to come home. We then needed time to settle in as a family of four. Our older child was quite out of sorts for a few months and required extra support; our new little man was small and required very regular breast feeding. I was exhausted. We also had regular appointments to attend to monitor his weight gain and development. By the time he was six months old everything was on track. Without the Federal Governments Paid Parental leave in addition to the 12 weeks that my employer provides I would also have been spending this time worrying about money and the possibility of having to go back to work before my baby or I were ready. This would not have been a good outcome for me or my child.

Maternity leave takes a significant financial toll on women and families. In my case as an educated woman with a professional career – all the things I have been told to strive for my entire life – I am the higher income earner in my family. I am sure that we're not the only family in this situation. Paid parental leave eased some of the financial burden of extending our family, and meant that I could remain at home for longer to provide the care that my child needed, the time that we needed to bond and build a strong attachment between us.

We cannot continue to send mixed messages to working women. "Get an education, have a career, have children...but we won't offer any support for this". Paid parental leave helped me do the job that I needed to as a mother.

- New mother, Tasmanian public service

PPL in the state public service

The majority of our members derive their paid parental leave entitlements from state awards and agreements, as shown in *Table 1*. As stated above, the international standard for paid parental leave is 26 weeks, and a combination of the PPL scheme and parental leave clauses negotiated in our agreements means the majority of our members have generally been able to achieve that standard, or come close to achieving that standard.

Table 1: PPL provisions in state awards/agreements

State	Award/Agreement	PPL (weeks)
NSW	<i>Crown Employees Award</i>	14
SA	<i>SA Public Sector Wages Parity Enterprise Agreement: Salaried 2014</i>	16 (<5 years = 20)
WA	<i>Public Service and Government Officers General Agreement 2014</i>	14
	<i>Department of Corrective Services Prison Officers' Enterprise Agreement 2013</i>	14
Tas	<i>Tasmanian State Service Award</i>	12
Vic	<i>Victorian Public Service Enterprise Agreement 2016</i>	14

Schedule 1 (attached) shows the number of weeks of paid parental leave contained in each of the federal enterprise agreements covering the CPSU SPSF group. These figures can be broken down as follows:

Table 2: PPL provisions in federal agreements, by state

State	Number of agreements	Average PPL (weeks)	Median PPL (weeks)
NSW	28	15.9	14
SA	13	12	14
WA	7	15.1	14
Tas	8	11.2	12
Vic	48	12.7	14

Table 3: PPL provisions in federal agreements, by sector

Employer status	Number of agreements	Average PPL (weeks)	Median PPL (weeks)
Public sector	43	13.3	14
State Owned Corporation	13	13.9	14
Private Sector	28	7.8	9
University	19	23	26

From these figures we can make the following observations:

- The Higher Education sector has excellent paid parental leave provisions, and generally meets the 26 week target in its own right.
- State Owned Corporation and Public Sector agreements generally, when combined with the government's PPL scheme, can meet the 26 week standard.
- Private sector agreements have significantly lesser PPL entitlements than other agreements. These members are reliant on the government's PPL scheme to bring them closer to the 26 week standard.

This brief analysis of the PPL provisions for workers in the state public sector show that the amendments proposed by this Bill will negatively impact all CPSU SPSF members.

Recommendation

The passage of this Bill will result in a reduction of entitlements for our members, and many other workers across the country. The two stories from our members illustrate how important it was for these families to have access to both government and employer paid parental leave for health and financial reasons; the passage of this Bill will mean that families like these will be much worse off in the future. The removal of the employer paymaster role is likely to have a negative impact on retention of mothers in the workplace and an overall negative impact on women's participation in the labour market. This Bill will worsen the gender pay gap, and undermines the objectives of the current PPL scheme. The Turnbull government needs to stop this war against public servants and against women: our members aren't 'double dippers', 'rotters', or 'frauds' – they are new parents trying to spend time with their children in order to give them the best start to life.

The CPSU SPSF group recommends the Inquiry reject the changes proposed in the *Fairer Paid Parental Leave Bill 2016*.

SCHEDULE 1

PAID PARENTAL LEAVE PROVISIONS IN ENTERPRISE AGREEMENTS COVERING THE CPSU SPSF GROUP

EMPLOYER	AGREEMENT	PAID PARENTAL LEAVE (WEEKS)	EMPLOYER STATUS	INDUSTRY
NSW				
AHPRA (NSW)	<i>Australian Health Practitioner Regulation Agency Enterprise Agreement (NSW) 2013-2016</i>	14	Public sector	Health
Ausgrid	<i>Ausgrid Agreement 2012</i>	14	State Owned Corporation	Energy
Australian Catholic University	<i>Australian Catholic University Staff Enterprise Agreement 2013 – 2017</i>	< 1 year service – 1 week p/month of service > 1 year service < 2 year service - 12 > 2 years service – 12 weeks + 40 weeks @ 0.6 salary rate	University	Higher Education
Charles Sturt University	<i>Charles Sturt University Enterprise Agreement 2013-2016</i>	26	University	Higher Education
Coal Services Ltd	<i>Coal Services Enterprise Agreement 2014</i>	9	Private sector	Energy
Delta Electricity	<i>Delta Electricity Employees Enterprise Agreement 2015</i>	If eligible for PPL, 18 weeks normal pay minus Govt PPL. If not, 14 weeks.	State Owned Corporation	Energy
Eraring Energy	<i>Eraring Energy Enterprise Agreement 2013</i>	14	State Owned Corporation	Energy
GEO Group Australia Pty Ltd	<i>Parklea Correctional Centre - Correctional Officers Enterprise Agreement 2012</i>	0	Private sector	Corrections
Macquarie Generation	<i>Macquarie Generation Enterprise Agreement 2012</i>	14	State Owned Corporation	Energy

Macquarie University	<i>Macquarie University Professional Staff Enterprise Agreement 2015</i>	< 1 year – 14 > 1 year – 26	University	Higher Education
Murrumbidgee Irrigation Limited	<i>Murrumbidgee Irrigation Limited Workplace Agreement 2014</i>	9	Private sector	Water
NSW Aboriginal Land Council	<i>NSW Aboriginal Land Council Enterprise Agreement 2013-2016</i>	14		
Pillar Administration	<i>Pillar Administration Enterprise Agreement 2012</i>	14	State Owned Corporation	Superannuation
Southern Cross University	<i>Southern Cross University Enterprise Agreement 2010</i>	26	University	Higher Education
State Water Corporation	<i>State Water Corporation Enterprise Agreement 2015</i>	14	State Owned Corporation	Water
TAFE Commission of NSW	<i>TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2013</i>	14	Public sector	Higher Education
TAFE Commission of NSW	<i>TAFE Commission of NSW Institute Managers Enterprise Agreement 2013</i>	0	Public sector	Higher Education
The University of New England	<i>The University of New England Professional Staff Collective Agreement 2014-2017</i>	26	University	Higher Education
The University of New South Wales	<i>University of New South Wales (Professional Staff) Enterprise Agreement 2010</i>	< 5 years – 26 > 5 years – 36	University	Higher Education
The University of Newcastle	<i>The University of Newcastle Professional Staff Enterprise Agreement 2014</i>	26	University	Higher Education
The University of Sydney	<i>The University of Sydney Enterprise Agreement 2013-17</i>	< 1 year service – 1 week p/month of service > 1 year service < 2 year service - 14 > 2 years service – 22	University	Higher Education
Transgrid	<i>Transgrid Employees Enterprise Agreement 2013</i>	14	State Owned Corporation	Energy
Universities Admission Centre	<i>Universities Admissions Centre (NSW & ACT) Proprietary Limited Enterprise Agreement 2013-2016</i>	< 1 year service – 1 week p/month of service > 1 year service < 2 year	Private Sector	Higher Education

		service - 12 > 2 years service – 14 weeks (full) + 19 weeks (half)		
University of Technology, Sydney	<i>University of Technology, Sydney Professional Staff Agreement 2014</i>	20	University	Higher Education
University of Western Sydney	<i>University of Western Sydney Professional Staff Agreement 2014</i>	20	University	Higher Education
University of Wollongong	<i>University of Wollongong (General Staff) Enterprise Agreement 2014</i>	26	University	Higher Education
UWS College Pty Ltd	<i>UWSCollege Enterprise Agreement 2013</i>	14	Private sector	Higher Education
Wollongong Unicentre Ltd	<i>2013 Wollongong Uni Centre Ltd Administrative Employees Enterprise Agreement</i>	12	Private sector	Higher Education
SOUTH AUSTRALIA				
AHPRA (SA)	<i>Australian Health Practitioner Regulation Agency Enterprise Agreement (SA) 2013-2016</i>	14	Public Sector	Health
Allwater JV	<i>The Allwater JV Employees Enterprise Agreement 2012</i>	16	Private sector	Water
Australian Red Cross Blood Service SA	<i>Australian Red Cross Blood Service Enterprise Agreement South Australia 2014</i>	14	Private sector/Not for profit	Health
Flinders University	<i>Flinders University Enterprise Agreement 2014-2017</i>	18	University	Higher Education
Guide Dogs Assn of SA	<i>Guide Dogs Association of SA.NT Inc Enterprise Agreement 2013-2016</i>	2	Private sector/Not for profit	Clerical
ONRSR	<i>Office of the National Rail Safety Regulator (ONRSR) Enterprise Agreement 2015 - 2017</i>	< 5 years - 16 weeks minus Govt PPL > 5 years – 18 weeks minus Govt PPL	Public sector	Transport

Minda Incorporated	<i>Minda Incorporated Enterprise Agreement No.8 2012</i>	8	Private sector/Not for profit	Welfare
Novita Children's Services	<i>Novita Children's Services Enterprise Agreement 2014-2016</i>	8	Private sector/Not for profit	Welfare
Renmark Irrigation	<i>The Renmark Irrigation Trust Agreement 2013</i>	0	Private sector	Water
SA Water	<i>SA Water Corporation Enterprise Agreement 2013</i>	17	State Owned Corporation	Water
Townsend House and Royal South Australian Deaf Society	<i>Townsend House and Royal South Australian Deaf Society Enterprise Agreement 2014</i>	0	Private sector/not for profit	Welfare
University of Adelaide	<i>University of Adelaide Enterprise Agreement 2014-2017</i>	26	University	Higher Education
University of SA	<i>University of South Australia Enterprise Agreement 2014</i>	16 @ 100% + 12 @ 50%	University	Higher Education
WESTERN AUSTRALIA				
AHPRA (WA)	<i>Australian Health Practitioner Regulation Agency Enterprise Agreement (ACT, NT, Vic, WA) 2014-16</i>	14	Public sector	Health
Curtin University	<i>Curtin University Academic, Professional and General Staff Enterprise Agreement 2012-2016</i>	26	University	Higher Education
LandCorp	<i>Western Australian Land Authority and CPSU Community and Public Sector Union Enterprise Agreement 2011</i>	14	State Owned Corporation	Planning
Murdoch University	<i>Murdoch University Enterprise Agreement 2014</i>	26	University	Higher Education
Racing and Wagering Western Australia	<i>RWWA General Staff Agreement 2012</i>	12	Public sector	Racing
Serco	<i>Serco – CPSU Wandoo Reintegration Facility Agreement 2016</i>	<3 yrs service: 8 wks >3 yrs service: 10 wks	Private sector	Corrections

Serco	<i>Serco CPSU Acacia Prison General Enterprise Agreement 2014</i>	14	Private sector	Corrections
TASMANIA				
AHPRA (TAS)	<i>Australian Health Practitioner Regulation Agency Enterprise Agreement (Tas) 2014-16</i>	14	Public sector	Health
ESSSuper	<i>ESSSuper Enterprise Agreement 2013-2016</i>	14	Private Sector	Superannuation
Retirement Benefits Fund	<i>Retirement Benefits Fund Board Staff Agreement 2013-2016</i>	12	Private Sector	Superannuation
Tasmanian Building and Construction Industry Training Board	<i>Tasmanian Building and Construction Industry Training Board Enterprise Agreement 2014</i>	0	Statutory Corporation	Construction
TasWater	<i>Cradle Mountain Water Enterprise Agreement 2010</i>	12	State Owned Corporation	Water
TasWater	<i>Tasmanian Water and Sewerage Corporation (Southern Region) Enterprise Agreement 2010-2013</i>	12	State Owned Corporation	Water
TOTE Tasmania	<i>TOTE Tasmania Staff Agreement 2013</i>	0	Private sector	Lotteries
University of Tasmania	<i>University of Tasmania Staff Agreement 2013-2016</i>	26 (12 being conditional upon a return for one year post-leave)	University	Higher Education
VICTORIA				
AHPRA (Vic)	<i>Australian Health Practitioner Regulation Agency Enterprise Agreement (ACT, NT, Vic, WA) 2014-16</i>	14	Public sector	Health
Australian Centre for the Moving Image	<i>Australian Centre for the Moving Image Enterprise Agreement 2012-2015</i>	14	Public sector	Entertainment/Arts
Australian Council	<i>Australian Council for Education Research</i>	16	Private Sector/Not for profit	Education

for Education Research	<i>Limited Enterprise Agreement 2012-2015</i>			
Cancer Council Victoria	<i>Cancer Council of Victoria Collective Agreement No.1/2006</i>	12	Private Sector/ Not for profit	Health
ColInvest	<i>ColInvest Limited Enterprise Agreement 2012</i>	14	Private Sector	
Council of Trustees of the National Gallery of Victoria	<i>The Council of Trustees of the National Gallery of Victoria Enterprise Agreement 2012—2015</i>	14	Public Sector	Arts
Department of Education and Early Childhood Development	<i>Nurses (Department of Education and Early Childhood Development) Agreement 2012</i>	14	Public Sector	Education
Department of Education and Early Childhood Development	<i>Victorian Government Schools Agreement 2013</i>	14	Public Sector	Education
Film Victoria	<i>Film Victoria Collective Agreement 2012</i>	14	Public Sector	Arts
G4S Custodial Services Pty Ltd	<i>Melbourne Custody Centre Officers Collective Workplace Agreement 2011</i>	0	Private Sector	Corrections
G4S Custodial Services Pty Ltd	<i>G4S Custodial Services Pty Ltd Victorian Prisoner Transport Services and Community and Public Sector Union (Victoria) Enterprise Agreement 2012</i>	4	Private Sector	Corrections
G4S Custodial Services Pty Ltd	<i>G4S Custodial Services Pty Ltd. Correctional Services Workplace Determination 2014</i>	3	Private Sector	Corrections
GEO Group Australia Pty Ltd	<i>Fulham Correctional Centre Enterprise Agreement 2012</i>	2	Private Sector	Corrections
Geelong Performing Arts Centre	<i>Geelong Performing Arts Centre Enterprise Agreement 2014-2016</i>	14	Public Sector	Arts
Goulburn Murray Rural Water Authority	<i>Goulburn-Murray Rural Water Corporation Enterprise Agreement 2010</i>	14	Public Sector	Water

Grampians Wimmera Mallee Water Authority	<i>GMMWater Enterprise Agreement 2012</i>	15	Public Sector	Water
Growth Areas Authority	<i>Growth Areas Authority Enterprise Agreement 2012</i>	14	Public Sector	Planning
La Trobe University	<i>La Trobe University Collective Agreement 2014</i>	< 1 year service – 2 weeks p/month > 1 year < 2 years – 26 > 2 years – 36	University	Higher Education
Lower Murray Urban and Rural Water Corporation	<i>Lower Murray Urban and Rural Water Corporation Enterprise Agreement 2012</i>	14	Public Sector	Water
Multiple employers	<i>Victorian Public Health Sector (Dental Therapists, Dental Hygienists and Oral Health Therapists') Enterprise Agreement 2013-2017</i>	12	Public Sector	Health
Multiple employers	<i>Victorian Stand-Alone Community Health Centres (Dental Therapists, Dental Hygienists and Oral Health Therapists') Enterprise Agreement 2013-2017 No.2)</i>	12	Public Sector	Health
Multiple employers	<i>Victorian Public Health Sector (General Dentists) Enterprise Agreement 2014-2017</i>	10	Public Sector	Health
Museums Board of Victoria	<i>Museum Victoria Staff Partnership Agreement 2012</i>	14	Public Sector	Arts
Parks Victoria	<i>Parks Victoria Workplace Determination 2013</i>	14	Public Sector	Environment
Parliament of Victoria	<i>Electorate Officers (Victoria) Single Enterprise Agreement 2013</i>	14	Public Sector	Government
Parliament of Victoria	<i>Parliamentary Officers' (Non-Executive Staff - Victoria) Single Enterprise Agreement 2012</i>	14	Public Sector	Government
Public Transport Development Authority	<i>Public Transport Victoria Enterprise Agreement 2012</i>	14	Public Sector	Transport
Royal Botanic Gardens Board	<i>Royal Botanic Gardens Enterprise Agreement 2010</i>	14	Public Sector	Environment

Shrine of Remembrance	<i>The Shrine of Remembrance Enterprise Agreement – 2015</i>	12	Public Sector	Veterans Affairs
Serco	<i>Serco Traffic Camera Services Employment Agreement 2013</i>	12	Private Sector	
Southern Rural Water	<i>Southern Rural Water (SRW) Enterprise Agreement 2014</i>	14	Public Sector	Water
State Library of Victoria	<i>State Library of Victoria Enterprise Partnership Agreement 2012</i>	14	Public Sector	Education
State Trustees	<i>State Trustees Limited Enterprise Agreement 2014</i>	14	Public Sector	
Transport Accident Commission	<i>TAC Enterprise Agreement 2014 – 2017</i>	14	Public Sector	Transport
Trust for Nature	<i>Trust for Nature Certified Agreement 2013</i>	14	Private Sector/Not for profit	Environment
University of Melbourne	<i>University of Melbourne Enterprise Agreement 2013</i>	> 1 year < 5 years – 14 > 5 years – 24	University	Higher Education
Urban Renewal Authority	<i>Places Victoria Enterprise Agreement 2012</i>	14	Public Sector	Planning
VicForests	<i>VicForests Agreement 2012</i>	14	State Owned Corporation	Forestry
VicRoads	<i>VicRoads EA7</i>	14	Public Sector	Transport
VicSuper Pty Ltd	<i>Vicsuper Pty Ltd Enterprise Agreement 2015</i>	0	Private Sector	Superannuation
Victoria State Emergency Service	<i>Victoria State Emergency Service Agreement 2012</i>	14	Public Sector	Emergency Services
Victorian Arts Centre Trust	<i>Arts Centre Melbourne Enterprise Agreement 2012</i>	14	Public Sector	Arts
Victorian Building Authority	<i>Victorian Building Authority Agreement 2013</i>	14	Public Sector	Regulatory
Victorian Health Promotion Foundation	<i>Victorian Health Promotion Foundation (VicHealth) Enterprise Agreement 2014</i>	14	Public Sector	Health
Victorian Institute of Teaching	<i>Victorian Institute of Teaching Enterprise Agreement 2012</i>	14	Public Sector	Education
Victorian Legal Aid	<i>Victorian Legal Aid Enterprise Agreement 2013</i>	14	Public Sector	Justice

	<i>- 2016</i>			
Victorian WorkCover Authority	<i>Victorian WorkCover Authority Enterprise Agreement 2012</i>	14	Public Sector	Health
Zoological Parks and Gardens Board	<i>Zoos Victoria Salaried Staff Agreement 2012 - 2015</i>	14	Public Sector	Environment