



INFORMATION ITEM 5.4 ENTERPRISE BARGAINING AGREEMENT

SYNOPSIS

This paper provides the strategic direction for the employment conditions for SBS employees in the next Enterprise Agreement ("EA").

ACTION

Board to note.

*Special Broadcasting Services
Board meeting – 22 August 2014
Commercial in Confidence*

Background

The 2011 SBS Enterprise Agreement ("current Agreement") provides employment terms and conditions for SBS employees and is read in conjunction with the SBS Award. The current Agreement covers [REDACTED] employees (including casuals).

[REDACTED]

Section 54 of the SBS Act allows SBS to determine the terms and conditions of employment for SBS employees. Section 55 of the Act requires SBS to "endeavour to achieve and maintain high standards as an employer". The next Agreement will assist SBS to continue to meet these requirements and provide certainty to employees about their working conditions.

[REDACTED]

The Federal Government's *Fair Work Act* 2009 ("FWA") will also guide our direction for the next Agreement. SBS will need to ensure that our Agreement conditions comply with the conditions set out in the FWA. The FWA may also have an impact on the bargaining process of this Agreement as it allows employees to nominate themselves as Bargaining Agents. [REDACTED]

[REDACTED]

The Australian Government Public Sector Workplace Bargaining Framework ("Bargaining Framework") issued in March 2014, sets out the policy for employment conditions in the public sector and will guide our negotiations. While section 54 of the SBS Act allows SBS to determine its own terms and conditions, it is recommended that SBS comply with the Bargaining Framework.

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