

From: [Cassie Botha](#)
To: s47F
Cc: s47F
Bcc: [LEGAL Buyout and Band 1 Review 2020 20130021 Emails](#)
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL] [ABC-PAL.FID37968]
Date: Friday, 1 October 2021 6:43:40 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)
[image004.jpg](#)
[image005.png](#)
[image006.png](#)

Hi s47F

Further to our phone conversation this afternoon, I'm still waiting to be notified by PwC that the information they've prepared is ready and available to send across to you.

I do apologise for this unexpected delay, particularly since I had asked PwC to have the information ready to share with the FWO by close of business today.

Given this late hour and the 4 October public holiday in NSW, I think it's best to assume that the information you requested won't reach you until Tuesday, 5 October. I hope this doesn't pose any issues at your end but happy to discuss further on Tuesday morning if needed.

Thanks for your patience and I hope you have a good weekend, albeit not a long one.

Kind regards,
Cassie



Cassie Botha
Employment Counsel
People & Culture
P: 02 8333 4354
M: 0409 833 564

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From: s47F
Sent: Wednesday, 29 September 2021 7:18 PM
To: Cassie Botha <Botha.Cassie@abc.net.au>
Cc: s47F
Subject: RE: Fair Work Ombudsman [ABC-PAL.FID37968] [SEC=OFFICIAL]

OFFICIAL

Dear Cassie,

Thank you very much for this information.

I'm very happy to meet once you've sent through the summary.

I don't work on Thursdays but am otherwise free during week beginning 11 October.

Kind regards,

s47F

s47F

Enforcement

FAIR WORK OMBUDSMAN

s47F

GPO Box 9887 Melbourne VIC 3001



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From: Cassie Botha <Botha.Cassie@abc.net.au>

Sent: Tuesday, 28 September 2021 3:07 PM

To: s47F

Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL] [ABC-PAL.FID37968]

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Dear s47F

Thanks for your email and it was lovely to meet you (via phone) last week.

Annexure A was prepared in response to the FWO's request for:

- *A full description of the cohort of impacted employees on 'Buyout' arrangements including a table or document which identifies the total number of employees on 'Buyout' arrangements, each employees' name, date of commencement, position, division, location and employment status under the relevant ABC Enterprise Agreement, and the type of 'Buyout' arrangement and the date it was entered into.*

We're in the process of finalising the review outcome calculations in order to send outcome letters to employees in the review this Thursday (30 September) and will be able to forward you a summary that shows the list of underpaid employees and their underpayment amounts by the end of this week. The spreadsheet will also show the basis on which the calculations have been performed, which should address your request for an explanation of how the 'better off overall' provisions were tested. In essence though, the time and attendance data was used to perform a calculation of what the employee would have earned under the relevant enterprise agreement (had they not been on a buyout) and this was compared to the total payments made to them, for the buyout "anniversary" period.

It may be helpful to schedule a meeting to discuss this further once you've received this information. Happy to organise one – please let me know a time that suits you.

Kind regards,
Cassie



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From: s47F
Sent: Monday, 27 September 2021 1:27 PM
To: Cassie Botha <Botha.Cassie@abc.net.au>
Subject: RE: Fair Work Ombudsman [ABC-PAL.FID37968] [SEC=OFFICIAL]

OFFICIAL

Dear Cassie,

Thank you for your time on the phone last week. As discussed, I am reviewing the materials provided by the ABC.

In relation to the remediation methodology, can you please provide an explanation of how the 'better off overall' provisions were tested for the buyout employees?

Annexure A provides a list of the buyout employees but does not clarify which of these employees were identified as being underpaid and how this was tested.

I would appreciate it if you could provide this information this week.

Kind regards,

s47F

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From: Cassie Botha <Botha.Cassie@abc.net.au>

Sent: Tuesday, 14 September 2021 8:23 PM

To: s47F

Cc: s47F

Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL] [ABC-PAL.FID37968]

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Hi s47F

My apologies for the delayed reply to your email.

Thanks for confirming s47F involvement in the matter going forward. We will make sure she is included on any future correspondence.

Thank you for your assistance and advice with regards to the review and we wish you the best of luck in your new role with the FWO.

Kind regards,

Cassie



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From: s47F
Sent: Thursday, 9 September 2021 8:18 AM
To: Cassie Botha <Botha.Cassie@abc.net.au>
Cc: s47F
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

OFFICIAL

Hi Cassie

As I flagged recently, I will be moving on to a new role within the FWO.

Moving forward, s47F will have carriage of the FWO's investigation into the ABC. Please include s47F in correspondence moving forward and if you would like to discuss any matters, her number is s47F

Thanks



s47F

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