

From: s47F
To: [Cassie Botha](#)
Cc: s47F
Subject: RE: ABC Band 1 and Buyouts Review - Employee comms sent 15 October 2021 [ABC-PAL.FID37968]
[SEC=OFFICIAL]
Date: Wednesday, 3 November 2021 6:19:58 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)

OFFICIAL

Many thanks Cassie.

We will review and come back to you.

From: Cassie Botha <Botha.Cassie@abc.net.au>
Sent: Wednesday, 3 November 2021 4:09 PM
To: s47F
Cc: s47F
Subject: RE: ABC Band 1 and Buyouts Review - Employee comms sent 15 October 2021
[SEC=OFFICIAL] [ABC-PAL.FID37968]

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Dear s47F

As requested, please find attached a report containing details of payments for the Band 1 and Transitional Meal Allowance review that were made to 703 employees on 28 October 2021. I hope the format of the information is suitable but please let me know if not and I can reformat it as needed.

We are currently preparing further payments that will be processed in the pay run on 11 November 2021 and I will forward you an updated report once those payments have been made.

Please let me know if you have any questions about the attached information, but in any case, I will be in further touch with you soon.

Kind regards,
Cassie

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

ABC

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From: s47F
Sent: Friday, 22 October 2021 11:54 AM
To: Cassie Botha <Botha.Cassie@abc.net.au>
Cc: s47F
Subject: RE: ABC Band 1 and Buyouts Review - Employee comms sent 15 October 2021 [ABC-PAL.FID37968] [SEC=OFFICIAL]

OFFICIAL

Thank you Cassie. I look forward to hearing from you.

From: Cassie Botha <Botha.Cassie@abc.net.au>
Sent: Thursday, 21 October 2021 11:50 AM
To: s47F
Cc: s47F
Subject: RE: ABC Band 1 and Buyouts Review - Employee comms sent 15 October 2021 [SEC=OFFICIAL] [ABC-PAL.FID37968]

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Hi s47F

Sorry for the delay in responding to you.

I've followed up with Payroll who have advised that the payments have been prepared but have actually not been processed as yet – this will occur on the pay run on **28 October 2021**. My apologies for any confusion.

We expect that by the time we process the payments on 28 October 2021, the number of employees receiving payment will have increased so I will provide you with an updated total of payments and will include the breakdown you've requested (including super and interest)

I hope that this email provides you with enough clarity about the payments being made on 28

October 2021 but please give me a call if you'd like to discuss further.

Kind regards,

Cassie



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

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From: s47F
Sent: Tuesday, 19 October 2021 4:07 PM
To: Cassie Botha <Botha.Cassie@abc.net.au>
Cc: s47F
Subject: RE: ABC Band 1 and Buyouts Review - Employee comms sent 15 October 2021
[SEC=OFFICIAL]

OFFICIAL

Hi Cassie,

Thank you for this information.

Please advise how much the ABC paid to the 624 employees on Friday 15 October 2021 (separately identifying super and interest) and what is remaining in terms of the meal allowance and Band 1 backpayments.

Kind regards,

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: Monday, 18 October 2021 11:48 AM

To: s47F

Cc: s47F

Subject: ABC Band 1 and Buyouts Review - Employee comms sent 15 October 2021

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Dear s47F

I hope you've had a good weekend and it's great to hear that Victoria is on track to end lockdown this week.

I'm writing to provide you with copies of four template emails that we sent to ABC employees on Friday (15 October) afternoon.

The emails provide updates to employees in the buyouts review on three key matters:

- 1) Recalculation of the entitlements for some Schedule B employees who took annual leave on a public holiday during the review period (from 14 July 2014 to 20 July 2021) - this was an issue that PwC identified as they were undertaking final checks of the calculations. It will result in approximately 300 employees receiving a larger amount of backpay;
- 2) Extension of the consultation period for affected buyouts review employees from 29 October to 21 November 2021; and
- 3) Extension of the proposed cessation date of buyouts review employees' current buyout arrangements by two months from 21 November 2021 to 23 January 2022.

As advised in the emails, we anticipate that it will be up to three weeks before PwC can provide us with updated outcomes to share with affected employees. Once the recalculations have been

finalised, we will provide you with reports containing the updated figures. These changes to our timelines will have flow on effects to the payment dates for some employees in the buyouts review and I'm happy to provide further details on this as we progress through the recalculations.

I can also advise that the ABC made payments to 624 employees in the Band 1 classification and Transitional Meal Allowance reviews on Friday (15 October).

Finally, I expect to be able to update you in relation to the contractual arrangements for employees in receipt of a market allowance in the review later this week.

Please give me a call if you would like to discuss the above.

Kind regards,

Cassie



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

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