

**From:** s47F  
**To:** [Cassie Botha](#)  
**Subject:** RE: Query regarding recent ABC correspondence [ABC-PAL.FID37968] [SEC=OFFICIAL]  
**Date:** Thursday, 14 January 2021 10:18:04 AM  
**Attachments:** [image004.png](#)  
[image005.png](#)  
[image001.png](#)  
[image002.jpg](#)  
[image006.jpg](#)

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**OFFICIAL**

Dear Cassie

s47F has asked me to assist with scheduling this meeting.

Are you available to meet at any of these times:

Monday 25 January at 1.30pm (AEDT)

Wednesday 27 January at 11.30am or 2.30pm (AEDT)

Thursday 28 January at 10.30am or 11.30am (AEDT)

Our preference would be to meet via Microsoft Teams – does that work from your end? I could also arrange a Zoom meeting if required.

Kind Regards

s47F

Enforcement Branch

**FAIR WORK OMBUDSMAN**

s47F



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

**Sent:** Monday, 11 January 2021 1:18 PM

**To:** s47F >

**Cc:** Monica Vagg <Vagg.Monica@abc.net.au>; Vanessa MacBean  
<Macbean.Vanessa@abc.net.au>

**Subject:** RE: Query regarding recent ABC correspondence [SEC=OFFICIAL] [ABC-PAL.FID37968]

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Dear s47F

Thanks for your email and confirming that we will wait to hear from your office about organising a meeting in the next few weeks.

In the meantime, please find copies of an employee email and Frequently Asked Questions document that we circulated last week. The relevant unions have also been provided with copies of these communications.

I trust that you will find the FAQs helpful but please let me know if you have any other questions you'd like us to prepare responses for ahead of our upcoming meeting.

Kind regards,  
Cassie



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

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**From:** s47F  
**Sent:** Friday, 8 January 2021 1:11 PM  
**To:** Cassie Botha <[Botha.Cassie@abc.net.au](mailto:Botha.Cassie@abc.net.au)>  
**Cc:** Monica Vagg <[Vagg.Monica@abc.net.au](mailto:Vagg.Monica@abc.net.au)>; Vanessa MacBean <[Macbean.Vanessa@abc.net.au](mailto:Macbean.Vanessa@abc.net.au)>  
**Subject:** RE: Query regarding recent ABC correspondence [ABC-PAL.FID37968] [SEC=OFFICIAL]

**OFFICIAL**

Hi Cassie

Thank you for your email and time on the phone earlier today.

As discussed, we will reach out soon about organising a meeting.

Regards

s47F

Enforcement  
**FAIR WORK OMBUDSMAN**



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**From:** Cassie Botha <[Botha.Cassie@abc.net.au](mailto:Botha.Cassie@abc.net.au)>  
**Sent:** Thursday, 7 January 2021 3:35 PM  
**To:** s47F  
**Cc:** Monica Vagg <[Vagg.Monica@abc.net.au](mailto:Vagg.Monica@abc.net.au)>; Vanessa MacBean <[Macbean.Vanessa@abc.net.au](mailto:Macbean.Vanessa@abc.net.au)>  
**Subject:** Query regarding recent ABC correspondence [ABC-PAL.FID37968]

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Dear s47F

Thank you for the enquiry about the ABC's recent correspondence to s47F regarding the ABC Review into Buyouts and Band 1 classifications.

I understand that you are seeking to clarify any changes to the approximate numbers of employees that the ABC is reviewing, specifically during Phase 0 (50 employees) and Phase 1 (400-500 employees) of the review.

I can confirm that the total number of employees being reviewed was initially estimated as 2,000-2,500, referred to in the Phase 1 section on page 3 of the PwC methodology document provided to the Fair Work Ombudsman on 7 August 2020. For ease of reference, I've attached copies of the methodology and our correspondence on 7 August 2020 to this email.

The reference to 400-500 employees, also in the Phase 1 section on page 3 of the PwC methodology document, relates to the estimated number of employees being reviewed who also require a classification review.

The number of employees who require a classification review is a subset of the estimated total number of employees being reviewed and relates specifically to the Band 1 classification cohort. The Band 1 cohort require both a file review and a classification review. The Buyout cohort do not require a classification review.

As part of the work we have undertaken on the review, we have refined our initial estimate of 2,000-2,500 to 1,965 employees across both cohorts. There are 1,706 employees in the Buyouts cohort and 256 employees in the Band 1 cohort.

I trust that this resolves your query but please do not hesitate to contact me if you have any further queries.

Kind regards,  
Cassie

Cassie Botha  
Employment Counsel



People & Culture

P: 02 8333 4354

M: 0409 833 564

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