Buyouts and Band I review update

September 2021

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Agenda

- Review outcomes
- Consultation
- Manager support
- Next steps

Review outcomes

- Review is now finalised
- There have been underpayments but many employees have also been correctly paid
- All outcome letters to go on 30 Sept, to current and former employees
- Meal allowance compensation some people will start receiving this who did not previously

Outcomes

Buyout employees

- Not underpaid
- Underpaid for a discrete number of employees, their current buyout is not sufficient and will be advised their buyout will cease in 8 weeks.
- Insufficient leave accrued current employees will have this added to their leave balance; former employees will receive this as payment.

Band 1 employees

- Underpaid the classification was incorrect and they will receive back pay.
- Not underpaid the classification was correct.

Back payments

• Includes interest, superannuation, and interest on superannuation

Consultation

Consultation commences from **Thursday 30 September**:

- Outcome letters sent and consultation begins
- 4 week consultation for buyout employees, to 29 October
- 2 week consultation for band 1 employees and meal allowance compensation, to 15 October
- Payments are processed from the next available pay period after consultation ends
- Auto processed for all current employees. Former employees need to complete a form.

During consultation:

- Managers to support impacted staff with answering questions as best you can and where needed, assist the P&C project team with employees that query their outcome.
- On request, employees can get a full breakdown of every pay period over the review period.
- P&C will continue to liaise with the unions and FWO.

Next steps for managers

- Read through manager pack containing:
 - Manager info sheet
 - Talking points and key messages
 - FAQs x4
- Distribute to managers in your team as well as particular people involved in engaging staff, rostering, etc. (e.g. Production Managers)
- Look at the list of employees for your area and individual outcomes (this will be provided w/c 27 Sept)
- Prioritise those who have been underpaid, particularly if we are proposing to cease their buyout
- If you or your team need additional support in the lead-up or during, reach out to the P&C project team

What happens next

- Ongoing support by P&C to advise on salary arrangements including buyouts.
- Hours worked need to continue to be recorded. This will move to People Hub Workforce in the coming months.
- Limitations to new buyouts remain, with Director approval required.
- Case by case review of all buyouts at the ABC in 2022.