

s.22

From: s.22
Sent: Monday, 31 May 2021 2:15 PM
To: 'corporateassurance@fwo.gov.au' <corporateassurance@fwo.gov.au>
Cc: s.22 @ga.gov.au
Subject: Correspondence from Geoscience Australia [SEC=OFFICIAL:Sensitive]

Dear Fair Work Ombudsman

Please refer to my attached correspondence on behalf of Geoscience Australia.

Regards

s.22

s.22 (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

t +s.22 www.ga.gov.au

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APPLYING GEOSCIENCE TO AUSTRALIA'S MOST IMPORTANT CHALLENGES



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From: s.22 @fwo.gov.au>
Sent: Friday, 2 July 2021 9:03 AM
To: s.22
Subject: Meeting with the Fair Work Ombudsman [SEC=OFFICIAL]

OFFICIAL

Good Morning s.22 ,

Thank you for taking the time to speak with me yesterday.

With regards to meeting late next week, would next Friday, 9/7/2021 at 2.30pm QLD time be suitable for you?

Regards

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T:
X:

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217

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Please consider the environment before printing this email.

From: s.22 @fwo.gov.au>
Sent: Thursday, 22 July 2021 5:31 PM
To: s.22
Cc: s.22
Subject: RE: Geoscience Australia update [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Hi s.22 ,

Thank you for your email below and my apologies for not replying sooner.

Thank you also for setting out the next steps that Geoscience Australia is undertaking following the meeting with KordaMentha on 13 July 2021.

I would appreciate it if you could advise once set the date you will be reconvening with KordaMentha and after this meeting provide me with either a timeline in relation to the remediation process or if this is not confirmed any proposed next steps.

If you have questions or concerns in relation to this, please feel free to contact me either by email or on the phone number below.

Regards

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

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From: s.22 @ga.gov.au>
Sent: Wednesday, 21 July 2021 8:14 AM
To: s.22 @fwo.gov.au>

Cc: s.22

@ga.gov.au>

Subject: Geoscience Australia update [SEC=OFFICIAL:Sensitive]

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Hi s.22

Thank you so much for your time meeting with us on 8 July 2021.

As we discussed, we met with KordaMentha on Tuesday 13 July 2021. Apologies for my delay in getting back to you after this meeting as I was unwell last week in the days following our meeting.

The meeting with KordaMentha was very positive and they acknowledged the small number of employees and the duration of the review. A number of actions came out of the meeting for Geoscience Australia which are our next steps. These include:

- Progressing security vetting processes for the KordaMentha staff before they can review/access the data they need
- Collecting rosters, personnel records, variations to rosters, leave requests and providing access to the data sources and our Aurion system for the duration of the review period.

In the meeting with KordaMentha we discussed the data sources and formats that will be available to them and as a result, KordaMentha were not able to provide an indicative timeline for their work as yet. They would like to have a better picture of the records available to them to conduct the work before determining their methodology and indicative timeline.

We are anticipating the above actions to be completed by 30 July 2021 and we will reconvene with KordaMentha once they have commenced an initial review of the records.

During this time we've continued to meet with our affected staff, provide them with an update on our progress and answer questions they have.

Please let me know if you need any further information from me at this stage and feel free to give me a call on my number below to discuss.

Regards

s.22

s.22 (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

t s.22 www.ga.gov.au

GEOSCIENCE AUSTRALIA

APPLYING GEOSCIENCE TO AUSTRALIA'S MOST IMPORTANT CHALLENGES



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Please consider the environment before printing this email.

From: s.22 @fwo.gov.au>
Sent: Thursday, 16 September 2021 5:19 PM
To: s.22
Cc: s.22
Subject: RE: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

OFFICIAL

Hi s.22 ,

I am glad to hear you are well.

Thank you for your response below and the additional information.

Kind Regards

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

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From: s.22 @ga.gov.au>
Sent: Thursday, 16 September 2021 11:40 AM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

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Hi ^{s.22}

Glad to hear you are well, I am too, thank you.

We unfortunately still do not have a clear timeframe for the completion of the review process including undertaking the calculations. The disparate data sources/formats will significantly contribute to the time it will take and we're advised it isn't easy to estimate how long it will take the team to translate it into a common source.

I mentioned below we're working on an iterative delivery model which is likely to see results/calculations of a smaller time period in the first instance. That experience should then allow us to estimate by extrapolating out the time it will take for the full period of the review.

I will keep you up dated and as soon as we have an indication of timing I'll be sure to share that with you.

Regards

^{s.22}

^{s.22} (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

^{t s.22} www.ga.gov.au



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From: ^{s.22} @fwo.gov.au
Sent: Wednesday, 15 September 2021 5:09 PM
To: ^{s.22} @ga.gov.au
Cc: ^{s.22} @ga.gov.au
Subject: RE: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

OFFICIAL

Hi ^{s.22}

I am well thank you. How are you?

Thank you for providing the update below following your meeting with Kordamentha last week and also outlining the consultation with staff regarding the change in pay arrangements.

From your meeting with Kordamentha, were they able to provide you with an indication of the timeframe it would take to complete the review process including undertaking all calculations?

Kind Regards

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s.22

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From: s.22 <@ga.gov.au>
Sent: Tuesday, 14 September 2021 5:25 PM
To: s.22 <@fwo.gov.au>
Cc: s.22 <@ga.gov.au>
Subject: RE: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

How are you? I hope all is well from lockdown where you are working at the moment.

I'm writing with an update on our self-disclosure. We met with KordaMentha last week (Thursday 9 September 2021) who provided an update on their progress to date.

Now that KordaMentha have been onboarded and security vetted, they have commenced their discovery phase of the work. Here is a summary of the key points from our meeting and the status of their work:

- KordaMentha have acknowledged the variety of data sources and formats information has been provided to them for the timeframe of the review. At present this is about 190 files including over 174 excel sheets.
- Efforts will be required to translate the data sources to a consistent source before calculations can be formed.
- We discussed the data sources that will inform their approach and sequence including employee master data, time and attendance records/rosters and reference data.
- We discussed an iterative approach to delivering the work to maximise efforts and learnings while maintaining progress. This is likely to mean we will ask KordaMentha to focus on the most two recent financial years' data to translate and calculate, allowing us to test the methodology and apply any lessons to later years' data. This will be confirmed when they come back to us with advice on whether this is the best time period to select as our first priority based on the data.

- We agreed on a method to manage questions and resolutions that are identified through the process.

Separate to the audit work, we continue to actively communicate with affected staff. We have commenced consultation to begin transitioning them from current pay arrangements to be paid strictly in line with the current enterprise agreement (EA). You will recall when we first met, I advised affected staff did not want their current pay arrangements changed until an outcome was known. This is not ideal and as such are consulting around a forthcoming change to their pay arrangements. This has involved communication and discussion on how the EA and specific clauses apply to shift work.

Once staff understand how the EA and its terms apply to shift work we intend to provide a minimum of 30 days' notice before changing the method in which they are paid. We currently piloting a new timesheet with one employee (newly commenced) to identify the best administrative method to managing their pay correctly. This will allow us to smooth out any issues with the process prior to wider implementation with affected staff. This applies to 15 of the 23 staff in scope of the review. The remaining staff are being paid this financial year in line with an Individual Flexibility Arrangement which meets a better off overall test and will be reviewed retrospectively at year end.

If you would like to discuss this update, please let me know and we can set up a time over Teams.

Regards

s.22

s.22 (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

t s.22 www.ga.gov.au

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From: s.22 @fwo.gov.au
Sent: Wednesday, 1 September 2021 8:51 AM
To: s.22 @ga.gov.au
Cc: s.22 @ga.gov.au
Subject: RE: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

OFFICIAL

Hi s.22

Thank you for providing the update below in relation to your engagement with Kordamentha and the further actions taken since we last spoke.

I look forward to hearing from you sometime after the week of 13 September 2021.

Kind Regards

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.
X: s.22

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From: s.22 <s.22@ga.gov.au>
Sent: Tuesday, 31 August 2021 1:00 PM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

Thanks for your email. s.22 is currently on leave so I have responded to this email as her nominated acting.

Since we last provided you an update, we have:

- collected rosters, personnel records, variations to rosters, leave requests etc. (all the data) for the period of the audit
- appropriately security vetted all KordaMentha auditors and provided them payroll system access, timesheets and all relevant data
- organised payroll system training so the auditors can self-navigate, view and extract all required data for their calculations – this training is being delivered today.

To date there have been several informal meetings with KordaMentha to facilitate security clearance processes and to ensure auditors can access our systems remotely. We are planning to reconvene once they have commenced an initial review of the records so they can provide us with their proposed methodology and an indicative timeline for their work. We anticipate this meeting to be held the week commencing the 13 September 2021. We will reach back out to you once we have this information for your input and/or comment.

During this process, we have continued to provide ongoing and frequent communications and support to our affected staff to foster goodwill and to continue demonstrating our commitment to resolving this matter as accurately and expeditiously as possible.

Please let me know if you need any further information from me at this stage and feel free to give me a call on my number below to discuss.

Regards

s.22 (he/him)
a/g Chief Human Resources Officer | Human Resources | Corporate Division
t: s.22 www.ga.gov.au

From: s.22 <@fwo.gov.au>
Sent: Monday, 30 August 2021 4:06 PM
To: s.22 <@ga.gov.au>
Cc: s.22 <@ga.gov.au>
Subject: Geoscience Australia self disclosure to the Fair Work Ombudsman [SEC=OFFICIAL]

OFFICIAL

Hi s.22

I hope this email finds you well.

I am following up in relation to the progress of the self-disclosure. In your last email to me you advise that Geoscience Australia was in the process of vetting Kordamentha staff who would be given access to Geoscience Australia data and once this process was completed there would be a further meeting with Kordamentha.

Can you please confirm if the vetting process has been completed and if there has been a further meeting with Kordamentha?

If there has been a further meeting can you please confirm the following:

- The date on which the meeting occurred;
- The next steps which are to be undertaken;
- The proposed timeframe for completion of the remediation process (if known); and
- The current progress of the remediation process.

If you have any questions in relation to the information requested, please contact me either by email or by phone on s.22 .

Kind Regards

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

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From: s.22
Sent: Friday, 4 February 2022 2:25 PM
To: s.22
Subject: RE: Fair Work Ombudsman (FWO) [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Completed

Good morning s.22

Happy New Year. I had a nice break and hope you did too.

Yes, KordaMentha have completed their initial assessment for the period of 27 June 2019 to 23 June 2021 for 10 shift workers. As s.22 advised you in December 2021, this figure does not account for superannuation and we have since identified one additional employee who needs to be in scope for that review period. We're still in the process of seeking legal advice on the superannuation aspects which has been impacted by unforeseen leave arrangements at the Australian Government Solicitor's office.

In addition, a dispute has arisen about the current Enterprise Agreement. The outcome of this dispute will have a direct impact on the calculation of entitlements for the review and because of this, I expect it will take longer to finalise the numbers than we first anticipated.

Following finalisation of this initial review period we will be able to share detail of the dollar amount, it's components, underpinning calculations, methodology and any assumptions.

Please let me know if you would like to schedule time to discuss further.

Regards

s.22

s.22 (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

t s.22 www.ga.gov.au



Geoscience Australia

Earth sciences for Australia's future

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From: s.22 @fwo.gov.au>
Sent: Thursday, 3 February 2022 11:16 AM
To: s.22 @ga.gov.au>; s.22 @ga.gov.au>
Subject: Fair Work Ombudsman (FWO) [SEC=OFFICIAL]

OFFICIAL

Good Morning ^{s.22}

I hope you both had a nice break.

Following on from my meeting with ^{s.22} on 17 December 2021, I would like to seek an update from you in relation to the progress of the remediation review.

I understand from last time that Kordamentha had completed their assessment for the period 27 June 2019 to 23 June 2021 (**Initial Review Period**) and that it was to be reviewed for sign-off.

Can you please provide a response to the following questions:

- Has Geoscience Australia (GA) completed its review of the initial review period and signed off on this? If this has not been completed, what is the anticipated timeframe for completion?
- Has the initial underpayment amount of \$71,724 for 10 employees changed at all?
- I understand that the main issue which arose was employees requiring to be paid a top-up to meet the 294 minimum hours in an 8 week cycle. Does this still remain the main issue for the initial review period or were other issues such as overtime and shift penalties identified?
- Is GA in a position to provide to FWO a copy of documents which detail the underpinning calculations, methodology and any assumptions made in relation to the assessment of the initial review period?
- Has Kordamentha commenced an assessment of the next review period and if so what is the period being review. If it has not commenced when is this likely to commence?

I would appreciate if you could provide a response to the above questions by the close of business on Wednesday, 9 February 2022. In relation to my request for the assessment documents if you are in a position to provide these, can you please provide this information by Monday, 14 February 2022.

If you have any questions in relation to the information sought above, please contact me and I will happily discuss.

Kind Regards

^{s.22} | Team Leader / Senior Fair Work Inspector

Enforcement

FAIR WORK OMBUDSMAN

T: ^{s.22}

X: ^{s.22}

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From: s.22
Sent: Monday, 21 March 2022 9:40 AM
To: s.22
Subject: FW: Enterprise Agreement Dispute [SEC=OFFICIAL]

FYI

From: s.22 @fwo.gov.au>
Sent: Friday, 18 March 2022 5:10 PM
To: s.22 @ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Enterprise Agreement Dispute [SEC=OFFICIAL]

OFFICIAL

Hi s.22

Thank you for the information below.

Regards

s.22

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



From: s.22 @ga.gov.au>
Sent: Friday, 18 March 2022 11:16 AM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Enterprise Agreement Dispute [SEC=OFFICIAL]

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Hi s.22

I'm well thank you. Hope you are too.

Since we last exchanged emails, the dispute did progress to discussion with senior management to attempt to resolve the dispute internally. We were, unfortunately, unable to resolve the dispute internally and have verbally been advised the parties that they intend to refer the matter to the Fair Work Commission. We have not yet received notification from the Commission that the matter has been lodged with them and are expecting it in the coming week or two.

Once that is received we can keep you informed of timeframes for the dispute resolution process with the Commission.

Regards

s.22

s.22 (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

t s.22 www.ga.gov.au



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From: s.22 <s.22@fwo.gov.au>

Sent: Thursday, 17 March 2022 5:20 PM

To: s.22 <s.22@ga.gov.au>

Cc: s.22 <s.22@ga.gov.au>

Subject: Enterprise Agreement Dispute [SEC=OFFICIAL]

OFFICIAL

Hi s.22

I hope this email finds you well.

In our last email exchange Geoscience Australia was in the process of meeting with its employees to try and resolve the dispute internally.

Can I confirm if the dispute is still ongoing and if so, is it likely to resolve internally or will it need to be referred to the Fair Work Commission?

If any future timeframes have been set down in relation to the dispute, this information would also be appreciated.

Kind Regards

s.22

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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From: s.22 @fwo.gov.au>
Sent: Wednesday, 20 April 2022 5:18 PM
To: s.22
Cc:
Subject: RE: Geoscience Australia pay update [SEC=OFFICIAL]

Hi s.22

I am well and hope you are too.

Thank you for letting me know about you taking over s.22 role and for also introducing s.22

I appreciate the update in advising that the dispute will now be dealt with through the Fair Work Commission and look forward to hearing from you after 11 May 2022.

Kind Regards

s.22 | Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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www.fairwork.gov.au



@fairwork_gov_au



/fairwork.gov.au

From: s.22 @ga.gov.au>
Sent: Wednesday, 20 April 2022 9:12 AM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: Geoscience Australia pay update [SEC=OFFICIAL]

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Hi s.22

Happy Easter and I hope you are well.

I thought I would first let you know that since your last correspondence with s.22 has taken up another opportunity, and I am now in her previous role as the Chief Human Resources Officer. I will continue to be the first point of contact for this matter and would like to introduce you to s.22, Manager Workplace Relations, who will be your second point of contact.

In way of an update and after several attempts to resolve the dispute internally, the Community and Public Sector Union (CPSU) on behalf of their members have now lodged the dispute with the Fair Work Commission (FWC). We received notification of this on 19 April 2022 and will be meeting before Commissioner McKinnon at 2pm on 11 May 2022. As the dispute is now scheduled for Conference with the FWC, we have paused the calculations for the pay review until we have an outcome either through negotiations or arbitration.

I will provide you with another update following the Conference meeting on 11 May 2022. In the meantime please contact if you require any further information.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources I Corporate Division
T: s.22 M: s.22 www.ga.gov.au



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From: s.22 [@fwo.gov.au](mailto:s.22@fwo.gov.au)
Sent: Friday, 18 March 2022 5:10 PM
To: s.22 [@ga.gov.au](mailto:s.22@ga.gov.au)
Cc: s.22 [@ga.gov.au](mailto:s.22@ga.gov.au)
Subject: RE: Enterprise Agreement Dispute [SEC=OFFICIAL]

OFFICIAL

Hi s.22,

Thank you for the information below.

Regards

s.22

s.22 | Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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From: s.22 <s.22@ga.gov.au>
Sent: Friday, 18 March 2022 11:16 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Enterprise Agreement Dispute [SEC=OFFICIAL]

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Hi s.22

I'm well thank you. Hope you are too.

Since we last exchanged emails, the dispute did progress to discussion with senior management to attempt to resolve the dispute internally. We were, unfortunately, unable to resolve the dispute internally and have verbally been advised the parties that they intend to refer the matter to the Fair Work Commission. We have not yet received notification from the Commission that the matter has been lodged with them and are expecting it in the coming week or two.

Once that is received we can keep you informed of timeframes for the dispute resolution process with the Commission.

Regards

s.22

s.22 (she/her) | Chief Human Resources Officer | Human Resources
Corporate Division | Tues – Fri

t +s.22 www.ga.gov.au

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Earth sciences for Australia's future

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From: s.22 <s.22@fwo.gov.au>
Sent: Thursday, 17 March 2022 5:20 PM
To: s.22 <s.22@ga.gov.au>

Cc: s.22 @ga.gov.au>
Subject: Enterprise Agreement Dispute [SEC=OFFICIAL]

OFFICIAL

Hi s.22

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Can I confirm if the dispute is still ongoing and if so, is it likely to resolve internally or will it need to be referred to the Fair Work Commission?

If any future timeframes have been set down in relation to the dispute, this information would also be appreciated.

Kind Regards

s.22

s.22 Team Leader / Senior Fair Work Inspector

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s

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From: s.22
Sent: Thursday, 26 May 2022 10:17 AM
To: s.22
Cc: s.22
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thanks for your email. I am well and I hope you are too.

The hearing with the Fair Work Commission did go ahead on 11 May 2022. Commissioner McKinnon requested for the Community and Public Sector Union (CPSU), on behalf of their members, and I meet weekly over four weeks to see if an agreement can be reached in the form of an Individual Flexibility Agreement for each shift worker. Since the hearing, I have met with the CPSU on two occasions and these meetings seem productive. In saying this, I am not sure if a resolution will be reached in this forum; however, we are scheduled to meet again with Commissioner McKinnon on 11 June 2022 to determine next steps which could involve further informally meetings and/or arbitration.

We continue to pause the calculations for the pay review until we have an outcome on the dispute, and I will provide you with another update following the next hearing with Commissioner McKinnon in June.

Please do not hesitate to give me a call if you would like to discuss further on s.22

Regards, s.22

From: s.22 @fwo.gov.au>
Sent: Tuesday, 24 May 2022 4:23 PM
To: s.22 eton@ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

In your last email to me you advised that the dispute regarding the Enterprise Agreement was set down for a conference with the Fair Work Commission on 11 May 2022. Would you be able to confirm if the conference went ahead and if so what the outcome was?

Regards

s.22 | Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s

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From: s.22
Sent: Thursday, 7 July 2022 4:50 PM
To: s.22
Subject: FW: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Can you please save these under the communication folder under shift work review.

Regards

s.22 Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t s.22 ga.gov.au

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From: s.22 @fwo.gov.au>
Sent: Thursday, 7 July 2022 4:42 PM
To: s.22 @ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I am well thanks and hope you are too.

Thank you for the update below in relation to the implementation of the Individual Flexibility Agreements.

I will wait to hear from you once the dispute has been formally closed by the Fair Work Commission.

Regards

s.22

s.22 Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s.22

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From: s.22 <s.22@ga.gov.au>
Sent: Wednesday, 6 July 2022 10:33 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I hope this email finds you well.

As a follow up from my previous email where I advised Commissioner McKinnon requested for the Community and Public Sector Union (CPSU), on behalf of their members, and I meet weekly over four weeks to see if an agreement can be reached in the form of an Individual Flexibility Agreement for each shift worker. I am pleased to confirm that following these meetings, the CPSU, on behalf of the NEAC shift workers, have agreed to an IFA. The Fair Work Commission (FWC) has granted us a short period of time to finalise the IFAs, before the matter is closed through a formal Notice of Discontinuation.

We are currently in the process of finalising the IFA's and obtaining the relevant employees signatures. Once this is completed we will notify the CPSU and FWC. Once this has been formally closed by the FWC, we will be able to continue with our payroll review.

I will update you again when I receive an update from the FWC. Please give me a call on (s.22) if you wish to discuss further.

Regards, s.22

From: s.22 <s.22@fwo.gov.au>
Sent: Friday, 3 June 2022 3:39 PM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thank you for the update.

I will wait to hear from you after the next meeting with Commissioner McKinnon on 11 June 2022.

Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

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From: s.22 <@ga.gov.au>**Sent:** Thursday, 26 May 2022 10:17 AM**To:** s.22 <@fwo.gov.au>**Cc:** s.22 <@ga.gov.au>**Subject:** RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

Thanks for your email. I am well and I hope you are too.

The hearing with the Fair Work Commission did go ahead on 11 May 2022. Commissioner McKinnon requested for the Community and Public Sector Union (CPSU), on behalf of their members, and I meet weekly over four weeks to see if an agreement can be reached in the form of an Individual Flexibility Agreement for each shift worker. Since the hearing, I have met with the CPSU on two occasions and these meetings seem productive. In saying this, I am not sure if a resolution will be reached in this forum; however, we are scheduled to meet again with Commissioner McKinnon on 11 June 2022 to determine next steps which could involve further informally meetings and/or arbitration.

We continue to pause the calculations for the pay review until we have an outcome on the dispute, and I will provide you with another update following the next hearing with Commissioner McKinnon in June.

Please do not hesitate to give me a call if you would like to discuss further on s.22

Regards, s.22

From: s.22 <@fwo.gov.au>**Sent:** Tuesday, 24 May 2022 4:23 PM**To:** s.22 <@ga.gov.au>**Cc:** s.22 <@ga.gov.au>**Subject:** Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

In your last email to me you advised that the dispute regarding the Enterprise Agreement was set down for a conference with the Fair Work Commission on 11 May 2022. Would you be able to confirm if the conference went ahead and if so what the outcome was?

Regards

s.22 Assistant Director (a/g)

Enforcement

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T: s.22

X: s.22

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From: s.22
Sent: Friday, 12 August 2022 1:49 PM
To: s.22
Subject: FW: Fair Work Ombudsman [SEC=OFFICIAL]

FYI can you please file ☺

s.22 | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t s.22 ga.gov.au

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From: s.22 @ga.gov.au>
Sent: Friday, 12 August 2022 1:46 PM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

As previously advised; the CPSU, on behalf of the NEAC shift workers, have agreed to an IFA, and the Fair Work Commission (FWC) granted us a short period of time to finalise the IFAs, before the matter was to close through a formal Notice of Discontinuance (NoD). I can confirm the CPSU lodged the NoD with the FWC on 11 August 2022 and the dispute is now closed.

We have now recommenced work on the pay review and I will continue to keep you updated on our progress.

Please give me a call on (s.22) if you wish to discuss further.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources | Corporate Division
T: s.22 M: s.22 www.ga.gov.au



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From: s.22 <s.22@fwo.gov.au>
Sent: Thursday, 7 July 2022 4:42 PM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22 ,

I am well thanks and hope you are too.

Thank you for the update below in relation to the implementation of the Individual Flexibility Agreements.

I will wait to hear from you once the dispute has been formally closed by the Fair Work Commission.

Regards

s.22

s.22 Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



Fair Work
OMBUDSMAN

Fair Work Infoline
13 13 94
www.fairwork.gov.au



From: s <s@ga.gov.au>
Sent: Wednesday, 6 July 2022 10:33 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I hope this email finds you well.

As a follow up from my previous email where I advised Commissioner McKinnon requested for the Community and Public Sector Union (CPSU), on behalf of their members, and I meet weekly over four weeks to see if an agreement can be reached in the form of an Individual Flexibility Agreement for each shift worker. I am pleased to confirm that following these meetings, the CPSU, on behalf of the NEAC shift workers, have agreed to an IFA. The Fair Work

Commission (FWC) has granted us a short period of time to finalise the IFAs, before the matter is closed through a formal Notice of Discontinuation.

We are currently in the process of finalising the IFA's and obtaining the relevant employees signatures. Once this is completed we will notify the CPSU and FWC. Once this has been formally closed by the FWC, we will be able to continue with our payroll review.

I will update you again when I receive an update from the FWC. Please give me a call on s.22 if you wish to discuss further.

Regards, s.22

From: s.22 <s.22@fwo.gov.au>
Sent: Friday, 3 June 2022 3:39 PM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thank you for the update.

I will wait to hear from you after the next meeting with Commissioner McKinnon on 11 June 2022.

Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



From: s.22 <s.22@ga.gov.au>
Sent: Thursday, 26 May 2022 10:17 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi ^{s.22}

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Please do not hesitate to give me a call if you would like to discuss further on (^{s.22})

Regards, ^{s.22}

From: ^{s.22} @fwo.gov.au>
Sent: Tuesday, 24 May 2022 4:23 PM
To: ^{s.22} n@ga.gov.au>
Cc: ^{s.22} @ga.gov.au>
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

Hi ^{s.22}

I hope this email finds you well.

In your last email to me you advised that the dispute regarding the Enterprise Agreement was set down for a conference with the Fair Work Commission on 11 May 2022. Would you be able to confirm if the conference went ahead and if so what the outcome was?

Regards

^{s.22} | Assistant Director (a/g)

Enforcement
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[@fairwork_gov_au](https://twitter.com/fairwork_gov_au)



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From: s.22
Sent: Friday, 12 August 2022 1:46 PM
To: s.22
Cc:
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

As previously advised; the CPSU, on behalf of the NEAC shift workers, have agreed to an IFA, and the Fair Work Commission (FWC) granted us a short period of time to finalise the IFAs, before the matter was to close through a formal Notice of Discontinuance (NoD). I can confirm the CPSU lodged the NoD with the FWC on 11 August 2022 and the dispute is now closed.

We have now recommenced work on the pay review and I will continue to keep you updated on our progress.

Please give me a call on (s.22) if you wish to discuss further.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources | Corporate Division
T: s.22 M: s.22 www.ga.gov.au



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From: s.22 @fwo.gov.au>
Sent: Thursday, 7 July 2022 4:42 PM
To: s.22 @ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I am well thanks and hope you are too.

Thank you for the update below in relation to the implementation of the Individual Flexibility Agreements.

I will wait to hear from you once the dispute has been formally closed by the Fair Work Commission.

Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

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www.fairwork.gov.au



@fairwork_gov_au



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From: s.22 <s.22@ga.gov.au>

Sent: Wednesday, 6 July 2022 10:33 AM

To: s.22 <s.22@fwo.gov.au>

Cc: s.22 <s.22@ga.gov.au>

Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Sent: Friday, 3 June 2022 3:39 PM

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Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement

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From: s.22 <s.22@ga.gov.au>

Sent: Thursday, 26 May 2022 10:17 AM

To: s.22 <s.22@fwo.gov.au>

Cc: s.22 <s.22@ga.gov.au>

Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Sent: Tuesday, 24 May 2022 4:23 PM
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Please consider the environment before printing this email.

From: s.22 @fwo.gov.au>
Sent: Wednesday, 28 September 2022 9:01 AM
To: s.22
Cc: s.22
Subject: RE: Geoscience update to Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I am well thanks and hope you are too.

Thank you for letting me know that the review is progressing well.

I have been delayed in getting our request across to you. I am hoping to have it to you at the latest by early next week.

Kind regards

s.22

s.22 | Assistant Director (A/g) - Enforcement

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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From: s.22 @ga.gov.au>
Sent: Tuesday, 27 September 2022 10:39 AM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: Geoscience update to Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I hope this email finds you well.

s.22 is currently on leave, so in his absence I am just writing to let you know the review is progressing well.

I understand from our meeting last month we are required to provide you with some additional information, if you email this information to me I can progress in s.22 absence.

In the meantime please contact me if you have any questions.

Regards

s.22
Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t +s.22 ga.gov.au

Geoscience Australia acknowledges the Traditional Custodians of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islanders Cultures; and to Elders past, present and emerging.

From: s.22 @ga.gov.au>
Sent: Friday, 12 August 2022 1:46 PM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
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We have now recommenced work on the pay review and I will continue to keep you updated on our progress.

Please give me a call on s.22 if you wish to discuss further.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources | Corporate Division
T: s.22 M: s.22 www.ga.gov.au



Geoscience Australia
Earth sciences for Australia's future

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Sent: Thursday, 7 July 2022 4:42 PM

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Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement

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Cc: s.22 @ga.gov.au>
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Sent: Friday, 3 June 2022 3:39 PM
To: s.22 <@ga.gov.au>
Cc: s.22 <@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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s.22

s.22 | Assistant Director (a/g)

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From: s.22 <@ga.gov.au>
Sent: Thursday, 26 May 2022 10:17 AM
To: s.22 <@fwo.gov.au>
Cc: s.22 <@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Regards, s.22

From: s.22 <s.22@fwo.gov.au>
Sent: Tuesday, 24 May 2022 4:23 PM
To: s.22 <s.22@ga.gov.au>
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From: s.22
Sent: Wednesday, 28 September 2022 10:08 AM
To: s.22
Cc:
Subject: RE: Geoscience update to Fair Work Ombudsman [SEC=OFFICIAL]

Thanks for the update s.22

Have a lovely week.

Regards

s.22 | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t s.22 ga.gov.au

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From: s.22 @fwo.gov.au>
Sent: Wednesday, 28 September 2022 9:01 AM
To: s.22 @ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Geoscience update to Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I am well thanks and hope you are too.

Thank you for letting me know that the review is progressing well.

I have been delayed in getting our request across to you. I am hoping to have it to you at the latest by early next week.

Kind regards

s.22

s.22 | Assistant Director (A/g) - Enforcement

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



Fair Work
OMBUDSMAN

Fair Work Infoline
13 13 94
www.fairwork.gov.au



From: s.22 <s.22@ga.gov.au>
Sent: Tuesday, 27 September 2022 10:39 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: Geoscience update to Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I hope this email finds you well.

s.22 is currently on leave, so in his absence I am just writing to let you know the review is progressing well.

I understand from our meeting last month we are required to provide you with some additional information, if you email this information to me I can progress in s.22 absence.

In the meantime please contact me if you have any questions.

Regards

s.22 | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t s.22 ga.gov.au

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From: s.22 <s.22@ga.gov.au>
Sent: Friday, 12 August 2022 1:46 PM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

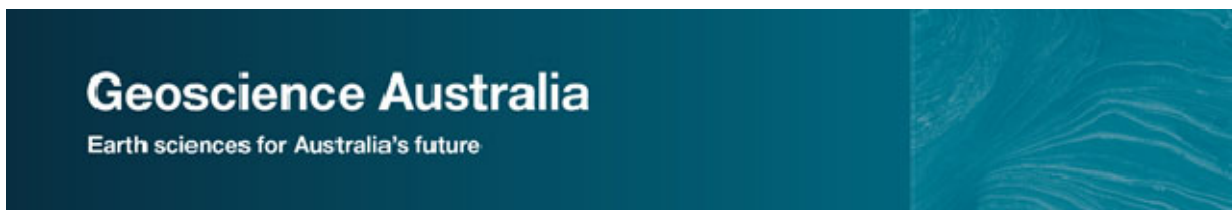
As previously advised; the CPSU, on behalf of the NEAC shift workers, have agreed to an IFA, and the Fair Work Commission (FWC) granted us a short period of time to finalise the IFAs, before the matter was to close through a formal Notice of Discontinuance (NoD). I can confirm the CPSU lodged the NoD with the FWC on 11 August 2022 and the dispute is now closed.

We have now recommenced work on the pay review and I will continue to keep you updated on our progress.

Please give me a call on s.22 if you wish to discuss further.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources | Corporate Division
T: s.22 M: s.22 www.ga.gov.au



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From: s.22 <s.22@fwo.gov.au>
Sent: Thursday, 7 July 2022 4:42 PM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I am well thanks and hope you are too.

Thank you for the update below in relation to the implementation of the Individual Flexibility Agreements.

I will wait to hear from you once the dispute has been formally closed by the Fair Work Commission.

Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



From: s.22 <s.22@ga.gov.au>
Sent: Wednesday, 6 July 2022 10:33 AM

To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I hope this email finds you well.

As a follow up from my previous email where I advised Commissioner McKinnon requested for the Community and Public Sector Union (CPSU), on behalf of their members, and I meet weekly over four weeks to see if an agreement can be reached in the form of an Individual Flexibility Agreement for each shift worker. I am pleased to confirm that following these meetings, the CPSU, on behalf of the NEAC shift workers, have agreed to an IFA. The Fair Work Commission (FWC) has granted us a short period of time to finalise the IFAs, before the matter is closed through a formal Notice of Discontinuation.

We are currently in the process of finalising the IFA's and obtaining the relevant employees signatures. Once this is completed we will notify the CPSU and FWC. Once this has been formally closed by the FWC, we will be able to continue with our payroll review.

I will update you again when I receive an update from the FWC. Please give me a call on (s.22) if you wish to discuss further.

Regards, s.22

From: s.22 @fwo.gov.au>
Sent: Friday, 3 June 2022 3:39 PM
To: s.22 @ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thank you for the update.

I will wait to hear from you after the next meeting with Commissioner McKinnon on 11 June 2022.

Regards

s.22

s.22 | Assistant Director (a/g)

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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From: s.22 <s.22@ga.gov.au>
Sent: Thursday, 26 May 2022 10:17 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

Thanks for your email. I am well and I hope you are too.

The hearing with the Fair Work Commission did go ahead on 11 May 2022. Commissioner McKinnon requested for the Community and Public Sector Union (CPSU), on behalf of their members, and I meet weekly over four weeks to see if an agreement can be reached in the form of an Individual Flexibility Agreement for each shift worker. Since the hearing, I have met with the CPSU on two occasions and these meetings seem productive. In saying this, I am not sure if a resolution will be reached in this forum; however, we are scheduled to meet again with Commissioner McKinnon on 11 June 2022 to determine next steps which could involve further informally meetings and/or arbitration.

We continue to pause the calculations for the pay review until we have an outcome on the dispute, and I will provide you with another update following the next hearing with Commissioner McKinnon in June.

Please do not hesitate to give me a call if you would like to discuss further on s.22

Regards, s.22

From: s.22 <s.22@fwo.gov.au>
Sent: Tuesday, 24 May 2022 4:23 PM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

In your last email to me you advised that the dispute regarding the Enterprise Agreement was set down for a conference with the Fair Work Commission on 11 May 2022. Would you be able to confirm if the conference went ahead and if so what the outcome was?

Regards

Enforcement
FAIR WORK OMBUDSMAN

T:^S
X:^S

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Po Box 1945, SURFERS PARADISE QLD 4217

5 October 2022

s.22

Chief Human Resource Officer
GEOSCIENCE AUSTRALIA
GPO BOX 378
CANBERRA ACT 2601

Reference number: MAT-16141-V5J6

Geoscience Australia – Self Report to the Fair Work Ombudsman

Dear s.22

I refer to the correspondence received by the Fair Work Ombudsman (**FWO**) on 31 May 2021 from Geoscience Australia. The correspondence outlined Geoscience Australia's self-report regarding potential contraventions of the *Geoscience Australia Enterprise Agreement 2019 – 2022* (**Enterprise Agreement**).

The FWO is an independent Government Agency responsible for ensuring compliance with the Fair Work Act 2009 (**FW Act**) and other relevant Commonwealth workplace laws. Please be advised that the FWO has commenced an investigation into Geoscience Australia in response to its self-report and that part of our role includes ensuring the amounts remediated to employees are calculate accurately.

From the information provided by Geoscience Australia in its initial correspondence and during our meetings on 2 November 2021, 17 December 2021 and 31 August 2022, the FWO understands that Geoscience Australia identified an issue relating to shift penalties, overtime and superannuation under the Enterprise Agreement. The issues affect approximately 22 current and former staff with any total underpayment figure yet to be determined.

Geoscience Australia advised that it has engaged KordaMentha to undertake the remediation review which has initially focusing on the period 27 June 2019 to 23 June 2021 (**initial review period**).

To assist with our investigation, we request that you provide the following information:

1. A copy of the methodology document(s) that sets out the basis on which the calculations have been undertaken, noting that the underpayment figures in this document have not been signed off and may change.
2. A copy of the calculations undertaken for the initial review period.

3. The contact details of a Geoscience Australia staff member who is affected by the remediation review and may be prepared to speak to a Fair Work Inspector about the issued identified above.

During our meeting on 31 August 2022, you indicated that there may be concerns in releasing certain personal information of the affected employees as part of our request for copies of the calculations. If you still have these concerns, we are happy to discuss these prior to the provision of this information.

We are requesting that the above information is provided by no later than **24 October 2022**. The FWO can provide access to a secure file transfer portal on request if the provision of this information by email is not suitable.

Any information received by the FWO in respect of this self-disclosure will not be accepted on a confidential or without prejudice bases and may be considered and relied upon as part of our investigation and for the purposes of any enforcement outcome.

Consistent with our obligations to advise persons providing information or producing documents to the FWO in the course of performing its functions under, or in connection with a law of the Commonwealth, Geoscience Australia and/or its officers may be liable to a civil remedy under the FW Act for giving false or misleading information or producing false or misleading documents. It is also a serious offence under the Criminal Code.

If you need any further information in relation to this request, please contact me on ^{s.22} or by email at ^{s.22} [@fwo.gov.au](mailto:) or by post to the address above. Please quote reference number MAT-16141-V5J6.

Your sincerely

^{s.22}

Assistant Director (a/g) - Enforcement
Fair Work Ombudsman

From: s.22 @fwo.gov.au>
Sent: Wednesday, 5 October 2022 4:53 PM
To: s.22
Subject: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]
Attachments: Geoscience Australia - Request for Information, 5-10-2022.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Good afternoon^{s.22} ,

I hope this email finds you well.

I have attached correspondence which sets out the information requested by the Fair Work Ombudsman in relation to Geoscience Australia's self-report which was discussed in our last meeting.

If you have any questions or concerns in relation to the information requested, please feel free to contact me on ^{s.22}_{s.22}

Kind Regards

^{s.22} | Assistant Director (A/g) - Enforcement

Enforcement

FAIR WORK OMBUDSMAN

T: ^{s.22}

X: ^{s.22}

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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Australian Government
Geoscience Australia

The Fair Work Ombudsman
GPO Box 1945
Surfers Paradise QLD 4217

Reference number: MAT-16141-V5J6

By email: [s.22](#) [@fwo.gov.au](mailto:s.22@fwo.gov.au)

24 October 2022

Cnr Jerrabomberra Avenue
and Hindmarsh Drive,
Symonston ACT 2609

GPO Box 378,
Canberra ACT 2601
Australia

+61 2 6249 9111
www.ga.gov.au

ABN 80 091 799 039

Dear [s.22](#)

Geoscience Australia – response to request for information

We are writing in response to your letter of 5 October 2022 in which the Fair Work Ombudsman requested further information from Geoscience Australia in relation to a self-report it made by letter dated 31 May 2021. In that letter, Geoscience Australia identified that there may have been errors associated with the calculation of remuneration for current and former employees performing shift work at the National Earthquake Alerts Centre in Canberra (NEAC) and at the Geodetic Observatory in Yarragadee, Western Australia (Observatory).

Request 1: A copy of the methodology document(s) that sets out the basis on which the calculations have been undertaken, noting that the underpayment figures in these documents have not been signed off and may change

In June 2021, Geoscience Australia engaged KordaMentha, a professional advisory firm, to conduct a comprehensive review of the remuneration arrangements for these employees.

KordaMentha have been asked to calculate the remuneration, accrual of leave entitlements and superannuation entitlements that was payable to the employees for at least the past 6 years, in accordance with the *Geoscience Australia Enterprise Agreement 2016-2019* and the *Geoscience Enterprise Agreement 2019-2022*. Specifically, KordaMentha has been asked to:

- a. Calculate the total remuneration that should have been paid to each employee in accordance with the relevant provisions of the enterprise agreements, as they covered and applied to each employee, during the review period. The calculations are to include:
 - wages in respect of ordinary hours worked, including relevant shift loadings
 - wages in respect of overtime worked
 - any paid meal breaks payable
 - flextime taken by the employee in lieu of paid overtime (if any)
 - payments made to the employee during periods of paid annual leave
 - wages payable in respect of any public holidays worked and not worked
- b. Calculate the total remuneration that was paid to each employee during the review period, including the matters set out above.

- c. Calculate any difference that may be payable to each employee, and/or contributions that may need to be made to an employee's superannuation fund.

KordaMentha have also been provided with:

- a. Details of the employees' employment history, including commencement date, cessation date (if applicable), APS classification, and any changes in position, classification, salary or shift worker status throughout their period of employment
- b. details of the shift roster patterns worked by each employee throughout the relevant period
- a. employee time and attendance records
- b. payroll data from the Aurion HRIS payroll system
- c. legal advice on the interpretation and application of the relevant provisions of the enterprise agreements
- d. legal advice on the interpretation of the relevant provisions of the rules applying to the Public Sector Superannuation Accumulation Plan, under the *Superannuation Act 1990* (Cth) and the *Public Sector Superannuation Scheme Trust Deed*.

The instructions provided to KordaMentha for the preparation of their review were the following:

- a. The employees are 'shift workers' as defined in the enterprise agreements, and work a continuous shift roster
- b. The employees do not perform field work (as defined in the enterprise agreements)
- c. None of the employees are eligible for a supported wage due to disability
- d. For the purposes of superannuation, the employees have been members of the Public Sector Superannuation Scheme or the Public Sector Superannuation Accumulation Plan since the commencement of their employment
- e. The Individual Flexibility Arrangements covering the employees working at the Observatory remained valid after the replacement of the *Geoscience Australia Enterprise Agreement 2016-2019*
- f. The employees are not entitled to receive any other allowances under the enterprise agreements.

Further details will be provided in the reports produced by KordaMentha in response to their engagement.

Request 2: A copy of the calculations undertaken for the initial review period

We have been informed by KordaMentha that their report into the review of the entitlements owed to the NEAC employees for the period of 31 May 2015 to 24 June 2021 is anticipated to be completed by the end of October 2022 or early November 2022.

Once Geoscience Australia has had an opportunity to review and consider KordaMentha's report, we intend to provide the FWO with the calculations undertaken in respect of each of the NEAC employees.

KordaMentha is continuing with their review in respect of the remuneration for the Observatory employees. Currently we do not have an estimated time for delivery of that report.

Potentially affected employees are being kept informed of the progress of the review.

Request 3: The contact details of a Geoscience staff member who is affected by the remediation review and may be prepared to speak to a Fair Work Inspector about the issue identified above

We can confirm that s.22 is an employee who works in the NEAC. s.22 is a potentially affected employee and has indicated they are willing to speak with the FWO. s.22 can be contacted on s.22 or s.22 @ga.gov.au.

Please do not hesitate to contact me if there is anything further we can assist with.

Yours sincerely

s.22

Chief Human Resources Officer
Geoscience Australia

From: s.22
Sent: Monday, 24 October 2022 9:20 AM
To: s.22
Cc:
Subject: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]
Attachments: 20221024 Letter to FWO from GA (2).pdf

Hi s.22

I am well, thank you for asking, and I hope all is well at your end.

See attached Geoscience Australia's response to your request for information.

Please do not hesitate to contact me if there is anything further we can assist with.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources | Corporate Division
T: s.22 M: s.22 www.ga.gov.au



Geoscience Australia

Earth sciences for Australia's future

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From: s.22 @fwo.gov.au>
Sent: Wednesday, 5 October 2022 4:53 PM
To: s.22 @ga.gov.au>; s.22 @ga.gov.au>
Subject: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]

Good afternoon s.22

I hope this email finds you well.

I have attached correspondence which sets out the information requested by the Fair Work Ombudsman in relation to Geoscience Australia's self-report which was discussed in our last meeting.

If you have any questions or concerns in relation to the information requested, please feel free to contact me on s.22
s.22

Kind Regards

s.22 | Assistant Director (A/g) - Enforcement

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s

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@fairwork_gov_au



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Subject: RE: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]
Attachments: [image001.png](#)
[image002.png](#)
[s.22 .png](#)

From: s.22 <s.22@fwo.gov.au>
Sent: Tuesday, 25 October 2022 6:45 PM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]

Hi s.22 ,

Thank you for the attached correspondence.

If we have any questions I will be in contact.

Regards

—
s.22 | Assistant Director (A/g) - Enforcement

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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13 13 94
www.fairwork.gov.au



From: s.22 <s.22@ga.gov.au>
Sent: Monday, 24 October 2022 8:20 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]

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Hi s.22

I am well, thank you for asking, and I hope all is well at your end.

See attached Geoscience Australia's response to your request for information.

Please do not hesitate to contact me if there is anything further we can assist with.

Regards

s.22 (he/him)
Chief Human Resources Officer
Human Resources | Corporate Division
s.22 M: s.22 www.ga.gov.au



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From: s.22 <s.22@fwo.gov.au>
Sent: Wednesday, 5 October 2022 4:53 PM
To: s.22 <s.22@ga.gov.au>; s.22 <s.22@ga.gov.au>
Subject: Fair Work Ombudsman - Request for Information [SEC=OFFICIAL]

Good afternoon s.22

I hope this email finds you well.

I have attached correspondence which sets out the information requested by the Fair Work Ombudsman in relation to Geoscience Australia's self-report which was discussed in our last meeting.

If you have any questions or concerns in relation to the information requested, please feel free to contact me on s.22 .

Kind Regards

s.22 | Assistant Director (A/g) - Enforcement

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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[/fairwork.gov.au](https://www.facebook.com/fairwork.gov.au)

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Our privacy policy can be accessed from our web site www.fairwork.gov.au.

Please consider the environment before printing this email.

From: s.22
Sent: Monday, 12 December 2022 9:38 AM
To: s.22
Cc:
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thanks for your email and reaching out.

We received the final report for the NEAC employees between the dates of 31 May 2015 and 24 June 2021 on 8 December 2022. We are reviewing it now, briefing the Chief Executive Officer and will look to share the report and its attachments with you shortly.

Happy to discuss further via phone, if that is easier.

Thanks, s.22

From: s.22 <@fwo.gov.au>
Sent: Thursday, 8 December 2022 11:57 AM
To: s.22 <@ga.gov.au>
Cc: s.22 <@ga.gov.au>
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

Following on from receiving your written correspondence of 24 October 2022, I have a couple of follow-up questions.

In the correspondence you indicated that Geoscience Australia expected to receive KordaMentha's report in relation to the entitlements owed to the NEAC employees in late October or early November 2022 and then this report would need to be considered by Geoscience Australia.

Are you able to confirm if Geoscience Australia has received the report from KordaMentha?

If the report has been received, can you please advise how long Geoscience Australia may need review it and an anticipated date that it can be provided along with a copy of the calculations to the Fair Work Ombudsman?

If you have any questions in relation to this, please contact me either by email or on s.22

Kind Regards

s.22

s.22 | Assistant Director (A/g) - Enforcement

Enforcement
FAIR WORK OMBUDSMAN

T: s.22

X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217

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Please consider the environment before printing this email.

From: s.22
Sent: Tuesday, 20 December 2022 9:24 AM
To: s.22
Cc: s.22
Subject: RE: Request meeting - Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thanks, we will share the report when we meet this afternoon and will send to you following the meeting and when the secure file process is completed.

Look forward to chatting with you later today.

Regards

s.22 | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t +s.22 ga.gov.au

Geoscience Australia acknowledges the Traditional Custodians of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islanders Cultures; and to Elders past, present and emerging.

From: s.22 @fwo.gov.au>
Sent: Tuesday, 20 December 2022 8:24 AM
To: s.22 @ga.gov.au>; s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Request meeting - Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22 and s.22

We do have a secure file transfer protocol that we can set up for you to transfer the report into but it will take some time for our IT to set that up for us (especially at this time of year). We will get cracking on that this morning.

In the meantime, is there an executive summary to the report that might be able to be isolated and emailed across? If not, we're happy for you to walk us through the high level findings/recommendations etc this afternoon and we will then wait to get the report once your log-in to our file transfer protocol has been enabled.

Regards

s.22

From: s.22 @ga.gov.au>
Sent: Monday, 19 December 2022 9:21 PM
To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>; s.22 @fwo.gov.au>
Subject: RE: Request meeting - Fair Work Ombudsman [SEC=OFFICIAL]

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Hi ^{s.22}

In preparation for our meeting tomorrow, do you have a dropbox or similar for us to share the report. The report is quite large and we are unable to send via email.

Regards

^{s.22} | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t ^{+s.22} ga.gov.au

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From: ^s
Sent: Monday, 19 December 2022 8:21 AM
To: ^{s.22} @fwo.gov.au>
Cc: ^{s.22} @ga.gov.au>; ^{s.22} @fwo.gov.au>
Subject: RE: Request meeting - Fair Work Ombudsman [SEC=OFFICIAL]

Hi ^{s.22}

Thank you, I have sent a meeting invite for Tuesday afternoon. Look forward to meeting with you and ^{s.22} then.

Regards

^{s.22} | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t ^{+s.22} ga.gov.au

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From: ^{s.22} @fwo.gov.au>
Sent: Friday, 16 December 2022 4:32 PM
To: ^s @ga.gov.au>
Cc: ^{s.22} @ga.gov.au>; ^{s.22} @fwo.gov.au>
Subject: RE: Request meeting - Fair Work Ombudsman [SEC=OFFICIAL]

Hi ^{s.22}

In relation to the meeting for next week, ^{s.22} who is my Director will also attend.

We have availability on Tuesday afternoon between 3.00pm and 5.00pm AEDT and anytime on Wednesday.

Kind Regards

s.22

s.22 | Assistant Director (A/g) - Enforcement

Enforcement

FAIR WORK OMBUDSMAN

T: s.
X: s.22

PO Box 1945 Surfers Paradise QLD 4217 | Level 3 50 Appel Street, Surfers Paradise QLD 4217



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From: s.22 <s.22@ga.gov.au>
Sent: Friday, 16 December 2022 11:18 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: Request meeting - Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I hope you are well.

Following the email below s.22 and I would like to meet with you next week if possible to discuss the progress of the report and next steps.

If you are available next week could you advise some suitable times and I will organise a 'Teams' meeting. Please also let me know if you would like to invite someone else to the meeting.

Regards

s.22 | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division

t +s.22 ga.gov.au

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From: s.22 <s.22@ga.gov.au>
Sent: Monday, 12 December 2022 9:38 AM

To: s.22 @fwo.gov.au>
Cc: s.22 @ga.gov.au>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thanks for your email and reaching out.

We received the final report for the NEAC employees between the dates of 31 May 2015 and 24 June 2021 on 8 December 2022. We are reviewing it now, briefing the Chief Executive Officer and will look to share the report and its attachments with you shortly.

Happy to discuss further via phone, if that is easier.

Thanks, s.22

From: s.22 @fwo.gov.au>
Sent: Thursday, 8 December 2022 11:57 AM
To: s.22 @ga.gov.au>
Cc: s.22 @ga.gov.au>
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

I hope this email finds you well.

Following on from receiving your written correspondence of 24 October 2022, I have a couple of follow-up questions.

In the correspondence you indicated that Geoscience Australia expected to receive KordaMentha's report in relation to the entitlements owed to the NEAC employees in late October or early November 2022 and then this report would need to be considered by Geoscience Australia.

Are you able to confirm if Geoscience Australia has received the report from KordaMentha?

If the report has been received, can you please advise how long Geoscience Australia may need review it and an anticipated date that it can be provided along with a copy of the calculations to the Fair Work Ombudsman?

If you have any questions in relation to this, please contact me either by email or on s.22

Kind Regards

s.22

s.22 | Assistant Director (A/g) - Enforcement

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T: s.22
X: s.22

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From: s.22
Sent: Wednesday, 1 February 2023 2:40 PM
To: s.22
Cc: s.22
Subject: RE: Fair Work Ombudsman: File Transfer Portal [SEC=OFFICIAL]

Hi s.22

Thanks for your email. I have upload a zip file containing the documents. Can you please confirm you have received these.

Regards

s.22 | Manager, Workplace Relations
Human Resources | Enabling Services | Corporate Division
t s.22 ga.gov.au

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From: s.22 @fwo.gov.au
Sent: Friday, 27 January 2023 5:22 PM
To: s.22 @ga.gov.au; s.22 @ga.gov.au
Subject: Fair Work Ombudsman: File Transfer Portal [SEC=OFFICIAL]

Good afternoon s.22 and s.22 ,

My apologies for not getting back to you sooner.

To access the file transfer portal if you go to the web browser which is provided at paragraph 4 of page 4 in the user guide I previously sent to you which should be <https://ftp.employmnt.gov.au/>. Once at this page if you then enter your email address in the username section and then select the 'forgot password' option this should then allow you to set a password and login to the portal and upload the documents as per the instructions in the guide.

If you have any issues at all with this please let me know.

Kind Regards

s.22 | Assistant Director (A/g) - Enforcement

Enforcement
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T: s.22
X: s.22

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Overview

Background, scope and key findings

s.47E(b), s.47E(c)

Background

Geoscience Australia ('Geoscience') has been made aware of concerns regarding potential non-compliance with the enterprise agreements which employees are covered by; specifically, whether the entitlement amounts paid to selected employees who perform shift work are appropriate.

To evaluate these concerns Geoscience has undertaken an assessment of employees engaged by the Australian National Earthquake Alerts Centre ('NEAC'), to assess and validate the entitlements paid by Geoscience.

Scope of the engagement

KordaMentha has assisted Geoscience with the assessment of NEAC employees who performed shift work between the period 31 August 2011 – 10 November 2021 ('Review Period'). This Review Period is covered by *Geoscience Australia Enterprise Agreement 2011 EA*),
'the

s.47E(c)

s.47E(b)

s.47E(b), s.47E(c)



From: s.22
Sent: Tuesday, 5 September 2023 4:27 PM
To: s.22
Cc: s.22
Subject: RE: Fair Work Ombudsman - Portal open [SEC=OFFICIAL]

Hi s.22

Thanks for letting me know.

Regards

s.22 | Acting Director, HR Operations
Human Resources | Enabling Services | Corporate Division

t s.22 ga.gov.au

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From: s.22 <s.22@fwo.gov.au>
Sent: Tuesday, 5 September 2023 12:35 PM
To: s.22 <s.22@ga.gov.au>; s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman - Portal open [SEC=OFFICIAL]

Hi s.22,

I can confirm that we have received Appendix B through the portal and are able to open it.

Thank you for uploading it.

Regards

s.22 | Assistant Director

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22
E: s.22 <s.22@fwo.gov.au>

PO Box 1945, Surfers Paradise, QLD, 4217 | Level 3, 50 Appel Street, Surfers Paradise, Qld, 4217



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www.fairwork.gov.au | Fair Work Infoline: 13 13 94 | [subscribe to email updates](#)

From: s.22 <s.22@ga.gov.au>
Sent: Tuesday, September 5, 2023 9:42 AM
To: s.22 <s.22@fwo.gov.au>
Cc: s.22 <s.22@fwo.gov.au>; s.22 <s.22@ga.gov.au>
Subject: RE: Fair Work Ombudsman - Portal open [SEC=OFFICIAL]

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Hi s.22

Thanks, I have add Appendix B. Can you please confirm receipt.

Regards

s.22 | Acting Director, HR Operations
Human Resources | Enabling Services | Corporate Division
t +s.22 ga.gov.au

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From: s.22 <s.22@fwo.gov.au>
Sent: Tuesday, 5 September 2023 9:05 AM
To: s.22 <s.22@ga.gov.au>
Cc: s.22 <s.22@fwo.gov.au>
Subject: Fair Work Ombudsman - Portal open [SEC=OFFICIAL]

Hi s.22 ,

Just a quick email to let you know that the portal is now open and it has the same access details as before.

Could you please provide a copy of Appendix B.

Please let me know if it doesn't work.

Kind regards,

s.22

| Fair Work Inspector

Enforcement

FAIR WORK OMBUDSMAN

T: s.22

X: s.22

E: s.22 [@fwo.gov.au](mailto:s.22@fwo.gov.au)

GPO Box 9887 Brisbane QLD 4001 | Level 25, 400 George Street Brisbane QLD 4000

NOTE: I am part-time and work Monday to Thursday.

From: s.22

[@ga.gov.au](mailto:s.22@ga.gov.au)>

Sent: Thursday, August 17, 2023 2:46 PM

To: s.22

[@fwo.gov.au](mailto:s.22@fwo.gov.au)>; s.22

[@ga.gov.au](mailto:s.22@ga.gov.au)>

Cc: s.22

[@ga.gov.au](mailto:s.22@ga.gov.au)>; s.22

[@fwo.gov.au](mailto:s.22@fwo.gov.au)>

Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

Just looping back on the below email. I will try and send through one by one in a moment and see if that works.

Regards

s.22 | Acting Director, HR Operations

Human Resources | Enabling Services | Corporate Division

t +s.22 [ga.gov.au](mailto:s.22@ga.gov.au)

Geoscience Australia acknowledges the Traditional Custodians of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islanders Cultures; and to Elders past, present and emerging.

From: s.22

[@fwo.gov.au](mailto:s.22@fwo.gov.au)>

Sent: Thursday, 10 August 2023 8:27 AM

To: s.22

[@ga.gov.au](mailto:s.22@ga.gov.au)>; s.22

[@ga.gov.au](mailto:s.22@ga.gov.au)>

Cc: s.22

[@ga.gov.au](mailto:s.22@ga.gov.au)>; s.22

[@fwo.gov.au](mailto:s.22@fwo.gov.au)>

Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

Hi s.22

Thank you for letting me know.

I will get back to you with the access details.

Regards

s.22

s.22 | Assistant Director

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22
E: s.22 [@fwo.gov.au](mailto: @fwo.gov.au)

PO Box 1945, Surfers Paradise, QLD, 4217 | Level 3, 50 Appel Street, Surfers Paradise, Qld, 4217



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www.fairwork.gov.au | Fair Work Infoline: 13 13 94 | [subscribe to email updates](#)

From: s.22 [@ga.gov.au](mailto: @ga.gov.au)>
Sent: Tuesday, August 8, 2023 12:27 PM
To: s.22 [@fwo.gov.au](mailto: @fwo.gov.au)>; s.22 [@ga.gov.au](mailto: @ga.gov.au)>
Cc: s.22 [@ga.gov.au](mailto: @ga.gov.au)>; s.22 [@fwo.gov.au](mailto: @fwo.gov.au)>
Subject: RE: Fair Work Ombudsman [SEC=OFFICIAL]

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Hi s.22

I have tried to send the reports as requested but the email is bouncing back, could you please provide me with access to the portal you provided last time?

Regards

s.22 | Acting Director, HR Operations
Human Resources | Enabling Services | Corporate Division
t s.22 [ga.gov.au](mailto: ga.gov.au)

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From: s.22 <@fwo.gov.au>
Sent: Tuesday, 8 August 2023 8:37 AM
To: s.22 <@ga.gov.au>
Cc: s.22 <@ga.gov.au>; s.22 <@ga.gov.au>, s.22 <@fwo.gov.au>
Subject: Fair Work Ombudsman [SEC=OFFICIAL]

Good Morning s.22

Thank you for taking the time last week to meet with us.

As discussed, can you please provide a copy of the updated NEAC Report and Appendix B.

If you have any questions in relation to this request, please do not hesitate to contact me.

Regards

s.22

s.22 | Assistant Director

Enforcement
FAIR WORK OMBUDSMAN

T: s.22
X: s.22
E: s.22 <@fwo.gov.au>

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