

SCHEDULE OF DOCUMENTS

Doc No	Date of Document	Document Description	Full, Partial or Refused	Exemption(s) provision	Page numbers/part page numbers redacted	Comments
1	09/02/2023	AWM Internal Documents	Partial Release	s22(1)(a)(ii) & s47F	1-2	Partial Release
2	07/06/2023	AWM Internal Documents	Partial Release	s22(1)(a)(ii) & s47F	1-5	Partial Release



MINISTERIAL BRIEF

s22(1)(a)(ii)

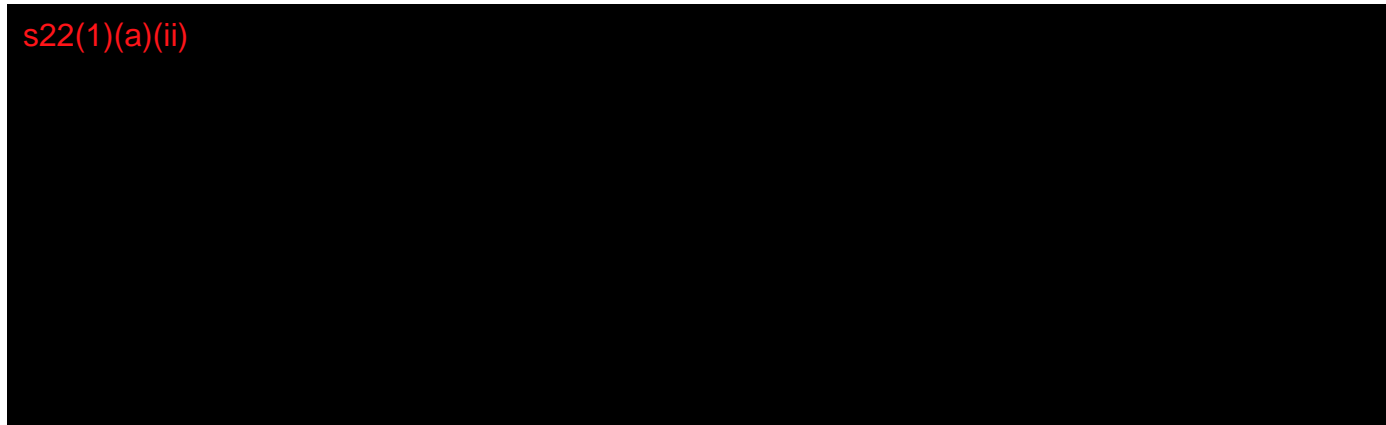
MB23-000040

s22(1)(a)(ii)



The staff are recruited, managed and rostered by a dedicated PersolKelly consultant, reducing the significant administration otherwise required by the Memorial to manage a casual workforce.

s22(1)(a)(ii)



Clearance

Cleared by: Matt Anderson, Director, Australian War Memorial

02 6243 4262 | s22(1)(a)(ii) & s47F

Contact: Leanne Patterson, Branch Head Corporate Services

02 6243 4233 | s22(1)(a)(ii) & s47F

Division: Australian War Memorial

From: [Leanne Patterson](#)
To: s22(1)(a)(ii) & s47F s22(1)(a)(ii) & s47F
Cc: [Anne Bennie](#); [REDACTED]
Subject: RE: Pay parity message
Date: Wednesday, 7 June 2023 8:45:54 AM

Hi [REDACTED] s22(1)(a)(ii) & s47F

Below is my recommended response to the FB comment earlier this week:

Comment: Will you commit to paying all staff equivalent pay, regardless of ongoing/non-ongoing employment status, including payment of penalty rates for work done on weekends, overtime, and outside core hours? Will you commit to enacting this pay parity by the end of the year, with no loss of FTE across the workforce, instead transferring contractors into to permanent employment with no loss of hours or entitlements?

Response: The Memorial pays its ongoing and non-ongoing employees according to the provisions of the AWM Teamwork Agreement. Labour hire arrangements used to supplement the Memorial's workforce are paid by the employer in accordance with the relevant award.

To prepare the Memorial for the opening of the new galleries in 2025, we're currently undergoing an organisational review which includes evaluating our future workforce needs to ensure we have the most effective resourcing arrangements to support the revised service delivery model.

thanks
Leanne

From: Anne Bennie <Anne.Bennie@awm.gov.au>
Sent: Tuesday, 6 June 2023 4:55 PM
To: s22(1)(a)(ii) & s47F [REDACTED]
s22(1)(a)(ii) & s47F [REDACTED]
Cc: Leanne Patterson <Leanne.Patterson@awm.gov.au>
Subject: RE: Pay parity message

[REDACTED] s22(1)(a)(ii)

From: Anne Bennie
Sent: Tuesday, 6 June 2023 4:53 PM
To: [REDACTED] s22(1)(a)(ii) & s47F
[REDACTED] s22(1)(a)(ii) & s47F
Subject: RE: Pay parity message

[REDACTED] s22(1)(a)(ii)

s22(1)(a)(ii)

From: s22(1)(a)(ii) & s47F

Sent: Tuesday, 6 June 2023 4:34 PM

To: Anne Bennie <Anne.Bennie@awm.gov.au>; s22(1)(a)(ii) & s47F
s22(1)(a)(ii) & s47F

Subject: RE: Pay parity message

Hi Anne,

Just wanted to confirm that DEX will reply with the following message regarding pay parity:

Hi s22(1)(a)(ii) & s47F

Thank you for your enquiry.

The Memorial supplements its permanent visitor services workforce with a portion of valued casual contract staff. Permanent staff have clear differences in their roles and are expected to conduct a higher level of duties.

Casual staff are rostered when needed to keep the Memorial open seven days a week, 364 days a year. Casual staff have irregular and intermittent hours and have irregular work and hours.

Casual staff also help to provide customer service to cover unplanned leave by the permanent Memorial employees.

s22(1)(a)(ii)

s22(1)(a)(ii)

Kind regards,

s22(1)(a)(ii) & s47F

From: s22(1)(a)(ii) & s47F

Sent: Tuesday, 6 June 2023 4:20 PM

To: s22(1)(a)(ii) & s47F

Cc: Anne Bennie <Anne.Bennie@awm.gov.au>; Leanne Patterson

<Leanne.Patterson@awm.gov.au>; s22(1)(a)(ii) & s47F

s22(1)(a)(ii) & s47F

Executive

<Executive@awm.gov.au> s22(1)(a)(ii) & s47F

Subject: RE: Pay parity message

s22(1)(a)(ii)

From: s22(1)(a)(ii) & s47F

Sent: Tuesday, 6 June 2023 4:19 PM

To: s22(1)(a)(ii) & s47F

Cc: Anne Bennie <Anne.Bennie@awm.gov.au>; Leanne Patterson

<Leanne.Patterson@awm.gov.au>; s22(1)(a)(ii) & s47F

s22(1)(a)(ii) & s47F

Executive

<Executive@awm.gov.au>; s22(1)(a)(ii) & s47F

Subject: RE: Pay parity message

s22(1)(a)(ii)

From: Leanne Patterson <Leanne.Patterson@awm.gov.au>

Sent: Tuesday, 6 June 2023 3:46 PM

To: Executive <Executive@awm.gov.au>; [REDACTED] s22(1)(a)(ii) & s47F

[REDACTED] s22(1)(a)(ii) & s47F

Cc: Anne Bennie <Anne.Bennie@awm.gov.au>

Subject: RE: Pay parity message

s22(1)(a)(ii)

From: Executive <Executive@awm.gov.au>

Sent: Tuesday, 6 June 2023 12:04 PM

To: Leanne Patterson <Leanne.Patterson@awm.gov.au>; [REDACTED] s22(1)(a)(ii) & s47F
[REDACTED] s22(1)(a)(ii) & s47F

Subject: FW: Pay parity message

s22(1)(a)(ii)

Regards,

[REDACTED] s22(1)(a)(ii) & s47F

Executive Officer| Council and Corporate Services

s22(1)(a)(ii) & s47F

Australian War Memorial | GPO Box 345 Canberra ACT 2601 | www.awm.gov.au

From: s22(1)(a)(ii) & s47F

Sent: Tuesday, 6 June 2023 10:59 AM

To: Executive <Executive@awm.gov.au>

Cc: s22(1)(a)(ii) & s47F

Subject: FW: Pay parity message

s22(1)(a)(ii)

From: s22(1)(a)(ii) & s47F

Sent: Tuesday, 6 June 2023 10:49 AM

To: s22(1)(a)(ii) & s47F

Subject: Pay parity message

s22(1)(a)(ii) & s47F

Message from [redacted] on Facebook (4 June):

Will you commit to paying all staff equivalent pay, regardless of ongoing/non-ongoing employment status, including payment of penalty rates for work done on weekends, overtime, and outside core hours? Will you commit to enacting this pay parity by the end of the year, with no loss of FTE across the workforce, instead transferring contractors into to permanent employment with no loss of hours or entitlements?

s22(1)(a)(ii) & s47F

Digital Content Producer | Digital Experience s22(1)(a)(ii) & s47F

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