

1 April 2016

Matthew Drake-Brockman
Industrial Advocate
Public Service Association NSW
160 Clarence Street
Sydney 2000

Sent via email: mdrake-brockman@psa.asn.au

Dear Matthew,

Re: icare Consultation

I write further to our meeting of 18 March 2016, regarding establishing consultative frameworks for icare. I would like to confirm the following arrangements:

a) icare Joint Consultative Committee (JCC) Meetings

Arrangements for quarterly JCC meetings with PSA officials, icare management (including CEO) and employee delegates, was discussed.

It is proposed that one delegate from each business area of icare attend the JCC. An organisational chart is attached for your reference (**Attachment A**).

Proposed Schedule of JCC Meetings

Time/Date	Matters to be Discussed	Delegates TBC
3 May 2016 2pm- 4pm	1. JCC Terms of Reference 2. icare Award 3. icare Flexible Working Hours Agreement (FWHA)	PSA to advise
14 July 2016 2pm- 4pm	TBC	PSA to advise
17 October 2016 2pm- 4pm	TBC	PSA to advise

b) icare Award

In accordance with the Memorandum of Understanding (MoU) of September 2015, we are committed to negotiating a single Award, reflective of current employment conditions.

A working party arrangement is proposed, to undertake a preliminary review of the consolidated Award, and the provisions relevant to icare.

Proposed Schedule of Working Party Meetings

Time/Date	Matters to be Discussed	Attendees
18 April 2016 2pm- 4pm 2 May 2016 2pm- 4pm 16 May 2016 2pm- 4pm	Review NSWIR draft of consolidated Award	Matthew Drake-Brockman (PSA Industrial Advocate) Samantha Abeydeera (icare People Engagement Partner)

c) Single icare Flexible Working Hours Agreement (FWHA)

We are committed to consulting and engaging with our employees and the PSA to negotiate a single FWHA for icare. I confirm that it is our intention to have the current FWHA arrangements continue until the new FWHA is introduced.

Please confirm that these arrangements are suitable to you. Thank you for taking the time to meet with us, I found the discussion very constructive.

Yours sincerely



Greg Barnier
Chief People Officer