
From: [redacted]@dbcde.gov.au
Sent: Monday, February 14, 2011 4:20 PM
To: David Auld
Cc: Ian McAuley; Grainger, Joanna
Subject: RE: DEEWR DBCDE NBN Co meeting - skills etc [SEC=IN-CONFIDENCE]

Thanks David – much appreciated.
We will call you on the number listed below?

Regards

[redacted]

From: David Auld [mailto:DavidAuld@nbnco.com.au]
Sent: Monday, 14 February 2011 4:01 PM
To: [redacted]
Cc: Ian McAuley
Subject: RE: DEEWR DBCDE NBN Co meeting - skills etc [SEC=IN-CONFIDENCE]

Hi [redacted]

I can do 4 pm tomorrow.

David Auld
General Manager - Training Strategy & Internal Communications
P +61 3 8662 8122 M [redacted]

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Level 40, 360 Elizabeth Street, Melbourne VIC 3000



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From: [redacted]@dbcde.gov.au
Sent: Monday, 14 February, 2011 2:59 PM
To: David Auld
Subject: DEEWR DBCDE NBN Co meeting - skills etc [SEC=IN-CONFIDENCE]

Hi David

Again, my apologies about the miscommunication about the proposed DEEWR, DBCDE, NBN Co meeting on NBN workforce and skills issues. DEEWR had initiated the meeting and I thought that they had been liaising with NBN Co about it. The proposed agenda is outlined below. As it is rather general I thought that before rescheduling with DEEWR I would double-check that you are not available to participate via teleconference tomorrow from 4-5pm. I think that Marion has also planned to respond to a query you had on retraining at the meeting.

I appreciate it is very short notice and we are more than happy to reschedule if that is preferable. I have checked Jo's diary and Monday, Wednesday, Thursday and Friday afternoons next week are all relatively free at this time and I note that you will participate via teleconference.

Jo also asked me to mention that she hasn't heard anything from Deloitte regarding input to the Information Packs and whether we should be following this up.

Look forward to hearing back from you on this asap. If I don't get a reply by 4:00pm I will reschedule the meeting.

Regards

[Redacted]

NBN Co – update on progress

- [Redacted: Out of scope - Irrelevant information]
- Workforce Development Strategy - skills and training issues identified
- Workforce modelling (work being undertaken by Deloitte)

DEEWR

- Training and employment support for contracted companies.

DBCDE

- Standard responses – employment, skills, stakeholder consultation

[Redacted]

Assistant Manager | NBN Shareholder and Policy Branch

NBN Implementation Division

Phone: +61 2 6271 1182

Email: [Redacted]@dbcde.gov.au

www.dbcde.gov.au

Department of Broadband, Communications and the Digital Economy

Level 1, 44 Sydney Avenue, Forrest ACT 2603

GPO Box 2154 Canberra, ACT, 2601

From: [redacted]
To: Grainger, Joanna; [redacted]@deewr.gov.au; [redacted]
[redacted] "RUSTOWSKI, Renata"; WHITE, Linda (VET); "GREENING, Malcolm"; "UPITIS, Astrida"; IRELAND, Penny;
Jan McAuley; David Auld
Subject: DEEWR DBCDE NBN Co meeting - skills and workforce issues [SEC=IN-CONFIDENCE]
Date: Tuesday, February 15, 2011 10:53:49 AM
Attachments: [Draft Agenda - NBN Co, DEEWR, DBCDE meeting 150211.docx](#)

Good morning

Just a reminder to confirm our meeting this afternoon at 4pm to discuss NBN skills and workforce issues. David Auld (NBN Co) will be participate via teleconference – David we will call you once everyone is assembled.

A copy of the proposed agenda is included below this email. Please let me know if there is anything you would like to add.

Please call me (X1182) or [redacted](x7072) when you arrive at the L1 foyer at 44 Sydney Avenue.

We look forward to seeing you this afternoon.

Regards

[redacted]
[redacted]

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Department of Broadband, Communications and the Digital Economy

Level 1, 44 Sydney Avenue, Forrest ACT 2603

GPO Box 2154 Canberra, ACT, 2601

Meeting – NBN Co Workforce and Skills Planning

Meeting Date: Tuesday, 15 February 2010,

Time: 4:00 – 5:00pm,

Venue: Roger Hammond Room, L1, 44 Sydney Avenue, Forrest.

Attendees:

Attendee Name	Role/organisation
Jo Grainger	DBCDE
[redacted]	DBCDE

[Redacted]	DBCDE
[Redacted]	DBCDE
[Redacted]	DBCDE
[Redacted]	DBCDE
Malcolm Greening	DEEWR
Linda White	DEEWR
Astrida Upitis	DEEWR
Renata Rustowski	DEEWR
[Redacted]	DEEWR
Penny Ireland	DEEWR
Ian McAuley	NBN Co
David Auld	NBN Co

AGENDA

NBN Co – update on progress

- **Out of scope - Irrelevant Information**
- Workforce Development Strategy - skills and training issues identified
- Workforce modelling (work being undertaken by Deloitte)

DEEWR

- Training and employment support for contracted companies.

DBCDE

- Retraining Agreement
- Standard responses – employment, skills, stakeholder consultation

Other Business

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DRAFT

Meeting – NBN Co Workforce and Skills Planning

Meeting Date: Tuesday, 15 February 2010,
Time: 4:00 – 5:00pm,
Venue: Roger Hammond Room, L1, 44 Sydney Avenue, Forrest.

Attendees:

Attendee Name	Role/organisation
Jo Grainger	DBCDE
	DBCDE
	DBCDE
	DBCDE
	DBCDE
	DBCDE
Malcolm Greening	DEEWR
Linda White	DEEWR
Astrida Uptis	DEEWR
	DEEWR
Ian McAuley	NBN Co
David Auld	NBN Co

AGENDA

NBN Co – update on progress

- Out of scope - Irrelevant Information
- Workforce Development Strategy - skills and training issues identified
- Workforce modelling (work being undertaken by Deloitte)

DEEWR

- Training and employment support for contracted companies.

DBCDE

- Standard responses – employment, skills, stakeholder consultation

Other Business

DRAFT

From: [redacted]
To: "penny.ireland@deewr.gov.au"; "GREENING, Malcolm"; "linda.white@deewr.gov.au"; Grainger, Joanna; David Auld; Ian McAuley; [redacted]
Subject: DEEWR, NBN Co, DBCDE meeting - NBN skills and workforce planning [SEC=IN-CONFIDENCE]
Date: Thursday, April 28, 2011 2:45:10 PM
Attachments: [FW_Engineering_skills_shortage_SECUNCLASSIFIED.msg](#)
[NBN - skills and workforce planning - Notes of DEEWR, NBN Co, DBCDE meeting - 150211.docx](#)

Dear all - Outlined below is a draft agenda for our meeting on Monday 2 May. Please let me know if there is anything you wish to add. I have also attached draft minutes from the previous meeting.

[redacted] Manager Greenfields Fibre Section has also provided the attached paper on engineering skills shortages by Andre Kaspura recently published in Engineers Australia magazine which may be of interest to the group.

I have arranged for one parking space under 38 Sydney Avenue (next door to us) for DEEWR. It is number 55.

David - I will be in touch regarding teleconference details on Monday.

Kind regards

[redacted]

[redacted]

Assistant Manager | NBN Shareholder and Policy Branch

NBN Implementation Division

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Department of Broadband, Communications and the Digital Economy

Level 1, 44 Sydney Avenue, Forrest ACT 2603

GPO Box 2154 Canberra, ACT, 2601

Meeting – NBN Co Workforce and Skills Planning

Meeting Date: 2 May 2011,

Time: 2:00 – 3:00pm,

Venue: Roger Hammond Room, L1, 44 Sydney Avenue, Forrest.

Attendees:

Attendee Name	Role/organisation
Jo Grainger	DBCDE
[redacted]	DBCDE
[redacted]	DBCDE

Malcolm Greening	DEEWR
Linda White	DEEWR
Penny Ireland	DEEWR
David Auld (teleconf)	NBN Co
Ian McAuley	NBN Co
Alexis Beckwith?? (teleconf)	NBN Co

[DRAFT] AGENDA

NBN Co – update on progress

- Workforce Development Strategy
- Workforce modelling and information sessions (being undertaken by Deloitte)

DEEWR

- Training and employment support.

DBCDE

- Telstra Retraining Agreement

Other Business

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From: [redacted]
To: [Grainger, Joanna](#)
Cc: [redacted]; [redacted] [redacted] [Mason, Philip](#)
Subject: FW: Engineering skills shortage [SEC=UNCLASSIFIED]
Date: Tuesday, February 22, 2011 9:43:48 AM
Attachments: [THE ENGINEERING LABOUR FORCE IN THE GLOBAL FINANCIAL CRISIS.DOCX](#)

Jo

[redacted] is a member of our Fibre in New Developments Stakeholder Reference Group, nominated by Engineers Australia. He has taken a particular interest in skills issues, as well as issues of accreditation and certification.

The attached paper and the note below may be of interest to the NBN Co, DEEWR, DBCDE group that looks at workforce issues.

[redacted]

-----Original Message-----

From: [redacted]
Sent: Thursday, 17 February 2011 1:35 PM
To: [redacted]
Cc: Andre Kaspura
Subject: Engineering skills shortage

[redacted]

Thanks for the opportunity to meet in Canberra last month. My apologies for the delay in getting back to you on this subject. Coincidentally the attached article was just published in Engineers Australia magazine under the title "Skills shortage to continue due to growth in demand and low unemployment in engineering". The background research to and authoring of this article was undertaken by Andre Kaspura of EA's Policy Directorate. Andre is an economist and policy analyst. The article addresses the general engineering workforce supply and demand and is not specific to NBN or ICT. To address specific sectors would require further analysis and research. The issue of workforce supply and demand for NBN requires analysis of both engineering and trades skills areas. I understand that the approach to the analysis applied to engineering could be applied to trades however there is some not insignificant time required to analyse the data which itself incurs a cost (ABS has to extract the relevant data from its data base which itself is based on 2006 census).

So there are two issues which I know will be of interest to the Department those being how can the conclusions of the article be applied to the engineering workforce of specific interest to NBN and how can that be applied to trades skills. There may be some scaling which could be done based on other metrics for ICT engineering to trades workforce however I am not familiar with what may be valid metrics and data. More challenging is extracting conclusions about NBN shortages from the general shortage. NBN construction itself will have some elements in skills for general construction/project management so maybe that would be a helpful line to follow.

If you feel that the Department would be interested in pursuing this line further I cannot commit EA to any particular work or whether they might be able to do some further analysis for a fee, nevertheless let me know if this might be useful Regards [redacted]

[redacted]

Mobile [redacted]
Email [redacted]

THE ENGINEERING LABOUR FORCE IN THE GLOBAL FINANCIAL CRISIS

By Andre Kaspura

As the Australian economy approached the global financial crisis all available information pointed to severe shortages of engineers. This view was based on indirect measures, like the trend in engineering construction, and anecdotal information because necessary objective statistics for engineers simply were not available. This meant that as the impacts of the global financial crisis moved through the Australian economy it was almost impossible to get a sense of how it was impacting the engineering labour force because engineering construction continued to increase but anecdotes were warning of layoffs. Recent statistics obtained through a consultancy request to the Australian Bureau of Statistics (ABS) has changed this situation.

Engineers Australia bases its approach to the engineering labour force on the concept of the engineering team that comprises professional engineers, engineering technologists and engineering associates. Membership of the engineering team is expressly linked to formal educational qualifications in engineering, the requirements being at least four year full time equivalent bachelors degree, three year full time equivalent bachelors degree and two year full time equivalent associate degree or diploma or advanced diploma respectively.

In Australia, labour force analyses typically rely on the ABS monthly Labour Force Survey. For most macroeconomic purposes this reliance presents few problems, but presents difficulties for monitoring changes in the engineering labour force because the Labour Force Survey does not require formal educational qualifications. Comparisons of census statistics show major statistical differences between circumstances where formal educational requirements are imposed and where individuals simply nominate that they are engineers. These differences are major scale issues and render the Labour Force Survey statistics problematic so far as measuring engineers is concerned.

Over time the ABS has developed a number of supplements to the Labour Force Survey to meet the growing demand for more detailed statistics as labour market economics has become more sophisticated. An important issues has been the relationship between school and post-school education and work and is covered by the Education and Work Survey conducted annually in May each year. This supplement specifically looks at an individual's educational experience and the transition from study to work and is a much better basis for monitoring movements in the engineering labour force because the statistics enable the educational constraint required by the engineering team to be imposed.

The statistics required are not published in the regular editions of Education and Work and were obtained through a fee for service consultancy from the ABS. This article discusses some preliminary findings from the data extract obtained to highlight how the engineering team fared in the lead-up to the global financial crisis and its consequences.

Like all statistics, there are pros and cons to using the Education and Work survey. So far as this article is concerned, the key benefit is the ability to impose the necessary educational constraint and the main limitation is that the statistics are confined to individuals aged 15 to 64

years. Since 2007, the Education and Work survey has been extended to include the over 65 years age groups to recognise the trend towards longer attachment to the labour market. However, to undertake a time series analysis from 2001 onwards, this change cannot be incorporated. Other pros and cons of the statistics will be examined in a more extensive report to be completed in coming months.

The engineering labour force comprises individuals who are employed or unemployed and actively looking for work and who hold formal educational qualifications in engineering compatible with the engineering team. By extension, the engineering population comprises the engineering labour force and those members of the engineering team who are not employed and are not actively seeking work. This group is referred to as not in the labour force and includes retirees (note the point above on ages included in the survey), individuals in full-time study and individuals not in the labour force for other reasons. The labour force participation rate is the proportion of the population engaged in the labour force. The trends for the engineering team are put into context by comparing them to the Australian labour force as a whole with no regard for post-school qualifications.

In 2010, the engineering labour force was 366,600 compared to 242,200 in 2001. Average annual growth of 4.8% increased it from 2.5% of the Australian labour force to 3.2%. As shown in Figure 1, this growth was much faster than for the general labour force where annual growth averaged 1.9%. Figure 1 emphasizes how much the demand for engineering skills has increased in Australia during the past decade and underpins the importance of strong investment in engineering education.

A key feature of the engineering labour force is its particularly high labour force participation rate. Figure 2 shows that the participation rate for engineering has fluctuated around 90% over the past decade, more often higher than lower. Such a high participation rate means that policies designed to respond to increasing demand through further increases in the participation rate have limited prospects. In contrast, although overall labour force participation for Australia increased steadily from 75.0% in 2001 to 78.2% in 2010, it remained well below participation in engineering. In areas other than engineering, policies designed to lift participation have greater prospects.

In both cases, labour force participation fell during the global financial crisis in 2008 and 2009. There was a particularly large fall in engineering labour force participation from a peak of 91.5% in 2008 to 90.1% in 2010. This indicates that part of the impact of the crisis on engineering was the withdrawal of about 8,500 engineers from the labour market (a discouraged worker effect). In contrast, the rise in participation rate from 88.9% in 2004 to its peak of 91.5% in 2008 added about 9,900 engineers to the labour force and can be attributed to the encouraging influence of boom conditions for engineering employment.

Between 2001 and 2002, the unemployment rate for engineers increased from 3.9% to 4.1%, thereafter, it fell steadily to 2.4% in 2008. The trend in engineering unemployment was well below the trend in general unemployment. In 2001, the general unemployment rate was 6.9% and the employment boom prior to the global financial crisis saw this fall to 4.3% in 2007 and

much the same in the following year. As the impacts of the financial crisis spread, the general unemployment rate increased sharply to 6.0%, easing back to 5.3% in 2010.

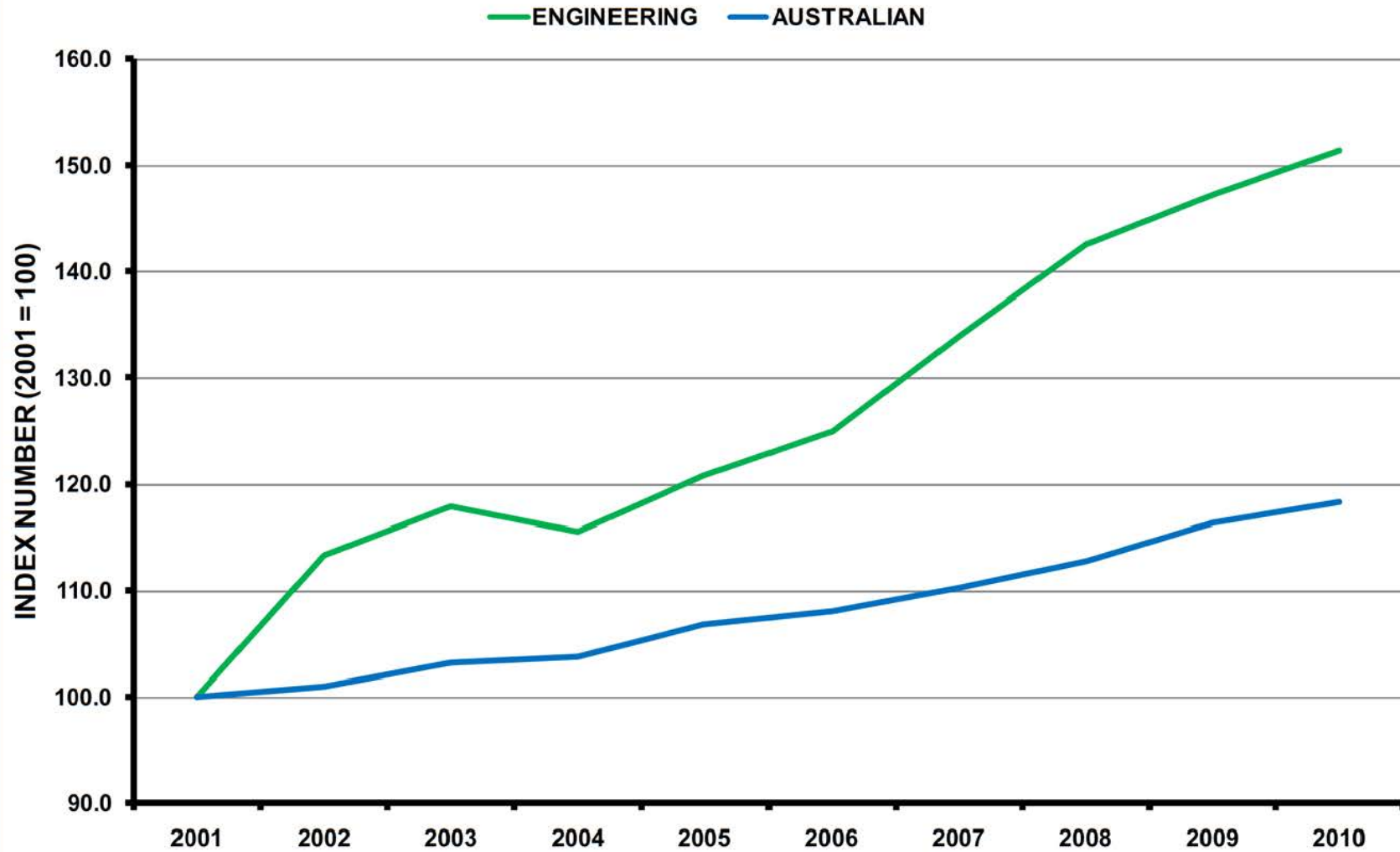
In engineering, cutbacks in new engineering project commencements and falling production in manufacturing saw the engineering unemployment rate rise to 4.1% in 2009, before easing to 3.7% in 2010. Proportionally, the increase in the numbers of engineers unemployed was more severe than suggested by the changed unemployment rate, 79% compared to 40% for the general labour force. Thus the second impact of the crisis has been that about 6,500 engineers lost their jobs and have probably experienced relatively lengthy unemployment.

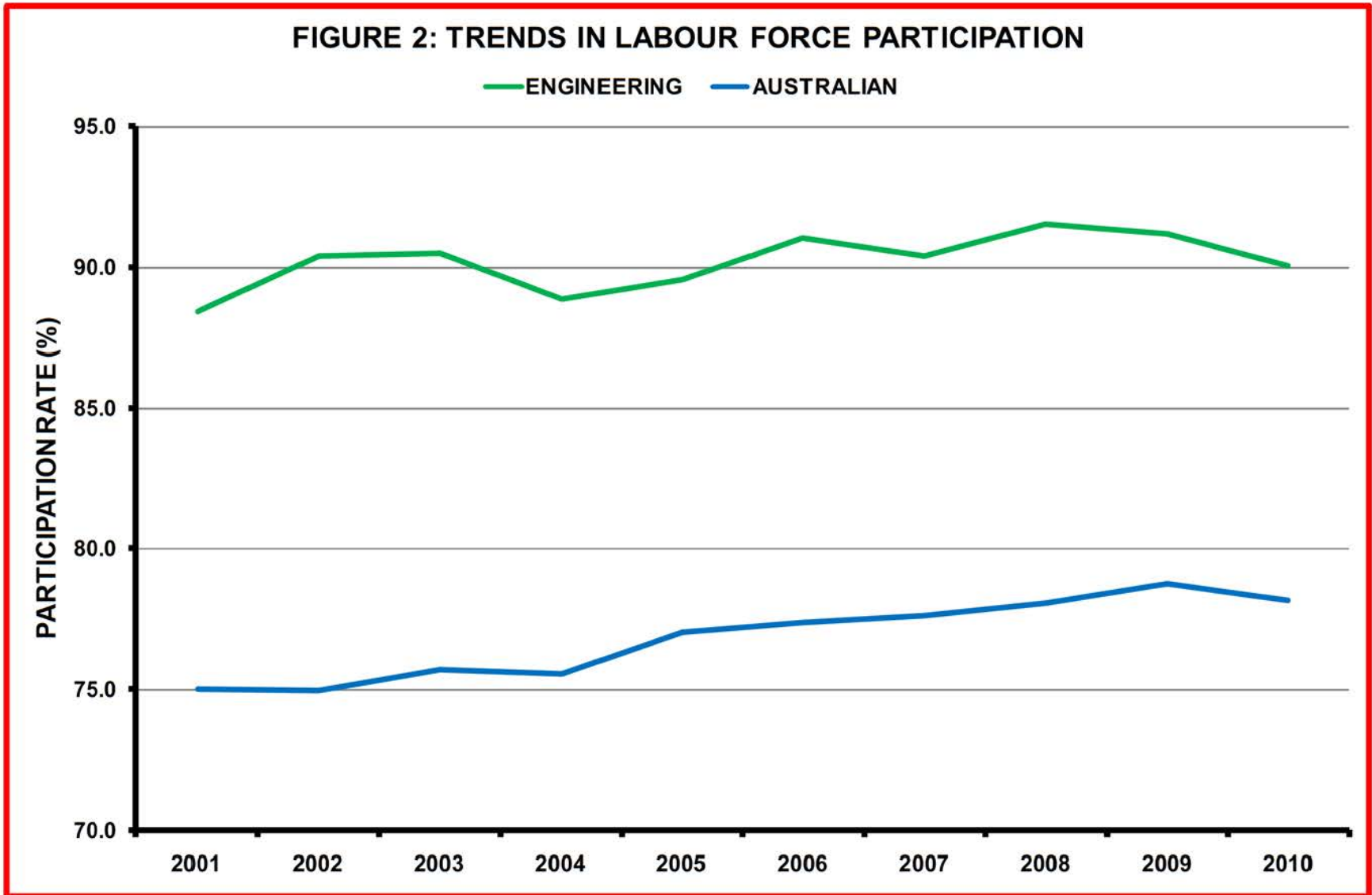
When evaluating these figures several points should be born in mind. First, the engineering labour force is relatively small, participation is very high and the pool of unemployed engineers is small compared to historical annual increases in the demand for engineers. These factors accentuate engineering skill shortages beyond the significance of the lower unemployment rates in Figure 3. Second, engineering qualifications have become increasingly attractive in generic analytical work and not all members of the engineering labour force choose to work in engineering. The statistics discussed here cover the engineering labour force employed in both non-engineering and engineering work. Although many non-engineering pursuits are productive applications of engineering skills, they reduce the supply of qualified engineers to meet the increasing demand for engineers to undertake engineering work, also accentuating engineering skill shortages.

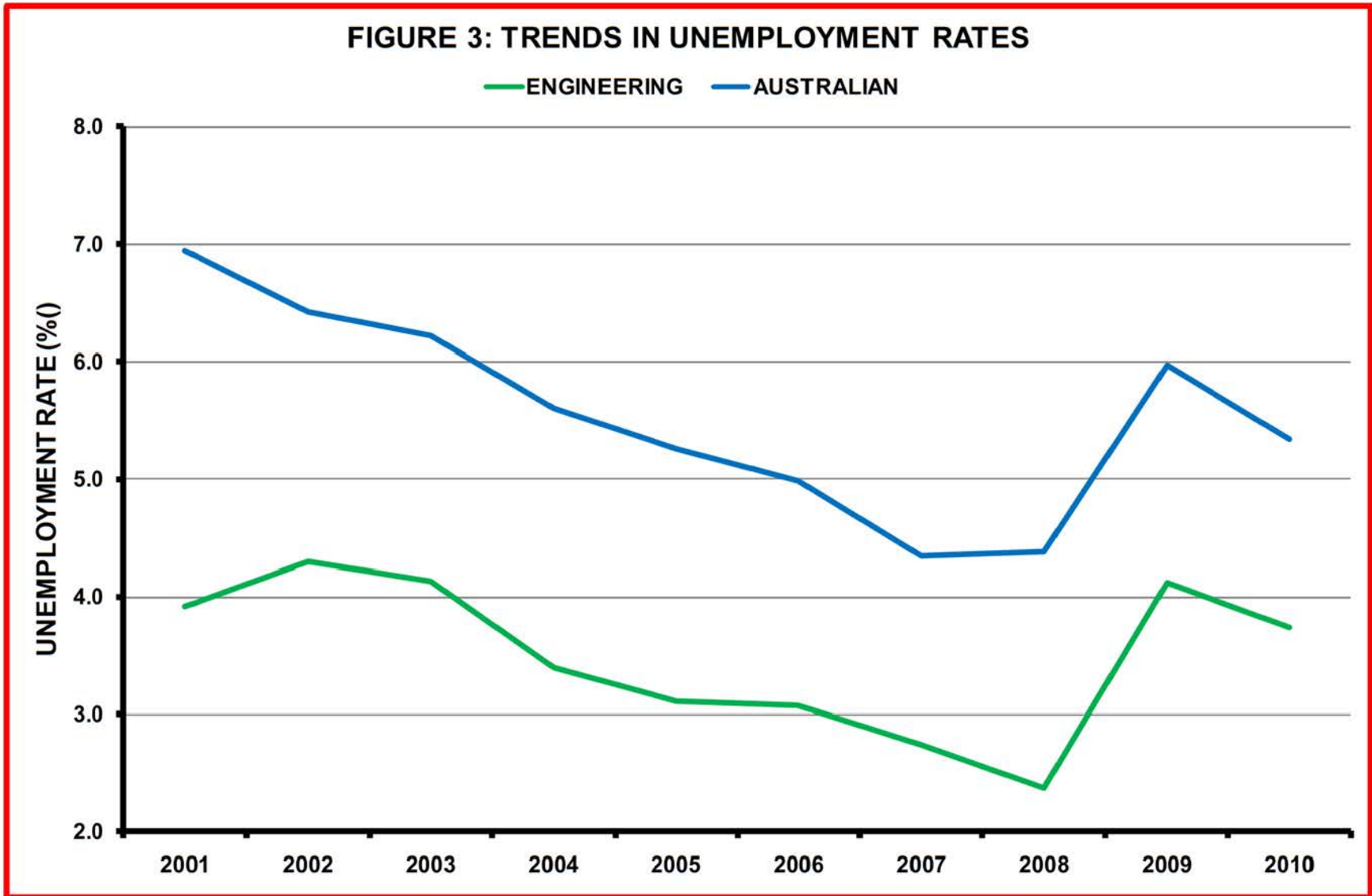
The impact of the global financial crisis was not immediately evident in engineering construction statistics because work continued on most projects already underway mitigating the fall in unemployment. A small number of high profile project cancellations received head-line treatment, slowing activity but did not substantively impact this conclusion. But new project commencements slowed dramatically and have only recently recovered. The result was a delayed reaction so far as the demand for engineers is concerned. As engineering construction rises in line with the Construction Forecasting Council's projections, the demand for engineers is expected to increase once again reducing unemployment below the 3.7% in 2010. These forecasts include major economic infrastructure elements such as roads, bridges, water assets and electricity generation and transmission and also include the development of new mines and gas wells and associated facilities for Australia's export trade.

There has been a small increase in the graduation of Australian students from entry-level engineering programs, but this is unlikely to be sufficient to meet the anticipated increase in demand. Australian reliance on skilled migrants will need to continue. The global financial crisis led to 8,500 engineers leaving the labour force and increased unemployment among engineers by 6,500. The increase in unemployment was much smaller than the overall impact because participation fell. Although the resumption of strong demand growth has been delayed, 2011 is likely to see renewed focus on engineering shortages.

FIGURE 1: RELATIVE GROWTH IN LABOUR FORCE SIZE







Meeting Notes
NBN Co Workforce and Skills Planning

Meeting Date: Tuesday, 15 February 2010,
Time: 4:00 – 5:00pm,
Venue: Roger Hammond Room, L1, 44 Sydney Avenue, Forrest.

Attendee Name	Role/organisation
Jo Grainger	DBCDE
[Redacted]	DBCDE
[Redacted]	DBCDE
[Redacted]	DBCDE
[Redacted]	DBCDE
Malcolm Greening	DEEWR
Linda White	DEEWR
Astrida Uptis	DEEWR
[Redacted]	DEEWR
Penny Ireland	DEEWR
David Auld	NBN Co (via teleconference)
Alexis Beckwith	NBN Co (via teleconference)
<i>Apologies</i>	[Redacted] (DBCDE) Ian McAuley (NBN Co)

NBN Co – update on progress

- David Auld introduced Alexis Beckwith who has joined the NBN Co team to work skills, training and workforce development issues.

Out of scope - Irrelevant information

Workforce Development Strategy and workforce modelling

- NBN Co has identified 31 licensed occupations.
- Deloitte is developing information packs as part of the WDS for information sessions with key players. These will include a range of information including training maps (when, what courses etc) for key occupation groups. Deloitte want to meet with DEEWR, DBCDE and relevant state government agencies to seek input to the information packs. They have consulted Industry Skills Councils (ISC) in this process through a workshop and have mapped national competencies. They anticipate holding information sessions with key players around April 2011. This will include Commonwealth, State Governments and ISCs. If principal contractor arrangements are in place they will also share it with them. It will not include RTOs at this time.

- Ms Grainger noted a query from Treasury on when the WDS will be available. Mr Auld advised that the Information Pack is the start and there will be a need to set up nondisclosure arrangements before further information is made available.
- Mr Auld advised that the Information Packs would contain:
 - Information on the challenges (current, short-term (1012 onwards), medium-term (to 2019, and long-term (2020 and beyond).
 - Overview of skills requirements broken down by state
 - Scope of obligations
 - Construction schedule and requirements
 - Commentary around competing workforce demands (e.g. Flood/disaster recovery and impact on demand for NBN Co
 - Demand and supply – skilled and semi-skilled
 - Training impacts in terms of timeframe and priming the pipeline.
- Mr Auld noted that they anticipate 3 types of training
 - Regulated training (for example required by legislation)
 - Required training (what contractors must meet, for example, DWDM training by specific training providers and could be linked to equipment).
 - Recommended training – for example – Certificate 2 (pre-vocational) courses.

[After the meeting Mr Auld provided standard words for use in briefing - see email of 2:13pm, 16 February]

DEEWR – Training and employment support for contract companies

- DEEWR advised that they are interested in supporting principle contractors with regard to workforce. They can develop a document providing an overview of what is happening in particular labour markets; other projects in the region(s); and, any other information regarding skills shortages etc at a regional level.
- Mr Auld asked about the role of RDA officers. DEEWR provided information on the role of Regional Development Australia (RDA) and its network noting that they are under the control of the Department of Regional Australia (DORA) but that DEEWR officers work closely with them.
- Ms Grainger noted that there had been some misinformation about regional coordinators and stressed that they are located along RBBP routes and their role is to talk about the benefits of broadband and facilitate demand aggregation activities in those locations.

Out of scope - Irrelevant information

[NBN Co left the meeting at this point]

Other Business

- Penny Ireland will be the coordinating DEEWR contact for future meetings and information about employment related matters.
- Ms White noted a Senate Inquiry into Skills Council that is currently holding hearings. Peter Tighe of CEPU and Ee-Oz was asked questions about the NBN relating to delays due to flooding, workforce skills, alleged ACTU union agreement regarding the NBN, NBN Co's proposed 'card' for workers etc. He also advised the committee that EE-Oz is well advanced in developing Cert 2 qualifications which will shortly be ready for National Quality Council for endorsement.

Actions Arising:

1. DEEWR to provide NBN Co with information about the roles of RDAs.
2. DEEWR to develop a table/matrix on what training expertise exists, for example, state 'on-the-ground' information.
3. DBCDE to contact Deloitte to arrange a 30 minute 3-way teleconference to discuss their information requirements. [Complete – teleconference held 21Feb]

NBN Policy Section
17 February 2011

From: [Craig Byrnes](#)
To:
Cc: [Grainger, Joanna](#); [Ian McAuley](#); [David Auld](#)
Subject: RE: Ministerial from Sen Mary Jo Fisher requesting copy of document [SEC=IN-CONFIDENCE]
Date: Thursday, May 19, 2011 5:15:00 PM
Attachments: [image001.jpg](#)
[DOC190511.pdf](#)

Hi

As discussed the "framework agreement" referred to in the article is as we understand it an enterprise agreement bargaining claim that the CEPU are pursuing with construction contractors in the marketplace.

Under the National Code of Practice for the Construction Industry NBN Co cannot require or attempt to unduly influence subcontractors or suppliers to have particular workplace arrangements. These are matters between the suppliers/contractors and their respective workforces.

NBN Co has not played any part in the development or otherwise of this enterprise agreement bargaining claim that the CEPU is pursuing. This is not a matter for NBN Co. All enquires relating to the framework agreement bargaining claim should be directed to the CEPU.

With respect to the "industry day" referred to in the article please see the attached agenda. David Auld attended (at the request of the CEPU) to present only in relation to training and skills and left after his presentation.

Regards,

Craig Byrnes

GM – Industrial Relations

P +61 9927 4144 M

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From: [redacted]@dbcde.gov.au]
Sent: Thursday, 19 May, 2011 4:34 PM
To: Craig Byrnes
Cc: Grainger, Joanna
Subject: FW: Ministerial from Sen Mary Jo Fisher requesting copy of document [SEC=IN-CONFIDENCE]

Hi Craig

Attached is the ministerial representation from Senator Fisher.

Look forward to your response.

[redacted]

From: [redacted]
Sent: Tuesday, 17 May 2011 6:01 PM
To: 'David Auld'; 'Ian McAuley'
Cc: Grainger, Joanna; Bullock, Richard
Subject: Ministerial from Sen Mary Jo Fisher requesting copy of document [SEC=IN-CONFIDENCE]

Hi David and Ian

The Minister has received a letter from Senator Mary Jo Fisher requesting a document, a “national framework agreement”, referred to by Allen Hicks of the CEPU in an article in the Business Spectator on 6 April 2011.

A copy of the letter from Senator Fisher is attached for your reference (in confidence). The article can be found at the following link <http://www.businessspectator.com.au/bs.nsf/Article/NBN-Leighton-Holdings-Patrick-Flannigan-Stephen-Co-pd20110406-FMSWU?OpenDocument>

The Department does not have a copy of the document requested, nor is it clear what government department(s) and companies were at the national forum referred to. Nor is it clear whether NBN Co was there.

We would appreciate any information you can provide that would assist us in drafting a response.

We would be grateful if you can provide a reply by COB Thursday 19th.

Please do not hesitate to call if you wish to discuss.

Kind regards

[redacted]

[redacted]

Assistant Manager | NBN Shareholder and Policy Branch
NBN Implementation Division
Phone: +61 2 6271 1182

Email: @dbcde.gov.au
www.dbcde.gov.au

Department of Broadband, Communications and the Digital Economy
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Mary Jo Fisher

NBN Co File No. 10/11-05 - Document 12

Liberal Senator for South Australia

187 Grenfell Street, Adelaide SA 5000

T: 08 8223 1757 or 1300 857 022 • F: 08 8223 1750

E: senator.fisher@aph.gov.au

W: www.senatormj.com.au



14 April 2011

Senator the Hon Stephen Conroy
Minister for Broadband, Communications and the Digital Economy
PO Box 1067
Epping MDC Vic 3076

COPIED TO: Minister CoS Adviser
 Received in the Office of the Minister for Broadband, Communications and Digital Economy (Parliament House)

on 21 APR 2011

ACKNOWLEDGEMENT BY:
 Chief of Staff
 Adviser
 Department

REPLY BY: Minister Adviser
 Chief of Staff Department

URGENT REPLY BY: / /

APPROPRIATE ACTION

ESCALATION INFORMATION: GIB

NOTES TO COMMENTS:

NBN/NSP

Dear Minister *Stephen*

The apparent inconclusiveness of recent NBN Co. tendering processes has done little to curtail concerns about labour costs being a significant, yet unknown, proportion of total costs likely to be incurred in rolling out the NBN.

The Communications Electrical and Plumbing Union's Allen Hicks was recently reported as claiming that enterprise bargaining agreements have been negotiated with all the contracting firms in the tender process, according to a national "framework agreement" hammered out by potential contractors at a national forum in February 2011. Mr Hicks reportedly said "It was like an industry day...both the government and the companies were there."

Mr Hicks is also reported to have indicated that the framework agreement sets general principles for how each firm's enterprise bargaining agreement should be written, and to have noted that each enterprise bargaining agreement is negotiated one-to-one with each contracting firm.

Given that the framework agreement might offer some insights into the wages component of the costs of building the NBN, without compromising commercial confidentiality, I'm optimistic that you might consider providing me with a copy of that framework agreement.

I look forward to your response in advance of 28 April 2011!

Regards
Yours sincerely

MJ
Mary Jo Fisher
Liberal Senator for South Australia

copy scanned + sent to JC/CMC 04/20/11

Senator MJ

CEPU Forum - Rollout of National Broadband Network
Stamford Plaza Sydney Airport Hotel
Corner of Robey and O'Riordan Streets, Mascot
10.00am – 4.00pm, 21 February 2011

Agenda

Opening – 10.00am

- Introduction
Mr Peter Tighe (National Secretary CEPU)
- Commonwealth Government Presentation
Senator The Hon. Kate Lundy (Parliamentary Secretary to the Prime Minister)

Coffee Break

Morning Session – Training for the

- Joint Presentation by NBN Co. and EE-Oz Training Standard
Mr David Auld (General Manager Training Strategy and Communications - NBN Co.)
Mr Bob Taylor (Chief Executive Officer – EE-Oz)
- Explanation and discussion

Lunch – 12.30-1.15pm (Buffet to be served in foyer)

Afternoon Session – Industrial Relations

- Objectives for reaching an agreement – Introduction
Mr Allen Hicks (National Project Co-ordinator CEPU)
Mr Michael Wright (National Industrial Officer CEPU)
Mr Shane Murphy (Communications Co-ordinator CEPU)
- Explanation of key terms
- Discussion, questions and comment

Conclusion

- Closing comments
Mr Peter Tighe (National Secretary CEPU)