

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA10/20

TITLE: Blacktown City Council Enterprise Agreement 2009

I.R.C. NO: IRC10/245

DATE APPROVED/COMMENCEMENT: 9 April 2010 / 1 November 2007

TERM: 48

**NEW AGREEMENT OR
VARIATION:** Replaces EA06/224.

GAZETTAL REFERENCE: 25 June 2010

DATE TERMINATED:

NUMBER OF PAGES: 9

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Blacktown City Council, located at 62 Flushcombe Road, Blacktown NSW 2148, who fall within the coverage of the Local Government (State) Award 2007.

PARTIES: Blacktown City Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, The Development and Environmental Professionals' Association, The Local Government Engineers' Association of New South Wales

BLACKTOWN CITY COUNCIL

ENTERPRISE AGREEMENT

2009

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SECTION 2:

PREAMBLE

2.1 PARTIES BOUND BY AGREEMENT

This Agreement shall be binding upon the Blacktown City Council (hereinafter referred to as “the Council”) and The New South Wales Government, Clerical Administration, Energy, Airlines & Utilities Union; and The Local Government Engineers’ Association of New South Wales; and The Development & Environmental Professionals Association of New South Wales (hereinafter referred to as “the unions”).

2.2 STATEMENTS OF INTENT

The parties to the **BCCMCBE Agreement** are committed to co-operating positively to increase the structural efficiency of BCC and to provide employees with access to more fulfilling, varied and better-paid work by providing measures to, for instance:

- improve skill levels and establish skill-related career paths;
- eliminate impediments to multi-skilling;
- broaden the range of tasks which a worker may be required to perform;
- achieve greater flexibility in workplace practices;
- eliminate discrimination;
- establish rates of pay and conditions that are fair and equitable;
- work reasonable hours;
- ensure flexibility for work and family responsibilities; and
- ensure the delivery of quality services to the community and continuous improvement.

2.3 SCOPE & INCIDENCE OF THE AGREEMENT

Excepting Enterprise Agreements, pursuant to Sections 32 & 35, of Chapter 2, Part 2 of the Industrial Relations Act, 1996 (No.415), **BCCMCBE Agreement** shall be the basis for regulating the conditions and wage rates for employees of the Council and is limited in its application to such persons.

BCCMCBE Agreement replaces and rescinds Industrial Agreements numbered 8214, 8670, 7519 and EA06/224 respectively, whilst applying in conjunction with the **BCCMCBE Agreement**, or matters arising therefrom, in their application to employees of the Council.

It is jointly acknowledged that variation of the ‘Local Government (State) Award 1995’, effective from the 11th May, 1995, incorporated a discretionary ability to absorb certain pay increases arising from an enterprise arrangement, received since 29 May 1991, subject to specific conditions. The Council in exercising this prerogative, did so on the basis that it would consult further with the unions concerning the amount absorbed. Also, variations to the Award of May 1995, resulted in inconsistent terms prevailing in current Industrial Agreements, resulting in dispute matter No. 1642 of 1995 before the Industrial Commission of NSW. This Agreement reflects the outcome of fresh negotiations with the unions to address these matters.

2.4 TERM OF THE AGREEMENT

Pursuant to Section 42 of the Industrial Relations Act 1996, the term of this Agreement shall be for a period expiring at 11:59pm on 31 October 2011, operative from the date of ratification by the Commission.

SECTION 3:

CONSOLIDATION OF COUNCIL AGREEMENT

3.1 WORKING HOURS

Hours of work will be consistent with this Agreement and where applicable as per Flexibility Agreements in force, excepting the following arrangements:

(a) Employees covered by the Wages Division of the New South Wales Government, Clerical administration, Energy, Airlines & Utilities Union, the following to apply:

(i) All employees, other than by agreement or custom and practice, will commence at Council's Depot in Station Street, Rooty Hill.

(ii) Unless otherwise directed, the starting time of an ordinary working day will be 6.45am and employees cease work at times as locally agreed in conjunction with the "9 Day Fortnight" working period and if they so desire will be transported back to Council's Depot in Council's time.

(iii) Parties agree to leave reserved to progress variations during the terms of the Agreement, notwithstanding that, parties may vary by local agreement.

3.2 APPOINTMENTS AND PROMOTIONS

(i) All vacant positions shall be advertised internally by notice on staff notice boards in each Directorate, or Depots.

3.3 GRATUITY

A gratuity will be paid upon the resignation of an employee after having 10 years satisfactory service. Amount of gratuity to be paid at \$60.20 per year. This is to be applied in conjunction with Council's existing policy on Gratuities. This amount is to be indexed on 1 January each year by the relevant Sydney CPI amount.

3.4 CLOTHING - OUTDOOR STAFF

(i) Jackets of an approved type, or alternatively two sloppy joes, as trialed, being substituted for the jacket issue, will be provided to all employees covered by the Wages Division of the New South Wales Government, Clerical administration, Energy, Airlines & Utilities Union and to their outdoor supervisory staff under this Agreement on the basis of one (1) jacket every three (3) years, with the ability for replacements to be sourced on the basis of sufficient wear and tear being demonstrated necessitating a need for a replacement to be made to the satisfaction of the Principal Storekeeper.

3.5 SAVINGS & TRANSITIONAL ARRANGEMENTS

3.5.1 Sick Leave Terms (Preserved)

(i) The following provisions of this Subclause shall apply to all employees who commenced with Blacktown City Council prior to 9th October, 1978:

(a) An employee with 3 months' service in the industry, who is unable due to sickness, to attend for duty and subject to the Council being satisfied that the sickness is such that it justifies time off and does not arise from serious misconduct, shall be entitled during each year of service to sick leave of one week on full pay and one week on half pay provided that after ten years service in the industry they shall be entitled during each year of service to two weeks on full pay and two weeks on half pay.

(b) Sick leave under 3.5.1 (i)(a) not taken shall be cumulative from the first day of January 1945, or from the date of commencement with the Council, whichever is the later.

(c) In addition to the sick pay prescribed in Clause 3.5.1 (i) (a) an employee with one years' service with Council, but less than ten years service shall be entitled during each year of service with Council to an additional two (2) weeks' sick leave on full pay up to and including 10 years' service and after 10 years, three (3) weeks on full pay; provided that sub-para (c) shall apply to all employees of Council as of 9th October, 1978 and the sick leave provision of the Award shall apply to all persons appointed by Council after 9th October, 1978.

(d) Sick leave provided in Clause 3.5.1 (i) (c) not taken shall be cumulative.

(ii) Until the 15th February 1993 entitlements accrued and were payable to all employees on the following basis:-

(a) Where the services of an employee are terminated because of retirement, or resignation, or for any reason other than serious misconduct such employee shall be paid in accordance with the following scale:

(1) On completion of three (3) years service such employee shall be entitled to 25% of the monetary equivalent of all untaken sick leave accrued during service with the Council.

(2) On completion of at least five (5) years service such employee shall be entitled to receive 50% of the untaken sick leave accrued during service with the Council.

(3) On completion of at least eight (8) years service such employee shall be entitled to receive 75% of the untaken sick leave accrued during service with the Council.

(4) On completion of at least ten (10) years service such employee shall be entitled to receive 100% of the untaken sick leave accrued during service with the Council.

Provided that in respect of an employee of Council as of 15th December 1982 after having 12 months service with the Council and their services are terminated by Council for any reason other than serious misconduct or upon their retirement or death shall be paid for untaken sick leave on a 75% basis of leave not taken.

In the event of the death of an employee, the monetary value of any sick leave standing to their credit under this Agreement, shall be paid to such persons dependents as may be designated by written authority lodged with the Council by the employee; or where no authority has been lodged, their legal representative shall be paid the cash value of all accumulated untaken sick leave.

In the event of the termination of service of an employee on account of ill-health and the Council is satisfied that such ill-health renders the employee unable in the future to perform the duties of their appointed classification, such termination shall not be effected earlier than the date on which the employee's credit of leave at full pay to which such employee would be entitled under this Agreement.

(iii) If a prescribed holiday occurs during an employee's period of absence because of sickness, such award holiday shall not be counted as sick leave.

(iv) Where an employee has accumulated untaken sick leave with the Council by which they were employed before that person's present employment, such employee shall be credited with such accumulated untaken sick leave calculated in accordance with the terms prescribed of not more than thirteen weeks. But in the event of retirement or resignation etc in accordance with paragraph 3.5.1 (ii)(a) no payment for the leave credited or any balance thereof under this paragraph will be made.

(v) An employee being an Ex-Serviceman required by the Repatriation Department to attend Concord Repatriation Hospital or at Grace Building, or visiting a doctor of own choice, shall be granted up to ten (10) days special leave with pay per annum.

(vi) Employees engaged at the date of certification of the 1998 Enterprise Agreement, shall have the option of the benefits of Clause 3.5, Sub Clause (iii), or alternatively the cash-out of 50% of any untaken award sick leave entitlement accruing and not taken after the date of agreement, payable on exit from Council in satisfactory circumstances, with 1 year's service from date of agreement. Sick leave debits will be made against entitlements accruing after the date of agreement in the first instance.

3.5.2 Supervisors and Works Foreman

(i) All existing Supervisors who operate under a 38 hour week covered by the 1998 Enterprise Agreement and the former Salaried Staff Award (Supervisors, all foreman, Superintendents, Storekeepers, etc.) be paid the same Service Allowance given to the Wages Staff under the Agreement (Clause 3.5(i) (a) to (e) inclusive and Clause 3.5(ii), as well as, 3.5 (iii) and (iv). This clause to take effect from the date indicated in the first paragraph of the new Agreement or 1st January, 1982 whichever comes first and all prior continuous service with Council regardless of the position held previously to be taken into account in determining the actual weekly allowance. (See Clause 3.5).

(ii) After each 5 years' satisfactory service, for each Supervisor appointed at the date of certification of the 1998 Enterprise Agreement and the former Salaried Staff Award, designated as working a 38 hour week under the 1998 Enterprise Agreement in this Council, a report be presented to Council concerning advancement or otherwise to the next Grade under the classification set out in the former Salaried Staff Award, excluding Works Foreman Grade 4 who will advance to the former Overseer Grade 3 , 1st year and thence through that classification, after each 5 years' service as a supervisor in this Council , the difference between the last two Grades of the former Overseer classification. This "grade" shall be separate to the annual review system of promotion which is due to work excellence.

3.6 RETIREMENT OF SERVANTS

Where a Servant of Council is due to retire during the period 1st January to 30th June in any year he/she be granted an extension of service to permit retirement after 30th June of that year should he/she so desire.

3.7 PROMOTION OF BLACKTOWN

An amount of \$2,500 be provided in the Estimates of Income and Expenditure each year for the purpose of promoting Blacktown City Council area, this amount to be available for use for such purpose by General Manager and, or Director, as the occasion warrants.

3.8 TERM OF AGREEMENT

The term of this Agreement is for a period expiring at 11:59pm, on 31 October 2011, dating from the date of ratification by the Commission.

3.9 LEAVE RESERVED

Leave is reserved to continue Flexibility Agreement discussions in other areas of Council

Attachments to this agreement:

- | | | |
|----|------------|------------------------------|
| 1. | Schedule 1 | MECHANICAL WORKSHOPS. |
| 2. | Schedule 2 | DOMESTIC GARBAGE SERVICES. |
| 3. | Schedule 3 | MANAGERIAL STAFF AGREEMENT. |
| 4. | Schedule 4 | MBM - CLEANING STAFF. |
| 5. | Schedule 5 | ROOTY HILL DEPOT MAIN STORE. |
| 6. | Schedule 6 | PAINTERS. |
| 7. | Schedule 7 | COASA. |

8. Schedule 8 WEED CREW
9. Blacktown City Council Minimum Conditions and Benefits of Employment Agreement (BCCMCBE).
10. Blacktown City Council Salary System Policy.

IN WITNESS WHEREOF the parties hereunto affix their Seal and set their hands on the day and year above written.

THE COMMON SEAL of the Council of)
the City of Blacktown was hereunto) _____
affixed in accordance with a) MAYOR
resolution of the Council in the)
presence of the Mayor and General)
Manager whose signatures appear) _____
opposite hereto. GENERAL MANAGER

SIGNED for and on behalf of the)
New South Wales Government,)
Clerical Administration, Energy,) GENERAL SECRETARY
Airlines & Utilities Union,)
by the General Secretary)
of the said Union in the presence)
of:) _____
) WITNESS

Enterprise Agreement

SIGNED for and on behalf of the)
Local Government Engineers')
Association of New South Wales by) SECRETARY
the Secretary of the said)
Association, in the presence of:) _____
 WITNESS

SIGNED for and on behalf of the)
Development & Environmental)
Professionals Association of New South) SECRETARY
Wales by the Secretary of the said)
Association, in the presence of:) _____
 WITNESS

SCHEDULE 1

BLACKTOWN CITY COUNCIL

MECHANICAL WORKSHOP FLEXIBILITY AGREEMENT

1. TITLE

This Agreement shall be titled the Blacktown City Council, Mechanical Workshops Flexibility Agreement.

2. PARTIES BOUND

The Employer is Blacktown City Council and its employees, with the New South Wales Government, Clerical administration, Energy, Airlines & Utilities Union representing members employed by the employer.

3. PREAMBLE

For Council staff to achieve improved efficiency and productivity, greater flexibility is required in the conditions and systems of work, specifically involving changes in the spread of ordinary hours of work.

The parties acknowledged that there was a need for special, innovative and more efficient work practices.

The Agreement applies to all workshop shift staff (Workshop Supervisors, Workshop Supply Officers, Motor Mechanics and other workshop staff, but generally excepting Apprentices).

4. RELATIONSHIP TO PARENT AWARD

The terms and conditions of the **BCCMCBE Agreement** prevail, except where inconsistent with this Agreement.

For the life of this Agreement, State Wage Case decisions will flow on in accordance with the principles of such decisions.

5. TERM OF AGREEMENT

The term of this Agreement is for a period of 3 years, dating from the date of ratification by the commission.

6. SPREAD OF HOURS

The ordinary hours of work for all employees covered by this Agreement shall be worked between the hours of 5am and 10.30pm Monday to Friday.

7. HOURS OF WORK

- | | | | |
|-----|---------------|---------------------|-------------------|
| (a) | Morning Shift | Monday to Thursday | 5.00am to 2.00pm |
| | Friday | | 5.00am to 1.30pm |
| (b) | Evening Shift | Monday to Wednesday | 1.30pm to 10.30pm |
| | | Thursdays | 1.30pm to 9.30pm* |
| | | Friday | RDO |

* Banking time to be taken at 1 hour per fortnight instead of half an hour per week.

- (c) Fridays - at least two shift mechanics and the rostered Workshop Supply Officers to be available to work between the hours of 1.30pm and 4.30pm every Friday at overtime rates until such time as new employees fill the later "Friday shift" i.e. new hours 8.00am to 4.30pm (maximum three persons per late shift).
- (d) In the first three months, individual requests for transfer out will be dealt with on the merits of the case, on the understanding that the rate of pay for the position applied for will prevail.

8. MEAL BREAKS

Paid meal breaks will be replaced by unpaid meal breaks, however, the value of the paid meal break (20 minutes) will be added to respective base rates of shift staff.

9. EARLY START UP (GARBAGE)

Early start-ups will continue to be paid at overtime rates (between garbage start up times and 5.00am).

10. SHIFT ALLOWANCE

The average weekly shift allowance (\$54.72) will be incorporated into the respective base rates of all shift staff.

11. WAGE ADJUSTMENT

An additional 5% was applied on the new base rate for all shift staff.

12. ENTERPRISE AGREEMENTS

The above increases are separate and distinct from any benefits that may be realised from present enterprise agreement negotiations or wage decisions.

13. STAFF TRANSFER

Staff identified as not being in a position to change to the new workshop hours could transfer to the vacant positions in Road Maintenance Section, as at date of original agreement.

14. SUMMARY OF NEW RENUMERATION PACKAGE

- (a) Current Base Rate + Average Weekly Shift Allowance + 20 minutes
+ 5% of the above

PLUS

- (b) Service Allowance as presently paid.

(Sewer choke allowances will continue to be paid where applicable)

15. WORK PRACTICES

The parties to this Agreement are committed to improving efficiency and productivity and will continue to review work practices with a view to maximising the benefits to Council and its customers. We aim to do this through full consultation.

As an interim measure, pending review, custom and practice will be observed with respect to general work practices.

15.A. PUBLIC HOLIDAYS

Consistent with custom and practice, when management requires and Mechanical Workshop employees agree to work on Public Holidays:

- 15.A.1. On Christmas Day and Good Friday, nominated employees will work to completion of normal daily support to enable garbage services fleet operation the following day, with payment for 8 hours at time and a half in addition to ordinary time payment.

- 15.A.2. On other Public Holidays, nominated employees will be offered 8 hours work, with payment for time worked at time and a half in addition to ordinary time payment.

Subject to adequate arrangements being made to complete priority work, the supervisor and nominated employees may agree collectively to work and be paid for less than 8 hours at time and a half in addition to ordinary hours. However, a minimum of 4 hours must be worked.

16 APPRENTICES

Where practicable, an Apprentice may work the alternating shifts provided for in this agreement. Apprentices so working, will be paid an allowance of 5% of their daily rate of pay, for each ordinary shift worked (excluding service payments).

17. CONSULTATION PROCESS

The parties to this agreement are genuinely committed to achieving competitive, quality services. The cornerstone to this objective will be adequate open consultation through the following procedure:-

- 5 At least quarterly, an agenda will be prepared with seven days notice, identifying associated issues and grievances for discussion with line management.

These matters will then be considered at a meeting between the Manager, for this function, the Overseer, an employee representative and the Union Delegate.

Summary minutes of the meeting are to be kept, indicating action taken, or proposed. A copy of these will be forwarded to the Director, Technical & Transport Services.

- 6 Any matter requiring new, or revised policy, shall be immediately referred to the Director, following consultation at the local level.

Such matters shall be attended to with reasonable expedience.

- 7 Management will observe a minimum of 4 weeks notice, unless otherwise agreed, for any major negotiated amendment, or significant new course of action with respect to this Agreement.
- 8 For their part, the Union and employees agree there shall be no cessation of work, except in the case of bona fide safety matters necessitating attention, without giving seven days notice of any problem/s and taking up an offer to meet with management.
- 9 All parties are free to exercise their rights under the award with respect to disputes.

SCHEDULE 2

BLACKTOWN CITY COUNCIL

DOMESTIC GARBAGE SERVICES FLEXIBILITY AGREEMENT

1. TITLE

This agreement shall be titled the Blacktown City Council, Domestic Garbage Services, Flexibility Agreement.

2. PARTIES BOUND

The Employer is Blacktown City Council and the Union is the New South Wales Government, Clerical administration, Energy, Airlines & Utilities Union, representing members employed by the employer.

3. PREAMBLE

For Council to improve its competitiveness the parties agreed that greater flexibility was required in the conditions and systems of work aimed at improving production and productivity, whilst maintaining efficient and effective customer service standards.

4. RELATIONSHIP TO THE INDUSTRY AWARD

The terms and conditions of the **BCCMCBE Agreement** prevail, except where inconsistent with this Agreement.

For the life of this Agreement, **BCCMCBE Agreement**, or State Wage Case decisions applicable to other personnel in Council will flow-on in accordance with the principles of such decisions.

5. TERM OF AGREEMENT

The term of this Agreement is for a period of three years, dating from the date of ratification of the Commission.

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6. SCOPE & TERMS OF AGREEMENT

6.1 This agreement shall operate for persons engaged in the collection of domestic garbage and shall be read in conjunction with Council's Industrial/Enterprise Agreement and the **BCCMCBE Agreement**. This agreement replaces any previous agreement made in relation to Council's domestic garbage service.

6.2 All work is to be undertaken in accordance with Council's "Safety Rules and Procedures - Garbage Collection Service", as may be varied from time to time.

6.3 All drivers are to adhere to the requirements of the Roads and Traffic Authority, in particular heavy vehicle requirements. RTA handbooks are available at all times in the Garbage Supervisor's office.

6.4 The disputes settlement procedure as set out in the **BCCMCBE Agreement**, will be adhered to.

6.5 The standard working week will be Monday to Friday and payment will be based on an eight (8) hour day and a nineteen (19) day month. A rostered day off will taken once every four weeks. For any new employees this rostered day may not necessarily fall on Monday or Friday. Rostered days off can only be varied by prior mutual agreement with the garbage supervisor. It is agreed that duties have ceased when normal assigned work has been completed to the satisfaction of the garbage supervisor.

- 6.6 Where vehicles are not available for employees to carry out their normal duties, such employees may be assigned alternative duties as determined by the garbage supervisor. Duties are to be restricted to garbage service activities such as driving vehicles, bin deliveries, spillage removal and service investigations.
- 6.7 It is agreed that in the case of automated side loading vehicles that each driver will collect a minimum of 835 bins each day. A productivity payment of twenty cents per bin will be paid for each bin over 785 and less than 836 collected on any one day. For every bin in excess of 835 bins collected on any one day, a productivity payment of twenty-two cents per bin will be paid.
- 6.8 For employees engaged on “shop services” and “rural services” runs, for all bins collected additional to normal workloads, a productivity payment of twenty cents per bin will be paid for each bin less than 51 collected on any one day. For every bin in excess of 50 bins collected on any one day, a productivity payment of twenty-two cents per bin will be paid. Normal workloads for “shop services” and “rural services” runs are set out in appendix 2.
- 6.9 It is agreed that in the case of three person rear loading vehicles that each crew will collect a minimum of 955 bins each day. A productivity payment of twenty cents per bin will be paid to each member of the crew, for each bin over 905 and less than 956 collected on any one day. For every bin in excess of 955 bins collected on any one day, a productivity payment of twenty-two cents per bin will be paid.
- 6.10 It is agreed that the payment of a productivity payment allows for growth so as not to disadvantage any individual.
- 6.11 Annual leave will be paid at the base rate plus average productivity payments for the preceding six months. An example of the method of calculation is set out in Appendix A. All other leave will be paid at the base rate of pay.
- 6.12 All runs will be blocked at a minimum of 835 bins for one person vehicles and 955 bins for three person vehicles. No run will be blocked below the minimum darg. Where after re-blocking a residual number of bins remain, of which the total is below the minimum DARG, these bins will be allocated to other runs for which appropriate productivity payments will be made.
- 6.13 Council reserves the right to “re-block” as may be deemed necessary, in consultation with the garbage consultative committee.
- 6.14 It is agreed that the productivity bonus will be paid in the form of an allowance and incorporates all applicable allowances or penalties.
- 6.15 For casual employees, a loading of twenty per cent, calculated on ordinary hours worked, shall be paid, as set out in Clause 16(iv) of the **BCCMCBE Agreement**. This loading is not applicable to productivity payments.
- 6.16 Where productivity is claimed, no overtime is payable. Where the hours of work exceed the standard daily hours or waiting/breakdown time is equal or greater than 1.5 hours, that employee may claim overtime.
- 6.17 Additional collections may be assigned to any employee in addition to the usual workload. Such additional collections will be paid at the agreed productivity rate. The only exception is where half an additional run or more is completed in which case, at the discretion of the employee, overtime can be claimed in lieu of productivity.
- 6.18 Where a number of employees complete a run, in addition to their normal workload, the total claims can not exceed the total number of bins assigned to that run.
- 6.19 Each employee will be required to complete a claim form on a daily basis.

- 6.20 Safety Clothing will be supplied in accordance with Council’s clothing policy as may be amended from time to time. The replacement of clothing will be at the discretion of the garbage supervisor.
- 6.21 Supply of footwear will be on the following basis:
- * Permanent drivers and runners of three person crews will be issued with one pair of Dunlop KT 26 joggers (or equivalent) each calendar month.
 - * Casual employees will be supplied with one pair of Dunlop KT 26 joggers which will be replaced on a needs basis.
 - * For classified one-armed divers, footwear will be upgraded to a safety shoe/boot. Replacement of such footwear will be on needs basis. The type(s) of shoe/boot to be selected in consultation with the Garbage Consultative Committee.
- 6.22 No vehicle is to commence collections prior to 5:00a.m., except on public holidays where collections may commence at 4:00a.m.
- 6.23 On public holidays, penalty rates and starting times for Supervisors will be applied on the same basis as for other Domestic Garbage Services personnel.
- 6.24 Where a bin is unable to be collected due to type, volume or weight of the bin, the employee will place the appropriate notification on the bin and advise the supervisor accordingly.
- 6.25 Where garbage bins have been spilt prior to, or during service, the employee will replace the contents into the bin and empty the bin accordingly. In cases where this is not possible the garbage supervisor is to be advised immediately.
- 6.26 Where a bin or bins on a run are rendered inaccessible by parked cars and/or their position, the employee will be required to reposition the bin and empty it accordingly. Appropriate notification will be placed on the bin and/or car involved. If, in a three-month period, a driver finds the same bin has been parked in or inappropriately positioned the driver may leave the bin on the following basis:
- * Notification has been left on two previous occasions, within the three months, and these instances recorded by the driver on the daily run sheet.
 - * The supervisor is immediately notified that the bin has been left.
- 6.27 Garbage services personnel will report any hazards observed during their work that may, or has the potential to, create a hazard to persons using public areas within the City.

SCHEDULE 3

BLACKTOWN CITY COUNCIL

MANAGERIAL STAFF AGREEMENT

1. TITLE

This agreement shall be titled the Blacktown City Council, Managerial Staff Agreement.

2. PARTIES BOUND

The parties bound by this agreement are the employer “Blacktown City Council” and its employees engaged as “Managerial Staff” in the Council approved organisation structure and who may be represented in industrial matters by the New South Wales Government, Clerical Administration, Energy, Airlines & Utilities Union, or the Local Government Engineers’ Association of New South Wales, or the Development & Environmental Professionals Association.

3. PREAMBLE

For Council to improve its competitiveness the parties agreed that changes were required in the conditions and systems of work aimed at improving production and productivity, whilst maintaining efficient and effective customer service standards.

4. RELATIONSHIP TO THE AWARD

The terms and conditions of the BCCMCBE Agreement and Council’s Industrial/Enterprise Agreement prevail, except where inconsistent with this Agreement.

For the life of this Agreement, State Wage Case decisions and, or **BCCMCBE Agreement** variations, applicable to other personnel, will flow on to the minimum rates prescribed by **BCCMCBE Agreement** for the respective band and level for each position in accordance with the principles of such decisions.

5. TERM OF AGREEMENT

The term of this Agreement is for a period of three years, dating from the date of ratification by the Commission.

6. SCOPE & TERMS OF AGREEMENT

6.1 This agreement shall apply to persons engaged in Managerial positions, directly reporting to a Director, or to the General Manager, in the Organisation Structure approved by Council and shall be read in conjunction with Council’s Enterprise Agreement and the **BCCMCBE Agreement**. This agreement replaces and rescinds any previous agreement made for such personnel.

6.2 Both Clause 13 “Hours of Work” and Clause 14 “Overtime” of the **BCCMCBE Agreement** shall be superseded by the terms of this Agreement. The salaries fixed for these positions are in full consideration for reasonable and specified extraneous commitments for each position, except as provided for in Clauses 3.3 and 3.4 of this agreement.

6.3 In lieu of flexi-time policy, persons employed in positions covered by this Agreement shall work ordinary hours of duty, 35 hours per week, in ten days each fortnight on a Monday to Friday basis, unless in circumstances approved by the Director, the working of ordinary hours in nineteen days over four weeks. These hours shall be worked between the hours of 9.00am and 6.00pm daily with a

minimum of 6 hours each day. The Director may approve the working of hours from 8.00am where this is more appropriate to the work requirements.

6.4 Managerial staff may be required to attend one Council arranged meeting per week, outside normal span of hours, without incurring the time in-lieu provisions of Clause 14, part (vi) of the **BCCMCBE Agreement**.

6.5 Effective from the first pay period on or after the 24th October, 1997, the salaries fixed for all Managerial positions, shall comprise:-

- (a) The entry point salary prescribed by the **BCCMCBE Agreement** for Band 3, Level 3 personnel.
- (b) A market related component, being the difference between the **BCCMCBE Agreement** entry point for the position and the current maximum rate for the position, shall be reviewed and adjusted annually in accordance with the annual February change in “full-time adult ordinary time earnings” compiled by the Bureau of Statistics. This annual adjustment will be subject to continued satisfactory performance as reported from the Manager’s annual performance review. This adjustment is incremental and is not an “at risk payment” as prescribed in 6.5(c) i.e., 6.5(b) and 6.5(c) apply on an “either, or” basis.
- (c) Using the aggregate of (a) and (b) a three (3) tiered performance pay structure shall be established for each position. The total of (a) and (b), reflects competency level III performance salary rate; the total of (a) and (b) less 5% shall be competency level II performance salary rate; whilst (a) and (b) less 10% shall be the competency level I performance salary.

Appointment at, or progression between, the various levels shall be subject to an annual performance review conducted by the General Manager and the relevant Director. Should the competency performance level decline, then the General Manager may give consideration to adjusting the competency level performance salary rate. The parties agree that 1 month's notice of intention to reduce the competency performance level salary rate and the grievance procedures of the **BCCMCBE Agreement** are available to the manager in these circumstances.

- (d) Managers undertake to enter into meaningful negotiations concerning changes to the performance criteria for each position and this shall be determined and reviewed in consultation with the incumbent.
- (e) These provisions apply to management positions previously classified as present occupant only, on the basis that the two officers concerned will positively co-operate in any review consistent with the guidelines issued by the Local Government Association, for addressing such matters.
- (f) The positions of Manager Records Services and Manager Infrastructure Planning be retrospectively adjusted on the basis of their salaries being increased to reflect the average increase in salaries applied to all other managers, as adjusted and adopted by Council following review by Consultants Evans Webb & Associates.

SCHEDULE 4

BLACKTOWN CITY COUNCIL

MBM-CLEANING STAFF

FLEXIBILITY AGREEMENT

1. TITLE:

This agreement shall be titled the Blacktown City Council - Manager Building Maintenance Cleaning Staff - Flexibility Agreement.

2. PARTIES BOUND:

The parties bound by this Agreement are the employer Blacktown City Council and the New South Wales Government, Clerical Administration, Energy, Airlines & Utilities Union representing members employed by the employer engaged in cleaning positions under the control of the manager Building Maintenance.

3. PREAMBLE:

For Council staff to achieve improved efficiency and to derive benefits from greater flexibility in workplace practices, changes in the conditions and systems of work are required.

The parties acknowledged that there was a need for special, innovative and improved work practices.

4. RELATIONSHIP TO THE AWARD:

The terms and conditions of the BCCMCBE Agreement prevail, except to the extent of any inconsistency with aspects of this Agreement.

For the life of this Agreement, State Wage Case decisions, or **BCCMCBE Agreement** variations, where applicable generally to other personnel, will flow on in accordance with the principles of such decisions.

5. TERMS OF AGREEMENT:

The terms of this Agreement is for a period of three years, dating from the date of ratification by the Commission. (Notwithstanding that the parties have agreed that the arrangements shall be implemented on a trial basis for 12 months initially)

6. SPREAD OF HOURS:

The ordinary hours of work for employees covered by this Agreement may be arranged between the hours of 5.30 am and 5.00 pm Monday to Saturday inclusive, unless otherwise agreed with the employees and their union.

7. HOURS OF WORK:

The parties have agreed to implement new rostering arrangements (contained in the attachment herewith).

8. EARLY STARTS:

With the exception of the cleaner taking over from the Plant Operator Mall Cleaner the normal starting time will be 5.30am.

9: RATES OF PAY:

In full consideration for the starting time and hours worked, including extraneous and Saturday work, employees appointed and working under this Agreement shall be paid aggregate average weekly pay rates as follows:

		(From 28.10.98)
Civic Centre Team Leader/Cleaner	\$599.90	\$619.40
Team Leader/Cleaner General	\$580.60	\$599.50
Plant Operator/Cleaner	\$542.30	\$559.90
Driver/Cleaner	\$542.30	\$559.90
Cleaner	\$523.10	\$540.10
Cleaner (9.00am MC)	\$506.90	\$523.40

10. PUBLIC HOLIDAYS:

Employees appointed and working under this agreement shall be entitled to all gazetted holidays for local Government in the State of New South Wales.

11. OVERTIME.

Time worked outside of the rostered hours of work under this Agreement shall be covered by the overtime conditions prescribed by the **BCCMCBE Agreement**.

12. CONSULTATION:

In line with existing practice, changes in work processes will be undertaken in consultation with the members of the cleaning section.

On the proviso that by December 1998 the parties to this agreement commit to review of work practices and operations with a view towards identifying areas of performance and efficiency which enhance productivity corresponding to a performance of review.

The parties to the Agreement agree to respond to changing operations requirements through full consultation.

MBM – CIVIC CENTRE BASED CLEANERS

CYCLE	SUN	MON	TUE	WED	THU	FRI	SAT	TOTAL HOURS
A	OFF	9 1/3	9 1/3	8 3/4	8 3/4 + 1/2*	9 1/3	OFF	46' 00"
B	OFF	9 1/3	9 1/3	8 3/4	8 3/4 + 1/2*	OFF	OFF	36' 40"
C	OFF	9 1/3	9 1/3	8 3/4	8 3/4 + 1/2*	9 1/3	OFF	46' 00"
D	OFF	OFF	OFF	8 3/4	8 3/4 + 1/2*	9 1/3	4	31' 20"
TOTAL		28	28	35	37	28	4	160' 00"

Monday/Tuesday/Wednesday 9 1/3 hrs work 5.30am to 3.20pm (1/2 hr lunch break)

Wednesday/Thursday 8 3/4 hrs work 5.30am to 2.45pm (1/2 hr lunch break)

Saturday 4 hrs work 6.00am to 10.00am

[3 Cleaners – to each line of roster, rotate A to B to C to D to A.]

SCHEDULE 5

BLACKTOWN CITY COUNCIL

ROOTY HILL DEPOT MAIN STORE

FLEXIBILITY AGREEMENT

1. TITLE

The following reflect agreement between the employer 'Blacktown City Council' and employees represented by the New South Wales Government, Clerical Administration, Energy, Airlines & Utilities Union, engaged at 'Council's Rooty Hill Depot Main Store'.

2. PREAMBLE

The Rooty Hill Depot Main Store is situated adjacent to the Mechanical Workshop at that location. The principal functions of the Store are:-

Between 6.30am & 9.00am	Daily stock takes, issue and receipt of goods, raise purchase orders (trades & stores), issue fuel (vehicles in workshop) data input, verify previous days transactions, process relevant paperwork, hire out vehicles. Attend to previous days fuel reconciliations.
Between 9.00am & 2.00pm	Unpack goods, mark and place on shelves, receive any fuel deliveries, action bulk requisitions, Workshop etc., data input, process invoices and relevant paperwork, raise purchase orders, goods received actioned.
Between 2.00pm & 5.00pm	During this period Trades staff use the Store for urgent repair work (Stores items and purchase orders, direct purchase). Deliveries received from suppliers, unpacked and placed on shelves). Refuel vehicles between 4 & 5 pm, finalise goods received, approve purchase orders, return hire vehicles, security of the Stores premises, late issue to the Workshop and final data input.

(NB: Between 6.30am and 5.00pm - general issue of stores & materials.)

The Store is staffed on a permanent basis with four (4) Storekeepers and three (3) Storemen. The senior Storekeeper was appointed as the Supervisor.

Presently, in accordance with the Industrial Agreement, the ordinary hours of work have been arranged on a nine (9) day fortnight (Monday to Friday - with either a Monday, or a Friday off in each fortnight) on a rostered basis.

The staff work eight and a half ordinary hours each rostered day of work, commencing at 6.55am and take a half hour unpaid meal break daily. In addition, there has been a regular requirement for all staff to work daily overtime, both at the commencement and conclusion of a shift to perform necessary residual duties assigned to the Store, including refuelling of Council vehicles. In the aggregate, the employees average one and a half hours overtime each day.

In addition, two other employees assist with the refuelling each day on an overtime arrangement.

Where necessary, for normal Stores functions between the hours of 6.55am and 4.00pm spare personnel are utilised for relief requirements e.g., annual leave and sick leave etc.

3. AGREED CHANGES

In consultation with the General Manager, Manager Finance and Store personnel, together with New South Wales Government, Clerical Administration, Energy, Airlines & Utilities Union representatives, agreement has been reached on the following arrangements:-

- 3.1 Implementation of new rostering arrangements (attachment 1 herewith). This will provide for staggering the daily start and finish times of Store personnel to provide for more efficient coverage of the daily work requirements.

The parties to this agreement acknowledge the need for flexibility in the working arrangements. The Principal Storekeeper may in consultation with the relevant Stores personnel make interim adjustments to the rostered daily working, including the staggering of meal breaks to provide continuous Stores service coverage, by agreement with such Officers.

- 3.2 The Store personnel are ready, willing and prepared to perform any duties associated with the Stores services for which they are adequately qualified and experienced to perform. This enables better utilisation of available resources. e.g., forklift driving.
- 3.3 Stores personnel required to carry out the accountability/responsibility of a position involving use of skills 'higher competency' than the higher rates of pay for the time so engaged are to apply to such work.
- 3.4 Within existing staffing, Store personnel are prepared to provide a stores function at the Civic Centre for a short period each day if approved e.g, between the hours of 10.30 and 12.30pm. This would reduce the need for staff to travel to the depot to access stores from time to time. This will be at management's discretion.

3.5 That the staffing of the Stores be structured:

- (A) Principal Storekeeper
- (B) Senior Storekeepers
- (C) Storekeeper & Data Co-ordinator
- (D) Storekeeper Support Officer

3.6 As a special case, without prejudice, or precedent and in full consideration for the agreed changes including the reduction in overtime working, the performance level pay rates for officers presently appointed to the Store, will be as follows:

Performance
Level

46	O. Whalan	Principal Storekeeper
37	M. Rodgers & B. Neill	Senior Storekeepers
34	R. Body	Storekeeper & Data Co-ordinator
26	A. Read, R. McKeown & S. Houlohan	Storekeeper Support Officers

Where applicable, these employees would preserve rights of advancement within the salary system.

The terms of the **BCCMCBE Agreement** and relevant Industrial, or Enterprise Agreements prevail, except to the extent of any inconsistency with this agreement in which case the latter prevails. These employees would continue to be eligible for pay adjustments (State Wage Case, or **BCCMCBE Agreement** increases on the same basis as other personnel remunerated at these performance levels.

4. CLARIFICATION OF OPERATING ARRANGEMENTS:

Staff Requirements for Refuel of Vehicles

- 4.1 To refuel vehicles it is necessary for a replacement driver drawn from outside the Stores' staff to replace Storekeeper Support Officers when on Annual Leave, Sick Leave and RDOs. This should be the only time that a replacement would be required at overtime rates for the refuel of vehicles.
- 4.1a The status quo use of Driver Brown from the Trades Section to assist with refuelling of vehicles will be preserved on the basis that should he transfer, or leave Council this practice will be discontinued. Further, whilst so utilised the need for overtime working to cover annual/sick leave, or RDO's of stores personnel will only apply when more than one such employee is off at the same time. When Driver Brown is off duty, the same rule applies.

4.2 For the purposes of this agreement the regular coverage for stores hours will be:-

- Monday 6.30am to 4.30pm
- Tuesday 6.25am to 5.00pm
- Wednesday 6.25am to 5.00pm
- Thursday 6.25 to 4.40pm (inclusive of BT)
- Friday 6.25am to 5.00pm

Where necessary hours required to be worked outside of these hours management/supervisor may authorise overtime working.

5. STOREKEEPERS OPERATING PLANT, TRUCKS ETC.

Storekeepers who have the required ticket to operate a forklift or loader should be able to use this equipment for Stores functions only and when a Storekeeper Support Officer is not available to complete the task. This procedure should only apply to normal Stores business hours.

6. SECURITY OF STORES BUILDINGS

The existing custom and practice will continue.

7. JOB DESCRIPTIONS

This agreement incorporates a commitment by the parties to review the job descriptions following examination of the competency requirements for Stores personnel.

8. CLOTHING

The claim for an issue of two sloppy-joe's in lieu of winter jackets every three years, will be considered on an across Council basis.

9. TRIAL ARRANGEMENTS

It is proposed that the agreement be signed for a three-year period, with a trial period of 6 months, including a review after 3 months to ensure that there were no unintended consequences. In the event that either party is dissatisfied with the arrangements at the conclusion of the 6 months trial the agreement may be terminated.

The term of this agreement is for a period of three years dating from the date of ratification by the Commission.

**Rooty Hill Depot Stores Roster
Cycle 1**

	Monday	Tuesday	Wednesday	Thursday	Friday
Owen	6.30- 4.00 (9hrs)	6.30-4.30 (9.30 hrs)	6.30 - 4.30 (9.30 hrs)	6.30 - 4.10 (9.10 hrs)	RDO
Mark	7.00 - 4.30 (9 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	6.30 - 5.00 (10 hrs)
Bob	RDO	6.30 - 4.30 (9.30 hrs)	6.30 - 4.30 (9.30 hrs)	6.30 - 4.10 (9.10 hrs)	6.30 - 4.30 (9.30 hrs)
Barry	7.00 - 4.30 (9 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)
Shaune	RDO	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)
Rick	7.00 - 4.30 (9 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)
Allan	RDO	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)

**Note: Refuelling involves three storemen driving plant
Note: Two Storekeepers operation data fuel console**

(5.8.98)

**Rooty Hill Depot Stores Roster
Cycle 3**

	Monday	Tuesday	Wednesday	Thursday	Friday
Owen	6.30- 4.30 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)
Mark	RDO	6.30 - 4.30 (9.30 hrs)	6.30 - 4.30 (9.30 hrs)	6.30 - 4.10 (9.10 hrs)	6.30 - 4.30 (9.30 hrs)
Bob	7.00 - 4.30 (9 hrs)	6.30 - 4.30 (9.30 hrs)	6.30 - 4.30 (9.30 hrs)	6.30 - 4.10 (9.10 hrs)	6.30 - 4.30 (9.30 hrs)
Barry	RDO	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)
Shaune	7.00 - 4.30 (9 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)
Rick	7.00 - 4.30 (9 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 5.00 (9.30 hrs)	7.00 - 4.40 (9.10 hrs)	RDO
Allan	7.00 - 4.30 (9 hrs)	7.00 - 5.00 (9.30 hrs)	7.00 - 5.00 (9 30 hrs)	7.00 - 4.40 (9.10 hrs)	7.00 - 5.00 (9.30 hrs)

**Note: Refuelling involves three storemen driving plant
Note: Two Storekeepers operation data fuel console**

(5.8.98)

SCHEDULE 6

BLACKTOWN CITY COUNCIL

PAINTERS- FLEXIBILITY AGREEMENT

1. TITLE:

This Agreement shall be titled the Blacktown City Council, Painters, Flexibility Agreement.

2. PARTIES BOUND:

The parties bound by this Agreement are the employer Blacktown City Council, and the employees represented by the New South Wales Government, Clerical Administration, Energy, Airlines & Utilities Union working in the Council's Trades Section as Painters.

3. PREAMBLE:

To enable Council to improve the level of service in this area, the parties agreed that greater flexibility in the hours and systems of work were required.

4. RELATIONSHIP TO THE INDUSTRY AWARD:

The terms and conditions of the **BCCMCBE Agreement** prevail, except to the extent of any inconsistency with aspects of this Agreement.

For the life of this Agreement, **BCCMCBE Agreement** Variations, or State Wage Case decisions, where applicable generally to other personnel, will flow on in accordance with the principles associated with such changes.

5. TERMS OF AGREEMENT:

The term of this Agreement is for a period of 3 years, dating from the date of ratification by the Commission.

6. SPREAD OF HOURS:

The ordinary hours of work for employees covered by this Agreement may be arranged between the hours of 6.55am and 4.30pm on any day Monday to Saturday inclusive, unless otherwise agreed with the employees and their union.

7. HOURS OF WORK:

The parties have agreed to a trial operation of new rostering arrangements as follows for a period of up to 12 months, with a mid-term review after 6 months.

Excepting in the case of agreement between the parties to this Agreement, three months formal notice of termination of participation in the arrangement will be served by either party.

The Agreement provides for the working of 76 ordinary hours, nine days per fortnight, arranged on a rostered basis, Monday to Saturday as follows:-

	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1.	Off	8.5	8.5	8.5	8.0	Off	Off
2.	Off	8.5	8.5	8.5	8.0	8.5	Off
3.	Off	8.5	8.5	8.5	8.0	Off	Off
4.	Off	Off	8.5	8.5	8.0	8.5	9.0
5.	9.25	Off	Off	8.5	8.0	8.5	Off
6.	Off	8.5	8.5	8.5	8.0	8.5	Off
7.	Off	8.5	8.5	8.5	8.0	Off	Off
8.	Off	8.5	8.5	8.5	8.0	8.5	Off
9.	Off	Off	Off	8.5	8.0	8.5	9.0
10.	9.25	Off	8.5	8.5	8.0	8.5	Off

* One employee commencing on each line of the roster, then rotating 1 to 2 to 3 to 4 to 5 to 6 to 7 to 8 to 9 to 10 to 1

* Daily commencing time 6.55am with 1/2 an hour for lunch each day.

* Ordinary hours of work completed at 2.55pm Thursday (with pay to 3.25pm)

8. RATES OF PAY:

Employees appointed and working under this Agreement shall be paid, in full consideration of the ordinary rostered requirements, the following base aggregate earnings, exclusive of (a) service allowance, (b) travel allowance and (c) holiday penalty payments as well as, any (d) first-aid.

	Per Week	Per Week from 28.10.98
Leading Hand	\$624.80	\$645.10
Painters	\$580.60	\$599.50

9. SPECIAL CONDITIONS:

Where an employee is unable to fulfil their weekend commitment on more than one occasion in any 12-month period they will be given the opportunity of meeting the commitment prior to their next turn for such work, or returning to working ordinary hours on the former Monday to Friday terms and conditions.

10. PUBLIC HOLIDAYS:

Employees appointed and working under this agreement shall be entitled to all-gazetted holidays for Local Government in the State of New South Wales.

11. APPRENTICES:

Apprentices are eligible to participate in the PFA on the basis that the aggregate pay rate will be calculated by increasing the ordinary pay rates by 6.75% in full consideration for fulfilling the requirements of the aforementioned roster.

SCHEDULE 7

BLACKTOWN CITY COUNCIL

COASA

FLEXIBILITY AGREEMENT

1. TITLE:

This agreement shall be titled the BCC Computer operators Extended Spread of hours & Flexible Work, Aggregate Salary Arrangement.

2. APPLICATION:

These terms apply to personnel engaged as Computer operators in the Finance & Corporate Services, information Technology Unit regularly working early morning, or afternoon shifts, including an intermittent requirement for such work. These Officers are identified in the rates of pay clause of this Agreement.

3. SPREAD OF HOURS:

Ordinary hours of work may be arranged between the hours of 6.00am and 12 midnight on a Monday to Friday basis, with the ability to accrue and clear excess hours in accordance with Council's flexi-time policy applicable to other salaried personnel.

4. AGGREGATE SALARIES:

In full consideration for (i) the regular requirement to work Early Morning Shift, or (ii) the regular requirement to work Afternoon Shift, or (iii) the intermittent requirement for the day shift Senior Computer operator to cover Early Morning and Afternoon Shifts when necessary, but not more than 50% (in any 12 month period) of such amended working without further compensation; including any existing allowances, but excepting Service Allowance payments which are payable in addition to these amounts, the following salary ranges apply for all purposes.

		Per Week	Per Week
			From 28.10.98
(I)	EMS Computer Operator	\$599.90 to \$672.40	\$619.40 to \$694.30
(ii)	AS Computer Operator	\$599.90 to \$684.10	\$619.40 to \$706.30
(iii)	DS Senior Computer operator	\$636.60 to \$718.10	\$657.30 to \$741.40

(NB: Current Incumbents (i) EMSCO \$672.40 (\$694.30 from 28.10.98) and (ii) ASCO \$684.10 (\$706.30 from 28.10.98) apply from commencement of the agreement). Future **BCCMCBE Agreement** or state wages case variations applicable to other personnel will be applied to these employees on the same basis. These rates of pay to do not reflect validated grade, or competency level pay rates envisaged in the proposed salary system under consideration at present. These salary ranges include consideration for the changes in the role of the Day shift Senior Computer Operator, which includes the flexibility to carry out the duties/role of a Computer Operator on a needs basis, as well as, fulfilling Supervision and Co-ordinating requirements for these employees and responding to user needs for this group.

5. DUTIES:

Will be as shown in the amended job descriptions and varied where necessary from time to time in accordance with custom and practice.

6. RELATIONSHIP TO THE INDUSTRY AWARD:

BCCMCBE Agreement and Council's Industrial/Enterprise Agreements and policies apply except where inconsistent with this agreement.

7. TERM OF AGREEMENT:

The term for this agreement is three years commencing on and from the date of ratification by the Commission.

SCHEDULE 8

BLACKTOWN CITY COUNCIL

WEED CREW FLEXIBILITY AGREEMENT

1. TITLE:

This agreement shall be titled the Blacktown City Council - Weed Control Crews - Flexibility Agreement 2010.

2. PARTIES BOUND:

The parties bound by this agreement are the employer Blacktown City Council and the United Services Union (the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union), representing designated members (identified in Attachment 1) employed by the employer in the classification of Weed Control Crews.

3. PREAMBLE:

In order to utilise the services of Weed Control Crews more efficiently and effectively, in cases of required weed control on Saturdays when there is less traffic interference, this agreement enables the scheduling of rostered Saturday work for weed control purposes only, together with, provisions governing week-day hours of work.

4. RELATIONSHIP TO THE AWARD:

The terms and conditions of the Blacktown City Council Enterprise Agreement prevail, except to the extent of any inconsistency with aspects of this agreement.

For the life of this agreement, variation in wage rates in the Enterprise Agreement, where applicable generally to other personnel, will flow on in accordance with the principles of such decisions.

5. TERM OF AGREEMENT:

The term of this agreement shall be for a period of one year commencing from the 06th February 2010. There is an option of an additional period (or Periods) summing in total to a further 12 months, subject to mutually agreed review of working hours occurring at the commencement of each extension period.

6. HOURS OF WORK:

The employees shall work an average of 40 hours per week, with working hours arranged in accordance with Attachment 1, herewith. Such includes provision for working thirteen by eight hour shifts on Saturdays throughout the calendar year, to be set in consultation with the Weed Control Crews (refer Attachment 2 for Weed Crews Saturdays Roster 2010). The fortnightly hours of work are fixed on a four week cycle and may be varied with four weeks notice by mutual consent, with the provision that agreement to amend the hours of work shall not be unreasonably withheld. The working hours (that is Monday to Friday and rostered Saturdays) can be varied, between the hours of 5.00am and 5.00pm to meet assignment needs. For example a crew can be asked to start one hour early at 5.45am and leave one hour early. No credit shall be given for such shifting of core hours between 5.00am and 5.00pm. However if a crew/staff is required to work extra time (in addition to core hours) on a particular day such time shall be credited as a time in lieu on an hour for hour basis (i.e. one extra hour of work will be

credited as one hour of time in lieu). Council may cancel a rostered Saturday not later than 9.00am on Friday, with an alternative date to be set by mutual agreement for days cancelled. In the case of bona fide illness, sick leave may be claimed and paid for one Saturday in a year. Excepting Workers Compensation, any other Saturday time lost will need to be made up with substituted Saturday work.

7. RATES OF PAY:

At the commencement of this agreement, Weed Control Crews shall be paid an aggregate wage in accordance with Attachment 3 of the Weed Control Crews Flexibility Agreement 2010 with applicable adjustments. The aggregate wage shall apply for all purposes including leave and superannuation entitlements. NB: Extraneous travel allowance entitlements shall be paid in accordance with existing practices.

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Attachment 1

WEED CONTROL CREWS FLEXIBILITY AGREEMENT 2010 SCHEDULED REGULAR HOURS OF WORK

RDO Cycle	M	T	W	Th	F	Weekly Hours	M	T	W	Th	F	Weekly Hours	Fortnightly Hours	Establishment No.
1	6:45 - 3:15	6:45- 4:00	6:45- 4:00	6:45- 4:00	6:45- 3:00	42	RDO	6:45- 4:00	6:45- 4:00	6:45- 4:00	6:45- 3:00	34	76	BCC283 BCC271 BCC277 BCC290
3	6:45 - 3:15	6:45- 4:00	6:45- 4:00	6:45- 4:00	6:45- 3:00	42	8:00- 5:00	8:00- 5:00	8:00- 5:00	8:00- 5:00	RDO	34	76	BCC289 BCC282

Note:

- ½ hr lunch
- 9 day fortnight (1 RDO per fortnight)
- 76 hrs per fortnight (Mon – Fri)
- Notionally a 38hr week (Mon – Fri)
- plus 13 x 8 hour Saturdays per year (12 month period) which over 12 months works out as equivalent to 40 hours per week. (See notes in Attachment 3).

ATTACHMENT 2
Weed Crews Saturdays Roster
Flexibility Agreement 2010

ROSTERED SATURDAYS	Employee Number						TOTAL NUMBER OF STAFF
	BCC289	BCC283	BCC282	BCC271	BCC277	BCC290	
6/02/2010							2
13/02/2010							4
20/02/2010							2
27/02/2010							2
6/03/2010							0
13/03/2010							4
20/03/2010							2
27/03/2010							0
3/04/2010							2
10/04/2010							4
17/04/2010							0
24/04/2010							0
1/05/2010							0
8/05/2010							3
15/05/2010							0
22/05/2010							0
29/05/2010							0
5/06/2010							3
12/06/2010							0
19/06/2010							0
26/06/2010							0
3/07/2010							0
10/07/2010							0
17/07/2010							3
24/07/2010							0
31/07/2010							0
7/08/2010							0
14/08/2010							3
21/08/2010							0
28/08/2010							0
4/09/2010							0
11/09/2010							2
18/09/2010							2
25/09/2010							4
2/10/2010							2
9/10/2010							2
16/10/2010							2
23/10/2010							2
30/10/2010							2
6/11/2010							2
13/11/2010							2
20/11/2010							4
27/11/2010							2
4/12/2010							2
11/12/2010							2
18/12/2010							2
25/12/2010							0
1/01/2011							0
8/01/2011							2
15/01/2011							4
22/01/2011							2
29/01/2011							2
TOTAL SATURDAYS TO BE WORKED	13	13	13	13	13	13	78

- = Cycle 1 working 13 Saturdays per year Employee Numbers BCC271, BCC290, BCC277
- = Cycle 1 working Saturday Summer Months Employee Number BCC283
- = Cycle 3 working Saturday Summer Months Employee Numbers BCC289, BCC282
- = Acting Higher duties

ATTACHMENT 3

WEED CONTROL CREWS FLEXIBILITY AGREEMENT 2010

A	B	C	D	E	F	G	H	I	L	M	N	O	P	Q	R	S	T
TEAM	Employee Number	CYCLE	Title (Grade/Level)	Current hrs/wk	Current weekly base wage as at 01.11.2009	Current base hourly rate	Weekly disability allowance as at 02.01.2008	AP rate	Current annual wage (i.e. excluding travel allowance)	Equiv ord time hrs for 13 Sats	Payment for 13 Sats including \$9.60 meal allowance	Weekly Overtime Component	Proposed weekly base wage	Proposed base hourly rate	Proposed 'All Purpose' hourly rate (includes Dis. Allow)	Proposed annual wage (i.e. excluding travel allowance)	% increase annual wage
						F/E		(F+H)/E	(F+H)x52	13x15	1xM+13x9.60	N/52	F+O	P/40	P+H/40	(P+H)*52	(S-L)/Lx100
Team 1	BCC289	3	Team Leader (7/5)	38	951.10	25.0289	12.40	25.3553	50,102.00	195	5069.08	97.48	1048.60	26.2150	26.5250	55,172.00	10.12
	BCC282	3	Working Driver (3/4)	38	794.00	20.8947	12.40	21.2211	41,932.80	195	4262.91	81.98	876.00	21.9000	22.2100	46,196.80	10.17
Team 2	BCC271	1	Working Ganger (5/4)	38	872.40	22.9579	12.40	23.2842	46,009.60	195	4665.22	89.72	962.10	24.0525	24.3625	50,674.00	10.14
	BCC290	1	Working Driver (3/4)	38	794.00	20.8947	12.40	21.2211	41,932.80	195	4262.91	81.98	876.00	21.9000	22.2100	46,196.80	10.17
Team 3	BCC283	1	Working Ganger (5/4)	38	872.40	22.9579	12.40	23.2842	46,009.60	195	4665.22	89.72	962.10	24.0525	24.3625	50,674.00	10.14
	BCC277	1	Working Driver (3/4)	38	794.00	20.8947	12.40	21.2211	41,932.80	195	4262.91	81.98	875.98	21.8995	22.2095	46,195.71	10.17

8 hrs actual work on Saturdays is equivalent to 15 ordinary time hours
 13 Saturdays/yr = 13 Sats x 15hrs = **195 hrs/yr ordinary time hrs** (See column M)

52 wks x 38 hrs/wk = 1976 hrs/yr
 13 Saturdays/yr = 13 Sats x 8hrs = 104 additional hrs/yr **actually worked**
 Total hrs **actually worked** per year = 1976 + 104 = 2080hrs
 Therefore average weekly hrs **actually worked** = 2080/52 = **40hrs/wk**

Current annual wage (column L) includes Disability allowance which is built into 'All Purpose' rate for each crew member

Meal allowance for Saturday = \$9.60 per 8 hour Saturday

Weed Control crews will be paid for 40 hours each week at the proposed 'All Purpose' rate (column Q) plus travel allowance and will work 13 Saturdays in the calendar year to be monitored by the manager.

Actual payments may slightly vary from above figures due to number of decimal places used in the calculations.

NOTE; Adjusted every year as per current wages and applicable allowances



MINIMUM
CONDITIONS
AND
BENEFITS
OF
EMPLOYMENT
AGREEMENT

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1. DEFINITIONS:

- (i) **(a) Council means Blacktown City Council. This definition shall be read subject to the allocation of responsibilities as specified in the Local Government Act 1993. Council shall also mean Stanhope Leisure Centre.**
- (b) General Manager shall mean a person appointed in accordance with section 334 of the Local Government Act, 1993 to discharge the duties and responsibilities of the office of general manager as set out in section 335 of the Local Government Act, 1993 and such other duties that council may delegate to the general manager. When carrying out these duties, the general manager is acting on behalf of council.
- (c) Reference to BCCMCBE within this agreement is to be taken as meaning the Blacktown City Council Minimum Conditions and Benefits of Employment Agreement.**
- (ii) Association means the Local Government Association of New South Wales and / or the Shires Association of New South Wales.
- (iii) Union means the New South Wales Local Government, Clerical Administrative, Energy, Airlines & Utilities Union (USU); the Local Government Engineers' Association of New South Wales (LGEA); the Development and Environmental Professionals' Association (depa);
- (iv) "Industry" shall mean the Local Government Service in any capacity.
- (v) "Service" shall mean continuous service with Blacktown City Council. Continuous service to be defined similarly to the provisions of BCCMCBE Agreement.
- (iv) Ordinary Pay means remuneration for the employee's normal weekly number of hours of work calculated at the ordinary time rate of pay. Ordinary pay shall include, but not be limited to the following penalties and allowances where they are regularly received:
- Saturday, Sunday and shift penalties
 - disability allowances
 - tool allowances
 - on call allowance
 - first aid allowance
 - community language and signing work allowances.
- The following allowances shall be excluded from the composition of ordinary pay:
- overtime payments
 - camping allowance
 - travelling allowances
 - sewer chokes allowance
 - car allowances
 - meal allowances.
- (v) Days - unless otherwise specified, any reference to 'days' shall mean calendar days.
- (vi) Competency based training refers to training concerned with the attainment and demonstration of specified skills, knowledge and their application to meet industry standards.

-
- (vii) Superannuation contributions means all contributions to a complying superannuation fund, and includes (without limitation) any superannuation contributions required to be made under the Superannuation Guarantee (Administration) Act 1992 (Cth), and any additional superannuation contributions made by way of salary sacrifice.
- (viii) Complying superannuation fund has the same meaning as in the Superannuation Industry (Supervision) Act 1993 (Cth).

2. SKILL DESCRIPTORS:

The BCCMCBE agreement structure consists of skill based bands and levels that are defined according to the following skill descriptors:

(i) **Operational Band 1, Level 1**

Authority and accountability: Completion of basic tasks with work closely monitored by the team leader or supervisor.

Judgement and problem solving: Judgement is limited and coordinated by other workers.

Specialist knowledge and skills: Specialist knowledge and skills are obtained through on-the-job training and council-based induction training. Off-the-job training may lead to trade, technical or professional qualifications.

Management skills: Not required.

Interpersonal skills: Limited to communications with other staff and possibly, with the public.

Qualifications and experience: Completion of School Certificate or the Higher School Certificate may be sought. Completion of an appropriate labour market program or similar short-term work / skills experience is desirable.

(ii) **Operational Band 1, Level 2**

Authority and accountability: Responsible for completion of basic tasks with individual guidance or in a team.

Judgement and problem solving: Applies standard procedures with normally few if any options in the application of skills.

Specialist knowledge and skills: Job specific skills and knowledge would normally be gained through on-the-job training and experience. Short courses may be completed at TAFE.

Management skills: Not required.

Interpersonal skills: Frequent communication with other staff and/or the public common but normally at a routine level.

Qualifications and experience: Incumbents may have attended short courses in specific work areas or be undertaking a technical college certificate as completion of structured training program in work-related area.

(iii) **Operational Band 1, Level 3**

Authority and accountability: Responsible for completion of regularly occurring tasks with general guidance on a daily basis.

Judgement and problem solving: Judgement is required to follow predetermined procedures where a choice between more than two options are present.

Specialist knowledge and skills: Application of skills, including machine-operation skills, following training "on the job" or accredited external training over a number of months.

Management skills: Some guidance/supervision may be required. May assist a co-ordinator / trainer with on-the-job training.

Interpersonal skills: Skills required for exchange of information on straightforward matters.

Qualifications and experience: Suitable experience or qualifications in a number of defined skill areas.

(iv) **Operational Band 1, Level 4**

Authority and accountability: Responsible for supervising staff in operational duties or for work requiring independence in the application of skills, subject to routine supervision. Responsible for quality of work function.

Judgement and problem solving: Option on how to approach tasks requires interpretation of problems and may involve precise judgement in operational areas.

Specialist knowledge and skills: The number of work areas in which the position operates makes the work complicated and a variety of skills are required in its completion. Position may require competence in operation of complex machinery.

Management skills: Supervisory skills in the communication of instructions, training and the checking of work may be required.

Interpersonal skills: Skills are required to convince and explain specific points of view or information to others and to reconcile differences between parties.

Qualifications and Experience: Experience to adapt procedures to suit situations and a thorough knowledge of the most complex operational work procedures to achieve work objectives.

(v) **Administrative / Technical / Trades Band 2, Level 1**

Authority and accountability: Responsible for the completion of work requiring the application of trades, administrative or technical skills.

Judgement and problem solving: Skills in assessing situations and in determining processes, tools and solutions to problems. Guidance is available.

Specialist knowledge and skills: Positions will have demonstrated competence in a number of key skill areas related to major elements of the job.

Management skills: Positions may require skills in the supervision or co-ordination of small groups.

Interpersonal skills: Communication skills to explain situations or advise others.

Qualifications and experience: Appropriate work-related trade, technical or administrative qualifications or specialist skills training.

(vi) **Administrative / Technical / Trades Band 2, Level 2**

Authority and accountability: Responsibility as a trainer/co-ordinator for the operation of a small section which uses staff and other resources, or the position completes tasks requiring specialised technical / administrative skills.

Judgement and problem solving: Skills to solve problems which require assessment of options with freedom within procedural limits in changing the way work is done or in the delegation of work. Assistance may be readily available from others in solving problems.

Specialist knowledge and skills: Positions will have specialised knowledge in a number of advanced skill areas relating to the more complex elements of the job.

Management skills: May require skills in supervising a team of staff, to motivate and monitor performance against work outcomes.

Interpersonal skills: In addition to interpersonal skills in managing others, the position may involve explaining issues/policy to the public or others and reconcile different points of view.

Qualifications and experience: Thorough working knowledge and experience of all work procedures for the application of technical / trades or administrative skills, based upon suitable certificate or post-certificate-level qualifications.

(vii) **Administrative / Technical / Trades Band 2, Level 3**

Authority and accountability: May be responsible to provide a specialised / technical service and to complete work which has some elements of complexity. Make recommendations within council and represent council to the public or other organisations.

Judgement and problem solving: Problem solving and judgements are made where there is a lack of definition requiring analysis of a number of options. Typical judgements may require variation of work priorities and approaches.

Specialist knowledge and skills: Positions have advanced knowledge and skills in a number of areas where analysis of complex options is involved.

Management skills: May supervise groups of operational and / or other administrative / trades / technical employees. Employees supervised may be in a number of different work areas, requiring motivation, monitoring and co-ordination to achieve specific outputs.

Interpersonal skills: Skills to communicate with subordinate staff and the public and/or negotiation / persuasive skills to resolve disputes with staff or the public.

Qualifications and experience: An advanced certificate, associate diploma, appropriate inhouse training or equivalent combined with extensive experience in the application of skills in the most complex areas of the job.

(viii) **Professional / Specialist Band 3, Level 1**

Authority and accountability: Provides specialised / technical services to complete assignments or projects in consultation with other professional staff. May work with a team of technical or administrative employees requiring the review and approval of more complex elements of the work performed by others.

Judgement and problem solving: Problems require assessment of a range of options having elements of complexity in reaching decisions and making recommendations. Precedent is available from sources within the council, and assistance is usually available from other professional / specialist staff in the work area.

Specialist knowledge and skills: Positions require considerable knowledge in a specific area with a sufficient level of skills and knowledge to resolve issues having elements of complexity that may not be clearly defined.

Management skills: Positions at this entry level to the Professional / Specialist Band are not required to possess management skills.

Interpersonal skills: Persuasive skills are required to participate in technical discussions to resolve problems, explain policy and reconcile viewpoints.

Qualifications and experience: Professional / specialist positions require professional qualifications to apply theoretical knowledge to practical situations.

(ix) **Professional / Specialist Band 3, Level 2**

Authority and accountability: Provides a specialised/technical service in the completion of work and / or projects which have elements of complexity (composed of many parts that may be more conceptual than definite).

Judgement and problem solving: Positions require the interpretation of information and development of suitable procedures to achieve agreed outcomes. Problem solving and decision making require analysis of data to reach decisions and / or determine progress.

Specialist knowledge and skills: Experience in the application of technical concepts and practices requiring additional training are required at this level.

Management skills: May manage a number of projects involving people and other resources requiring project control and monitoring as well as motivation and co-ordination skills.

Interpersonal skills: Interpersonal skills in leading and motivating staff in different teams / locations may be required, as well as persuasive skills to resolve problems or provide specialised advice.

Qualifications and experience: Positions at this level would have supplemented base level professional qualifications with additional skills training. Considerable practical experience or skills training would be required to effectively control key elements of the job.

(x) **Professional / Specialist Band 3, Level 3**

Authority and accountability: Provides a professional advisory role to people within or outside council. Such advice may commit the council and have significant impact upon external parties dealing with council. The position may manage several major projects or sections within a department of the council.

Judgement and problem solving: Positions have a high level of independence in solving problems and using judgement. Problems can be multi-faceted requiring detailed analysis of available options to solve operational, technical or service problems.

Specialist knowledge and skills: The skills and knowledge to resolve problems where a number of complex alternatives need to be addressed.

Management skills: May be required to manage staff, resolve operational problems and participate in a management team to resolve key problems.

Interpersonal skills: Interpersonal skills in leading and motivating staff may be required. Persuasive skills are used in seeking agreement and discussing issues to resolve problems with people at all levels. Communication skills are required to enable provision of key advice both within and outside council and to liaise with external bodies.

Qualifications and experience: Tertiary qualifications combined with a high level of practical experience and an in-depth knowledge of work.

(xi) **Professional / Specialist Band 3, Level 4**

Authority and accountability: Accountable for the effective management of major sections or projects within their area of expertise. As a specialist, advice would be provided to executive level and to council on major areas of policy or on key issues of significance to the organisation. The position's influence would have an important role in the overall performance of the function.

Judgement and problem solving: Positions would determine the framework for problem solving or set strategic plans with minimal review by senior management. At this level, the position may represent senior management or council in the resolution of problems. The oversight of problem solving and assessment of the quality of judgements made by less qualified staff will apply at this level.

Specialist knowledge and skills: Positions require knowledge and skills for the direction and control of a key function of council or major functions within a department. Positions require expert knowledge and skills involving elements of creativity and innovation in addressing and resolving major issues.

Management skills: Positions may direct professional or other staff in the planning, implementation and review of major programs, as well as participating as a key member of a functional team.

Interpersonal skills: Interpersonal skills in leading and motivating staff will be required at this level. Positions require the ability to negotiate on important matters with a high degree of independence. Positions are required to liaise with the public and external groups and organisations.

Qualifications and experience: Specialist tertiary qualifications in an appropriate field of study combined with extensive practical experience in all relevant areas in order to plan, develop and control major elements of work.

(xii) **Executive Band 4**

Authority and accountability: Accountable for the direction and control of council or a department or the like. Influence and commit council or a department or the like to long-term strategic directions. Lead policy development and implementation.

Judgement and problem solving: Positions solve problems through analytic reasoning and integration of wide-ranging and complex information, and have a high level of independence in determining direction and approach to issues.

Specialist knowledge and skills: The position requires the application of a range of specialist knowledge and skills, including relevant legislation and policies and other areas of precedent. Ability to provide authoritative advice to council.

Management skills: Application of corporate management skills in a diverse organisation to establish goals and objectives. Manage and control staff, budgets and work programs or major projects of council or a department or the like utilising leadership, evaluation and monitoring skills to facilitate achievement of objectives. Ability to generate innovative approaches to more effectively deploy resources, meet changing circumstances and improve service to the council's clients.

Interpersonal skills: Positions use persuasive skills with external parties on major items of critical importance to council. They motivate managers and staff at all levels by leading and influencing others to achieve complex objectives. They influence the development of the council.

Qualifications and experience: Positions will have a relevant degree or equivalent and management experience, combined with accredited management qualifications.

3. ANTI-DISCRIMINATION

- (i) It is the intention of the parties bound by this Agreement to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Agreement which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

4. RATES OF PAY:

- (i) The rates of pay are established for positions with the skills descriptors as defined in Clause 2, Skill Descriptors of the BCCMCBE agreement.
- (ii) The rates of pay are set out in Schedule (A) of the BCCMCBE agreement are entry level rates of pay only, except for Operational Band 1, Level 1, which are actual rates of pay.
- (iii) Council shall introduce a salary system to complement the skills-based structure and rates of pay of the BCCMCBE agreement.
- (iv) An employee's current weekly rate of pay for the purposes of the Workers Compensation Act, 1987 shall be the rate paid to the employee under the salary system.

5. SALARY SYSTEM:

- (i) A salary system determines how employees are paid. An employee shall be paid the salary system rate of pay that recognises the skills the employee is required to apply on the job.
- (ii) The salary system shall have a structure that complements the entry level rates of pay and skill descriptors in the BCCMCBE agreement by identifying grades. Each grade shall contain a number of salary points/steps for progression that are over and above the entry level rates of pay.
- (iii) Positions shall be assigned a salary grade(s) within the structure. A position may extend across more than one grade in council's salary system or level as prescribed by Clause 2 Skills Descriptors of the BCCMCBE agreement.
- (iv) Progression through the salary system shall be based upon the acquisition and use of skills. Where skills based progression is not reasonably available within the salary range for the position, employee's shall have access to progression based on the achievement of performance objectives relating to the position. Such performance objectives shall be set in consultation with the employee(s).
- (v) Subject to subclause (iv), skills for progression relevant to the position shall be assigned to each salary point/step within the grade, or set at the annual assessment provided that such criteria shall provide an opportunity to progress through the salary system.
- (vi) Employee's shall be assessed for progression through the salary range for their position at least annually or when they are required to use skills that would entitle them to progress in the salary system.
- (vii) At the time of assessment, council shall advise the employee of the skills and/or the performance objectives required for the employee to progress to the next salary point/step and shall review the employee's training needs.
- (viii) The salary system shall include a process by which employees can appeal against their assessment.
- (ix) Employees shall have access to information regarding the grade, salary range and progression steps of the position.

6. USE OF SKILLS:

- (i) Council is committed to improving skill levels and removing impediments to multi skilling and broadening the range of tasks that employee's are required to perform.
- (ii) Council may direct employees to carry out such duties that are within the limits of employee's skill, competence and training.
- (iii) An employee shall be paid the salary system rate of pay that recognises the skills the employee is required to apply on the job.
- (iv)
 - (a) The skills paid for shall not be limited to those prescribed by the job description and may where appropriate, include skills possessed by the individual which are required by council to be used as an adjunct to the employee's normal duties.
 - (b) Subject to subclause (xi) of Clause 11 Allowances, Additional Payments and Expenses, employees who are required by council to use such additional skill(s) in the performance of their duties shall have the use of these skill(s) considered in the evaluation of the position.

7. PAYMENT FOR RELIEF DUTIES/WORK:

- (i) An employee required to relieve in a position that is at a higher level within the salary system shall be paid for that relief. The rate to be paid shall be determined by considering the skills / experience applied by the employee relieving in the position but shall be at least the minimum rate for that position in accordance with the salary system except where the higher level skills have been taken into account within the salary of the relieving employee.
- (ii) Payment for use of skills relieving in a higher paid position shall be made for the time actually spent acting in the higher position and is not payable when the relieving employee is absent on paid leave or a statutory/agreement holiday. An employee on annual leave may be entitled to a higher rate of pay in accordance with the provisions of Clause 17 Part C (v) of the **BCCMCBE agreement**.
- (iii) An employee who is required to relieve in a senior staff position, so designated under the Local Government Act, 1993, shall be paid an appropriate rate of pay commensurate with the duties and responsibilities of the relief work undertaken.

8. PAYMENT OF EMPLOYEES:

- (i) Employees shall be paid either weekly or fortnightly or any other period by agreement on a fixed regular pay day.
- (ii) Council shall fix a regular payday, between Monday and Friday inclusive. Council may alter the payday if there is prior agreement with the employees affected and the employees shall not unreasonably withhold their agreement.
- (iii) Payment shall be by cash, cheque or direct credit to the employee's nominated account.
- (iv) The council shall be entitled to deduct from the employee's pay such amounts as the employee authorises in writing.
- (v) An employee's ordinary pay shall not be reduced when the employee is prevented from attending work due to bushfire or other climatic circumstances beyond their control.

9. SALARY SACRIFICE:

- (i) Council and an employee may agree to enter into a salary sacrifice arrangement, which allows an employee to receive a part of their pre tax salary as a benefit rather than salary. Such agreement shall not unreasonably be withheld.
- (ii) Benefits that may be salary sacrificed include child care facilities operated by council on its premises; and additional superannuation and motor vehicles supplied by council under lease back arrangements where the amount to be salary sacrificed for leaseback of a council motor vehicle is that part of the lease back fee that exceeds council's fringe benefit tax liability.
- (iii) The value of the benefits shall be agreed between council and employee and shall include fringe benefits tax where applicable.
- (iv)
 - (a) The salary sacrifice arrangement, including the benefits to be salary sacrificed and their value including fringe benefit(s) tax, shall be in writing and signed by both council and the employee.
 - (b) The employee may request in writing to change the benefits to be salary sacrificed once each year and council shall not unreasonably refuse the request.
- (v) The employee's gross pay is their pre tax ordinary pay less the values of the salary sacrifice benefit including fringe benefit(s) tax.
- (vi) The value of a salary sacrifice benefit and applicable fringe benefit tax, shall be treated as an approved benefit for superannuation purposes and shall not reduce the employee's salary for employer contributions.
- (vii) The value of salary sacrifice benefits and applicable fringe benefits tax shall be ordinary pay for calculating overtime and termination payments.
- (viii) The employee is responsible for seeking appropriate financial advice when entering into any arrangement under this clause.
- (ix)
 - (a) Council will ensure that the salary sacrifice arrangement complies with taxation and other relevant laws.
 - (b) Council has the right to vary and/or withdraw from offering salary sacrifice to employees with appropriate notice if there is any alteration to relevant legislation that is detrimental to salary sacrifice arrangements.
- (x) A salary sacrifice arrangement shall cease on the day of termination of employment.
- (xi) A salary sacrifice arrangement shall be suspended during periods of leave without pay.
- (xii) Council may maintain and/or enter into other salary sacrifice arrangements with employees.

10. SUPERANNUATION FUND CONTRIBUTIONS:

Subject to the provisions of the Industrial Relations Act 1996, council shall make superannuation contributions to the Local Government Superannuation Scheme and not to any other superannuation fund

11. ALLOWANCES, ADDITIONAL PAYMENTS AND EXPENSES:

(i) Disability Allowances

- (a) A disability allowance in addition to the weekly rate of pay shall be payable to designated employees to compensate for the special disabilities associated with the nature of duties performed by outdoor staff.

This allowance shall be paid at the rate set out in **Table 2 of Schedule A** of this agreement and shall be paid for all purposes of the agreement but shall not attract any penalty. The following employees shall be entitled to be paid the allowance:

All employees in Levels 2, 3 and 4 of the Operational Band 1 and employees engaged in the gardening, building, metal and mechanical trades of the Administrative / Technical / Trades Band 2.

Excepting staff engaged in the following functions:

- Administration
- Civic Centre, Recreation and Theatre
- Community Services
- Finance
- Garbage, Sanitary and Sullage
- Managing Saleyards
- Noxious Plant Inspection
- Ordinance Control
- Public Relations
- Supervising in Band 2
- Technical Services
- Works Supervisor

- (b) All employees classified in the Operational Band 1, of the **BCCMCBE agreement** (except for supervisors), who are employed in garbage, sanitary and sullage collection work or engaged at garbage tips, in street sweeping and in cleaning offensive materials from gutters or storm water drains, shall in addition to their weekly rate of pay, be paid a disability allowance at the rate set out in **Table 2 of Schedule A** of the **BCCMCBE agreement**. This allowance shall be paid for all purposes of the **BCCMCBE agreement** but shall not attract any penalty.

The disability allowance is to compensate for the special disabilities associated with the hours worked and the offensive, filthy and obnoxious nature of duties performed by employees engaged in this work.

(ii) Sewer Chokes

Employees clearing sewer chokages shall be paid at the rate set out in **Table 2 of Schedule A of the BCCMCBE agreement** whilst so engaged.

(iii) Septic Tanks

Employees shall be paid treble rates in addition to their normal rates for all time occupied on work in connection with the cleaning of septic tanks, and/or septic closets and/or chemical closets by other than

mechanical means. Payments made in accordance with this subclause shall be in substitution of overtime rates and any other penalty.

(iv) Sewerage Treatment Works

Employees required during their ordinary hours of work to enter digestion tanks at sewerage treatment works for the purpose of cleaning tanks, or who are required to enter and clean aeration ponds or who are required to enter and clean wet wells at sewer pump stations shall be paid at the rate of double ordinary rates for all time worked. Payments made in accordance with this subclause shall be in substitution of overtime rates and any other penalty.

(v) Employee Providing Tools

(a) Where the employee and council agree that the employee shall supply their own tools, a tool allowance shall be paid as follows: -

	<i>Per Week \$</i>
Bricklayer	<u>Table 2 of Schedule A</u>
Carpenter and Plumber	<u>Table 2 of Schedule A</u>
Metals and Mechanical Trades	<u>Table 2 of Schedule A</u>
Painter and Signwriter	<u>Table 2 of Schedule A</u>
Plasterer	<u>Table 2 of Schedule A</u>

(b) Complete Tool Kits - allowances paid to employees in accordance with this clause shall be deemed to apply in respect of a full range of tools ordinarily used in carrying out the trade, occupation, duties and functions.

(c) Special Purpose Tools - allowances prescribed by this clause shall not cover tools required for special uses or purposes outside of the ordinary trade functions of the employee's classification.

(d) Compensation of Tools - Council shall reimburse the employee to a maximum per annum as set out in Table 2 of Schedule A for loss of tools by breaking and entering whilst securely stored at the council's premises or on the job site or if the tools are lost or stolen while being transported by the employee at the council's direction, or if the tools are stolen during an employee's absence after leaving the job because of injury or illness. Provided that an employee transporting their own tools shall take all reasonable care to protect those tools and prevent theft or loss.

(e) Provided for the purposes of this clause: -

- (1) Only tools used by the employee in the course of their employment shall be covered by this clause;
- (2) The employee shall, if requested to do so, furnish council with a list of tools so used;
- (3) Reimbursement shall be at the current replacement value of new tools of the same or comparable quality;
- (4) The employee shall report any theft to the police prior to making a claim on council for replacement of stolen tools.

(vi) Telephone

Where an employee and council agree that a telephone installed at the employee's residence can be used as a means of communication to such employee, council shall reimburse the employee the annual rental of such telephone and for the actual charge made for all outward calls made on council's behalf.

(vii) Expenses

All reasonable expenses, including out-of-pocket, accommodation and travelling expenses, incurred in connection with the employee's duties shall be paid by council and, where practicable shall be included in the next pay period. The method and mode of travelling or the vehicle to be supplied or to be used shall be arranged mutually between council and the employee. Travelling arrangements shall be agreed between council and the employee.

(viii) Car Allowances

(a) Where by agreement an employee supplies a car, the allowance to be made for the use and depreciation of such vehicle shall be: -

	Kilometres travelled each year on official business - cents per kilometre
Under 2.5 litres (nominal engine capacity)	<u>Table 2 of Schedule A</u>
2.5 litres (nominal engine capacity) and over	<u>Table 2 of Schedule A</u>

(b) Where the car is used for official business and is available continuously when the employee is on duty the employee shall be paid the allowance but with a minimum payment as set out in **Table 2 of Schedule A**. Periods of sick leave in excess of 3 weeks, annual leave in excess of 4 weeks, long service leave, paid and unpaid maternity leave shall not be counted when calculating the minimum quarterly payment.

(c) Where the car is used for official business on an intermittent, irregular or casual basis, the employee shall be paid the allowance for the number of kilometres travelled on official business as set out in paragraph (a) and shall not be entitled to the minimum payment as set out in paragraph (b).

(d) Any agreement to pay the allowance under this clause may only be terminated by 12 months notice by either party or by the employee's termination of employment.

(ix) Travelling Allowance

(a) This subclause shall apply to employees who are required to start and / or finish at a location away from council's depot, workshop or other agreed starting point.

(b) For the purposes of this subclause "normal starting point" shall mean:

- (1) Council workshop or depot;
- (2) Council office or building to which the employee is usually assigned;
- (3) any other agreed starting and / or finishing point.

(c) Where more than one starting point is fixed each employee shall be attached to one starting point only. An employee may be transferred to another starting point at any time by agreement,

such agreement shall not unreasonably be withheld by either party. In the event of a dispute Clause 28 Grievance and Dispute Procedures, shall apply.

- (d) An employee who is required to commence and / or finish work at a location away from the employee's normal starting point at the normal starting and / or finishing times or is required to start or finish overtime work at a location away from the normal starting point shall be paid a travelling allowance as under:

Where the employee works at a distance from the employee's residence greater than:

3km but not more than 10km	<u>Table 2 of Schedule A</u>
More than 10km but not more than 20km	<u>Table 2 of Schedule A</u>
More than 20km but not more than 33km	<u>Table 2 of Schedule A</u>
More than 33km but not more than 50km	<u>Table 2 of Schedule A</u>
Plus (See Table 2 of Schedule A) for each additional 10km in excess of 50kms.	<u>Table 2 of Schedule A</u>

- (e) For the purpose of this subclause a residence shall not be reckoned as such unless it is situated within the council area. Where the employee resides outside the council area the travelling allowance is payable from the council boundary of the council by which they are employed.
- (f) For the purpose of this subclause distance shall mean the nearest trafficable route to work.
- (g) Where transport is provided by council the conveyance shall have suitable seating accommodation and a cover to protect the employees from the weather. Explosives shall not be carried on vehicles which are used for the conveyance of employees.
- (h) Where council requires an employee to use their own vehicle to transport other employee(s) or materials to the worksite to commence and/or finish work at a location away from the employee's normal starting point at the normal starting and/or finishing times or is required to start or finish overtime work at a location away from the normal starting point, a car allowance for the use and depreciation of the vehicle shall be paid as follows:

	Kilometres travelled transporting other employee(s) or materials Cents per kilometre
Under 2.5 litres (nominal engine capacity)	<u>Table 2 of Schedule A</u>
2.5 litres (nominal engine capacity) and over	<u>Table 2 of Schedule A</u>

Such car allowance shall be paid in addition to travelling allowances provided by this subclause.

- (i) This subclause shall not apply where an employee commences and/or finishes work at a worksite which lies between the employee's place of residence and the employee's normal starting point, provided that reasonable transport is available and the employee travels no further than ordinarily travelled to the normal starting point.

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- (j) This subclause does not apply to employees who travel where management and employees agree on a flat rate per week to be paid for travelling. In the event of a dispute, the Grievance and Disputes Procedure in Clause 28 of the **BCCMCBE agreement** shall be applied.
 - (k) This subclause does not apply to travelling involved in after hours on-call work or to employees recalled to work overtime.
 - (l) Unless otherwise agreed, an employee shall not be entitled to travel related allowances except those provided for in this subclause. Nothing in this subclause shall be construed so as to require the reduction or alteration of more advantageous benefits or conditions under any existing travel arrangements.
 - (m) Employees working under the former Municipal and Shire Council Wages Staff Award published on 8th December 1982, (notwithstanding that custom & practice applying these provisions to existing employees as at date of this agreement will be preserved), shall receive travelling allowances as follows:-
 - (i) Any employee required on any working day to work at a location other than Council's Depot in Station Street, Rooty Hill shall be paid a flat rate of \$2.31 per day to cover travelling time. (Amount to be varied in accordance with Award, or applicable State Wage case variation).
 - (ii) Employees who commenced employment prior to 17th June 1961 shall if working in Council's Depot in Station Street, Rooty Hill, be paid travelling allowances as prescribed in Subclause (vi) of Clause 8 of the Local Government (State) Award, 1997.
 - (iii) Drivers and operators of plant (including graders and mowers) will be paid, in addition to any entitlements to travelling allowance twenty minutes each day at overtime rates to enable the vehicles to be brought back to the Depot after normal working hours.

All employees including Leading Hands and Working Gangers who are responsible for the custody and putting away of tools after normal working hours, will be paid a flat rate of one quarter of an hour each day at overtime rates.

Salaried Staff:

- (a) In respect of Salaried Staff, Travelling Allowances shall be paid in accordance with the **BCCMCBE Agreement** where an employee is required to provide his/her own transport or, alternatively, may be supplied with a vehicle by the Council for which a lease-back fee is payable weekly, such fee to be set from time to time, provided that the Council may give notice in accordance with the Award to vary this as the circumstances warrant.
- (b) Travelling Allowance at a flat rate of \$2.31 per day to be paid to Plant Foreman and Storekeeper. (Amount to be varied in accordance with Award, State Wage Case Decisions as applicable).

(x) Community Language, Signing and First Aid Work

- (a) Community Language and Signing Work
 - (1) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English, or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly rate of pay as set out in **Table 2 of Schedule A**. The allowance may be paid on a regular or irregular basis, according to when the skills are used.

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- (2) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents with hearing difficulty. The employee identifies the resident's area of inquiry and provides basic assistance, which may include face-to-face discussion and/or telephone inquiry.
 - (3) Such employees convey straightforward information relating to council services, to the best of their ability. They do not replace or substitute for the role of a professional interpreter or translator.
 - (4) Such employees shall record their use of a community language according to council established policy.

(b) First Aid Work

Where an employee is required by council to be in charge of a first aid kit and/or to administer first aid and the use of such adjunct skills are not paid for in accordance with the salary system established by the council, the employee shall be paid an allowance in addition to the weekly rate, as set out in **Table 2 of Schedule A.**

(c) Additional Skills Criteria

- (1) Where an employee is required by council to use community language or first aid skills in the performance of their duties:
 - Council shall provide the employee with the opportunity to obtain accreditation from a language aide or first aid accreditation agency
 - The employee shall be prepared to be identified as possessing the additional skill(s)
 - The employee shall be available to use the additional skill(s) as required by council.
- (2) Such training shall form part of a council's training plan and budget, in accordance with the requirements of Clause 23 of this agreement

(d) Savings

These provisions identify minimum criteria only, and shall not be construed so as to require the reduction or alteration of more advantageous benefits or conditions under any arrangement existing at the date the **BCCMCBE agreement** was varied to give effect to this clause. They shall not however be cumulative upon such existing payments.

(xi) Service Payment

- (i) Employees engaged prior to the signing of the 1998 Enterprise Agreement, in addition to the minimum rates of wages prescribed by the said Award or any Award varying or replacing the same, the Council shall pay as wages to:
 - (a) Each existing employee who has completed or who, subsequent to the date of making of Agreement No. 7045 and who completes six month's service, shall be paid the sum of one dollar per week.
 - (b) Each existing employee who has completed or who, subsequent to the date of making the above Agreement, completes twelve months service, shall be paid the sum of one dollar per week above the rate prescribed in subclause (a) of this clause.

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- (c) Each existing employee who has completed or who, subsequent to the date of making the above Agreement, completed two years service, shall be paid the sum of one dollar per week above the rates prescribed in subclause (a) and (b) of this clause.
- (d) Each existing employee who has completed or who, subsequent to the date of making the above Agreement, completed five years service, shall be paid the sum of one dollar per week above the rates prescribed in subclause (a), (b) and (c) of this clause. (e) The provisions of paragraphs (i) (a), (b), (c) and (d) of this clause shall not apply to employees employed after the date of signing this agreement.
- (ii) An over award payment shall be made of \$1.50 per week commencing from year 1982, an additional 50 cents per week for the next year and \$2 per week each year of satisfactory service thereafter reaching \$10.00 after six years then an additional amount of \$1.00 per week after ten years service, for each year of satisfactory service for the next five years reaching a maximum of \$15.00 at fifteen years of satisfactory service; subject, however to such payments being indexed in accordance with C.P.I. variations each year commencing from year 1982.
- | | | | |
|-------|--------------------|---|---|
| i.e., | 1982 | - | \$1.50 per week (i.e. first year of service) |
| | | - | \$2.00 per week for next year of service |
| | then up to 6 years | - | increasing at a rate of \$2.00 per week per year up to a maximum of \$10.00 per week. |
| | 6 to 10 years | - | no increase |
| | 10 to 15 years | - | An extra \$1.00 per week per year in Addition to the above building up to a maximum of \$15.00 per week at year 15. |
- But subject to C.P.I. Indexation. (Base year 1982)
- This Subclause shall apply to all employees engaged prior to the date of signing this agreement.
- (iii) Employees engaged prior to the signing of the 1998 Enterprise Agreement and continuously employed thereafter, shall be entitled to the option of \$9 per week in addition to the entitlements of the former, or new salary systems, whichever provides the best result, or alternatively the provisions of Clause 3.17, part 3.17.1, sub clause (vi).
- (iv) All payment due under this clause shall be applied for all purposes e.g. overtime etc.

(xii) Meal Allowance

A meal allowance set out in **Table 2 of Schedule A** shall be paid to employees instructed to work overtime:

- (a) for two hours or more prior to their agreed commencing time
- (b) for two hours immediately after their agree finishing time and after subsequent periods of four hours
- (c) after each four hours on days other than ordinary working days.

(xiii) Civil Liability - Engineering Professionals

- (a) Except where such responsibility and the exercise of such skills have been specifically and demonstrably paid for in accordance with the salary system established by the council, an employee who is an engineering professional:

(1) is directly involved in applying engineering principles to the Asset Management of council assets, including the planning for, designing, maintaining, replacing, rehabilitating or disposing of; and

(2) such assets may give rise to liability under the Civil Liability Act 2002

shall be paid an allowance in addition to the weekly rate, as set out in **Table 2 of Schedule A.**

(b) The provision in (a) above shall not be construed so as to require the reduction or alteration of more advantageous benefits or conditions under any arrangements existing at the date the award was varied to give effect to this clause.

(xiv) Mechanics' Allowance

(a) A mechanics' allowance set out in Table 2 Schedule A shall be paid to nominated mechanics holding appropriate certificates and qualifications for the carrying out of inspection of Council vehicles for registration and disposal under the provisions of the appropriate legislation.

(b) The relevant Director shall be authorised to increase the complement of mechanics authorised to carry out such inspections depending on demand and to authorise payment.

12. MOTOR VEHICLE LEASEBACK:

(i) Where council and an employee enter into a motor vehicle lease back agreement on or after the date of the commencement of the **BCCMCBE agreement**, council shall give a minimum of 12 months written notice of termination of the agreement.

(ii) The notice requirement of this clause shall not apply on termination of employment; loss of licence; breach of the leaseback agreement or if the employee accepts a new position with council.

13. RESIDENCE:

Where an employee is supplied by council with a residence, it shall be of a reasonable standard. The rental value of such residence shall be agreed upon between council and the employee. The rental value as agreed may be deducted from the pay of the employee.

14. HOURS OF WORK:

A. ORDINARY HOURS

(i) Except as otherwise provided, the ordinary hours of work shall be 38 hours per week arranged on one of the following bases:

- 38 hours within one week provided that at least two days off shall be granted; or
- 76 hours within two weeks provided that at least four days off shall be granted; or
- 114 hours within three weeks provided that at least six days off shall be granted; or
- 152 hours within four weeks provided that at least eight days off shall be granted.

(ii) The ordinary hours of work for employees engaged in the following functions shall be 35 hours per week:

- Administration;

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- Building Surveying;
 - Community Services (Professional/Specialist Band 3);
 - Engineering (Professional and Trainees);
 - Executive Band;
 - Finance;
 - Health Surveying;
 - Library;
 - Public Relations;
 - Technical Services; and
 - Town Planning.

The ordinary hours for employees working 35 hours per week shall be arranged on one of the following bases:

- 35 hours within one week provided that at least two days off shall be granted; or
 - 70 hours within two weeks provided that at least four days off shall be granted; or
 - 105 hours within three weeks provided that at least six days off shall be granted; or
 - 140 hours within four weeks provided that at least eight days off shall be granted.
- (iii) Except as otherwise provided, the ordinary hours for all employees shall be between Monday and Sunday.
- (iv) The ordinary hours for employees engaged in the following functions shall be between Monday and Friday:
- (a) Building Surveyors;
Crematoriums and Cemeteries;
Engineering (Professional and Trainees);
Finance;
Health Surveyors;
Road Construction and Maintenance;
Sale Yards;
Stores and Depots;
Town Planning; and
Trade functions.
 - (b) The ordinary hours for employees engaged in general administration shall be between Monday and Friday except where such administrative duties are associated with work in functions where a different spread of hours is applicable.
- (v) An employee's commencement and/or finishing times may be altered by agreement. Such an agreement must be in writing and must be genuine with no compulsion to agree.
- (vi) An unpaid meal break of a minimum of 30 minutes shall be given and taken within the first five hours of continuous work. Thereafter, a paid meal break not exceeding 20 minutes shall be given and taken after a further five hours continuous work. In the case of unforeseen circumstances, the meal break may be delayed and shall be taken as soon as practicable, subject to the observance of appropriate occupational health and safety standards.
- (vii) Ordinary hours of work shall not exceed twelve (12) hours in any one-day exclusive of unpaid meal breaks.
- (viii) Notwithstanding that parties may agree to establish agreement on arrangement of regular hours of work. Flexibility in arranging hours of work for seven (7) days of the week in work cycles appropriate to the needs of the workplace may be progressed by agreement between the parties.

B. SATURDAY AND SUNDAY WORK

- (i) Except as otherwise provided, ordinary hours worked on a Saturday shall attract a 25% penalty in addition to the ordinary hourly rate of pay and ordinary hours worked on a Sunday shall attract a 50% penalty in addition to the ordinary hourly rate of pay.
- (ii) The ordinary hours worked by employees engaged in the following functions shall attract a 50% penalty in addition to the ordinary hourly rate of pay for work on a Saturday and a 100% penalty in addition to the ordinary hourly rate of pay for work on a Sunday:
- Beach inspectors;
 - Cleaning;
 - Garbage;
 - Mechanical Trades (Workshops);
 - Parks and Reserves;
 - Rangers and parking officers;
 - Sanitary;
 - Sewerage;
 - Sullage;
 - Waste; and
 - Water
- (iii) An employee may request to work ordinary hours on a Saturday and/or a Sunday in lieu of the ordinary hours the employee would otherwise be rostered to work.
- (a) An employee's request must be in writing and must outline a period within which the arrangement is to be reviewed;
- (b) Council will not unreasonably withhold agreement to such a request;
- (c) Any such agreement shall not apply to new or vacant provisions;
- (d) Where an employee requests to work ordinary hours on a Saturday and/or a Sunday under the provisions of this sub-clause, Council shall not be required to pay the penalty rate provided by sub-clauses (i) and/or (ii).

C. SHIFT WORK

- (i) Except as otherwise provided ordinary hours worked outside the span of 6:00am to 6:00pm Monday to Friday shall attract a 20% shift penalty in addition to the ordinary hourly rate of pay for the actual time worked outside the span of hours specified in this sub-clause.
- (ii) Employees engaged in the following functions will be entitled to a 20% shift penalty in addition to the ordinary hourly rate of pay for the actual time worked outside the following times:

Caretakers	5.00am to 10.00pm
Childcare	6.00am to 7.00pm
Cleaners	5.00am to 9.00pm
Entertainment, Theatres and Hospitality	6.00am to 11.00pm
Libraries	8.00am to 9.00pm
Leisure Centres	5.00am to 11.00pm
Parking Station Attendants	6.00am to 10.00pm
Pools	5.00am to 11.00pm

Rangers and parking officers	5.00am to 10.00pm
Security/watchpersons	5.00am to 10.00pm

- (iii) Shift penalties shall be payable for ordinary work performed between Monday and Friday and shall not be paid on weekends.
- (iv) With the exception of staff engaged in the function of street sweeping, employees in receipt of the higher disability allowance provided under clause 11(i)(b) of this agreement shall not also receive shift penalties for work performed outside the hours of 6:00am to 6:00pm Monday to Friday as provided by sub-clause (i).
- (v) An employee may request to work ordinary hours outside the span of 6:00am and 6:00pm or any of the other spans detailed in clause 14C(ii), in lieu of the ordinary hours the employee would otherwise be rostered to work.
 - (a) An employee’s request must be in writing and must outline a period within which the arrangement is to be reviewed;
 - (b) Council will not unreasonably withhold agreement to such a request;
 - (c) Any such agreement shall not apply to new or vacant positions;
 - (d) Where an employee requests to work ordinary hours outside the relevant span of hours Council shall not be required to pay a shift penalty for the actual time worked.

D. FACILITATIVE PROVISIONS

- (i) An employee's commencement and/or finishing times may be altered by agreement. Such an agreement must be in writing and must be genuine with no compulsion to agree.
- (ii) Council and the Union may agree on hours of work, weekend penalties and shift penalties other than those prescribed in this clause.

15. OVERTIME

A. GENERAL

- (i) Except where otherwise provided all time worked by direction before the agreed commencement of ordinary hours, or later than the agreed completion of ordinary hours, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.
- (ii) Overtime worked on Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter, provided any overtime worked after 12 noon Saturday shall be at double time.
- (iii) Overtime worked on Sunday shall be paid for at the rate of double time.
- (iv) Overtime shall be claimed within 30 days of it being worked. Council shall keep a record of such overtime. Overtime accruals shall not be forfeited and shall be paid at the appropriate overtime rate on termination or at other agreed time.
- (v) An employee who works so much overtime between the termination of ordinary work on one day and the commencement of ordinary work on the next day that they have not had at least ten consecutive hours off duty between those times shall be released after completion of such

overtime until they have had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If an employee is instructed to resume work without having had ten consecutive hours off duty, the employee shall be paid at double ordinary rates until released from duty and then shall be entitled to a ten hour break without loss of pay.

This subclause shall not apply to employees who are on call or called back to work in accordance with the **BCCMCBE agreement** unless such employees are required to work:

- for four hours or more, or
 - on consecutive days without having had a ten hour break, or
 - on more than one occasion during the day outside of the four hour period.
- (vi) Where there is prior agreement between council and the employee, an employee directed to work in excess of ordinary hours may elect either to be paid the appropriate overtime rate or be granted time in lieu equivalent to the actual hours worked. This sub-clause shall not apply to employees who are on call or called back to work.
- (vii) Employees classified in the Executive Band 4 of the **BCCMCBE agreement** may be required, in addition to their ordinary hours, to attend meetings of council and standing and/or special committee meetings. For the purpose of this sub-clause, an employee who is required to attend meetings of council and standing and/or special committee meetings shall be entitled to claim overtime for actual hours worked after 11.00 pm.
- (viii)
- (a) Subject to paragraph (b), council may require an employee to work reasonable overtime at overtime rates.
 - (b) An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable.
 - (c) For the purposes of paragraph (b), what is unreasonable or otherwise will be determined having regard to:
 - any risk to the employee;
 - the employee's personal circumstances including any family and carer responsibilities;
 - the needs of the workplace;
 - the notice, if any, given by the employer of the overtime and by the employee of their intention to refuse it; and
 - any other matter.

B. ON CALL

- (i) For the purposes of the **BCCMCBE agreement**, an employee shall be deemed to be on-call if required by the council to be available for duty outside of ordinary hours at all times in order to attend emergency and/or breakdown work and/or supervise the call-out of other employees.
- (ii) Employees who are required to be on-call are not required to remain at their usual place of residence or other place appointed by council. However, an on-call employee must be able to be contacted and be able to respond within a reasonable time.
- (iii) Employees required to be on call on days when they would ordinarily work, or would have ordinarily worked but for a public holiday, in accordance with Clause 13, Hours of Work shall

be paid an on call allowance at a rate set out in **Table 2 of Schedule A** of this agreement for each such day the employee is required to be on call.

- (iv) Employees required to be on call on days other than their ordinary working days shall be paid an on call allowance at a rate set out in **Table 2 of Schedule A** of the **BCCMCBE agreement** for each such day the employee is required to be on call.
- (v) Provided that the on call allowances in subclauses (iii) and (iv) of this clause shall not total more than the rate set out in **Table 2 of Schedule A** of the **BCCMCBE agreement** for any one week.
- (vi) Employees on call who are required to work outside their ordinary hours shall be entitled to be paid overtime at the appropriate rate for hours worked and such rate shall be paid from the time that the employee departs for work.
- (vii) For each public holiday an employee is required to be on-call, the employee shall be granted one-half day to be taken at an agreed time.

C. CALL BACK

- (i) For the purposes of the **BCCMCBE agreement**, an employee shall be deemed to be on a call back if the employee is recalled to work overtime without receiving notice before ceasing work.
- (ii) Any employee who is called back to work as defined in subclause (i), shall be paid for a minimum of four hours work at the appropriate overtime rate for each time so recalled. Provided that any subsequent call backs occurring within a four hour period of a call back shall not attract any additional payment. An employee working on a call back shall be paid the appropriate overtime rate from the time that such employee departs for work.
- (iii) Except in the case of unforeseen circumstances arising, the employee shall not be required to work the full four hours if the job that the employee was recalled to perform is completed within a shorter period. This subclause shall not apply in cases where the call back is continuous subject to a reasonable meal break with the commencement of ordinary hours.

16. HOLIDAYS:

A. GENERAL

- (i) The days on which holidays shall be observed are as follows: New Years' Day; Australia Day; Good Friday; Easter Saturday; Easter Monday; Anzac Day; Queen's Birthday; Labour Day; Christmas Day; Boxing Day and all locally proclaimed holidays within the council's area, and all special days proclaimed as holidays to be observed throughout the whole of the State of NSW.
- (ii) In addition to the days provided for in subclause (i), employees who are Aboriginal and Torres Straight Islanders shall be entitled to one day during NAIDOC week so that they can participate in National Aboriginal and Islander Day celebrations.
- (iii) Where any of the holidays prescribed by the **BCCMCBE agreement** fall on a day ordinarily worked by the employee, the employee shall not have a reduction in ordinary pay.

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- (iv) Except as otherwise provided, where an employee is required to work on a holiday as prescribed by the **BCCMCBE agreement**, the employee shall be paid at double time and a half inclusive of payment for the day with a minimum payment of four hours worked.
 - (v) All employees classified in the Operational Band 1 of the **BCCMCBE agreement** employed in garbage, sanitary and sullage (other than the supervisor) who are required to work on Good Friday or Christmas Day shall be paid at triple time inclusive of payment for the day with a minimum payment of four hours work.
 - (vi) Where an employee is required to work ordinary hours on a holiday as prescribed by the **BCCMCBE agreement**, the council and the employee may agree that the employee be paid time and a half for the hours worked on a holiday and in addition, grant a day off in lieu to be paid at ordinary time for each holiday worked. Such leave shall be taken at a mutually convenient time.
 - (vii) When a holiday occurs on a day on which an employee is rostered off while employed on a seven day a week rotating roster system, the employee shall be paid a day's pay at ordinary rates in addition to the ordinary week's pay. Council may in lieu of making such additional payment, grant a day's leave for each such holiday which may be taken at such time as is mutually agreed to between the council and the employee.

B. UNION PICNIC DAY

- (i) Union Picnic Day shall for the purposes of the **BCCMCBE agreement** be regarded as a holiday for employees who are financial members of the union(s). The Union Picnic Day shall be on such day as is agreed between the council and the union(s).
- (ii) The union(s) shall advise the council of financial members as at the time of the Union Picnic Day. Such advice must be given at least two weeks prior to the Union Picnic Day.
- (iii) Employees who are not financial members of the union(s) and who are required to work on Union Picnic Day, shall be paid ordinary pay for their normal working day.
- (iv) Employees who are not financial members of the union(s) and who are not required to work on Union Picnic Day, may apply to council to take annual leave, time off in lieu of overtime, leave without pay, such other leave as may be approved by council, or may be required by council to make up time.

17. LEAVE PROVISIONS:

A. SICK LEAVE

- (i) Employees who are unable due to sickness to attend for duty shall be entitled during each year of service to sick leave of 3 weeks at the ordinary rate of pay subject to the following conditions: -
 - (a) the council shall be satisfied that the sickness is such that it justifies the time off; and
 - (b) that the illness or injury does not arise from engaging in other employment; and
 - (c) proof of illness to justify payment shall be required after 3 separate periods of absence in each service year or where an absence exceeds 2 working days.
 - (d) when requested, proof of illness shall indicate the employee's inability to undertake their normal duties.

- (ii) Proof of illness may include certification from a qualified medical/health practitioner, registered with the appropriate government authority.
- (iii) The council may require employees to attend a doctor nominated by council at council's cost.
- (iv) Sick leave shall accumulate from year to year so that any balance of leave not taken in any one year may be taken in a subsequent year or years.
- (v) Accumulated sick leave shall be transferable on change of employment from council to council within New South Wales up to 13 weeks, provided that an employee shall only be entitled to transfer sick leave accumulated since the employee's last anniversary date on a pro-rata basis. Such accumulated sick leave shall only be transferable if the period of cessation of service with the council and appointment to the service of another council does not exceed three months. The sick leave entitlement transferred shall not exceed the maximum amount transferable as prescribed by the BCCMCBE agreement at the time of transfer.
- (vi) Where an employee has had 10 years' service with the present council and the sick leave entitlement as prescribed has been exhausted, council may grant such additional sick leave as, in its opinion, the circumstances may warrant.
- (vii) Section 50 of the Workers Compensation Act 1987 dealing with the relationship between sick leave and workers compensation applies.
- (viii) Where an employee had an entitlement under awards rescinded and replaced by this agreement for the payment of unused sick leave arising out of the termination of employment due to ill-health or death and where such entitlement existed as at 15 February 1993 the following provisions shall apply:
 - (a) In the event of the termination of service of an employee on account of ill health and the council is satisfied that such ill-health renders the employee unable in the future to perform the duties of such appointed classification, the termination shall not be effected earlier than the date on which the employee's credit of leave at full pay shall be exhausted unless the employee is paid any accrued sick leave at full pay to which such employee would be entitled under this clause.
 - (b) When the service of an employee is terminated by death, the council shall pay to the employee's estate, the monetary equivalent of any untaken sick leave standing to the employee's credit at the time of death.
 - (c) Payment under this clause is limited to sick leave calculated to retirement age in accordance with relevant legislation and shall not be payable if the injury or illness arises out of or in the course of employment such that it is compensable under the Workers Compensation Act, 1987.
 - (d) For the purposes of this subclause such entitlement to payment of untaken sick leave shall be paid be in accordance with Clause 14 of Schedule 4 of the Industrial Relations Act (NSW) 1996.

B. CARER'S LEAVE

- (i) Use of Sick Leave: An employee, other than a casual employee, with responsibilities in relation to a class of person set out in subclause (iv)(b) below who needs the employee's care and support shall be entitled to use, in accordance with this subclause, any current or accrued sick leave entitlement, provided for at Clause 17 Part A, Sick Leave of the **BCCMCBE**

agreement, for absences to provide care and support for such persons when they are ill. Such leave may be taken for part of a single day.

- (ii)
- a. Carer's leave is not intended to be used for long term, ongoing care. In such cases, the employee is obligated to investigate appropriate care arrangements where these are reasonably available.
 - b. Where more than ten days sick leave in any year is to be used for caring purposes, council and the employee shall discuss appropriate arrangements which, as far as practicable, take account of council's and employee's requirements.
 - c. Where the parties are unable to reach agreement, the grievance and disputes procedures at Clause 28 of the **BCCMCBE agreement**, should be followed.
- (iii) The employee shall, if required,
- a) establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person; or
 - b) establish by production of documentation acceptable to council or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.

In normal circumstances, an employee must not take carer's leave under this subclause where another person has taken leave to care for the same person.

- (iv) The entitlement to use sick leave in accordance with this subclause is subject to:
- (a) the employee being responsible for the care of the person concerned; and
 - (b) the person concerned being:
 - (1) a spouse of the employee; or
 - (2) a defacto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person, or
 - (3) a child or an adult child (including an adopted child, a step child, foster child or an ex nuptial child), parent (including a foster parent, step parent and legal guardian), parents of spouse, grandparent, grandchild or sibling (including half, foster and step sibling) of the employee or spouse or de facto spouse of the employee; or
 - (4) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - (5) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 - (a) 'relative' means a person related by blood, marriage or affinity;

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- (b) 'affinity' means a relationship that one spouse because of marriage has to blood relatives of the other; and
- (c) 'household' means a family group living in the same domestic dwelling.
- (v) An employee may elect, with the consent of council, to take unpaid leave for the purpose of providing care and support to a class of person set out in subclause (iv)(b) above who is ill or who requires care due to an unexpected emergency.
- (vi) An employee shall, wherever practicable, give the council notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.
- (vii) Carer's Entitlement for Casual Employees
- a) Subject to the evidentiary and notice requirements in subclauses (iii) and (vi) casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause (iv)(b) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
 - b) Council and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
 - c) Council must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of council to engage or not to engage a casual employee are otherwise not affected.
- (viii) Time off in Lieu of Payment for Overtime: An employee may, with the consent of the council, elect to take time in lieu of payment of overtime accumulated in accordance with the provisions of Clause 15 Part A of the **BCCMCBE agreement** for the purpose of providing care and support for a person in accordance with subclause (iv) above.
- (ix) Make-up time: An employee may elect, with the consent of the council, to work 'make-up time', under which the employee takes time off during ordinary hours, and works those hours at a later time, within the spread of ordinary hours provided in the **BCCMCBE agreement**, at the ordinary rate of pay for the purpose of providing care and support for a person in accordance with subclause (iv) above.
- (x) Annual Leave and Leave Without Pay: An employee may elect with the consent of council to take annual leave or leave without pay for the purpose of providing care and support for a person in accordance with subclause (iv) above. Such leave shall be taken in accordance with Clause 17 Part C₁ Annual Leave and Clause 17 Part H, Leave Without Pay of the **BCCMCBE agreement**.

C. ANNUAL LEAVE

- (i) Annual leave of absence consisting of 4 weeks at the ordinary rate of pay, exclusive of public holidays observed on working days shall be granted to an employee, after each 12 months

service and, except as provided for in sub-clause (ii) of this clause, shall be taken on its due date or as soon as is mutually convenient thereafter to council and the employee.

(ii) Council may direct an employee to take annual leave by giving at least four weeks prior notification in the following circumstances:

- (a) where the employee has accumulated in excess of eight weeks annual leave
- (b) a period of annual close-down of up to and including 4 weeks.

Provided that:

- (1) Where an employee has accrued more annual leave than the period of the annual close down, the balance of such leave shall be taken in accordance with subclause (i) of this clause.
- (2) In the case of employees who are not entitled to annual leave or do not have an entitlement sufficient to cover the period of the close-down, council shall endeavour to provide meaningful duties as are within the limits of the employee's skill, competence and training for the whole or part of the close-down.
- (3) In the event that meaningful duties are not available the employee may be directed to take leave without pay, or by agreement with council may take annual leave in advance of the entitlement provided that in the event of the employee leaving employment before the entitlement becomes due, such annual leave shall be repaid by a deduction from the employee's termination pay.
- (4) In the event that leave without pay is directed to be taken, such leave shall be regarded as service for the purpose of the accrual of long service leave, sick leave and annual leave.

(iii) Payment to an employee proceeding on annual leave shall be made by council at the employee's ordinary rate of pay for the period of annual leave either before the commencement of the employee's annual leave, or by agreement through the usual pay periods.

(iv) On resignation or termination of employment, the council shall pay to the employee:

- (a) their ordinary rate of pay for all untaken leave credited for completed years of service, and
- (b) for an incomplete year, one twelfth of their ordinary rate of pay multiplied by the number of completed weeks of service in that year.

Provided that the employee shall not receive payment for more than four weeks annual leave for any period of twelve months.

(v) Where an employee receives a varying rate of pay for 6 months or more in the aggregate in the preceding 12 month period, the employee's ordinary rate of pay shall be deemed to be the average weekly rate of pay earned during the period actually worked over the 12 months immediately preceding the annual leave or the right to payment under this clause.

D. LONG SERVICE LEAVE

(i)

- (a) An employee of council shall be entitled to Long Service Leave at the ordinary rate of pay as follows: -

LENGTH OF SERVICE	ENTITLEMENT
After 5 years' service	6.5 weeks
After 10 years' service	13 weeks
After 15 years' service	19.5 weeks
After 20 years' service	30.5 weeks
For every completed period of 5 years' service thereafter	11 weeks

- (b) Where an employee has completed more than five years service with the council and is terminated for any cause, long service leave shall be deemed to have accrued for the employee's total length of service and an amount equivalent to such long service leave, less such leave already taken, computed in monthly periods and equivalent to 1.3 weeks for each year of service up to 15 years and 2.2 weeks for each year of service from 15 years onwards.

(ii)

- (a) Long service leave shall be taken at a time mutually convenient to the council and employee in minimum periods of one week provided that all long service leave accruing on or after 23 June 1988 shall be taken within five years of it falling due.
- (b) Payment to an employee proceeding on long service leave shall be made by council at the employee's ordinary rate of pay for the period of long service leave either before the commencement of the employee's long service leave, or by agreement through the usual pay periods.
- (c) An employee who has become entitled to a period of leave and the employee's employment is terminated by resignation, death or dismissal for any cause shall be deemed to have entered upon leave at the date of termination of the employment and shall be entitled to payment accordingly.

(iii)

- (a) For the purpose of calculating long service leave entitlement in accordance with subclause (i) of this clause all prior continuous service with any other council within New South Wales shall be deemed to be service with the council by which the employee is currently employed.
- (b) Continuity of service shall be deemed not to have been broken by transfer or change of employment from one council to another provided the period between cessation of service with one council and appointment to the service of another council does not exceed three months and such period is covered by accrued annual and long service leave standing to the credit of the employee at the time of the transfer, provided further that the employee concerned does not engage in work of any kind during the period of paid leave between the cessation of service with one council and appointment to the service of another council.

- (iv) For the purpose of this clause, service shall include the following periods: -

- (a) Any period of service with any of Her Majesty's Forces provided that the employee enlisted or was called up direct from the service of a council.

- (b) In the case of an employee, transferred to the service of a council of a new or altered area - any period of service with the council from which such employee was transferred.
- (c) Service shall mean all service with a council irrespective of the classification under which the employee was employed.
- (v) There shall be deducted in the calculation of the employee's service all leave of absence without payment not specifically acknowledged and accepted by council as service at the time leave was taken.
- (vi) When an employee transfers from one council to another, the former council shall pay to the newly employing council the monetary equivalent of all long service leave accruing to the employee at the time of transfer. However, an employee who at the time of transfer has completed at least five years continuous service may elect to be paid the monetary equivalent of the entitlement. Employees who at the time of transfer elect to be paid the monetary equivalent of their long service leave entitlement shall have that entitlement calculated by multiplying in completed years and months their period of continuous service with council(s). A statement showing all prior continuous service with the council(s) of the employee concerned shall be furnished together with details of the assessment of the amount of money that shall be paid into a Long Service Leave Reserve Account and appropriate notations made in the council's Long Service Leave Record.
- (vii) Council upon having received under subclause (vi) of this clause a monetary equivalent of long service leave entitlement to cover an employee's period of service with a previously employing council(s) shall if the employee subsequently leaves the service of that employing council to seek employment outside New South Wales Local Government before a long service leave entitlement has become due, refund to such previously employing council(s) the amount paid.
- (viii) Long service leave shall be exclusive of annual leave and any other holidays as prescribed by Clause 15, Holidays of the **BCCMCBE agreement**, occurring during the taking of any period of long service leave.
- (ix) When the service of an employee is terminated by death the council shall pay to the employee's estate the monetary equivalent of any untaken long service leave standing to the employee's credit at the time of the employee's decease.
- (x) Where an employee's service is terminated through shortage of work, material or finance or through illness certified by duly qualified medical practitioner and such employee is re-employed by the same council within 12 months of termination of service, prior service shall be counted for the purpose of this clause.

E. PARENTAL LEAVE

- (i) These provisions shall apply in addition to Part 4 Parental Leave of the Industrial Relations Act 1996 (NSW).
- (ii) Right to request
 - a) An employee, other than a casual, entitled to parental leave may request council to allow the employee to return to work from a period of parental leave on a part-time basis, until the child reaches school age, to assist the employee in reconciling work and parental responsibilities.
 - b) An employee entitled to parental leave may request council to allow the employee:

- 1) To extend the period of simultaneous unpaid parental leave use up to a maximum of eight weeks;
- 2) To extend the period of unpaid parental leave for a further continuous period of leave not exceeding 12 months;

To assist the employee in reconciling work and parental responsibilities.

- c) Council shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or council's business. Such grounds may include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.
- d) Employee's request and council's decision to be in writing: The employee's request and council's decision made under subclause (ii)(a) and (ii)(b)(2) above must be recorded in writing.
- e) Request to return to work part-time: Where an employee wishes to make a request under subclause (ii)(a) above, such a request must be made as soon as possible, but no less than seven weeks prior, to the date upon which the employee is due to return to work from parental leave.

(iii) Communication during parental leave

- a) Where an employee is on parental leave and a defined decision has been made to introduce significant change at the workplace, council shall take reasonable steps to:
 - 1) Make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave; and
 - 2) Provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave.
- b) The employee shall take reasonable steps to inform Council about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.
- c) The employee shall also notify council of changes of address or other contact details which might affect council's capacity to comply with sub clause (iii)(a).

(iv) Council must not fail to re-engage a regular casual employee as defined in section 53 (2) of the Industrial Relations Act 1996 because:

- a) The employee or the employee's spouse is pregnant; or
- b) The employee is or has been immediately absent on parental leave.

The rights of Council in relation to engagement and re-engagement of casual employee's are not affected, other than in accordance with this clause.

F. PAID MATERNITY LEAVE

- (i)
 - (a) This clause applies to all full time and part time female employees who have had 12 months continuous service with council immediately prior to the commencement of maternity leave or special maternity leave and to female casual employees who have worked on a regular and systematic basis with council for at least 12 months prior to the commencement of maternity leave or special maternity leave.
 - (b) Paid maternity leave shall mean leave taken by a female employee in connection with the pregnancy or the birth of a child of the employee. Paid maternity leave consists of an unbroken period of leave.
 - (c) Paid special maternity leave shall mean leave taken by an employee where the pregnancy of the employee terminates before the expected date of birth (other than by the birth of a living child), or where she suffers illness related to her pregnancy, and she is not then on paid maternity leave; provided that a medical practitioner certifies such leave to be necessary before her return to work.
- (ii)
 - (a) An employee shall be entitled to a total of 14 weeks paid maternity leave or special maternity leave on full pay; or 28 weeks maternity leave or special maternity leave on half pay; or maternity leave or special maternity leave on a combination of full pay or half pay provided the leave does not exceed the equivalent of 14 weeks on full pay.
 - (b) The employee may choose to commence paid maternity leave before the expected date of the birth.
- (iii)
 - (a) Annual leave, long service leave, unpaid maternity leave and any accumulated time in lieu may be taken in conjunction with paid maternity leave and special maternity leave, subject to council approval, provided that the total period of leave does not exceed 104 weeks.
 - (b) Employees may take periods of annual leave and long service leave during unpaid maternity leave at half pay, provided the total period of all leave does not exceed 104 weeks.
 - (c) The period of paid maternity leave and special maternity leave is taken into account in calculating the employee's long service, annual and sick leave accruals.
 - (d) Paid maternity leave may not be extended beyond the first anniversary of the child's birth.
- (iv) Payment for maternity leave and special maternity leave is at the ordinary rate applicable prior to the commencement of the leave period. Employees working as permanent part time employees will be paid at their ordinary part time rate of pay calculated on the regular number of hours worked. A casual employee's rate of pay will be calculated by averaging the employee's weekly wage in the 12 months immediately prior to the employee commencing paid maternity leave or special maternity leave.
- (v) Paid maternity leave and paid special maternity leave shall be exclusive of public holidays. Where a public holiday falls during a period where the employee has taken either paid maternity leave or annual or long service leave on half pay, the public holiday shall also be paid at half pay. Further, all entitlements shall accrue during periods of leave at half pay on a proportionate basis.

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- (vi) Notice of intention to take paid maternity leave the employee must:
- provide council with certification of the expected date of confinement at least 10 weeks before the child is due. This is known as the first notice.
 - advise council in writing of her intention to take paid maternity leave and the proposed start date at least 4 weeks prior to that date. This is known as the second notice.
 - provide a signed statutory declaration that the employee will be the primary care giver to the child and that the paid maternity leave will not be taken in conjunction with any partner accessing paid parental leave entitlements.
- (vii) The employee will not engage in any other form of paid work during the period of paid maternity leave without the approval of the general manager.
- (viii) Subject to an application by the council and further order of the Industrial Relations Commission of New South Wales, a council may pay a lesser amount (or no amount) of maternity leave or special maternity leave than that contained in this clause where council can demonstrate economic hardship.

G. PAID ADOPTION LEAVE

- (i) This clause applies to all full time and part time employees who have had 12 months continuous service with council immediately prior to the commencement of adoption leave and to casual employees who have worked on a regular and systematic basis with council for at least 12 months prior to the commencement of adoption leave.
- (ii) Adoption leave will only apply for an employee who is adopting their own child and is able to substantiate on the basis of evidence provided that they are the primary care giver.
- (iii) Notice of intention to take paid adoption leave the employee must:
- provide council with evidence of the adoption at least 10 weeks, or as much notice as reasonably practicable in the circumstances, before the start date of the adoption leave. This is known as the first notice.
 - advise council in writing of her intention to take paid adoption leave and the proposed start date at least 4 weeks prior to that date. This is known as the second notice.
 - provide a signed statutory declaration that the employee will be the primary care giver to the child and that the paid adoption leave will not be taken in conjunction with any partner accessing paid adoption leave entitlements.
- (iv) An employee shall be entitled to a total of 3 weeks paid adoption leave on full pay; or 6 weeks adoption leave at half pay; or adoption leave on a combination of full pay or half pay provided the leave does not exceed the equivalent of 3 weeks on full pay.
- (v) The employee will not engage in any other form of paid work during the period of paid adoption leave without the approval of the general manager.

H. SUPPORTING PARENT LEAVE

An employee who is a supporting parent shall be entitled to up to 5 days paid leave taken from their accrued sick leave balance at the time their partner gives birth to a child or at the time the employee adopts a child provided that the employee has had 12 months continuous service with council immediately prior to the commencement of their supporting parent leave.

I. OTHER PAID LEAVE

(i) Jury Service Leave

An employee required to attend for jury service during the employee's ordinary working hours shall be reimbursed by the council an amount equal to the difference between the amount in respect of the employee's attendance for such jury service and the amount of wage the employee would have received in respect of the ordinary time the employee would have worked had the employee not been on jury service. An employee shall notify the council as soon as possible of the date upon which the employee is required to attend for jury service. Further the employee shall give council proof of attendance, the duration of such attendance and the amount received in respect of such jury service.

(ii) Union Training Leave

A council shall agree to release employees to attend an accredited trade union training course with pay and such agreement shall not unreasonably be withheld.

(iii) Union Conference Leave

Accredited delegates to the union's annual conferences shall be granted paid leave for the duration of the conference provided that the council's operational requirements are met and the union notifies council of the accredited delegates nominated to attend the conference at least one month prior to the commencement of the conference.

(iv) Christmas Leave

All employees shall in addition to their normal annual holidays whether granted pursuant to an Award, Agreement or contract of employment, be entitled to three days on full pay between Boxing Day and New Year's Day each year.

Employees who are on leave or who are required to work during this period shall be entitled to receive the extra three days as leave in lieu.

(v) Study Leave

Entitlements shall be in accordance with Council's Policy.

Up to four (4) hours leave with pay each week may be approved by the General Manager subject to the applicant complying with the following requirements;

- (i) The application is for the purpose of attending a Certificated course or Tertiary Qualification at a Technical College or College of Advanced Education or University. Such Course to be directly related to their then present occupation.
- (ii) Clause (v)(i) shall also apply to indentured apprentices, qualified tradesmen, and Trainee Health Surveyors.
- (iii) The application is for a Tertiary Course being conducted by an education establishment under the Department of Education or allied thereto or a recognised University or College of Advanced Education and must be related to the position the employee holds with Council.
- (iv) Where leave in excess of four (4) hours is required to attend lectures during normal working hours, such additional time shall be taken in accordance with "Flexi time" hours.

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- (v) All time required to attend examinations of the approved Course shall be granted as leave with pay. Further, if the examination is in the afternoon or evening, the morning or the afternoon respectively, before such examination shall be granted as Leave with Pay.

J. BEREAVEMENT LEAVE

(i)

Where an employee is absent from duty because of the death of a person in accordance with paragraphs (a)-(e) below and provides satisfactory evidence to council of such, the employee shall be granted two days leave with pay upon application. Persons in respect of whom bereavement leave may be claimed shall include:

- (a) a spouse of the employee; or
- (b) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
- (c) a child or an adult child (including an adopted child, a step child, foster child or an ex nuptial child), parent (including a foster parent, step parent and legal guardian), parents of spouse, grandparent, grandchild or sibling (including half, foster and step sibling) of the employee or spouse or de facto spouse of the employee; or
- (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
- (e) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 - (1) 'relative' means a person related by blood, marriage or affinity;
 - (2) 'affinity' means a relationship that one spouse because of marriage has to blood relatives of the other; and
 - (3) 'household' means a family group living in the same domestic dwelling.

(ii) **Bereavement Entitlements for Casual Employees**

- a) Subject to providing satisfactory evidence to council, casual employee's are entitled to not be available to attend work, or to leave work upon the death in Australia of a person prescribed in sub-clause (i) paragraphs (a)-(e) of clause 16, Part I, Bereavement Leave.
- b) Council and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- c) Council must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of Council to engage or not engage a casual employee are otherwise not affected.

K. LEAVE WITHOUT PAY

- (i) Periods of leave without pay, shall be taken at a time mutually convenient to council and the employee, and shall not be regarded as service for the purpose of computing long service leave, sick leave or annual leave. Such periods of leave without pay shall not however, constitute a break in the employee's continuity of service.
- (ii) An employee shall not be entitled to any payment for public holidays during an absence on approved leave without pay.

L. SPECIAL LEAVE

- (i) Special leave of two days in any one year with pay shall be granted to an employee by the General Manager in the case of death or serious injury or sickness of a relative of the employee (as listed below):
 - (a) a spouse of the employee; or
 - (b) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
 - (c) a child or an adult child (including an adopted child, a step child, foster child or an ex nuptial child), parent (including a foster parent, step parent and legal guardian), parents of spouse, grandparent, grandchild or sibling (including half, foster and step sibling) of the employee or spouse or de facto spouse of the employee; or
 - (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - (e) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 - (1) 'relative' means a person related by blood, marriage or affinity;
 - (2) 'affinity' means a relationship that one spouse because of marriage has to blood relatives of the other; and
 - (3) 'household' means a family group living in the same domestic dwelling.
- (ii) A statutory declaration under the Public Oaths Act, Doctor's Certificate or a statement in a newspaper shall be deemed as sufficient proof that the leave is necessary.
- (iii) Where an employee has urgent personal business they may be granted one half day with pay subject to approval by the General Manager.
- (iv) Employees shall be entitled to Special Leave with pay up to four hours to attend funerals of work colleagues, the number of persons to attend on such occasions are at the discretion of the General Manager.

M. UNION MEETINGS

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- (i) In addition to the Annual General Meeting being a paid meeting, a half yearly meeting will be paid for at the rate of half pay.

18. FLEXIBILITY FOR WORK AND FAMILY RESPONSIBILITIES:

- (i) Council and an employee, other than a casual, may agree on flexible work and leave arrangements to enable the employee to attend to work and family responsibilities. Council shall not unreasonably withhold agreement to flexible work and leave arrangements, provided its operational needs are met.
- (ii) Flexible work and leave arrangements include but are not limited to:
- (a) make up time;
 - (b) flexi time;
 - (c) time in lieu;
 - (d) leave without pay;
 - (e) annual leave;
 - (f) part-time work;
 - (g) job share arrangements; and
 - (h) variations to ordinary hours and rosters.
- (iii) The terms of a flexible work and leave arrangement shall be in writing and may be varied from time to time, by agreement, to suit the specific needs of either party.

19. PART-TIME EMPLOYMENT:

- (i) A part-time employee shall mean an employee who is engaged on the basis of a regular number of hours which are less than the full-time ordinary hours in accordance with Clause 14 Hours of Work of the **BCCMCBE agreement**.
- (ii) Prior to commencing part-time work the council and the employee shall agree upon the conditions under which the work is to be performed including:
- (a) The hours to be worked by the employee, the days upon which they shall be worked and the commencing times for the work.
 - (b) The nature of the work to be performed.
 - (c) The rate of pay as paid in accordance with the **BCCMCBE agreement**
- (iii) The conditions may also stipulate the period of part-time employment.
- (iv) The conditions may be varied by consent.
- (v) The conditions or any variation to them must be in writing and retained by the council. A copy of the conditions and any variations to them must be provided to the employee by the council.
- (vi)
- (a) Where it is proposed to alter a full-time position to become a part-time position such proposal shall be referred to the consultative committee for information.
 - (b) In such cases council and the employee shall agree upon the conditions, if any, of return to full-time work.
- (vii) A part-time employee may work more than their regular number of hours at their ordinary hourly rate by agreement. Where an employee works hours outside the spread of hours in

Clause 14, Hours of Work of the **BCCMCBE agreement**, the provisions of Clause 15, Overtime, shall apply.

- (viii) Part-time employees shall receive all conditions prescribed by the **BCCMCBE agreement** on a pro-rata basis of the regular hours worked. An adjustment to the accrued leave entitlements may be required at the conclusion of each service year based on the proportion of actual hours worked.
- (ix) Where a public holiday falls on a day where a part-time employee would have regularly worked the employee shall be paid for the hours normally worked on that day.
- (x) A change to full-time employment from part-time employment or to part-time employment from full-time employment shall not constitute a break in the continuity of service. All accrued entitlements shall be calculated in proportion to the hours worked in each employment arrangement.

20. CASUAL EMPLOYMENT:

- (i) A casual employee shall mean an employee engaged on a day to day basis.
- (ii) A casual employee shall be paid the hourly rate for ordinary hours worked in accordance with Clause 14 Hours of Work.
- (iii) Casual employees who work on Saturday and/or Sunday are entitled to penalty rates prescribed by Clause 14B. The penalties are calculated on the ordinary hourly rate.
- (iv) Casual employees who work outside the relevant spread of hours identified at clause 14C(i) and (ii) are entitled to a shift penalty. The penalty is calculated on the ordinary hourly rate.
- (v) Subject to clause 15A(viii)(c), a casual employee will not be offered to work overtime in a position held by an employee of Council, if such employee is available to work overtime. Overtime shall be paid where a casual employee works outside the ordinary hours for that position. In cases where there are no ordinary hours for the position, overtime shall be paid for the hours worked in excess of those prescribed in Clause 14, Hours of Work.
- (vi) In addition to the amounts prescribed by subclause (ii) of this clause, a twenty-five (25%) percent loading, calculated on the ordinary hourly rate, shall be paid. This loading shall not attract any penalty. This loading shall be paid in lieu of all leave and severance pay, except for paid maternity leave, prescribed by the agreement.
- (vii) Casual employees engaged on a regular and systematic basis shall:
 - (a) Have access to annual assessment under council's salary system.
 - (b) Have their service as a casual counted as service for the purpose of calculating long service leave where the service as a casual employee is continuous with their appointment to a permanent position on council's structure. In calculating the long service leave entitlement in such cases there shall be a deduction of the long service leave accrued whilst the employee was employed as a casual.
- (viii) A casual employee shall not replace an employee of council on a permanent basis.
- (ix) Carer's entitlements shall be available for casual employee's as set out in sub-clause (vii) of Clause 17, Part B of the **BCCMCBE agreement**.

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- (x) Parental leave entitlements shall be available for casual employee's in accordance with Part 4, Parental Leave, of the Industrial Relations Act 1996 (NSW).

21. JOB SHARE EMPLOYMENT:

- (i) Job sharing is a form of part-time employment where more than one employee shares all the duties and responsibilities of one position.
- (ii)
- (a) Job sharing shall be entered into by agreement between the council and the employees concerned.
 - (b) Such agreement shall be referred to the consultative committee for information.
- (iii) Council and the job sharers shall agree on the allocation of work between job sharers.
- (iv)
- (a) The ordinary hours of work of the position shall be fixed in accordance with Clause 14, Hours of Work of the **BCCMCBE agreement**.
 - (b) The job sharers in conjunction with council shall agree on the hours to be worked. Such agreement shall specify the regular number of ordinary hours to be worked by each job sharer.
- (v)
- (a) In the absence of a job sharer the remaining job sharer(s) may be required by council to relieve the absent job sharer provided the remaining job sharer(s) are reasonably available.
 - (b) In such cases the relieving job sharer(s) shall be paid their ordinary rate of pay for the time relieving.
- (vi) A job sharer may work more than their regular number of hours at their ordinary hourly rate by agreement. Where an employee works hours outside the spread of hours in Clause 14, Hours of Work of the **BCCMCBE agreement** the provisions of Clause 15, Overtime, shall apply.
- (vii) Council must establish appropriate communication mechanisms between the job sharers to facilitate the handing over of tasks from one job sharer to another.
- (viii)
- (a) Job sharers shall have access to all provisions of the **BCCMCBE agreement** including training and development.
 - (b) Job sharers shall receive pro-rata pay and conditions in proportion to the ordinary hours worked by each job sharer.
 - (c) An adjustment to accrued leave entitlements may be required at the conclusion of each service year based on the proportion of actual hours worked.
 - (d) A change to job sharing from full-time or part-time employment or from job sharing to full-time or part-time employment shall not constitute a break in the continuity of service. All accrued entitlements shall be calculated in proportion to the hours worked in each employment arrangement.

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- (ix) In the event of a job sharer vacating the position council shall review the position and shall consider filling the vacancy or offering the remaining job sharer(s) increased hours.
 - (x) The terms of a job share arrangement or any variation to it must be in writing. A copy of the arrangement and any variation to it must be provided to the job sharer(s) by council.

22. JUNIOR AND TRAINEE EMPLOYMENT:

A. GENERAL

- (i) The rates of pay specified in Band 1 / Level 1 are actual not minimum rates.
- (ii) Employees engaged at the T3 rate of pay or above may be required to possess a Provisional or Class C Drivers Licence.

B. JUNIOR EMPLOYMENT

- (i) The rates of pay as provided in Band 1 / Level 1 are payable to juniors (15-18 years old).
- (ii) A junior employee shall be appointed to Band 1 / Level 1 according to either their age or educational qualification, whichever provides for the higher rate of pay.
- (iii) Progression along the scale is automatic up to and inclusive of T4, according to the employee's age.

C. TRAINEE EMPLOYMENT AND APPRENTICESHIPS

- (i) The rate of pay as provided for in Band 1 / Level 1 are payable to employees undertaking entry level training.
- (ii) An employee shall be appointed to Band 1 / Level 1 according to either their age or educational qualification, whichever provides for the higher rate of pay.
- (iii) Progression along the scale is not automatic, but is subject to successful completion of appropriate training modules and satisfactory service.
- (iv) Upon successful completion of entry level training, the employee shall proceed to the appropriate band and level in the structure, if the employment is to be continued beyond the training period.
- (v) In addition to the vocational training direction, the council shall provide an apprentice with the conditions of the apprenticeship in writing and these conditions shall include:
 - (a) the term of the apprenticeship;
 - (b) the course of studies to be undertaken by the apprentice;
 - (c) the course of on the job training to be undertaken by the apprentice.

D. SCHOOL BASED APPRENTICES

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- (i) The object of Part D of this clause is to assist persons who are undertaking an apprenticeship under a training contract while also enrolled in the Higher School Certificate. Such school based apprenticeships are undertaken at a minimum Certificate III Australian Qualifications Framework (AQF) qualification level as specified in the relevant Vocational Training Order pursuant to the *Apprenticeship and Traineeship Act 2001*.
 - (ii) The hourly rates for school based apprentices for total hours worked including time deemed to be spent in off-the-job training shall be calculated by dividing the applicable weekly rate for full time apprentices as set out in Band 1 / Level 1 by 38 or 35 in accordance with Clause 17 Hours of Work.
 - (iii) For the purpose of subclause (ii), where a school based apprentice is a full time school student, the time spent in off-the-job training for which the school based apprentice is paid is deemed to be 25 per cent of the actual hours worked on-the-job each week. The wages paid for training time may be averaged over the school term or year.
 - (iv) School based apprentices progress through the rates of pay set out in Band 1 / Level 1 subject to successful completion of appropriate training modules and satisfactory service.
 - (v) Except as provided by this award, school based apprentices are entitled to pro rata entitlements of all other conditions of employment.

E. GOVERNMENT FUNDED TRAINEESHIPS

- (i)
 - (a) The objective of Part E of this clause is to assist in the establishment of a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees.
 - (b) The system is neither designed nor intended for those who are already trained and job ready.
 - (c) Nothing in this subclause shall be taken to replace the prescription of training requirements for all other employees bound by this award.
- (ii) Except as in hereinafter provided, all other terms and conditions of the **BCCMCBE agreement** shall apply.
- (iii)
 - (a) This subclause shall apply to trainees engaged to undertake a traineeship which is a system of training approved by the relevant state training authority. The trainee and the council shall be bound by a training agreement made in accordance with the **BCCMCBE agreement** and shall not operate unless this condition is met.
 - (b) A traineeship shall not commence until the relevant Traineeship Agreement has been registered with the relevant State Training Authority.
- (iv) Council shall ensure that the trainee is permitted to attend the training course or program provided for in the Traineeship Agreement and shall ensure that the trainee receives the appropriate on-the-job training in accordance with the Traineeship Agreement.
- (v) Council shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.
- (vi) Training shall be directed at:

- (a) the achievement of key competencies required for successful participation in the workplace and / or
 - (b) the achievement of competencies required for successful participation in an industry.
- (vii) Until consultation and negotiations with the relevant industry union(s) upon the terms of the proposed Traineeship Scheme and the Traineeship has occurred a Traineeship Scheme shall not be given approval. An application for approval of a Traineeship Scheme shall identify the relevant industry union(s) and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiations have occurred.
- (viii) Part E of this clause does not apply to apprentices.
- (ix) Any existing employment arrangements for the Australian Traineeship System (ATS) or the Career Start Traineeship (CST) shall not apply to any council bound by the **BCCMCBE agreement**, except in relation to ATS or CST trainees who commenced a traineeship with the council before the council was bound by the **BCCMCBE agreement**.
- (x)
 - (a) Trainees shall not displace existing employees from employment.
 - (b) Trainees shall only be engaged in addition to existing staff positions and employment levels.
 - (c) The provisions of subclause (b) above do not apply to the employment of Indigenous trainees.
- (xi) A trainee shall be engaged on a full time basis for the period of at least twelve months. By agreement in writing, and with the consent of the relevant State Training Authority, the relevant council and the trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme. This clause shall not restrict a council's ability to engage a trainee under a school-based traineeship.
- (xii)
 - (a) Council shall not terminate the trainee's service without providing written notice of termination in accordance with the training agreement and subsequently to the relevant State Training Authority as appropriate.
 - (b) Where the council chooses not to continue the employment of a trainee upon the completion of the traineeship, it shall notify the relevant state training authority as appropriate, of its decision.
- (xiii) A trainee who fails to complete the traineeship or who cannot for any reason be placed in full-time employment with the council on the successful completion of the traineeship, shall not be entitled to any severance payments payable pursuant to termination, change or redundancy provisions or provisions similar thereto.
- (xiv) The trainee shall be permitted to be absent from work without loss of continuity of employment and / or wages to attend the training in accordance with the Traineeship Agreement.
- (xv) Where the employment of a trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service with the council for the purposes of this award or any other legislative entitlements.
- (xvi) Wages:

- (a) The weekly amount of pay payable to trainees shall be as provided in **Table 1 of Schedule A**, Traineeship Rates, of this agreement.
- (b) The trainee wage rates contained in this agreement are minimum rates and shall only apply to trainees while they are undertaking an approved traineeship which includes approved training as prescribed above.

23. TRAINING AND DEVELOPMENT:

- (i) The parties to the **BCCMCBE agreement** recognise that increasing the efficiency and productivity of the industry requires an ongoing commitment to education, training and skill maintenance, development and enhancement. Accordingly, the parties commit themselves to:
 - (a) developing a more highly skilled and flexible workforce
 - (b) providing employees with opportunities through appropriate education and training to acquire additional skills and
 - (c) removing barriers to the utilisation of skills in accordance with councils' training plans.
- (ii) All employees shall have reasonable and equitable access to education and training, such education and training shall:
 - (a) be consistent with council's training plan
 - (b) enable employees to acquire the range of skills they are required to apply in their positions
 - (c) enhance employees' opportunities for mobility through councils' organisation structures, through participation in councils' training plans.
- (iii) Training Plan and Budget
 - (a) Council shall develop a training plan and budget consistent with:
 - (1) the current and future skill requirements of the council.
 - (2) the size, structure and nature of the operations of the council.
 - (3) the need to develop vocational skills relevant to council and the Local Government industry.
 - (b) In developing the training plan, the council shall have regard to corporate, departmental and individual training needs.
 - (c) The training plan shall be designed in consultation with the consultative committee.
 - (d) The training plan shall, where appropriate, provide for training that is consistent with the National Local Government Competency Standards.
 - (e) The training plan, shall provide for the assessment and recognition of employee's current competencies where possible.

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- (f) Selection of participants to receive council required training in accordance with council's training plan is to be based on merit and the needs of the employee as identified in the employee's performance appraisal.
- (iv) If an employee is required by council to undertake training in accordance with council's training plan:
- (a) Council shall grant the employee paid leave to attend course requirements, including examinations, where the training is undertaken during ordinary working hours;
 - (b) where the course requirements contain more than a 15% off-the-job component calculated over any 12 month period the extent to which council will grant paid leave to attend such course requirements shall be specified in the training plan;
 - (c) Council shall pay course fees at the commencement of each stage but shall not pay course fees if the employee is repeating;
 - (d) Council shall either provide transport or pay reasonable travelling expenses to enable employees to attend course requirements;
 - (e) reasonable travel arrangements shall be agreed; and
 - (f) where an employee is required to complete major assignment(s) council and the employee shall agree upon appropriate flexible work and study arrangements as are practicable.
- (v) Council may grant an employee undertaking a course consistent with council's training plan, although not at council's requirement, leave with pay or leave without pay to attend course requirements provided that the employee gives reasonable notice of such requirements. Where the employee is not granted such leave council shall give preference in granting annual leave or other accrued leave to attend course requirements provided that the employee gives reasonable notice of such requirements. Council may pay course fees at its discretion.
- (vi) Development of a Competency Based Training System.
- (a) The parties to the **BCCMCBE agreement** are committed to the development of a competency based system of vocational education and training for local government. Such a system involves the delivery, assessment and certification of training being related to the identification and demonstrated attainment of the knowledge, skills and their application required for effective performance in work at the required level, as defined in industry endorsed competency standards.
 - (b) The parties shall continue to participate in the development of a competency based training system to ensure that the following are achieved:
 - (1) that competency standards developed provide the specification of the knowledge and skill and the application of that knowledge and skill to the standards of performance required in employment;
 - (2) that competency standards are reviewed in a systematic manner to ensure that they remain relevant to the actual needs of the industry;
 - (3) that accredited courses and training programs deliver the required competencies and to ensure that assessment processes measure an employee's competency against prescribed standards of performance. These processes involve recognition of prior learning and assessment mechanisms;

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- (4) that certification provides employees with formal recognition of the competencies they have achieved and demonstrated.

24. PERFORMANCE EVALUATION AND REWARD:

A. ENTERPRISE

- (i) It is the intention of the parties to create a flexible agreement in which council can increase the overall efficiency and effectiveness of local government services.
- (ii) Council should consider the development of enterprise key performance indicators which are specific to local needs.
- (iii) Where council develops enterprise key performance indicators regard shall be had to the following:
 - (a) measurement of the manner and process by which services are provided;
 - (b) measurement of both qualitative and quantitative aspects of service provision eg. community satisfaction, timeliness, service quality, output and cost data;
 - (c) those indicators identified in the publication 'Comparative Information on New South Wales Local Government Councils' issued by the New South Wales Department of Local Government.
- (iv) Council shall discuss enterprise key performance indicators relating to human resources activities and / or job redesign with the consultative committee.
- (v) Employee(s) or the council may seek assistance from the appropriate union or Association in developing and implementing enterprise key performance indicators.

B. INDIVIDUAL / TEAM

- (i) Enterprise key performance indicators may be used to develop performance targets for teams or individual employees.
- (ii) All employees need to know and have confirmed the role, accountabilities and performance standards that are expected of them. Role clarity, acceptance of goals and regular feedback are essential to effective performance. A key aim should be to provide a means of recognising and rewarding high performance and to provide an early assessment and response to substandard performance. A review system also provides a basis for identifying development needs for individuals, and can be used as an important input to promotion decisions.
- (iii) The **BCCMCBE agreement** recognises that all employees shall have on-going feedback about performance. The performance development process can be simplified to three stages:
 - (1) joint development on objectives and performance standards;
 - (2) progress reviews; and
 - (3) a formal performance review which is followed by decisions and outcomes.

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- (iv) Where a salary system provides for the payment of a performance component separate from a skills component, variations to payments under the performance component shall not affect payments under the skills component.

25. CONSULTATIVE COMMITTEES:

A. AIM

The parties to the **BCCMCBE agreement** are committed to consultative and participative processes. Council shall establish, and properly maintain, a consultative committee, which shall meet regularly and which shall:

- (i) provide a forum for consultation between council and its employees;
- (ii) positively co-operate in workplace reform to enhance the efficiency and productivity of council and to provide employees with access to career opportunities and more fulfilling, varied and better paid work.

B. SIZE AND COMPOSITION

- (i)
 - (a) The size and composition of the consultative committee shall be representative of council's workforce and agreed to by council and the local representatives from the following unions: USU; depa; and the LGEA and such agreement shall not be unreasonably withheld.
 - (b) The consultative committee shall be established in accordance with Blacktown City Council's Consultative Committee constitution.
 - (c) Management representative(s) on the consultative committee shall be nominated by council.
- (ii) Officers of the union(s) or Association(s) may attend and provide input to meetings of the consultative committee.

C. SCOPE OF CONSULTATIVE COMMITTEES

- (i) The functions of the consultative committee shall include but not be limited to:
 - (a) **BCCMCBE agreement** implementation
 - (b) training
 - (c) consultation with regard to organisation restructure
 - (d) job redesign
 - (e) salary systems
 - (f) communication and education mechanisms
 - (g) performance management systems

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- (h) changes to variable working hours arrangements for new or vacant positions
 - (i) local government reform.

D. MEETINGS AND SUPPORT SERVICES

- (i) The consultative committee will make recommendations based upon consensus. Where there is no consensus on a particular item, the recommendation to council should note the dissenting views.
- (ii) Potential problems should be identified and resolved at the local level. Failing this, the matter should in the first instance be referred to the **Award/Agreement Implementation Committee**, and if necessary, resolved in accordance with Clause 28, Grievance and Dispute Procedures set out in the **BCCMCBE agreement**.
- (iii) The consultative committee shall adopt a constitution which shall include, but not be limited to, the election of a chairperson and secretary, meeting frequency, support services, access to information and communication with constituents.
- (iv) All members of the consultative committee should undergo appropriate training and education to effectively understand and participate in the consultative committee.

26. APPOINTMENT AND PROMOTION:

- (i) When it is proposed to make an appointment or promotion to a new or vacant position within the organisation structure of council, the position must be advertised in a manner sufficient to enable suitably qualified persons to apply for the position. This subclause applies to the appointment of any employee where the term or terms of employment are for more than 12 months in any period of 2 years.
- (ii) When the decision is being made to appoint a person to a position:
 - (a) only a person who has applied for an appointment to the position may be selected; and
 - (b) from among the applicants eligible for appointment, the applicant who has the greatest merit is to be selected.
- (iii) The merit of the persons eligible for appointment to a position is to be determined according to:
 - (a) the nature of the duties of the position; and
 - (b) the abilities, qualifications, experience and standard of work performance of those persons relevant to those duties.
- (iv) Where requested in writing, internal applicants shall be given the reasons in writing for not being appointed.
- (v) Subclauses (i), (ii) and (iii) of this clause do not apply to any appointment which is made by way of demotion or lateral transfer unless council decides that those subclauses are to apply to the appointment.
- (vi) If a position within the organisation structure of council is vacant or the holder of such a position is sick or absent, council may appoint a person to the position temporarily. A person

appointed to a position temporarily shall not continue in that position for a period of more than 12 months.

27. TERM CONTRACTS:

- (i) Council may employ a person on a term contract in an ongoing position that is evaluated as Professional/Specialist Band 3, Level 4 or the Executive Band 4 of the agreement only where:
 - (a) Council and the employee agree, and
 - (b) where the contract includes a clause that a further term contract for the position shall be offered to the employee if the employee's performance remains at a satisfactory level during the term of the contract and the position continues to exist at the end of the term of the contract, and
 - (c) the term of the contract is a minimum of three years and a maximum of five years.
- (ii) This clause only regulates the use of term contracts for ongoing positions.
- (iii) Term contracts shall not be offered for on-going positions below Band 3 Level 4 of the **BCCMCBE agreement**.
- (iv) Subclause (i) shall only apply to term contracts entered into after the first pay period on or after 1 November 2004.

28. GRIEVANCE AND DISPUTE PROCEDURES:

- (i) At any stage of the procedure, the employee(s) may be represented by their union or its local representative/delegate and the council represented by the Association.
- (ii) The union delegate shall have reasonable time, without loss of pay, to discuss a grievance or dispute with management at the local level where prior approval is sought. Such approval shall not be unreasonably withheld.
- (iii) A grievance or dispute shall be dealt with as follows:
 - (a) The employee(s) shall notify the supervisor, or other authorised officers of any grievance or dispute and the remedy sought, in writing.
 - (b) A meeting shall be held between the employee(s) and the supervisor to discuss the grievance or dispute and the remedy sought within two working days of notification.
 - (c) If the matter remains unresolved, the employee(s) may request the matter be referred to the head of the department or other authorised officer for discussion. A further meeting between all parties shall be held as soon as practicable.
 - (d) If the matter remains unresolved the general manager shall provide the employee(s) with a written response. The response shall include the reasons for not implementing any proposed remedy.
 - (e) Where the matter remains unresolved, it may be referred to the employee's union or representative and by the general manager or other authorised officer to the Association for further discussion between the parties.

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- (iv) The Industrial Registrar may be advised of the existence of a dispute at any stage of this procedure.
 - (v) During this procedure and while the matter is in the course of negotiation, conciliation and/or arbitration, the work practices existing prior to the dispute shall as far as practicable proceed as normal.

29. DISCIPLINARY PROCEDURES:

A. EMPLOYEE'S RIGHTS

Notwithstanding the procedures below, an employee shall:

- (i) Have access to their personal files and may take notes and/or obtain copies of the contents of the file.
- (ii) Be entitled to sight, note and / or respond to any information placed on their personal file which may be regarded as adverse.
- (iii) Be entitled to make application to delete or amend any disciplinary or other record mentioned on their personal file which the employee believes is incorrect, out-of-date, incomplete or misleading.
- (iv) Be entitled to request the presence of a union representative and/or the involvement of their union at any stage.
- (v) Be entitled to make application for accrued leave for whole or part of any suspension during the investigation process.

B. EMPLOYER'S RIGHTS AND OBLIGATIONS

Notwithstanding the procedures contained below, Council shall:

- (i) Be entitled to suspend an employee with or without pay during the investigation process provided that:
 - (a) suspension without pay during an investigation shall be for a period of not more than two weeks, except where the progress of the investigation is delayed due to the unavailability of the employee and/or their representative in which case the period of suspension without pay may be extended for a further period of up to 7 days or such greater period by agreement.
 - (b) If, after investigation, the reasons for the suspension are found to be inappropriate, the employee shall not suffer any loss of pay for the period under suspension.
 - (c) The suspension shall not affect the employee's continuity of service for the purposes of accruing leave entitlements.
 - (d) Council shall not unreasonably refuse an application for paid leave under this provision.
 - (e) By agreement an employee may be transferred to another position or place of work.

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- (ii) Properly conduct and speedily conclude an investigation into the alleged unsatisfactory work performance or conduct.
 - (iii) Be entitled to take other disciplinary action before and/or during the procedures in cases of misconduct or where the employee's performance warrants such action.
 - (iv) In appropriate circumstances be entitled to terminate an employee's services in accordance with Clause 31 Termination of Employment of the **BCCMCBE agreement**.
 - (v) Be entitled to request the presence of a union representative at any stage.

C. PROCEDURES

- (i) Where an employee's work performance or conduct is considered unsatisfactory, the employee shall be informed in the first instance of the nature of the unsatisfactory performance or conduct and of the required standard to be achieved, by the employee's immediate supervisor or other appropriate officer of council.
- (ii) Unsatisfactory work performance or conduct shall include, but not be limited to, neglect of duties, breach of discipline, absenteeism and non-compliance with safety standards. A written record shall be kept on the appropriate file of such initial warning. The employee shall be entitled to sight and sign such written record and add any notations regarding the contents of such record.
- (iii) Where there is re-occurrence of unsatisfactory work performance or conduct, the employee shall be warned formally in writing by the appropriate officer of council and counselled. Counselling should reinforce the standard of work or conduct expected and, where the employee is failing to meet these required standards, a suitable review period for monitoring the employee's performance; the severity of the situation; and whether disciplinary action will follow should the employee's work performance or conduct not improve. A written record shall be kept of such formal warning and counselling. The employee shall be entitled to sight and sign such written record and add any notations regarding the contents of such record.
- (iv) If the employee's unsatisfactory work performance or conduct continues or resumes following the formal warning and counselling, the employee shall be given a final warning in writing giving notice of disciplinary action should the unsatisfactory work performance or conduct not cease immediately.
- (v) If the employee's work performance or conduct does not improve after the final warning further disciplinary action may be taken.
- (vi) All formal warnings shall be in writing.
- (vii) Delegates shall be provided reasonable time without loss of pay, to represent members in disciplinary matters at the local level, provided prior approval is sought. Such approval shall not be unreasonably withheld.

D. PENALTIES

After complying with the requirements above, council may:

- (i) Demote the employee to a lower paid position, provided that the employee shall not suffer a reduction in the rate of pay for 2 weeks from the date of the demotion.
- (ii) Suspend an employee without pay from work for a specified period of time.

- (iii) Terminate the employment of the employee.

30. OCCUPATIONAL HEALTH AND SAFETY:

A. OBJECTIVE

Council shall provide a safe place of work and work practices in accordance with the provisions of the Occupational Health and Safety Act.

B. ACCOMMODATION AND SHELTER

Council shall make appropriate provision for employees with regard to accommodation and shelter and shall satisfy the provisions of the Occupational Health and Safety Act and Regulations.

C. SPECIFIC PROVISIONS

- (i) Council shall supply employees with protective clothing and equipment suitable to the nature of the work performed and the work environment and that shall satisfy the relevant legislation.
- (ii) All new graders, loaders, backhoes, trucks and rollers shall be fitted with air conditioning where practicable.
- (iii) Vehicles and plant used in the collection, transportation and disposal of waste, tar patching, patrol grading or like duties shall be of high visibility and fitted with a flashing light or a light visible from all points around the vehicle.
- (iv) The employer shall provide oil or other suitable solvents to employees for the removal of creosote, tar, bitumen emulsions or similar preparations.
- (v) Where any acidic or caustic products are used by employees, adequate facilities shall be provided to enable them to wash any affected areas and an adequate quantity of barrier cream shall be provided.
- (vi) Employees shall be supplied with sufficient cool water containers to ensure that adequate clean, cool drinking water is available throughout the day.
- (vii) No employee shall be required to work alone outside of built-up areas without all available communications to allow continuous contact in all conditions.
- (viii) Where an employee during the course of work, sustains damage to clothing by fire, molten metal, tar or any corrosive substances which is not attributable to the employee's negligence, the employee shall be compensated by council to an agreed amount.

D. LABOUR HIRE AND CONTRACT BUSINESSES

- (i) For the purposes of this subclause, the following definitions shall apply:
 - (1) A "labour hire business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which has as its business function, or one of its business functions, to supply staff employed or engaged by it to a council for the purpose of such staff performing work or services for that other council.

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- (2) A “contract business” is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by a council to provide a specified service or services or to produce a specific outcome or result for that council which might otherwise have been carried out by that council’s own employees.
- (ii) Any Council which engages a labour hire business and/or a contract business to perform work wholly or partially on the Council’s premises shall do the following (either directly, or through the agency of the labour hire or contract business):
- (1) consult with employees of the labour hire business and/or contract business regarding the workplace occupational health and safety consultative arrangements;
 - (2) provide employees of the labour hire business and/or contract business with appropriate occupational health and safety induction training including the appropriate training required for such employees to perform their jobs safely;
 - (3) provide employees of the labour hire business and/or contract business with appropriate personal protective equipment and/or clothing and all safe work method statements that they would otherwise supply to their own employees; and
 - (4) ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.
- (iii) Nothing in this subclause D is intended to affect or detract from any obligation or responsibility upon a labour hire business arising under the *Occupational Health and Safety Act 2000* or the *Workplace Injury Management and Workers Compensation Act 1998*.
- (iv) Where a dispute arises as to the application or implementation of this clause, the matter shall be dealt with pursuant to the disputes settlement procedure of this award.
- (v) This clause has no application in respect of organisations which are properly registered as Group Training Organisations under the *Apprenticeship and Traineeship Act 2001* (or equivalent interstate legislation) and are deemed by the relevant State Training Authority to comply with the national standards for Group Training Organisations established by the ANTA Ministerial Council.

31. TERMINATION OF EMPLOYMENT:

- (i) An employee shall give to council 2 weeks’ notice of their intention to terminate their employment. If no such notice is provided, council shall be entitled to deduct pay equivalent to the required notice from any entitlements payable under the **BCCMCBE agreement**.
- (ii) Council and an employee may agree to a shorter period of notice for the purpose of this subclause, in special circumstances.
- (iii) In cases of serious misconduct, council may summarily dismiss an employee following a proper investigation and provided the employee is afforded procedural fairness. Where an employee is summarily dismissed, subclause (iv) shall not apply.
- (iv) Council shall give to an employee a period of notice of termination in accordance with the following scale or by payment in lieu thereof:

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EMPLOYEE'S PERIOD OF CONTINUOUS SERVICE	PERIOD OF NOTICE
Less than 2 years	At least 2 weeks
2 years and less than 3 years	At least 3 weeks
3 years and less than 5 years	At least 4 weeks
5 years and beyond	At least 5 weeks

- (v) The provision of this clause shall be read subject to the provisions of Clause 32, Workplace Change and Redundancy, of the **BCCMCBE agreement**.

32. WORKPLACE CHANGE AND REDUNDANCY:

(i) **Council's Duty to Notify**

- (a) Where council has made a definite decision to introduce major changes in production, program, organisation structure or technology that are likely to have significant effects on employees, council shall notify the employees who may be affected by the proposed changes and the unions to which they belong.
- (b) "Significant effects" include termination of employment, major changes in the composition, operation or size of council's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs. Provided that where the **BCCMCBE agreement** makes provision for the alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.

(ii) **Council's Duty to Discuss Change**

- (a) Council shall discuss with the employee(s) affected and the union to which they belong, inter alia, the introduction of the changes referred to in sub-clauses (i)(a) and (b) of this clause, what affects the changes are likely to have on the employee(s) and measures to avert or mitigate the adverse changes on the employee(s) and shall give prompt consideration to matters raised by the employee(s) and / or their union in relation to the changes and may reconsider its original decision.
- (b) The discussion shall commence as early as practicable after a definite decision has been made by the council to make the changes referred to in sub-clause (i)(a) and (b) of this clause.
- (c) For the purposes of the discussion, the council shall provide to the employee(s) concerned and the union to which they belong, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on the employee(s) and any other matters likely to affect the employee(s).

(iii) **Discussion Before Termination**

- (a) Where council has made a definite decision that it no longer wishes the job the employee has been doing done by anyone pursuant to subclause (i)(a) and (b) of this clause and that decision may lead to the termination of employment, council shall hold discussions with the employee directly affected and with the union to which they belong.

- (b) The discussion shall take place as soon as it is practicable after council has made a definite decision which shall invoke the provision of paragraph (a) of this subclause and shall cover, inter alia, any reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of the terminations of the employee(s) concerned. Measures to mitigate the adverse effect on employees may include consideration of re-training opportunities, redeployment, recruitment advice, the payment of relocation allowances, provision of additional notice, access to an employee assistance program, financial advice and such other assistance as may be reasonably available.
- (c) For the purposes of the discussion, council shall, as soon as practicable, provide to the employee(s) concerned and the union to which they belong, all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and category of employee(s) likely to be effected and the number of employee(s) normally employed and the period over which the terminations are likely to be carried out. Provided that council shall not be required to disclose confidential information the disclosure of which would adversely affect council.

(iv) **Notice to Centrelink**

Where a decision has been made to terminate employees, council shall notify Centrelink as soon as possible giving relevant information including the number and categories of the employees likely to be affected and the period over which the terminations are intended to be carried out.

(v) **Notice of Termination**

- (a) Five weeks' notice to terminate or pay in lieu thereof shall be given.
- (b) Where an employee is to be terminated because of the introduction of technology the employee shall be entitled to the following:
- (1) Three (3) months' notice of termination or
 - (2) Payment in lieu of the notice in paragraph 1 above. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
 - (3) Notice or payment of notice under this paragraph shall be deemed to be service with council for the purposes of calculating leave entitlements under the **BCCMCBE agreement**.

(vi) **Redundancy Pay**

- (a) This subclause shall apply where an employee is terminated due to redundancy. Council shall be exempt from the operation of this subclause where the employee concerned has been offered, but has refused to accept, an alternative position within council's organisation structure of comparable skill and accountability levels and remuneration no less than the position previously held by the employee.
- (b) In addition to any required period of notice, and subject to subclause (v) of this Clause, the employee shall be entitled to the following:

COMPLETED YEARS OF SERVICE WITH COUNCIL	<i>ENTITLEMENT</i>
Less than 1 year	Nil

1 year and less than 2 years	5 weeks pay
2 years and less than 3 years	9 weeks pay
3 years and less than 4 years	13 weeks pay
4 years and less than 5 years	16 weeks pay
5 years and less than 6 years	19 weeks pay
6 years and less than 7 years	22 weeks pay
7 years and less than 8 years	25 weeks pay
8 years and less than 9 years	28 weeks pay
9 years and less than 10 years	31 weeks pay
10 years and thereafter	34 weeks pay

- (vii) An employee who resigns during the period of notice is entitled to the same redundancy payments provided in this clause as if they had remained in council's employment until the expiry of the notice period.
- (viii) During a period of notice of termination given by council, an employee shall be allowed up to one day off without loss of pay during each week of notice for the purpose of seeking other employment. Where required by council the employee shall provide proof of attendance at an interview.
- (ix) A redundant employee shall be entitled to the payment of a job search allowance of up to \$2,000 to meet expenses associated with seeking other employment subject to proof of expenditure or on production of an invoice, and/or other appropriate documentation. The employee's entitlement to claim the job search allowance is limited to a period of up to 12 months from their termination of service with council or until the employee secures alternative employment, whichever is the sooner.
- (x) If the employee agrees to be redeployed by council into a lower paid position, the employee's existing salary and conditions shall be maintained for a period equivalent to the amount of notice and redundancy pay that the employee would be entitled to under the **BCCMCBE agreement**. Provided that should the employee resign during the period of salary maintenance, as provided for by this subclause, the balance of any notice and redundancy pay that the employee would have been entitled to for the remainder of the period of salary maintenance shall be paid on termination.
- (xi) Council shall, upon receipt of a request from an employee to show employment has been terminated, provide to the employee a written statement specifying the period of the employee's employment and the classification or the type of work performed by the employee.
- (xii) Council shall, upon receipt of a request from an employee whose employment has been terminated, provide to the employee an "Employment Separation Certificate" in the form required by the Department of Social Security.
- (xiii) In the event that council determines that a position is redundant, council where practicable, shall firstly offer such redundancy on a voluntary basis.

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- (xiv) Nothing in the **BCCMCBE agreement** shall be construed so as to require the reduction or alteration of more advantageous benefits or conditions which an employee may be entitled to under any existing redundancy arrangement, taken as a whole, between the industry unions and the councils bound by the **BCCMCBE agreement**.
- (xv) Subject to an application by council and further order of the Industrial Relations Commission of New South Wales, council may pay a lesser amount (or no amount) of severance pay than that contained in subclause (v) above if council obtains acceptable alternative employment for an employee.
- (xvi) Nothing in this clause shall restrict an employee with ten years service or more and council from agreeing to further severance payments.

33. COMPETITIVE TENDERING:

- (i) Competitive tendering is the calling of tenders by council for the provision of service(s) that are currently being performed by council employees where council's in-house service unit submits a bid as well as external contractors. Council then makes its decision based on the tender bids about who will provide the service.
- (ii) Prior to making a decision to competitively tender a service, council shall notify and consult with the relevant union(s) which have members likely to be effected by the decision.
- (iii)
- (a) Where council makes a definite decision to competitively tender a service council shall notify the employees who may be affected by the proposed tender of such services and the union(s) to which they belong.
 - (b) Council shall discuss the competitive tendering process with the affected employee(s) and union(s) and give prompt consideration to matters raised by employee(s) and the union(s) to which they belong.
 - (c) Discussions between council and the affected employee(s) and relevant union(s) shall commence as early as practicable after a definite decision has been made to competitively tender a service.
 - (d) For the purposes of the discussion council shall provide to the employee(s) and the union(s) to which they belong, all relevant information about the tendering process including the nature of the service to be tendered, the proposed timetable for the tender of the service, the expected effects upon employee(s), a process for the formulation of an in-house bid and any other matters likely to affect the employee(s).
- (iv) Where a contract is won by an in-house bid, an agreement stating the duration and other relevant terms shall be entered into.

34. COUNCIL AGREEMENTS:

- (i) The parties agree to review operations at council level on an ongoing basis with a view to providing enhanced flexibility and efficiency and to meet the particular working needs of council and its employees.

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- (ii) The terms of any agreement reached between the parties shall substitute for the provisions of the **BCCMCBE agreement**, provided that:
- (a) the extent of the agreement shall be limited to the **BCCMCBE agreement** Clause 8, Payment of Employees; Clause 11 subclause (ix) Travelling; Clause 14, Hours of Work; Clause 15, Overtime, Clause 16, Holidays; Clause 19, Part time Employment; Clause 21, Job Share Employment; and Clause 24, Performance Evaluation and Reward;.
 - (b) the agreement does not provide less than the entry level rates of pay;
 - (c) the agreement is consistent with the Industrial Relations Act NSW 1996 and current wage fixing principles; and
 - (d) the agreement shall be processed in accordance with subclause (iii) of this clause. Provided further that, where the **BCCMCBE agreement** proposes to vary provisions other than those nominated in paragraph (a) above, the agreement shall be processed in accordance with the Enterprise Arrangement Principle.
- (iii) A Council Agreement shall be processed as follows:
- (a) the unions shall be notified prior to the commencement of negotiations;
 - (b) the agreement has been genuinely arrived at by negotiation without compulsion;
 - (c) the agreement shall be committed to writing and shall include a date of operation and a date of expiration;
 - (d) the council and the appropriate union(s) shall sign the agreement and a copy sent to the Association;
 - (e) Any party to a Council Agreement may at any stage during the above process refer the matter to the Industrial Relations Commission of NSW.

35. AWARD / AGREEMENT IMPLEMENTATION COMMITTEE:

- (i) **The Award/Agreement Implementation Committee (AAIC)** is established to facilitate a co-operative approach to award/agreement implementation.
- (ii) The committee, as agreed between the various associations and council, shall be comprised of the following representatives:
 - Two representatives from each of the Local Government and Shires Associations of New South Wales
 - One representative from the USU
 - One representative from depa
 - One representative from the LGEA.
- (iii) The purpose of **AAIC** is to assist council to implement the provisions of the award/agreement and/or to provide a forum for the discussion of issues that are of industry wide significance.
- (iv) The committee will resolve problems and disputes which have been unable to be resolved at the local council level.

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- (v) It is open to employees through their unions and councils through their Association to raise issues with the committee.
 - (vi) A dispute may be referred to the Industrial Relations Commission of NSW in accordance with Clause 28 Grievance and Dispute Procedure, of the **BCCMCBE agreement** regardless of whether the matter is eligible for discussion before **AAIC**.

36. SAVINGS AND TRANSITIONAL:

- (i) Council must ensure that employees engaged on incremental scales on or before 8 June 1992, continue to be paid in accordance with the incremental scales as adjusted. This subclause does not apply in the following circumstances:
 - (a) if council has an operative training plan which is sufficient to allow progression at least equal to that under the previous incremental scales;
 - (b) if an employee chooses not to undertake training consistent with council's training plan; and
 - (c) if the incremental scale provides a rate of pay less than the **BCCMCBE agreement** entry level rate of pay.
- (ii)
 - (a) No employee shall receive a reduction in pay as a result of the implementation of the **BCCMCBE agreement** or transfer to a council salary system.
 - (b) Unless otherwise agreed, employees, including seasonal workers, who are in regular receipt of penalty rates and/or shift penalties, aggregate rates of pay or other arrangements that compensate for hours of work shall either continue to receive such benefits or the payments prescribed by clause 14 whichever is the higher.
 - (c) The provisions in subclause (ii)(b) shall apply where Council and Enterprise Agreements are terminated.
 - (d) The provisions in subclause (ii)(b) shall apply in addition to the **BCCMCBE agreement** increases prescribed by clause 37.
- (iii) Where an employee prior to 11 May 1995, had an entitlement to transfer accumulated sick leave from one council to another council in New South Wales, under the Local Government Senior Officers' Award the employee shall retain this entitlement.
- (iv) The implementation of the **BCCMCBE agreement** shall not result in the removal of any existing arrangement for an additional payment made by council for the payment of wages, excepting when such payment relates to FID.

37. LEAVE RESERVED:

- (i) Leave is reserved for the parties to the agreement to apply to vary tool allowances as set out in Clause 11(v)(a) of the **BCCMCBE agreement** in line with the Crown Employees Skilled Tradesmen Award.
- (ii) Leave is reserved for the parties to the **BCCMCBE agreement** to apply to vary the traineeship wage rates in Clause 22E (xvi) in accordance with movements in the National Training Wage Award.

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- (iii) Leave is reserved for the parties to apply in respect of changes in responsibilities arising from accreditation of council (development) certifiers, with respect to eligible employees.

38. AREA, INCIDENCE AND DURATION:

- (i) **The BCCMCBE agreement shall apply to all employees of Blacktown City Council.**
- (ii) The **BCCMCBE agreement** shall rescind and replace the Local Government (State) Award 2007 and all variations thereof.
- (iii) The **BCCMCBE agreement** shall operate from the commencement of the first pay period on or after the date of this agreement and shall remain in force until 11:59pm on 31 October 2011.
- (iv) The payment of maternity leave as provided for in Clause 17 Part F, Paid Maternity Leave, shall apply to maternity leave or special maternity leave commencing on or after the date of this agreement.
- (v) The increases in rates of pay provided by the **BCCMCBE agreement** shall apply to the rates of pay in council's salary system.
- (vi) The increase in rates of pay provided for in this agreement reflect consideration of work value changes; productivity improvements; local government reform and community movements.
- (vii) The increases granted by the **BCCMCBE agreement** may be absorbed into enterprise increases granted since 29 May 1991 exceeding any award increases since that date - that is an \$8 safety net adjustment and increases of 6%, 2.5%, 2.5%, 3.5%, 3.25%, 3.25%, 2.7%, 3.3%, 3.25%, 3.25%, 3% and 3.2% provided that the following increases shall not be absorbed:
- (a) placement or progression within the council's salary system;
 - (b) increases in hours of work; and
 - (c) incorporation of penalty rates and shift or other allowances into the employee's rate of pay.
- (viii) In agreeing to increases in rates of pay for the term of the **BCCMCBE agreement**, the parties recognise that councils and employees have and shall continue to engage in enterprise bargaining.
- (x) The ordinary hours of work for Community Services (Professional/Specialist Band 3) of 35 hours per week as provided in Clause 14 Part B(i) shall apply from the first full pay period to commence on or after 16 February 2005. Council shall not be prevented from implementing this arrangement of hours at an earlier date.

SCHEDULE A

MONETARY RATES – TABLE 1

CLAUSE 3- RATES OF PAY

Band/Level	Rate Per Week \$	Rate Per Week \$
	First Pay Period 01/11/09 (3.75%)	First Pay Period 01/11/10 (4%)
Operational Band 1		
Level 1 (Juniors and Trainees)		
T1 at 15 years of age	339.40	349.80
T2 at 16 years of age or School Certificate	417.30	430.10
T3 at 17 years of age	486.90	501.80
T4 at 18 years of age or over or HSC	564.90	582.10
T5	643.30	662.90
T6	692.70	713.70
T7	725.50	747.50
T8	759.50	782.60
T9	793.20	817.30
T10	828.10	853.20
Operational Band 1		
Level 2	667.10	693.80
Level 3	725.60	754.60
Level 4	825.60	858.60
Administrative/Technical/Trades Band 2		
Level 1	797.30	829.20
Level 2	910.80	947.20
Level 3	1085.10	1128.50
Professional/Specialist Band 3		
Level 1	910.80	947.20
Level 2	1085.10	1128.50
Level 3	1259.80	1310.20
Level 4	1521.80	1582.70
Executive Band 4		
Level 1	1434.20	1491.60
Level 2	1858.70	1933.00
Level 3	2319.60	2412.40
Level 4	2780.40	2891.60

Note: T stands for Trainee

CLAUSE 22E (XVI) – TRAINEESHIP WAGE RATES – 1.11.09 (3.75%)

	Highest Year of School Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	219.50 (50%)	267.50 (33%)	
School Leaver	252.50 (33%)	298.50 (25%)	
School Leaver	276.30	300.90	357.20
Plus 1 year out of school	300.90	357.20	410.60
Plus 2 years	357.20	410.60	474.10
Plus 3 years	410.60	474.10	539.40
Plus 4 years	474.10	539.40	
Plus 5 years or more	539.40		

% - indicates the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated the average proportion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

CLAUSE 22E (XVI) – TRAINEESHIP WAGE RATES – 1.11.10 (4%)

	Highest Year of School Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	228.10 (50%)	278.00 (33%)	
School Leaver	262.10 (33%)	310.10 (25%)	
School Leaver	284.50	309.80	367.80
Plus 1 year out of school	309.80	367.80	422.80
Plus 2 years	367.80	422.80	488.20
Plus 3 years	422.80	488.20	555.40
Plus 4 years	488.20	555.40	
Plus 5 years or more	555.40		

MONETARY RATES – TABLE 2 ALLOWANCES

	First Pay Period 01/11/09 \$ (3.75%)	First Pay Period 01/11/10 \$ (4%)
Clause 11(i)(a) Disability Allowance	0.33p.h. or 12.50p.w	0.34p.h. or 13.00p.w
Clause 11(i)(b) Disability Allowance	0.87p.h. or 33.00p.w	0.90p.h. or 34.30p.w
Clause 11(ii) Sewer Chokes	7.70p.d.	8.00.d.
Clause 11(v)(a) Tool Allowances		
Bricklayer	18.30p.w.	19.00p.w.
Carpenter & Plumber	25.90 p.w.	26.90p.w.
Metal & Mechanical Trades	26.70p.w.	27.80p.w.
Painter & Signwriter	6.20p.w.	6.50p.w.
Plasterer	20.00p.w.	20.80p.w.
Clause 11(v)(d) Insurance Value	1414.40p.a.	1471.00p.a.
Clause 11(viii) Car Allowances (cents per km)		
0(a) Under 2.5 litres	0.72p.km.	0.75p.km.
2.5 litres and over	0.83p.km.	0.86p.km.
(b) Minimum quarterly payment	1950.00	1950.00
Clause 11(ix)(d) Travelling Allowances		
3 - 10 km	3.96p.d.	4.08p.d.
11 - 20 km	6.26p.d.	6.45p.d.
21 - 33 km	9.07p.d.	9.34p.d.
34 - 50 km	11.52p.d.	11.87p.d.
Each additional 10kms	3.07p.d.	3.16p.d.
Clause 11(ix)(h) Vehicle Allowance (cents per km)		
Under 2.5 litres	0.72p.km.	0.75p.km.
2.5 litres and over	0.83p.km.	0.86p.km.
Clause 11(xi)(a) Community Language Allowance	17.70p.w.	18.40p.w.
Clause 11(xi)(b) First Aid Allowance	11.90p.w.	12.40p.w.
Clause 11(xii)(a) Meal Allowance	9.70p.w.	10.10.w.
Clause 11(xii)(b) Meal Allowance	12.00p.w.	12.50p.w.
Clause 11(xii)(c) Meal Allowance	9.20p.w.	9.60p.w.
Clause 11 (xiii)(a) Civil Liability – Engineering Professionals	Flat 3.5%	Flat 3.5%
Clause 11(xiv)(a) Mechanics Allowance	21.00p.w.	21.30p.w.
Clause 15B (iii) On Call Allowance on ordinary working days	23.30p.d.	24.20p.d.
Clause 15B (iv) On Call Allowance - on other days	45.90p.d.	47.70p.d.
Clause 15B (v) On Call Allowance - maximum per week	140.00p.w.	145.60p.w.

Key:

- p.h. = per hour
- p.a. = per annum
- p.d. = per day
- p.w. = per week
- p.n. = per night.
- p.km. = per kilometre



BLACKTOWN CITY COUNCIL

Salary System Policy

The BCCMCBE Agreement provides an interpretation of a Salary System specific to Blacktown City Council:-

“A salary system determines how employees are paid. Council’s salary system complements the entry level rates of pay and skill descriptors in the BCMCE Agreement by identifying salary points that are over and above the entry level rates of pay. Progression through the salary system shall be based upon the acquisition and use of skills, provided that where skills based progression is not reasonably available employees shall have access to performance based salary progression. Employees shall be assessed at least annually or when they are required to use skills that would entitle them to progress in the salary system.”

The objectives of council’s salary system are:-

- ◆ **Internal equity - to ensure relativities between jobs are fair, equitable and defensible;**
- ◆ **External competitiveness - which will attract and retain staff;**
- ◆ **Individual motivation - to provide a remuneration system with sufficient incentives for employees to achieve their job objectives; and**
- ◆ **Ease of administration - to be sufficiently simple to communicate and administer.**

Council’s current salary structure provides the framework for the development of the salary system. It is proposed that the salary system complement the current salary structure with provision for progression within the various grades and levels based upon acquisition and application of skills and qualifications deemed necessary for performance in the position.

Each grade within the salary structure has an allocated range of points value and a corresponding dollar (\$) range based upon break points provided by the BCCMCBE Agreement. The BCCMCBE Agreement provides the Band and Level delineation for minimum entry level rates.

To ensure no employee is being disadvantaged during the period of salary system development, council had preserved provisions of the old award (pre 8th June 1992) as an interim measure for salary administration and advancement, underpinned by the application of the new BCCMCBE Agreement in circumstances whereby minimum entry level rates for positions transferred onto the new BCCMCBE Agreement and its Bands and Levels were being maintained.

Through transitional arrangements prescribed here-in, it is proposed that this system will be the basis for salary administration at Blacktown City Council.

Provisions of the new BCCMCBE Agreement will prevail. Current entitlements, prior to adoption of this Salary System, paid as a result of pre 8th June 1992 award provisions that are in conflict with the new BCCMCBE Agreement will be incorporated into the rate of pay. Future appointments to evaluated positions will receive entitlements as applicable under the BCCMCBE Agreement.

Employees whose transitional pay rate remains above that range provided for in the salary system for the validated position, will be reviewed with the aim of:-

- ◆ re-designing the job to provide job reclassification; or
- ◆ considering transfer/promotion to a position that will complement rate of pay and allow progression; or
- ◆ determining a 'paid on the basis of' grade range.

A Job Evaluation process will prevail to the extent of determining a job worth within the salary structure through the allocation of a grade and corresponding range of rates applicable. In addition the system will identify those skills and knowledge required within a position and level of expertise expected for performance determination. These skills/knowledge components will complement the six (6) skill descriptors allocated by the BCCMCBE Agreement to each Band and Level as minimum entry level competency.

SALARY SYSTEM RE-ALIGNMENT

As of 11th May, 1995 all positions within Blacktown City Council were allocated a pay rate that corresponded to a rate within Blacktown City Council Salary Structure.

In line with the Local Government (State) Award 1997 provisions, Council has developed a salary system designed to complement the current salary structure. All positions within Blacktown City Council, designated as being allocated within the range of Band 1 Level 2 through to Band 4, shall be re-aligned onto grades within corresponding bands and levels in this system.

Staff will be transferred to the corresponding grade/level of this salary system. During the first twelve (12) months after introduction of the salary system, validation of all transferred positions will be made. If such validation demonstrates the need for an increase, then such shall be paid. Where rate increases have been identified through the competency assessment or validation process in the new system, increases will be applied retrospectively from 1.1.1998.

For record purposes, the service allowance component for existing employees shall be recorded separately for each employee to ensure that future adjustments to salaries are made in line with service allowance payments as they become due.

It should be noted that in the process of re-aligning positions onto the salary structure and applying the salary system, a number of employees may be positioned as 'paid on the basis of' grade ranges. These are employees whose current salary places them outside the validated grade range for the position currently occupied. In addition, staff whose salary does not have a corresponding rate within the salary structure system will remain on their current rate until the next annual review/assessment with a requirement to demonstrate attainment and use of essential competencies required at the next level.

Council is committed to ensuring that no employee will suffer a loss as a result of salary system implementation including where necessary staff identified as being 'paid on the basis of' grade ranges. This includes applying future BCCMCBE Agreement, or State Wage increases. Appropriate training or job redesign may be necessary for these employees to extend career opportunities.

SALARY ADMINISTRATION

1.0 SALARY GRADES

- 1.1 Council's current Salary Structure provides the framework of 24 grades ranging from Band 1 Level 2 through to Band 4.
- 1.2 This salary structure does not encompass those employees designated as apprentices, trainees, juniors or otherwise provided for in Band 1 Level 1. For this Band and Level actual rates of pay as per the BCCMCBE Agreement will apply.
- 1.3 Each grade has four (4) competency levels with a single performance level applicable. An assessment process as detailed in attachments will assign competencies to each level within a grade for a position.
- 1.4 Entry level in each grade provides for probationary appointments.

2.0 SALARY POINTS

- 2.1 Each grade has an allocated points value for determining position placement. Breakpoint determination for each Band/Level is derived from the BCCMCBE Agreement as agreed by the parties to the BCCMCBE Agreement.
- 2.2 The job evaluation/validation process will provide the points allocation to a position for placement within the salary structure. Job evaluation is not considered complete unless a validation process has been undertaken as prescribed by this policy. This ensures a position has been evaluated on an individual and organisational perspective.
- 2.3 Staff responsible for recruitment and selection need to be aware of the qualification linkage to BCCMCBE Agreement minimum band/ level placement. Variances in points allocation may occur due to inappropriate levels of qualification requirement being included in job specification.
- 2.4 The following table provides the breakpoint allocation to each band/level and in addition, the points allocation to each grade.

**POINTS
ALLOCATION**

BCCMCBE BANDS	Agreement	GRADES	POINTS RANGE
Operational Band Level 2		1 2	100 - 140 141 - 160
Operational Band Level 3		3 4	161 - 210 211 - 240
Operational Band Level 4 and/or Administrative/Technical Trades Band Level 1		5 6 7	241 - 280 281 - 320 321 - 350
Administrative/Technical/ Trades Band Level 2 and/or Professional/Specialist Level 1	Band	8 9 10 11	351 - 380 381 - 400 401 - 420 421 - 440
Admin/Tech/Trades Band Level 3 and/or Prof/Specialist Band Lvl 2		12 13 14	441 - 480 481 - 520 521 - 550
Professional/Specialist Band Level 3		15 16 17 18	551 - 580 581 - 610 611 - 640 641 - 660
Professional/Specialist Band Level 4		19 20 21	661 - 700 701 - 730 731 - 750
Executive Band Level 1		22 23 24	661 - 700 701 - 730 731 - 750

(Table 1)

3.0 SALARY PROGRESSION

- 3.1 Employees appointed to incremental scale positions prior to 8th June, 1992 will continue to access progression at least equal to that provided under the pre 8th June, 1992 Salaried Officers Award. For these employees Council is required to provide access to training that will enable progression equal to that provided under the old award. This clause shall not apply to employees who do not wish to undertake training consistent with Council's training plan.
- 3.2 Progression within the Salary System is not to be considered automatic or incremental in any way.
- 3.3 Salary increases shall be in accordance with the rules of this system. If internal, or external factors emerge which create difficulties not addressed here-in, the parties in the first instance shall refer the matter to SCC for review and if possible consensus determination, or alternatively refer the matter to the Industrial Relations Commission of New South Wales for conciliation and if necessary arbitration
- 3.4 Progression between grades and from level to level, will be within the General Manager's delegated authority, based upon application of competencies acquired and required or sustained excellent performance after skills top out in the grade range and upon recommendation to General Manager, by Director, for approval.

3.5 **Salary Progression:**

3.5.1 STEP NO. 1 - POSITION ASSESSMENT

- 3.5.1.1 During the validation phase, an assessment by the nominated representatives, as authorised in attachment (A), will be made of competencies required for each position description or group (e.g. drivers). Competencies identified will become part of the performance criteria to be used for future measurement on an annual basis.

In addition a competency assessment will be made on an annual basis to determine level of skill attainment and application. Where the next level of competency within the grade, as approved, has been reached/assessed this will result in placement being recommended to the next level within the grade.

3.5.1.2 SCC will be provided with the results of each position assessment.

3.5.1.3 All positions will receive an initial assessment within the first year of operation of the salary system. This will become the basis for position placement and future progression consideration.

3.5.2 STEP NO.2 - PROGRESSION/PERFORMANCE LEVELS

3.5.2.1 Competency steps will provide progression based on application of skill acquisition and requirement. In addition to competency steps, each grade contains performance levels. Weightings for performance levels within each Grade will vary between Competency acquisition, Performance and Organisational Values.

3.5.2.2 Weightings:- (Subject to further consultation)

Category	1	2	3	4	5	6	7	8
Range/s	Band1 Gde 1 - 2	Band 1 Gde 3 - 4	Band 1 & 2 Gde 5 - 7	Band 2 & 3 Gde 8 - 11	Band 2 & 3 Gde 12-14	Band 3 Gde 15-18	Band 3 Gde 19-21	Band 4 Gde 22-24
Skills/Comp	65	55	55	45	45	25	20	5
Performance	35	45	45	45	45	50	55	60
Org/Managem ent Goals				10	10	25	25	35

(Table 2)

3.5.2.3 Categories:-

1. Operational Staff - Specific to positions transferred onto Band 1 e.g. labourer, Child Care Asst's, Gen. Clerk.
2. Operational Staff - Specific to positions transferred onto Band 1 with some line responsibility e.g. storeman, working ganger, drivers, cashiers, clerical.
3. Operational / Trades, Technical and Administrative Staff - Band 1 & 2 - Clerical functions, Trades and those staff with line level of supervisory responsibility e.g. Gangers, Child Care Aide, Gardener, Plumber, Clerical.

4. Trades, Technical and Administrative / Professional and Specialist Staff - Band 2 & 3 - Staff with supervisory responsibility e.g. Overseers, Superintendents, Inspectorial - Health and Building, Engineering and Town Planning.
 5. Professional and Specialist Staff - Band 3 - Entry level graduates and specialist staff with some supervisory and accountability responsibility e.g. Town Planner, Senior Health & Building Inspector, Senior Engineer, Personnel.
 6. Professional and Specialist Staff - Band 3 - Professional staff with graduate requirements and supervisory responsibility. Specialist staff with supervisory, project management and/or team building responsibility.
 7. Professional and Specialist Staff - Band 3 - Management style responsibility.
 8. Executive Staff - Band 4 - Snr Management
- 3.5.2.4 Current employees shall be re-aligned onto the Salary System into validated grade for the position and performance level at current rate of pay or at a higher level for employees designated as “paid on the basis of” personnel.
- 3.5.2.5 New employees shall commence at the identified basic competency level for the position’s grade range, unless otherwise considered by the selection committee during the recruitment stage. Selection committee is to justify placement by identifying where and how the prospective incumbent meets or exceeds competencies and/or performance of other levels before recommendation to the General Manager for approval.
- 3.5.2.6 Competency steps may have allocated a number of applicable competencies which are deemed required elements for a position. Nominated representatives from each work group together with an H/R facilitator will make recommendations to management regarding the allocation of appropriate competencies for each position.
- 3.5.2.7 Acquisition of additional competencies does not provide an automatic basis for review, regrade or redesign. It is the requirement for application of those skills that will be the main determinant.
- 3.5.2.8 Progression within the system shall in the first instance be on a vertical basis (see attachment (B) for progression steps) unless job redesign or significant increases in skills requirements justify re-evaluation of the position.
- 3.5.2.9 Staff will be required to acquire those skills/qualifications and experience as determined for each position’s performance level and allocated grade before being considered eligible for review. However, this in no way precludes management from initiating a review of an incumbent as deemed necessary.
- 3.5.2.10 Current staff who have been identified as ‘paid on the basis of’ grade range and those receiving remuneration in excess of identified competency level for position, will be required to acquire those additional competencies and be provided with appropriate training opportunities, as identified and agreed, before being considered for further progression

3.5.3 REVIEWS

- 3.5.3.1 Application of the Performance Management System shall in all circumstances be strictly adhered to unless special conditions warrant variation to the policy as determined by management.
- 3.5.3.2 Annual Competency/Performance reviews by the supervisor in conjunction with trained assessors will provide justification of level allocation for each position.
- 3.5.3.3 Performance reviews will be conducted annually and the combined results of two (2) consecutive reviews, after skills top out, will be used as the basis of a recommendation for progression to the performance level. If an employee is already at the maximum performance level then no further advancement can be made.
- 3.5.3.4 At each review the assessor, as nominated, will be provided with an employee performance and/or competency review form for completion and verification.
- 3.5.3.5 SCC will continue to have a monitoring role where staff are dissatisfied with decisions made in line with this policy.

3.5.4 COMPETENCY/TRAINING/CAREER PROGRESSION

- 3.5.4.1 Initial assessment will determine the current competency level and provide data for “top up” needs if required to justify current placement.
- 3.5.4.2 The competency and/or performance reviews shall identify skills gaps and provide a program of competency needs to be used as a training needs analysis for each employee.
- 3.5.4.3 Wherever possible, managers shall endeavour to meet individual and corporate training needs, that are required by Council, by arranging for training access whenever available through in-house facilitators to promote career enhancement.
- 3.5.4.4 It is recognised that not all competency training needs will be provided by council. In instances where a recognised and required competency for a position is not able to be provided in-house, council shall provide employee access to training venues as agreed and approved by management in accordance with the BCCMCBE Agreement.
- 3.5.4.5 In all other instances the provisions of BCCMCBE Agreement and Council Policy shall prevail.
- 3.5.4.6 Council’s Salary Policy/System provides for Career Progression and lateral transfer of employees into positions which are at a higher grade than current competencies provide for. In these instances where either:-
- (a) employee does not meet minimum competency requirement; or
 - (b) the position has been through a job redesign phase; or
 - (c) there is an allowance for a qualifying period before permanent placement,
- placement will be at the appropriate grade of the position at the appointed competency level until the employee can demonstrate acquisition of essential competency for advancement to the next level, providing that existing rates of pay will not be reduced.
- 3.6 The essential elements of a job description for a position will provide the entry point competency step required in all positions covered by this policy.
- 3.7 Skills recognised as desirable components of a position and expected to be used will form the basis for future training needs and skill assessment for employee review.
- 3.8 Prior to proposing a recommendation for a review consideration, management will take into account the extent the following criteria have been satisfied by the job holder:-
- i. In addition to the essential requirements for a position, the extent to which desirable components have been satisfied by the job holder;
 - ii. Lateral skills held by the job holder and form part of the competencies in a particular grade, deemed relevant to the current position by management and being used;
 - iii. Acquisition of additional competencies identified in the development of competencies process for the next level of competency and approved by EMC;
 - iv. Performance in the job at agreed levels of performance warranting

review in accordance with this policy.

- v. Attainment of essential criteria for each level in all circumstances is required before being eligible for review consideration by management.

- 3.9 Each grade also provides the ability to appoint at minimum band/level entry point. This allows flexibility when considering appointing the best applicant for a position who may not meet the necessary competency requirements, or where in order to provide for career progression, staff being transferred do not meet the minimum competency requirements of the position. Appointment in these instances would be based upon agreement being reached on the level of competency currently held and placement in the appropriate grade and competency level, with the minimum entry rate of pay for band and level being payable and a training plan to provide for the employee to reach the required level of competency for the position. Council will consult the relevant parties, concerning any recommendation for appointment at other than the minimum rate for the grade range, where an applicant is deemed to fall short of the core competencies required for a position, but it is considered that the individual has the potential to develop, or acquire these over time and as an alternative to re-advertising an appointment is being considered. The authority for this matter may be delegated to other levels by the General Manager. A competency assessment will be carried out within 12 months.

4.0 SALARY RATES

- 4.1 Entry level rates of pay for the Bands and Levels within the system are provided for by the minimum entry level rates as per the BCCMCBE Agreement and subsequent amendments, with adjustments as provided by BCCMCBE Agreement and/or Industrial/Enterprise Agreement variances being applied to all steps and levels of Council's Salary System.
- 4.2 Salary rates in each level incorporate a component for relevant qualifications, accreditations, skill/knowledge requirement and performance.
- 4.3 Base salary rates for a grade range are determined by the break point of each band/level and the points allocation between each band/level as provided by the BCCMCBE Agreement.

5.0 ALLOWANCES

- 5.1 Only those allowances in accordance with award provisions, current and in use, taking into account changes as they occur from time to time, will be paid.
- 5.2 Those allowances currently paid which are outside of award provisions will be incorporated into employees' rates of pay as of the date of transfer to this salary system. (Details to be examined by SCC)
- 5.3 Service allowance payments for current employees only (i.e. those employees receiving a service allowance at or prior to date of commencement of this policy) shall be incorporated into the normal rate of pay. If this total rate of pay is higher than the rate due in the new system, then the higher amount will be paid. The service allowance is not added to the competency or performance level in the new system. Advancement within the grade or advancement by payment of service allowance will be available, whichever provides the best result for the employee.
- 5.4 It is recognised that incorporation of allowances may place current incumbents of positions outside the scope of possible future advancement. It is expected that those employees affected will co-operate with management in a review of the position held with a view towards recognising skill shortfalls and addressing through training and/or job redesign.

6.0 WORKPLACE REVIEW

- 6.1 On the understanding that change is inevitable and a constant process going on around us, it is expected that staff will co-operate in Council's commitment to enhancing the efficiency and competitiveness of its operations.
- 6.2 Regular reviews will be undertaken through a consultative process whereby work practices may be examined by all parties concerned, with the aim of improving current practices.
- 6.3 Through co-operative and consultative processes, job redesign will form an integral part of the day-to-day procedure to ensure optimum efficiency of the organisation in accordance with provisions of the BCCMCBE Agreement.

7.0 PERFORMANCE MANAGEMENT

- 7.1 The BCCMCBE Agreement provides - "A key aim should be to provide a means of recognising and rewarding high performance and to provide an early assessment and response to substandard performance."
- 7.2 The Performance Management System will only be applied to those positions that have undergone a validation process.
- 7.3 Performance appraisal shall be conducted on an annual basis, with progression being available to the performance level after two (2) appraisal periods following competency/skills top out. In addition, where deemed necessary management may initiate individual review assessments as required.
- 7.4 Employees and Supervisors will have an input into the completion of an appraisal form.
- 7.5 Results of the Performance Appraisal shall be provided to the staff concerned. Where disagreement exists on an individual assessment category, supervisor shall after consultation with employee, refer the matter to the respective Manager and/or Director for further attention.
- 7.6 Where shortfalls in performance are identified and upon agreement with the respective manager, these then become future performance goals to be achieved.
- 7.7 Management maintains the right of approval of final assessments and appropriation of progression having regard to budget considerations.

8.0 RECRUITMENT GUIDELINES

- 8.1 New employees will be appointed on a probationary period of up to six months, with initial assessment after a three month period. At the three (3) month probationary period, an assessment of the incumbent will be made and if the required competencies have not been met, council may consider:-
- i. Continuation of the probationary period to accommodate further training.
 - ii. Termination.

9.0 INDIVIDUAL RATE OCCUPANTS

- 9.1 Current incumbents of positions with grades allocated yet receiving remuneration that is higher than the maximum of the allocated grade will receive state, or award wage increases that are applicable to other personnel, however, no further consideration of career progression in line with this policy until:-
- i. grade salary range through award/agreement increases, encompasses current salary being paid;
 - ii. an undertaking is agreed to proceed with job redesign for the position;
 - iii. the incumbent achieves the competencies required for the newly designed position
 - iv. by direction from senior management with a recommendation agreed to by the General Manager;

10.0 ADJUSTMENT TO POLICY

- 10.1 Incorporated into this policy is an understanding that errors and omissions may occur. Flexibility to change as demands are placed on Council is integral, however, only through a process of consultation. Adjustments to this policy will only occur after a consultative process within the Consultative Committee forum

11.0 GRIEVANCE AND DISPUTE PROCEDURE

- 11.1 SCC to be notified of any dispute regarding matters covered by this Policy.
- 11.2 The BCCMCBE Agreement as amended will provide the Dispute procedure to be used where disagreement exists in matters covered by this Policy.

12.0 ENTERPRISE/FLEXIBILITY/INDUSTRIAL AGREEMENTS

- 12.1 Employees covered by any of above agreements will not be disadvantaged by the introduction of this policy.
- 12.2 In the event of conflict existing between Salary System Policy and any of above agreements, council and representatives of parties to the agreement shall work towards negotiating a new agreement that is not in conflict.
- 12.3 All future agreements to provide no less entitlements than provided by Council’s Salary System Policy.

* * * * *

Implementation
Of
Competency Standards and
Assessments
&
Performance Evaluation and Reward

Policy on Competency Standards and Assessment

1. In accordance with the BCCMCBE Agreement, Council is required to implement competency standards and assessment.
2. Council aims to enhance the efficiency of its workforce. The competency standards are an integral part of the Salary System which allows the employee to develop their skills, thereby enabling performance evaluation and reward.
3. Career paths of employees should be structured to allow the employee, by the passage of attainments and use of their skills and knowledge, to be recognised for their potential.
4. Training for staff will be organised to endeavour to fill the training gap that allows the employee to progress through their respective grades for their positions.
5. For an employee to progress via the competency stream the assessment process must be satisfied.
6. Council will however train staff to meet council needs. If staff wish to accelerate their own career paths, it is recommended that Council's Study Leave Policy should be used to meet individual needs, where this is consistent with the policy and career path.
7. Competency Standards are a dynamic tool, in that standards will need to be revisited to ensure they meet the job required with the introduction of technology and job redesign.
8. In the case of job redesign the job/s will need to go through the Job Evaluation Process. This will place the job in the correct band and level and pay grades.

COMPETENCY STANDARDS

INTRODUCTION:

Competency Standards provide a basis for the development of training necessary to enable the skills acquisition and career path progress agreed to in the BCCMCBE Agreement.

The Competency Standards can also provide a useful basis for work redesign and for defining a variety of career paths.

Additionally, Council can use Competency Standards as “Building Blocks” when developing a new pay system.

Units of Competency are a discrete component and are expressed as an outcome.

Elements of a Competency are the basic building blocks of the unit of Competency and describe, in output terms, things that an employee who works in a particular area is able to do i.e. an action or an outcome that is demonstrable or assessable.

PERFORMANCE CRITERIA:

Performance Criteria are evaluative statements which specify the required level of performance. They set out the required outcomes by which the elements of the Competency and the unit as a whole can be judged by an assessor as being performed to the level acceptable in employment.

THE PROCESS:

The process of identifying the competencies, unit elements, performance criteria and assessments is the responsibility of management of each particular section.

Once these have been identified, management should consider consultation with the Union Representatives of their functional area.

WHAT ARE THE ADVANTAGES OF:-

COMPETENCY BASED TRAINING!

1. Workforce trained and assessed to a known standard.

2. Training gaps can be identified.

3. Assessment evidence

The decision is whether or not there is sufficient evidence to make a judgement of competency performance against standards.

The outcome that can be achieved is either:-

YES!

Or

NO!

ASSESSOR TRAINING:

The objective of assessor training is to ensure appropriate staff e.g. Managers, Supervisors and Union Representatives have the ability/skills to produce Assessment Documentation to meet the performance criteria as per element in the competency standard.

ADMINISTRATION LOGISTICS:

The Human Resources Section will be responsible for the training/support throughout this program. However, a firm commitment will need to be observed by all parties to maintain the desired time frame.

All Managers will need to allow time for this project. Without their support this can only extend the length of this program.

ASSESSMENT AFTER IMPLEMENTATION:

- a. Assessment can be conducted at any time at the convenience of the manager and employee.
- b. All assessments conducted for recording will be the responsibility of each Manager. Records at this stage will be held by each manager until Human Resources develop a computer recording system.
- c. All assessments and performance appraisals for the year will be completed by each Manager by October of each year for operational staff.
- d. All assessments and performance appraisals for the year will be completed by each Manager by November of each year for salaried staff.
- e. All assessments are to be signed off by the Managers by December of each year.

ATTACHMENT 'A'

The Job Evaluation / Validation Process:-

1. Relevant Director/Manager will ensure a job evaluation questionnaire is completed by the incumbent of a position and another by the position's immediate supervisor, if currently filled. Where the position is vacant and/or job redesign has been instituted, the job evaluation will be completed by the immediate supervisor.
2. Completed questionnaire's will be entered into the Job Evaluation program.
3. H/R validation co-ordinator will communicate with the Director/Manager and organise a validation process of the completed questionnaire. The Director/Manager may nominate a qualified representative to carry out the validation process with the H/R co-ordinator.
4. Indicative classifications i.e. employees that share a common classification, e.g. Plant Operator, Word Processing Operator, Labourer, Counter Clerk, Lorry Drivers etc. will only require to have one questionnaire validated, as determined and agreed by all parties, for position grade placement within the salary structure.
5. If a position has an incumbent, results of the validation are to be made known to the employee together with a copy of the program generated job description for notation. In the case of indicative classifications, all employees affected will be given the above option for consideration.
6. Results of validation process will be provided to SCC for recommendation to Council for approval.
8. It is recognised that the validation process will provide verification on an applicable grade together with Band and Level placement. These may differ to the original Award Transfer placement and it is recognised that due to job redesign and organisational restructure, positions have undergone some change. Where increases have been identified and appropriate, new pay rates will be applicable from 1.1.1998.

ATTAC

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HMENT 'B'

SALARY PROGRESSION - STEPS:

1. Initial assessment of position and occupant will be made within the first year of operation of this policy, in accordance with this policy and timetable.
2. Thereafter reviews shall be on an annual basis, commencing in the last quarter of each calendar year in line with the budget process.
3. Reviews with the nominated supervisor and/or assessor, will measure level of performance and acquisition of required competency at essential level identified for the current step.

At this stage, options will be :-

- i. Confirmation of the current level of performance and position placement. The review will provide justification for no further action or a recommendation to the manager for a level review.
 - ii. Assessment of the next level competencies provides a positive attainment of essential elements, resulting in staff member being considered for review; or
 - iii. Identified gaps in required competency has not been reached. Development of an agreed strategy between employee and review supervisor on possible means of acquisition of required skills; or
 - iv. Employee does not wish to co-operate with further training to acquire required competencies for grade and performance level placement. Outcome of this results in employee remaining at current level within the salary system. Report to be completed by review supervisor, signed by employee and copy for CARCC notation.
4. Gaps in the competency requirements to be addressed in a co-operative manner between employee and the supervisor to expedite training provision in accordance with policy. Allocated competencies in each level must be achieved and sufficiently used to gauge performance before consideration for progression to the next level in the salary system in accordance with this policy. Alternatives are:-
 5. Review supervisor/assessor to provide report with results of annual review to management.
 6. Where it is identified that an employee has met all criteria for progression, Managers to initiate a report, with Directors recommendation, to General Manager for authorisation to progress salary performance level.
 7. In instances where progression is not recommended or authorised, employee to be notified by respective Manager and reasons for decision given.



Implementation Program

DATE:	PROGRAM:	ACTION BY:
Aug. 1998 Ongoing	<p>Validation process on all positions in conjunction with all nominated supervisors. (See attachment A)</p> <p>Development of Competency Implementation Course.</p> <p>Timetable as approved by GM to be provided to all Managers to ensure availability of Supervisors for this process.</p>	<p>ESC</p> <p>SDTO</p>
Sept. 1998	<p>Managers, Supervisors and Union Representatives undergo a competency awareness and performance appraisal course.</p> <p>To train all above in the identification and selection of competencies related to individual Job Functions within their area of responsibilities as designated including method for performance appraisal and associated documentation.</p> <p>Estimated duration - 25 days - 5 groups at 5 days per group</p>	SDTO/ESC
Oct. 1998	<p>Managers, Supervisors and Union Representatives develop competencies for their respective functional areas of responsibility.</p> <p>Use of competency standards recommended for Local Government to identify and format competencies for each functional position of responsibility.</p> <p>Estimated duration - 1 month.</p>	SDTO to co-ordinate with all managers
Nov. 1998	<p>Approval of competencies for all functional areas.</p> <p>In consultation with recommendation by Manager to Director for approval.</p> <p>Estimated duration - 1 month</p>	DIRECTOR/ MANAGER
Nov./Dec. 1998	<p>Final submissions to SCC on as completed basis.</p> <p>Ongoing process to inform SCC of proceedings and outcomes of competency allocation.</p> <p>Estimated duration - 2 special meetings</p>	CARCC
Dec. 1998	Final approval by EMC of competencies developed.	EMC
Feb. 1999	<p>Designated assessors, consisting of Managers, Supervisors and Union Representatives to be trained in development of Assessment documentation and gathering of evidence to satisfy performance criteria.</p> <p>Formal training course conducted in-house with the aim of training above in development and procedures relating to assessments.</p> <p>Estimated 25 days. 5 groups at 5 days per group</p>	SDTO

DATE:	PROGRAM:	ACTION BY:
Mar. 1999	<p>Designated assessor practice sessions</p> <p>Designated assessors involved in actual assessment process on selected job function.</p> <p>Estimated duration - 1 week</p>	SDTO
Mid March 1999	<p>Final de-briefing of designated assessors to include problem solving of issues that may have arisen.</p> <p>Final briefing on results from practice sessions. Noting need to adjust any documentation or process in relation to assessment.</p> <p>Estimated duration - 1 week (1day per group)</p>	SDTO
Late March 1999	<p>Development of Assessment criteria by designated assessors for all functional areas within their respective sections or responsibility.</p> <p>Managers to ensure all assessment documentation and criteria have been developed for all their functional areas under their responsibility.</p> <p>Estimated duration - approx. 10 weeks</p>	MNGRS
May 1999	<p>Recall all groups for confirmation of processes undertaken to-date and ensure assessment documentation has been completed.</p> <p>To ensure assessment documentation and procedures have been adhered to and answer or confer on problems that may have been encountered.</p> <p>Estimated duration - 1 week (1day per group)</p>	SDTO
May 1999	FINAL APPROVAL BY EMC FOR IMPLEMENTATION	EMC

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Attachments:

- A. Job Evaluation/Validation process.
- B. Progression steps.
- C. Implementation Program.

BLACKTOWN CITY COUNCIL

SALARY SYSTEM

EXECUTIVE SUMMARY/STAFF BRIEFING

- 1.0 The BCCMCBE Agreement was varied to enable broad classification of positions, into a series of organisational bands and levels within those bands, using the skill descriptors prescribed by the award:**
- * **Operational Band 1, with levels 1,2,3,or4;**
 - * **Administrative/Technical/Trades Band 2, with levels 1, 2, or 3;**
 - * **Professional/Specialist Band 3, with levels 1,2,3,or 4;**
 - * **Executive Band 4, with levels 1,2,3,or 4.**
- 2.0 Through a process of consultation, Councils were required to classify the respective positions, or groups of positions, within the correct band and to determine the appropriate level within that band.**
- 2.1 In addition, Councils were required to consult on the development of a range of matters to complement these changes. For example:**
- * **The development of a Salary System to complement the entry level rates of pay;**
 - * **To make provision for Career Path Development;**
 - * **The development of a Competency Based Training System;**
 - * **The implementation of Training Plans;**
 - * **To consider matters of Performance Evaluation and Reward.**
- 3.0 The BCCMCBE Agreement required the establishment of Consultative Committees to progress these aspects, together with associated matters, such as:**
- * **multi-skilling;**
 - * **greater flexibility in workplace practices;**
 - * **elimination of discrimination.**
- 3.1 Consequently, Staff Consultative Committee (SCC) was established.**

- 4.0 Through consultation, many changes have been progressed. These include:
- * The initial banding and levelling task;
 - * Review of Job Evaluations through the completion of Questionnaires;
- 5.0 SCC has considered many options for a Salary System and has resolved to brief staff on the following concept, in an endeavour to fulfil the Council's obligations under the BCCMCBE Agreement, as summarised in the points above.
- 5.1 In summary, the salary system proposed, features:-
- 5.1.1 That there will be 21 grades, with a salary range in each grade of approximately 10%.
 - 5.1.2. These will extend across the bands and levels from the minimum for Band 1, Level 2 to, and including the maximum for Band 3, Level 4.
 - 5.1.3 That within each grade, the range of pay rates incorporates a base competency pay rate, together with two performance pay rates at this base level, these being an exceeded expectation performance pay rate level and an excellent performance pay rate level. Each grade range then includes a further advanced competency pay, again, together with two performance standards pay rate levels i.e., exceeded expectation, or excellent performance levels. The salary for all new employees will be fully governed by the rules for determining, or progressing within the grade range accepted for the position.
 - 5.1.4 Advancement from the base level competency pay rate in each grade, to the next competency/performance pay rate, will be on the basis of standards identified, achieved and sustained in that grade range.
- 5.2 The jointly agreed guidelines issued for the development of a salary system, indicated that systems of incremental advancement were no longer appropriate and that Council's should give consideration to incorporating over -award payments into the salary system. Consequently, it is proposed to include service payments in Council's Salary System.
- 5.3 To ensure that employees are not disadvantaged, existing employees will be entitled to the pay rate which provides the best result i.e., their existing contract of employment entitlement, plus the service payment allowance paid as a total rate of pay for all purposes (overtime etc), or the designated grade range, assessed competency level, including any approved performance standard achieved and sustained pay rate level, whichever provides the best result. e.g., If a Child Care Aide's rate of pay was \$523.10 and the service payment was any amount up to \$35.10 and the assessed competency level approved is 'advanced' and performance level achieved, sustained and approved is 'excellent', then the pay rate would be \$570.70, otherwise the pay rate would be \$523.10, plus the service payment entitlement.
- 5.4 Positions will assigned grade ranges following validation using the Wyatt System, which includes a job points measurement and validation process. Inclusive of service payments, if the current contract of employment enables advancement to a higher rate than the validated grade range, the employee cannot be disadvantaged, including progression by means of "paid on the basis of" a higher grade range, where necessary. e.g., an employee validated at grade 8, who was appointed to a position with a salary range to \$684.10 (including the service payment) would retain rights of progression "paid on the basis of grade 9".

- 5.5 It is proposed to adopt a similar approach to that used with the Street Cleaning Section to determine the range of competencies required for positions, or groups of positions. This involves training of Managers & Supervisors in the competency assessment process, together with the performance evaluation & reward. There is a timetable for this procedure to be completed by March, 1999.**

Secretary