

Management Log of Claims

Hepburn Shire Council Enterprise Agreement (No. 9) 2021

Annexure A – FWC Undertakings

Page 3, 1. Part B, Clause 22 – Senior Executive Officers - Include in enterprise agreement.

Page 3, 2. Part B, Clause 44 – Supported Wage Rates - Include in enterprise agreement.

Consolidated Enterprise Agreement

Clause 1 – Change title of current EA to Hepburn Shire Council Enterprise Agreement (No. 9) 2021

Clause 1A – Include definition of Senior Officer.

Clause 3 – Retain 4-year agreement term.

Clause 4 - Include an unintended consequences clause to cover any unintended omissions with the consolidation of Parts A and B.

Clause 6.1.1 – Undertake benchmarking of rates of pay with similar sized Councils.

Clause 6.2.2 – Change timing for pay increases to first pay period on or after 1 July (in line with Allowance increases).

Clause 6.2.2 – Consider the rate capping. Any increases to the superannuation guarantee amount will be in addition to the pay offer in the EA.

Clause 6.7 – Senior Executive Officers minimum salary rate per hour.

Clause 6.9.3 – Remove 30 cents per fortnight nominal transaction fee for electronic funds transfer.

Clause 19.2(d) – Parental leave definitions – amend definition of primary carer to remove “birth mother”.

Clause 19.3 – Increase paid parental leave entitlements.

Clause 27.1 – Standard engagement (Customer Service) lunch breaks – can be scheduled outside noon and 2:00pm by agreement to support rosters.

Clauses 27.4 and 27.5 – These clauses block employee initiated flexible work from home arrangements. Propose changes to increase spread of hours to accommodate employees who request flexible working hours when working from home.

Clause 42.4.3 – Include definition of Senior Officer appointment.

Appendix 1 – Clause 2.1 – Include sentence to provide this clause will not apply to Senior Officers reaching the end of their contract.

Appendix 3 – Update dates to cover period of new Agreement.

Consider changing all gendered terminology such as her/she, his/he to ‘the employee’, or they/them.

Update, tidy up or remove outdated or irrelevant terms and titles through the Agreement. Update clause reference numbers to align to new clause numbers.

We reserve the right to add further claims to our Log of Claims during negotiations.