

Hepburn

SHIRE COUNCIL

Enterprise Agreement

.....
Discussions

Thursday, 28 October 2021

- **Clause 14 - Occupational Health & Safety**

Request for OH&S leave for union approved conferences

- **Clause 14A - Accident make up pay**

Requested to extend the current 26 weeks to 39 weeks

- **Clause 19 - Parental leave**

Secondary Carer and need for 'continuous period'

- **Clause 23 - Workplace Representation Training Leave**

Request delegates have paid time to attend delegate meeting or support a member

▶ Offered

- Paid Parental Leave increased Primary and secondary carer
- Paid medical appointments with pregnancy
- Increased compassionate leave
- Domestic / Family Violence leave - support person
- Superannuation on parental leave
- Reclassification for House Keeping
- Paid leave to support Gender Transition

2021 LOCAL GOVERNMENT ENTERPRISE AGREEMENTS

Last updated: 12 October 2021

	Council	Annual Pay Increase (average)	\$ to % ratio
1.	Moira Shire Council	1.7% or \$27	\$15.88
2.	Yarriambiack Shire Council	1.95% or \$25 (or rate cap yr 3)	\$12.82
3.	Greater Shepparton Council	1.8% or \$28	\$15.55
4.	Hobsons Bay City Council	1.45%	
5.	Cardinia Shire Council	1.4% or \$18	\$12.86
6.	Mornington Peninsula Shire	1.5% or \$20.50 (or rate cap)	\$13.67
7.	Boroondara City Council	Rate cap (min 1.5% and max 3%)	
8.	Alpine Shire Council	2.5%	
9.	Manningham City Council	1.75% or \$22.75	\$13
10.	Glen Eira City Council	1.5% or \$20	\$13.33
11.	Casey City Council	1.25% (Rate cap year 3 and 4)	
12.	Corangamite Shire Council	2% or \$27.50	\$13.75

Average: 1.51% or \$23.59 per week (approx. \$13.86 per 1%)

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▶ End of Band

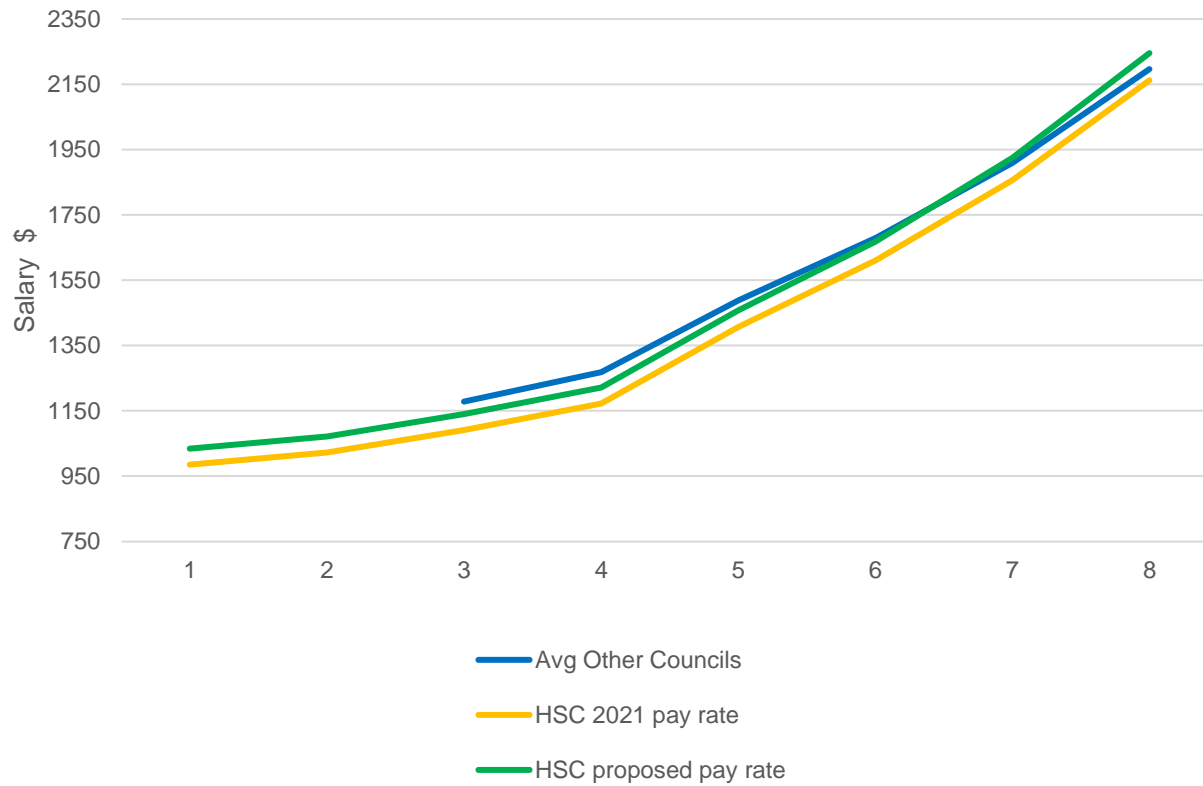
- Acknowledge not equitable
- Would like consistent reward for all staff
- Propose a much fairer acknowledgement
- Means removing End of Band Payment

Allowances

- Apply % increases to allowances
- Benefit not achieved with EOB payment

▶ Benchmarking

Pay scale comparison with Small rural and neighbour councils



▶ Annual Increment

- Year 1
 - 3% or \$45 on successful vote (Dec / Jan??)
and a further.....
 - 1.5% or \$20 on first pay period FY (1 July 2022)
- Equates to 4.5% or \$65 in year 1
- Subsequent years
 - Propose annual increments of 1.5% (Average)

▶ Annual costs to Council

- Year 1 – Cost to Council (ongoing) \$601,433
 - Subsequent annual increments \$192,436
 - Increase applied to allowances \$??
 - Cost over 4 year term \$1,578,738
-
- Plus 0.5% into superannuation p.a.

Have **NOTHING** in Reserve

▶ Annual Increment

- Year 1 increment

Scenario	1D	2C	3D	4D	5D	6C	7D	8D
Increase \$45 or 3% p/week 1/1/22 then \$20 p/week or 1.5% 1/7/22	6.60%	6.36%	5.96%	5.55%	4.75%	4.55%	4.55%	4.55%
Increase \$45 or 3% p/week 1/1/22 then \$20 p/week or 1.5% 1/7/22 and removing EoB payment	4.96%	4.78%	4.48%	4.18%	3.61%	3.56%	3.69%	3.81%

- Yr 2, 3 and 4
 - Increment to be 1.5%

▶ What does it mean

- Band 2 - Labourer / Maintenance person

Access to additional leave & entitlements / benefits

If you commenced after 1 April 2017

\$65 p/week increase

Plus extra 0.5% paid into Super

\$130 per pay

If you commenced prior to 1 April 2017

4.78 % p/week increase = extra \$48.87 p/week

Plus extra \$ paid into Super

\$97.74 per pay

▶ What does it mean

- **Band 2 – House Keeping**

Access to additional leave & entitlements

Increased from Band 1 to Band 2A = extra \$13.30 p/week

If you commenced after 1 April 2017

\$65 p/week increase

\$156.60 per pay

Plus extra 0.5% paid into Super

If commenced prior to 1 April 2017

4.78% increase = extra \$48.87 p/week

\$124.34 per pay

Plus extra 0.5% paid into Super

▶ What does it mean

- Band 3 - Plant Operator

Access to additional leave & entitlements

If you commenced after 1 April 2017

\$65 p/week increase

Plus extra 0.5% Super p.a.

\$130 per pay

If commenced prior to 1 April 2017

4.48% increase = extra \$ 48.89p/week

Plus extra 0.5%npaid into Super

\$97.78 per pay

▶ What does it mean

- Band 6 – Project Manager

Access to additional leave & entitlements

If you commenced after 1 April 2017

4.5% p/week increase \$73 per week

Plus extra 0.5% paid into Super

\$146 per pay

If commenced prior to 1 April 2017

3.56% p/week increase \$57.34 per week

Plus extra 0.5% paid into Super

\$114.68 per pay

▶ Conclusion

Gave a commitment

Can shuffle deck chairs

Have put everything on the table

Increase some items = reduce others to offset

Amazing offer and there is nothing left