Local Government (State) Award Update
IT'S TIME TO HAVE YOUR SAY

United Services Union

PROPOSED CHANGES - AT A GLANCE

#	CLAUSE	TITLE	EFFECT
1	2	Statement of Intent	Add new dot point promoting health and safety in workplace
2	4(vi)	Definitions	Superficial cross-reference to clause 44 'Area, Incidence, and Duration'
3	4(ix)	Definitions	Definition of Rostered Days off
4	9A(iii)(c)	Performance Evaluation and Reward	Remove clause referencing 'Comparative Information…' issued by Department of Local Government.
5	10(iv)	Higher Duties	No higher duties when relieving for employee on RDO. Contains no-disadvantage provision.
6	15(iii)(b)	Sewer Chokes	Sewer choke to be paid per shift
7	15(vii)	Telephone	Reimburse annual line rental where no reliable accessible mobile data coverage
8	15(x)	Travelling allowance – men and materials	Employer and Employee must agree to use private vehicle to transport men and materials
9	15(xii)	Community Language	Remove First Aid from this clause
10	15(xiii)	First Aid	Establishes certain guidelines for Council's first aid requirements and creates allowance payable where required to provide first aid *and* be in charge of first aid kit.
11	16	New Motor Vehicle clause	Includes: • Minimum quarterly payment definition • Leaseback increase change • Novated lease and prohibition
12	18A(vii)	Hours of Work - RDO	Altering RDO by mutual consent or for safety/operational reasons
13	18A(viii)	Hours of work - breaks	Clarifying when breaks need to occur.
14	19A(vi)(b)(2)	Annual close down	Changes reference to annual close down from 4 weeks to 2 weeks
15	19B	Excess Hours Agreement	Changes name and restructures requirements.
16	19C(ii)	On call response	Clarifies that response when on call must be in a 'timely manner'
17	20A(vii)	RDO Public Holiday	RDO moves when falls on PH
18	20A(viii)	RDO Public Holiday	Grandfather right for non-rdo days off to be moved in conjunction with PH

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19	20A(ix)	Direction to take TIL PH	When can direct to take TIL for PH
20	21A	Sick leave	Clarifies proof requirements and capacity to deal with patterns of sick leave
21	21C	Emergency Services leave	Includes a notation that if you don't qualify for this leave you can use special leave
22	21D(v)(b)	Direction to take annual leave	Restricts annual close down to 2 weeks, except where grandfathered
23	21E(iv)(b)	LSL – cash out	Capacity to cash out excess LSL
24	21E(i)()(c)	LSL Accrual	Clarifies that LSL accrues monthly after 5 years
25	21E(vii)	LSL portability	Limits portability to 5 years; longer if there is agreement
26	21G	Flexible work arrangements	Deleted
27	21J	Bereavement leave	2 days extended to spouse/de factor of sibling
28	21K(ii)	Union Training Leave	Removes requirement for accredited training, introduces cap
29	21L	Special leave	Capacity to provide (paid or unpaid) special leave for variety of circumstances
30	22B	Flexible work arrangements	Replaces former 21G and picks up portions of FW Act provisions
31	24(iii)(b)	Health and Well-being qualification	Reduces sick leave required from 3 weeks to 2 weeks
32	30	Junior Trainee Employment	Clause updated
33	31(ii)(a)(4)	Training and Development - CPD arrangements	10 hours p.a or in accordance with CPD requirements
34	31(iii)(d)	Training and Development	Inserts reference to 'relevant National Training Package'
35	31(vi)	Training and Development	Insert reference to engage with VET system
36	32C(i)(k)	Consultative Committee	Brings health and well-being into the scope of the consultative committee
37	36	Disciplinary Procedures	Significant change to clause including: • Limits on right to suspend; • Establishment of investigation guidelines; • Recognition of impact of personal circumstances on performance
38	39	Workplace Change	Clarifies notice requirements
39	40	Termination and Redundancy	New clause which previously appeared in Workplace Change
40	40(vi)	Job search allowance	Increase in allowance
41	40(xiv)	Determination of Organisation Structure	Update clause in light of legislative changes
42	Table 2	Camping Allowance	Camping allowance increased
43	Table 2	Key	Add an additional notation for p.s "per shift"