

Change	Clause	'18 EA	'15 EA
Insert name of council	2	Describe council as "Blacktown City Council (Council)"	Previously described as "Local Government"
New statement of intent	2	Promote health and safety of worker and other people as statement of intent	Not included
Insert new definition	4(ii)	Define Award as LG State award as varied	Not previously defined
Insert new definition	4(x)	Definition of RDO	Not previously defined
Insert new definition	4(xii)	Definition of significant effects	Previously defined in cl 39 'Workplace Change and Redundancy'
Insert new definition	4(xv)	Reference to BCCMBE and Agreement is the same	Previously just referred to as BCCMBE
Payment for higher duties	10(iv)	Relieving in higher duties due to an rdo not paid higher duties	Previously silent
LSL Super Sacrifice	14(ii)	Cash out LSL into super	Not previously able to case of LSL into super
Super while on workers' comp	14(iii)	Super still paid while on workers comp	Previously silent
Adverse working conditions	15(i)(d)(1)	Adverse level 1 for some childcare and leisure centre workers	Previously did not include Early Childhood and Aquatics and leisure centre staff
Adverse working conditions	15(ii)(b)	Level 2 for manual handling of faeces	Previously silent
Sewer choke	15(iii)(b)	Sewer choke paid per shift	Previously paid per day
Travelling allowance	15(xi)(j)	Employer and employee must <u>agree</u> on the use of own vehicle for men and materials vehicle allowance to be paid	Previously an employee had to be <u>required</u> to transport men and materials
Community language and signing	15(xiii)	New community language and signage allowance language	Previously part of the First Aid allowance.
First aid allowance	15(xiii)	New first aid allowance clause	Need to be in charge of the kit <u>and</u> be appointed to administer first aid to receive the allowance. Also include requirement for all employee to be able to access a first aid kit
Technology and mobility allowance	15(xx)	1% allowance for working and accessing material using network enabled devices	Previously silent. Historic practice inserted into agreement
Vehicle Arrangements	16A,B,C	Changes to the vehicle allowance, leaseback arrangements and novated lease arrangements	Vehicle allowance now in Motor Vehicle Section of Award. Introduces a 10% maximum cap on the maximum leaseback fee increases, but abolishes the internal review committee for increases about the CPI. Introduces the concept of a novated lease.

Change	Clause	'18 EA	'15 EA
Change of RDO	18B(vi)	RDO can only be changed where genuine operational and safety reasons and regard is had to personal circumstances	Previously silent
Excess hours agreements	19B(iv)	Structure of requesting an excess hours agreement and how that works	Previously described as 'Hours of work flexibility agreements'.
On-call	19C(ii)	Respond to a call 'in a timely manner'	Previously required response 'within a reasonable time'
Flexitime review	19F	A flexitime review will occur which won't remove the flexitime cap but will involve management training	Previously silent
RDO on PH	20A(vi) (vii)	RDOs on a public holiday are moved to the next working day or other day by agreement	Previously silent
Sick Leave	21A(iv) (a)-(c)	Circumstances surrounding proof of illness and types of proof to be provided	Redrafted for clarity. Includes specific reference to Statutory Declarations as proof for sick leave in <u>some</u> circumstances.
Sick Leave Cash Out	21A(xii)	Provides for a cash attendance bonus in certain sick leave scenarios	Previously silent. Historic practice inserted into agreement
Emergency Services Leave	21C(i)	Removes the cap on emergency services leave and no longer out of sick leave	Previously a 5 day cap and was taken out of sick leave.
Emergency Services Leave	21C(v)(vi)	Provides some notification and approval rules for payment of emergency services leave	Previously no rules around notification
Annual Close down	21D(v)	Annual close of up to 2 where you can be directed to take annual leave in certain circumstances	Previously 4 weeks
Purchase Annual Leave	21D(x)	Subject to operational needs and approval employees can purchase 2 weeks annual leave which must be taken within 12 months	Previously silent
Cashing out LSL	21E(v)	Cash out excess long services leave	No previous entitlement
Transfer of LSL Accrual	21E(viii)	Introduces a cap on the number of LSL weeks which can be transferred in the event of a change in employment	Previously uncapped
Bereavement Leave	21J(iii)(g)	Introduce additional extended family for bereavement leave for brother/sister in law	No previously included
Bereavement leave	21J(iv)	Introduce 10 discretionary days of bereavement leave where circumstances warrant	Maximum of 4 days
Special Leave	21L	Introduces a new category of discretionary special leave	Previously 'leave without pay'
Other Special Leave	21M	Changes heading of special leave to 'other special leave'	Formatting Change
Union Meetings	21N	Change the heading reference to 21N	Formatting change
Union Meetings	21N	Introduces rules regarding notice of meetings and duration	Previously silent on duration and notice for meetings

Change	Clause	'18 EA	'15 EA
Domestic Violence Leave	21O	10 day paid DV leave	Previously silent
Flexible Work Arrangements	22(ii)-(vii)	Practical considerations going to who, how, and when a flexible work request can be made and approved/rejected	Previously just described what a flexible work arrangement was
Health and wellbeing leave	24	Provides criteria for assessing Health and well-being leave applications	Previously no criteria
Casual Employment	26(ix)	Change a cross reference	Formatting change
Casual Employment	26(x)	Change a cross reference	Formatting change
School based apprentices	30D	Includes a reference to trainees	Previously referred to apprentices
Training and Development	31(ii)	Creates an entitlement for some professional staff to a certain amount of CPD each year	Previously no entitlement
Scope of Consultative Committee	32C(i)(m)	Includes health and well-being in consultative committee scope	Not previously included
Workplace Investigations	36C	Recognition of rules surrounding workplace investigations	Previously silent
Procedures	36D	Sub heading reference change	Formatting change
Penalties	36E	Sub heading reference change	Formatting change
Leave Reserved	41(ii)-(iv)	Certain allowances automatically increased in line with other agreements	Previously required a specific application
Leave Reserved	41(v)	Mechanics allowance increase in line with CPI	Previously silent. Historic practice inserted into agreement
Pay Increases	43(iii)-(vi)	Pay increases of 3%, 3%, and 2.85%	Pay increases of 2.9%, 3.2%, and 3.1%
Workplace Investigation Guidelines		Formalises the Award Guidelines of Investigations	Previously silent
Terms of Agreement	Annexure A	Various other matters agree for further discussion	Specific items which arose during 2017/18 Negotiations

Remember ONLY MEMBERS get a vote so its important to join prior to the 1st May 2018 to ensure you are including in the postal vote process!