



DRAFT VERSION WITHOUT PREJUDICE



Bayside Council

444-446 Princes Highway, Rockdale NSW 2216

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[REDACTED]

6. No Precedent

[REDACTED]
 [REDACTED]

7. Duration

[REDACTED]
 [REDACTED]

[REDACTED]
 [REDACTED]

[REDACTED]

[REDACTED]

8. No Duress

[REDACTED]

9. Definitions

Agreement: [REDACTED]

Council: [REDACTED]

CoBB: [REDACTED]

Employee: [REDACTED]
 [REDACTED]

SCC: [REDACTED]

State Award: [REDACTED]
 [REDACTED]

Union: [REDACTED]
 [REDACTED]
 [REDACTED]

RCC: [REDACTED]

[REDACTED]

10. Anti-Discrimination

[REDACTED]
 [REDACTED]

- [REDACTED]
- [REDACTED]

- [REDACTED]

11. No Extra Claims

[REDACTED]
[REDACTED]
[REDACTED]

12. Entire Agreement

[REDACTED]
[REDACTED]

13. Employees covered by this Agreement

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

14. Salary System

[REDACTED]
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15. Commitment to Service Delivery

16. Objective of this Agreement

16.1 The purpose of this Agreement is to set out the objectives of the Agreement and to provide a framework for the relationship between the Council and the Employees.

- To ensure that the Council provides a safe and healthy working environment for its employees.
- To ensure that the Council provides a fair and equitable working environment for its employees.
- To ensure that the Council provides a working environment that is free from discrimination and harassment.
- To ensure that the Council provides a working environment that is free from bullying and intimidation.
- To ensure that the Council provides a working environment that is free from violence and threats of violence.

16.2 The Council is committed to the following objectives:

16.2.1 To ensure that the Council provides a safe and healthy working environment for its employees.

16.2.2 To ensure that the Council provides a fair and equitable working environment for its employees.

16.2.3 To ensure that the Council provides a working environment that is free from discrimination and harassment.

16.2.4 To ensure that the Council provides a working environment that is free from bullying and intimidation.

16.2.5 To ensure that the Council provides a working environment that is free from violence and threats of violence.

16.2.6 To ensure that the Council provides a working environment that is free from sexual harassment and sexual violence.

16.2.7 To ensure that the Council provides a working environment that is free from racial and ethnic harassment and violence.

16.2.8 To ensure that the Council provides a working environment that is free from religious and political harassment and violence.

16.2.9 To ensure that the Council provides a working environment that is free from disability harassment and violence.

16.2.10 To ensure that the Council provides a working environment that is free from age harassment and violence.

16.2.11 To ensure that the Council provides a working environment that is free from gender harassment and violence.

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[REDACTED]

[REDACTED]

[REDACTED]

17. Allowances and Other Payments

18. Phone Allowance

[REDACTED]

19. Commencement Bonus

[REDACTED]

26. Grant Days

[REDACTED]

27. Parental Leave.

[REDACTED]

28. Concurrent Parental Leave

[REDACTED]

29. Adoption Leave

[REDACTED]

30. Purchase Leave

[REDACTED]

31. “No Questions” Health and Wellbeing Leave

[REDACTED]

32. Family and Domestic Violence Leave

[REDACTED]

[REDACTED]

36. Novated Leases

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

37. Delegate's Rights

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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38. Grievance and Dispute Resolution Procedures

[REDACTED]

39. Leave Reserved

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Bayside Council

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