



City of Newcastle Enterprise Agreement 2019
Comparison to Local Government (State) Award 2017 and City of Newcastle EA 2010 Conditions

Award Clause Reference	Current EA Conditions	Changes	Proposed Impacts / Changes to 2010 EA
2.	Clause 2 Statement of Intent	<ul style="list-style-type: none"> • Section 1: Our Agreement - Clause 4 What is our Commitment? • Through an interest-based approach, the parties identified points of common interest which established solid principles underpinning this EA. 	<ul style="list-style-type: none"> • Only language and commitments of the parties / process of negotiation undertaken • Acknowledgment of Country added • Union relationship clause added
3.	Clause 3 Anti-Discrimination	<ul style="list-style-type: none"> • Section 6: Workplace Safety, Health and Wellbeing - Clause 38 What are my obligations around Anti-Discrimination? • Retained Award provision as an Attachment - Schedule 4.9 	<ul style="list-style-type: none"> • No impacts
4.	Clause 4 Definitions	<ul style="list-style-type: none"> • Schedule 1: Definitions • Definitions updated 	<ul style="list-style-type: none"> • Several updated and added definitions, no material impacts for members. However, includes provisions for all in-house Waste Services to be undertaken by Council employees
5.	Clause 5 Skill Descriptors	<ul style="list-style-type: none"> • Not applicable / no changes 	<ul style="list-style-type: none"> • Will be resolved in Salary System review – no impacts • Will be applicable in new Salary System to be Award compliant
6.	Clause 6 Rates of Pay	<ul style="list-style-type: none"> • Section 2: My Pay - Clause 10 What will I be paid? • The rates of pay are set out in Schedule 3 - Monetary Rates - Table 1 - Rates of Pay (Fortnightly). 	<ul style="list-style-type: none"> • Outlines arrangements no changes from current EA / Award.
7.	Clause 7 Salary System	<ul style="list-style-type: none"> • Section 2: My Pay - Clause 13 Our Salary System and Annual Salary Review • Commitment to salary system review including allowances in consultation with key stakeholders 	<ul style="list-style-type: none"> • Will be resolved in Salary System review – no impacts – good outcome to have firm commitments • Agreement of NSW IRC if not resolved • Current system to continue in entirety until resolved



Award Clause Reference	Current EA Conditions	Changes	Proposed Impacts / Changes to 2010 EA
			<ul style="list-style-type: none"> Resolved guaranteed review of Salary System and allowances. This matter has been outstanding for 15 years, must commence within two months of EA being ratified / USU involvement and agreement required
8.	Clause 8 Use of Skills	<ul style="list-style-type: none"> Section 2: My Pay - Clause 12.3 Use of Skills Retained EA provision and simplified language Added Award provision on pay rate that recognise the skills you are required to apply on the job. 	<ul style="list-style-type: none"> Better wording to reflect Award / must be paid appropriate salary system rate of pay
9.	Clause 26 Performance Evaluation and Reward	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 48 What are the leave reserved provisions? Commitment to performance development system review in consultation with key stakeholders Leave is reserved for the parties to vary: <ul style="list-style-type: none"> ❖ Clause 13 - Our Salary System and Annual Salary Review (including performance development system review) 	<ul style="list-style-type: none"> Resolved guaranteed review of Salary System and allowances. This matter has been outstanding for 15 years, must commence within two months of EA being ratified / USU involvement and agreement required
10.	Clause 9 Payment for Relief Duties/Work	<ul style="list-style-type: none"> Section 2: My Pay - Clause 16 What do I get paid if I work in another role? Updated to reflect Award provisions Removed current EA clause 9.4 (Higher duties are not payable when the relieving employee is absent on paid leave or an Agreement holiday) to allow for payment of Higher Duties on paid leave/Agreement holiday. Excluded Varying Rates of Pay Award clause. 	<ul style="list-style-type: none"> Changes to Higher Grade pay, not based on timeframes but “actual time spent”. Confirmed payment of higher grade pay while on Award holiday and leave (A/L, P/L) good outcomes for USU members.
11.	Clause 10 Payment of Employees	<ul style="list-style-type: none"> Section 2: My Pay - Clause 11 How and when will I be paid? Retained EA provision Updated to include a fixed regular pay day as per Award 	<ul style="list-style-type: none"> Confirmed pay date being “Thursday” each fortnight, no major changes other than minor wording
12.		<ul style="list-style-type: none"> Section 2: My Pay - Clause 15 Can I have an annualised salary 	<ul style="list-style-type: none"> Updated Award provision / confirmed protection for USU members



Award Clause Reference	Current EA Conditions	Changes	Proposed Impacts / Changes to 2010 EA
		<ul style="list-style-type: none"> Added to reflect Award provisions as an Attachment Schedule 4.2 	
13.	Clause 11 Salary Sacrifice	<ul style="list-style-type: none"> Section 2 My Pay - Clause 17 Can I salary sacrifice? Updated to include Award provision as an Attachment - Schedule 4.3 	<ul style="list-style-type: none"> Updated Award provision / confirmed protections for USU members Confirmed LSL arrangements for members
14.	Clause 12 Superannuation	<ul style="list-style-type: none"> Section 2 My Pay: Clause 18 What are superannuation benefits? Retained and simplified language (salary sacrifice arrangements referred to in Clause 17 and cashing out LSL arrangements referred to in Clause 32.3) 	<ul style="list-style-type: none"> Confirmed consistency with Award provisions
15.	Clause 13 Allowances	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19 What allowances and reimbursements can I get paid for? 	<ul style="list-style-type: none"> Included in total review / all allowances increased in accordance with applicable wage increases
15 (i) (ii)		<ul style="list-style-type: none"> Section 2 My Pay - Clause 19.9 Childcare Employees - Changing Nappies allowance Added as per Award to include Childcare employees - whilst changing nappies 	<ul style="list-style-type: none"> Resolved improvements for Beresfield Childcare Centre / Award provision
15 (i) (ii)	Clause 13.18 Work Area Allowances	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.8 Work Area Allowance Retained EA provision per specific work area (covers Adverse Working Conditions allowance Level 1 and 2) 	<ul style="list-style-type: none"> Resolved increases for – included in total review with Salary System Increases resolved for classifications of Painters, Sign Writers, Road Maintenance Truck Driver, Road Maintenance Plant Operator, Rod Construction Field Worker and Road Maintenance Field Worker
15 (iii) (iv) (v)		<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none">
15 (vi)	Clause 13.14-13.16 Tool Allowance	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.6 Tool allowance Retained EA provision and simplified language 	<ul style="list-style-type: none"> No impacts / confirmed current trades
15 (vii)		<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none"> Employees provided appropriate phone contact / mobile phones
15 (viii)	Clause 13.2 Reasonable Expenses	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.1 Reasonable Expenses Retained EA provision and simplified language 	<ul style="list-style-type: none"> No impacts / updated wording



Award Clause Reference	Current EA Conditions	Changes	Proposed Impacts / Changes to 2010 EA
15 (ix)		<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.14 Certificates, Licenses and other Requirements Added to reflect Award provision 	<ul style="list-style-type: none"> Updated Award provision / improvements for USU members
15 (x)	Clause 13.10 - 13.12 Follow the Job	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.4 Follow the Job Allowance Retained EA clause Follow the Job. It is recognised that there are fundamental changes to the Travel Allowance provisions and this will be reviewed in the Salary and Allowance Review. 	<ul style="list-style-type: none"> No changes / direct benefit for current members with no qualifying criteria used to determine payment to members. However, needs to be reviewed in Salary System / Allowances review
15 (xi)		<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none"> No Camping required
15 (xii)		<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.11 Community Language and Signing Work Allowance Added to reflect Award provision and simplified language 	<ul style="list-style-type: none"> Updated Award provision / improvements for USU members
15 (xiii)	Clause 13.17 Special conditions allowance	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.7 Special conditions allowance Retained EA provision and simplified language 	<ul style="list-style-type: none"> No impacts and changes / updated wording
15 (xiv)	Clause 13.13 Meal allowance	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.5 Meal allowance Retained EA provision and simplified language 	<ul style="list-style-type: none"> No changes / updated wording / Needs to be reviewed in Salary System / Allowances review
15 (xv)	Clause 13.20 Civil liability	<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.11 Civil liability allowance Updated to include Award provision as an Attachment - Schedule 4.4 	<ul style="list-style-type: none"> No impacts / Award attachment
15 (xvi) (xvii)		<ul style="list-style-type: none"> Section 2: My Pay - Clause 19.12 Accreditation of Employees Updated to include Award provision as an Attachment - Schedule 4.5 	<ul style="list-style-type: none"> Updated Award provision / improvements for USU members
	Clause 13.7 - 13.9 On call allowance	<ul style="list-style-type: none"> Section 2: My Pay - 19.3 On call allowance Retained EA provision 	<ul style="list-style-type: none"> No changes / Leaseback provision to be reviewed for next EA / Salary System review
	Clause 13.17 Special conditions allowance	<ul style="list-style-type: none"> Section 2: My Pay - 19.7 Special conditions allowance Retained EA provision 	<ul style="list-style-type: none"> No impacts / no changes
	Clause 13.19 Confined space allowance	<ul style="list-style-type: none"> Section 2: My Pay - 19.10 Confined space allowance 	<ul style="list-style-type: none"> No impacts / no changes



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		<ul style="list-style-type: none"> Retained current EA provision 	
	Clause 13.21 - 13.25 Shift allowance	<ul style="list-style-type: none"> Section 2: My Pay - 19.15 Shift allowance Retained EA provision 	<ul style="list-style-type: none"> No changes to be reviewed for next EA / Salary System / Allowances review
	Clause 13.26 Wet weather allowance	<ul style="list-style-type: none"> Section 2: My Pay - 19.17 Wet weather Retained EA provision and updated to utilise Council facilities for showering as appropriate. 	<ul style="list-style-type: none"> No impacts / updated wording to better reflect modern practices
	Clause 13.3 - 13.6 Private Vehicle use	<ul style="list-style-type: none"> Section 2: My Pay - 19.2 Private vehicle use Retained EA provision 	<ul style="list-style-type: none"> No impacts / Award attachment
16	Clause 14 Motor Vehicle Leaseback	<ul style="list-style-type: none"> Section 2: My Pay - Clause 20 What are the Motor Vehicle Arrangements? Updated to include Award provision as an Attachment - Schedule 4.6 	<ul style="list-style-type: none"> No impacts / Award attachment
17	Clause 15 Residence	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 44 What are the Residence arrangements? Retained Award provision and simplified language 	<ul style="list-style-type: none"> No impacts / Award attachment, however former Summerhill Waste Facility Agreement now covered by this clause and letter of offer for USU member
18	Clause 16 Hours of Work	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Clause 22 What are my hours of work? Retained EA provisions and simplified language. Updated to include Award provisions for arrangement of hours. Schedule 2 Hours of work, continuing arrangements from the EA is included in the body of the document under clause 22.4 Ordinary Hours of Work by Work Area. Added Facilitative Provisions from the Award in clause 22.11 Can we change hours of work and penalties? 	<ul style="list-style-type: none"> Increased protections for members now a confirmed spread of hours contained for the first time Updated wording to make the clause easier to understand – outlining Monday to Friday workers expanded / Monday to Saturday workers also confirmed Schedule 2 from 2010 EA now included in this clause “Community Services” professionals now covered in this clause for 35 hour week – new addition Waste Services LAWA no contained in this clause - hours of work Seasonal Lifeguards Clause contained now covered in Clause 21.5



Award Clause Reference	Current EA Conditions	Changes	Proposed Impacts / Changes to 2010 EA
			<ul style="list-style-type: none"> No worker has any changes to current arrangements and spread of hours / days Re-insertion of paid meal breaks while on annual leave – left out of 2010 EA Meal breaks for Waster Services and Seasonal Lifeguards added
19	Clause 17 Overtime	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Clause 24 What will I be paid if I am required to work overtime? Retained EA provisions and simplified language. On call allowance retained at higher rate as per EA provision. Call back conditions retained as per EA provision. Paid regardless of notice before cessation of ordinary hours. Entitlement to delay following days' work for work between 11.30pm and 5.00pm. 	<ul style="list-style-type: none"> Higher On-call arrangements maintained EA provisions regarding On-Call maintained improved for fatigue management
20	Clause 18 Holidays	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Clause 25 Which days are public holidays? Retained EA provisions and simplified language including more beneficial penalty of triple time (inclusive of ordinary hours payment) for days ordinarily worked. NAIDOC week leave moved into 32.14 Cultural Leave. Retained Picnic Day in place of Union Picnic Day - opportunity for all employees and families to attend picnic event. 	<ul style="list-style-type: none"> No changes or impacts / higher penalty rates maintained NAIDOC Day recognised in EA for the first time ½ Day before Christmas / Lord Mayor's grant added into the EA (following USU win in NSW IRC in 2013)
21. A & B	Clause 19 Leave - A. Sick Leave and B. Carer's Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.2 Personal Leave Combined Sick Leave and Carer's Leave clauses and called it Personal Leave. Increased entitlement to 3 weeks in line with the Award. No medical certificate required. Can be used for medical/specialist appointments. 	<ul style="list-style-type: none"> Improvements for members – no medical certificates required for personal leave / carers leave Widening scope of use of these entitlements – sick / carers Increased to Award provisions for temp employees Health and Wellbeing leave added



Award Clause Reference	Current EA Conditions	Changes	Proposed Impacts / Changes to 2010 EA
		<ul style="list-style-type: none"> Added Health & Wellbeing component from the Award (up to 2 days). 	
21. C		<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.12 Volunteer Emergency Services Leave Added to reflect Award provision and simplified language. 	<ul style="list-style-type: none"> Better wording for use of leave
21. D	Clause 19 Leave - C. Annual Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.1 Annual Leave Retained provision and simplified language Entitlement to leave loading updated - no requirement for 12 months service at time of leave loading payment. 	<ul style="list-style-type: none"> No major changes except wording Resolved previous issues regarding leave lading – pro rats now clearly defined
21. E	Clause 19 Leave - D. Long Service Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.3 Long Service Leave Updated to include Award provision as an Attachment - Schedule 4.8 	<ul style="list-style-type: none"> Updated to Award provisions / attachments / no major changes for members
21. F	Clause 19 Leave - E. Parental Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.4 Parental Leave Retained Award provision and simplified language. 	<ul style="list-style-type: none"> Updated to Award provisions / no major changes for members
21. G	Clause 19 Leave - F. Paid Parental Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.4 Parental Leave Retained EA provision and simplified language. 	<ul style="list-style-type: none"> Better wording and removal of concerning language as per current 2010 EA
21. H	Clause 19 Leave - G. Concurrent Parental Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.4 Parental Leave Retained EA provision and simplified language. 	<ul style="list-style-type: none"> No changes / wording upgrades
21. I	Clause 19 Leave - H. Adoption Leave	<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.5 Adoption Leave Updated to reflect Award provisions and simplified language. 	<ul style="list-style-type: none"> Updated to Award provisions / no major changes for members
		<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.6 Foster Care Leave Added provision for long term Foster Care Leave - 10 days out of Personal Leave balance. 	<ul style="list-style-type: none"> Increased provisions for members with foster care now included



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21. J	Clause 19 Leave - J. Bereavement Leave	<ul style="list-style-type: none"> • Section 5: My Leave Entitlements - Subclause 32.7 Bereavement Leave • Retained Award provisions and simplified language. • Added provision for half day paid leave for death of a cousin. • Provision for time to attend funeral of person not listed in clause, e.g. personal friend/colleague - taken from Personal Leave balance. 	<ul style="list-style-type: none"> • Updated increases to Award provisions / no major changes for members • Wider scope for entitlement for bereavement of cousin • Increased provisions for members to attend funeral for friend / colleague
21. K (i)	Clause 19 Leave - I. Other Paid Leave (Jury Leave)	<ul style="list-style-type: none"> • Section 5: My Leave Entitlements - Subclause 32.13 Jury Duty Leave • Retained Award provision and simplified language. 	<ul style="list-style-type: none"> • No major changes / updated wording
21. K (ii)	Clause 19 Leave - I. Other Paid Leave (Union Training Leave)	<ul style="list-style-type: none"> • Section 5: My Leave Entitlements - Subclause 32.16 Union Training and Conference Leave • Retained Award provision for entitlement to 5 days paid leave. • No limitation to access only once during employment. 	<ul style="list-style-type: none"> • Updated to Award provisions / no major changes for members
21. K (iii)	Clause 19 Leave - I. Other Paid Leave (Union Conference Leave)	<ul style="list-style-type: none"> • Section 5: My Leave Entitlements - Subclause 32.16 Union Training and Conference Leave • Retained Award provision and simplified language. 	<ul style="list-style-type: none"> • Updated to Award provisions / no major changes for members
21. L		<ul style="list-style-type: none"> • Section 5: My Leave Entitlements - Subclause 32.10 Special Leave • Retained Award provision and simplified language. • Clause 37 Paid Domestic and Family and Violence Leave 	<ul style="list-style-type: none"> • Updated to Award provisions / no major changes for members – benefits for members in various circumstances • New addition of Paid Family and Domestic Violence Leave added – proud to resolve in conjunction with USU “We Won’t Wait Campaign”
22.	Clause 20 Flexibility for Work and Family Responsibilities	<ul style="list-style-type: none"> • Section 4: Flexible Work Arrangements - Clause 31 What Flexible Work Arrangements are Available? • Right to request changes in working arrangements offered on organisation wide basis. 	<ul style="list-style-type: none"> • Major improvements for members – introduction of a 9 day fortnight • Onus of approval / agreement no on Council to justify “why not” no employee to justify



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		<ul style="list-style-type: none"> Added 9 day fortnight, 19 day month and flexi-time system. Additional leave types offer flexibility - refer to "My Leave Entitlements" section. 	<ul style="list-style-type: none"> "Commitments" to provided flexibility provided by Council Several other flexible working arrangements options added
23.		<ul style="list-style-type: none"> Section 10: Leaving Our Organisation - Clause 52 How can I transition to retirement? Flexibility provisions offered - refer to "What Flexible Work Arrangements are Available?" Added provision to work part time within 5 years of retirement. 	<ul style="list-style-type: none"> Improvements to phased retirement / part time options for members
24.		<ul style="list-style-type: none"> Section 5: My Leave Entitlements - Subclause 32.2 Personal Leave and Section 6: Workplace Safety, Health and Wellbeing - Clause 36 Health and Wellbeing Added Award provisions for up to 2 days paid leave from accrued Personal Leave for Health & Wellbeing activity. Added provisions covering the Employee Assistance Program and Corporate Fitness Program 	<ul style="list-style-type: none"> Paid leave for Health and Wellbeing added – benefit for members
25.	Clause 21 Part Time Employment	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.2 Working Part Time Simplified Award provisions. Added provision for additional part time hours to be paid or banked. 	<ul style="list-style-type: none"> Resolved previous agreement on additional part time hours worked
26.	Clause 22 Casual Employment	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.7 Casual Employment Simplified Award provisions. 	<ul style="list-style-type: none"> Increased for casual employees entitlements Protections for permanent works on overtime added
27.	Clause 23 Job Share Employment	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.2 Working Part Time Simplified Award provisions - referred to conditions of part time employment. 	<ul style="list-style-type: none"> Updated to Award provisions / no major changes for members
28.		<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.6 Labour Hire 	<ul style="list-style-type: none"> Significant additions of these clauses to prevent exploitation for these workers Added monitoring provision added



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		<ul style="list-style-type: none"> Simplified Award provisions - definitions moved to definition section. 	
29.		<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.9 Can I have two positions within City of Newcastle? Added Award provision. 	<ul style="list-style-type: none"> Updated to Award provisions / no major changes for members
30.	Clause 24 Junior and Trainee Employment	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.8 Junior and Trainee Employment Retained Award provision and simplified language. 	<ul style="list-style-type: none"> Updated to Award provisions / no major changes for members
31.	Clause 25 Learning and Development	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 43 Are learning and development opportunities available to support my career? Maintained EA provisions. Added award clause 31. (ii)(a)(4) regarding professional qualifications. 	<ul style="list-style-type: none"> Increased provisions for members to support continual learning and development Added Award provision – professional accreditations
32.	Clause 27 Consultative Committees	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 45 What is the Consultative Committee? Maintained EA provisions. Added a provision to reference that functions of the committee are set out in the Constitution. 	<ul style="list-style-type: none"> Increased scope of committee will also include monitoring of term contracts and labour hire use
33.	Clause 28 Appointment and Promotion	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.10 Recruitment and Promotion Added Award provision for internal unsuccessful applicants. Added provision for advertising internally prior to externally where appropriate. 	<ul style="list-style-type: none"> Updated to Award provisions / increase emphasis for internal recruitment prior to external advertisement
34.	Clause 29 Term Contracts	<ul style="list-style-type: none"> Section 3: My Employment Conditions - Subclause 21.4 Term Contracts Retained Award provision. 	<ul style="list-style-type: none"> Significant additions of these clauses to prevent exploitation for these workers Added monitoring provision added
35.	Clause 30 Grievance and Dispute Procedures	<ul style="list-style-type: none"> Section 9: Resolving Workplace Issues - Clause 50 What is the process for dealing with grievances or disputes? Retained Award provision - added as an Attachment in Schedule 4.12 	<ul style="list-style-type: none"> No impacts / Award attachment



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36.	Clause 31 Disciplinary Procedures	<ul style="list-style-type: none"> • Section 9: Resolving Workplace Issues - Clause 51 are our disciplinary procedures? • Retained Award provision - added as an Attachment in Schedule 4.13 • Inserted Industry Guidelines for Workplace Investigations / Award attachment 	<ul style="list-style-type: none"> • Significant improvements for members regarding workplace investigations and industry investigations guidelines attached. • Award attachment / only reference to Union representation non-members not covered.
37.	Clause 32 Occupational Health and Safety	<ul style="list-style-type: none"> • Section 6: Workplace Safety, Health and Wellbeing - Clause 35 What is our commitment to promoting workplace health and safety? • Retained Award provision. 	<ul style="list-style-type: none"> • No impacts / updated wording
38.	Clause 33 Termination of Employment	<ul style="list-style-type: none"> • Section 10: Leaving Our Organisation - Clause 53 How much notice of termination is needed? • Retained Award provision. 	<ul style="list-style-type: none"> • No impacts / Award provisions
39.	Clause 34 Workplace Change and Redundancy	<ul style="list-style-type: none"> • Section 7: Organisational Change - Clause 39 When will I be consulted about workplace change? • Retained EA provisions. • Added early consultation prior to final decision. 	<ul style="list-style-type: none"> • Significant improvement from 2010 EA. Implementation of 28 days consultation period prior to implementation • Commitment with USU representatives on early consultation prior to definite decision
40.	Clause 34 Workplace Change and Redundancy	<ul style="list-style-type: none"> • Section 7: Organisational Change - Clause 40 What happens if my role is redundant? • Replaced time-based redeployment process with a genuine Redeployment Program. • Retained EA provisions for severance payments, including additional payment. 	<ul style="list-style-type: none"> • Improved redeployment process from 12 months program to unlimited timeframe and redeployment subcommittee with includes USU representation • Genuine process to improve redeployment outcomes • Mix and match added • Salary maintenance / severance payments provisions higher than the Award maintained • Addition of Core numbers – major job security initiative for USU members
41.	Clause 36 Council Agreements	<ul style="list-style-type: none"> • Section 8: The Day to Day - Clause 46 How can we continue to improve the Agreement? 	<ul style="list-style-type: none"> • No impacts / Award provisions



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		<ul style="list-style-type: none"> Retained Award provision - added as an Attachment in Schedule 4.10 	
42.	Clause 38 Savings and Transitional	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 47 What are the savings and transitional arrangements? Retained EA provisions. The EA recognises Schedule 2 and 3 of the City of Newcastle Enterprise Agreement 2010. Schedule 2 is covered in Subclause 22.4 - Ordinary Hours of Work by Work Area and Subclause 19.15 - Shift Allowance. Schedule 3 is attached in Schedule 3 Table 4 - Skills/Qualifications Allowances. 	<ul style="list-style-type: none"> Retained conditions of employment from 2010 EA Ongoing Protections for current employment in terms of hours / days of work
43.	Clause 39 Leave Reserved	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 48 What are the leave reserved provisions? Retained Award provision - added as an Attachment in Schedule 4.11 In addition to the Award provisions, leave is reserved for the parties to vary: <ul style="list-style-type: none"> ❖ Clause 13 - Our Salary System and Annual Salary Review ❖ Clause 19 - What allowances and reimbursements can I be paid for? (Salary system and allowance review). ❖ Summerhill Waste Management Centre – Site Operation Council Agreement 2010 – 2013 	<ul style="list-style-type: none"> Leave reserved clause confirming arrangements with Salary System and Allowances review All other matters contained
44.	Clause 40 Area, Incidence and Duration	<ul style="list-style-type: none"> Section 8: The Day to Day - Clause 49 Area, incidence and duration? Retained and updated EA provisions 	<ul style="list-style-type: none"> Coverage of EA confirmed / maintained of current conditions