

LOCAL GOVERNMENT (FUEL CRISIS) SPLINTER AWARD 2026

1. Title

- a. This Award shall be known as the Local Government (Fuel Crisis) Splinter Award 2026 (“**the Award**”).

2. Definitions

- a. In this Award the words in column A have the meaning set out in column B:

A	B
Fuel Crisis Event	Occurs where the weekly national average Retail: Pump Price ULP reported by the Australian Institute of Petroleum exceed 200 cents per litre
Fuel Related Allowances	Payments set by the State Award (or other applicable industrial instrument), including: <ul style="list-style-type: none">• travelling allowances;• vehicle allowances;• minimum quarterly payment
Local Government Industry	All activities undertaken by local government entities, including activities undertaken by corporations controlled by one or more local government entities. For the purpose of this definition a corporation is controlled by one or more local government entities if one or more local government entities have the capacity to determine the outcomes of decisions about the corporation’s financial and operating policies
State Award	The <i>Local Government (State) Award 2023</i> , as varied from time to time
Unions	The parties to the Award listed at 3(a)(i)-(iv)

3. Parties

- a. The parties to the Award are:
 - i. New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union; and
 - ii. Local Government Engineers Association; and
 - iii. Development and Environmental Professionals Association; and
 - iv. New South Wales Nurses and Midwives Association; and
 - v. Local Government NSW.

4. Scope and Coverage

- a. This Award applies to all employees and employers:
 - i. in local government in New South Wales; and
 - ii. in the Local Government Industry in New South Wales.

5. Commencement and Duration

- a. This Award will operate from the date of decision of the Industrial Relations Commission of New South Wales and will remain in force for a period of twelve (12) months.

6. Relationship to Local Government (State) Award

- a. This Award is to be read and interpreted in conjunction with the State Award.
- b. Where there is any inconsistency between this Award and the State Award (or other applicable industrial instrument) this Award will prevail to the extent of any inconsistency.
- c. Where this Award is silent, the State Award (or other applicable instrument) will apply.

7. Fuel Cost Relief – Indexed Allowance

- a. During a Fuel Crisis Event, Fuel Related Allowances will be increased by fifty percent.
- b. Where an employer makes any payment to an employee for work related use of a private vehicle during a Fuel Crisis Event, the payment made to the employee fifty percent more than the payment that would have been made had there not been a Fuel Crisis Event.

8. Work Reorganisation and Flexibility

- a. During a Fuel Crisis Event, an employer must implement measures to reduce employee travel unless not reasonably practicable, including:
 - i. working from home as a default;
 - ii. four-day working weeks;
 - iii. starting and finishing work at job sites where beneficial to employees;
 - iv. providing employees with transportation to and from work.
- b. Measures contemplated by this clause are reasonably practicable unless an employer can establish they are not reasonably practicable.

9. Job Security and Income Protection

- a. During a Fuel Crisis Event:
 - i. Employees must not suffer a reduction in ordinary hours or pay;
 - ii. Employers must not make application to the Industrial Relations Commission of New South Wales for stand down orders in accordance with s 126 of the *Industrial Relations Act 1996* (NSW) unless seven (7) days have elapsed since both of the following conditions have been met:

- A. the Employer has provided to the Unions with members impacted, or potentially impacted, of their intention to seek stand down orders; and
- B. the Employer has met with representatives from the Unions with members impacted, or potentially impacted, to discuss the written notice issued to the Union(s) as contemplated by (A).

10. Consultation and Transparency

- a. During a Fuel Crisis Event, Employers must consult with Unions regarding:
 - i. operational changes;
 - ii. fuel supply constraints;
 - iii. service prioritisation decisions.

- b. Nothing this clause should be read to constrict or otherwise limit an Employer's obligation to consult with employees or Unions in any other circumstance.

11. Dispute Resolution

The dispute resolution provisions of the Local Government (State) Award apply.

12. Anti-Discrimination

The anti-discrimination provisions of the Local Government (State) Award apply.