



PROFESSIONALS
AUSTRALIA
LGEA



Joint Statement: Fuel prices

Introduction

The purpose of this joint statement is to provide guidance on managing the adverse effects of elevated fuel prices on local government employers, employees and the broader community.

Background

Arising from tensions in the Middle East and the Iran war, Australia is currently facing a **fuel crisis** which is affecting everyone.

Managing the adverse effects of the fuel crisis is likely to require a multifaceted approach that has regard to the specific circumstances of the employer and individual employees.

What Can Employers Do?

To minimise the adverse impacts of the fuel crisis, employers are encouraged to implement a range of practical measures. Examples of what employers can do include:

1. Flexible Work Arrangements

Clause 24 of the *Local Government (State) Award 2023 (Award)* provides examples of flexible work arrangements which can be requested by employees and cannot unreasonably be refused by employers, such as:

- **Remote work** – Allowing employees to work from home (WFH) where possible is one way to reduce commuting costs.
- **Flexible Hours** – Implementing flexible start and finish times helps employees avoid peak traffic, thereby reducing fuel consumption.
- **Variations to ordinary hours and rosters** – Varying ordinary hours (for example 4 day working weeks) and reducing in-office requirements for roles that are not entirely location-dependent can reduce the total number of weekly commutes.

2. Financial Incentives

- **Incentivise use of public transport** – Providing employees with financial incentives to use public transport instead of driving to work (where available) will help conserve fuel.
- **Cost-of-Living Payments** – Providing employees with one-off payments to assist with increased living expenses will help ease the financial pressure on employees.
- **Pre-tax Benefits** – Utilising pre-tax, salary-sacrificed arrangements for public transport or parking, where supported by payroll, may increase employees' take-home pay.

3. Logistical and Operational Solutions

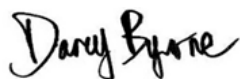
- **Carpooling Programs** – Encouraging car sharing by connecting employees who live in similar areas, can significantly reduce employee fuel costs.
- **Employer Vehicle Utilisation** – Providing employer (council) vehicles for team transport rather than requiring employees to use their own vehicle may reduce employee fuel costs and help conserve fuel.
- **Review Operational Requirements** – Employers should review their operational requirements with a view to conserving fuel and minimising the adverse impacts of the fuel crisis.

Consultation

Employers and employees are strongly encouraged to utilise the Consultative Committee to explore options for managing the adverse impacts of the fuel crisis on employees, the employer's operations and on the broader community.

Further information

- Australian Government 'National Fuel Security Campaign' see [here](#)
- Employers should contact LGNSW's Workplace Relations Unit
- Employees should contact their union or HR representative.



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