Renegotiation of the Local Government (State) Award

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Local Government (State) Award 2020

• The 2017 Award expires on 30 June 2020 (the 2017 Award continues in force until it is varied or rescinded).

• Objective is to deliver a new Local Government ("State Award 2020") that:
  o is affordable;
  o recognises councils’ future needs and capacity;
  o builds on the history of industry award negotiations; and
  o is consistent with LGNSW’s objectives.
Local Government (State) Award 2020

- Ideally the 2020 Award will take effect on and from the first full pay period on or after 1 July 2020, as this:
  - reduces the likelihood of the new award having retrospective operation and councils being required to administer back-payments to employees; and
  - enables councils to budget for increases in rates of pay and allowances in an orderly manner.
Local Government (State) Award 2020

Steps:
1. LGNSW consults with members
2. LGNSW develops an Employers’ Log of Claims
3. LGNSW endorses an Employers’ Log of Claims
4. The Industrial parties exchange logs of claims
5. LGNSW consults with members
6. LGNSW and LG unions negotiate / draft award clauses
7. NSW IRC involvement (conciliation and, if necessary, arbitration)
Local Government (State) Award 2020

Steps (cont’d):

8. LGNSW consults with members
9. LGNSW surveys members (where required – targeted surveys on the likely content of the new award)
10. LGNSW endorses agreed award variations (if any)
11. NSW IRC makes the new LG award
12. LGNSW advises members on the content of the new award (meetings, emails, etc)
Local Government (State) Award 2020

LGNSW consultation with members:

- Award Working Party (primary)
- LGNSW’s Industrial Advisory Committee (new)
- LGNSW Weekly newsletters
- Meetings (e.g. Qtly HR Network meetings, ROC meetings)
- Surveys
- Emails
- Correspondence
Local Government (State) Award 2020

Award Working Party (AWP)

Role – To assist with communication between LGNSW and members on sometime confidential/sensitive award related information.

• Composition:
  o LGNSW IR unit
  o A representative mix of rural, regional and metropolitan councils
    - General Managers
    - Human Resources Managers
Local Government (State) Award 2020
## Award Working Party

<table>
<thead>
<tr>
<th>Region</th>
<th>HR (EOIs received)</th>
<th>GM (EOIs received)</th>
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<tbody>
<tr>
<td>Canberra</td>
<td></td>
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<tr>
<td>Central NSW</td>
<td>Martin Boyd (Blaney)</td>
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<td>Central Coast / Hunter</td>
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<tr>
<td>Far North West</td>
<td>Summer Patterson (Cobar)</td>
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<tr>
<td>Far West</td>
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<tr>
<td>Illawarra / Shoalhaven</td>
<td>Lucas Winton (Shoalhaven)</td>
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<td></td>
<td>Paul Kiley (Shellharbour)</td>
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<td></td>
<td>Meagan Carey (Kiama)</td>
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<tr>
<td>Mid North Coast</td>
<td>Jacklin Abdel Messih (Coffs Harbour)</td>
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<tr>
<td>Namoi / New England</td>
<td>Nicholas Ross (Narrabri)</td>
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<tr>
<td>Northern Rivers</td>
<td>Caroline Redwood (Richmond Valley)</td>
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<tr>
<td>Orana</td>
<td>Belinda Hollingworth (Narromine)</td>
<td>Derek Francis (Bogan)</td>
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<tr>
<td>Riverina / Murray</td>
<td>Megan Bett (Wagga Wagga)</td>
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<tr>
<td>Sydney</td>
<td>Nicole Jenkins (Campbelltown); Marnie Mitchell (Ryde)</td>
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<td>Paul Bickerstaff (Hornsby); Matthew Toro (Wollondilly); Joshua Fayle (Penrith)</td>
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Local Government (State) Award 2020

Industrial Advisory Committee (IAC)

Rule 21A, LGNSW Rules (*pending NSWIRC / FWC approval*):

a) The Association shall establish an Industrial Advisory Committee to assist and make recommendations to the Board in relation to industrial relations issues that concern or are likely to concern more than one of the members of the Association either currently or in the future.

b) The Industrial Advisory Committee’s terms of reference, size and composition shall be determined by the Board, provided that the Committee shall at least include Directors from the Board and general managers of member organisations (or their representatives).

c) The Board shall consider recommendations of the Industrial Advisory Committee when making relevant decisions.
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Councils are invited to suggest variations to the Award by:

• Advising their Award Working Party Representative, or
• Forwarding written suggestions to:
  
  Attention: Senior Manager, Industrial Relations
  
  LGNSW
  
  GPO Box 7003
  
  Sydney NSW 2001