

'Status Check on Queensland's Local Government Award'

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Awards/ Enterprise Bargaining

- Industrial issue or wages policy
- Industrial issue or economic management issue
- Workforce issue or business issue



Enterprise Bargaining

- How well do councils bargain?
- Are there better ways?



Award Regulation

- Currently before QIRC
- Significant potential for equalisation argument



LGAQ Proposition

- One award
- Single classification structure
- Reforming hours of work
- Penalties



Four Principles of Award Development

1. Modern and contemporary

2. Value council employees

3. Administrative ease

4. EB primacy



Award Development

- Pay inequity
- Lack of parity across awards
- Limits effective EB
- Effective transitional arrangements



Pay and Classification Scale

- Single 8 band classification structure
- Skills required and applied
- Band 1 - 5 AQF alignment
- CEO excluded
- Band 7 – 8 open to exemption



Hours or Work, penalties

- Flat penalty for all ordinary hours outside of span
- Clarifies casual conditions
- Adopts State 38 hour standard



Leave

- Consistent quantity and accrual



Conclusion

- Be aware of Industry-wide matters
- Differentiate between fact and propaganda
- Participate

