

DISTRICT COUNCIL OF ROBE AWU ENTERPRISE BARGAINING AGREEMENT NO. 9 (2011)

File No. 3571 of 2011

This Agreement shall come into force on and from 21 September 2011 and have a life extending for a period until 1 March 2014.

THE COMMISSION HEREBY APPROVES THIS ENTERPRISE AGREEMENT PURSUANT TO SECTION 79 OF THE FAIR WORK ACT 1994.

DATED 21 SEPTEMBER 2011.



A handwritten signature in black ink, appearing to be 'G. Smith', written over a horizontal line.

COMMISSION MEMBER



District Council of Robe

Enterprise Bargaining Agreement No 9 (2011)

Clause 1: TITLE

This Agreement shall be referred to as the District Council of Robe AWU Enterprise Bargaining Agreement No. 9 (2011).

Clause 2: ARRANGEMENTS

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Clause 3: DEFINITIONS

- "Agreement" – means the District Council of Robe/AWU Enterprise Bargaining Agreement No.9 (2011).
- "Award" – means the Local Government Employees Award as applying at certification of the Agreement.
- "Consultation" – is a process which will have regard to employees interests in the formulation of plans which will have a direct impact upon them. It provides employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made.

- “Employee” – is a person engaged pursuant to the Local Government Employees Award at the District Council of Robe in the occupational groupings of Horticulture and/or Maintenance and Construction.
- “Employer” - means the District Council of Robe.
- “Union” – means the Australian Workers’ Union South Australia Branch.
- “Private Works” – means works undertaken by Council for outside parties.

Clause 4: PARTIES BOUND

This Agreement is binding on:

- The District Council of Robe.
- The Australian Workers’ Union, South Australian Branch
- Employees engaged by the District Council of Robe who are engaged pursuant to the Local Government Employees Award in the occupational groupings of Horticulture and/or Maintenance and Construction.

Clause 5: OBJECTIVES OF THE AGREEMENT

The objective of this Agreement is to develop and support a flexible workforce and management structure committed to the continued improvement of productivity and efficiency within the District Council of Robe.

The objectives are to:

- Encourage and develop a high level of skill, innovation and excellence amongst all employees.
- Develop a high degree of teamwork, trust and shared commitment to the achievement of real and sustainable improvements in productivity.
- Increase the level of individual expertise of employees through the provision of training and skill improvement programs.
- Promote measures to eliminate industrial disputation, absenteeism and lost time by injury by the design of jobs which provide a safer and more enjoyable working environment.
- Ensure strict adherence to the Award, this Agreement, Council Policy Manual and all Statutory provisions.
- Elimination of lost time.
- Establishing “performance indicators” and the use of “benchmarking” to achieve real and lasting improvements in efficiency, flexibility and productivity.
- Provide employees with a quality of work environment and with improved job satisfaction.
- Promote open and honest communication in all aspects of Council Operations.
- To develop an effective Employee Performance Review and Development Program to improve efficiency and communication in the workplace.

Clause 6: PERIOD OF OPERATION

This Agreement shall commence from the 1st day of March, 2011 and remain in force for a 36 month period from that date. This agreement will be reviewed and negotiations for a further agreement will commence during the final 6 months of this agreement.

Clause 7: RELATIONSHIP TO CURRENT AWARD

This Agreement shall incorporate the terms of the Local Government Employees Award as amended and applying at the time of making this Agreement. Where there is any intended inconsistency between this Agreement and the Award, this Agreement shall prevail to the extent of this inconsistency.

Council is committed during the life of this Agreement and in its renegotiation, to bargain collectively with the parties to this Agreement in respect to employees whose

terms and conditions have traditionally been covered by the Local Government Employees Award. The terms and conditions of that Award and this Agreement shall apply to new employees as they do to current employees.

Clause 8: CONSULTATIVE MECHANISM

The parties agree that the consultative structure for negotiating, reviewing and monitoring Enterprise Bargaining Agreements and resolving concerns and/or disputes arising from the operation of the Enterprise Bargaining process is the Enterprise Bargaining Committee.

The Enterprise Bargaining Committee shall consist of:

- The Chief Executive Officer of the District Council of Robe together with (if appropriate) another nominated officer of Council.
- Two Employee representatives elected by Australian Workers' Union members employed by the District Council of Robe who shall be members of the Australian Workers' Union.
- The State Secretary of the Australian Workers Union (or their nominee), who shall be a permanent member of the Committee.
- The employer shall have the right to seek advice from and have the presence of an Industrial Relations advisor.

The role of the Enterprise Bargaining Committee shall be:

- To formulate an Enterprise Bargaining Agreement acceptable to all parties.
- To reach decisions through consensus which shall operate as recommendations to the parties they represent.
- To consider reports and ideas generated by employee and employer representative on a range of issues.
- To provide a forum for information flow between the employer and employees.
- Members of the Enterprise Bargaining Committee will make themselves available to employees for the purpose of receiving and providing information.
- To review the operation of the Agreement on an as needs basis.

Clause 9: EMPLOYEE PROTECTION

This Agreement shall not operate so as to cause any employee to suffer a reduction in remuneration and benefits provided by the employer applicable at the time of signing of the Agreement or in State Standards such as hours of work, annual leave, long service leave, parental leave etc. (pursuant to schedules 2-5 of the Industrial and Employee Relations Act.

The parties agree that there will be no forced redundancy for the life of this Agreement.

Clause 10: EMPLOYEE RELATIONS

- All parties recognise the need to maintain mutual trust and understanding to improve Relations throughout the consultation.
- The parties agree consultation is viewed as essential to any change. Management recognises the need for employee commitment to achieve effective improvements in productivity and efficiency.
- Management is committed to ensure that there is an opportunity for employees to be involved and express their opinions before changes occur which are likely to have an impact on the workplace and their jobs and is therefore committed to the consultation process.
- After consulting with employees and taking into consideration all points, issues and concerns raised, Management will determine the most appropriate course of action taking into consideration the long term interests of the organisation and employees.
- Parties agree that participation by employees is vital in decisions which involve work methods and arrangement. This is to ensure that employees are able to

Clause 11: DISPUTE RESOLUTION

The following procedure will be used in the event of any dispute arising between the employer and the employee:

- Employee(s) should in the first instance seek to resolve any disputes with the relevant Supervisor. Conversely a Supervisor should seek to resolve any dispute directly with the employee(s) concerned.
- If matters remain unresolved then assistance should be sought from the Manager of Works and the Workplace Representative, who may involve a Union Official. If at this stage matters remain unresolved the Manager of Works will liaise with the Chief Executive Officer, as appropriate, who may involve an Officer of the Local Government Association Industrial Relations Unit.
- If this issue still remains unresolved either party may refer the matter to the Industrial Relations Commission of South Australia for conciliation and if necessary arbitration. Both parties shall endeavour to have the hearing as early as possible.
- During discussions and negotiations in accordance with the procedures prescribed in this clause (except where a bona-fide safety issue is involved), the status quo shall remain without prejudice to either party.

Clause 12: BEST PRACTICES

In order to recognise past achievements and encourage the continued improvement of work practices to the benefit of employees and the organisation it is agreed the following clause be included:

The parties agree that the Best Practices is simply the best way of doing things, it is a process of constantly changing and adapting to new pressures. Best practices are not fixed. At any particular point in time it is the best method of operation to achieve exemplary levels of performance. Best practices are not restricted to an examination of costs but also include quality and timelines of delivery.

Consequently a Workplace Committee consisting of:

- Two Management Representatives or their nominees
 - Two AWU Workplace Representatives or their nominees
- shall meet on a six monthly basis to discuss issues and develop action plans relating to productivity and efficiency and working conditions, particularly those pertaining to Clause 5 of this Agreement.

Any improvements in productivity resulting from this process should be documented and taken into account in a further round of Enterprise Bargaining Negotiations.

After consulting with employees and taking into consideration all points, issues and concerns raised, the most appropriate course of action will be determined taking into consideration the long term interests of the organisation and employees.

Clause 13: TRAINING

Council is committed to enhancing the skills of its workforce through providing access to training both internal (on the job) and external through attendance at training courses. Council will also support and encourage employees who elect to undertake further study which is seen to be appropriate to their positions or advantageous to the Council. Council will ensure that all employees have a fair and equitable chance to attend training programs.

Clause 14: UNIFORMS

Employees will be required to wear Council identified uniforms during working hours. Continuing consultation will occur with the workforce in relation to the uniform. Employees shall be provided with a choice of clothing items – shirts or trousers or a combination to suit personal needs.

Clause 15: RESOURCE SHARING

Council and employees express an ongoing commitment to the concept of resource sharing with organisations and Local Government bodies in an endeavour to maximise the efficient utilisation of human, financial and material resources of the Council in all areas of service and operation.

No employee shall suffer any reduction in remuneration or benefit, either actual or accrued as a result of resource sharing as it relates to this Agreement.

Clause 16: HOURS OF WORK

All parties recognise the need to maximise the best use of labour taking into account Council resources and seasonal factors.

Hours of work shall be 38 hours per week, worked between 6.00am to 7.30pm, Monday to Friday, nine days per fortnight.

The standard hours of work under this Agreement shall be 8 hours, 26 minutes per day.

7.30am	Start Work
9.30am-9.47am	Morning Tea
12.00 noon-12.30pm	Lunch
4.30pm	Finish Work

Work outside of the standard hours shall only be carried out by mutual agreement between the employer and employee(s).

Both parties recognise the need for flexible hours of work during peak times.

Clause 17: OVERTIME

- *Continuation of Work*

This Agreement allows for up to 76 hours of overtime in a financial year to be worked on the basis that the time worked in addition to 8 hours 26 minutes per day is either paid out at ordinary time or accumulate at ordinary time and is taken as time off in lieu of payment at a time mutually agreed. Any continuation of work in excess of 3 hours will be paid or accumulated at time and a half.

All credited time off in lieu of payments shall be taken before June 30 in each year at the direction of the employer, provided that any hours accrued in excess of 38 hours will be paid out at ordinary time.

- *Callouts, Overtime and Return to Work*

Employees required to return to work whether it be programmed overtime or callout including Saturdays, Sundays and Public Holidays will be remunerated at a rate of time and a half for a minimum of two hours, after which award provisions apply.

This Agreement allows any overtime worked by callouts programmed overtime or return to work to be either paid out at the penalty rate, or taken as time off in lieu of payment at the penalty rate, at a time mutually agreed.

Time off in lieu under this subclause can only be accumulated up to 38 hours. Once the accumulation exceeds 38 hours the employee to be paid any overtime as incurred.

- *New Years Eve*

It is agreed that New Years Eve clean up be treated as a one-off special event and that any overtime worked as a result of the annual clean up on 1st January of each year be remunerated at a rate of triple time irrespective whether 1st January is proclaimed public holiday or not. Such remuneration may be paid or taken as time off in lieu of payment at the penalty rate at a time mutually agreed.

- *General*

The employer is under no obligation to provide overtime and will in all cases only do so according to organisational needs. Employees are expected to work a reasonable amount of overtime when requested.

Clause 18: ROSTERED DAYS OFF

Employees who are currently entitled to 24 Rostered Days off per calendar year will retain this benefit. The employer and employee shall adopt a flexible approach to Rostered Days off with any variation being by mutual agreement between the employer and relevant employee(s). In the event that a Rostered Day off is not taken on the normally agreed due date, this Rostered Day off will be taken at some other mutually agreed time.

Clause 19: SICK LEAVE/CARER'S LEAVE

Council acknowledges the relationship between work and personal commitments and the importance of combining both to improve productivity. In order to achieve these goals, Sick Leave arrangements will be amended as follows:

- The current award entitlement of two weeks per annum is to be converted to 76 hours per annum. Sick Leave may be used as "personal leave." Sick Leave will incorporate leave for employees who require time away from work for sickness in their immediate family or for Bereavement (outside of award entitlement) or other urgent personal and family needs.

Where possible employees will be required to give prior notice of absence for personal leave to enable Council to cover absences.

- Consecutive sick leave of 2 days or more shall require a medical certificate, or other reasonable and acceptable evidence.
- Sick Leave Incentives: As an incentive for accrual of sick leave, and where the employee elects half of sick leave accrued on an annual basis commencing from the date of this Agreement is to be paid out to employees who have accrued a minimum of 760 hours sick leave, with the balance returning to 760 hours before each new accrual.
- If an employee elects to cash out a portion of sick leave in accordance with this clause, the employee retains the portion of the sick leave cashed out and may access that leave on a leave without pay basis whilst employed by the Council.

Clause 20: SPECIAL RATES AND ALLOWANCES

Special rates and allowances as included in the Award for performing certain duties or operating different machinery shall be absorbed under this Agreement.

No additional payment shall be made for allowances as listed in Schedule 4 and 5 of the Local Government Employees Award with the exception of the following;

Schedule 4

Item 3: Cleaning Public Lavatories

Schedule 5

Item 2: Tool Allowance

Item 3: Meal Allowance as outlined in Schedule 5 of this agreement, where the employee is entitled to a meal allowance. Where the employer provides a meal, no allowance shall be payable.

The expense related allowances increase shall be indexed in line with the wage adjustment percentage for each year of this agreement, as per Schedule 5 of this agreement.

Item 1: Motor Vehicle Allowance – will be paid at the rate outlined in the South Australian Municipal Salaried Officers Award.

The Disability Allowance is no longer payable as Enterprise Bargaining Agreement No 4 incorporated the Disability Allowance into the base rate.

Clause 21: JOURNEY INSURANCE / INCOME PROTECTION

- Council agrees to provide Journey Insurance for all employees whilst engaged in journey between their residence and place of work and between places of training and place of work.
- The Council will provide Income Protection Insurance for all employees covered by the Agreement. Employees agree that, where applicable, this insurance will be used to minimise Council costs.

Clause 22: HIGHER DUTIES

Any employee undertaking duties which are paid at a higher rate under the Award than the employees usual rate will be paid at the higher rate provided the duties are undertaken for a minimum of 4 hours per day.

Payment will only be made if the details of the higher duties have been recorded on the time sheet for that day.

Clause 23: ANNUAL LEAVE / LONG SERVICE LEAVE

- Annual Leave may be taken in any manner agreed between the employee and the Department Head provided that
 - (a) at least one (1) block of a week is taken in each calendar year;
 - (b) leave shall be taken in a minimum of one week blocks;
 - (c) total leave due does not build up to exceed 300 hours.
- Two (2) weeks notice is to be given for taking annual leave unless otherwise agreed with the Supervisor.
- Long Service Leave shall accumulate at 1.3 weeks per completed year of service with an entitlement accrued after seven years of completed service. Employees shall be entitled to access 9.1 weeks Long Service Leave for each seven years of continuous employment. After completion of the first seven years of service, all additional years of service shall attract a pro-rata

payment of 1.3 weeks for each continuous year of service upon termination unless the leave has been taken.

- Employees may apply to take long service leave for half of the accrued period at double pay. For example, where an employee has ten weeks of accrued long service leave entitlement, he or she may apply to take 5 weeks at double pay to exhaust the entitlement.

Clause 24: ALLOWANCES PAYMENT

Allowance for toilet cleaning will be paid fortnightly.

Clause 25: UNFAIR DISMISSAL/MISCONDUCT PROCEDURES

It is requirement of this agreement that the parties bound are to ensure their commitment to and implementation of the Employee Disciplinary Policy and Procedures

EMPLOYEE DISCIPLINARY POLICY AND PROCEDURES

1.1 The purpose of this policy and procedure is to:-

- Ensure that all Supervisors and Managers have a framework in which to effect responsible disciplinary processes within the workplace
- Ensure that all employees know and understand the disciplinary processes; and
- Ensure that all employees have the opportunity to improve their performance and/or modify their behaviour so that they are able to maintain a satisfactory level of performance
- To provide a workplace environment where employees are committed to performing to the best of their abilities
- To ensure that employees perform to expected standards and that they are aware of those standards and suitably trained to satisfy those standards
- To ensure that work practices and methods are designed and conducted in such a way so as to avoid risk of injury and risk to health of employees

1.2 Representation

The employee may have another person of their choosing present at all stages of the disciplinary process

1.3 The Process - Minor and Serious Misdemeanours

- For the purposes of this policy and procedure, a misdemeanour relates to both poor work performance and unacceptable behaviour
- A single misdemeanour can be categorised as either a minor misdemeanour or a serious misdemeanour
- A number of minor misdemeanours may be categorised as a serious misdemeanour

1.4 Minor Misdemeanour

- A minor misdemeanour need not be dealt with on the basis of a formal disciplinary action but may be dealt with informally by a supervisor
- Where an employee repeats unacceptable behaviour and/or performance or commits further misdemeanour(s) the supervisor will exercise discretion as to the appropriate course of action. Each situation will be considered on its merits
- The supervisor may decide to effect further counselling and/or guidance or may decide that the situation needs to be regarded as a serious misdemeanour and the formal disciplinary process effected

1.5 Serious Misdemeanour

- A performance and/or behaviour matter may be immediately determined as serious in nature, in which case the formal disciplinary process commences

1.6 Formal Disciplinary Action (Serious Misdemeanour)

The first stage

- 1.6.1 The supervisor will conduct an investigation into the matter
- 1.6.2 Following the investigation the employee will be informed of the facts and asked to explain
- 1.6.3 If the employee's explanation is unacceptable, then he or she will be given a first warning
- 1.6.4 The supervisor will keep a detailed record of the serious misdemeanour, the employee's explanation and the warning given. The warning will be confirmed in writing to the employee and the employee asked to sign it as an acknowledgment. A copy of the document will be provided to the employee. A further copy will be sent to the CEO (or his/her delegate)
- 1.6.5 The employee may provide a written account of their version of the alleged serious misdemeanour to be included with the supervisor's report

The Second Stage

- 1.6.6 In the event of the serious misdemeanour being repeated or further misdemeanours committed, the supervisor may affect counselling or guidance session(s) or may decide that a second and final warning is necessary. The procedure to be followed is as per 1.6.1 (in conjunction with the CEO and his/her delegate) and 1.6.2 of the first stage
- 1.6.7 If it is decided to effect further counselling and/or guidance the supervisor will keep a detailed record of any counselling and/or guidance session(s) conducted. A copy of the document will be provided to the employee. A further copy will be sent to the (or his/her delegate)
- 1.6.8 If the employee's explanation is unacceptable a second warning will be given in the presence of a more senior line supervisor or manager. The same procedure as per 1.6.4 and 1.6.5 of the first stage will be followed
- 1.6.9 When situations arise where an employee commits misconduct bordering upon gross misconduct the supervisor, after consulting a more senior line supervisor or manager, may elect to immediately apply the second stage process

The third stage

- 1.6.10 In the event of further misdemeanour, the supervisor having conducted an investigation will, in the presence of a more senior line supervisor or manager meet with the employee, advise of the facts and seek an explanation
- 1.6.11 If the explanation is unacceptable the employee will be given an opportunity to state any reasons why action should not be taken
- 1.6.12 All the facts, including the employee's explanation and reasons will then be referred to the CEO (or his/her delegate) to decide if termination of employment or other formal disciplinary action is appropriate
- 1.6.13 Where termination of employment or other formal disciplinary action is appropriate, the employee will be advised that a further meeting will be held with the CEO (or his/her delegate)
- 1.6.14 If the termination of employment is appropriate, the employee will be advised and given pay in lieu of notice. A formal letter of termination to the employee will detail the reasons for termination of employment
- 1.6.15 If the employee is to be demoted and/or transferred, they will be so advised and a formal letter written to them

1.7 Gross Misconduct - Instant Dismissal

- 1.7.1 Gross misconduct occurs when an employee is guilty of a serious offence and his or her conduct is such as to repudiate his/her contract of employment. Each case will be considered on its merits
- 1.7.2 The supervisor will thoroughly and immediately investigate the matter
- 1.7.3 The employee will be informed of the facts and given an opportunity to explain. The employee will be advised that immediate dismissal is a consideration and be given the opportunity to call witnesses
- 1.7.4 A decision to dismiss will only be made following consultation with the CEO (or his/her delegates).
- 1.7.5 Where an immediate decision is not practical the supervisor may suspend the employee from duty without loss of ordinary pay
- 1.7.6 If it is determined that the immediate dismissal is the appropriate course of action then the employee will be advised both verbally and in writing
- 1.7.7 If it is determined that alternative disciplinary action is more appropriate, the options available within part 1.3 being the warning process and/or guidance and counselling and/or demotion or transfer will be effected in accordance with this policy

Rights of Appeal

- 1.8.1 After the termination notice has been given should the employee believe that the dismissal was unfair or that the procedure was not followed they may apply to the Commission
- 1.8.2 Should the Commission find that the termination was unfair or that the investigation was not followed they may order that the employee be re-employed.
- 1.8.3 However should the employer not wish to re-employ the employee or the employee does not wish to be reemployed then the employer may make an offer of payment between 1-26 weeks. Should the payment be agreed by the parties the matter is finalised. Should the parties decide that payment rather than reinstatement is suitable but the amount cannot be agreed to by the parties then the Industrial Relations Commission of South Australia by conciliation and if necessary arbitration is empowered to decide what the appropriate amount would be.

Clause 26: WORKS SUPERVISOR

The additional level No. 9 remain on the schedule of rates to reflect a *Works Supervisor*.

Clause 27: WAGE RATES

The Council will pay wage rates as listed in Schedule A effective from the first pay period commencing on or after 1 March 2011 together with a 3.5% increase or CPI, whichever is the greater where the CPI as at 31 December, 2010, 2011, & 2012.

It is recognised that wage increases may be sought for the next round of Enterprise Bargaining Agreements.

Clause 28: SUPERANNUATION

The parties agree that the employer will pay employer superannuation contributions in respect of each employee into Local Super.

“Local Super” means the superannuation scheme established under the Local Government Act 1934 (SA) that continued in existence under Part 2 of Schedule 1 of the Local Government Act 1999 (SA) (**1999 Act**), and continues in existence under a

trust deed dated 25 November 2008 (**Trust Deed**) pursuant to amendments to the 1999 Act that took effect on 1 January 2009 and as amended from time to time.

The amount of the employer superannuation contribution will be:

- a) For each employee who is making "Salarylink Contributions" to Local Super:
 - (i) 3% of the employee's salary; and
 - (ii) any additional contributions which the employer is required to pay in respect of the employee pursuant to the Trust Deed as advised by Local Super from time to time to finance the Salarylink benefit for the employee; and
 - (iii) any additional superannuation contributions which the employer agrees to pay in respect of the employee.

"Salarylink Contributions" has the meaning given to that term under the Trust Deed.

- b) For each other employee:
 - (i) contributions which the employer must pay to a superannuation fund in respect of the employee in order to avoid becoming liable for a shortfall in respect of the employee under the Superannuation Guarantee (Administration) Act 1992 (Cth); and
 - (ii) any additional superannuation contributions which the employer agrees to pay in respect of the employee.

Salary sacrificing shall be available to Employees. An Employee may elect to vary the amount of salary sacrifice paid to an eligible superannuation fund on a prospective basis at any time during the life of this Agreement.

Clause 29 SALARY SACRIFICING

Subject to the following conditions an employee may apply to the Council to salary sacrifice any part of their salary (including Award or Enterprise Agreement based salary/wages) to Local Super.

Employees at their discretion and approval of the CEO may by mutual agreement salary sacrifice for other purposes.

- (a) As salary sacrifice is a complex matter, it is the employee's responsibility to seek advice and fully understand all implications of salary sacrifice before entering into this arrangement.
- (b) Any such arrangement shall be by mutual agreement between the individual employee and the Council, provided that approval by the Council shall not be unreasonably withheld.
- (c) The application shall be in writing and detail the percentage of salary to be sacrificed together with a statement that the "cash" component is adequate for his/her ongoing living expenses.
- (d) The individual agreement to salary sacrifice may be rescinded by the employee provided one (1) months prior notice in writing is given to the Payroll Officer.
- (e) The officer shall bear the responsibility and costs associated with taxation and any other matters in respect of the salary sacrifice arrangements.

Clause 30: NO FURTHER CLAIMS

The Australian Workers' Union, South Australian Branch undertakes that during the period of operation of this Agreement there shall be no further wage increases sought or granted except for the following provisos:

- Provided that any wage rise negotiated between the Australian Workers' Union, South Australian Branch and the Local Government Association of South Australia relating to Award variations not covered by this Agreement shall be paid to the employees of the District Council of Robe.

This Enterprise Agreement shall not preclude increases granted by a State Wage Case for economic adjustment purposes from being accessed by those covered by this Agreement. Such Wage Case Decisions must clearly state that any such increase are in addition to Enterprise Bargaining increases.

Clause 31: NOT TO BE USED AS A PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other Local Government Council or workplace and shall not be used by any party in any Tribunal or Industrial Commission.

Clause 32: SIGNATORIES

THIS AGREEMENT is made at

DATED thisday of.....2011.

The Common Seal of

THE DISTRICT COUNCIL OF ROBE
was hereunto affixed in the presence of

SIGNED FOR AND ON
BEHALF OF THE
AUSTRALIAN WORKERS
UNION

Date

.....
Chief Executive Officer

.....
Branch Secretary

In the presence of

.....
Witness

Schedule A
District Council of Robe

SCHEDULE 4 - District Council of Robe
ACTUAL RATES OF PAY as at 1 March 2011
That is paid on the first year of employment.

	CLASSIFICATION As at Municipal Employee	TOTAL 1 March 11 \$ per week	TOTAL 1 March 12 \$ per week	TOTAL 1 March 13 \$ per week
(a)	<i>Grade 1</i>	731.90	757.51	784.03
(b)	<i>Grade 2</i>	764.45	791.21	818.90
(c)	<i>Grade 3</i>	797.75	825.67	854.57
(d)	<i>Grade 4</i>	842.10	871.57	902.08
(e)	<i>Grade 5</i>	865.51	895.80	927.16
(f)	<i>Grade 6</i>	889.20	920.32	952.53
(g)	<i>Grade 7</i>	912.81	944.76	977.82
(h)	<i>Grade 8</i>	934.34	967.05	1000.89
(i)	<i>Grade 9</i>	1030.84	1066.92	1104.27

SCHEDULE 5 - District Council of Robe
ALLOWANCES

	TOTAL 1 March 11 \$	TOTAL 1 March 12 \$	TOTAL 1 March 13 \$
Schedule 4 LGEA award			
Item 3 – Cleaning Public Lavatories			
<i>Cents per block</i>	125.00	129.62	134.20
<i>Shall not exceed \$ per week</i>	18.63	19.28	19.96
Schedule 5 LGEA Award			
Item 2 – Tool Allowance	12.58	13.02	13.47
Item 3 – Meal Allowance	15.53	16.07	16.63