NOTICE OF INTENTION TO APPROVE ENTERPRISE AGREEMENT

SOUTH AUSTRALIAN EMPLOYMENT TRIBUNAL

Intention to approve an enterprise agreement

Case Details

Agreement title	**The Corporation of the City of Adelaide Wages Enterprise Agreement No. 12 2026**
Employer	Corporation of the City of Adelaide
Case number	ET-26-04095

Please find attached notice of intention to approve the above enterprise agreement pursuant to s.79(11) of the *Fair Work Act 1994*.

To facilitate the publication of Enterprise Agreements on the website, parties are requested, wherever possible, to provide copies of the proposed Enterprise Agreements (and variations to Enterprise Agreements) in electronic format. The electronic version of the agreement can be emailed to SAET at saet@sa.gov.au.

Commissioner Smith

04 Nov 2026

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NOTICE PURSUANT TO SECTION 79(11) OF THE *FAIR WORK ACT 1994*

INTENTION TO APPROVE AN ENTERPRISE AGREEMENT

The Corporation of the City of Adelaide Wages Enterprise Agreement No. 12 2026

(Case number: ET-26-04095)

TO: THE PARTIES TO THE ABOVE PROPOSED ENTERPRISE AGREEMENT

The parties have applied to SAET to approve an Enterprise Agreement filed on 3 September 2026 which is made between the employer and employees of the employer.

The Agreement relates to wages, salaries and/or conditions of employment for all employees employed pursuant to the *Adelaide City Corporation Award* (excluding those employed at the Adelaide Aquatic Centre and U-Park).

Proposed Undertakings and Approval Issues

SAET has been notified by the Corporation of the City of Adelaide (**the Corporation**) that a number of provisions agreed during bargaining and communicated to employees during the bargaining process were inadvertently omitted from the version of the proposed Agreement distributed to employees for voting and approved by ballot.

The Corporation has informed SAET that those matters formed part of the agreed bargaining outcome and were communicated to employees during the bargaining process, including through bargaining communications, employee information materials and employee information sessions held prior to the ballot.

Specifically, the material lodged in support of the application indicates that employees were informed that the proposed Agreement would include:

- in clause 5.4:
    - a 4.0% wage increase to apply from the first full pay period commencing on or after 1 July 2026;
    - a $1,000 wage increase and a further 3.75% wage increase from the first full pay period commencing on or after 1 July 2027; and
    - a $1,200 wage increase and a further 3.5% wage increase from the first full pay period commencing on or after 1 July 2028;
- a new clause 6.27 (‘Grace Days’) entitling employees to up to three paid Grace Days per year between 25 December and 1 January, with provisions concerning payment and substitute Grace Days where employees are required to work;
- a new allowance in clause 5.5.1(d) providing that employees employed as mechanics or electricians will be paid an allowance of $2.40 per hour for all ordinary hours worked until the nominal expiry date of the Agreement;
- a new clause 2.9.2 (‘Working in Extreme Weather’) requiring consultation with employees and their representatives regarding the Corporation’s *Working in Extreme Weather Procedure*, including a commitment to commence a review within 90 days of approval of the Agreement and provide recommendations within 12 months; and
- a new clause 2.9.3 (‘Workforce Management Systems’) providing for a review of payroll and workforce management systems during the life of the Agreement to identify opportunities to improve process efficiency and the administration of hours of work provisions.

However, the version of the proposed Agreement distributed to employees for voting did not incorporate those bargaining outcomes and contained wage increases from the previous enterprise agreement rather than the wage increases negotiated for the proposed Agreement.

The Corporation has provided undertakings pursuant to s 79(9) of the *Fair Work Act 1994* (**the Act**) seeking incorporation of those matters into the Agreement and has filed an amended version of the proposed Agreement reflecting those undertakings. The Corporation seeks approval of the Agreement in its modified form.

The material presently before SAET indicates that:

- the undertakings reflect the bargaining outcome reached between the bargaining representatives;
- the matters contained in the undertakings were communicated to employees before the ballot was conducted;
- the undertakings provide benefits to employees and do not remove or diminish entitlements otherwise available under the Agreement; and
- the bargaining representatives support approval of the Agreement as modified by the undertakings.

In view of the above, SAET is presently satisfied that the undertakings reflect the bargaining outcome presented to employees during the approval process and address concerns regarding the discrepancy between the version of the Agreement approved by employees and the version for which approval is sought by the Corporation.

SAET also notes that an objection to the approval application was received prior to the publication of this notice and has been considered in forming the provisional view set out in this notice.

Notice of Intention to Approve

On the basis of the documentary material submitted in support of the application, including the undertakings given pursuant to s 79(9) of the Act, SAET is presently satisfied that the Agreement is capable of approval.

SAET therefore gives notice that any party seeking to be heard in relation to the application must advise SAET in writing setting out the objection or any other consideration **by no later than 5.00pm on Thursday 12 November 2026**. A copy of this notice is also to be supplied to the other parties to the Agreement. As soon as practicable after that date SAET will either approve the Agreement or otherwise deal with the matter as it sees fit.

South Australian Employment Tribunal
Level 6, Riverside Centre
North Terrace
Adelaide SA 5000
(PO Box 3636, Rundle Mall SA 5000)

www.saet.sa.gov.au

Commissioner Smith

04 Nov 2026

Enquiries: E: saet@sa.gov.au T: 8177 3500

NOTE: The employer party to an Enterprise Agreement must upon receipt display a copy of this Notice at the relevant workplace on a noticeboard to which all the employees affected have access.