



SOUTH  
AUSTRALIAN  
EMPLOYMENT  
TRIBUNAL

# **THE DISTRICT COUNCIL OF STREAKY BAY - AWU [ENTERPRISE BARGAINING) AGREEMENT NO. 9- 2018**

**File No. 196 of 2019**

**This Agreement shall come into force on and  
from 1 July 2018 and have a life extending for a  
period of 24 Months therefrom.**

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



DATED 13 MARCH 2019.

COMMISSIONER AIKENS

In approving the District Council of Streaky Bay – AWU (Enterprise Bargaining) Agreement No.9, the signatories have confirmed that in relation to Clause 24.1 and confirmation as to which employees would continue to receive the Disability Allowance, that only one employee (Darren Brougham) will continue to do so.

The District Council of Streaky Bay –  
AWU  
(Enterprise Bargaining)  
Agreement No. 9 – 2018

File No. XXXX of 2018

**This Agreement shall come into force on and From 1 July 2018 and have a life extending  
until 30 June 2020**

## THE DISTRICT COUNCIL OF STREAKY BAY

### ENTERPRISE BARGAINING AGREEMENT

#### 1. TITLE

This Agreement shall be known as The District Council of Streaky Bay – AWU Enterprise Agreement No.9 of 2018.

#### 2. ARRANGEMENT

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### 3. DEFINITIONS

**'Agreement'** shall mean The District Council of Streaky Bay – AWU Enterprise Agreement No. 9 of 2018.

**'Call out'** shall mean the undertaking of an urgent task specific to the employees job specification as directed by the Department Manager or Chief Executive Officer outside of the span of hours where no prior arrangement has been agreed upon.

**'Consultation'** is a process, which will have regard to employees' interests in the formulation of plans which have a direct impact on them. It provides employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made. Consultation allows for decisions to be made giving due regard to matters raised by employees.

**'Council'** shall mean the District Council of Streaky Bay

**'Department Manager'** for the purposes of this Agreement shall mean Manager, Community and Economic Development; Manager, Corporate Services; Manager, District Services; and/or Manager, Regulatory Services.

**'Employee'** means any Employee of the Council who performs work covered by this Agreement and the relevant Award.

**'Enterprise Bargaining Committee'** shall mean a Committee established for the purpose of joint consultation between Management and Employees and shall comprise of the membership detailed in Clause 10.

**'Flexible Working Arrangements'** shall have the same meaning as defined in the *Fair Work Act 2009* (Cth).

**'Immediate Family'** has the same meaning as defined in the *Fair Work Act 2009* (Cth).

**'Salary'** for the purpose of Clause 39 shall mean total income including superannuation payment, private use of vehicle and shift penalties and allowances.

**'Significant Effects'** shall mean termination of employment; major changes in the composition, operation or size of the workforce or in the skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work, the need for retraining or transfer of officers to other work or locations and the restructuring of jobs.

Where the Award (or this Agreement) makes provision for alteration of any of these matter, an alteration will be deemed not to have a significant effect.

**'The Award'** shall mean the Local Government Employees Award applying at the time of making this agreement.

**'The Tribunal'** shall mean the South Australian Employment Tribunal

**'The Union'** shall mean the Australian Workers' Union

**'Workplace Representative'** shall mean a person elected to effectively represent the concerns of the employees, and may include a person representing a relevant Union.

#### **4. PARTIES BOUND**

- 4.1 This Agreement is binding on the District Council of Streaky Bay and employees of Council who are covered by the terms and conditions of the Award.
- 4.2 The Agreement includes the relevant Union chosen as representatives of employees of the District Council of Streaky Bay.
- 4.3 This Agreement excludes any person that is employed by the Council under a Government Scheme, any other employment creation scheme or contractual arrangement.

#### **5. DATE AND PERIOD OF OPERATION**

- 5.1. This Agreement shall operate from the 1 July 2018 and remain in force for a period of two (2) years until the 30 June 2020.
- 5.2. The Parties commit to commence negotiations on a further agreement not less than six months prior to the expiration of this agreement.

#### **6. RELATIONSHIP TO AWARD AND PREVIOUS AGREEMENTS**

- 6.1. This Agreement supersedes all previous Enterprise Agreements which may previously have covered the employees covered by this Agreement.
- 6.2. Council is committed, during the life of this Agreement and in its renegotiation, to bargain collectively with the parties to this Agreement in respect of employees whose terms and conditions are 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.

#### **7. AIMS OF AGREEMENT**

- 7.1. To promote a workplace that encourages employees to strive to achieve Council's goals and objectives (as set out in its Strategic Plan, Annual Business Plan and Budget and other relevant Council approved documents) and to uphold the standards of employee performance outlined individual Performance Agreements and in the Employee Code of Conduct.
- 7.2. To implement work practices to provide more flexible working arrangements that will improve the efficiency and productivity of the Council and Employees, and provide a high level of job satisfaction.
- 7.3. To encourage and develop a high level of skills, innovation and service excellence amongst Employees employed by the Council through the provision of training and skills improvement.
- 7.4. To ensure strict adherence to the Award, this Agreement, and all other statutory provisions.
- 7.5. To develop and maintain a high degree of teamwork, trust and shared commitment to the achievement of real and sustainable improvements in productivity.
- 7.6. To recognise and promote commitment to productivity and efficiency improvements.
- 7.7. To promote a high standard of excellence, innovation and continuous improvement in the delivery of services in all areas of Council's operations.
- 7.8. It is also recognised that an important factor in achieving the above objectives is the development of a working environment where all parties are appropriately involved with the decision making process.
- 7.9. To provide for security of employment, wages and employment conditions that support the objectives of this agreement.

## **8. EMPLOYEE RELATIONS**

### **8.1. The parties:**

- 8.1.1. Recognise the need to build relationships based on care, trust, mutual respect and empathy.
- 8.1.2. Agree the need to work in partnership and to co-operate with each other.
- 8.1.3. Recognise that participation of all parties in decision-making processes is an essential ingredient of workplace change.
- 8.1.4. Through the operation of regular team meetings the parties are committed to pursue continuous improvement and increased productivity.

### **8.2. The parties are committed to the deployment of a multi-skilled workforce.**

## **9. WORKPLACE CULTURE**

### **9.1. The culture we seek will have a number of features including:**

- 9.1.1. Identification with the Council and its corporate objectives as established under the Council's Strategic Management Plan.
- 9.1.2. Being proud to work for the Council and accepting that the customer is the focus of all activities.
- 9.1.3. Mutual respect, trust and co-operation within and between all employees who work in or who interact with the organisation.
- 9.1.4. Participative team based approaches to organisation of work schedules.
- 9.1.5. Being a 'learning' organisation. Accepting the need to be innovative, try new things, listen to each other and provide high quality training and individual development both on and off the job.
- 9.1.6. Commitment to implement change (including technological) to improve work practices through consultation.
- 9.1.7. Systems which guarantee two-way communication and extensive consultation at all levels of the organisation.
- 9.1.8. Providing the tools including the effective technologies to achieve and maintain the necessary level of service.
- 9.1.9. Identification of restrictive work and management practices, and seeking to minimise and/or eliminate such practices through mutual agreement.
- 9.1.10. Accepting that 'best practice' is simply the best way of doing things, and recognising it is a process of constantly changing and adapting to new procedures.

## **10. CONSULTATIVE MECHANISMS**

To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential.

The parties are committed to a consultative process which aims ensure a positive organisational culture through co-operation. All parties will assist and support these processes.

### **10.1. Enterprise Bargaining Committee**

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

10.2. The Enterprise Bargaining Committee shall be a joint committee comprising of at least four people, but not exceeding six people, with equal numbers of:

- a) Council representatives nominated by the Council;
- b) Workplace representatives, with not more than one of those representatives being a person who is engaged by a Union to represent employees.

10.3 The Enterprise Bargaining Committee shall meet as required to resolve issues affecting employees in regards to this Agreement; to discuss matters relating to improving the efficiency and productivity of the organisation; and to evaluate the achievement of the productivity outcomes.

## **11. WORKPLACE COMMUNICATION**

11.1. Department Managers and Employees shall, at least on a bi-monthly basis or as agreed within a Department, meet to share information regarding but not limited to:

- Progress against Council's Strategic Management Plan and Annual Business Plan;
- Matters affecting their departmental functions;
- Wider issues for Council in the future and possible impacts on work areas;
- Process and productivity improvements;
- Current and future workloads and projects;
- Work Health and Safety (permanent agenda item);
- Legislative Changes (permanent agenda item); and
- Discuss relevant outcomes of Council and co-Departmental meetings.

11.2. Minutes shall be taken and recorded in Council's Record Management System, with all employees notified when minutes are available.

11.3. All employees shall be given the opportunity to ask questions at the meetings and seek further information on any matter raised.

11.4. Employees take responsibility for keeping themselves aware of matters affecting their work areas by maintaining regular and constructive communication with their Department Manager, Supervisor and/or Team Leader. This may be achieved through accessing and reading minutes of Council meetings and Council Committee meetings and raising any queries with their Departmental Manager, Supervisor and/or Team Leader as they arise.



## **12. CHANGE MANAGEMENT**

- 12.1. Where the Council has made a firm decision to implement changes in production, program, organisation, structure or technology that is likely to have significant effects on employees, the Council must as soon as practicable notify the employee(s) who may be affected by the proposed changes (and their Union, if applicable)
- 12.2. The Council must discuss with the employees affected (and their Union, where applicable) among other things:
- the introduction of the changes referred to in Clause 12.1;
  - the effects the changes are likely to have on employees; and
  - any measures Council have / will take to avert or mitigate any adverse effect such changes may have on employees.
- 12.3. The Council must give prompt consideration to matters raised by the employees and / or their Union in relation to changes referred to in Clause 12.1.
- 12.4. Discussions regarding any change must commence as early as practicable after a firm decision has been made by the Council to make the changes referred to in Clause 12.1.
- 12.5. For the purposes of such discussion, the Council must provide in writing to the employees concerned and the Union:
- all relevant information about the change including the nature of the change proposed; and
  - any expected effect of the change on employees and any other matters likely to affect them.
- 12.6. The Council are not required to disclose confidential information, disclosure of which – when looked at objectively – would be against the Council's interests.

## **13. EMPLOYMENT SECURITY**

### **13.1. General Principles**

- 13.1.1. There shall be no forced redundancies during the life of this Agreement. Any determination being made regarding redundant positions will be made by the organisation in consultation with the employees and where requested, with their Union representative.
- 13.1.2. The means of adjustment in those situations where organisational change result in positions being no longer required will be dealt within one of the following ways:
- Natural attrition
  - Redeployment to a position of the same classification level
  - Redeployment to a position of lower classification level with income maintenance
  - Voluntary separation package
- 13.1.3. However, employees may seek a voluntary separation package at any stage of the process.

### **13.2. Redeployment**

- 13.2.1. It is the primary aim to redeploy employees into a position of equal classification and status as their pre-redeployment position.

- 13.2.2. Council will consult with the employee regarding the duties of the redeployed position, and provide training opportunities to enable the redeployed employee to perform successfully in the position.
- 13.2.3. After examining all options, it is agreed by all of the parties that if redeployment to such a position is not feasible, an employee may be redeployed into a position of lower classification level.
- 13.2.4. The employee has up to six months from commencement in the redeployed position to seek a voluntary separation package.

#### 13.3. Voluntary Separation Package

- 13.3.1. Should an employee elect to take a voluntary separation package, such package shall comprise:
- 10 weeks' notice of termination or payment of total weekly salary in lieu thereof;
  - 3 weeks of total weekly salary as severance payment for each year of service in Local Government as severance payment; and
  - An amount representing 10% of total annual salary for the purpose of outplacement counselling

### 14. **GRIEVANCE/DISPUTE RESOLUTION PROCEDURE**

- 14.1. The dispute settling procedure contained under this clause shall be applicable in disputes between an employee and the Council. It shall apply to any operations of this agreement or any other dispute under the agreement.
- 14.2. Where the following steps are being pursued all work shall continue normally.
- 14.3. No party shall be prejudiced as to the final outcome of a matter through the continuation of work during the period a matter is in dispute.
- 14.4. All time spent by employees or Workplace Representatives during normal working hours pursuing the provisions of this Clause shall be treated as paid time.
- 14.5. It has also been accepted by the parties that at each stage of this procedure, a record will be made of the time and date of discussions and relevant outcomes. The employee(s) and the Council will sign off such record as accurate. It is the responsibility of the most Senior Officer involved at each stage of this process to prepare or have prepared, the record.
- 14.6. Stage 1
- 14.6.1. An employee or supervisor having concern about any matter connected with their employment shall raise such a concern with their immediate supervisor or the employee concerned. If the employee wishes he/she may involve the Workplace Representative in attempting to resolve the dispute.
- 14.6.2. Both parties within their capacities will endeavour to resolve such concerns or disputes within 5 working days.
- 14.6.3. If the matter is not resolved at this stage, Stage 2 shall apply.

14.7. Stage 2

- 14.7.1. If the matter remains unresolved after 5 working days has lapsed then the concern will be raised and assistance sought from the Department Manager.
- 14.7.2. Upon the matter of concern being raised with the Department Manager, the Department Manager shall investigate and respond directly to the employee within a period of not greater than 2 working days. Should 2 working days prove an insufficient period for the Department Manager to respond, the employee (and Workplace Representative) shall be advised and given a time when the answer will be forthcoming.
- 14.7.3. If the matter is not resolved at this stage, Stage 3 shall apply.

14.8. Stage 3

- 14.8.1. If the matter remains unresolved then the concerns will be raised and assistance sought from the Chief Executive Officer or Corporate Services Manager.
- 14.8.2. A conference of the employee, the work place representative, the CEO/CSM, and the Department Manager shall be arranged within 7 working days, to review the matter in an effort to reach an amicable outcome.
- 14.8.3. If the matter is not resolved at this stage, Stage 4 shall apply.

14.9. Stage 4

- 14.9.1. Should the matter continue to be unresolved then, upon the motion of the aggrieved employee, the matter shall be referred to the Tribunal for conciliation and if required arbitration.

**15. STAFF TRAINING AND DEVELOPMENT**

- 15.1. Both parties are committed to training and development of staff to enhance the career options of staff and, increase customer service, productivity and effectiveness.
- 15.2. Council is committed to enhancing the skills of its workforce through the provision of training both internal (on the job) and external (through attendance at training courses) and will support and encourage employees who undertake work related private study relative to their position.

15.3. Training Flexibility

- 15.3.1. Where practicable all Workplace Health and Safety and essential vocational training shall be carried out during the span of ordinary working hours.
- 15.3.2. It is recognised that in some instances the maintenance of service provision restricts the options of staff taking full advantage of training.
- 15.3.3. As a means of providing greater flexibility in the provision of training and development opportunities, and subject to agreement, training programs may be conducted by Council on a Saturday or other agreed times outside of ordinary hours. By mutual agreement time spent at such training shall be paid at ordinary time or alternatively may be taken as flexitime.
- 15.3.4. Council shall reimburse reasonable childcare expenses incurred for employees with family responsibilities who would be unable to attend such out of ordinary hours training without childcare arrangements.

#### 15.4. Personal and Career Development

- 15.4.1. Providing staff members with the opportunity to gain experience through performing other duties at a higher level or the same level is seen as a method of developing staff members for now and the future.
- 15.4.2. Accordingly Council will consider that employee are provided the opportunity to undertake other duties whilst employees are on annual leave etc., before any external resources are utilised.
- 15.4.3. Development opportunity may also be provided by sharing workload between numbers of individuals.
- 15.4.4. Any performance in higher duties shall be paid in accordance with the Award.

#### 15.5. Training Needs

- 15.5.1. Training programs for all staff provided by the employer are to be developed jointly by management and employees, as a result of Training Needs Analysis, performance appraisal development data and surveys of relevant management and employee needs.
- 15.5.2. Training is to be fairly and equitably spread across the workforce.
- 15.5.3. It is recognised that participation in training and development programs should result in a multi skilled workforce with the potential to give immediate benefits to Council in improved productivity and efficiency and should provide improved career options for employees.

#### 15.6. Training Travel

- 15.6.1. Travel time outside normal working hours to and from management approved training courses and conferences held outside the Streaky Bay area will be paid at ordinary rates or accrued flexitime at the ordinary rate.
- 15.6.2. In the event the approved training course or conference is held outside the Streaky Bay area, where possible, a Council vehicle will be made available for travel, or if such Council vehicle is not available or it is not practical from a time perspective, the cost of the travel shall be met by Council.
- 15.6.3. Where a Council vehicle is not available and the employee is required to use their own vehicle, they shall be reimbursed at a per km rate as defined in Council Policy.

### 16. STUDY LEAVE

- 16.1. Employees undertaking study courses shall be permitted time off with pay to attend lectures and / or examinations and / or external study course work and practical training in normal working hours by mutual agreement with their Departmental Manager, subject to the following provisos:
  - that such courses are appropriate to Local Government; and
  - that such courses and the method of undertaking such courses are approved and authorised by the Council.
- 16.2. Where an employee considers that leave approval has been unreasonably withheld by the Council, the employee may have the matter dealt with under the Grievance/Dispute Resolution Procedure as provided by this Agreement.

## **17. HOURS OF WORK**

- 17.1 The need for flexibility in hours of work is recognised in order to cope with seasonal factors, special projects and other matters which will include improved service to the Community.
- 17.2 Any significant changes to hours of work or the way in which work is done will be trialled over a mutually agreed period of time and evaluated by all parties concerned before being adopted by mutual consent and by way of reference to provisions contained in the clause above.
- 17.3 The employees consent to work flexibility and additional hours will not be unreasonably refused. The employer shall have due regard to an employee's domestic commitments when making requests.

### **17.4 Ordinary Hours**

#### **17.4.1 Eight Day Fortnight**

- a) Council staff shall work an eight (8) day fortnight (being 76 hours a fortnight and based upon a 38 hour week). The span of hours is to be operated between 6.00am and 6.00pm (Monday to Saturday) with flexibility for both parties.
- b) Rostered days off are to be taken on a consecutive Friday and Monday configuration with separate teams alternating weekdays to enable Council to continue to service the community.
- c) At the commencement of a calendar year a reconciliation will be undertaken by Council to calculate how many Public Holidays fall on scheduled work and non-working days, and an adjustment made to leave entitlements such that no Employee is disadvantaged in the number of paid days leave in each calendar year. The Employee will be advised of this in writing within the first four weeks of the calendar year. These days may be taken as per normal leave requirements and by mutual agreement between the Departmental Manager and employee.
- d) The normal hours of work, or the taking of the rostered day off, may be changed by the mutual agreement of the Employee(s) and the Employer.
- e) Where the Employer requests the Employee(s) to work other than their normal working hours, such request shall not be reasonably refused.
- f) Council retains an expectation that a range of suitably qualified staff will be available Monday to Friday to respond effectively and efficiently to community needs and meet Council service level requirements and operational needs.
- g) As per the requirements of the *Fair Work Act 2009* (Cth), employees retain the right to request flexible working arrangements, including consideration of their specific circumstances.
- h) All requests for flexible working arrangements shall be made in writing to the relevant Department Manager, outlining the circumstances and reasons for making the request.
- i) Applications concerning flexible working arrangements, where they are directly related to workplace change, must be received by the relevant Departmental Manager at least three months prior to the agreed implementation date of said change, or as soon as possible after notification of the implementation of workplace change, whichever is earlier.

- j) Requests will be considered in line with operational requirements and all responses and decisions concerning flexible working arrangement requests will be in writing outlining the reasons for decision and the process used to arrive at the decision.
- k) All decisions regarding requests for flexible working arrangements must be finalised within three months of the receipt of the application.

#### **17.5 Span of Hours**

17.5.1 The span of hours shall be from 6.00am to 6.00pm Monday to Saturday as required to deliver strategic outcomes and as set out in the Employee's Job and Person Specification.

17.5.2 The normal hours of work may be changed by mutual agreement between the Employee(s) and Council.

### **18. HOURS FLEXIBILITY**

18.1. In specific circumstances (and following appropriate notice and consultation with the staff concerned), the Employer may require the Employee(s) by mutual agreement, to work normal hours other than in accordance with the eight (8) day fortnight arrangements.

18.2. The circumstances noted in Clause 18.1 may include:

- seasonal work cycles, i.e. Patrol grading;
- special work projects that may arise from time to time;
- compensation of work on a given day having regard to the nature of the work operations being undertaken.

18.3. Time worked in excess of seventy six (76) hours and up to one hundred and fourteen (114) hours in a two-week period (fortnight) shall be at ordinary time and accrued to a maximum of 38 hours per annum, excluding Sunday which is paid at the applicable penalty rate.

18.4. Subject to any mutual agreement (between the Employer and the Employee concerned) the hours worked in excess of 38 hours per annum shall be paid at normal Award overtime rates during the current pay period. The accrued hours shall be taken or paid out by 30<sup>th</sup> June each year.

18.5. The accrued hours bank can be increased to above 38 hours by mutual agreement between an Employee and the Employer.

18.6. The number of ordinary hours that may be worked on any day is ten (10) hours.

18.7. Time worked in excess of ten (10) hours in a day shall attract overtime payments at the applicable penalty rate.

### **19. GRACE DAYS**

19.1. In recognition of unpaid overtime given the Community (eg. during Australia Day celebrations, New Year's Eve etc), and the expectation that employees support community functions, Council shall continue to provide one Grace Day which shall be taken during Christmas and New Year.

19.2. Work completed during community celebrations must be recorded on timesheets as being completed in order to earn the Grace Day.

- 19.3. Supervisors will ensure a roster of community work is kept to ensure each person claiming a Grace Day has the right to do so.
- 19.4. A copy of the roster referred to in clause 19.3 and a copy of the timesheet referred to in 19.2 will be submitted as evidence with the leave application requesting access to the Grace Day.
- 19.5. Where work requirements must be met on Grace days (planned or call out) the employee(s) required to work will be entitled to take the time off on the basis of hour for hour at a mutually convenient time.

## **20. LONG SERVICE LEAVE**

- 20.1. Long Service Leave shall be calculated as per the relevant calculations set out in the *Long Service Act 1987* and Council's Long Service Leave Policy.
- 20.2. In addition to the provisions of the *Long Service Leave Act 1987* as amended, employees covered by this Agreement are able to take their Long Service Leave on a pro rata basis after seven(7) years of service.
- 20.3. The minimum period of long service leave that may be taken at any given time is one week. A minimum of 28 days' notice must be given to the employer prior to the taking of leave.
- 20.4. In exceptional circumstances, an employee may apply to access accrued long service leave for a period shorter than one week. Only the Chief Executive Officer has the authority to approve such applications and, in considering any such request, will take into account the reason for the employee's request and the potential operational impacts.
- 20.5. Long service leave is to be taken at a mutually agreed time.
- 20.6. The formula for calculating and employee's payment for Long Service Leave appears at Appendix 1.

## **21. ANNUAL LEAVE**

- 21.1. A period of up to 152 hours leave or as per the Award shall be allowed annually to an employee after 12 months of continuous service.
- 21.2. Annual Leave to which an employee is entitled shall be taken within 12 months after the right to the leave has accrued.
- 21.3. An employee may elect, with the consent of their employer, to take annual leave in single days, up to a maximum of 12 single days in any year. At least one (1) block of five (5) days must be taken together in the twelve (12) month period once such leave has been accrued.
- 21.4. No more than two years leave to be accumulated unless agreed to by the Chief Executive Officer beforehand.
- 21.5. An employee shall give a minimum of two (2) weeks' notice, on the appropriate form for taking Annual Leave, unless a lesser period is otherwise agreed between the employee and the Department Manager.

## **22. SICK LEAVE**

- 22.1. An employee who is absent from their work on account of personal illness, or on account of injury by accident, shall be entitled to leave of absence without deduction of pay subject to the conditions and limitations contained herein and with reference to the relevant sections of the Award.

- 22.2. The employee shall, as soon as reasonably practicable, inform the employer of their inability to attend for work and estimated duration of the absence.
- 22.3. It is a requirement that the employee contacts the employer on or before the time the employee is due to commence work for the period of absence.
- 22.4. For all absences of greater than two (2) days duration, or other circumstances set out in the Award, a medical certificate or statutory declaration must be obtained by the employee and submitted along with a leave request form for approval to the relevant Departmental Manager.
- 22.5. Where an employee falls sick or suffers an injury whilst on annual leave (including additional days such as Award holidays taken pursuant to the Award with annual leave) and forwards to the Departmental Manager during the period of incapacity, a medical certificate or other reasonable evidence, as outlined in Clause 21.4, to show the employee is incapacitated to the extent they would be unfit to perform their normal duties, the employee shall be able to exchange the annual leave days for sick days where there are sufficient sick days to cover the absence. The incapacity must be of at least three working days duration. Such action will return the equivalent sick days to the employee's annual leave balances.
- 22.6. Where a pattern of accessing sick leave becomes obvious to a Departmental Manager, that Manager bears an obligation to check on the wellness of the employee in order to ascertain the possible causes for the pattern of leave. Where suitable reasons are not forthcoming the Departmental Manager, reserves the right to request suitable proof of sickness as outlined in Clause 21.4 as the absence relates to either the employee or their immediate family.
- 22.7. Where a sick day is requested immediately preceding or immediately following days on which the employee would not normally attend work (including public holidays), it is at the Departmental Manager's discretion to request a sick certificate or other suitable proof of illness.

## **23. FAMILY LEAVE**

- 23.1. The parties acknowledge the relationship of work and family, and the importance of the effective combination of both in increasing productivity and reducing absenteeism and staff turnover rates in the Council workforce.
- 23.2. An employee shall be entitled to leave of absence without deduction of pay subject to the conditions and limitations contained herein and with reference to the relevant section of the Award.
- 23.3. Employees shall be able to access their accumulated sick leave entitlement to attend to immediate family members of the employee's household who require care and support. Where an employee has exhausted sick leave entitlements, they may apply to the Chief Executive Officer for special consideration to access other available forms of leave where those may still be available.

## **24. ALLOWANCES**

- 24.1. The wage rates agreed prescribed under this Agreement absorb the allowances and special rates prescribed in Schedule 4 and 5 of the Award, with the following exceptions:
- Disability Allowance is absorbed into the normal wage rates in respect of new Employees engaged following the approval of Agreement No. 5 but otherwise the allowance will continue to be applied for Employees engaged prior to that Agreement (as marked by asterisk in the signatories);
  - First Aid Allowance;
  - Motor Vehicle Allowance; and
  - Meal Allowance



## **25. PART TIME AND CASUAL EMPLOYEES**

- 25.1. Incremental advancement of part time and casual employees shall be based on an hours calculation basis. A part-time or casual employee must therefore work the equivalent of a full time employee's yearly hours to be said to have accumulated one full year of service.
- 25.2. This calculation does not relate to accumulation of Long Service Leave or other Award or legislative provisions.

## **26. RECRUITMENT**

- 26.1. All vacant positions will be advertised throughout Council's workforce.
- 26.2. Written feedback will be provided to all unsuccessful internal applicants.
- 26.3. Equal employment opportunity principles will be used to ensure that selection is based on merit.
- 26.4. Preference will be given to an internal applicant over an external applicant if the recruiting process determines them equal on merit.
- 26.5. Management has the prerogative to decide on the extent and placement of recruitment advertising from which applications will be drawn.

## **27. JOB SHARING**

- 27.1. The parties recognise that mutual benefits are obtainable by the employer and its employees when job sharing is created with the provision of flexible arrangements for both parties.
- 27.2. Therefore job sharing by mutual agreement of all parties concerned, where productivity and efficiency are maintained, will be supported.

## **28. CORPORATE WARDROBE**

- 28.1. A position appropriate uniform will be provided to all employee to the value of \$500 (GST exclusive) per annum to be provided in accordance with Council Policy.

## **29. RECLASSIFICATION**

- 29.1. Any request for a reclassification must include full documentation and supporting comparative data when presented. The request shall be examined and determined by the employer within one month of receipt of such application. Date of reclassification shall take effect from the date of determination for reclassification.
- 29.2. The applicant shall be provided with written confirmation of the decision on their application. If the applicant is unsuccessful, written reasons shall be provided.

## **30. ACCIDENTS/ILLNESS INCOME PROTECTION**

- 30.1. Council will provide all employees' party to this Agreement with Income Protection as provided by the Local Government Risk Services.

### **31. AMALGAMATION PROPOSAL**

- 31.1. Where an amalgamation involving this Council is proposed the following process is to be used (or negotiated as required if the other Council or Councils have alternate procedures in place).
- 31.2. An Amalgamation Consultative Committee shall be established to discuss and agree procedures dealing with issues affecting staff as a result of the proposed amalgamation with the other Council or Councils comprising:
- Two Workplace Representatives (with one being a staff member representing the indoor workforce and one being a staff member representing the outdoor workforce);
  - Chief Executive Officer; and
  - In addition to the two Workplace Representatives above, the indoor and outdoor workforces may each nominate a Union officer to the Committee.
- 31.3. The Chief Executive Officer shall approach the other Council or Councils to confirm the establishment of a Joint Amalgamation Consultative Committee comprising:
- Two Workplace Representatives (with one being a staff member representing the indoor workforce and one being a staff member representing the outdoor workforce);
  - Chief Executive Officer; and
  - In addition to the two Workplace Representatives above, the indoor and outdoor workforces may each nominate a Union officer to the Committee.
- 31.4. The purpose of the Committees are to discuss and agree procedures dealing with issues affecting both the indoor and outside workforce of both Councils as a result of the proposed amalgamation and to agree to the terms of an Amalgamation Agreement.

### **32. RESOURCE SHARING**

- 32.1. Council and employees express an ongoing commitment to the concept of resource sharing with other 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.
- 32.2. In relation to Resource Sharing/secondment of officers and staff to other Councils, if variations in pay rates, hours of work or conditions exist between Council Enterprise Bargaining Agreements, these are to be negotiated with all parties prior to the commencement of these other duties.
- 32.3. No employee shall suffer any reduction in remuneration or benefits, either actual or accrued as a result of resource sharing as relates to this Agreement.

### **33. SUPERANNUATION**

- 33.1. The parties agree that the employer will pay employer superannuation contributions in respect of each employee into a fund of the employee's choice, as nominated upon commencement of employment, in accordance with relevant sections of the Award.
- 33.2. In the instance that the employee does not wish to nominate a fund, then the employer will make contributions to the superannuation scheme established and maintained under the *Local Government Act 1999 (SA)*, known at the time of this Agreement as 'Statewide Super – Trust the Local'.

#### **34. NO FURTHER CLAIMS**

- 34.1. Parties undertake that during the period of operation of the Agreement there shall be no further salary or wage increase sought, or granted, except for those provided under the term of this Agreement.
- 34.2. This Agreement shall not preclude increases granted by a National Wage Case for economic adjustment purposes from being accessed by those covered by this Agreement. Such Wage Case Decisions must clearly determine that any such increases are in addition to Enterprise Bargaining increases.

#### **35. PERFORMANCE MEASUREMENT, CONTINUOUS IMPROVEMENT AND BEST PRACTICE**

- 35.1. Performance measurement describes the process by which Council can ensure it has sufficient information and data to measure its achievements, seek and delivery efficiencies and service improvements, and provide assurance to the Council Members and community that Council's objectives are being achieved in the best interests of the community, Council and Council Employees.
- 35.2. The parties agree to regularly collect data that will allow accurate and meaningful measurement of organisational performance, and that the data will be relevant to Council's goals, easy to understand and interpret, and cost effective to collect.
- 35.3. Key performance measure for the Council may include (but are not limited to) such matters as:
- achievement and quality of work;
  - costs of service delivery;
  - efficiency / productivity;
  - financial performance;
  - rates of absenteeism;
  - benchmarking against industry standards;
  - education, skills and training.

#### **36. PERFORMANCE AND DEVELOPMENT REVIEW PROGRAM**

- 36.1. All parties agree to participate in a Performance Development and Review Program annually at an agreed time.
- 36.2. The objectives of the Program are to ensure Council's goals are being met, that employees have opportunity for personal and career development, and to contribute to a more efficient and effective workforce.
- 36.3. At minimum. The Performance Development and Review Program will address:
- Communication – to ensure organisational and individual communication and two way feedback are provided formally, as well as on a less formal day-to-day basis;
  - Action Plans – establish mutually agreeable and achievable action plans for the ensuing 12 months in line with Council's goals and objectives;
  - Training and Development – to provide information from which an annual training and development plan may be determined, having regard to organisational, occupational and individual needs;
  - Performance – to improve individual work performance by increasing efficiency, effectiveness and productivity; and
  - Job and Person Specification (JPS) review and update – to ensure that the JPS maintains relevance with changing work practices, Council goals, etc.

### **37. WORKPLACE HEALTH AND SAFETY**

- 37.1. All parties are committed to the *Work Health and Safety Act 2012 (SA)* and agree to such practices that support the principles of the legislation.
- 37.2. The parties recognise safety education and safety programs shall be fundamental to achieving this objective.
- 37.3. At all times there shall be strict compliance to all Acts and Regulations, Codes of Practice and other relevant Work Health and Safety Plans, policies, guidelines and operating procedures so as to provide and maintain a safe working environment.

### **38. SALARY SACRIFICE**

- 38.1. Subject to the following conditions an employee may apply to the Council to salary sacrifice any part of their salary in relation to clause 37.3, including the salary sacrifice of superannuation.
- 38.2. Where an employee does not wish to access the services of the approved Salary Sacrifice Provider, Council will provide the ability to salary sacrifice superannuation only.
- 38.3. Streaky Bay is deemed by the Australian Taxation Office to be a 'remote area' for the purposes of Australian Taxation.
- 38.4. As salary sacrifice is a complex matter, it is the employee's responsibility to seek financial advice and fully understand all implications of salary sacrifice before seeking to enter into any salary sacrificing arrangement.
- 38.5. The employee's substantive gross salary for all purposes, including but not limited to superannuation, annual leave, annual leave loading and long service leave, shall be the pre-sacrificing salary.
- 38.6. Any such arrangement shall be by mutual agreement between each individual employee and the approved Salary Sacrifice Provider.
- 38.7. Any application shall be through the Salary Sacrifice Provider's required forms available on their website. Information on how to access this site shall be available through the Payroll Officer.
- 38.8. The employee shall bear the responsibility of all costs related to the Salary Sacrifice Provider, including costs associated with taxation and other matters in respect of the salary sacrifice arrangements. This means contributions will be adjusted (at the employee's cost) to take account of taxation payable in relation to contributions.

### **39. PAY INCREASES**

- 39.1. Upon approval of this Agreement, Council will pay increases in accordance with the attached Schedule of Salaries (first year of agreement), in the following stages:

#### **Stage One**

2% increase to current salaries commencing from 1 July 2018 in accordance with the Schedule of Salaries.

#### **Stage Two**

Either 2% increase to Stage Two or CPI, whichever is higher, salaries commencing from 1 July 2019.

40. SIGNATORIES

Signed for and on behalf of

*The District Council of Streaky Bay*

*M. Hentschke*..... Chief Executive Officer

*K. Luer*..... Witness

On this.....15.....day of.....January.....2015 2019.

**Employees Party to the Agreement**

*K. Bouzikos*.....BOUZIKOS, Konstantinos  
*D. Brougham*.....BROUGHAM, Darren  
*M. Brougham*.....BROUGHAM, Michael  
\* *K. Brown*.....BROWN, Karen  
*N. Elliott*.....ELLIOTT, Noel  
*R. Ewer*.....EWER, Richard  
\* *M. Galliver*.....GALLIVER, Mark  
*T. Georgiou*.....GEORGIU, Trevor  
*R. Georgiou*.....GEORGIU, Richard  
\* *J. Gill*.....GILL, Jeremy  
*C. Hackett*.....HACKETT, Coran  
\* *D. Hentschke*.....HENTSCHKE, Dennis  
*P. Herbert*.....HERBERT, Peter  
\* *S. Koop*.....KOOP, Sharee  
*I. Miller*.....MILLER, Ian  
*J. Tabaka*.....TABAKA, Joshua  
*J. Trezona*.....TREZONA, Joshua  
*C. Wilson*.....WILSON, Clayton  
*M. Woods*.....WOODS, Malcolm

On this.....15.....day of.....January.....2018 2019

APPENDIX 1  
**FORMULA FOR CALCULATION OF LONG SERVICE LEAVE**

1. The formula for calculating an employee's payment for Long Service Leave accumulation will be as follows:

Total working months in 10 years	$12 \times 10 = 120$
Total weeks accrual per 10 years	13
LSL accrual per month	$13 \div 120 = 0.108333$

See the Ready Reckoner below

Long Service Leave Ready Reckoner

Completed Years	Completed Months											
	0	1	2	3	4	5	6	7	8	9	10	11
0	0.0000	0.1083	0.2167	0.3250	0.4333	0.5417	0.6500	0.7583	0.8667	0.9750	1.0833	1.1917
1	1.3000	1.4083	1.5167	1.6250	1.7333	1.8417	1.9500	2.0583	2.1667	2.2750	2.3833	2.4917
2	2.6000	2.7083	2.8167	2.9250	3.0333	3.1417	3.2500	3.3583	3.4667	3.5750	3.6833	3.7917
3	3.9000	4.0083	4.1167	4.2250	4.3333	4.4417	4.5500	4.6583	4.7667	4.8750	4.9833	5.0917
4	5.2000	5.3083	5.4167	5.5250	5.6333	5.7417	5.8500	5.9583	6.0667	6.1750	6.2833	6.3917
5	6.5000	6.6083	6.7166	6.8250	6.9333	7.0416	7.1500	7.2583	7.3666	7.4750	7.5833	7.6916
6	7.8000	7.9083	8.0166	8.1250	8.2333	8.3416	8.4500	8.5583	8.6666	8.7750	8.8833	8.9916
7	9.1000	9.2083	9.3166	9.4250	9.5333	9.6416	9.7500	9.8583	9.9666	10.0750	10.1833	10.2916
8	10.4000	10.5083	10.6166	10.7250	10.8333	10.9416	11.0500	11.1583	11.2666	11.3750	11.4833	11.5916
9	11.7000	11.8083	11.9166	12.0250	12.1333	12.2416	12.3500	12.4583	12.5666	12.6750	12.7833	12.8916
10	13.0000											
7 Year Pro Rata Entitlement												

APPENDIX 2  
SCHEDULE OF SALARIES

Award Level Classification	Years of Service	Rate as at 1 July 2017	Hourly Rate	Rate as at 1 July 2018	Hourly Rate	Rate as at 1 July 2019*	Hourly Rate
Grade 1	1	\$45,378	22.9647	\$46,286	23.4240	\$47,212	23.8925
	2	\$46,041	23.2999	\$46,961	23.7659	\$47,901	24.2412
	3	\$46,690	23.6287	\$47,624	24.1013	\$48,577	24.5833
Grade 2	1	\$47,463	24.0199	\$48,413	24.5003	\$49,381	24.9903
	2	\$48,125	24.3547	\$49,087	24.8418	\$50,069	25.3386
	3	\$48,775	24.6835	\$49,750	25.1772	\$50,745	25.6807
Grade 3	1	\$49,596	25.0993	\$50,588	25.6013	\$51,600	26.1133
	2	\$50,259	25.4345	\$51,264	25.9432	\$52,289	26.4621
	3	\$50,908	25.7633	\$51,926	26.2786	\$52,965	26.8041
Grade 4	1	\$52,171	26.4024	\$53,215	26.9304	\$54,279	27.4691
	2	\$52,833	26.7375	\$53,890	27.2723	\$54,968	27.8177
	3	\$53,483	27.0664	\$54,553	27.6077	\$55,644	28.1599
Grade 5	1	\$53,937	27.2959	\$55,015	27.8418	\$56,116	28.3987
	2	\$54,599	27.6311	\$55,691	28.1837	\$56,805	28.7474
	3	\$55,249	27.9599	\$56,354	28.5191	\$57,481	29.0895
Grade 6	1	\$55,445	28.0592	\$56,554	28.6204	\$57,685	29.1928
	2	\$56,107	28.3944	\$57,229	28.9623	\$58,374	29.5415
	3	\$56,757	28.7232	\$57,892	29.2977	\$59,050	29.8836
Grade 7	1	\$56,953	28.8225	\$58,092	29.3990	\$59,254	29.9869
	2	\$57,616	29.1577	\$58,768	29.7409	\$59,943	30.3357
	3	\$58,265	29.4865	\$59,431	30.0762	\$60,619	30.6778
Grade 8	1	\$58,339	29.5238	\$59,506	30.1143	\$60,696	30.7166
	2	\$59,001	29.859	\$60,181	30.4562	\$61,385	31.0653
	3	\$59,651	30.1878	\$60,844	30.7916	\$62,061	31.4074

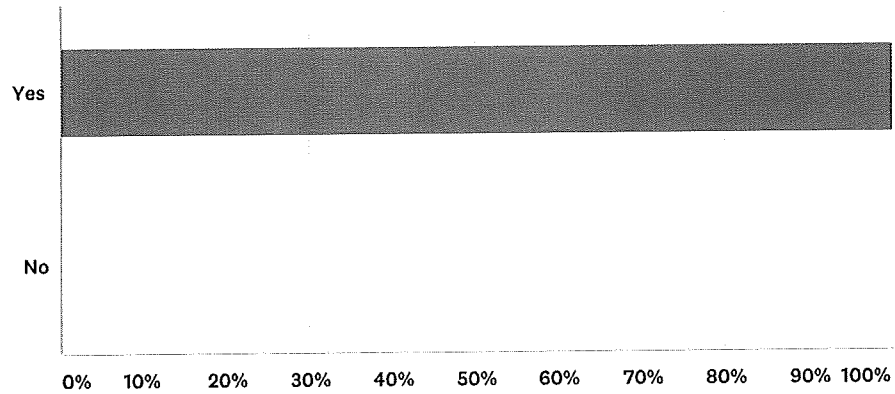
\* NOTE: Rate as at 1 July 2019 is an estimate only as per Clause 39 of this Agreement



2018 EBA Outdoor Agreement

Q1 Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented

Answered: 11 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

100.00%

0.00%

11

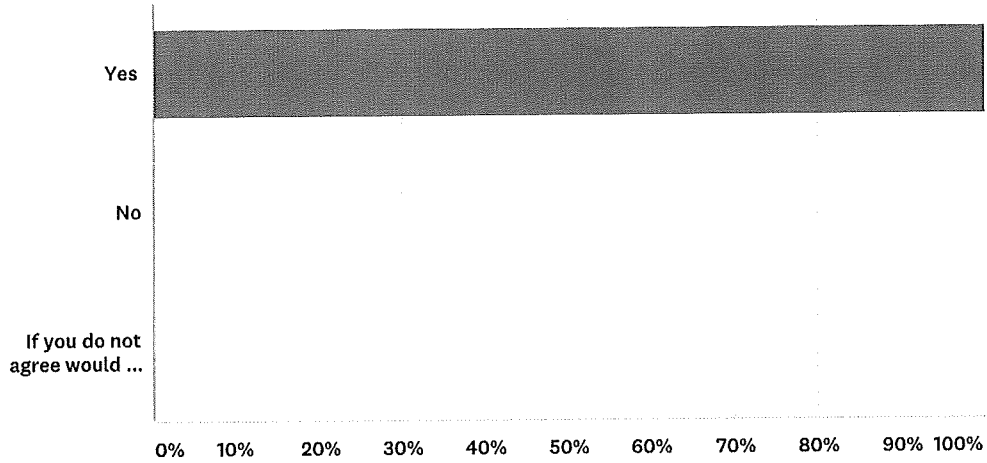
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11

# 2018 EBA Outdoor Agreement

## Q2 Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018

Answered: 11 Skipped: 0



### ANSWER CHOICES

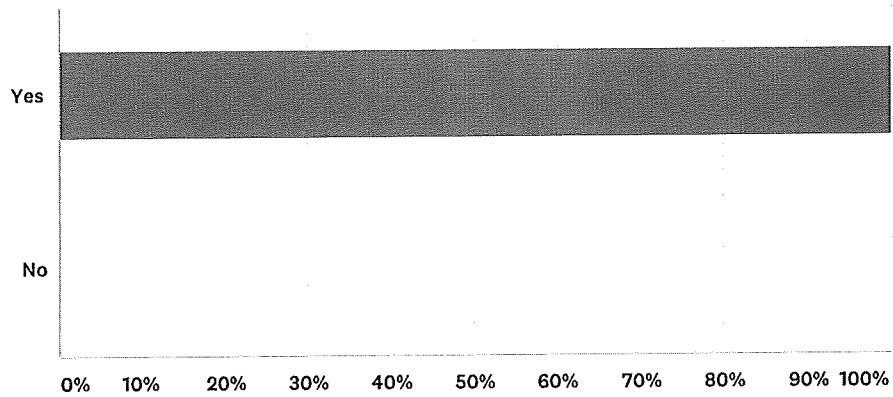
### RESPONSES

Yes	100.00%	11
No	0.00%	0
If you do not agree would you please explain why.	0.00%	0
TOTAL		11

2018 EBA Outdoor Agreement

Q3 Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered

Answered: 11 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

100.00%

0.00%

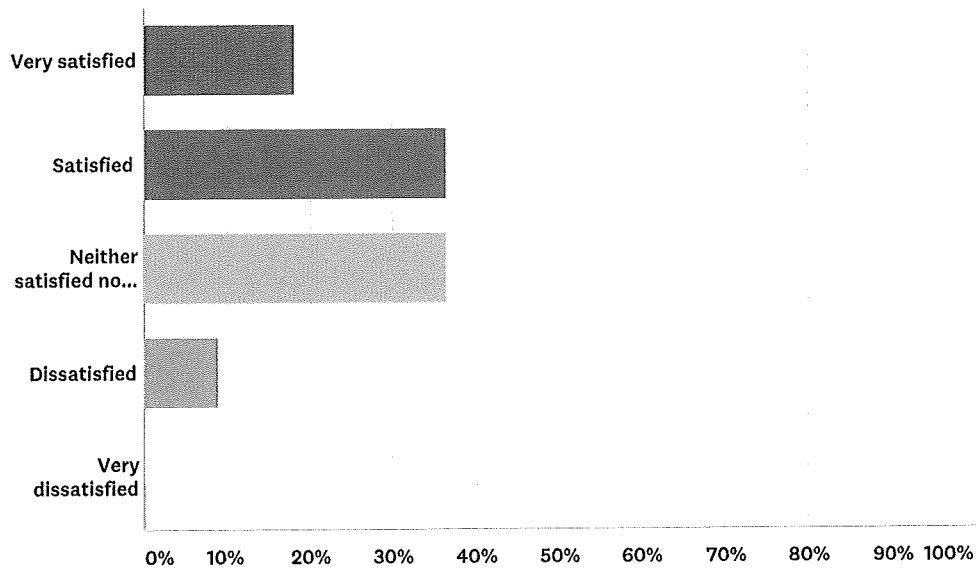
11

0

11

## Q4 Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement

Answered: 11 Skipped: 0



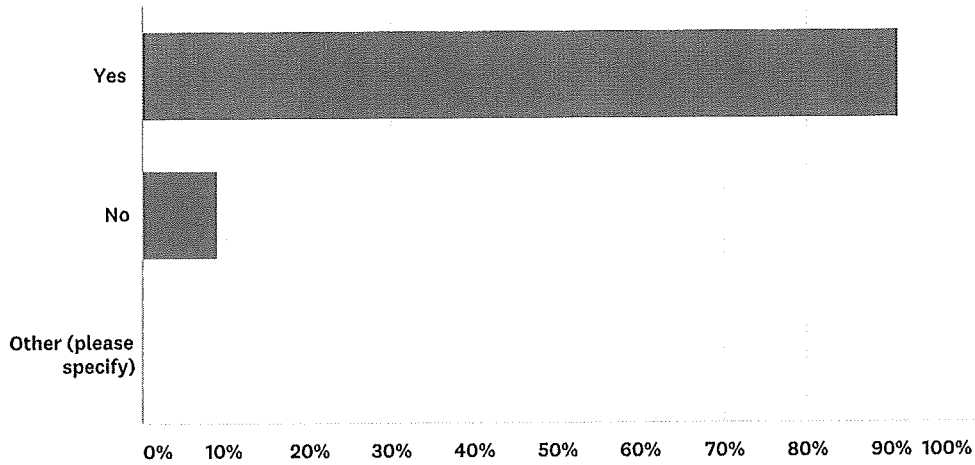
### ANSWER CHOICES

### RESPONSES

Very satisfied	18.18%	2
Satisfied	36.36%	4
Neither satisfied nor dissatisfied	36.36%	4
Dissatisfied	9.09%	1
Very dissatisfied	0.00%	0
<b>TOTAL</b>		<b>11</b>

## Q5 Do you believe you understand the content of your Enterprise Agreement

Answered: 11 Skipped: 0



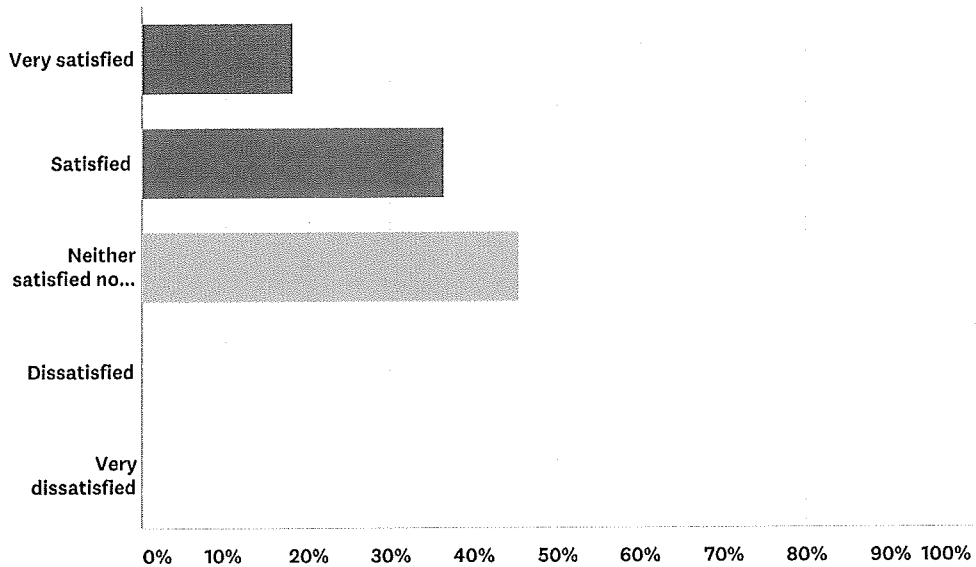
### ANSWER CHOICES

### RESPONSES

Yes	90.91%	10
No	9.09%	1
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>11</b>

## Q6 How satisfied were you with regards to the information provided to you by Senior Managers

Answered: 11 Skipped: 0

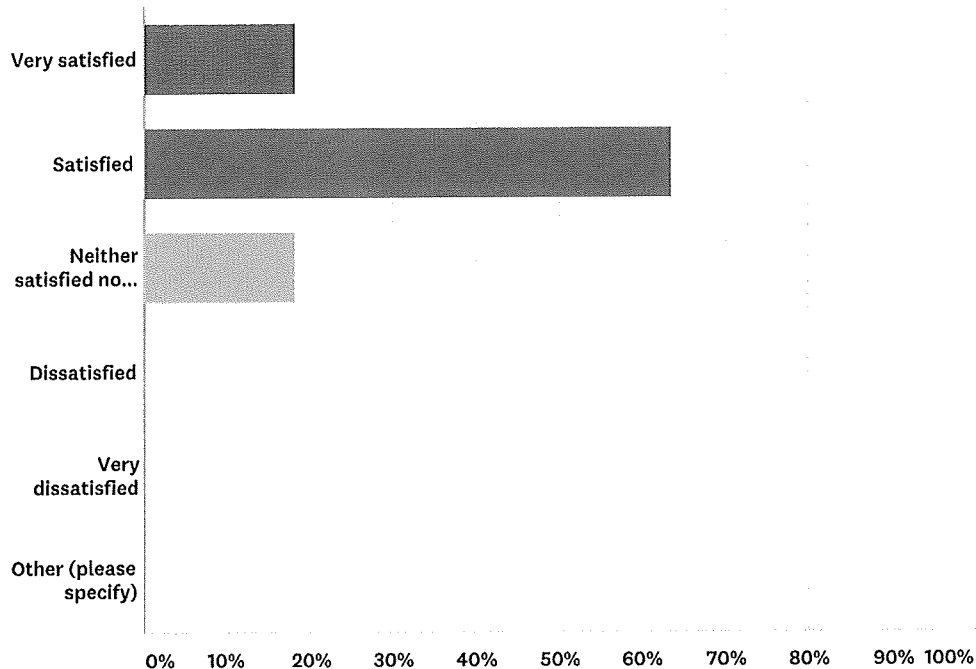


ANSWER CHOICES	RESPONSES	
Very satisfied	18.18%	2
Satisfied	36.36%	4
Neither satisfied nor dissatisfied	45.45%	5
Dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
TOTAL		11

## 2018 EBA Outdoor Agreement

### Q7 How satisfied were you with regards to the assistance provided to you by your workplace representatives

Answered: 11 Skipped: 0



#### ANSWER CHOICES

#### RESPONSES

Very satisfied	18.18%	2
Satisfied	63.64%	7
Neither satisfied nor dissatisfied	18.18%	2
Dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>11</b>

Q8 Do you have any suggestions to improve the process next time

Answered: 5   Skipped: 6



#1

COMPLETE

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**IP Address:** 1.124.106.146

Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Neither satisfied nor dissatisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Neither satisfied nor dissatisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Neither satisfied nor dissatisfied**

**Q8** Do you have any suggestions to improve the process next time

A new CEO will be a good thing

#2

COMPLETE

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Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

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**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Neither satisfied nor dissatisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **No**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Neither satisfied nor dissatisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time

Transperancey

#3

**COMPLETE**

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Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

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**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Dissatisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Neither satisfied nor dissatisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time **Respondent skipped this question**

#4

COMPLETE

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Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Satisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Satisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time **Respondent skipped this question**

#5

COMPLETE

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Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

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**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Neither satisfied nor dissatisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Neither satisfied nor dissatisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time **Respondent skipped this question**

#6

**COMPLETE**

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Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

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**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Satisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Satisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time **Respondent skipped this question**

#7

COMPLETE

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**Last Modified:** Tuesday, January 15, 2019 8:25:28 AM  
**Time Spent:** 00:01:28  
**IP Address:** 203.31.252.104

Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Very satisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Very satisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Very satisfied**

**Q8** Do you have any suggestions to improve the process next time **Respondent skipped this question**

#8

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, January 15, 2019 10:21:18 AM  
**Last Modified:** Tuesday, January 15, 2019 10:22:01 AM  
**Time Spent:** 00:00:42  
**IP Address:** 1.125.110.18

Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Very satisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Very satisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Very satisfied**

**Q8** Do you have any suggestions to improve the process next time **Respondent skipped this question**



#9

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, January 15, 2019 2:25:35 PM  
**Last Modified:** Tuesday, January 15, 2019 3:00:39 PM  
**Time Spent:** 00:35:03  
**IP Address:** 203.31.252.104

Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Neither satisfied nor dissatisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Neither satisfied nor dissatisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time quicker

#10

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, January 15, 2019 3:27:46 PM  
**Last Modified:** Tuesday, January 15, 2019 3:29:33 PM  
**Time Spent:** 00:01:46  
**IP Address:** 1.124.109.125

Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Satisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Satisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Neither satisfied nor dissatisfied**

**Q8** Do you have any suggestions to improve the process next time

No

#11

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, January 15, 2019 4:00:38 PM  
**Last Modified:** Tuesday, January 15, 2019 4:03:04 PM  
**Time Spent:** 00:02:26  
**IP Address:** 1.125.108.188

Page 1: The District Council of Streaky Bay - AWU (Enterprise Bargaining) Agreement No 9 -2018

**Q1** Do you agree with the clauses 1 to 18 and 20 to 38 of District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as presented **Yes**

**Q2** Do you agreed with clause 19 (Grace Days clause) as inserted on 18 December 2018 **Yes**

**Q3** Do you accept the pay increase offering at clause 39 of the District Council of Streaky Bay - AWU (Enterprise Agreement) Agreement No 9 - 2018 as offered **Yes**

**Q4** Throughout the agreement process how satisfied were you in regards to the information given concerning the content of the agreement **Satisfied**

**Q5** Do you believe you understand the content of your Enterprise Agreement **Yes**

**Q6** How satisfied were you with regards to the information provided to you by Senior Managers **Satisfied**

**Q7** How satisfied were you with regards to the assistance provided to you by your workplace representatives **Satisfied**

**Q8** Do you have any suggestions to improve the process next time

No