



City of  
CANNING

18 February 2014

Dear Employee

We have now completed negotiations associated with our Enterprise Agreement, and all of the Unions and Employee Representatives have given their approval to the proposed Agreement. By Thursday 20 February 2014, the proposed Agreement will have been distributed to all staff. We then commence a 7 day consideration period prior to holding the ballot on Thursday 27 February, with ballot boxes and voting slips at all of our locations. All ballot stations will be opened from the commencement of business to lunch time at the administration centre and the Depot and until change of shift at other locations. The result should be known the same day, and a message to all staff will be sent out as soon as possible.

At the ballot stations your name will be marked off a roll just like on any other State or Federal voting occasion. The ballot paper simply asks you to tick a box for yes or no. Your vote is confidential, and there are no markings to indicate who voted for or against the Agreement. Should you not be rostered to be at work on 27 February, arrangements will be made for you to put in a sealed absentee vote. Please let your Manager know, and it will be arranged for you to vote prior to that day.

There have been a number of information sessions run by the Council, the Union and Employee representatives; however if you have any questions at all please contact your representatives who are very familiar with the contents, and they will be able to answer your questions.

The negotiation has been in the main very constructive, and provides for a strong foundation for personal development and a stronger sense of security as we deal with the much talked about boundary changes and the new world that will emerge in July 2015.

As a reminder, many of the benefits of this agreement are listed below, and my thanks go to your representatives who have done an outstanding job in making sure your interests have been protected.

### **Salary/Wages Increases**

A 3.2% increase from 1 January 2014 and further 5% on 1 July 2014 and a further 5% in the last June pay period in 2015 for all award based employees.

### **Superannuation Increase**

An additional 0.25% superannuation contribution from the City. This means 10.25% instead of the statutory 9.25%, back paid from 1 July 2013. This will mean a total 1% increase above the statutory Superannuation Guarantee Levy amount.

### **Leave Entitlements**

#### **Leave Loading Conversion**

Annual Leave loading can be taken as a payment or converted to 4.38 additional leave days.

#### **Half Pay Options**

Annual Leave can be taken at half pay in cases of hardship.

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(enter from George St. West)

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*Above all – Service*



## **Volunteering**

Community Volunteer Leave – up to 2 days paid leave per year to volunteer.

## **Workplace**

### **Working Arrangements**

A great range of flexible and family-friendly working arrangements

### **Parenting**

The City will provide breastfeeding facilities and appropriate breaks should mothers wish to continue to breastfeed when they return to work.

### **Higher Duties**

Will be paid after three days of higher duties for Administration staff rather than the current five days.

## **Investment in Our People**

All employees will have equitable access to education and training.

- Each staff member will be entitled to access up to \$1000 for personal skill development.
- We will support women in Local Government by providing programs that incorporate personal and work development.
- We will provide support to employees who endeavour to further their education through the provision of financial assistance and study leave.
- The Annual Personal Review and Development process will provide you with the opportunity to participate in your own career development through career education and self-improvement.

## **Service Quality**

Provision of a range of initiatives, including training, to improve our customer service.

## **Aged Care Workers**

All Aged Care workers will now be included in this Agreement.

## **Corporate Values**

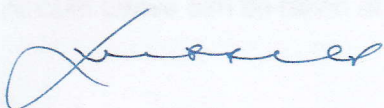
Commitment to council's first set of corporate values, developed from your feedback to the 2013 Employee Opinion Survey.

## **Allowances**

All allowances have been increased to reflect rising costs in service delivery.

I commend this comprehensive EBA to you.

Regards



LYN RUSSELL PSM  
CHIEF EXECUTIVE OFFICER