

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA20/08

**TITLE:** Blacktown City Council Minimum Conditions and Benefits  
Employment Agreement 2018 - 2021

**CASE NO:** 2020/221687

**DATE APPROVED/COMMENCED:** 17 August 2020/17 August 2020

**TERM:** N/A

**NEW AGREEMENT OR VARIATION:** Variation to EA19/09

**GAZETTAL REFERENCE:** 23 October 2020

**NUMBER OF PAGES:** 2

**COVERAGE/DESCRIPTION OF EMPLOYEES:**

The agreement applies to all employees employed by Blacktown City Council located at 62, Flushcombe Road, Blacktown NSW 2148, who fall within the coverage of the Local Government (State) Award 2017.

**PARTIES:**

Blacktown City & New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union; The Local Government Engineers' Association of New South Wales; Development & Environmental Professionals Association of New South Wales

## SCHEDULE A

### BLACKTOWN CITY COUNCIL MINIMUM CONDITIONS AND BENEFITS OF EMPLOYMENT AGREEMENT 2018-2021 VARIATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by the New South Wales Local Government, Clerical, Administrative, Energy, Airlines, & Utilities Union an Industrial Organisation of employees.

#### VARIATION

- I. Insert new clauses 21D(xi)-21D(xvii)(inclusive) into the *Blacktown Minimum Conditions and Benefits of Employment Agreement 2018-2021* in the following terms:

##### **Annual leave at full pay, half pay or double pay**

- (xi) An employee who is entitled to annual leave may, with the consent of the employer, take annual leave:
- a) on full pay; or
  - b) on half pay; or
  - c) on double pay.
- (xii) When an employee takes annual leave, the leave entitlement will be deducted on the following basis:
- a) a period of leave on full pay – the number of days so taken; or
  - b) a period of leave on half pay – half the number of days so taken; or
  - c) a period of leave on double pay – twice the number of days so taken.
- (xiii) When an employee takes annual leave, the period of service for the purpose of leave accruals shall be as follows:
- a) a period of leave on full pay – the number of days so taken; or
  - b) a period of leave on half pay – half the number of days so taken; or
  - c) a period of leave on double pay – the number of days so taken.
- (xiv) The entitlement to take annual leave at double pay is only available to an employee if, after taking the period of leave, the employee will have an accrued annual leave entitlement of not less than four (4) weeks.
- (xv) Employees that take annual leave at half pay or double pay shall not be disadvantaged nor obtain a windfall gain in relation to superannuation contributions.

##### **Payment in lieu of annual leave**

- (xvi) An employee and an employer may agree to a payment in lieu of a period of annual leave to which the employee is entitled only if:
- a) after the payment the employee will have an accrued annual leave entitlement of not less than four (4) weeks; and
  - b) the payment in lieu of a period of annual leave is not less than the employee's ordinary pay.
- (xvii) Periods of annual leave that are cashed out shall not attract any accruals.

(xviii) Employees that are paid in lieu of annual leave shall not be disadvantaged nor obtain a windfall gain in relation to superannuation contributions.

3. This Enterprise Agreement shall operate on and from the date of the Order and shall remain in force for a period identical to the *Blacktown City Council Minimum Conditions and Benefits of Employment Agreement 2018-2021*.

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