

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA21/01

**TITLE:** Strathfield Municipal Council 4 Day Week Enterprise Agreement 2020

**CASE NO:** 2021/12951

**DATE APPROVED/COMMENCED:** 1 February 2021 / 1 February 2021

**TERM:** 36 months

**NEW AGREEMENT OR VARIATION:** New

**GAZETTAL REFERENCE:** 26 March 2021

**NUMBER OF PAGES:** 3

**COVERAGE/DESCRIPTION OF EMPLOYEES:**

The agreement applies to all employees employed by Strathfield Municipal Council, located at 65 Homebush Road, Strathfield NSW 2135, who are engaged in a position that would, under the Award, be required to work a thirty eight (38) hour working week, who fall within the coverage of the Local Government (State) Award 2020.

**PARTIES:**

Strathfield Municipal Council -&- New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

# A

## STRATHFIELD MUNICIPAL COUNCIL 4 DAY WEEK ENTERPRISE AGREEMENT 2020

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Strathfield Municipal Council and the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

### 1. Definitions

1.1 For the purposes of this Award the words in Column A shall have the meaning assigned opposite in Column B:

Column A	Column B
Award	<i>Local Government (State) Award 2020</i> and any successors and/or variations to the <i>Local Government (State) Award 2020</i>
Commission	Industrial Relations Commission of NSW
Council	Strathfield Municipal Council
Employee	An employee of Strathfield Municipal Council who is engaged in a position that would, under the Award, be required to work a thirty-eight (38) hour working week.
Enterprise Agreement	<i>Strathfield Municipal Council 4 Day Week Enterprise Agreement 2020</i>
Parties	The entities identified at clause five (5) of the Enterprise Agreement
Union	The New South Wales, Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union

### 2. Title

2.1 This Enterprise Agreement shall be known as the *Strathfield Municipal Council 4 Day Week Enterprise Agreement 2020*.

### 3. Commencement and Duration

3.1 This Enterprise Agreement commences operation on and from the date of which it is approved by the Commission and shall have a nominal term of three (3) years.

### 4. Application

4.1 This Enterprise Agreement shall apply to:

4.1.1 the Council; and

4.1.2 Employees.

4.2 Where this Enterprise Agreement is silent the conditions of the Award will apply.

### 5. Parties

5.1 The parties to this Enterprise Agreement are:

5.1.1 the Council;

5.1.2 the Union;

## **6. Background and Intent**

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- 6.1 The Parties agree to reduce the hours of work from 38 hours a week to 35 hours a week for all current 38 hour a week staff.
- 6.2 The Parties agree to transfer designated Employees to a four (4) day thirty-five hour working week arrangement without loss of pay.
- 6.3 The Parties intend for this Enterprise Agreement to be cost neutral.
- 6.4 The Parties are committed to working cooperatively together to setting productivity targets and guidelines to ensure Council operates more safely and efficiently.

## **7. Dispute Resolution Procedures**

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- 7.1 In the event of a dispute about the operation of this Enterprise Agreement, the Dispute Resolution Procedures of the Award shall apply.

## **8. Anti-Discrimination**

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- 8.1 The Anti-Discrimination clause of the Award shall apply to the operation of this Enterprise Agreement.
- 8.2 Notwithstanding anything in clause 8.1, in the event that the Commission, in any future application determines that a clause of the Enterprise Agreement breaches the *Anti-Discrimination Act 1977 (NSW)*, the parties agree that the Enterprise Agreement will be terminated.

## **9. Hours of Work**

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- 9.1 All designated, full time Employees working under this Enterprise Agreement will work a maximum of thirty-five (35) ordinary hours each week over four (4) consecutive days (see 9.2 below).
- 9.2 Employees working in the following areas will continue to work under current arrangements but work a maximum of seventy (70) ordinary hours each fortnight under their current "rostered day off" arrangements:
  - 9.2.1 Rangers;
  - 9.2.2 Waste Staff;
  - 9.2.3 Cleansing Staff;
  - 9.2.4 Golf Driving Range.
- 9.3 Within three (3) months of the Approval of this Enterprise Agreement the Parties will commence discussions about operational adjustments that might be made to facilitate a four (4) consecutive day working arrangement for Employees identified in 9.2
- 9.4 Ordinary hours will be worked between Monday and Friday, except where ordinary hours were worked between Monday and Sunday prior to the approval of this Enterprise Agreement.

## **10. Productivity Assessment**

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- 10.1 Within three (3) months of the Approval of this Enterprise Agreement the Parties will commence discussions in the Joint Consultative Committee about setting agreed productivity targets and guidelines.
- 10.2 Those productivity targets and guidelines may relate to any of the following matters:
  - 10.2.1 sick leave usage;
  - 10.2.2 carer's leave usage;

- 10.2.3 overtime hours worked;
- 10.2.4 workplace health and safety; and
- 10.2.5 unit costs of production.

## **11. Execution**

On behalf of Strathfield Municipal Council