

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA23/03

TITLE: Port Stephens Council Enterprise Agreement 2022-2025

CASE NO: 2023/220279

DATE APPROVED / COMMENCED: 20 July 2023

TERM: 36 months

NEW AGREEMENT OR VARIATION: Variation to EA21/08

GAZETTAL REFERENCE: 28 July 2023 (394 I.G. 1119)

NUMBER OF PAGES: 1

COVERAGE/DESCRIPTION OF EMPLOYEES:

The agreement applies to all Employees employed by the Port Stephens Council and employees of committees of Council established under the Local Government Act 1993, with the exception of Group Managers and the General Manager, located at 116 Adelaide Street, Raymond Terrace NSW 2324, who fall within the coverage of the Local Government (State) Award 2017 and the Local Government (Electricians) (State) Award.

PARTIES:

Port Stephens Council -&- New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union; The Local Government Engineers' Association of New South Wales; The Development and Environmental Professionals' Association.

Attachment A – Details of variations sought

Following extensive consultation with the 3 Unions who are party to the Port Stephens Council Enterprise Agreement 2022-2025 (Agreement), together with staff, the following amendments/additions to the current Agreement are sought.

1. 8.2.1 Base Rates (Amend to reflect the following):

- 1st pay period after 1 July 2023
4.5% increase + \$600 one off payment or 0.5% of employees' base salary rate of pay (as at 30 June 2023), whichever is greater.
- 1st pay period after 1 July 2024
3.75% increase + \$1,000 one off payment or 0.5% of employees' base salary rate of pay (as at 30 June 2024), whichever is greater.

2. 17.2 Annual Leave (add in new provision as follows):

17.2.10 Recrediting annual leave

17.2.10.1 An employee who becomes ill or injured whilst on annual leave is entitled to have the leave recredited and replaced with sick leave subject to the employer being satisfied that:

- (1) the illness or injury resulted in the employee being unable to derive benefit from the leave, and
- (2) the illness or injury did not arise from the employee engaging in other employment, and
- (3) the period of illness or injury is at least five consecutive working days,
- (4) the employee has enough sick leave to cover the period of illness or injury.

17.2.10.2 The employer may require the employee to provide satisfactory medical evidence to justify the recrediting of the annual leave.

3. 17.3 Long Service Leave (add in new provision as follows):

17.3.17 Recrediting long service leave

17.3.17.1 An employee who becomes ill or injured whilst on long service leave is entitled to have the leave recredited and replaced with sick leave subject to the employer being satisfied that:

- (1) the illness or injury resulted in the employee being unable to derive benefit from the leave, and
- (2) the illness or injury did not arise from the employee engaging in other employment, and
- (3) the period of illness or injury is at least five (5) consecutive working days, and
- (4) the employee has enough sick leave to cover the period of illness or injury.

17.3.17.2 The employer may require the employee to provide satisfactory medical evidence to justify the recrediting of the long service leave.