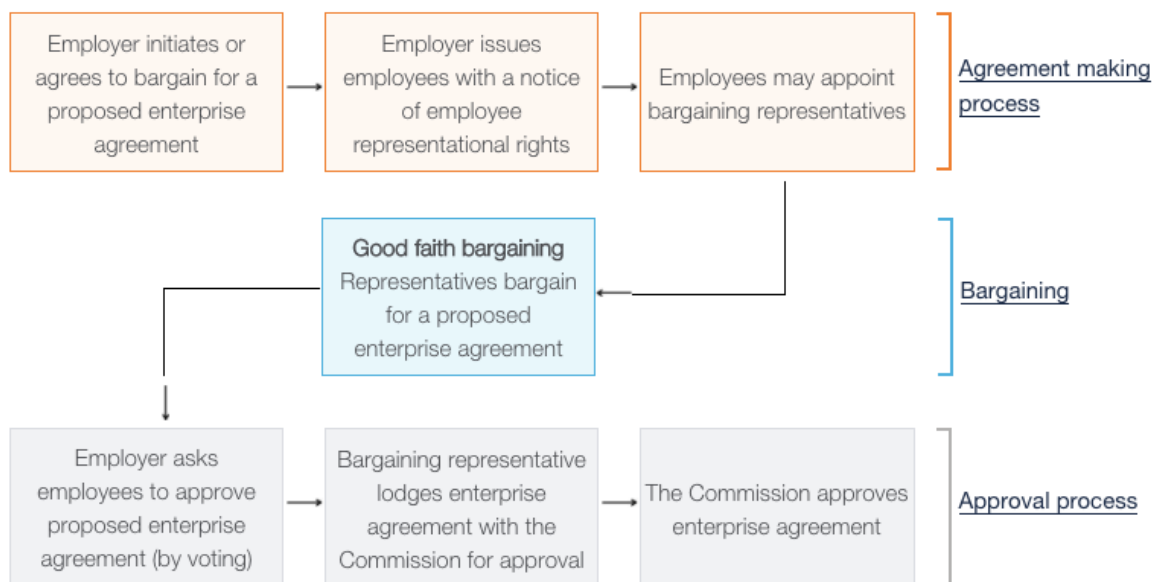


## STAFF UPDATE: Next stage of Enterprise Agreement bargaining process

Dear Colleagues,

We are about to reach the next stage of our Enterprise Agreement bargaining process as outlined by the Fair Work Commission: the approval process (stage three in the below diagram).

After a series of negotiations with bargaining representatives, we are now eager to share the proposed Enterprise Agreement with you. Once you have had the opportunity to review the latest document and provide feedback, you will have the opportunity to vote on the proposed agreement in late April.



Thank you to everyone who has been involved in the process of negotiating NSWALC's new Agreement and providing their feedback. The proposed Agreement includes new staff benefits while also positioning NSWALC to continue delivering for Aboriginal people and land rights.

Establishing a new Enterprise Agreement has been a challenging and complicated process. However, management has taken on the feedback and concerns of staff to ensure that the updated Agreement better serves individuals, the organisation and our work to support Aboriginal people in NSW. The document now includes significant additional benefits to staff from the one that was originally proposed at the beginning of the bargaining period.

The latest version of the Enterprise Agreement rewards effort and performance and helps us to be the best we can be at both individual and organisational levels. A draft copy of the proposed Agreement and explanatory materials will be sent out in the coming days along with details of staff forums and how you can provide feedback.

In the meantime, changes in the proposed Enterprise Agreement include:

- **More paid leave and greater flexibility about how this is used:** Previously, staff had access to 10 days of cultural leave, with 9 of these unpaid. Now, all staff will have access to 5 days of paid cultural, ceremonial and volunteer leave. Non-Aboriginal staff will be able to use the leave for their own cultural activities or to show their support for Aboriginal events. Staff will also be able to take 5 days of personal wellbeing leave.
- **Annual salary increases:** Current salary levels of all staff are guaranteed to at least be maintained. Staff currently being paid within market rates will be eligible for an annual salary increase of between 1.5 percent to 2.5 percent based on market movements.
- **Performance bonus payments.** For all staff whose performance meets the minimum expectations, the current annual leave loading payment will be replaced by an equivalent end of year bonus payment of 1.3 percent. Staff who exceed expectations will receive a bonus of between 1.5 and 2 percent.
- **Greater flexibility in working arrangements:** Flex leave will be replaced by a 9-day fortnight and greater emphasis on paid overtime and TOIL. However, existing staff who don't want to move to a 9-day fortnight can elect to remain on a 35-hour week with no flex time.
- **Increased superannuation:** Employer superannuation contributions will increase from 9.5 percent to 12 percent. NSWALC will also match additional employee contributions up to a further 2 percent.
- **Improved readability of the Agreement:** The latest version of the Enterprise Agreement is more streamlined and easier to read than the old one. Now everyone will be able to understand their rights and entitlements more clearly.

You will be sent details about the ballot timeline shortly, but we anticipate that the voting will take place in late April.

If you have any questions about the proposed Enterprise Agreement, please reach out to your Executive Director or Employee Representative or send your staff forum questions to [ea@alc.org.au](mailto:ea@alc.org.au).

Regards

James Christian PSM  
Chief Executive Officer

Nick Redman  
On behalf of Employee representatives

Thane Pearce  
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