
From: Yuseph Deen <yuseph.deen@alc.org.au>
Sent: Friday, 10 September 2021 3:01 PM
To: NSWALC Staff <NSWALCStaff@alc.org.au>
Subject: Staff Update - EA Draft completed and one percent pay rise

approved



NSWALC ENTERPRISE AGREEMENT 2020-23

Staff Update - September 2021

EA Draft completed and one percent pay rise approved

Since my last update to you on 2nd July, EMG has now concluded our review of the proposed enterprise agreement and we sense it addresses the comments we received from staff in the consultation phase. Changes have also been made to the document for readability. I'd like to thank everyone who contributed comments for consideration.

I also wanted to let you know that I have approved the further one percent pay rise for all staff to be backdated to the end of June 2020. You will be paid this amount during the week commencing 20 September.

The pay rise was originally to be linked to a successful outcome of the EA ballot. However, I would much rather the EA vote be decided on the merits of the document and consider that the overall package that has been negotiated is worthy of your support. The EA negotiations have been lengthy and at times stressful. In recognition of this, I wanted to grant the pay rise as a way of recognising all of your unwavering efforts for Land Rights during what has been a difficult time.

Over the past few months, Managers have engaged with their teams to update their role descriptions and Mercer has evaluated those. We are in the process of finalising our review of the role evaluations and will be sharing this with SMG next week.

Please find below an update on the six areas of focus from my last email:

1. Delaying the ballot to enable the bulk of Mercer job evaluations to be completed for a minimum of 80% of employees covered by the EA, prior to the vote. **Completed. Managers will speak to their team members about the evaluation of their revised role descriptions by the end of this month.**
2. Completing work on the performance review structure and processes, including appeal processes prior to the vote. **Completed. This will be discussed with the bargaining representatives and SMG next week.**
3. Reducing the proposed hours of work from 72 to 70 hours per fortnight, including for those staff electing to work a 9-day fortnight. **This has been done and the change has been made to the proposed EA.**
4. Removing the \$100,000 cap on overtime payments so that staff will be paid overtime at the rate of their salary. **Done and the change has been made to the proposed EA.**

5. Returning core hours to 3:30 pm from 4:00 pm, following staff feedback that this could negatively impact on school pick-ups for parents. **Done and the change has been made to the proposed EA**
6. Re-inserting a clause relating to parental leave that enables staff to revert back to parental leave if they return to work early and change their mind. This change brings the parental leave provisions in line with those in the previous EA. **Done and the change has been made to the proposed EA.**

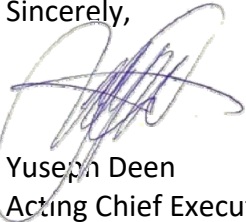
We also agreed to review the document and make additional changes to improve its readability. This has also been completed and the proposed EA with these changes is being circulated to the bargaining representatives today.

As noted in my last email, the new document looks a bit different from the last draft you will have seen. EMG considered that these differences are only to do with changes made as a result of comments fed back; its readability; the addition of a table of contents and signature page.

Again, as noted in my last email the document is being circulated to your bargaining representatives for review ahead of a meeting with management next week. I look forward to also sending you a copy of the revised EA in the coming days. Shortly after your employee representatives have reviewed the document and met with Andrew Riley, we hope to be in a position to confirm when the ballot is likely to be held. At this stage I anticipate a date in late October.

I think we're nearly there! Thank you for staying the course as we navigate a new enterprise agreement for NSWALC.

Sincerely,



Yuseph Deen
Acting Chief Executive Officer

Regards,

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