

Log of Claims: Certified Agreement Negotiation 2026

1. **Clause Redrafting**

- To improve the clarity and consistency of employment conditions; and
- To ensure compliance with applicable legal and industrial obligations, where required.

2. **Spread of Working Hours**

- To provide greater flexibility in the spread of ordinary hours to reduce reliance on overtime and mitigate fatigue risk;
- To enable managers and employees to mutually agree on flexible working arrangements within a greater spread of ordinary hours; and
- To better reflect and ensure the City can effectively deliver its services and operations across a 24/7 business.

3. **Workforce Consultation**

- To streamline consultation processes relating to major workplace change; and
- To provide greater clarity and certainty regarding when consultation obligations apply and arise.

4. **Salary and Wages Increases**

- To provide increases to base salaries and wages that are fiscally responsible and market competitive;
- To apply upon certification of the new Agreement and on each subsequent anniversary of the new Agreement; and
- To recognise and support measurable productivity improvements.

5. **Retirement of 10DFN Arrangements (including 14% loading)**

- To support greater consistency and equity in working arrangements across the workforce;
- To transition employees from 10DFN arrangements to a local government industry-standard 9DFN arrangement with appropriate transitional measures; and
- To promote employee flexibility.

6. **Operational Workers' Allowance**

- To introduce an allowance payable in lieu of award-based allowances for operational based workers classified in accordance with the Stream B and Stream C Awards; and
- To reduce the administrative burden associated with the claiming, verification and approval of award-based allowances.

7. **Annual Leave Loading**

- To provide for the automatic payout of annual leave loading in December each year.

8. Agreement Term

- To explore a longer agreement term to provide greater certainty regarding employee pay and conditions.

9. Employee Probation

- To introduce a standardised six-month probationary period for all new employees.

10. Higher Duties Allowance

- To implement a standardised Higher Duties Allowance applicable where employees agree to act and perform duties in Executive positions.

11. Overtime

- To provide for all overtime to be paid at 1.5 times the employee's ordinary rate of pay.

12. Redundancy and Redeployment

- To reduce the redeployment period to 13 weeks where a decision is made to make a position redundant due to operational requirements; and
- To reduce the Early Separation Incentive Payment (ESIP) to \$7,500, payable at the City's sole discretion.

13. Health and Wellbeing

- Continuation and improved Health and Wellbeing plan.

14. Further Claims

- To reserve the right to advance additional claims, proposals, or amendments during the course of bargaining as circumstances require.