

Variation to the City of Albany Enterprise Agreement 2019

The parties to the City of Albany Enterprise Agreement 2019 agree to make a variation to the Agreement.

EXISTING CLAUSES

16. Wage Increases

16.1 All Employees shall receive an annual increase of wages until 30 June 2022 as follows:

16.1.1 On 1st July 2019, an increase of 1.75% or Consumer Price Index (CPI) Perth, whichever is greater, will be payable to all Employees. Clauses 52 to 54 – Wage Schedules provide the applicable wage rates.

16.1.2 On 1st July 2020, an increase of 1.75% or Consumer Price Index (CPI) Perth, whichever is greater, will be payable to all Employees. Clauses 52 to 54 – Wage Schedules provide indicative wage rates dependent upon CPI for the applicable year.

16.1.3 On 1st July 2021, an increase of 1.75% or Consumer Price Index (CPI) Perth, whichever is greater, will be payable to all Employees. Clauses 52 to 54 – Wage Schedules provide indicative wage rates dependent upon CPI in the previous and applicable year.

19. Allowances

19.1 Allowances contained within this Agreement shall be adjusted on 1st July of each year until the Agreement is terminated or replaced. The annual adjustment shall be according to the definition of CPI as a percentage equal to the current Perth CPI every year.

52. General Employees Wage Schedule

Wage schedule as per Clause 16 Wage Increase.

Description	2019/20		2020/21*		2021/22*	
	Hourly \$	Annual \$	Hourly \$	Annual \$	Hourly \$	Annual \$
GL1 ≤ 16yrs	17.18	33,950.27	17.48	34,544.40	17.79	35,148.93
GL1 - 17yrs	18.34	36,238.41	18.66	36,872.59	18.99	37,517.86
GL1 - 18yrs	19.99	39,506.69	20.34	40,198.06	20.70	40,901.52
GL1 - 19yrs	21.65	42,774.96	22.03	43,523.52	22.41	44,285.19
GL1 - 20yrs	23.30	46,042.97	23.71	46,848.72	24.12	47,668.57
GL1 - Adult	24.51	48,439.32	24.94	49,287.01	25.38	50,149.53
GL2.1	25.52	50,436.56	25.97	51,319.20	26.43	52,217.28
GL2.2	26.15	51,670.90	26.61	52,575.14	27.07	53,495.20
GL2.3	27.05	53,449.54	27.52	54,384.91	28.00	55,336.65
GL2.4	27.97	55,265.43	28.46	56,232.58	28.96	57,216.65
GL3.1	28.91	57,117.48	29.41	58,117.04	29.93	59,134.08
GL3.2	29.42	58,134.31	29.94	59,151.66	30.46	60,186.82
GL3.3	29.95	59,187.58	30.48	60,223.36	31.01	61,277.27
GL3.4	30.71	60,676.12	31.24	61,737.96	31.79	62,818.37
GL4.1	31.70	62,636.39	32.25	63,732.52	32.82	64,847.84
GL4.2	32.05	63,326.69	32.61	64,434.90	33.18	65,562.52
GL4.3	32.56	64,343.25	33.13	65,469.26	33.71	66,614.97
GL4.4	33.32	65,832.34	33.90	66,984.40	34.49	68,156.63
GL5.1	34.86	68,882.29	35.47	70,087.74	36.09	71,314.27
GL5.2	35.41	69,971.72	36.03	71,196.22	36.66	72,442.16
GL5.3	35.85	70,842.56	36.48	72,082.30	37.12	73,343.74
GL5.4	36.59	72,295.21	37.23	73,560.38	37.88	74,847.69
GL6.1	37.74	74,582.82	38.40	75,888.02	39.08	77,216.06
GL6.2	38.66	76,398.43	39.34	77,735.41	40.03	79,095.78
GL6.3	39.36	77,778.23	40.05	79,139.35	40.75	80,524.29
GL6.4	40.15	79,339.91	40.85	80,728.36	41.57	82,141.10
GL7.1	41.27	81,555.19	42.00	82,982.40	42.73	84,434.60
GL7.2	42.17	83,334.11	42.91	84,792.45	43.66	86,276.32
GL7.3	42.91	84,786.76	43.66	86,270.53	44.42	87,780.26
GL7.4	43.42	85,803.32	44.18	87,304.88	44.96	88,832.72
GL8.1	44.75	88,417.73	45.53	89,965.04	46.33	91,539.43
GL8.2	45.48	89,870.38	46.28	91,443.12	47.09	93,043.37
GL8.3	46.22	91,322.50	47.02	92,920.64	47.85	94,546.76
GL8.4	46.95	92,775.43	47.77	94,399.00	48.61	96,050.98
GL9.1	48.84	96,515.69	49.70	98,204.71	50.57	99,923.29
GL9.2	49.67	98,149.42	50.54	99,867.03	51.42	101,614.71
GL9.3	50.61	100,000.93	51.49	101,750.94	52.39	103,531.58
GL9.4	51.58	101,925.57	52.48	103,709.27	53.40	105,524.18

* Indicative values only – Wage increase dependent upon CPI for applicable year

53. Outside Employees Wage Schedule

Wage schedule as per Clause 16 Wage Increase.

Description	2019/20		2020/21*		2021/22*	
	Hourly \$	Annual \$	Hourly \$	Annual \$	Hourly \$	Annual \$
OL3.1	27.17	53,691.34	27.65	54,630.94	28.13	55,586.98
OL3.2	27.79	54,916.23	28.28	55,877.27	28.77	56,855.12
OL4.1	28.41	56,141.13	28.91	57,123.60	29.41	58,123.26
OL4.2	28.73	56,765.85	29.23	57,759.25	29.74	58,770.04
OL4.3	29.04	57,390.04	29.55	58,394.36	30.07	59,416.27
OL5.1	29.36	58,014.49	29.87	59,029.75	30.40	60,062.77
OL5.2	29.67	58,633.01	30.19	59,659.09	30.72	60,703.13
OL5.3	29.99	59,251.53	30.51	60,288.43	31.04	61,343.48
OL6.1	30.30	59,870.05	30.83	60,917.78	31.37	61,983.84
OL6.2	30.66	60,585.72	31.20	61,645.97	31.74	62,724.77
OL6.3	30.92	61,107.09	31.47	62,176.46	32.02	63,264.55
OL7.1	31.24	61,725.61	31.78	62,805.81	32.34	63,904.91
OL7.2	31.60	62,432.37	32.15	63,524.94	32.71	64,636.62
OL7.3	31.95	63,139.67	32.51	64,244.62	33.08	65,368.90
OL8.1	32.31	63,846.44	32.88	64,963.75	33.45	66,100.62
OL8.2	32.64	64,494.37	33.21	65,623.02	33.79	66,771.43
OL8.3	32.97	65,142.31	33.54	66,282.30	34.13	67,442.24
Qualified Tradesperson OL9.1	35.14	69,441.44	35.76	70,656.67	36.38	71,893.16
Qualified Tradesperson OL9.2	35.47	70,090.73	36.09	71,317.32	36.72	72,565.37
Qualified Tradesperson OL9.3	35.80	70,739.74	36.43	71,977.69	37.06	73,237.30
Qualified Tradesperson Leading Hand OL10.1	36.46	72,038.04	37.09	73,298.70	37.74	74,581.43
Qualified Tradesperson Leading Hand OL10.2	36.79	72,687.32	37.43	73,959.35	38.08	75,253.64
Qualified Tradesperson Leading Hand OL10.3	37.11	73,336.87	37.76	74,620.27	38.42	75,926.12

* Indicative values only – Wage increase dependent upon CPI for applicable year

54. Daycare Employees Wage Schedule

Wage schedule as per Clause 16 Wage Increase.

Description	2019/20		2020/21*		2021/22*	
	Hourly \$	Annual \$	Hourly \$	Annual \$	Hourly \$	Annual \$
DL 1.1	24.08	47,572.53	24.50	48,405.05	24.93	49,252.14
DL1.2	24.37	48,151.38	24.79	48,994.03	25.23	49,851.43
DL1.3	24.55	48,505.71	24.98	49,354.56	25.41	50,218.26
DL 1.4	24.89	49,182.79	25.33	50,043.49	25.77	50,919.25
DL2.1 ≤16yrs	12.65	24,993.62	12.87	25,431.01	13.10	25,876.05
DL2.2 - 17yrs	15.18	29,992.78	15.44	30,517.65	15.71	31,051.71
DL2.3 - 18yrs	18.97	37,491.37	19.31	38,147.47	19.64	38,815.05
DL2.4 - 19yrs	21.50	42,489.72	21.88	43,233.29	22.26	43,989.87
DL2.5 - 20yrs	24.03	47,488.07	24.45	48,319.11	24.88	49,164.69
DL2.6 - 21yrs	24.08	47,572.53	24.50	48,405.05	24.93	49,252.14
DL2.7	24.48	48,377.26	24.91	49,223.86	25.35	50,085.28
DL2.8	24.89	49,182.79	25.33	50,043.49	25.77	50,919.25
DL2.9	25.30	49,987.78	25.74	50,862.57	26.19	51,752.66
DL3.1	26.42	52,210.35	26.88	53,124.03	27.36	54,053.70
DL3.2	27.40	54,142.54	27.88	55,090.04	28.37	56,054.11
DL3.3	28.33	55,978.13	28.82	56,957.75	29.33	57,954.51
DL3.4	29.10	57,492.32	29.60	58,498.43	30.12	59,522.15
DL3.5	30.01	59,296.06	30.53	60,333.74	31.07	61,389.58
DL4.1	31.26	61,776.34	31.81	62,857.43	32.37	63,957.43
DL4.2	32.00	63,225.49	32.56	64,331.94	33.13	65,457.75
DL4.3	32.27	63,773.31	32.84	64,889.34	33.41	66,024.90
DL5.1	32.80	64,803.90	33.37	65,937.97	33.95	67,091.88
DL5.2	33.30	65,801.84	33.88	66,953.38	34.48	68,125.06
DL5.3	33.81	66,800.60	34.40	67,969.61	35.00	69,159.07
DL5.4	33.94	67,058.04	34.53	68,231.56	35.13	69,425.61
Relief Manager DL5.5	38.39	75,851.16	39.06	77,178.55	39.74	78,529.18
Relief Manager DL5.6	38.89	76,849.64	39.57	78,194.51	40.26	79,562.91
Relief Manager DL5.7	39.40	77,847.85	40.09	79,210.19	40.79	80,596.37
Relief Manager DL5.8	40.95	80,908.06	41.66	82,323.96	42.39	83,764.62
Manager DL6.1	42.38	83,742.13	43.12	85,207.62	43.88	86,698.75
Manager DL6.2	42.88	84,740.62	43.64	86,223.58	44.40	87,732.49
Manager DL6.3	43.39	85,739.37	44.15	87,239.81	44.92	88,766.50

* Indicative values only – Wage increase dependent upon CPI for applicable year

CLAUSE VARIATIONS

16. Wage Increases

16.1 All Employees shall receive wage increases until 30 June 2022 as follows:

16.1.1 On 1st July 2019, an increase of 1.75% or Consumer Price Index (CPI) Perth, whichever is greater, will be payable to all Employees. Clauses 52 to 54 – Wage Schedules provide the applicable wage rates.

16.1.2 On 1st July 2021, an increase of 1.75% or Consumer Price Index (CPI) Perth, whichever is greater, will be payable to all Employees. Clauses 52 to 54 – Wage Schedules provide indicative wage rates dependent upon CPI in the applicable year.

19. Allowances

19.1 Except for the 1st July 2020 (the 2020/21 financial year), allowances contained within this Agreement shall be adjusted on 1st July of each year until the Agreement is terminated or replaced. The annual adjustment shall be according to the definition of CPI as a percentage equal to the current Perth CPI every year.

43A. COVID-19 Leave Arrangements

43A.1 The City may direct any Employee covered by this Agreement to take leave to a maximum of 20% of their weekly ordinary hours during the period of 1 July 2020 to 24 December 2020 (inclusive) by providing an Employee with seven (7) days written notice.

43A.2 The Employee may choose to utilise any accrued entitlement to Annual Leave or Long Service Leave, or alternatively take Leave Without Pay, or Purchased Leave to comply with a direction given under clause 43A.1.

43A.3 Any Employee taking leave under this clause will continue to accrue their leave entitlements calculated on the basis of the Employee's ordinary hours of work prior to the direction under section 43A.1 taking effect.

43A.4 Any period of leave (paid or unpaid) taken by an Employee in accordance with clause 43A.1 will not break the Employee's continuity of service.

43A.5 Leave taken pursuant to this clause is not subject to the requirements of clause 31.5, the special circumstances set out in clause 31.6, or clause 37.

43A.6 The City commits to developing a guideline addressing the process under which an Employee can seek an exemption from complying with a direction given under clause 43A.1 on the basis of personal hardship.

52. General Employees Wage Schedule

Wage schedule as per Clause 16 Wage Increase.

Description	2019/20 & 2020/21		2021/22*	
	Hourly \$	Annual \$	Hourly \$	Annual \$
GL1 ≤ 16yrs	17.18	33,950.27	17.48	34,544.40
GL1 - 17yrs	18.34	36,238.41	18.66	36,872.59
GL1 - 18yrs	19.99	39,506.69	20.34	40,198.06
GL1 - 19yrs	21.65	42,774.96	22.03	43,523.52
GL1 - 20yrs	23.30	46,042.97	23.71	46,848.72
GL1 - Adult	24.51	48,439.32	24.94	49,287.01
GL2.1	25.52	50,436.56	25.97	51,319.20
GL2.2	26.15	51,670.90	26.61	52,575.14
GL2.3	27.05	53,449.54	27.52	54,384.91
GL2.4	27.97	55,265.43	28.46	56,232.58
GL3.1	28.91	57,117.48	29.41	58,117.04
GL3.2	29.42	58,134.31	29.94	59,151.66
GL3.3	29.95	59,187.58	30.48	60,223.36
GL3.4	30.71	60,676.12	31.24	61,737.96
GL4.1	31.70	62,636.39	32.25	63,732.52
GL4.2	32.05	63,326.69	32.61	64,434.90
GL4.3	32.56	64,343.25	33.13	65,469.26
GL4.4	33.32	65,832.34	33.90	66,984.40
GL5.1	34.86	68,882.29	35.47	70,087.74
GL5.2	35.41	69,971.72	36.03	71,196.22
GL5.3	35.85	70,842.56	36.48	72,082.30
GL5.4	36.59	72,295.21	37.23	73,560.38
GL6.1	37.74	74,582.82	38.40	75,888.02
GL6.2	38.66	76,398.43	39.34	77,735.41
GL6.3	39.36	77,778.23	40.05	79,139.35
GL6.4	40.15	79,339.91	40.85	80,728.36
GL7.1	41.27	81,555.19	42.00	82,982.40
GL7.2	42.17	83,334.11	42.91	84,792.45
GL7.3	42.91	84,786.76	43.66	86,270.53
GL7.4	43.42	85,803.32	44.18	87,304.88
GL8.1	44.75	88,417.73	45.53	89,965.04
GL8.2	45.48	89,870.38	46.28	91,443.12
GL8.3	46.22	91,322.50	47.02	92,920.64
GL8.4	46.95	92,775.43	47.77	94,399.00
GL9.1	48.84	96,515.69	49.70	98,204.71
GL9.2	49.67	98,149.42	50.54	99,867.03
GL9.3	50.61	100,000.93	51.49	101,750.94
GL9.4	51.58	101,925.57	52.48	103,709.27

* Indicative values only – Wage increase dependent upon CPI for applicable year

53. Outside Employees Wage Schedule

Wage schedule as per Clause 16 Wage Increase.

Description	2019/20 & 2020/21		2021/22*	
	Hourly \$	Annual \$	Hourly \$	Annual \$
OL3.1	27.17	53,691.34	27.65	54,630.94
OL3.2	27.79	54,916.23	28.28	55,877.27
OL4.1	28.41	56,141.13	28.91	57,123.60
OL4.2	28.73	56,765.85	29.23	57,759.25
OL4.3	29.04	57,390.04	29.55	58,394.36
OL5.1	29.36	58,014.49	29.87	59,029.75
OL5.2	29.67	58,633.01	30.19	59,659.09
OL5.3	29.99	59,251.53	30.51	60,288.43
OL6.1	30.30	59,870.05	30.83	60,917.78
OL6.2	30.66	60,585.72	31.20	61,645.97
OL6.3	30.92	61,107.09	31.47	62,176.46
OL7.1	31.24	61,725.61	31.78	62,805.81
OL7.2	31.60	62,432.37	32.15	63,524.94
OL7.3	31.95	63,139.67	32.51	64,244.62
OL8.1	32.31	63,846.44	32.88	64,963.75
OL8.2	32.64	64,494.37	33.21	65,623.02
OL8.3	32.97	65,142.31	33.54	66,282.30
Qualified Tradesperson OL9.1	35.14	69,441.44	35.76	70,656.67
Qualified Tradesperson OL9.2	35.47	70,090.73	36.09	71,317.32
Qualified Tradesperson OL9.3	35.80	70,739.74	36.43	71,977.69
Qualified Tradesperson Leading Hand OL10.1	36.46	72,038.04	37.09	73,298.70
Qualified Tradesperson Leading Hand OL10.2	36.79	72,687.32	37.43	73,959.35
Qualified Tradesperson Leading Hand OL10.3	37.11	73,336.87	37.76	74,620.27

* Indicative values only – Wage increase dependent upon CPI for applicable year

54. Daycare Employees Wage Schedule

Wage schedule as per Clause 16 Wage Increase.

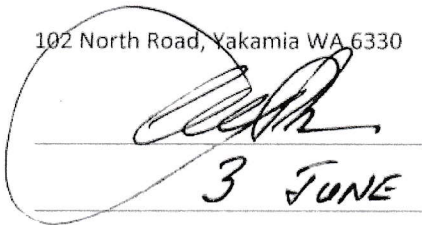
Description	2019/20 & 2020/21		2021/22*	
	Hourly \$	Annual \$	Hourly \$	Annual \$
DL 1.1	24.08	47,572.53	24.50	48,405.05
DL1.2	24.37	48,151.38	24.79	48,994.03
DL1.3	24.55	48,505.71	24.98	49,354.56
DL 1.4	24.89	49,182.79	25.33	50,043.49
DL2.1 ≤16yrs	12.65	24,993.62	12.87	25,431.01
DL2.2 - 17yrs	15.18	29,992.78	15.44	30,517.65
DL2.3 - 18yrs	18.97	37,491.37	19.31	38,147.47
DL2.4 - 19yrs	21.50	42,489.72	21.88	43,233.29
DL2.5 - 20yrs	24.03	47,488.07	24.45	48,319.11
DL2.6 - 21yrs	24.08	47,572.53	24.50	48,405.05
DL2.7	24.48	48,377.26	24.91	49,223.86
DL2.8	24.89	49,182.79	25.33	50,043.49
DL2.9	25.30	49,987.78	25.74	50,862.57
DL3.1	26.42	52,210.35	26.88	53,124.03
DL3.2	27.40	54,142.54	27.88	55,090.04
DL3.3	28.33	55,978.13	28.82	56,957.75
DL3.4	29.10	57,492.32	29.60	58,498.43
DL3.5	30.01	59,296.06	30.53	60,333.74
DL4.1	31.26	61,776.34	31.81	62,857.43
DL4.2	32.00	63,225.49	32.56	64,331.94
DL4.3	32.27	63,773.31	32.84	64,889.34
DL5.1	32.80	64,803.90	33.37	65,937.97
DL5.2	33.30	65,801.84	33.88	66,953.38
DL5.3	33.81	66,800.60	34.40	67,969.61
DL5.4	33.94	67,058.04	34.53	68,231.56
Relief Manager DL5.5	38.39	75,851.16	39.06	77,178.55
Relief Manager DL5.6	38.89	76,849.64	39.57	78,194.51
Relief Manager DL5.7	39.40	77,847.85	40.09	79,210.19
Relief Manager DL5.8	40.95	80,908.06	41.66	82,323.96
Manager DL6.1	42.38	83,742.13	43.12	85,207.62
Manager DL6.2	42.88	84,740.62	43.64	86,223.58
Manager DL6.3	43.39	85,739.37	44.15	87,239.81

* Indicative values only – Wage increase dependent upon CPI for applicable year

Signatories

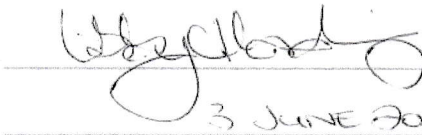
For the City of Albany

Name: Andrew Sharpe
Position: Chief Executive Officer
Address: 102 North Road, Yakamia WA 6330

Signature: 

Date: 3 JUNE 2020.

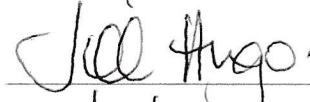
Witness Name: Libby Harding
Position: Manager People & Culture
Address: 102 North Road, Yakamia WA 6330

Signature: 

Date: 3 JUNE 2020

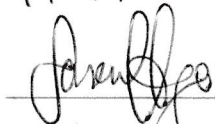
For the Australian Municipal Administrative, Clerical & Services Union (ASU WA Branch)

Name: JILL HUGO
Position: ASSISTANT BRANCH SECRETARY
Address: 102 EAST PARADE EAST PERTH

Signature: 

Date: 4/6/2020.

Witness Name: Sarah Hugo
Position:
Address: 17 Mosman Loop, Success 6164

Signature: 

Date: 4/6/2020