Summary of changes to Agreement

Brand new clauses added to Agreement to reflect current industrial regulation, social values and common practice.

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| **2018 Clause number** | **New Clauses added to 2018 Agreement** |
| 7 | Recognition of elected union delegate allowing reasonable time and resources to perform delegate tasks and up to 5 days pa for IR training |
| 41 | Family Violence Leave 10 days per annum extra paid leave for staff who are Family Violence victims |
| 44 | Occupational Health and Safety – outline ohs obligations including safety provisions for sole workers, bullying and harassment definition and prevention and work/life balance strategies |
| 48 | Environmental Strategies – commitment to try to develop strategies to reduce orgs environmental footprint |
| 22.11 | Reimbursement for work related out of pocket expenses |

Significant Changes to existing clauses and addition of new sub clauses. Some are required due to developments in industrial legislation. Some changes are made in order to keep some conditions and rates above legislated minimums but are balanced against maintaining financial viability.

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| **2018 clause number** | **2010 clause number** | **Changes to 2010 clauses**  |
| 11.4.5 | 10.4.5 | Fixed term employment – reduce allowable period of continuous fixed term employment to 2 years (previously 5) |
| 20.1.7 | NA – new sub clause | Termination of employment – added sub clause TOIL accrued but not taken on termination must be paid out |
| 24.2.3 | 22.2.3 | Hours of work – requirement to work till 8pm limited to maximum of 4 days within a 28 day period. (previously 8) |
| 33.3.1 | 29.3.1 | Compassionate Leave - broaden definition of immediate family to include significant other within or beyond household. Increase amount of leave to 5 days (previously 3) |
| 34.1 and 34.13 | 30.1.1andNA - new sub clause | Long service leave – 34.1 pro rata access to LSL at 7 years for all employees. (previously 10)34.13 add recommendation to provision for LSL from day one of employment |

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| 34.15.6and 34.15.7 | NA – new sub clauses | Portability of service – add sub clause putting responsibility for applying for recognition of service onto new employee and recommend that relinquishing employer pass on accrued LSL funds to new employer |
| 36.5 | NA – new sub clause | Paternity/Co Parent leave – up date to ensure co parents/dads can access govt scheme |
| 35.2.1.2 | 31.2.1.2 and 31.2.1.3 | Maternity leave increase for NH employees (former SCHCADS) and Children’s Services employees phased in over 3 years. 1st yr 8 weeks, 2nd year 10 weeks, 3rd year 12 weeks. |
| 19.5 | NA - new sub clause | Management of Change -insert detail re imperative to inform staff of changes to regular roster or ordinary hours of work and provide opportunity for staff to respond and have matters genuinely considered |

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| **2018 clause number** | **2010 clause number** | **Changes to 2010 clauses -**  |
| 11.5.1 and 11.5.2 | 10.5.1 and 10.5.2 | Casual employment –clarify definition, clarify minimum engagement rules and set maximum length of time at 12 months employee can be engaged as a casual but in ongoing position before offered option of conversion to permanent part time  |
| 18.3 | 16.3 | Superannuation – increase super entitlement to 9.5% for all employees including those earning less than $450 per month |
| 16 | 14 | Salary Increases 3% per annum on 1 July of each year of life of agreement or the National Wage Increase awarded by the FWC whichever is greater for all workers andEqual Remuneration Order (ERO) increase for SCHCADS workers only on 1 December of each year of life of the agreement. |
| Schedule 4 | Schedule 4 | Increase all rates for Allowances for life of the Agreement – except Motor Vehicle reduced to reflect Modern Award rate balanced against other improvements. |
| 11.3.1 | 10.3.2 | Basis of employment – remove option to pay permanent part timers 25% loading in lieu of leave entitlements |
| 33.3.1 | 29.3.1 | Compassionate Leave increase to 5 days (previously 3) |

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| **2018 Clause number** | **2010 clause number** | **Rewording of 2010 clauses** |
| 9 | 8 | Dispute Settlement clause retitled Dispute & Grievance Resolution Procedures |
| 11.5.2 | NA new sub clause | Casual conversion - specify that conversion occurs where role is ongoing beyond 12 months. |
| 13 | 11.5 | Incremental progression ie requirements for moving from one pay point to next within a level. |
| 26.4.4 & 27.6 | NA new sub clauses | TOIL paid out on termination – specify that pay-out is at applicable overtime rate |
| 24.4 | 22.4 | Ordinary hours of work – teachers and tutors. Added sentence re prep time requirements |
| 26 | 22.7, 22.8 and 23 | Time Off in Lieu - clarification of toil, flex time and over time arrangements including reasonable expectations to work outside normal hours and reasonable grounds to refuse |
| 28  | 24 | Rest periods - specify that employees who work more than 4 hours get 1 break and those working up to 8 hours get 2 breaks. |
| 30.5 | 26.5 | Management of leave accruals – sub clauses combined to clarify arrangements for annual leave as single day absences |

Rewording of existing clauses for clarification and updating only.