



# WALGA Sector Reference Group

---

23 February 2022

# Acknowledgement of Traditional Owners

We would like to acknowledge the many traditional owners of the land on which we work throughout Western Australia.

We pay our respects to their Elders, past and present.

*Pictured right: Artwork by Jade Dolman, a young Whadjuk/Ballardong Nyoongar, Eastern Arrernte, Irish woman from Perth.*



# Agenda

---

1. Progress on legislation and transition
2. WALGA update
  - i. Advocacy
  - ii. Operational
3. Discussion and feedback – Employee engagement
4. Sharing information – LG specific examples
5. Close



# Industrial Relations Legislation Amendment Act 2021

---

- The *Industrial Relations Legislation Amendment Bill 2021* received Royal Assent on 22 December 2021 but is yet to be Proclaimed by the Governor.
- The State Government is drafting regulations to:
  - individually name all Local Governments and Regional Councils not to be national system employers.
  - to fix a day (the relevant day) for the purpose of the declaration.
- The Federal Minister for Industrial Relations may endorse, revoke or amend an endorsement (s14(4) FW Act).



# Advocacy Update

---

- **Engagement with State IR Minister – Hon Stephen Dawson MLC**
  - Outcome – commitment to meet
- **Change of IR Minister – Hon Bill Johnston MLA**
  - Seeking 6 months transitional period, from the date of the relevant day, for LGs
- **Engagement with the Federal IR Minister – Senator the Hon Michaelia Cash**
  - Consultation before making a decision on whether to endorse the declaration
- **Regional Councils**
- **Federal Ministers**



# Operational Update

---

- **WEBINAR: Industrial Relations Amendment Act 2021 – Key reforms for Local Government (8 February 2022)**
- **RESOURCES: Award Comparisons being finalised (available end of Feb)**
  - Hours and related conditions
  - Allowances
  - Leave
  - Casual employees
- **ALERT: February SIRT Bulletin**
- **UPCOMING WEBINAR: Bargaining for industrial agreements under the State system**
  - 9 March 2022
  - ER Subscribers able to register online



## Discussions and Feedback

---

1. What knowledge do your employees currently have about the proposed transition?
2. What do you think your employees need to know?
3. How do LGs communicate information about the transition in a simple way?
4. When should LGs inform employees of the proposed transition?
5. What employee engagement resources do LGs need?
6. Do you have any further feedback regarding general resources required by your LG to assist with the transition?

# Question 1

1. What knowledge do your employees currently have about the proposed transition?

Varied

Nothing

Only in the context of enterprise bargaining - union log of claims to lodge agreement in State IR system



## Question 2



## Question 3

A team meeting ✓

Individual meetings

3. How do LGs communicate information about the transition in a simple way?

In writing ✓

All staff meeting

## Question 4

~~Now~~

✓  
When bargaining for a new agreement

4. When should LGs inform employees of the proposed transition?

✓  
When the Federal declaration is made

## Question 5

FAQ /  
Summary info  
about  
changes that  
employees  
can refer to.

Checklists

5. What employee  
engagement resources  
do LGs need?

✓  
Template  
letter or  
email  
✓

Training  
tools

## Question 6

---

6. Do you have any further feedback regarding general resources required by your LG to assist with the transition?

## Sharing information

---



1. **Key issues and needs**
2. Current or future employee engagement strategies
3. Questions or concerns raised by employees to date
4. How you have managed these questions and concerns?

# WALGA resources



## Sector Resources

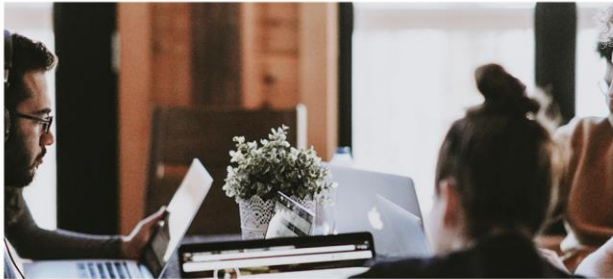


Home > Policy & Advocacy > Our Policy Areas > Employee Relations

## Employee Relations

### Policy & Advocacy

- Our Policy Areas
  - + Economics
  - + Emergency Management
  - Employee Relations
    - + State IR Transition
      - WALGA Salary and Workforce Survey
      - Legislation and Awards
      - Sector Alerts
      - Sector Representation
  - + Environment
  - + Governance and Organisational Services
  - + Infrastructure
  - + People and Place
  - + Planning and Building
  - Waste



WALGA Employee Relations provides human resource management and industrial relations support to Local Government members.

## Subscriber Resources



WALGA Employee Relations provides an industrial relations, employee relations and human resource management advisory service to Local Governments, Regional Councils and Associate Members in Western Australia and Local Governments in the Northern Territory.

Please explore the resources we have prepared for our subscribers which includes template policies, procedures and letters, ER guides, recorded webinars on a variety of topics and ER alerts on key sector and employment related issues.

To contact the WALGA ER team please call 1300 366 956 (between 8:30am and 4:30pm AWST) or email us on [employeerelations@walga.asn.au](mailto:employeerelations@walga.asn.au).



### ER Resources

[ER Guides](#)  
[Policies and Procedures](#)  
[Templates](#)  
[Additional Resources](#)



### ER Topics

[Probation](#)  
[Performance Improvement](#)  
[Disciplinary Processes](#)  
[Unauthorised Absence and Abandonment of Employment](#)



### State IR Transition

[State Legislation and Instruments](#)  
[State IR Transition Bulletin](#)  
[Sector Reference Group](#)  
[Transition FAQs](#)  
[Subscriber Resources](#)  
[Resources](#)

## Next SRG Meeting

---



**Date:** TBC May 2022

**Location:** TBC Zoom or WALGA, ONE70,  
LV1, 170 Railway Parade, West Leederville



# Thank you!



## Need more information or assistance?

Davina Hunter	ER Service Manager
Vicky Cullen	Senior ER Consultant
Sam Lyon	ER Project Consultant
Rosemary Miller	ER Consultant
Natalie Abend	ER Consultant
Juan Sun	ER Consultant
Christine Taylor	ER Advisor
Nazreen Garrett	ER Advisor

1300 366 956 or [employeerelations@walga.asn.au](mailto:employeerelations@walga.asn.au)