

What (if any) application will the NES and FW Act have on Local Governments after the transition period?

Are you going to be providing briefings to CEO and Directors?

Do you have a recommended list of which items in the HR space we should be reviewing? eg: policies first? payroll system first? record keeping etc?

Will the LGIA be transitioned to State or will the LG Officers Award be the governing award?

What happens to the LGIA after the transition period?

Q1) What FAQs would you like WALGA to address about the transitional arrangements when LGs transition to the State IR system?

If on a current FWEA that will transition, how much time should LGs allow before the 2 year NED date to undertake negotiation of a new agreement?

Do we have an understanding of whether there will be a transition period?

What will happen where NES was more flexible than MCE, for example flexible parental leave?

We would like to be able to provide consistent answers to our people at the various stages before, during and after transition and in our lead up to our next negotiation period for our EA.

Why is the transition occurring?

Managers have negotiated contracts (5 years) with the default Industrial Instrument as the Local Government Industry Award and not the EBA. What actions required?

It would be good to have the a checklist for the transitional arrangements

Are LG's engaging IR specialists as part of their HR teams for the purpose of the transition?

Our team has started to go through the available resources and identify which areas will be impacted and how.

developing project plan

briefing CEO and Directors / reviewing management practices / trying to work out what else might be captured.

Gathering information to understand differences. Trying to recruit an HR Manager!

Yes knowing where to start would be great :)

Yes - We are trying to understand what the key differences are that we need to educate our staff around.

Our ELT and CEO in discussing where we are at and planning for the change. There seems to be some concern about a push to get this in quickly. If that is true it may be difficult to due the required planning, preparation and implementation of the

Our Enterprise Agreement runs through to March 2024 so we will be starting planning on this in early 2023. We are still staying in regular discussion with our CEO and ELT

Q2) What is your Local Government doing to prepare for the transition to the State IR system?

Looking at resourcing requirements

We will have to employ additional staff in order to be ready for the transition

We also have an active consultative committee which will be used to keep unions and reps on board.

Trying to determine resourcing

Agreement negotiations.

Contract templates -
ie remove
references to FW
Info Statement and
NES.

**Review terms
and
conditions to
ensure
compliance
with MCE Act.**

Review dispute and
complaint process
to ensure
compliance with IR
Act and MCE Act.

**Review payroll
policy for
compliance.**



**Review
Common Law
Contracts to
ensure
compliance**

Update employment
contracts, position
descriptions,
policies and
procedures,
manuals,
HRIS/Payroll
systems, intranet
links

**Q3) What internal processes
and procedures will you be
required to update or action
on transition to the State IR
system?**

If the unions choose
to retire from the LGIA
after transition will
they need to retire
individually with each
LG, or can they retire
on bulk. Could this
force us onto the
Award conditions?

Payroll system will
need to be
reconfigured to
meet the record
keeping
requirements.

Paid leave policies
will need to be
updated to reflect
the MCE Act
requirements

Comment:
Introducing a new
payroll system with
changes to
timesheets (1 July
2022) - staff still
struggling!!! My
point - adequate
time essential

of our potentially
related Policies and
Procedures or other
documentation.
Looking at our
systems, payroll and
award interpretation if
impacted. Our
contracts and
intranet. We have not
yet done this level of

Webinars or recorded information sessions for People and Culture, for Executives, Managers and Front Line Leaders.

It may also be good to understand and share any information on what the unions are putting out to ensure we get a balanced factual view out to our teams.

What are the key differences we need to consider to ensure compliance at the relevant day?

Try to get an understanding of the resourcing (internal) we will need in order to support this body of work.

The key requirements from the MCE Act

What are the key points that need to be communicated with staff?

Q4) What do you think should be included in a transition checklist?

What is required to be compliant?

Resourcing required: - a project manager; an IR specialist; an extra payroll officer (to assist with the time and attendance recording keeping implementation); a policy writer

Many LGs are in a similar resourcing/turnover of staff position. Struggling to catch up with requirements that haven't been met to date, then staff turn over, then restart

communications and change with our people. What changes from peoples perception of how Fair Work deals with industrial disputes, dismissal claims, enterprise agreements etc, What the appeal

Video for staff- in "layman" terms that covers the reasons for transition from Federal to State, What in menas to them etc??

FAQ for employees on key changes and dates.

An analysis of all local government enterprise agreements against the MCE Act and the IR Act requirements

Q5) Are there any other resources you would like us to develop to assist with the State IR transition?

An example project plan/template - that way we could engage a project officer to implement/modify rather than a project manager to develop an entire plan

A list of relevant case authorities relating to the MCE Act

some case law examples where the State system may have differed from Fair Work, some communication materials that are aimed at employees and other aimed at our IR expertise in our People and Culture