



NEW SOUTH WALES
INDUSTRIAL GAZETTE

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LOCAL GOVERNMENT (STATE) AWARD 2023

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, Industrial Organisation of Employees.

(Case No. 228040 of 2024)

Before Commissioner Muir

25 June 2024

VARIATION

1. Delete the table titled **CLAUSE 32E (XII) – TRAINEESHIP WAGE RATES** of Part B, Monetary Rates - Table 1, of the award published 7 July 2023 (394 I.G. 658) and replace with the following:

CLAUSE 32E (XII) – TRAINEESHIP WAGE RATES

	Highest year of schooling completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School leaver	398.70	439.00	522.20
Plus 1 year out of school	439.00	522.20	607.70
Plus 2 years out of school	522.20	607.70	707.20
Plus 3 years out of school	607.70	707.20	809.70
Plus 4 years out of school	707.20	809.70	
Plus 5 or more years out of school	809.70		

2. Delete Table 2 Allowances of Part B, Monetary Rates and replace with the following:

MONETARY RATES – TABLE 2 ALLOWANCES

	First Pay Period 01/07/23 \$	First Pay Period 01/07/24 \$	First Pay Period 01/07/25 \$
Clause 17(i) Level 1 Adverse Working Conditions Allowance	0.481 p.h. or 18.28 p.w.	0.498 p.h. or 18.92 p.w.	0.513 p.h. or 19.49 p.w.
Clause 17(ii) Level 2 Adverse Working Conditions Allowance	1.244 p.h. or 47.27 p.w.	1.288 p.h. or 48.94 p.w.	1.327 p.h. or 50.43 p.w.
Clause 17(iii) Sewer Chokes	10.17 p.s.	10.53 p.s.	10.85 p.s.
Clause 17(vi)(a) Tool Allowances			
Bricklayer	25.30 p.w. from first pay period 24/11/2023 27.10 p.w.	27.10p.w.	Pending
Carpenter & Plumber	35.40 p.w. from first pay period 24/11/2023 38.00 p.w.	38.00 p.w.	Pending

Metal & Mechanical Trades	35.40 p.w. from first pay period 24/11/2023 38.00 p.w.	38.00 p.w.	Pending
Painter & Signwriter	8.70 p.w. from first pay period 24/11/2023 9.30 p.w.	9.30 p.w.	Pending
Plasterer	35.40 p.w. from first pay period 24/11/2023 38.00 p.w.	38.00 p.w.	Pending
Clause 17(vi)(d) Insurance Value	2049.00 p.a. from first pay period 24/11/2023 2199.00 pa.a	2199.00 p.a.	Pending
Clause 17(x)(f) Travelling Allowances			
3 - 10 km	5.73 p.j.	5.93 p.j.	6.11 p.j.
11 - 20 km	9.05 p.j.	9.37 p.j.	9.65 p.j.
21 - 33 km	13.10 p.j.	13.56 p.j.	13.97 p.j.
34 - 50 km	20.04 p.j.	20.74 p.j.	21.36 p.j.
Each additional 10kms	5.39 p.j.	5.58 p.j.	5.75 p.j.
Clause 17(x)(j) Vehicle Allowance (cents / km)			
Int. combustion - 2.5 litres and over	0.95 p.km.	0.98 p.km.	Pending
Int. combustion - Under 2.5 litres	0.81 p.km.	0.83 p.km.	Pending
Hybrid vehicle	0.62 p.km.	0.64 p.km.	Pending
Electric vehicle	0.43 p.km.	0.44 p.km.	Pending
Clause 17(xi)(a) Camping Allowance	74.54 p.n.	77.15 p.n.	79.46 p.n.
Clause 17 (xii)(a) Community Language Allowance	25.30 p.w.	26.20 p.w.	27.00 p.w.
Clause 17(xiii)(a) First Aid Allowance	17.00 p.w.	17.60 p.w.	18.10 p.w.
Clause 17(xiv) Meal Allowance	18.23	19.43	Pending
Clause 17(xv) Civil Liability Allowance	3.5%	3.5%	3.5%
Clause 18A(i) Vehicle Allowances (cents / km)			
Int. combustion - 2.5 litres and over	0.95 p.km.	0.98 p.km.	Pending
Int. combustion - Under 2.5 litres	0.81 p.km.	0.83 p.km.	Pending
Hybrid vehicle	0.62 p.km.	0.64 p.km.	Pending
Electric vehicle	0.43 p.km.	0.44 p.km.	Pending
Clause 18A(iii) Minimum quarterly payment	2612.50	2695.00	Pending
Clause 21C(ii) On Call Allowance on ordinary working days	23.00 p.d.	24.00 p.d.	25.00 p.d.
Clause 21C(iii) On Call Allowance - on other days	46.00 p.d.	48.00 p.d.	50.00 p.d.
Clause 21C(iv) On Call Allowance - max. / week	207.00 p.w.	216.00 p.w.	225.00 p.w.
Clause 43(vi) Job Search Allowance	2966.80	3070.60	3162.70
Clause 45(iv) Savings and Transitional			
(a) West of the Line Allowance	3.90 p.w.	3.90 p.w.	3.90 p.w.
(b) Climatic Allowance	3.90 p.w.	3.90 p.w.	3.90 p.w.

3. This variation will take from the first full pay period on or after 1 July 2024.

C. MUIR, *Commissioner*

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VENUES NSW AWARD 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 219951 of 2024)

Before Commissioner Muir

26 June 2024

VARIATION

1. Delete the title of the award published 31 May 2023 (393 I.G. 1677) and insert in lieu the following new title:

VENUES NSW AWARD 2024

2. Delete subclause 1.1 of clause 1, Title and insert in lieu the following:
 - 1.1 This award will be known as the Venues NSW Award 2024.
3. Delete subclause 6.1 of clause 6, Period of Operation and insert in lieu the following:
 - 6.1 This instrument will take effect on and from 3 February 2023 and remain in force as varied, until 30 June 2024.
4. Delete the reference to clause 57, Leave for Leave for Matters Arising from Domestic Violence in paragraph 9.9.1 of subclause 9.9 of clause 9, Casual Employment.
5. Delete clause 14, Rates of Pay and insert in lieu the following:

14. Rates of Pay

- 14.1 The ordinary rates of pay relating to persons employed under this award are those applying in Annexure A to this award attached hereto and clause 14.4 below.
 - 14.2 The 3 February 2023 rates of pay in Annexure A were increased by 1% from 1 July 2023 ('the 1 July 2023 rates of pay').
 - 14.3 The 1 July 2023 rates of pay and allowances will be increased by 1.22% effective from 3 February 2024, as shown in Annexure A.
6. Delete subclause 46.21 of clause 46, Parental Leave and insert in lieu the following:
 - 46.21 Determination No. 3 and No. 4 of 2022 made under Section 52 of the Government Sector Employment Act 2013 ('the Paid Parental Leave Scheme Determination') includes various conditions of employment for public sector employees related to paid parental leave. To the extent of any inconsistencies between the Parental Leave Scheme Determination and this Award, the provisions of the Parental Leave Scheme Determination apply and prevail over the Award.
 7. Delete clause 53, Leave for Matters Arising from Domestic and Family Violence and insert in lieu the following:

53. Leave for Matters Arising from Domestic and Family Violence

- 53.1 Domestic Violence means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act 2007*.
- 53.2 Full time and Part time employees experiencing domestic violence are entitled to 20 days paid domestic and family violence leave per calendar year (non-cumulative and able to be taken in part-days, single days, or consecutive days). The leave is to be available for all employees including experiencing domestic and family violence, for purposes including:
 - 53.2.1 seeking safe accommodation;
 - 53.2.2 attending medical, legal police or counselling appointments relating to their experience of domestic and family violence;
 - 53.2.3 attending court and other legal proceedings relating to their experience of domestic and family violence;
 - 53.2.4 organising alternative care or education arrangements for their children; or
 - 53.2.5 other related purposes that will assist them to establish safety, and recover from their experience of domestic and family violence; or any other purpose associated with the impact of experiencing domestic and family violence which is impractical to do outside of their normal hours of work
- 53.3 The leave entitlement can be accessed without the need to exhaust other existing leave entitlements first.
- 53.4 The leave does not have to be approved before an employee can access the leave, but an employee should advise their employer as soon as possible of the need to take such leave.
- 53.5 When approving leave, Venues NSW needs to be satisfied, on reasonable grounds, that domestic and family violence has occurred, and may require proof such as:
 - 53.5.1 a document issued by the Police Force, a court, a domestic violence support service or a member of the legal profession;
 - 53.5.2 a provisional, interim or final Apprehended Violence Order (AVO), certificate of conviction or family law injunction;
 - 53.5.3 a medical certificate.
 - 53.5.4 a statutory declaration by the employee experiencing domestic and family violence, or any other evidence that would satisfy a reasonable person that domestic and family violence has occurred
- 53.6 Casual employees will also be entitled to domestic and family violence leave. A casual employee can take a period of paid domestic and family violence leave for the hours for which the casual employee has an approved roster for work. In this circumstance, the employer is not required to pay the casual employee for hours that the casual employee had not been approved to work.
- 53.7 A casual employee is taken to have been rostered to work hours in a period if they have accepted an offer by the employer of work for those hours.
- 8. Delete Table 1.1 - Ongoing and Temporary Employees, Non-Annualised Salary under Annexure A, Salaries and in lieu the following table:

Level Venues Officer	Step	Salary Per Annum As at 3 February 2023	Salary Per Annum As at 1 July 2023 (1.00% interim increase was applied to all classifications)	Salary Per Annum From 7 February 2024 to 30 June 2024 +1.22% (Pro rata of 3% through to 30 June 2024)
		\$	\$	\$

1	1	46,197	46,659	47,228
2	1	48,065	48,546	49,138
	2	48,655	49,142	49,742
	3	50,236	50,738	51,357
3	1	51,702	52,219	52,856
	2	53,080	53,611	54,265
	3	55,538	56,093	56,777
4	1	56,417	56,981	57,676
	2	58,486	59,071	59,792
	3	60,938	61,547	62,298
5	1	67,598	68,274	69,107
	2	70,926	71,635	72,509
	3	74,254	74,997	75,912
6	1	77,428	78,202	79,156
	2	80,601	81,407	82,400
	3	84,642	85,488	86,531
7	1	88,463	89,348	90,438
	2	91,905	92,824	93,956
	3	95,346	96,300	97,475

9. Delete Table 1.2 - Annualised Salaried Employees in Annexure A, Salaries and in lieu the following table:

Level Venues Officer	Step	Salary Per Annum As at 3 February 2023 \$	Salary Per Annum As at 1 July 2023 (1.00% interim increase was applied to all classifications) \$	Salary Per Annum From 7 February 2024 to 30 June 2024 +1.22% (Pro rata of 3% through to 30 June 2024) \$
1				
2	1	60,481	61,086	61,831
	2	61,223	61,835	62,589
	3	63,575	64,211	64,994
3	1	65,058	65,709	66,511
	2	66,791	67,459	68,282
	3	69,883	70,582	71,443
4	1	70,995	71,705	72,580
	2	73,592	74,328	75,235
	3	76,685	77,452	78,397
5	1	85,061	85,912	86,960
	2	89,248	90,141	91,241
	3	93,438	94,372	95,523
6	1	97,430	98,404	99,605
	2	101,422	102,436	103,686
	3	106,368	107,432	108,743
7	1	111,314	112,427	113,799
	2	115,644	116,800	118,225
	3	119,974	121,174	122,652
8	Pay Point Min	125,033	126,283	127,824
	Pay Point Max	134,203	135,545	137,199
9	Pay Point Min	138,924	140,313	142,025
	Pay Point Max	157,679	159,256	161,199

10. Delete the table in Annexure B, Allowances and insert in lieu the following:

Item No.	Clause No	Description	Amount Per Annum \$
1	18.1	First Aid Allowance	
		Holders of basic qualifications	1,018
		Holders of current occupational first aid certificate	1,529
2		Use of Private Motor Vehicle	Cents per Kilometre
	19.2	Official business	85.0
	19.2	Casual rate (40% of official business rate)	34.0
		Motor cycle allowance	42.5
	19.7	Towing trailer or horse float	11.05
3	36.1	Overtime meal allowances	
		Breakfast	35.65
		Lunch	35.65
		Dinner	35.65
		Supper	13.30
4	38.1	On-call (stand-by) and on-call allowance	1.10 per hour
5	39.2	Laundry allowance	5.80 per week

11. Delete the second paragraph of Annexure C, Classification Standards and insert in lieu the following:

Promotion from Level to Level is subject to the occurrence of a vacancy in a higher level with the exception of progression of a casual employee from Level 1 to Level 2. In addition to any open vacancy, an employee at any level may make a request for a review of their salary level once a year as part of the Venues NSW annual performance review. This request can be made if the employee believes their role, level of responsibility or skill/qualifications have changed significantly enough to warrant a review to a new salary level.

12. This variation will take effect on and from 26 June 2024.

C. MUIR, *Commissioner*

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