

MISSION AND VALUES OF COUNCIL

"A Sustainable Community that is inclusive, attractive, healthy and pleasant to live in, that uses our land so as to preserve our history and environment, respects the rights and equality of our citizens and manages our future growth wisely."

MINUTES

FOR THE

**SPECIAL MEETING OF COUNCIL
HELD IN COUNCIL CHAMBERS AT 4.00PM**

30 MAY 2007

OUR MISSION

"To provide a quality range of affordable and sustainable services to our community with a strong commitment to customer focus so that our citizens and visitors enjoy a quality lifestyle."

CORE VALUES OF THE SHIRE

The core values that underpin the achievement of the mission will be based on a strong customer service focus and a positive attitude:

Communication

Respect

Integrity

Transparency

Courtesy

SHIRE OF BROOME
SPECIAL COUNCIL MEETING
30 MAY 2007

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NOTICE OF MEETING

Dear Council Member,

The next Special Meeting of the Shire of Broome will be held on Wednesday 30 May 2007, in the Council Chambers, Corner Weld and Haas Streets, Broome, commencing at 4.00pm for the purpose of discussing Workplace Place Agreements.

Regards



Ian Bodill
Chief Executive Officer

President: Date:

1. OFFICIAL OPENING

The Chairperson welcomed members and declared the meeting open at 4.03 pm.

2. ATTENDANCE AND APOLOGIES

Attendance	Cr G T Campbell Cr C R Mitchell Cr R J Lander Cr C M Maher Cr M L B Albert Cr V L Wevers Cr P D Matsumoto	Shire President
Leave of Absence	Nil	
Apologies	Cr A C Griffiths Cr E Foy	
Officers	Ian Bodill Ingrid Bishop Les Mainwaring Corrine Palmer Catherine Husk	Chief Executive Officer Director Corporate Services Manager Financial Services Manager Administration Services Manager Human Resources
Public Gallery	Nil	

3. DECLARATIONS OF FINANCIAL INTEREST

Officers/Councillors	Item No	Page	Item	Nature of Interest
Les Mainwaring	9.1.1	9	Outside and Inside Work Place Agreements	Financial – Employed by the Shire of Broome.
Catherine Husk	9.1.1	9	Outside and Inside Work Place Agreements	Financial – Employed by the Shire of Broome.
Corrine Palmer	9.1.1	9	Outside and Inside Work Place Agreements	Financial – Employed by the Shire of Broome.

4. PUBLIC QUESTION TIME

N/A

5. CONFIRMATION OF MINUTES

N/A

6. ANNOUNCEMENTS BY PRESIDENT WITHOUT DISCUSSION

The Shire President welcomed Ingrid Bishop, Director Corporate Services, to her first Council meeting.

President: Date:

7. PETITIONS

Nil

8. MATTERS FOR WHICH MEETING MAY BE CLOSED

Item 9.1.1 Outside and inside Work Place Agreements will be held behind closed as per Section 5.23(2)(a).

9.

REPORTS

OF

OFFICERS

9.1

LEADERSHIP / GOVERNANCE

AND

ORGANISATION



OUTCOME

*To provide open, transparent and good governance
to the community.*

Officers Mainwaring, Husk and Palmer declared an interest in Item 9.1.1 due to their employer being The Shire of Broome and were required to remain in the Council Chambers.

9.1.1 OUTSIDE AND INSIDE WORK PLACE AGREEMENTS

LOCATION/ ADDRESS: N/A
APPLICANT: N/A
FILE: PEE001
AUTHOR: Director Corporate Services
CONTRIBUTOR/S:
RESPONSIBLE OFFICER: Chief Executive Officer
DISCLOSURE OF ANY INTEREST: Nil
DATE OF REPORT: 10 May 2007

SUMMARY: Negotiations of the two Work Place Agreements for the Outside and Inside staff respectively are drawing to a close.

This item seeks Council's direction of the percentage increases it is prepared to fund but does not commit Council until the increases are considered in the *draft 2007* budget.

BACKGROUND

Previous Considerations

OCM 9 February 2006 - Item 9.1.2

Enterprise Bargaining Agreements (EBAs) no longer exist under the Commonwealth Government's Work Choices amendments – the new term for Employee Employer Agreements is “Collective” Work Place Agreements (WPA). The major difference between EBAs and WPAs is that Industrial Awards no longer underpin an agreement. If an agreement is in place it replaces the Award. As a result, the current negotiations have involved intense scrutiny and discussions regarding the drafting of WPAs, which will be comprehensive, compared to past EBA's.

With respect to the negotiations of the two WPAs, Council resolved that the Shire President be part of the Employer negotiating committee to arrive at a WPA for the outside staff. The negotiating team on behalf of the employer included the CEO assisted by the Human Resource Manager and the Director Corporate Services.

Outside Staff

The EBA between the outside staff and the Shire of Broome expired on 30 June 2006.

A brief history of the key terms of the past EBAs for the outside staff follows:

- First Agreement commenced on 1 March 1997 with a combined staff agreement for a period of 2 years
- It established Broome Allowance at \$6,000 pa
- It Featured modified hours with Rosterd Days Off (RDO's)
- The Agreement provided for a pay increase of:

President: Date:

- o 01/03/1997 4%
- o 01/10/1997 4%
- o 01/03/1998 1%
- o 01/10/1998 1%

The next Agreements were split into inside and outside agreements:

- The outside Agreement continued provisions of previous agreement but provided for a sick leave incentive:
 - o 2% of salary = 2 or less days
 - o 1% of salary = 5 – 2 days
- It also provided for a pay increase of:
 - o 01/03/1999 4%
 - o 01/07/2000 3%
 - o 01/07/2001 3%
 - o 01/07/2002 3%
- Subsequent Outside Agreements again continued provisions.
- Provide for pay increase of:
 - o 01/07/03 4.3%
 - o 01/07/2004 3% or CPI
 - o 01/07/2005 3% or CPI

Inside Staff

The EBA between the Inside staff and the Shire expired on 28th February 2007.

A brief history of the key terms of the past EBAs for the inside staff follows:

- First Agreement commenced on 1 March 1997 with a combined staff agreement for a period of 2 years
- It established Broome Allowance at \$6,000 pa
- Featured modified hours with RDO's.
- Provided for a pay increase of:
 - o 01/03/1997 4%
 - o 01/10/1997 4%
 - o 01/03/1998 1%
 - o 01/10/1998 1%

The next Agreements were split into inside and outside agreements:

- The Inside Agreement continued provisions of previous agreement but provided for a sick leave incentive.
- Provided for modified penalty rates for overtime, reduced from double time to ¾ time.
- Provided for an improved Ranger roster
- Provided for pay increase of:
 - o 01/07/1999 3%
 - o 01/07/2000 3%
 - o 01/07/2001 3%

President: Date:

- The last agreement featured flexibility for workplace agreement and added employment security
- It provided for pay increase of:
 - 1/07/2002 4.7%
 - 1/07/2003 2.8%
 - 1/07/2004 3% or CPI
 - 1/07/2005 3% or CPI
 - 1/07/2006 3% or CPI

COMMENT

Given that Industrial Awards do not underpin WPAs, the outside negotiating committee was given an undertaking by the CEO that they would not "go backwards" from their previous EBA or the award.

In addition, it was the aim of the CEO to ensure that the format of both agreements represented a workable document and showed uniformity for consistency in application. This represented the bulk of the negotiation and preparation time.

Given the complexity of the WPA, progress on the documentation has been delayed, but is now drawing to a close.

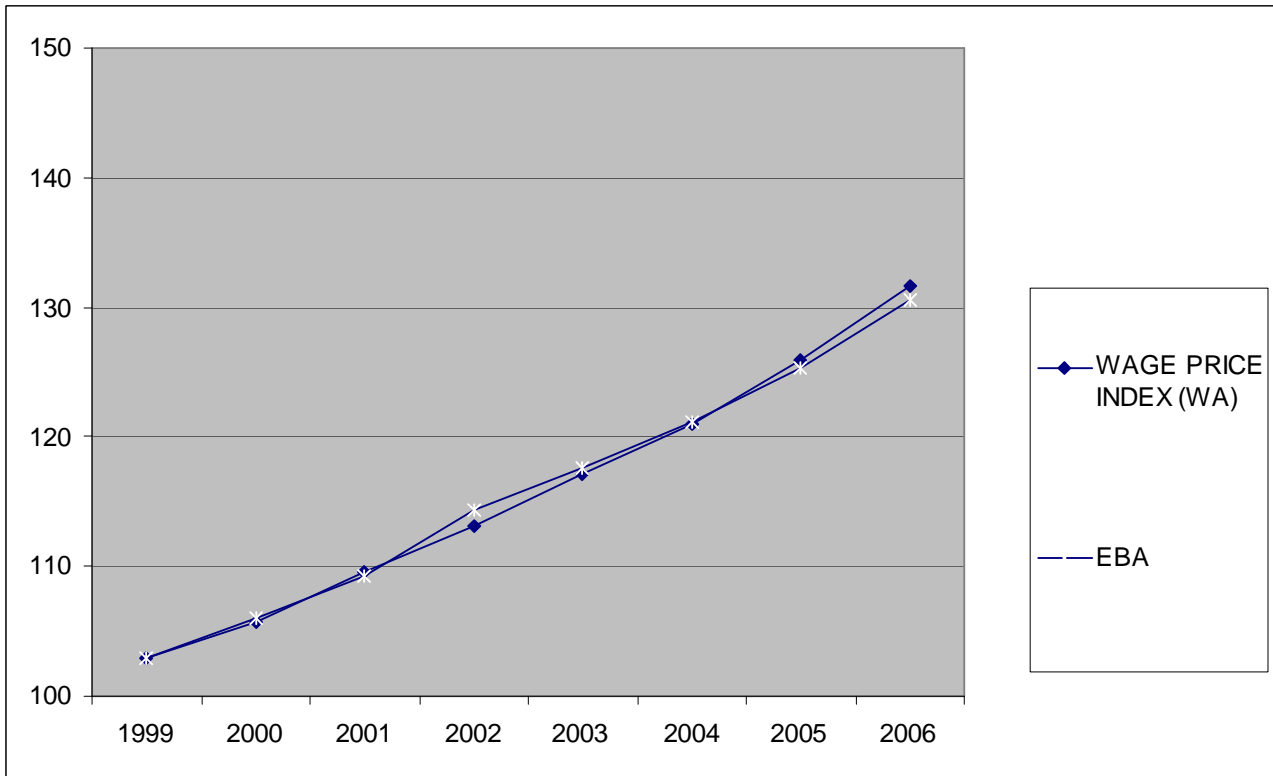
The draft Agreements contain details extrapolated from the previous EBAs, the previous Industrial Awards and a model document prepared by the West Australian Local Government Association for the purposes of preparing a WPA.

As a prelude to the current claims and offers on the table, it is beneficial to consider wage price increases in a wider context.

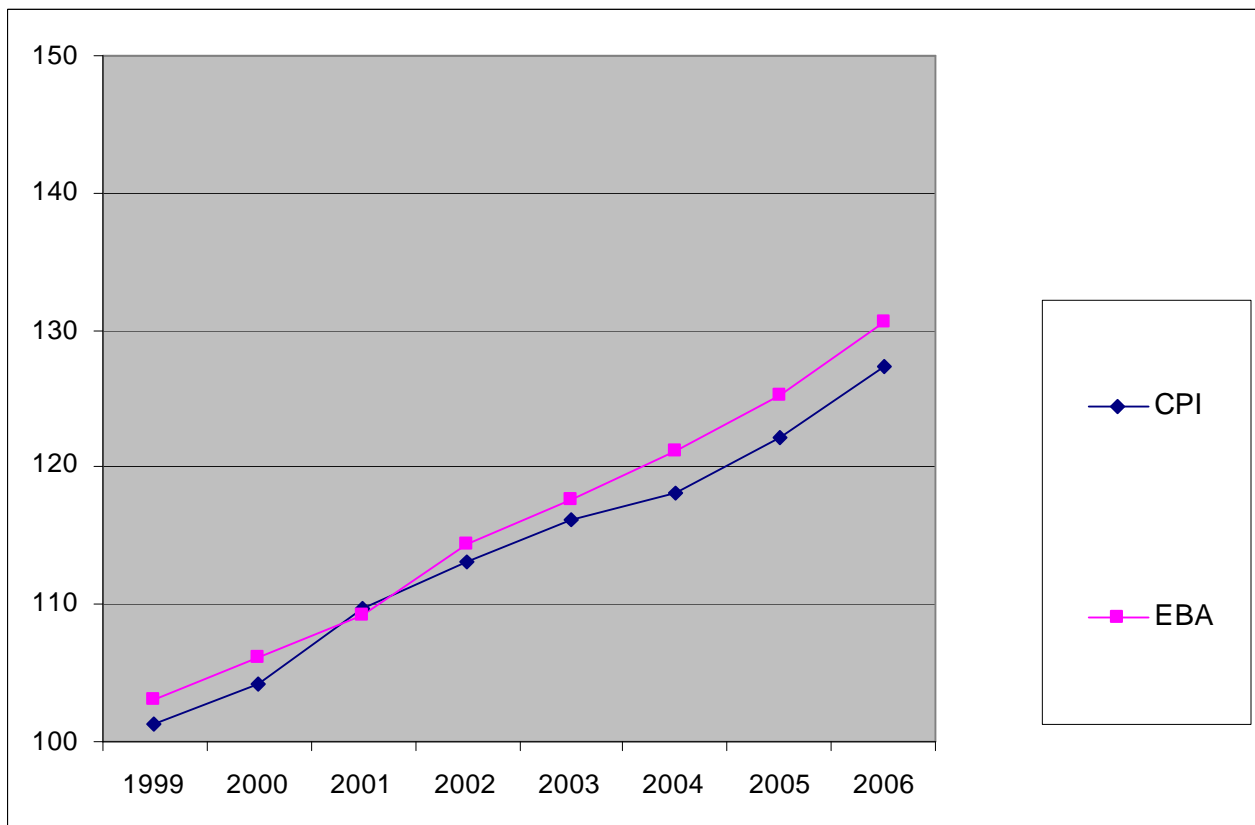
Key economic indicators can help gain an understanding of what may be reasonable in today's economic climate. The following indicators are illustrated:

1. Previous EBA increases compared to Wage Price Index increases (WA). This shows that the EBAs have generally kept pace with overall wage increases in Western Australia.
2. Previous EBA increases compared to Consumer Price Index increases (WA). This shows that the EBAs have generally kept pace with the cost of living in Western Australia.
3. The third indicator illustrates pressures in the housing market in WA relative to the national market. The graph illustrates housing finance commitments made by significant lenders. This includes secured finance commitments for the construction or purchase of owner occupied dwellings. It is representative of the housing market and is significant given that the main claim for the wage increases is the cost of accommodation in Broome.
4. The next graph illustrates labour supply pressures, which have the effect of pushing up labour costs. Changes in the level of earnings are also of interest in reflecting the strength of labour demand and supply. Average weekly ordinary time earnings (commonly referred to as AWOTE) for full-time adult employees, relates to that part of total earnings attributable to award, standard or agreed hours of work.
5. The final piece of information is sourced from the Department of Consumer and Employment Protection indicating the wage price index to the end of December 2006 at 4.8%.

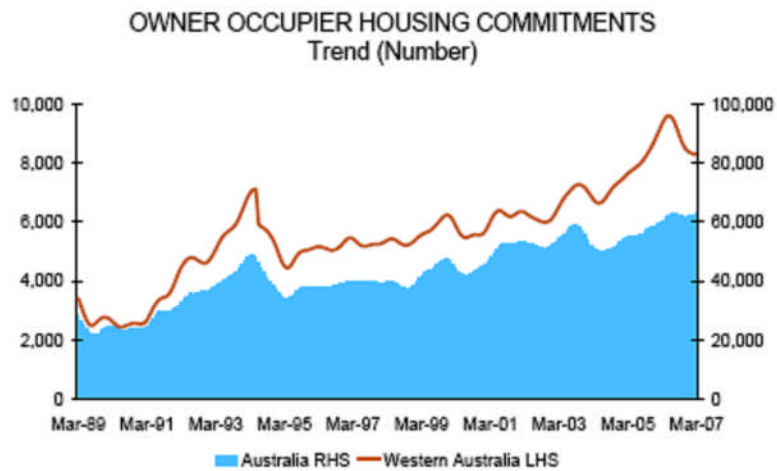
INCREASES IN THE WAGE PRICE INDEX FOR WA COMPARED TO PAST EBA INCREASES



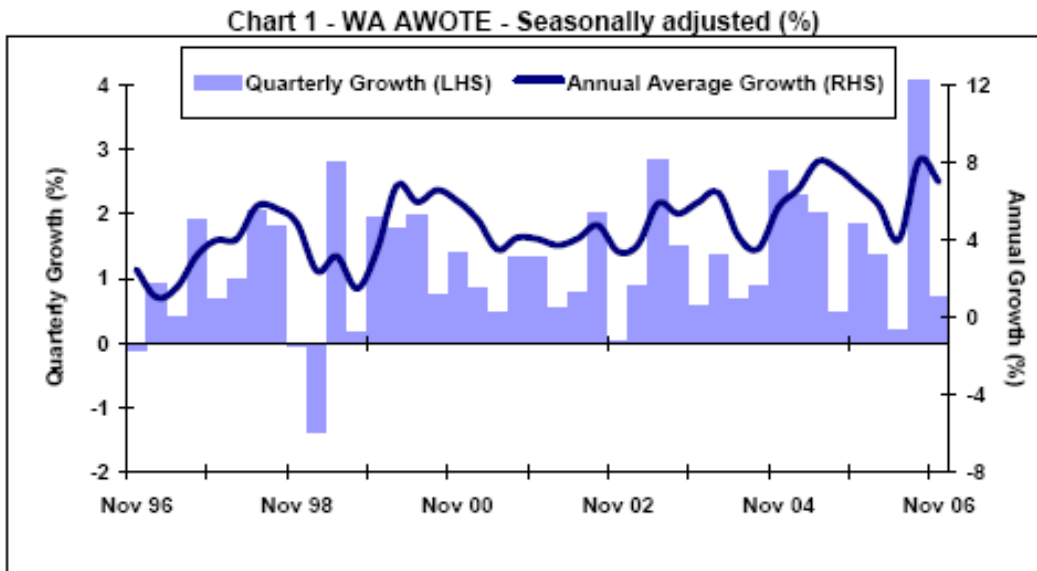
INCREASES IN THE CONSUMER PRICE INDEX FOR WA COMPARED TO PAST EBA INCREASES



INCREASES IN THE OWNER OCCUPIER HOUSING COMMITMENTS FOR WA (LEFT HAND SIDE)
AND NATIONALLY (RIGHT HAND SIDE)



GROWTH IN AVERAGE WEEKLY ORDINARY TIME EARNINGS



1.2 Labour Price Index

In WA, the WPI increased by 1.1% in the December quarter 2006, slightly down from the increase recorded for the September quarter 2006 of 1.3%. Nationally, the WPI increased by 1.0%, slightly down from the 1.1% movement recorded for the September quarter 2006.

Table 2 – WPI - December Qtr 2006 - % change from previous Quarter – Original Data

Sector	WA	NSW	VIC	QLD	SA	TAS	NT	ACT	AUS
All	1.1	0.7	0.9	1.3	1.2	0.8	0.6	0.9	1.0
Private	0.8	0.8	0.7	1.3	1.1	1.0	0.9	1.0	0.9
Public	2.0	0.5	1.7	1.2	1.3	0.5	0.4	0.8	1.2

Source: ABS Cat. 6345.0

The annual WPI growth in WA increased by 4.6% in the 12 months to December 2006, up 0.3 percentage points from the movement between the September quarter 2005 and September quarter 2006. In the 12 months to December 2006, WA's WPI increased by 4.5% in the private sector and by 4.8% in the public sector.

Western Australia recorded the highest annual WPI growth (4.6%) in the year to December 2006. Victoria and the Northern Territory recorded the lowest annual growth (3.5%).

Outside Staff Current Proposal

1. The main features emerging from the negotiations with the Outside Staff Committee include:
 - 1.1. Superannuation paid at an equivalent rate to that contributed by each employee instead of having to contribute 5% to receive 3%.

This was later absorbed in the final figure of 14.8%.
 - 1.2. Payment of an accumulated sick leave incentive.

This was later absorbed in the final figure of 14.8%.
 - 1.3. A 20% wage increase at the commencement of the term, plus rental assistance.

This was later absorbed in the final figure of 14.8%.
 - 1.4. Banking RDO's.

This has been supported.
 - 1.5. 4 day week.

This has not been supported.

1.6. 9 day fortnight.

This has not been supported.

1.7. 5 years to obtain 6.5 weeks of LSL.

At this stage it is believed that the Shire is unable to invoke this request due to legalities.

1.8. Rent and mortgage assistance.

This was later listed as "salary packaging" and employees given an undertaking that management will support their wishes to salary package where legally and administratively possible.

1.9. Increase in position level after 4 years

This has not been supported.

1.10. Free BRAC & free doctors appointment.

The position is that the Shire provides flu jabs and will not expand from this point.

2. In summary, the final position agreed to take to council for consideration in terms of the dollar value component of the WPA is:

2.1. 14.8% increase from 1st July 2006 (including CPI of 4.2% already paid).

This amount was arrived at by adding CPI (4.2%) plus a sign-on figure of 5% plus 2.6% (forgoing sick leave payout initially placed on the table) plus 3% (being a figure representing superannuation contributions agreed to forgo as discussed initially in this contract). I.e. 4.2 + 5 + 2.6 + 3 = 14.8%.

2.2. 6% or CPI from 1 July 2007.

2.3. 6% or CPI from 1 July 2008.

2.4. General conditions and terminology as listed in the agreement.

Inside Staff Current Proposal

3. The main features emerging from the negotiations with the Inside Staff Committee include:

3.1. A proposal for:

3.1.1. \$150 per week from 1 March 2007

3.1.2. 3% of CPI which ever is the greater from 1 July 2007

3.1.3. 3% or CPI which ever is the greater from 1 July 2008

3.1.4. 3% or CPI which ever is the greater from 1 July 2009

3.2. Further negotiations ensued with the CEO advising the committee that he was putting the following to Council:

3.2.1. \$50 per week from 1 March 2007 (CPI already paid)

- 3.2.2. 3% or CPI which ever the greater from 1 July 2007
- 3.2.3. 3% or CPI which ever the greater from 1 July 2008
- 3.2.4. 3% or CPI which ever the greater from 1 July 2009
- 3.3. Inclusion of the staff housing subsidy into the agreement, currently included in policy

The wording of which is as follows:

Housing Subsidy

The housing subsidy of \$150 per week is payable to employees employed at level 5 and above, for the cost of accommodation.

- 3.4. The CEO, although appreciative of the rise in living conditions in Broome rejected the proposals made by the committee mainly due to affordability reasons. Councils' budget just does not stretch that far.

The final position submitted to council for consideration in terms of the dollar value component of the WPA therefore is:

- \$50 per week from 1 March 2007
- 3% or CPI which ever the greater from 1 July 2007
- 3% or CPI which ever the greater from 1 July 2008
- 3% or CPI which ever the greater from 1 July 2009

It is important to note that this is not an agreed position but reflects what the CEO believes is a fair response. If Council endorses either the above position or some other position, the CEO will undertake to make further representations to the inside staff. The aim will be to put the Committee's claims and CEO's offers into context and illustrate the funding constraints. It is hoped that a greater understanding of the funding mechanisms and constraints will lead to a greater acceptance of the final offer.

Reduction of Staff

Should Council be in the position where it wishes to examine the options of reducing staff levels and subsequently the level of service by the area affected, the following information will assist:

The reduction of one staff member on level four equates to approximately \$52000. This figure is arrived at by using the new wage level proposed of approximately \$48000. The figure per inside staff varies according to the position.

CONSULTATION

Nil

STATUTORY ENVIRONMENT

Work Place Relations Act ("Work Choices") Amendments

POLICY IMPLICATIONS

The current inside WPA has a simplified clause for the housing subsidy paid to positions level 5 and above. If adopted it will supersede the policy. Council has previously indicated

President: Date:

that it wished to consider this matter as a separate agenda item and if that position remains, it would be beneficial to reaffirm.

FINANCIAL IMPLICATIONS

To gain a full understanding of the financial implications it is prudent to build a picture which starts with the profiles of the outside and inside workforce respectively, analyse the impact of the proposed increases and then examine the funding sources and ultimately impact on rates.

The following table is a profile of the outside workforce. It illustrates that the Shire employees the equivalent of 50 full time employees and the total direct labour costs equates to \$2.3 million. The information is from the current 2006/2007 financial year – our base year for comparative purposes.

Department/Section	Number of staff	Ord & OT pay	Broome Allowance	Other Allowances	Super @ 9%	Super @ 3%
2006/2007 Salaries and Wages Budget						
Fly Gang	3	81,418	22,196	4,898	9,435	0
Rubbish Tip Depot	3	102,753	15,689	6,357	10,097	1,848
Mechanics	1	40,154	8,072	512	4,374	0
Works Workers	3	151,070	32,659	5,067	16,821	4,140
Parks & Gardens Workers	21	693,183	150,729	31,064	74,984	6,703
	19	612,214	145,296	25,703	70,259	5,214
GRAND TOTAL	50	1,680,792	374,641	73,601	185,970	17,905

The next table is a profile of the inside workforce. It illustrates that the Shire employees the equivalent of 77 full time employees and the total direct labour costs equates to \$4.96 million. Note that this excludes the CEO and Directors.

Department/Section	FTE	Ord & OT pay	Broome Allowance	Other Allowance	Super @ 9%	Super @ 3%
		2006/2007 Financial Year				
Office of CEO	2.0	101,042	16,042	9,155	10,629	3,543
Administration	8.0	320,467	64,590	12,559	34,796	5,644
Finance	6.5	306,358	52,136	12,877	33,372	7,934
Human Resources	3.0	135,880	24,063	1,820	14,500	2,914
IT	2.0	89,449	16,042	1,196	9,544	1,794
Rangers	5.0	256,957	36,094	24,970	22,888	1,687
Beach lifeguard	1.0	65,254	8,021	3,958	6,452	341
Library	5.2	243,165	42,200	19,702	26,753	1,506
Recreation Services	2.0	101,723	15,116	16,142	10,645	3,548
Community Services	2.0	92,235	14,037	9,261	9,696	1,558
KIT/KFDC	1.0	67,846	0	11,667	7,156	0
HYPE	2.0	77,100	3,840	10,913	8,042	0
BRAC	13.0	517,814	65,429	40,831	54,232	1,942
Development support	2.0	84,437	16,042	1,132	9,117	3,039
Planning	4.0	271,043	40,105	64,610	30,790	3,778
Aboriginal EHO	1.0	55,405	8,021	8,968	5,796	1,932
Health	3.0	194,656	29,129	18,778	21,608	5,622
Building	3.0	158,314	24,063	36,470	16,926	1,729
Engineering	6.0	338,985	50,131	40,511	35,364	6,630
Works	2.0	109,201	17,481	10,006	11,260	3,987
Parks	3.0	135,210	24,114	3,217	14,182	3,387
GRAND TOTAL	76.7	3,621,499	550,654	349,588	383,119	58,972

Indicative Salary Increase

The indicative financial details of the inside workforce increase is based on 5% (\$50 per week increase) plus CPI at 3.4%

The Outside workforce indicative increase is based on their 14.8%-4.2%** plus 6.0% or CPI.

The next step of this financial analysis is to move to the 2007/2008 salaries and wages budget, which includes the impact of additional staff (which have previously been committed) or additional hours for existing staff and incremental increases through Award/EBA levels (Step increases), which all employees are entitled to. The analysis also adds back the effect of funding for new positions such as the Club Development Officer, Arts Centre Project Officer and KIPPS Co-ordinator.

Our base year position taken from the 2006/2007 budget is:

Gross Salaries and Allowances	\$7,374,000
Superannuation	\$ 720,000
TOTAL	\$8,095,000

Before applying percentage increases to our salaries and wages budget, the 2007/2008 budget has growth of \$439,000 or 5.4%:

Gross Salaries and Allowances	\$7,760,000
Superannuation	\$ 774,000
TOTAL	\$8,534,000

Adding the WPA increases, the result would be:

Gross Salaries and Allowances	\$8,540,000
Superannuation	\$ 851,000
TOTAL	\$9,391,000

This is an increase of \$857,000 (Outside \$442,000, Inside \$415,000) or 10.6% of our total salaries budget.

This brings the total indicative increase to \$1.295 million or 16% compared to the base year. When considering the amount required from rates, we would need to add a further \$46,000 to cover additional on-costs of workers compensation insurance premium, giving a total indicative figure of \$1.341 million.

The above indicative information is summarised in the following table:

	Base Year 2006/2007	2007/2008 Before WPA increases	WPA Increases	Outside 16.6% Increase	Inside 8.4% Increase
Gross Salaries	7,374,000	7,760,000	8,540,000		
Super	721,000	774,000	851,000		
TOTAL	8,095,000	8,534,000	9,391,000		
Additional \$ to Base Year		439,000	1,295,000	442,000	415,000
Additional % to Base Year		5.4%	16.0%	5.5%	5.1%
Annual \$ per FTE				\$8,800	\$5,400

Back Payment

At this stage it is important to note that the calculations have not featured the back payments for either outside or inside workforces. Whilst still to be resolved by Council, there was some indication at the April 2007 WPA workshop presentation that back payments may be funded from 2006/2007 unexpended budgets. This position needs to be officially determined by Council, however Finance staff would recommend funding back payments from the current 2006/2007 budget.

In dollar terms, the back payments equate to:

Outside workforce	\$191,000
Inside Workforce	\$ 67,000
TOTAL	\$258,000

If Council chooses to fund from the 2007/2008 budget the respective increases would add a further 3.5% (\$258,000/\$7.26 million) .

Rate Increases

The correlation between salaries and rates has been discussed at length in many previous workshops.

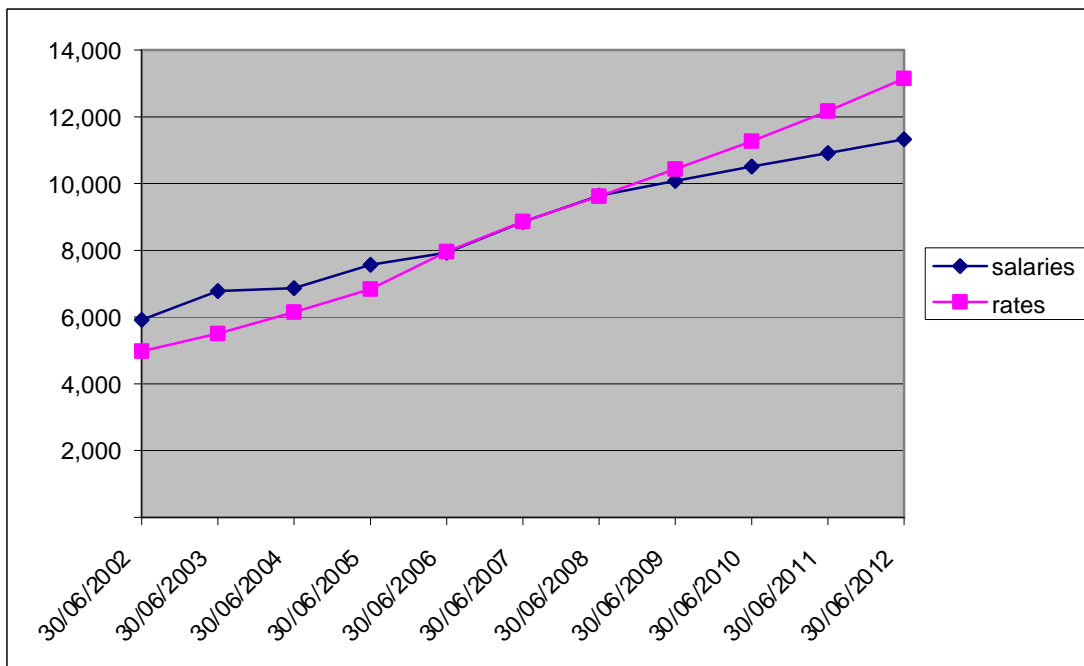
Recapping, or main source of operating funding comes from:

Rates	\$8.8 million
General Purpose Grant	\$2.0 million
Fees and Charges	\$5.3 million

It is evident that the general purpose grant is not keeping pace with the growth of the Shire and has in fact, decreased in real terms over the past couple of years.

Around \$2 million of our fees and charges cover contractor costs with respect to rubbish collection, and \$1.6 is sourced from [property leases. The balance of \$1.7 million is a combination of user pays charges and statutory fees which do not necessarily increase in line with wages growth. This then puts a heavy reliance on rates to fund wage growth.

The following graph illustrates the correlation between rate revenue and labour costs:



Taken from the Shire of Broome 5 Year Financial Plan

Rates modelling for 2007/2008 has revealed that growth in rateable properties has been 3.5% with the total Gross Rental Valuation increased from \$94.2 million to \$97.5 million. This being the case, if Council adopts say, a 9% rate increase, the overall yield will increase by 12.5%

The following table illustrates rate yield for different percentages set by Council.

Increase	Yield	Additional rates	Cumulative
8%	9,705,724		
8.50%	9,748,249	42,525	42,525
9%	9,790,861	42,612	85,137
9.50%	9,833,487	42,626	127,763
10.00%	9,876,284	42,797	170,560
11.95%	10,054,000	177,716	348,276

Last years rates raised \$8.863 million (including interim rates). An increase of \$1.341m to cover the indicative rise in salaries would require \$10.204 million in rates. We can reduce this figure by \$150,000 as an estimate of interim rates, leaving \$10.054 million to be raised by existing rates.

When considering the financial relationship between salaries and rates, the following is a useful guide to assist with final calculations:

- 1% of rates ~ \$90,000
- 1% of MEU (Outside) salary ~ \$26,750
- 1% of ASU (Inside) salary ~ \$53,250

STRATEGIC IMPLICATIONS

Staff is the largest and most important asset of any organisation, and directly relates to the service capacity of a service organisation such as local government. A large percentage of the shire staff are also contributors to the fabric of the community.

It is believed that recent Industrial Relations information released has indicated that, for the first time in Australia, "money" has become the prime satisfier of whether employees remain in a workplace.

VOTING REQUIREMENTS

Simple Majority

Moved: Cr C R Mitchell

Seconded: Cr M L B Albert

In accordance with Section 5.23(2)(a) of the local Government Act 1995, that the meeting be held behind closed doors.

CARRIED UNANIMOUSLY

Moved: Cr C M Maher

Seconded: Cr C R Mitchell

That Standing Orders be suspended at 4.06pm.

CARRIED UNANIMOUSLY

Moved: Cr C R Mitchell

Seconded: Cr C M Maher

That Standing Orders be reinstated at 5.22pm.

CARRIED UNANIMOUSLY

Cr R J Lander *departed the Chambers at 5.02 pm and returned at 5.03pm.*

Cr M L B Albert *departed the Chambers at 5.03 pm and did not return.*

REPORT RECOMMENDATION

1. That Council directs the CEO to include as an indicative rate for draft budgeting purposes, regarding the outside staff Work Place Agreement that:
 - An amount of 14.8% be awarded in total for the first year commencing 1 July 2006, and that the back-pay for this amount be paid within the 2006/2007 financial year.
 - An increase representing CPI (All Groups Perth, March Quarter) or 6% (whichever the greater) for the years commencing 1 July 2007, 1 July 2008 and 1 July 2009 be awarded representing a total duration of 3 years of the Collective Union Workplace Agreement for the outside staff.
 - The remainder of the agreement is left to the CEO to finalise.

2. That Council directs the CEO to include as an indicative rate for draft budgeting purposes, regarding the Inside staff Work Place Agreement that:
 - An amount of \$50 plus CPI be awarded in total for the first year commencing 1 March 2007.
 - An increase representing CPI (All Groups Perth, December Quarter) or 3% for the years commencing 1 March 2008 and 1 March 2009 be awarded representing a total duration of 3 years of the Collective Union Workplace Agreement for the Inside staff.
 - The remainder of the agreement is left to the CEO to finalise.

COUNCIL RESOLUTION

Moved:

Seconded:

FOR:

AGAINST:

Moved: Cr V L Wevers

Seconded: Cr C M Maher

1. **That Council directs the CEO to include as an indicative rate for draft budgeting purposes, regarding the outside staff Work Place Agreement that:**
 - **An amount of 14.8% be awarded in total for the first year commencing 1 July 2006 for existing employees, and that the back-pay for this amount be paid within the 2006/2007 financial year.**
 - **An increase representing CPI (All Groups Perth, March Quarter) or 6% (whichever the greater) for the years commencing 1 July 2007, 1 July 2008 and 1 July 2009 be awarded representing a total duration of 3 years of the Collective Union Workplace Agreement for the outside staff.**
 - **The remainder of the agreement is left to the CEO to finalise.**

2. **That Council directs the CEO to include as an indicative rate for draft budgeting purposes, regarding the Inside staff Work Place Agreement that:**
 - **An amount of \$50 be awarded in total for the first period commencing 1 March 2007 to 30 June 2007.**
 - **An increase representing CPI (All Groups Perth, March Quarter) or 3% for the years commencing 1 July 2007, 1 July 2008 and 1 July 2009 be awarded representing a total duration of 3 years of the Collective Union Workplace Agreement for the Inside staff that expires 28 February 2010.**
 - **The remainder of the agreement is left to the CEO to finalise.**

**FOR:
AGAINST:**

AMENDMENT TO MOTION

Moved: Cr V L Wevers

Seconded: Cr C M Maher

An amount of 14.8% be awarded in total for the first year commencing 1 July 2006, and that the back-pay for this amount be paid to existing employees within the 2006/2007 financial year.

MOTION WITHDRAWN

AMENDMENT TO MOTION

Moved: Cr R J Lander

Seconded: Cr C R Mitchell

That Council endorses:

1. **For the Outside Staff Work Place Agreement that:**
 - **An amount of 14.8% be awarded in total for the first year commencing 1 July 2006, and that the back-pay for this amount be paid to existing employees within the 2006/2007 financial year.**

2. For the Inside Staff Work Place Agreement that:

- An amount of \$50 be awarded in total for the first period commencing 1 March 2007 to 30 June 2007.**

MOTION WITHDRAWN

AMENDMENT TO MOTION

Moved: Cr V L Wevers

Seconded: Cr C M Maher

That the Report Recommendation be adopted with the deletion of the words, 'and that the back-pay for this amount be paid within the 2006/2007 financial year' from the first dot point, to read:

- An amount of 14.8% be awarded in total for the first year commencing 1 July 2006 for existing employees.**

FOR:	4
AGAINST:	2

CARRIED

Councillors Mitchell and Matsumoto requested their votes be recorded in the negative due to the lack of parity in the CPI increases between the Inside and Outside Agreements.

10. MEETING CLOSURE

There being no further business the Chairman declared the meeting closed at 5.49pm.