



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 THE COUNCIL CHAMBERS AT 4.30PM

26 JULY 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
26 JULY 2007

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NOTICE OF MEETING

Dear Council Member,

The next Special Meeting of the Shire of Broome will be held on Thursday 26 July 2007 in the Council Chambers, Corner Weld and Haas Streets, Broome, commencing at 4.30pm to discuss:

- Work Place Agreements

Regards

Ian Bodill
Chief Executive Officer

23 July 2007

1. OFFICIAL OPENING

The Chairperson welcomed members and declared the meeting opened at 4.30pm

2. ATTENDANCE AND APOLOGIES

Attendance	Cr G T Campbell Cr C R Mitchell Cr C M Maher Cr A C Griffiths Cr R J Lander Cr V L Wevers Cr M L B Albert Cr E R M Foy Cr P D Matsumoto	Shire President
Apologies	Ian Bodill	Chief Executive Officer
Officers	Ingrid Bishop Suzanne Lollback Darryl Butcher Cally Hoskin	Acting Chief Executive Officer Director Community Services Director Development Services CEO Secretary
Pubic Gallery	Darcy Buckle	

3. DECLARATIONS OF FINANCIAL INTEREST

Councillor	Item No	Page	Item	Nature of Interest

4. PUBLIC QUESTION TIME

Mr Darcy Buckle asked if the Councillors were aware that the outside workers from the Shire of Broome appreciate the support given to them by the Councillors?

The Shire President advised that Councillors were aware of this support.

5. CONFIRMATION OF MINUTES

N/A

6. ANNOUNCEMENTS BY PRESIDENT WITHOUT DISCUSSION**7. PETITIONS**

8. MATTERS FOR WHICH MEETING MAY BE CLOSED

Item 9.1.1 Work Place Agreements

9.

REPORTS

OF

OFFICERS

9.1

LEADERSHIP / GOVERNANCE

AND

ORGANISATION



OUTCOME

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

9.1.1 OUTSIDE WORKFORCE WORKPLACE AGREEMENT

LOCATION/ ADDRESS:	N/A
APPLICANT:	N/A
FILE:	PEE 001
AUTHOR:	Director Corporate Services
CONTRIBUTOR/S:	Manager Human Resources
RESPONSIBLE OFFICER:	Chief Executive Officer
DISCLOSURE OF ANY INTEREST:	Nil
DATE OF REPORT:	17 July 2007

SUMMARY: Seeking Council endorsement to approve the two (2) annual wage increases for 2008 and 2009 and other financial implications, in order to allow the CEO to finalise the Workplace Agreement.

BACKGROUNDPrevious Considerations

Nil

Following the expiry of the current Outside Staff Enterprise Bargaining Agreement on 30 June 2006, the Shire's Outside workforce, covered by the Municipal Employee's Award (MEA) have finalised negotiations with the CEO, for the 2007-2009 Australian Workplace Agreement (WPA).

The agreement will be in place for a remaining period of two years, expiring on 30 June 2009. One year has already lapsed with Council dealing with back pay requirements through a previous item.

COMMENT

Negotiations have finally concluded after lengthy discussion and debate. Most conditions from the award and the previous EBA have been included.

The process taken so far:

The wording of the agreement has been finalised.

1. The Outside Staff have approved the agreement with a majority vote.
2. Council will vote to accept the budgeted increases in Year 2 and Year 3.

The process from here:

1. Assuming an affirmative vote, the CEO will complete the sign off process and lodgement with the Workplace Authority.
2. Once approved by the Workplace Authority, the Agreement is distributed with signed copies recorded and filed.
3. All entitlement including wage increased are processed.

The main items with financial implications are:

- A) Years 2 and 3 wage rises

The proposed / agreed Year 2 Wage increase is 6% (or CPI, whichever is the greater) which has an approximate effect on the budget of \$160,500 per annum.

The proposed / agreed Year 3 Wage increase is 6% (or CPI, whichever is the greater) which has an approximate effect on the budget of \$160,500 per annum.

B) Salary Packaging

Salary Package has been negotiated as a way to maximise staff remuneration. There is not expected to be a major administrative cost to the Shire, as the service can be handled either internally or via a consultant (where the user pays).

C) Long Service Leave provisions after 5 years

There has been a new option of accessing Long Service Leave entitlements agreed, to attempt to counteract the high turnover among Operations staff.

The option allows the employee to take pro rata long service leave, accrued with the Shire of Broome, after 5 years unbroken employment with the Shire of Broome.

The cost implication is minimal as the organisation accrues LSL liability in a reserve fund. This initiative aims to provide a financial incentive for staff that remain with the Shire.

CONSULTATION

N/A

STATUTORY ENVIRONMENT

Local Government Act s.5.2

POLICY IMPLICATIONS

Nil

FINANCIAL IMPLICATIONS

The wages increase is provided for in the budget. The LSL option is provided for in reserve.

STRATEGIC IMPLICATIONS

1. **Social**

Nil

2. **Environmental**

Nil

3. **Economic**

Efficient and effective management of the Shire's resources;
Encourage orderly economic and employment growth

VOTING REQUIREMENTS

Simple Majority

REPORT RECOMMENDATION*That:*

1. Council approves the two (2) annual wage increases for 2008 (6% or CPI whichever is the greater) and 2009 (6% or CPI whichever is the greater.)
2. the CEO finalises the remaining clauses and conditions of the Outside Workplace Agreement.

COUNCIL RESOLUTION**Moved: Cr A C Griffiths****Seconded: Cr V L Wevers*****That the Report Recommendation be adopted.*****CARRIED UNANIMOUSLY****10. MEETING CLOSURE**

There being no further business the Chairperson declared the meeting closed at 4.33pm.