

Award Modernisation Finalised for Local Government in Tasmania

The Local Government Association of Tasmania (LGAT) is pleased to announce that Tasmania is the first Local Government Association in Australia to have proactively completed the award modernisation process. LGAT has avoided the continuing complexity of having separate, state-based awards and has been working in partnership with Page Seager as part of its commitment to reducing complexity and, where appropriate, ensuring consistency with industrial relations for all Tasmanian councils.

On 15 September 2014, a Full Bench of the Fair Work Commission (FWC) terminated the *Municipal Managers (Tasmania) Award 2003*. The effect of this decision is that all general managers are no longer covered by a Tasmanian specific award. This was already the case for general managers of Hobart City Council, Launceston City Council, Glenorchy City Council and Clarence City Council following LGAT's earlier applications to the FWC.

Because of the particular requirements of the *Fair Work Act*, the Full Bench varied the *Local Government Industry Award 2010* (Modern Award) by inserting a classification for general managers who were covered by the *Municipal Managers Award*, covering hours of work and minimum annual salaries. This schedule will cease to operate on 31 December 2014 and from 1 January 2015, all general managers will be award free.

In announcing its decision, the Full Bench stated, "We are satisfied that all of the requirements for terminating the Municipal Managers Award are satisfied. The Award applies to a small number of employees and there is no demonstrable purpose in allowing it to continue. Terminating the Award will reduce the complexity of the award system. The termination will reduce the regulatory burden on employers and not cause any detriment to employees covered by the Award."

This is consistent with the Modern Award objective that CEOs (however described) are not covered by the Modern Award. All other council employees in Tasmania are now covered by the Modern Award.

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