



16 June 2016

Armidale Regional Council
Interim General Manager
Mr Glen Wilcox
PO Box 75A
ARMIDALE NSW 2350

Dear Mr Wilcox

Re: Council Mergers – Phase 1

In the past few days you may have received correspondence from Local Government Professionals Australia (LGPA) advertising various training programs and seminars but containing misleading information on merger implementation timelines.

Specifically, the correspondence advises merged Councils that they are required to have developed a timetable for moving to a new salary structure by September 2016.

Not only is this information incorrect, but it also illustrates a lack of appreciation for the intricacies involved in developing salary structures in local government, and a misapprehension about the process of merger implementation.

In recent weeks the Industry Unions, along with Local Government New South Wales, the Office of Local Government, and the Department of Premier and Cabinet, have been involved in direct discussions regarding merger implementation, resulting in the following statement being issued by the Department of Premier and Cabinet:

"Councils should have commenced the development of their organisational structure by September 2016 and in developing their structure councils must meet their legal obligations to consult as outlined within the Local Government (State) Award 2014. The timeframe for completing and implementing their structure will be a matter for councils".

To then suggest that Councils must commence moving to a new salary structure by September 2016, when Councils may have only commenced developing their organisational structure by this time, is clearly incorrect and if followed by Council could result in industrial unrest.

The industry unions consider the correspondence received by recently merged Councils as nothing more than an attempt to trump up business by a non-industrial organisation in Local Government and should be wholly disregarded.

The LGPA are neither a registered industrial organisation of employees or employers, it is not a party to the Award, and has no role in providing advice to Councils on how to comply with Award requirements surrounding the imminent implementation of salary systems. If the Council wants that advice, it should get it from LGSNW.

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We also remind you that the Award requires Councils to consult with industry unions, something reiterated by the OLG and DPC, and that failure to do so may result in unnecessary industrial disputes.

We thank you for your time in considering this correspondence and invite you to contact the undersigned should you wish to discuss any of the matters raised herein.

Yours faithfully



Graeme Kelly
GENERAL SECRETARY
USU



Gordon Brock
DIRECTOR
LGEA



Ian Robertson
SECRETARY
depa

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