



Training

Local Government Association  
of South Australia



# Award Interpretation

## *New Training Series for Council Staff*

Norman Waterhouse is pleased to offer a new training workshop series focused on breaking down and explaining the provisions both, the South Australian Municipal Salaried Officers Award and the Local Government Employee Award.



While each council has its individual enterprise agreements, each enterprise agreement must be read in conjunction with the applicable Award. It is essential to have a solid understanding of the minimum requirements under the respective Awards, its operation and application when dealing with employee relations and for the purposes of enterprise bargaining negotiations.

**Register  
Now**

*Click on the headings  
on the second page*

[training.lga.sa.gov.au](http://training.lga.sa.gov.au)

# Award Interpretation Series



*Duration: 3 hours per session*

*Investment: \$385 GST per person, per session (discounts apply for **Full Series**)*

*Delivery: Webinar*

## **1. Application of the SAMSOA and LGE Award (25 Mar 2021)**

Understanding the scope and operation of the Awards and the overlap with Enterprise Agreements  
Better off overall test  
Enterprise Agreement flexibility and negotiations

## **2. Employment relationships (22 Apr 2021)**

Understanding different employment relationships and types of employment in Local Government  
Appointment and probation  
Contractual obligations

## **3. Classification, rates of pay and allowances (27 May 2021)**

Understanding different classifications  
Rates of pay  
Higher duties  
Reclassification process

## **4. Pay and Employee Entitlements (24 June 2021)**

Ordinary hours of work  
Span of hours  
Penalty rates  
Overtime  
Call-out and on-call allowances  
How Award provisions overlap with Enterprise Agreements

## **5. Leave entitlements, stand down, TOIL and RDOs (22 Jul 2021)**

Types of leave  
Stand down provisions  
Correct accrual and deduction of RDOs  
TOIL and overtime penalty rates  
How award provisions overlap with Enterprise Agreements

## **6. Absences, terminations and unfair dismissal (26 Aug 2021)**

Handling extended absences  
Procedural fairness obligations and tips  
Minimising the risk of unfair dismissals