

Payroll and Human Resources Employment Relations Workshop

Designed for Human Resources, Payroll and Employment Relations practitioners with the responsibility of ensuring compliance with employment legislation

About The Session

This workshop focuses on the employment relations framework covering local government in Queensland, with specific consideration to any Certified Agreement relevant to your council.

It includes information on the employment relations framework, interpretation difficulties, history of the legislation, Superannuation OTE and the Apprentice and Trainee Order. Participants will learn about specific local government requirements in relation to employment contracts and payroll.

Course Topics

Part 1 Council Employment Relations Legislative Framework

- Explanation of key pieces of legislation that make up the conditions and entitlements of local government employment and how they interact

Part 2 Local Government Legislative History

- An overview of the history of the Local Government Awards
- Examination of how the current local government industry has evolved and its impact on today's framework

Part 3 Key Local Government Legislation References

- Explanation of key provisions from the Local Government Act and Regulations, and the Industrial Relations Act
- Interpretation risks

Part 4 Interpretation Principles

- Understanding the weight of the different instruments
- Key principles to apply when interpreting an award/act

Part 5 Superannuation and Ordinary Time Earnings

- Examination of the definition of OTE
- Deep dive into interpretations, common questions and what is included in OTE

Part 6 Local Government Awards - deep dive

- Key areas of local government award streams
- Interpretations and common misunderstandings
- Council specific application considering Certified Agreement applications

Part 7 Apprentice and Trainee order

- Interpretation of order
- Interaction with industrial instruments
- Considerations when applying the order

Learning Outcomes

- Understanding of the framework that applies to local government
- Accurately interpret legislation
- Understanding of the evolution of the Local Government Awards
- Understanding of how the different pieces of legislation work together
- Ability to understand key payroll considerations such as superannuation and ordinary time earnings
- Understanding of key conditions and entitlements under the Local Government Award
- Consideration to how your Certified Agreement affects other legislation
- Understanding of the Apprentice and Trainee order

Workshop Details

Delivery:	In-person
Time:	1½ - 2 days
Class Size:	5-20 pax
Cost:	Contact us