

LOCAL GOVERNMENT EMPLOYEE INFORMATION STATEMENT

Employees have entitlements and protections at work, under:

LEGISLATION	AWARDS	ENTERPRISE AGREEMENTS	EMPLOYMENT CONTRACTS
			
Set minimum entitlements for employees	- Set minimum pay and conditions for an industry or occupation - Negotiated by employers and unions See: <i>Local Government (State) Award 2026</i>	- Set minimum pay and conditions for a particular workplace* - Negotiated by employers and unions * Note: Not all employers/employees are covered by enterprise agreements	- Provide additional conditions for an individual employee - Cannot reduce or remove minimum entitlements

To find out which industrial instrument applies to you, speak to human resources or your union representative.

PROTECTIONS AT WORK

All employees have protections at work. You can't be treated differently or worse (victimised) because you have or exercise a workplace right, for example, the right to request flexible working arrangements, take leave or make a complaint or enquiry about your employment.

You have the right to join a union or choose not to. However, some rights are only available to union members, such as the right to have a grievance dealt with by the Industrial Relations Commission of New South Wales, or the right to a public holiday on union picnic day.

You have the right to talk about (or not talk about) your current or past pay, and the terms and conditions of employment that would be needed to work out your pay (such as your hours of work). You can also ask other employees the same thing (about their pay and terms and conditions of employment) but they don't have to tell you.

You also have protections when temporarily absent from work due to illness or injury, and from discrimination, bullying and harassment, sexual harassment, coercion, misrepresentation, and undue influence or pressure.

PAY

The *Local Government (State) Award 2026* ("Award") establishes minimum entry level rates of pay at the local government industry level.

The Award requires employers to have a 'salary system' with a structure that complements the entry level rates of pay and skill descriptors under the Award by identifying grades. Each grade is required to contain salary points/steps for progression that are over and above the entry level rates of pay. The employer's salary system establishes the minimum rates of pay at a council level.

You cannot agree to be paid less than the relevant salary system rate of pay for your position.

UNION DELEGATES AT WORK

Union delegates are workplace representatives who are employees of your council and members of their union. Delegates play an important role in supporting employees, improving workplaces, and ensuring that workplace rights are understood and applied.

If you are a union member, you have the right to be represented by a union delegate in the workplace.

Union delegates have reasonable access to council resources and information for the purposes of carrying out their industrial responsibilities, including but not limited to: the representation of members with respect to disciplinary matters; the representation of employees with respect to grievances and disputes; functions associated with the role of the consultative committee; communicating with union members about workplace matters.

Delegates should feel supported and confident to perform their role.

Employers should engage in good faith with union delegates. This includes not unreasonably hindering or obstructing delegates in the performance of their role and enabling delegates to exercise their rights in accordance with the Award.

Employers and employees benefit from constructive engagement with union delegates. Delegates help resolve issues early, support clear communication, and contribute to fair, safe and productive workplaces.

WHO CAN HELP?

Unions

USU (United Services Union)

Phone: 1300 136 604
Email: united@usu.org.au
Website: www.usu.org.au



LGEA (Local Government Engineers Association)

Phone: (02) 9263 6555
Email: LGEA@professionalsaustralia.org.au
Website: www.lgea.org.au



depa (Development and Environmental Professionals' Association)

Phone: (02) 9712 5255
Email: admin@depa.au
Website: www.depa.au



Nurses Nurses' and Midwives Association of New South Wales

Phone: 1300 367 962
Email: gensec@nswnma.asn.au
Website: www.nswnma.asn.au

