

What's on offer in our upcoming Enterprise Agreement

Our Agreement is part of the commitment we make to our **Great People**. We've shaped the 2024 proposal based on your feedback, maintaining the conditions you value and enhancing others for greater fairness, inclusion, and wellbeing. Open for voting soon. **Questions?** Email EBA2024@geelongcity.vic.gov.au

FAIR PAY AND FINANCIAL SUPPORT



Wage increases that are fair and sustainable

- ✓ Year one (1 Oct 2024): 3% increase
- ✓ Year two (1 July 2025): 3% increase
- ✓ Year three (1 July 2026): 3% increase

Lump sum payments for full and part time employees

- ✓ On endorsement: \$1,100
- ✓ 1 July 2025: \$400
- ✓ 1 July 2026: \$400

Pro-rata for part time. Amount is pre-tax.

Increased allowances

- ✓ 6% increase for allowances unless otherwise specified.

SUPPORTING YOUR FUTURE



Enhanced Parental Leave options

- ✓ We're allowing secondary parents to take the primary role, so they can access up to the full 16 weeks of paid parental leave.
- ✓ **Experience the moment together:** We're removing the eight-week concurrent leave restriction.

Parental Leave superannuation boost

- ✓ Improved access to superannuation for all parents whilst on Parental Leave.

Flexibility and transition to retirement

- ✓ Bank up to five RDOs.
- ✓ **Retire on your terms:** we're removing the seven-year service requirement for transition benefit access.

WELLBEING, BALANCE AND COMMUNITY SUPPORT LEAVE



Wellbeing and administration leave

- ✓ Following the successful trial, the extra three days leave will become policy for employees with low annual leave balances.

Personal Leave safety net

- ✓ **Low leave balance?** We're trialling five additional non-accumulative Personal Leave days for specified health, reproductive care, family planning, or illness-related isolation.

Enhanced Cultural Leave

- ✓ In consultation with Wadawurrung, we're improving Cultural Leave provisions for First Nations employees.

KNOW YOUR EA

We've got great benefits at the City that aren't going anywhere - let's make sure we use them! Our **Know Your EA** campaign has been created to increase awareness among managers and employees of the benefits you have access to as a City employee, and how to use them. **Find out more** →

