

**CITY OF GREATER GEELONG**

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Justice Ross  
President  
Fair Work Commission  
11 Exhibition St  
Melbourne VIC 3000

20 August 2021

Dear Justice Ross,

**Re: AM2021/69 - Application to vary the Victorian Local Government Award 2015 (“VLGA”)**

The above application by the Australian Services Union (ASU) has sought to amend a number of clauses of the VLGA and we do not raise objection to the majority of the variations sought.

We are writing in relation to the specific application to amend clause 10.5 of the VLGA to include a minimum engagement period of at least 2 consecutive hours of work on each occasion a casual is required to work.

The current provision in the Award has no minimum engagement period for a casual employee and there are a number of long term employment arrangements within local government that involve the employment of a casual employee for periods of less than two consecutive hours that involve the provision of key services to the community, which could be jeopardised if the Award were to be varied, as sought by the ASU.

Local government currently provides a number of important services that operate with both casual and permanent part-time employees working shifts of less than 2 hours in duration. These include employees engaged to perform work in roles such as school crossing supervisors, swim teachers, fitness instructors and home carers.

This Award provision has existed in the local government industry for a long period and continues to enable local government to provide services into communities and recognises the types of services provided by the sector. Any change to the current Award provision without a more comprehensive review across the local government sector may significantly impact the provision of key services to local government communities across Victoria.

We support the submissions put by Meerkin and Apel on behalf of a significant number of Councils across Victoria including the City of Greater Geelong and given the potential significant impact of the variation sought in relation to the minimum engagement of casuals we are writing to the Commission to emphasise the potential significant impact of the proposed variation.

We have raised our concerns directly with the ASU and have indicated our commitment to development of a resolution.

Yours sincerely,

A handwritten signature in black ink, appearing to read "K. Phyland".

**KAARINA PHYLAND**

DIRECTOR STRATEGY, PEOPLE & PERFORMANCE  
CITY OF GREATER GEELONG