**WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

Application No. AG 2 OF 2023

**APPLICATION FOR A NEW AGREEMENT TITLED**

**“TOWN OF CAMBRIDGE EMPLOYEES’ COLLECTIVE AGREEMENT 2022”**

NOTICE is given that an application has been made to the Commission by the *Town Of Cambridge* under the *Industrial Relations Act 1979* for the registration of the above Agreement.

As far as relevant, those parts of the proposed Agreement which relate to area of operation and scope are published hereunder.

**1. APPLICATION AND OPERATION OF AGREEMENT**

**1.1 Title and Type of Agreement**

This Agreement shall be known as the "Town of Cambridge Employees’ Collective Agreement 2022”.

* 1. **Parties to the Agreement**

This Agreement applies to, and is binding upon:

* the Town of Cambridge (Employer);
* All Employees appointed by the Employer excluding Managers and roles that are senior to Manager level roles. This is approximately 380 employees as at 23 December 2022.
* The Local Government, Racing and Cemeteries Employee’s Union (LGRCEU).
* The Western Australian Municipal, Administrative, Clerical and Services Union of Employees (WASU).

**1.3 Period of Operation and Application**

(a) This Agreement shall take effect in accordance with the prevailing legislation seven (7) days after its date of approval by the Approving Authority.

(b) The Nominal Expiry Date of this Agreement shall be two years after approval of this Agreement by the Approving Authority. This Agreement shall continue to operate and apply to Employees beyond the Nominal Expiry Date until a replacement Agreement is made or this Agreement is terminated in accordance with the applicable legislation or its replacement.

(c) This Agreement excludes the *Municipal Employees' (Western Australia) Award 2021*, the *Local Government Officers' (Western Australia) Award 2021* and any other award made under the *Industrial Relations Act 1979* (WA) (Award) that otherwise extends to and binds the Employees and Employer to whom this Agreement applies.

(d) Other than statutory entitlements (for instance those contained in the *Minimum Conditions of* Employment *Act 1993 (WA)*) this Agreement is intended to set out all of the Employees’ terms and conditions of employment. To the extent that an Award provides for an entitlement that is different to or not otherwise referred to in this Agreement (including where this Agreement is silent on a matter provided for in an Award), any such Award entitlement will be inconsistent with this Agreement and this Agreement shall prevail.

(e) It is agreed that for the life of this Agreement there shall be no extra claims outside the Agreement.

(f) This Agreement will be read and interpreted in conjunction with the *Minimum Conditions of Employment Act 1993* (WA). Where there is an inconsistency between this Agreement and the *Minimum Conditions of Employment Act 1993*, and the *Minimum Conditions of Employment Act 1993* provides a greater benefit, the *Minimum Conditions of Employment Act 1993* provisions will apply to the extent of the inconsistency.

(g) The parties commit to meet to discuss negotiations for a replacement Agreement at least six months prior to the expiry of this Agreement.

A copy of the proposed Agreement may be inspected at my office at 111 St. Georges Terrace, Perth.

S. BASTIAN

REGISTRAR

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