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# CONDITIONS OF EMPLOYMENT REVIEW

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## **STAFF CONDITIONS OF EMPLOYMENT REVIEW OUTCOMES**

The Staff Conditions of Review Team (SCERT) was established to ensure GRLC meet regulatory requirements, have contemporary conditions of employment and a fair and sustainable remuneration system for its staff. Research was undertaken into other NFP/religious sector entitlements, a review of legal requirements at State and Federal levels and any denominational requirements. Some minor changes were required to ensure we comply with all employment legislation, but on the whole we were already compliant and meeting industry standards with our employment entitlements.

## **STAFF LEAVE ENTITLEMENTS REVIEW**

Staff were surveyed to ensure that we were listening to their suggestions, and the following changes and clarifications have been made to leave entitlements.

1. Christmas to New Year Period to be formalised as time off for staff in lieu of staff all-in events throughout the year.
2. Time in Lieu Policy to be formalised and better communicated to staff.
3. Long Service Leave – will remain accessible after 7 years of service.
4. Paid Family and Domestic Violence Leave to be included in our entitlements in accordance with new federal laws.
5. Parental Leave
  - Paid Primary Carer's Leave - extending the minimum wage payment (pro-rata) for an additional 8 weeks on top of the government's 18 week payment.
  - Paid Non-Primary Carer's Leave - GRLC will pay 2 weeks of minimum wage payment, pro rata within the 4 weeks leave in addition to the government's 'Dad and Partner pay'
  - Paid leave for loss of a pregnancy after 20 weeks - extending the 8 week, pro-rata, minimum wage payment to employees in this situation.
  - Paid Foster Leave - 2 days paid foster leave, per placement (regardless of number of children in a placement), limited to 4 days per annum.

## **RELIGIOUS PRACTITIONERS REMUNERATION SCALE**

The remuneration scale for Religious Practitioners was reviewed to ensure a sustainable system was put in place and also to allow for the new level of staffing – Executive Pastor. The SCERT have established a revised pay structure that takes into account loading for:

- Position level
- Training (accredited or recognised ministers)
- Experience at a level
- Experience at GRLC