

Payroll and Human Resources Employment Relations

Designed for Human Resources, Payroll and Employment Relations practitioners with the responsibility of ensuring compliance with employment legislation.

About the Session

This workshop explores the employment relations framework applying to Queensland local government, including consideration of any Certified Agreement relevant to your council.

It covers the operation and interaction of key employment legislation, common interpretation challenges, the history of the local government industrial framework and the Apprentice and Trainee Order. The workshop also addresses specific local government requirements relating to employment contracts and payroll.

Course Topics

Part 1 Council employment relations Legislative framework

- Overview of key legislation governing local government employment conditions and entitlements
- How the various legislative instruments interact

Part 2 Local government legislative history

- Overview of the history of the Local Government Awards:
- How the industry has evolved and its impact on the current framework

Part 3 Key local government legislative references

- Key provisions of the Local Government Act and regulations, and the Industrial Relations Act
- Interpretation and compliance risks

Part 4 Interpretation principles

- Understanding the relative weight of the different industrial instruments
- Key principles for interpreting awards and legislation

Part 5 Local Government Awards - deep dive

- Key areas across local government award streams
- Common interpretations and misunderstandings
- Council-specific considerations, including the application of Certified Agreements

Part 6 Apprentice and Trainee Order

- Interpretation of the Order
- Interaction with industrial instruments
- Considerations when applying the Order

Workshop details

Delivery	Online or in person
Duration:	1½ - 2 days
Class size:	5-20 max
Price:	Contact us

Learning Outcomes

- Understanding the employment relations framework applying to Queensland local government.
- Ability to accurately interpret employment legislation and industrial instruments.
- Understanding the evolution of the Local Government Awards and their current application.
- Understanding how different pieces of legislation and instruments interact.
- Understanding key payroll considerations.
- Understanding key conditions and entitlements under the Local Government Award.
- Awareness of how Certified Agreements interact with and affect other legislative obligations.
- Understanding the application of the Apprentice and Trainee Order.