



LET'S GET THE FACTS STRAIGHT!

The 2008 LGA Conference decision to increase paid parental leave

FACT

Delegates at the LGA 2008 Broken Hill Conference voted **unanimously** to implement **18 weeks paid maternity leave and 2 weeks paid paternity leave as a standard condition** for all NSW Local Government employees. **This was the most significant policy decision of the 2008 Conference.**

FACT

The LGA NSW Rules clearly state that, **"a Conference of the Members shall be the supreme policy making body of the Association."** (s15). This means it is the **elected Councillors (voting Delegates)** that are the **ultimate decision makers at Conference.**

FACT

The NSW Department of Local Government's Council Circular (19/4/07) states: **"decisions relating to industrial policies are matters for elected Councils, not General Managers or other senior staff"**. This advice **clearly also applies** to all unelected staff.

FACT

The **decision taken by Conference Delegates in 2008 to increase paid parental leave provisions** as part of the NSW LG Employees Award was about **firmly establishing the NSW Local Government sector as an Employer of Choice** – it was about **attracting and retaining quality staff** in NSW Local Government. **Cost benefit analysis** on the proposal revealed it **made good business sense.**

FACT

The deliberate decision to omit the 2008 motion on 18 weeks paid maternity leave and 2 weeks paid paternity leave from the **2008 Policy Statements is in effect treating elected Councillors and this Conference with contempt.**

FACT

Executive motion 49 seeks to 'rescind by stealth' the essence of the 2008 decision by the LGA Conference delegates in relation to Paid Parental Leave. **Motion 49 is out of order and should be soundly rejected by Conference Delegates.**

FACT

Executive motion 49 advocates a 'lowest common denominator approach'. The **opportunity for the NSW Local Government sector to differentiate itself from other Government or private sector employers is completely lost.** **Motion 49 is a massive backwards step** from the 2008 LGA Conference decision.