

POLICY

TITLE:	Allowances and Benefits (Staff)		
DIRECTORATE:	Council		
ADOPTED BY:	Council Resolution: OMC-24/350		
DATE OF ADOPTION:	1 January 2025	DATE OF REVIEW:	1 January 2026
POLICY NUMBER:	119		
LEGISLATIVE REF:	<i>Local Government Act 2019; Section 174 Barkly Regional Council Enterprise Agreement Employment Contracts</i>		

1. INTRODUCTION

1.1. Purpose

The purpose of this Policy is to set out allowances and other benefits which may form part of the BRC employees total remuneration package, including allowances, vehicle and accommodation.

1.2. Scope

This Policy applies to all employees of Council who are covered under the BRC Enterprise Agreement (EA).

1.3. Policy Objectives

- 1) The allowances are intended to reimburse actual expenditure incurred by the employee, or otherwise relate to the nature or location of the work itself (e.g. remote locality, responsibilities of the employee).

2. POLICY STATEMENT

2.1 Remuneration

Remuneration payable at Council is established either via Council's Enterprise Agreement or via common law contracts of employment which include the details of remuneration paid at Council.

2.2 Uniforms

As per the *Uniforms and Personal Protective Equipment Policies*, all staff are entitled to uniforms depending on their role with BRC. All staff receive 5 sets at commencement. Then per annum.

2.3 Special work arrangements and allowances

Employees covered by the Enterprise Agreement receive a variety of allowances as outlined in the Agreement. These may include the following allowances:

- First aid officers allowance
- Work related travel allowances
- Use of private motor vehicles
- On call arrangements
- Instruments, tools and equipment

2.4 Team Leader and Above

Depending on position and location will determine the benefit that may be associated to the role, as outlined in the Enterprise Agreement, or if the individual is not covered by the EA, then under their

Contract of Employment and as relevant, any Council Policies. Benefits may include:

- Mobile phone / Laptop
- Accommodation / Relocation allowance
- Use of Vehicle

2.5 Manager and Directors

Position and location will determine the benefit that may be associated to a role, for example:

- Private use of motor vehicle / Vehicle Allowance
- Accommodation / Housing Subsidy

3. HOUSING

Those subject to a common law contract will have the provision of housing (if applicable) included within their contracts.

Dependent on availability, key positions subject to the EA will receive a housing subsidy.

In the above instances, Council will provide the individual with a Housing Subsidy of up to \$330.00 per week. Only one allocation per household is permitted.

The individual is responsible for paying all utilities associated with the accommodation, not limited to electricity, water, gas, phone and internet.

The Housing Subsidy does not apply to those individuals who own their own home or are already living in location.

4. HOUSING IN REMOTE COMMUNITIES

Dependent on availability, critical positions are eligible to be provided with housing, including the payment of reasonable utilities associated with the accommodation.

5. RELEVANT POLICIES

Policies to be read in conjunction with this Policy are:

- 1) Vehicle Policy

6. IMPLEMENTATION AND REVIEW

6.1. Implementation

Relevant personnel will be made aware of this Policy. It is not a requirement of the Act for this Policy to be published on the Barkly Regional Council website.

6.2. Review

This policy is subject to review every two (2) years and will be reviewed on or before 1 January 2026, or in line with any changes to the Enterprise Agreement.

7. VARIATIONS, REVOCATIONS AND/OR CHANGES

Barkly Regional Council reserves the right to revoke and/or amend this Policy from time to time as is considered necessary to better manage its business and/or to comply with any legislative requirements.

8. APPROVAL

This Policy is approved.

Chris Kelly
Chief Executive Officer


Signature

29 Nov 2024
Dated

END