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| Publication date | Reason for amendments  | Clauses affected  |
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| 27 April 2016    | As agreed in conference on 21 April 2016   | 3.4, 6.3, 7.1, 9.1, 9.2, 9.3, 10.6(b), 11.3(g)(v), 13.1(a), 14.1(a), 14.1(d) (deleted), 14.4(a), 14.7(d), 15.4(a), 24.1, A.2.1(f), Schedule B, Schedule G |
| 1 June 2016      | Updated as agreed in conference and in accordance to <a href="#">Report to the Full Bench dated 2 May 2016</a> . | 13.1, 15.3, 15.4(a) (insertion from April 2016 deleted)   |
| 1 June 2016      | Updated as agreed in conference and in accordance to <a href="#">Report to Full Bench 26 May 2016</a>            | 6.3(a)(iii), 8.1, B.1.1, Schedule G   |

Changes agreed to by parties appear in red text. Underlined text indicates new text that is to be included. Strikethrough text indicates existing text that is to be deleted.

## EXPOSURE DRAFT

### Contract Call Centres Award 2015

This exposure draft has been prepared by staff of the Fair Work Commission based on the **Contract Call Centres Award 2010** (Call Centres award) as at 18 December 2015. This exposure draft does not seek to amend any entitlements under the Call Centres award but has been prepared to address some of the structural issues identified in modern awards.

The review of this award in accordance with s.156 of the *Fair Work Act 2009* is being dealt with in matter [AM2014/222](#). Additionally a number of common issues are being dealt with by the Commission which may affect this award. Transitional provisions have not been included in this exposure draft pending the outcome of the review.

This draft does not represent the concluded view of the Commission in this matter.

No examples have been included in this exposure draft. Parties are asked to submit [examples](#) that clarify the operation of particular provisions.

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## Part 1—Application and Operation

### 1. Title and commencement

- 1.1 This award is the *Contract Call Centres Award 2015*.
- 1.2 This modern award, as varied, commenced operation on 1 January 2010.
- 1.3 A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.
- 1.4 Schedule G—Definitions sets out definitions that apply in this award.
- 1.5 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.

### 2. The National Employment Standards and this award

- 2.1 The [National Employment Standards](#) (NES) and this award contain the minimum conditions of employment for employees covered by this award.
- 2.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.
- 2.3 The employer must ensure that copies of the award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means.

### 3. Coverage

- 3.1 This industry award applies throughout Australia to employers of employees in the contract call centre industry who are covered by the classifications in this award and to those employees.
- 3.2 **Contract call centre industry** means:
  - (a) any business whose principal function is supplying inbound or outbound customer contact services to a number of clients, on a contract basis, and whose business is independent of the client; and
  - (b) any business which supplies labour to a business in the contract call centre industry on a labour hire basis in respect of any such labour hire employees while engaged in the performance of work for a business in the contract call centre industry.

- 3.3 Customer contact services** means any inbound or outbound work, including telephone sales, using the telephone or other telecommunication devices such as facsimiles, the internet or email.
- 3.4** This award covers employers which provide group training services for ~~apprentices and/or~~ trainees engaged in the industry and/or parts of industry set out at clause 3.1 and those ~~apprentices and/or~~ trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.
- 3.5** This award does not apply to:
- (a) any business or part of a business which is not a business in the contract call centre industry (as defined); or
  - (b) any business or part of a business in which the customer contact services are carried out within that business and for that business, except in the case of a business in the contract call centre industry; or
  - (c) any person who is a director or manager of an employer or a person to whom such person has delegated the right to engage and terminate the employment of employees.
- 3.6** This award does not cover:
- (a) employees excluded from award coverage by the *Fair Work Act 2009* (Cth) (the Act);
  - (b) employees who are covered by a modern enterprise award or an enterprise instrument (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees; or
  - (c) employees who are covered by a State reference public sector modern award or a State reference public sector transitional award (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.
- 3.7** Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.

## **4. Award flexibility**

- 4.1** Notwithstanding any other provision of this award, an employer and an individual employee may agree to vary the application of certain terms of this award to meet the genuine individual needs of the employer and the individual employee. The terms the

employer and the individual employee may agree to vary the application of, are those concerning:

- (a) arrangements for when work is performed;
- (b) overtime rates;
- (c) penalty rates;
- (d) allowances; and
- (e) leave loading.

**4.2** The employer and the individual employee must have genuinely made the agreement without coercion or duress. An agreement under this clause can only be entered into after the individual employee has commenced employment with the employer.

**4.3** The agreement between the employer and the individual employee must:

- (a) be confined to a variation in the application of one or more of the terms listed in clause 4.1; and
- (b) result in the employee being better off overall at the time the agreement is made than the employee would have been if no individual flexibility agreement had been agreed to.

**4.4** The agreement between the employer and the individual employee must also:

- (a) be in writing, name the parties to the agreement and be signed by the employer and the individual employee and, if the employee is under 18 years of age, the employee's parent or guardian;
- (b) state each term of this award that the employer and the individual employee have agreed to vary;
- (c) detail how the application of each term has been varied by agreement between the employer and the individual employee;
- (d) detail how the agreement results in the individual employee being better off overall in relation to the individual employee's terms and conditions of employment; and
- (e) state the date the agreement commences to operate.

**4.5** The employer must give the individual employee a copy of the agreement and keep the agreement as a time and wages record.

**4.6** Except as provided in clause 4.4(a) the agreement must not require the approval or consent of a person other than the employer and the individual employee.

**4.7** An employer seeking to enter into an agreement must provide a written proposal to the employee. Where the employee's understanding of written English is limited the employer must take measures, including translation into an appropriate language, to ensure the employee understands the proposal.

**4.8** The agreement may be terminated:

- (a) by the employer or the individual employee giving 13 weeks' notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or
- (b) at any time, by written agreement between the employer and the individual employee.

NOTE: If any of the requirements of [s.144\(4\)](#), which are reflected in the requirements of this clause, are not met then the agreement may be terminated by either the employee or the employer, giving written notice of not more than 28 days (see [s.145](#) of the Act).

**4.9** The notice provisions in clause 4.8(a) only apply to an agreement entered into from the first full pay period commencing on or after 4 December 2013. An agreement entered into before that date may be terminated in accordance with clause 4.8(a), subject to four weeks' notice of termination.

**4.10** The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between an employer and an individual employee contained in any other term of this award.

## **5. Facilitative provisions**

**5.1** A facilitative provision provides that the standard approach in an award provision may be departed from by agreement between an employer and an individual employee, or an employer and the majority of employees in the enterprise or part of the enterprise concerned.

**5.2** Facilitative provisions in this award are contained in the following clauses:

| <b>Clause</b> | <b>Provision</b>                             | <b>Agreement between an employer and:</b>  |
|---------------|--|--|
| 8.7           | Flexibility in relation to working hours     | An individual or the majority of employees |
| 8.8           | Flexibility in relation to Sunday work       | An individual                              |
| 9.4           | Flexibility in relation to meal breaks       | An individual or the majority of employees |
| 10.3(b)       | Flexibility in relation to pay periods       | An individual or the majority of employees |
| 10.6(h)(ii)   | Payment of wages                             | An individual                              |
| 11.3(e)(i)    | Payment for travelling                       | An individual                              |
| 14.5(a)       | Time off instead of payment for overtime     | An individual                              |
| 15.6(a)       | Paid leave in advance of accrued entitlement | An individual                              |
| 19.3          | Substitution of certain public holidays      | An individual or the majority of employees |

## Part 2—Types of Employment and Classifications

### 6. Types of employment

6.1 Employees under this award will be employed in one of the following categories:

- (a) full-time;
- (b) part-time; or
- (c) casual.

### 6.2 Full-time employees

- (a) A full-time employee is engaged to work an average of 38 ordinary hours per week.
- (b) Any employee not specifically engaged as being a part-time or casual employee is for all purposes of this award a full-time employee, unless otherwise specified in the award.

### 6.3 Part-time employees

Part-time employment provisions may be affected by [AM2014/196](#)

- (a) A part-time employee:
  - (i) is engaged to work less than 38 ordinary hours per week;
  - (ii) has reasonably predictable hours of work; and
  - (iii) receives, on a pro rata basis, award pay and conditions equivalent to those of full-time employees on the basis that ordinary weekly hours for full-time employees are 38 who do the same kind of work.
- (b) A part-time employee must be paid for ordinary hours worked at the minimum hourly rate prescribed by clause 10—Minimum wages for their classification.
- (c) An employer is required to roster a part-time employee for a minimum of three consecutive hours on any shift.
- (d) Overtime will be payable to part-time employees in accordance with clause 14 for time worked in excess of the hours fixed in accordance with the pattern of hours applicable to the employee, provided that:
  - (i) a part-time employee is not entitled to be paid overtime rates on a day until they have worked at least an equivalent number of hours that day to an equivalent full-time employee in the relevant section of the enterprise; and
  - (ii) a part-time employee must not work more than 38 hours in any week at ordinary rates.
- (e) A full-time employee may convert to part-time if agreed by the employer and the employee.

## 6.4 Casual employment

Casual employment provisions may be affected by [AM2014/197](#)

- (a) A casual employee is engaged and paid as a casual employee.
- (b) Employment of a casual employee may be terminated by an hour's notice given either by the employer or the employee, or by the payment or forfeiture of an hour's wage as the case may be.
- (c) On each occasion a casual employee is required to attend work the employee is entitled to payment for a minimum of three hours' work.
- (d) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements under Subdivision B and C of Division 7 of the NES concerning carer's leave and compassionate leave for a casual employee. The rights of an employer to engage or not engage a casual employee are otherwise not affected.
- (e) **Casual loading**  
For each ordinary hour worked, a casual employee must be paid:
  - (i) the minimum hourly rate; and
  - (ii) a loading of **25%** of the minimum hourly rate,  
for the classification in which they are employed.

## 6.5 Abandonment of employment

- (a) The absence of an employee from work for a continuous period exceeding three working days, without the consent of the employer and without notification to the employer, will be prima facie evidence that the employee has abandoned the employment.
- (b) The employee will be deemed to have abandoned the employment if they have not established to the satisfaction of the employer that they have a reasonable cause for their absence within 14 days of:
  - (i) the employee's last attendance at work; or
  - (ii) the date of the employee's last absence in respect of which notification has been given or consent has been granted.
- (c) Termination of employment by abandonment in accordance with this clause will operate from the later of:
  - (i) the employee's last attendance at work; or
  - (ii) the date of the employee's last absence in respect of which notification was given or consent was granted.



## 7. Classifications

- 7.1 A ~~description~~ definition of the classifications under this award is set out in Schedule A of this award.
- 7.2 All employees covered by this award must be classified according to the structure set out in Schedule A and paid the minimum wage in clause 10.
- 7.3 The classification by the employer must be according to the skill level or levels required to be exercised by the employee in order to carry out the principal functions of the employment as determined by the employer.
- 7.4 Employers must advise their employees in writing of their classification and of any changes to their classification.

## Part 3—Hours of Work

### 8. Ordinary hours of work and rostering

- 8.1 The ordinary hours of work are to be an average of 38 per week (or up to 38 hours for casual employees).
- 8.2 Except as provided for in clause 8.7(a)(ii), an employee must not be required to work more than 10 ordinary hours per day.
- 8.3 Except as provided for in clause 8.7(a)(iii) the ordinary hours of an employee must not exceed 152 hours in 28 consecutive days.

### 8.4 Method of arranging ordinary hours

The method of arranging ordinary hours may be:

- (a) by employees working a constant number of ordinary hours each day; or
- (b) by fixing one day a week on which employees work a lesser number of hours; or
- (c) by fixing one or more days on which all employees will be off during a particular work cycle; or
- (d) by rostering employees off on various days of the week during a particular work cycle so that each employee has one or more days off during that cycle.

### 8.5 Alteration to hours of work

- (a) Subject to the employer's right to fix the daily hours for day work within the spread of hours referred to in clause 8.6 and the right to require employees to work shifts on existing rosters, ordinary hours once determined may be altered:
  - (i) by the employer giving one week's notice of the requirement to change the arrangement of hours or the shift roster;
  - (ii) by the employer giving 48 hours' notice to the employee in the case of an emergency;

- (iii) by mutual agreement between the employees concerned and their employer; or
  - (iv) at the discretion of the employer, employees may be permitted to exchange shifts or days off to perform duty for another employee. In such circumstances the employer is not required to make any additional payment.
- (b) Provided where an employee receives notice under clause 8.5(a)(i) or (ii) and significant concerns are raised about the alteration of their hours of work due to their personal or family circumstances, the employer will consult with the employee about such concerns.

## **8.6 Spread of ordinary hours of work**

- (a) Subject to clause 8.6(b), except as provided for in clause 8.7(a)(i), the ordinary hours of work for day work must be worked between the following spread of hours:
- (i) Monday to Friday—7.00 am to 7.00 pm; and
  - (ii) Saturday—all day (i.e. midnight on Friday to midnight on Saturday).
- (b) Employees may be required to work ordinary hours outside the spread of hours in clause 8.6(a)(i) or (ii) subject to payment of the penalty rates in clause 13.1.
- (c) Any work performed by an employee prior to the spread of hours which is continuous with ordinary hours is to be regarded as part of the 38 ordinary hours of work.

## **8.7 Flexibility in relation to working hours**

- (a) The following forms of flexibility may be implemented in respect of all employees in a workplace or section(s) thereof, subject to agreement between the employer and the majority of the employees concerned in the workplace or relevant section(s). Agreement in this respect may also be reached between the employer and an individual employee:
- (i) the spread of hours in clauses 8.6(a)(i) and (ii) may be altered by up to one hour at one or both ends of the daily spread;
  - (ii) in excess of 10 hours and up to 12 hours of ordinary time may be worked per day or shift. The implementation of 12 hour days or shifts is subject to the provisions of clause 8.12;
  - (iii) a roster may operate on the basis that the weekly average of 38 ordinary hours is worked over a period which exceeds 28 consecutive days but does not exceed 12 months.
- (b) Where an agreement is reached by the majority of employees it will apply to all the employees in the workplace or section(s) to which the agreement applies. This does not in any way restrict the application of individual agreement.
- (c) Where an agreement is reached in accordance with this clause, the agreement must be recorded in the time and wages records.

## 8.8 Flexibility in relation to Sunday work

- (a) By agreement between an individual employee and the employer, the days on which ordinary hours are worked may include Sunday between 7.00 am and 7.00 pm, subject to the penalty in clause 13.1.
- (b) Where an agreement is reached in accordance with clause 8.8(a), the agreement must be recorded in the time and wages records.
- (c) The provisions of clause 8.8(a) and (b) are not applicable to employees who work day work as part of a rotating roster which incorporates a cycle of day work, afternoon shifts and/or night shifts. In such circumstances, the ordinary hours of work will be worked at the discretion of the employer on any days of the week, Monday to Sunday, subject to clause 8.5 and the penalties in clause 13.1.

## 8.9 Provisions applicable only to afternoon or night shifts

- (a) The ordinary hours of work for afternoon and night shiftworkers will be worked at the discretion of the employer on any days of the week, Monday to Sunday, subject to clause 8.5 and the applicable penalty in clauses 13.1(a), 13.2(b) and (c).
- (b) For the purposes of this award:
  - (i) subject to clause 13.2(a), **afternoon shift** means any shift finishing after 7.00 pm and at or before midnight; and
  - (ii) **night shift** means any shift finishing after midnight and at or before 9.00 am.

## 8.10 Daylight saving

For work performed which spans the start and finish times of a system of daylight saving as prescribed by relevant State legislation, an employee will be paid according to adjusted time (i.e. the time on the clock at the beginning of work and the time on the clock at the end of work).

## 8.11 Make-up time

- (a) An employee may elect, with the consent of their employer, to work make-up time under which the employee takes time off during ordinary hours and works those hours at a later time during the spread of ordinary hours provided in this award.
- (b) An employee on shiftwork may elect, with the consent of their employer, to work make-up time under which the employee takes time off during ordinary hours and works those hours at a later time at the shiftwork rate which would have been applicable to the hours taken off.

## 8.12 Twelve hour days or shifts

Implementation of twelve hour days or shifts is subject to the following:

- (a) Proper health monitoring procedures being introduced;
- (b) Suitable roster arrangements being made;

- (c) Proper supervision being provided;
- (d) Adequate breaks being provided, including at least one paid meal break per day or shift of at least 20 minutes duration; and
- (e) An adequate trial or review process being implemented.

## 9. Breaks

9.1 Where practicable, an employee must not be required to work for more than five hours without a break for a meal, except as provided for in clauses ~~9.3~~ 8.11 and 9.4.

9.2 The meal break will be for a period of ~~between 30 and 60 minutes~~ not less than 30 minutes and not more than 60 minutes and will be unpaid.

9.3 An employee directed by the employer to work in excess of five hours without a meal (~~or more than six hours in accordance with~~ or such period as extended in accordance with clause 9.4) must be:

- (a) paid at the rate of 150% of the minimum hourly rate for the meal period; and
- (b) permitted to have the employee's usual meal period as soon as possible after the prescribed meal period, without deduction from the employee's wage.

### 9.4 Flexibility in relation to meal breaks

(a) Employees may work in excess of five hours but not more than six hours without a meal break by agreement between the employer and the majority of the employees concerned in the workplace or relevant section(s). Agreement in this respect may also be reached between the employer and an individual employee.

(b) Where an agreement is reached by the majority of employees it will apply to all the employees in the workplace or section(s) to which the agreement applies. This does not in any way restrict the application of an individual agreement.

9.5 This clause will not operate outside an employee's ordinary working hours. Rest breaks during overtime are prescribed in clause 14—Overtime.

## Part 4—Wages and Allowances

### 10. Minimum wages

#### 10.1 Adult employees

Adult employees, except where otherwise provided in this award, will be entitled to receive the salary for the relevant classification as set out in the table below:

| Classification           | Minimum weekly rate<br>\$ | Minimum hourly rate<br>\$ |
|--------------------------|---------------------------|---------------------------|
| Customer Contact Trainee | 701.80                    | 18.47                     |

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| <b>Classification</b>                             | <b>Minimum weekly rate<br/>\$</b> | <b>Minimum hourly rate<br/>\$</b> |
|---|-----------------------------------|-----------------------------------|
| Clerical and Administration Officer Level 1       | 701.80                            | 18.47                             |
| Customer Contact Officer Level 1                  | 725.90                            | 19.10                             |
| Clerical and Administration Officer Level 2       | 725.90                            | 19.10                             |
| Customer Contact Officer Level 2                  | 764.90                            | 20.13                             |
| Clerical and Administration Officer Level 3       | 764.90                            | 20.13                             |
| Principal Customer Contact Specialist             | 813.60                            | 21.41                             |
| Customer Contact Team Leader                      | 834.60                            | 21.96                             |
| Clerical and Administration Officer Level 4       | 834.60                            | 21.96                             |
| Principal Customer Contact Leader                 | 894.80                            | 23.55                             |
| Clerical and Administration Officer Level 5       | 894.80                            | 23.55                             |
| Contract Call Centre Industry Technical Associate | 967.00                            | 25.45                             |

See Schedule B for a summary of hourly rates of pay including overtime and penalties.

**10.2 Junior rates**

Junior employees must be paid the following percentage of the minimum rate for their classification in clause 10.1:

| <b>Age</b>        | <b>% of adult rate</b> |
|-------------------|------------------------|
| 15 years          | 50                     |
| 16 years          | 60                     |
| 17 years          | 70                     |
| 18 years and over | 100                    |

**10.3 Payment of wages**

**(a) Period and method of payment**

- (i) At the election of the employer, wages may be paid weekly or fortnightly.

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- (ii) Notwithstanding anything in this clause, if there is an existing practice in place as at 31 December 2009 then an employer is permitted to continue with this practice.
- (iii) Wages must be paid according to either:
  - the average number of ordinary hours worked per pay period; or
  - the actual ordinary hours worked each pay period.
- (iv) Wages must be paid by cash, cheque or to the credit of the employee's account in a bank or other recognised financial institution.
- (v) Where the pay day falls on a public holiday, employees must be paid on the working day prior to the normal pay day.

NOTE: Regulations 3.33(3) and 3.46(1)(g) of *Fair Work Regulations 2009* set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.

### (b) Flexibility in relation to pay periods

- (i) An employer may pay wages four weekly or monthly subject to agreement between the employer and the majority of the employees concerned in the workplace or relevant section(s). Agreement in this respect may also be reached between an employer and an individual employee.
- (ii) Where an agreement is reached by the majority of employees it will apply to all the employees in the workplace or section/s to which the agreement applies. This does not in any way restrict the application of individual agreement.

## 10.4 Absence from duty

Unless a provision of this award or the Act states otherwise (e.g. personal/carer's leave), an employee not attending for duty will lose pay for the actual time of such non-attendance.

## 10.5 Higher duties

An employee required by the employer to perform the duties of a position at a classification higher than their appointed role, for a continuous period of at least one ordinary rostered day or shift, will be paid at the rate applicable to that higher level for the period worked.

## 10.6 Annual salary arrangements for higher classifications

- (a) The provisions of clause 10.6(b) will apply to the following classifications:
  - (i) Customer contact stream—Principal Customer Contact Leader;
  - (ii) Clerical and administration stream—Clerical and Administration Employee—Level 5; and
  - (iii) Contract Call Centre Industry—Technical Associate

- (b) Employees on annual salary arrangements will be compensated for any payments arising from the following award provisions in accordance with the provisions of clause 10.6(c):
- (i) Clause 8—Ordinary hours of work and rostering;
  - (ii) Clause 9—Breaks;
  - (iii) Clause 10.3—Payment of wages;
  - (iv) Clause 10.5—Higher duties;
  - (v) Clause 11—Allowances;
  - (vi) Clause 13—Penalty rates;
  - (vii) Clause 14—Overtime;
  - (viii) Clause 15.4—Annual leave loading;
  - (ix) Clause 19.4—Payment for time worked on a public holiday.
- (c) The following obligations apply to employers in relation to the higher classifications set out in clause 10.6(a):
- (i) The ordinary hours of work of employees in those classifications set out in clause 10.6(a) should not exceed the ordinary hours of duty in the particular industry or sector of industry in which the employee is employed. Employers will compensate for:
    - time worked regularly in excess of ordinary hours of duty;
    - time worked on public holidays;
    - time spent standing by in readiness for a call back;
    - time spent carrying out duties outside of the ordinary hours of duty over the telephone or via remote access arrangements; or
    - time worked on afternoon, night or weekend shifts;
  - (ii) either by:
    - taking this factor into account in the fixation of annual remuneration;
    - granting special additional remuneration;
    - granting a special allowance or loading; or
    - granting other compensation such as special additional leave.
- (d) An employee must be advised in writing upon engagement, or in any other case upon a request being made in writing to the employer, of the method of compensation being used and the normal starting and finishing times in the relevant establishment. The methods of compensation are set out in clause 10.6(c)(ii). The provisions of clauses 10.6(c)(i) and (ii) are to be used as the basis for the calculation of the annual salary. If the employer is compensating the employee by a method identified in clause 10.6(c)(ii), the employer must

identify the special additional remuneration, allowance or loading which is being paid.

**(e) Salary review**

An employee's salary will be reviewed by the employer at least annually to ensure that the compensation is appropriate having regard to the factors in clause 10.6(c)(i).

**(f) Transfers**

An employee transferred permanently from day work to shiftwork or from shiftwork to day work, should receive at least one month's notice. However, the employer and the employee may agree on a lesser period of notice.

**(g) Reasonable time in excess of ordinary hours**

**(i)** Subject to clause 10.6(g)(ii) an employer may require an employee to work a reasonable amount of time in excess of ordinary hours of duty. The method of compensation must be in accordance with clause 10.6(c)(ii).

**(ii)** An employee may refuse to work time in excess of ordinary hours of duty in circumstances where the working of such additional time would result in the employee working hours which are unreasonable having regard to:

- any risk to the employee's health and safety;
- the employee's personal circumstances including family responsibilities;
- the needs of the workplace or enterprise;
- the notice (if any) given by the employer of the additional time which is required to be worked and by the employee of their intention to refuse it;
- the employee's compensation; and
- any other relevant matter.

**(h) Payment of wages**

**(i)** At the election of the employer, wages may be paid weekly or fortnightly or in accordance with existing practices.

**(ii)** Where agreement is reached with an individual employee, wages may be paid four-weekly or monthly. This agreement may be reached at the time when the employee commences employment, but is not limited to such time.

**(i) Annual leave loading**

In addition to the annual leave payments specified in the NES, employees must be paid an annual leave loading of **17.5%**. However, where an employer, in determining the total remuneration of an employee can demonstrate that it has



taken into account that an annual leave loading will not be paid to the employee because the total remuneration has been fixed having regard to this fact or because other benefits related to annual leave of equal value have been granted by the employer, an entitlement to the annual leave loading will not accrue.

**10.7 National training wage**

For employees undertaking a traineeship, see Schedule D—National Training Wage.

**10.8 Supported wage system**

For employees who, because of the effects of a disability, are eligible for a supported wage, see Schedule E—Supported Wage System.

**11. Allowances**

**11.1** Employers must pay to an employee the allowances the employee is entitled to under this clause. See Schedule C for a summary of monetary allowances and method of adjustment.

**11.2 Wage related allowances**

**(a) First aid allowance**

An employee who has been trained to provide first aid and who is the current holder of appropriate first aid qualifications such as a certificate from St John Ambulance or similar body must be paid a weekly allowance of **\$14.84** if appointed by their employer to perform first aid duties.

**11.3 Expense related allowances**

**(a) Motor vehicle allowance**

An employee must be paid an allowance of **\$0.78** per kilometre when required to use their own motor vehicle on a casual basis to carry out the employer's business.

**(b) Telephone allowance**

**(i)** Where an employee does not have a telephone, modem or broadband connection and, at the written request of the employer, the employee is required to have such equipment, the employer must reimburse the cost of purchase, installation and rental.

**(ii)** Where an employee makes telephone calls in connection with the business on their private telephone at the direction of the employer, the employer must reimburse the cost of the calls. Provided that the employer may request details of all such calls claimed by the employee.

**(c) Meal allowance**

**(i)** An employee is entitled to a meal allowance of **\$13.18** on each occasion that the employee is entitled to a rest break in accordance with clause 14.3, except in the following circumstances:

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- if the employee was notified no later than the previous day or previous rostered shift that they would be required to work such overtime; or
- if the employee lives in the same locality as the enterprise and could reasonably return home for meals.

- (ii) If an employee has provided a meal or meals on the basis that they have been given notice to work overtime and the employee is not required to work overtime or is required to do less than the amount advised, they must be paid the prescribed meal allowance for the meal or meals which they have provided but which are surplus.

### (d) Distant work/travelling time payment

- (i) All reasonable out of pocket expenses as detailed in clause 11.3(f), incurred in connection with the employer's business authorised by the employer and properly paid by the employee must be reimbursed by the employer.
- (ii) Except as elsewhere provided in this award, an employee directed by the employer to travel in the employee's own time to transact company business must be paid travelling time and all expenses incurred while so travelling in accordance with clause 11.3(e). Further, an employee sent by their employer from their usual locality to another and required to remain away from their usual residence will be paid expenses while so absent from their usual locality.
- (iii) An employee is not entitled to be paid for travelling in the employee's accustomed workplace or territory. In circumstances where an employee is required to work away from the accustomed workplace or territory and travels in the employee's own time to reach such place, the employee will be entitled to be paid for the time reasonably spent in travelling to such place in excess of that which would be spent travelling from home to the accustomed workplace or boundary of the accustomed territory.

### (e) Payment for travelling

- (i) The amount of pay for an employee travelling outside of ordinary hours will be their ordinary rate of pay. Agreement may be reached between an employer and an individual employee on time off being taken instead of payment for travelling at a time or times agreed with the employer. Travelling time taken as time off will be on the basis of one hour off for each hour travelled outside of ordinary hours.
- (ii) The maximum travelling time to be paid will be 12 hours out of every 24 hours, or where a sleeping berth is provided by the employer for all-night travel, eight hours out of every 24.

### (f) Expenses

Expenses for the purposes of clause 11.3(d)(ii) means:

- (i) all fares reasonably incurred at the following standard;

- **rail:** first class (including the provision of a sleeping berth where available for all-night travel);
  - **air:** economy class for all journeys.
- (ii) reasonable expenses incurred while travelling including **\$13.18** for each meal taken (except where the cost of the meal is included in the fare); and
- (iii) reimbursement of the cost incurred for lodging of at least reasonable hotel/motel standard.
- (g) **Relocation expenses**
- (i) Where an employee is transferred to another location or another state, the cost of removal expenses reasonably incurred must be paid for by the employer. An employee who transfers at their own request may be required to pay their own expenses.
- (ii) Where an employee is directed by the employer to another locality for employment:
- which can be reasonably regarded as permanent;
  - involving a change of residence; and
  - where the employee is in the process of buying a place of residence in that new location,
- the employee must be reimbursed for the cost of accommodation for up to six weeks.
- (iii) Where the employee can show to the satisfaction of the employer that the employee has taken all reasonable steps to obtain a place of residence of a similar nature and standard to that which the employee previously enjoyed and without success, then the abovementioned period may be extended to a period not exceeding three months.
- (iv) Where an employee is not in the process of buying a place of residence, the employer must provide suitable accommodation for up to four weeks.
- (v) The provisions of clauses 11.3(g)(i), (ii), and (iii) ~~(iv)~~ will cease to apply immediately the employee assumes a new place of residence or when the purchase has been completed, whichever is sooner.
- (vi) For the purposes of this clause, accommodation will be limited to the provision of suitable housing.
- (h) **Safe travel allowance**
- (i) When an employee, after having worked overtime or a shift for which they have not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer must provide the employee with transport home, or pay them their current wage for the time reasonably spent in reaching home.
- (ii) The provisions of clause 11.3(h)(i) do not apply if:

- reasonable means of transport are available to the employee; or
- where the employee was notified no later than the previous day or previous rostered shift that they would be required to work overtime or a shift for which they have not been regularly rostered and the employee has made or could have made reasonable transport arrangements.

See Schedule C for a summary of monetary allowances

## **12. Superannuation**

### **12.1 Superannuation legislation**

- (a) Superannuation legislation, including the *Superannuation Guarantee (Administration) Act 1992* (Cth), the *Superannuation Guarantee Charge Act 1992* (Cth), the *Superannuation Industry (Supervision) Act 1993* (Cth) and the *Superannuation (Resolution of Complaints) Act 1993* (Cth), deals with the superannuation rights and obligations of employers and employees. Under superannuation legislation individual employees generally have the opportunity to choose their own superannuation fund. If an employee does not choose a superannuation fund, any superannuation fund nominated in the award covering the employee applies.
- (b) The rights and obligations in these clauses supplement those in superannuation legislation.

### **12.2 Employer contributions**

An employer must make such superannuation contributions to a superannuation fund for the benefit of an employee as will avoid the employer being required to pay the superannuation guarantee charge under superannuation legislation with respect to that employee.

### **12.3 Voluntary employee contributions**

- (a) Subject to the governing rules of the relevant superannuation fund, an employee may, in writing, authorise their employer to pay on behalf of the employee a specified amount from the post-taxation wages of the employee into the same superannuation fund as the employer makes the superannuation contributions provided for in clause 12.2.
- (b) An employee may adjust the amount the employee has authorised their employer to pay from the wages of the employee from the first of the month following the giving of three months' written notice to their employer.
- (c) The employer must pay the amount authorised under clauses 12.3(a) or (b) no later than 28 days after the end of the month in which the deduction authorised under clauses 12.3(a) or (b) was made.

### **12.4 Superannuation fund**

Unless, to comply with superannuation legislation, the employer is required to make the superannuation contributions provided for in clause 12.2 to another

superannuation fund that is chosen by the employee, the employer must make the superannuation contributions provided for in clause 12.2 and pay the amount authorised under clauses 12.3(a) or (b) to one of the following superannuation funds or its successor:

- (a) AustralianSuper;
- (b) LUCRF;
- (c) CareSuper;
- (d) any superannuation fund to which the employer was making superannuation contributions for the benefit of its employees before 12 September 2008, provided the superannuation fund is an eligible choice fund and is a fund that offers a MySuper product or is an exempt public sector superannuation scheme;
- (e) any superannuation fund which was specified in an award or notional agreement preserving a State award that applied to the employee as at 31 December 2009 and is a fund that offers a MySuper product or is an exempt public sector scheme;
- (f) any complying fund, within the meaning of the *Superannuation Industry (Supervision) Act 1993* (Cth), which the employer was using as a default fund as at 31 December 2009 and is a fund that offers a MySuper product or is an exempt public sector superannuation scheme; or
- (g) a superannuation fund or scheme which the employee is a defined benefit member of.

#### 12.5 Absence from work

Subject to the governing rules of the relevant superannuation fund, the employer must also make the superannuation contributions provided for in clause 12.2 and pay the amount authorised under clauses 12.3(a) or (b):

- (a) **Paid leave**—while the employee is on any paid leave;
- (b) **Work-related injury or illness**—for the period of absence from work (subject to a maximum of 52 weeks) of the employee due to work-related injury or work-related illness provided that:
  - (i) the employee is receiving workers compensation payments or is receiving regular payments directly from the employer in accordance with the statutory requirements; and
  - (ii) the employee remains employed by the employer.

## Part 5—Penalties and Overtime

### 13. Penalty rates

#### 13.1 Penalty rates for time worked outside the spread of ordinary hours Monday to Friday and on weekends

- (a) Except as provided for in clauses 8.7(a)(i) and 13.2(a) employees are entitled to the following penalty rates for ordinary time worked:

| Ordinary hours worked <sup>1</sup> : |   | Full-time and part-time employees | Casual employees |
|--------------------------------------|---|-----------------------------------|------------------|
|                                      |   | % of minimum hourly rate          |                  |
| <b>Monday to Friday</b>              | before 7.00 am  | 125                               | 150              |
|                                      | after 7.00 pm   |                                   |                  |
| <b>Saturday</b>                      | between midnight Friday and midnight on Saturday  | 125                               | 150              |
| <b>Sunday</b>                        | between midnight Saturday and 7.00 am on Sunday<br>(outside spread of ordinary hours)       | 175                               | 200              |
|                                      | between 7.00 pm on Sunday and midnight on Sunday<br>(outside spread of ordinary hours)      |                                   |                  |
|                                      | between 7.00 am and 7.00 pm<br>( <del>outside</del> <u>inside</u> spread of ordinary hours) | 150                               | 175              |

<sup>1</sup>Spread of ordinary hours is defined in clauses 8.6 and 8.8.

- (b) The penalty rates in clause 13.1(a) are not payable for periods of overtime or for time worked on public holidays.
- (c) The Monday to Friday penalty rates in clause 13.1(a) do not apply when the shift penalties apply in accordance with clause 13.2(a).
- (d) The Saturday and Sunday penalty rates in clause 13.1(a) apply in substitution for and are not cumulative upon the afternoon and night shift penalties prescribed in clause 13.2.

#### 13.2 Shiftwork penalties

- (a) The shift penalties in this clause apply only to time worked on afternoon or night shift by employees who are designated by the employer as shiftworkers, in respect of the relevant roster period or shift.

- (b) Subject to clause 13.2(a):
  - (i) employees on an afternoon shift will be paid **115%** of the minimum hourly rate; and
  - (ii) except as provided for in clause 13.2(c), employees on a night shift will be paid **115%** of the minimum hourly rate.
- (c) Subject to clause 13.2(a), an employee who:
  - (i) during a period of engagement on shiftwork, works night shift only;
  - (ii) remains on night shift for a longer period than four consecutive weeks; or
  - (iii) works on a night shift which does not rotate or alternate with afternoon shift or with day work so as to give the employee at least one third of the working time off night shift in each shift cycle,

will be paid **130%** of the minimum hourly rate for time worked on such night shift. This penalty is in substitution for and not cumulative upon the night shift penalty prescribed in clause 13.2(b)(ii).

## 14. Overtime

### 14.1 Payment for working overtime

- (a) ~~For full time and casual employees~~ Except as provided in clause 6.3(c), all work done in excess of the daily or weekly permissible number of ordinary hours an employee must be paid at the following rates:

| For overtime worked on           | % of minimum hourly rate |
|----------------------------------|--------------------------|
| Monday to Saturday—first 3 hours | 150                      |
| Monday to Saturday—after 3 hours | 200                      |
| Sunday—all day                   | 200                      |

- (b) Where hours are averaged over a four week period the maximum number of ordinary hours before overtime rates apply is to be calculated on a four weekly rather than weekly basis.
- (c) Provided that employees who are late starting or are absent for part of their ordinary hours on unpaid leave must complete their ordinary hours for that day prior to the entitlement to overtime.
- ~~(d) Part time employees are entitled to payment for overtime in accordance in clause 6.3(d).~~

### 14.2 Minimum payment

- (a) An employee required to work overtime on a Saturday or Sunday must be paid for a minimum of three hours at the appropriate rate except where the overtime is worked prior to or at the conclusion of ordinary hours of work.
- (b) In such circumstances, the employee will receive payment at the rate prescribed in clause 14.1 for the actual time worked.

### 14.3 Rest break during overtime

An employee working overtime must be allowed a rest break of twenty minutes without deduction of pay after each four hours of overtime if the employee continues to work after such rest break.

### 14.4 Rest period after working overtime

#### (a) Length of the rest period

When overtime work is necessary it will be arranged ~~where possible~~ wherever **reasonably practicable** for employees to have at least 10 consecutive hours off duty between the work of successive days.

#### (b) Where the employee does not get a 10 hour rest

(i) The following conditions apply to an employee (other than a casual employee) who works so much overtime that the employee has not had at least 10 consecutive hours off duty between the end of the employee's work on one day and the start of the employee's work on the next day:

- the employee must be released from duty after that overtime is finished until the employee has had 10 consecutive hours off duty, and
- there will be no loss of pay for ordinary hours of work time which occur during this absence.

(ii) The following conditions apply to an employee who, on the instructions of the employer, resumes or continues work without having had 10 consecutive hours off duty in accordance with clause 14.4(b)(i):

- the employee must be paid at **150%** of the minimum hourly rate for the first three hours and **200%** of the minimum hourly rate after three hours until the employee is released from duty;
- the employee is then entitled to be absent for 10 consecutive hours; and
- there will be no loss of pay for ordinary hours of work time which occur during this absence.

(c) The provisions of this clause will not apply to call-backs or in circumstances where an employee provides service or support over the telephone or via remote access arrangements where the time worked is less than three hours during the call-back or each call-back. However, where the total number of hours worked on more than one call-back is four hours or more then the provisions of clause 14.4(b) will apply.

### 14.5 Time off instead of payment for overtime

Time off instead of payment for overtime provisions may be affected by [AM2014/300](#) – see [draft determination](#)

(a) An employee may choose with the consent of the employer to take time off instead of payment for overtime at a time or times agreed by the employer. This agreement must be in writing. The employee must take the time off within four weeks of working the overtime.



- (b) If the employee takes time off instead of payment for overtime then the amount of time off during ordinary hours will be taken at the ordinary time rate, that is an hour for each hour worked.
- (c) If requested by an employee, an employer must within one week of receiving a request pay the employee for any overtime worked. The employee must be paid at overtime rates.

#### **14.6 Call-back**

- (a) An employee called back to work overtime after leaving work must be paid a minimum of three hours at the appropriate overtime rate for each time called back, except where the overtime is continuous (subject to a meal break) with the commencement or completion of ordinary hours.
- (b) Provided that, the employee will not be required to work the full three hours if the job(s) called back to perform is/are completed within a shorter period.
- (c) Notwithstanding the above, where an employee has completed the call-back and left work and is recalled within the three hour minimum period for that call-back, the balance of the three hours minimum period for that call-back will be cancelled and the employee will only be paid up to the commencement of the next call-back. The employee will then be entitled to be paid for a minimum of three hours for the next call-back.
- (d) The provisions of this clause will not apply in circumstances where an employee provides service or support over the telephone or via remote access arrangements.
- (e) Overtime worked in circumstances specified in this clause will not be regarded as overtime for the purposes of clause 14.4 where the time worked is less than three hours during the call-back or each call-back. Provided that where the total number of hours worked on more than one call-back is four hours or more, then the provisions of clause 14.4(b) will apply.

#### **14.7 Remote service/support**

- (a) An employee required to work overtime providing service or support over the telephone or via remote access arrangements must be paid for each occasion that such work is carried out:
  - (i) for a minimum of half an hour at the appropriate overtime rate where such work commences between 5.00 am and up to 10.00 pm;
  - (ii) for a minimum of one hour at the appropriate overtime rate where such work commences after 10.00 pm and up to midnight; or
  - (iii) for a minimum of one and a half hours at the appropriate overtime rate where such work commences after midnight and before 5.00 am;

except where the overtime is continuous (subject to a meal break) with the commencement or completion of ordinary hours.

- (b) The employee will not be required to work the full half an hour or one hour or one and a half hours if the work which the employer requires to be performed is completed within a shorter period.

- (c) If an employee has completed the job and finished work but is required to perform further work within the half hour, one hour or one and a half hours, the balance of the minimum period for that job will be cancelled and the employee will only be paid up to the commencement of the next work period. The employee will then be entitled to be paid for a minimum of half hour, one hour or one and a half hours as the case may be for the next work period.
- (d) Overtime worked in circumstances specified in this clause will not be regarded as overtime for the purposes of clause 14.4 where the time worked is less than three hours during the work period or each work period. Provided that where the total number of hours worked on more than one work period is four hours or more then the provisions of clauses 14.4(b) will apply.

Parties are asked to clarify entitlements when the time worked is between 3 and 4 hours

- (e) Overtime worked in circumstances specified in this clause will not be regarded as overtime for the purposes of clause 14.6.

#### 14.8 Stand-by

- (a) An employee who is required to remain in readiness for a return to work outside their normal working hours must be paid an allowance of **20%** of the minimum hourly rate for their classification for each hour they are required to stand-by.
- (b) While receiving the appropriate overtime rate, the stand-by allowance will not be paid.

#### 14.9 Rates not cumulative

The rates prescribed in this clause are in substitution for and not cumulative upon the penalties prescribed in clauses 13—Penalty rates and clause 19—Public holidays.

## Part 6—Leave, Public Holidays and Other NES Entitlements

### 15. Annual leave

This annual leave provision may be affected by [AM2014/47](#) – see [draft determination](#)

15.1 Annual leave is provided for in the NES.

#### 15.2 Conversion to hourly entitlement

An employer may convert the entitlements in s.87 of the Act to an hourly entitlement for administrative ease (e.g. 152 hours rather than four weeks for an employee working a 38 hour week).

#### 15.3 Payment for period of annual leave

Instead of the base rate of pay as referred to in s.90(1) of the Act ~~an employee under this award, prior to commencing a period of annual leave or close-down, will be paid a sum equal to the salary or wages the employee would have received in respect of the ordinary time the employee would have worked had the employee not been on~~

leave: an employee under this award, prior to commencing a period of annual leave, will be paid a sum equal to the salary or wages the employee would have received in respect of the ordinary time the employee would have worked had the employee not been on leave. Provided that, subject to clause 15.4, the employee will not be entitled to any amount calculated by reference to clause 13 – Penalty rates.

NOTE: Where an employee is receiving overaward payments such that the employee's base rate of pay is higher than the rate specified under this award, the employee is entitled to receive the higher rate while on a period of paid annual leave (see ss.16 and 90 of the Act).

#### **15.4 Annual leave loading**

- (a) In addition to the payments specified in clause 15.3, employees must be paid an annual leave loading of **17.5% of the minimum hourly rate**.
- (b) Provided that where an employee would have received loadings, in accordance with clause 13—Penalty rates, had the employee not been on leave during the relevant period and such loadings would have entitled the employee to a greater amount than the loading of **17.5%**, then the employee will be paid such greater amount instead of the **17.5%** loading.
- (c) The annual leave loading is only payable on annual leave due. It is not payable on pro rata annual leave on termination.

#### **15.5 Excessive leave**

Notwithstanding s.88 of the Act, if an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving at least four weeks' notice of the time when such leave is to be taken if:

- (a) at the time the direction is given, the employee has eight weeks or more of annual leave accrued; and
- (b) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.

#### **15.6 Paid leave in advance of accrued entitlement**

- (a) By agreement between the employer and the employee, annual leave may be taken in advance of the due date.
- (b) Where an employee granted annual leave in advance leaves or is discharged by the employer, the employer will have the right to recover from any monies due to the employee, a sum equal to the annual leave granted in advance less any amounts subsequently accrued.

#### **15.7 Annual close-down**

Notwithstanding s.88 of the Act, an employer may close down an establishment or section or sections, for the purpose of allowing annual leave to all or the majority of the employees concerned, provided that:

- (a) the employer gives at least one month's notice to the affected employees. The notice must advise employees of the commencement date and duration of the close-down;

- (b) an employer may close down for one or two periods;
- (c) an employer and the majority of employees concerned may agree to close down for more than two periods;
- (d) an employee who has accrued sufficient leave to cover the period of the close-down, is allowed leave and also paid for that leave at the appropriate wage in accordance with clauses 15.3 and 15.4; and
- (e) an employee who has not accrued sufficient leave to cover part or all of the close-down, is allowed paid leave for the period for which they have accrued sufficient leave and given unpaid leave for the remainder of the close-down.

## **16. Parental leave and related entitlements**

Parental leave and related entitlements are provided for in the NES.

## **17. Personal/carer's leave and compassionate leave**

Personal/carer's leave and compassionate leave are provided for in the NES.

## **18. Community service leave**

Community service leave is provided for in the NES.

## **19. Public holidays**

Public holidays provisions may be affected by [AM2014/301](#)

**19.1** Public holiday entitlements are provided for in the NES.

### **19.2 Public holidays which fall on a weekend**

- (a) Where Christmas Day falls on a Saturday or a Sunday, 27 December will be observed as the public holiday instead of the prescribed day.
- (b) Where Boxing Day falls on a Saturday or a Sunday, 28 December will be observed as the public holiday instead of the prescribed day.
- (c) Where New Year's Day or Australia Day falls on a Saturday or a Sunday, the following Monday will be observed as the public holiday instead of the prescribed day.

### **19.3 Substitution of certain public holidays by agreement at the enterprise**

- (a) By agreement between the employer and the majority of employees in the relevant enterprise or section of the enterprise, an alternative day may be taken as the public holiday instead of any of the prescribed days.
- (b) An employer and an individual employee may agree to the employee taking another day as the public holiday instead of the day which is being observed as

the public holiday in the enterprise or relevant section of the enterprise. Such agreement must be recorded in the time and wages records.

#### **19.4 Payment for time worked on a public holiday**

(a) Except as provided for in clause 19.4(b), an employee who is required to work on a public holiday must be paid at the following rates for a minimum of three hours:

- day work—**250%** of the minimum hourly rate;
- afternoon and night shift—**200%** of the minimum hourly rate.

This rate is in substitution for and not cumulative upon the allowances set out in clause 13—Penalty rates or the overtime rates in clause 14—Overtime.

(b) The payment required under clause 19.4(a) will only apply to time which is worked on the actual public holiday day; i.e. midnight to midnight.

#### **19.5 Part-time employees**

(a) Where the part-time employee's normal paid hours fall on a public holiday prescribed in the NES and work is not performed by the employee, such employee will not lose pay for the day.

(b) Where the employee works on the holiday, such employee must be paid in accordance with clause 19.4.

#### **19.6 Leave of absence**

The entitlement to a public holiday will not apply to an employee during any period of unpaid leave exceeding two weeks, except where such unpaid leave is in respect of personal injury or illness.

### **20. Termination of employment**

**20.1** Notice of termination is provided for in the NES.

#### **20.2 Notice of termination by an employee**

The notice of termination required to be given by an employee is the same as that required of an employer except that there is no requirement on the employee to give additional notice based on the age of the employee concerned. If an employee fails to give the required notice the employer may withhold from any monies due to the employee on termination under this award or the NES, an amount not exceeding the amount the employee would have been paid under this award in respect of the period of notice required by this clause less any period of notice actually given by the employee.

#### **20.3 Job search entitlement**

Where an employer has given notice of termination to an employee, an employee must be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off is to be taken at times that are convenient to the employee after consultation with the employer.

**20.4** Termination of employment by abandonment is dealt with in clause 6.5.

## **21. Redundancy**

**21.1** Redundancy pay is provided for in the NES.

### **21.2 Transfer to lower paid duties**

Where an employee is transferred to lower paid duties by reason of redundancy, the same period of notice must be given as the employee would have been entitled to if the employment had been terminated and the employer may, at the employer's option, make payment instead of an amount equal to the difference between the former ordinary time rate of pay and the ordinary time rate of pay for the number of weeks of notice still owing.

### **21.3 Employee leaving during notice period**

An employee given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The employee is entitled to receive the benefits and payments they would have received under this clause had they remained in employment until the expiry of the notice, but is not entitled to payment instead of notice.

### **21.4 Job search entitlement**

- (a) An employee given notice of termination in circumstances of redundancy must be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.
- (b) If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee must, at the request of the employer, produce proof of attendance at an interview or they will not be entitled to payment for the time absent. For this purpose a statutory declaration is sufficient.
- (c) This entitlement applies instead of clause 20.3.

## **Part 7—Consultation and Dispute Resolution**

## **22. Consultation**

### **22.1 Consultation regarding major workplace change**

#### **(a) Employers to notify**

- (i) Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any.
- (ii) **Significant effects** include termination of employment; major changes in the composition, operation or size of the employer's workforce or in the

skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations; and the restructuring of jobs. Provided that where this award makes provision for alteration of any of these matters an alteration is deemed not to have significant effect.

**(b) Employers to discuss change**

- (i)** The employer must discuss with the employees affected and their representatives, if any, the introduction of the changes referred to in clause 22.1(a), the effects the changes are likely to have on employees and measures to avert or mitigate the adverse effects of such changes on employees and must give prompt consideration to matters raised by the employees and/or their representatives in relation to the changes.
- (ii)** The discussions must commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in clause 22.1(a).
- (iii)** For the purposes of such discussion, the employer must provide in writing to the employees concerned and their representatives, if any, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that no employer is required to disclose confidential information the disclosure of which would be contrary to the employer's interests.

**22.2 Consultation about changes to rosters or hours of work**

- (a)** Where an employer proposes to change an employee's regular roster or ordinary hours of work, the employer must consult with the employee or employees affected and their representatives, if any, about the proposed change.
- (b)** The employer must:
  - (i)** provide to the employee or employees affected and their representatives, if any, information about the proposed change (for example, information about the nature of the change to the employee's regular roster or ordinary hours of work and when that change is proposed to commence);
  - (ii)** invite the employee or employees affected and their representatives, if any, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities); and
  - (iii)** give consideration to any views about the impact of the proposed change that are given by the employee or employees concerned and/or their representatives.
- (c)** The requirement to consult under this clause does not apply where an employee has irregular, sporadic or unpredictable working hours.
- (d)** These provisions are to be read in conjunction with other award provisions concerning the scheduling of work and notice requirements.

## 23. Dispute resolution

- 23.1 In the event of a dispute about a matter under this award, or a dispute in relation to the NES, in the first instance the parties must attempt to resolve the matter at the workplace by discussions between the employee or employees concerned and the relevant supervisor. If such discussions do not resolve the dispute, the parties will endeavour to resolve the dispute in a timely manner by discussions between the employee or employees concerned and more senior levels of management as appropriate.
- 23.2 If a dispute about a matter arising under this award or a dispute in relation to the NES is unable to be resolved at the workplace, and all appropriate steps under clause 23.1 have been taken, a party to the dispute may refer the dispute to the Fair Work Commission.
- 23.3 The parties may agree on the process to be utilised by the Fair Work Commission including mediation, conciliation and consent arbitration.
- 23.4 Where the matter in dispute remains unresolved, the Fair Work Commission may exercise any method of dispute resolution permitted by the Act that it considers appropriate to ensure the settlement of the dispute.
- 23.5 An employer or employee may appoint another person, organisation or association to accompany and/or represent them for the purposes of this clause.
- 23.6 While the dispute resolution procedure is being conducted, work must continue in accordance with this award and the Act. Subject to applicable occupational health and safety legislation, an employee must not unreasonably fail to comply with a direction by the employer to perform work, whether at the same or another workplace, that is safe and appropriate for the employee to perform.

## 24. Dispute resolution procedure training leave

- 24.1 Subject to clause 24.7, an eligible employee representative will be entitled to, and the employer will grant, up to five days' training leave with pay to attend courses which are directed at the enhancement of the operation of the dispute resolution procedure including its operation in connection with this award and with the *Workplace Relations Act 1996 (Cth) Act*, or with any relevant agreement which provides it is to be read in conjunction with this award.
- 24.2 An eligible employee representative must give the employer six weeks' notice of the employee representative's intention to attend such courses and the leave to be taken, or such shorter period of notice as the employer may agree to accept.
- 24.3 The notice to the employer must include details of the type, content and duration of the course to be attended.
- 24.4 The taking of such leave will be arranged having regard to the operational requirements of the employer so as to minimise any adverse effect on those requirements.
- 24.5 An eligible employee representative taking such leave will be paid all ordinary time earnings which normally become due and payable during the period of leave.



**24.6** Leave of absence granted pursuant to this clause will count as service for all purposes of this award.

**24.7** For the purpose of determining the entitlement of employee representatives to dispute resolution procedure training leave, an eligible employee representative is a:

- (a) shop steward, a delegate or an employee representative duly elected or appointed by the employees in a workplace generally or collectively for all or part of a workplace for the purpose of representing those employees in the dispute resolution procedure; and
- (b) who is within the class and number of representatives entitled from year to year to take paid dispute resolution procedure training leave according to the following quota table:

| <b>Number of employees employed by employer in enterprise or workplace</b> | <b>Maximum number of eligible employee representatives entitled per year</b> |
|--|--|
| 5–15   | 1  |
| 16–30  | 2  |
| 31–50  | 3  |
| 51–90  | 4  |
| More than 90   | 5  |

**24.8** Where the number of eligible employee representatives exceeds the quota at any particular time for a relevant enterprise or workplace, priority of entitlement for the relevant year will be resolved by agreement between those entitled, or if not agreed, be given to the more senior of the employee representatives otherwise eligible who seeks leave.

**24.9** For purposes of applying the quota table employees employed by the employer in the enterprise or workplace are full-time, part-time and casual employees with six months or more service who are covered by this award and who are engaged in the enterprise or workplace to which the procedure established under clause 23—Dispute resolution applies.

## Schedule A—Classification Structure and Definitions

### A.1 Classification table

| Classification                                    | Qualifications   |
|---|------------------|
| Customer Contact Trainee                          | N/A              |
| Clerical and Administration Officer Level 1       | Certificate I    |
| Customer Contact Officer Level 1                  | Certificate II   |
| Clerical and Administration Officer Level 2       | Certificate II   |
| Customer Contact Officer Level 2                  | Certificate III  |
| Clerical and Administration Officer Level 3       | Certificate III  |
| Principal Customer Contact Specialist             | N/A              |
| Customer Contact Team Leader                      | Certificate IV   |
| Clerical and Administration Officer Level 4       | Certificate IV   |
| Principal Customer Contact Leader                 | Diploma          |
| Clerical and Administration Officer Level 5       | Diploma          |
| Contract Call Centre Industry Technical Associate | Advanced Diploma |

### A.2 Classification definitions

#### A.2.1 Customer contact stream—classifications

##### (a) Customer Contact Trainee

- (i) A Customer Contact Trainee is engaged in a course of training and development (other than through a new apprenticeship/traineeship) to enable them to perform customer contact functions in the telecommunications industry.
- (ii) An employee at this level would not normally perform customer contact functions without direct/immediate supervision.
- (iii) An employee would normally graduate from the course of training as a Customer Contact Officer Level 1.

##### (b) Customer Contact Officer Level 1

###### (i) Role definition

A Customer Contact Officer Level 1 is employed to perform a prescribed range of functions involving known routines and procedures and some accountability for the quality of outcomes. Such an employee will:

- receive calls;

- use common call centre telephone and computer technology;
- enter and retrieve data;
- work in a team; and
- manage their own work under guidance.

Such an employee provides at least one specialised service to customers such as sales and advice for products or services, complaints or fault enquiries or data collection for surveys.

**(ii) Indicative tasks**

An employee at this level would normally perform the following indicative tasks:

- follow occupational health and safety policy and procedures;
- communicate in a customer contact centre;
- work in a customer contact centre environment;
- respond to inbound customer contact;
- conduct outbound customer contact;
- use basic computer technology;
- use an enterprise information system; and
- provide quality customer service.

**(iii) An employee at this level would also normally perform some of the following indicative tasks:**

- fulfil customer needs;
- process sales;
- action customers' fault reports;
- resolve customers' complaints;
- process low risk credit applications;
- process basic customer account enquiries; and
- conduct data collection.

**(iv) Qualifications**

An employee who holds a Certificate II in Telecommunications (Customer Contact) or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(c) Customer Contact Officer Level 2**

**(i) Role definition**

A Customer Contact Officer Level 2 is employed to perform a defined range of skilled operations, usually within a range of broader related activities involving known routines, methods and procedures, where some discretion and judgment is required in the selection of equipment, services or contingency measures and within known time constraints. Such a person will:

- receive calls;
- use common call centre telephone and computer technology;
- enter and retrieve data;
- work in a team; and
- manage their own work under guidance.

**(ii)** An employee at this level performs a number of functions within a customer contact operation requiring a diversity of competencies including:

- provide multiple specialised services to customers such as complex sales and service advice for a range of products or services, difficult complaint and fault inquiries, deployment of service staff;
- use multiple technologies such as telephony, internet services and face-to-face contact; and
- provide a limited amount of leadership to less experienced employees.

**(iii) Indicative tasks**

An employee at this level would normally perform the following indicative tasks:

- follow occupational health and safety policy and procedures;
- communicate in a customer contact centre;
- work in a customer contact centre environment;
- respond to inbound customer contact;
- conduct outbound customer contact;
- use basic computer technology;
- use an enterprise information system; and
- provide quality customer service.

**(iv)** An employee at this level would also normally perform some of the following indicative tasks:

- send and retrieve information over the internet using browsers and email;
- manage work priorities and professional development;
- manage workplace relationships in a contact centre;
- use multiple information systems;
- manage customer relationships;
- deploy customer service staff;
- conduct a telemarketing campaign;
- provide sales solutions to customers;
- negotiate with customers on major faults;
- resolve complex customer complaints;
- process high risk credit applications; and
- process complex accounts, service severance and defaults.

**(v) Qualifications**

An employee who holds a Certificate III in Telecommunications (Customer Contact) or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(d) Principal Customer Contact Specialist**

**(i) Role definition**

A Principal Customer Contact Specialist is employed to perform a broad range of skilled applications and provide leadership and guidance to others in the application and planning of the skills. Such an employee will:

- receive calls;
  - use common call centre telephone and computer technology;
  - enter and retrieve data;
  - work in a team; and
  - manage their own work.
- (ii)** The employee works with a high degree of autonomy with authority to make decisions in relation to specific customer contact matters and provides leadership as a coach, mentor or senior staff member.
- (iii)** An employee at this level performs a number of functions within a customer contact operation requiring a diversity of competencies including:

- providing services to customers involving a high level of product or service knowledge, often autonomously acquired;
- using multiple technologies such as telephony, internet services and face-to-face contact; and
- taking responsibility for the outcomes of customer contact and rectifying complex situations involving emergencies, substantial complaints and faults, disruptions or disconnection of service or customer dissatisfaction.

**(e) Customer Contact Team Leader**

**(i) Role definition**

A Customer Contact Team Leader is employed to perform a broad range of skilled applications including evaluating and analysing current practices, developing new criteria and procedures for performing current practices and providing leadership and guidance to others in the application and planning of the skills. Such an employee will:

- receive calls;
- use common call centre telephone and computer technology;
- enter and retrieve data;
- work in a team; and
- manage their own work.

**(ii)** The employee works with a high degree of autonomy with authority to make decisions in relation to specific customer contact matters and provide leadership in a team leader role.

**(iii)** This employee performs a number of functions within a customer contact operation requiring a diversity of competencies including:

- providing services to customers involving a high level of product or service knowledge, often autonomously acquired;
- using multiple technologies such as telephony, internet services and face-to-face contact; and
- taking responsibility for the outcomes of customer contact and rectifying complex situations involving emergencies, substantial complaints and faults, disruptions or disconnection of service or customer dissatisfaction.

**(iv) Indicative tasks**

An employee at this level would normally perform the following indicative tasks:

- follow occupational health and safety policy and procedures;
- communicate in a customer contact centre;

- work in a customer contact centre environment;
  - respond to inbound customer contact;
  - conduct outbound customer contact;
  - use basic computer technology;
  - use an enterprise information system;
  - provide quality customer service; and
  - provide leadership in a contact centre.
- (v) An employee at this level would also normally perform some of the following indicative tasks:
- lead operations in a contact centre;
  - monitor safety in a contact centre;
  - implement continuous improvement in a contact centre;
  - lead innovation and change in a contact centre;
  - administer customer contact telecommunications technology;
  - implement customer service strategies in a contact centre;
  - implement information systems in a contact centre;
  - acquire product or service knowledge;
  - gather, collate and record information;
  - analyse information;
  - lead teams in a contact centre; and
  - develop teams and individuals in a contact centre.

(vi) **Qualifications**

An employee who holds a Certificate IV in Telecommunications (Customer Contact) or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

(f) **Principal Customer Contact Leader**

(i) **Role definition**

A Principal Customer Contact Leader is employed in the application of a significant range of fundamental principles and complex techniques across a wide and often unpredictable variety of functions in either varied or highly specific functions. Contribution to the development of a broad plan, budget or strategy is involved and accountability and responsibility for self and others in achieving the outcomes is involved.

A ~~Telecommunications~~ **Principal** Customer Contact Leader would co-ordinate the work of a number of teams within a call centre environment, and would typically have a number of specialists/supervisors reporting to them.

**(ii) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- manage personal work priorities and professional development;
- provide leadership in the workplace;
- establish effective workplace relationships;
- facilitate work teams;
- manage operational plan;
- manage workplace information systems;
- manage quality customer service;
- ensure a safe workplace;
- promote continuous improvement;
- facilitate and capitalise on change and innovation; and
- develop a workplace learning environment.

**(iii) Qualifications**

An employee who holds a Diploma—Front Line Management or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(g) Interpretation**

- (i)** The indicative tasks set out in A.2.1 are aligned to the units of competency in the Information Technology and Telecommunications Industry Training Advisory Board's endorsed customer contact competency standards in the Telecommunications Training Package (ICT2002). The indicative tasks for Principal Customer Contact Leader are aligned to the units of competency in Business Services Training Australia's endorsed competency standards in the Business Services Training Package (BSB2001).
- (ii)** In the event of a dispute over the meaning of the indicative tasks the relevant standards will be used to assist interpretation.



**A.2.2 Clerical and administration stream—classifications**

**(a) Clerical and Administration Officer Level 1**

**(i) Role definition**

An employee at this level will:

- work under direct supervision with regular checking of progress;
- apply knowledge and skills to a limited range of tasks; and
- perform work within established routines, methods and procedures that are predictable and which require the exercise of limited discretion.

**(ii) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- prepare for work;
- complete daily work activities;
- apply basic communication skills;
- plan skills development;
- use business equipment;
- follow workplace safety procedures;
- operate a personal computer;
- develop keyboard skills; and
- follow environmental work practices.

**(iii) Qualifications**

An employee who holds a Certificate I in Business or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(b) Clerical and Administration Officer Level 2**

**(i) Role definition**

An employee at this level will:

- work under routine supervision with intermittent checking;
- apply knowledge and skills to a range of tasks; and
- usually perform work within established routines, methods and procedures, which involve the exercise of some discretion and minor decision making.

**(ii) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- work effectively in a business environment;
- organise and complete daily work activities;
- communicate in the workplace;
- work effectively with others;
- use business technology;
- process and maintain workplace information;
- prepare and process financial/business documents;
- deliver a service to customers;
- provide information to clients;
- implement improved work practices;
- participate in workplace safety procedures;
- handle mail;
- produce simple word-processed documents;
- create and use simple spreadsheets; and
- participate in environmental work practices.

**(iii) Qualifications**

An employee who holds a Certificate II in Business or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(c) Clerical and Administration Officer Level 3**

**(i) Role definition**

An employee at this level:

- works under limited supervision with checking related to overall progress;
- may be responsible for the work of others and may be required to co-ordinate such work;
- applies knowledge with depth in some areas and a broad range of skills; and
- performs work within routines, methods and procedures where some discretion and judgment is required.

**(ii) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- exercise initiative in a business environment;
- organise personal work priorities and development;
- contribute to effective workplace relationships;
- contribute to personal skill development and learning;
- organise workplace information;
- produce business documents;
- maintain business resources;
- maintain financial records;
- recommend products and services;
- deliver and monitor a service to customers;
- maintain workplace safety;
- support innovation and change;
- maintain environmental procedures;
- produce texts from shorthand notes;
- produce texts from notes;
- produce texts from audio transcription;
- design and develop text documents;
- create and use databases;
- create electronic presentations;
- organise schedules;
- process payroll;
- process accounts payable and receivable;
- maintain a general ledger;
- support leadership in the workplace;
- participate in work teams;
- support operational plans;
- provide workplace information and resourcing plans;
- support continuous improvement systems and processes;

- deliver and monitor a service to customers; and
- support a workplace learning environment.

**(iii) Qualifications**

An employee who holds a Certificate III in Business or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(d) Clerical and Administration Officer Level 4**

**(i) Role definition**

An employee at this level:

- works without supervision, with general guidance on progress and outcomes sought;
- may be responsible for the organisation of the work of others;
- applies knowledge with depth in some areas and a broad range of skills;
- performs a wide range of tasks, and the range and choice of actions required will usually be complex; and
- performs work within routines, methods and procedures where discretion and judgment is required, for both self and others.

**(ii) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- develop work priorities;
- establish business networks;
- develop teams and individuals;
- analyse and present research information;
- maintain business technology;
- co-ordinate business resources;
- report on financial activity;
- promote products and services;
- co-ordinate implementation of customer service strategies;
- monitor a safe workplace;
- promote innovation and change;
- implement and monitor environmental policies;
- show leadership in the workplace;

- manage effective workplace relationships;
- lead work teams;
- implement operational plan;
- implement workplace information system;
- implement continuous improvement;
- produce complex texts from shorthand notes;
- produce complex business documents;
- develop and use complex databases;
- develop and use complex spreadsheets;
- organise meetings;
- organise business travel;
- administer projects; and
- prepare financial reports.

**(iii) Qualifications**

An employee who holds a Certificate IV in Business or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(e) Clerical and Administration Officer Level 5**

**(i) Role definition**

An employee at this level:

- may be responsible for the planning and management of the work of others;
- applies knowledge with substantial depth in some areas, and a range of skills which may be varied or highly specific;
- applies knowledge and skills independently and non-routinely; and
- exercises considerable judgment and initiative.

**(ii) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- manage personal work priorities and professional development;
- provide leadership in the workplace;
- establish effective workplace relationships;
- facilitate work teams;

- manage operational plan;
- manage workplace information systems;
- manage quality customer service;
- ensure a safe workplace;
- promote continuous improvement;
- facilitate and capitalise on change and innovation;
- develop a workplace learning environment;
- manage the establishment and maintenance of a workgroup network;
- manage meetings;
- plan or review administration systems;
- manage payroll; and
- manage business document design and development.

**(iii) Qualifications**

An employee who holds a Diploma which is recognised within the Business Services Training Package or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(f) Interpretation**

The indicative tasks set out in A.2.2 are aligned to the units of competency in Business Services Training Australia's endorsed competency standards in the Business Services Training Package (BSB2001). In the event of a dispute over the meaning of the indicative tasks the relevant standards will be used to assist interpretation.

**A.2.3 Contract Call Centre Industry Technical Associate**

**(a) Role definition**

A Contract Call Centre Industry Technical Associate performs work involving the application of a significant range of fundamental principles and complex techniques across a wide and often unpredictable variety of contexts in relation to either varied or highly specific functions. Contribution to the development of a broad plan, budget or strategy is involved and accountability and responsibility for self and others in achieving the outcomes is involved.

An employee in this role is involved in:

- design, installation and management of telecommunications computer equipment and systems; and
- design, installation and management of data communications equipment.

This role includes assessing installation requirements, designing systems, planning and performing installations, testing installed equipment and fault finding. It involves a high degree of autonomy and may include some supervision of others.

**(b) Indicative tasks**

The following tasks are indicative of those performed by an employee at this level:

- undertake qualification testing of new or enhanced equipment and systems;
- undertake system administration;
- undertake network traffic management;
- undertake network performance analysis;
- create code for applicants; and
- prepare a detailed design for a communication network.

**(c) Qualifications**

An employee who holds an Advanced Diploma in Telecommunications Computer Systems or equivalent would be classified at this level when employed to perform the functions in the role definition and taking into account the indicative tasks.

**(d) Interpretation**

The indicative tasks set out in A.2.3 are aligned to the units of competency in the Information Technology and Telecommunications Industry Training Advisory Board's endorsed competency standards in the Telecommunications Training Package (ICT2002). In the event of a dispute over the meaning of the indicative tasks the relevant standards will be used to assist interpretation.

## Schedule B—Summary of Hourly Rates of Pay

NOTE: Employers who meet their obligations under this schedule are meeting their obligations under the award.

NOTE: Clauses 13.1(c) and 13.1(d) may affect the eligibility of employees to penalty rates specified in this schedule.

### B.1 Full-time and part-time employees

#### B.1.1 Full-time and part-time adult employees—all employees—ordinary and penalty rates

|   | Ordinary hours | Monday to Friday                 | Saturday | Sunday    |  | Public holiday <sup>1</sup> |
|---|----------------|----------------------------------|----------|-----------|--|-----------------------------|
|   |                | Outside spread of ordinary hours |          | 7 am—7 pm | 12 am—7 am & 7 pm—12 am- <del>pm</del> |                             |
| % of minimum hourly rate                    |                |                                  |          |           |  |                             |
|   | 100%           | 125%                             | 125%     | 150%      | 175%                                   | 250%                        |
|   | \$             | \$                               | \$       | \$        | \$                                     | \$                          |
| Customer Contact Trainee                    | 18.47          | 23.09                            | 23.09    | 27.71     | 32.32                                  | 46.18                       |
| Clerical and Administration Officer Level 1 | 18.47          | 23.09                            | 23.09    | 27.71     | 32.32                                  | 46.18                       |
| Customer Contact Officer Level 1            | 19.10          | 23.88                            | 23.88    | 28.65     | 33.43                                  | 47.75                       |
| Clerical and Administration Officer Level 2 | 19.10          | 23.88                            | 23.88    | 28.65     | 33.43                                  | 47.75                       |
| Customer Contact Officer Level 2            | 20.13          | 25.16                            | 25.16    | 30.20     | 35.23                                  | 50.33                       |
| Clerical and Administration Officer Level 3 | 20.13          | 25.16                            | 25.16    | 30.20     | 35.23                                  | 50.33                       |
| Principal Customer Contact Specialist       | 21.41          | 26.76                            | 26.76    | 32.12     | 37.47                                  | 53.53                       |
| Customer Contact Team Leader                | 21.96          | 27.45                            | 27.45    | 32.94     | 38.43                                  | 54.90                       |
| Clerical and Administration Officer Level 4 | 21.96          | 27.45                            | 27.45    | 32.94     | 38.43                                  | 54.90                       |



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|   | Ordinary hours | Monday to Friday                 | Saturday    | Sunday      |                                       | Public holiday <sup>1</sup> |
|---|----------------|----------------------------------|-------------|-------------|---------------------------------------|-----------------------------|
|   |                | Outside spread of ordinary hours |             | 7 am—7 pm   | 12 am—7 am & 7 pm—12 am <del>pm</del> |                             |
| <b>% of minimum hourly rate</b>                   |                |                                  |             |             |                                       |                             |
|   | <b>100%</b>    | <b>125%</b>                      | <b>125%</b> | <b>150%</b> | <b>175%</b>                           | <b>250%</b>                 |
|   | <b>\$</b>      | <b>\$</b>                        | <b>\$</b>   | <b>\$</b>   | <b>\$</b>                             | <b>\$</b>                   |
| Principal Customer Contact Leader                 | 23.55          | 29.44                            | 29.44       | 35.33       | 41.21                                 | 58.88                       |
| Clerical and Administration Officer Level 5       | 23.55          | 29.44                            | 29.44       | 35.33       | 41.21                                 | 58.88                       |
| Contract Call Centre Industry Technical Associate | 25.45          | 31.81                            | 31.81       | 38.18       | 44.54                                 | 63.63                       |

<sup>1</sup>Does not apply to designated shiftworkers performing work during afternoon and night shifts

**B.1.2 Full-time and part-time adult employees—designated shiftworkers—ordinary and penalty rates**

|   | Ordinary hours | Afternoon and night shift | Permanent night shift <sup>2</sup> | Public holiday |
|---|----------------|---------------------------|------------------------------------|----------------|
| <b>% of minimum hourly rate</b>             |                |                           |                                    |                |
|   | <b>100%</b>    | <b>115%</b>               | <b>130%</b>                        | <b>200%</b>    |
|   | <b>\$</b>      | <b>\$</b>                 | <b>\$</b>                          | <b>\$</b>      |
| Customer Contact Trainee                    | 18.47          | 21.24                     | 24.01                              | 36.94          |
| Clerical and Administration Officer Level 1 | 18.47          | 21.24                     | 24.01                              | 36.94          |
| Customer Contact Officer Level 1            | 19.10          | 21.97                     | 24.83                              | 38.20          |
| Clerical and Administration Officer Level 2 | 19.10          | 21.97                     | 24.83                              | 38.20          |
| Customer Contact Officer Level 2            | 20.13          | 23.15                     | 26.17                              | 40.26          |
| Clerical and Administration Officer Level 3 | 20.13          | 23.15                     | 26.17                              | 40.26          |
| Principal Customer Contact Specialist       | 21.41          | 24.62                     | 27.83                              | 42.82          |

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|   | Ordinary hours           | Afternoon and night shift | Permanent night shift <sup>2</sup> | Public holiday |
|---|--------------------------|---------------------------|------------------------------------|----------------|
|   | % of minimum hourly rate |                           |                                    |                |
|   | 100%                     | 115%                      | 130%                               | 200%           |
|   | \$                       | \$                        | \$                                 | \$             |
| Customer Contact Team Leader                      | 21.96                    | 25.25                     | 28.55                              | 43.92          |
| Clerical and Administration Officer Level 4       | 21.96                    | 25.25                     | 28.55                              | 43.92          |
| Principal Customer Contact Leader                 | 23.55                    | 27.08                     | 30.62                              | 47.10          |
| Clerical and Administration Officer Level 5       | 23.55                    | 27.08                     | 30.62                              | 47.10          |
| Contract Call Centre Industry Technical Associate | 25.45                    | 29.27                     | 33.09                              | 50.90          |

<sup>2</sup>Permanent night shift is defined by clause 13.2(c)

**B.1.3 Full-time and part-time adult employees—overtime rates**

|   | All employees            |               | Other than shiftworker    | Afternoon or night shiftworker |
|---|--------------------------|---------------|---------------------------|--------------------------------|
|   | Monday to Saturday       |               | Public holiday – day work | Public holiday                 |
|   | First 3 hours            | After 3 hours |                           |                                |
|   | % of minimum hourly rate |               |                           |                                |
|   | 150%                     | 200%          | 200%                      | 250%                           |
|   | \$                       | \$            | \$                        | \$                             |
| Customer Contact Trainee                    | 27.71                    | 36.94         | 36.94                     | 46.18                          |
| Clerical and Administration Officer Level 1 | 27.71                    | 36.94         | 36.94                     | 46.18                          |
| Customer Contact Officer Level 1            | 28.65                    | 38.20         | 38.20                     | 47.75                          |
| Clerical and Administration Officer Level 2 | 28.65                    | 38.20         | 38.20                     | 47.75                          |
| Customer Contact Officer Level 2            | 30.20                    | 40.26         | 40.26                     | 50.33                          |

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|   | All employees      |               |        | Other than shiftworker    | Afternoon or night shiftworker |
|---|--------------------|---------------|--------|---------------------------|--------------------------------|
|   | Monday to Saturday |               | Sunday | Public holiday – day work | Public holiday                 |
|   | First 3 hours      | After 3 hours |        |                           |                                |
| % of minimum hourly rate                          |                    |               |        |                           |                                |
|   | 150%               | 200%          | 200%   | 250%                      | 200%                           |
|   | \$                 | \$            | \$     | \$                        | \$                             |
| Clerical and Administration Officer Level 3       | 30.20              | 40.26         | 40.26  | 50.33                     | 40.26                          |
| Principal Customer Contact Specialist             | 32.12              | 42.82         | 42.82  | 53.53                     | 42.82                          |
| Customer Contact Team Leader                      | 32.94              | 43.92         | 43.92  | 54.90                     | 43.92                          |
| Clerical and Administration Officer Level 4       | 32.94              | 43.92         | 43.92  | 54.90                     | 43.92                          |
| Principal Customer Contact Leader                 | 35.33              | 47.10         | 47.10  | 58.88                     | 47.10                          |
| Clerical and Administration Officer Level 5       | 35.33              | 47.10         | 47.10  | 58.88                     | 47.10                          |
| Contract Call Centre Industry Technical Associate | 38.18              | 50.90         | 50.90  | 63.63                     | 50.90                          |

## B.2 Casual employees

### B.2.1 Adult casual employees—all employees—ordinary and penalty rates

|   | Ordinary hours | Monday to Friday                 | Saturday | Sunday    |  | Public holiday <sup>1</sup> |
|---|----------------|----------------------------------|----------|-----------|--|-----------------------------|
|   |                | Outside spread of ordinary hours |          | 7 am—7 pm | 12 am—7 am & 7 pm—12 am- <del>pm</del> |                             |
| % of minimum hourly rate                          |                |                                  |          |           |  |                             |
|   | 125%           | 150%                             | 150%     | 175%      | 200%                                   | 275%                        |
|   | \$             | \$                               | \$       | \$        | \$                                     | \$                          |
| Customer Contact Trainee                          | 23.09          | 27.71                            | 27.71    | 32.32     | 36.94                                  | 50.79                       |
| Clerical and Administration Officer Level 1       | 23.09          | 27.71                            | 27.71    | 32.32     | 36.94                                  | 50.79                       |
| Customer Contact Officer Level 1                  | 23.88          | 28.65                            | 28.65    | 33.43     | 38.20                                  | 52.53                       |
| Clerical and Administration Officer Level 2       | 23.88          | 28.65                            | 28.65    | 33.43     | 38.20                                  | 52.53                       |
| Customer Contact Officer Level 2                  | 25.16          | 30.20                            | 30.20    | 35.23     | 40.26                                  | 55.36                       |
| Clerical and Administration Officer Level 3       | 25.16          | 30.20                            | 30.20    | 35.23     | 40.26                                  | 55.36                       |
| Principal Customer Contact Specialist             | 26.76          | 32.12                            | 32.12    | 37.47     | 42.82                                  | 58.88                       |
| Customer Contact Team Leader                      | 27.45          | 32.94                            | 32.94    | 38.43     | 43.92                                  | 60.39                       |
| Clerical and Administration Officer Level 4       | 27.45          | 32.94                            | 32.94    | 38.43     | 43.92                                  | 60.39                       |
| Principal Customer Contact Leader                 | 29.44          | 35.33                            | 35.33    | 41.21     | 47.10                                  | 64.76                       |
| Clerical and Administration Officer Level 5       | 29.44          | 35.33                            | 35.33    | 41.21     | 47.10                                  | 64.76                       |
| Contract Call Centre Industry Technical Associate | 31.81          | 38.18                            | 38.18    | 44.54     | 50.90                                  | 69.99                       |

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|                                 | Ordinary hours | Monday to Friday                 | Saturday    | Sunday      |                                   | Public holiday <sup>1</sup> |
|---------------------------------|----------------|----------------------------------|-------------|-------------|-----------------------------------|-----------------------------|
|                                 |                | Outside spread of ordinary hours |             | 7 am—7 pm   | 12 am—7 pm & 12 am— <del>pm</del> |                             |
| <b>% of minimum hourly rate</b> |                |                                  |             |             |                                   |                             |
|                                 | <b>125%</b>    | <b>150%</b>                      | <b>150%</b> | <b>175%</b> | <b>200%</b>                       | <b>275%</b>                 |
|                                 | \$             | \$                               | \$          | \$          | \$                                | \$                          |

<sup>1</sup>Does not apply to designated shiftworkers performing work during afternoon and night shifts

**B.2.2 Adult casual employees—designated shiftworkers—ordinary and penalty rates**

|   | Ordinary hours | Afternoon and night shift | Permanent night shift <sup>2</sup> | Public holiday |
|---|----------------|---------------------------|------------------------------------|----------------|
|   | \$             | \$                        | \$                                 | \$             |
| <b>% of minimum hourly rate</b>             |                |                           |                                    |                |
|   | <b>125%</b>    | <b>140%</b>               | <b>155%</b>                        | <b>225%</b>    |
| Customer Contact Trainee                    | 23.09          | 25.86                     | 28.63                              | 41.56          |
| Clerical and Administration Officer Level 1 | 23.09          | 25.86                     | 28.63                              | 41.56          |
| Customer Contact Officer Level 1            | 23.88          | 26.74                     | 29.61                              | 42.98          |
| Clerical and Administration Officer Level 2 | 23.88          | 26.74                     | 29.61                              | 42.98          |
| Customer Contact Officer Level 2            | 25.16          | 28.18                     | 31.20                              | 45.29          |
| Clerical and Administration Officer Level 3 | 25.16          | 28.18                     | 31.20                              | 45.29          |
| Principal Customer Contact Specialist       | 26.76          | 29.97                     | 33.19                              | 48.17          |
| Customer Contact Team Leader                | 27.45          | 30.74                     | 34.04                              | 49.41          |
| Clerical and Administration Officer Level 4 | 27.45          | 30.74                     | 34.04                              | 49.41          |
| Principal Customer Contact Leader           | 29.44          | 32.97                     | 36.50                              | 52.99          |
| Clerical and Administration                 | 29.44          | 32.97                     | 36.50                              | 52.99          |

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|   | Ordinary hours           | Afternoon and night shift | Permanent night shift <sup>2</sup> | Public holiday |
|---|--------------------------|---------------------------|------------------------------------|----------------|
|   | \$                       | \$                        | \$                                 | \$             |
|   | % of minimum hourly rate |                           |                                    |                |
|   | 125%                     | 140%                      | 155%                               | 225%           |
| Officer Level 5                                   |                          |                           |                                    |                |
| Contract Call Centre Industry Technical Associate | 31.81                    | 35.63                     | 39.45                              | 57.26          |

<sup>2</sup>Permanent night shift is defined by clause 13.2(c)

**B.2.3 Adult casual employees—overtime rates**

|   | All employees             |                           |                           | Other than shiftworker    | Afternoon or night shiftworker |
|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------------|
|   | Monday to Saturday        |                           | Sunday                    | Public holiday – day work | Public holiday                 |
|   | First 3 hours             | After 3 hours             |                           |                           |                                |
|   | % of minimum hourly rate  |                           |                           |                           |                                |
|   | 175%                      | 225%                      | 225%                      | 275%                      | 225%                           |
|   | 150%                      | 200%                      | 200%                      | 250%                      | 200%                           |
|   | \$                        | \$                        | \$                        | \$                        | \$                             |
| Customer Contact Trainee                    | <del>32.32</del><br>27.21 | <del>41.56</del><br>36.94 | <del>41.56</del><br>36.94 | <del>50.79</del><br>46.18 | <del>41.56</del><br>36.94      |
| Clerical and Administration Officer Level 1 | <del>32.32</del><br>27.21 | <del>41.56</del><br>36.94 | <del>41.56</del><br>36.94 | <del>50.79</del><br>46.18 | <del>41.56</del><br>36.94      |
| Customer Contact Officer Level 1            | <del>33.43</del><br>28.65 | <del>42.98</del><br>38.20 | <del>42.98</del><br>38.20 | <del>52.53</del><br>47.75 | <del>42.98</del><br>38.20      |
| Clerical and Administration Officer Level 2 | <del>33.43</del><br>28.65 | <del>42.98</del><br>38.20 | <del>42.98</del><br>38.20 | <del>52.53</del><br>47.75 | <del>42.98</del><br>38.20      |
| Customer Contact Officer Level 2            | <del>35.23</del><br>30.20 | <del>45.29</del><br>40.26 | <del>45.29</del><br>40.26 | <del>55.36</del><br>50.33 | <del>45.29</del><br>40.26      |
| Clerical and Administration Officer Level 3 | <del>35.23</del><br>30.20 | <del>45.29</del><br>40.26 | <del>45.29</del><br>40.26 | <del>55.36</del><br>50.33 | <del>45.29</del><br>40.26      |
| Principal Customer Contact Specialist       | <del>37.47</del><br>32.12 | <del>48.17</del><br>42.82 | <del>48.17</del><br>42.82 | <del>58.88</del><br>53.53 | <del>48.17</del><br>42.82      |
| Customer Contact Team Leader                | <del>38.43</del><br>32.94 | <del>49.41</del><br>43.92 | <del>49.41</del><br>43.92 | <del>60.39</del><br>54.90 | <del>49.41</del><br>43.92      |

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|   | All employees                   |                  |                  | Other than shiftworker    | Afternoon or night shiftworker |
|---|---------------------------------|------------------|------------------|---------------------------|--------------------------------|
|   | Monday to Saturday              |                  | Sunday           | Public holiday – day work | Public holiday                 |
|   | First 3 hours                   | After 3 hours    |                  |                           |                                |
|   | <b>% of minimum hourly rate</b> |                  |                  |                           |                                |
|   | <del>175%</del>                 | <del>225%</del>  | <del>225%</del>  | <del>275%</del>           | <del>225%</del>                |
|   | <b>150%</b>                     | <b>200%</b>      | <b>200%</b>      | <b>250%</b>               | <b>200%</b>                    |
|   | \$                              | \$               | \$               | \$                        | \$                             |
| Clerical and Administration Officer Level 4       | <del>38.43</del>                | <del>49.41</del> | <del>49.41</del> | <del>60.39</del>          | <del>49.41</del>               |
|   | <b>32.94</b>                    | <b>43.92</b>     | <b>43.92</b>     | <b>54.90</b>              | <b>43.92</b>                   |
| Principal Customer Contact Leader                 | <del>41.21</del>                | <del>52.99</del> | <del>52.99</del> | <del>64.76</del>          | <del>52.99</del>               |
|   | <b>35.33</b>                    | <b>47.10</b>     | <b>47.10</b>     | <b>58.88</b>              | <b>47.10</b>                   |
| Clerical and Administration Officer Level 5       | <del>41.21</del>                | <del>52.99</del> | <del>52.99</del> | <del>64.76</del>          | <del>52.99</del>               |
|   | <b>35.33</b>                    | <b>47.10</b>     | <b>47.10</b>     | <b>58.88</b>              | <b>47.10</b>                   |
| Contract Call Centre Industry Technical Associate | <del>44.54</del>                | <del>57.26</del> | <del>57.26</del> | <del>69.99</del>          | <del>57.26</del>               |
|   | <b>38.18</b>                    | <b>50.90</b>     | <b>50.90</b>     | <b>63.63</b>              | <b>50.90</b>                   |

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## Schedule C—Summary of Monetary Allowances

See clause 11 for full details of allowances payable under this award.

### C.1 Wage related allowances

The wage related allowances in this award are based on the standard rate as defined in Schedule G as the minimum weekly rate for the Clerical and Administration Officer Level 3/ Customer Contact Officer Level 2 in clause 10.1 = **\$764.90**.

| Allowance           | Clause  | % of <u>standard rate</u><br>\$764.90 | \$ per week |
|---------------------|---------|---------------------------------------|-------------|
| First aid allowance | 11.2(a) | 1.94                                  | 14.84       |

#### C.1.1 Adjustment of wage related allowances

Wage related allowances are adjusted in accordance with increases to wages and are based on a percentage of the standard rate as specified.

### C.2 Expense related allowances

The following expense related allowances will be payable to employees in accordance with clause 11.3:

| Allowance                          | Clause      | \$                 |
|------------------------------------|-------------|--------------------|
| Motor vehicle allowance            | 11.3(a)     | 0.78 per km        |
| Meal allowance—overtime            | 11.3(c)(i)  | 13.18 per occasion |
| Meal allowance—travelling expenses | 11.3(f)(ii) | 13.18 per meal     |

#### C.2.1 Adjustment of expense related allowances

(a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.

(b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:

| Allowance                | Applicable Consumer Price Index figure |
|--------------------------|--|
| Meal allowance           | Take away and fast foods sub-group     |
| Vehicle/travel allowance | Private motoring sub-group             |



## Schedule D—National Training Wage

### D.1 Title

This is the *National Training Wage Schedule*.

### D.2 Definitions

In this schedule:

**adult trainee** is a trainee who would qualify for the highest minimum wage in Wage Level A, B or C if covered by that wage level

**approved training** means the training specified in the training contract

**Australian Qualifications Framework (AQF)** is a national framework for qualifications in post-compulsory education and training

**out of school** refers only to periods out of school beyond Year 10 as at the first of January in each year and is deemed to:

- (a) include any period of schooling beyond Year 10 which was not part of or did not contribute to a completed year of schooling;
- (b) include any period during which a trainee repeats in whole or part a year of schooling beyond Year 10; and
- (c) not include any period during a calendar year in which a year of schooling is completed

**relevant State or Territory training authority** means the bodies in the relevant State or Territory which exercise approval powers in relation to traineeships and register training contracts under the relevant State or Territory vocational education and training legislation

**relevant State or Territory vocational education and training legislation** means the following or any successor legislation:

Australian Capital Territory: *Training and Tertiary Education Act 2003*;

New South Wales: *Apprenticeship and Traineeship Act 2001*;

Northern Territory: *Northern Territory Employment and Training Act 1991*;

Queensland: *Vocational Education, Training and Employment Act 2000*;

South Australia: *Training and Skills Development Act 2008*;

Tasmania: *Vocational Education and Training Act 1994*;

Victoria: *Education and Training Reform Act 2006*; or

Western Australia: *Vocational Education and Training Act 1996*

**trainee** is an employee undertaking a traineeship under a training contract

**traineeship** means a system of training which has been approved by the relevant State or Territory training authority, which meets the requirements of a training

package developed by the relevant Industry Skills Council and endorsed by the National Quality Council, and which leads to an AQF certificate level qualification

**training contract** means an agreement for a traineeship made between an employer and an employee which is registered with the relevant State or Territory training authority

**training package** means the competency standards and associated assessment guidelines for an AQF certificate level qualification which have been endorsed for an industry or enterprise by the National Quality Council and placed on the National Training Information Service with the approval of the Commonwealth, State and Territory Ministers responsible for vocational education and training, and includes any relevant replacement training package

**Year 10** includes any year before Year 10

### D.3 Coverage

**D.3.1** Subject to clauses D.3.2 to D.3.6 of this schedule, this schedule applies in respect of an employee covered by this award who is undertaking a traineeship whose training package and AQF certificate level is allocated to a wage level by clause D.7 to this schedule or by clause D.5.4 of this schedule.

**D.3.2** This schedule only applies to AQF Certificate Level IV traineeships for which a relevant AQF Certificate Level III traineeship is listed in clause D.7 to this schedule.

**D.3.3** This schedule does not apply to:

- (a) the apprenticeship system;
- (b) qualifications not identified in training packages; or
- (c) qualifications in training packages which are not identified as appropriate for a traineeship.

Parties are asked to identify “any training program which applies to the same occupation and achieves essentially the same training outcome as an existing apprenticeship in an award as at 25 June 1997” that they consider should not be covered by this Schedule.

**D.3.4** This schedule does not apply to qualifications not identified in training packages or to qualifications in training packages which are not identified as appropriate for a traineeship.

**D.3.5** Where the terms and conditions of this schedule conflict with other terms and conditions of this award dealing with traineeships, the other terms and conditions of this award prevail.

**D.3.6** At the conclusion of the traineeship, this schedule ceases to apply to the employee.

### D.4 Types of Traineeship

The following types of traineeship are available under this schedule:

**D.4.1** a full-time traineeship based on 38 ordinary hours per week, with 20% of ordinary hours being approved training; and

**D.4.2** a part-time traineeship based on less than 38 ordinary hours per week, with 20% of ordinary hours being approved training solely on-the-job or partly on-the-job and partly off-the-job, or where training is fully off-the-job.

**D.5 Minimum Wages**

**D.5.1 Minimum wages for full-time traineeships**

**(a) Wage Level A**

Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7.1 are:

|                                    | Highest year of schooling completed |          |          |
|------------------------------------|-------------------------------------|----------|----------|
|                                    | Year 10                             | Year 11  | Year 12  |
|                                    | per week                            | per week | per week |
|                                    | \$                                  | \$       | \$       |
| School leaver                      | 295.10                              | 325.00   | 387.20   |
| Plus 1 year out of school          | 325.00                              | 387.20   | 450.60   |
| Plus 2 years out of school         | 387.20                              | 450.60   | 524.40   |
| Plus 3 years out of school         | 450.60                              | 524.40   | 600.40   |
| Plus 4 years out of school         | 524.40                              | 600.40   |          |
| Plus 5 or more years out of school | 600.40                              |          |          |

**(b) Wage Level B**

Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause D.7.2 are:

|                                    | Highest year of schooling completed |          |          |
|------------------------------------|-------------------------------------|----------|----------|
|                                    | Year 10                             | Year 11  | Year 12  |
|                                    | per week                            | Per week | per week |
|                                    | \$                                  | \$       | \$       |
| School leaver                      | 295.10                              | 325.00   | 376.80   |
| Plus 1 year out of school          | 325.00                              | 376.80   | 433.40   |
| Plus 2 years out of school         | 376.80                              | 433.40   | 508.20   |
| Plus 3 years out of school         | 433.40                              | 508.20   | 579.70   |
| Plus 4 years out of school         | 508.20                              | 579.70   |          |
| Plus 5 or more years out of school | 579.70                              |          |          |

**(c) Wage Level C**

Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause D.7.3 are:

|                                    | <b>Highest year of schooling completed</b> |                 |                 |
|------------------------------------|--|-----------------|-----------------|
|                                    | <b>Year 10</b>                             | <b>Year 11</b>  | <b>Year 12</b>  |
|                                    | <b>per week</b>                            | <b>per week</b> | <b>per week</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>       |
| School leaver                      | 295.10                                     | 325.00          | 376.80          |
| Plus 1 year out of school          | 325.00                                     | 376.80          | 424.10          |
| Plus 2 years out of school         | 376.80                                     | 424.10          | 473.80          |
| Plus 3 years out of school         | 424.10                                     | 473.80          | 527.90          |
| Plus 4 years out of school         | 473.80                                     | 527.90          |                 |
| Plus 5 or more years out of school | 527.90                                     |                 |                 |

**(d) AQF Certificate Level IV traineeships**

- (i) Subject to clause D.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause D.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

| <b>Wage level</b> | <b>First year of traineeship</b> | <b>Second and subsequent years of traineeship</b> |
|-------------------|----------------------------------|---|
|                   | <b>per week</b>                  | <b>per week</b>                                   |
|                   | <b>\$</b>                        | <b>\$</b>   |
| Wage Level A      | 623.50                           | 647.70  |
| Wage Level B      | 601.60                           | 624.70  |
| Wage Level C      | 547.50                           | 568.20  |

**D.5.2 Minimum wages for part-time traineeships**

**(a) Wage Level A**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause D.7.1 are:

|                                    | <b>Highest year of schooling completed</b> |                 |                 |
|------------------------------------|--|-----------------|-----------------|
|                                    | <b>Year 10</b>                             | <b>Year 11</b>  | <b>Year 12</b>  |
|                                    | <b>per hour</b>                            | <b>per hour</b> | <b>per hour</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>       |
| School leaver                      | 9.71                                       | 10.70           | 12.74           |
| Plus 1 year out of school          | 10.70                                      | 12.74           | 14.83           |
| Plus 2 years out of school         | 12.74                                      | 14.83           | 17.25           |
| Plus 3 years out of school         | 14.83                                      | 17.25           | 19.74           |
| Plus 4 years out of school         | 17.25                                      | 19.74           |                 |
| Plus 5 or more years out of school | 19.74                                      |                 |                 |

**(b) Wage Level B**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause D.7.2 are:

|                                    | <b>Highest year of schooling completed</b> |                 |                 |
|------------------------------------|--|-----------------|-----------------|
|                                    | <b>Year 10</b>                             | <b>Year 11</b>  | <b>Year 12</b>  |
|                                    | <b>per hour</b>                            | <b>per hour</b> | <b>per hour</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>       |
| School leaver                      | 9.71                                       | 10.70           | 12.40           |
| Plus 1 year out of school          | 10.70                                      | 12.40           | 14.26           |
| Plus 2 years out of school         | 12.40                                      | 14.26           | 16.73           |
| Plus 3 years out of school         | 14.26                                      | 16.73           | 19.08           |
| Plus 4 years out of school         | 16.73                                      | 19.08           |                 |
| Plus 5 or more years out of school | 19.08                                      |                 |                 |

**(c) Wage Level C**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause D.7.3 are:

|                            | <b>Highest year of schooling completed</b> |                 |                 |
|----------------------------|--|-----------------|-----------------|
|                            | <b>Year 10</b>                             | <b>Year 11</b>  | <b>Year 12</b>  |
|                            | <b>per hour</b>                            | <b>per hour</b> | <b>per hour</b> |
|                            | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>       |
| School leaver              | 9.71                                       | 10.70           | 12.40           |
| Plus 1 year out of school  | 10.70                                      | 12.40           | 13.95           |
| Plus 2 years out of school | 12.40                                      | 13.95           | 15.58           |
| Plus 3 years out of school | 13.95                                      | 15.58           | 17.36           |

|                                    | <b>Highest year of schooling completed</b> |                 |                 |
|------------------------------------|--|-----------------|-----------------|
|                                    | <b>Year 10</b>                             | <b>Year 11</b>  | <b>Year 12</b>  |
|                                    | <b>per hour</b>                            | <b>per hour</b> | <b>per hour</b> |
|                                    | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>       |
| Plus 4 years out of school         | 15.58                                      | 17.36           |                 |
| Plus 5 or more years out of school | 17.36                                      |                 |                 |

**(d) School-based traineeships**

Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by clause D.7 are as follows when the trainee works ordinary hours:

| <b>Year of schooling</b> |                 |
|--------------------------|-----------------|
| <b>Year 11 or lower</b>  | <b>Year 12</b>  |
| <b>per hour</b>          | <b>per hour</b> |
| <b>\$</b>                | <b>\$</b>       |
| 9.71                     | 10.70           |

**(e) AQF Certificate Level IV traineeships**

(i) Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.

(ii) Subject to clauses D.5.2(f) and D.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

| <b>Wage level</b> | <b>First year of traineeship</b> | <b>Second and subsequent years of traineeship</b> |
|-------------------|----------------------------------|---|
|                   | <b>per hour</b>                  | <b>per hour</b>                                   |
|                   | <b>\$</b>                        | <b>\$</b>   |
| Wage Level A      | 20.51                            | 21.31   |
| Wage Level B      | 19.77                            | 20.54   |
| Wage Level C      | 18.01                            | 18.70   |

**(f) Calculating the actual minimum wage**

(i) Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses D.5.2(a)–(e) of this

schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.

- (ii) Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses D.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii) Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses D.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

### **D.5.3 Other minimum wage provisions**

- (a) An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

### **D.5.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause D.7 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

## **D.6 Employment conditions**

- D.6.1** A trainee undertaking a school-based traineeship may, with the agreement of the trainee, be paid an additional loading of 25% on all ordinary hours worked instead of paid annual leave, paid personal/carer's leave and paid absence on public holidays, provided that where the trainee works on a public holiday then the public holiday provisions of this award apply.
- D.6.2** A trainee is entitled to be released from work without loss of continuity of employment and to payment of the appropriate wages to attend any training and assessment specified in, or associated with, the training contract.
- D.6.3** Time spent by a trainee, other than a trainee undertaking a school-based traineeship, in attending any training and assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the trainee's wages and determining the trainee's employment conditions.

**Note:** The time to be included for the purpose of calculating the wages for part-time trainees whose approved training is fully off-the-job is determined by clause D.5.2(f)(ii) and not by this clause.

**D.6.4** Subject to clause D.3.5 of this schedule, all other terms and conditions of this award apply to a trainee unless specifically varied by this schedule.

## **D.7 Allocation of Traineeships to Wage Levels**

Parties are asked to review the packages listed to ensure the lists are complete and up-to-date.

The wage levels applying to training packages and their AQF certificate levels are:

### **D.7.1 Wage Level A**

| <b>Training package</b>  | <b>AQF certificate level</b>                  |
|--|---|
| Aeroskills   | II  |
| Aviation   | I, II, III                                    |
| Beauty   | III   |
| Business Services  | I, II, III                                    |
| Chemical, Hydrocarbons and Refining                                    | I, II, III                                    |
| Civil Construction   | III   |
| Coal Training Package  | II, III                                       |
| Community Services   | II, III                                       |
| Construction, Plumbing and Services Integrated Framework               | I, II, III                                    |
| Correctional Services  | II, III                                       |
| Drilling   | II, III                                       |
| Electricity Supply Industry—Generation Sector                          | II, III<br>(III in Western Australia only)    |
| Electricity Supply Industry—Transmission, Distribution and Rail Sector | II  |
| Electrotechnology  | I, II, III<br>(III in Western Australia only) |
| Financial Services   | I, II, III                                    |
| Floristry  | III   |
| Food Processing Industry   | III   |
| Gas Industry   | III   |
| Information and Communications Technology                              | I, II, III                                    |
| Laboratory Operations  | II, III                                       |
| Local Government (other than Operational Works Cert I and II)          | I, II, III                                    |
| Manufactured Mineral Products  | III   |
| Manufacturing  | I, II, III                                    |
| Maritime   | I, II, III                                    |



| <b>Training package</b>                                      | <b>AQF certificate level</b> |
|--|------------------------------|
| Metal and Engineering (Technical)                            | II, III                      |
| Metalliferous Mining   | II, III                      |
| Museum, Library and Library/Information Services             | II, III                      |
| Plastics, Rubber and Cablemaking                             | III                          |
| Public Safety  | III                          |
| Public Sector  | II, III                      |
| Pulp and Paper Manufacturing Industries                      | III                          |
| Retail Services (including wholesale and Community pharmacy) | III                          |
| Telecommunications   | II, III                      |
| Textiles, Clothing and Footwear                              | III                          |
| Tourism, Hospitality and Events                              | I, II, III                   |
| Training and Assessment                                      | III                          |
| Transport and Logistics                                      | III                          |
| Water Industry (Utilities)                                   | III                          |

**D.7.2 Wage Level B**

| <b>Training package</b>                        | <b>AQF certificate level</b> |
|--|------------------------------|
| Animal Care and Management                     | I, II, III                   |
| Asset Maintenance                              | I, II, III                   |
| Australian Meat Industry                       | I, II, III                   |
| Automotive Industry Manufacturing              | II, III                      |
| Automotive Industry Retail, Service and Repair | I, II, III                   |
| Beauty   | II                           |
| Caravan Industry                               | II, III                      |
| Civil Construction                             | I                            |
| Community Recreation Industry                  | III                          |
| Entertainment                                  | I, II, III                   |
| Extractive Industries                          | II, III                      |
| Fitness Industry                               | III                          |
| Floristry                                      | II                           |
| Food Processing Industry                       | I, II                        |
| Forest and Forest Products Industry            | I, II, III                   |
| Furnishing                                     | I, II, III                   |
| Gas Industry                                   | I, II                        |

| <b>Training package</b>                 | <b>AQF certificate level</b> |
|---|------------------------------|
| Health                                  | II, III                      |
| Local Government (Operational Works)    | I, II                        |
| Manufactured Mineral Products           | I, II                        |
| Metal and Engineering (Production)      | II, III                      |
| Outdoor Recreation Industry             | I, II, III                   |
| Plastics, Rubber and Cablemaking        | II                           |
| Printing and Graphic Arts               | II, III                      |
| Property Services                       | I, II, III                   |
| Public Safety                           | I, II                        |
| Pulp and Paper Manufacturing Industries | I, II                        |
| Retail Services                         | I, II                        |
| Screen and Media                        | I, II, III                   |
| Sport Industry                          | II, III                      |
| Sugar Milling                           | I, II, III                   |
| Textiles, Clothing and Footwear         | I, II                        |
| Transport and Logistics                 | II                           |
| Visual Arts, Craft and Design           | I, II, III                   |
| Water Industry                          | I, II                        |

**D.7.3 Wage Level C**

| <b>Training package</b>          | <b>AQF certificate level</b> |
|----------------------------------|------------------------------|
| Agri-Food                        | I                            |
| Amenity Horticulture             | I, II, III                   |
| Conservation and Land Management | I, II, III                   |
| Funeral Services                 | I, II, III                   |
| Music                            | I, II, III                   |
| Racing Industry                  | I, II, III                   |
| Rural Production                 | I, II, III                   |
| Seafood Industry                 | I, II, III                   |

## Schedule E—Supported Wage System

**E.1** This schedule defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award.

**E.2** In this schedule:

**approved assessor** means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system

**assessment instrument** means the tool provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system

**disability support pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme

**relevant minimum wage** means the minimum wage prescribed in this award for the class of work for which an employee is engaged

**supported wage system** means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in the Supported Wage System Handbook. The Handbook is available from the following website: [www.jobaccess.gov.au](http://www.jobaccess.gov.au)

**SWS wage assessment agreement** means the document in the form required by the Department of Social Services that records the employee's productive capacity and agreed wage rate

### **E.3 Eligibility criteria**

**E.3.1** Employees covered by this schedule will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension.

**E.3.2** This schedule does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment.

## **E.4 Supported wage rates**

**E.4.1** Employees to whom this schedule applies will be paid the applicable percentage of the relevant minimum wage according to the following schedule:

| <b>Assessed capacity (clause E.5)</b> | <b>Relevant minimum wage</b> |
|---------------------------------------|------------------------------|
| <b>%</b>                              | <b>%</b>                     |
| 10                                    | 10                           |
| 20                                    | 20                           |
| 30                                    | 30                           |
| 40                                    | 40                           |
| 50                                    | 50                           |
| 60                                    | 60                           |
| 70                                    | 70                           |
| 80                                    | 80                           |
| 90                                    | 90                           |

**E.4.2** Provided that the minimum amount payable must be not less than \$81 per week.

**E.4.3** Where an employee's assessed capacity is 10%, they must receive a high degree of assistance and support.

## **E.5 Assessment of capacity**

**E.5.1** For the purpose of establishing the percentage of the relevant minimum wage, the productive capacity of the employee will be assessed in accordance with the Supported Wage System by an approved assessor, having consulted the employer and employee and, if the employee so desires, a union which the employee is eligible to join.

**E.5.2** All assessments made under this schedule must be documented in an SWS wage assessment agreement, and retained by the employer as a time and wages record in accordance with the Act.

## **E.6 Lodgement of SWS wage assessment agreement**

**E.6.1** All SWS wage assessment agreements under the conditions of this schedule, including the appropriate percentage of the relevant minimum wage to be paid to the employee, must be lodged by the employer with the Fair Work Commission.

**E.6.2** All SWS wage assessment agreements must be agreed and signed by the employee and employer parties to the assessment. Where a union which has an interest in the award is not a party to the assessment, the assessment will be referred by the Fair Work Commission to the union by certified mail and the agreement will take effect unless an objection is notified to the Fair Work Commission within 10 working days.

## **E.7 Review of assessment**

The assessment of the applicable percentage should be subject to annual or more frequent review on the basis of a reasonable request for such a review. The process of review must be in accordance with the procedures for assessing capacity under the supported wage system.

## **E.8 Other terms and conditions of employment**

Where an assessment has been made, the applicable percentage will apply to the relevant minimum wage only. Employees covered by the provisions of this schedule will be entitled to the same terms and conditions of employment as other workers covered by this award on a pro rata basis.

## **E.9 Workplace adjustment**

An employer wishing to employ a person under the provisions of this schedule must take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

## **E.10 Trial period**

- E.10.1** In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this schedule for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.
- E.10.2** During that trial period the assessment of capacity will be undertaken and the percentage of the relevant minimum wage for a continuing employment relationship will be determined.
- E.10.3** The minimum amount payable to the employee during the trial period must be no less than \$81 per week.
- E.10.4** Work trials should include induction or training as appropriate to the job being trialled.
- E.10.5** Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment will be entered into based on the outcome of assessment under clause E.5.

## Schedule F—2015 Part-day Public Holidays

The part-day public holidays schedule may be affected by [AM2014/301](#)

This schedule operates where this award otherwise contains provisions dealing with public holidays that supplement the NES.

**F.1** Where a part-day public holiday is declared or prescribed between 7.00 pm and midnight on Christmas Eve (24 December 2015) or New Year's Eve (31 December 2015) the following will apply on Christmas Eve and New Year's Eve and will override any provision in this award relating to public holidays to the extent of the inconsistency:

- (a) All employees will have the right to refuse to work on the part-day public holiday if the request to work is not reasonable or the refusal is reasonable as provided for in the NES.
- (b) Where a part-time or full-time employee is usually rostered to work ordinary hours between 7.00 pm and midnight but as a result of exercising their right under the NES does not work, they will be paid their ordinary rate of pay for such hours not worked.
- (c) Where a part-time or full-time employee is usually rostered to work ordinary hours between 7.00 pm and midnight but as a result of being on annual leave does not work, they will be taken not to be on annual leave between those hours of 7.00 pm and midnight that they would have usually been rostered to work and will be paid their ordinary rate of pay for such hours.
- (d) Where a part-time or full-time employee is usually rostered to work ordinary hours between 7.00 pm and midnight, but as a result of having a rostered day off (RDO) provided under this award, does not work, the employee will be taken to be on a public holiday for such hours and paid their ordinary rate of pay for those hours.
- (e) Excluding annualised salaried employees to whom clause F.1(f) applies, where an employee works any hours between 7.00 pm and midnight they will be entitled to the appropriate public holiday penalty rate (if any) in this award for those hours worked.
- (f) Where an employee is paid an annualised salary under the provisions of this award and is entitled under this award to time off in lieu or additional annual leave for work on a public holiday, they will be entitled to time off in lieu or pro-rata annual leave equivalent to the time worked between 7.00 pm and midnight.
- (g) An employee not rostered to work between 7.00 pm and midnight, other than an employee who has exercised their right in accordance with clause F.1(a), will not be entitled to another day off, another day's pay or another day of annual leave as a result of the part-day public holiday.

This schedule is not intended to detract from or supplement the NES.

This schedule is an interim provision and subject to further review.

## Schedule G—Definitions

In this award, unless the contrary intention appears:

**Act** means the *Fair Work Act 2009* (Cth)

**afternoon shift** means any shift finishing after 7.00 pm and at or before midnight

**defined benefit member** has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

**employee** means national system employee within the meaning of the Act

**employer** means national system employer within the meaning of the Act

**exempt public sector superannuation scheme** has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

**minimum hourly rate** means the minimum weekly rate in clause 10—Minimum wages divided by 38 and rounded to the nearest cent

**MySuper product** has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

**NES** means the National Employment Standards as contained in [sections 59 to 131](#) of the *Fair Work Act 2009* (Cth)

**night shift** means any shift finishing after midnight and at or before 9.00 am

**standard rate** means the minimum weekly rate prescribed for the Clerical and Administration Officer Level 3/Customer Contact Officer 2 in clause 10.1