

Enterprise Agreement 2019



Infrastructure Division



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SECTION 1 – APPLICATION & OPERATION OF AGREEMENT

1 TITLE

This agreement shall be known as the Metro Trains Melbourne Infrastructure Enterprise Agreement 2019 (the Agreement).

2 PERSONS COVERED AND APPLICATION

The Persons covered by this Agreement are:

- a) Metro Trains Melbourne Pty Ltd (the Company) in respect of Employees of the Company who are employed within the Infrastructure Division and the Network Asset Management Division and whose classifications are included in Appendix One (Employees), including those supporting the Projects Division (regardless of the stage of the project) by way of secondment or otherwise;
- b) Any new divisions of Metro performing work directly and solely related with the maintenance and renewals of rail infrastructure assets for the Melbourne metropolitan network, excluding all other current Metro divisions;
- c) Employees of the Company engaged in performing the following maintenance and renewals work for rail infrastructure:
 - Maintenance and renewals of track;
 - Maintenance and renewals of traction overhead wiring;
 - Maintenance and renewals of railway signalling and communications works;
 - Manufacture, assemble, fit out and test signalling and traction overhead wiring equipment within a designated workshop; and
 - Maintenance and renewals of substations within the Melbourne Metropolitan Network.
 - This Agreement does not apply to the construction of railway buildings; and
- d) The following Employee organisations, to the extent that the Fair Work Commission notes in its decision to approve the Agreement that the Agreement covers them:
 - the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU);
 - the Association of Professional Engineers, Scientists and Managers, Australia (APESMA); and
 - the Australian Rail, Tram and Bus Industry Union (RTBU).

Any reference in this Agreement to “Union” or “Unions” is a reference to the abovementioned unions (Unions).

The Company and the Unions confirm their commitment to employing employees under this Agreement and avoiding where possible the use of non-Agreement-covered labour.

3 RELATIONSHIP TO AWARDS AND AGREEMENTS

3.1 The Agreement is a comprehensive agreement that operates to the exclusion of any Awards or other agreements. For the avoidance of doubt the Agreement operates to the exclusion of all prior agreements, formal and informal (including Individual Flexibility Agreements), save to the extent that the operation of a relevant past agreement provision is specifically preserved in the Agreement.

3.2 Nothing in the Agreement is to be taken as overriding agreements made for the purposes of the Occupational Health and Safety Act 2004 (Vic).

3.3 Where a payment in relation to wages, allowances or entitlements is being made, and the Company, the Employees and/or the Unions agree that the relevant provision has been omitted from the Agreement through no fault of the Company or the Employees and/or the Unions, the payment will continue to operate as per the omitted provision. For the avoidance of doubt, in order for the wages, allowances and/or provisions payment to continue, there must be an agreement reached by:

- a. the Company; and
- b. the Employees and / or the Unions that the provision relating to the payment was omitted from the Agreement as per this clause.

4 NO EXTRA CLAIMS

The Agreement is in full and final settlement of all matters subject to claims by the Parties covered by the Agreement, and for the life of the Agreement no further claims will be made or supported by the Parties covered by the Agreement.

5 OPERATION AND NOMINAL EXPIRY DATE

The Agreement shall take effect seven (7) days after the Agreement is approved by the Fair Work Commission, i.e. the date of effect. The nominal expiry date of the agreement is 30 June 2023. The Company and the Employees (and/or the Unions, if appointed as representatives) will review the Agreement six (6) months prior to its nominal expiry date.

6 SUPPORT TO FUTURE PROJECTS AND INITIATIVES

6.1 The Persons covered by the Agreement are committed to supporting Company and Government initiatives including but not limited to: "Home Safe/Night Network" being the twenty four (24) hour Friday and Saturday night services; "Rail Construction and Renewals Projects" being any rail construction and renewals projects, including the Level Crossing Removals project, the High Capacity Signalling project and the Metro Tunnel project.

6.2 Meeting the above initiatives may include employees undertaking training as required by the Company and supporting the implementation of new rosters or workplace arrangements by consultation of affected employees, including workplace location (both temporary and permanent), to support any of the above, subject to any requirements set out elsewhere in this agreement including but not limited to Schedule One of this Agreement.

6.3 Support to projects work includes the following:

- Ensuring adequate numbers of Employees make themselves available for project works.
- Ensuring adequate numbers of Employees make themselves available as required to meet the agreed occupations schedules.
- Ensuring adequate numbers of Employees make themselves available for secondments to support or supplement project teams.

6.4 Where the Company allocates Employees to perform project work, consideration will be given to the Company's maintenance requirements, project requirements (including hours of work), staff numbers and fatigue issues and issues relating to work/life balance.

6.5 Qualified Metro staff from overhead, substations, track and signals and communications who are authorised to do so will be responsible for accepting the completion/certification of work before assets are handed over to operations.

7 BEST PRACTICE

7.1 The Company, Employees and Unions are committed to the objective of achieving the best known practice, nationally or internationally, where such practice is considered relevant and adaptable by the Company. Targets will be set on the basis of current or existing standards of infrastructure and equipment. Best practice is a continuous improvement process, which involves constantly reviewing, changing, adapting and integrating related approaches to organisational issues. Best practices are not fixed and not restricted to an examination of costs, but also include quality and delivery of service issues.

7.2 The Company, Employees and Unions recognise that best practice must be achieved within determined timeframes to enhance the performance of various Company functions. The Company, Employees and Unions agree that best practice is outcome rather than simply activity based. It provides the processes, structures, rights and obligations that are essential to ensure that the full capacity for innovation of Employees is fully and effectively used. Best practice depends on effective training of both management and Employees to acquire and utilise the skills which are necessary to effectively develop, implement and evaluate the change process.

7.3 The Company, Employees and Unions agree that a best practice approach and methodology are important to the implementation of the Agreement.

7.4 Best practice programs are to be based on the following principles:

- leadership will be used to create and deploy clear values;
- all Company, Employees and Unions will be fully involved;
- a planned and structured approach will be used to set and achieve objectives;
- appropriate facts, data and analysis will be used by all Employees to perform their functions;
- the customer will define product and service quality;
- partnerships with suppliers and customers will be actively pursued;
- quality will be achieved by having well planned and managed processes;
- processes will be standardised as part of process management;
- continual improvement of all processes will be pursued;
- ways will be sought to innovate and redesign processes;
- emphasis will be on prevention and improvement;
- an appropriate level of community and environmental responsibility will be demonstrated;
- The company may only use a tracking device fitted to a vehicle to identify the closest vehicle to a fault situation within rail, all issues relating to an employee's rights are listed in Clause 85; and
- the introduction of new technology, (fixed or mobile) will not lead to increased wage claims.

8 CONSULTATION AND INTRODUCTION OF CHANGE

8.1 This term applies if:

- a) the Company has made a decision to introduce a major change to production, program, organisation, structure, or technology in relation to its enterprise; and
- b) the change is likely to have a significant effect on Employees.

8.2 Prior to making a definite decision to implement major change, the Company must notify the relevant Employees of the decision to introduce the major change. The relevant Employees may appoint a

representative, including a representative from one of the Unions, for the purposes of the procedures in this term. If:

- a) a relevant Employee appoints, or relevant Employees, appoint a representative for the purposes of consultation; and
- b) the Employee or Employees advise the Company of the identity of the representative; the Company must recognise the representative.

8.3 As soon as practicable after making its decision, the Company must:

- a) discuss with the relevant Employees:
 - i. the introduction of the change;
 - ii. the effect the change is likely to have on the Employees;
 - iii. measures the Company is taking to avert or mitigate the adverse effect of the change on the Employees; and
- b) for the purposes of the discussion — provide, in writing, to the relevant Employees:
 - i. all relevant information about the change including the nature of the change proposed;
 - ii. information about the expected effects of the change on the Employees; and
 - iii. any other matters likely to affect the Employees.

8.4 However, the Company is not required to disclose confidential or commercially sensitive information to the relevant Employees.

8.5 The Company must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

8.6 If a term in the Agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the Company, the requirements set out above are taken not to apply.

8.7 In this term, a major change is likely to have a significant effect on Employees if it results in:

- a) the termination of the employment of Employees; or
- b) major change to the composition, operation or size of the Company's workforce or to the skills required of Employees; or
- c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- d) the alteration of hours of work; or
- e) the need to retrain Employees; or
- f) the need to relocate Employees to another workplace; or
- g) the restructuring of jobs.

8.8 In this term, relevant Employees mean the Employees who may be affected by the major change. The Company will also commit to:

- a) Consult Employees about changes to their regular roster or ordinary hours of work;
- b) Provide information to the Employees about the change;
- c) Invite the Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities);
- d) Consider any views given by the Employees about the impact of the change; and
- e) Allow for representation of those Employees for the purposes of that consultation.

8.9 Provided that such consultation will operate in conjunction with any other term of the Agreement, (including Schedule One) requiring consultation or agreement with Employees in relation to changes to hours of work or related matters.

9 DISPUTE RESOLUTION

9.1 If a dispute relates to:

- a) a matter arising under the Agreement (excluding a matter relating to occupational health and safety); or
- b) the National Employment Standards; or
- c) a matter pertaining to the employment relationship;

then the following procedures apply.

9.2 An Employee who is a party to the dispute may be represented at all stages for the purposes of the procedures in this clause, by their representative, which may include the union.

9.3 In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management, in good faith.

9.4 If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the Fair Work Commission.

9.5 The Fair Work Commission may deal with the dispute in two (2) stages:

- a) The Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
- b) For matters arising under 9.1 (a) and (b), if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:
 - i. arbitrate the dispute; and
 - ii. make a determination that is binding on the parties.

Note: if the Fair Work Commission arbitrates the dispute, it may also use the powers that are available to it under the Fair Work Act 2009 (*Cth*).

- 9.6 A decision that the Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Fair Work Act 2009 (*Cth*). Therefore, an appeal may be made against the decision.
- 9.7 The parties to the dispute and their representatives must genuinely attempt to resolve the dispute through the processes set out in this clause and must cooperate to ensure these processes are carried out expeditiously.
- 9.8 In the event of a clause 9.1 (a) or (b) dispute, while the parties are trying to resolve the dispute using the procedure in this clause, work must continue in accordance with the usual practice existing prior to the matter that is the subject of the dispute (*status quo*), pending the resolution of the dispute unless:
- a) there is a reasonable concern about an imminent risk to health and safety associated with the *status quo* (in which case *status quo* will not apply); or
 - b) the *status quo* has a direct impact on service delivery or Government related initiatives (in which case the *status quo* will only apply up to the conclusion of the steps in clause 9.5 (a)).

For the avoidance of doubt, the state of affairs as it existed prior to the matter that is the subject of the dispute will remain in place. For example, if the dispute is about a change to work, the *status quo* represents the position before the change.

- 9.9 In the event of a clause 9.1 (c) dispute, the *status quo* will not apply, pending the resolution of the dispute.
- 9.10 The parties to the dispute agree to be bound by a decision made by the Fair Work Commission in accordance with this clause. For the avoidance of doubt, this excludes matters arising under 9.1 (c).
- 9.11 If the Fair Work Commission arbitrates the decision it must be consistent with the Code for the Tendering and Performance of Building Work 2016 and any other legislative obligations.

10 GRIEVANCE PROCEDURE (“FAIR TREATMENT”)

10.1 Objective of Fair Treatment System

The objective of this system is to provide Employees with access to a system of review when there is a belief an Employee has been treated unfairly. The Company is firmly committed to ensuring that this system shall provide for an orderly, fair and speedy mechanism to resolve issues. Issues dealt with under this system are non-industrial and of a personal nature. At any stage in this process the Employee has the right to appoint another person to act on their behalf in relation to resolving the matter. This person may be a Union representative.

10.2 Procedure for Fair Treatment

The procedure for handling issues of a non-industrial, personal nature is as follows:

- a) In the first instance an Employee should discuss the issue with their supervisor.
- b) If the matter remains unresolved, then they can refer the matter to their manager.
- c) If the matter is still unresolved, or the Employee feels that they are not receiving fair treatment, then they should inform their manager and arrange to talk with next level senior manager in the organisational structure as appropriate.
- d) If the Employee still feels that they are not receiving fair treatment, or if their Department Manager has not become involved within fourteen (14) days the matter can be referred by either party for mediation. The Company, Employees and their nominated representatives (if any) will

participate in the mediation process in good faith. The Company, Employees and their nominated representatives (if any) will agree on a mediator considered appropriate to mediate the issue.

10.3 As soon as is practicable (usually within twenty four 24 hours) after the Employee has initiated a step in the process, the Employee will be advised of how and when the issue will be addressed.

10.4 Where a grievance exists and whilst that grievance remains unresolved and is being addressed through this procedure, the Company and relevant Employees will return to the situation and arrangements that existed prior to the issue which caused the grievance, such that no party is prejudiced during the process to resolve the matter.

10.5 If matters cannot be resolved under this process, the Employee has recourse to the Dispute Resolution Procedure, provided that any matter resolved through arbitration will be private and will not set a precedent for other Employees.

11. GENUINE AND INFORMED AGREEMENT OF THE EMPLOYEE/S

11.1 There are numerous clauses in the Agreement that provide for specific matters to be changed by agreement.

11.2 Accordingly, the Company and the Employee/s acknowledge and agree that it is highly important in respect of certain clauses that the process of seeking and obtaining agreement of the Employee/s is done in such a way as to ensure that the Employee/s give genuine and informed consent with the appropriate consideration time and without undue pressure, confusions and/or misleading/deceptive conduct.

11.3 To this end, where a clause in this Agreement refers to “genuine and informed majority of the employees”, this means that the following actions, conditions and processes have been completed and complied with:

- a. A majority of employees who are affected, have voted in favour of the change.
- b. The Company has given 3 working days’ written notice, or less where not practicable, of the request for agreement, which must also contain:
 - i. The details and reasons for seeking the agreement of the Employee/s; and
 - ii. The right for the Employee/s to vote against and that no action will be taken against them if they do.
- c. The result of the vote shall be provided in writing to the Employee/s as soon as practicable.
- d. Failure to comply with all of the aforementioned requirements shall render any approval invalid.

11.4 For clarity, the above processes and requirements only apply in relation to the following clauses:

- a) 15 – Supplementary Labour
- b) 39 - Ordinary Hours
- c) 86.5.2 - Additional Construction Conditions

SECTION TWO – EMPLOYMENT RELATIONSHIPS

TYPES OF EMPLOYMENT

The Company may offer employment on any basis that it deems necessary, including but not limited to the types of employment set out in this section.

12 FULL-TIME EMPLOYMENT

Full-time Employees are those who, over a period of twenty eight (28) days (unless otherwise agreed), work an average of thirty eight (38) ordinary hours per week.

13 PART TIME AND CASUAL EMPLOYMENT

13.1 Part Time Employees

13.1.1 Employees engaged to work on a part-time basis must have a regular pattern of hours, which shall average less than thirty-eight (38) hours per week provided that before commencing part-time employment, the Company and the Employee concerned must agree upon (the arrangement):

- a) the hours of work to be worked;
- b) the days upon which they will be worked;
- c) starting and finishing times; and
- d) the classification applying to the work to be performed.

13.1.2 The Employee concerned is entitled to be paid for the hours agreed upon.

13.1.3 The arrangement and any variations to it shall be in writing and retained by the Company. A copy of the arrangement, and any variation, shall be provided by the Company to the Employee concerned.

13.1.4 Otherwise, the terms of the Agreement shall apply pro-rata to part-time Employees on the basis that ordinary weekly hours for full-time Employees are thirty-eight (38).

13.1.5 Part-time Employees required by the Company to work in excess of the agreed hours shall be paid overtime for such hours.

13.1.6 Part-time Employees whose normal paid hours fall on a public holiday, but who are not required to work that day shall not lose pay for that day. Part-time Employees required to work on such public holiday shall be paid in accordance with Clause 33.5.

13.1.7 Where an Employee and the Company agree in writing, part-time employment may be converted to full time, and vice-versa, on a permanent basis or for a specified period of time. If such an Employee transfers from full-time to part-time (or vice-versa), all accrued entitlements will be maintained. Following transfer to part-time employment accrual will occur on a pro-rata basis.

13.1.8 Part-time employment can include job sharing; where two (2) Employees undertake the work of the equivalent of one (1) position on a part-time basis i.e. two (2) part-time positions equalling the equivalent of one (1) full-time role. Job sharing can only occur with the agreement of the Company and the two (2) Employees concerned.

13.2 Casual Employees

- 13.2.1 A casual employee is an employee who is engaged and paid as a casual employee.
- 13.2.2 A casual employee's ordinary hours of work are the lesser of 38 hours per week or the hours required to be worked by the Company.
- 13.2.3 Employees engaged to work on a Casual Basis will be engaged and paid for shift lengths of no less than eight (8) hours in duration.
- 13.2.4 For each ordinary hour worked, a casual employee must be paid:
- a) the applicable ordinary hourly rate as per Appendix 1 of this Agreement;
 - b) a loading of 100% of the ordinary hourly rate; and
 - c) where applicable, shift allowances and relevant penalties in accordance with clause 33.1 of the Agreement will be applied in addition to the abovementioned loading.
- 13.2.5 Employees engaged as a regular casual may request that their employment be converted to full-time or part-time employment in accordance with the Fair Work Act 2009 (Cth).
- 13.2.6 For the purposes of this clause, a regular casual employee is a casual employee who has in the preceding period of 12 months worked a pattern of hours on an ongoing basis which, without significant adjustment, the employee could continue to perform as a full-time employee or part-time employee under the provisions of this Agreement.

14 APPRENTICE/TRAINEE AGREEMENT

- 14.1 Apprentices/Trainees, both new and existing Employees, shall be trained for qualification in accordance with an AQTF accredited training course prescribed and provided by a relevant training organisation, which may include the Company. A suitable document describing the terms of the arrangement shall be provided to the Apprentice/Trainee.
- 14.2 Apprentices/Trainees shall not be required to work overtime unless over eighteen (18) years of age.
- 14.3 When an Apprentice/Trainee is required to attend a technical college or school as part of their training on a day that they are rostered off, they shall observe an alternate rostered day off as agreed with the Company.
- 14.4 Except in cases of emergency, Apprentices will not be required to work overtime or shiftwork if doing so would interfere with their attendance at training.

14.5 Apprentice/Trainee Rates of Pay

Apprentices/Trainees shall be paid the following percentages of the ordinary base rate of pay of the relevant classification to which the Apprenticeship/Traineeship applies. For S&C the rate is S&C Grade 6.

Year	% Rate (Other)	Signals & Communications % of Rate
1	42	65

2	55	75
3	75	85
4	88	95
5	N/A	110
6	N/A	120

14.6 Apprentice/Trainee Arrangements for Existing Employees

An existing Employee who agrees to become an Apprentice/Trainee shall have their pre Apprenticeship/Traineeship rate of pay maintained, in accordance with the pay increases contained herein, until such time as the Apprentice/Trainee rate should equal or exceed such rate.

15 SUPPLEMENTARY LABOUR

- 15.1 Supplementary labour will be available to cover excessive workloads caused by increases in work or for special programs or where a particular skill is not available. It is recognised that in some instances a rapid response to the workload is required.
- 15.2 Prior to the engagement of supplementary labour, where practical the training and/or transfer of existing Employees will be considered. Training will be considered when the skill requirement is long term and the work is of sufficient volume to justify the training investment and retention of competence by the Employee in the required skill. Where training is proceeding, supplementary labour hire may be required to address the immediate workload.
- 15.3 Where the Company makes a definite decision that it intends to engage a Third Party to perform work covered by this Agreement, (which would ordinarily be undertaken by the Employees), the Company shall consult with the Employees , in accordance with this clause.
- 15.4 During the engagement of supplementary labour, no Employee of the same occupation who is available to transfer to this work will be declared surplus.
- 15.5 In the normal course, it is expected that consultation will occur within the 14 days leading up to the commencement of the work by the Third Party. If for any reason this does not occur, or if the Employer has less than 14 days' notice of the need to commence the work, consultation will occur as soon as reasonably practicable.
- 15.6 For the purposes of consultation, the Employer must advise either in writing or otherwise:
- a) the name of the proposed Third Party;
 - b) the type of work proposed to be given to the Third Party;
 - c) the number of persons and qualifications of the persons the proposed Third Party may engage to perform the work; and
 - d) the likely duration.
- 15.7 Upon written request of an Employee, the Company shall provide the above details in writing in respect of any Third Parties the Company is using at the time of the request.

15.8 For the purposes of the consultation, The Employer must also consult over the following issues:

- a) safety; and
- b) facilities for the Third Party.

15.9 'Third Party' means:

- a) a labour hire agency;
- b) a contractor;
- c) an employee or contractor, of a contractor; and/or
- d) any other person or entity who/which is not a direct employee of the Company;

which will do, or does, work that would be covered by this Agreement if it was performed by the Employees.

15.10 Where the requirements of Clause 11 'Genuine and Informed Agreement of the Employee/s' are invoked, the Company will ensure that all steps under Clause 11 are followed.

15.11 Commitment to Insourcing

Over the life of the Agreement (on a yearly basis) the Company commits to reviewing the requisite Safeworking positions within the Infrastructure Division. In instances where shifts worked by a Third Party Provider over a 6 month period would equate to a Full Time Equivalent Safeworking position, and where that position is an ongoing requirement, the Company will insource that position.

16 CONTRACT OF EMPLOYMENT

Employment terms and conditions are as follows:

16.1 Employees shall be engaged on a weekly basis and placed on a period of probation for three (3) months at the commencement of their employment. This probationary period is not intended to constitute (or reduce) the minimum employment period as defined by relevant legislation.

16.2 During the probationary period the Company or Employee may terminate employment by the giving of seven (7) days' notice. Alternatively, the Company may terminate employment by paying one (1) week's pay in lieu of notice.

16.3 Employee's shall:

- a) be paid on a fortnightly basis by Electronic Funds Transfer (EFT) to a nominated account;
- b) comply with any reasonable and lawful request of the Company and, subject to the business needs or requirements, work reasonable overtime and in accordance with shift rosters which may vary from time to time (see clause 39 and 40 herein) provided that they are appropriately skilled, competent, trained and qualified;
- c) properly use/wear all protective clothing, uniforms and equipment that is provided by the Company;
- d) adhere to start and finish times for all work periods;
- e) participate in developing and implementing work methods that are designed to improve performance of the business; and
- f) comply with the Dispute Resolution Procedure as set out in the Agreement.

17 FLEXIBILITY PROVISIONS

17.1 The Company and an Employee covered by the Agreement may agree to make an Individual Flexibility Arrangement (IFA) to vary the effect of terms of the Agreement if:

Employees are employed as senior managers, technical specialists or administrative support staff and the IFA deals with one (1) or more of the following matters:

- Arrangements about when work is performed;
- Overtime rates;
- Penalty rates;
- Allowances;
- Leave loading; or

All other Employees and the IFA deals with the following matter:

- Travel Passes - A first class rail pass for use by the Employee, spouse and eligible dependant whilst the Employee is on annual and/or long service leave; and

The IFA meets the genuine needs of the Company and the Employee in relation to one (1) or more of the matters listed above; and

The IFA is genuinely agreed to by the Company and Employee.

17.2 The Company must ensure that the terms of the IFA:

- Are about permitted matters under section 172 of the Fair Work Act 2009 (*Cth*); and
- Are not unlawful terms under section 194 of the Fair Work Act 2009 (*Cth*); and
- Result in the Employee being better off overall than the Employee would be if no IFA was made.

17.3 The Company must ensure that the IFA:

- Is in writing; and
- Includes the name of the Company and the Employee; and
- Is signed by the Company and the Employee and if the Employee is under eighteen (18) years of age, signed by a parent or guardian of the Employee; and

17.4 Includes details of:

- The terms of the Agreement that will be varied by the IFA; and
- How the IFA will vary the effect of the terms; and
- How the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the IFA; and

- States the day on which the IFA commences.

17.5 The Company must give the Employee a copy of the IFA within fourteen (14) days after it is agreed to.

17.6 The Company or the Employee may terminate the IFA:

- By giving no less than twenty eight (28) days written notice to the other party to the arrangement; or
- If the Company and the Employee agree in writing – at any time.

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18 TERMINATION OF EMPLOYMENT

18.1 Termination of employment by the Company or Employee shall be in accordance with the requirements of relevant legislation, and by giving the relevant period of notice as set out in the following table (excluding probationary Employees):

Employee's period of continuous service with the Company at the end of the day the notice is given	
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

18.2 An Employee, in giving notice of resignation, may request an earlier exit date than that calculated in accordance with the table above. However, if the Company agrees to the earlier exit date, the Employee will only be paid up to and including the final day of work with the Company.

18.3 An Employee over the age of forty five (45) and who has completed at least two (2) years of service with the Company is entitled to one (1) extra weeks' notice in addition to the period of notice set out in the above table.

18.4 Alternatively, the Company may:

- Pay the Employee in lieu of their notice period; or
- Require the Employee to work for part of the Employee's notice period and pay the Employee for the balance of the period.

18.5 An Employee's employment may be terminated without notice for serious misconduct.

18.6 Employees are required to return all Company issued uniform, PPE and equipment on termination of their employment.

19 ABANDONMENT OF EMPLOYMENT

19.1 The absence of an Employee from work for a continuous period exceeding three (3) working days without the consent of the Company and without notification to the Company shall be prima facie evidence that the Employee has abandoned their employment.

19.2 Provided that if within a period of fourteen (14) days from their last attendance at work or the date of their last absence in respect of which notification has been given or consent has been granted and the Employee has not established to the satisfaction of the Company that they were absent for reasonable cause, the Employee shall be deemed to have abandoned their employment.

19.3 Termination of employment by abandonment in accordance with this subclause shall operate as from the date of the last attendance at work or the last day's absence in respect of which consent was granted, or the date of the last absence in respect of which notification was given to the Company, whichever is the later.

20 TRANSITION TO RETIREMENT

20.1 The Company is committed to supporting Employees who are approaching retirement to do so in a graduated way, progressively reducing the intensity of their work commitments as they transition to retirement.

20.2 Access to transition to retirement arrangements requires an Employee to confirm their retirement date within a period not exceeding twelve (12) months. Employees who have indicated their intention to retire may consider participating in a retirement transition arrangement. The Company will not unreasonably refuse any reasonable request by an Employee to amend their retirement date.

20.3 Transition to retirement arrangements that may be available to Employees include:

- a) reduction of working hours (i.e. part-time employment);
- b) job sharing;
- c) refocusing the Employee's responsibilities and duties;
- d) project based work and secondments;
- e) appointment to a role focused on training or mentoring other Employees; or
- f) accessing long service leave or other paid leave entitlements on a regular and systematic basis.

20.4 The availability and suitability of any of the transition to retirement arrangements set out above will be assessed on a case-by-case basis, with consideration for the operational requirements of the Company and the long term benefits of retaining the Employee's knowledge and skills.

21 REDUNDANCY

21.1 An Employee, whose position is determined by the Company as being surplus to requirements, shall be offered an alternative position within the Company when that is a viable option.

21.2 Should there be no alternative position available within the Company or, where applicable, the Employee is not offered a position (in accordance with Clause 22) with an organisation taking over under a transfer of business, the following redundancy package shall be provided to the Employee on separation from the Company:

- a) Four (4) weeks' (or five (5) weeks' in accordance with Clause 18.1) severance pay, in lieu of notice of termination in Clause 18; plus
- b) Three (3) weeks' pay, at the Employee's ordinary rate at the time of separation, for each completed year of continuous service with the Company, Alstom Melbourne Transport Limited (AMTL), National Express, Thiess Infracore and/or MainCo, up to a maximum of twenty-one (21) weeks; plus
- c) For Employees with previous Public Transport Corporation (PTC) service four (4) weeks in lieu of notice and two (2) weeks' pay for each completed year of service -up to a maximum of twenty (20) weeks.

21.3 Employees who have terminated employment with one of the following organisations shall only be entitled to recognition of years of service under this clause since they were last re-employed by one of these organisations: PTC, the Company, AMTL, National Express, Thiess Infracore and/or MainCo. In a transfer of business situation, a transfer of employment from one organisation to another shall not be considered termination of employment under this clause.

22 TRANSMISSION OF BUSINESS

In the event of the Company selling, transmitting, assigning or otherwise transferring the whole or part of the business in which Employees covered by the Agreement are employed, and in the event of Employees being offered employment in that business by a new company upon the terms and conditions of employment of the Agreement with continuity of entitlements and at the same location, then the

Company will not be liable for payment of any notice amounts or redundancy or severance payments in respect of the termination of employment of such Employees arising from the transmission or transfer.

23 CONTINUITY OF SERVICE

As a consequence of any functions or activities being performed by the Company or its successors, assignees or transmittes, Employees who continue their employment with the Company or their successor, assignee or transmittes shall have their service with the Company, including service recognised by a previous company will count for all purposes with the new company (including salary progressions where applicable, the maintenance of all accrued entitlements including pro rate accruals with the previous companies transferring with the Employee, this includes sick leave, annual leave, annual leave loading, long service leave, rostered days off or their equivalent, time off in lieu owing, public holidays, employee travel passes and any other accrued entitlements) and for the purposes of calculating any redundancy payments.

24 CODE OF CONDUCT

The policy of the Company is to have fair, equitable and consistent procedures in the workplace for the purpose of ensuring acceptable behaviour and conduct.

25 PERFORMANCE MANAGEMENT PROCESS

25.1 While in most cases each step of the following procedure will be followed in sequential order, in certain cases of serious breaches of procedures or unacceptable conduct, the Company may elect to skip disciplinary steps. Serious breaches in this context refer to breaches for which it is not reasonable that a second breach would be tolerated and include such breaches that are likely to significantly put at risk other persons or the environment.

25.2 The Company is committed to work with Employees to assist them to achieve satisfactory standards of work performance and conduct. When an Employee does not meet satisfactory standards of conduct in the areas of neglect of duty, approach to work or other misconduct, the process outlined below is to be followed, which shall include the Company providing training where appropriate. The Employee has the right to have representation or the Employee's nominated witness present during this process.

25.3 The disciplinary counselling procedures do not warrant the involvement of barristers and/or solicitors.

25.4 The Company may elect to 'Stand Down' an Employee whilst conducting an investigation into alleged serious misconduct. If the Company 'Stands Down' an Employee while undertaking an investigation, the Employee will be 'Stood Down' and paid as per roster.

25.5 An employee may only be 'Stood Down' if allegations specifically relate to serious misconduct as defined by the Fair Work Act 2009 (Cth), their continued attendance at work would be deemed to pose a safety risk to the mental or physical wellbeing of themselves or others or to maintain the integrity of an investigation. Where the company concludes that an employee should be removed from their workplace, a temporary transfer to other depots or the undertaking of alternative duties must be provided prior to Stand Down where it is practical to do so.

Step 1. Recorded Verbal Warning/Counselling

When the Company has concern regarding the conduct of an Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may verbally warn the Employee, which shall be documented with a copy placed on the Employee's personnel file however will not be taken into account for further disciplinary action after twelve (12) months. The Employee under counselling shall be made aware of the standards of improvement in conduct that is to be made.

Step 2. First Written Warning

If the Employee fails to meet the agreed standards of improvement in accordance with Step 1, or if the Company has a second concern about the conduct of the Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may provide the Employee with a written warning, which shall be documented with a copy placed on the Employee's personnel file however will not be taken into account for further disciplinary action after twelve (12) months. The Employee receiving the written warning shall be made aware of the standards of improvement in conduct that is to be made.

Step 3. Final Written Warning

If the Employee fails to meet the agreed standards of improvement in accordance with Step 2, or if the Company has a third concern about the conduct of the Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may provide the Employee with a written warning, with a copy placed on the Employee's personnel file. The Employee receiving the written warning shall be made aware of the standards of improvement in conduct that is to be made.

Step 4. Dismissal

If the Employee fails to meet the agreed standards of improvement in accordance with Step 3, or if the Company has a further concern about the conduct of the Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may dismiss the Employee with a written notice of termination.

26 SUMMARY DISMISSAL

26.1 The Company may dismiss an Employee, without notice, for serious misconduct warranting summary dismissal. The Company shall undertake an investigation into the issues pertaining to the serious misconduct. The Employee/s concerned will be afforded due and proper process including right to representation and opportunity to respond. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination.

26.2 Based on its determination, the Company may summarily dismiss the Employee. For the purpose of this clause serious misconduct is as defined in the Fair Work Act 2009 (*Cth*) as varied from time to time. Serious misconduct includes theft, fraud, assault, intoxication at work and the refusal to carry out lawful and reasonable instructions consistent with the employment contract. For the avoidance of doubt, the refusal of instructions due to reasonable safety concerns is not considered serious misconduct.

26.3 Under normal circumstances, use of the internet that has not been approved by the Company will not constitute serious misconduct. However, any Employee who violates this clause will be subject to the disciplinary code of conduct which in extreme cases may lead to dismissal.

27 STAFF DEVELOPMENT AND FEEDBACK

27.1 The following provisions will apply to Employees nominated by the Company from time to time. The overall objective of the feedback discussion is to provide a suitable development program for Employees and to establish a process for mutual feedback in the workplace. The feedback discussion will enable both the supervisor and the Employee to measure the effectiveness of any training undertaken (or being undertaken) and provide a forum for ideas and suggestions.

- 27.2 It is an expectation of the Company that Employees will participate in the staff development and feedback process, which will include formal feedback discussions, generally conducted on a twelve (12) monthly basis. Informal discussions will occur midway through the twelve (12) month period to review progress of development.
- 27.3 An Employee may choose to be accompanied, during the feedback discussion, by a third person of their choice.
- 27.4 Records of the discussion will be given to the Employee and a copy will be kept on the Employee's file.
- 27.5 Areas of review will include but are not limited to productivity, safety, environmental awareness, individual work history (skills audit), job satisfaction, team and individual performance targets, training requirements and competency.

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SECTION THREE – WAGES & RELATED MATTERS

28 DEFINITIONS

- "Afternoon Shift": Afternoon Shift is defined as a shift rostered to finish after 6.00pm (1800 hours) and at, or before, midnight (0000 hours).
- "Continuous Shift Worker": Continuous Shift Worker is defined as an Employee whose Ordinary hours rotate on a 24/7 continuous basis, e.g. Day Shift, Afternoon Shift and Night Shift rotating continuously over seven (7) days of the week.
- "Day Shift": Day Shift is defined as a shift rostered to start at or after 6:00am (0600 hours) and to finish at or before 6:00pm (1800 hours).
- "Early Morning Shift": Early Morning Shift is defined as a shift rostered to start at or after 4:00am (0400 hours) and before 6:00am (0600 hours).
- "Night Shift": Night Shift is defined as a shift rostered to finish after midnight (0000 hours) or start before 4:00am (0400 hours).
- "Permanent Night Shift": Permanent Night Shift is defined as a roster of shifts consisting of Night Shift only for a continuous period of four (4) weeks or more.
- "Rotating Shifts": Rotating Shifts are when an Employee works on all rostered rotating shifts, i.e. Day, Afternoon, Night.
- "Extended Shift Roster" – One in which the ordinary component of rostered shifts is greater than eight (8) hours. (For the avoidance of doubt, this does not include rostered overtime, for example where the roster contains 5 x 8hr shifts with 0.5 hours of overtime rostered per day resulting 8.5 hour rostered shifts or similar.)
- "Saturday Shift": A Saturday Shift is defined as a shift performed between midnight (0000 hours) on Friday and midnight (0000 hours) on Saturday.
- "Saturday/Sunday Public Holiday Shift": A Saturday/Sunday Public Holiday Shift is defined as a public holiday which falls on a Saturday or Sunday which has not been substituted for another day (Monday to Friday).
- "Sunday Shift": A Sunday Shift is defined as a shift performed between midnight (0000 hours) on Saturday and midnight (0000 hours) on Sunday.
- "Shift Worker": Whilst an Employee works on Extended Shifts, Rotating Shifts or Permanent Night Shift, they shall be considered to be a Shift Worker for the purposes of the Agreement.
- "Ordinary hours": Ordinary hours are as defined under clause 39.
- "Normal rate" is the base rate of pay plus any allowances paid under clause 33 when the Employee is at work.
- "All-purpose" – Allowances described as being 'all-purpose' will be added to an employee's hourly rate for all purposes of the Agreement which includes superannuation, overtime, penalty rates, shift penalties and periods of paid leave such as Annual Leave, Sick Leave and Public Holidays, Long Service Leave.
- "Overtime" means all hours worked outside the Ordinary hours of work as defined under clause 39.

29 CLASSIFICATION

29.1 All classification structures covered by the Agreement will, in part, be based on competency standards under the Australian Qualification Training Framework (AQTF), supporting the objectives of the Company and the level of responsibility associated with the position. The remuneration for each position set out in Appendix One reflects the responsibilities of the role being undertaken.

29.2 Progression through the Classification Structure will be both vacancy and competency based.

29.3 The Company and the Employees and relevant Unions (if appointed as representatives) commit to commencing a review of current classifications, to define and remove all obsolete classifications by agreement within six (6) months of the Agreement taking effect.

30 HIGHER CLASSIFICATION DUTIES

30.1 An Employee who is requested to work at a level which attracts a higher rate of pay than his/her ordinary grade or level, shall be paid the rate applicable to such work for the time so engaged.

Where the work is for a period of four (4) hours or more, the payment shall be for a minimum of eight (8) hours.

30.2 No restrictions shall be placed on the allocation of work on either a higher or lower grade or level to an Employee where circumstances require; provided that the Company is satisfied the Employee is capable, trained or qualified to perform the work allocated.

30.3 When an Employee has acted in a higher classified position for a period, or periods, of six (6) months or longer (in any continuous twelve (12) month period), the Employee shall receive a personal classification to the higher level position. This shall only apply where the higher position is vacant with no permanently appointed incumbent.

31 ANNUALISED SALARY ARRANGEMENT

31.1 The Company and an Employee engaged as a manager, technical specialist or administrative support person may agree to enter into an annualised salary arrangement instead of any or all of the following provisions of the Agreement:

Wage rate	Overtime and penalty rates
Leave Loading	Allowances

31.2 The annualised salary must ensure that the Employee is better off overall than they otherwise would have been had the terms of the Agreement not been varied. The annualised salary will be specified in writing as well as the provisions of the Agreement that will no longer apply as well as an explanation of how the Employee will be better off.

31.3 Once the annualised salary is paid then it will be in full satisfaction of any obligation to otherwise make payments to the Employee under the Agreement.

31.4 An employee can only convert to an annualised salary by mutual agreement with the Company and cannot elect to change back to a conventional wage until the nominal expiry date of the Agreement.

32 WAGE INCREASES

Wage increases during the life of the Agreement as follows:

- a. 1% - from the first full pay period on or after 1 July 2019.
- b. 2.5% - from the first full pay period on or after 1 January 2020.
- c. 1% - from the first full pay period on or after 1 July 2020.
- d. 2.5% - from the first full pay period on or after 1 January 2021.
- e. 1% - from the first full pay period on or after 1 July 2021.
- f. 2.5% - from the first full pay period on or after 1 January 2022.
- g. 1% - from the first full pay period on or after 1 July 2022.
- h. 2.5% - from the first full pay period on or after 1 January 2023.

32.1 PAYMENT UPON APPROVAL

As some of the increases above are stated to apply prior to the date of operation of the Agreement, following commencement of Agreement, Employees shall receive a payment equivalent to the difference between what they did receive and what they would have received for wages if the Agreement had come into operation immediately prior to the date of the first wage increase set out above.

33 PENALTY PAYMENTS

33.1 SHIFT ALLOWANCES

All ordinary hours work shall be subject to payment of the following shift penalties:

- a) Early Morning Shift (Monday to Friday) - 15%
- b) Afternoon Shift (Monday to Friday) - 15%
- c) Night Shift (Monday to Friday) - 25%
- d) Permanent Night Shift (Monday to Friday) - 30%
- e) Saturday Shift - 50%
- f) Sunday Shift - 100%
- g) Public Holiday Shift - 150%
- h) Saturday/Sunday Public Holiday Shift - 200%

The following applies to Metrol Employees only until such time as the Extended Shifts Provisions at Clause 33.3 apply.

- i) First Saturday shift in a rostered fortnightly cycle: 50% for the first four (4) hours and then 100% thereafter, subject to the following:
 - Any rostered hours worked after 1200 noon on a Saturday will be paid at the rate of double time (100%).
 - Second rostered Saturday shift in a fortnightly cycle: 100%
 - 7:00am – 7:00pm shift (Monday to Friday): 0%
 - Metrol Employees are designated as Shift Workers for the purpose of Annual Leave.

33.2 EXTRA RATES NOT CUMULATIVE

When two or more extra rates are payable simultaneously, the applicable rate is that which is most beneficial to the Employee.

33.3 EXTENDED SHIFTS

33.3.1 Employees who agree to make permanent changes to their rosters which would involve the working of Extended Shifts will receive the following penalties:

- Will be considered to be 'Shift Workers' for the purpose of the Agreement.
- Saturday/Sunday ordinary time shifts will attract a penalty rate of 100%.
- Shifts beginning on Sunday and ending any time on Monday will attract a penalty rate of 100% for all hours worked on that shift.
- Receive a payment of seven point six (7.6) hours where an off roster day falls on a public holiday (ie. in addition to their ordinary fortnightly pay).

- An Employee who takes personal leave will have a deduction from their credits of the hours for which they are rostered.
- Annual Leave will be taken in accordance with an Employee's ordinary/rostered hours, and leave loading will be paid in accordance with Clause 33.6.3.
- An Employee who takes their full credit of annual leave in one (1) continuous period will have five (5) weeks deducted (192 hours). An Employee who takes less than their full credit of leave in single continuous period will have a deduction from their credits of the hours for which they are rostered.
- For the purposes of granting Bonus Days in accordance with clause 49, a day will be defined as the ordinary hours that the Employee is regularly rostered to work. For the purposes of clarity, this would mean that an Employee who is rostered to work, for example, ten (10) hour shifts, would receive five (5) bonus days of ten (10) hours each year.

33.3.2 Where the provisions of this clause are inconsistent with the provisions contained in other parts of the Agreement then these provisions will prevail. For the purpose of clarity these provisions will replace any other provisions contained in the Agreement, not be paid in addition to.

Note: Employees who entered into agreed rostering arrangements on or after August 2015 and have been receiving the benefits as detailed in clause 33.3.1 will continue to receive these benefits for the period that the roster remains in place. If the roster is confirmed as permanent the benefits will continue to apply.

33.4 OVERTIME

33.4.1 The Company may require Employees to work reasonable overtime and Employees shall work such reasonable overtime as required. All overtime will be paid at double time.

33.4.2 Payment under this clause shall be made in lieu of any shift allowances prescribed under clause 33.1.

33.5 PAYMENT FOR WORK ON PUBLIC HOLIDAYS

33.5.1 An Employee shall be paid at the rate of double time and a half for work undertaken on public holidays.

33.5.2 Where time worked on a public holiday falls on a Saturday or Sunday which has not been substituted for another day (Monday to Friday), payment will be made at triple time.

33.5.3 Payment under this clause shall be made in lieu of any shift allowances prescribed under clause 33.1.

33.5.4 The following applies to Metrol employees only until such time as the Extended Shifts Provisions at Clause 33.3 apply:

- An employee who is rostered to and works on or into and/or out of a Public Holiday will be paid an additional seven (7) hours thirty six (36) minutes in addition to the penalty payments for the holiday.

33.6 ANNUAL LEAVE LOADING

33.6.1 Employees when taking annual leave are entitled to loading as detailed below unless the leave to be taken has accrued from previous years and loading has already been paid against that accrual.

Description	Amount of Loading
Shift Workers	20%
All Others	17.5%

33.6.2 The above are percentages of the Employee's ordinary weekly wage/salary, inclusive of all-purpose payments.

33.6.3 Shift Workers will be paid an annual leave loading of 20% or an amount equivalent to their standard rostered shift penalties as defined in clause 33.1, excluding public holiday penalties, whichever is the greater.

34 ALLOWANCES & REIMBURSEMENTS

34.1 Electrical Works Allowance

This allowance will be paid to employees who work in the following areas:

- Sub Stations;
- Electrol; and
- C&I.

The Electrical works allowance is an all-purpose allowance. The quantum of the allowance will be as specified in Appendix Two to the Agreement.

34.2 Senior Testing Allowance

This allowance will be paid to the senior tester within the Testing department of Sub Stations. It is an all-purpose allowance.

The quantum of the allowance will be as specified in Appendix Two of the Agreement.

34.3 Testing Allowance

This allowance is paid to those employees who work in the Testing department of Sub Stations. It is an all-purpose allowance. The quantum of the allowance will be as specified in Appendix Two to the Agreement.

34.4 Infrastructure Works allowance

Those employees covered by the Agreement who do not receive allowances 34.1, 34.2 and 34.3 shall be paid the infrastructure works allowance. It is an all-purpose allowance. The quantum of the allowance will be as specified in Appendix Two of the Agreement.

*Note: Subject to other eligibility criteria mentioned above, Employees are only entitled to one (1) of the allowances prescribed in clauses 34.1, 34.2, 34.3 and 34.4 at any given time.

34.5 Electrical Line Workers Allowance

To cover licensing and registration requirements, all Lineworkers 1 and supervisors/managers will be paid the amount as specified in Appendix Two to this Agreement. All Lineworkers 2 will receive the amount specified in Appendix Two of the Agreement. Employees receiving this allowance are not entitled to any allowance pursuant to clauses 34.6, 34.7 and 34.9.

34.6 Traction Industry Registration Allowance

This allowance will be paid to Employees who become registered or licensed through legislation or regulatory requirements that is necessary to perform their duties in the rail industry.

This allowance does not apply to those receiving an allowance pursuant to clauses 34.5, 34.7 and 34.10.

Employees will receive the amount as specified in Appendix Two to the Agreement.

The Company will pay all costs associated with the training and maintenance of any license/registration process required for clauses 34.5, 34.6, 34.7, 34.10 and 34.11.

34.7 Communications Allowance

All Communications section Employees will receive the amount as specified in Appendix Two to the Agreement to cover licensing and registration requirements.

34.8 OCS On Call Allowance

Employees working in the OCS Radio section who are required to work an “on-call roster” (currently sixty four (64) hours per week) will receive a payment of seven dollars (\$7) per hour (equating to four hundred and forty eight dollars (\$448) per week).

This allowance is not an all-purpose allowance and is paid in addition to current “call-out” provisions at clause 46 of the Agreement.

In order to qualify for this allowance Employees must meet the following requirements when “on-call”:

- Employees be available to be rostered “on-call” one (1) in five (5) weeks.
- Have a zero drug and alcohol reading whilst on roster.
- Have to swap if want to be unavailable.
- Provide a minimum of a fifteen (15) minute initial response to calls.

34.9 Security Allowance

This Allowance will apply to all Employees required by the Company to become registered under the requirements of the Private Security Act 2004 (*Vic*).

From the first full pay period on or after registration, an Employee will receive a payment as specified in Appendix Two of the Agreement.

34.10 A Class/E Grade Allowance

Payment of an A Class/E Grade Electrical Licence allowance will be made to all qualified electrical tradespersons who hold a current licence.

The quantum of the allowance will be as specified in Appendix Two of the Agreement.

34.11 First Aid Allowance

The Company shall nominate a sufficient number of Level 3 First Aid qualified persons to render first aid (First Aiders). First Aiders shall be paid a first aid allowance as specified in Appendix Two of the Agreement.

34.12 Relocation Allowance

Employees who transfer to a new work location within the metropolitan area will be granted a one off allowance of \$1,000 payable as a lump sum at the time of transfer. For this payment to apply the distance (direct line) of the relocation must be greater than three (3) kilometres. This is dependent on the Company having a requirement to relocate the entire work section and the Employee/s concerned do not have the use of a Company vehicle for travel between work and home.

34.13 Access Desk Phone Allowance

Employees who are level 3.3 qualified Track Force Protection Coordinators and are required to man the Access Desk will receive an allowance for such time that they are engaged to perform Access Desk tasks. It is an all-purpose allowance.

The quantum of the allowance will be as specified in Appendix Two of the Agreement.

34.14 Use of Private Vehicle

In the event of an Employee having to use their own vehicle for business purposes, they shall be reimbursed at the rate as published by the Australian Tax Office as varied from time to time. This payment shall be made on the production of satisfactory evidence in the form of log book or other substantive document and would normally be authorised in advance by the Employee's manager.

34.15 Travelling and Incidental Expenses

Where travelling and incidental expenses are not paid directly by the Company, Employees will be reimbursed upon the provision of a receipt up to a maximum of the amount specified in Table 1 of Australian Tax Office Tax Determination TD 2019/11 (as updated from time to time).

35 SALARY MAINTENANCE

35.1 Salary maintenance is a critical component of previous and ongoing restructuring and organisational changes.

35.2 Salary maintenance provides as a minimum the retention of grade classification, at the time of restructuring, with ongoing wage escalation as per the Agreement and with overtime as appropriate at the new position classification pay scale.

35.3 Individual Employees may retain additional arrangements as agreed at the time. Such arrangements will be provided to the Employee in writing. No Employee will be discriminated against because of such arrangements.

35.4 The provisions of this clause do not apply to Employees who have been demoted, or moved to an alternative position, due to the outcome of a disciplinary or underperformance matter.

36 SALARY PACKAGING

36.1 Employees may salary sacrifice or package their salaries in any legal form, consistent with Company Policy as applicable from time to time, provided that there is no additional cost to the Company. For Employees seeking individual advice, the cost of any individuals packaging advice from taxation or financial advisers, costs of any fringe benefits tax payable and costs for setting up any individual arrangements will be borne by the Employee.

36.2 The annual salary of the Employee (prior to packaging or salary sacrifice) will remain unchanged for all purposes including the calculation of penalty rates, allowances, termination and superannuation.

36.3 An Employee may enter into a salary packaging arrangement with regard to the State Government defined benefits superannuation schemes provided that it complies with the requirements as set out in State Legislation and other relevant guidelines/instructions.

36.4 Once in place, an Employee may only vary their salary sacrifice arrangement on one (1) further occasion each calendar year.

36.5 Subject to the requirements set out in this Clause 36, Employees may also enter into Novated Leasing arrangements on the basis that the arrangement is between the Employee and the Company's chosen third party provider and that there is no additional cost to the Company to facilitate this arrangement.

37 SUPERANNUATION

37.1 Victorian State Superannuation Funds

An Employee, previously employed by the PTC (and/or the successor corporations to the PTC), and who has remained a member of one of the various Victorian State Superannuation funds shall continue to receive the prescribed Company contributions (to the fund on his/her behalf), and he/she is obliged to make Employee contributions, at the percentage rates prescribed by those funds.

37.2 Staff In Other Funds

37.2.1 Excluding Employees specified below, the Company will pay an amount equivalent to the prevailing Superannuation Guarantee Charge into the Employee's approved fund of choice. Should the Employee not specify a fund of choice upon commencement, the Company will pay the prevailing Superannuation Guarantee Charge into one of the following approved funds:

- Australian Super;
- Vic Super; or
- CBUS.

37.2.2 For Employees who were in the Thiess Employees Superannuation Plan and transmitted to MainCo from Thiess Infracore, the Company will pay ten point five percent (10.5%) (see note below) of the Employee's ordinary time earnings into one of the following approved funds:

- Australian Super;
- Vic Super;
- CBUS; or
- ESS Super.

37.2.3 For the purposes of this clause, ordinary time earnings shall be as defined by the Australian Taxation Office.

Note: Until Superannuation Guarantee payments are greater than ten point five percent (10.5%), any future increases to Superannuation Guarantee will be absorbed.

37.3 Salary Sacrifice For Superannuation

37.3.1 Employees may salary sacrifice into their approved fund of choice provided such salary sacrifice arrangements comply with the requirements as set out in the relevant legislation.

37.3.2 Timing for changes to salary sacrifice shall be in accordance with the guidelines established by the Company. Minimum amount for salary sacrifice shall be twenty five dollars (\$25) per week or as stipulated by the Fund, whichever is the greater.

37.3.3 An Employee may enter into a salary packaging arrangement with regard to the State Government defined benefits superannuation schemes providing that it complies with the requirements as set out in State Legislation and other relevant guidelines/instructions.

38 PAYROLL DEDUCTIONS

38.1 An Employee may nominate accounts into which payments on the Employees' behalf may be deposited, including deductions made for Income Protection Insurance.

38.2 Where an Employee has received an overpayment the Company may deduct the value of up to six (6) hours (pro-rata for part time Employees) of base rate of pay from each wages payment. The full balance of any over payment can be recovered from a termination payment.

38.3 The first deduction shall not occur until after notification to the Employee of the over payment and agreement on the deduction is sought.

38.4 Employees will be advised of a right to request alternative repayment arrangements in circumstances where Employees may experience financial hardship.

SECTION FOUR – HOURS OF WORK

39 ORDINARY HOURS

39.1 The ordinary hours of work shall be an average of thirty-eight (38) hours per week and shall be:

- a) For Employees who work Monday to Friday, one hundred and fifty-two (152) ordinary hours per four (4) week cycle and operating on a nineteen (19) day, four (4) week cycle. Employees engaged on a nineteen (19) day, four (4) week cycle will be provided with an Extra Day Off (EDO) that represents the twentieth (20th) day of the four (4) week cycle in accordance with clause 40;
- b) For Employees who work a seven (7) day roster, an average of thirty-eight (38) hours per week determined as per the procedure set out in Schedule One.
- c) Not less than eight (8) hours per shift unless otherwise agreed between the Company and the Employee concerned, excluding part-time arrangements;
- d) Not in excess of ten (10) days per pay fortnight; and
- e) Not in excess of twelve (12) hours per shift, inclusive of overtime, except in exceptional circumstances and then only if expressly authorised by the Manager of the Department.

39.2 When a shift extends over two (2) pay periods, that shift shall be deemed to be part of the pay period of when the shift commences.

39.3 No Employee, during the course of any shift, shall be booked off duty for more than half an hour (30 minutes), including time for a meal, unless otherwise agreed upon between the Company and the Employee concerned.

39.4 Each hour (or part thereof) of Ordinary hours of work shall be paid at the rate applicable for the day on which the hour (or part thereof) was worked.

40 EXTRA DAYS OFF (EDO)

40.1 EDOs will be rostered, and taken, Monday to Friday as agreed between the Company and the relevant Employees during the cycle so as to guarantee continuity of operation.

40.2 EDOs may be accumulated to a maximum of five (5) days where it is agreed by the Company and taken to meet operational requirements.

40.3 A rostered EDO is not to be substituted for sick leave or any other paid leave.

41 SHIFT WORK AVAILABILITY

41.1 A shift worker shall be required to make themselves available to work shifts as determined by the Company.

41.2 An Employee shall be given a copy of the rostered hours they are required to work at least two (2) weeks prior to the commencement of each roster. New rosters will be developed in accordance with Schedule One.

41.3 For existing Employee/s, the transfer to an 8/6 roster or any other roster not currently in operation as at 1 June 2019, within the Employee/s relevant Department/Division, will be by agreement.

41.4 Whilst an Employee works on Extended Shifts, Rotating Shifts or Permanent Night Shift, he/she shall be considered to be a Shift Worker for the purposes of the Agreement.

41.5 An Employee may agree to reduce the notice period required to change shifts by mutual agreement.

42 MEAL/CRIB BREAK

42.1 When possible, the arrangement of work for a shift shall be such that Employees shall be allowed an unpaid, thirty (30) minute break, to be taken within the spread of the shift. Ideally, this break shall be taken as close to mid-shift as possible, i.e. no later than the end of the fifth (5th) hour, but shall be taken so as not to disrupt the continuity of the work group's operations.

42.2 Flexibility shall be exercised at all times, and when the nature of the work requires a "straight shift", a twenty (20) minute crib break shall be applied without deduction of pay. The crib time shall also be organised to ensure continuity of the Company's operations.

43 REST BREAK

A rest break of not more than ten (10) minutes will be taken at a time determined by the operational requirements of the business.

44 TIME OFF IN LIEU

An Employee may elect, with the consent of the Company, to take time off in lieu of payment of overtime at a time or times agreed with the Company. Any time taken off in lieu will be during ordinary hours; that is an hour for each hour worked. Where the Employee has not taken time off within four weeks, the Employee will be paid for such time at the rates specified in Clause 33.4.

45 OVERTIME MEAL

45.1 Any Employee working overtime shall be allowed a crib break of twenty (20) minutes without deduction of pay after each four (4) hours of overtime worked, but this provision shall not prevent any agreed arrangement being made for the taking of a longer meal interval without pay.

45.2 Any Employee who is required to work overtime attached or an ordinary shift for a period of greater than two (2) hours, or work an overtime shift of more than ten (10) hours, shall either be supplied with a meal by the Company or be paid a Meal Allowance as specified in Appendix Two of the Agreement and if they work beyond a further two (2) hours, a further Meal Allowance for a second meal.

46 CALL OUT AFTER ORDINARY HOURS

46.1 Any Employee recalled after leaving duty for the day or shift to work overtime shall be paid for a minimum of four (4) hours at the appropriate rate, provided that if such overtime is continuous with a period of Sunday time, the minimum payment herein prescribed shall apply in respect of the full turn of duty and not to the overtime and the Sunday time separately.

46.2 Excepting as detailed below, time worked by an Employee who has already left work before being recalled shall be treated as an extension to the previous hours worked by an Employee and paid accordingly. When an Employee is requested to start their next planned or rostered shift early, this time shall be paid as overtime worked in conjunction with that shift.

46.3 Time worked under this clause will be paid as overtime in accordance with Clause 33.4.

46.4 When an Employee is required to immediately report to work, the start time for overtime calculation shall commence from when they leave home. In other circumstances, the start time for overtime shall commence from when the Employee attends work or when they were requested to attend work, whichever is the later.

46.5 In all circumstances, the finish time for overtime will be when the Employee finishes on the job or at the depot, whichever is applicable.

47 DAYLIGHT SAVING

When by reason of State legislation summer time is prescribed as being in advance of the standard time of the State, the length of any overtime or ordinary hours shift shall be deemed to be the number of hours represented by the difference between the time recorded on the clock at the beginning of the shift and the time so recorded on the clock at the end of the shift. The time on the clock in each case is to be set to the time fixed pursuant to the relevant State legislation.

48 FATIGUE MANAGEMENT

48.1 The Company agrees to develop practices and working arrangements that take into consideration the nature of the rail working environment. In respect to fatigue management, rosters, additional hours and work will all be monitored to ensure Employees do not place themselves at an unacceptable level of risk.

48.2 In return, Employees agree to present for work in a safe manner without undue impairment caused by fatigue or external activities likely to cause fatigue. Employees and the Company have a shared responsibility in ensuring fatigue related risk is minimised.

48.3 Where an Employee is seconded to the Projects Division, fatigue will be managed in accordance with the Provisions of Construction Site Clause (Clause 86).

48.4 Any future changes to fatigue management practices will be discussed between the parties.

48.5 MINIMUM BREAK FROM WORK

48.5. 1 Employees shall be provided a ten (10) hour break between shifts unless:

- a) Employees work one eight (8) hour shift followed by an eight (8) hour break and another eight (8) hour shift as long as they have a ten (10) hour break after the second eight (8) hour shift; or
- b) Operational emergencies prohibit Employees from having at least ten (10) hours off duty.

If the ten (10) hour break includes time that would normally be worked as a part of the Employee's ordinary hours, they shall receive payment for those hours at ordinary time rate.

48.5.2 Employees shall be paid at the rate of double time from when they recommence duties until they have been given the opportunity to have a ten (10) hour break when:

- a) The maximum working hours and minimum breaks stipulated in 48.5.1 (a) of this clause are not met; or
- b) They are required to return to work without having had a ten (10) hour break from when they last worked overtime.

48.5.3 Based on operational requirements, Employees may be required to report for duty without having a ten (10) hour break. The Company will exercise its discretion when determining whether an Employee may be required to report for duty before having a ten (10) hour break and circumstances such as this, Employees will be paid in accordance with the above.

SECTION FIVE – LEAVE & PUBLIC HOLIDAYS

49 BUSINESS IMPROVEMENT/BONUS LEAVE

49.1 As a consequence of initiatives achieved during the life of previous agreements to improve the productivity and efficiency of the business, it has been agreed to continue the provision of five (5) days bonus leave for the duration of the life of the Agreement.

49.2 Five (5) days paid bonus leave will be granted for the period 1 July to 30 June each year.

49.3 The taking of the benefits of this scheme is to be made available to Employees as from 1 December each year and the Company will ensure that every opportunity is given to Employees to take this leave. This leave will not be granted in advance. The bonus leave for Employees who start after 1 July in the coming year will be on a pro rata basis.

49.4 Leave must be taken within twelve (12) months from the date the leave is made available, does not accrue, and is not paid out on termination of employment.

50 PUBLIC HOLIDAYS

50.1 An Employee other than a casual Employee shall be entitled, without loss of pay, to public holidays as per that prescribed in the Victorian Government Gazette.

50.2 Public Holidays are New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Sunday, Easter Monday, ANZAC Day, Queen's Birthday, Friday before the AFL Grand Final, Melbourne Cup, Christmas Day and Boxing Day. These Public Holidays are correct at the time of writing the Agreement however they are subject to change in accordance with the Victorian Government Gazette.

50.3 The Company and a majority of affected Employees may agree to substitute another day for any public holiday provided the agreement is recorded and in writing and made available to each affected Employee.

50.4 Part time Employees who are rostered on to work on a Public Holiday but who are not required to work that day are to be paid for the hours they were required to work at single rate of pay.

50.5 Part time Employees who are not required to work and not rostered to work on a Public Holiday are not entitled to paid leave of absence.

51 ANNUAL LEAVE

51.1 An Employee shall accrue the following amount of paid annual leave for each year of continuous service.

Description	Amount of Annual Leave
Day Workers	4 weeks (152 hours) *based on a standard 38 hour week
Shift Workers	5 weeks (192 hours) *based on a standard 38 hour week

51.2 Part-time Employees are entitled to and will accrue pro-rata annual leave entitlements based on the Ordinary Hours worked for the previous fortnight.

51.3 If the period during which an Employee takes paid annual leave includes any other period of paid leave specified in the Agreement (other than Community Service Leave in accordance with Clause 65 of the Agreement), the Employee is taken not to be on paid annual leave for the period of that other leave.

For the avoidance of doubt, any Employee may apply to substitute personal leave for annual leave subject to meeting the requirements as set out in Clause 56.

51.4 An Employee's entitlement to annual leave shall accrue progressively during the year and accumulates from year to year.

51.5 An Employee, who, upon retirement, resignation or termination of employment, has an outstanding leave accrual, will be paid an amount equal to the unused leave and any annual leave loading applicable. Annual leave must be taken in accordance with the Employee's rostered/ordinary hours.

52 DIRECTION TO TAKE EXCESS ANNUAL LEAVE

52.1 The Company may direct an Employee to take paid annual leave if the Employee has accrued more than eight (8) weeks' paid annual leave, and the Company and the Employee are unable to reach agreement on the taking of leave.

52.2 The Company must give an Employee at least twenty-eight (28) days' notice prior to the date the Employee is required to commence the leave.

52.3 The amount of annual leave the Employee is directed to take must be less than or equal to a quarter of the amount of leave accrued.

53 REDUCTION OF ANNUAL LEAVE

53.1 On a once only basis, Employees may apply to cash out annual leave entitlements, provided such payments:

- Are restricted to minimum periods of not less than two (2) weeks;
- Are in blocks of completed weeks, and;
- Do not reduce overall annual leave entitlements below four (4) weeks (five (5) weeks for shift workers) after payment is made.

53.2 Any agreement for the cashing out of annual leave under this clause must be set out in writing and signed by both the Company and the Employee. Applications for payment are granted at the Company's discretion.

53.3 Employees must be paid at not less than the rate of pay applicable to the Employee under the Agreement, than what would have been payable had the Employee taken this leave.

53.4 In addition, Employees may elect to clear these surplus credits and nominate to prospectively salary sacrifice future earnings into a complying Superannuation Fund in accordance with and subject to Australian Taxation Office requirements; provided such arrangements may only be introduced or cease as the case might be, on a once per annum basis from the service anniversary dates of individual Employees.

53.5 These arrangements must cease when annual leave credits for an individual have been reduced to four (4) weeks (five (5) weeks for shift workers) regardless of when this level of annual leave is reached.

53.6 Applications for the reduction of annual leave, under this clause, must be made to Payroll by no later than 30 June 2020.

54 METHOD OF TAKING LEAVE

54.1 Requests for annual leave will take into consideration Company operational requirements. Employees should provide as much notice as possible when requesting annual leave.

54.2 When an Employee requests that annual leave be allowed in one continuous period, such request shall not be unreasonably refused, but is subject to the Company's operational requirements. In the event of lack of agreement between the Company and Employee the matter may be dealt with in accordance with the Dispute Resolution Procedure.

54.3 Employees and their managers shall amend rosters to enable the scheduling of annual leave throughout the year to ensure continuity of maintenance and productive operation and an equal distribution of Employees on leave.

55 LONG SERVICE LEAVE

55.1 An Employee is entitled to thirteen (13) weeks long service leave with pay after the completion of ten (10) years continuous service. Additional LSL leave will accrue at the rate of one point three (1.3) weeks per completed year of service.

55.2 When an Employee has completed at least seven (7) years continuous service:

- Pro rata long service leave may be taken with the approval of the Company,
- If an Employee's employment ceases, pro rata payment for long service leave will be granted.

55.3 In cases when an Employee retires on account of age or ill health, dies or is terminated on the grounds of redundancy, entitlement to long service leave is subject to a minimum of four (4) years completed continuous service and is computed on the basis of one point three (1.3) weeks leave for each completed year of service.

55.4 On request from an Employee, the whole or any part of due long service leave may be taken at half pay for a period equal to twice the whole or part of the period to which the Employee is entitled. For the purposes of this clause, half pay means pay computed at half the rate that would have been received had the leave been granted at full pay.

55.5 In calculating the period of service for long service leave purposes any continuous period of leave of absence without pay for one (1) month or more is to be excluded.

55.6 Long service leave is to be taken at a time by agreement between the Employee and the Company. Part periods of long service leave longer than eight (8) weeks duration will be approved if operational requirements allow, and such leave is to be approved by the managers of the Department.

56 PERSONAL LEAVE (Sick and Carer's Leave)

56.1 An Employee shall be entitled to receive one hundred and fourteen (114 hours) (equivalent to fifteen (15) days at seven point six (7.6) hours) Personal Leave per year which will accrue on a monthly basis during the first year of service with the Company. On every anniversary of the Employees commencement with the Company, an Employee shall be entitled to receive a further one hundred and fourteen (114 hours) (equivalent to fifteen (15) days at seven point six (7.6) hours) sick leave. Any unused Personal Leave shall accumulate and accrue to the Employee's credit.

56.2 During employment, or upon termination for any reason, Employees shall not be offered payment for accrued Personal Leave, i.e. "paying out" of Personal Leave. If an Employee is terminated by the Company and is re-engaged within a period of six (6) months, then the Employee's unclaimed balance of Personal leave shall continue from the date of re-engagement. In such a case the Employee's next year of service will commence after a total of twelve (12) months has been served with the Company, excluding the period of interruption in service.

56.3 Personal leave must be taken in accordance with the Employee's rostered/ordinary hours.

56.4 Sick Leave

56.4.1 An Employee, who is absent from work on account of personal illness or injury shall be entitled to paid Sick Leave, from their Personal Leave entitlement, whenever such absence causes loss of ordinary time pay.

56.4.2 An Employee absent from a rostered overtime shift shall be entitled to paid Sick Leave, from their Sick Leave entitlement upon the provision of the satisfactory certificate of a registered medical practitioner. This payment will be made at the rate of the Employee's ordinary time pay.

56.4.3 Paid Sick Leave shall be authorised where the Company is satisfied that the absence of an Employee from duty was due to genuine illness or injury. Applications for leave of absence on the grounds of illness shall be supported by the satisfactory certificate of a registered medical practitioner or other evidence approved by the Company such as a Statutory Declaration.

56.4.4 The Company may, in any personal leave year of service, grant an aggregate of up to five (5) days leave of absence on the grounds of illness without the production of a medical certificate. Furthermore, the maximum number of consecutive days that will be granted without the production of a medical certificate shall be two (2).

56.4.5 If an Employee would have been required to work on a public holiday (i.e. would have been rostered for normal duty), the Employee is not entitled to payment for that public holiday except as a deduction from personal leave credits or as sick leave without pay.

56.4.6 An Employee who is involved directly in an industrial stoppage will not be entitled to paid leave of absence for any illness or injury on any working day or shift reduced by the stoppage unless the absence extends prior and beyond that day or shift and is fully covered by a medical certificate. An Employee may be granted paid leave of absence provided absence from duty due to illness or injury commenced from a date prior to the stoppage commencing and such period is covered by a medical certificate.

56.5 Carer's leave

56.5.1 An Employee is entitled to use their accrued personal leave to care for members of their immediate family or household who are sick and require care and support, or who require care due to an unexpected emergency subject to the conditions set out in this clause.

56.5.2 The term immediate family includes:

- a) a spouse, a de facto partner, child parent, grandparent, grandchild or sibling of the Employee;
or
- b) a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the Employee.

This entitlement is subject to the Employee being responsible for the care and support of the person concerned.

56.5.3 Where an Employee has exhausted all paid leave, they are entitled to take unpaid carer's leave to care for members of their immediate family or household who are sick and require care and support or who require care due to an unexpected emergency. The Company and the Employee shall agree on the period. In the absence of agreement, the Employee is entitled to take up to two (2) days (up to a maximum of sixteen (16) hours) of unpaid leave per occasion.

56.5.4 The Employee shall furnish a medical certificate or statutory declaration, confirming the illness of the person concerned, or nature of unexpected emergency.

57 NOTIFICATION OF ABSENCE

57.1 From the outset of any episode of sickness absence, the onus is placed on the Employee to maintain contact. Employees must ensure their supervisor or other nominated person is directly notified before or as soon as reasonably practicable on the first day or shift of absence, if they are unable to attend work due to personal/carers leave. As far as practicable, Employees will advise the expected duration of the absence. Employees will provide advance notice wherever possible and should be at least two (2) hours prior to the Employee's shift commences.

57.2 This section does not apply to an Employee who could not comply with it because of circumstances beyond the Employee's control.

57.3 Absenteeism

The Company's philosophy is to focus on encouraging Employees to be at work unless they are absent due to illness, injury or approved leave. Where it becomes apparent to the Company that an Employee has developed a pattern of behaviour that is contrary to these goals, the Company's management is committed to encouraging and facilitating good performance by communicating an expectation for improvement and providing the means by which improvement can be achieved and which may require the Employee, upon return to work, to attend an examination conducted by a Company nominated Medical Officer. The Company will endeavour to work with the Employee to determine and resolve factors causing absenteeism.

58 PARENTAL LEAVE (including Maternity Leave)

58.1 Parental Leave is an entitlement provided to expecting parents to care for the birth of a child or a newly adopted child. The minimum entitlement under the National Employment Standards (NES) for Parental Leave is twelve (12) months unpaid. This entitlement is dependent on the Employee meeting the eligible criteria as outlined below.

58.2 Parental leave means paid and unpaid parental leave (including maternity leave) and adoption leave as detailed hereunder.

58.3 For the purpose of clauses 58, 59 and 60 to the extent that they relate to adoption leave, child means a child under sixteen (16) years of age as at the day of placement, or expected day of placement, of the child with an Employee for the purposes of adoption, other than:

- a child who has, or will have, lived continuously with the Employee for a period of six (6) months or more as at the date of placement, or expected placement, of the child; or
- a child who is a child of the Employee or the Employee's spouse or de facto partner (otherwise than because of the adoption).

58.4 For the purpose of this clause, spouse may include a de facto or former spouse.

58.5 In relation to Employee couples, and subject to subclauses 58.7, 58.14 and 58.15 parental leave is to be available to only one (1) parent at a time, in a single unbroken period, except that both parents may simultaneously take up to eight (8) weeks at the time of the birth or placement of the child.

58.6 Eligibility for Parental Leave

Any Employee who is employed with MTM on a full-time or part-time basis can take unpaid Parental Leave provided they meet the below requirements:

- The leave is associated with the birth and care of a child or newly adopted child or;
- The placement of a child under sixteen (16) for adoption; and

- Where the Employee has worked for the business for a minimum of twelve (12) months before the date (or expected date) of birth or adoption. The twelve (12) months includes annual and personal leave.

58.7 Company Dad and Partner Pay

58.7.1 An Employee that has completed twelve (12) months continuous employment with the Company is entitled to one (1) week/ five (5) days paid Dad and Partner Leave and a further two (2) weeks of unpaid Dad and Partner Leave (including same sex partners).

58.7.2 In cases of still birth, paid parental leave may be granted subject to the production of substantiating medical evidence but not in cases where the pregnancy terminates earlier than twenty weeks prior to the expected date of delivery.

58.7.3 Employees may also apply to be granted unpaid parental leave on the proviso that the Employee will be the primary care giver for the child during the period concerned and that they will not be having time off with a spouse or de facto spouse who is on maternity leave. The maximum period of leave granted for both paid and unpaid parental leave should not exceed fifty-two (52) weeks.

58.8 Variation of Period of Parental Leave

An Employee may apply to the Company to extend the period of parental leave on one (1) occasion. Any extension is to be notified as soon as possible but no less than fourteen (14) days before the end of the period. A period of parental leave may be shortened by written agreement between the Employee and the Company and the Employee must provide notice of return to work in accordance with Clause 58.10.

58.9 Parental Leave and other Entitlements

An Employee may in lieu of or in conjunction with parental leave, access any annual leave or long service leave entitlements which they have accrued subject to the total amount of leave not exceeding the maximum period provided for under the Agreement for that category of parental leave or a period longer as agreed.

58.10 Returning to work after a period of Parental Leave

58.10.1 An Employee will notify of their intention to return to work after a period of parental leave at least four (4) weeks prior to the expiration of the leave.

58.10.2 An Employee will be entitled to the position which they held immediately before proceeding on parental leave. In the case of an Employee transferred to a safe job, the Employee will be entitled to return to the position they held immediately before such transfer.

58.10.3 Where such position no longer exists but there are other positions available which the Employee is qualified for and is capable of performing, the Employee will be entitled to a position as nearly comparable in status and pay to that of their former position.

58.11 Replacement Employees

58.11.1 A replacement Employee is an Employee specifically engaged or temporarily promoted or transferred, as a result of an Employee proceeding on parental leave.

58.11.2 Before a Company engages a replacement Employee the Company must inform that person of the temporary nature of the employment and of the rights of the Employee who is being replaced.

58.12 Communication during Parental Leave

58.12.1 Where an Employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the Company shall take reasonable steps to:

- make information available in relation to any significant effect the change will have on the status or responsibility level of the position the Employee held before commencing parental leave; and
- provide an opportunity for the Employee to discuss any significant effect the change will have on the status or responsibility level of the position the Employee held before commencing parental leave; and
- the Employee shall take reasonable steps to inform the Company about any significant matter that will affect the Employee's decision regarding the duration of parental leave to be taken, whether the Employee intends to request to return to work and whether the Employee intends to request to return to work on a part-time basis.

58.12.2 The Employee shall also notify the Company of changes of address or other contact details.

58.13 Transfer to A Safe Job

58.13.1 Where an Employee is pregnant and, in the opinion of a registered Medical Practitioner, that the Employee is fit for work, but that illness or risks arising out of the pregnancy or hazards connected with the work assigned to the Employee make it inadvisable for the Employee to continue at her present work, the Employee will, if the Company deems it practicable, be transferred to a safe job be transferred to a safe job with no other change to the employee's terms and conditions of employment until the commencement of maternity leave.

58.13.2 If the transfer to a safe job is not practicable, the Employee may elect, or the Company may require the Employee, to commence parental leave for such period as is certified necessary by a registered Medical Practitioner.

58.14 Company Paid Maternity Leave

58.14.1 An employee who has completed twelve (12) months continuous service by the date of commencement of Maternity Leave is entitled to twelve (12) weeks of paid Maternity Leave as the primary carer of a new-born child. Paid Maternity Leave must begin on the commencement on the first day of Parental Leave and can be taken at either:

- Twelve (12) weeks full pay, or
- Twenty four (24) weeks half pay.

58.14.2 The maximum period of paid and unpaid leave is not to exceed fifty two (52) weeks. This includes all other leave entitlements used for the duration of time whilst on Parental Leave.

58.14.3 When the pregnancy of an Employee terminates earlier than twenty (20) weeks prior to the expected date of delivery there is no entitlement to paid maternity leave.

58.14.4 An Employee will be granted Maternity Leave with pay for a total period of twelve (12) weeks upon production of a certificate from a legally qualified Medical Practitioner stating that she is pregnant and specifying the expected date of birth.

58.14.5 When an Employee has been employed on a part-time basis for all or portion of a continuous period of employment of twelve (12) calendar months, she is entitled to be granted leave on a proportionate basis.

58.14.6 Employees may be granted additional leave after the period of Maternity Leave has expired as a deduction from other leave credits and/or leave without pay.

58.14.7 The maximum leave granted both paid and unpaid (including the period of Maternity Leave) should not exceed fifty-two (52) weeks.

58.14.4 Payment in respect of Maternity Leave should not be made in advance, but paid in accordance with normal arrangements for payment of salary.

58.15 Special Maternity Leave Arrangements

58.15.1 Where the pregnancy of an Employee not then on maternity leave terminates within twenty-eight (28) weeks of the expected date of birth of the child, other than by the birth of a living child, then the Employee may take unpaid special maternity leave of such periods as a registered practitioner certifies as necessary.

58.15.2 Where an Employee is suffering from an illness not related to the direct consequences of the confinement, an Employee may take any paid sick leave to which she is entitled in lieu of, or in addition to, special maternity leave.

58.15.3 Where an Employee not then on maternity leave suffers illness related to her pregnancy, she may take paid sick leave to which she is then entitled and such further unpaid special maternity leave as a registered Medical Practitioner certifies as necessary before her return to work. The aggregate of special or general maternity leave may not exceed fifty-two (52) weeks.

58.15.4 Where leave is granted during the period of absence, an Employee may return to work at any time, as agreed between the Company and the Employee provided that time does not exceed four (4) weeks from the recommencement date desired by the Employee.

59 ADOPTION LEAVE

59.1 If an Employee is adopting a child and has at least twelve (12) months continuous service they will be entitled to twelve (12) weeks paid leave provided that they are the primary care giver. Further, Employees with at least twelve (12) months service are entitled to a period of unpaid adoption leave. Total leave shall not exceed fifty-two (52) weeks.

59.2 In cases where the employee is a secondary carer of the child, they are entitled to one (1) weeks' paid leave with a further option to extend as per Clause 60.

59.2 The Employee will notify the Company at least ten (10) weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An Employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the Employee, the adoption of a child takes place earlier.

59.3 Before commencing adoption leave, an Employee will provide the Company with a statutory declaration stating:

- the Employee is seeking adoption leave to become the primary care-giver of the child;
- particulars of any period of adoption leave sought or taken by the Employees spouse; and
- that for the period of adoption leave the Employee will not engage in any conduct inconsistent with their contract of employment.

59.4 A Company may require an Employee to provide confirmation from the appropriate government authority of the placement.

59.5 Where the placement of a child for adoption with an Employee does not proceed or continue, the Employee will notify the Company immediately and the Company will nominate a time not exceeding four (4) weeks' from receipt of notification for the Employee's return to work.

59.6 An Employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.

59.7 An Employee seeking to adopt a child is entitled to unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The Employee and the Company should agree on the length of the unpaid leave. Where agreement cannot be reached, the Employee is entitled to take up to two (2) days unpaid leave. Where paid leave is available to the Employee, the Company may require the Employee to take such leave instead.

60 RIGHT TO REQUEST

60.1 An Employee entitled to parental leave pursuant to the provisions in Clause 58 may request the Company to allow the Employee:

- to extend the period of simultaneous unpaid parental leave for an Employee couple provided for in Clause 58 up to a maximum of eight (8) weeks;
- to extend the period of unpaid parental leave provided for in Clause 58 by a further continuous period of leave not exceeding twelve (12) months; or
- to return from a period of parental leave on a part-time basis until the child reaches school age;
- to assist the Employee in reconciling work and parental responsibilities.

60.2 The Company shall consider the request having regard to the Employee's circumstances and, provided that the request is genuinely based on the Employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the Company's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service. The Employee's request and the Company's decision must be recorded in writing.

60.3 When an Employee wishes to make a request, such a request must be made as soon as possible but no less than seven (7) weeks prior to the date upon which the Employee is due to return to work from parental leave.

61 COMPASSIONATE LEAVE

61.1 An Employee is entitled to up to two (2) days compassionate leave for the purpose of spending time with a person in the event of illness or injury that poses a serious threat to life of a member of the Employee's immediate family or household (refer to clause 56.5.2 for definition).

61.2 Each period of compassionate leave stands alone and is not debited against any other type of leave. Employees are also entitled to take unpaid compassionate leave. The Company and Employee should agree on the length of unpaid leave. In the absence of agreement, the Company shall specify the period of unpaid compassionate leave.

61.3 Claims for compassionate leave shall be supported by evidence reasonably required by the Company.

62 BEREAVEMENT LEAVE

62.1 An Employee is entitled to up to three (3) days bereavement leave on each occasion of the death of a member of the Employee's immediate family or household (refer to clause 56.5.2 for definition).

62.2 Each period of bereavement leave stands alone and is not debited against any other type of leave. Employees are also entitled to take unpaid bereavement leave. The Company and Employee should agree on the length of unpaid leave. In the absence of agreement, the Company shall specify the period of unpaid bereavement leave.

62.3 Claims for bereavement leave shall be supported by evidence reasonably required by the Company.

63 BLOOD DONOR LEAVE

63.1 An Employee shall receive leave with pay to attend a Blood Bank for the purposes of making a blood donation. This leave is subject to a maximum of four (4) hours payment at ordinary time rate for each occasion on which ordinary time pay is lost.

63.2 The Employee shall provide the Company with reasonable notice in advance and a certificate of attendance at the Blood Bank. Leave shall be taken so as not to disrupt operational requirements and consideration given to required break times after donating blood.

64 CITIZENSHIP CEREMONY LEAVE

64.1 An Employee who is required to attend a ceremony for the purposes of receiving his/her Australian Citizenship Certificate shall receive leave with pay at ordinary time rate for any time on which ordinary time pay are lost.

64.2 The Employee shall provide the Company with reasonable notice in advance and allow the Citizenship Certificate to be sighted for verification.

65 COMMUNITY SERVICE LEAVE (inc. Jury Service)

65.1 An Employee who engages in an eligible community service activity is entitled to be absent from his or her employment for a period in accordance with Division 8 of Part 2-2 of the Fair Work Act 2009 (*Cth*), however if an Employee is required to attend for Jury Service they shall receive their normal rostered ordinary time pay provided the Company receives proof of their attendance.

65.2 An Employee may be released with pay from their normal duties to participate in firefighting, flood relief or other emergency activities, including the requirement to deliver plant or equipment for such activities where:

- The Employee is a registered member of volunteer organisations such as SES and CFA; and
- The Employee has obtained permission to be released from duties from the General Manager.

65.3 Release for volunteer activity is subject to no undue inconvenience being caused in the Employee's absence.

65.4 Whenever reasonably practicable the period of release should indicate a minimum rest period of eight (8) hours following cessation of such activity and before commencement of ordinary duty.

65.5 An Employee who takes community service leave is required to provide to the Company adequate evidence (as determined by the Company) of participation in the eligible community service activity.

66 SPECIAL LEAVE

66.1 Where an Employee requires time away from work for a substantial reason (i.e. Additional Compassionate, Reserve Forces, Major Sporting Events, Study) they may be granted paid leave at the discretion of the Company.

66.2 The aforementioned is an indicative listing of the leave that may be sought by Employees, however it is not limited to only these and further leave types are contained within the Company's policies.

67 LEAVE WITHOUT PAY

67.1 Leave without pay may be granted at the expiration of Employees' leave entitlements in accordance with Company's leave policies. Provisions of this clause do not apply to Clauses 58, 59 and 60.

67.2 Employees who are yet to accrue or have exhausted paid leave entitlements can request unpaid leave which may be granted at the discretion of the Company.

DRAFT OFFER – WITHOUT PREJUDICE

SECTION SIX – AMENITIES, FACILITIES & OTHER BENEFITS

68 FACILITIES

The Company shall continue to provide facilities including the provision of lockers, drinking and boiling water, appropriate protective clothing, heating and cooling, ventilation and rest room facilities. All provided facilities will comply with the *Worksafe Compliance Code, Workplace Amenities and Work Environment 2008* as amended from time to time.

69 PROVISION OF TOOLS

Technicians, Tradesmen and Apprentices shall replace and maintain tools ordinarily required in the performance of their work as technicians/tradesmen/apprentices. The Company shall provide first up issue of tools ordinarily required in the performance of their work and all necessary power tools, special purpose tools and precision measuring instruments.

70 PERSONAL PROTECTIVE EQUIPMENT

70.1 To ensure that safety standards and a business-like image is maintained, all field Employees are required to wear Company issued clothing whilst engaged at work. Suitable Company issued protective clothing shall be supplied by the Company and will be replaced on a fair wear and tear basis upon satisfactory proof.

70.2 It is also a condition of employment that all Employees wear a high visibility safety vest at all times where required. It is also a requirement to wear all other appropriate safety clothing and protective equipment provided, whilst working in the business, and to ensure its proper care, maintenance and storage.

70.3 In the first instance, wherever suitable Australian-made clothing and equipment can be economically sourced, it shall be used in favour of articles manufactured outside of Australia.

71 START AND FINISH LOCATIONS

Starting and finishing a shift at the work site, rather than the normal depot location, may present an opportunity to maximise efficiency and provided that Employees will not be adversely affected, this will occur.

72 TRAVELLING AND WAITING TIME

Any Employee who is required to sign on and/or off at a location other than their nominated depot which is a distance five (5) kilometres or more from their nominated depot shall be paid at single rate for any additional travel time. Such additional travel time shall be determined through consultation with the Employee involved.

73 ACCIDENT MAKE UP PAY

73.1 An Employee, who is in receipt of workers compensation payments, shall also receive payment from the Company of an amount equal to the difference between the workers compensation payment and the Employee's ordinary base rate of pay, plus 50% of any ordinary hours' penalties at the time of the injury for a maximum period of fifty-two (52) weeks.

73.2 An Employee on engagement shall be required to declare all workers compensation claims made by them and in the event of false or inaccurate information being deliberately and knowingly declared the Company may require the Employee to forfeit their entitlement to accident pay. Accident pay shall not be paid where any period of other paid leave of absence has been granted.

73.3 In the case of an Employee rostered off on an extra day off which falls in a period when they are receiving workers compensation, they are not entitled to an alternative extra day off at a later stage. The Company shall not dismiss any Employee by reason only of them being in receipt of accident pay.

73.4 An Employee off duty and in receipt of accident pay shall continue to receive payments of any acting in higher allowance being paid at the time of the injury for the full period that they would have continued to so.

73.5 An Employee who has submitted a claim for workers compensation and is absent from duty for more than a week and where it is apparent there may be a delay in the assessment of their claim, may be paid sick pay (subject to the availability of credits) pending determination of the claim. On acceptance of a claim, sick leave used under this clause for the claim will be re-credited.

74 TRAUMA COUNSELLING AND TRAUMA LEAVE

74.1 Where an Employee attends or deals directly with the consequences of a serious work related or workplace incident, post-traumatic stress counselling is available. Attendance will be optional, but is recommended.

74.2 In addition, an Employee will be provided with up to five (5) days' paid leave, provided the Employee has sought trauma counselling through the Company's Employee Assistance Program (EAP) and leave has been approved by the Company.

74.3 During the Trauma Leave the Employee will be expected, if medically fit, to attend any meetings regarding the accident in hours that are mutually agreeable.

74.4 During any period of Trauma Leave provided under this clause, the Employee is to be paid what he or she would have received for the normal rostered shift for the first five (5) days not including the day of the incident.

75 TRAVEL PASSES

75.1 The Company will provide the following to all Employees for the duration of their employment:

- An Employee Free Travel Authority (EFTA) or equivalent Myki card (for use in Victoria only);
- A first class rail pass for use by the Employee, spouse and eligible dependents whilst the Employee is on annual and/or long service leave (for use in Victoria only);
- An Interstate Rail Pass will be available for periods of five (5) days or more of annual leave to Employees who transferred from Hillside or Bayside Trains Corporation on 29 August 1999, under transmission of business; and
- An Interstate Rail Pass will be available for periods of five (5) days or more of annual leave to Employees who transferred from Thiess Infraco, National Express or MainCo, under transmission of business, and were employed with Thiess Infraco, National Express or MainCo prior.

75.2 On retirement:

- Intrastate Passes
 - o Entitlement - Employees are eligible for an intrastate pass, available for self, spouse and eligible dependents, for the period of the accrued annual leave, accrued public holidays, accrued thirty eight (38) hour credits and long service leave due paid in lieu.
 - o Separate Passes - A retiring Employee may be issued at their request separate intrastate passes for self and spouse subject to the Employee nominating on which pass (self or spouse) the dependent children (if any) are to be included.
- Interstate Free Travel Vouchers

o Entitlement - Employees are eligible for an interstate free travel voucher for self, spouse and eligible dependents for the period representing accrued annual leave, accrued public holidays, accrued thirty eight (38) hour credits and an additional separate free travel voucher representing accrued long service leave subject to certain conditions.

- Deferment of Passes/Interstate Travel Vouchers Due to Ill Health

o On production of a medical certificate stating that the Employee is/was unable to use their intrastate pass/interstate free travel voucher due to ill health, entitlements may be deferred up to six months.

- Resignation

o Entitlement - Employees who resign are not eligible for retirement passes or interstate free travel vouchers except as may be provided for in redundancy/separation policies or those who have attained the age of fifty four (54) years and eleven (11) months and are members of the Government defined benefits scheme. However Employees who resign after reaching the minimum retiring age are considered to have retired and may be eligible for an after retirement pass.

75.3 After Retirement – Entitlement

- Entitlement - A retired Employee and/or eligible dependents will be entitled to a Retired Employee Free Travel Authority (R.E.T.A.) and intersystem travel concession subject to certain conditions provided the Employee completed a minimum of twenty (20) years total continuous employment within the rail industry prior to retirement account of age or ill health or on death. The R.E.T.A. has the same travel availability as an interstate pass.

- Employees who resign are not eligible for after retirement travel and other concessions except as may be provided for in Redundancy/Separation policies. However, Employees who resign after reaching the minimum retiring age are considered to have retired and may be eligible for after retirement entitlements.

76 AMBULANCE COVER

The Company shall enter into an agreement with the provider of ambulance services to provide ambulance cover to Employees and their families.

77 INCOME PROTECTION INSURANCE

77.1 Income Protection Insurance is optional. Eligibility for Income Protection Insurance in accordance with this clause is available to Employees who are eligible to be a member of the CEPU (Electrical Division - Victorian).

77.2 The Company shall provide Income Protection Insurance to those Employees who elect to take it up through Protect. If an Employee elects to take up the option of Income Protection Insurance during the life of the Agreement, then their wage will be reduced by the cost of the individual policy at the commencement of the coverage of the policy with deductions continuing for the life of the Agreement in accordance with policy payment schedules.

78 LONG SERVICE AWARD

78.1 Long service awards are awarded to Employees in recognition of continuous service to the Rail Industry.

78.2 An Employee is eligible to receive a Long Service Award where:

- The Employee is directly and permanently employed by the Company on the employment anniversary date; and
- The Employee's previous continuous service is with the PTC and/or other Rail Companies reflected in the current metropolitan franchise agreement; and
- Service to the Rail Industry is deemed to be continuous.

78.3 The gift is to be an item that will serve as a permanent reminder of the Employee's association within the Rail Industry.

78.4 The following financial gifts values shall apply:

Years of Service Financial Gift (Gross)

10 Years	\$200
15 Years	\$300
20 Years	\$500
25 Years	\$1500
30 Years	\$1500
35 Years	\$1750
40 Years	\$2000
45 Years	\$2500
50 Years	\$3000

SECTION SEVEN – GENERAL

79 OH&S REPRESENTATIVES TRAINING

79.1 An Employee elected as an Occupational Health and Safety Representative may be granted (5) five days paid leave to undergo introductory or refresher training in accordance with provisions in the Occupational Health and Safety Act 2004 (*Vic*).

79.2 The training should be undertaken as soon as practicable after appointment, having regard to the availability of course places and work requirements. The granting of leave applies only to the first period of election.

79.3 Further training in health and safety, in such matters as specific hazard courses, safe working practices or to provide necessary emergency services should be undertaken as appropriate and at the Company's discretion as to timing.

79.4 Payment is not to be made for travelling time in addition to the leave granted. Leave to attend courses is not to be debited against any leave. Payment is to be as for a normal rostered shift and is to include shift allowance, site disability allowance or any all-purpose allowance regularly paid, excluding rostered overtime, that would otherwise have been worked.

79.5 Payment is not to be made for incidental allowances such as dirt, heat, fumes allowances etc, as may be paid intermittently. Where an Employee works shifts, attendance should be scheduled where practical to maintain the shift pattern and not exceed the normal number of shifts.

80 TRADE UNION TRAINING

80.1 An Employee who is an elected Union Delegate or equivalent workplace representative and who is nominated by his/her Union to attend accredited Trade Union Training courses may receive paid leave for such attendance.

80.2 Paid leave totalling no more than five (5) days in any calendar year may be granted, provided that the Employee can be released from his/her work.

80.3 The Union concerned shall provide the Company with the course accreditation number and title, dates and times on which the course will be presented and the course venue. Payment will only be provided where a loss of ordinary time pay is involved.

81 COMPANY MANDATED TRAINING

81.1 All Employees are required to hold necessary qualifications and experience to undertake the requirements of their roles as such the Company will from time to time schedule and book Employees on internal or external training.

81.2 When Employees are required to attend training during working hours they will be paid as per roster.

82 ENGINEERS REGISTRATION BILL 2019

82.1 During the life of the Agreement it is anticipated that the Engineers Registration Bill 2019 (*Vic*) (Legislation) will be passed and become legislation. In the event that the Legislation requires that an Employee must obtain and/or maintain Registered Professional Engineer status (RPEng) in order to fulfill their role with the Company:

- b) The Company will support the attainment of Registered Professional Engineer status (RPEng) by its Employees.
- c) Assessment and renewal costs will be reimbursed by the company upon successful attainment of RPEng status.

82.2 For clarity, it is the intent of this clause that Employees will not be out of pocket when required by Metro to attain and retain RPEng status. This may include the provision of paid time to attend continuing professional development obligations arising under the Legislation.

83 EMPLOYEE STAND DOWN - WITHOUT PAY

83.1 The Company may stand down Employees for any time during which they cannot be usefully employed in their classification or grade of work in which they are usually employed, because of industrial action by any persons whatsoever or any other cause whatsoever for which the Company cannot justly be held responsible, subject to the provisions of this clause.

83.2 The Company shall issue Employees with written notification of the stand down.

83.3 Employees who are stood down shall be treated for all purposes (other than payment) as having continuity of service and employment.

83.4 Employees who are stood down may at any time while they are stood down, terminate their employment without notice and shall be entitled to receive as soon as practicable, all payments to which they are entitled.

83.5 Employees who terminate their employment while they are stood down shall for all purposes (other than payment in lieu of notice) be treated as if their employment had been terminated by the Company.

83.6 Employees who are stood down are permitted to accept alternative employment. In such cases it shall be a reasonable excuse for not reporting for duty to the Company that the Employee is working out a period of notice which they are required to give to the alternative Company, provided that it does not exceed one (1) week.

83.7 Employees shall, if required by the Company, furnish a statutory declaration setting out details of any other employment during this period.

83.8 Employees whom the Company proposes to stand down shall be entitled to elect to take annual leave and accrued days to which they are entitled or which is accruing to them.

83.9 The Company shall not be entitled to deduct payment for any proclaimed public holiday which occurs during the period in which Employees are stood down and for which payment would be due in ordinary course, except where Employees have become entitled to payment for the holiday whilst otherwise employed. The Company may require details of payment received where application for payment of such is requested.

84 FAMILY VIOLENCE

84.1 The Company recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, the Company is committed to providing support to staff that experience family violence.

84.2 The Company accepts the definition of Family violence as stipulated in the Family Violence Protection Act 2008 (Vic). And the definition of family violence includes physical, sexual, financial, verbal or emotional abuse by a family member.

84.3 General Measures

84.3.1 Proof of family violence may be required and can be in the form an agreed document issued by the Police Service, a Court, a Doctor, District Nurse, Maternal Health Care Nurse, a Family Violence Support Service or Lawyer.

84.3.2 All personal information concerning family violence will be kept confidential. Information will not be kept on an Employee's personnel file without their express written permission.

84.3.3 Understanding the traumatic nature of family violence the Company will support their Employee if they have difficulties performing their tasks at work. No adverse action will be taken against an Employee if their attendance or performance at work suffers as a result of experiencing family violence.

84.3.4 An Employee experiencing family violence may raise the issue with their immediate supervisor, their union delegate or People & Performance.

84.4 Leave

84.4.1 An Employee experiencing family violence will have access to twenty (20) days per year (non-accumulative) of paid special leave for medical appointments, legal proceedings and other activities related to family violence. This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.

84.4.2 An Employee who supports a person experiencing family violence may take carer's leave to accompany them to court, to hospital, or to mind children (in accordance with Clause 56.5) .

84.4.3 In order to provide support to an Employee experiencing family violence and to provide a safe work environment to all Employees, the Company will approve any reasonable request from an Employee experiencing family violence for:

- a) changes to their span of hours or pattern or hours and/or shift patterns;
- b) job redesign or changes to duties;
- c) relocation to suitable employment within the Company;
- d) a change to their telephone number or email address to avoid harassing contact;
- e) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.

84.4.4 An Employee experiencing family violence will be referred to the appropriate support services/agencies and/or other local resources.

85 TRACKING DEVICES

Definitions:

- "Disciplinary action" means any form of discipline.
- "Tracking Device" means equipment that records the location, whether directly or indirectly, of a thing, whether by the use of equipment that uses Global Positioning System (GPS) or by another like means.

85.1 The Company must not, and cannot use, any data created by a Tracking Device, indirectly or directly:

- as evidence against an employee in applying disciplinary action to that employee or in any legal action for unfair dismissal or the like;
- to set or assess individual performance benchmarks, or the like, for an Employee.

85.2 The Company will bear the cost of replacement or repairs in any case that a Tracking Device is damaged in the course of its ordinary use.

85.3 Nothing in this clause constitutes consent by employees to the use of a Tracking Device.

86 CONSTRUCTION SITE CLAUSE

86.1.1 Where there is a discrepancy between the minimum rates and allowances in this clause and any others under this Agreement, the more beneficial conditions shall apply to the extent of the inconsistency.

86.1.2 The conditions in this clause apply in lieu of all other Agreement payments, excluding the Infrastructure Works Allowance as per clause 34.4.

86.1.3 For the avoidance of doubt, nothing in this clause shall seek to reduce entitlements currently being paid as at 1 June 2019.

86.2 Construction Site Allowances

86.2.1 The definition of a construction site is considered to be a site where work is undertaken that is not part of the Maintenance & Renewals program and the project value is equal to or greater than \$3m.

86.2.2 The undermentioned rates apply to Employees of the Company who may be required to perform duties for a specific rail project related construction site for the time they are:

- a) Engaged in activities (construction or maintenance) on the defined site; or
- b) Engaged in activities (non-maintenance) supporting the work being undertaken on the defined site.

86.2.3 The Company and Unions agree to consult where required to clarify whether work to be undertaken is considered to be construction activity for the purposes of this clause.

Project Value \$m	Site Allowance \$Per Hour
3-7.9	2.5014
7.9 – 19.5	2.9390
19.5 – 39.2	3.3769
39.2 – 78.3	3.8146
78.3 – 156.6	4.2523
156.6 – 234.9	4.6869
234.9 - 313	5.1278
313 – 469.8	5.6282
For Projects above \$469.8million, there shall be an increment of 10 cents per additional \$100m or part thereof.	

This rate shall be adjusted annually no later than 30 September 2020, 2021 and 2022 on the basis of CPI.

86.3 Construction Site Minimum Wage

86.3.1 The minimum hourly rate of pay for an Employee engaged on a construction site (as defined) shall be as follows.

TRADE, SALARIED AND PROFESSIONAL POSITIONS (Electrical)		
July 2019	July 2020	July 2021
\$55.02	\$57.25	\$ 59.56
TRADE, SALARIED AND PROFESSIONAL POSITIONS (Signals)		
July 2019	July 2020	July 2021
\$ 63.24	\$ 65.79	\$ 68.45
NON-TRADE		
July 2019	July 2020	July 2021
\$ 42.44	\$ 44.16	\$ 45.94

*On 1 July 2022 the rates in the above table will increase in line with the rates in this Agreement (3.5%) or by the Rail Construction Industry Rates, whichever is greater.

86.3.2 To compensate for additional rostered days off and fares and travelling allowance that apply to the construction industry, an Employee shall be paid an additional allowance of \$ 4.3774 per hour, for a maximum of eight (8) hours per shift.

86.3.3 The rates of the allowances in this clause shall be adjusted annually no later than 30 September 2020, 2021 and 2022 on the basis of CPI.

NB: With respect to the rates paid to Track Gangers, and Special Gangers these Employees shall be treated as trade (electrical) for this clause only.

86.4 Inclement Weather

86.4.1 Inclement weather shall mean the existence of rain and or abnormal climatic conditions (whether they be those of hail, snow, cold, high wind, severe dust storm, extreme high temperature or the like or any combination thereof) by virtue of which it is either not reasonable or not safe for Employees exposed thereto to continue working whilst the same prevail. High temperature for the purposes of this clause shall be deemed to be thirty five (35) degrees Celsius or higher. (NB: this clause only applies to Employees engaged on recognised construction activities on designated construction sites and will not have application to other facets of the Company's activities.)

86.4.2 During a period of inclement weather Employees may be required to complete their assigned work and for such work shall be paid at the rate of single time in addition to their rate at the time of the inclement weather calculated to the next hour, and in the case of wet weather has clearly ended the Employees shall resume work at normal rates and the time shall be similarly agreed and noted.

86.4.3 Where it is necessary an Employee shall work during periods of inclement weather to enable the rail network to remain safe whilst mobile plant or Employees of the Company or contractors are restoring the rail network to normal operating conditions.

86.4.4 Except as provided above, no Employee shall be required to work exposed to inclement weather conditions. For the purposes of this clause an Employee operating machinery fitted with a functional weatherproof cab shall not be deemed to be exposed to inclement weather.

86.5 Additional Construction Conditions

86.5.1 Generally an Employee will not undertake construction activities on a construction site when the site is closed to observe RDOs, PDOs, lock down weekends and public holidays, provided however that due to the limited opportunity to gain occupations and access to infrastructure, exemptions may be granted between the Company and the relevant Employee/s on a case by case basis.

86.5.2 An Employee who is in receipt of workers compensation payments as a result of an injury occurring on a construction project, shall also receive payment from the company of an amount equal to the difference between the workers compensation payment and the Employee's ordinary base rate of pay at the time of the injury for a maximum period of one hundred and four (104) consecutive weeks.

86.5.3 If an Employee is required to work Sunday night into Monday morning, they will be given at least a ten (10) hour break between finishing their shift and the commencement of a rostered shift, without the loss of ordinary pay.

86.5.4 Where an Employee is seconded for a period of more than twenty eight (28) days and performs work only on a nominated Projects Division construction site, the following will apply:

- The Employee will work the construction site roster;

- Employees agree to present for work in a safe manner without undue impairment caused by fatigue or external activities likely to cause fatigue;
- The Project Division agrees to provide roster arrangements to minimise fatigue related risk, particularly for the duration of project shutdowns, in accordance with its duty of care and statutory obligations; and
- Employees and the Project Division have a shared responsibility in ensuring fatigue related risk is minimised.

86.5.5 All shift work shall be paid at the rate of double time for all hours worked.

86.6 Electrol Provisions

86.6.1 In lieu of all provisions contained under this Clause (86), Electrol Officers will receive \$0.83 per hour for all rostered hours worked on construction sites being undertaken in accordance with this clause. For the avoidance of doubt, this allowance will not be paid for any periods of absence from duty or when there are no construction projects being undertaken in accordance with this clause.

86.6.2 This rate shall be adjusted annually no later than 30 September 2020, 2021 and 2022 on the basis of CPI.

SIGNATORIES

TO THE MTM INFRASTRUCTURE ENTERPRISE AGREEMENT 2016

The Company, Employees and Unions are committed to the provisions contained herein.

In witness thereof the Company and Unions hereto have duly executed this Enterprise Agreement.

This Enterprise Agreement is signed for and on behalf of Metro Trains Melbourne (MTM)

This Enterprise Agreement is signed for and on behalf of the Association of Professional Engineers, Scientists and Managers, Australia (Professionals Australia)

Name

Name

Date

Date

This Enterprise Agreement is signed for and on behalf of the Australian Rail, Tram and Bus Industry Union (Victorian Branch) (RTBU)

This Enterprise Agreement is signed for and on behalf of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (Electrical Services Division – Victoria) (CEPU)

Name

Name.....

Date

Date.....

DRAFT OFFER – WITHOUT PREJUDICE

SCHEDULE ONE – WORK ARRANGEMENTS/ROSTERS

For any future/further roster changes or changes to work arrangements, the Company commits to establishing a working group for the purposes of consultation with the Employees about the impacts of the proposed changes and will be made in accordance with the following principles/steps.

Changes to work arrangements/rosters will only occur after steps one, two, four and three, if needed, have been adhered to.

Step One: The Company will notify work groups and their representatives when it proposes to make a work arrangement/roster change, including the reasons for the work arrangement/roster change.

Step Two: Within one (1) week of the notification above, a meeting will be scheduled between the Company and nominated Employee representatives to discuss feedback and options. Work arrangement/roster changes will be determined by agreement of the majority of effected Employees and that agreement will not be unreasonably withheld. The following principles will apply in determining whether agreement can be reached:

- Rosters will be discussed with the Employees.
- Outcomes must meet business requirements.
- Impact of the change on an individual's remuneration.
- Work/life balance considerations.
- Fatigue requirements must be factored into any work arrangement/roster outcome.

Step Three: If no agreement can be reached, the Company or the Employees and/or their representatives may progress the matter to the Fair Work Commission under the Dispute Resolution procedures contained within the Agreement (clause 9).

Step Four: New rosters will initially be filled on a volunteer basis. Where there are insufficient volunteers to work new rosters the Company is entitled to populate any roster vacancies from remaining Employees by providing notice to these Employees in accordance with the shift change provision of the Agreement (clause 41).

PAYMENT ON ROSTER CHANGE

A 3% lump sum, (one-off payment), calculated on an Employee's base rate of pay, to those Employees who agree to a new roster in accordance with this Schedule. Payment will be made in the first full pay period following the commencement of the new roster. For the avoidance of doubt, this payment will only apply will only apply to an Employee's first roster change after 1 September 2016, not for any further roster changes made under this schedule.

SCHEDULE TWO – DRIVER ONLY CONDITIONS

1. Rostering Conditions

1.1. Infrastructure Plant Train/IEV Drivers are shift workers that work rostered shifts, including shifts outside the hours of 0730 to 1530 Monday – Friday, and inclusive of Saturdays and Sundays.

1.2. Infrastructure Plant Train/IEV Drivers are required to work ad hoc hours to meet Metro Infrastructure plant train requirements.

1.3. Infrastructure Plant Train/IEV Drivers are required to be flexible in regards to rostering on plant trains.

1.4. Roster Flexibility (overlay shift). Due to business needs, the Infrastructure Plant Train/IEV Drivers rotation may be altered from night to day or vice versa, making it impossible to report for the original rostered shift. In this circumstance, the Infrastructure Plant Train/IEV Drivers will be paid in accordance with the Guarantee provisions at clause 5 of this Schedule to avoid financial disadvantage to the Infrastructure Plant Train/IEV Driver.

1.5 Rosters will be produced once the Infrastructure work plan is known.

1.6 The rostering program for the IEV100 and the IEV102 will vary from time to time.

2. Resting Away (Barracks Detention)

2.1 Rotations will be developed so that whenever practicable detention away from home depot on a rest job will not exceed twelve (12) hours after sign off at rest location. A payment will be made, at the Employee's ordinary rate, for all hours that an Employee is detained at rest in excess of twelve (12) hours from actual sign off time.

2.2 The actual shift limit will start from the sign on time after the detention time has lapsed.

2.3. The hours do not contribute to an Employee's ordinary cycle hours and will be paid separately as a stand-alone payment. The total detention hours owed the Employee will be paid out in the fortnight it has worked.

2.4. Barracks Working – Where an Infrastructure Locomotive Drive is required to stay away from home, a maximum of four (4) consecutive legs of a rest job will be rostered.

3. RDOs

3.1 RDO's shall be taken at a time that will not prejudice the efficient operation of the IEV's.

3.2 All single RDO's shall be a minimum of thirty (30) hours from midnight to 0600 hours the next following day.

3.3 Multiple RDO's will commence from 0001 and conclude at 0600 the following day, each additional day will be in blocks of twenty four (24) hours duration following the duration of the initial RDO at 06:00 hours.

3.4 Single rostered days off should be avoided wherever possible in favour of grouping of such days.

4. Temporary Transfer definition

4.1 This is when an Employee is required to move from home depot to another depot (outside the suburban area) and work from that location for a designated period. This does not include

circumstances contemplated under clause 4. During the time away the Employee will be entitled to relieving expenses of \$103.20 per night away.

4.2 Temporary Transfer expenses.

Deemed expenses below will increase with the consumer price index and adjustment shall be made annually in the first pay period following the release consumer price index data for the September quarter each year.

Breakfast	-daily rate \$22.95 (if departure is before and arrival at home after 8.00 am)
Lunch	-daily rate \$26.50 (if departure is before and arrival at home after 11.59 am)
Dinner	-daily rate \$44.80 (if departure is before and arrival at home after 7.00 pm)
Incidentals	- daily rate \$13.10 (if departure is before and arrival at home after 11.59 am)

The Company will supply accommodation.

5. Guarantee

5.1 Infrastructure Plant Train/IEV Drivers who are ready willing and available for work offering in accordance with provisions in the Agreement are guarantee eighty (80) hours payment for the ten (10) rostered shifts on their indicative fortnightly roster.

6. Standby Driver

6.1 Standby Drivers on call: this means the Infrastructure Plant Train/IEV Drivers will be available to be called in for duty during the eight (8) hour rostered period and work as required.

7. Pay Rates and Allowances

7.1 Infrastructure Plant Train/IEV Drivers are appointed to the Tech Officer Snr Class 2 Div 3 classification and their pay increases will be in line with Appendix One of this Agreement.

7.2 All allowances will be increased in line with wage increases payable under the Agreement unless otherwise stipulated.

8. Interval Between Shifts

8.1 Infrastructure Plant Train/IEV Drivers shall remain off duty between shifts for eleven (11) hours at their home depots or eight (8) hours when booked off at a rest location, except in cases of unavoidable necessity.

9. Training Requirements

9.1 Infrastructure Plant Train/IEV Drivers must have a Cert IV in Locomotive Driving qualification, and in addition must be qualified in all roads and signals where there are required to work and must be competent in safeworking systems applicable to all relevant areas.

10. Additional roster flexibility to support government projects

10.1 Infrastructure Plant Train/IEV Drivers may be required to alter forecast rosters to support rail construction and renewal projects being all rail construction and renewal projects including the Level Crossing removal projects announced by the government. This may include the additional flexibility from the Work Train Coordinator to act in the role for Pilot working for these projects.

APPENDIX ONE – CLASSIFICATIONS AND PAYRATES

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Administration																	
VCI	CLERKCLASS 1 DIV.1	\$33.1106	\$65,650	\$33.9384	\$67,291	\$34.2778	\$67,964	\$35.1347	\$69,663	\$35.4860	\$70,360	\$36.3732	\$72,119	\$36.7369	\$72,840	\$37.6553	\$74,661
VCJ	CLERKCLASS 1 DIV.2.	\$34.4331	\$68,272	\$35.2939	\$69,979	\$35.6468	\$70,679	\$36.5380	\$72,446	\$36.9034	\$73,170	\$37.8260	\$74,999	\$38.2043	\$75,749	\$39.1594	\$77,643
VCK	CLERKCLASS 1 DIV.3.	\$35.7603	\$70,904	\$36.6543	\$72,676	\$37.0208	\$73,403	\$37.9463	\$75,238	\$38.3258	\$75,990	\$39.2839	\$77,890	\$39.6767	\$78,669	\$40.6686	\$80,635
VCM	CLERKCLASS 1 DIV.4.	\$37.0792	\$73,519	\$38.0062	\$75,357	\$38.3863	\$76,110	\$39.3460	\$78,013	\$39.7395	\$78,793	\$40.7330	\$80,763	\$41.1403	\$81,571	\$42.1688	\$83,610
VCL	CLERKCLASS 1 DIV.5.	\$37.9934	\$75,331	\$38.9432	\$77,214	\$39.3326	\$77,987	\$40.3159	\$79,936	\$40.7191	\$80,736	\$41.7371	\$82,754	\$42.1545	\$83,582	\$43.2084	\$85,671
VCO	CLERKCLASS 2 DIV.1.	\$39.0271	\$77,381	\$40.0028	\$79,315	\$40.4028	\$80,108	\$41.4129	\$82,111	\$41.8270	\$82,932	\$42.8727	\$85,006	\$43.3014	\$85,856	\$44.3839	\$88,002
VCN	CLERKCLASS 2 DIV.2.	\$40.0035	\$79,317	\$41.0036	\$81,300	\$41.4136	\$82,113	\$42.4489	\$84,165	\$42.8734	\$85,007	\$43.9452	\$87,132	\$44.3847	\$88,004	\$45.4943	\$90,204
VCP	CLERKCLASS 3 DIV.1.	\$41.2565	\$81,801	\$42.2879	\$83,846	\$42.7108	\$84,685	\$43.7786	\$86,802	\$44.2164	\$87,670	\$45.3218	\$89,862	\$45.7750	\$90,760	\$46.9194	\$93,029
VCQ	CLERKCLASS 3 DIV.2.	\$42.2627	\$83,796	\$43.3193	\$85,891	\$43.7525	\$86,750	\$44.8463	\$88,919	\$45.2948	\$89,808	\$46.4272	\$92,053	\$46.8915	\$92,974	\$48.0638	\$95,298
VCR	CLERKCLASS 4 DIV.1.	\$43.5866	\$86,421	\$44.6763	\$88,582	\$45.1231	\$89,468	\$46.2512	\$91,704	\$46.7137	\$92,621	\$47.8815	\$94,937	\$48.3603	\$95,886	\$49.5693	\$98,283
VCS	CLERKCLASS 4 DIV.2.	\$44.6166	\$88,463	\$45.7320	\$90,675	\$46.1893	\$91,582	\$47.3440	\$93,871	\$47.8174	\$94,810	\$49.0128	\$97,180	\$49.5029	\$98,152	\$50.7405	\$100,605
VCT	CLERKCLASS 5 DIV.1.	\$46.0936	\$91,392	\$47.2459	\$93,677	\$47.7184	\$94,613	\$48.9114	\$96,979	\$49.4005	\$97,949	\$50.6355	\$100,397	\$51.1419	\$101,401	\$52.4204	\$103,936
VCU	CLERKCLASS 5 DIV.2.	\$47.1225	\$93,432	\$48.3006	\$95,768	\$48.7836	\$96,725	\$50.0032	\$99,144	\$50.5032	\$100,135	\$51.7658	\$102,638	\$52.2835	\$103,665	\$53.5906	\$106,256
VCV	CLERKCLASS 6 DIV.1.	\$48.6033	\$96,368	\$49.8184	\$98,777	\$50.3166	\$99,765	\$51.5745	\$102,259	\$52.0902	\$103,282	\$53.3925	\$105,864	\$53.9264	\$106,922	\$55.2746	\$109,595
VCW	CLERKCLASS 6 DIV.2.	\$49.6348	\$98,413	\$50.8757	\$100,874	\$51.3845	\$101,882	\$52.6691	\$104,429	\$53.1958	\$105,474	\$54.5257	\$108,111	\$55.0710	\$109,192	\$56.4478	\$111,922
Senior Officer																	
VRA	SNR OFFICER DIV.01	\$51.2616	\$101,639	\$52.5431	\$104,180	\$53.0685	\$105,221	\$54.3952	\$107,852	\$54.9392	\$108,930	\$56.3127	\$111,654	\$56.8758	\$112,770	\$58.2977	\$115,589
VRB	SNR OFFICER DIV.02	\$52.8907	\$104,869	\$54.2130	\$107,491	\$54.7551	\$108,565	\$56.1240	\$111,280	\$56.6852	\$112,392	\$58.1023	\$115,202	\$58.6833	\$116,354	\$60.1504	\$119,263
VRC	SNR OFFICER DIV.03	\$54.5154	\$108,090	\$55.8783	\$110,792	\$56.4371	\$111,900	\$57.8480	\$114,698	\$58.4265	\$115,845	\$59.8872	\$118,741	\$60.4861	\$119,929	\$61.9983	\$122,927
VRD	SNR OFFICER DIV.04	\$56.1336	\$111,299	\$57.5369	\$114,081	\$58.1123	\$115,222	\$59.5651	\$118,102	\$60.1608	\$119,284	\$61.6648	\$122,266	\$62.2814	\$123,488	\$63.8384	\$126,575
VRE	SNR OFFICER DIV.05	\$57.7554	\$114,514	\$59.1993	\$117,377	\$59.7913	\$118,551	\$61.2861	\$121,515	\$61.8990	\$122,730	\$63.4465	\$125,798	\$64.0810	\$127,056	\$65.6830	\$130,233
VRF	SNR OFFICER DIV.06	\$59.3810	\$117,737	\$60.8655	\$120,681	\$61.4742	\$121,888	\$63.0111	\$124,935	\$63.6412	\$126,184	\$65.2322	\$129,339	\$65.8845	\$130,632	\$67.5316	\$133,898
VRG	SNR OFFICER DIV.07	\$61.0079	\$120,963	\$62.5331	\$123,987	\$63.1584	\$125,227	\$64.7374	\$128,358	\$65.3848	\$129,641	\$67.0194	\$132,882	\$67.6896	\$134,211	\$69.3818	\$137,566
VRH	SNR OFFICER DIV.08	\$62.6285	\$124,176	\$64.1942	\$127,281	\$64.8361	\$128,553	\$66.4570	\$131,767	\$67.1216	\$133,085	\$68.7996	\$136,412	\$69.4876	\$137,776	\$71.2248	\$141,221
VRI	SNR OFFICER DIV.09	\$64.2542	\$127,400	\$65.8606	\$130,585	\$66.5192	\$131,891	\$68.1822	\$135,188	\$68.8640	\$136,540	\$70.5856	\$139,953	\$71.2915	\$141,353	\$73.0738	\$144,887

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VRJ	SNR OFFICER DIV.10	\$65.8808	\$130,625	\$67.5278	\$133,890	\$68.2031	\$135,229	\$69.9082	\$138,610	\$70.6073	\$139,996	\$72.3725	\$143,496	\$73.0962	\$144,931	\$74.9236	\$148,554
VRK	SNR OFFICER DIV.11	\$67.4995	\$133,834	\$69.1870	\$137,180	\$69.8789	\$138,552	\$71.6259	\$142,016	\$72.3422	\$143,436	\$74.1508	\$147,022	\$74.8923	\$148,492	\$76.7646	\$152,205
VRL	SNR OFFICER DIV.12	\$69.1225	\$137,052	\$70.8506	\$140,479	\$71.5591	\$141,883	\$73.3481	\$145,431	\$74.0816	\$146,885	\$75.9336	\$150,557	\$76.6929	\$152,062	\$78.6102	\$155,864
VRM	SNR OFFICER DIV.13	\$70.7544	\$140,288	\$72.5233	\$143,795	\$73.2485	\$145,233	\$75.0797	\$148,864	\$75.8305	\$150,353	\$77.7263	\$154,111	\$78.5036	\$155,653	\$80.4662	\$159,544
VRN	SNR OFFICER DIV.14	\$72.3797	\$143,510	\$74.1892	\$147,098	\$74.9311	\$148,569	\$76.8044	\$152,284	\$77.5724	\$153,806	\$79.5117	\$157,651	\$80.3068	\$159,228	\$82.3145	\$163,209
VRO	SNR OFFICER DIV.15	\$73.9981	\$146,719	\$75.8481	\$150,387	\$76.6066	\$151,891	\$78.5218	\$155,689	\$79.3070	\$157,246	\$81.2897	\$161,177	\$82.1026	\$162,789	\$84.1552	\$166,858
VRP	SNR OFFICER DIV.16	\$75.6201	\$149,935	\$77.5106	\$153,684	\$78.2857	\$155,221	\$80.2428	\$159,101	\$81.0452	\$160,692	\$83.0713	\$164,709	\$83.9020	\$166,356	\$85.9996	\$170,515
VRQ	SNR OFFICER DIV.17	\$77.2433	\$153,154	\$79.1744	\$156,983	\$79.9661	\$158,552	\$81.9653	\$162,516	\$82.7850	\$164,142	\$84.8546	\$168,245	\$85.7031	\$169,927	\$87.8457	\$174,176
VRR	SNR OFFICER DIV.18	\$78.8701	\$156,379	\$80.8419	\$160,289	\$81.6503	\$161,892	\$83.6916	\$165,939	\$84.5285	\$167,598	\$86.6417	\$171,788	\$87.5081	\$173,506	\$89.6958	\$177,844
VRS	SNR OFFICER DIV.19	\$80.4968	\$159,605	\$82.5092	\$163,595	\$83.3343	\$165,231	\$85.4177	\$169,362	\$86.2719	\$171,055	\$88.4287	\$175,332	\$89.3130	\$177,085	\$91.5458	\$181,512
VRT	SNR OFFICER DIV.20	\$82.1166	\$162,816	\$84.1695	\$166,887	\$85.0112	\$168,556	\$87.1365	\$172,769	\$88.0079	\$174,497	\$90.2081	\$178,860	\$91.1102	\$180,648	\$93.3880	\$185,165
Senior Officer High Voltage																	
VSA	SNR OFFICER DIV.01HV	\$52.1052	\$103,311	\$53.4078	\$105,894	\$53.9419	\$106,953	\$55.2904	\$109,627	\$55.8433	\$110,723	\$57.2394	\$113,491	\$57.8118	\$114,626	\$59.2571	\$117,492
VSB	SNR OFFICER DIV.02HV	\$53.7343	\$106,541	\$55.0777	\$109,205	\$55.6285	\$110,297	\$57.0192	\$113,055	\$57.5894	\$114,185	\$59.0291	\$117,040	\$59.6194	\$118,210	\$61.1099	\$121,165
VSC	SNR OFFICER DIV.03HV	\$55.3588	\$109,762	\$56.7428	\$112,507	\$57.3102	\$113,632	\$58.7430	\$116,472	\$59.3304	\$117,637	\$60.8137	\$120,578	\$61.4218	\$121,784	\$62.9573	\$124,828
VSD	SNR OFFICER DIV.04HV	\$56.9772	\$112,971	\$58.4016	\$115,795	\$58.9856	\$116,953	\$60.4602	\$119,877	\$61.0648	\$121,076	\$62.5914	\$124,103	\$63.2173	\$125,344	\$64.7977	\$128,477
VSE	SNR OFFICER DIV.05HV	\$58.5992	\$116,187	\$60.0642	\$119,092	\$60.6648	\$120,283	\$62.1814	\$123,290	\$62.8032	\$124,523	\$64.3733	\$127,636	\$65.0170	\$128,912	\$66.6424	\$132,135
VSF	SNR OFFICER DIV.06HV	\$60.2248	\$119,410	\$61.7304	\$122,396	\$62.3477	\$123,620	\$63.9064	\$126,710	\$64.5455	\$127,977	\$66.1591	\$131,177	\$66.8207	\$132,488	\$68.4912	\$135,801
VSG	SNR OFFICER DIV.07HV	\$61.8513	\$122,635	\$63.3976	\$125,701	\$64.0316	\$126,958	\$65.6324	\$130,132	\$66.2887	\$131,434	\$67.9459	\$134,719	\$68.6254	\$136,067	\$70.3410	\$139,468
VSH	SNR OFFICER DIV.08HV	\$63.4722	\$125,849	\$65.0590	\$128,995	\$65.7096	\$130,285	\$67.3523	\$133,542	\$68.0258	\$134,878	\$69.7264	\$138,250	\$70.4237	\$139,632	\$72.1843	\$143,123
VSJ	SNR OFFICER DIV.09HV	\$65.0978	\$129,072	\$66.7252	\$132,299	\$67.3925	\$133,622	\$69.0773	\$136,963	\$69.7681	\$138,332	\$71.5123	\$141,791	\$72.2274	\$143,209	\$74.0331	\$146,789
VSK	SNR OFFICER DIV.10HV	\$66.7248	\$132,298	\$68.3929	\$135,606	\$69.0768	\$136,962	\$70.8037	\$140,386	\$71.5117	\$141,789	\$73.2995	\$145,334	\$74.0325	\$146,788	\$75.8833	\$150,457
VSL	SNR OFFICER DIV.11HV	\$68.3429	\$135,507	\$70.0515	\$138,894	\$70.7520	\$140,283	\$72.5208	\$143,790	\$73.2460	\$145,228	\$75.0772	\$148,859	\$75.8280	\$150,348	\$77.7237	\$154,106
VSM	SNR OFFICER DIV.12HV	\$69.9663	\$138,725	\$71.7155	\$142,194	\$72.4327	\$143,616	\$74.2435	\$147,206	\$74.9859	\$148,678	\$76.8605	\$152,395	\$77.6291	\$153,919	\$79.5698	\$157,767
VSN	SNR OFFICER DIV.13HV	\$71.5977	\$141,960	\$73.3876	\$145,509	\$74.1215	\$146,964	\$75.9745	\$150,638	\$76.7342	\$152,144	\$78.6526	\$155,948	\$79.4391	\$157,507	\$81.4251	\$161,445
VSP	SNR OFFICER DIV.14HV	\$73.2234	\$145,183	\$75.0540	\$148,813	\$75.8045	\$150,301	\$77.6996	\$154,058	\$78.4766	\$155,599	\$80.4385	\$159,489	\$81.2429	\$161,084	\$83.2740	\$165,111
VSQ	SNR OFFICER DIV.15HV	\$74.8417	\$148,392	\$76.7127	\$152,102	\$77.4798	\$153,623	\$79.4168	\$157,463	\$80.2110	\$159,038	\$82.2163	\$163,014	\$83.0385	\$164,644	\$85.1145	\$168,760
VSR	SNR OFFICER DIV.16HV	\$76.4637	\$151,608	\$78.3753	\$155,398	\$79.1591	\$156,952	\$81.1381	\$160,876	\$81.9495	\$162,485	\$83.9982	\$166,547	\$84.8382	\$168,213	\$86.9592	\$172,418
VSS	SNR OFFICER DIV.17HV	\$78.0870	\$154,827	\$80.0392	\$158,697	\$80.8396	\$160,284	\$82.8606	\$164,291	\$83.6892	\$165,934	\$85.7814	\$170,083	\$86.6392	\$171,783	\$88.8052	\$176,078
VST	SNR OFFICER DIV.18HV	\$79.7137	\$158,052	\$81.7065	\$162,003	\$82.5236	\$163,623	\$84.5867	\$167,714	\$85.4326	\$169,391	\$87.5684	\$173,626	\$88.4441	\$175,362	\$90.6552	\$179,746
VSU	SNR OFFICER DIV.19HV	\$81.3405	\$161,277	\$83.3740	\$165,309	\$84.2077	\$166,962	\$86.3129	\$171,136	\$87.1760	\$172,848	\$89.3554	\$177,169	\$90.2490	\$178,941	\$92.5052	\$183,414
VSZ	SNR OFFICER DIV.20HV	\$82.9601	\$164,489	\$85.0341	\$168,601	\$85.8844	\$170,287	\$88.0315	\$174,544	\$88.9118	\$176,289	\$91.1346	\$180,697	\$92.0459	\$182,504	\$94.3470	\$187,066

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Executive Officer																	
VDH	EXEC OFFICER I	\$91.4396	\$181,301	\$93.7256	\$185,834	\$94.6629	\$187,692	\$97.0295	\$192,385	\$97.9998	\$194,309	\$100.4498	\$199,166	\$101.4543	\$201,158	\$103.9907	\$206,187
VDI	EXEC OFFICER II	\$99.0056	\$196,303	\$101.4807	\$201,210	\$102.4955	\$203,222	\$105.0579	\$208,303	\$106.1085	\$210,386	\$108.7612	\$215,646	\$109.8488	\$217,802	\$112.5950	\$223,247
VDN	EXEC OFFICER III	\$106.5716	\$211,304	\$109.2359	\$216,587	\$110.3283	\$218,753	\$113.0865	\$224,222	\$114.2174	\$226,464	\$117.0728	\$232,126	\$118.2435	\$234,447	\$121.1996	\$240,308
Foreman Artisan																	
VJA	F'MAN ARTISAN C1 D1	\$41.1187	\$81,528	\$42.1467	\$83,566	\$42.5682	\$84,402	\$43.6324	\$86,512	\$44.0687	\$87,377	\$45.1704	\$89,561	\$45.6221	\$90,457	\$46.7627	\$92,719
VJB	F'MAN ARTISAN C1 D2	\$43.9108	\$87,064	\$45.0086	\$89,241	\$45.4587	\$90,133	\$46.5952	\$92,386	\$47.0612	\$93,310	\$48.2377	\$95,643	\$48.7201	\$96,600	\$49.9381	\$99,015
VJC	F'MAN ARTISAN C2 D1	\$44.9114	\$89,048	\$46.0342	\$91,274	\$46.4945	\$92,187	\$47.6569	\$94,491	\$48.1335	\$95,436	\$49.3368	\$97,822	\$49.8302	\$98,801	\$51.0760	\$101,271
VJD	F'MAN ARTISAN C2 D2	\$45.8038	\$90,817	\$46.9489	\$93,088	\$47.4184	\$94,019	\$48.6039	\$96,369	\$49.0899	\$97,333	\$50.3171	\$99,766	\$50.8203	\$100,764	\$52.0908	\$103,283
VJE	F'MAN ARTISAN C3 D1	\$47.7218	\$94,620	\$48.9148	\$96,986	\$49.4039	\$97,955	\$50.6390	\$100,404	\$51.1454	\$101,408	\$52.4240	\$103,943	\$52.9482	\$104,983	\$54.2719	\$107,607
VJF	F'MAN ARTISAN C3 D2	\$49.6348	\$98,413	\$50.8757	\$100,874	\$51.3845	\$101,882	\$52.6691	\$104,429	\$53.1958	\$105,474	\$54.5257	\$108,111	\$55.0710	\$109,192	\$56.4478	\$111,922
VJG	F'MAN ARTISAN C4 D1	\$52.8904	\$104,868	\$54.2127	\$107,490	\$54.7548	\$108,565	\$56.1237	\$111,279	\$56.6849	\$112,392	\$58.1020	\$115,201	\$58.6830	\$116,353	\$60.1501	\$119,262
VJH	F'MAN ARTISAN C4 D2	\$54.5150	\$108,089	\$55.8779	\$110,792	\$56.4367	\$111,900	\$57.8476	\$114,697	\$58.4261	\$115,844	\$59.8868	\$118,740	\$60.4857	\$119,928	\$61.9978	\$122,926
VJI	F'MAN ARTISAN C5 D1	\$57.7556	\$114,515	\$59.1995	\$117,378	\$59.7915	\$118,551	\$61.2863	\$121,515	\$61.8992	\$122,730	\$63.4467	\$125,799	\$64.0812	\$127,057	\$65.6832	\$130,233
VJK	F'MAN ARTISAN C5 D2	\$59.3811	\$117,738	\$60.8656	\$120,681	\$61.4743	\$121,888	\$63.0112	\$124,935	\$63.6413	\$126,184	\$65.2323	\$129,339	\$65.8846	\$130,632	\$67.5317	\$133,898
VJM	F'MAN ARTISAN C5 D3	\$61.0079	\$120,963	\$62.5331	\$123,987	\$63.1584	\$125,227	\$64.7374	\$128,358	\$65.3848	\$129,641	\$67.0194	\$132,882	\$67.6896	\$134,211	\$69.3818	\$137,566
Foreman Artisan Overhead																	
VJS	F'MAN ARTISAN C3 D1. Overhead	\$55.2194	\$109,486	\$56.5999	\$112,223	\$57.1659	\$113,345	\$58.5950	\$116,179	\$59.1810	\$117,341	\$60.6605	\$120,274	\$61.2671	\$121,477	\$62.7988	\$124,514
VJT	F'MAN ARTISAN C3 D2. Overhead	\$57.1324	\$113,279	\$58.5607	\$116,111	\$59.1463	\$117,272	\$60.6250	\$120,204	\$61.2313	\$121,406	\$62.7621	\$124,441	\$63.3897	\$125,686	\$64.9744	\$128,828
VJQ	F'MAN ARTISAN C4 D1. Overhead	\$60.3883	\$119,735	\$61.8980	\$122,728	\$62.5170	\$123,955	\$64.0799	\$127,054	\$64.7207	\$128,325	\$66.3387	\$131,533	\$67.0021	\$132,848	\$68.6772	\$136,169
VJR	F'MAN ARTISAN C4 D2. Overhead	\$62.0127	\$122,955	\$63.5630	\$126,029	\$64.1986	\$127,289	\$65.8036	\$130,472	\$66.4616	\$131,776	\$68.1231	\$135,071	\$68.8043	\$136,421	\$70.5244	\$139,832
VJN	F'MAN ARTISAN C5 D1. Overhead	\$65.2531	\$129,380	\$66.8844	\$132,615	\$67.5532	\$133,941	\$69.2420	\$137,289	\$69.9344	\$138,662	\$71.6828	\$142,129	\$72.3996	\$143,550	\$74.2096	\$147,139
VJO	F'MAN ARTISAN C5 D2. Overhead	\$66.8786	\$132,603	\$68.5506	\$135,918	\$69.2361	\$137,278	\$70.9670	\$140,709	\$71.6767	\$142,117	\$73.4686	\$145,669	\$74.2033	\$147,126	\$76.0584	\$150,804
VJP	F'MAN ARTISAN C5 D3. Overhead	\$68.5055	\$135,829	\$70.2181	\$139,225	\$70.9203	\$140,617	\$72.6933	\$144,132	\$73.4202	\$145,574	\$75.2557	\$149,213	\$76.0083	\$150,705	\$77.9085	\$154,473
Foreman Artisan Overhead HV																	
VKB	F'MAN ARTISAN C3 D1. O/H HV	\$55.6592	\$110,358	\$57.0507	\$113,117	\$57.6212	\$114,248	\$59.0617	\$117,104	\$59.6523	\$118,275	\$61.1436	\$121,232	\$61.7550	\$122,444	\$63.2989	\$125,506
VJU	F'MAN ARTISAN C3 D2. O/H HV	\$57.5724	\$114,151	\$59.0117	\$117,005	\$59.6018	\$118,175	\$61.0918	\$121,129	\$61.7027	\$122,341	\$63.2453	\$125,399	\$63.8778	\$126,653	\$65.4747	\$129,820
VJV	F'MAN ARTISAN C4 D1. O/H HV	\$60.8285	\$120,607	\$62.3492	\$123,623	\$62.9727	\$124,859	\$64.5470	\$127,980	\$65.1925	\$129,260	\$66.8223	\$132,492	\$67.4905	\$133,816	\$69.1778	\$137,162
VJZ	F'MAN ARTISAN C4 D2. O/H HV	\$62.4528	\$123,828	\$64.0141	\$126,924	\$64.6542	\$128,193	\$66.2706	\$131,398	\$66.9333	\$132,712	\$68.6066	\$136,029	\$69.2927	\$137,390	\$71.0250	\$140,824
VJV	F'MAN ARTISAN C5 D1. O/H HV	\$65.6930	\$130,252	\$67.3353	\$133,509	\$68.0087	\$134,844	\$69.7089	\$138,215	\$70.4060	\$139,597	\$72.1662	\$143,087	\$72.8879	\$144,518	\$74.7101	\$148,131
VJW	F'MAN ARTISAN C5 D2. O/H HV	\$67.3186	\$133,476	\$69.0016	\$136,813	\$69.6916	\$138,181	\$71.4339	\$141,635	\$72.1482	\$143,051	\$73.9519	\$146,628	\$74.6914	\$148,094	\$76.5587	\$151,796
VJX	F'MAN ARTISAN C5 D3. O/H HV	\$68.9456	\$136,702	\$70.6692	\$140,119	\$71.3759	\$141,520	\$73.1603	\$145,058	\$73.8919	\$146,509	\$75.7392	\$150,172	\$76.4966	\$151,673	\$78.4090	\$155,465
Line Workers																	
VLA	LINEWORKER 1 DIV 1	\$48.7415	\$96,642	\$49.9600	\$99,058	\$50.4596	\$100,049	\$51.7211	\$102,550	\$52.2383	\$103,575	\$53.5443	\$106,165	\$54.0797	\$107,226	\$55.4317	\$109,907
VL2	LINEWORKER 1 DIV 2	\$49.1445	\$97,441	\$50.3731	\$99,877	\$50.8768	\$100,876	\$52.1487	\$103,398	\$52.6702	\$104,432	\$53.9870	\$107,042	\$54.5269	\$108,113	\$55.8901	\$110,816
VL4	LINEWORKER 1 DIV 3	\$49.4749	\$98,096	\$50.7118	\$100,549	\$51.2189	\$101,554	\$52.4994	\$104,093	\$53.0244	\$105,134	\$54.3500	\$107,762	\$54.8935	\$108,840	\$56.2658	\$111,561
VWQ	LINEWORKER 1 DIV 1 HV	\$49.1818	\$97,515	\$50.4113	\$99,953	\$50.9154	\$100,952	\$52.1883	\$103,476	\$52.7102	\$104,511	\$54.0280	\$107,124	\$54.5683	\$108,195	\$55.9325	\$110,900
VLB	LINEWORKER 1 DIV 2 HV	\$49.5844	\$98,313	\$50.8240	\$100,771	\$51.3322	\$101,779	\$52.6155	\$104,323	\$53.1417	\$105,366	\$54.4702	\$108,001	\$55.0149	\$109,081	\$56.3903	\$111,808
VLC	LINEWORKER 1 DIV 3 HV	\$49.9150	\$98,969	\$51.1629	\$101,443	\$51.6745	\$102,457	\$52.9664	\$105,019	\$53.4961	\$106,069	\$54.8335	\$108,721	\$55.3818	\$109,808	\$56.7663	\$112,553

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VL5	LINEWORKER 2 CLASS 1 DIV 1	\$41.3919	\$82,070	\$42.4267	\$84,121	\$42.8510	\$84,963	\$43.9223	\$87,087	\$44.3615	\$87,958	\$45.4705	\$90,156	\$45.9252	\$91,058	\$47.0733	\$93,334
VL3	LINEWORKER 2 CLASS 1 DIV 2	\$41.6554	\$82,592	\$42.6968	\$84,657	\$43.1238	\$85,503	\$44.2019	\$87,641	\$44.6439	\$88,517	\$45.7600	\$90,730	\$46.2176	\$91,638	\$47.3730	\$93,929
VLE	LINEWORKER 2 CLASS 1 DIV 3	\$41.9602	\$83,196	\$43.0092	\$85,276	\$43.4393	\$86,129	\$44.5253	\$88,282	\$44.9706	\$89,165	\$46.0949	\$91,394	\$46.5558	\$92,308	\$47.7197	\$94,616
VLD	LINEWORKER 2 CLASS 2	\$42.1778	\$83,628	\$43.2322	\$85,718	\$43.6645	\$86,576	\$44.7561	\$88,740	\$45.2037	\$89,627	\$46.3338	\$91,868	\$46.7971	\$92,787	\$47.9670	\$95,106
VGS	LINE GANG PROTECTOR	\$37.2838	\$73,924	\$38.2159	\$75,772	\$38.5981	\$76,530	\$39.5631	\$78,444	\$39.9587	\$79,228	\$40.9577	\$81,209	\$41.3673	\$82,021	\$42.4015	\$84,071
Electrical Fitter																	
VFR	ELECTRICAL FITTER	\$36.1995	\$71,774	\$37.1045	\$73,569	\$37.4755	\$74,304	\$38.4124	\$76,162	\$38.7965	\$76,924	\$39.7664	\$78,847	\$40.1641	\$79,635	\$41.1682	\$81,626
Substation CompetencV Rates																	
VB1	SUBSTATION ELECTRICIAN LEVEL 1	\$42.0102	\$83,296	\$43.0605	\$85,378	\$43.4911	\$86,232	\$44.5784	\$88,388	\$45.0242	\$89,272	\$46.1498	\$91,503	\$46.6113	\$92,418	\$47.7766	\$94,729
VB2	SUBSTATION ELECTRICIAN LEVEL 2	\$47.6037	\$94,386	\$48.7938	\$96,746	\$49.2817	\$97,713	\$50.5137	\$100,156	\$51.0188	\$101,157	\$52.2943	\$103,686	\$52.8172	\$104,723	\$54.1376	\$107,341
VB3	SUBSTATION ELECTRICIAN LEVEL 3	\$49.3255	\$97,800	\$50.5586	\$100,245	\$51.0642	\$101,247	\$52.3408	\$103,778	\$52.8642	\$104,816	\$54.1858	\$107,437	\$54.7277	\$108,511	\$56.0959	\$111,224
VB4	SUBSTATION ELECT CREW LEADER	\$50.6162	\$100,359	\$51.8816	\$102,868	\$52.4004	\$103,897	\$53.7104	\$106,494	\$54.2475	\$107,559	\$55.6037	\$110,248	\$56.1597	\$111,350	\$57.5637	\$114,134
VB7	SUBSTATION ELECTRICIAN LVL 1 HV	\$43.0297	\$85,317	\$44.1054	\$87,450	\$44.5465	\$88,324	\$45.6602	\$90,533	\$46.1168	\$91,438	\$47.2697	\$93,724	\$47.7424	\$94,661	\$48.9360	\$97,028
VB6	SUBSTATION ELECTRICIAN LVL 2 HV	\$48.6233	\$96,408	\$49.8389	\$98,818	\$50.3373	\$99,806	\$51.5957	\$102,301	\$52.1117	\$103,324	\$53.4145	\$105,907	\$53.9486	\$106,966	\$55.2973	\$109,640
VB8	SUBSTATION ELECTRICIAN LVL 3 HV	\$50.3451	\$99,821	\$51.6037	\$102,317	\$52.1197	\$103,340	\$53.4227	\$105,924	\$53.9569	\$106,983	\$55.3058	\$109,657	\$55.8589	\$110,754	\$57.2554	\$113,523
VB9	SUBSTATION ELECT CREW LEADERHV	\$51.6361	\$102,381	\$52.9270	\$104,941	\$53.4563	\$105,990	\$54.7927	\$108,640	\$55.3406	\$109,726	\$56.7241	\$112,469	\$57.2913	\$113,594	\$58.7236	\$116,434
Electrical Test																	
VET	ELECT.TEST TECH C1	\$38.8935	\$77,116	\$39.8658	\$79,044	\$40.2645	\$79,834	\$41.2711	\$81,830	\$41.6838	\$82,648	\$42.7259	\$84,715	\$43.1532	\$85,562	\$44.2320	\$87,701
VEC	ELECT.TEST TECH C2	\$41.2248	\$81,738	\$42.2554	\$83,782	\$42.6780	\$84,620	\$43.7450	\$86,735	\$44.1825	\$87,603	\$45.2871	\$89,793	\$45.7400	\$90,691	\$46.8835	\$92,958
VED	ELECT.TEST TECH C3	\$42.9688	\$85,196	\$44.0430	\$87,326	\$44.4834	\$88,199	\$45.5955	\$90,404	\$46.0515	\$91,308	\$47.2028	\$93,591	\$47.6748	\$94,527	\$48.8667	\$96,890
VEU	ELECT.TEST TECH C1. HV	\$39.9157	\$79,143	\$40.9136	\$81,121	\$41.3227	\$81,932	\$42.3558	\$83,981	\$42.7794	\$84,821	\$43.8489	\$86,941	\$44.2874	\$87,811	\$45.3946	\$90,006
VEG	ELECT.TEST TECH C2. HV	\$42.2472	\$83,765	\$43.3034	\$85,860	\$43.7364	\$86,718	\$44.8298	\$88,886	\$45.2781	\$89,775	\$46.4101	\$92,019	\$46.8742	\$92,940	\$48.0461	\$95,263
VEF	ELECT.TEST TECH C3. HV	\$43.9911	\$87,223	\$45.0909	\$89,404	\$45.5418	\$90,298	\$46.6803	\$92,555	\$47.1471	\$93,481	\$48.3258	\$95,818	\$48.8091	\$96,776	\$50.0293	\$99,195
L&P Electrical																	
VE4	ELECTRICIAN CL 1	\$43.5215	\$86,292	\$44.6095	\$88,449	\$45.0556	\$89,334	\$46.1820	\$91,567	\$46.6438	\$92,483	\$47.8099	\$94,795	\$48.2880	\$95,743	\$49.4952	\$98,136
VE5	ELECTRICIAN CL 2	\$44.8719	\$88,970	\$45.9937	\$91,194	\$46.4536	\$92,106	\$47.6149	\$94,408	\$48.0910	\$95,352	\$49.2933	\$97,736	\$49.7862	\$98,713	\$51.0309	\$101,181
VL6	ELECTRICIAN Leading Hand	\$45.9530	\$91,113	\$47.1018	\$93,391	\$47.5728	\$94,325	\$48.7621	\$96,683	\$49.2497	\$97,650	\$50.4809	\$100,091	\$50.9857	\$101,092	\$52.2603	\$103,619
VEA	ELECTRICIAN CL 1 HV	\$44.3652	\$87,965	\$45.4743	\$90,164	\$45.9290	\$91,065	\$47.0772	\$93,342	\$47.5480	\$94,276	\$48.7367	\$96,632	\$49.2241	\$97,599	\$50.4547	\$100,039
VEB	ELECTRICIAN CL 2 HV	\$45.7155	\$90,642	\$46.8584	\$92,908	\$47.3270	\$93,837	\$48.5102	\$96,183	\$48.9953	\$97,145	\$50.2202	\$99,574	\$50.7224	\$100,570	\$51.9905	\$103,084
VEV	ELECTRICIAN Leading Hand HV	\$46.7966	\$92,786	\$47.9665	\$95,105	\$48.4462	\$96,056	\$49.6574	\$98,458	\$50.1540	\$99,443	\$51.4079	\$101,929	\$51.9220	\$102,948	\$53.2201	\$105,522

Pay	Pay Code	Jul-19	Jan-20	Jul-20	Jan-21	Jul-21	Jan-22	Jul-22	Jan-23								
		1.0%	2.5%	1.0%	2.5%	1.0%	2.5%	1.0%	2.5%								
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual								
Supervisors																	
VBM	SUBSTATION SENIOR F'MAN	\$63.6495	\$126,201	\$65.2407	\$129,356	\$65.8931	\$130,649	\$67.5404	\$133,915	\$68.2158	\$135,255	\$69.9212	\$138,636	\$70.6204	\$140,022	\$72.3859	\$143,523
VBO	SUBSTATION SENIOR F'MAN HV	\$64.2656	\$127,422	\$65.8722	\$130,608	\$66.5309	\$131,914	\$68.1942	\$135,212	\$68.8761	\$136,564	\$70.5980	\$139,978	\$71.3040	\$141,378	\$73.0866	\$144,912
VBN	SUBSTATION PLANNED WORKS F'MAN	\$57.1578	\$113,329	\$58.5867	\$116,162	\$59.1726	\$117,324	\$60.6519	\$120,257	\$61.2584	\$121,460	\$62.7899	\$124,496	\$63.4178	\$125,741	\$65.0032	\$128,885
VBL	SUBST'N PLANNED WRKS F'MAN HV	\$57.7738	\$114,551	\$59.2181	\$117,414	\$59.8103	\$118,589	\$61.3056	\$121,553	\$61.9187	\$122,769	\$63.4667	\$125,838	\$64.1014	\$127,097	\$65.7039	\$130,274
Electrical																	
VEI	ESO Officer Level 2A	\$73.0042	\$144,749	\$74.8293	\$148,367	\$75.5776	\$149,851	\$77.4670	\$153,597	\$78.2417	\$155,133	\$80.1977	\$159,012	\$80.9997	\$160,602	\$83.0247	\$164,617
VEH	ESO Officer Level 1A	\$71.1864	\$141,144	\$72.9661	\$144,673	\$73.6958	\$146,120	\$75.5382	\$149,773	\$76.2936	\$151,271	\$78.2009	\$155,052	\$78.9829	\$156,603	\$80.9575	\$160,518
VAD	AC Officer Level 3A	\$68.7029	\$136,220	\$70.4205	\$139,626	\$71.1247	\$141,022	\$72.9028	\$144,548	\$73.6318	\$145,993	\$75.4726	\$149,643	\$76.2273	\$151,139	\$78.1330	\$154,918
VAC	AC Officer Level 2A	\$68.0230	\$134,872	\$69.7236	\$138,244	\$70.4208	\$139,626	\$72.1813	\$143,117	\$72.9031	\$144,548	\$74.7257	\$148,162	\$75.4730	\$149,644	\$77.3598	\$153,385
VAB	AC Officer Level 1A	\$66.5560	\$131,964	\$68.2199	\$135,263	\$68.9021	\$136,615	\$70.6247	\$140,031	\$71.3309	\$141,431	\$73.1142	\$144,967	\$73.8453	\$146,416	\$75.6914	\$150,077
VDS	DC Officer Level 3A	\$64.1184	\$127,130	\$65.7214	\$130,309	\$66.3786	\$131,612	\$68.0381	\$134,902	\$68.7185	\$136,251	\$70.4365	\$139,658	\$71.1409	\$141,054	\$72.9194	\$144,581
VDR	DC Officer Level 2A	\$63.4837	\$125,872	\$65.0708	\$129,019	\$65.7215	\$130,309	\$67.3645	\$133,567	\$68.0381	\$134,902	\$69.7391	\$138,275	\$70.4365	\$139,658	\$72.1974	\$143,149
VDQ	DC Officer Level 1A	\$61.9091	\$122,750	\$63.4568	\$125,819	\$64.0914	\$127,077	\$65.6937	\$130,254	\$66.3506	\$131,556	\$68.0094	\$134,845	\$68.6895	\$136,194	\$70.4067	\$139,599
Electrol (Transitional Rates)																	
VEJ	ESO Officer Level 2	\$72.2953	\$143,343	\$74.1027	\$146,927	\$74.8437	\$148,396	\$76.7148	\$152,106	\$77.4819	\$153,627	\$79.4189	\$157,467	\$80.2131	\$159,042	\$82.2184	\$163,018
VEK	ESO Officer Level 1	\$70.4954	\$139,774	\$72.2578	\$143,269	\$72.9804	\$144,702	\$74.8049	\$148,319	\$75.5529	\$149,802	\$77.4417	\$153,547	\$78.2161	\$155,083	\$80.1715	\$158,960
VAE	AC Officer Level 3	\$68.0359	\$134,898	\$69.7368	\$138,270	\$70.4342	\$139,653	\$72.1951	\$143,144	\$72.9171	\$144,576	\$74.7400	\$148,190	\$75.4874	\$149,672	\$77.3746	\$153,414
VAF	AC Officer Level 2	\$67.3623	\$133,562	\$69.0464	\$136,901	\$69.7369	\$138,270	\$71.4803	\$141,727	\$72.1951	\$143,144	\$74.0000	\$146,723	\$74.7400	\$148,190	\$76.6085	\$151,895
VAG	AC Officer Level 1	\$65.9099	\$130,683	\$67.5576	\$133,949	\$68.2332	\$135,289	\$69.9390	\$138,671	\$70.6384	\$140,058	\$72.4044	\$143,559	\$73.1284	\$144,995	\$74.9566	\$148,620
VAH	DC Officer Level 3	\$63.4961	\$125,897	\$65.0835	\$129,044	\$65.7343	\$130,334	\$67.3777	\$133,593	\$68.0515	\$134,929	\$69.7528	\$138,302	\$70.4503	\$139,685	\$72.2116	\$143,177
VAI	DC Officer Level 2	\$62.8676	\$124,650	\$64.4393	\$127,767	\$65.0837	\$129,044	\$66.7108	\$132,271	\$67.3779	\$133,593	\$69.0623	\$136,933	\$69.7529	\$138,302	\$71.4967	\$141,760
VAJ	DC Officer Level 1	\$61.3083	\$121,559	\$62.8410	\$124,598	\$63.4694	\$125,844	\$65.0561	\$128,990	\$65.7067	\$130,280	\$67.3494	\$133,537	\$68.0229	\$134,872	\$69.7235	\$138,244
C&I																	
VIG	SNR C&I Officer HV	\$72.4954	\$143,740	\$74.3078	\$147,333	\$75.0509	\$148,807	\$76.9272	\$152,527	\$77.6965	\$154,052	\$79.6389	\$157,904	\$80.4353	\$159,483	\$82.4462	\$163,470
VIF	C&I Officer Class 2 HV	\$66.5485	\$131,949	\$68.2122	\$135,247	\$68.8943	\$136,600	\$70.6167	\$140,015	\$71.3229	\$141,415	\$73.1060	\$144,951	\$73.8371	\$146,400	\$75.6830	\$150,060
VIE	C&I Officer Class 1 HV	\$63.3813	\$125,669	\$64.9658	\$128,811	\$65.6155	\$130,099	\$67.2559	\$133,351	\$67.9285	\$134,685	\$69.6267	\$138,052	\$70.3230	\$139,433	\$72.0811	\$142,918
VID	C&I Technician Class 2 HV	\$59.6730	\$118,316	\$61.1648	\$121,274	\$61.7764	\$122,487	\$63.3208	\$125,549	\$63.9540	\$126,804	\$65.5529	\$129,975	\$66.2084	\$131,274	\$67.8636	\$134,556
VIC	C&I Technician Class 1 HV	\$57.9837	\$114,967	\$59.4333	\$117,841	\$60.0276	\$119,019	\$61.5283	\$121,995	\$62.1436	\$123,215	\$63.6972	\$126,295	\$64.3342	\$127,558	\$65.9426	\$130,747
VIB	C&I Technician (Trainee) HV	\$52.1054	\$103,312	\$53.4080	\$105,894	\$53.9421	\$106,953	\$55.2907	\$109,627	\$55.8436	\$110,724	\$57.2397	\$113,492	\$57.8121	\$114,627	\$59.2574	\$117,492
VIA	C&I Trade Support HV	\$50.9315	\$100,984	\$52.2048	\$103,509	\$52.7268	\$104,544	\$54.0450	\$107,157	\$54.5855	\$108,229	\$55.9501	\$110,935	\$56.5096	\$112,044	\$57.9223	\$114,845

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
C&I (Transitional Rates)																	
VII	Senior C&I Officer HV (Transition)	\$67.8249	\$134,479	\$69.5205	\$137,841	\$70.2157	\$139,220	\$71.9711	\$142,700	\$72.6908	\$144,127	\$74.5081	\$147,731	\$75.2532	\$149,208	\$77.1345	\$152,938
VII	C&I Technician Class 1 HV (Transition)	\$64.0728	\$127,040	\$65.6746	\$130,216	\$66.3313	\$131,518	\$67.9896	\$134,806	\$68.6695	\$136,154	\$70.3862	\$139,558	\$71.0901	\$140,954	\$72.8674	\$144,477
VIH	C&I Officer Class 1 HV (Transition)	\$59.3822	\$117,740	\$60.8668	\$120,683	\$61.4755	\$121,890	\$63.0124	\$124,938	\$63.6425	\$126,187	\$65.2336	\$129,342	\$65.8859	\$130,635	\$67.5330	\$133,901
Technical Officer																	
VOA	TECH OFFR CL 1 DIV 1	\$37.7733	\$74,895	\$38.7176	\$76,767	\$39.1048	\$77,535	\$40.0824	\$79,473	\$40.4832	\$80,268	\$41.4953	\$82,275	\$41.9103	\$83,097	\$42.9581	\$85,175
VOB	TECH OFFR CL 1 DIV 2	\$38.7933	\$76,917	\$39.7631	\$78,840	\$40.1607	\$79,628	\$41.1647	\$81,619	\$41.5763	\$82,435	\$42.6157	\$84,496	\$43.0419	\$85,341	\$44.1179	\$87,475
VOH	TECH OFFR CL 1 DIV 3	\$39.8120	\$78,937	\$40.8073	\$80,910	\$41.2154	\$81,720	\$42.2458	\$83,763	\$42.6683	\$84,600	\$43.7350	\$86,715	\$44.1724	\$87,583	\$45.2767	\$89,772
VOC	TECH OFFR CL 1 DIV 4	\$40.8304	\$80,956	\$41.8512	\$82,980	\$42.2697	\$83,810	\$43.3264	\$85,905	\$43.7597	\$86,764	\$44.8537	\$88,933	\$45.3022	\$89,823	\$46.4348	\$92,068
VOD	TECH OFFR CL 1 DIV 5	\$41.8623	\$83,002	\$42.9089	\$85,077	\$43.3380	\$85,928	\$44.4215	\$88,077	\$44.8657	\$88,957	\$45.9873	\$91,181	\$46.4472	\$92,093	\$47.6084	\$94,395
VOE	TECH OFFR CL 1 DIV 6	\$42.9326	\$85,124	\$44.0059	\$87,252	\$44.4460	\$88,125	\$45.5572	\$90,328	\$46.0128	\$91,232	\$47.1631	\$93,512	\$47.6347	\$94,447	\$48.8256	\$96,809
VOF	TECH OFFR CL 1 DIV 7	\$44.0153	\$87,271	\$45.1157	\$89,453	\$45.5669	\$90,348	\$46.7061	\$92,606	\$47.1732	\$93,532	\$48.3525	\$95,871	\$48.8360	\$96,829	\$50.0569	\$99,250
VOG	TECH OFFR CL 1 DIV 8	\$45.0923	\$89,407	\$46.2196	\$91,642	\$46.6818	\$92,558	\$47.8488	\$94,872	\$48.3273	\$95,821	\$49.5355	\$98,216	\$50.0309	\$99,199	\$51.2817	\$101,679
VOI	TECH OFFR CL 2 DIV 1	\$46.2147	\$91,632	\$47.3701	\$93,923	\$47.8438	\$94,862	\$49.0399	\$97,234	\$49.5303	\$98,206	\$50.7686	\$100,661	\$51.2763	\$101,668	\$52.5582	\$104,210
VOJ	TECH OFFR CL 2 DIV 2	\$47.3659	\$93,915	\$48.5500	\$96,262	\$49.0355	\$97,225	\$50.2614	\$99,656	\$50.7640	\$100,652	\$52.0331	\$103,168	\$52.5534	\$104,200	\$53.8672	\$106,805
VOK	TECH OFFR CL 2 DIV 3	\$48.5062	\$96,175	\$49.7189	\$98,580	\$50.2161	\$99,566	\$51.4715	\$102,055	\$51.9862	\$103,075	\$53.2859	\$105,652	\$53.8188	\$106,709	\$55.1643	\$109,377
Senior Technical Officer																	
VTA	TECH OFFR SNR CL 1 DIV 1	\$49.8049	\$98,750	\$51.0500	\$101,219	\$51.5605	\$102,231	\$52.8495	\$104,787	\$53.3780	\$105,835	\$54.7125	\$108,481	\$55.2596	\$109,566	\$56.6411	\$112,305
VTB	TECH OFFR SNR CL 1 DIV 2	\$51.1047	\$101,328	\$52.3823	\$103,861	\$52.9061	\$104,899	\$54.2288	\$107,522	\$54.7711	\$108,597	\$56.1404	\$111,312	\$56.7018	\$112,425	\$58.1193	\$115,236
VTC	TECH OFFR SNR CL 1 DIV 3	\$52.3995	\$103,895	\$53.7095	\$106,492	\$54.2466	\$107,557	\$55.6028	\$110,246	\$56.1588	\$111,349	\$57.5628	\$114,132	\$58.1384	\$115,274	\$59.5919	\$118,156
VTD	TECH OFFR SNR CL 2 DIV 1	\$53.8023	\$106,676	\$55.1474	\$109,343	\$55.6989	\$110,437	\$57.0914	\$113,198	\$57.6623	\$114,330	\$59.1039	\$117,188	\$59.6949	\$118,360	\$61.1873	\$121,319
VTE	TECH OFFR SNR CL 2 DIV 2	\$55.2075	\$109,462	\$56.5877	\$112,199	\$57.1536	\$113,321	\$58.5824	\$116,154	\$59.1682	\$117,315	\$60.6474	\$120,248	\$61.2539	\$121,451	\$62.7852	\$124,487
VTF	TECH OFFR SNR CL 2 DIV 3	\$56.6103	\$112,244	\$58.0256	\$115,050	\$58.6059	\$116,201	\$60.0710	\$119,105	\$60.6717	\$120,297	\$62.1885	\$123,304	\$62.8104	\$124,537	\$64.3807	\$127,651
VTG	TECH OFFR SNR CL 3 DIV 1	\$58.1076	\$115,213	\$59.5603	\$118,093	\$60.1559	\$119,274	\$61.6598	\$122,256	\$62.2764	\$123,478	\$63.8333	\$126,565	\$64.4716	\$127,831	\$66.0834	\$131,027
VTH	TECH OFFR SNR CL 3 DIV 2	\$59.5979	\$118,167	\$61.0878	\$121,122	\$61.6987	\$122,333	\$63.2412	\$125,391	\$63.8736	\$126,645	\$65.4704	\$129,811	\$66.1251	\$131,109	\$67.7782	\$134,387
Senior Technical Officer High Voltage																	
VTJ	TECH OFFR SNR CL 3 DIV 1 HV	\$58.7237	\$116,434	\$60.1918	\$119,345	\$60.7937	\$120,538	\$62.3135	\$123,552	\$62.9366	\$124,787	\$64.5100	\$127,907	\$65.1551	\$129,186	\$66.7840	\$132,416
VTK	TECH OFFR SNR CL 3 DIV 2 HV	\$60.2140	\$119,389	\$61.7194	\$122,374	\$62.3366	\$123,598	\$63.8950	\$126,687	\$64.5340	\$127,954	\$66.1474	\$131,153	\$66.8089	\$132,465	\$68.4791	\$135,777
Technical Officer Principal																	
VTM	Tech Officer Principal Div 1	\$61.0878	\$121,122	\$62.6150	\$124,150	\$63.2412	\$125,391	\$64.8222	\$128,526	\$65.4704	\$129,811	\$67.1072	\$133,056	\$67.7783	\$134,387	\$69.4728	\$137,747
VTN	Tech Officer Principal Div 2	\$62.5788	\$124,078	\$64.1433	\$127,180	\$64.7847	\$128,452	\$66.4043	\$131,663	\$67.0683	\$132,979	\$68.7450	\$136,304	\$69.4325	\$137,667	\$71.1683	\$141,109
Technical Officer Principal High Voltage																	
VTO	Tech Officer Principal DV 1 HV	\$61.7038	\$122,343	\$63.2464	\$125,401	\$63.8789	\$126,656	\$65.4759	\$129,822	\$66.1307	\$131,120	\$67.7840	\$134,398	\$68.4618	\$135,742	\$70.1733	\$139,136
VTP	Tech Officer Principal DV 2 HV	\$63.1947	\$125,299	\$64.7746	\$128,432	\$65.4223	\$129,716	\$67.0579	\$132,959	\$67.7285	\$134,288	\$69.4217	\$137,646	\$70.1159	\$139,022	\$71.8688	\$142,498
Professional Engineer																	
VGC	PROF. ENG. GRADUATE C1 Y1	\$39.4091	\$78,138	\$40.3943	\$80,092	\$40.7982	\$80,892	\$41.8182	\$82,915	\$42.2364	\$83,744	\$43.2923	\$85,838	\$43.7252	\$86,696	\$44.8183	\$88,863
VGB	PROF. ENG. GRADUATE C1 Y2	\$41.7322	\$82,744	\$42.7755	\$84,813	\$43.2033	\$85,661	\$44.2834	\$87,803	\$44.7262	\$88,681	\$45.8444	\$90,898	\$46.3028	\$91,807	\$47.4604	\$94,102
VGE	PROF. ENG. GRADUATE C1 Y3	\$44.4646	\$88,162	\$45.5762	\$90,366	\$46.0320	\$91,270	\$47.1828	\$93,551	\$47.6546	\$94,487	\$48.8460	\$96,849	\$49.3345	\$97,818	\$50.5679	\$100,263
VP4	PROF. ENG. GRADUATE C1 Y4	\$47.6046	\$94,388	\$48.7947	\$96,747	\$49.2826	\$97,715	\$50.5147	\$100,158	\$51.0198	\$101,159	\$52.2953	\$103,688	\$52.8183	\$104,725	\$54.1388	\$107,343
VXP	PROF ENG EXPERIENCED. C1	\$50.7488	\$100,622	\$52.0175	\$103,137	\$52.5377	\$104,169	\$53.8511	\$106,773	\$54.3896	\$107,841	\$55.7493	\$110,537	\$56.3068	\$111,642	\$57.7145	\$114,433

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VPA	PROF. ENGINEER C2.YR 1	\$53.6837	\$106,441	\$55.0258	\$109,102	\$55.5761	\$110,193	\$56.9655	\$112,948	\$57.5352	\$114,078	\$58.9736	\$116,930	\$59.5633	\$118,099	\$61.0524	\$121,051
VPB	PROF. ENGINEER C2.YR 2	\$55.4864	\$110,015	\$56.8736	\$112,766	\$57.4423	\$113,893	\$58.8784	\$116,741	\$59.4672	\$117,908	\$60.9539	\$120,856	\$61.5634	\$122,065	\$63.1025	\$125,116
VPC	PROF. ENGINEER C2.YR 3	\$57.2908	\$113,593	\$58.7231	\$116,433	\$59.3103	\$117,597	\$60.7931	\$120,537	\$61.4010	\$121,743	\$62.9360	\$124,786	\$63.5654	\$126,034	\$65.1545	\$129,185
VPD	PROF. ENGINEER C2.YR 4	\$59.0958	\$117,172	\$60.5732	\$120,101	\$61.1789	\$121,302	\$62.7084	\$124,335	\$63.3355	\$125,578	\$64.9189	\$128,718	\$65.5681	\$130,005	\$67.2073	\$133,255
VPE	PROF. ENGINEER C3.YR 1	\$62.1458	\$123,219	\$63.6994	\$126,300	\$64.3364	\$127,563	\$65.9448	\$130,752	\$66.6042	\$132,059	\$68.2693	\$135,361	\$68.9520	\$136,714	\$70.6758	\$140,132
VPF	PROF. ENGINEER C3.YR 2	\$64.2698	\$127,431	\$65.8765	\$130,616	\$66.5353	\$131,923	\$68.1987	\$135,221	\$68.8807	\$136,573	\$70.6027	\$139,987	\$71.3087	\$141,387	\$73.0914	\$144,922
VPG	PROF. ENGINEER C3.YR 3	\$66.3985	\$131,651	\$68.0585	\$134,943	\$68.7391	\$136,292	\$70.4576	\$139,699	\$71.1622	\$141,096	\$72.9413	\$144,624	\$73.6707	\$146,070	\$75.5125	\$149,722
VPH	PROF. ENGINEER C3.YR 4	\$68.5248	\$135,867	\$70.2379	\$139,264	\$70.9403	\$140,657	\$72.7138	\$144,173	\$73.4409	\$145,615	\$75.2769	\$149,255	\$76.0297	\$150,748	\$77.9304	\$154,516
VPI	PROF. ENGINEER C4.YR 1	\$71.6202	\$142,005	\$73.4107	\$145,555	\$74.1448	\$147,010	\$75.9984	\$150,685	\$76.7584	\$152,192	\$78.6774	\$155,997	\$79.4642	\$157,557	\$81.4508	\$161,496
VPJ	PROF. ENGINEER C4.YR 2	\$73.8245	\$146,375	\$75.6701	\$150,035	\$76.4268	\$151,535	\$78.3375	\$155,323	\$79.1209	\$156,877	\$81.0989	\$160,798	\$81.9099	\$162,406	\$83.9576	\$166,467
VPK	PROF. ENGINEER C4.YR 3	\$76.0154	\$150,719	\$77.9158	\$154,487	\$78.6950	\$156,032	\$80.6624	\$159,933	\$81.4690	\$161,532	\$83.5057	\$165,571	\$84.3408	\$167,226	\$86.4493	\$171,407
VPL	PROF. ENGINEER C5.YR 1	\$79.2474	\$157,127	\$81.2286	\$161,056	\$82.0409	\$162,666	\$84.0919	\$166,733	\$84.9328	\$168,400	\$87.0561	\$172,610	\$87.9267	\$174,336	\$90.1249	\$178,695
VPM	PROF. ENGINEER C5.YR 2	\$81.5606	\$161,714	\$83.5996	\$165,757	\$84.4356	\$167,414	\$86.5465	\$171,600	\$87.4120	\$173,316	\$89.5973	\$177,649	\$90.4933	\$179,425	\$92.7556	\$183,911
VPN	PROF. ENGINEER C5.YR 3	\$83.8737	\$166,300	\$85.9705	\$170,458	\$86.8302	\$172,162	\$89.0010	\$176,466	\$89.8910	\$178,231	\$92.1383	\$182,687	\$93.0597	\$184,514	\$95.3862	\$189,127
Fitters, Drivers & Skilled Labourers																	
VM7	MOTOR FITTER 1	\$40.9768	\$81,247	\$42.0012	\$83,278	\$42.4212	\$84,110	\$43.4817	\$86,213	\$43.9165	\$87,075	\$45.0144	\$89,252	\$45.4645	\$90,145	\$46.6011	\$92,398
VM8	MOTOR FITTER 2	\$44.7607	\$88,749	\$45.8797	\$90,968	\$46.3385	\$91,877	\$47.4970	\$94,174	\$47.9720	\$95,116	\$49.1713	\$97,494	\$49.6630	\$98,469	\$50.9046	\$100,931
VM9	MOTOR FITTER 3	\$48.6196	\$96,400	\$49.8351	\$98,810	\$50.3335	\$99,798	\$51.5918	\$102,293	\$52.1077	\$103,316	\$53.4104	\$105,899	\$53.9445	\$106,958	\$55.2931	\$109,632
Track																	
VM1	MLD 1.2T OR LESS	\$33.0338	\$65,498	\$33.8596	\$67,135	\$34.1982	\$67,806	\$35.0532	\$69,502	\$35.4037	\$70,197	\$36.2888	\$71,951	\$36.6517	\$72,671	\$37.5680	\$74,488
VM2	MLD OVR 1.2T & NOT OVR 3T	\$33.8962	\$67,208	\$34.7436	\$68,888	\$35.0910	\$69,577	\$35.9683	\$71,316	\$36.3280	\$72,029	\$37.2362	\$73,830	\$37.6086	\$74,568	\$38.5488	\$76,432
VM3	MLD OVER 3T/UNDER 6T	\$35.3527	\$70,095	\$36.2365	\$71,848	\$36.5989	\$72,566	\$37.5139	\$74,380	\$37.8890	\$75,124	\$38.8362	\$77,002	\$39.2246	\$77,772	\$40.2052	\$79,717
VM4	MLD OVER 6T/UNDER 10T	\$37.0003	\$73,362	\$37.9253	\$75,196	\$38.3046	\$75,948	\$39.2622	\$77,847	\$39.6548	\$78,625	\$40.6462	\$80,591	\$41.0527	\$81,397	\$42.0790	\$83,432
VM5	MLD 10T/UNDER 15T	\$37.4078	\$74,170	\$38.3430	\$76,024	\$38.7264	\$76,785	\$39.6946	\$78,704	\$40.0915	\$79,491	\$41.0938	\$81,479	\$41.5047	\$82,293	\$42.5423	\$84,351
VLO	MLD 15T/UNDER 20T	\$37.7961	\$74,940	\$38.7410	\$76,814	\$39.1284	\$77,582	\$40.1066	\$79,521	\$40.5077	\$80,316	\$41.5204	\$82,324	\$41.9356	\$83,148	\$42.9840	\$85,226
VM6	MLD 20T & OVER	\$38.1453	\$75,632	\$39.0989	\$77,523	\$39.4899	\$78,298	\$40.4771	\$80,256	\$40.8819	\$81,058	\$41.9039	\$83,085	\$42.3229	\$83,916	\$43.3810	\$86,013
Gangers																	
VK1	SKILL/LABR. C1	\$30.0648	\$59,611	\$30.8164	\$61,101	\$31.1246	\$61,712	\$31.9027	\$63,255	\$32.2217	\$63,887	\$33.0272	\$65,485	\$33.3575	\$66,139	\$34.1914	\$67,793
VK2	SKILL/LABR. C2	\$29.7901	\$59,066	\$30.5349	\$60,543	\$30.8402	\$61,148	\$31.6112	\$62,677	\$31.9273	\$63,304	\$32.7255	\$64,886	\$33.0528	\$65,535	\$33.8791	\$67,174
Track																	
VG4	GANGER WORKS D1	\$32.7838	\$65,002	\$33.6034	\$66,627	\$33.9394	\$67,293	\$34.7879	\$68,976	\$35.1358	\$69,665	\$36.0142	\$71,407	\$36.3743	\$72,121	\$37.2837	\$73,924
VG5	GANGER WORKS D2	\$33.4526	\$66,328	\$34.2889	\$67,986	\$34.6318	\$68,666	\$35.4976	\$70,383	\$35.8526	\$71,087	\$36.7489	\$72,864	\$37.1164	\$73,592	\$38.0443	\$75,432
VS6	GANGER WORKS D3	\$33.9964	\$67,406	\$34.8463	\$69,091	\$35.1948	\$69,782	\$36.0747	\$71,527	\$36.4354	\$72,242	\$37.3463	\$74,048	\$37.7198	\$74,789	\$38.6628	\$76,658
Track																	
VG3	GANGER SPECIAL WORKS	\$36.5153	\$72,401	\$37.4282	\$74,211	\$37.8025	\$74,953	\$38.7476	\$76,827	\$39.1351	\$77,595	\$40.1135	\$79,535	\$40.5146	\$80,330	\$41.5275	\$82,338
Track																	
VMA	TRACK MAINT L1 DIV 1	\$30.4935	\$60,461	\$31.2558	\$61,972	\$31.5684	\$62,592	\$32.3576	\$64,157	\$32.6812	\$64,798	\$33.4982	\$66,418	\$33.8332	\$67,083	\$34.6790	\$68,760
VMC	TRACK MAINT L1 DIV 2	\$32.0182	\$63,484	\$32.8187	\$65,071	\$33.1469	\$65,722	\$33.9756	\$67,365	\$34.3154	\$68,039	\$35.1733	\$69,740	\$35.5250	\$70,437	\$36.4131	\$72,198
VMD	TRACK MAINT L1 DIV 3	\$33.1618	\$65,751	\$33.9908	\$67,395	\$34.3307	\$68,069	\$35.1890	\$69,771	\$35.5409	\$70,469	\$36.4294	\$72,230	\$36.7937	\$72,953	\$37.7135	\$74,776
VME	TRACK MAINT L2	\$35.0676	\$69,530	\$35.9443	\$71,268	\$36.3037	\$71,981	\$37.2113	\$73,781	\$37.5834	\$74,518	\$38.5230	\$76,381	\$38.9082	\$77,145	\$39.8809	\$79,074
VMF	TRACK MAINT L3	\$36.5922	\$72,553	\$37.5070	\$74,367	\$37.8821	\$75,111	\$38.8292	\$76,988	\$39.2175	\$77,758	\$40.1979	\$79,702	\$40.5999	\$80,499	\$41.6149	\$82,512
VMG	TRACK MAINT L4	\$38.1169	\$75,576	\$39.0698	\$77,465	\$39.4605	\$78,240	\$40.4470	\$80,196	\$40.8515	\$80,998	\$41.8728	\$83,023	\$42.2915	\$83,853	\$43.3488	\$85,950
Track																	
VTQ	SPECIALIST RAIL OPERATOR	\$39.6416	\$78,599	\$40.6326	\$80,564	\$41.0389	\$81,370	\$42.0649	\$83,404	\$42.4855	\$84,238	\$43.5476	\$86,344	\$43.9831	\$87,207	\$45.0827	\$89,387

Pay	Pay Code	Jul-19		Jan-20		Jul-20		Jan-21		Jul-21		Jan-22		Jul-22		Jan-23	
		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%		1.0%		2.5%	
Code	Description	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VTS	TRACK SUP C1	\$39.6416	\$78,599	\$40.6326	\$80,564	\$41.0389	\$81,370	\$42.0649	\$83,404	\$42.4855	\$84,238	\$43.5476	\$86,344	\$43.9831	\$87,207	\$45.0827	\$89,387
VTT	TRACK SUP C2	\$41.9286	\$83,134	\$42.9768	\$85,212	\$43.4066	\$86,064	\$44.4918	\$88,216	\$44.9367	\$89,098	\$46.0601	\$91,325	\$46.5207	\$92,239	\$47.6837	\$94,545
VTU	TRACK SUP C3	\$44.2156	\$87,668	\$45.3210	\$89,860	\$45.7742	\$90,759	\$46.9186	\$93,028	\$47.3878	\$93,958	\$48.5725	\$96,307	\$49.0582	\$97,270	\$50.2847	\$99,702
VTV	TRACK SUP C4	\$47.2649	\$93,714	\$48.4465	\$96,057	\$48.9310	\$97,018	\$50.1543	\$99,443	\$50.6558	\$100,438	\$51.9222	\$102,948	\$52.4414	\$103,978	\$53.7524	\$106,577
VTW	TRACK SUP C5	\$50.3143	\$99,760	\$51.5722	\$102,255	\$52.0879	\$103,277	\$53.3901	\$105,859	\$53.9240	\$106,918	\$55.2721	\$109,590	\$55.8248	\$110,686	\$57.2204	\$113,453
Safeworking/TFPC																	
VBT	Lookout	\$34.9918	\$69,380	\$35.8666	\$71,114	\$36.2253	\$71,826	\$37.1309	\$73,621	\$37.5022	\$74,357	\$38.4398	\$76,216	\$38.8242	\$76,978	\$39.7948	\$78,903
VBU	Handsignaller	\$34.9918	\$69,380	\$35.8666	\$71,114	\$36.2253	\$71,826	\$37.1309	\$73,621	\$37.5022	\$74,357	\$38.4398	\$76,216	\$38.8242	\$76,978	\$39.7948	\$78,903
VBP	TFPC 3.1	\$41.2441	\$81,777	\$42.2752	\$83,821	\$42.6980	\$84,659	\$43.7655	\$86,776	\$44.2032	\$87,644	\$45.3083	\$89,835	\$45.7614	\$90,733	\$46.9054	\$93,001
VBQ	TFPC 3.2	\$42.3054	\$83,881	\$43.3630	\$85,978	\$43.7966	\$86,837	\$44.8915	\$89,008	\$45.3404	\$89,898	\$46.4739	\$92,146	\$46.9386	\$93,067	\$48.1121	\$95,394
VBR	TFPC 3.3	\$45.1846	\$89,590	\$46.3142	\$91,829	\$46.7773	\$92,747	\$47.9467	\$95,066	\$48.4262	\$96,017	\$49.6369	\$98,417	\$50.1333	\$99,402	\$51.3866	\$101,887
VBS	Level 5	\$55.6506	\$110,341	\$57.0419	\$113,100	\$57.6123	\$114,230	\$59.0526	\$117,086	\$59.6431	\$118,257	\$61.1342	\$121,214	\$61.7455	\$122,426	\$63.2891	\$125,486
S&C Grades																	
VZA	S&C Grade 1	\$33.4180	\$66,259	\$34.2535	\$67,916	\$34.5960	\$68,595	\$35.4609	\$70,310	\$35.8155	\$71,013	\$36.7109	\$72,788	\$37.0780	\$73,516	\$38.0050	\$75,354
VZB	S&C Grade 2	\$35.8051	\$70,992	\$36.7002	\$72,767	\$37.0672	\$73,495	\$37.9939	\$75,332	\$38.3738	\$76,085	\$39.3331	\$77,988	\$39.7264	\$78,767	\$40.7196	\$80,737
VZC	S&C Grade 3	\$38.1920	\$75,725	\$39.1468	\$77,618	\$39.5383	\$78,394	\$40.5268	\$80,354	\$40.9321	\$81,158	\$41.9554	\$83,187	\$42.3750	\$84,019	\$43.4344	\$86,119
VZD	S&C Grade 4	\$40.5790	\$80,458	\$41.5935	\$82,469	\$42.0094	\$83,294	\$43.0596	\$85,376	\$43.4902	\$86,230	\$44.5775	\$88,386	\$45.0233	\$89,270	\$46.1489	\$91,502
VZE	S&C Grade 5	\$47.7400	\$94,656	\$48.9335	\$97,023	\$49.4228	\$97,993	\$50.6584	\$100,443	\$51.1650	\$101,447	\$52.4441	\$103,983	\$52.9685	\$105,023	\$54.2927	\$107,649
VZF	S&C Grade 6	\$50.1271	\$99,389	\$51.3803	\$101,874	\$51.8941	\$102,893	\$53.1915	\$105,465	\$53.7234	\$106,520	\$55.0665	\$109,183	\$55.6172	\$110,275	\$57.0076	\$113,032
VZG	S&C Grade 7	\$52.5140	\$104,122	\$53.8269	\$106,725	\$54.3652	\$107,792	\$55.7243	\$110,487	\$56.2815	\$111,592	\$57.6885	\$114,382	\$58.2654	\$115,525	\$59.7220	\$118,413
VZH	S&C Grade 8	\$53.9462	\$106,962	\$55.2949	\$109,636	\$55.8478	\$110,732	\$57.2440	\$113,500	\$57.8164	\$114,635	\$59.2618	\$117,501	\$59.8544	\$118,676	\$61.3508	\$121,643
VZI	S&C Grade 9	\$54.9010	\$108,855	\$56.2735	\$111,576	\$56.8362	\$112,692	\$58.2571	\$115,509	\$58.8397	\$116,664	\$60.3107	\$119,581	\$60.9138	\$120,777	\$62.4366	\$123,796
VZN	S&C Grade 9T	\$62.0620	\$123,053	\$63.6136	\$126,130	\$64.2497	\$127,391	\$65.8559	\$130,575	\$66.5145	\$131,881	\$68.1774	\$135,178	\$68.8592	\$136,530	\$70.5807	\$139,944
VZO	S&C Grade 10S	\$64.4491	\$127,786	\$66.0603	\$130,981	\$66.7209	\$132,291	\$68.3889	\$135,598	\$69.0728	\$136,954	\$70.7996	\$140,378	\$71.5076	\$141,781	\$73.2953	\$145,326
VZI	S&C Grade 10	\$66.8361	\$132,519	\$68.5070	\$135,832	\$69.1921	\$137,190	\$70.9219	\$140,620	\$71.6311	\$142,026	\$73.4219	\$145,577	\$74.1561	\$147,033	\$76.0100	\$150,708
VZK	S&C Grade 11	\$76.3840	\$151,450	\$78.2936	\$155,236	\$79.0765	\$156,789	\$81.0534	\$160,708	\$81.8639	\$162,315	\$83.9105	\$166,373	\$84.7496	\$168,037	\$86.8683	\$172,238
VZL	S&C Grade 12	\$81.1581	\$160,916	\$83.1871	\$164,939	\$84.0190	\$166,588	\$86.1195	\$170,753	\$86.9807	\$172,461	\$89.1552	\$176,772	\$90.0468	\$178,540	\$92.2980	\$183,003
VZM	S&C Grade 13	\$86.9552	\$172,410	\$89.1291	\$176,720	\$90.0204	\$178,487	\$92.2709	\$182,950	\$93.1936	\$184,779	\$95.5234	\$189,399	\$96.4786	\$191,292	\$98.8906	\$196,075

NB: for S&C progression – please refer to Appendix Three

APPENDIX TWO – ALLOWANCES

Pay Code	Pay Code Description								
		Jul-19	Jan-20	Jul-20	Jan-21	Jul-21	Jan-22	Jul-22	Jan-23
		1.0%	2.5%	1.0%	2.5%	1.0%	2.5%	1.0%	2.5%
A082	Electrical Works Allowance	\$3.8986	\$3.9961	\$4.0361	\$4.1370	\$4.1784	\$4.2829	\$4.3257	\$4.4338
A077	Senior Testing Allowance	\$5.2123	\$5.3426	\$5.3960	\$5.5309	\$5.5862	\$5.7259	\$5.7832	\$5.9278
A078	Testing Allowance	\$4.0401	\$4.1411	\$4.1825	\$4.2871	\$4.3300	\$4.4383	\$4.4827	\$4.5948
A412	Infrastructure Works Allowance - Infra	\$3.8036	\$3.8987	\$3.9377	\$4.0361	\$4.0765	\$4.1784	\$4.2202	\$4.3257
A438	Electrical Lineworker1 Allow-Infra	\$1.5179	\$1.5558	\$1.5714	\$1.6107	\$1.6268	\$1.6675	\$1.6842	\$1.7263
A439	Electrical Lineworker2 Allow-Infra	\$1.0516	\$1.0779	\$1.0887	\$1.1159	\$1.1271	\$1.1553	\$1.1669	\$1.1961
A416	Communications Allow - Fntly-Infra	\$1.5179	\$1.5558	\$1.5714	\$1.6107	\$1.6268	\$1.6675	\$1.6842	\$1.7263
A418	Security Allow-Fnt-Infra	\$0.2289	\$0.2346	\$0.2369	\$0.2428	\$0.2452	\$0.2513	\$0.2538	\$0.2601
A455	First Aid Allowance - Infra	\$0.4579	\$0.4693	\$0.4740	\$0.4859	\$0.4908	\$0.5031	\$0.5081	\$0.5208
A440	E Grade Electrical- Infra	\$1.5179	\$1.5558	\$1.5714	\$1.6107	\$1.6268	\$1.6675	\$1.6842	\$1.7263
A959	Overtime Meal- Infra/RS	\$17.0779	\$17.5048	\$17.6798	\$18.1218	\$18.3030	\$18.7606	\$18.9482	\$19.4219
A410	Traction Allowance - Fortnightly	\$79.9152	\$81.9131	\$82.7322	\$84.8005	\$85.6485	\$87.7897	\$88.6676	\$90.8843
TBD	Access Desk Phone Allowance (per hour)	\$1.5000	\$1.5375	\$1.5529	\$1.5917	\$1.6076	\$1.6478	\$1.6643	\$1.7059

DRAFT OFFER

APPENDIX THREE – SIGNALS AND COMMUNICATIONS GRADES PROGRESSION

Metro Grade	Classification
1	Works Assistant 1 (Entry Level)
2	Works Assistant 2 (With 50% Completion)
3	Works Assistant 3 (Completion AQF2)
4	Works Leader (by appointment)
5	Trades Grade (SMT trainee entry level, welders, electricians, interlocking fitters)
6	SMT 1/ Trades Grade with AQF4 (Newly Qualified SMT and apprentice relativity)
7	SMT 2 (with relevant Enterprise training/ 12 months – work unsupervised)
8	SMT 3 (with 50% completion towards AQF5)
9	SMT 4 (completion of AQF5/S&C Officer qualified)
9(T)	OCS Technical Officers/Technical Support
10 (S)	Specialist (Relay Officers/HV)
10	Officer In Charge (OIC)/Metrol Technical officers (by appointment/appointment to OIC requires AQF5 and relevant supervisory training)/OCS Specialist Technical Officers
11	Metrol Supervisor/Fault Centre Officers/OCS Supervisors
12	Metrol Manager/Group Supervisor (by appointment)
13	Coordinator (roles assessed against points factor evaluation)