



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Protech Group (Aust) Pty Ltd
(AG2016/106)

PROTECH ON-HIRE EMPLOYEE AGREEMENT 2016

Manufacturing and associated industries

COMMISSIONER ROE

MELBOURNE, 29 FEBRUARY 2016

Application for approval of the Protech On-Hire Employee Agreement 2016.

[1] An application has been made for approval of an enterprise agreement known as the *Protech On-Hire Employee Agreement 2016* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by Protech Group (Aust) Pty Ltd. The Agreement is a single enterprise agreement.

[2] The Applicant has provided written undertakings. A copy of the undertakings is attached in Annexure A. I am satisfied that the undertakings will not cause financial detriment to any employee covered by the Agreement and that the undertakings will not result in substantial changes to the Agreement.

[3] Subject to the undertakings referred to above, I am satisfied that each of the requirements of ss.186, 187, 188 and 190 as are relevant to this application for approval have been met. The Agreement does not cover all of the employees of the employer, however, taking into account the factors in Section 186(3) and (3A) I am satisfied that the group of employees was fairly chosen.

[4] The Agreement was approved on 29 February 2016 and, in accordance with s.54, will operate from 7 March 2016. The nominal expiry date of the Agreement is 29 February 2020.



COMMISSIONER

Printed by authority of the Commonwealth Government Printer

<Price code G, AE418002 PR577457>

ANNEXURE A



Marc Meili
Managing Director
Protech Group (Aust) Pty Ltd
3466 Pacific Highway
Springwood QLD 4127

Commissioner Roe
Fair Work Commission
11 Exhibition Street
Melbourne VIC 3001

Thursday, 25 February 2016

Dear Commissioner Roe,

AG2016/106 – Application for approval of the Protech On-Hire Employee Agreement 2016

We provide the following undertaking in relation to our application for Agreement Approval AG2016/106 – Application for approval of the Protech On-Hire Employee Agreement 2016:

Clause 14(c)

Delete the words:

“once 6 months continuous service has been completed with the Company”.

Clause 6(a)

Delete the words:

“In order to compensate Employees for the loss of casual conversion rights”;

and add the following to the end of clause 6(a):

“This 1% Casual Loading will apply to all Casual Employees, regardless of whether a Casual conversion provision exists or not in a relevant Award.”

Clause 6(c)

Insert new clause 6(c):

- c) Nothing in this clause prevents an Employee, upon achieving 6 months of regular and systematic casual service, from requesting in writing that the Company converts the Employee’s employment to permanency. The Company will make all reasonable efforts to accommodate such a request. Where despite its efforts, the Company is unable to satisfy such a request, the Company will provide the Employee with reasons.

Clause 13(c)

Add the following to the end of clause 13(c):

“Nothing in this provision shall affect the continuity of employment for any purposes including for the purposes of unfair dismissal or any other rights which may arise through the Fair Work Act, the relevant Award, Long Service Leave or Superannuation legislation.”

Clause 13(f)

The last sentence of this clause is deleted.

Leading > Flexible > Smart >

Protech Group (Aust) Pty Ltd
address 3466 Pacific Highway, Springwood QLD 4127 postal address PO Box 1172, Springwood QLD 4127
phone 07 3440 2800 fax 07 3440 2898 web www.protech.com.au obo: 38 163 904 694



Clause 19

Insert new clause 19(a):

- a) Clause 19(a) does not apply when an Employee is on a paid or unpaid break, which is approved by the Company, Client or any other appropriate representative.

Clause 20

Insert new clause 20(c):

- c) This clause does not apply to Employees whose relevant Award is the Manufacturing and Associated Industries and Occupations Award 2010 (and instead the Abandonment clause in the Award will apply).

Appendix 2 – Full Time Rates – Black Coal Industry Award 2010

Amend the row for Group E to the following:

Classification – Staff Employees	Initial Basic Weekly 35 Hour Rate	Labour Hire Industry Payment Basic Weekly 35 Hour Rate
Group E	\$872.60	\$874.35

Yours sincerely,

Marc Meili
Managing Director
Protech Group (Aust) Pty Ltd



Protech On-Hire Employee Agreement 2016

Note - this agreement is to be read together with an undertaking given by the employer. The undertaking is taken to be a term of the agreement. A copy of it can be found at the end of this agreement.

Contents

1. Title	3
2. Parties	3
3. Duration	3
4. Application	3
5. Scope and Intent	3
6. Casual Employment	4
7. Definitions	4
8. Additional Claims	4
9. Lawful directions	5
10. Stand down	5
11. Safety and Fitness for Work	5
12. Disputes at Work	6
13. Assignments	6
14. Wages	7
15. Superannuation	8
16. Cashing out or taking of paid Annual Leave	9
17. Consultation	9
18. Flexibility	11
19. Social Networking Media	12
20. Abandonment of Employment	12
21. Signatories	13
APPENDIX 1 - Relevant Awards	14
APPENDIX 2 – Full Time Rates	15

1. Title

This will be called the Protech On-Hire Employee Agreement 2016 (the Agreement).

2. Parties

This Agreement will apply to:

- a) Protech Group (Aust) Pty Ltd (ACN 163 904 694) and the subsidiaries listed at clause 2(c) (the Company); and
- b) All On-Hire Employees who are employed by the Company.
- c) The subsidiaries are:
 - i. Protech Personnel Pty Ltd ACN 117 782 466;
 - ii. Protech Personnel (NSW) Pty Ltd ACN 124 060 466;
 - iii. Protech Personnel (NQ) Pty Ltd ACN 145 085 070;
 - iv. Protech Personnel (NT) Pty Ltd ACN 159 227 326;
 - v. Protech Personnel (WA) Pty Ltd ACN 155 223 537;
 - vi. Protech Personnel (VIC) Pty Ltd ACN 149 736 498; and
 - vii. Protech Personnel (SA) Pty Ltd ACN 156 026 489.

3. Duration

This Agreement commences operation 7 days after approval by the Fair Work Commission. The nominal expiry date will be 4 years from the date of approval.

4. Application

- a) This Agreement applies to and is binding on the Company in relation to all of its On-Hire Employees employed in all of its operations within Australia provided that this Agreement excludes Employees covered by the following Agreements:
 - i. Protech Working Recruitment and CEPU – Plumbing Division (Vic) Labour Hire Enterprise Agreement 2011-2015; and
 - ii. AMWU and Protech Personnel (Vic) Pty Ltd Metals Labour Hire Greenfields Agreement 2013-2016.

5. Scope and Intent

- a) This Agreement incorporates the relevant Modern Award (as specified in Appendix 1) that would otherwise apply to you. The relevant Modern Award and the National Employment Standards (NES) are to be read and applied in conjunction with the terms and conditions in this Agreement. To the extent that there is any inconsistency, the Agreement shall prevail. To the extent the Modern Award is inconsistent with the NES, the Modern Award should apply.
- b) Where this Agreement is completely silent on a term in the Modern Award, the Modern Award will apply.
- c) In the event that no Modern Award exists to cover a particular assignment, the terms and conditions of employment will be governed by this Agreement, together with the relevant legislation (inclusive of the National Employment Standards) that would otherwise apply.

- d) The rates of pay, terms and conditions in this Agreement represent the minimum that will be paid to an Employee. The Company may pay Employees a higher rate of pay or more attractive terms. Given the nature of the on-hire work, any increase above the minimums may vary from assignment to assignment and will be entirely at the discretion of the Company.
- e) Where necessary due to the scope and complexity of specific projects, the Company and its Employees may seek to establish a separate project specific employment agreement at the sole discretion of the Company.

6. Casual Employment

- a) Where a relevant Award, in accordance with Clause 5 (a), contains Casual conversion provisions that require the conversion of Casual Employees to Permanent Full or Part-time Employees, regardless of the circumstances, for the purposes of this Agreement those provisions will have no effect on the Employee. In order to compensate Employees for the loss of casual conversion rights, an additional 1% Casual Loading on ordinary hours will be paid when Employees reach 6 months continuous Service with the Company, provided that this amount may be absorbed by any Over Agreement Payment.
- b) Where a relevant Award, in accordance with Clause 5 (a), does not provide for Casual Employment, the following provisions will apply:
 - i. A Casual On-Hire Employee is one engaged and paid as such.
 - ii. A Casual On-Hire Employee will be paid the hourly rate of pay for the relevant classification in addition to a loading of 25% calculated on the base rate of pay.
 - iii. Casual loading is paid in lieu of entitlements which do not apply to casual Employees, having regard for the National Employment Standards.
 - iv. The minimum engagement for a Casual On-Hire Employee will be four hours on any one day that Employees are required to work.

7. Definitions

"The Act" shall mean the *Fair Work Act 2009* (Cth) or its successor.

"Client" is a client of the Company to which an Employee is On-Hired.

"The Company" or **"Employer"** shall mean Protech Group (Aust) Pty Ltd (ACN 163 904 694) and its subsidiaries listed in clause 2.

"On-Hire Employees" shall mean all Company Employees who are On-Hired to a Client of the Company and who are covered by this Agreement.

"Over Agreement Payment" shall mean any payment that is in excess of the rates contained in this Agreement (which can be found in the Relevant Award).

"Relevant Award" shall mean the Award that would have applied but for this Agreement, as outlined in Appendix 1 and therefore is incorporated into this Agreement in accordance with Clause 5.

8. Additional Claims

Employees will not, during the term of this Agreement, pursue any further claims about any matter which pertains to the employment relationship.

9. Lawful directions

- a) Employees are required to follow all lawful and reasonable directions that are within their ability, given by their Leading Hand/Supervisor, or any other appropriate person, as nominated by the Company or Client. Should an Employee not be able to perform the assigned task for any reason whatsoever, it is the Employee's duty to inform their Leading Hand/Supervisor or other appropriate person immediately.

10. Stand down

- a) Protech has the right to withhold payment for any day that Employees cannot be usefully employed because of any:
 - i. industrial action (other than industrial action organised or engaged in by the employer); or
 - ii. a breakdown of equipment, if the employer cannot reasonably be held responsible for the breakdown; or
 - iii. force majeure, for which Protech cannot reasonably be held responsible; or
 - iv. a stoppage of work for any cause for which Protech cannot reasonably be held responsible.

11. Safety and Fitness for Work

- a) The Company is committed to undertaking its best endeavours to the establishment of healthy and safe workplaces, which includes the use of healthy and safe work methods, impairment testing (both planned and random), work organisation, working time, machinery and equipment.
- b) Employees are not permitted to enter or engage in work on a site or workplace if Employees are, or are reasonably suspected to be, under the influence of, or affected by, alcohol or drugs.
- c) The Company often operates in Industries that carry significant safety risks. An Employee's health and wellbeing is an essential element of the Company's success. Any breaches of the Employee's obligations in relation to Workplace Health and Safety may be considered serious and may result in consideration being given to disciplinary action which may include termination of employment.
- d) Employees may be required to wear relevant personal protective equipment (PPE) at times as directed and/or as required. An Employee's clothing will be of a standard and nature as deemed relevant and appropriate by the Company. Any PPE provided will be replaced on a fair wear and tear basis, subject to the Company being satisfied that replacement is required. It is a condition of issue and of employment that the issued PPE will be worn whilst at the workplace. Employees will be required to comply with Company and/or Client policies and procedures. These policies and procedures are not a term of this Agreement, nor do they vest enforceable rights in the Employee, and are for the benefit of the Company only and do not give rise to any action against the Company in law, statute or equity.
- e) The Company may require Employees to undertake an independent medical evaluation to determine an Employee's safety and fitness for work at any time both prior to and during an assignment.
- f) Employees are required to notify the company of any additional paid or unpaid work undertaken during an Employee's engagement with the Company. The Company reserves the right to refuse work to Employees who undertake additional work which would impact on fatigue management.

12. Disputes at Work

- a) The following dispute resolution procedure will apply where a dispute arises in relation to a matter arising under this Agreement or the National Employment Standards.
- b) An Employee who wishes to raise a concern in accordance with this clause, will need to first meet and confer with an Employee's local Protech Manager. If the matter is not resolved at such a meeting the parties will arrange further discussions involving the relevant Regional Manager or their delegate.
- c) If the matter remains unresolved at such level the parties will escalate the dispute to the Human Resources team.
- d) If the matter remains unresolved at such level the dispute will be referred to a panel consisting of: the General Manager of the Business Unit, a representative of the Executive Leadership Team and the General Manager for Safety, Quality and Employment or their delegates.
- e) If the matter remains unresolved, the Company will refer the matter to its most Senior Manager who will attempt to resolve the matter within 14 days or longer as agreed by the parties, of the matter being escalated to this step in the dispute process.
- f) Should it remain unresolved, the Company will appoint an independent arbiter as agreed by the parties, which may or may not be the Fair Work Commission, who has the capacity to settle the dispute through arbitration, of which a decision will be binding on the parties. For the avoidance of doubt, the Company's decision as to the appointment of an independent arbiter, is final and binding on all parties. Any arbitrated outcome must be consistent with any Construction Code or legislation that may apply at the State or Federal level including the *Building and Construction Industry (Fair and Lawful Building Sites) Code 2014*, or its successor.
- g) Until the matter in dispute is resolved, the status quo will prevail and the needs of the business will remain a priority except in situations where there is an immediate and significant threat to the health and safety of Employees or others.
- h) At any stage of this Dispute Resolution Procedure, an Employee may appoint a representative, including another On-Hire Employee or any other person, to act as an Employee's representative in an attempt to achieve resolution.

13. Assignments

- a) At the commencement of each assignment Employees will receive a notice of offer that will confirm the details of an Employee's assignment including remuneration (together with any Market Arrangement that may apply in accordance with Clause 14(b), classification and a guide to the duration of the particular assignment. This will be based on the needs of the client. It should be noted that the nature of On Hire work is such that the assignment may be varied or terminated at any time and the Company will advise Employees of these changes as soon as possible.
- b) An Employee's classification for each assignment will be based on skills required for the particular role and not skills or qualifications an Employee may possess, provided that where the provisions of the relevant Award provide otherwise, the Award will apply.
- c) An Employee's assignments as an on-hire Employee mean that from time to time Employees will be placed on assignment to provide services for the benefits of clients of the Company, with each shift constituting a discrete period of employment.
- d) The Company does not control the length of any assignment and while the Company may indicate the potential length of an assignment in good faith, the client may vary the length of the assignment or terminate an Employee's attendance at its absolute discretion. When this occurs, the Company will undertake its best endeavours to offer Employees alternate assignments, where they are appropriate.

- e) Where the Company is unable to offer Employees an alternative assignment, despite its reasonable endeavours, the Company reserves its right to discontinue an Employee's employment.
- f) Where a placement has reached an end, the Company confirms that an Employee's registration remains active. We encourage Employees to contact a Company representative at their earliest convenience to update the Employee's experience, skills and availability. Employees will be required to return all Company or Client property, including keys, swipe cards and confidential information and/or material to the Company, and submit a final and authorised timesheet for any hours yet to be paid. Once this has been done, the Company will make payment of an Employee's statutory entitlements and upon request may arrange for a statement of service to be sent to you.
- g) Where the position offered is a casual position:
 - i. Employees will be notified within a minimum of one (1) hour of the start of an Employee's shift, if there is a cancellation or change to an Employee's shift start time.
 - ii. Should Employees not be able to make their shift, the Employee must make every reasonable effort to notify the Employee's Protech contact prior to the scheduled start of an Employee's shift, so they are able to make other arrangements.

14. Wages

a) Wages

Wages for non-casual full time Employees will be in accordance with the relevant tables at Appendix 2, subject to clause 6 (b)(ii), clause 14(d) and the relevant pro-rata calculation that would apply for part time Employees.

b) Market Arrangements

Where an Employee is placed on an assignment and the Company pays the Employee more in wages or allowances than is required in this Agreement (the Higher Rate of Pay), the Higher Rate of Pay will be received by the Employee in satisfaction of any and/or all wages, penalties and allowances which might otherwise apply to the Employee under this Agreement, to the extent to which the Higher Rate of Pay exceeds the ordinary rate of wages and / or allowances otherwise payable to the Employee. This may include (but is not limited to) flat or rolled up hourly rates. The total payment to the Employee will not be less than that which the Employee would have received under this Agreement (which incorporates the relevant Award by virtue of clause 5). Where the Company relies on this clause, the Company must outline the comparison of the Higher Rate of Pay and the Employee's entitlement to wages, penalties and allowances under the Agreement showing how the Higher Rate of Pay ensures that the Employee is receiving no less than the Employee would otherwise have received under this Agreement.

c) Labour Hire Industry Payment

All non-casual Employees will be paid an additional 5 cents per ordinary hour on their base rate of pay once 6 months continuous service has been completed with the Company provided that this amount may be absorbed in any Over Agreement Payment.

d) Annual Review of Wages

Protech will conduct a review of all wages yearly in line with the Fair Work Commission Minimum Wage Decision, where necessary rates will be adjusted to accommodate any increase. However, payments may be absorbed by any over Award payments.

e) Payment of Wages

Payment of wages shall be by direct deposit/electronic funds transfer on a weekly or fortnightly basis to a bank account nominated by you. Where a public holiday or weekend falls on the normal pay day, the payment shall be made as soon as is practicable after the normal pay day.

f) Deduction of Monies

- i. Wages will be paid subject to any deductions authorised by the Employee and agreed with the Company. The Employee authorises the Company to deduct from their Wages (including leave and termination payments):
 - 1) All taxes, payable by law;
 - 2) All identified and justified overpayments;
 - 3) Any amount attributable to unauthorised absences, approved unpaid leave or monies owing to the Company; and/or
 - 4) Any other deductions authorised by the Employee and agreed by the Company or as required or permitted by law.
- ii. Employees authorise the Company to deduct from any wages or entitlements payable or owing to the Employee, any overpayments made in error by the Company to the Employee upon the Company providing a written notification of an overpayment to the Employees last known home address, last known email address or current work address.
- iii. Overpayments will be deducted via reasonable amounts over a period up to 12 weeks unless otherwise agreed.
- iv. The Company commits to ensure the provision section 324 of the Act are followed regarding any prior attempt in the pursuit of deduction of any monies from its Employees.

g) Underpayments

The Company commits that once the investigation is complete and where there is an acknowledged underpayment that this will be rectified and paid to the affected Employees as soon as possible which will not extend past the next Business day where possible, and in the event that this cannot be achieved the maximum period will be the next pay-run. Any investigation will be completed with the highest sense of urgency.

h) Work Clothing

Where the Employee terminates employment prior to serving a minimum of three months service the Company may recover the cost of the clothing provided from outstanding payments owing to the Employee. The Employee may elect to hand back the clothing in lieu of a deduction if the Company agrees it is in serviceable condition and can be re-issued.

15. Superannuation

The Company will comply with all relevant superannuation legislation. Where an Employee does not elect a fund, contributions will be made to the Company's default superannuation fund, provided it is a MYSUPER compliant fund.

16. Cashing out or taking of paid Annual Leave

- a) Where an Employee accrues annual leave, subject to the requirements of the Act:
 - i. An Employee may request the cashing out of accrued leave which the Company may approve at its discretion; and/or
 - ii. The Company may require an Employee to take annual leave where the requirement is reasonable, for example where the Employee has an excessive leave balance, or where the Employee cannot be reasonably employed (these examples are indicative not exhaustive).
 - iii. Subclauses 16(a)(i) and 16(a)(ii) are subject to the requirements of the Fair Work Act 2009 (or its successor) or the relevant Award as it may apply.
- b) Where a request for the cashing out of annual leave is approved by the Employer, the terms will be subject to those specified in s93 (2) of the Fair Work Act, namely that:
 - i. paid annual leave must not be cashed out if the cashing out would result in the Employees remaining accrued entitlements to paid annual leave being less than 4 weeks; and
 - ii. each cashing out of a particular amount of paid annual leave must be by a separate agreement, in writing between the Employer and the Employee; and
 - iii. the Employee must be paid at least the full amount that would have been payable to the Employee had the Employee taken the leave that the Employee has forgone.

17. Consultation

- a) This clause applies if the Company:
 - i. has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the Employees; or
 - ii. proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

Major change

- b) For a major change referred to in subclause 17(a)(i):
 - i. the Employer must notify the relevant Employees of the decision to introduce the major change; and
 - ii. subclauses 17(c) to 17(i) apply.
- c) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- d) If:
 - i. a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - ii. the Employee or Employees advise the Company of the identity of the representative;the Company must recognise the representative.

- e) As soon as practicable after making its decision, the Company must:
 - i. discuss with the relevant Employees:
 - 1) the introduction of the change; and
 - 2) the effect the change is likely to have on the Employees; and
 - 3) measures the Company is taking to avert or mitigate the adverse effect of the change on the Employees; and
 - ii. for the purposes of the discussion – provide in writing to the relevant Employees:
 - 1) all relevant information about the change including the nature of the change proposed; and
 - 2) information about the expected effects of the change on the Employees; and
 - 3) any other matters likely to affect the Employees.
 - 4) Given the nature of the Employer’s business, any consultation undertaken with Employees may be in an electronic format such as phone, video conferencing, and skype style discussions. Written notice may also be provided by email/fax. This is for the purposes of ensuring all Employees engaged on remote or regional placements, are able to be consulted with in line with this clause without undue cost or delay.
- f) However, the Company is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- g) The Company must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.
- h) 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 in subclauses 17(b)(i), 17(c) and 17(e) are taken not to apply.
- i) In this term, a major change is **“likely to have a significant effect on Employees”** if it results in:
 - i. the termination of the employment of Employees; or
 - ii. a major change to the composition, operation or size of the Company’s workforce or to the skills required of Employees; or
 - iii. the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - iv. the alteration of hours of work; or
 - v. the need to retrain Employees; or
 - vi. the need to relocate Employees to another workplace; or
 - vii. the restructuring of jobs.

Change to regular roster or ordinary hours of work

- j) For a change referred to in paragraph 17(a)(ii):
 - i. the Company must notify the relevant Employees of the proposed change; and
 - ii. subclauses 17(k) to 17(n) apply.
- k) The relevant Employees may appoint a representative for the purposes of the procedures in this term.

- l) If:
 - i. a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - ii. the Employee or Employees advise the Company of the identity of the representative; the Company must recognise the representative.
- m) As soon as practicable after proposing to introduce the change, the Company must:
 - i. discuss with the relevant Employees the introduction of the change; and
 - ii. for the purposes of the discussion – provide to the relevant Employees:
 - 1) all relevant information about the change, including the nature of the change; and
 - 2) information about what the Company reasonably believes will be the effects of the change on the Employees; and
 - 3) information about any other matters that the Company reasonably believes are likely to affect the Employees; and
 - 4) Given the nature of the Employer’s business, any consultation undertaken with Employees may be in an electronic format such as phone, video conferencing, and skype style discussions. Written notice may also be provided by email/fax. This is for the purposes of ensuring all Employees engaged on remote or regional placements, are able to be consulted with in line with this clause without undue cost or delay.
 - iii. invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- n) However, the Company is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- o) The Company must give prompt and genuine consideration to matters raised about the change by the relevant Employees.
- p) In this term, “**relevant Employees**” means the Employees who may be affected by the major change.

18. Flexibility

- 1) An Employer and Employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:
 - a) the agreement deals with 1 or more of the following matters:
 - i. arrangements about when work is performed;
 - ii. overtime rates;
 - iii. penalty rates;
 - iv. allowances;
 - v. leave loading; and
 - b) the arrangement meets the genuine needs of the Employer and Employee in relation to 1 or more of the matters mentioned in paragraph (a); and
 - c) the arrangement is genuinely agreed to by the Employer and Employee.
- 2) The Employer must ensure that the terms of the individual flexibility arrangement:

- a) are about permitted matters under section 172 of the *Fair Work Act 2009*; and
 - b) are not unlawful terms under section 194 of the *Fair Work Act 2009*; and
 - c) result in the Employee being better off overall than the Employee would be if no arrangement was made.
- 3) The Employer must ensure that the individual flexibility arrangement:
- a) is in writing; and
 - b) includes the name of the Employer and Employee; and
 - c) is signed by the Employer and Employee and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and
 - d) includes details of:
 - i. the terms of the enterprise agreement that will be varied by the arrangement; and
 - ii. how the arrangement will vary the effect of the terms; and
 - iii. 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 arrangement; and
 - e) states the day on which the arrangement commences.
- 4) The Employer must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 5) The Employer or Employee may terminate the individual flexibility arrangement:
- a) by giving no more than 28 days written notice to the other party to the arrangement; or
 - b) if the Employer and Employee agree in writing — at any time.
- 6) This clause will be amended by any subsequent changes to the model clause in accordance with the Act.

19. Social Networking Media

- a) During working time the Employee shall not access any Social Networking Media in any manner whatsoever unless directed to do so by the Employer.
- b) The Employee agrees that during their term of employment they shall not post anything on social media that could bring the Company (including its Employees, staff, Clients or suppliers) into ill repute.

20. Abandonment of Employment

- a) The absence of an Employee from work for a continuous period exceeding three (3) rostered working days without:
 - i. The consent of the Company; or
 - ii. A reason acceptable to the Company; or
 - iii. Without notification to the Company,
 shall be prima facie evidence that the Employee has abandoned their Employment.
- b) The Company will make reasonable attempts to contact an Employee before declaring that the Employee has abandoned their employment.

21. Signatories

Signed for and on behalf of Protech Group (Aust) Pty Ltd by:



Marc Meili

Managing Director

Date: 18 / 1 / 2016

26 Thirl Street
Redland Bay
Address



Witness

Sally Müller

Name

29 St Leonards St
Coorparoo
Address of Witness

Signed for and on behalf of the Employees



NAME: Michal Heneldt

POSITION/AUTHORITY TO SIGN:

Labourer

Date: 18 / 1 / 16

23 Karabul cres Shailerpark

Address



Witness

Doug Gardiner

Name

3 Castlereagh St Cayalaba

Address of Witness

APPENDIX 1 - Relevant Awards

Aluminium Industry Award 2010 [MA000060]
Asphalt Industry Award 2010 [MA000054]
Black Coal Mining Industry Award 2010 [MA000001]
Building and Construction General On-site Award 2010 [MA000020]
Cement and Lime Award 2010 [MA000055]
Cleaning Services Award 2010 [MA000022]
Clerks - Private Sector Award 2010 [MA000002]
Concrete Products Award 2010 [MA000056]
Electrical, Electronic and Communications Contracting Award 2010 [MA000025]
Electrical Power Industry Award 2010 [MA000088]
Gardening and Landscaping Services Award 2010 [MA000101]
Gas Industry Award 2010 [MA000061]
Health Professionals and Support Services Award 2010 [MA000027]
Horticulture Award 2010 [MA000028]
Hydrocarbons Industry (Upstream) Award 2010 [MA000062]
Joinery and Building Trades Award 2010 [MA000029]
Local Government Industry Award 2010 [MA000112]
Manufacturing and Associated Industries and Occupations Award 2010 [MA000010]
Mining Industry Award 2010 [MA000011]
Mobile Crane Hiring Award 2010 [MA000032]
Oil Refining and Manufacturing Award 2010 [MA000072]
Pastoral Award 2010 [MA000035]
Plumbing and Fire Sprinklers Award 2010 [MA000036]
Premixed Concrete Award 2010 [MA000057]
Professional Employees Award 2010 [MA000065]
Quarrying Award 2010 [MA000037]
Rail Industry Award 2010 [MA000015]
Road Transport and Distribution Award 2010 [MA000038]
Road Transport (Long Distance Operations) Award 2010 [MA000039]
State Government Agencies Administration Award 2010 [MA000121]
Storage Services and Wholesale Award 2010 [MA000084]
Telecommunications Services Award 2010 [MA000041]
Vehicle Manufacturing, Repair, Services and Retail Award 2010 [MA000089]
Waste Management Award 2010 [MA000043]
Water Industry Award 2010 [MA000113]

APPENDIX 2 – Full Time Rates

Aluminium Industry Award 2010 [MA00060] Minimum Wages

A full-time Employee covered by the Aluminium Industry Award 2010 [MA00060] must be paid a minimum weekly rate for their classification as specified in the table below:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Aluminium Worker Grade 1	\$ 681.10	\$ 683.00
Aluminium Worker Grade 2	\$ 714.60	\$ 716.50
Aluminium Worker Grade 3	\$ 742.20	\$ 744.10
Aluminium Worker Grade 4	\$ 764.90	\$ 766.80
Aluminium Worker Grade 5	\$ 816.00	\$ 817.90
Aluminium Worker Grade 6	\$ 869.00	\$ 870.90
Aluminium Worker Grade 7	\$ 911.60	\$ 913.50
Aluminium Worker Grade 8	\$ 948.60	\$ 950.50

The classification structure and descriptors for the above classifications are contained in Schedule B—Classification Descriptors of the Aluminium Industry Award 2010 [MA00060].

Asphalt Industry Award 2010 [MA00054] Minimum Wages

A full-time Employee covered by the Asphalt Industry Award 2010 [MA00054] must be paid a minimum weekly rate for their classification as specified in the table below:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Skill level 1	\$ 656.90	\$ 658.80
Skill level 2	\$ 695.40	\$ 697.30
Skill level 3	\$ 724.20	\$ 726.10
Skill level 4	\$ 765.00	\$ 766.90
Skill level 5	\$ 771.70	\$ 773.60

The classification structure and descriptors for the above classifications are contained in Schedule B—Classification Descriptors of the Asphalt Industry Award 2010 [MA00054].

Black Coal Mining Industry Award 2010 [MA000001] Minimum Wages

A full-time Employee covered by the Black Coal Mining Industry Award 2010 [MA000001] must be paid the minimum Basic Weekly Rate for their classification as specified in the table below:

Classification - Production and Engineering Employees	Initial Basic Weekly 35 Hour Rate	Labour Hire Industry Payment Basic Weekly 35 Hour Rate
	\$	\$
Mineworker - Induction Level 1	\$ 744.90	\$ 746.65
Mineworker - Induction Level 2	\$ 759.30	\$ 761.05
Mineworker - Training	\$ 759.30	\$ 761.05
Mineworker	\$ 811.70	\$ 813.45
Mineworker - Advanced	\$ 850.90	\$ 852.65
Mineworker - Specialised	\$ 938.40	\$ 940.15

Classification - Staff Employees	Initial Basic	Labour Hire
	Weekly 35 Hour Rate	Industry Payment Basic Weekly 35 Hour Rate
	\$	\$
Group A	\$ 798.50	\$ 800.25
Group B	\$ 821.30	\$ 823.05
Group C	\$ 842.30	\$ 844.05
Group D	\$ 855.30	\$ 857.05
Group E	\$ 821.60	\$ 823.35
Group F	\$ 881.00	\$ 882.75
Group G	\$ 927.50	\$ 929.25
Group H	\$ 938.40	\$ 940.15
Group I	\$ 952.90	\$ 954.65
Group J	\$ 965.80	\$ 967.55
Group K	\$ 987.60	\$ 989.35
Group L	\$ 1,011.70	\$ 1,013.45
Group M	\$ 1,051.80	\$ 1,053.55

The classification structure and descriptors for the above classifications are contained in Schedule A—Production and Engineering Employees and Schedule B—Staff Employees of the Black Coal Mining Industry Award 2010 [MA000001].

Building and Construction General On-site Award 2010 [MA00020] Minimum Wages

An adult Employee within a level specified in the following table will be paid not less than the rate per week assigned to the appropriate classification, as defined in Schedule B—Classification Definitions of the Building and Construction General On-site Award 2010 [MA00020], in which such an Employee is working:

Classification Level	Initial weekly wage	Initial hourly wage	Labour Hire Industry Payment Weekly Wage	Labour Hire Industry Payment Hourly Wage
	\$	\$	\$	\$
Level 9 (ECW 9)	\$ 894.80	\$ 23.55	\$ 896.70	\$ 23.60
Level 8 (CW/ECW 8)	\$ 879.30	\$ 23.14	\$ 881.20	\$ 23.19
Level 7 (CW/ECW 7)	\$ 858.60	\$ 22.59	\$ 860.50	\$ 22.64
Level 6 (CW/ECW 6)	\$ 834.70	\$ 21.97	\$ 836.60	\$ 22.02
Level 5 (CW/ECW 5)	\$ 813.00	\$ 21.39	\$ 814.90	\$ 21.44
Level 4 (CW/ECW 4)	\$ 788.90	\$ 20.76	\$ 790.80	\$ 20.81
Level 3 (CW/ECW 3)	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Level 2 (CW/ECW 2)	\$ 743.20	\$ 19.56	\$ 745.10	\$ 19.61
Level 1 (CW/ECW 1):				
CW/ECW 1 (level d)	\$ 728.00	\$ 19.16	\$ 729.90	\$ 19.21
CW/ECW 1 (level c)	\$ 714.60	\$ 18.81	\$ 716.50	\$ 18.86
CW/ECW 1 (level b)	\$ 704.70	\$ 18.54	\$ 706.60	\$ 18.59
CW/ECW1 (level a)	\$ 690.40	\$ 18.17	\$ 692.30	\$ 18.22

- (a) The rates in prescribe minimum classification rates only for adult Employees covered by Building and Construction General On-site Award 2010 [MA00020]. The payment of additional allowances is required by other clauses of this award in respect of both weekly and hourly payments.
- (b) CW refers to construction workers in the general building and construction and civil construction sectors. ECW refers to engineering construction workers in the metal and engineering construction sector.

Cement and Lime Award 2010 [MA00055] Minimum Wages

All Employees covered by the Cement and Lime Award 2010 [MA00055] must be classified according to the structure set out in Schedule B—Classifications of the Cement and Lime Award 2010 [MA00055] and paid the minimum wage specified in the following table:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 656.90	\$ 658.80
Level 2	\$ 691.40	\$ 693.30
Level 3	\$ 713.40	\$ 715.30
Level 4	\$ 728.20	\$ 730.10
Level 5	\$ 742.80	\$ 744.70
Level 6	\$ 764.90	\$ 766.80
Level 7	\$ 788.40	\$ 790.30

Cleaning Services Award 2010 [MA00022] Minimum Wages

All Employees covered by the Cleaning Services Award 2010 [MA00022] must be classified according to the structure set out in Schedule D—Classifications of the Cleaning Services Award 2010 [MA00022] and paid the minimum wage specified in the following table:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 701.60	\$ 703.50
Level 2	\$ 725.90	\$ 727.80
Level 3	\$ 764.90	\$ 766.80

Clerks—Private Sector Award 2010 [MA00002] Minimum Wages

All Employees covered by the Clerks—Private Sector Award 2010 [MA00002] must be classified according to the structure set out in Schedule B—Classifications of the Clerks—Private Sector Award 2010 [MA00002] and paid the minimum wage specified in the following table:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1—Year 1	\$ 698.40	\$ 700.30
Level 1—Year 2	\$ 733.00	\$ 734.90
Level 1—Year 3	\$ 756.00	\$ 757.90
Level 2—Year 1	\$ 764.90	\$ 766.80
Level 2—Year 2	\$ 779.10	\$ 781.00
Level 3	\$ 807.90	\$ 809.80
Call centre principal customer contact specialist	\$ 813.60	\$ 815.50
Level 4	\$ 848.30	\$ 850.20
Level 5	\$ 882.80	\$ 884.70
Call centre technical associate	\$ 967.00	\$ 968.90

Concrete Products Award 2010 [MA000056] Minimum Wages

A full-time Employee covered by the Concrete Products Award 2010 [MA000056] must be paid a minimum weekly rate for their classification as set out in the table below:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 656.90	\$ 658.80
Level 2	\$ 675.80	\$ 677.70
Level 3	\$ 701.80	\$ 703.70
Level 4	\$ 725.90	\$ 727.80
Level 5	\$ 764.90	\$ 766.80

All Employees covered by the Concrete Products Award 2010 [MA000056] must be classified according to the structure set out in Schedule B—Classifications of the Concrete Products Award 2010 [MA000056].

Electrical, Electronic and Communications Contracting Award 2010 [MA000025] Minimum Wages

The classifications and minimum wages for an Employee, other than an apprentice, covered by the Electrical, Electronic and Communications Contracting Award 2010 [MA000025] are set out in the following table:

Classification level	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Weekly Wage	Labour Hire Industry Hourly Wage
	\$	\$	\$	\$
Electrical worker grade 1	\$ 666.40	\$ 17.54	\$ 668.30	\$ 17.59
Electrical worker grade 2	\$ 690.10	\$ 18.16	\$ 692.00	\$ 18.21
Electrical worker grade 3	\$ 714.40	\$ 18.80	\$ 716.30	\$ 18.85
Electrical worker grade 4	\$ 738.40	\$ 19.43	\$ 740.30	\$ 19.48
Electrical worker grade 5	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Electrical worker grade 6	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
Electrical worker grade 7	\$ 834.60	\$ 21.96	\$ 836.50	\$ 22.01
Electrical worker grade 8	\$ 876.90	\$ 23.08	\$ 878.80	\$ 23.13
Electrical worker grade 9	\$ 894.80	\$ 23.55	\$ 896.70	\$ 23.60
Electrical worker grade 10	\$ 966.90	\$ 25.44	\$ 968.80	\$ 25.49

The definitions of the classification levels for the Electrical, Electronic and Communications Contracting Award 2010 [MA000025] are contained in Schedule B—Classification Definitions of the Electrical, Electronic and Communications Contracting Award 2010 [MA000025].

Electrical Power Industry Award 2010 [MA000088] Minimum Wages

A full-time adult Employee cover by the Electrical Power Industry Award 2010 [MA000088] must be paid a minimum weekly rate for their classification as set out in the table below:

Pay level	Technical Grade	Administrative Grade	Professional/ Manager/ Specialist Grade	Operations Grade	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
Level 1	Technical Grade 1	Administrative Grade 1			\$ 678.90	\$ 680.78
Level 2	Technical Grade 2	Administrative Grade 2		Operations Grade 2	\$ 722.50	\$ 724.38
Level 3	Technical Grade 3	Administrative Grade 3		Operations Grade 3	\$ 765.30	\$ 767.18
Level 4	Technical Grade 4	Administrative Grade 4			\$ 837.80	\$ 839.68
Level 5	Technical Grade 5	Administrative Grade 5	Professional/ Manager/ Specialist Grade 5	Operations Grade 5	\$ 911.60	\$ 913.48
Level 6	Technical Grade 6	Administrative Grade 6		Operations Grade 6	\$ 985.40	\$ 987.28
Level 7	Technical Grade 7		Professional/ Manager/ Specialist Grade 7	Operations Grade 7	\$ 1,059.10	\$ 1,060.98
Level 8			Professional/ Manager/ Specialist Grade 8	Operations Grade 8	\$ 1,132.90	\$ 1,134.78
Level 9			Professional/ Manager/ Specialist Grade 9		\$ 1,206.70	\$ 1,208.58
Level 10			Professional/ Manager/ Specialist Grade 10	Operations Grade 10	\$ 1,280.40	\$ 1,282.28
Level 11			Professional/ Manager/ Specialist Grade 11		\$ 1,353.00	\$ 1,354.88

Gardening and Landscaping Award 2010 [MA000101] Minimum Wages

A full-time adult Employee cover by the Gardening and Landscaping Award 2010 [MA000101] must be paid a minimum weekly rate for their classification as set out in the table below:

Classifications	Initial Weekly Rate	Initial hourly wage	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
Introductory Level	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
Level 1	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
Level 2	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
Level 3	\$ 734.20	\$ 19.32	\$ 736.10	\$ 19.37
Level 4	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Level 5	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81

The classification definitions for an Employee covered by the Gardening and Landscaping Award 2010 [MA000101] are set out in Schedule B—Classification Structure and Definitions of the Gardening and Landscaping Award 2010 [MA000101].

Gas Industry Award 2010 [MA000061] Minimum Wages

A full-time adult Employee cover by the Gas Industry Award 2010 [MA000061] must be paid a minimum weekly rate for their classification as set out in the table below:

Classifications	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 681.60	\$ 683.50
Level 2	\$ 707.70	\$ 709.60
Level 3	\$ 734.70	\$ 736.60
Level 4	\$ 764.90	\$ 766.80
Level 5	\$ 819.50	\$ 821.40
Level 6	\$ 877.10	\$ 879.00
Level 7	\$ 916.10	\$ 918.00
Level 8	\$ 957.80	\$ 959.70

The classification definitions for an Employee covered by the Gas Industry Award 2010 [MA000061] are set out in Schedule B—Classification Structure and Definitions of the Gas Industry Award 2010 [MA000061].

Health Professionals and Support Services Award 2010 [MA000027] Minimum Wages

A full-time adult Employee cover by the Health Professionals and Support Services Award 2010 [MA000027] must be paid a minimum weekly rate for their classification as set out in the table below:

Classifications - Support Services Employees	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 698.40	\$ 700.30
Level 2	\$ 727.30	\$ 729.20
Level 3	\$ 756.00	\$ 757.90
Level 4	\$ 764.90	\$ 766.80
Level 5	\$ 790.70	\$ 792.60
Level 6	\$ 833.30	\$ 835.20
Level 7	\$ 848.30	\$ 850.20
Level 8		
Pay point 1	\$ 877.10	\$ 879.00
Pay point 2	\$ 900.20	\$ 902.10
Pay point 3	\$ 963.50	\$ 965.40
Level 9		
Pay point 1	\$ 980.70	\$ 982.60
Pay point 2	\$ 1,015.50	\$ 1,017.40
Pay point 3	\$ 1,023.50	\$ 1,025.40

Classifications - Health Professional	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1		
Pay point 1 (UG 2 Qualification)	\$ 802.30	\$ 804.20
Pay point 2 (three year degree entry)	\$ 833.30	\$ 835.20
Pay point 3 (four year degree entry)	\$ 870.10	\$ 872.00
Pay point 4 (masters degree entry)	\$ 900.20	\$ 902.10
Pay point 5 (PhD entry)	\$ 980.70	\$ 982.60
Pay point 6	\$ 1,015.50	\$ 1,017.40
Level 2		
Pay point 1	\$ 1,021.10	\$ 1,023.00
Pay point 2	\$ 1,058.00	\$ 1,059.90
Pay point 3	\$ 1,098.40	\$ 1,100.30
Pay point 4	\$ 1,142.20	\$ 1,144.10
Level 3		
Pay point 1	\$ 1,191.80	\$ 1,193.70
Pay point 2	\$ 1,225.10	\$ 1,227.00
Pay point 3	\$ 1,251.60	\$ 1,253.50
Pay point 4	\$ 1,307.00	\$ 1,308.90
Pay point 5	\$ 1,355.40	\$ 1,357.30
Level 4		
Pay point 1	\$ 1,442.90	\$ 1,444.80
Pay point 2	\$ 1,539.90	\$ 1,541.80
Pay point 3	\$ 1,674.60	\$ 1,676.50
Pay point 4	\$ 1,848.60	\$ 1,850.50

The classification definitions for an Employee covered by the Health Professionals and Support Services Award 2010 [MA000027] are set out in Schedule B—Classification Structure and Definitions of the Health Professionals and Support Services Award 2010 [MA000027].

Horticulture Award 2010 [MA000028] Minimum Wages

The classifications and minimum wages for an Employee covered by the Horticulture Award 2010 [MA000028], other than an apprentice, trainee or Employee receiving a supported wage, are set out in the following table:

Classifications	Initial Weekly Rate	Initial hourly wage	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
Level 1	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
Level 2	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
Level 3	\$ 695.30	\$ 18.30	\$ 697.20	\$ 18.35
Level 4	\$ 721.60	\$ 18.99	\$ 723.50	\$ 19.04
Level 5	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18

The classification definitions for an Employee covered by the Horticulture Award 2010 [MA000028] are set out in Schedule B—Classification Structure and Definitions of the Horticulture Award 2010 [MA000028].

Hydrocarbons Industry (Upstream) Award 2010 [MA000062] Minimum Wages

A full-time adult Employee cover by the Hydrocarbons Industry (Upstream) Award 2010 [MA000062] must be paid a minimum weekly rate for their classification as set out in the table below:

Level	Classification	Initial	Labour Hire
		Weekly Rate	Industry Payment Weekly Rate
		\$	\$
Entry Level	Introductory	\$ 681.10	\$ 683.00
Level 1	Basic	\$ 714.60	\$ 716.50
Level 2	Intermediate	\$ 742.20	\$ 744.10
Level 3	Competent	\$ 764.90	\$ 766.80
Level 4	Advanced	\$ 816.00	\$ 817.90
Level 5	Advanced Specialist	\$ 869.00	\$ 870.90
Level 6	Dual Trade	\$ 911.60	\$ 913.50
Level 7	Dual Trade Instrument Technician	\$ 948.60	\$ 950.50

The classifications under the Hydrocarbons Industry (Upstream) Award 2010 [MA000062] are set out in Schedule B—Classification and Structure of the Hydrocarbons Industry (Upstream) Award 2010 [MA000062].

Joinery and Building Trades Award 2010 [MA000029] Minimum Wages

The classifications and minimum wages for an Employee covered by the Joinery and Building Trades Award 2010 [MA000029], other than an apprentice, trainee or Employee receiving a supported wage, are set out in the following table:

Classifications	Initial Weekly	Initial Hourly	Labour Hire	Labour Hire
	Rate	Rate	Industry Payment Weekly Wage	Industry Payment Hourly Wage
	\$	\$	\$	\$
Level 1	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
Level 2	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
Level 3	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
Level 4	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
Level 5	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Level 6	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
Level 7	\$ 812.80	\$ 21.39	\$ 814.70	\$ 21.44

The classification definitions for an Employee covered by the Joinery and Building Trades Award 2010 [MA000029] are set out in Schedule B—Classification Structure and Definitions of the Joinery and Building Trades Award 2010 [MA000029].

Local Government Industry Award 2010 [MA000112] Minimum Wages

A full-time adult Employee cover by the Local Government Industry Award 2010 [MA000112] must be paid a minimum weekly rate for their classification as set out in the table below:

Classifications	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 702.30	\$ 704.20
Level 2	\$ 725.90	\$ 727.80
Level 3	\$ 753.70	\$ 755.60
Level 4	\$ 764.90	\$ 766.80
Level 5	\$ 812.80	\$ 814.70
Level 6	\$ 879.60	\$ 881.50
Level 7	\$ 894.80	\$ 896.70
Level 8	\$ 966.90	\$ 968.80
Level 9	\$ 1,034.30	\$ 1,036.20
Level 10	\$ 1,130.60	\$ 1,132.50
Level 11	\$ 1,274.80	\$ 1,276.70

The classification definitions for an Employee covered by the Local Government Industry Award 2010 [MA000112] are set out in Schedule B—Classification Structure and Definitions of the Local Government Industry Award 2010 [MA000112].

Manufacturing and Associated Industries and Occupations Award 2010 [MA000010] Minimum Wages

The classifications and minimum wages for an adult Employee covered by the Manufacturing and Associated Industries and Occupations Award 2010 [MA000010], other than an apprentice, trainee, Employee receiving a supported wage, Supervisor/Trainer/Coordinator—Levels I and II or Supervisor/Trainer/Coordinator—Technical, are set out in the following table

Classification level	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Wage	Labour Hire Industry Payment Hourly Wage
	\$	\$	\$	\$
C14	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
C13	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
C12	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
C11	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
C10	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
C9	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
C8	\$ 812.80	\$ 21.39	\$ 814.70	\$ 21.44
C7	\$ 834.60	\$ 21.96	\$ 836.50	\$ 22.01
C6	\$ 876.90	\$ 23.08	\$ 878.80	\$ 23.13
C5	\$ 894.80	\$ 23.55	\$ 896.70	\$ 23.60
C4	\$ 918.80	\$ 24.18	\$ 920.70	\$ 24.23
C3	\$ 966.90	\$ 25.44	\$ 968.80	\$ 25.49
C2(a)	\$ 991.00	\$ 26.08	\$ 992.90	\$ 26.13
C2(b)	\$ 1,034.30	\$ 27.22	\$ 1,036.20	\$ 27.27

The classification definitions for an Employee covered by the Manufacturing and Associated Industries and Occupations Award 2010 [MA000010] are set out in Schedule B of the Manufacturing and Associated Industries and Occupations Award 2010 [MA000010].

Mining Industry Award 2010 [MA000011] Minimum Wages

A full-time adult Employee covered by the Mining Industry Award 2010 [MA000011] must be paid a minimum weekly rate for their classification as set out in the table below:

Level	Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
		\$	\$
Entry Level	Introductory	\$ 681.10	\$ 683.00
Level 1	Basic	\$ 714.60	\$ 716.50
Level 2	Intermediate	\$ 742.20	\$ 744.10
Level 3	Competent	\$ 764.90	\$ 766.80
Level 4	Advanced	\$ 816.00	\$ 817.90
Level 5	Advanced specialist	\$ 869.00	\$ 870.90
Level 6	Dual Trade	\$ 911.60	\$ 913.50
Level 7	Dual Trade Instrumentation	\$ 948.60	\$ 950.50

The classification definitions for an Employee covered by the Mining Industry Award 2010 [MA000011] are set out in Schedule B—Classification and Structure of the Mining Industry Award 2010 [MA000011].

Mobile Crane Hiring Award 2010 [MA000032] Minimum Wages

A full-time adult Employee cover by the Mobile Crane Hire Award 2010 [MA000032] must be paid a minimum weekly rate for their classification as set out in the table below:

Level - Mobile Crane Hire Employee (MCE)	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
Level 1 (MCE1)	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Level 2 (MCE2)	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
Level 3 (MCE3)	\$ 812.80	\$ 21.39	\$ 814.70	\$ 21.44
Level 4 (MCE4)	\$ 834.60	\$ 21.96	\$ 836.50	\$ 22.01
Level 5 (MCE5)	\$ 876.90	\$ 23.08	\$ 878.80	\$ 23.13
Level 6 (MCE6)	\$ 894.80	\$ 23.55	\$ 896.70	\$ 23.60
Level 7 (MCE7)	\$ 918.80	\$ 24.18	\$ 920.70	\$ 24.23

The classification definitions for an Employee covered by the Mobile Crane Hire Award 2010 [MA000032] are set out in Schedule B—Classification Structure and Definitions of the Mobile Crane Hire Award 2010 [MA000032].

Oil Refining and Manufacturing Award 2010 [MA000072] Minimum Wages

A full-time adult Employee covered by the Oil Refining and Manufacturing Award 2010 [MA000072] must be paid a minimum weekly rate for their classification as set out in the following table:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Refinery operations		
Trainee operator (level 1)	\$ 671.70	\$ 673.60
Outside operator (level 2)	\$ 730.30	\$ 732.20
Advanced outside operator (level 3)	\$ 792.90	\$ 794.80
Console operator (level 4)	\$ 882.20	\$ 884.10
Head operator (level 5)	\$ 952.10	\$ 954.00
Lubricants/bitumen plants and terminals		
Trainee (level 1)	\$ 656.90	\$ 658.80
Operator (competent) (level 2)	\$ 696.30	\$ 698.20
Operator (advanced) (level 3)	\$ 728.50	\$ 730.40
Specialist blender (level 4)	\$ 760.40	\$ 762.30
Head operator (level 5)	\$ 792.30	\$ 794.20

Maintenance

Tradesperson	\$ 764.90	\$ 766.80
Advanced tradesperson	\$ 816.00	\$ 817.90
Dual trade tradesperson	\$ 875.10	\$ 877.00
Maintenance co-ordinator	\$ 911.70	\$ 913.60

Clerical

Level 1—Year 1	\$ 698.40	\$ 700.30
Level 1—Year 2	\$ 733.00	\$ 734.90
Level 1—Year 3	\$ 756.00	\$ 757.90
Level 2—Year 1	\$ 764.90	\$ 766.80
Level 2—Year 2	\$ 779.10	\$ 781.00
Level 3	\$ 807.90	\$ 809.80
Level 4	\$ 848.30	\$ 850.20
Level 5	\$ 882.80	\$ 884.70

The classification definitions for an Employee covered by the Oil Refining and Manufacturing Award 2010 [MA000072] are set out in Schedule B—Classification and Structure of the Oil Refining and Manufacturing Award 2010 [MA000072].

Pastoral Award 2010 [MA000035] Minimum Wages

A full-time adult Employee covered by the Pastoral Award 2010 [MA000035] must be paid a minimum weekly rate for their classification as set out in the following table:

Classification	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
Broadacre Farming and Livestock Operations				
FLH1	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
FLH2	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
FLH3	\$ 685.50	\$ 18.04	\$ 687.40	\$ 18.09
FLH4	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
FLH5	\$ 714.40	\$ 18.80	\$ 716.30	\$ 18.85
FLH6	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
FLH7	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
FLH8	\$ 821.80	\$ 21.63	\$ 823.70	\$ 21.68
Pig Breeding and Raising				
PA1	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
PA2	\$ 675.40	\$ 17.77	\$ 677.30	\$ 17.82
PA3	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
PA4	\$ 726.00	\$ 19.11	\$ 727.90	\$ 19.16
PA5	\$ 744.70	\$ 19.60	\$ 746.60	\$ 19.65
PA6	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
PA7	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
Poultry Farming				
PW1	\$ 656.90	\$ 17.29	\$ 658.8	\$ 17.34
PW2	\$ 685.50	\$ 18.04	\$ 687.4	\$ 18.09
PW3	\$ 714.40	\$ 18.80	\$ 716.3	\$ 18.85
PW4	\$ 764.90	\$ 20.13	\$ 766.8	\$ 20.18

The classification definitions for an Employee covered by the Pastoral Award 2010 [MA000035] are set out in Schedule B—Classification Structure and Definitions of the Pastoral Award 2010 [MA000035].

Plumbing and Fire Sprinklers Award 2010 [MA000036] Minimum Wages

An adult Employee, covered by the Plumbing and Fire Sprinklers Award 2010 [MA000036] within a level specified in the following table must be paid not less than the rate per week assigned to the classification, as defined in Schedule B — Classification Definitions of the Plumbing and Fire Sprinklers Award 2010 [MA000036], for the area in which such Employee is working.

Classification	Initial Weekly	Initial	Labour Hire	Labour Hire
	Rate	Hourly Rate	Industry Payment Weekly Rate	Industry Payment Hourly Rate
	\$	\$	\$	\$
Plumbing and mechanical services worker/Sprinkler fitting worker Level 1(a) (new entrant in the industry)	\$ 690.50	\$ 18.17	\$ 692.40	\$ 18.22
Plumbing and mechanical services worker/Sprinkler fitting worker Level 1(b) (after three months in the industry)	\$ 704.80	\$ 18.55	\$ 706.70	\$ 18.60
Plumbing and mechanical services worker/Sprinkler fitting worker Level 1(c) (after 12 months in the industry)	\$ 714.60	\$ 18.81	\$ 716.50	\$ 18.86
Plumbing and mechanical services worker/Sprinkler fitting worker/Fire Technician Level 1(d) (upon fulfilling the substantive requirements of Plumbing and mechanical services worker Level 1(d))	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
Plumbing and mechanical services worker/Sprinkler fitting worker Level 2	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 2	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
Plumbing and mechanical services tradesperson—special class/Sprinkler fitter tradesperson special class Level 1	\$ 812.80	\$ 21.39	\$ 814.70	\$ 21.44
Plumbing and mechanical services tradesperson—special class/Sprinkler fitter tradesperson special class Level 2	\$ 834.60	\$ 21.96	\$ 836.50	\$ 22.01
Advanced plumbing and mechanical services tradesperson/Advanced sprinkler fitter tradesperson Level 1	\$ 858.60	\$ 22.59	\$ 860.50	\$ 22.64
Advanced plumbing and mechanical services tradesperson/Advanced sprinkler fitter tradesperson Level 2	\$ 876.90	\$ 23.08	\$ 878.80	\$ 23.13

Premixed Concrete Award 2010 [MA000057] Minimum Wages

A full-time adult Employee covered by the Premixed Concrete Award 2010 [MA000057] must be paid a minimum weekly rate for their classification as set out in the following table:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Level 1	\$ 675.60	\$ 677.50
Level 2	\$ 681.60	\$ 683.50
Level 3	\$ 705.90	\$ 707.80
Level 4	\$ 725.90	\$ 727.80
Level 5	\$ 764.90	\$ 766.80

The classification definitions for an Employee covered by the Premixed Concrete Award 2010 [MA000057] are set out in Schedule B—Classification and Structure of the Premixed Concrete Award 2010 [MA000057].

Professional Employees Award 2010 [MA000065] Minimum Wages

A full-time adult Employee covered by the Professional Employees Award 2010 [MA000065] must be paid a minimum weekly rate for their classification as set out in the following table:

Classification	Annual Wages	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$	\$
Level 1			
Pay point 1.1 (3 year degree)	\$ 45,668.00	\$ 878.23	\$ 880.13
Pay point 1.1 (4 or 5 year degree)	\$ 46,838.00	\$ 900.73	\$ 902.63
Pay point 1.2	\$ 47,625.00	\$ 915.87	\$ 917.77
Pay point 1.3	\$ 49,607.00	\$ 953.98	\$ 955.88
Pay point 1.4	\$ 52,119.00	\$ 1,002.29	\$ 1,004.19
Level 2 Experienced/quality auditor	\$ 53,875.00	\$ 1,036.06	\$ 1,037.96
Level 3 Professional/senior (lead) quality auditor	\$ 58,879.00	\$ 1,132.29	\$ 1,134.19
Level 4 Professional	\$ 66,407.00	\$ 1,277.06	\$ 1,278.96

The classification definitions for an Employee covered by the Professional Employees Award 2010 [MA000065] are set out in Schedule B—Classification and Structure of the Professional Employees Award 2010 [MA000065].

Quarrying Award 2010 [MA000037] Minimum Wages

A full-time Employee covered by the Quarrying Award 2010 [MA000037] must be paid a minimum weekly rate for their classification as set out in the table below:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Grade 1	\$ 656.90	\$ 658.80
Grade 2	\$ 675.40	\$ 677.30
Grade 3	\$ 720.90	\$ 722.80
Grade 4	\$ 742.40	\$ 744.30
Grade 5	\$ 764.90	\$ 766.80
Grade 6	\$ 788.40	\$ 790.30

All Employees covered by the Quarrying Award 2010 [MA000037] must be classified according to the structure set out in Schedule B—Classification Descriptors of the Quarrying Award 2010 [MA000037].

Rail Industry Award 2010 [MA000015] Minimum Wages

A full-time adult Employee covered by the Rail Industry Award 2010 [MA000015] must be paid a minimum weekly rate as set out below:

Clerical, Administration and Professional (C.A.P.)		Initial Weekly Rate \$	Labour Hire Industry Payment Weekly Rate \$
Level 1	Rail Worker (C.A.P.)	\$ 692.60	\$ 694.50
Level 2	Rail Worker (C.A.P.)	\$ 750.20	\$ 752.10
Level 3	Rail Worker (C.A.P.)	\$ 779.10	\$ 781.00
Level 4	Rail Worker (C.A.P.)	\$ 813.60	\$ 815.50
Level 5	Rail Worker (C.A.P.)	\$ 882.80	\$ 884.70
Level 6	Rail Worker (C.A.P.)	\$ 946.20	\$ 948.10
Level 7	Rail Worker (C.A.P.)	\$ 1,003.80	\$ 1,005.70
Level 8	Rail Worker (C.A.P.)	\$ 1,130.60	\$ 1,132.50
Level 9	Rail Worker (C.A.P.)	\$ 1,355.40	\$ 1,357.30
Operations (Op)		Initial Weekly Rate \$	Labour Hire Industry Payment Weekly Rate \$
Level 1	Rail Worker (Op)	\$ 656.90	\$ 658.80
Level 2	Rail Worker (Op)	\$ 698.40	\$ 700.30
Level 3	Rail Worker (Op)	\$ 773.40	\$ 775.30
Level 4	Rail Worker (Op)	\$ 848.30	\$ 850.20
Level 5	Rail Worker (Op)	\$ 929.00	\$ 930.90
Level 6	Rail Worker (Op)	\$ 993.00	\$ 994.90
Technical and Civil Infrastructure (T.C.I.)		Initial Weekly Rate \$	Labour Hire Industry Payment Weekly Rate \$
Level 1	Rail Worker (T.C.I.)	\$ 675.50	\$ 677.40
Level 2	Rail Worker (T.C.I.)	\$ 701.70	\$ 703.60
Level 3	Rail Worker (T.C.I.)	\$ 725.80	\$ 727.70
Level 4	Rail Worker (T.C.I.)	\$ 764.90	\$ 766.80
Level 5	Rail Worker (T.C.I.)	\$ 798.80	\$ 800.70
Level 6	Rail Worker (T.C.I.)	\$ 834.40	\$ 836.30
Level 7	Rail Worker (T.C.I.)	\$ 900.20	\$ 902.10

The classification definitions of Employees covered by the Rail Industry Award 2010 [MA000015] are set out in Schedule A—Classification Definitions of the Rail Industry Award 2010 [MA000015].

Road Transport and Distribution Award 2010 [MA000038] Minimum Wages

The minimum wage rates of pay for a full-time adult Employee are set out below:

Classification	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
Transport Worker Grade 1	\$ 695.70	\$ 18.31	\$ 697.60	\$ 18.36
Transport Worker Grade 2	\$ 713.30	\$ 18.77	\$ 715.20	\$ 18.82
Transport Worker Grade 3	\$ 722.10	\$ 19.00	\$ 724.00	\$ 19.05
Transport Worker Grade 4	\$ 735.40	\$ 19.35	\$ 737.30	\$ 19.40
Transport Worker Grade 5	\$ 744.40	\$ 19.59	\$ 746.30	\$ 19.64
Transport Worker Grade 6	\$ 753.10	\$ 19.82	\$ 755.00	\$ 19.87
Transport Worker Grade 7	\$ 764.10	\$ 20.11	\$ 766.00	\$ 20.16
Transport Worker Grade 8	\$ 786.20	\$ 20.69	\$ 788.10	\$ 20.74
Transport Worker Grade 9	\$ 799.40	\$ 21.04	\$ 801.30	\$ 21.09
Transport Worker Grade 10	\$ 819.20	\$ 21.56	\$ 821.10	\$ 21.61

The classifications under this award are set out in Schedule B—Classification Definitions for Distribution Facility Employees and Schedule C—Classification Structure and Minimum Rates of Pay of the Road Transport and Distribution Award 2010 [MA000038].

Road Transport (Long Distance Operations) Award 2010 [MA000039] Minimum Wages

The minimum weekly rates of pay for ordinary hours of work are as follows:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Grade 1	\$ 722.10	\$ 724.00
Grade 2	\$ 735.40	\$ 737.30
Grade 3	\$ 744.40	\$ 746.30
Grade 4	\$ 753.10	\$ 755.00
Grade 5	\$ 764.10	\$ 766.00
Grade 6	\$ 786.20	\$ 788.10
Grade 7	\$ 799.40	\$ 801.30
Grade 8	\$ 819.20	\$ 821.10

The classification structure is set out in Schedule A—Classification Structure of the Road Transport (Long Distance Operations) Award 2010 [MA000039].

State Government Agencies Award 2010 [MA000121] Minimum Wages

The minimum wage rates of pay for a full-time adult Employee are set out below:

Administrative Stream

Classification	Work Value Level	Initial Annual Rate	Initial Hourly Rate	Labour Hire Industry Payment Hourly Rate
		\$	\$	\$
Grade 1 - Administrative Officer	A	\$ 35,820.00	\$ 18.13	\$ 18.18
Grade 1 - Administrative Officer	B	\$ 36,747.00	\$ 18.60	\$ 18.65
Grade 1 - Administrative Officer	C	\$ 37,676.00	\$ 19.07	\$ 19.12
Grade 1 - Administrative Officer	D	\$ 38,606.00	\$ 19.54	\$ 19.59
Grade 2 - Administrative Officer	A	\$ 39,906.00	\$ 20.20	\$ 20.25
Grade 2 - Administrative Officer	B	\$ 40,669.00	\$ 20.59	\$ 20.64
Grade 2 - Administrative Officer	C	\$ 41,423.00	\$ 20.97	\$ 21.02
Grade 2 - Administrative Officer	D	\$ 42,193.00	\$ 21.36	\$ 21.41
Grade 3 - Administrative Officer	A	\$ 43,881.00	\$ 22.21	\$ 22.26
Grade 3 - Administrative Officer	B	\$ 44,701.00	\$ 22.63	\$ 22.68
Grade 3 - Administrative Officer	C	\$ 45,521.00	\$ 23.04	\$ 23.09
Grade 3 - Administrative Officer	D	\$ 46,026.00	\$ 23.30	\$ 23.35
Grade 4 - Administrative Officer	A	\$ 47,604.00	\$ 24.10	\$ 24.15
Grade 4 - Administrative Officer	B	\$ 48,426.00	\$ 24.51	\$ 24.56
Grade 4 - Administrative Officer	C	\$ 49,229.00	\$ 24.92	\$ 24.97
Grade 5 - Administrative Officer	A	\$ 51,108.00	\$ 25.87	\$ 25.92
Grade 5 - Administrative Officer	B	\$ 51,815.00	\$ 26.23	\$ 26.28
Grade 5 - Administrative Officer	C	\$ 52,642.00	\$ 26.65	\$ 26.70
Grade 6 - Administrative Officer	A	\$ 54,762.00	\$ 27.72	\$ 27.77
Grade 6 - Administrative Officer	B	\$ 55,804.00	\$ 28.25	\$ 28.30
Grade 6 - Administrative Officer	C	\$ 56,856.00	\$ 28.78	\$ 28.83
Grade 7 - Administrative Officer	A	\$ 59,457.00	\$ 30.09	\$ 30.14
Grade 7 - Administrative Officer	B	\$ 60,485.00	\$ 30.61	\$ 30.66
Grade 7 - Administrative Officer	C	\$ 61,526.00	\$ 31.14	\$ 31.19
Grade 8 - Administrative Officer	A	\$ 65,881.00	\$ 33.35	\$ 33.40
Grade 8 - Administrative Officer	B	\$ 67,692.00	\$ 34.26	\$ 34.31
Grade 8 - Administrative Officer	C	\$ 69,500.00	\$ 35.18	\$ 35.23

Technical Stream

Classification	Work Value Level	Initial Annual Rate	Initial Hourly Rate	Labour Hire Industry Payment Hourly Rate
		\$	\$	\$
TA 1 - Technical Assistant (TA)	A	\$ 37,208.00	\$ 18.83	\$ 18.88
TA 1 - Technical Assistant (TA)	B	\$ 37,873.00	\$ 19.17	\$ 19.22
TA 1 - Technical Assistant (TA)	C	\$ 38,516.00	\$ 19.50	\$ 19.55
TA 1 - Technical Assistant (TA)	D	\$ 38,717.00	\$ 19.60	\$ 19.65
TO 1 - Technical Officer (TO)	A	\$ 40,435.00	\$ 20.47	\$ 20.52
TO 1 - Technical Officer (TO)	B	\$ 41,130.00	\$ 20.82	\$ 20.87
TO 1 - Technical Officer (TO)	C	\$ 41,711.00	\$ 21.11	\$ 21.16
TO 1 - Technical Officer (TO)	D	\$ 42,541.00	\$ 21.53	\$ 21.58
TO 1 - Technical Officer (TO)	E	\$ 42,770.00	\$ 21.65	\$ 21.70
TO 1 - Technical Officer (TO)	F	\$ 43,475.00	\$ 22.01	\$ 22.06
TO 1 - Technical Officer (TO)	G	\$ 44,210.00	\$ 22.38	\$ 22.43
TO 1 - Technical Officer (TO)	H	\$ 44,836.00	\$ 22.70	\$ 22.75
TO 1 - Technical Officer (TO)	I	\$ 45,333.00	\$ 22.95	\$ 23.00
TO 2 - Technical Officer (TO)	A	\$ 45,658.00	\$ 23.11	\$ 23.16
TO 2 - Technical Officer (TO)	B	\$ 46,553.00	\$ 23.56	\$ 23.61
TO 2 - Technical Officer (TO)	C	\$ 46,906.00	\$ 23.74	\$ 23.79
TO 3 - Technical Officer (TO)	A	\$ 47,725.00	\$ 24.16	\$ 24.21
TO 3 - Technical Officer (TO)	B	\$ 48,403.00	\$ 24.50	\$ 24.55
TO 3 - Technical Officer (TO)	C	\$ 49,492.00	\$ 25.05	\$ 25.10
TO 4 - Technical Officer (TO)	A	\$ 50,338.00	\$ 25.48	\$ 25.53
TO 4 - Technical Officer (TO)	B	\$ 50,938.00	\$ 25.78	\$ 25.83
TO 4 - Technical Officer (TO)	C	\$ 52,033.00	\$ 26.34	\$ 26.39
TO 5 - Technical Officer (TO)	A	\$ 52,935.00	\$ 26.79	\$ 26.84
TO 5 - Technical Officer (TO)	B	\$ 53,924.00	\$ 27.29	\$ 27.34
TO 6 - Technical Officer (TO)	A	\$ 54,975.00	\$ 27.83	\$ 27.88
TO 6 - Technical Officer (TO)	B	\$ 56,022.00	\$ 28.36	\$ 28.41
TO 7 - Technical Officer (TO)	A	\$ 57,266.00	\$ 28.99	\$ 29.04
TO 7 - Technical Officer (TO)	B	\$ 58,313.00	\$ 29.52	\$ 29.57
TO 1 - Technical Officer (TO)	H	\$ 44,836.00	\$ 22.70	\$ 22.75
TO 1 - Technical Officer (TO)	I	\$ 45,333.00	\$ 22.95	\$ 23.00
TO 2 - Technical Officer (TO)	A	\$ 45,658.00	\$ 23.11	\$ 23.16
TO 2 - Technical Officer (TO)	B	\$ 46,553.00	\$ 23.56	\$ 23.61
TO 2 - Technical Officer (TO)	C	\$ 46,906.00	\$ 23.74	\$ 23.79
TO 3 - Technical Officer (TO)	A	\$ 47,725.00	\$ 24.16	\$ 24.21
TO 3 - Technical Officer (TO)	B	\$ 48,403.00	\$ 24.50	\$ 24.55
TO 3 - Technical Officer (TO)	C	\$ 49,492.00	\$ 25.05	\$ 25.10
TO 4 - Technical Officer (TO)	A	\$ 50,338.00	\$ 25.48	\$ 25.53
TO 4 - Technical Officer (TO)	B	\$ 50,938.00	\$ 25.78	\$ 25.83
TO 4 - Technical Officer (TO)	C	\$ 52,033.00	\$ 26.34	\$ 26.39
TO 5 - Technical Officer (TO)	A	\$ 52,935.00	\$ 26.79	\$ 26.84
TO 5 - Technical Officer (TO)	B	\$ 53,924.00	\$ 27.29	\$ 27.34
TO 6 - Technical Officer (TO)	A	\$ 54,975.00	\$ 27.83	\$ 27.88
TO 6 - Technical Officer (TO)	B	\$ 56,022.00	\$ 28.36	\$ 28.41
TO 7 - Technical Officer (TO)	A	\$ 57,266.00	\$ 28.99	\$ 29.04
TO 7 - Technical Officer (TO)	B	\$ 58,313.00	\$ 29.52	\$ 29.57

Professional Stream

Classification	Work Value Level	Initial Annual Rate	Initial Hourly Rate	Labour Hire Industry Payment Hourly Rate
		\$	\$	\$
ITO 1 - Information Technology Officer (ITO)	A	\$ 42,624.00	\$ 21.58	\$ 21.63
ITO 1 - Information Technology Officer (ITO)	B	\$ 43,801.00	\$ 22.17	\$ 22.22
ITO 1 - Information Technology Officer (ITO)	C	\$ 44,995.00	\$ 22.78	\$ 22.83
ITO 1 - Information Technology Officer (ITO)	D	\$ 45,906.00	\$ 23.24	\$ 23.29
ITO 1 - Information Technology Officer (ITO)	E	\$ 46,796.00	\$ 23.69	\$ 23.74
ITO 1 - Information Technology Officer (ITO)	F	\$ 48,012.00	\$ 24.30	\$ 24.35
ITO 1 - Information Technology Officer (ITO)	G	\$ 49,785.00	\$ 25.20	\$ 25.25
ITO 2 - Information Technology Officer (ITO)	A	\$ 51,108.00	\$ 25.87	\$ 25.92
ITO 2 - Information Technology Officer (ITO)	B	\$ 52,288.00	\$ 26.47	\$ 26.52
ITO 2 - Information Technology Officer (ITO)	C	\$ 53,586.00	\$ 27.12	\$ 27.17
ITO 2 - Information Technology Officer (ITO)	D	\$ 54,762.00	\$ 27.72	\$ 27.77
ITO 3 - Information Technology Officer (ITO)	A	\$ 57,370.00	\$ 29.04	\$ 29.09
ITO 3 - Information Technology Officer (ITO)	B	\$ 58,926.00	\$ 29.83	\$ 29.88
ITO 3 - Information Technology Officer (ITO)	C	\$ 60,485.00	\$ 30.61	\$ 30.66
ITO 4 - Information Technology Officer (ITO)	A	\$ 63,884.00	\$ 32.33	\$ 32.38
ITO 4 - Information Technology Officer (ITO)	B	\$ 65,881.00	\$ 33.35	\$ 33.40
ITO 5 - Information Technology Officer (ITO)	A	\$ 69,500.00	\$ 35.18	\$ 35.23
LO 1 - Legal Officer (LO)	A	\$ 43,150.00	\$ 21.84	\$ 21.89
LO 1 - Legal Officer (LO)	B	\$ 44,636.00	\$ 22.59	\$ 22.64
LO 1 - Legal Officer (LO)	C	\$ 45,886.00	\$ 23.23	\$ 23.28
LO 1 - Legal Officer (LO)	D	\$ 47,112.00	\$ 23.85	\$ 23.90
LO 1 - Legal Officer (LO)	E	\$ 48,665.00	\$ 24.63	\$ 24.68
LO 1 - Legal Officer (LO)	F	\$ 50,212.00	\$ 25.42	\$ 25.47
LO 1 - Legal Officer (LO)	G	\$ 51,647.00	\$ 26.14	\$ 26.19
LO 1 - Legal Officer (LO)	H	\$ 53,196.00	\$ 26.93	\$ 26.98
LO 1 - Legal Officer (LO)	I	\$ 54,627.00	\$ 27.65	\$ 27.70
LO 2 - Legal Officer (LO)	A	\$ 57,311.00	\$ 29.01	\$ 29.06
LO 2 - Legal Officer (LO)	B	\$ 58,093.00	\$ 29.40	\$ 29.45
LO 2 - Legal Officer (LO)	C	\$ 58,878.00	\$ 29.80	\$ 29.85
LO 2 - Legal Officer (LO)	D	\$ 59,663.00	\$ 30.20	\$ 30.25
LO 3 - Legal Officer (LO)	A	\$ 63,226.00	\$ 32.00	\$ 32.05
LO 3 - Legal Officer (LO)	B	\$ 64,139.00	\$ 32.46	\$ 32.51
LO 3 - Legal Officer (LO)	C	\$ 65,050.00	\$ 32.93	\$ 32.98
LO 4 - Legal Officer (LO)	A	\$ 68,960.00	\$ 34.90	\$ 34.95
LO 4 - Legal Officer (LO)	B	\$ 70,446.00	\$ 35.66	\$ 35.71
LO 5 - Legal Officer (LO)	A	\$ 73,138.00	\$ 37.02	\$ 37.07
ES 1 - Engineer/Scientist (ES)	A	\$ 40,401.00	\$ 20.45	\$ 20.50
ES 1 - Engineer/Scientist (ES)	B	\$ 40,996.00	\$ 20.75	\$ 20.80
ES 1 - Engineer/Scientist (ES)	C	\$ 42,538.00	\$ 21.53	\$ 21.58
ES 1 - Engineer/Scientist (ES)	D	\$ 43,579.00	\$ 22.06	\$ 22.11
ES 1 - Engineer/Scientist (ES)	E	\$ 45,301.00	\$ 22.93	\$ 22.98
ES 1 - Engineer/Scientist (ES)	F	\$ 47,060.00	\$ 23.82	\$ 23.87
ES 1 - Engineer/Scientist (ES)	G	\$ 48,114.00	\$ 24.35	\$ 24.40
ES 2 - Engineer/Scientist (ES)	A	\$ 49,724.00	\$ 25.17	\$ 25.22
ES 2 - Engineer/Scientist (ES)	B	\$ 50,878.00	\$ 25.75	\$ 25.80
ES 2 - Engineer/Scientist (ES)	C	\$ 51,815.00	\$ 26.23	\$ 26.28
ES 2 - Engineer/Scientist (ES)	D	\$ 52,755.00	\$ 26.70	\$ 26.75
ES 3 - Engineer/Scientist (ES)	A	\$ 54,462.00	\$ 27.57	\$ 27.62
ES 3 - Engineer/Scientist (ES)	B	\$ 55,804.00	\$ 28.25	\$ 28.30
ES 3 - Engineer/Scientist (ES)	C	\$ 56,720.00	\$ 28.71	\$ 28.76
ES 3 - Engineer/Scientist (ES)	D	\$ 58,494.00	\$ 29.61	\$ 29.66
ES 4 - Engineer/Scientist (ES)	A	\$ 60,488.00	\$ 30.62	\$ 30.67
ES 4 - Engineer/Scientist (ES)	B	\$ 61,526.00	\$ 31.14	\$ 31.19
ES 4 - Engineer/Scientist (ES)	C	\$ 63,226.00	\$ 32.00	\$ 32.05

ES 5 - Engineer/Scientist (ES)	A	\$ 66,261.00	\$ 33.54	\$ 33.59
ES 5 - Engineer/Scientist (ES)	B	\$ 67,940.00	\$ 34.39	\$ 34.44
ES 5 - Engineer/Scientist (ES)	C	\$ 69,616.00	\$ 35.24	\$ 35.29

General/Field work stream

Classification	Work Value Level	Initial Weekly Rate	Initial Hourly Rate	Initial Casual Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
		\$	\$	\$	\$	\$
FW 1	1	\$ 728.00	\$ 19.20	\$ 24.00	\$ 729.90	\$ 19.25
FW 2	2	\$ 743.20	\$ 19.60	\$ 24.50	\$ 745.10	\$ 19.65
FW 3	3	\$ 764.90	\$ 20.10	\$ 25.20	\$ 766.80	\$ 20.15

A description of the classifications under this award is set out at Schedule B - Position Statements of the State Government Agencies Award 2010 [MA000121].

Storage Services and Wholesale Award 2010 [MA000084] Minimum Wages

The minimum wage rates of pay for a full-time adult Employee are set out below:

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Storeworker grade 1: On commencement	\$ 701.80	\$ 703.70
Storeworker grade 1: After 3 months	\$ 710.60	\$ 712.50
Storeworker grade 1: After 12 months	\$ 719.10	\$ 721.00
Storeworker grade 2	\$ 725.80	\$ 727.70
Storeworker grade 3	\$ 747.20	\$ 749.10
Storeworker grade 4	\$ 768.90	\$ 770.80
Wholesale Employee level 1: On commencement	\$ 701.80	\$ 703.70
Wholesale Employee level 1: After 3 months	\$ 710.60	\$ 712.50
Wholesale Employee level 1: After 12 months	\$ 719.10	\$ 721.00
Wholesale Employee level 2	\$ 725.80	\$ 727.70
Wholesale Employee level 3	\$ 747.20	\$ 749.10
Wholesale Employee level 4	\$ 768.90	\$ 770.80

The classification structure and descriptions for the above table classifications are contained in Schedule B—Classifications of the Storage Services and Wholesale Award 2010 [MA000084].

Telecommunications Services Award 2010 [MA000041] Minimum Wages

A full-time adult Employee, covered by the Telecommunications Services Award 2010 [MA000041], must be paid a minimum weekly rate for their classification as set out in the tables below:

Customer Contact Stream

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
Customer Contact Trainee	\$ 701.80	\$ 703.70
Customer Contact Officer Level 1	\$ 725.90	\$ 727.80
Customer Contact Officer Level 2	\$ 764.90	\$ 766.80
Principal Customer Contact Specialist	\$ 806.00	\$ 807.90
Customer Contact Team Leader	\$ 834.60	\$ 836.50
Principal Customer Contact Leader	\$ 894.80	\$ 896.70

Clerical and Administrative Stream

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
	Clerical and Administration Level 1	\$ 701.80
Clerical and Administration Level 2	\$ 725.90	\$ 727.80
Clerical and Administration Level 3	\$ 764.90	\$ 766.80
Clerical and Administration Level 4	\$ 834.60	\$ 836.50
Clerical and Administration Level 5	\$ 894.80	\$ 896.70

Technical Stream

Classification	Initial Weekly Rate	Labour Hire Industry Payment Weekly Rate
	\$	\$
	Telecommunications Trainee	\$ 701.80
Telecommunications Technical Employee	\$ 764.90	\$ 766.80
Telecommunications Technician	\$ 812.10	\$ 814.00
Advanced Telecommunications Technician	\$ 834.60	\$ 836.50
Principal Telecommunications Technician	\$ 894.80	\$ 896.70
Telecommunications Associate	\$ 966.90	\$ 968.80

The classification structure and descriptions for the above table classifications are contained in Schedule B—Classification Structure and Definitions of the Telecommunications Services Award 2010 [MA000041].

Vehicle Manufacturing, Repair, Services and Retail Award 2010 [MA000089] Minimum Wages

Section 1—Vehicle Industry RS&R Employees

The skill level definitions, according to which Employees are to be classified, are set out in Schedule B - Vehicle Industry RS&R - Skill Level Definitions of the Vehicle Manufacturing, Repair, Services and Retail Award 2010 [MA000089]:

Classification	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
	Vehicle RS&R industry Employee - Level 1	\$ 656.90	\$ 17.29	\$ 658.80
Vehicle RS&R industry Employee - Level 2	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
Vehicle RS&R industry Employee - Level 3	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
Vehicle RS&R industry Employee - Level 4	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
Vehicle RS&R industry Employee - Level 5	\$ 743.80	\$ 19.57	\$ 745.70	\$ 19.62
Vehicle industry RS&R - tradesperson or equivalent Level I	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Vehicle industry RS&R - tradesperson or equivalent Level II	\$ 836.70	\$ 22.02	\$ 838.60	\$ 22.07

Classification	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
	Driver - forklift: Lifting capacity up to 4500 kg	\$ 725.80	\$ 19.10	\$ 727.70
Driver - forklift: Lifting capacity in excess of 4500kg	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15
Driver - mobile crane: Lifting capacity up to 10 tonnes	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15
Driver - mobile crane: Lifting capacity in excess of 10 tonnes	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15
Driver - commercial vehicle used in the course of the employer's business: Makers capacity of 3 tonnes or less	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15
Driver - commercial vehicle used in the	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15

course of the employer's business:

Makers capacity of over 3 tonnes but under 8 tonnes

Driver - articulated vehicle: Makers capacity up to and including 10 tonnes	\$ 753.50	\$ 19.83	\$ 755.40	\$ 19.88
Driver - tow truck: Class 1	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15
Driver - tow truck: Class 2 and 3	\$ 725.80	\$ 19.10	\$ 727.70	\$ 19.15
Driver - tow truck: Class 4	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18

Section 2—Vehicle manufacturing Employees

An adult Employee in the classification (wage group level) specified in the table below will be paid the respective minimum weekly classification rate of pay assigned to the wage group concerned.

The classification structure listed above will be read in conjunction with the definitions and classifications set out in Schedule C—Vehicle Manufacturing Employees—Skill Level Definitions and have regard where relevant with the additional definitions listed in clause 3.2 of the Vehicle Manufacturing, Repair, Services and Retail Award 2010 [MA000089]:

Classification	Initial Weekly Rate	Initial Hourly Rate	Labour Hire Industry Payment Weekly Rate	Labour Hire Industry Payment Hourly Rate
	\$	\$	\$	\$
Vehicle industry/production Employee Level 1	\$ 656.90	\$ 17.29	\$ 658.80	\$ 17.34
Vehicle industry/production Employee Level 2	\$ 675.90	\$ 17.79	\$ 677.80	\$ 17.84
Vehicle industry/production Employee Level 3	\$ 701.80	\$ 18.47	\$ 703.70	\$ 18.52
Vehicle industry/production Employee Level 4	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
Vehicle industry tradesperson—Level I	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Vehicle industry tradesperson—Level II	\$ 788.80	\$ 20.76	\$ 790.70	\$ 20.81
Vehicle industry tradesperson—Level III	\$ 812.80	\$ 21.39	\$ 814.70	\$ 21.44
Vehicle industry tradesperson—Level IV	\$ 836.70	\$ 22.02	\$ 838.60	\$ 22.07
Vehicle industry tradesperson—Level V	\$ 876.90	\$ 23.08	\$ 878.80	\$ 23.13
Vehicle industry tradesperson—Level VI	\$ 894.90	\$ 23.55	\$ 896.80	\$ 23.60
Vehicle industry engineering associate—Level I	\$ 918.80	\$ 24.18	\$ 920.70	\$ 24.23
Vehicle industry engineering associate—Level II	\$ 966.90	\$ 25.44	\$ 968.80	\$ 25.49
Vehicle industry leading technical officer & Principal engineering trainer/supervisor/co-ordinator	\$ 991.00	\$ 26.08	\$ 992.90	\$ 26.13
Vehicle industry principal technical officer	\$ 1,034.30	\$ 27.22	\$ 1,036.20	\$ 27.27
Vehicle industry driver—Level I	\$ 735.50	\$ 19.36	\$ 737.40	\$ 19.41
Vehicle industry driver—Level II	\$ 744.40	\$ 19.59	\$ 746.30	\$ 19.64
Vehicle industry driver—Level III	\$ 753.40	\$ 19.83	\$ 755.30	\$ 19.88
Vehicle industry driver—Level IV	\$ 764.10	\$ 20.11	\$ 766.00	\$ 20.16

Waste Management Award 2010 [MA000043] Minimum Wages

Employees are entitled to the minimum weekly wage prescribed for the classification in which they are employed, to which the industry allowance referred to in clause 20.6 of the Waste Management Award 2010 [MA000043] is to be added, as follows:

Classification	Initial Weekly	Labour Hire Industry
	Rate	Payment Weekly Rate
	\$	\$
Level 1	\$ 695.70	\$ 697.60
Level 2	\$ 713.30	\$ 715.20
Level 3	\$ 722.10	\$ 724.00
Level 4	\$ 735.40	\$ 737.30
Level 5	\$ 744.40	\$ 746.30
Level 6	\$ 764.10	\$ 766.00
Level 7	\$ 819.20	\$ 821.10
Level 8	\$ 860.20	\$ 862.10
Level 9	\$ 868.60	\$ 870.50

The classification structure and descriptions for the above table classifications are contained in Schedule B—Classifications of the Waste Management Award 2010 [MA000043].

Water Industry Award 2010 [MA000113] Minimum Wages

A full-time adult Employee will be paid not less than the minimum weekly rate of pay applicable to the Employee's classification for their 38 ordinary weekly hours as follows:

Classification	Initial Weekly	Initial Hourly	Labour Hire Industry	Labour Hire Industry
	Rate	Rate	Payment Weekly	Payment Hourly
	\$	\$	\$	\$
Level 1	\$ 702.30	\$ 18.48	\$ 704.20	\$ 18.53
Level 2	\$ 725.90	\$ 19.10	\$ 727.80	\$ 19.15
Level 3	\$ 753.70	\$ 19.83	\$ 755.60	\$ 19.88
Level 4	\$ 764.90	\$ 20.13	\$ 766.80	\$ 20.18
Level 5	\$ 812.80	\$ 21.39	\$ 814.70	\$ 21.44
Level 6	\$ 879.60	\$ 23.15	\$ 881.50	\$ 23.20
Level 7	\$ 894.80	\$ 23.55	\$ 896.70	\$ 23.60
Level 8	\$ 966.90	\$ 25.44	\$ 968.80	\$ 25.49
Level 9	\$ 1,034.30	\$ 27.22	\$ 1,036.20	\$ 27.27
Level 10	\$ 1,130.60	\$ 29.75	\$ 1,132.50	\$ 29.80

The classification structure and descriptions for the above table classifications are contained in Schedule B—Classifications of the Water Industry Award 2010 [MA000113].

Commissioner Roe
Fair Work Commission
11 Exhibition Street
Melbourne VIC 3001

Thursday, 25 February 2016

Dear Commissioner Roe,

AG2016/106 – Application for approval of the Protech On-Hire Employee Agreement 2016

We provide the following undertaking in relation to our application for Agreement Approval AG2016/106 – Application for approval of the Protech On-Hire Employee Agreement 2016:

Clause 14(c)

Delete the words:

“once 6 months continuous service has been completed with the Company”.

Clause 6(a)

Delete the words:

“In order to compensate Employees for the loss of casual conversion rights”;

and add the following to the end of clause 6(a):

“This 1% Casual Loading will apply to all Casual Employees, regardless of whether a Casual conversion provision exists or not in a relevant Award.”

Clause 6(c)

Insert new clause 6(c):

- c) Nothing in this clause prevents an Employee, upon achieving 6 months of regular and systematic casual service, from requesting in writing that the Company converts the Employee’s employment to permanency. The Company will make all reasonable efforts to accommodate such a request. Where despite its efforts, the Company is unable to satisfy such a request, the Company will provide the Employee with reasons.

Clause 13(c)

Add the following to the end of clause 13(c):

“Nothing in this provision shall affect the continuity of employment for any purposes including for the purposes of unfair dismissal or any other rights which may arise through the Fair Work Act, the relevant Award, Long Service Leave or Superannuation legislation.”

Clause 13(f)

The last sentence of this clause is deleted.

Clause 19

Insert new clause 19(a):

- a) Clause 19(a) does not apply when an Employee is on a paid or unpaid break, which is approved by the Company, Client or any other appropriate representative.

Clause 20

Insert new clause 20(c):

- c) This clause does not apply to Employees whose relevant Award is the Manufacturing and Associated Industries and Occupations Award 2010 (and instead the Abandonment clause in the Award will apply).

Appendix 2 – Full Time Rates – Black Coal Industry Award 2010

Amend the row for Group E to the following:

Classification – Staff Employees	Initial Basic Weekly 35 Hour Rate	Labour Hire Industry Payment Basic Weekly 35 Hour Rate
Group E	\$872.60	\$874.35

Yours sincerely,



Marc Meili
Managing Director
Protech Group (Aust) Pty Ltd