

**Downer EDI Engineering  
Electrical Pty Ltd CSG Onshore  
Enterprise Agreement 2024**

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# Agreed terms

## 1 Title

This Agreement will be known as the Downer EDI Engineering Electrical Pty Ltd CSG Onshore Enterprise Agreement 2024 (**Agreement**).

## 2 Parties to the Agreement

### 2.1 Parties Covered by the Agreement will be as follows:

- (a) Downer EDI Engineering Electrical Pty Ltd (ACN 007 102 516) (**Company or Employer**); and
- (b) The Employees engaged in the classifications listed in Appendix A on the works defined in Clause 4 (**Employee**).

## 3 Operation & Purpose of Agreement

### 3.1 Date and Period of Operation

- (a) This Agreement shall take legal effect seven days after the date of its approval by the Fair Work Commission and will nominally expire on 1 May 2027.

### 3.2 Purpose of Agreement

- (a) The purpose of the Agreement is to provide comprehensively the wages and conditions of employment for the work performed described herein. The Agreement is a stand-alone document and applies to the exclusion of any applicable Award.
- (b) For the Better off Overall Test the terms of this Agreement will be compared with the Hydrocarbons Industry (Upstream) Award 2020 and the Electrical, Electronic and Communications Contracting Award 2020.
- (c) This Agreement will be read and interpreted in conjunction with the National Employment Standards (NES). Where there is an inconsistency between this agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.

## 4 Application of Agreement

This Agreement will apply to the Company and to the Employees of the Company who are engaged in onshore oil and gas or hydrocarbons work including:

- (a) Electrical, mechanical and civil, installation, operations, maintenance and /or miscellaneous services works of coal seam gas pipelines, well-pad infrastructure, associated facilities, process facilities and compressor stations including any minor construction work, or any work to operate, inspect, repair, replace, renovate, rehabilitate, refurbish, revamp, service, maintain, install, overhaul, upgrade and/or upkeep.
- (b) This Agreement applies to the construction of infrastructure, plant, plant facilities and equipment associated with onshore oil and gas or hydrocarbons work including compression stations, water treatment plants and high-voltage power lines and substations. This work is subject to clause 4(b). This Agreement will not apply to scopes of work provided by this subclause, where the labour component exceeds the value of \$35 million.
- (c) This Agreement does not apply to major construction.
- (d) This Agreement does not apply to work performed at Curtis Island.

## 5 Interpretation

### 5.1 Definitions

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

**Base Rate of Pay** means the hourly rate of pay payable for ordinary hours of work, excluding any of the following: incentive-based payments and bonuses, loadings, monetary allowances, overtime or penalty rates, or any other separately identifiable amounts.

**FWC** means Fair Work Commission.

## 6 Contract of Employment

### 6.1 Engagement

- (a) Employment shall be full-time or part-time or casual. The Employee will be notified at the time of engagement of the employment status.
- (b) The initial employment of new full-time or part-time Employees shall be subject to a six (6) month probationary period.
- (c) This clause does not alter the minimum employment period under s.383 of the Act.

### 6.2 Part-time employees

- (a) A part-time employee is an employee who is engaged to work an average of less than 38 ordinary hours per week and receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.
- (b) A part-time Employee must be paid the relevant Base Rate of Pay for each ordinary hour worked.
- (c) Before commencing a period of part-time employment the employee and the employer will agree in writing:
  - (i) that the employee may work part-time;
  - (ii) upon the hours to be worked by the employee, the days upon which the hours will be worked and commencing times for the work;
  - (iii) upon the classification applying to the work to be performed; and
  - (iv) upon the period of part-time employment.

### 6.3 Casual Employment

- (a) Casual Employees are paid by the hour and shall be paid an additional 25% flat loading on the Base Rate of Pay set out in Appendix A applicable to the classification to which they perform work for all hours worked.
- (b) The casual loading is paid in lieu of annual leave, personal/carers leave, notice, redundancy and any other full-time entitlements that do not apply to casuals.
- (c) A Casual Employee shall be paid a minimum of 4 hours pay in respect of each engagement.
- (d) Offers and requests for conversion from casual employment to full-time or part-time are provided for in the NES.

## 6.4 Termination of Employment

- (a) Termination of a full-time or part-time Employee by the Company will be in accordance with the terms of the Act. Subject to the Act, as at the date of this Agreement, the required period of notice the Company must give an Employee is as follows:

Where an Employee's Period of Continuous Service with the Company is:	The Period of Notice is*:
Up to 1 year	1 week
1 year or more, but < 3 years	2 weeks
3 years or more, but < 5 years	3 weeks
5 years or more	4 weeks

- (b) An Employee who is over 45 years of age and has completed at least two years' continuous service with the Company is entitled to receive an additional one weeks' notice from the Company in respect of the termination of their employment.
- (c) The period of notice to be given by the Employees shall be in accordance with the scale provided in clause 6.4(a). Where less than this notice is given by the Employee, the Company is entitled to deduct, on a pro rata basis, an amount equivalent to the notice required from the Employee's termination payment.
- (d) The Company is entitled to make a payment in lieu of notice if the appropriate notice period is not given. Employment may be terminated by part of the period of notice and part payment in lieu (on a pro rata basis).
- (e) Neither the Company, nor Employee shall provide notice which extends into an R&R period.
- (f) Nothing in this clause will affect the Company's rights to summarily dismiss their Employee for conduct that justifies summary dismissal.

## 6.5 Redundancy & Severance Contribution

- (a) In the event of termination of employment for the reason of genuine redundancy, full-time or part-time Employees shall be entitled to the following minimum amount of redundancy in respect of a period of continuous service subject to the terms contained at clause 6.5(b) herein:

Period of Continuous Service	Severance Pay
Less than 1 year	Nil
1 years but not more than 2 years	4 weeks
More than 2 years but not more than 3 years	6 weeks
More than 3 years but not more than 4 years	7 weeks
More than 4 years but not more than 5 years	8 weeks
More than 5 years but not more than 6 years	10 weeks
More than 6 years but not more than 7 years	11 weeks
More than 7 years but not more than 8 years	13 weeks
More than 8 years but not more than 9 years	14 weeks
More than 9 years but not more than 10 years	16 weeks
More than 10 years	12 weeks

“weeks’ pay” mean the Base Rate of Pay at the time of termination for the Employee concerned.

- (b) The liability of payments arising in terms of clause 6.5(a) on the Company can be offset or partially offset by any payments made on behalf of an Employee to a recognised redundancy fund. A payment of \$100.00 per week worked (inclusive of a \$10 contribution to JETCO) will be made by the Company on behalf of each eligible Employee (as defined) into CIRT.

## 7 Dispute Procedure

### 7.1 Application of dispute resolution clause

- (a) The following dispute resolution procedure will apply to any dispute arising under this Agreement or the National Employment Standards (when applicable).
- (b) At any stage in the dispute resolution process, parties to a dispute under this clause may be represented by any representative of their choice.

### 7.2 Discussion with immediate supervisor

- (a) Where any dispute arises between the Company and any Employee(s), the matters in dispute will first be discussed between the Employee(s) concerned and their immediate supervisor or supervisors.

### 7.3 Discussion with manager

- (a) If the dispute is unable to be resolved in accordance with clause 7.2, either party to the dispute agree to refer the matter to the next relevant Manager or his or her nominee.
- (b) If the dispute cannot be resolved at this level, either party to the dispute agree to refer the matter in writing to the Project or Site Manager or their nominee for resolution who will take steps to resolve the dispute.

#### 7.4 Referral to Fair Work Commission

- (a) If the dispute is unable to be resolved in accordance with clause 7.3, either party may refer the dispute to FWC for conciliation, or if unsuccessful, arbitration. Prior to proceeding to arbitration the parties must clearly identify the full nature, particulars and scope of the matter being arbitrated, and do so in a manner that does not unduly delay either party in proceeding to arbitration.
- (b) The decision of FWC will bind both parties, subject to either party to the dispute exercising a right of appeal to the Full Bench of FWC in accordance with s. 604 of the Fair Work Act 2009.

#### 7.5 Process for referring matter to Fair Work Commission

Before the matter in dispute can be referred under clause 7.4 the initiating party must give the other party to the dispute notice in writing of an intention to refer the matter in dispute.

#### 7.6 Continuation of work

Notwithstanding the notification of a dispute in accordance with this clause, work will continue normally until the dispute is resolved, unless an Employee has a reasonable concern about an imminent risk to his or her health or safety. If such a concern exists, the Employee must comply with all reasonable directions of the Company to perform other available work, whether at the same or another workplace location that is safe and appropriate for the Employee to perform. Neither party will be prejudiced as to the resolution of the dispute by working in accordance with this clause.

### 8 Consultation

The Parties to the Agreement will be bound by the Consultation Term in Appendix F.

### 9 Individual flexibility arrangements

The Parties to the Agreement will be bound by the Flexibility Term in Appendix G.

## 10 Wages & Classifications

#### 10.1 Classifications

- (a) The classifications for Employees covered by this Agreement are set out in Appendix A.
- (b) All classifications and appointments in writing are determined solely by the Company by giving consideration to skills, qualifications, training and the Company's needs. The Company will notify Employees of their classification under this Agreement.
- (c) All changes to classifications will be agreed between the Employee and the Company.

#### 10.2 Wage Rates

- (a) Minimum wage rates for Employees shall be as prescribed in Appendix A.
- (b) The wage rates set out in Appendix A absorb any increase to minimum wages that may be granted by the Fair Work Commission from time to time and compensate for all special skills and/or disabilities and/or special rates associated with the industry.

#### 10.3 Apprentice Rates

- (a) The minimum base rate of pay for an apprentice shall be calculated as a percentage of the DTE Level 1 Tradesperson rate (100%) applying to the relevant year of the apprenticeship:

Year	Apprentice	Adult Apprentice
1	55%	80%



2	65%	85%
3	75%	90%
4	90%	95%
5	100%	100%

- (b) An adult apprentice is defined as a person who is 21 years of age or older at the time of entering an apprenticeship.
- (c) Existing Employees, with more than six months service who are offered an adult apprenticeship, will maintain their current Base Rate of Pay (not inclusive of allowances) in accordance with their existing classification or will be paid in accordance with the adult apprentice payment in clause 10.3(a) as per their designated equivalent year of apprenticeship whichever is the greater.

#### 10.4 Payment of wages

- (a) Wages will be paid weekly by electronic funds transfer (EFT). The Company shall comply with all provisions for the keeping of time and wage records and the production of pay slips in accordance with the Act.
- (b) The Employee, with the assistance of the Company, is responsible for the accurate and timely completion and provision of time sheets, production records and other documents as required by the Company.

## 11 Allowances

Allowances will be provided and paid in accordance with Appendix B.

## 12 Superannuation

### 12.1 Entitlement to Superannuation

- (a) The Company shall pay superannuation in accordance with the prescriptions of the *Superannuation Guarantee (Administration) Act 1992* as amended from time to time. Where no fund is nominated by the Employee, the default fund will be CBUS.
- (b) The Company's contributions will be the relevant percentage of the super guarantee of Ordinary Time Earnings as defined by the relevant ATO ruling as amended from time to time.

### 12.2 Salary Sacrifice arrangements

- (a) Subject to ATO rules & regulations relating to Salary Sacrifice arrangements being complied with, an Employee may salary sacrifice via a pre arrangement (i.e. before actually earned or accrued) a monetary amount from this Agreement into a compliant superannuation fund.
- (b) Any request must be in writing and once the Employee nominates an amount it can only be changed once annually.

## 13 Income Protection

The Company will take out income protection insurance for any period of absence on leave without pay for illness, accident or injury of an Employee covered by this Agreement, while it remains available and subject to the terms of the providers trust deed.

- (a) Provided that such a policy must remain available at a cost to the Company not exceeding 1.4% of the gross base rate wages (including GST) per Employee for the duration of the Agreement.

## 14 Hours of Work & Overtime

### 14.1 Ordinary Hours

- (a) The ordinary hours of work shall be an average of 38 hours per week over a 52 week period. The ordinary hours may be worked from 6.00 am to 6.00 pm Monday to Friday.
- (b) The above start and finish times may be moved by up to one hour either way without penalty through agreement between the Company and directly affected Employees.
- (c) To allow for greater continuity of operations, weekend work may be counted towards ordinary hours of work, provided any such hours continue to attract the appropriate penalty rate provided in clause 14.5. This will allow for cyclical, compacted working weeks.
- (d) Rostering arrangements and hours of work will be determined by the Company at the commencement of each project on which the Company is engaged, however the preferred roster under this Agreement is a 18 days on and 10 days R&R off cycle. Other example rosters are as follows, however employees will be consulted in accordance with the provisions of Clause 8 prior to the introduction of such rosters:
  - (i) 21 days on, 7 days R&R off
  - (ii) 15 days on, 13 days R&R off
  - (iii) 14 days on, 7 days R&R off
  - (iv) 10 days on, 4 days R&R off
  - (v) Even time rosters
- (e) The work cycle will initially be determined by the Company at the commencement of each project on which the Company is engaged. This work cycle may be altered by agreement with Employees to suit project requirements and in the absence of agreement the Company may provide a minimum of one (1) weeks' notice to affected Employees.

### 14.2 Rest & Recreation

- (a) Where an R&R roster is applied on the project, the following conditions will apply:
  - (i) For the purposes of clause 14.2(a) and (b), a 'Non-Local Employee' is outlined within Appendix C.
  - (ii) Non-local Employees will only receive R&R where determined by the Company.
  - (iii) R&R is classified as non-work time.
  - (iv) For reasons of operational requirements the Company may reschedule the taking of the R&R entitlement. The Employee may then be required to work a shortened/extended roster in order to regain their original roster cycle.
- (b) Non-local R&R Travel
  - (i) The Company, at its discretion, shall transport non-local Employees by economy air transport between the designated airport and the relevant site.
  - (ii) Specific details of R&R travel arrangements will vary according to an individual Employee's circumstances.
  - (iii) **Start travel for R&R** shall commence on the last day of the roster during work hours or on the first day of the R&R leave period. Where Employees travel in their own time, Employees will receive payment for R&R travel of four (4) hours at the All-Purpose Hourly Rate . Travel time during working hours counts as ordinary hours.
  - (iv) **Return travel after R&R** shall commence on the first day of the roster during work hours or on the last day of the R&R leave period. Where Employees travel in their own time,

Employees will receive payment for R&R travel of four (4) hours at the All-Purpose Hourly Rate. Travel time during working hours counts as ordinary hours.

- (v) In order to balance operational flexibility and Employees' enjoyment of R&R, travel arrangements will be scheduled to ensure that either start travel or return travel will be in the Employer's time with the other travel to occur in the Employees' time.
  - (vi) The Employer will use their best endeavours to return workers to their point of hire on their start travel day in the normal span of hours. The Employer will provide reasonable proof of such endeavours if a dispute is raised.
- (c) Non-local R&R Road Travel
- (i) In agreement with management, non-Local Employees with a usual place of residence may elect to drive in lieu of air travel on mobilisation and demobilisation provisions under section C 1.3 of Appendix C and R&R provisions under clause 14.2(b) and will receive the same payments as prescribed within these sections.
  - (ii) For occupational, health and safety reasons, an Employee must have their R&R journey plan approved by the Company. Proposed road travel that is beyond what is considered to be a safe distance will generally not be approved and Company provided travel will be booked.

### 14.3 Overtime

- (a) It is a requirement that full-time Employees will work reasonable additional hours in excess of their ordinary hours. Casuals may also be required to work hours in excess of 38 per week. Subject to subclause (b) below, time worked in excess of the work cycle's ordinary weekly or daily hours or outside of the span of ordinary hours of work shall be paid as overtime at the following rates:
  - (i) Monday to Saturday at the rate of time and a half for the first two (2) hours and double time thereafter.
  - (ii) All time worked on Sunday shall be paid at double time.
- (b) Where an Employee on a continuous roster is already receiving the double time penalty rate for working Saturday prior to commencing overtime, the Employee will continue to be paid overtime at double time despite clause 14.3 (a)(i).
- (c) An Employee who works so much overtime between the completion of the ordinary hours worked on one day and the commencement of ordinary hours on the next day is required to have a ten (10) hour break, without loss of pay for ordinary working time occurring during such absence.
- (d) To avoid any doubt casual loading will not form part of an Employees' Base Rate Of Pay for the purposes of calculating overtime payments.
- (e) Where an employee works additional days to their established roster i.e. 18/10, such days will be considered 'overcycle' and will be paid at the rate of double time. Overcycle may only be worked in accordance with fatigue guidelines.

### 14.4 Shift Work

- (a) Shift work means ordinary hours worked outside, or partly outside, of the ordinary span of hours for at least five (5) continuous nights which may be worked to suit the requirements of a project.
- (b) An Afternoon Shift is defined as a roster whereby the ordinary hours of work commence between midday and 6pm.

- (c) A Night Shift is defined as a roster whereby the ordinary hours of work commence between 6pm and midnight.
- (d) Day work (i.e. work commencing between 6am and midday) is not shift work.
- (e) A loading of 30% shall apply to ordinary hours worked on afternoon or night shift Monday to Friday.

#### **14.5 Weekend and Public Holiday Penalties**

- (a) All ordinary hours worked on Saturdays, Sundays or Public Holidays shall be paid the following:
  - (i) Saturdays at the rate of time and a half for the first two (2) hours and double time thereafter;
  - (ii) Sunday at the rate of double time;
  - (iii) Public Holidays at the rate of double time and a half.
- (b) All overtime (i.e. in excess of 38 hours) worked by shift workers will be paid at double time.

#### **14.6 Short Term Shift Work**

- (a) In circumstances where ordinary hours of work are worked outside of the ordinary hours to meet the requirements of a project for periods of less than five (5) shifts, the rate of time and a half shall apply for the first two hours and double time thereafter, by where each day stands alone. Provided that the following conditions apply:
  - (i) Employees are given 48 hours' notice of work requirements, other than in emergencies, or unless otherwise agreed.
  - (ii) There is a 10 hour break of ordinary time, otherwise double time shall apply until a 10 hour break is taken.
  - (iii) All overtime shall be paid at the rate of double time.
- (b) The consecutive periods of shifts will not be deemed to be broken by any authorised or unauthorised absence or if work is not carried out on a Saturday, Sunday or Public Holiday.
- (c) A stand down day at ordinary time will be provided where 48 hours' notice is not provided in accordance with clause 14.6(a)(i).

#### **14.7 Meal Breaks & Rest Pauses**

- (a) There will be a meal break and a rest pause for each shift or day where a minimum of five (5) hours are worked Monday to Friday. The meal break shall be 30 minutes duration and will be unpaid, or paid if the Employee is performing shift work. The rest pause will be 30 minutes duration and paid.
- (b) Where after ceasing ordinary hours an Employee is required to work overtime immediately following the cessation of ordinary hours on the day for two or more hours, the Employee shall be allowed a paid crib break of 30 minutes without deduction of pay. Provided where the crib break is not taken then, in addition to any overtime payments, the 30 minutes will be paid at the appropriate overtime rate of pay.
- (c) The Company may stagger the time of taking meal and rest breaks to meet operational requirements, and so as not to interfere with the continuity of work or operations.
- (d) A meal allowance may be payable subject to the provisions of Appendix B clause B1.7.

#### **14.8 Daily Travel Time**

- (a) No payment will apply to daily travel up-to 30 minutes either direction to and from the Camp and project.

- (b) Where daily travel is in excess of 30 minutes either direction to and from the Camp and project, the portion of travel time in excess of 30 minutes each way will be treated as work time.
- (c) The Site Manager will proactively establish work fronts with employees for the purpose of calculating travel time.
- (d) Any dispute about the application of this clause shall be raised in accordance with the Dispute Procedure under clause 7 of the Agreement.

#### **14.9 Inclement Weather**

- (a) During periods of inclement weather that prevents work from being performed on site, the Company, where practical, will transfer Employees to an alternative site not so affected, or to the Company's depot/yard to perform maintenance, service-type duties or training.
- (b) Where this is not practical, all full-time Employees shall be entitled to payment for ordinary time lost through inclement weather and the effects of inclement weather subject to an Employee being ready willing and able to work.

#### **14.10 Call Back**

- (a) Call Outs are an accepted part of the job and all Employees will respond within reason to a call out situation at any time to meet the needs of the business/Client.
- (b) An Employee recalled to work overtime after leaving the site at the end of their shift will be paid a minimum of 4 hours at double time. Should an Employee be recalled on a subsequent occasion to perform duties unrelated to the original purpose of their call back, they shall be paid at the appropriate penalty rate for all time spent performing such work in addition to the 4 hour call back.
- (c) An Employee who commences a call back within three (3) hours, prior to the normal starting time, and who has had ten (10) consecutive hours off duty in accordance with sub-clause 14.10(b) prior to commencing the call back, will be required to continue to work their normal shift at ordinary time.

## **15 Annual Leave**

### **15.1 Period of Leave**

- (a) Each Full-Time Employee covered by this Agreement will progressively accrue annual leave as accrued on the following basis:
  - (i) 4 weeks (152 hours) after 52 weeks of continuous service; or
  - (ii) 5 weeks (190 hours). after 52 weeks of continuous service as a 'continuous shift worker' (as defined at clause 15.8).
- (b) Each Part-Time Employee will accrue a pro-rata amount of annual leave.

### **15.2 Annual Leave is exclusive of Public Holidays**

Such annual leave shall be exclusive of any statutory holiday which may occur during the period of annual leave.

### **15.3 Payment on Termination**

If the employment of any Employee is terminated for any reason the Company shall pay to the Employee his/her accrued annual leave, plus annual leave loading of 17.5%.

#### 15.4 Period of Notice prior to taking Annual Leave

Any leave taken will be as agreed between the Company and Employee. Provided where an annual shutdown is implemented by the Company, then a notice period of four (4) weeks will apply.

#### 15.5 Calculation of Annual Leave Pay (when leave is actually being taken)

Calculation of annual leave pay (including any proportionate payments) shall be calculated as the Employee's All Purpose Rate of Pay as prescribed by this Agreement at clause 5.1 for the period of Annual Leave.

#### 15.6 Annual Leave Loading

An Employee who proceeds on Annual Leave, shall receive a minimum loading of 17.5% calculated on the total amount of Annual Leave Pay received.

#### 15.7 Leave Without Pay in Lieu of Annual Leave on Weekends

An Employee who takes a period of Annual Leave which includes Saturdays or Sundays may elect to take leave without pay for any Saturdays or Sundays in that period, provided that the period of leave without pay is immediately adjacent to a period of Annual Leave.

#### 15.8 Additional week of leave

The following definitions of shiftworker will be applied for the purposes of the additional week of leave and the NES:

For employees covered by the Electrical, Electronic and Communications Contracting Award:

A shiftworker is a 7 day shiftworker who is regularly rostered to work on Sundays and public holidays.

For employees covered by the Hydrocarbons Industry (Upstream) Award:

A shiftworker is an employee engaged in an enterprise in which shifts are continuously rostered 24 hours per day, 7 days per week and who is rostered regularly to work those shifts and works regularly on Sundays and public holidays.

## 16 Personal Leave

- (a) For the purposes of this Agreement and subject to the terms of this Clause, Personal Leave can be used for Sick Leave or Carer's Leave purposes (as defined) for full-time or part-time Employees:
  - (i) **Sick Leave** is claimable for the purposes of an Employee being sick or injured (excluding workers compensation purposes);
  - (ii) **Carer's Leave** is claimable for the purposes of where the Employee is required to provide care or support to a member of the Employee's immediate family, or a member of the Employee's household due to illness, injury or an unexpected emergency. Provided also an Employee (including a casual Employee) can take up to two days unpaid Carer's Leave on each occasion for the above care/support purposes.
- (b) At the commencement of full-time employment the personal leave accrues at the rate of 1/26 of ordinary hours worked /paid of continuous service. Part-time Employees will accrue on a pro-rata basis.
- (c) Personal Leave has a rolling accrual for the duration of an Employee's ongoing period of continuous service, less any day/s claimed and paid.

- (d) For the purposes of claiming payment for personal leave for any reason, the following will apply:
  - (i) Any Employee making a claim must notify the Company as soon as reasonably practicable and stipulate the reasons for and the likely duration of the absence; provided
- (e) Where the record of any Employee taking and claiming personal leave pay is showing a trend of personal leave days being taken around weekends, commencement and finishing times of the various roster cycles, public holidays, etc, then, the Company may request that any claim for payment of personal leave in the circumstances listed herein be supported by documentary evidence from a registered Health Practitioner, or in lieu thereof, a Statutory Declaration. An offending Employee will be warned in advance if he/she is in this category and what the requirement may be for future personal leave claims.

## 17 Compassionate Leave

Subject to providing the Company with satisfactory documentary evidence, an Employee other than a casual Employee shall be entitled to compassionate leave as per the following scale:

<b>Death or serious illness of following family member:</b>	<b>Maximum paid time off for each occasion a claim is made and approved:</b>
Partner, Child, Grandchild, Step Child, Parent, Parent In Law, Brother, Sister, Grandparent.	2 days *
Child, Grandchild, Step Child, Parent, Parent In Law, Brother, Sister, Grandparent of a Spouse or de factor partner	
Provided upon request and subject to evidence being provided to the Company's satisfaction, a reasonable amount of unpaid time off for the purposes of compassionate leave will be available for Employees.	

\* In calculating an employee's entitlement to 2-days' compassionate leave, travel time is not included. However, payment for travel time to and from site for the purposes of accessing compassionate leave will be limited to 4 hours at the ordinary time rate of pay and will be counted as time worked.

## 18 Public Holidays

- (a) Subject to the terms of this clause a full-time (or part-time where a rostered day falls on a public holiday) Employee shall be entitled, without loss of ordinary pay, to public holidays as follows:

New Year's Day	Anzac Day
Australia Day	Queen's Birthday
Good Friday	Labour Day
Easter Saturday	Christmas Day
Easter Monday	Boxing Day
A public holiday prescribed by legislation for the district and/or state that the Employee is working in (e.g. Show Day)	

- (b) For the purpose of this Agreement and unless gazetted otherwise:
  - (i) When Christmas day falls on a Saturday or on a Sunday, the following Monday and Tuesday shall be observed as Christmas day and Boxing Day respectively.
  - (ii) When New Year's Day or Australia day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on the next Monday.
- (c) By Agreement between the Company and Employee, other days may be substituted for the said days.
- (d) Where required to work a public holiday nominated an Employee shall be paid at the rate of double time and a half for all time so worked.
- (e) If a public holiday falls during an Employee's R&R, and the Employee would be normally rostered to work ordinary hours on that day, then the Employee will be paid their base rate of pay for the ordinary hours they would normally have worked on that day.

## 19 Jury Service

The provisions of Part 2-2 of Division 8 Community Service Leave of the Fair Work Act 2009 relating to Jury Service Leave, as amended will apply.

## 20 Parental Leave (Maternity / Paternity / Adoption)

The provisions of Part 2-2 of Division 5 Parental Leave of the Fair Work Act 2009 (Cth), as amended will apply.

## 21 Family and Domestic Violence Leave

The provisions of Part 2-2 of Division 7 Paid Family and Domestic Violence Leave of the Fair Work Act 2009 (Cth), as amended will apply.

## 22 Long Service Leave (LSL)

The accrual and eligibility for LSL will be in accordance with the applicable long service leave legislation. Provided if the work performed under this Agreement meets relevant building portable long service leave eligibility requirements, then, the Company will register each eligible Employee with the applicable portable scheme (which is currently QLeave).

## 23 Clothing & Protective Equipment

### 23.1 General

- (a) Within a reasonable time from commencement of employment, each Employee will receive the following issue of Company clothing:
  - (i) 4 x high-visibility work shirts or overalls
  - (ii) 4 x pairs of work pants
  - (iii) 1 x issue of safety footwear (up to the value of \$150)
  - (iv) 1 x hard hat
  - (v) 1 x safety glasses or if required, prescription safety glasses (transitional lenses) (up to a value of \$250)



- (vi) a suitable winter jacket of good quality will be provided to Employees, excluding casuals, engaged between 1 May and 31 August as a one-off issue.
- (b) All Employees on commencement will be required to attend work and be attired in proper safety clothing and footwear.
- (c) Re-issue will be on the basis of fair wear and tear provided the item is produced for replacement.
- (d) Company provided clothing may be identified by a Company logo and as such, on termination of employment, any Company clothing with logo attached must be returned.

## 24 Training

- (a) Where the Employee elects to undertake training in their own time which will be of beneficial use to the Company, the Employee will be eligible to claim up to five (5) days' pay, or a maximum of 38 hours, per calendar year.
- (b) To be eligible for payment, the Employee must seek approval in writing from the Company prior to the commencement of the training.
- (c) Payment will be at the Employees' applicable Base Rate of Pay for hours spent in the recognised, agreed training.

## 25 Employee Representatives

- (a) Where at the discretion of Employees, an Employee Representative is elected, the Company will recognise the Employee Representative as being a person/s who has rights and obligations in accordance with the *Fair Work Act 2009* (Cth).
- (b) The Employee Representative will be allowed up to 5 days per year (non-cumulative) paid time during working hours that is considered necessary for training that promotes the practice of sound industrial relations and will assist the Employee Representative to resolve issues in accordance with the Dispute Resolution Procedure.
- (c) Provided any business conducted by the Employee Representative will relate to this Agreement, the Modern Award or any Statutory Provision and will only relate to matters pertaining to the Company/Employee relationship.
- (d) The Employee Representative will not allow his/her required duties/tasks as an Employee to suffer due to being an Employee Representative and prior to attending such matters during work time, must be first approved by the Supervisor who will not be unreasonable in his/her deliberations surrounding any reasonable requests.
- (e) The Company will, where reasonably practicable, provide Employee Representative with reasonable access to facilities including phone, facsimile, computer / printer, photocopier.

## 26 Signatories to the Agreement

**Signed** for and on behalf of **Downer EDI Engineering Electrical Pty Ltd**



---

**Signature**

*Damien North*

---

**Name of Downer Representative**

*Group Head of Industrial Relations*

---

**Authority to Sign (Position/Title)**

*39 Delhi Road, North Ryde, NSW, 2113*

---

**Address of Downer**

**27/05/24**

---

**Date**

**Signed** for and on behalf of **Employees**



---

**Signature**

---

**Name of Employee Representative** Jacob Hagedorn

---

**Authority to Sign (Position/Title)** Electrician

---

**Address of Employee Representative** 39 Delhi Road, North Ryde, NSW,  
2113

**27/05/2024**

---

**Date**

**Signed** for and on behalf of **Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union known as the Australian Manufacturing Workers' Union - Queensland Branch**

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**Signature**

---

**Name of Union Official**

---

**Authority to Sign (Position/Title)**

---

**Address of Union Official**

---

**Date**

**Signed for and on behalf of Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division - Queensland and Northern Territory Divisional Branch**

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**Signature**

---

**Name of Union Official**

---

**Authority to Sign (Position/Title)**

---

**Address of Union Official**

---

**Date**

## Appendix A – Classifications & Wage Rates

### A 1.1 Occupational/Classification/Levels

This Agreement provides for a minimum eleven (11) level classification structure. The various classification category titles being:

- Downer Operator Maintainer Employee - DOME (Level 1 to 3)
- Downer Trades Employee - DTE (Level 1 to 3)
- Downer Employee- DE (Level E1 to 4).

<b>Tradespersons Positions</b>				
<b>Classification / Level</b>	<b>Date agreement made</b>	<b>First full pay period after 31 December 2024</b>	<b>First full pay period after 31 December 2025</b>	<b>First full pay period after 31 December 2026</b>
DOME-Level 3: (Operator/Maintainer-Trades)	\$55.69	\$57.36	\$59.03	\$60.75
DOME-Level 2: (Operator/Maintainer-Special Class)	\$53.22	\$54.81	\$56.40	\$58.04
DOME-Level: (Operator/Maintainer-electrical / mechanical / instrumentation)	\$50.74	\$52.26	\$53.78	\$55.34
DTE-Level-3: Special Class Trades – Special Class (Exotic) Welder, Dual Tradesperson. *	\$54.58	\$56.22	\$57.86	\$59.55
DTE-Level-2: Advanced Trades – Coded Pipe Welder, Electrician with HA, HV and/or Cert IV Instrumentation. **	\$51.97	\$53.53	\$55.09	\$56.70
DTE-Level-1: Tradespersons – Pipe Fitter, Mechanical Fitter, Boilermaker, Electrician, Instrumentation Technician. ***	\$49.51	\$51.00	\$52.49	\$54.02

Semi-Skilled Positions				
Classification / Level	Date agreement made	First full pay period after 31 December 2024	First full pay period after 31 December 2025	First full pay period after 31 December 2026
DE-Level-4: Multi-Ticketed Rigger/Scaffolder or Open Crane Operator. ^	\$47.52	\$48.95	\$50.38	\$51.85
DE-Level-3: Ticketed Rigger, Scaffolder, Crane Operator. ^^	\$45.74	\$47.11	\$48.48	\$49.89
DE-Level-2: Dogman	\$44.51	\$45.84	\$47.17	\$48.54
DE-Level-1: Trades Assistant with current tickets to operate Fork Lift , EWP and/or vehicles & other plant and equipment. Warehouse Stores Attendant.	\$43.27	\$44.57	\$45.87	\$47.21
DE-Level E1 (an Employee at this level is an <u>entry level</u> Employee who has less than 6- months on-the-job experience in the coal seam gas industry and who will during his/her engagement be assessed by management for elevation to a higher level, provided any assessment will take place at a date no later than 6-months from his/her time of engagement.)	\$43.08	\$44.37	\$45.66	\$46.99

\* Exotic metals are defined as: Stainless Steels, CrMo > 1¼, Hastelloy, Monel, Inconel.

\*\* Must be able to pass a welder qualification test to the applicable code/standard.

\*\*\* Must have a relevant trade qualification. Boilermakers are expected to pass a weld test to AS1554.

^ At least one ticket must be intermediate level or higher.

^^ Applicable only where the nominated tickets are required by the Company to be used in the course of everyday duties.

## **A 1.2 Classifications/Levels**

- (a) Employees at the discretion of the Company will be classified into one of the above classification levels as listed at A 1.1, which is compatible to the Company's needs provided the Employee has the appropriate qualifications, skills and training relevant to the required classification.
- (b) Notwithstanding anything else contained within this Agreement, Employees will be required to carry out such duties as are within the limits of the Employee's qualifications, skills and training, including work that is incidental or peripheral to the Employee's main function.
- (c) There will be no restriction on any Employee operating any vehicle, plant or equipment subject to the Employee having the appropriate license/tickets/certification to operate the equipment and competently perform the required task.

## **A 1.3 Weekly /Hourly Wage Rates**

- (a) The above table at A1.1 incorporates the hourly rate of pay commencing at the first full pay period coinciding with the dates listed in the various wages scale.
- (b) To derive the ordinary Full-Time weekly wage you multiply the relevant hourly rate by 38.
- (c) To derive the casual hourly rate you multiply the relevant hourly rate by 25%.

## Appendix B – Allowances

### **B1.1 Leading Hand Allowance -"All Purpose" Hourly payment**

An Employee appointed a leading hand by management will receive for the duration of his/her appointment and in addition to his/her classified hourly rate of pay an "all purpose" leading hand (LH) allowance as listed below. Provided any period as a LH will be for a duration of not less than a week, excluding circumstances where an Employee is appointed as a temporary LH, which in each case it will be for not less than 8 hours:

\$1.74 per hour

### **B1.2 Tool Allowance - "All Purpose" Hourly payment**

Each tradesperson in performing their daily tasks who is required by management to provide, use and maintain his/her own tools of trade as per the Company's required tool lists will in such circumstances qualify for an all-purpose tool allowance as per the following:

\$0.84 per hour

### **B1.3 Licence Allowance - "All Purpose" Hourly payment**

Each Electrical or Instrumentation tradesperson, Plumber, Refrigeration Mechanic or other tradesperson which the Company has determined that the Employee holds a current licence (excluding a drivers licence or high risk work license) relevant to his/her classification and is required to use the licence in his/her daily tasks will be paid an all-purpose licence allowance as per the following:

\$1.58 per hour

### **B1.4 Trades Person Allowance- "Flat" Weekly Daily payment**

Each tradesperson who holds a recognised trades certificate issued by the relevant regulatory body, shall be paid an additional \$10 flat per day for each week worked. Such payment is in recognition of the additional responsibilities assumed by such Tradesperson, in accordance with the relevant legislation (paid as pro-rata for Part-Time Employees).

### **B1.5 Higher Duties Allowance – "Flat" Hourly payment**

Where an Employee is required to perform higher duties at the request of the Company, and the company approves a higher duties allowance, such Employee will be entitled to the following flat allowance, provided such duties are performed for not less than a roster cycle:

\$1.87 per hour

### **B1.6 First Aid Allowance- "Flat" Weekly payment**

An Employee who has been trained to perform first aid and who is the current holder of appropriate first aid qualifications such as a certificate from the St John Ambulance or similar body and is appointed by the Company to perform first aid duty will be entitled to the following flat weekly allowance for the period so appointed (Paid as pro-rata for Part-Time Employees):

\$23.17 per week
------------------

### **B1.7 Meal Allowance**

Subject to clause 14.6 an Employee working overtime without prior notification on the previous working day or earlier for the requirement to work overtime shall be paid a meal allowance of \$15.00 if required to work two (2) or more hours overtime immediately after ceasing ordinary hours, and every additional four (4) hours thereafter.

Provided in circumstances where the Employee/s is residing in Company provided full board and lodgings including meals, then the above provision has no application.

### **B1.8 Travel Payment**

*Provision of transport or payment where no transport is provided from Company provided accommodation to work site and return:*

- (a) **Provision of transport for non-local Employees** (*i.e.* Employees being provided with accommodation/living-quarters/camp by the Company): Will be the responsibility of the Company and as such, the Company will provide the passenger vehicles as a means of transporting the Employees from the accommodation assembly point to the worksite and back each day. Provided where Company arranged transport is not provided then, for any working day where this occurs, Employees will be entitled to a daily payment of \$40.
- (b) **Driver of Company Passenger Vehicle:** An Employee covered by this Agreement who is nominated by the Company as the driver of the company passenger vehicle, with a capacity to carry more than five (5) persons, responsible for transporting more than five (5) other company Employees to and from the accommodation to the worksite and return in accordance with (a) above, will, whilst driving the Company vehicle and transporting passengers in his/her own unpaid time be paid \$40 for each day that the Employee performs the driving tasks as requested by the Company.
- (c) **Assembly Point:** For the purposes of gathering each day at the accommodation so as to use Company provided transport to the worksite and return, the accommodation assembly point will be that point which is nominated by Management. Employees will be informed in advance of the accommodation and worksite assembly or muster points.
- (d) **Local Hire Employees:** Any locally hired Employee who chooses to avail him/herself of company provided passenger transport to and from the worksite can do so by being at the accommodation assembly point at a time coinciding with the departure time of the passenger transport.



## Appendix C – Non-Local Employees

### C1.1 Non-Local Employee

- (a) Usual Place of Residence is the address stipulated by the Employee in the Registration of Interest Form. This will determine their classification as a non-local or local Employee.
- (b) Candidates for employment will be required, upon registration, to make a declaration of their usual place of residence in their Registration of Interest Form. The Company will use the declaration to determine if their Employee is a Non-Local Employee.
- (c) For the purpose of geographically defining a Non-Local Employee engaged under the terms of the Agreement, it includes any Employee whose usual place of residence is outside of a 60 km radius of the project's main Camp as per Appendix E.

### C1.2 Accommodation

Where a Non-local Employee as defined within this Appendix is engaged on the project the Company shall provide suitable board and lodging as per the terms of Appendix E .

### C1.3 Mobilisation and Demobilisation

- (a) The Company, at its discretion, shall transport non-local Employees by economy air transport from the nearest High Capacity Regional Passenger Terminal (RPT) Airport to the Employee's usual place of residence, to the project at the commencement of employment and return, at the conclusion of employment.
- (b) Non-Local Employees shall be allowed a reasonable amount of baggage (to the maximum allowed in economy air travel) in addition to toolboxes where required. Any excess or non- suitcase articles must be agreed with the Company prior to travel. Where appropriate transport by bus from the designated point of hire to the site/accommodation may be provided at the commencement of employment and return at the conclusion of employment.
- (c) Upon mobilisation to the project, a non-local Employee for the project shall be paid 4 hours at the Employee's base hourly rate. Upon demobilisation from the project a non-local Employee shall be paid 4 hours at the Employee's base hourly rate. The payment for mobilisation and demobilisation may be incorporated in the ordinary hours worked in the roster.
- (d) Clause C1.3 will operate to the exclusion of clause 14.2 (b) and (c).

### C1.4 project closure at Christmas

If the Company elects to close down operations on the project at Christmas, the Company shall return Employees in accordance with the provisions of this Appendix to the nearest 'high capacity airport' to the Employee's usual place of residence .

## Appendix D – Living Away From Home Declaration

I \_\_\_\_\_ As a prospective Employee of Downer Engineering Pty Ltd declare as follows:

I have received, read and understand Appendix C – Non-Local Employees of this Agreement.

My usual place of residence is:

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---

I understand and agree that this declaration shall be the sole determinant of my usual place of residence for the purpose of this Agreement.

When I was engaged or selected for employment on the project I was at:

---

(Town or Suburb)

I understand that if I was engaged and selected from the project locality (as defined in the Agreement) I shall have no entitlement, now or in future, to the benefits of the non-local Employees' Clauses of the Agreement. This means that I shall not be entitled to board and accommodation or living away from home allowance or associated travel payments.

I have not been subject to any duress in making this declaration and in particular I have not been told to give a local address in order to get a job.

DECLARED (date) \_\_\_\_\_

Name Printed: \_\_\_\_\_

Signature: \_\_\_\_\_

Witness Name Printed: \_\_\_\_\_

Witness Signature: \_\_\_\_\_

## Appendix E – Camp / Accommodation

- (a) Subject to the terms of this clause, Camp accommodation will be provided for Employees for the periods they are engaged on the contract unless they are exempted as per the terms of Appendix E (b) herein.
- (b) All Employees will live in the Camp unless by written approval the Employee has been granted an exemption by the Company. The Company will only give written approval to an Employee where the Employee provides satisfactory written evidence that their principal place of residence is within 60 kms from the project. Employees who are authorised not to utilise the Camp facilities as provided above will not be entitled to any additional payment or allowance in lieu as provided at (e) below.
- (c) Where Camp accommodation is unavailable, alternative accommodation approved by the Company shall be provided for Employees.
- (d) Whilst in Camp:
  - (i) Accommodation and meals will be provided free of charge for the Employee.
  - (ii) The Employees will abide by Camp rules. Failure to abide by such rules may lead to disciplinary action, including termination.
  - (iii) The Employee will be responsible for the cost of repairing any damage he or she causes at the Camp, other than reasonable wear and tear.
- (e) At the absolute discretion of the Company only, where the Company is not able to provide camp accommodation as itemised above, a payment over 7 days of \$602 will apply, or pro rata thereof i.e. \$86 per day.
- (f) Upon obtaining Supervisor approval (which will not be unreasonably withheld), an Employee will be permitted to leave site 10 minutes before the end of their shift for the purpose of check-in to Camp.
- (g)

### **Remote Work Locations**

- (h) Where an Employee is requested to perform work under this Agreement at a remote work location the Company will consult with the Employee with respect to the location of work, travel requirements and duration of the roster and roster pattern.

## Appendix F – Model Consultation Term

1. This term applies if the employer:
  - (a) 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
  - (b) proposes to introduce a change to the regular roster or ordinary hours of work of employees.

### **Major change**

2. For a major change referred to in paragraph (1)(a):
  - (a) the employer must notify the relevant employees of the decision to introduce the major change; and
  - (b) subclauses (3) to (9) apply.
3. The relevant employees may appoint a representative for the purposes of the procedures in this term.
4. 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 employer of the identity of the representative;
  - (c) the employer must recognise the representative.
5. As soon as practicable after making its decision, the employer must:
  - (a) discuss with the relevant employees:
    - i. the introduction of the change; and
    - ii. the effect the change is likely to have on the employees; and
    - iii. measures the employer 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; and
    - ii. information about the expected effects of the change on the employees; and
    - iii. any other matters likely to affect the employees.
6. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
7. The employer must give prompt and genuine consideration to matters raised about the major change by the relevant employees.

8. If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the employer, the requirements set out in paragraph (2)(a) and subclauses (3) and (5) are taken not to apply.
9. 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 employer'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.

***Change to regular roster or ordinary hours of work***

10. For a change referred to in paragraph (1)(b):
  - (a) the employer must notify the relevant employees of the proposed change; and
  - (b) subclauses (11) to (15) apply.
11. The relevant employees may appoint a representative for the purposes of the procedures in this term.
12. 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 employer of the identity of the representative;the employer must recognise the representative.
13. As soon as practicable after proposing to introduce the change, the employer must:
  - (a) discuss with the relevant employees the introduction of the change; and
  - (b) for the purposes of the discussion—provide to the relevant employees:
    - i. all relevant information about the change, including the nature of the change; and
    - ii. information about what the employer reasonably believes will be the effects of the change on the employees; and

- iii. information about any other matters that the employer reasonably believes are likely to affect the employees; and
  - (c) 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).
14. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
  15. The employer must give prompt and genuine consideration to matters raised about the change by the relevant employees.
  16. In this term:

**relevant employees** means the employees who may be affected by a change referred to in subclause (1).

## Appendix G - Flexibility Term

- (1) An Company 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 Company 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 Company and Employee.
- (2) The Company 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 Company must ensure that the individual flexibility arrangement:
  - (a) is in writing; and
  - (b) includes the name of the Company and Employee; and
  - (c) is signed by the Company 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 Company must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- (5) The Company 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 Company and Employee agree in writing at any time.

## Appendix H – Tool List

**Table 1: Mechanical Employees**

Description	Qty	Fitter	BM
Allen Key Set Imperial	1	✓	X
Allen Key Metric	1	✓	X
Cold Chisel 25mm	1	✓	✓
Lump Hammer	1	✓	✓
Engineering Spirit Level 300mm	1	✓	X
Spirit Level 300mm	1	✓	✓
Chalk Line	1	✓	✓
Measuring tape 8m	1	✓	✓
Multi Grips	1	✓	✓
Centre Punch	1	✓	✓
Socket Set 4mm to 20mm	1	✓	X
Ring / Open End Spanner Set 3mm to 20mm	1	✓	X
Shifting Spanner 150mm	1	✓	X
Shifting Spanner 300mm		✓	✓
Combination Square	1	✓	✓
Toolbox & Lock	1	✓	✓
Vice Grips 150mm	1	✓	✓
Vice Grips 300mm	1	✓	✓
Rule Steel	1	✓	✓



**Table 2: Electrical Employees**

Description	QTY
Allen Key Set Imperial	1
Allen Key Set Metric	1
Ratchet Crimp Tool for 1.5 – 6mm <sup>2</sup> cable	1
Flat File 2 <sup>nd</sup> cut bastard	1
Round File 2 <sup>nd</sup> cut bastard	1
Hacksaw 300mm	1
Hacksaw – Junior	1
Lump Hammer 1.5 Kg	1
Cable Stripping Tool	1
Multimeter – Suitable for purpose	1
Spirit Level 300mm	1
Measuring Tape 8m	1
Multi Grips	1
Insulated Pliers	1
Insulated Long Nose Pliers	1
Centre Punch	1
Screwdriver Set, flat blade and phillips, suitable sizes	1
Side Cutters – Insulated	1
Tin Snips 230mm	1
Socket Set 4mm to 20mm	1
Ring / Open End Spanner Set 3mm to 20mm	1
Shifting Spanner 150mm	1
Shifting Spanner 300mm	1
Combination Square	1
Toolbox & Lock	1
Vice Grips 150mm	1
Wire Stripper Expanding Type	1
Cable Sheath Stripper (suitable for Downer Standards)	1
Cable tie gun (stainless steel)	1
Flat jaw adjustable gland spanners 180 - 300mm	2