

**VARIATION to the:**

*Downer EDI Works Pty Ltd South Australian Enterprise Agreement 2022*

**Clause 4. Commencement and Term of Agreement**

*Amend to delete and insert:*

- a) This Agreement operates from seven days after the FWC approves the Agreement in accordance with the FW Act.
- b) The nominal expiry date of this Agreement is 30 June ~~2024~~ 2026. The Agreement will continue to operate after its nominal expiry date until it is replaced or terminated in accordance with the FW Act.

**Clause 9. Remuneration**

**Clause 9.1 Rates of Pay**

*Amend to insert:*

**9.1 Rates of Pay**

- a) The wage rates are in Attachment 2 of this Agreement.
- b) The hourly rates in Attachment 2 of this Agreement include the following wage increases, which will be paid effective from the full first pay period on or after the dates provided:

<b>Wage Increases</b>	Year 1 1 July 2022	Year 2 1 July 2023	Wage increase effective from 1 July 2024	Wage increase effective from 1 July 2025
	4.0%	3.0%	4.0%	4.0%

- c) The Company may pay to an Employee a higher rate than that provided for in Attachment 2, in recognition of an Employee's exceptional performance, or the Company's success, or take into account labour market demands. Any additional payment is at the sole discretion of the Company and must be approved in writing by the relevant General Manager. Where an employee is paid a wage rate higher than that provided for in Attachment 2, the wage increases in clause 9.1(b) above will apply to their higher rate.

## Attachment 1 Classification & Pay Structure

Amend to insert:

### Pavement Rehabilitation-Civil/Stabilisation

<b><u>Pavement Rehabilitation- Civil/Stabilisation</u></b>		<b><u>Year 1 1 July 2022</u></b>	<b><u>Year 2 1 July 2023</u></b>	<b><u>Year 3 1 July 2024</u></b>	<b><u>Year 4 1 July 2025</u></b>
<b>1</b>	<b>Pavements - Labourer Level a</b> Employee with little or no relevant industry experience or who requires supervision for basic tasks they undertake.  <b>Operation of the following activities:</b> - General Labouring duties	<b>\$26.96</b>	<b>\$27.77</b>	<b>\$28.88</b>	<b>\$30.04</b>
<b>1.1</b>	<b>Pavements - Labourer Level b Level 1 plus operation of one or more of the following pieces of plant:</b> - - Mixing mortar & concrete - Screeding quarry rubble & bedding sand for drainage installation - Operating laser level - Mortaring of drainage pipe and culvert joints - Prepare & Install sleeper retaining walls < 1.5m in height - Operating small plant/equipment eg leg rammers, vibrating plate compactor, jack hammer	<b>\$28.52</b>	<b>\$29.37</b>	<b>\$30.54</b>	<b>\$31.77</b>
<b>2</b>	<b>Pavements – Driver/Operator Level a Level 1.1 plus operation of and required to use one or more of the following pieces of plant:</b> - Truck >4.5T - Skidsteer Loader - Excavator <6T - Vibrating Drum Roller <6T	<b>\$28.52</b>	<b>\$29.37</b>	<b>\$30.54</b>	<b>\$31.77</b>
<b>2.1</b>	<b>Pavements – Driver/Operator Level b Level 2 plus operation of and required to use one or more of the following pieces of plant:</b> - Truck <12T - Watercart <12T - Skidsteer Loader - Excavator <20T - Vibrating Drum Roller <15T - Multi Tyre Roller <20T - Padfoot Roller <15T	<b>\$29.31</b>	<b>\$30.19</b>	<b>\$31.40</b>	<b>\$32.65</b>

	- Wheel loader <3m3				
2.2	<b>Pavements – Driver/Operator Level c</b> <b>Operation of and required to use one or more of the following pieces of plant or work activities:</b> - Truck >12T - Watercart >12T - Skidsteer Loader - Excavator >20T - Vibrating Drum Roller >15T - Multi Tyre Roller >20T - Padfoot Roller >15T	\$30.14	\$31.04	\$32.28	\$33.57
3	<b>Pavements – Operator Special Level a</b> <b>Operation of and required to use three or more of the following pieces of plant or work activities:</b> - Truck <12T - Watercart <12T - Skidsteer Loader - Excavator <20T - Vibrating Drum Roller <15T - Multi Tyre Roller <20T - Padfoot Roller <15T - Wheel Loader <3m3	\$29.79	\$30.68	\$31.91	\$33.18
3.1	<b>Pavements – Operator Special Level b</b> <b>Operation of and required to use four or more of the following pieces of plant or work activities:</b> - Truck >12T - Watercart >12T - Skidsteer Loader - Excavator >20T - Vibrating Drum Roller >15T - Multi Tyre Roller >20T - Padfoot Roller >15T - Grader - Wheel Loader >3m3 - Dozer - Spreader truck - Shoulder Paver	\$32.64	\$33.61	\$34.95	\$36.35
3.2	<b>Pavements – Operator Special Level c</b> <b>Operation of and required to use five or more of the following pieces of plant or work activities:</b> - Truck >12T - Watercart >12T - Skidsteer Loader - Excavator >20T - Excavator-Final Trim	\$33.33	\$34.33	\$35.70	\$37.13

	<ul style="list-style-type: none"> <li>- Vibrating Drum Roller &gt;15T</li> <li>- Multi Tyre Roller &gt;20T</li> <li>- Padfoot Roller &gt;15T</li> <li>- Grader UTS/GPS – Final Trim</li> <li>- Scraper-Open Bowl/Elevated</li> <li>- Wheel Loader &gt;3m3-Final Trim</li> <li>- Dozer</li> <li>- Spreader Truck</li> <li>- Stabiliser</li> <li>- Shoulder Paver</li> </ul>				
<b>4</b>	<b>Pavements – Leading Hand Level a</b> <b>Supervision of less than three people</b> <b>(not including the leading hand):</b> - <3 people	<b>\$31.52</b>	<b>\$32.47</b>	<b>\$33.77</b>	<b>\$35.12</b>
<b>4.1</b>	<b>Pavements – Leading Hand Level b</b> <b>Supervision of less than five people (not</b> <b>including the leading hand):</b> - <5 people	<b>\$33.65</b>	<b>\$34.66</b>	<b>\$36.05</b>	<b>\$37.49</b>
<b>4.2</b>	<b>Pavements – Leading Hand Level c</b> <b>Experienced supervision of greater than</b> <b>five people (not including the leading</b> <b>hand):</b> - >5 people	<b>\$35.82</b>	<b>\$36.89</b>	<b>\$38.37</b>	<b>\$39.90</b>
<b>4.3</b>	<b>Pavements – Leading Hand Level d</b> <b>Experienced supervision of greater than</b> <b>five people (not including the leading</b> <b>hand):</b> - >5 people - By appointment of the Company only - Required to supervise other Leading Hands	<b>\$37.00</b>	<b>\$38.11</b>	<b>\$39.63</b>	<b>\$41.22</b>

### Thin Surfacing

		<u>Year 1</u> <u>1 July</u> <u>2022</u>	<u>Year 2</u> <u>1 July</u> <u>2023</u>	<u>Year 3</u> <u>1 July</u> <u>2024</u>	<u>Year 4</u> <u>1 July</u> <u>2025</u>
<b>1</b>	<b>Thin Surfacing - Team Member Level A</b> -Employee with little or no relevant industry experience or who requires supervision for the tasks they undertake - Must hold a manual driver's licence as a minimum <b>Operation of and required to use one or</b> <b>more of the following pieces of plant or</b> <b>work activities:</b> - General Labouring duties - LR Vehicle - Competency in Be Bitumen Safe Training (or equivalent)	<b>\$26.87</b>	<b>\$27.68</b>	\$28.79	\$29.94

2	<p><b>Thin Surfacing - Team Member Level B</b>          Meets the relevant requirements of Team Member Level A          - Team Member with limited industry experience who can complete their work tasks with limited supervision  <b>Operation of and required to use one or more the following pieces of plant or work activities:</b>          - Spotter Competency          - Traffic Control Competency          - Multi Tyre Roller ≤12T          - MR Vehicle          - Road Broom          - Competency in Safely Handle Bituminous Materials Training (or equivalent)</p>	\$28.18	\$29.03	\$30.19	\$31.40
3	<p><b>Thin Surfacing - Team Member Level C</b>          Meets the relevant requirements of Team Member Level B          - Team member with industry experience who is skilled in most aspects of their position and ability to work with limited supervision.          - Team member with the ability to provide on the job guidance to Level A and B team members</p> <p><b>Experience in the operation of one or more of the following pieces of plant or work activities:</b>          - Bitumen Sprayer Operator (under supervision)          - Bitumen Tanker Operator (under supervision)          - Bitumen Field Blending Unit Operator (under supervision)          - Sealing Aggregate Spreader Truck Operator (under supervision)          - Kero Bulker Driver          - Sealing aggregate precoating / screening plant operator (under supervision)          - Front End Loader          - Multi Tyre Roller &gt;12T          - HR Vehicle          - Skid Steer / Broom          - Dangerous Good Training &amp; Licence          - Competency Certificate - Sprayed Sealing Field Procedures (or equivalent industry experience)</p>	\$28.98	\$29.85	\$31.04	\$32.29

4	<p><b>Thin Surfacing - Special Operator Level A</b>          Meets the relevant requirements of Team Member level C          - An operator with full range of skills and experience for their position.  <b>Significant experience in Operation of and required to use one or more of the following pieces of plant or work activities:</b>          - Bitumen Sprayer Operator          - Bitumen Tanker Operator          - Bitumen Field Blending Unit Operator          - Kero Bulker Operator          - Sealing Aggregate Spreader Truck Operator          - Sealing Aggregate Precoating / Screening Plant Operator (Unsupervised)          - HC Vehicle Operator          - Competency Certificate 3 in Civil Construction or Bituminous Surfacing (or equivalent industry experience)</p>	\$31.38	\$32.32	\$33.61	\$34.96
5	<p><b>Thin Surfacing Special Operator Level B</b>          Meets the relevant requirements of Special Operator Level A          -An operator who has significant experience and is skilled in the operation of specialist bituminous sealing plant and equipment          -An operator with proven competency in the full range of skills for their position; with significant experience, and with the ability to work unsupervised.          -An operator with the ability to provide guidance and on the job training to Special Operators Level A, Trainee Operators and other employees.  <b>Operation of and required to use one or more of the following pieces of plant or work activities:</b>          - Bitumen Sprayer Operator          - Bitumen Tanker Operator          - Bitumen Blending Unit Operator          - Kero Bulker Operator          - Sealing Aggregate Spreader Truck Operator          - Sealing Aggregate Precoating / Screening Plant Operator (Unsupervised)          - HC Vehicle Operator          -Competency Certificate - Sprayed Sealing Selection &amp; Design (or equivalent)</p>	\$34.11	\$35.13	\$36.54	\$38.00

6	<p><b>Thin Surfacing Leading Hand</b></p> <ul style="list-style-type: none"> <li>- Employee with relevant competencies and where appointed provides supervision of other thin surfacing team members and operators onsite and the daily sprayed sealing operations</li> <li>- Demonstrates competencies working with team members, foreman, supervisors, relevant project personnel, and customer representatives to control work team operations including leading by example and setting minimum behavioural standards</li> <li>- Demonstrates ability to plan work activities, establish daily work targets and exercise safety and quality controls including documentation where required</li> <li>- Competency Certificate - Sprayed Sealing Field Procedures (or equivalent or minimum 5 years confirmed industry experience)</li> <li>- Competency Certificate 3 in Civil Construction or Bituminous Surfacing (or equivalent or minimum 5 years confirmed industry experience)</li> <li>- Competency Certificate - Sprayed Sealing Selection &amp; Design (or equivalent or minimum 5 years confirmed industry experience)</li> </ul>	<b>\$34.53</b>	<b>\$35.57</b>	\$36.99	\$38.47
7	<p><b>Thin Surfacing Leading Hand/Foreperson</b></p> <ul style="list-style-type: none"> <li>- Meets the relevant requirements of Thin Surfacing Leading Hand</li> <li>- Employee appointed by the Company and required to be mainly engaged in the direct supervision of employees, including those employed as leading hands</li> <li>- Demonstrates sound industry knowledge and experience of their work requirements, has ability to plan, task, organise and implement controls of surfacing work operations.</li> <li>- Ability to verify thin surfacing treatment selections, site measurements and set out, materials orders and site delivery requirements</li> <li>- Ability to provide and collate required daily site and treatment lot package documentation to project support personnel for processing</li> </ul>	<b>\$36.47</b>	<b>\$37.56</b>	\$39.06	\$40.62

<ul style="list-style-type: none"> <li>- Provide onsite hands on guidance and training to thin surfacing team personnel</li> <li>- Capacity to facilitate forums of discussion with workgroup regarding safety, quality and business improvement</li> <li>- team pre-start and toolbox meetings</li> <li>- Ability to participate in onsite critical risk assessment and implement controls, identify action items for business improvement</li> <li>- Ability to actively participate in investigations of near misses and incidents</li> <li>- Demonstrates competencies in communication with all relevant team members, project personnel, customer representatives and other stakeholders to effectively deliver thin surfacing project works</li> <li>- Competency Certificate - Certificate 4 in Civil Construction Supervision (or equivalent or minimum confirmed similar supervisory experience)</li> </ul>				
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**Lab/Production/Recycling**

		<u>Year 1</u> <u>1 July</u> <u>2022</u>	<u>Year 2</u> <u>1 July</u> <u>2023</u>	<u>Year 3</u> <u>1 July</u> <u>2024</u>	<u>Year 4</u> <u>1 July</u> <u>2025</u>
<b>Lab/Production/Recycling</b>					
LP 1	<b>Labourer - Level 1</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- General Labouring duties</li> <li>- Forklift operator</li> </ul>				
		\$25.29	\$26.05	\$27.09	\$28.18
LP 2	<b>Surfacing Team Member Level 2</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Laboratory Technician (supervised)</li> <li>- Truck Driver LT</li> <li>- Flowcon &lt;12t</li> <li>- Water cart</li> <li>- Trades assistant to qualified tradesperson</li> <li>- Weighbridge operator</li> <li>- Asphalt plant operator (supervised)</li> <li>- Recycling/crushing plant (supervised)</li> </ul>				
		\$26.87	\$27.68	\$28.79	\$29.94



LP 3	<b>Surfacing Team Member Level 3</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Certificate III (Cert 3) construction/bituminous</li> <li>- Trades qualification level 1</li> <li>- Recycling/crushing plant operator</li> <li>- Tipper Driver</li> <li>- Front End Loader</li> <li>- HR Licence</li> <li>- Asphalt Plant Operator</li> <li>- Laboratory Technician - experienced</li> <li>- Transport Dispatcher/Allocator</li> </ul>				
	3a - Competent	\$27.42	\$28.25	\$29.38	\$30.56
	3b - Advanced	\$28.98	\$29.85	\$31.04	\$32.29
LP 4	<b>Surfacing Special Operator</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Certificate IV in relevant field or equivalent relevant industry experience</li> <li>- Leading hand 1</li> <li>- HC Driver</li> <li>- Excavator operator</li> <li>- Transport Dispatcher/Allocator or Transport coordinator</li> <li>- Senior Recycling Plant Operator</li> <li>- Certificate IV in construction/bituminous</li> <li>- Senior Asphalt Plant Operator</li> <li>- Senior Lab Technician</li> <li>- Trades qualification level II</li> </ul>				
	4a - Competent	\$28.64	\$29.50	\$30.68	\$31.91
	4b - Advanced	\$31.38	\$32.32	\$33.61	\$34.96
LP 5	<b>Surfacing Leading Hand / Foreperson</b> <ul style="list-style-type: none"> <li>- Leading hand 2 - experienced</li> <li>- Employee appointed by the Company and required to supervise other people, including Lead Hands</li> <li>- Senior Asphalt Plant Operator</li> <li>- Senior Lab Technician (NATA signatory)</li> <li>- Trades qualification level III</li> </ul>	\$34.11	\$35.14	\$36.55	\$38.01

**Asphalt**

	<b>Asphalt</b>	<u>Year 1</u> <u>1 July</u> <u>2022</u>	<u>Year 2</u> <u>1 July</u> <u>2023</u>	<u>Year 3</u> <u>1 July</u> <u>2024</u>	<u>Year 4</u> <u>1 July</u> <u>2025</u>
	<b>Labourer</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- General Labouring duties</li> <li>- Operator of small plant (under supervision)</li> </ul>				
AP 1		25.29	26.05	\$27.09	\$28.18
	<b>Surfacing Team Member Level 2</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Spotter</li> <li>- Traffic Control</li> <li>- Experienced general hand/labourer</li> <li>- Flowcon &lt;12t</li> <li>- Water cart</li> <li>- Multi roller</li> <li>- Small steel drum</li> <li>- Skid steer/bucket/broom</li> <li>- Operator of small plant with some experience (under supervision)</li> </ul>				
AP 2		26.87	27.68	\$28.79	\$29.94
	<b>Surfacing Team Member Level 3</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Rollers - multi / steel drum</li> <li>- Skid Steer/Bucket/Broom/profiling head</li> <li>- Rake Hand</li> <li>- Tipper Driver</li> <li>- Front End Loader</li> <li>- HR Driver</li> <li>- Entry level Leading Hand up to 6 people</li> <li>- Screed Operator LV1</li> <li>- Tack Coat Driver HR</li> <li>- Certificate 3 construction/bituminous</li> </ul>				
AP 3a	3a - Competent	27.42	28.25	\$29.38	\$30.56
AP 3b	3b - Advanced	28.98	29.85	\$31.04	\$32.29

<b>AP 4</b>	<b>Surfacing Special Operator</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Rollers – steel drum</li> <li>- HC Driver</li> <li>- Shuttle Buggy</li> <li>- Paver Driver</li> <li>- Screed Operator LV2</li> <li>- Tack Coat Driver HC</li> <li>- Special Field Operative</li> <li>- Leading hand 1 – supervising more than 6 people</li> <li>- Cert IV in relevant field</li> </ul>				
AP 4a	4a - Competent	28.64	29.50	\$30.68	\$31.91
AP 4b	4b - Advanced	31.38	32.32	\$33.61	\$34.96
<b>AP 5</b>	<b>Surfacing Leading Hand / Foreperson</b> <ul style="list-style-type: none"> <li>- Leading hand experienced</li> <li>- Employee appointed by the Company and required to supervise other people, including Lead Hands</li> </ul>	34.11	35.14	\$36.55	\$38.01

**Profiling/Zubri**

		<u>Year 1</u> <u>1 July</u> <u>2022</u>	<u>Year 2</u> <u>1 July</u> <u>2023</u>	<u>Year 3</u> <u>1 July</u> <u>2024</u>	<u>Year 4</u> <u>1 July</u> <u>2025</u>
	<b>Profiling/Zubri</b>				
	<b>Labourer</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- General Labouring duties</li> </ul>				
PZ 1		25.29	26.05	\$27.09	\$28.18
	<b>Surfacing Team Member Level 2</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Spotter</li> <li>- Traffic Control</li> <li>- Experienced general hand</li> <li>- Flowcon &lt;12t</li> <li>- Water cart</li> <li>- Skid steer/bucket/broom</li> <li>- Top stone adjuster</li> <li>- Coldmix truck operator</li> </ul>				
PZ 2		26.87	27.68	\$28.79	\$29.94

PZ 3	<b>Surfacing Team Member Level 3</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Skid Steer/Bucket/Broom/profiling head</li> <li>- Tipper Driver</li> <li>- Front End Loader</li> <li>- HR Driver</li> <li>- Top stone adjuster</li> <li>- Supervising up to 4 people</li> <li>- Certificate 3 construction/bituminous</li> </ul>				
PZ 3a	3a - Competent	27.42	28.25	\$29.38	\$30.56
PZ 3b	3b - Advanced	28.98	29.85	\$31.04	\$32.29
PZ 4	<b>Surfacing Special Operator</b> <b>Operation of and required to use one and or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- Profiler Operator</li> <li>- HC Driver</li> <li>- Roller steel drum</li> <li>- Level controller</li> <li>- Special Field Operative</li> <li>- Leading hand of up to 6 people</li> <li>- Cert IV in relevant field or equivalent industry experience.</li> </ul>				
PZ 4a	4a - Competent	28.64	29.50	\$30.68	\$31.91
PZ 4b	4b - Advanced	31.38	32.32	\$33.61	\$34.96
PZ 5	<b>Surfacing Leading Hand / Foreperson</b> <ul style="list-style-type: none"> <li>- Leading hand 2 – Employee appointed by the Company and supervises 6 or more people</li> </ul>	34.11	35.14	\$36.55	\$38.01

### DM Roads

<b>The DM Roads classifications must be read in conjunction with the description of indicative skills, qualifications and duties tables below.</b>				
<b>1</b>  <b>General Road Worker</b> <b>Operation of and required to use one or more of the following pieces of plant or activities:</b> <ul style="list-style-type: none"> <li>- General Labour including maintenance and civil works</li> <li>- Graffiti Removal</li> <li>- Cleaning and Litter Collection</li> </ul>	<u>Year 1</u> <u>1 July</u> <u>2022</u>	<u>Year 2</u> <u>1 July</u> <u>2023</u>	<u>Year 3</u> <u>1 July</u> <u>2024</u>	<u>Year 4</u> <u>1 July</u> <u>2025</u>

	<ul style="list-style-type: none"> <li>- Front End Loader, Tractor, Tree Chipper, Roller &lt; 3 tonne</li> <li>- Bridge maintenance worker</li> <li>- Civil labourer</li> <li>- Vegetation maintenance</li> </ul>				
<b>1a</b>		<b>\$25.29</b>	<b>\$26.05</b>	<b>\$27.09</b>	<b>\$28.18</b>
<b>1b</b>		<b>\$25.92</b>	<b>\$26.69</b>	<b>\$27.76</b>	<b>\$28.87</b>
<b>1c</b>		<b>\$26.59</b>	<b>\$27.39</b>	<b>\$28.49</b>	<b>\$29.63</b>
<b>2</b>	<p><b>Senior Road Worker</b> Operation of and required to use one or more of the following pieces of plant or activities:</p> <ul style="list-style-type: none"> <li>- Extensive experience and competency in road maintenance activities</li> <li>- Experienced bridge maintenance worker</li> <li>- Experienced multi skilled civil labourer</li> <li>- MR or HR Licence</li> <li>- Operation of basic items of plant such as Tipper, Roller &lt; 10 Tonne, Skid Steer / Broom, Excavator &lt; 6 tonne, Water cart</li> </ul>				
<b>2a</b>		<b>\$27.42</b>	<b>\$28.25</b>	<b>\$29.38</b>	<b>\$30.56</b>
<b>2b</b>		<b>\$28.18</b>	<b>\$29.03</b>	<b>\$30.19</b>	<b>\$31.40</b>
<b>2c</b>		<b>\$30.02</b>	<b>\$30.93</b>	<b>\$32.17</b>	<b>\$33.45</b>
<b>3</b>	<p><b>Maintenance - Special Operator</b> Extensive experience and competency including the operation of and requirement to use the following pieces of plant or activities:</p> <ul style="list-style-type: none"> <li>- Skid Steer with Profiler/Mixing Head</li> <li>- HC Driver</li> <li>- Emulsion Sprayer</li> <li>- Jet Patcher</li> <li>- Roller &gt; 10 Tonne</li> <li>- Excavator &gt; 6 tonne</li> <li>- Grader</li> <li>- Truck Mounted Attenuator</li> <li>- Leading a work crew</li> <li>- Specialist in herbicide / vegetation</li> </ul>				
<b>3a</b>		<b>\$30.02</b>	<b>\$30.93</b>	<b>\$32.17</b>	<b>\$33.45</b>
<b>3b</b>		<b>\$31.38</b>	<b>\$32.32</b>	<b>\$33.61</b>	<b>\$34.96</b>
<b>3c</b>		<b>\$32.05</b>	<b>\$33.01</b>	<b>\$34.33</b>	<b>\$35.70</b>
<b>4</b>	<p><b>Technician</b> - Primarily engaged to perform work of a technical or trades nature</p>				
<b>4a</b>		<b>\$30.02</b>	<b>\$30.93</b>	<b>\$32.17</b>	<b>\$33.45</b>
<b>4b</b>		<b>\$32.05</b>	<b>\$33.01</b>	<b>\$34.33</b>	<b>\$35.70</b>
<b>4c</b>		<b>\$34.11</b>	<b>\$35.14</b>	<b>\$36.55</b>	<b>\$38.01</b>
<b>5</b>	<b>Maintenance Leading Hand</b>				

- Employee appointed as a Leading Hand. See below table.				
<b>5a</b>	<b>\$32.05</b>	<b>\$33.01</b>	<b>\$34.33</b>	<b>\$35.70</b>
<b>5b</b>	<b>\$34.11</b>	<b>\$35.14</b>	<b>\$36.55</b>	<b>\$38.01</b>
<b>5c</b>	<b>\$36.19</b>	<b>\$37.28</b>	<b>\$38.77</b>	<b>\$40.32</b>

**Workshop**

	<b>Workshop</b>	<b>Year 1 1 July 2022</b>	<b>Year 2 1 July 2023</b>	<b>Year 3 1 July 2024</b>	<b>Year 4 1 July 2025</b>
wk 1	<b>Trades Assistant /Yard Hand</b> - Hold a current Class C Licence - Hold a current White Card	<b>\$26.87</b>	<b>\$27.68</b>	<b>\$28.79</b>	<b>\$29.94</b>
wk 2	<b>Tradesperson A Level WK1 plus:</b> - Tradesperson with little or no relevant industry experience - Completed a Light Vehicle (Automotive) or Metal Fabrication (Sheet Metal) or Boilermaker or similar qualification, or equivalent industry experience as determined by the Company - Perform basic maintenance tasks appropriate to trade qualification attained - Other duties as required	<b>\$36.40</b>	<b>\$37.49</b>	<b>\$38.99</b>	<b>\$40.55</b>
wk 3	<b>Tradesperson b Level Tradesperson a plus:</b> - Tradesperson with limited industry experience who can competently complete their work tasks - Completed HV Diesel trade Certificate or equivalent or proven industry experience in similar field, or similar qualification, or equivalent industry experience as determined by the Company - Basic understanding of documents applicable to trade - e.g. parts diagrams, hydraulic/electrical schematics, engineering drawings, procedures, Australian Standards etc - Hold a current HR Licence - Hold a current Forklift licence - Ability to work unsupervised - Able to operate equipment for the purpose of maintenance - Loader,	<b>\$39.03</b>	<b>\$40.20</b>	<b>\$41.81</b>	<b>\$43.48</b>

	Stabiliser, Profiler, Skid Steer, Paver in the yard under controlled supervision				
wk 4	<p><b>Tradesperson c</b> <b>Level Tradesperson b plus:</b></p> <ul style="list-style-type: none"> <li>- Tradesperson with industry experience who is skilled in most aspects of their position</li> <li>- Demonstrate ability to work on site and work with limited supervision, including when working away, night shift and weekend work</li> <li>- Understanding of documents applicable to trade - e.g. parts diagrams, hydraulic/electrical schematics, engineering drawings, procedures, Australian Standards etc</li> <li>- Understanding of approved welding procedures, correct consumables with different types of welding processes and techniques</li> <li>- Understanding of Surfacing equipment</li> <li>- Diagnostic skills</li> <li>- Complete all necessary job paperwork</li> </ul>	<b>\$39.90</b>	<b>\$41.10</b>	<b>\$42.74</b>	<b>\$44.45</b>
wk 5	<p><b>Tradesperson d</b> <b>Level Tradesperson c plus:</b></p> <ul style="list-style-type: none"> <li>- Tradesperson with demonstrated industry experience with a full range of skills and competencies for their position</li> <li>- Ability to be Field based</li> <li>- High level of competency regarding all documents applicable to trade - e.g. parts diagrams, hydraulic/electrical schematics, engineering drawings, procedures, Australian Standards etc</li> <li>- Certification against approved welding procedures</li> <li>- Surfacing equipment knowledge, e.g. understanding of screed performance, profiler cutting performance, stabiliser mixing and foam bitumen, Bitumen sprayer performance</li> <li>- Experienced in diagnostic activities and fault finding</li> </ul>	<b>\$41.67</b>	<b>\$42.92</b>	<b>\$44.64</b>	<b>\$46.42</b>
wk 6	<b>Leading Hand</b>	<b>\$44.35</b>	<b>\$45.68</b>	<b>\$47.51</b>	<b>\$49.41</b>

<p><b>Level tradesperson d plus:</b></p> <ul style="list-style-type: none"> <li>- Tradesperson capable of supervising other employees (where appointed by the Company), able to plan activities, establish work performance targets and arrange materials</li> <li>- Undertakes Work order entry, Purchase order Entry where required</li> <li>-</li> </ul>				
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\*An Enterprise Agreement is made in accordance with Section 182 of the Fair Work Act.


For clarity, existing employees whose base rate of pay is higher than the minimum rates for their classification as contained in the table below, will continue to be paid their higher rate of pay, and the wage increases provided for in this Agreement will be applied to their higher rate.


The above wage rates effective from 01 July 2024 include a 4% wage increase that is effective that is applicable to employees who remain employed by the Company at the time the Agreement becomes operational.



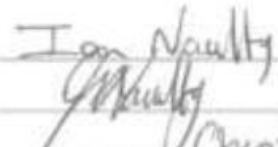
### Signatories

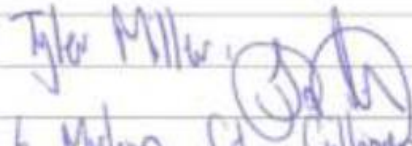
*For and on behalf of Downer EDI Works Pty Ltd:*

**Name in full (printed):** Murray Robertson  
**Signature:**   
**Position:** COO | Transport & Infrastructure  
**Employer Address:** 567 Collins Street, Melbourne VIC 3000  
**Date:** 08/06/24

**Witnessed By:**  
**Name in full (printed):** Loren Buob  
**Signature:**   
**Witness Address:** 115 Sherriff St, Underdale SA 5032  
**Date:** 08/06/24

*For and on behalf of the Employees:*

**Name in full (printed):** Ian Naulty  
**Signature:**   
**Position:** Operator  
**Employer Address:** 6 Makson crt Gillman SA 5013  
**Date:** 6.6.24

**Witnessed By:**  
**Name in full (printed):** Tyler Miller  
**Signature:**   
**Witness Address:** 6 Makson Ct Gillman SA 5013  
**Date:** 6/6/24