



DECISION

Fair Work Act 2009

s 185 - Application for approval of a single-enterprise agreement

Ausgrid Management Pty Ltd t/a Ausgrid
(AG2018/974)

AUSGRID ENTERPRISE AGREEMENT 2018

Electrical power industry

DEPUTY PRESIDENT SAMS

SYDNEY, 24 MAY 2018

Application for approval of the Ausgrid Enterprise Agreement 2018.

[1] This is an application, pursuant to s 185 of the *Fair Work Act 2009* (the ‘Act’), filed by Ausgrid Management Pty Ltd t/a Ausgrid (‘Ausgrid’ or the ‘applicant’) which seeks the approval of the Fair Work Commission (the ‘Commission’) of a single enterprise agreement to be known as the *Ausgrid Enterprise Agreement 2018* (the ‘Agreement’). The Agreement was negotiated with the Australian Municipal, Administrative, Clerical and Services Union (the ‘ASU’), the Association of Professional Engineers, Scientists and Managers Australia (‘Professionals Australia’), the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (the ‘ETU’) and Community and Public Sector Union (the CPSU) and the Construction, Forestry, Maritime, Mining and Energy Union (the ‘CFMMEU’) (collectively, the ‘Unions’) and Mr Ashok Parsotam a nominated employee bargaining representative (EBR). The Agreement is to cover 3,364 employees who are engaged in roles that correspond with the classifications outlined in Appendix 1C of the Agreement. For the purposes of s 186(3) of the Act, I am satisfied that the group of employees to be covered by this Agreement has been fairly chosen.

[2] The employees were last notified of their representational rights on 6 February 2017, and voting for the Agreement’s approval took place on 28 February 2018. The time limits under s 181(2) of the Act are thereby satisfied. In a secret ballot, 2,157 of the 2,963 employees who cast a valid vote, agreed to approve the Agreement. The application for

approval of the Agreement was lodged on 14 March 2018, thereby satisfying s 185(3) of the Act.

[3] In the Employer's Declaration in support of the application (Form F17) Mr Roger *Purcill*, Head of Employee Relations identified the *Electrical Power Industry Award 2010* [MA000088] as the relevant reference instrument for the purposes of the Better Off Overall Test (the 'BOOT'). Mr Purcill said the Agreement contains a number of provisions which are more beneficial than the reference instrument. These include higher rates of pay (of up to 149%), enhanced redundancy provisions, increased allowances and other improved benefits. Rates of pay are to be increased by 2.75% upon the Agreement being made (5 March 2018), 2.5% on the first anniversary of the Agreement being made and 2.25% on the second anniversary. Mr Purcill said the Agreement contains no terms which are less beneficial than the reference instrument, but it does contain some terms which are not conferred by the reference instrument. These include a number of allowances as well as provisions in respect to overtime. On balance, I am satisfied that the Agreement passes the BOOT. The Agreement provides for the mandatory flexibility and consultation terms at clauses 12 and 40 respectively, and a disputes resolution procedure at clause 42 provides for conciliation and arbitration by the Commission.

[4] At a hearing of the application on 9 May 2018, Ms T *Firth*, Counsel (Ashurst) appeared for Ausgrid with Mr R Purcill, Mr G McDonald and Mr J Stephens of Ausgrid. Ms M *Buchanan* appeared for Professionals Australia, Mr T *Dunne* appeared for the ASU, Mr M *Buttigieg* appeared for the ETU and Mr A Parsotam appeared for himself. I note there was no appearance on behalf of the CFMMEU. Ms T *Firth* outlined the main features of the Agreement and submitted that all of the legislative requirements for approval of the Agreement have been satisfied and the Agreement should be approved by the Commission. All the Unions and Mr Parsotam had filed declarations in relation to the application (Form 18) supporting the approval of the Agreement and giving notice that they wish to be covered by the Agreement (s 183). For the purposes of s 201(2) of the Act, I note that the Unions are to be covered by the Agreement.

[5] Having heard the parties' submissions and upon reviewing the terms of the preapproval process documentation and the Agreement itself, I am satisfied that all of the requirements of the Act, in particular ss 180, 186, 187 and 188, in so far as relevant to this application, have been met. Accordingly, I approve a single enterprise agreement known as *Ausgrid Enterprise Agreement 2018*. Pursuant to s 54 of the Act, the Agreement shall operate from 16 May 2018 and have a nominal expiry date of 28 February 2021.



DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer

<AE428494 PR607413>

Ausgrid Enterprise Agreement 2018

20 February 2018

Table of Contents

1. TITLE	1
2. COVERAGE AND OPERATION OF AGREEMENT	1
3. RELATIONSHIP TO PARENT AWARD AND OPERATION	2
4. PURPOSE AND PRINCIPAL OBJECTS OF AGREEMENT	2
5. SAFETY	3
6. DEFINITIONS	3
7. PART-TIME EMPLOYMENT	4
8. CASUAL EMPLOYMENT	4
9. LABOUR HIRE/AGENCY HIRE WORKERS	6
10. FIXED TERM EMPLOYMENT	6
11. APPRENTICES, CADETS AND TRAINEES	7
12. INDIVIDUAL FLEXIBILITY TERM	7
13. CLASSIFICATIONS, STRUCTURE AND TRAINING	8
14. WAGES & SALARIES	10
15. METHOD OF PAYMENT	11
16. ALLOWANCES	11
17. SUPERANNUATION	14
18. HOURS OF WORK	16
19. SHIFT WORK	17
20. OVERTIME	19
21. ON CALL	23
22. MEAL BREAK / MEAL ALLOWANCE	24
23. EXCESS TRAVEL	25
24. HIGHER GRADE PAY	26
25. ANNUAL LEAVE	27
26. PERSONAL LEAVE	28
27. LONG SERVICE LEAVE	32
28. SPECIAL LEAVE	33
29. COMPASSIONATE LEAVE	34
30. PARENTAL LEAVE	35
31. DOMESTIC VIOLENCE	37
32. AGREEMENT/PUBLIC HOLIDAYS	39
33. ROSTERED DAYS OFF (RDO)	39
34. TERMINATION AND ABANDONMENT OF EMPLOYMENT	40
35. REDUNDANCY, REDEPLOYMENT AND SALARY MAINTENANCE	41
36. CALCULATION OF SERVICE	41
37. CASHING IN SICK LEAVE AS ACCUMULATED AT 15 FEBRUARY 1993	41
38. PROTECTIVE CLOTHING AND EQUIPMENT	42
39. ACCIDENT LEAVE AND PAY	42
40. CONSULTATION	43

41. OUTSOURCING/CONTRACTING OUT.....	46
42. DISPUTE SETTLEMENT PROCEDURE	47
43. NO EXTRA CLAIMS	50
44. UNION DELEGATES' CHARTER	50
45. DEDUCTION OF UNION MEMBERSHIP FEES	51
46. PROFESSIONALS, MANAGERS AND SPECIALISTS	51
47. ENGINEERS.....	57
48. PROVISION OF TRANSPORT	60
APPENDIX 1 - PAY RATES CLASSIFICATIONS AND ALLOWANCES	63
APPENDIX 2 – CONTRACT TO EBA TRANSITION	78
APPENDIX 3 - ANNUAL LEAVE CONVERSION	84
APPENDIX 4 – CAREER, CAPABILITY AND REMUNERATION FRAMEWORK	85
APPENDIX 5 – REDUNDANCY, REDEPLOYMENT AND SALARY MAINTENANCE	134

1. TITLE

This Agreement will be known as the Ausgrid Enterprise Agreement 2018.

2. COVERAGE AND OPERATION OF AGREEMENT

2.1 Date and period of operation

This Agreement shall take legal effect seven days after the date of its approval by the Fair Work Commission and will nominally expire on 28 February 2021.

2.2 Application

This Agreement covers:

2.2.1 Ausgrid Management Pty Ltd (Ausgrid);

2.2.2 Current and future Employees of Ausgrid employed in the classifications listed in this agreement at Appendix 1C or the bands in Appendix 4 from 1 December 2018 but excluding the employees described in clause 2.2.5;

2.2.3 and covers:

- (i) Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia [CEPU]
- (ii) Australian Municipal, Administrative, Clerical and Services Union New South Wales United Services Branch [USU/ASU]
- (iii) Association of Professional Engineers, Scientists and Managers Australia, [APESMA]
- (iv) Community and Public Sector Union [CPSU]
- (v) Australian Workers' Union [AWU]
- (vi) Construction, Forestry, Mining and Energy Union (Mining and Energy Division) NSW Branch [CFMEU]
- (vii) Australian Manufacturing Workers' Union (Vehicle Division) [AMWU],

provided the above employee representatives give notice in accordance with section 183(1) of the Fair Work Act 2009, and the Fair Work Commission notes in its decision to approve the Agreement, that the Agreement covers these employee representatives.

2.2.4 Subject to subclause 2.2.5, this Agreement covers the following categories of employees:

- (a) employees who are engaged in the classifications set out in Appendix 1 or the bands in Appendix 4 from 1 December 2018 of this Agreement and whose Ordinary Rate of Pay is at or below pay point 60 as set out in Appendix 1 or band D(3)) in Appendix 4 from 1 December 2018 of this Agreement;
- (b) employees who are appointed as Professionals, Managers and Specialists under clause 46 of this Agreement and whose Ordinary Rate of Pay is as set out in Appendix 1C of this Agreement;
- (c) employees who are appointed as Engineers under clause 47 or the bands in Appendix 4 from 1 December 2018 of this Agreement and whose Ordinary Rate of Pay is as set out in Appendix 1C of this Agreement or Band D(3) in Appendix 4 from 1 December 2018;

- (d) employees covered by the terms and conditions in Appendix 2 – Contract to EBA Transition.
- (e) No positions or role that is covered by this Agreement at the time the Agreement is approved would cease to be covered, either at the time Appendix 4 commences or for the remainder of the life of this agreement.

2.2.5 This Agreement shall not cover:

- (a) any employee who is not engaged in a classification in Appendix 1 or the bands in Appendix 4 from 1 December 2018 and who receives an Ordinary Rate of Pay:
 - (i) above pay point 60 as outlined in Appendix 1 or band D(3) in Appendix 4 from 1 December 2018 of this Agreement; or
 - (ii) in the case of Professionals, Managers and Specialists, above Level 3 as outlined in Appendix 1C of this Agreement; and
- (b) any person employed as a Senior Employee Relations Advisor, Employee Relations Advisor or Employee Relations Officer;
- (c) any person employed as a Senior Human Resources Business Partner.

2.3 Transition to Career Capability and Remuneration Framework

On and from 1 December 2018 Appendix 4 will replace the classification structures in Schedule 1A, B and C.

3. RELATIONSHIP TO PARENT AWARD AND OPERATION

- 3.1 This Agreement covers employees to the exclusion of the Electrical Power Industry Award 2010, rescinds and replaces all awards and previous Ausgrid Agreements between the persons covered by this agreement including but not limited to the Ausgrid Agreement 2012 including Schedules 1 to 4 inclusive.
- 3.2 The Persons covered by the Agreement agree that the remuneration payable under this Agreement is in satisfaction of any entitlements or benefits under any award or applicable enterprise agreement that applies to the employees covered by this Agreement.
- 3.3 The Persons covered by the Agreement agree not to make any claims, in their own right or for or on behalf of any employee, for any entitlements or benefits under any award or other applicable industrial instrument that applies to the employees covered by this Agreement.
- 3.4 Negotiations for a replacement agreement will commence within the six (6) month period, but no later than 4 months, before the nominal expiry of this Agreement.
- 3.5 Any remuneration paid by Ausgrid to an employee covered by this Agreement, which is in excess of the legislated basic minimum hourly amount payable to the employee, may be offset against any claim by an employee for entitlements or benefits under any other award or industrial instrument which might be found to apply to the employee.

4. PURPOSE AND PRINCIPAL OBJECTS OF AGREEMENT

- 4.1 The parties covered by this Agreement commit to the adoption of new technology and regularly reviewing and changing work processes and

structures to achieve a commercially viable operation that is safe, sustainable and meets the needs of Ausgrids customers.

- 4.2 The parties covered by this Agreement commit to implement changes which meet the goals set out in subclause 4.1 and ensure continuous improvement of Ausgrid structures and processes.
- 4.3 The parties covered by this Agreement undertake to achieve best practice and business success through increased productivity measured in terms of safety, timely completion of work, quality and cost.

5. SAFETY

- 5.1 Ausgrid and its employees recognise their obligations under workplace health and safety legislation to ensure the workplace is safe.
- 5.2 Ausgrid's primary concern is the health and safety of its employees, contractors, visitors, customers and the general public. The parties to this Agreement agree to share an ongoing commitment to promote the health, safety and welfare of all employees, contractors, customers, visitors and the general public and nothing in this Agreement shall be designed or applied in ways that reduce or diminish this objective.

6. DEFINITIONS

- 6.1 **"Appointed grade"** means the position to which an employee has been appointed.
- 6.2 **"Ausgrid"** in this agreement means Ausgrid Management Pty Ltd.
- 6.3 **"Casual employee"** means an employee who is engaged as such to work on an hourly or daily basis, with a minimum engagement of three (3) hours.
- 6.4 **"Fixed Term employee"** A fixed term employee is one who is engaged for a fixed period.
- 6.5 **"Medical Officer"** unless specified otherwise, means Ausgrid's Medical Officer or a medical practitioner acting on Ausgrid's behalf.
- 6.6 **"Ordinary Rate of Pay"** means the rate of pay applicable to the appointed grade or level under Appendix 4 of an employee as prescribed in this Agreement and does not include shift allowance, weekend and/or holiday or other penalty rates of pay.
- 6.7 **"Part-time employee"** means an employee who is engaged for less than full time ordinary hours (36 hours), or 40 hours for an employee covered by clause 46 PM&S and Appendix 2 – Contract to EBA Transition as prescribed by the Agreement on a permanent basis, with regular days and number of hours each week.
- 6.8 **"Retirement-Ill Health"** means termination of employment by Ausgrid on account of ill-health, it being certified by Ausgrid's Medical Officer or a medical practitioner agreed between the parties, that such ill-health renders the employee unable in the future to perform the duties of the employee's appointed position or equivalent.
- 6.9 **"Rostered Day Off"** means a day off for a shift worker under a shift work roster; or for a day worker, means a week day Monday to Friday on which the employee is not required to work because the employee has worked additional time which has accrued towards a day off.
- 6.10 **"Scheduled Day Off"** means a day off in accordance with a regular nine day fortnight working period arrangement.

- 6.11 “**Trades People**” are occupational groups whose members are required to serve an apprenticeship.

7. PART-TIME EMPLOYMENT

- 7.1 A part-time employee may be employed on a part-time basis and shall be paid a pro rata rate of pay commensurate with their normal hours worked each week.

- 7.2 A part-time employee shall be entitled to all conditions of this agreement or if covered by clauses 46 (PM&S), 47 (Engineers) or Appendix 2 (Contract to EBA transition) service entitlements on a pro rata basis for those terms commensurate with their normal hours worked each week.

Providing that from 1 December 2018 a part-time employee shall be entitled to all conditions of this agreement covered by Clause 46, PM&S, Appendix 4 (Career Capability and Remuneration Framework) or Appendix 2 (Contract to EBA transition) service entitlements on a pro rata basis for those terms commensurate with their normal hours worked each week.

- 7.3 At the time a permanent part time work arrangement is agreed, whether at the time of engagement or subsequently, Ausgrid and the part-time employee will agree in writing on a regular pattern of work including the hours to be worked and the starting and finishing times on each day.

- 7.4 Any agreed variation to the regular pattern of work will be recorded in writing.

- 7.5 All time worked in excess of the agreed hours will be overtime and paid for at overtime rates.

- 7.6 A part-time employee is an employee who is engaged to work on a part-time basis. Full time employees who reduce their hours to less than full time hours for a specified period by agreement with Ausgrid (for example, through a request for flexible working arrangements under the *Fair Work Act 2009*) are not part-time employees.

- 7.7 Full time employees who reduce their hours by agreement with Ausgrid:

7.7.1 will be paid a pro rata rate of pay commensurate with their normal hours worked each week;

7.7.2 are entitled to all service entitlements on a pro rata basis commensurate with their normal hours worked each week; and

7.7.3 are not eligible to be paid overtime rates for hours worked in excess of the reduced hours agreement until the employee works in excess of the ordinary full time hours of work for their position.

7.7.4 A full time employee and Ausgrid may agree to change the employee's engagement from a full time employee to a part time employee. In such cases, the employee is a part time employee and has no right to return to their position on full time hours without further agreement.

7.7.5 Any redundancy payments paid to an employee who undertook part-time hours in their career will be calculated on a pro rata basis for the time spent in part -time arrangements provided that Ausgrid will ensure that the employee is not paid less than their minimum redundancy pay entitlements under s119 of the *Fair Work Act 2009* (Cth).

8. CASUAL EMPLOYMENT

- 8.1 Casual employees shall be paid a loading of 25 per cent which shall be in lieu of annual leave, paid personal/carer's leave, public holidays not worked, notice

of termination, redundancy benefits and the other attributes of full-time or part-time employment under this Agreement

- 8.2 Casual employees are entitled to the entitlements prescribed below:
- 8.2.1 Long Service Leave in accordance with the Long Service Leave Act.
 - 8.2.2 Time and half plus the 25 per cent loading for all hours worked in excess of eight (8) hours per day or 72 hours per fortnight or outside the spread of hours or on a Saturday before midday.
 - 8.2.3 Double time plus 25 per cent for all hours worked after midday on a Saturday or on a Sunday or an Agreement/Public Holiday.
 - 8.2.4 eligibility for meal allowances and meal breaks as provided in Clause 22 Meal Break/Meal Allowance of this Agreement.
- 8.3 Ausgrid recognises it is necessary to maintain a solid core workforce of permanent employees with others (eg. Casuals, fixed term, labour hire and contractors) assisting or supplementing where business so demands. Wherever practicable, Ausgrid will endeavour to employ permanent employees.

8.4 Casual Conversion

- 8.4.1 A casual employee engaged by Ausgrid on a regular and systematic basis for a sequence of period of employment under this Agreement during a calendar period of six (6) months shall thereafter have the right to elect to have their ongoing contract of employment converted to a permanent full time employment or part-time employment if the employment is to continue beyond the conversion process prescribed by this sub-clause.
- 8.4.2 Ausgrid shall give such an employee notice in writing of the provisions of this sub-clause within four (4) weeks of the employee having attained such period of six (6) months. However, the employee retains their right of election under this sub-clause if Ausgrid fails to comply with this notice requirement.
- 8.4.3 Any casual employee who has a right to elect under subclause 8.4.1, upon receiving notice under subclause 8.4.2 or after the expiry of the time for giving such notice, may give four (4) weeks' notice in writing to Ausgrid that they seek to elect to convert their ongoing contract of employment to full time or part-time employment, and within four (4) weeks of receiving such notice from the employee, Ausgrid shall consent to or refuse the election, but shall not unreasonably refuse. Where Ausgrid refuses an election to convert, the reasons for doing so shall be fully stated and discussed with the employee concerned, and a genuine attempt shall be made to reach agreement. Any dispute about a refusal of an election to convert an ongoing contract of employment shall be dealt with as far as practicable and with expedition through the Dispute Settlement Procedure contained in clause 42.
- 8.4.4 Any casual employee who does not, within four (4) weeks of receiving written notice from Ausgrid, elect to convert their ongoing contract of employment to full time employment or part-time employment will be deemed to have elected against any such conversion.
- 8.4.5 Once a casual employee has elected to become and been converted to a full time employee or a part-time employee, the employee may only revert to casual employment by written agreement with Ausgrid.

8.4.6 If a casual employee has elected to have their contract of employment converted to full time or part-time employment in accordance with Sub-clause 8.4.3, Ausgrid and the employee shall, in accordance with this paragraph, and subject to Sub-clause 8.4.3 discuss and agree upon:

- (a) whether the employee will convert to full time or part-time employee, and
- (b) if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked will be consistent with any other part-time employment provisions of this Agreement .

Provided that an employee who has worked on a full time basis throughout the period of casual employment has the right to elect to convert their contract of employment to full time employment and an employee who has worked on a part-time basis during the period of casual employment has the right to elect to convert their contract of employment to part-time employment, on the basis of the same number of hours and times of work as previously worked, unless other arrangements are agreed between Ausgrid and the employee.

8.4.7 Following an agreement being reached pursuant to Sub-clause 8.4.6, the employee shall convert to full time or part-time employment. If there is any dispute about the arrangements to apply to an employee converting from casual employment to full time or part-time employment, it shall be dealt with as far as practicable and with expedition through the Dispute Settlement Procedure contained in Clause 42.

- (a) An employee must not be engaged and re-engaged, dismissed or replaced in order to avoid any obligation under this Sub-clause.

8.4.8 Disputes regarding the application of this Sub-clause

- (a) Where a dispute arises as to the application or implementation of Sub-clause 8.4, the matter shall be dealt with pursuant to the Dispute Settlement Procedure contained in Clause 42.

9. LABOUR HIRE/AGENCY HIRE WORKERS

- 9.1 Persons covered by this agreement recognise the need for Ausgrid to utilise labour hire workers from time to time to meet short term business needs. Ausgrid will consult with the relevant persons and their representatives in relation to the prospective need for labour hire utilisation. Short term means a maximum of six months except in circumstances where consultation to extend this timeframe has taken place.
- 9.2 Labour Hire/Agency Hire Workers shall not be used as an alternative to ongoing full time employment.

10. FIXED TERM EMPLOYMENT

- 10.1 Fixed term employees shall be paid at the relevant rate they are appointed to and are entitled to all the conditions under this Agreement except where otherwise stated.
- 10.2 A fixed term employee does not include a casual employee.
- 10.3 Ausgrid may engage employees on a fixed term basis for a period of up to 12 months. Any extension beyond 12 months will be the subject of prior consultation.

- 10.4 Subclause 10.3 shall not apply when Ausgrid engages a Graduate Engineer Apprentice, Cadet or Trainee where the following fixed terms will apply:
- 10.4.1 For a Graduate Engineer, a fixed term of up to three years.
 - 10.4.2 For an Apprentice a fixed term of up to four years.
 - 10.4.3 For a Cadet a fixed term of up to five years.
 - 10.4.4 for a Trainee a fixed term period of up to five years.
 - 10.4.5 At the completion of their graduate course, apprenticeship, traineeship or cadetship at a level satisfactory to Ausgrid, they may be considered for appointment to a permanent role, if a suitable vacancy exists.
- 10.5 Fixed term employment shall not be used as an alternative to ongoing full time employment.

11. APPRENTICES, CADETS AND TRAINEES

- 11.1 Apprentices who are appointed as a Trades People in Ausgrid shall be paid the appropriate full adult rate.
- 11.2 When an apprentice reaches the age of 21 they shall be paid the adult apprentice rates in Appendix 1E.
- 11.3 Adult apprentices are Ausgrid employees in non-trade or trade positions who are selected by merit to take up an offer of an apprenticeship in a trade or in a different trade. Internal Adult Apprentices will be paid the rate listed in Appendix 1E for the duration of their apprenticeship.
- 11.4 Apprentices may not be required to undertake shift work or overtime where it clashes with their training.
- 11.5 Apprentices shall be paid the Electrical Safety Rules allowance as specified in Appendix 1E from the date they complete the Electrical Safety Rules Test.
- 11.6 Cadets shall be paid the rates in Appendix 1F.
- 11.7 Trainees shall be paid the rates in Appendix 1G.

12. INDIVIDUAL FLEXIBILITY TERM

- 12.1 Ausgrid and an employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:
 - 12.1.1 the agreement deals with one or more of the following matters:
 - (a) taking accumulated RDOs;
 - (b) salary sacrifice; and
 - 12.1.2 the arrangement meets the genuine needs of Ausgrid and the employee in relation to one or more of the matters mentioned in 12.1.1; and
 - 12.1.3 the arrangement is genuinely agreed to by Ausgrid and employee.
 - 12.1.4 Ausgrid 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.
- 12.1.5 Ausgrid must ensure that the individual flexibility arrangement:
- (a) is in writing; and
 - (b) includes the name of Ausgrid and employee; and
 - (c) is signed by Ausgrid 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.
- 12.1.6 Ausgrid must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 12.1.7 Ausgrid or the employee may terminate the individual flexibility arrangement:
- (a) by giving no less than 28 days written notice to the other party to the arrangement; or
 - (b) if Ausgrid and the employee agree in writing--at any time.

13. CLASSIFICATIONS, STRUCTURE AND TRAINING

This clause shall operate until 30 November 2018 and on 1 December 2018 will be replaced in its entirety by Appendix 4 Career, Capability and Remuneration, and will from that point no longer apply.

Except that no skills progressions will occur from 1 June 2018 until Appendix 4, Career, Capability and Remuneration is implemented from 1 December 2018..

13.1 Training

- 13.1.1 Skill development and continuous learning is a critical foundation for the continued success of the organisation.
- 13.1.2 Changes to an employee's work shall not justify an increase in pay unless the change in the work constitutes such a significant net addition to the work requirements that it warrants creation of or advancement to a new classification. Changes in work value can only arise from changes in the nature of work, the level of skill required or the level of responsibility exercised.
- 13.1.3 Whether or not a job warrants re-classification shall be determined by the Senior Human Resources Business Partner in consultation with relevant persons.
- 13.1.4 Where it is determined that the job warrants re-classification the evaluation will be carried out by a properly constituted job evaluation

committee. A properly constituted job evaluation committee shall comprise one union representative, a management representative and a Human Resources Business Partner.

- 13.1.5 Competency/Skills-based classification structures will be progressively developed and refined, in line with work and job design, which recognises organisational and employee needs.
- 13.1.6 However, the persons covered by this Agreement agree there will be no further claims for skills structure reviews with work-value related effect.
- 13.1.7 All Competency/Skill-based classification structures will:
- (a) provide the basis for pay and progression linked to the acquisition and use of skills within the scope of the classification;
 - (b) enhance the opportunities for workplace flexibility,
 - (c) meet the needs of the organisation,
 - (d) address the joint requirements of improved productivity, quality and performance, and development opportunities for individuals.
- 13.1.8 It is recognised that skill and learning differences between specific work areas or locations will exist despite organisation wide requirements for fairness and employee mobility.

13.1.9 Supporting Mechanisms

To support the competency/skills-based classification structures, employees may be given the opportunity to become skilled in:

- (a) Workplace Training (the delivery of workplace training);
 - (b) Skill Module Development (the design of competency-based modules);
 - (c) Workplace Assessment (the assessment of competency against agreed competency standards); and
 - (d) Reading, writing, numeracy and spoken communication.
- 13.1.10 The identification of competency/skill development requirements will be assisted by Ausgrid's performance development system.

13.1.11 Learning Time

- (a) On and off the job learning opportunities will be available to employees to meet the training needs of the organisation.
- (b) Wherever practicable, this will take place in normal working time.
- (c) Where learning and skill development takes place out of hours, employee family commitments will be taken into consideration.
- (d) Payments for learning undertaken outside normal hours will be determined on a case by case basis, prior to commencement of the program. However, when it is agreed, where such training is linked to a competency/skills based structure, payments will be made at the rate agreed between the persons covered by this Agreement, not to be less than ordinary rates.
- (e) Penalty rates shall apply to all management-directed and/or regulatory training that occurs outside normal working hours.

13.2 Classification Level

The classifications for employees covered by this Agreement are set out in Appendix 1C, other than in relation to:

- (a) Apprentices, which are set out in Appendix 1E.
- (b) Cadets, which are set out in Appendix 1F.
- (c) Trainees, which are set out in Appendix 1G.

14. WAGES & SALARIES

- 14.1 Employees covered by this Agreement as classified in Appendix 1C, 1E, 1F, 1G are to be paid the appropriate wages or salary according to their approved pay point as per Appendix 1. Wages and salaries under this agreement will be increased with effect as shown in the table below and are reflected in Appendix 1 or Appendix 4.

Date	from the Date this agreement is made	1 year after the date this agreement is made	2 years after the date this agreement is made
Percentage	2.75%	2.5%	2.25%

- 14.1.1 The above increases will also apply to the salaries covered under Appendix 2, Contract to EBA Transition.

- 14.2 The rates of pay set out in Appendices 1 and 4 include an "Ausgrid Allowance". This is shown in the table below:

Date	With effect from the date this agreement is made	1 year after the date this agreement is made	2 years after the date this agreement is made
Amount per week	\$54.60	\$55.97	\$57.22

The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

- 14.3 All employees covered by this agreement will be entitled to a payment of \$1,600 (gross) in recognition of the successful completion of negotiations, to be paid no later than 14 days from the Date this agreement is made.
- 14.4 In this clause 14 "Date this agreement is made" means the date on which it is declared that a valid majority of employees have cast a vote to approve the agreement.
- 14.5 Employees are not entitled to pay in the following circumstances:
- 14.5.1 where an employee is absent without authorisation, or
 - 14.5.2 where an employee is absent due to illness or injury but has no entitlement to paid sick leave.

14.5.3 where an employee has been suspended without pay as a consequence of a disciplinary matter.

14.6 Money cannot be deducted from an employee's pay without written authority from the employee except where an employee leaves Ausgrid and annual leave has been taken in advance but has not yet accrued on a pro rata basis.

15. METHOD OF PAYMENT

15.1 Employees shall be paid by direct transfer to a maximum of five major financial institutions, with a registered BSB number.

15.2 Subject to clause 15.3 employees shall be paid weekly on the agreed day except for employees covered by clause 46 (PM&S) and Appendix 2 (Contract to EBA Transition), who will be paid fortnightly (except in the case of financial hardship) on the agreed day.

15.3 Ausgrid shall give employees' three months' notice of a change to the pay cycle if it seeks to move employees paid weekly under clause 15.2 to fortnightly pay.

15.4 The implementation shall provide for an advance payment of 1 week for employees effected by 15.3.

15.5 Where an employee, as a consequence of the change of pay cycle in 15.4 demonstrates a resulting financial hardship, transition arrangements will be made for that employee, which may include adjustments to pay cycles, at Ausgrid's discretion.

15.6 In the event of an identified error in payroll that leads to an underpayment of rostered hours and associated allowances Ausgrid will endeavor to rectify that error within 48 hours.

15.7 On termination of employment, employees will be paid all wages and entitlements on the date of termination of employment.

16. ALLOWANCES

Subclauses 16.1 to 16.3 shall operate until 30 November 2018 and on 1 December 2018 will be replaced by Appendix 4 Career, Capability and Remuneration, and will from that point no longer apply.

16.1 Qualified Supervisor Certificate Electrical Work Allowance

Only paid to employees who are appointed as trades people and who hold a current NSW Qualified Supervisor Electrical Work. The allowance is also payable to employees who were appointed to certain positions prior to 10 December 1981 whether or not they hold an electrician licence. The Qualified Supervisor Electrical Work Allowance remains an all purpose allowance but is frozen at the rate paid immediately prior to the commencement of this agreement. (Appendix 1D Allowances Item No. 28).

16.2 Electrical Safety Rules and Skills Allowance

16.2.1 Only paid to employees who are appointed to electrical positions who have passed the test and knowledge of the rules and who are required to work or supervise or direct work in accordance with those rules. The positions eligible for this allowance as at 19 December 2012 will remain eligible for the allowance until 30 November 2018. The allowance is also payable to employees who were appointed to certain positions prior to 22 December 1981. Employees will be required to undergo refresher training. ESRA remains an all purpose allowance but is frozen at the rate paid immediately prior to the

commencement of this agreement. (Appendix 1D, Allowances, Item No. 25).

- 16.2.2 Employees in trade classifications (as defined) other than electrician are entitled to 80% of the Electrical Safety Rules Allowance paid to electricians. (Appendix 1D, Allowances, Item No. 27) .
- 16.2.3 Pro-rata Safety Rules Allowance paid to Electricity Supply Operatives who have passed an abridged version of the Safety Rules Test. This allowance is calculated at 60% of the Electrical Safety Rules Allowance. To be known as Safety Rules Electricity Operative Allowance (Appendix 1D, Allowances, Item No. 26).

16.3 Plumber's Registration Allowance

Is paid to an employee who is required to hold a Qualified Supervisor Plumbing Draining and Gas Fitting in the course of employment. This allowance is paid for all purposes but is frozen at the rate paid immediately prior to the commencement of this agreement. (Appendix 1D, Allowances, Item No. 29).

16.4 Other allowances

- 16.4.1 Employees, other than shift workers, in a continuous process, when in charge of depot, office or telephone during a meal break shall be paid the extra rate set out in (Appendix 1D, Extra Rates, Item No. 13).
- 16.4.2 Employees who are required to use materials containing asbestos or to work in close proximity to employees using such material shall be paid the amount in (Appendix 1D, Extra Rates, Item No. 16). This is paid for the disability of wearing protective gear.
- 16.4.3 Employees who are engaged in removing asbestos or any method of sealing asbestos shall be paid the amount in (Appendix 1D, Extra Rates, Item No. 17). This is paid for the disability of wearing protective gear.
- 16.4.4 Employees engaged on unusually dirty work or work of a particularly offensive nature shall be paid the extra rate set out in (Appendix 1D, Extra Rates, Item No. 20).
- 16.4.5 Employees, other than shift workers, in a continuous process, when in charge of plant during a meal break shall be paid the extra rate set out in (Appendix 1D, Extra Rates, Item No. 14).
- 16.4.6 Employees who are accredited as an interpreter with the National Accreditation Authority for Translators and Interpreters (NAATI) and are nominated to be paid a Community Language Allowance because they are frequently called on to act as interpreters shall be paid the amount in (Appendix 1D, Extra Rates, Item No. 22).
- 16.4.7 Employees engaged in handling silicate of cotton, slag wool, insulwool or other similar loose material shall be paid the amount in (Appendix 1D, Extra Rates, Item No. 19). This is paid for the disability of wearing protective gear.

16.5 Sustenance Allowance

Where an employee is required to work at a location which is not their usual place of work and is required to stay overnight, and when arrangements have not been made for accommodation, meals and/or general out of pocket expenses paid in advance by Ausgrid then the employee shall be paid the sustenance allowance rate outlined in (Appendix 1D, Extra Rates, Item No. 23). Application of this clause will be notified to the employee in writing prior to

the employee being required to work at a location that is not their usual place of work, including an overnight stay.

16.6 First Aid Attendant Allowance

16.6.1 An employee is entitled to receive the First Aid Attendant Allowance as outlined at Appendix 1D, Allowances, Item No. 1, provided they:

- (a) hold a current recognised first aid certificate;
- (b) are designated by Ausgrid as a First Aid Attendant; and
- (c) carry out the duties as required by Ausgrid of a First Aid Attendant.

16.6.2 Where Ausgrid requires an employee to be a First Aid Attendant Ausgrid will provide for the cost of the required training.

16.7 Occupational First Aid Attendant Allowance

16.7.1 An employee is entitled to receive the Occupational First Aid Attendant Allowance as outlined at Appendix 1D, Allowances, Item No. 34, provided they:

- (a) have successfully completed a current WorkCover approved occupational first aid attendant course and advanced resuscitation certificate;
- (b) maintain the qualifications above at 16.7.1(a) as required by WorkCover;
- (c) are designated by Ausgrid as an Occupational First Aid Attendant; and
- (d) carry out the duties as required by Ausgrid of an Occupational First Aid Attendant.

16.7.2 Where Ausgrid requires an employee to be an Occupational First Aid Attendant Ausgrid will provide for the cost of the required training.

16.8 Cable Pit Allowance

16.8.1 An employee who carries out cable jointing within underground roadway pits or underground footway pits which are 1.5 metres or more in depth is entitled to receive a cable pit allowance per day worked as outlined at Appendix 1D, Item No. 21.

16.8.2 This allowance is paid for the disability of constantly undertaking cable jointing in congested restricted underground roadway pits which are typically encountered in many Sydney City cable pits.

16.8.3 This allowance is not payable to cable jointing undertaken within cable vaults, substations or tunnels.

16.8.4 Payment of this allowance requires approval of the employee's relevant line manager.

16.9 Use of Private Motor Vehicle

An employee who is authorised and agrees to use a private motor vehicle in the course of their employment shall be paid the rate in Appendix 1D, Extra Rates, Item No. 33, provided the employee maintains the minimum of third party property damage insurance policy on that vehicle for any travel that is approved. However, wherever possible employees should use an Ausgrid vehicle for all purposes connected with their employment.

16.10 Reimbursement of licence costs

An employee who is paid below Pay Point 40 in Appendix 1 or up to or below Band C2 in Appendix 4 and is required to be an authorised motor vehicle driver or who is required to hold a licence to operate plant or equipment, will have the cost of that licence(s) reimbursed.

16.11 Reimbursement of business calls for nominated employees

Nominated employees who are required to take or make business calls at home will be reimbursed the cost of telephone rental and/or business calls as determined by Ausgrid or provided with a mobile phone.

17. SUPERANNUATION

17.1 Supplementary Superannuation

This sub-clause applies to employees who:

- 17.1.1 were employed by Sydney County Council on or before 31 March 1977; and
- 17.1.2 contributed to the same Local Government Superannuation Scheme on 30 April 1990 that he/she was contributing to on 31 March 1977; and
- 17.1.3 compulsorily transferred to the State Authorities Superannuation Scheme on May 1990; and
- 17.1.4 have completed at least 20 years' continuous service with Ausgrid and Sydney County Council; and
- 17.1.5 retirement age or retired ill-health or was dismissed for reasons other than misconduct or took voluntary redundancy or died whilst still employed.
- 17.1.6 Employees who meet all the above conditions shall be paid a supplementary superannuation benefit equal to the difference between

$$E = 3.5 + 0.07 (S - 20)$$
 where E = the employee's entitlement measured in weeks of pay per year of service at their ordinary rate
 and S = 45 or the total number of years service (including a portion for part completed years to the nearest whole month) whichever is the lesser, and;
- 17.1.7 The monetary benefits directly attributable to all payments made or to be made in respect of the employee by Ausgrid or any other employer under the provisions of the Local Government and other Authorities (Superannuation) Act 1927 and the State Authorities Superannuation Act 1987 or its successor.
- 17.1.8 This sub-clause shall not apply to an employee who is a contributor under the provisions of the Superannuation Act 1916.
- 17.1.9 This sub-clause also applies to employees who were formerly employed by a County Council and who were transferred to Sydney County Council (EnergyAustralia/Ausgrid) on 1 January 1980 provided that:
 - (a) they maintained continuity of service in the transfer;
 - (b) they fulfil the requirements in Sub-clause 17.1.1 of this clause

if they meet these criteria, service with Brisbane Waters, St George and MacKellar County Councils prior to being transferred to Sydney County Council (EnergyAustralia/Ausgrid) on 1 January 1980 will be counted in calculating any entitlement under this clause.

- 17.1.10 This sub-clause applies to employees who were employed by the former Shortland County Council/Orion Energy.

Where the service of an employee is terminated by retirement age, retirement ill health or death, the employee, or in the latter case, his legal representative, shall be paid a severance allowance equal to:

the amount calculated at the rate of the employee's final average salary as defined in Section 24 of Part V of the Public Authorities Superannuation Act, 1985, payable at the date of termination based on 5.616 weeks for each completed year the employee was a contributor under the aforesaid Act and proportionately for any fraction of a year on a monthly basis with a maximum period of 224.64 weeks

less:-

the monetary benefits directly attributable to all payments made or to be made in respect of the employee by the provisions of the Public Authorities Superannuation Act, 1985 those benefits being the amount calculated in accordance with the formula set out in Section 26 of the said Act.

- 17.1.11 Notwithstanding the above mentioned provisions, the severance allowance payable to an employee or an employee's legal representative shall not exceed a sum equivalent to two (2) weeks salary or wage for each year of the employee's local government service and proportionately for a fraction of a year on a monthly basis.

17.2 Default Superannuation Scheme

Subject to the provisions of relevant superannuation legislation, employees under this Agreement will have their superannuation contributions paid into the Energy Industries Superannuation Scheme (EISS) unless the employee nominates in writing to the Payroll Manager or their nominee, an alternative superannuation fund which complies with relevant superannuation legislation.

17.3 Wage Sacrifice To Superannuation

- 17.3.1 An employee may elect in lieu of being paid an amount of wages to have an equivalent amount paid by way of Superannuation contributions in accordance with the relevant provisions of the EISS.
- 17.3.2 Where an employee has elected to have an amount paid by way of Superannuation contributions in lieu of wages, any allowance, penalty, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payment for leave taken in service to which an employee is entitled under this Agreement or any applicable Agreement, Act or Statute which is expressed to be determined by reference to an employee's wage, shall be calculated by reference to the actual wages paid to the employee and the amount paid under Sub-clause 17.3.1 by way of Superannuation contributions.
- 17.3.3 Subject to the provisions of relevant superannuation legislation, any Superannuation contributions paid under Sub-clause 17.3 shall be paid to the EISS.

- 17.3.4 The employee may elect to have an amount paid by way of Superannuation contributions in lieu of wages on joining Ausgrid and thereafter may alter the amount paid by way of Superannuation contributions under Sub-clause 17.3 with effect from 1 July each year.
- 17.3.5 An election to have Superannuation contributions paid in lieu of an amount of wages shall be in writing and may only be made with the consent of both the employee and Ausgrid.

17.4 Additional Employer Superannuation Contribution

- 17.4.1 All employees will receive a 1% increase to their employer superannuation contribution in addition to their existing arrangements effective from 19 December 2008 (SGC+5% = 14% in total) with a further 1% increase effective from 19 December 2009 (SGC +6% = 15% in total).
- 17.4.2 Should any increase to the Commonwealth Government Superannuation Guarantee (SGC) occur during the term of this agreement these increases will be absorbed.
- 17.4.3 Persons covered by this agreement who are in the Defined Benefit Superannuation Scheme will have any SGC increase absorbed in the 6% employer contribution.

18. HOURS OF WORK

This clause applies except in the case of employees appointed as Professionals, Managers and Specialists, in which case clause 46 applies, and employees covered by Appendix 2 – Contract to Agreement Transition, in which case Appendix 2 applies.

18.1 Hours

Subject to this clause the persons covered by this Agreement agree that it is essential that sufficient employees be scheduled to meet the business and customer service requirements in each workplace. Therefore, the hours of work and starting and finishing times of employees will be scheduled by Ausgrid after taking into consideration:

- 18.1.1 The provision of service;
- 18.1.2 The work of the branch, section or team; and
- 18.1.3 The personal circumstances of the employees, including parental responsibilities.

The hours of work for individual employees including start and finish times will be determined by agreement only after consultation with their manager which will take into account 18.1.1, 18.1.2, 18.1.3 above. Individual schedules will not be altered so often that they would be disruptive to the work organisation and the employee's home lives. If it is proposed that the ordinary hours extend beyond eight (8) hours per day or 1800 hours or on a weekend, the relevant union will be invited to participate in the consultations. In all other circumstances the union will be notified and will be involved if requested by the employees.

18.2 Maximum Hours to be Worked

Full time employees, except under Clause 46, PM&S, Contract to EBA Transition, will not be required to work in excess of 72 hours in any fortnight, except as overtime.

Employees will not be required to work in excess of 12 hours a day without receiving overtime in terms of Clause 20 Overtime.

18.3 Span of Ordinary Hours

The span of ordinary hours shall be 0600 hours to 1800 hours. Employees shall be available for work between these hours.

The span of hours can be adjusted by mutual agreement.

18.4 Normal Working Week

The normal method of scheduling hours will provide for a nine day fortnight. This may be departed from subject to consultation and mutual agreement. Alternative patterns of work may include patterns such as 12 hour day/six day fortnight, nine hour day/eight day fortnight, etc.

18.5 Flexibility

18.5.1 The scheduled start and finish times and duration of the working day can be altered by agreement between the employee and his/her manager to meet unforeseen changes in the workflow or to meet the personal needs of the employee. A written record of these arrangements must be kept by the Manager.

18.5.1 (a) In these cases, the total ordinary hours should not exceed 72 over two weeks. Also, in these cases, work in excess of 12 hours per day or after 1800 hours, or on a Saturday, Sunday or Agreement/Public Holiday will still attract the appropriate penalty rates.

18.5.2 Shiftworkers may work more than 72 hours in any fortnight which is averaged over a roster cycle.

19. SHIFT WORK

19.1 Definitions

19.1.1 **“Shift Work”** – work which is rostered outside the span of ordinary hours and which provides for two or more shifts on a day and which requires employees to rotate or alternate in working the shifts.

19.1.2 **“Shift Worker”** is an employee who works shifts. An employee does not cease to be a shift worker during a period of leave for the purposes of determining accrued leave entitlements, pursuant to Clause 24, Annual leave.

19.1.3 **“Afternoon Shift”** is a shift finishing between 1800 and 2400 hours.

19.1.4 **“Early Morning Shift”** is a shift commencing between 0500 and before 0630 hours.

19.1.5 **“Seven Day Shift worker”** is a shift worker who is regularly rostered to work on each day of the week and to be clear is a shift worker for the purposes of the *Fair Work Act 2009* National Employment Standards. Seven Day Shift workers are paid the rates in Appendix 1B, except where that loading has previously been paid out.

19.1.6 **“Night Shift”** is a shift finishing between 2400 and 0800 hours.

19.2 Shift Allowance

Shift workers shall be paid the extra rates in Appendix 1D, Extra Rates, Items 3, 4 and 5. Extra rates are made on a pro rata basis for rostered shifts greater

than eight hours (e.g. a nine (9) hour rostered shift receives 1.125 times the extra rate, a 12 hour rostered shift receives 1.5 times the extra rate).

19.3 Shift Penalty Rates

Penalty Rates shall be paid for shift work on Saturdays, Sundays and Agreement/ Public Holidays.

Penalty rates for all time worked during an ordinary shift on:

- 19.3.1 Saturday – Time and one half of the shift hours,
- 19.3.2 Sunday – Double Time, and
- 19.3.3 Agreement/Public Holiday – Double Time and an ordinary day's pay.

19.4 Change of Roster

- 19.4.1 Shift workers should normally be given at least five (5) days' notice of a change of shift or a change of roster. Where this is not possible the employee will be paid double time for the first shift after the change.
- 19.4.2 Where an employee is given less than five (5) days' notice of a change of shift or roster and the change results in the employee working additional shifts, then the employee shall be allowed an equal amount of time off at a mutually agreed time. If it is not practical for the employee to be allowed time off within four (4) weeks, the employee shall be paid for the extra shifts at double time.

19.5 Day workers who are required to work shifts

- 19.5.1 Day workers may be required to work shifts.
- 19.5.2 Day workers who are required to work shifts shall be paid not less than an additional 30 per cent for the first ten (10) afternoon and/or night shifts in lieu of the shift allowance. The shift allowance is still payable where the shifts occur on a Saturday, Sunday or Agreement/Public Holiday.
- 19.5.3 After working ten (10) consecutively rostered afternoon and/or night shifts, unbroken by a return to normal day work, an employee shall be deemed to be a shift worker as defined in 19.1.2.
- 19.5.4 The additional payments in Sub-clause 19.5.2 do not apply where a day worker is appointed to shift work at the employee's own request, or as a result of having applied for and obtained a permanent position/role or agrees to a higher duties position/role or seconded into another position/role involving shift work.

19.6 "Continuous Afternoon or Night Work" is work that is performed continuously in the afternoon or night. A person working continuous afternoon or night work is not considered to be a shift worker as defined above at subclause 19.1.2.

- 19.6.1 A day worker who is required to commence working continuous afternoon or night work shall be paid for the first five (5) shifts at time and a half or at the rate otherwise provided in this Agreement, whichever is the greater. These shifts may be organised so that an employee receives at least a full week's pay.
- 19.6.2 After working five (5) consecutively rostered continuous afternoon or night shifts, unbroken by a return to normal day work, the employee is deemed to be a continuous afternoon or night worker.

19.6.3 An employee engaged on continuous afternoon work or continuous night work as defined in this Agreement, who works on:

- (a) any day other than an Agreement/Public Holiday shall be paid ordinary rates plus 30% for all time worked;
- (b) an Agreement/Public Holiday shall be paid ordinary rates plus 30% for all time worked in addition to an ordinary day's pay.

19.6.4 The additional payments in Sub-clause 19.6.1 do not apply where a day worker is appointed to shift work at the employee's own request, or as a result of having applied for and obtained a permanent position/role involving shift work.

19.7 An employee engaged in Continuous Afternoon or Night Work may be directed to change to day work subject to clause 18.1.

20. OVERTIME

20.1 This clause applies to all employees except those employees covered by Appendix 2 Contract to EBA Transition.

20.2 Reasonable Overtime

Subject to Sub-clause 20.2.2, Ausgrid may require an employee to work reasonable overtime at overtime rates.

20.2.1 An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable having regard to:

- (a) any risk to the employees' health and safety;
- (b) the employee's personal circumstances including any family responsibilities;
- (c) the needs of the workplace
- (d) the notice (if any) given by Ausgrid of the overtime and by the employee of his or her intention to refuse it, and
- (e) any other relevant matter.

20.3 Overtime Hours All time worked in excess of scheduled ordinary hours shall be overtime unless the employee and manager have altered them by agreement in accordance with clause 18, Hours of work.

20.3.1 Overtime will be payable for all time:

- (a) Worked in excess of 72 hours per fortnight;
 - (i) Except for employees covered by clause 46, Professional Managers & Specialists, in which case all time worked in excess of 80 hours per fortnight will apply
 - if no arrangement under clauses 46.4 is in place; and
 - where the approval under 20.4.4 has been provided.
- (b) Worked outside the period 0600 – 1800 hours Monday to Friday.
 - (i) except where any adjustment have been made by mutual agreement under subclause 18.3 Hours of work; or
 - (ii) Except for employees covered by clause 46, Professional Managers & Specialists, in the case where an arrangement under clauses 46.4 is in place; or

(iii) where the approval under 20.4.4 has not been provided.

20.3.2 Where an employee is acting in a higher grade position/role and they undertake overtime work required in that position/role they will receive overtime payments at the higher grade level, subject to the requirements of subclause 46.7 (Professionals, Managers and Specialists) and 47.7 (Engineers). This sub-clause does not apply to an employee who is required to work in a position/role occupied by a person covered by Appendix 2. If an employee is required to work in a position/role occupied by a person covered by Appendix 2, Ausgrid and the employee will agree on the terms and conditions that will apply to the employee for the period of acting.

20.4 Overtime rates

The following overtime rates, calculated using the Ordinary Rate of Pay, shall apply to employees who are not On Call and work Overtime Hours:

OVERTIME SITUATION	RATE APPLICABLE
Over time worked Monday to Friday	First two hours at time and a half. Additional hours at double time.
Overtime worked from midnight Friday to midday Saturday	First two hours at time and a half. Additional hours at double time.
Overtime worked from midday Saturday to midnight Sunday	All hours paid at double time.
In the case of non shiftworkers, overtime worked on a Public Holiday or Agreement Holiday, outside of the employee's normal working hours	All hours paid at double time and a half until the employee finishes.
In the case of non shiftworkers, all work done on a Public Holiday or Agreement Holiday during the time which would have been the employee's normal working hours	Double time plus 7.2hrs pay at ordinary time (which is the sum of normal time plus double time for working on public holiday)
Shift Workers Overtime	Rate Applicable
In the case of shift workers, all overtime worked on a day which they are rostered off. (Note: shift workers are not entitled to overtime as a result of changed shifts which they organise amongst themselves)	Double time until released from duty.
In the case of shift workers, all overtime commenced on a Public Holiday or Agreement Holiday	All hours paid at double time and a half until the employee finishes.

20.4.1 For the overtime rates applicable to employees On Call see clause 21.

20.4.2 For shiftworkers in situations where overtime spans two days, payment for the entire overtime period shall be based on the day on which the majority of the overtime occurs.

20.4.3 For shiftworkers where the span of the overtime is split equally between two days, payment will be made on the day on which the overtime ends.

20.4.4 No payment will be made for overtime unless prior authorisation is provided by the manager or delegated authority. For PM&S employees covered by clause 46, this shall be the General Manager.

20.5 Unplanned Overtime

20.5.1 Unplanned Overtime is where an employee:

- (a) is not On Call; and
- (b) is notified of working overtime while not at work and where they are required to return to work immediately; and
- (c) works Overtime Hours.

20.5.2 Unplanned Overtime is paid at the Overtime Rates outlined in clause 20.4.

20.5.3 A minimum of 4 hours will be paid for Unplanned Overtime.

20.5.4 If an employee is called to a second job within the 4 hours, they will be paid for a minimum of 4 hours only (not an additional 4 hours).

20.5.5 The payment for an employee who works Unplanned Overtime commences from the time the employee receives the phone call and continues until the employee arrives home, except when the employee is required to attend work immediately in which case it will be paid from the time the contact is received.

20.6 Planned Overtime

20.6.1 Planned Overtime is where an employee

- (a) is not On Call; and
- (b) the employee is notified of working overtime where they are not required to attend work immediately; and
- (c) works Overtime Hours.

20.6.2 Planned Overtime is paid at the Overtime Rates outlined in clause 20.4.

20.6.3 A minimum of 4 hours will be paid for Planned Overtime.

20.6.4 If an employee is called to an unplanned second job within the 4 hours, they will be paid for a minimum of 4 hours only (not an additional 4 hours).

20.6.5 The payment for an employee who works Planned Overtime commences from the time the employee commences overtime work until the employee ceases overtime work.

20.6.6 An employee who works Planned Overtime will be paid travel time in accordance with clause 23.1.3 from the time they commence travel to the time they arrive at work and for their travel time at the completion of work until they arrive at their home, subject to clause 23.7 (travel in an Ausgrid vehicle).

20.7 Continuous Overtime

20.7.1 Continuous Overtime is where an employee is not On Call; and

- (a) Works Overtime Hours starting directly before or after, and is continuous with their scheduled ordinary hours; or
- (b) Works Overtime Hours directly before AND after their scheduled ordinary hours

20.7.2 When an employee works Continuous Overtime both before and after their scheduled ordinary hours, the Continuous Overtime hours are added together to determine the overtime rates applied.

20.7.3 Continuous Overtime is paid at the Overtime Rates outlined in clause 20.4.

20.7.4 Subject to the exception for unplanned overtime in subclause 20.5.5, time paid for continuous overtime commences when the employee commences working overtime and continues until the overtime ceases.

20.7.5 Employees are not paid for any excess travelling time for Continuous Overtime under subclause 23.1.3 but will still be entitled to payment if either subclause 23.1.1 and 23.1.2 apply.

20.7.6 There are no minimum hours for Continuous Overtime.

20.8 Overtime When Working Outside of Hours Without Return

20.8.1 Overtime When Working Outside of Hours Without Return is where an employee:

- (a) is not On Call;
- (b) is contacted for business purposes while not at work; and
- (c) as a result of that contact, performs work but is not required to attend work.

20.8.2 Overtime When Working Outside of Hours Without Return is paid at the Overtime Rates outlined in clause 20.4.

20.8.3 No minimum payment will be applied for Overtime When Working Outside of Hours Without Return.

20.8.4 The payment for an employee who works Overtime When Working Outside of Hours Without Return commences from the time the employee receives the contact until the employee ceases working.

20.9 Rest period after Overtime

20.9.1 Where overtime is necessary, whenever possible it shall be organised so that employees shall have at least ten (10) consecutive hours off duty. Subject to clause 20.9.2, if an employee cannot take a ten (10) consecutive hour break before the normal commencement time, they shall be entitled to time off without loss of normal pay until they have had a ten (10) consecutive hour break. If a ten (10) hour break is not given then the employee is paid double time for all hours worked until a ten (10) consecutive hour break is taken.

20.9.2 In the case of continuous overtime that commences directly before and is continuous with the scheduled ordinary hours, the 10 consecutive hour break will be due after the completion of the employees scheduled ordinary hours. If a 10 hour break is not given then the employee is paid double time for all hours worked until a ten (10) consecutive hour break is taken.

20.9.3 This clause shall not apply when 2 hours or less actual work is worked under subclause 20.8, Overtime when working outside of hours without return.

20.10 Time Off In Lieu Of Overtime

By agreement with their manager, an employee may elect to take time off in lieu (TOIL) of overtime. The TOIL provisions are as follows:

20.10.1 The election and approval to convert overtime to TOIL must occur and be documented prior to any claim for overtime being made and the date for taking the TOIL must be agreed at that stage.

20.10.2 Overtime hours may be converted to TOIL in four hour blocks from the actual overtime hours worked each week on an hour for hour basis.

20.10.3 TOIL hours shall be taken in full day periods unless otherwise agreed.

20.10.4 The agreed date for taking TOIL hours must be within two months of the agreement that was made.

21. ON CALL

21.1 This clause applies except in the case of:

(a) employees appointed as Professionals, Managers and Specialists under clause 46.

(b) and employees covered by Appendix 2, Contract to EBA Transition.

21.2 An employee who is on call shall be paid the amount in Appendix 1D, Extra Rates, Item No.'s 6, 7 and 8.

21.3 An employee who is on call for less than a whole week shall be paid one fifth (1/5th) of the allowance for each working day (Monday – Friday) or part thereof and one quarter (1/4) of the allowance for each Saturday, Sunday or Agreement/Public Holiday or part thereof up to a maximum of the full allowance.

21.4 An employee who is on call is required to be available for emergency and/or breakdown work at all times outside the employee's usual hours of duty. Upon receiving a call for duty, the employee is to proceed directly to the job.

21.4.1 Emergency and/or breakdown work includes restoring supply to our customers or making equipment safe which has failed or is likely to fail or maintenance work which is essential to prevent a supply failure. This includes work not only on Ausgrid's equipment but also on our customers' equipment.

21.5 Payment for a call out shall commence from the time the employee receives a call and continues until the employee arrives back home. Payment is at the appropriate overtime rate as detailed in Sub-clause 21.7

21.5.1 Employees who are on call are not confined to their homes but they must be reasonably available so that they would not be delayed by more than 15 minutes in addition to the time it would normally take to travel from their homes to the place where the work is to be performed. Any delays in excess of 15 minutes will not be paid unless specifically authorised.

21.6 An employee may be required to attend any other calls which arise prior to returning home.

21.7 Call outs are paid as set out in the table below with a minimum one (1) hour payment.

CALL OUT SITUATION	RATE APPLICABLE
All weekdays and weekends	Double time
Agreement/Public Holidays	Double time and a half

21.8 Employees who are called out are entitled to a minimum of one (1) hour's pay at double time each time they are called out.

21.9 If an employee is required to resume duty after a call out which exceeds four (4) hours, whether continuous or not, before having a ten (10) hour break, the employee shall be paid double time for all hours worked until a break of ten (10) consecutive hours has been taken.

21.10 Normal meal break and meal allowance provisions apply to overtime worked on call outs.

22. MEAL BREAK / MEAL ALLOWANCE

22.1 Meal breaks during ordinary hours shall be of at least a half hour duration. The actual duration and timing of the break shall be set after considering the location and nature of the work and may be altered from time to time in consultation with the employees concerned.

22.2 If an employee is required to work longer than five (5) ordinary hours without a meal or work break, they shall be paid time and a half until a meal break is taken.

22.3 Meal Breaks and Meal Allowances (at the rate specified in Appendix 1D(12)) are subject to the following conditions:

22.3.1 For all overtime which commences immediately after an ordinary day's work, the employee shall be entitled to a paid meal break of 20 minutes and a meal allowance after the first hour and a half actually worked. The second meal break and second meal allowance become an entitlement after a total of four (4) hours actually worked. Every subsequent period of four (4) hours actually worked shall entitle the employee to another meal break and meal allowance.

22.3.2 For all overtime which commences immediately before an ordinary day's work, the employee shall be entitled to a paid meal break of 20 minutes after each period of four (4) hours actually worked. The employee shall be entitled to a meal allowance after the first two (2) hours actually worked. Another meal allowance shall become an entitlement after a total of eight (8) hours are actually worked. Every subsequent period of four (4) hours actually worked shall entitle the employee to another meal allowance.

22.3.3 For all overtime which is not continuous with an ordinary day's work, the employee shall be entitled to a paid meal break of 20 minutes and a meal allowance after each period of four (4) hours actually worked.

22.4 An employee may, by mutual agreement, extend a meal break on overtime up to a total period of one (1) hour provided that any time in excess of 20 minutes is unpaid.

22.5 Meal breaks which occur during periods of overtime should be taken at the time they fall due unless the employee seeks to defer the break to a later time.

23. EXCESS TRAVEL

23.1 Excess travel time is defined as additional travelling time incurred by an employee in the following circumstances where:

- 23.1.1 the employee is directed to start work at a location which takes longer to travel to or from their home than to the usual place of work.
- 23.1.2 the employee is transferred to a new place of work which takes longer to travel to or from their home than to the former place of work. See also Sub-clause 23.2.
- 23.1.3 the employee is required to work planned overtime that is not continuous overtime with the ordinary shift.

Where the employee does not have a usual place of work but instead has a nominal headquarters to which they are attached, for the purpose of calculating excess travel the headquarters are treated as the usual place of work.

23.2 Where an employee is transferred to a new place of work, payment for any excess travel shall only continue for the first six (6) months.

23.2.1 No excess travel is payable in relation to transfers or appointments made at the employee's request, or which are made for disciplinary reasons.

23.2.2 Subject to 23.1 Excess travel will be payable where the employee has been transferred or appointed as a result of a restructure involving their position/role or where an Excess Employee applies for or is directed into a position.

23.3 Payments for excess travel shall be calculated by estimating the actual travel time and distance by road. Excess travel time shall be calculated at ordinary rates for journeys undertaken Monday to Saturday inclusive and at ordinary time plus a half on Sundays and Agreement/Public Holidays. From date of effect of this agreement the rate used for the estimate of actual travel by private vehicle will be the ATO rates specified in Item 33 of Appendix 1D.

Reimbursement for the distance travelled is not paid in any circumstances where an employee travels in an Ausgrid vehicle.

23.4 Excess travel is not paid for journeys undertaken during work time.

23.5 Where an employee is required to work unplanned overtime, all travelling time is paid at the appropriate overtime rate as set out in subclause 20.4. The minimum payment of four (4) hours includes any travel time where the total time for the job plus travel to and from the job is four (4) hours or less.

23.6 An employee will be paid for his/her actual excess travel time and fares or the amount calculated under subclause 23.3 above, whichever is the greater. Where an employee believes he/she has not at least been paid for the actual excess travel time and fares, he/she should submit a claim providing sufficient details about the actual mode of transport and the duration of travel for the claim to be assessed and paid.

23.7 Employees who travel in an Ausgrid vehicle are only entitled to payment for any excess travel time in excess of 30 minutes per journey. This subclause does not apply to travel time for unplanned overtime which is paid as per subclause 20.5.

23.8 Notwithstanding Sub-clause 23.7 above, employees who travel to and from work in an Ausgrid vehicle shall not be entitled to payment for excess travel if the payment means it is no longer worthwhile to Ausgrid for the employee to take a vehicle to and from work. Payment for excess travel to employees who use an Ausgrid vehicle must be authorised by the relevant General Manager.

24. HIGHER GRADE PAY

This clause shall operate until 30 November 2018 and on 1 December 2018 will be replaced in its entirety by Appendix 4 Career, Capability and Remuneration, and will from that point no longer apply.

24.1 This clause does not apply to:

24.1.1 employees covered by clauses 46, PM&S and 47, Engineers. Higher grade pay for those employees is dealt with in those clauses as applicable; and

24.1.2 employees acting in a position occupied by a person covered by Appendix 2. Appendix 2 is a unique set of terms and conditions applicable only to the persons covered by that Appendix. If an employee is required to work in a position occupied by a person covered by Appendix 2, Ausgrid and the employee will agree on the terms and conditions that will apply to the employee for the period of acting.

24.2 Employees are paid for the full range of duties that they would be expected to undertake from time to time. Higher Grade duties apply where employees take on higher responsibilities and duties which are beyond the scope of their classification grouping, e.g. a Technician acting as a Field Co-ordinator, Superintendent etc.

24.3 Subject to subclause 24.7, employees who are required to carry out duties of a higher grade which are not recognised within the scope of their normal classification grouping shall be paid the appropriate higher rate for the actual period involved, provided they carry out the duties for a minimum of one (1) day continuously.

24.4 If an employee has been receiving higher grade pay for a continuous period of 13 weeks immediately prior to commencing annual leave, sick leave or accident leave, the employee will be paid the higher grade rate for the duration of the absence. Absences on approved paid leave of five (5) days or less aggregate duration will not cause a break in continuity for the purposes of this sub-clause. In all cases, the payment of higher grade pay whilst on paid leave will not exceed six (6) months duration. Breaks in Higher Grade duties of five (5) days or less aggregate duration shall not cause a break in continuity for the purposes of this sub-clause.

24.5 Agreement/Public Holidays during a period of higher grade duty will be paid at the higher rate.

24.6 The higher grade rate will not apply to long service leave or payments made for service entitlements at the termination of employment.

24.7 Higher grade pay is paid to an employee who is required to perform higher grade duties to cover the work of an employee who is absent for more than two (2) days taken as RDOs.

24.8 Undertaking on the job training in a higher graded position does not entitle an employee to higher grade pay unless the person is actually given responsibility for the job, e.g. in a relief role.

24.9 Except where an employee is relieving in a vacancy created by an employee on approved leave, such as parental leave or long service leave, or the work

area is being restructured, a period of higher grade pay shall not continue for more than six (6) months before the job is advertised.

25. ANNUAL LEAVE

- 25.1 Employees, excluding shift workers and casuals, shall accumulate 144 hours of annual leave in each complete year of service. An employee's entitlement to paid annual leave accrues progressively during a year of service according to the employee's ordinary hours of work and accumulates from year to year.
- 25.2 This annual leave will be approved by Ausgrid provided that adequate employees are available to meet the needs of the organisation. Ausgrid must not unreasonably refuse to agree to a request by an employee to take paid annual leave.
- 25.3 Annual leave may be taken in any combination of separate periods. These should be taken in whole days.
- 25.4 Payment for annual leave shall be at the ordinary rate of pay. See Clause 24 Higher Grade Pay or Appendix 4 – Career, Capability and Remuneration in relation to Higher Grade Pay.
- 25.5 Employees may be allowed to take a period of annual leave in advance of its accrual, subject to approval. Where their employment subsequently terminates before the leave has accrued on a pro rata basis, the employee agrees Ausgrid may deduct any pre-payment from their termination pay.
- 25.6 Any Agreement/Public Holidays which occur during annual leave shall not be deducted from annual leave entitlements.
- 25.7 Rostered days off do not accrue during periods of annual leave.
- 25.8 If an employee provides evidence that during a period of annual leave, their absence included a period of any other leave (other than unpaid leave), or a period of absence for community service leave, then the period of leave which is affected will be re-credited as annual leave and converted to the appropriate type of leave.
- 25.9 Seven Day Shift workers shall accrue 200 hours of annual leave in each complete year of service. A Seven Day Shiftworker's entitlement to paid annual leave accrues progressively during a year of service according to the employee's ordinary hours of work and accumulates from year to year.
- 25.10 A shift worker who is not a Seven Day Shiftworker shall accrue 160 hours of annual leave in each complete year of service which accumulates from year to year. A shiftworker who is not a Seven Day Shiftworker's entitlement to paid annual leave accrues progressively during a year of service according to the employee's ordinary hours of work and accumulates from year to year.
- 25.11 Employees who have worked as Seven Day Shift workers for part of a year shall receive a pro rata entitlement to additional annual leave.
- 25.12 When an employee ceases employment for any reason, they shall be paid for any annual leave which has not yet been taken for each completed year of service. The employee shall also be paid a pro rata amount for any leave which has not been taken for any partly completed year of service. Payment for all outstanding annual leave shall be at the amount that would have been payable to the employee had the employee taken that leave. (Subject to Clause 24 in relation to Higher Grade Pay or Appendix 4 – Career, Capability and Remuneration).
- 25.13 Employees shall not commence annual leave whilst on personal leave or accident leave.

- 25.14 All annual leave is paid at the employee's Ordinary Rate of Pay which includes, all purpose allowances as defined and Higher Grade Pay where applicable (See Clause 24 Higher Grade Pay or Appendix 4 – Career, Capability and Remuneration). Shift workers are paid for their annual leave at their ordinary rate of pay inclusive of shift allowances or receive an annualised holiday loading paid at 1.65% each week, whichever is the greater.
- 25.15 Subject to approval of Ausgrid, employees may use single days of annual leave to look after sick relatives or deal with emergencies. In these circumstances, the employee shall provide his/her manager with as much notice as possible before the scheduled start of work for which they wish to be absent.
- 25.16 Where an employee has an annual leave balance in excess of 320 hours for a day worker or a shift worker who is not a Seven Day Shiftworker or 400 hours for a Seven Day Shift Worker, the employee and manager will develop a plan to reduce the annual leave balance within 12 months to less than 320 or 400 hours respectively. Both parties must adhere to the plan, unless changes are agreed by both parties as to the timing and/or duration of the leave.
- 25.17 Subject to the requirements of 25.2 Annual leave may be taken at half pay by part-time employees.
- 25.18 Subject to the requirements of 25.2 Annual leave may be taken at half pay by full-time employees where approved by Ausgrid, but only where:
- 25.18.1 the employee has an annual leave balance of 320 hours or less (or 400 hours or less for a Seven Day Shift Worker) at the time of commencing annual leave; and
- 25.18.2 where the leave of absence is for a period of two weeks or longer.
unless otherwise agreed between Ausgrid and the employee.
- 25.18.3 The taking of half pay leave under this clause does not break an employee's continuity of service. However during such an absence, any paid leave under this agreement will accrue on a pro rata basis only.

25.19 Cashing out annual leave

An employee who has an excess annual leave balance of the amounts prescribed in 25.16 may at their sole discretion request in writing for annual leave to be cashed out but only in the following circumstances. An employee must have:

- 25.19.1 an annual leave balance of more than 160 hours (200 hours for Seven Day shiftworkers) after any cashing out of annual leave;
- 25.19.2 taken 160 hours–annual leave in the preceding 12 month period prior to making the request.
- 25.19.3 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 at the time of payment.
- 25.19.4 Where an employee meets the above criteria, cashing out is only allowed to the equivalent of half the annual leave balance accrued at the time the employee makes the request and may only occur once per employee only within the first 12 months of operation of this agreement.

26. PERSONAL LEAVE

This clause applies to all employees other than casual employees.

26.1 Definitions

In this clause, Immediate Family means:

- 26.1.1 a spouse, de facto partner, child, parent, grandparent, grandchild or sibling of the employee; or
- 26.1.2 a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the employee.

“de facto partner” means:

- 26.1.3 a person who, although not legally married to the employee, lives with the employee in a relationship as a couple on a genuine domestic basis (whether the employee and the person are of the same sex or different sexes);
- 26.1.4 includes a former de facto partner of the employee.

“child” means:

- 26.1.5 someone who is a child of the person within the meaning of the *Family Law Act 1975*
- 26.1.6 an adopted child or step-child of the person
- 26.1.7 It does not matter whether the child is an adult.
- 26.1.8 If, under this section, one person is a child of another person, other family relationships are also to be determined on the basis that the child is a child of that other person;
- 26.1.9 the other person is the parent of the child, and so is a member of the child's immediate family;
- 26.1.10 the child, and any other children, of the other person are siblings, and so are members of each other's immediate family.

26.2 Paid Personal Leave

26.2.1 For each year of service with Ausgrid, an employee is entitled to the following paid personal leave:

Years of service	Number of days of Personal Leave accrued each year of service
Up to 1	12 on a pro rata basis
1	15
2	15
3	15
4	15
5 and each year thereafter	18

- 26.2.2 An employee's entitlement to paid personal leave accrues progressively during a year of service according to the employee's ordinary hours of work, and accumulates from year to year.
- 26.2.3 An employee may take paid personal leave if the leave is taken:
- (a) because the employee is not fit for work because of a personal illness, or personal injury, affecting the employee; or
 - (b) to provide care or support to a member of the employee's Immediate Family, or a member of the employee's household, who requires care or support because of:
 - (i) a personal illness, or personal injury, affecting the member; or
 - (ii) an unexpected emergency affecting the member
- 26.2.4 Ausgrid will keep a separate record of Personal leave that is taken for a personal illness, injury or emergency and Personal leave taken to provide care or support to a member of the employees' immediate family or household.
- 26.2.5 The employer must pay the employee at the employee's Ordinary Rate of Pay for the employee's ordinary hours of work in the period.
- 26.2.6 Agreement/Public Holidays and RDOs which have been accrued during periods of personal leave are not counted as personal leave.
- 26.2.7 Part day absences will be debited against the employees personal leave entitlement

26.3 Unpaid Leave

- 26.3.1 An employee is entitled to 2 days of unpaid leave for each occasion (a Permissible Occasion) when a member of the employee's Immediate Family, or a member of the employee's household, requires care or support because of:
- (a) a personal illness, or personal injury, affecting the member; or
 - (b) an unexpected emergency affecting the member.
- 26.3.2 An employee may take unpaid leave for a particular Permissible Occasion as:
- (a) a single continuous period of up to 2 days; or
 - (b) any separate periods to which the employee and his or her employer agree.
- 26.3.3 An employee cannot take unpaid leave during a particular period if the employee could instead take paid personal leave.

26.4 Notification/evidence requirements for personal leave pursuant to 26.2.3(a)

- 26.4.1 A medical certificate is required for personal leave in the following circumstances:

- (a) for all employees – for all claims of personal leave which exceeds two work days;
 - (b) for employees with less than one years' service – on each occasion of personal leave;
 - (c) for employees with more than one year's service – for all claims of 2 days or less, only after 4 occasions in a service year where a medical certificate was not required; and
 - (d) for all employees – for all claims for either the last working day before, or the first working day after an Agreement/Public Holiday, annual leave or long service leave.
- 26.4.2 Where a relevant manager considers that an employee's personal leave record is unsatisfactory, the employee may be required to produce a medical certificate for all absences for a 12 month period.
- 26.4.3 A medical certificate should include the following information:
- Name of employee;
 - Name of doctor and signature;
 - Reason for absence*;
 - Period during which the employee is unfit for work; and
 - Date of issue.
- *While it is reasonable for Ausgrid to ask the reason for an absence, the employee and treating doctor can decide how much detail is provided.
- 26.4.4 Where an employee is required to provide a medical certificate it shall be obtained during the period of absence on personal leave and not be obtained retrospectively. This requirement may be waived by Ausgrid in extenuating circumstances.
- 26.4.5 Employees will make reasonable efforts to notify their supervisor as soon as practicable and prior to the normal start time if they are going to be absent on personal leave.
- 26.4.6 If there is any dispute about a doctor's diagnosis in relation to personal leave, a second opinion may be obtained from another doctor jointly selected by Ausgrid and the employee concerned. This second opinion will be deemed to settle the dispute. Any cost for obtaining the second opinion will be paid by the person that the decision goes against.

26.5 Notification/evidence requirements for carer's leave pursuant to 26.2.3(b)

- 26.5.1 The employee shall, if required,
- (a) establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person; or

- (b) establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.

26.5.2 An employee shall, wherever practicable, give the employer reasonable notice prior to the intention to take carer's leave, the reasons for taking such carer's leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

26.6 Retirement Ill Health

26.6.1 An employee who is diagnosed as being so sick that they are not expected to ever be fit for normal duties shall be "Retired-Ill Health". The date of retirement will normally be the date that their personal leave entitlements are exhausted. However, the employee will have the option to take a lump sum payment for sick leave in accordance with Clause 37 Cashing in Sick Leave and retire after any sick leave which accrued after 15 February 1993 has been exhausted. No additional personal leave entitlements will accrue from the date the diagnosis is made.

27. LONG SERVICE LEAVE

27.1 Long Service Leave shall accrue according to the following scale:

After ten years service	13 weeks
After 15 years service	Additional 8½ weeks
After 20 years service	Additional 13½ weeks
After each additional five years service	Additional 13 weeks

27.2 This leave will be approved by Ausgrid provided that adequate employees are available to meet the needs of the organisation. Ausgrid must not unreasonably refuse to agree to a request by an employee to take paid long service leave.

27.3 All long service leave is paid at the employee's ordinary rate of pay as defined.

27.4 An employee who has completed five years service and less than ten years service with Ausgrid and whose employment terminates for any reason other than misconduct, shall be entitled to payment of 1.3 week's pay for each year of service and pro rata for partly completed years to the nearest day.

27.5 An employee who has completed ten or more years' service with Ausgrid whose employment terminates for any reason shall be entitled to the following pro rata long service leave, minus any periods of long service leave already taken:

Ten years service	13 weeks
Between 10 and 15 years service	1.7 weeks per year
Between 15 and 20 years service	2.7 weeks per year
After 20 years service	2.6 weeks per year

Pro rata amounts will be paid for partly completed years to the nearest day.

27.6 Employees who have continuity of service with an organisation which merged with Ausgrid or whose service with a previous employing organisation is recognised by Ausgrid for long service leave purposes, will have that service

and any periods of long service leave taken into consideration in calculating their entitlement in terms of Clause 36 Calculation of Service.

- 27.7 Employees shall not commence long service leave whilst on personal or accident leave.
- 27.7 Subject to subclause 27.2, employees shall give at least four weeks notice of their intention to take long service leave. Shorter notice may be agreed, subject to work requirements.
- 27.8 Long service leave may be approved to be taken at half pay by part-time employees.
- 27.9 Long service leave may be approved to be taken at half pay by full-time employees, but only where:
- 27.9.1 the employee has a balance of 13 weeks or less at the time of commencing leave; and
- 27.9.2 where the leave of absence is for a period of two weeks or longer for a full time employee..
- unless otherwise agreed between Ausgrid and the employee.
- 27.10 Long service leave may be taken at a minimum of one day on up to five occasions during any one year unless otherwise agreed by Ausgrid and the employee.
- 27.11 If an employee provides evidence that during a period of long service leave, their absence included a period of any other leave (other than unpaid leave), or a period of absence for community service leave, then the period of leave which is affected will be re-credited as long service leave and converted to the appropriate type of leave.27.12 The taking of half pay leave under this clause does not break an employee's continuity of service. However during such an absence, any paid leave under this agreement will accrue on a pro rata basis.

28. SPECIAL LEAVE

- 28.1 Special Leave may be granted with or without pay by Ausgrid.
- 28.2 Special Leave may or may not count for service as determined by Ausgrid.
- 28.3 Special Leave may be granted for the following purposes:
- 28.3.1 Blood donations,
- 28.3.2 Attending to union matters, including training and official conferences
- 28.3.3 Attending Employee Assistance Program
- 28.3.4 Personal circumstances.
- 28.4 Special Leave may be taken as Community Service Leave in which case the following will apply:
- 28.4.1 An employee who engages in an eligible community service activity is entitled to be absent from his or her employment if:
- 28.4.2 the period consists of one or more of the following:
- (a) time when the employee engages in the activity;
- (b) reasonable travelling time associated with the activity;
- (c) reasonable rest time immediately following the activity;
- 28.4.3 unless the activity is jury service – the employee's absence is reasonable in all the circumstances.

- 28.4.4 An eligible community service activity is:
- (a) Jury Service; or
 - (b) a voluntary emergency management activity (as defined by the *Fair Work Act 2009*).
- 28.5 An employee who is required to attend for Jury Service will be granted leave which will count as service. An employee will be paid the difference between their Ordinary Rate of Pay and the amount paid for Jury Service.
- 28.6 An employee must provide Ausgrid with all reasonable evidence to support the taking of Community Service Leave as requested by Ausgrid.
- 28.7 Special Leave with pay may be granted to employees for their first appointment under the Employee Assistance Program. Subsequent appointments are subject to Sub-clauses 28.2 and 28.3.
- 28.8 Employees are encouraged to use RDOs or single days of annual leave to cover other absences. The employee should provide his/her manager with as much notice as possible before the scheduled start of work.
- 28.9 An employee who is required to attend military training will have such periods counted as part of service, up to a maximum of 14 days per year. The employee will be paid the difference between the ordinary rate of pay currently paid and amount paid for military training, on production of evidence of the employee's attendance and money paid to the employee.
- 28.10 Casuals are not entitled to special leave.

29. COMPASSIONATE LEAVE

- 29.1 An employee, is entitled to 2 days of compassionate leave for each occasion (a permissible occasion) when a member of the employee's immediate family (as defined in subclause 26.1), or a member of the employee's household:
- 29.1.1 contracts or develops a personal illness that poses a serious threat to his or her life; or
 - 29.1.2 sustains a personal injury that poses a serious threat to his or her life; or
 - 29.1.3 dies.
- 29.2 Compassionate leave for permanent employees is without loss of pay for ordinary hours occurring during the period of the compassionate leave.
- 29.3 Compassionate leave for casual employees is unpaid.
- 29.4 An employee may take compassionate leave for a particular permissible occasion if the leave is taken:
- 29.4.1 to spend time with the member of the employee's immediate family or household who has contracted or developed the personal illness, or sustained the personal injury, referred to in subclause 29.1; or
 - 29.4.2 after the death of the member of the employee's immediate family or household referred to in subclause 26.1.
- 29.5 An employee may take compassionate leave for a particular permissible occasion as:
- 29.5.1 a single continuous 2 day period; or
 - 29.5.2 2 separate periods of 1 day each; or

- 29.5.3 any separate periods to which the employee and his or her employer agree.
- 29.5.4 If the permissible occasion is the contraction or development of a personal illness, or the sustaining of a personal injury, the employee may take the compassionate leave for that occasion at any time while the illness or injury persists.
- 29.6 Ausgrid must not fail to re-engage a casual employee because the employee accessed the entitlement provided for in this clause. The rights of Ausgrid to engage or not engage a casual employee are not otherwise affected.

30. PARENTAL LEAVE

30.1 The following provisions shall also apply in addition to those set out in Chapter 2, Part 2-2, Division 5 – ‘Parental leave and related entitlements’ of the National Employment Standard (NES) under the *Fair Work Act 2009* (Cth); and the *Paid Parental Leave Act 2010* (Cth). The provisions within this clause shall also operate in conjunction with the relevant policies and procedures adopted by Ausgrid from time to time.

30.2 Parental Leave

- 30.2.1 Employees who are eligible for Parental leave without pay shall be entitled to take up to 16 weeks of paid leave (or 32 weeks at half pay) included in the 12 months approved at their ordinary rate of remuneration to assist the employee’s ability to reconcile work and family responsibilities and to return to work within the maximum timeframe, if consented, as determined at Sub-clause 30.3.
- 30.2.2 An employer must not fail to re-engage a regular casual employee because the:
- (a) employee or employee's spouse is pregnant;
 - (b) employee is or has been immediately absent on parental leave
 - (c) rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

30.3 Right to request

- 30.3.1 An employee entitled to parental leave may request the employer to:
- (a) allow the employee to extend the period of unpaid parental leave for a further continuous period of leave not exceeding 12 months
 - (b) allow the employee to return from a period of parental leave on a part-time basis until the child reaches school age
 - (c) assist the employee in reconciling work and parental responsibilities.
- 30.3.2 The employer shall consider the request having regard to the employee’s circumstances and, provided the request is genuinely based on the employee’s parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer’s business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

- 30.3.3 The employee's request and the employer's decision made under Sub-clause 30.3.2 must be in writing.
- 30.3.4 In relation to requests under sub-clause 30.3.1(a) or (b), the following additional requirements apply:
- (a) The employer's decision must be given as soon as practicable and no later than 21 days after the request is made;
 - (b) If the employer refuses the request, the written response must include details of the reasons for the refusal.
- 30.3.5 In relation to requests under sub-clause 30.3.1(a), the employer must not refuse a request unless the employee has been given a reasonable opportunity to discuss the request.

30.6 Other Parent Leave

Employees covered by this Agreement who wish to access concurrent Parental Leave, shall be entitled to one weeks' paid parental leave on successful application, in accordance with Ausgrid's Parental Leave Policy.

30.7 Communication during all forms of parental leave

- 30.7.1 Where an employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:
- (a) make information available in relation to any significant effect the change will have on the status or responsibility level of the position/role the employee held before commencing parental leave, and
 - (b) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position/role the employee held before commencing parental leave.
- 30.7.4 The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.
- 30.7.5 The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with Sub-paragraph 30.7.1.

30.8 Cessation of pregnancy -stillbirth and miscarriage

- 30.8.1 Where the pregnancy ceases by way of miscarriage between 12 and 20 weeks gestation then subject to providing a medical certificate:
- (a) the birth parent will be entitled to six weeks paid special parental leave; and
 - (b) the non-birth parent will be entitled to compassionate leave in accordance with Clause 29 of this Agreement.
- 30.8.2 Where the pregnancy ceases by way of stillbirth after 20 weeks gestation to birth then subject to providing a medical certificate:
- (a) the birth parent will be eligible for 16 weeks paid special leave; and

- (b) the non-birth parent will be eligible for one week of paid special leave.

30.8.3 The leave set out above in this Clause 30.8 may be added to with approved accrued leave including annual leave, personal carer's leave and accrued personal leave.

30.9 Adoption Leave

Any employee may take unpaid leave in connection with the adoption of a child under 16 years of age for a maximum of 52 weeks. Additional adoption leave provisions are as per the Ausgrid Parental Leave Policy.

30.10 Lactation breaks

- 30.10.1 This clause applies to staff members who are lactating mothers. A lactation break is provided for breastfeeding, expressing milk or other activity necessary to the act of breastfeeding or expressing milk and is in addition to any other rest period and meal break as provided for in this agreement.
- 30.10.2 A full time employee or a part time employee working more than 4 hours per day is entitled to a maximum of two paid lactation breaks of up to 30 minutes each per day.
- 30.10.3 A part time employee working 4 hours or less on any one day is entitled to only one paid lactation break of up to 30 minutes on any day so worked.
- 30.10.4 A flexible approach to lactation breaks can be taken by mutual agreement between an employee and their manager. When giving consideration to any such requests for flexibility, a manager needs to balance the operational requirements of the organisation with the lactation needs of the staff member.
- 30.10.5 Ausgrid shall provide access to a suitable, private space with comfortable seating for the purpose of breastfeeding or expressing milk.
- 30.10.6 Other suitable facilities, such as refrigeration and a sink, shall be provided where practicable. Where it is not practicable to provide these facilities, discussions between the manager and employee will take place to attempt to identify reasonable alternative arrangements for the employee's lactation needs.

31. DOMESTIC VIOLENCE

31.1 General Principle

- 31.1.1 Ausgrid recognises that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, Ausgrid is committed to providing support to staff that experience domestic violence.

31.2 Definition of Domestic Violence

- 31.2.1 Domestic violence includes physical, sexual, financial, verbal or emotional abuse by an immediate family member as defined in this Agreement.

31.3 General Measures

- 31.3.1 Proof of domestic violence may be required and can be in the form an agreed document issued by the Police Service, a Court, a Doctor, a Domestic Violence Support Service or Lawyer.

- 31.3.2** All personal information concerning domestic violence will be kept confidential in line with Ausgrid Policy and relevant legislation. No information will be kept on an employee's personnel file without their express written permission.
- 31.3.3** No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing domestic violence.
- 31.3.4** Ausgrid will identify a contact in Human Resources who will be trained in domestic violence and privacy issues. Ausgrid will advertise the name of the contact within the organisation.
- 31.3.5** An employee experiencing domestic violence may raise the issue with their immediate supervisor or the Human Resources contact. The supervisor may seek advice from Human Resources if the employee chooses not to see the Human Resources contact.
- 31.3.6** Where requested by an employee, the Human Resources contact will liaise with the employee's supervisor on the employee's behalf, and will make a recommendation on the most appropriate form of support to provide in accordance with sub clauses 31.4 and 31.5.
- 31.3.7** Ausgrid will develop guidelines to supplement this clause and which details the appropriate action to be taken in the event that an employee reports domestic violence.

31.4 Leave

- 31.4.1** An employee experiencing domestic violence will have access to 20 days per year of paid special leave for medical appointment, legal proceedings and other matters and activities arising from domestic violence.
- 31.4.2** This leave will be in addition to other leave entitlements of this Agreement and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.
- 31.4.3** An employee who supports a person experiencing domestic violence may take carer's leave to accompany them to court, to hospital, or to mind children.

31.5 Individual Support

- 31.5.1** In order to provide support to an employee experiencing domestic violence and to provide a safe work environment to all employees, Ausgrid will approve any reasonable request from an employee experiencing domestic violence for:
- Changes to their span of hours or pattern or hours and/or shift patterns;
 - Job redesign or changes to duties;
 - Relocation to suitable employment within the Ausgrid;
 - A change to their telephone number or email address to avoid harassing contact;
 - Any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.

- 31.5.2** An employee experiencing domestic violence will be referred to the Employee Assistance Program (EAP) and/or other local resources. The EAP shall include professionals trained specifically in assisting persons who are experiencing domestic violence.

32. AGREEMENT/PUBLIC HOLIDAYS

- 32.1 The days on which the following holidays are gazetted shall be days off work without loss of pay:

New Year's Day
Australia Day
Ausgrid Employee Day*
Good Friday
Easter Saturday
Easter Sunday
Easter Monday
Anzac Day
Queen's Birthday
Labour Day
Christmas Day
Boxing Day

- 32.2 Ausgrid Employee Day is an employee day for all employees who are covered under this Agreement with the exception of employees employed under Clause 46 and is in substitution for the first day, or part-day, declared or prescribed by or under a law of a State or Territory to be observed within a region of the State.

This will be the second Friday in March except those whose predominant work location is in the Hunter region or Muswellbrook region where the day will be determined by Ausgrid.

- 32.3 In addition, employees shall be entitled to the day off work without loss of pay for any other days which are gazetted as Public Holidays throughout NSW.
- 32.4 Where an employee's predominant work location is another State or Territory of Australia the Public Holidays that apply to that State or territory will apply, subject to 32.2, for those employees Ausgrid Employee Day will be the second Friday in March.
- 32.5 Any Agreement/Public Holiday which falls during a period of annual leave, sick leave or long service leave shall not be debited against that leave.
- 32.6 If an Agreement/Public Holiday occurs on an employee's scheduled day off or RDO then the employee shall receive an additional day's pay at the ordinary rate or shall be entitled to another day off in lieu.
- 32.7 An employee who is absent from duty without approval on the working day prior to, or the working day after, an Agreement/Public Holiday shall not be entitled to pay for the unauthorised absence.
- 32.8 An employee who is on call on an Agreement/Public Holiday shall be entitled to another day off in lieu.

33. ROSTERED DAYS OFF (RDO)

- 33.1 A rostered day off occurs in the system of working a nine (9) day fortnight and is defined as a weekday Monday to Friday on which an employee is not required to work because the employee has worked additional time which has accrued towards a day off.

- 33.2 The normal working arrangement for employees is nine (9) eight (8) hour days per fortnight and RDOs are normally taken on a Monday or Friday, however, they can be rearranged at any time subject to mutual agreement after having regard to the needs of the work area and the needs of the employees.
- 33.3 Those employees working in the Contact Centre as Customer Service Representatives or Team Leaders with access to RDOs shall have their RDOs rostered on a rolling basis across Monday to Friday with a three (3) month timetable, based on business requirements.
- 33.4 Employees can accumulate up to five (5) RDOs which can be taken at any time subject to mutual agreement after having regard to the needs of the work area and the needs of the employees.
 - 33.4.1 This may be varied by using an individual flexibility arrangement in accordance with clause 12.
 - 33.4.2 When an employee takes more than two (2) consecutive RDOs and another employee acts in his/her job, then that employee shall be eligible for higher grade pay.
- 33.5 If employees need time off for an emergency or unforeseen event, they are encouraged to use accumulated RDOs or to take a RDO in advance subject to the approval of their manager. In all circumstances, the employee should provide his/her manager with as much notice as possible before commencing the absence.
- 33.6 RDOs may only be taken once they have been accrued. The number of RDOs which an employee may take in a year when four (4) weeks annual leave is taken, is limited to 24.

34. TERMINATION AND ABANDONMENT OF EMPLOYMENT

34.1 Ausgrid shall give an employee the following periods of notice or payment in lieu, when terminating an employees' employment:

Employee's period of continuous service with Ausgrid (See Clause 36 Calculation of Service)	<u>Period of Notice</u>
Less than 1 year	1 week
Between 1 and 3 years	2 weeks
Between 3 and 5 years	3 weeks
More than 5 years	4 weeks

- 34.1.1 This period of notice given by Ausgrid is increased by one (1) week if the employee is over 45 years of age and has completed at least two (2) years of continuous service with Ausgrid.
- 34.1.2 Casual employees shall receive 1 hours' notice of termination of employment.
- 34.1.3 This shall not limit Ausgrid's right to dismiss an employee without notice for serious misconduct.
- 34.1.4 Employees shall provide Ausgrid with not less than one week's notice of termination or forfeit one week's wages in lieu. This provision does not apply to casual employees, where clause 34.1.2 applies.
- 34.2 If an employee is absent without notifying Ausgrid for a continuous period of five (5) working days (including RDOs) without reasonable cause, they will be considered to have abandoned their employment and may be dismissed.

34.3 Suspension without pay for an appropriate time may be applied as an alternative to dismissal.

34.4 On the death of an employee, all their outstanding entitlements and accruals will be paid to their estate.

35. REDUNDANCY, REDEPLOYMENT AND SALARY MAINTENANCE

The terms and conditions attaching to Redundancy, Redeployment and Salary Maintenance are contained in Appendix 5.

36. CALCULATION OF SERVICE

36.1 All service as an apprentice, trainee or cadet shall count towards service entitlements under this Agreement.

36.2 The following periods will not count for service for the purposes of any leave accruals or any other purpose and will not break the continuity of service with Ausgrid;

36.2.1 Personal leave without pay

36.2.2 Parental leave without pay

36.2.3 Leave without pay, whether authorised or not

36.3 Any period of service which is taken at half pay will only accrue any paid leave on a pro rata basis.

36.4 Where Ausgrid has terminated an employee's employment because of ill health or injury, and the employee is subsequently retired, the total length of service shall be taken into account in calculating the employee's entitlements.

36.5 For any employee commencing their employment with Ausgrid prior to 1 December 2016 and recognised as a "continuing employee" as at that date, service for the purposes of this Agreement includes all that service recognised by Ausgrid at the date of transfer and set out in the Ausgrid Agreement 2012 and such other employment that is deemed to be service.

36.5.1 Continuing employee has the same meaning as the definition provided at Clause 23, Schedule 4 of the Electricity Network Assets (Authorised Transactions) Act 2015.

36.6 For any employee commencing their employment after 1 December 2016, their service for the purposes of this Agreement commences from that date of employment.

37. CASHING IN SICK LEAVE AS ACCUMULATED AT 15 FEBRUARY 1993

37.1 This clause only applies to those employees who were employed before 15 February 1993.

37.2 Where an employee requests during the course of his or her employment, or on termination of employment for any reason other than serious misconduct; the employee shall be paid his or her accumulated untaken sick leave at the ordinary rate of pay applicable to the employee at that time or 1 July 2009 whichever date is earlier.

37.3 The maximum number of hours of sick leave that may be cashed in is to be calculated as follows:

Step 1: Calculate the number of hours of accumulated sick leave as at the date of request to be paid, or termination of employment.

Step 2: Calculate the number of hours of accumulated sick leave as at 15 February 1993 that the employee could have cashed-in if his or her employment had been terminated immediately before 15 February 1993.

The maximum number of hours of accumulated sick leave that may be cashed-in is the lesser of the two numbers calculated under Step 1 and Step 2.

- 37.4 The intention of subclauses 37.1 and 37.2 above is to ensure that when an employee is obliged to use sick leave credits accumulated prior to 15 February 1993 then such sick leave will be re-credited to the pre 15 February 1993 balance when the employee is again entitled to annual sick leave credits available in the following year of service.

38. PROTECTIVE CLOTHING AND EQUIPMENT

- 38.1 Employees will be issued with protective clothing, tools and equipment which is suitable for carrying out work safely in the prevailing conditions.
- 38.2 Each employee shall be responsible for the proper care of tools and proper care and laundering of protective clothing issued to them.
- 38.3 New protective clothing and equipment and tools will be issued as required to replace items which are subject to normal wear and tear.
- 38.4 Employees may be required to replace any protective clothing, tools or equipment which is damaged as a result of misuse or negligence.
- 38.5 Employees are not permitted to use protective clothing, tools, vehicles or equipment which is provided by Ausgrid while engaged in any employment other than with Ausgrid.
- 38.6 Employees who are provided with protective clothing shall be required to wear it, where appropriate..

39. ACCIDENT LEAVE AND PAY

- 39.1 "**Accident Pay**" means an amount of pay equal to the difference between the amount of workers' compensation received and the ordinary rate of pay.
- 39.2 Where an employee has been injured in the course of employment at Ausgrid, and they are in receipt of a workers compensation payments they shall be paid Accident Pay for a combined total period up to 52 weeks, provided that:
- 39.2.1 employment continues with Ausgrid; and
- 39.2.2 the employee continues to participate and follow all requirements of a return to work plan.
- 39.3 A certificate from a medical practitioner is required for all claims for accident pay. If there is any dispute between doctors, the persons covered by this Agreement will select a third doctor whose opinion will settle the matter of accident pay.

This will not determine the issue of liability which will be settled by the Workers' Compensation Commission if the persons covered by this Agreement cannot agree.

39.4 A medical certificate should include the following information:

- Name of employee
- Name of doctor and signature
- Reason for absence
- Period during which the employee is unfit for work; and
- Date of issue

39.5 If an employee receives a settlement or compensation in relation to an injury or illness which has resulted in a claim on Ausgrid for paid sick leave or paid accident leave, then the employee shall repay Ausgrid the sum of the actual pay received to a maximum not exceeding the settlement or compensation received. In such cases, the amount of sick leave which was reimbursed will be re-credited to the employee.

40. CONSULTATION

40.1 Ausgrid seeks to continually improve its work processes and where possible to adopt the best practice in terms of efficiency and productivity in all areas of its business. Ausgrid's employees and their unions commit to supporting and contributing positively to the process of workplace change and improvement and agree not to unduly delay or frustrate the process described within this clause.

40.2 The parties will use their best endeavours to enable early consultation, and to facilitate the timely and efficient implementation of change.

40.3 This term applies if Ausgrid:

40.3.1 has made a definite decision to introduce a change to production, program, organisation, structure, technology or policies in relation to its enterprise that is likely to have a significant effect on the employees; or

40.3.2 proposes to introduce a change to the regular roster or ordinary hours of work of employees.

40.4 In this term, a change is likely to have a significant effect on employees if it will result in:

- a) the termination of the employment of employees; or
- b) appreciable change to the composition, operation or size of Ausgrid's workforce or to the skills and capability roles required of employees; or
- c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- d) the need to retrain employees; or
- e) the need to relocate employees to another workplace; or
- f) the restructuring of jobs; or
- g) change to regular roster or ordinary hours of work; or
- h) significant impact in relation to employees' family or caring responsibilities.

40.5 Where the proposed change is not considered likely to have a significant effect on employees as defined above in 40.4 then the proposed changes must be

safe, efficient, legal and fair, and Ausgrid will inform affected employees as to the implementation of the change.

40.6 **Change**

40.61 For a change referred to in paragraph 40.4:

40.6.2 Ausgrid must notify the relevant employees and their unions of the decision to introduce the change; and

40.6.3 Subclauses (a) to (g) apply.

- (a) The relevant employees may appoint a representative for the purposes of the procedures in this term.
- (b) If:
 - (i) a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
 - (ii) the employee or employees advise Ausgrid of the identity of the representative;
 - (iii) Unions which have members they represent in an area under consultation have a default right to participate in the consultations.

Ausgrid must recognise the representative.

- (c) As soon as practicable after making its decision, Ausgrid must discuss with the relevant employees and their unions:
 - (1) Why Ausgrid requires the change and seeks input from employees and their representatives as to:
 - a) whether Ausgrid's decision will achieve Ausgrid's interests and
 - b) whether there are alternative proposals from employees and their representatives that are likely to achieve the same interest based outcomes for Ausgrid but improve the outcome for employees as well.
 - (2) the introduction of the change; and
 - (3) the effect the change is likely to have on the employees; and
 - (4) measures Ausgrid is taking to avert or mitigate the adverse effect of the change on the employees; and
 - (5) for the purposes of the discussion—provide, in writing, to the relevant employees:
 - (a) all relevant information about the change including the nature of the change proposed; and
 - (b) information about the expected effects of the change on 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); and

- (d) any other matters likely to affect the employees.
 - (d) However Ausgrid is not required to disclose confidential or commercially sensitive information to the relevant employees unless the non-disclosure of such information would render the consultation ineffective. In such an event Ausgrid may require employees and their representatives to sign a confidentiality agreement.
 - (e) Ausgrid must give prompt and genuine consideration to matters raised about the change by the relevant employees.
 - (f) In this term relevant employees means the employees who may be affected by a change referred to in subclause 40.4.
- 40.6.4 The parties will endeavour to reach agreement on a timetable and process reflecting the nature, circumstances and complexity of the issue within two weeks of consultation being initiated.
- 40.7 The persons covered by this Agreement have the right to refer the matter into the Dispute Settlement Procedure at any time.
- 40.8 For the purpose of consultation under subclause 40.6, consultation will take place at the following levels within Ausgrid.
- 40.8.1 Peak Consultative Committee ("PCC")
- (a) The PCC will be established comprising the relevant Senior Managers, Union Officials and Employee representatives including relevant delegates as nominated by the unions to consult on the implementation of decisions with an organisation wide impact or implications.
 - (b) These meetings will also review and ensure that the consultation procedures are being met in accordance with the intent of this clause.
 - (c) The PCC shall meet on an as needed basis; however, members of the PCC shall be afforded a minimum of two weeks notice of any proposed meeting.
 - (d) The PCC shall have an independent Chair agreed by the PCC members.
 - (e) The PCC may agree to establish subcommittees to progress consultation with appropriate representation following the presentation of information at the PCC. These subcommittees may include the establishment of reporting back processes for organisational change initiatives. Subcommittees will be made up of management, employees and their representatives.
- 40.8.2 Local Consultation
- (a) Local Consultation will discuss the implementation of decisions relevant to issues that do not have an organisation wide impact or implementation including issues under subclause 40.4.
 - (b) Local Consultation will be made up of representatives of management and delegates as nominated by the relevant unions. Union officials may attend or be requested to attend.

41. OUTSOURCING/CONTRACTING OUT

41.1 Basic Principles:

Outsourcing or contracting out will not diminish the working conditions of this Agreement.

41.2 Work will only be outsourced or contracted out when it can be demonstrated that:

41.2.1 peak workloads cannot be met by Ausgrid's workforce including reasonable overtime; or

41.2.2 where specific expertise, not available in Ausgrid's workforce, is required. Where recurring work requires such expertise, Ausgrid will make efforts to obtain this expertise by training and/or reorganising its existing workforce. Ausgrid will keep the relevant employee representative(s) informed about such training and reorganisation; or

41.2.3 the use of outsourcing or contracting out the work is commercially the most advantageous option taking into account safety, quality, performance, and cost.

41.3 In circumstances where Ausgrid is examining outsourcing or contracting out of work activities:

41.3.1 An Outsourcing Consultation Forum will be established between Ausgrid, the unions and nominated representatives. The Forum will:

- be for Ausgrid to inform and consult on an outsourcing plan where Ausgrid is examining actual and potential outsourcing activities;
- provide feedback to Forum members on major program work;
- oversee compliance with clause 41.4.2;
- meet approximately each quarter; and
- not have right of veto.

41.3.2 Ausgrid will advise the employees and their union(s) and provide them the appropriate time (relevant to the nature of the proposal) to respond with suitable proposals in respect of possible alternative arrangements to outsourcing or contracting out;

41.3.3 The persons covered by this Agreement including relevant work groups/employees may, via the consultative process in this Agreement, utilise external benchmarking prior to market testing to permit internal efforts to improve efficiencies and become more competitive. Prior to expressions of interest or tenders being called, where employee generated alternatives are received, such alternatives will be considered;

41.3.4 Expressions of interest or tenders when advertised shall be timed so as to provide the employees with an opportunity to submit a conforming expression of interest or tender. If an employee generated conforming expression of interest or tender is submitted, it will be evaluated together with external submissions consistent with the tendering and probity procedures of Ausgrid.

- 41.3.5 If it is subsequently determined that expressions of interest or tenders are to be invited, Ausgrid will provide the union(s) with a copy of the document or a link to the document which has been prepared.
- 41.3.6 In evaluation of conforming expressions of interest or tenders, any comparisons will be made on a basis discounting any overheads that would continue even if the work was outsourced or contracted out. Such overheads would typically include tendering costs, contract administration, contract supervision and the cost of any redundancies which may arise as a result of the decision to outsource or contract out.
- 41.4 When a decision is made by Ausgrid to outsource/contract out work not already outsourced or contracted out, or in a review of existing contracts, Ausgrid will consider a contract to a contractor that demonstrates:
- 41.4.1 contractor(s) undertaking the outsourced /contracted out work will have wages and conditions that are no less favourable than that provided for in the contractor's relevant industrial instrument.
- 41.4.2 it has established appropriate industrial relations policies and practices which promote harmonious employee relations and minimise the risk of industrial disputes and that it complies with appropriate safety standards, environmental standards and quality standards to a level commensurate with the standards Ausgrid expects.
- 41.4.3 if after engagement of a contractor a person covered by this Agreement provides sufficient evidence that a contractor is not providing its employees with correct statutory entitlements, Ausgrid will use an independent organisation to audit compliance with these entitlements. If the audit confirms that there is a breach of the statutory entitlements of the Contractor's employees, Ausgrid will take appropriate action.
- 41.5 In the event that Ausgrid has determined to outsource or contract out work, affected employees will have access to the full range of options available under all relevant Ausgrid policies which apply at the time. These options will include training and / or retraining.
- 41.6 Any person covered by this Agreement may refer any non compliance with this process to the Dispute Settlement Procedures.
- 41.7 The persons covered by this Agreement will comply with their obligations under clause 40 of this Agreement prior to enacting the above. Nothing in this clause diminishes the obligations under clause 40.

42. DISPUTE SETTLEMENT PROCEDURE

42.1 Objectives

- 42.1.1** The objective of the dispute settlement procedure is to ensure:
- (a) disputes are resolved at their source and at the lowest possible level;
 - (b) employees address the issue with their supervisor first;
 - (c) that disputes are resolved in a timely and efficient manner without unnecessary delay by any party

- (d) the dispute remains in the part of the organisation concerned without interference from employees not involved; and
- (e) The objective of this DSP is to ensure that disputes relating to the relationship between the employer and employees are dealt with according to this clause.
- (f) If an employee or employee representative notifies Ausgrid in writing that a matter is in dispute, work will proceed in accordance with the reasonable directions of Ausgrid, subject to sub-clause (g).
- (g) Where the subject matter of a dispute notified in accordance with sub-clause (e) is an action proposed by Ausgrid that directly affects an employee or employees and if taken, would materially disadvantage the employee or employees, or prejudices the ultimate resolution of the dispute. Ausgrid will not implement that action while the applicable dispute procedure is being followed by the party who notified the dispute. This obligation to maintain the "status quo" does not prevent Ausgrid from taking other steps which may relate to the matter in dispute but which do not themselves materially disadvantage the employee or employees concerned.
- (h) Ausgrid, the unions and nominated representatives may apply to the Fair Work Commission to revoke, suspend or enforce the status quo obligation in sub-clause (g) where there are reasonable grounds for doing so.

The Fair Work Commission is authorised to determine any such application unless the Fair Work Commission decides that there are compelling reasons not to.

42.2 Three Tiered System

Level / Category of Dispute	People who may be involved	Timetable
<p>Tier 1; Local /Regional Level: Individual Depot / Individual work group / individual employee effect. Regional issues Resolution of the issue or dispute is sought at its source.</p>	<p>Supervisor with manager (if required). Employee/s concerned with Local Union delegate (if requested). Employee Representative or Regional Delegate (if requested).</p>	<p>If the dispute is unresolved, escalation to Tier 2 applies after three (3) weeks from the date that the dispute was notified if unresolved, unless the parties agree otherwise.</p>

Level / Category of Dispute	People who may be involved	Timetable
<p>Tier 2; (a) Corporate Level;</p> <p>Disputes immediately escalate to this level if the dispute relates to an organisation wide impact on employees or the employer.</p> <p>(b) The dispute is unresolved or automatically escalated from Tier 1.</p>	<p>Resolution is sought at a corporate level with involvement of the following:</p> <ul style="list-style-type: none"> • Relevant Delegate / employee Representative and employee/s (if necessary) • Manager/s affected, local manager/s, General Manager People & Services and Manager Employee Relations or their delegate. • Union Organiser (if requested by either party). 	<p>If the dispute is unresolved at Tier 2, either party can escalate the dispute to Tier 3 through applying to the Fair Work Commission.</p>
<p>Tier 3 Tribunal Level</p> <p>If the issues remain unresolved after Tier 2 the matter may be referred to the Fair Work Commission for conciliation in the first place then arbitration with the rights of the parties to appeal being reserved.</p> <p>The process before the Fair Work Commission must be free from industrial action.</p> <p>The parties may agree that a person other than the Fair Work Commission can deal with a dispute in accordance with section 740 of the Fair Work Act 2009. In the absence of such agreement, the dispute will be dealt with by the Fair Work Commission.</p>	<p>Union Organiser, relevant Delegate / employee Representative and employee/s (if necessary)</p> <ul style="list-style-type: none"> • Manager/s affected, local manager/s, General Manager People & Services and Manager Employee Relations or their delegate. 	<p>Status quo may be maintained or lifted at the discretion of the Fair Work Commission. Both parties will accept the decision on status quo with the rights of the parties to appeal being reserved.</p>

42.3 Each tier of the system will be managed in a timely fashion.

42.4 Responsibilities of those Involved in Resolving the Dispute

The responsibilities of the individuals and the organisations they represent should include the following:

- (a) to have an appreciation of each other's point of view;
- (b) to have an appreciation of each other's needs;
- (c) to approach discussions and negotiations in good faith;

- (d) Ausgrid, where possible, should take the needs of employees into account when making decisions;
- (e) meetings called to try and resolve the issues in dispute should be called without unnecessary delay; and
- (f) it is the responsibility of both the representatives of the Union/s and Ausgrid to give the employees progress reports.

43. NO EXTRA CLAIMS

It is a term of this Agreement that the persons covered by this Agreement undertake that for the period of the duration of this Agreement that they will not pursue any extra claims, Agreement or over Agreement.

44. UNION DELEGATES' CHARTER

44.1 Ausgrid shall be able to:

- 44.1.1 Expect that employees, be they Union Delegates or not, will perform the job in which they are employed.
- 44.1.2 Be given reasonable notice by Delegates that they intend to carry out their Union duties.
- 44.1.3 Expect that Union Delegate(s) shall not be able to claim or be paid overtime for attendance at Delegates meetings organised during normal working hours.

44.2 Union Delegates shall be able to:

- 44.2.1 Approach, or be approached by a member for the payment of Union dues or other payments, or to discuss any matter related to this member's employment, during working hours.
- 44.2.2 After obtaining the permission of the employer, move freely for the purpose of consulting other Delegates during working hours.
- 44.2.3 To negotiate with management together with other union delegates on behalf of all or part of the employees on any matters affecting the employment of members who work in Ausgrid.
- 44.2.4 Call meetings and for members to attend these meetings on the job. Such meetings are to be outside of work time unless prior permission is obtained from management.
- 44.2.5 Have protection from victimisation and this right to be expressed in prohibiting the employer from seeking to separate the delegate from the union members who elected them without first consulting the union.
- 44.2.6 Have access to a telephone and computer, including email and to have within their work proximity suitable cupboards and furniture to enable them to keep records, union circulars, receipt books etc. so as to efficiently carry out their union responsibilities.
- 44.2.7 Attend meetings and training held by the Union in which they hold office without loss of any rights following the approval of Ausgrid. Attendance at these meetings shall be permitted according to the provisions of Clause 28 Special Leave of the Ausgrid Agreement

- 44.2.8 Have all agreements and arrangements negotiated with Ausgrid set out in writing and for these agreements and arrangements, including Agreements, to be provided to delegates on request.
- 44.2.9 Place notices on defined union notice boards.

- 44.3 Union delegates may be full time or part time employees.

45. DEDUCTION OF UNION MEMBERSHIP FEES

- 45.1 The union shall provide the employer with a schedule setting out union weekly membership fees payable by members of the union in accordance with the union's rules.
- 45.2 The union shall advise the employer of any change to the amount of weekly membership fees made under its rules. Any variation to the schedule of union weekly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.
- 45.3 Subject to the above, the employer shall deduct union weekly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- 45.4 Monies so deducted from employee's pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- 45.5 Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a weekly basis or on a fortnightly basis subject to clause 15.3.
- 45.6 Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

46. PROFESSIONALS, MANAGERS AND SPECIALISTS

- 46.1 Coverage
 - 46.1.1 This clause applies only to employees classified as "Professionals, Managers and Specialists" as defined in clause 46.1.2 below.
 - 46.1.2 From 1 December 2018 Ausgrid will apply the Work Level Standards to appoint an employee to PM&S. The Work Level Standards are contained in the Work Level Standards policy and are not incorporated into this agreement.
 - 46.1.2 A "Professional, Manager and Specialist" is an employee appointed to a position by Ausgrid as a Professional, Manager & Specialist and who receives the Ordinary Rate of Pay outlined at Appendix 1C of the Agreement.
 - 46.1.3 The following clauses of this Agreement do not apply to employees classified as Professionals, Managers and Specialists under this clause:
 - (a) Clause 16 – Allowances (except 16.5, 16.9 and 16.11);

- (b) Clause 18 – Hours of Work;
- (d) Clause 21 – On Call;
- (e) Clause 33 – Rostered Day Off; and
- (f) Clause 24 – Higher Grade Pay.

46.2 Remuneration

46.2.1 The salaries set out in Appendix 1C are payable for all purposes and are inclusive of all allowances and hours of work other than:

- (a) Travel or living expenses when working for Ausgrid. This clause operates with respect to Ausgrid policy and procedure.
- (b) Reimbursement of business related/educational expenses incurred in the course of employment with Ausgrid. Employees should refer to the relevant Ausgrid policies and procedures for more information in respect of this clause.
- (c) A weekly skills retention allowance, payable for all purposes, for the term of this Agreement only which is subject to the following increases:

Rate per week		
From the date the agreement is made	1 year from the date the agreement is made	2 years from the date the agreement is made
\$57.08	\$58.51	\$59.82

- (d) Employees who qualify for stage one competency by being:
 - (i) recognised by the Engineers Australia as having completed a qualification in one of the disciplines of engineering of four years duration or equivalent in an institution recognised under the international agreement governing quality and equivalence - The Washington Accord; or
 - (ii) in a position requiring and having an Advanced Diploma of Engineering and maintaining competence in the Electrical Safety Rules.

shall be paid the weekly all purpose allowance which is subject to the increases in the following table:

Rate per week		
From the date the agreement is made	1 year from the date the agreement is made	2 years from the date the agreement is made
\$74.21	\$76.06	\$77.78

- (e) Employees who have qualified for stage one competency (outlined in 46.2.1(e)) and have:

(i) accreditation as a Chartered Member of Engineer's Australia (CPEng) or Registered Professional Engineer (RPEng) status or equivalent; or

(ii) Stage 2 competency or Chartered Engineering Associate status

shall be paid the weekly all purpose allowance which is subject to the following increases

Rate per week		
From the date the agreement is made	1 year from the date the agreement is made	2 years from the date the agreement is made
\$159.83	\$163.82	\$167.51

46.3 Performance Agreements – Performance / Bonus Review

- 46.3.1 The employees in positions covered by this Agreement will be entitled to receive an agreed minimum remuneration in recognition of services for Ausgrid at an agreed standard. Further, those employees shall be entitled to receive additional remuneration for performance determined by reference to key result targets.
- 46.3.2 Each year, employees under this Agreement will be required to enter into a Performance Agreement with their Manager. This Performance Agreement will establish the key result areas/targets that the employees will be measured against as part of their annual performance review.
- 46.3.3 Each position covered by this Agreement will be the subject of a specific, individual job description to which the key areas/targets will relate.
- 46.3.4 The formal performance review will be held in July/August of each year and will be linked to the performance management system of Ausgrid.
- 46.3.5 The employee's performance for the year will be assessed against the achievement of these agreed key result areas/targets. Each Performance Agreement will specify the level of achievement/performance and dependent on the employee's performance may result in the payment of additional performance based remuneration to the employee.
- 46.3.6 The performance-based remuneration will be determined by weighting based on company, divisional and individual performance criteria. Those performance targets will be agreed between the employee and the manager at the time of setting the employee's performance key result areas/targets.
- 46.3.7 Each Performance Agreement will provide access to the performance-based remuneration where the employee exceeds nominated performance targets.
- 46.3.8 The maximum remuneration for any year will be determined according to the employee's performance based remuneration. The amount paid will depend on the employee's performance against established targets and key result areas as agreed between the employee and their manager.
- 46.3.9 The maximum performance based bonus achievable is set at 10% of base salary.

- 46.3.10 Completed agreements must be submitted for registration with the senior manager and Manager Human Resource Operations at the beginning of each bonus assessment year; being 1 July – 30 June.
- 46.3.11 Employees may elect to have their bonus payments deferred up to a maximum of twelve (12) months.
- 46.3.12 Consultation will occur consistent with subclause 2.1 of Appendix 4, on the review of the Performance Development Policy and the development of the Work Level Standards Policy which may adjust the performance criteria and processes above. The Principles set out in subclause 2.2 of Appendix 4 will also apply in this process, except in relation to clause 46.3.9.

46.4 Hours of Work

- 46.4.1 The hours of work clause 18 in the Agreement does not apply to the employees to whom this clause applies. The hours of work for employees covered by this clause are specified below.

46.4.2 Span of Hours

- 46.4.2(a) The span of hours shall be 0600 hours to 1800 hours.
- 46.4.2(b) Subject to any individual agreement, Ausgrid can direct employees to work within this span of hours.

46.4.3 Ordinary hours of work

- 46.4.3.(b) This will involve working eight (8) hours per day over a five (5) day week or 160 hours per four weeks over 19 days at employee election.

46.4.4 Fair Work Act requirements

Section 62 and Section 12 of the National Employment Standards of the *Fair Work Act 2009* sets the maximum hours of work for a full-time employee at 38 hours per week plus reasonable additional hours. To facilitate the existing established 40 hour week arrangements for PM&S employees the following provisions will apply.

- (a) The ordinary hours of work for full time employees are 36 hours per week, Monday to Friday with reasonable additional hours of no more than 4 hours per week. Hours worked between 36 and 40 are paid as ordinary hours.
- (b) Subject to Clause 20.3.1(a)(i), Overtime of this Agreement, employees will be available as required to perform such other reasonable additional hours that may be necessary to meet the needs of the position.
- (c) Ausgrid will not require any employee to work any hours that are unreasonable.
- (d) When determining the reasonableness of the additional hours Ausgrid will have regard to Section 12(4) of the National Employment Standards (section 62(3) of the Fair Work Act 2009).
- (e) If Ausgrid and the employee cannot agree on the employee's hours of work under this clause, either party may refer the matter to the Dispute Settlement Procedure of the Agreement.

46.4.9 Employees under this clause are not entitled to Rostered Days Off.

46.5 Duties as Directed

The relevant General Manager may direct employees under this clause to carry out such duties at their normal place of employment or other locations (by consultation) as may be required from time to time provided that the duties are within the employee's skill, competence and training.

46.6 Multiskilling of Positions

- 46.6.1 The persons covered by this clause acknowledge that the interests of Ausgrid can be enhanced by the redesign of specific positions and that multiskilling may be appropriate.
- 46.6.2 All employees covered by this clause may be required by the employer to undertake a reasonable and necessary level of training to facilitate the employee in question being able to perform more and/or different functions and duties than he/she may have performed in the past. This requirement shall be commensurate with, and have regard to, the employee's training, skills and competence to perform such functions and duties to satisfactory and safe standards.

46.7 Acting in Positions

- 46.7.1 The table below sets out the terms and conditions on which employees will be paid when acting in positions.
- 46.7.2 This clause does not apply to employees acting in a position occupied by a person covered by Appendix 2. Appendix 2 is a unique set of terms and conditions applicable only to the persons covered by that Appendix. If an employee is required to work in a position occupied by a person covered by Appendix 2, Ausgrid and the employee will agree on the terms and conditions that will apply to the employee for the period of acting.
- 46.7.3 Scenario 1 applies to employees:
 - (a) who are not appointed to a role to which this clause applies but who act in a position covered by this clause;

- (b) who are appointed to a role to which this clause applies but who act in another job covered by this clause.

46.7.4 Scenario 2 applies to employees who are appointed to a role to which this clause 46 applies but who act in a position not covered by this Agreement (that is, a senior contract position).

	Scenario 1	Scenario 2
Salary	Paid the salary for the position as described in Appendix 1C for the period of acting	*Greater of: <ul style="list-style-type: none"> • the minimum remuneration for the senior contract position; or • a higher grade rate set by their General Manager /managers where applicable; or • their current rate
Leave	Any form of leave during the first 13 weeks of the acting higher grade, the period of leave will not attract the higher rate of payment.	Any form of leave during the first 13 weeks of the acting higher grade, the period of leave will not attract the higher rate of payment.
Conditions	<p>Shall work in accordance with the conditions of this clause 46 while acting</p> <p>Employees who are not appointed to a role to which this clause 46 applies but who act in a position under this clause 46 are not entitled to either:</p> <ul style="list-style-type: none"> • Take; or • Accrue rostered day off during the period of acting 	Shall work in accordance with the conditions of this clause while acting

46.8 Miscellaneous

46.8.1 No employee shall be appointed or promoted to a position under this clause without first going through a competitive selection process. All positions will be the subject of selection by merit only and at the sole decision of the employer. This clause, at all times, is subject to the conditions and provisions of Ausgrid's Merit Appointment Policy.

46.8.2 Employees covered by this clause are not entitled to Ausgrid Employee Day.

47. ENGINEERS

This clause shall operate until 30 November 2018 and on 1 December 2018 will be replaced in its entirety by Appendix 4 Career, Capability and Remuneration, and will from that point no longer apply.

47.1 Coverage

- 47.1.1 This clause applies only to employees classified as Engineers.
- 47.1.2 An "Engineer" is an employee appointed to a position as an Engineer who receives the Ordinary Rate of Pay outlined at Appendix 1C of the Agreement.
- 47.1.3 No employee shall be appointed to a position under this clause 47 without first going through a competitive selection process. All positions will be the subject of selection by merit only and at the sole decision of the employer. This clause, at all times, is subject to the conditions and provisions of the Ausgrid's Merit Appointment Policy.

47.2 Salary

- 47.2.1 The salaries outlined in Appendix 1C are payable for all purposes and are inclusive of all allowances other than:
 - (a) Travel or living expenses when working for Ausgrid. This clause operates with respect to Ausgrid policy and procedure.
 - (b) Reimbursement of business related/educational expenses incurred in the course of employment with Ausgrid. Employees should refer to the relevant Ausgrid policies and procedures for more information in respect of this clause.
 - (c) Any entitlements to Overtime under clause 20
 - (d) On Call Allowances as outlined in clause 21.
 - (e) First Aid Attendant Allowance as outlined in Appendix 1D(1).
 - (f) Meal Allowance as outlined in Appendix 1D(12).
 - (g) Private Vehicle Usage as outlined in Appendix 1D(33).
 - (h) A weekly skills retention allowance payable for all purposes.
 - (i) Employees who qualify for stage one competency recognised by the Engineers Australia as having completed a qualification in one of the disciplines of engineering of four years duration or equivalent in an institution recognised under the international agreement governing quality and equivalence - The Washington Accord shall be paid the weekly all purpose allowance which is frozen at the rate paid immediately prior to the commencement of this agreement.

Rate per week		
From the date the agreement is made	1 year from the date the agreement is made	2 years from the date the agreement is made
\$74.21	n/a	n/a

- (ii) Employees who have qualified for stage one competency (outlined in 47.2.1(h)(i) and have accreditation as a Chartered Member of

Engineer's Australia (CPEng) or Registered Professional Engineer (RPEng) status or equivalent shall be paid the weekly all purpose allowance which is frozen at the rate paid immediately prior to the commencement of this agreement.

Rate per week		
From the date the agreement is made	1 year from the date the agreement is made	2 years from the date the agreement is made
\$159.83	n/a	n/a

47.3 Progression

47.3.1 Band 1 progression

Engineers appointed to band 1 shall spend a minimum of twelve months at each level before being eligible to progress to the next level. A satisfactory Performance Development System (PDS) result (in accordance with subclause 47.4) is required each year in order to progress. An engineer shall complete a minimum of 24 months service in band 1 before becoming eligible for appointment to an advertised band 2 position. Shorter periods of service on the program are subject to the approval of EGM-HR or their delegate.

47.3.2 Band 2 progression

- (a) Progression from band 1 to band 2 will be by Merit Appointment only.
- (b) Appointments to band 2 level positions will be made to the Division, meaning that the employee will be required to move from their appointed position to meet the needs of the Division or as part of a development plan established with their Branch or Division manager.
- (c) To progress from band 2 Level 1 to band 2 Level 2 an Engineer must be able to demonstrate:
 - (i) satisfactory PDS results for two consecutive years at band 2 Level 1.
- (d) To progress from band 2 Level 2 to band 2 Level 3 an Engineer must be able to demonstrate:
 - (i) satisfactory PDS results for three consecutive years at band 2 Level 2, and
 - (ii) that they have moved to a new position at band 2 level 2 for 18 months since their original appointment to band 2 (this maybe a longer or shorter period depending on individual development or business need but will not be less than 12 months).
- (e) To progress from band 2 Level 3 to band 2 Level 4 an Engineer must be able to demonstrate:

- (i) satisfactory PDS results for four consecutive years at band 2 Level 3, and
- (ii) that they have gained accreditation as a Chartered Member of Engineer's Australia (CPEng) or Registered Professional Engineer (RPEng) status or equivalent.

47.3.3 Band 3

- (a) Band 3 positions will no longer be advertised and exist on a present occupant only basis. Positions graded at this level for engineers will be appointed to a Professional, Manager and Specialist Role under clause 46 of this Agreement.
- (b)

47.3.4 Progression outside the provisions of clauses 47.3.1 to 47.3.2 may occur with the approval of the relevant General Manager, in recognition of exceptional achievement, performance, higher workload, or to cater for business needs.

47.4 Performance Development System

47.4.1 The performance development process involves engineers and their manager determining what needs to be done during the year, discussing progress, reviewing achievement and giving feedback. Work plans are focused on our corporate goals and single set of shared goals.

47.4.2 A formal performance progress review should be carried out with the manager or supervisor six (6) months after you have agreed your work plan objectives. The final performance review shall then be carried out at the end of twelve (12) months. The performance development system cycle operates on a financial year basis.

47.5 Duties as Directed

The relevant General Manager may direct employees under this clause to carry out such duties at their normal place of employment or other locations (by consultation) as may be required from time to time provided that the duties are within the employee's skill, competence and training.

47.6 Multiskilling of Positions

47.6.1 The persons covered by this clause acknowledge that the interests of Ausgrid can be enhanced by the redesign of specific positions and that multiskilling may be appropriate.

47.6.2 All employees covered by this clause may be required by the employer to undertake a reasonable level of training to enhance the employee's skill level. This requirement shall be commensurate with and have regard to the employee's training, skills and competence to perform such functions and duties to satisfactory and safe standards. Wherever a position is redesigned or multiskilling of an existing position is identified as a desired outcome, consultation with the affected work group/individual shall take place.

47.7 Acting in Positions

47.7.1 The table below sets out the terms and conditions on which employees will be paid when acting in positions.

47.7.2 This clause does not apply to employees acting in a position occupied by a person covered by Appendix 2. Appendix 2 is a unique set of terms and

conditions applicable only to the persons covered by that Appendix. If an employee is required to work in a position occupied by a person covered by Appendix 2, Ausgrid and the employee will agree on the terms and conditions that will apply to the employee for the period of acting.

- 47.7.3 Scenario 1 applies to employees who act in a position to which this Agreement applies.
- 47.7.4 Scenario 2 applies to employees who are appointed to a role to which this clause applies but who act in a position not covered by this Agreement (that is, a senior contract position).

	Scenario 1	Scenario 2
Salary	Paid the salary for the position as described in Appendix 1C for the period of acting	*Greater of: <ul style="list-style-type: none"> • the minimum remuneration for the senior contract position in which acting; or <ul style="list-style-type: none"> • a higher grade rate set by their General Manager / Manager where applicable; or • their current rate
Leave	Any form of leave during the first 13 weeks of the acting higher grade, the period of leave will not attract the higher rate of payment.	Any form of leave during the first 13 weeks of the acting higher grade, the period of leave will not attract the higher rate of payment.
Conditions	In accordance with the conditions of this clause 47.	In accordance with the conditions of this clause and this Agreement but :not entitled to either: <ul style="list-style-type: none"> • Take; or <ul style="list-style-type: none"> • Accrue rostered day off during the period of acting

48. PROVISION OF TRANSPORT

Where an employee is directed to work overtime or on a shift on which they are not regularly rostered and they finish work at a time when reasonable means of transport is not available, Ausgrid shall provide the employee with a conveyance to the employee's home.

49. STANDING BY

- 49.1 This clause applies to employees who are directed to stand by in readiness to work overtime, It does not apply to employees who are on call.
- 49.2 Employees who are standing by shall be paid at ordinary rates from the time the employee commences standing by until the time the employee is directed to commence overtime or to cease standing by.


50. JOB SHARING

- 50.1 Job-sharing is a particular type of work where one or more full time positions are shared by two or more employees to cover an agreed span of hours.
- 50.2 Where a full time employee requests to convert to part-time work and their current position needs someone on duty full time, a job-sharing arrangement may be suitable.
- 50.3 A job-sharer shall be paid a pro rata rate commensurate with their normal hours worked each week.
- 50.4 A job-sharer shall be entitled to all service entitlements on a pro rata basis commensurate with their normal hours worked each week. Appropriate training will also be provided.
- 50.5 In the event that one of the employees sharing a job either resigns or is appointed to another position, the remaining employee will be offered the opportunity to be appointed to the position on a full time basis.
- 50.6 A breakdown in an existing job-share arrangement will not be used as an opportunity to change the full time status of that position without full consultation with the appropriate union(s) partner(s).

51. CAREER BREAK


- 51.1 Employees are eligible to apply for a career break to meet personal, family or community responsibilities, e.g. study, child rearing, looking after a sick relative, personal development, etc.
- 51.2 A career break provides between three (3) months and one (1) year of unpaid leave and may be combined with other leave to provide a total period of absence up to two (2) years.
- 51.3 Employees who take a career break maintain continuity of employment but the period of leave does not count for service.
- 51.4 Employees who take a career break will be able to return to either their old position or an equivalent position.

Signed for and on behalf of:

 _____ Ausgrid	570 George Street Sydney NSW 2000 14 MAR 2018 _____ Date
---	--

[Insert union signatures]

RICHARD SAMUEL GROSS
Chief Executive Officer

David Mckinky
CEPU Secretary
5/370 Pitt St Sydney


APPENDIX 1 - PAY RATES CLASSIFICATIONS AND ALLOWANCES

- Appendix 1A – Ausgrid Junior and Adult Rates of Pay
- Appendix 1B – Ausgrid Shift Workers (7x3/7x2) Rates of Pay
- Appendix 1C – Ausgrid Classifications
- Appendix 1D – Ausgrid Allowances and Extra Rates
- Appendix 1E – Ausgrid Adult Apprentices Rates
- Appendix 1F – Ausgrid Cadet Rates
- Appendix 1G – Ausgrid Trainee Rates

CLASSIFICATION RATES
2018/19

Appendix 1A Ausgrid Junior and Adult Rates of Pay

Pay Point	New Rates from the Date the Agreement is Made		
	Annual Salary	Weekly Rate	36 Hrly Rate
J1	\$19,593.00	\$ 375.34	\$10.43
J2	\$20,590.00	\$ 394.44	\$ 10.96
J3	\$21,611.00	\$ 414.00	\$11.50
J4	\$22,682.00	\$ 434.52	\$ 12.07
J5	\$23,815.00	\$ 456.23	\$ 12.67
J6	\$ 25,010.00	\$ 479.12	\$ 13.31
J7	\$ 26,261.00	\$ 503.08	\$ 13.97
J8	\$ 27,574.00	\$ 528.24	\$ 14.67
J9	\$ 28,944.00	\$ 554.48	\$ 15.40
J10	\$ 30,398.00	\$ 582.34	\$ 16.18
J11	\$ 31,914.00	\$ 611.38	\$ 16.98
J12	\$ 33,506.00	\$ 641.88	\$ 17.83
J13	\$ 35,188.00	\$ 674.10	\$ 18.72
J14	\$ 36,932.00	\$ 707.51	\$ 19.65
J15	\$ 38,788.00	\$ 743.07	\$ 20.64
J16	\$ 40,712.00	\$ 779.92	\$ 21.66
J17	\$ 42,769.00	\$ 819.33	\$ 22.76
J18	\$ 44,893.00	\$ 860.02	\$ 23.89
1	\$ 46,005.00	\$ 881.32	\$ 24.48
2	\$ 46,918.00	\$ 898.81	\$ 24.97
3	\$ 47,826.00	\$ 916.21	\$ 25.45
4	\$ 48,751.00	\$ 933.93	\$ 25.94
5	\$ 49,708.00	\$ 952.26	\$ 26.45
6	\$ 50,665.00	\$ 970.59	\$ 26.96
7	\$ 51,653.00	\$ 989.52	\$ 27.49
8	\$ 52,674.00	\$ 1,009.08	\$ 28.03
9	\$ 53,722.00	\$ 1,029.16	\$ 28.59
10	\$ 54,803.00	\$ 1,049.87	\$ 29.16
11	\$ 55,899.00	\$ 1,070.86	\$ 29.75
12	\$ 57,018.00	\$ 1,092.30	\$ 30.34
13	\$ 58,174.00	\$ 1,114.44	\$ 30.96
14	\$ 59,328.00	\$ 1,136.55	\$ 31.57
15	\$ 60,505.00	\$ 1,159.10	\$ 32.20
16	\$ 61,714.00	\$ 1,182.26	\$ 32.84
17	\$ 62,952.00	\$ 1,205.98	\$ 33.50
18	\$ 64,206.00	\$ 1,230.00	\$ 34.17
19	\$ 65,507.00	\$ 1,254.92	\$ 34.86
20	\$ 66,817.00	\$ 1,280.02	\$ 35.56
21	\$ 68,154.00	\$ 1,305.63	\$ 36.27
22	\$ 69,501.00	\$ 1,331.44	\$ 36.98
23	\$ 70,898.00	\$ 1,358.20	\$ 37.73
24	\$ 72,316.00	\$ 1,385.36	\$ 38.48
25	\$ 73,761.00	\$ 1,413.05	\$ 39.25
26	\$ 75,227.00	\$ 1,441.13	\$ 40.03
27	\$ 76,742.00	\$ 1,470.15	\$ 40.84
28	\$ 78,269.00	\$ 1,499.41	\$ 41.65
29	\$ 79,840.00	\$ 1,529.50	\$ 42.49
Pay Point	New Rates from the Date the Agreement is Made		

	Annual Salary	Weekly Rate	36 Hrly Rate
30	\$ 81,454.00	\$ 1,560.42	\$ 43.35
31	\$ 83,058.00	\$ 1,591.15	\$ 44.20
32	\$ 84,746.00	\$ 1,623.49	\$ 45.10
33	\$ 86,431.00	\$ 1,655.77	\$ 45.99
34	\$ 88,152.00	\$ 1,688.74	\$ 46.91
35	\$ 89,909.00	\$ 1,722.39	\$ 47.84
36	\$ 91,715.00	\$ 1,756.99	\$ 48.81
37	\$ 93,555.00	\$ 1,792.24	\$ 49.78
38	\$ 95,425.00	\$ 1,828.07	\$ 50.78
39	\$ 97,327.00	\$ 1,864.50	\$ 51.79
40	\$ 99,282.00	\$ 1,901.95	\$ 52.83
41	\$ 101,258.00	\$ 1,939.81	\$ 53.88
42	\$ 103,282.00	\$ 1,978.58	\$ 54.96
43	\$ 105,340.00	\$ 2,018.01	\$ 56.06
44	\$ 107,455.00	\$ 2,058.52	\$ 57.18
45	\$ 109,594.00	\$ 2,099.50	\$ 58.32
46	\$ 111,809.00	\$ 2,141.93	\$ 59.50
47	\$ 114,038.00	\$ 2,184.64	\$ 60.68
48	\$ 116,313.00	\$ 2,228.22	\$ 61.89
49	\$ 118,652.00	\$ 2,273.03	\$ 63.14
50	\$ 121,018.00	\$ 2,318.35	\$ 64.40
51	\$ 123,448.00	\$ 2,364.90	\$ 65.69
52	\$ 125,907.00	\$ 2,412.01	\$ 67.00
53	\$ 128,430.00	\$ 2,460.34	\$ 68.34
54	\$ 130,995.00	\$ 2,509.48	\$ 69.71
55	\$ 133,627.00	\$ 2,559.90	\$ 71.11
56	\$ 136,295.00	\$ 2,611.02	\$ 72.53
57	\$ 139,009.00	\$ 2,663.01	\$ 73.97
58	\$ 141,793.00	\$ 2,716.34	\$ 75.45
59	\$ 144,645.00	\$ 2,770.98	\$ 76.97
60	\$ 147,520.00	\$ 2,826.05	\$ 78.50

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Appendix 1B Ausgrid Shift Rates of Pay

Pay Point	New Rates from the date the agreement is made		
	Annual Salary	Weekly Rate	Hourly Rate
10Y	\$ 54,990.00	\$ 1,053.45	\$ 29.26
11Y	\$ 56,088.00	\$ 1,074.48	\$ 29.85
12Y	\$ 57,210.00	\$ 1,095.98	\$ 30.44
13Y	\$ 58,372.00	\$ 1,118.24	\$ 31.06
14Y	\$ 59,529.00	\$ 1,140.40	\$ 31.68
15Y	\$ 60,711.00	\$ 1,163.05	\$ 32.31
16Y	\$ 61,921.00	\$ 1,186.23	\$ 32.95
17Y	\$ 63,166.00	\$ 1,210.08	\$ 33.61
18Y	\$ 64,422.00	\$ 1,234.14	\$ 34.28
19Y	\$ 65,731.00	\$ 1,259.21	\$ 34.98
20Y	\$ 67,043.00	\$ 1,284.35	\$ 35.68
21Y	\$ 68,385.00	\$ 1,310.06	\$ 36.39
22Y	\$ 69,735.00	\$ 1,335.92	\$ 37.11
23Y	\$ 71,138.00	\$ 1,362.80	\$ 37.86
24Y	\$ 72,563.00	\$ 1,390.10	\$ 38.61
25Y	\$ 74,012.00	\$ 1,417.85	\$ 39.38
26Y	\$ 75,484.00	\$ 1,446.05	\$ 40.17
27Y	\$ 77,004.00	\$ 1,475.17	\$ 40.98
28Y	\$ 78,536.00	\$ 1,504.52	\$ 41.79
29Y	\$ 80,110.00	\$ 1,534.67	\$ 42.63
30Y	\$ 81,729.00	\$ 1,565.69	\$ 43.49
31Y	\$ 83,341.00	\$ 1,596.57	\$ 44.35
32Y	\$ 85,037.00	\$ 1,629.06	\$ 45.25
33Y	\$ 86,725.00	\$ 1,661.40	\$ 46.15
34Y	\$ 88,451.00	\$ 1,694.46	\$ 47.07
35Y	\$ 90,215.00	\$ 1,728.26	\$ 48.01
36Y	\$ 92,026.00	\$ 1,762.95	\$ 48.97
37Y	\$ 93,871.00	\$ 1,798.30	\$ 49.95
38Y	\$ 95,749.00	\$ 1,834.27	\$ 50.95
39Y	\$ 97,658.00	\$ 1,870.84	\$ 51.97
40Y	\$ 99,619.00	\$ 1,908.41	\$ 53.01
41Y	\$ 101,602.00	\$ 1,946.40	\$ 54.07
42Y	\$ 103,634.00	\$ 1,985.33	\$ 55.15
43Y	\$ 105,697.00	\$ 2,024.85	\$ 56.25
44Y	\$ 107,821.00	\$ 2,065.54	\$ 57.38
45Y	\$ 109,967.00	\$ 2,106.65	\$ 58.52
46Y	\$ 112,190.00	\$ 2,149.23	\$ 59.70
47Y	\$ 114,429.00	\$ 2,192.13	\$ 60.89
48Y	\$ 116,709.00	\$ 2,235.80	\$ 62.11
49Y	\$ 119,054.00	\$ 2,280.73	\$ 63.35

Note: For shift workers the annual rate of pay (except for District Operators, Systems Operators and Area Operators) will also include the additional holiday leave loading as detailed in Clause 25.14 of this Agreement.

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and

facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Appendix 1C Ausgrid Classifications

Trades and Technical Group

GRADES/LEVEL/PAYPOINT	1	2	3	4	5	6	7	8	9	10	11	12	13
Aborist Contract Inspection	36												
Adult Apprentice	J18	2	4	6									
Apprentice	J10	J14	J17	2									
Area/System Operator	48	50	52										
Area Operator	48	50	52										
Asset Access Rescue	22												
Asset Access Standby	18												
Building Maintenance Coordinator Property Group	40												
Cable Jointer	15	17	18	19	20	22	23	24	25	26	27	28	
Carpenter	15	16	18	19	20	21							
Chemical Officer	33												
Compliance Officer	36	38	40										
Contracts Inspector	40												
Co-ord net cln & gr mnt	24												
Design Draftsperson	18	21	25	28	32	35	38						
Despatch Co-ordinator	33	37	43										
District Operator	32	41											
Drafting Officer Network Diagrams	29												
Electrical Field Co-ordinator	38												
Electricity Supply Operative	5	6	7	8	9	10	11	12	13	14	15	16	19
Emergency Services Officer	20	23	26	29	30	32	34						
Energy Fix Project Co-ordinator	43												
Engineering Officer	29	34	37	40	43	46	49	52	54				
Ens cus conn tech snr	24	26											
Ens Customer Connection Technician	15	18	21										
External Customer Metering Officer	45												
Facilities Compliance Co-ordinator	36												
Facilities Manager	48												
Field Co-ordinator t/cont	38												
Field Investigation Technician	15	18	21	24	26								
Field off acct rdng	19												
Field Supervisor	42												
Field Warehouse Operative	14	16	18	20									
Ganger	28	30											
Garage Trades Assistant	17												
Geospatial Information Officer	20	24	29	33	38								
Heavy Vehicle Driver	9	12	14	16	20								
Homebush Garage Storeman	21												
Hunter Project Co-ordinator	43												
Independent Transmission Cable Jointer	30												
Installation Inspector	26	30	33	35	39								
Internal Adult Apprentice	15												
Lineworker	15	17	18	19	20	22	23	24	25	26	27	28	
Lineworker Glove and Barrier	31												
Metering Operations Co-ordinator	41												

Trades and Technical Group

Metering Technician	18	20	22	24	26	28	30	32	34	36										
Motor Mechanic	15	17	19	20	24	25	26	28												
Motor Mechanic in Charge	31																			
Network Test Electricity Supply Operative	19																			
Oil Containment Electricity Supply Operative	16																			
Operating supp asst.	19																			
Overhead Field Co-ordinator	36																			
Overhead Transmission Electricity Supply Operative	9	11	14	12	20															
Overhead Working Leading Hand	33																			
Plasterer	18																			
Plumber	15	16	18	19	20	21														
Pole Hole b/e Operator	19																			
Poles Leading Hand	24																			
Project Delivery Officer	36	38	40	43	45															
Projects Officer Training	40																			
Protection Field Co-ordinator	38																			
Protection Technician	21	24	25	27	31	32	33	35	36											
Quality Control Officer	27	29	33																	
Region Electricity Supply Operative	9	11	14	17	20															
Revenue Protection Officer	38																			
Risk Mitigation Technician	22																			
Safety Advisor	38	42																		
Safety Advisor Snr	48																			
Safety Advisor DOR	39	43																		
Safety Advisor DOR Snr	49																			
Security Operations Officer	29																			
Senior Asset Access Rescue	32																			
Senior Carpenter	23	26	28																	
Senior District Operator	44																			
Senior Editorial Design Officer	38																			
Senior Electrical Technician	23	25	26	28																
Senior Field Investigation Technician	30																			
Senior Installation Inspector	40																			
Senior lab mains u/g	23																			
Senior national mkt part off	42																			
Senior Plumber	26	28																		
Senior Safety Advisor	48																			
Senior Substation Technician	25	28	29	31	32	33														
Senior Technician	23	25	26	28	29	30														
Senior Telecontrol Technician	36																			
Senior Training Officer	45																			
Senior Transformer Service Technician	25	28	29	31	32	33														
Senior instr op stds & accred	42	45																		
Special Meter Reader	12																			
Specialist Project Officer Contract Cable Laying	48																			
Substation Field Co-ordinator	38																			

Trades and Technical Group

Substation Risk Mitigation Field Co-ordinator	38													
Substation Technician	15	18	20	21	22	23								
Superintendent	47	49	51											
Superintendent Level O	45													
Supervising Engineering Officer	54													
Supervisor	28	30	32	35	38	42								
Survey Officer	22	26	29	33	36	39	42	45	48					
System Operator	57													
TCA Procurement and Contracts Coordinator	49													
TCA Technician	17	19	21	23	25	27	29	31	33					
Team Coordinator	38													
Tech elec serv	15	18	20	21	22	23								
Tech elec srv snr	25	28	29	31	32	33								
Tech inst	18	22	26	28	32	36	38	40						
Tech inst snr	42	45												
Technical & Information Technology Support Officer	31													
Technician	15	16	18	19	20	21								
Telecontrol Technician	21	24	26	28	31	32	34	35	36					
Trainee District Operator	23													
Trainee Engineering Officer	J14	J18	9	14	21									
Trainee Pole Inspector	8													
Transformer Service Technician	15	18	20	21	22	23								
Transmission Cable Electricity Supply Operative	8	10	13	16	19									
Transmission Cable Jointer Trainer	34													
Transmission Oil Technician	21	24	26	28	31	34	36							
Transmission Underground ESO	9	11	14	17	20									
Underground Field Co-ordinator	36													
Vegetation Officer	38													
Vehicle Body Builder	15	17	19	20	24	25	26	28						
Voltage Regulation Technician	21	24	25	26	27	29	31	33	34					
Voltage Regulation Field Coordinator	38													
Warehouse Officer External Sales	21													
Warehouse Operative	10	12	14	16	18	20	22							
Workshop Electricity Supply Operative	9	11	14	17	20									
Workshops Technician	15	17	19	20	21	23	25	27	28	30				

Clerical and Administrative Group

GRADES/LEVEL/PAYPOINT	1	2	3	4
Admin & Clerical Officer Grade 1	J14	J16	J18	
Admin & Clerical Officer Grade 2	1	3	5	
Admin & Clerical Officer Grade 3	6	8	10	
Admin & Clerical Officer Grade 4	11	13	15	
Admin & Clerical Officer Grade 5	16	18	20	
Admin & Clerical Officer Grade 6	21	23	25	
Admin & Clerical Officer Grade 7	26	28	30	

GRADES/LEVEL/PAYPOINT	1	2	3	4
Admin & Clerical Officer Grade 8	31	33	35	
Admin & Clerical Officer Grade 9	36	38	40	
Admin & Clerical Officer Grade 10	41	43	45	
Admin & Clerical Officer Grade 11	46	48	50	
Admin & Clerical Officer Grade 12	51	52	53	
Contracts Administrator	44			
Customer Service Representative	26			
Depot Recorder	17			
Fleet Business Analysis & System Administration	26			
Security Attendant	18			
Security Surveillance Operative	18			
Student Work Experience	2			
Telephone acct rep	42			
Telephonist	21			

Professional Managers and Specialist Group

GRADES/LEVEL/PAYPOINT	1	2	3	4	5
Accountant	51	53	57		
Accountant Grade 1	22	26	31	35	39
Accountant Grade 2	42	45			
Accountant Grade 3	47	49			
Professional Officer Grade 1	22	26	31	35	39
Professional Officer Grade 2	42	45			
Professional Officer Grade 3	47	50			
Snr a/c mgr inst	52				

Engineering Group

GRADES/LEVEL/PAYPOINT	1	2	3	4	5
Engineer Band One	25	29	34	38	41
Engineer Band Two	46	49	53	55	

Professionals, Managers and Specialists

	Annual Salary		
	From the date the agreement is made	1 year from the date the agreement is made	2 years from the date the agreement is made
Level 1	\$ 151,004.00	\$154,779.00	\$158,262.00
Level 2	\$ 159,601.00	\$163,591.00	\$167,272.00
Level 3	\$ 172,787.00	\$177,106.00	\$181,091.00

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Appendix 1D Ausgrid Allowances and Extra Rates

Item	Code	Allowance Type	Frequency	Rate		
				from the Date this agreement is made	1 year after the agreement is made	2 year after the agreement is made
1	FAA	First Aid Attendant	per day	\$4.93	\$5.05	\$5.16
2	FAI	First Aid Instructor	per week	\$22.40	\$22.96	\$23.48
3	SHA	Afternoon Shift	per shift	\$43.76	\$44.85	\$45.86
4	NGT	Night Shift	per shift	\$48.33	\$49.53	\$50.65
5	EMSRA	Early Morning Shift	per shift	\$21.87	\$22.42	\$22.93
6	O/C	On Call	per week	\$248.90	\$255.12	\$260.86
7	O/C1	On Call Weekday	per day	\$49.78	\$51.02	\$52.17
8	O/C2	On Call Weekend	per day	\$62.23	\$63.78	\$65.22
9	O/C3	Ug Tr On Call Eng	per day	\$77.23	\$79.17	\$80.95
10	O/C4	Ug Tr On Call Tech	per day	\$66.22	\$67.87	\$69.40
		Not Used				
		Not Used				
12	MEAL	Meal	per meal	\$14.43	\$14.79	\$15.13
13	CDMB	Charge Depot Meal Break	per day	\$5.98	\$6.13	\$6.26
14	CPMB	Charge Plant Meal Break	per day	\$4.90	\$5.03	\$5.14
15		Not Used				
16	ASB	Asbestos	per hour	\$0.86	\$0.88	\$0.90
17	ASE	Asbestos Eradication	per hour	\$2.57	\$2.64	\$2.69
18		Not Used				
19	INSL	Insulwool	per hour	\$0.86	\$0.88	\$0.90
20	DIRT	Dirt	per day	\$4.96	\$5.09	\$5.20
21	PIT	Cable Pit	per day	\$11.73	\$12.02	\$12.29
22	COMM	Community Language	per week	\$23.28	\$23.87	\$24.40
23	SUST	Sustenance Allowance - prepaid accommodation	per day	\$87.13	\$89.31	\$91.32
		single location up to 35 days - no prepaid accommodation	per day	\$268.25	\$274.95	\$281.14
		single location after 35 days - no prepaid accommodation	per day	\$198.79	\$203.76	\$208.35
24	SKR	Skills Retention	per week	\$57.08	\$58.51	\$59.82
25	SR	Electrical Safety Rules	per week	\$129.89	n/a	n/a
26	SREO	ESO Safety Rules -60%	per week	\$77.94	n/a	n/a
27	SR80	Non-Elec Trade Safety Rules - 80%	per week	\$103.92	n/a	n/a

Item	Code	Allowance Type	Frequency	Rate		
				from the Date this agreement is made	1 year after the date this agreement is made	2 years after the date this agreement is made
28	EL	Qualified Electrical Supervisor	per week	\$39.16		n/a
29	PRA	Qualified Supervisor Plumbing etc	Per week	\$26.92	n/a	n/a
30		Not used				
31		Not used				
32		Not used				
33	VEH	Private Vehicle Usage	per klm	ATO Rates		
34	OFA	Occupational First Aid Attendant Allowance	per day	\$10.28	\$10.53	\$10.77

Appendix 1E: Ausgrid Apprentices and Adult Apprentice Rates [This Appendix will continue beyond 1 December 2018]

Classification	Weekly Rates From		
	from the Date this agreement is made	1 year after the date this agreement is made	2 years after the date this agreement is made
1st Year Adult Apprentice	\$ 860.02	\$ 881.51	\$ 901.34
2nd Year Adult Apprentice	\$ 898.81	\$ 921.28	\$ 942.01
3rd Year Adult Apprentice	\$ 933.93	\$ 957.28	\$ 978.81
4th Year Adult Apprentice	\$ 970.59	\$ 994.87	\$ 1,017.24
Internal Adult Apprentice	\$ 1,159.10	\$ 1,188.08	\$ 1,214.81

Classification	Weekly Rates From		
	from the Date this agreement is made	1 year after the date this agreement is made	2 years after the date this agreement is made
1st Year Apprentice	\$ 582.34	\$ 596.90	\$ 610.33
2nd Year Apprentice	\$ 707.51	\$ 725.19	\$ 741.51
3rd Year Apprentice	\$ 819.33	\$ 839.81	\$ 858.70
4th Year Apprentice	\$ 898.81	\$ 921.28	\$ 942.01

Apprentice Electrician Electrical Safety Rules Allowance per week allowance for all purposes.

Apprentice Electrician Electrical Safety Rules Allowance	from the Date this agreement is made	1 year after the date this agreement is made	2 years after the date this agreement is made
	\$129.89	\$133.14	\$136.13

(Apprentice electricians are paid the Electrical Safety Rules Allowance from the date they complete the Electrical Safety Rules Test)

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Appendix 1F: Ausgrid Cadet Rates [This Appendix will continue beyond 1 December 2018]

Classification	Weekly Rates From		
	Date of approval	1 year from date of approval	2 year from date of approval
1st Year Cadet Engineer	\$ 434.52	\$ 445.38	\$ 455.40
2nd Year Cadet Engineer	\$ 479.12	\$ 491.09	\$ 502.15
3rd Year Cadet Engineer	\$ 528.24	\$ 541.44	\$ 553.62
4th Year Cadet Engineer	\$ 898.81	\$ 921.28	\$ 942.01
5th Year Cadet Engineer	\$ 933.93	\$ 957.28	\$ 978.81

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Appendix 1G: Ausgrid Trainee Rates [This Appendix will continue beyond 1 December 2018]

Classification	Weekly Rates From		
	Date of approval	1 year from date of approval	2 year from date of approval
1st Year Trainee Engineering Officer	\$ 707.51	\$ 725.19	\$ 741.51
2nd Year Trainee Engineering Officer	\$ 860.02	\$ 881.51	\$ 901.34
3rd Year Trainee Engineering Officer	\$1,029.16	\$ 1,054.89	\$ 1,078.62
4th Year Trainee Engineering Officer	\$ 1,136.55	\$ 1,164.96	\$ 1,191.17
5th Year Trainee Engineering Officer	\$ 1,305.63	\$ 1,338.28	\$ 1,368.39

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

APPENDIX 2 – CONTRACT TO EBA TRANSITION

1. Application

- 1.1 The provisions of this Appendix supersede and replace all prior agreements between Ausgrid and each of the employees to whom this Appendix applies, including but not limited to, the Ausgrid Agreement 2012.
- 1.2 This Appendix forms part of the Agreement. The provisions of this Appendix prevail to the extent of any inconsistency with any other term of the Agreement.
- 1.3 A person is covered by this Appendix if their name appears on a list dated 20 February 2018 identifying them as a person to whom this Appendix applies.
- 1.4 This Appendix only applies to the employees identified in clause 1.3 of this Appendix. The provisions of this Appendix only apply to each employee while he or she occupies the position they were contracted in as at the date of this Agreement. Consistent with this principle, an employee to whom this Appendix applies cannot also be an employee classified as a Professional, Manager and Specialist under clause 46 of the Agreement. Once an employee subject to the Appendix moves to another different position/role, this Appendix ceases to apply to that employee.
- 1.5 All other conditions of employment will be as per the terms and conditions of the Agreement unless specifically covered by this Appendix.
- 1.6 Employees to whom this Appendix applies are not shift workers.
- 1.7 The employees to whom this Appendix applies are not entitled to a job evaluation of their current position. Clause 13.1.4 of the Agreement has no application to the employees covered by this Appendix.

2. Ordinary rate of pay / classifications

- 2.1 The pay points applicable to the employees to whom this Appendix applies, is their current ordinary rate of pay.
- 2.2 Employees under this Appendix have access to fringe benefits on the basis of salary packaging arrangements. Employees are responsible for meeting 100% of any fringe benefit tax cost incurred through such salary packaging arrangements.
- 2.3 Salary packaging is limited to only those benefits Ausgrid is lawfully permitted to provide and as provided for in Ausgrid policy.

3. Method of payment

Employees to whom this Appendix applies will be paid fortnightly, instead of weekly as provided for in clause 15 of the Agreement.

4. Hours of work

4.1 The hours of work clause 18 in the Agreement does not apply to the employees to whom this Appendix applies. The hours of work for employees covered by this Appendix is governed by this clause 4.

4.2 Span of Hours

4.2.1 The span of hours shall be 0600 hours to 1800 hours.

4.2.2 Subject to any individual agreement, Ausgrid can direct employees to work within this span of hours.

4.3 Fair Work Act requirements

Section 62 and Section 12 of the National Employment Standards of the *Fair Work Act 2009* sets the maximum hours of work for a full-time employee at 38 hours per week plus reasonable additional hours. To facilitate the existing established 40 hour week arrangements for Contract to Agreement Transition employees the following provisions will apply.

- 4.3.1 The ordinary hours of work for full time employees are 36 hours per week, Monday to Friday with reasonable additional hours of no more than 4 hours per week. Hours worked between 36 and 40 are paid as ordinary hours.
- 4.3.2 Subject to Clause 20.3.1(a)(i), Overtime of this Agreement, employees will be available as required to perform such other reasonable additional hours that may be necessary to meet the needs of the position.
- 4.3.3 Ausgrid will not require any employee to work any hours that are unreasonable.
- 4.3.4 When determining the reasonableness of the additional hours Ausgrid will have regard to Section 12(4) of the National Employment Standards (section 62(3) of the Fair Work Act 2009).
- 4.3.5 If Ausgrid and the employee cannot agree on the employee's hours of work under this clause, either party may refer the matter to the Dispute Settlement Procedure of the Agreement.
- 4.4 Employees may vary their hours of work by way of an individual agreement entered into under clause 18 of the Agreement.
- 4.5 Employees are not entitled to rostered days off under clause 33 of the Agreement.
- 4.6 Employees to whom this Schedule applies are entitled to the Ausgrid Employee Day.

5. Overtime

- 5.1 Overtime (where approved) applies after an employee has worked 40 hours in one week.
- 5.2 Subject to this Clause 5 of this Appendix, overtime rates will be in accordance with Clause 20 Overtime of the Agreement.
- 5.3 The employees acknowledge that their Ordinary Rate of Pay compensates them for their reasonable additional hours of work as provided for in clause 4 of this Appendix.
- 5.4 Employees covered by this Appendix who reduce their hours under section 65 of the Act or who otherwise reduce their full time hours by way of an individual agreement are entitled to overtime where approved after they work 40 hours in any week. All hours worked by a full time employee on reduced hours, up to 40 hours, are paid at the employee's Ordinary Rate of Pay for the hours worked.

- 5.5 Employees covered by this Appendix who work approved overtime in accordance with this Clause will be eligible for the overtime meal break and overtime meal allowance set out in the Agreement.

6. On call

The On Call provision of the Agreement does not apply to employees covered by this Appendix.

7. Allowances and expenses

- 7.1 Except as provided for in clause 7.3 of this Appendix, employees to whom this Appendix applies are not entitled to any allowances under the Agreement.
- 7.2 The employees acknowledge that their Ordinary Rate of Pay compensates them for all allowances under the Agreement, except as provided for in clause 7.3 of this Appendix, including but not limited to the Ausgrid Allowance.
- 7.3 Employees to whom this Appendix applies may be eligible to be reimbursed for actual incidental costs related to work related travel. Clause 16.5 Sustenance allowance of the Agreement does not apply to employees covered by this Appendix.
- 7.4 Employees to whom this Appendix applies may be eligible for the use of private vehicle rate in Appendix 1D of the Agreement.

8. Superannuation

- 8.1 Clause 17.1 Supplementary Superannuation of the Agreement does not apply to employees to which this Appendix applies, unless the employee was eligible for such supplementary superannuation in accordance with their contract of employment in force immediately prior to the date of this Agreement.
- 8.2 Clause 17.4 Additional Employer Superannuation Contribution of the Agreement does not apply to the employees to which this Appendix applies.
- 8.3 For the avoidance of doubt, employees who are not members of a defined benefit scheme within EISS and to whom this Appendix applies are not entitled to any additional employer superannuation contribution above the Superannuation Guarantee Contribution (for example 9.5% as at the date of this Agreement), unless the employee has an entitlement to supplementary superannuation pursuant to clause 17.1 of the Agreement.
- 8.4 For the avoidance of doubt, employees who are members of a defined benefit scheme within EISS and are covered by this Appendix are not entitled to any additional employer superannuation contribution above

amounts Ausgrid is required to contribute to EISS in accordance with the rules of the Trust Deed.

9. At risk performance payment

- 9.1 Employees may be eligible to receive an 'At Risk Performance Payment' in accordance with Ausgrid's At Risk Performance Payment Plan, as varied from time to time.
- 9.2 The payment of the 'At Risk Performance Payment' is at the absolute discretion of Ausgrid. Accordingly, the payment of the 'At Risk Performance Payment' is not a matter which can be referred to the Dispute Settlement Procedure under clause 42 of the Agreement.
- 9.3 Nothing in clause 9.2 of this Appendix affects an employee's right to raise a grievance in relation to the 'At Risk Performance Payment' in accordance with Ausgrid's At Risk Performance Payment Plan as varied from time to time.

10. Motor vehicles

- 10.1 The allocation of motor vehicles will be in accordance with Ausgrid policy.
- 10.2 If an employee to whom this Appendix applies received, or was eligible to receive, an operating lease or novated lease immediately prior to the commencement of the Agreement, that employee will continue to receive or be eligible to receive such lease after commencement of the Agreement.

11. Annual leave

- 11.1 Employees are entitled to 20 days annual leave per year paid at the Ordinary Rate of Pay. An employee's entitlement to paid annual leave accrues progressively during a year of service according to the employee's ordinary hours of work, and accumulates from year to year.
- 11.2 Employees are entitled to access annual leave at half pay in accordance with clause 25.16 of the Agreement, subject to 25.2.

12. Preserved long service leave entitlements

- 12.1 The Long Service Leave clause 27 of the Agreement applies to employees to whom this Appendix applies.
- 12.2 Employees who were entitled to and who had accrued a higher amount of long service leave under the terms of their prior contract will maintain that higher accrual up to the date of the Agreement and will accrue long service leave in accordance with clause 27.4 on and from the date of this Agreement.

13. Preserved sick leave

If an employee covered by this Appendix had any pre 1993 sick leave entitlements as at the date of this Agreement, Ausgrid will continue to recognise those entitlements in accordance with the employee's EnergyAustralia Nomination for Payment and/or Salary Sacrifice of Pre 1993 Sick Leave Senior Contract Employees election form.

14. Preserved redundancy

If an employee covered by this Appendix was, immediately prior to the date of this Agreement, eligible to a higher redundancy payment than that provided for in the Agreement, the employee will continue to be eligible to receive that higher redundancy payment until such time as that amount is exceeded by the redundancy payment in the Agreement.

APPENDIX 3 - ANNUAL LEAVE CONVERSION

METHOD FOR CONVERTING ANNUAL LEAVE AND SICK LEAVE ENTITLEMENTS TO HOURS

This applies to Ausgrid's employees whose ordinary hours of work equal 72 per fortnight.

Employees accrue either 12, 15 or 18 days of personal leave per year, depending on length of service. They also have a statutory entitlement to four (4) weeks annual leave including non working days. Shift workers have an annual leave entitlement of 20 or 25 shifts.

The method of work for these employees is to work eight (8) hours per day over a nine (9) day fortnight. Day workers work five (5) days in the first week and four (4) days in the second. Shift workers average nine (9) days per fortnight over their full roster. Day workers are paid at the appropriate rate for a 36 hour week but actually work 40 hours in the first week and 32 in the second. They work eight (8) hours per day and are paid for eight hours per day RDO. Shift workers are paid according to the actual hours worked each week.

This Agreement provides amongst other things, for the possibility of work being organised into nine (9) hour day/four (4) day weeks and 12 hour day/three (3) day weeks. This requires all sick leave and annual leave entitlements to be recorded in hours and debited in hours.

Sick leave and annual leave are converted to hours according to the following methods. Employees are entitled to 18 days of sick leave and work an eight hour day. Therefore, the annual sick leave entitlement is 144 hours. The annual leave entitlement is also 144 hours because four weeks work is equivalent to four times 36 hours per week.

All sick leave is debited according to the ordinary hours actually worked each day. If the ordinary hours are eight (8), nine (9) or 12 per day then eight (8), nine (9) or 12 hours respectively will be deducted for each day of absence on sick leave.

All annual leave for employees who work a nine (9) day fortnight is deducted at eight (8) hours per day.

Other employees who work shiftwork or nine (9) or 12 ordinary hours per day will have the actual ordinary hours debited from their annual leave. For example, an employee who works 12 ordinary hours per day will only work three (3) days per week. If 12 hours is debited for each day of annual leave, the employee is still entitled to four weeks of annual leave at three days/week.

Similar arrangements will be made for employees who work a 35 hour week.

APPENDIX 4 – CAREER, CAPABILITY AND REMUNERATION FRAMEWORK

This Appendix operates on and from 1 December 2018, other than the consultative requirements set out in Clause 2 of this Appendix which will commence from the date of approval of this Agreement.

1. Overview

- 1.1. The CCR Framework is a simpler approach to pay that links pay to performance, encouraging a high-performance culture at Ausgrid. This will enable Ausgrid to achieve our vision to be a leading energy solutions provider, recognised both locally and globally.
- 1.2. The CCR Framework is a broad-banded pay structure, as set out in Clause 5 of this Appendix. Work Level Standards provide a framework to differentiate Positions (grouped into Bands) based on the complexity of work undertaken by employees. Streams set out the nature of work undertaken by employees and each Band is divided into Levels.
- 1.3. A pay scale sets out a pay point for each Level within a Band, pursuant to Clause 6 of this Appendix. The pay scales under the CCR Framework have been developed with the intent to balance:
 - 1.3.1 aligning pay rates of the first pay point of existing classifications under the Ausgrid Enterprise Agreement 2012 with the pay rate of Level 1 of the relevant CCR Band; and
 - 1.3.2 ensuring the CCR Framework provides for fair and logical pay progression.
- 1.4. Progression to Levels within a Band is based on employee performance as part of the annual performance cycle, pursuant to Clause 11 of this Appendix.
- 1.5. Promotion between Bands is via a selection process based on merit or for eligible Roles, via a streamlined merit process, pursuant to Clause 12 of this Appendix.
- 1.6. Pay for current employees as at 30 November 2018 will be 'grandparented', meaning no current employee will lose pay at the point of transition to the CCR Framework, pursuant to Clause 17 of this Appendix.
- 1.7. Employees who receive salary maintenance will continue be paid salary maintenance under the CCR Framework, pursuant to Clause 17 of this Appendix. These employees will transition to the CCR Framework based on their current appointed position classification as at 30 November 2018.

2. Consultative requirements

- 2.1. Prior to this Appendix coming into operation on 1 December 2018, Ausgrid will consult on:
 - 2.1.1. the review of the Performance Development Policy;
 - 2.1.2. the development of the framework used to determine whether an employee Exceeds Expectations, Meets Expectations or Does Not Meet Expectations, as set out in the Performance Development Policy;
 - 2.1.3. the review of the Merit Appointment Policy, including the development of a streamlined merit process for Promotion; and
 - 2.1.4. the development of the Work Level Standards Policy.
- 2.2. The policies set out in Clause 2.1 of this Appendix will be developed based on the following principles:
 - 2.2.1. The employee performance required to obtain a Performance Rating of Exceeds Expectations, Meets Expectations and Does Not Meet Expectations, as set out in the Performance Development Policy, encourages a high-performance culture at Ausgrid while being achievable for employees.
 - 2.2.2. The Performance Development Policy will include the opportunity for employees to participate in and contribute evidence to the assessment of their Performance Rating. Employees will also be able to request a review of their Performance Rating, following Calibration, pursuant to Clause 10.6 of this Appendix.
 - 2.2.3. The Work Level Standards will be developed based on the complexity of work currently undertaken by classifications prior to the transition to the CCR Framework pursuant to Clause 17 of this Appendix. The Work Level Standards will not be developed with the intent of changing pay levels associated with Positions.
 - 2.2.4. All policies will be developed to avoid, wherever possible, materially adverse and unfair employee outcomes as a result of transition to CCR.
- 2.3. Following this Appendix coming into operation on 1 December 2018, Ausgrid will consult on any materially adverse and unfair employee outcomes as a result of transition to CCR, including at the initiation of unions or their representatives.
- 2.4. Consultation will commence at the Peak Consultative Committee level pursuant to Clause 40 of this Agreement. A subcommittee of the Peak Consultative Committee may then be delegated responsibility for consultation on matters relating to this Appendix 4 (Career, Capability and Remuneration Framework).

3. Definitions

- 3.1. Band refers to a grouping of employees by complexity of work as detailed in the Work Level Standards.
- 3.2. Calibration refers to the process undertaken by Ausgrid, prior to the finalisation of Performance Ratings, to ensure fair and reasonable outcomes have been achieved in accordance with Ausgrid's policies (as amended from time to time). These policies are not incorporated into this Agreement.
- 3.3. CCR Framework refers to the Career, Capability and Remuneration Framework.
- 3.4. Engineering refers to the Stream of Roles, mainly office based, that predominantly provide technical, works planning/delivery, and engineering project management functions.
- 3.5. Functional Services refers to the Stream of Roles that incorporates both field and office based work, that predominantly provide administrative, procedural and non-engineering system support, services or management.
- 3.6. Level refers to discrete pay points in each Band.
- 3.7. Performance Rating refers to the outcome of the assessment of employee performance determined by Ausgrid through the performance development process.
- 3.8. PM&S Position refers to positions covered by Clause 46 (Professionals, Managers and Specialists) of this Agreement.
- 3.9. Position refers to the appointment of an employee with an associated rate of pay by reference to a specific Stream and Band.
- 3.10. Power Worker refers to the Stream of Roles, mainly field based, that predominantly undertake installation, maintenance, operation and active supervision of such functions.
- 3.11. Previous Rate of Pay refers to the total of:
 - 3.11.1. the rate of pay associated with the pay point of the employee's appointed position classification, and
 - 3.11.2. the eligible Previously Applicable All-Purpose Allowances (subject to Clause 6 of this Appendix)paid to that employee under the Ausgrid Enterprise Agreement 2018 as at the date of transition to the CCR Framework. To be clear, this does not mean the rate of pay applicable under salary maintenance.
- 3.12. Previously Applicable All-Purpose Allowances refers to:
 - 3.12.1. Qualified Supervisor Electrical Work allowance;

- 3.12.2. Qualified Supervisor Plumbing Draining and Gasfitting allowance;
 - 3.12.3. Electrical Safety Rules allowance;
 - 3.12.4. National Professional Engineering Registration 1; and
 - 3.12.5. National Professional Engineering Registration 2.
- 3.13. Reclassified Employee refers to a person (other than those exceptions listed in Clause 4 of this Appendix) employed under the Ausgrid Enterprise Agreement 2018 immediately prior to the commencement of this Appendix on 1 December 2018.
- 3.14. Role refers to the scope of work undertaken in a Position. There may be one or many Roles within a Position.
- 3.15. Stream refers to a grouping of employees defined by the nature of the work performed.
- 3.16. Work Level Standards refers to a set of descriptors that enable the consistent classification of Positions, differentiating the increasing complexity of the work from lower to higher Bands. The Work Level Standards are contained in the Work Level Standards Policy, and are not incorporated into this Agreement.

4. Application

- 4.1. CCR Framework under this clause applies to all employees covered by the Ausgrid Enterprise Agreement 2018 except for:
- 4.1.1. employees engaged under Apprenticeships, Cadetships and Traineeships;
 - 4.1.2. employees who are covered by Clause 46 (Professionals, Managers and Specialists) of the Ausgrid Enterprise Agreement 2018; and
 - 4.1.3. employees who are covered by Appendix 2 (Contract to EBA Transition) of the Ausgrid Enterprise Agreement 2018 as at the date of operation of this Appendix.

5. Operating Provisions

- 5.1. Positions are classified according to three Streams, being the:
- 5.1.1. Power Worker Stream;
 - 5.1.2. Engineering Stream; and
 - 5.1.3. Functional Services Stream.
- 5.2. Within each Stream there are discrete Bands, differentiated by a set of Work Level Standards.
- 5.3. Within each Band there are discrete Levels.

- 5.3.1. Band A1, Band A2, Band B1, Band B2, Band C1, Band C2, Band D1 and Band D2 have five (5) levels.
- 5.3.2. Band D3 has one (1) level.
- 5.4. Ausgrid will apply the Work Level Standards to appoint employees to a specific Band in a Stream, known as their Position.
 - 5.4.1. Ausgrid will designate the Level in a Band at which an employee commences. This will usually be Level 1 however, in exceptional circumstances this may be a higher Level. What constitutes "exceptional circumstances" will be determined by Ausgrid on a case by case basis.
 - 5.4.2. Ausgrid will notify employees of their appointed Stream, Band and designated Level under this Agreement, in writing.

6. Ordinary Rate of Pay

- 6.1. The pay scales are set out in Attachment A and reflect the current rates of pay as at the date this Agreement is made, applicable from 1 December 2018. These rates will be updated for the rate increases detailed in Clause 14, Wages and Salaries of this Agreement for the increases applicable 1 and 2 years after the date this Agreement is made.
- 6.2. On and from 1 December 2018 and subject to Clause 6.4 of this Appendix, the Previously Applicable All-Purpose Allowances noted in Clause 3.12 of this Appendix no longer apply to employees covered by this Appendix 4.
- 6.3. The rates of pay set out in this Appendix fully incorporate recognition of the capabilities and experience for which the following Previously Applicable All-Purpose Allowances were payable:
 - 6.3.1. Qualified Supervisor Plumbing Draining and Gasfitting allowance;
 - 6.3.2. Electrical Safety Rules allowance; and
 - 6.3.3. National Professional Engineering Registration 1.
- 6.4. The rates of pay set out in this Appendix partially incorporate recognition of the capabilities and experience for which the following Previously Applicable All-Purpose Allowances were payable:
 - 6.4.1. The Qualified Supervisor Electrical Work allowance; and
 - 6.4.2. National Professional Engineering Registration 2.

These allowances are replaced with the Qualified Electrical Supervisor & Chartered or Registered Engineer Allowance set out in Clause 7 of this Appendix.
- 6.5. The rates of pay in this Appendix incorporate the Ausgrid Allowance at Clause 14.2 of this Agreement.

7. Qualified Electrical Supervisor & Chartered or Registered Engineer Allowance

- 7.1. The following employees will be eligible for a Qualified Electrical Supervisor & Chartered or Registered Engineer Allowance:
 - 7.1.1. Employees in the Power Worker Stream or Engineering Stream who are appointed in a role that requires an electrical trade, and obtain and hold a NSW Qualified Supervisor Electrical Work licence.
 - 7.1.2. Employees in the Engineering Stream that require a Chartered Engineer registration and/or a Registered Professional Engineering registration for their role, and obtain and hold a current registration.
- 7.2. The parties acknowledge that should there be changes to legislation which amend the requirement for registration of engineers, there will be a review of Clause 7.1 of this Appendix.
- 7.3. Employees that were eligible for the Qualified Supervisor Electrical Work allowance or National Professional Engineering Registration 2 in the Ausgrid Enterprise Agreement 2012 will be eligible for the Qualified Electrical Supervisor & Chartered or Registered Engineer Allowance, so long as they continue to and obtain and hold a current NSW Qualified Supervisor Electrical Work licence, Chartered Engineer registration or Registered Professional Engineering registration.
- 7.4. The Qualified Electrical Supervisor & Chartered or Registered Engineer Allowance will be paid for all purposes.
- 7.5. The Qualified Electrical Supervisor & Chartered or Registered Engineer Allowance is set out in Attachment B and reflects the rate as at 1 December 2018. The rate will be updated for the increases detailed in Clause 14 of this Agreement for the increases applicable 1 and 2 years after the date this Agreement is made.
- 7.6. To be clear, any costs associated with obtaining and holding a current NSW Qualified Supervisor Electrical Work licence, Chartered Engineer registration or Registered Professional Engineer registration will not be reimbursed by Ausgrid. The pay rates set out in this Appendix incorporate recognition of the capabilities and experience for which the Previously Applicable All-Purpose Allowances were payable and the cost of obtaining and holding a current NSW Qualified Supervisor Electrical Work licence, Chartered Engineer registration or Registered Professional Engineer registration.

8. Performance of work

- 8.1. Ausgrid will assign employees to a Role in their appointed Position based on the employee's capabilities. This assignment can be amended by Ausgrid in accordance with Ausgrid's assessment of its business needs and the capabilities of the employee. Ausgrid will consider an employee's personal circumstances when amending an employee's assignment. The provisions of Clause 6 of this Appendix continue to apply. Role assignments will be determined at the discretion of Ausgrid.
- 8.2. All employees will be required to perform the full range of related work activities equivalent to their appointed Position (within their capabilities).
- 8.3. Employees may also be required to perform duties (within their capabilities) of Positions in Bands lower than the one that they are appointed.

9. Learning and development

- 9.1. Learning and development will be in accordance with Ausgrid's policies and procedures as amended from time to time. These policies are not incorporated into this Agreement.
- 9.2. In conjunction with the CCR Framework, learning and development at Ausgrid will:
 - 9.2.1. Enhance opportunities for workplace flexibility;
 - 9.2.2. Meet the needs of the organisation; and
 - 9.2.3. Address the joint requirements for improved productivity, quality and performance, together with learning and development opportunities for employees.
- 9.3. Ausgrid recognises that learning differences exist between various work groups and locations, which need to be balanced with organisation-wide requirements for workplace flexibility and employee mobility.
- 9.4. To support learning and development at Ausgrid, employees may be given opportunities to contribute to activities such as:
 - 9.4.1. Design, development or reviews of workplace training;
 - 9.4.2. Delivery of workplace training; or
 - 9.4.3. Assessment of employee capabilities.
- 9.5. Employees may also be given learning opportunities in reading, writing, numeracy or spoken communication.
- 9.6. Identification of learning and development needs will be supported by Ausgrid's performance development system, as set out in Clause 10 of this Appendix.

10. Performance development

- 10.1. Performance development will be in accordance with Ausgrid's policies and procedures as amended from time to time. These policies are not incorporated into this Agreement.
- 10.2. The performance development process will include an annual performance cycle based upon the Financial Year.
- 10.3. Following the conclusion of the annual performance cycle, employees will receive a Performance Rating of Exceeds Expectations, Meets Expectations or Does Not Meet Expectations.
- 10.4. The definitions of Exceeds Expectations, Meets Expectations and Does Not Meet Expectations are set out in accordance with Ausgrid's policies as amended from time to time subject to clause 2.2.1 of this Appendix. These policies are not incorporated into this Agreement.
- 10.5. Performance Ratings will be subject to Calibration in accordance with Ausgrid's policies as amended from time to time. These policies are not incorporated into this Agreement. The calibrated Performance Rating will be determined at the discretion of Ausgrid subject to subclauses 10.6 to 10.8.
- 10.6. An employee may request a review of their Performance Rating, following Calibration, with the employee's two-up manager (i.e., the manager of the employee's manager). The request for and review of the Performance Rating will be in accordance with Ausgrid's policies and procedures set out in Clause 10.1 of this Appendix. There will be no further reviews of this outcome
- 10.7. On an annual basis, Ausgrid will make available to all employees a summary report outlining Performance Rating outcomes for the most recent annual performance cycle. The summary report will include the percentage of employees in each Stream who have completed the most recent annual performance cycle and who have received a Performance Rating of Exceeds Expectations, Meets Expectations or Does Not Meet Expectations following Calibration. The summary report will not identify individual Performance Ratings.
- 10.8. On an annual basis, Ausgrid will separately provide to the Peak Consultative Committee (or a delegated subcommittee) a confidential report outlining Performance Rating outcomes for the most recent annual performance cycle. The report will include the number of employees in each Stream, Band and Level who have completed the most recent annual performance cycle and who have received a Performance Rating of Exceeds Expectations, Meets Expectations or Does Not Meet Expectations following Calibration. The report will not identify individual Performance Ratings. Where reporting on the number of employees in each Stream, Band and Level could identify

individuals, the data for Levels or Bands may be grouped together.

11. Progression to a higher Level

- 11.1. Progression to a higher Level in a Band (excluding Band D3, for which there is only one (1) Level) is based on the employee's Performance Rating.
- 11.2. An employee will move from Level 1 to Level 2 in their Band only if:
 - 11.2.1. they have completed an annual performance cycle at their existing Level of that Band;
 - 11.2.2. they have the minimum capabilities required of their current Role; and
 - 11.2.3. their Performance Rating at the conclusion of that annual performance cycle following Calibration was "Meets Expectations" or "Exceeds Expectations".
- 11.3. An employee will move from Level 2 to Level 3, Level 3 to Level 4, or Level 4 to Level 5 in their Band only if:
 - 11.3.1. they have completed an annual performance cycle at their existing Level of that Band; and
 - 11.3.2. they have the minimum capabilities required capabilities of their current Role; and
 - 11.3.3. their Performance Rating at the conclusion of that annual performance cycle following Calibration was "Exceeds Expectations".
- 11.4. An employee can only move one Level in any one annual performance review cycle.
- 11.5. If an employee progresses to a higher Level in a Band, the progression will be effective as at the date of commencement of the next annual performance cycle.
- 11.6. To be clear, promotion from Band A1 to Band A2, from Band A2 to B1, from Band B1 to Band B2, from Band B2 to C1, from Band C1 to Band C2, from Band C2 to D1, from Band D1 to Band D2, from Band D2 to Band D3 will occur via a selection process pursuant to Clause 12 of this Appendix.

12. Promotion to a higher Band

- 12.1. Promotion to a higher Band will occur via a selection process (as governed by Ausgrid's policies as amended from time to time, noting that these policies are not incorporated into this Agreement). The selection will be based on:
 - 12.1.1. merit; or

- 12.1.2. for eligible Roles (set out in Ausgrid's policies as amended from time to time, noting that these policies are not incorporated into this Agreement), a streamlined merit process.
- 12.2. Ausgrid shall determine the number of Positions and Roles required based on Ausgrid's assessment of its business needs. In assessing its business needs, Ausgrid will consider the capabilities required within various work groups, what skills are needed to complete required tasks, the complexity of work, future work needs, job redesign, productivity improvements and technology changes. As such, promotion to a higher Band will occur if:
 - 12.2.1. there is a Position available at the higher Band as required by Ausgrid as result of this assessment; and
 - 12.2.2. the employee applies for and accepts an offer of appointment to that Position.
- 12.3. For promotion into Band A2, Band B1, Band B2, Band C1, Band C2, Band D1 and Band D2, Ausgrid will designate which Level in the new Band an employee commences at. This will usually be Level 1 however, in exceptional circumstances, this may be a higher Level. What constitutes "exceptional circumstances" will be determined by Ausgrid on a case by case basis. To be clear, for promotion into Band D3, there is only one (1) level.

13. Acting in a higher Band

- 13.1. Ausgrid may require an employee to act temporarily in a Position of a Band higher than their appointed Position.
- 13.2. Higher duties pay applies where employees take on the responsibilities and duties of a Role in a Position of a higher Band. To be clear, employees are paid for the full range of duties that they would be expected to undertake in their appointed Position from time to time.
- 13.3. When acting in a Position of a higher Band for a minimum of one day the employee will receive the Ordinary Rate of Pay of Level 1 of the higher Band (or their Previous Rate of Pay whichever is the higher).
- 13.4. If an employee has been receiving higher duties pay for a continuous period of 13 weeks immediately prior to commencing annual leave, sick leave or accident leave, the employee will be paid the higher duties pay rate for the duration of the absence. Absences on approved paid leave of five (5) days or less aggregate duration will not cause a break in continuity for the purposes of this Clause 13.4. In all cases, the payment of higher duties pay whilst on paid leave will not exceed six (6) months duration. Breaks in higher duties of five (5) days or less aggregate duration shall not cause a break in continuity for the purposes of this Clause 13.4.

- 13.5. Agreement/Public Holidays during a period of higher duties will be paid at the higher rate as per Clause 13.3 of this Appendix.
- 13.6. Payment for acting in a higher Band will not apply to long service leave or payments made for service entitlements at the termination of employment.
- 13.7. Higher duties pay is paid to an employee who is required to perform higher duties to cover the work of an employee who is absent for more than two (2) days taken as RDOs.
- 13.8. Undertaking on the job training in a Position of a higher Band does not entitle an employee to higher duties pay unless the person is actually given responsibility for the Role, e.g. in a relief role.
- 13.9. Except where an employee is relieving in a vacancy created by an employee on approved leave, such as parental leave or long service leave, or the work area is being restructured, a period of higher duties pay shall not continue for more than six (6) months before a selection process is commenced.

14. Acting in a Professionals, Managers and Specialists (PM&S) Position

- 14.1. Ausgrid may require an employee to act temporarily in a PM&S Position covered by Clause 46 (Professionals, Managers and Specialists) of this Agreement. When this occurs, Clause 46.7 of this Agreement will apply.

15. Appointment to the same Band in a different Stream

- 15.1. After transition to the CCR Framework has taken place and Clause 17 of this Appendix no longer applies, where an employee applies for and accepts an offer of appointment to a Position in a different Stream and the same Band as their current Position, then from the date of appointment the employee will receive the Ordinary Rate of Pay applicable to the new Position at their current Level.

16. Appointment to a Lower Band

- 16.1. After transition to the CCR Framework has taken place and Clause 17 of this Appendix no longer applies, where an employee applies for and accepts an offer of appointment to a Position of a lower Band than their current Position, then from the date of appointment the employee will receive the Ordinary Rate of Pay applicable to the new Position. This will usually be Level 1 however, in exceptional circumstances, this may be a higher Level. What constitutes "exceptional circumstances" will be determined by Ausgrid on a case by case basis.

17. Transition to the CCR Framework

- 17.1. This clause outlines the process which will apply to Reclassified Employees as they transition to the CCR Framework.
- 17.2. This clause applies to Reclassified Employees, who do not include:
 - 17.2.1. employees engaged under Apprenticeships, Cadetships or Traineeships;
 - 17.2.2. employees who are covered by Clause 46 (Professionals, Managers and Specialists) of the Ausgrid Enterprise Agreement 2018; and
 - 17.2.3. employees who are covered by Appendix 2 (Contract to EBA Transition) of the Ausgrid Enterprise Agreement 2018 as at the date of operation of this Appendix.
- 17.3. On 1 December 2018 Reclassified Employees will transition to the CCR Framework.
- 17.4. On the date of transition, Ausgrid will determine the Reclassified Employee's appropriate placement in the CCR Framework. Employees will be appointed to a Stream, Band and Level. Ausgrid will notify employees of their appointed Stream, Band and designated Level under this Agreement, in writing.
- 17.5. For employees that will not be eligible for the Qualified Electrical Supervisor & Chartered or Registered Engineer allowance (set out in Clause 7 of this Appendix) at the date of transition to the CCR Framework, Reclassified Employees will transition to the CCR Framework as follows:
 - 17.5.1. to a Stream, Band, Position and Role based on the employee's classification and pay point as set out in Attachment C of this Appendix as at 30 November 2018.
 - 17.5.2. to the same or next lowest Level within the Band set out in Clause 17.5.1 of this Appendix at the employee's Ordinary Rate of Pay (inclusive of Previously Applicable All-Purpose Allowances) as at 30 November 2018, or as otherwise set out in Attachment C of this Appendix.
- 17.6. For employees that will be eligible for the Qualified Electrical Supervisor & Chartered or Registered Engineer allowance (set out in Clause 7 of this Appendix) at the date of transition to CCR, Reclassified Employees will transition to the CCR Framework as follows:
 - 17.6.1. to a Stream, Band, Position and Role based on the employee's position classification and pay point as set out in Attachment C of this Appendix as at 30 November 2018; and
 - 17.6.2. to the same or next lowest Level within the Band set out in Clause 17.5.1 of this Appendix at the employee's Ordinary Rate of Pay (inclusive of Previously Applicable All-Purpose Allowances) as at 30 November 2018 less the value of the

Qualified Electrical Supervisor & Chartered or Registered Engineer allowance, or as otherwise set out in Attachment C of this Appendix.

- 17.7. To be clear, where an employee immediately prior to transition was in receipt of a Previously Applicable All-Purpose Allowance the employee will not receive less than their previous base rate of pay plus Previously Applicable All-Purpose Allowance, indexed by the percentage increases available under this Agreement per annum, under the CCR Framework.
- 17.8. Employees that are classified as a Band 2, Level 2 Engineer as at 30 November 2018, will be considered a Band 2, Level 3 Engineer for the purposes of transition to the CCR Framework. subject to the employee meeting the following criteria:
 - 17.8.1. The employee has completed 12 months of their rotation requirements as at 30 November 2018; and
 - 17.8.2. The employee has satisfied all other requirements for progression from Band 2, Level 2 Engineer to Band 2, Level 3 Engineer pursuant to Clause 47.3.2 of this Agreement.
- 17.9. Except for employees who are paid salary maintenance on 30 November 2018 subject to Appendix 5 (Redundancy, Redeployment and Salary Maintenance) of this Agreement, if on the date of transition, a Reclassified Employee's Ordinary Rate of Pay is less than their Previous Rate of Pay under the CCR Framework:
 - 17.9.1. The Reclassified Employee will continue to receive their Previous Rate of Pay.
 - 17.9.2. During the life of this Agreement that amount will be adjusted by the applicable increase outlined in Clause 14 of this Agreement; and
 - 17.9.3. Clause 17 of this Appendix will continue to apply to the employee.
- 17.10. Except for employees who are paid salary maintenance on 30 November 2018 subject to Appendix 5 (Redundancy, Redeployment and Salary Maintenance) of this Agreement, if on the date of transition, a Reclassified Employee's Ordinary Rate of Pay exceeds the Previous Rate of Pay under the CCR Framework:
 - 17.10.1. The employee will receive the Ordinary Rate of Pay;
 - 17.10.2. The employee will no longer be considered a Reclassified Employee; and
 - 17.10.3. Clause 17 of this Appendix will no longer apply to the employee.
- 17.11. Employees who are paid salary maintenance on 30 November 2018 subject to Appendix 5 (Redundancy, Redeployment and Salary Maintenance) of this Agreement will transition into the CCR

Framework based on the Ordinary Rate of Pay of their current appointed Position classification (inclusive of Previously Applicable All-Purpose Allowances).

- 17.11.1. The employee will receive the Ordinary Rate of Pay or the salary maintained rate of pay, whichever is the higher;
 - 17.11.2. The employee will no longer be considered a Reclassified Employee; and
 - 17.11.3. Clause 17 of this Appendix will no longer apply to the employee.
- 17.12. Employees who have been declared redeployees as at the date of transition to the CCR Framework will transition to the CCR Framework pursuant to Clause 17 of this Appendix to a Stream, Band and Level but not to a Role.
- 17.12.1. Transition to the CCR Framework will not affect their redeployee status;
 - 17.12.2. Their existing pay will continue to apply pursuant to Appendix 5 (Redundancy, Redeployment and Salary Maintenance) of this Agreement;
 - 17.12.3. The progression and promotion provisions under the CCR Framework set out in Clause 11 and Clause 12 of this Appendix will not apply to redeployees;
 - 17.12.4. The employee will no longer be considered a Reclassified Employee; and
 - 17.12.5. Clause 17 of this Appendix will no longer apply to the employee.
- 17.13. The progression and promotion provisions under the CCR Framework set out in Clause 11 and Clause 12 of this Appendix will only apply to a Reclassified Employee once they have transitioned to the CCR Framework pursuant to Clause 17 of this Appendix.
- 17.14. If, after transition, due to promotion or progression, a Reclassified Employee's Ordinary Rate of Pay exceeds the Previous Rate of Pay under the CCR Framework:
- 17.14.1. The employee will receive the Ordinary Rate of Pay;
 - 17.14.2. If the difference between a Reclassified Employee's Ordinary Rate of Pay and the Previous Rate of Pay is less than \$250, the Reclassified Employee will be eligible for a one-off top-up payment of up to \$250. The one-off top-up payment will be calculated as \$250 less the difference between the Reclassified Employee's Ordinary Rate of Pay and the Previous Rate of Pay;
 - 17.14.3. If the difference between a Reclassified Employee's Ordinary Rate of Pay and the Previous Rate of Pay is equal to or greater than \$250, the Reclassified Employee will not be eligible for a one-off top-up payment;
 - 17.14.4. The employee will no longer be considered a Reclassified Employee; and

17.14.5. Clause 17 of this Appendix will no longer apply to the employee.

17.15. After transition to the CCR Framework, where a Reclassified Employee applies for and accepts an offer of appointment to a Position in a different Stream and the same Band as their current Position, then from the date of appointment:

17.15.1. If the Ordinary Rate of Pay applicable to the new Position is less than the Reclassified Employee's Previous Rate of Pay, the employee will continue to receive their Previous Rate of Pay pursuant to Clause 17.9 of this Appendix.

17.15.2. If the Ordinary Rate of Pay applicable to the new Position is equal to or higher than the Reclassified Employee's Previous Rate of Pay, the employee will receive the Ordinary Rate of Pay applicable to the new Position pursuant to Clause 17.10 of this Appendix.

17.16. After transition to the CCR Framework, where a Reclassified Employee applies for and accepts an offer of appointment to a Position of a lower Band than their current Position, then from the date of appointment:

17.16.1. The employee will receive the Ordinary Rate of Pay applicable to the new Position. This will usually be Level 1 however, in exceptional circumstances, this may be a higher Level. What constitutes "exceptional circumstances" will be determined by Ausgrid on a case by case basis.

17.16.2. The employee will no longer be considered a Reclassified Employee; and

17.16.3. Clause 17 of this Appendix will no longer apply to the employee.

17.17. The first annual performance cycle following transition to the CCR Framework will be for the period 1 July 2018 to 30 June 2019.

**Attachment A to Appendix 4 – Career, Capability and Remuneration Framework:
CCR rates of pay**

Band	Level	Power Worker Stream								
		Rates from 1 December 2018			Rates which apply 1 year after the date this agreement is made			Rates which apply 2 years after the date this agreement is made		
		Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate
A1	1	\$60,546	\$1,159.89	\$32.22	\$62,060	\$1,188.88	\$33.02	\$63,456	\$1,215.63	\$33.77
	2	\$61,948	\$1,186.74	\$32.97	\$63,497	\$1,216.41	\$33.79	\$64,925	\$1,243.78	\$34.55
	3	\$63,349	\$1,213.58	\$33.71	\$64,933	\$1,243.92	\$34.55	\$66,394	\$1,271.91	\$35.33
	4	\$64,751	\$1,240.44	\$34.46	\$66,370	\$1,271.45	\$35.32	\$67,863	\$1,300.06	\$36.11
	5	\$66,152	\$1,267.28	\$35.20	\$67,806	\$1,298.96	\$36.08	\$69,331	\$1,328.19	\$36.89
A2	1	\$67,330	\$1,289.85	\$35.83	\$69,013	\$1,322.09	\$36.72	\$70,566	\$1,351.84	\$37.55
	2	\$68,908	\$1,320.08	\$36.67	\$70,631	\$1,353.08	\$37.59	\$72,220	\$1,383.52	\$38.43
	3	\$70,486	\$1,350.31	\$37.51	\$72,248	\$1,384.06	\$38.45	\$73,874	\$1,415.21	\$39.31
	4	\$72,064	\$1,380.54	\$38.35	\$73,866	\$1,415.05	\$39.31	\$75,528	\$1,446.89	\$40.19
	5	\$73,642	\$1,410.77	\$39.19	\$75,483	\$1,446.04	\$40.17	\$77,181	\$1,478.57	\$41.07
B1	1	\$74,979	\$1,436.38	\$39.90	\$76,853	\$1,472.29	\$40.90	\$78,583	\$1,505.42	\$41.82
	2	\$76,381	\$1,463.24	\$40.65	\$78,291	\$1,499.82	\$41.66	\$80,052	\$1,533.56	\$42.60
	3	\$77,783	\$1,490.10	\$41.39	\$79,728	\$1,527.35	\$42.43	\$81,521	\$1,561.71	\$43.38
	4	\$79,184	\$1,516.93	\$42.14	\$81,164	\$1,554.86	\$43.19	\$82,990	\$1,589.84	\$44.16
	5	\$80,586	\$1,543.79	\$42.88	\$82,601	\$1,582.39	\$43.96	\$84,459	\$1,617.99	\$44.94
B2	1	\$82,052	\$1,571.88	\$43.66	\$84,103	\$1,611.17	\$44.75	\$85,996	\$1,647.43	\$45.76
	2	\$83,609	\$1,601.70	\$44.49	\$85,699	\$1,641.75	\$45.60	\$87,627	\$1,678.69	\$46.63
	3	\$85,166	\$1,631.53	\$45.32	\$87,295	\$1,672.32	\$46.45	\$89,259	\$1,709.95	\$47.50
	4	\$86,722	\$1,661.34	\$46.15	\$88,890	\$1,702.87	\$47.30	\$90,890	\$1,741.19	\$48.37
	5	\$88,279	\$1,691.17	\$46.98	\$90,486	\$1,733.45	\$48.15	\$92,522	\$1,772.45	\$49.23
C1	1	\$89,883	\$1,721.90	\$47.83	\$92,130	\$1,764.94	\$49.03	\$94,203	\$1,804.66	\$50.13
	2	\$92,047	\$1,763.35	\$48.98	\$94,348	\$1,807.44	\$50.21	\$96,471	\$1,848.10	\$51.34
	3	\$94,211	\$1,804.81	\$50.13	\$96,566	\$1,849.93	\$51.39	\$98,739	\$1,891.55	\$52.64
	4	\$96,375	\$1,846.26	\$51.29	\$98,784	\$1,892.42	\$52.57	\$101,007	\$1,935.00	\$53.75
	5	\$98,539	\$1,887.72	\$52.44	\$101,002	\$1,934.91	\$53.75	\$103,275	\$1,978.45	\$54.96
C2	1	\$100,380	\$1,922.99	\$53.42	\$102,890	\$1,971.06	\$54.75	\$105,205	\$2,015.41	\$55.98
	2	\$101,812	\$1,950.42	\$54.18	\$104,357	\$1,999.18	\$55.53	\$106,705	\$2,044.16	\$56.78
	3	\$103,244	\$1,977.85	\$54.94	\$105,825	\$2,027.30	\$56.31	\$108,206	\$2,072.92	\$57.58
	4	\$104,675	\$2,005.27	\$55.70	\$107,292	\$2,055.40	\$57.09	\$109,706	\$2,101.65	\$58.38
	5	\$106,107	\$2,032.70	\$56.46	\$108,760	\$2,083.52	\$57.88	\$111,207	\$2,130.40	\$59.18

Power Worker Stream										
Band	Level	Rates from 1 December 2018			Rates which apply 1 year after the date this agreement is made			Rates which apply 2 years after the date this agreement is made		
		Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate
D1	1	\$108,083	\$2,070.56	\$57.52	\$110,785	\$2,122.32	\$58.95	\$113,278	\$2,170.07	\$60.28
	2	\$110,167	\$2,110.48	\$58.62	\$112,921	\$2,163.24	\$60.09	\$115,462	\$2,211.91	\$61.44
	3	\$112,251	\$2,150.40	\$59.73	\$115,057	\$2,204.16	\$61.23	\$117,646	\$2,253.76	\$62.60
	4	\$114,335	\$2,190.33	\$60.84	\$117,193	\$2,245.08	\$62.36	\$119,830	\$2,295.60	\$63.77
	5	\$116,419	\$2,230.25	\$61.95	\$119,329	\$2,286.01	\$63.50	\$122,014	\$2,337.44	\$64.93
D2	1	\$123,138	\$2,358.97	\$65.53	\$126,216	\$2,417.94	\$67.16	\$129,056	\$2,472.34	\$68.68
	2	\$126,167	\$2,416.99	\$67.14	\$129,321	\$2,477.42	\$68.82	\$132,231	\$2,533.16	\$70.37
	3	\$129,197	\$2,475.04	\$68.75	\$132,427	\$2,536.91	\$70.47	\$135,407	\$2,593.99	\$72.06
	4	\$132,226	\$2,533.07	\$70.36	\$135,532	\$2,596.39	\$72.12	\$138,581	\$2,654.81	\$73.74
	5	\$135,255	\$2,591.09	\$71.97	\$138,636	\$2,655.87	\$73.77	\$141,756	\$2,715.63	\$75.43
D3	1	\$145,834	\$2,793.75	\$77.60	\$149,480	\$2,863.60	\$79.54	\$152,843	\$2,928.03	\$81.33

Note: For shift workers the annual rate of pay (except for District Operators, System Operators and Area Operators) will also include the additional holiday leave loading as detailed in Clause 25.14 of this Agreement.

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Engineering Stream											
Band	Level	Rates from 1 December 2018			Rates which apply 1 year after the date this agreement is made			Rates which apply 2 years after the date this agreement is made			
		Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	
A1	1	\$60,546	\$1,159.89	\$32.22	\$62,060	\$1,188.88	\$33.02	\$63,456	\$1,215.63	\$33.77	
	2	\$61,948	\$1,186.74	\$32.97	\$63,497	\$1,216.41	\$33.79	\$64,925	\$1,243.78	\$34.55	
	3	\$63,349	\$1,213.58	\$33.71	\$64,933	\$1,243.92	\$34.55	\$66,394	\$1,271.91	\$35.33	
	4	\$64,751	\$1,240.44	\$34.46	\$66,370	\$1,271.45	\$35.32	\$67,863	\$1,300.06	\$36.11	
	5	\$66,152	\$1,267.28	\$35.20	\$67,806	\$1,298.96	\$36.08	\$69,331	\$1,328.19	\$36.89	
A2	1	\$67,330	\$1,289.85	\$35.83	\$69,013	\$1,322.09	\$36.72	\$70,566	\$1,351.84	\$37.55	
	2	\$68,908	\$1,320.08	\$36.67	\$70,631	\$1,353.08	\$37.59	\$72,220	\$1,383.52	\$38.43	
	3	\$70,486	\$1,350.31	\$37.51	\$72,248	\$1,384.06	\$38.45	\$73,874	\$1,415.21	\$39.31	
	4	\$72,064	\$1,380.54	\$38.35	\$73,866	\$1,415.05	\$39.31	\$75,528	\$1,446.89	\$40.19	
	5	\$73,642	\$1,410.77	\$39.19	\$75,483	\$1,446.04	\$40.17	\$77,181	\$1,478.57	\$41.07	
B1	1	\$74,979	\$1,436.38	\$39.90	\$76,853	\$1,472.29	\$40.90	\$78,583	\$1,505.42	\$41.82	
	2	\$76,381	\$1,463.24	\$40.65	\$78,291	\$1,499.82	\$41.66	\$80,052	\$1,533.56	\$42.60	
	3	\$77,783	\$1,490.10	\$41.39	\$79,728	\$1,527.35	\$42.43	\$81,521	\$1,561.71	\$43.38	
	4	\$79,184	\$1,516.93	\$42.14	\$81,164	\$1,554.86	\$43.19	\$82,990	\$1,589.84	\$44.16	
	5	\$80,586	\$1,543.79	\$42.88	\$82,601	\$1,582.39	\$43.96	\$84,459	\$1,617.99	\$44.94	
B2	1	\$82,052	\$1,571.88	\$43.66	\$84,103	\$1,611.17	\$44.75	\$85,996	\$1,647.43	\$45.76	
	2	\$83,609	\$1,601.70	\$44.49	\$85,699	\$1,641.75	\$45.60	\$87,627	\$1,678.69	\$46.63	
	3	\$85,166	\$1,631.53	\$45.32	\$87,295	\$1,672.32	\$46.45	\$89,259	\$1,709.95	\$47.50	
	4	\$86,722	\$1,661.34	\$46.15	\$88,890	\$1,702.87	\$47.30	\$90,890	\$1,741.19	\$48.37	
	5	\$88,279	\$1,691.17	\$46.98	\$90,486	\$1,733.45	\$48.15	\$92,522	\$1,772.45	\$49.23	
C1	1	\$89,883	\$1,721.90	\$47.83	\$92,130	\$1,764.94	\$49.03	\$94,203	\$1,804.66	\$50.13	
	2	\$92,047	\$1,763.35	\$48.98	\$94,348	\$1,807.44	\$50.21	\$96,471	\$1,848.10	\$51.34	
	3	\$94,211	\$1,804.81	\$50.13	\$96,566	\$1,849.93	\$51.39	\$98,739	\$1,891.55	\$52.54	
	4	\$96,375	\$1,846.26	\$51.29	\$98,784	\$1,892.42	\$52.57	\$101,007	\$1,935.00	\$53.75	
	5	\$98,539	\$1,887.72	\$52.44	\$101,002	\$1,934.91	\$53.75	\$103,275	\$1,978.45	\$54.96	
C2	1	\$100,380	\$1,922.99	\$53.42	\$102,890	\$1,971.06	\$54.75	\$105,205	\$2,015.41	\$55.98	
	2	\$101,812	\$1,950.42	\$54.18	\$104,357	\$1,999.18	\$55.53	\$106,705	\$2,044.16	\$56.78	
	3	\$103,244	\$1,977.85	\$54.94	\$105,825	\$2,027.30	\$56.31	\$108,206	\$2,072.92	\$57.58	
	4	\$104,675	\$2,005.27	\$55.70	\$107,292	\$2,055.40	\$57.09	\$109,706	\$2,101.65	\$58.38	
	5	\$106,107	\$2,032.70	\$56.46	\$108,760	\$2,083.52	\$57.88	\$111,207	\$2,130.40	\$59.18	

Engineering Stream										
Band	Level	Rates from 1 December 2018			Rates which apply 1 year after the date this agreement is made			Rates which apply 2 years after the date this agreement is made		
		Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate
D1	1	\$108,083	\$2,070.56	\$7.52	\$110,785	\$2,122.32	\$8.95	\$113,278	\$2,170.07	\$60.28
	2	\$110,167	\$2,110.48	\$8.62	\$112,921	\$2,163.24	\$10.09	\$115,462	\$2,211.91	\$61.44
	3	\$112,251	\$2,150.40	\$9.73	\$115,057	\$2,204.16	\$11.23	\$117,646	\$2,253.76	\$62.60
	4	\$114,335	\$2,190.33	\$10.84	\$117,193	\$2,245.08	\$12.36	\$119,830	\$2,295.60	\$63.77
	5	\$116,419	\$2,230.25	\$11.95	\$119,329	\$2,286.01	\$13.50	\$122,014	\$2,337.44	\$64.93
D2	1	\$118,634	\$2,272.68	\$13.13	\$121,600	\$2,329.50	\$14.71	\$124,336	\$2,381.91	\$66.16
	2	\$124,089	\$2,377.18	\$14.03	\$127,191	\$2,436.61	\$16.68	\$130,053	\$2,491.44	\$69.21
	3	\$129,543	\$2,481.67	\$15.94	\$132,782	\$2,543.71	\$18.66	\$135,769	\$2,600.94	\$72.25
	4	\$134,998	\$2,586.17	\$17.84	\$138,373	\$2,650.82	\$21.63	\$141,486	\$2,710.47	\$75.29
	5	\$140,452	\$2,690.65	\$19.74	\$143,963	\$2,757.92	\$24.61	\$147,202	\$2,819.97	\$78.33

Note: For shift workers the annual rate of pay (except for District Operators, System Operators and Area Operators) will also include the additional holiday leave loading as detailed in Clause 25.14 of this Agreement.

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

Functional Services Stream										
Band	Level	Rates from 1 December 2018			Rates which apply 1 year after the date this agreement is made			Rates which apply 2 years after the date this agreement is made		
		Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate
A1	1	\$53,722	\$1,029.16	\$28.59	\$55,065	\$1,054.89	\$29.30	\$56,304	\$1,078.62	\$29.96
	2	\$55,124	\$1,056.02	\$29.33	\$56,502	\$1,082.42	\$30.07	\$57,773	\$1,106.77	\$30.74
	3	\$56,525	\$1,082.85	\$30.08	\$57,938	\$1,109.93	\$30.83	\$59,242	\$1,134.90	\$31.52
	4	\$57,927	\$1,109.71	\$30.83	\$59,375	\$1,137.46	\$31.60	\$60,711	\$1,163.05	\$32.31
	5	\$59,328	\$1,136.55	\$31.57	\$60,811	\$1,164.97	\$32.36	\$62,179	\$1,191.18	\$33.09
A2	1	\$60,505	\$1,159.10	\$32.20	\$62,018	\$1,188.08	\$33.00	\$63,413	\$1,214.81	\$33.74
	2	\$62,083	\$1,189.33	\$33.04	\$63,635	\$1,219.06	\$33.86	\$65,067	\$1,246.49	\$34.62
	3	\$63,661	\$1,219.56	\$33.88	\$65,253	\$1,250.05	\$34.72	\$66,721	\$1,278.17	\$35.50
	4	\$65,239	\$1,249.79	\$34.72	\$66,870	\$1,281.03	\$35.58	\$68,375	\$1,309.86	\$36.38
	5	\$66,817	\$1,280.02	\$35.56	\$68,487	\$1,312.02	\$36.44	\$70,028	\$1,341.54	\$37.27
B1	1	\$68,154	\$1,305.63	\$36.27	\$69,858	\$1,338.27	\$37.17	\$71,430	\$1,368.38	\$38.01
	2	\$69,556	\$1,332.49	\$37.01	\$71,295	\$1,365.80	\$37.94	\$72,899	\$1,396.53	\$38.79
	3	\$70,958	\$1,359.35	\$37.76	\$72,732	\$1,393.33	\$38.70	\$74,368	\$1,424.68	\$39.57
	4	\$72,359	\$1,386.19	\$38.51	\$74,168	\$1,420.84	\$39.47	\$75,837	\$1,452.81	\$40.36
	5	\$73,761	\$1,413.05	\$39.25	\$75,605	\$1,448.37	\$40.23	\$77,306	\$1,480.96	\$41.14
B2	1	\$75,227	\$1,441.13	\$40.03	\$77,108	\$1,477.16	\$41.03	\$78,843	\$1,510.39	\$41.96
	2	\$76,784	\$1,470.96	\$40.86	\$78,704	\$1,507.73	\$41.88	\$80,474	\$1,541.66	\$42.82
	3	\$78,341	\$1,500.79	\$41.69	\$80,300	\$1,538.31	\$42.73	\$82,106	\$1,572.92	\$43.69
	4	\$79,897	\$1,530.59	\$42.52	\$81,894	\$1,568.86	\$43.58	\$83,737	\$1,604.16	\$44.56
	5	\$81,454	\$1,560.42	\$43.35	\$83,490	\$1,599.43	\$44.43	\$85,369	\$1,635.42	\$45.43
C1	1	\$83,058	\$1,591.15	\$44.20	\$85,134	\$1,630.93	\$45.30	\$87,050	\$1,667.62	\$46.32
	2	\$84,771	\$1,623.97	\$45.11	\$86,890	\$1,664.56	\$46.24	\$88,845	\$1,702.02	\$47.28
	3	\$86,484	\$1,656.78	\$46.02	\$88,646	\$1,698.20	\$47.17	\$90,641	\$1,736.41	\$48.23
	4	\$88,196	\$1,689.58	\$46.93	\$90,401	\$1,731.82	\$48.11	\$92,435	\$1,770.78	\$49.19
	5	\$89,909	\$1,722.39	\$47.84	\$92,157	\$1,765.45	\$49.04	\$94,230	\$1,805.18	\$50.14
C2	1	\$91,715	\$1,756.99	\$48.81	\$94,008	\$1,800.92	\$50.03	\$96,123	\$1,841.44	\$51.15
	2	\$93,607	\$1,793.24	\$49.81	\$95,947	\$1,838.07	\$51.06	\$98,106	\$1,879.43	\$52.21
	3	\$95,499	\$1,829.48	\$50.82	\$97,886	\$1,875.22	\$52.09	\$100,089	\$1,917.41	\$53.26
	4	\$97,390	\$1,865.71	\$51.83	\$99,825	\$1,912.35	\$53.12	\$102,071	\$1,955.38	\$54.32
	5	\$99,282	\$1,901.95	\$52.83	\$101,764	\$1,949.50	\$54.15	\$104,054	\$1,993.37	\$55.37

Functional Services Stream										
Band	Level	Rates from 1 December 2018			Rates which apply 1 year after the date this agreement is made			Rates which apply 2 years after the date this agreement is made		
		Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate	Annual Salary	Weekly Rate	36 Hrly Rate
D1	1	\$101,258	\$1,939.81	\$53.88	\$103,789	\$1,988.30	\$55.23	\$106,125	\$2,033.04	\$56.47
	2	\$103,342	\$1,979.73	\$54.99	\$105,926	\$2,029.23	\$56.37	\$108,309	\$2,074.88	\$57.64
	3	\$105,426	\$2,019.66	\$56.10	\$108,062	\$2,070.15	\$57.50	\$110,493	\$2,116.72	\$58.80
	4	\$107,510	\$2,059.58	\$57.21	\$110,198	\$2,111.07	\$58.64	\$112,677	\$2,158.57	\$59.96
	5	\$109,594	\$2,099.50	\$58.32	\$112,334	\$2,151.99	\$59.78	\$114,861	\$2,200.41	\$61.12
D2	1	\$111,809	\$2,141.93	\$59.50	\$114,604	\$2,195.48	\$60.99	\$117,183	\$2,244.88	\$62.36
	2	\$117,264	\$2,246.44	\$62.40	\$120,196	\$2,302.60	\$63.96	\$122,900	\$2,354.41	\$65.40
	3	\$122,718	\$2,350.92	\$65.30	\$125,786	\$2,409.69	\$66.94	\$128,616	\$2,463.91	\$68.44
	4	\$128,173	\$2,455.42	\$68.21	\$131,377	\$2,516.81	\$69.91	\$134,333	\$2,573.44	\$71.48
	5	\$133,627	\$2,559.90	\$71.11	\$136,968	\$2,623.90	\$72.89	\$140,049	\$2,682.94	\$74.53

Note: For shift workers the annual rate of pay (except for District Operators, System Operators and Area Operators) will also include the additional holiday leave loading as detailed in Clause 25.14 of this Agreement.

The above rates of pay incorporate the Ausgrid Allowance. The payment of such allowance is to take into account the performance of work in relation to heat, height, dirty work, work in confined spaces; work subject to climatic conditions; subject to the lack of the usual amenities and facilities; subject to directions for alterations and variation of starting and/or finishing locations; subject to direction for availability for emergency work outside of ordinary working hours to ensure continuity and for availability for supply; subject to requirements to complete proficiency tests and subject to changes in the system of working.

**Attachment B to Appendix 4 – Career, Capability and Remuneration Framework:
Qualified Electrical Supervisor & Chartered or Registered Engineer allowance**

Date	Annual rate
On the date of transition to CCR	\$2,000
1 year after the date this Agreement is made	\$2,050
2 years after the date this Agreement is made	\$2,096

Attachment C to Appendix 4 – Career, Capability and Remuneration Framework: CCR transition schedule

Introduction

The CCR transition schedule outlines the proposed transition of position classifications, classification codes, skill levels and all-purpose allowance combinations, to streams, bands and levels within CCR.

Section 1: Includes currently used position classification, classification code, skill level and all-purpose allowance combinations as per the Ausgrid Enterprise Agreement 2012. For classifications that map across multiple streams (e.g., Supervisor), transition to a stream will be based on position titles which are shown under brackets (e.g., Supervisor (Clerk of Works)).

Step 1		Step 2			Step 3			Step 4		Step 5		Step 6		
Find your current position classification, classification codes and skill level. Refer to your pay slip for your classification code.		Confirm your current pay (incl. all-purpose allowances) prior to the transition to CCR.			Learn which CCR stream, band and level you will transition to on 1 Dec. 2018.			Understand the CCR pay rate (excl. or incl. the Qualified Electrical Supervisor & Chartered or Registered Engineer (QES&CRE) allowance) associated with your stream, band and level.		Learn whether your pay will increase or be grandparented on transition to CCR.		Confirm your new pay (incl. all-purpose allowances)		
Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018
Lineworker	LINWORKER N S/L	1	15	\$60,505	SR	\$67,285	Power Worker	A2	1	\$67,330	n/a	\$45	n/a	\$67,330

All-purpose allowance definitions

EL	Qualified Supervisor Electrical Work allowance
SR	Electrical Safety Rules
SREO	ESO Safety Rules - 60%
SR80	Non-Elec Trade Safety Rules - 80%
ELSR	Electrical Safety Rules and Qualified Supervisor Electrical Work allowance
E1	National Professional Engineering Registration 1
E2	National Professional Engineering Registration 2

Section 2: Includes all other position classification, classification code, skill level and all-purpose allowance combinations that are not included in the CCR transition schedule in section 1.

Section 1: CCR transition schedule

Table 1: The table below presents the proposed transition of position classifications, classification codes skill level and all-purpose allowance combinations to streams, bands and levels within CCR, as well as the impact on employee pay.

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Accountant	ACCOUNTANT GDE 1	1	22	\$69,501	None	\$69,501	Functional Services	B1	1	\$68,154	n/a	n/a	\$1,347	\$69,501	
		2	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227	
		3	31	\$83,058	None	\$83,058	Functional Services	C1	1	\$83,058	n/a	n/a	n/a	\$83,058	
		4	35	\$89,909	None	\$89,909	Functional Services	C1	5	5	\$89,909	n/a	n/a	n/a	\$89,909
		5	39	\$97,327	None	\$97,327	Functional Services	C2	3	3	\$95,499	n/a	n/a	\$1,829	\$97,327
Accountant	ACCOUNTANT GDE 2	1	42	\$103,282	None	\$103,282	Functional Services	D1	1	\$101,258	n/a	n/a	\$2,024	\$103,282	
		2	45	\$109,594	None	\$109,594	Functional Services	D1	5	5	\$109,594	n/a	n/a	n/a	\$109,594
	ACCOUNTANT GDE 3	1	47	\$114,038	None	\$114,038	Functional Services	D2	1	\$111,809	n/a	n/a	\$2,229	\$114,038	
		2	49	\$118,652	None	\$118,652	Functional Services	D2	2	2	\$117,264	n/a	n/a	\$1,389	\$118,652
Admin & Clerical Officer	ADMIN & CLER OFF GDE 2	Base	1	\$46,005	None	\$46,005	Functional Services	A1	1	\$53,722	n/a	\$7,717	n/a	\$53,722	
		Supp. A	3	\$47,826	None	\$47,826	Functional Services	A1	1	\$53,722	n/a	\$5,896	n/a	\$53,722	
		Supp. B	5	\$49,708	None	\$49,708	Functional Services	A1	1	\$53,722	n/a	\$4,014	n/a	\$53,722	
	ADMIN & CLER OFF GDE 3	Base	6	\$50,665	None	\$50,665	Functional Services	A1	1	\$53,722	n/a	\$3,057	n/a	\$53,722	
		Supp. A	8	\$52,674	None	\$52,674	Functional Services	A1	1	\$53,722	n/a	\$1,048	n/a	\$53,722	
		Supp. B	10	\$54,803	None	\$54,803	Functional Services	A1	1	\$53,722	n/a	n/a	\$1,081	\$54,803	
	ADMIN & CLER OFF GDE 4	Base	11	\$55,899	None	\$55,899	Functional Services	A1	2	2	\$55,124	n/a	n/a	\$776	\$55,899
		Supp. A	13	\$58,174	None	\$58,174	Functional Services	A1	4	4	\$57,927	n/a	n/a	\$248	\$58,174
		Supp. B	15	\$60,505	None	\$60,505	Functional Services	A2	1	1	\$60,505	n/a	n/a	n/a	\$60,505
	ADMIN & CLER OFF GDE 5	Base	16	\$61,714	None	\$61,714	Functional Services	A2	1	1	\$60,505	n/a	n/a	\$1,209	\$61,714
		Supp. A	18	\$64,206	None	\$64,206	Functional Services	A2	3	3	\$63,661	n/a	n/a	\$545	\$64,206
		Supp. B	20	\$66,817	None	\$66,817	Functional Services	A2	5	5	\$66,817	n/a	n/a	n/a	\$66,817
ADMIN & CLER OFF GDE 6	Base	21	\$68,154	None	\$68,154	Functional Services	B1	1	1	\$68,154	n/a	n/a	n/a	\$68,154	
	Supp. A	23	\$70,898	SREO	\$74,965	Functional Services	B1	5	5	\$73,761	n/a	n/a	\$1,204	\$74,965	
	Supp. B	25	\$73,761	None	\$73,761	Functional Services	B1	5	5	\$73,761	n/a	n/a	n/a	\$73,761	
		Supp. B	25	\$73,761	SREO	\$77,829	Functional Services	B1	5	\$73,761	n/a	n/a	\$4,068	\$77,829	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018		
ADMIN & CLER OFF GDE 7		Base	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227		
		Base	26	\$75,227	SREO	\$79,295	Functional Services	B2	3	\$78,341	n/a	n/a	\$955	\$79,295		
		Supp. A	28	\$78,269	None	\$78,269	Functional Services	B2	2	\$76,784	n/a	n/a	\$1,485	\$78,269		
		Supp. B	30	\$81,454	None	\$81,454	Functional Services	B2	5	\$81,454	n/a	n/a	n/a	n/a	\$81,454	
		Supp. B	30	\$81,454	SREO	\$85,522	Functional Services	B2	5	\$81,454	n/a	n/a	n/a	\$4,068	\$85,522	
		Base	31	\$83,058	None	\$83,058	Functional Services	C1	1	\$83,058	n/a	n/a	n/a	n/a	\$83,058	
		Supp. A	33	\$86,431	None	\$86,431	Functional Services	C1	2	\$84,771	n/a	n/a	n/a	\$1,660	\$86,431	
		Supp. A	33	\$86,431	SREO	\$90,499	Functional Services	C1	5	\$89,909	n/a	n/a	n/a	\$590	\$90,499	
		Supp. B	35	\$89,909	None	\$89,909	Functional Services	C1	5	\$89,909	n/a	n/a	n/a	n/a	\$89,909	
		Supp. B	35	\$89,909	SR	\$96,689	Functional Services	C1	5	\$89,909	n/a	n/a	n/a	\$6,780	\$96,689	
		Supp. B	35	\$89,909	SREO	\$93,977	Functional Services	C1	5	\$89,909	n/a	n/a	n/a	\$4,068	\$93,977	
		Base	36	\$91,715	None	\$91,715	Functional Services	C2	1	\$91,715	n/a	n/a	n/a	n/a	\$91,715	
ADMIN & CLER OFF GDE 9		Base	36	\$91,715	SR80	\$97,139	Functional Services	C2	3	\$95,499	n/a	n/a	\$1,641	\$97,139		
		Supp. A	38	\$95,425	None	\$95,425	Functional Services	C2	2	\$93,607	n/a	n/a	\$1,818	\$95,425		
		Supp. B	40	\$99,282	None	\$99,282	Functional Services	C2	5	\$99,282	n/a	n/a	n/a	\$99,282		
		Base	41	\$101,258	None	\$101,258	Functional Services	D1	1	\$101,258	n/a	n/a	n/a	\$101,258		
		Supp. A	43	\$105,340	None	\$105,340	Functional Services	D1	2	\$103,342	n/a	n/a	\$1,998	\$105,340		
		Supp. B	45	\$109,594	None	\$109,594	Functional Services	D1	5	\$109,594	n/a	n/a	n/a	\$109,594		
		Supp. B	45	\$109,594	SREO	\$113,662	Functional Services	D1	5	\$109,594	n/a	n/a	n/a	\$4,068	\$113,662	
		Base	46	\$111,809	None	\$111,809	Functional Services	D2	1	\$111,809	n/a	n/a	n/a	n/a	\$111,809	
		Supp. A	48	\$116,313	None	\$116,313	Functional Services	D2	1	\$111,809	n/a	n/a	n/a	\$4,504	\$116,313	
		Supp. A	48	\$116,313	SREO	\$120,381	Functional Services	D2	2	\$117,264	n/a	n/a	n/a	\$3,118	\$120,381	
		Supp. B	50	\$121,018	None	\$121,018	Functional Services	D2	2	\$117,264	n/a	n/a	n/a	\$3,755	\$121,018	
		ADMIN & CLER OFF GDE 12		Base	51	\$123,448	None	\$123,448	Functional Services	D2	3	\$122,718	n/a	n/a	\$730	\$123,448
Supp. A	52			\$125,907	None	\$125,907	Functional Services	D2	3	\$122,718	n/a	n/a	n/a	\$3,189	\$125,907	
Supp. B	53			\$128,430	None	\$128,430	Functional Services	D2	4	\$128,173	n/a	n/a	n/a	\$258	\$128,430	
1	48			\$116,313	ELSR	\$125,138	Power Worker	D2	1	n/a	\$125,138	n/a	n/a	n/a	\$125,138	
2	50			\$121,018	ELSR	\$129,843	Power Worker	D2	2	n/a	\$128,167	n/a	n/a	\$1,676	\$129,843	
3	52			\$125,907	EL	\$127,952	Power Worker	D2	1	n/a	\$125,138	n/a	n/a	\$2,814	\$127,952	
3	52			\$125,907	ELSR	\$134,731	Power Worker	D2	4	n/a	\$134,226	n/a	n/a	\$505	\$134,731	
Area Operator	AREASYS OP S/L			3	52	\$125,907	ELSR	\$134,731	Power Worker	D2	4	n/a	\$134,226	n/a	\$505	\$134,731

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Systems Operator	AREASYS OP SIL 5	1	57	\$139,009	ELSR	\$147,834	Power Worker	D3	1	n/a	\$147,834	n/a	n/a	\$147,834	
Asset Access Rescue	ASSET ACCESS RESCUE	1	22	\$69,501	SREO	\$73,569	Power Worker	B1	1	\$74,979	n/a	\$1,410	n/a	\$74,979	
Asset Access Standby	ASSET ACCESS STANDBY	1	18	\$64,206	SREO	\$68,274	Power Worker	A2	1	\$67,330	n/a	n/a	\$944	\$68,274	
Authorisations Compliance Officer	AUTH COMPL OFF		Not set out in Ausgrid Agreement 2012												
Building Maintenance Coordinator Property Group	BLDG MAINT CO - ORD PROP	1	40	\$99,282	None	\$99,282	Functional Services	C2	5	\$99,282	n/a	n/a	n/a	\$99,282	
		1	40	\$99,282	SR80	\$104,707	Functional Services	C2	5	\$99,282	n/a	n/a	\$5,425	\$104,707	
		1	15	\$60,505	SR	\$67,285	Power Worker	A2	1	\$67,330	n/a	\$45	n/a	\$67,330	
		2	17	\$62,952	SR	\$69,732	Power Worker	A2	2	\$68,908	n/a	n/a	\$924	\$69,732	
		3	18	\$64,206	SR	\$70,986	Power Worker	A2	3	\$70,486	n/a	n/a	\$500	\$70,986	
		4	19	\$65,507	SR	\$72,287	Power Worker	A2	4	\$72,064	n/a	n/a	\$223	\$72,287	
		5	20	\$66,817	SR	\$73,597	Power Worker	A2	4	\$72,064	n/a	n/a	\$1,533	\$73,597	
		6	22	\$69,501	SR	\$76,281	Power Worker	B1	1	\$74,979	n/a	n/a	n/a	\$1,302	\$76,281
		7	23	\$70,898	SR	\$77,677	Power Worker	B1	2	\$76,381	n/a	n/a	n/a	\$1,296	\$77,677
		8	24	\$72,316	SR	\$79,096	Power Worker	B1	3	\$77,783	n/a	n/a	n/a	\$1,314	\$79,096
		9	25	\$73,761	SR	\$80,541	Power Worker	B1	4	\$79,184	n/a	n/a	n/a	\$1,357	\$80,541
		10	26	\$75,227	SR	\$82,007	Power Worker	B2	1	\$82,052	n/a	n/a	\$45	n/a	\$82,052
11	27	\$76,742	SR	\$83,522	Power Worker	B2	1	\$82,052	n/a	n/a	n/a	\$1,470	\$83,522		
12	28	\$78,269	SR	\$85,049	Power Worker	B2	2	\$83,609	n/a	n/a	n/a	\$1,440	\$85,049		
Carpenter	TECH CARP GDE	1	15	\$60,505	None	\$60,505	Functional Services	A2	1	\$60,505	n/a	n/a	n/a	\$60,505	
		2	16	\$61,714	None	\$61,714	Functional Services	A2	1	\$60,505	n/a	n/a	\$1,209	\$61,714	
		3	18	\$64,206	None	\$64,206	Functional Services	A2	3	\$63,661	n/a	n/a	\$545	\$64,206	
		4	19	\$65,507	None	\$65,507	Functional Services	A2	4	\$65,239	n/a	n/a	\$268	\$65,507	
		5	20	\$66,817	None	\$66,817	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$66,817	
		6	21	\$68,154	None	\$68,154	Functional Services	B1	1	\$68,154	n/a	n/a	n/a	\$68,154	
Chemical Officer	CHEMICAL OFFICER	1	33	\$86,431	None	\$86,431	Engineering	C1	1	\$89,883	n/a	\$3,452	n/a	\$89,883	
Compliance Analyst	COMPLIANCE ANALYST		Not set out in Ausgrid Agreement 2012												

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. OES&CRE allowance)	CCR pay rate (incl. OES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Compliance Officer	COMPLIANCE OFF GDE	1	38	\$95,425	ELSR	\$104,250	Power Worker	C2	2	n/a	\$103,812	n/a	\$438	\$104,250	
		1	38	\$95,425	SR	\$102,205	Power Worker	C2	2	\$101,812	n/a	n/a	\$393	\$102,205	
		2	40	\$99,282	ELSR	\$108,107	Power Worker	C2	5	n/a	\$108,107	n/a	n/a	\$108,107	
		3	42	\$103,282	ELSR	\$112,107	Power Worker	D1	1	n/a	\$110,083	n/a	\$2,024	\$112,107	
Contracts Administrator	CONTRACTS ADMIN	1	44	\$107,455	None	\$107,455	Functional Services	D1	3	\$105,426	n/a	n/a	\$2,029	\$107,455	
		1	40	\$99,282	ELSR	\$108,107	Engineering	D1	1	n/a	\$110,083	\$1,976	n/a	\$110,083	
Contracts Inspector	CONTRACTS INSPECTOR	1	40	\$99,282	SR	\$106,062	Engineering	D1	1	\$108,083	n/a	\$2,021	n/a	\$108,083	
		1	24	\$72,316	SREO	\$76,384	Functional Services	B1	5	\$73,761	n/a	n/a	\$2,623	\$76,384	
Coordinator - Plant Engineering	CO-ORD PLANT ENG		Not set out in Ausgrid Agreement 2012												
Customer Service Representative	CUSTOMER SERV REP	1	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227	
		1	18	\$64,206	None	\$64,206	Engineering	A2	1	\$67,330	n/a	\$3,124	n/a	\$67,330	
		2	21	\$68,154	None	\$68,154	Engineering	B1	1	\$74,979	n/a	\$6,825	n/a	\$74,979	
		3	25	\$73,761	None	\$73,761	Engineering	B1	1	\$74,979	n/a	\$1,218	n/a	\$74,979	
		4	28	\$78,269	None	\$78,269	Engineering	B2	1	\$82,052	n/a	\$3,783	n/a	\$82,052	
		5	32	\$84,746	None	\$84,746	Engineering	C1	1	\$89,883	n/a	\$5,137	n/a	\$89,883	
		6	35	\$89,909	None	\$89,909	Engineering	C1	1	\$89,883	n/a	n/a	\$26	\$89,909	
Design Draftsperson	DESIGN DIPERSON	7	38	\$95,425	None	\$95,425	Engineering	C2	1	\$100,380	n/a	\$4,955	n/a	\$100,380	
		1	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	\$1,209	\$95,256	
		2	37	\$93,555	ELSR	\$102,380	Power Worker	C2	1	n/a	\$102,380	n/a	n/a	\$102,380	
		2	37	\$93,555	SR	\$100,335	Power Worker	C2	1	\$100,380	n/a	\$45	n/a	\$100,380	
		3	43	\$105,340	None	\$105,340	Power Worker	D1	1	\$108,083	n/a	\$2,743	n/a	\$108,083	
		3	43	\$105,340	ELSR	\$114,165	Power Worker	D1	2	n/a	\$112,167	n/a	n/a	\$1,998	\$114,165
		3	43	\$105,340	ELSR	\$114,165	Power Worker	D1	2	n/a	\$112,167	n/a	n/a	n/a	\$114,165
Despatch Coordinator	DESPATCH CO-ORD	2	37	\$93,555	SR	\$100,335	Power Worker	C2	1	\$100,380	n/a	\$45	n/a	\$100,380	
		3	43	\$105,340	None	\$105,340	Power Worker	D1	1	\$108,083	n/a	\$2,743	n/a	\$108,083	
		3	43	\$105,340	ELSR	\$114,165	Power Worker	D1	2	n/a	\$112,167	n/a	n/a	\$114,165	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Distribution Officer	DISTRIB OFF		Not set out in Ausgrid Agreement 2012				Functional Services	See Section 2 below		n/a	n/a	n/a	n/a	n/a	
District Operator	DIST OPERATOR N GDE	1	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571	
		2	41	\$101,258	ELSR	\$110,083	Power Worker	D1	1	n/a	\$110,083	n/a	n/a	\$110,083	
		2	41	\$101,258	SR	\$108,038	Power Worker	D1	1	\$108,083	n/a	\$45	n/a	\$108,083	
		1	29	\$79,840	None	\$79,840	Engineering	B2	1	\$82,052	n/a	\$2,212	n/a	\$82,052	
		1	20	\$66,817	ELSR	\$75,642	Power Worker	B1	1	n/a	\$76,979	\$1,337	n/a	\$76,979	
		2	23	\$70,898	ELSR	\$79,722	Power Worker	B1	2	n/a	\$78,381	n/a	n/a	\$1,341	\$79,722
		3	26	\$75,227	SR	\$82,007	Power Worker	B2	1	\$82,052	n/a	\$45	n/a	n/a	\$82,052
Emergency Service Officer	EMERG SERV OFF S/L	4	29	\$79,840	ELSR	\$88,665	Power Worker	B2	3	n/a	\$87,166	n/a	\$1,500	\$88,665	
		5	30	\$81,454	ELSR	\$90,279	Power Worker	B2	5	n/a	\$90,279	n/a	n/a	\$90,279	
		6	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	\$93,571	
		7	34	\$88,152	ELSR	\$96,977	Power Worker	C1	3	n/a	\$96,211	n/a	n/a	\$96,977	
		1	15	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	\$69,330	
		2	18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	n/a	\$545	\$73,031
		3	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	n/a	\$76,979
Ens Customer Conn Tech	ENS CUS CON TCH GD	1	25	\$73,761	E1	\$77,635	Engineering	B2	1	\$82,052	n/a	\$4,417	n/a	\$82,052	
		2	29	\$79,840	E1	\$83,714	Engineering	B2	2	\$83,609	n/a	n/a	\$105	\$83,714	
		3	34	\$88,152	E1	\$92,026	Engineering	C1	1	\$89,883	n/a	n/a	\$2,143	\$92,026	
		4	38	\$95,425	E1	\$99,299	Engineering	C2	1	\$100,380	n/a	\$1,081	n/a	\$100,380	
		5	41	\$101,258	E1	\$105,132	Engineering	D1	1	\$108,083	n/a	\$2,951	n/a	\$108,083	
Engineer		1	46	\$111,809	E1	\$115,683	Engineering	D2	1	\$118,634	n/a	\$2,951	n/a	\$118,634	
		2	49	\$118,652	E1	\$122,525	Engineering	D2	1	\$118,634	n/a	n/a	n/a	\$122,525	
		2	49	\$118,652	E2	\$126,995	Engineering	D2	2	n/a	\$126,089	n/a	\$907	\$126,995	
		3	53	\$128,430	E1	\$132,304	Engineering	D2	3	\$129,543	n/a	n/a	n/a	\$132,304	
		3	53	\$128,430	E2	\$136,774	Engineering	D2	3	n/a	\$131,543	n/a	n/a	\$136,774	
		4	55	\$133,627	E1	\$137,501	Engineering	D2	4	\$134,998	n/a	n/a	n/a	\$137,501	
		4	55	\$133,627	E2	\$141,971	Engineering	D2	4	n/a	\$136,998	n/a	n/a	\$4,974	\$141,971

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Engineering Officer	DIST ENG ENG OFF S/L; DSGN SRV ENG OFF S/L; ENG OFF BUS DEV LVL; ENG OFF CS S/L; ENG OFF CUST OPS LVL; ENG OFF DESIGN ENG; ENG OFF DIST CONTRACTS; ENG OFF LOG & TRNG; ENG OFF NET TEST; ENG OFF OPS & DIST SERV; ENG OFF P & C S/L; ENG OFF PROJECTS; ENG OFF RTGS & SUP Q.LTY; ENG OFF SYS PLANNING; ENG OFF TRANS; NET DEV ENG OFF S/L; REGION ENG OFF S/L; SSS ENG OFF S/L; SYS CONT ENG OFF S/L; TCA ENGR OFFR S/L	1	29	\$79,840	ELSR	\$88,665	Engineering	C1	1	n/a	\$91,883	\$3,218	n/a	\$91,883	
		1	29	\$79,840	SR	\$86,620	Engineering	C1	1	\$89,883	n/a	\$3,263	n/a	\$89,883	
		2	34	\$88,152	ELSR	\$96,977	Engineering	C1	3	n/a	\$96,211	n/a	n/a	\$766	\$96,977
		2	34	\$88,152	SR	\$94,932	Engineering	C1	3	n/a	n/a	n/a	n/a	\$721	\$94,932
		2	34	\$88,152	SR80	\$93,577	Engineering	C1	2	n/a	n/a	n/a	n/a	\$1,530	\$93,577
		3	37	\$93,555	ELSR	\$102,380	Engineering	C2	1	n/a	\$102,380	n/a	n/a	n/a	\$102,380
		3	37	\$93,555	SR	\$100,335	Engineering	C2	1	\$100,380	n/a	\$45	n/a	n/a	\$100,380
		4	40	\$99,282	ELSR	\$108,107	Engineering	C2	5	n/a	\$108,107	n/a	n/a	n/a	\$108,107
		4	40	\$99,282	SR	\$106,062	Engineering	C2	4	\$104,675	n/a	n/a	n/a	n/a	\$106,062
		5	43	\$105,340	ELSR	\$114,165	Engineering	D1	2	n/a	\$112,167	n/a	n/a	n/a	\$114,165
		5	43	\$105,340	SR	\$112,120	Engineering	D1	2	\$110,167	n/a	n/a	n/a	n/a	\$112,120
		6	46	\$111,809	ELSR	\$120,634	Engineering	D2	1	n/a	\$120,634	n/a	n/a	n/a	\$120,634
		6	46	\$111,809	SR	\$118,589	Engineering	D2	1	\$118,634	n/a	\$45	n/a	n/a	\$118,634
		7	49	\$118,652	None	\$118,652	Engineering	D2	1	\$118,634	n/a	n/a	n/a	\$18	\$118,652
		7	49	\$118,652	ELSR	\$127,476	Engineering	D2	2	n/a	\$126,089	n/a	n/a	\$1,388	\$127,476
		7	49	\$118,652	SR	\$125,432	Engineering	D2	2	\$124,089	n/a	n/a	n/a	\$1,344	\$125,432
		8	52	\$125,907	ELSR	\$134,731	Engineering	D2	3	n/a	\$131,543	n/a	n/a	\$3,188	\$134,731
		8	52	\$125,907	SR	\$132,687	Engineering	D2	3	\$129,543	n/a	n/a	n/a	\$3,144	\$132,687
		9	54	\$130,995	ELSR	\$139,820	Engineering	D2	4	n/a	\$136,998	n/a	n/a	\$2,823	\$139,820
		9	54	\$130,995	SR	\$137,775	Engineering	D2	4	\$134,998	n/a	n/a	n/a	\$2,778	\$137,775
External Customer Metering Officer	EXT CUST METERING OFF	1	45	\$109,594	ELSR	\$118,419	Power Worker	D1	5	n/a	\$118,419	n/a	n/a	\$118,419	
Field Co-ordinator Telecontrol	FIELD CO - ORD ELEC; FIELD CO - ORD SUBS	1	38	\$95,425	ELSR	\$104,250	Power Worker	C2	2	n/a	\$103,812	n/a	\$438	\$104,250	
Field Investigations Technician	FLD INV TECH	1	15	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	\$69,330	
		2	18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	\$545	\$73,031	
		3	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979	
		4	24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	n/a	\$81,141	
		5	26	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$84,052	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Field Officer Account Reading	FIELD OFF ACCT RDG	1	19	\$85,507	SREO	\$69,575	Functional Services	A2	5	\$66,817	n/a	n/a	\$2,758	\$69,575	
Field Supervisor	FIELD SUPERVISOR	1	42	\$103,282	ELSR	\$112,107	Power Worker	D1	1	n/a	\$110,083	n/a	\$2,024	\$112,107	
Fleet Business Analyst & System Administrator	FLEET BUS AN & SYS ADMIN	1	42	\$103,282	SR	\$110,062	Power Worker	D1	1	\$108,083	n/a	n/a	\$1,979	\$110,062	
Ganger	GANGER GDE	1	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227	
Garage Superintendent	SUPT GARAGE	1	28	\$78,269	SREO	\$82,337	Power Worker	B2	1	\$82,052	n/a	n/a	\$285	\$82,337	
		2	30	\$81,454	SREO	\$85,522	Power Worker	B2	3	\$85,166	n/a	n/a	\$357	\$85,522	
		1	47	\$114,038	None	\$114,038	Functional Services	D2	1	\$111,809	n/a	n/a	\$2,229	\$114,038	
Garage Superintendent	SUPT GARAGE	2	49	\$118,652	None	\$118,652	Functional Services	D2	2	\$117,264	n/a	n/a	\$1,389	\$118,652	
		3	51	\$123,448	None	\$123,448	Functional Services	D2	3	\$122,718	n/a	n/a	\$730	\$123,448	
		Not set out in Ausgrid Agreement 2012		See Section 2 below	n/a	n/a	n/a	n/a	n/a	n/a					
Hazardous Materials Coordinator	FLD CO - ORD ASB & LEAD	1	9	\$53,722	None	\$53,722	Functional Services	A1	1	\$53,722	n/a	n/a	n/a	n/a	
Heavy Vehicle Driver	HEAVY VEHICLE DRIVER	2	12	\$57,018	None	\$57,018	Functional Services	A1	3	\$56,525	n/a	n/a	\$493	\$57,018	
		3	14	\$59,328	None	\$59,328	Functional Services	A1	5	\$59,328	n/a	n/a	n/a	\$59,328	
		4	16	\$61,714	None	\$61,714	Functional Services	A2	1	\$60,505	n/a	n/a	\$1,209	\$61,714	
		5	20	\$66,817	None	\$66,817	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$66,817	
		5	20	\$66,817	SREO	\$70,885	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$4,068	\$70,885
High Voltage Live Work Technical Support Officer	HV LIVE WK TECH SO	Not set out in Ausgrid Agreement 2012		See Section 2 below		n/a	Engineering	See Section 2 below	n/a	n/a	n/a	n/a	n/a	n/a	
HR Business Partner	HR BUS PARTNER	Not set out in Ausgrid Agreement 2012		See Section 2 below		n/a	Functional Services	See Section 2 below	n/a	n/a	n/a	n/a	n/a	n/a	
Independent Transmission Cable Joiner	IND TRANS CABLE JTR	1	30	\$81,454	SR	\$88,234	Power Worker	C1	1	\$89,883	n/a	\$1,649	n/a	\$89,883	
		1	26	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$84,052	
		2	30	\$81,454	ELSR	\$90,279	Power Worker	B2	5	n/a	\$90,279	n/a	n/a	\$90,279	
		3	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	n/a	\$1,209	\$95,256
		4	35	\$89,909	ELSR	\$98,734	Power Worker	C1	4	n/a	\$98,375	n/a	n/a	\$359	\$98,734
Installation Inspector	INST INSP N GDE	5	39	\$97,327	ELSR	\$106,152	Power Worker	C2	3	n/a	\$105,244	n/a	\$909	\$106,152	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. OES&CRE allowance)	CCR pay rate (incl. OES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Leading Hand Poles	L/H POLES	1	24	\$72,316	SREO	\$76,384	Power Worker	B1	2	\$76,381	n/a	n/a	\$3	\$76,384	
		Not set out in Ausgrid Agreement 2012													
Lighting Solutions Officer	LIGHT SOL TM LDR	1	15	\$60,505	SR	\$67,285	Power Worker	A2	1	\$67,330	n/a	\$45	n/a	\$67,330	
		2	17	\$62,952	SR	\$69,732	Power Worker	A2	2	\$68,908	n/a	n/a	\$824	\$69,732	
		3	18	\$64,206	SR	\$70,986	Power Worker	A2	3	\$70,486	n/a	n/a	\$500	\$70,986	
		4	19	\$65,507	SR	\$72,287	Power Worker	A2	4	\$72,064	n/a	n/a	\$223	\$72,287	
		5	20	\$66,817	SR	\$73,597	Power Worker	A2	4	\$72,064	n/a	n/a	\$1,533	\$73,597	
		6	22	\$69,501	SR	\$76,281	Power Worker	B1	1	\$74,979	n/a	n/a	\$1,302	\$76,281	
		7	23	\$70,898	SR	\$77,677	Power Worker	B1	2	\$76,381	n/a	n/a	\$1,296	\$77,677	
		8	24	\$72,316	SR	\$79,096	Power Worker	B1	3	\$77,783	n/a	n/a	\$1,314	\$79,096	
		9	25	\$73,761	SR	\$80,541	Power Worker	B1	4	\$79,184	n/a	n/a	\$1,357	\$80,541	
		10	26	\$75,227	SR	\$82,007	Power Worker	B2	1	\$82,052	n/a	n/a	\$45	\$82,052	
		11	27	\$76,742	ELSR	\$85,567	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$1,515	\$85,567
		11	27	\$76,742	SR	\$83,522	Power Worker	B2	1	\$82,052	n/a	n/a	n/a	\$1,470	\$83,522
12	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	n/a	\$1,484	\$87,093		
12	28	\$78,269	SR	\$85,049	Power Worker	B2	2	\$83,609	n/a	n/a	n/a	\$1,440	\$85,049		
Lineworker Glove & Barrier	LINEWORKER GL & BAR	1	31	\$85,058	SR	\$89,838	Power Worker	C1	1	\$89,883	n/a	\$45	n/a	\$89,883	
Logistics Officer	LOGISTICS OFF	Not set out in Ausgrid Agreement 2012													
Metering Operations Coordinator	METERING OPS CO - ORD	1	41	\$101,258	ELSR	\$110,083	Power Worker	D1	1	n/a	\$110,083	n/a	n/a	\$110,083	
		1	18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	\$545	\$73,031	
		2	20	\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	\$75,642	
		3	22	\$69,501	ELSR	\$78,326	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$1,347	\$78,326
		4	24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	n/a	\$1,359	\$81,141
		5	26	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	n/a	\$84,052
Metering Technician	METERING TECH GDE	6	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	n/a	\$87,093	
		Not set out in Ausgrid Agreement 2012													

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Metering Technician	METERING TECH GDE	7	30	\$81,454	ELSR	\$90,279	Power Worker	B2	5	n/a	\$90,279	n/a	n/a	\$90,279	
		8	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571	
		9	34	\$88,152	ELSR	\$96,977	Power Worker	C1	3	n/a	\$96,211	n/a	\$766	\$96,977	
		10	36	\$91,715	ELSR	\$100,539	Power Worker	C1	5	n/a	\$100,539	n/a	n/a	\$100,539	
Motor Mechanic	MOTOR MECH GDE	1	15	\$60,505	None	\$60,505	Functional Services	A2	1	\$60,505	n/a	n/a	n/a	\$60,505	
		2	17	\$62,952	None	\$62,952	Functional Services	A2	2	\$62,083	n/a	n/a	\$869	\$62,952	
		3	19	\$65,507	None	\$65,507	Functional Services	A2	4	\$65,239	n/a	n/a	\$268	\$65,507	
		4	20	\$66,817	None	\$66,817	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$66,817	
		5	24	\$72,316	None	\$72,316	Functional Services	B1	3	\$70,958	n/a	n/a	\$1,359	\$72,316	
		6	25	\$73,761	None	\$73,761	Functional Services	B1	5	\$73,761	n/a	n/a	n/a	\$73,761	
		7	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227	
		8	28	\$78,269	None	\$78,269	Functional Services	B2	2	\$76,784	n/a	n/a	n/a	\$1,485	\$78,269
Motor Mechanic in Charge	MOTOR MECH IN CHARGE	1	31	\$83,058	None	\$83,058	Functional Services	C1	1	\$83,058	n/a	n/a	n/a	\$83,058	
Network Operator Assessor Trainer	SNR INST OP STDS & ACR	Not set out in Ausgrid Agreement 2012													
Oil Containment Electricity Supply Operative	ESO OIL CONT	1	16	\$61,714	SREO	\$65,781	Functional Services	A2	4	\$65,239	n/a	n/a	\$542	\$65,781	
		1	19	\$65,507	None	\$65,507	Functional Services	A2	4	\$65,239	n/a	n/a	\$268	\$65,507	
Overhead Working Leading Hand	O/H WORKING L/HAND	1	33	\$86,431	SR	\$93,211	Power Worker	C1	2	\$92,047	n/a	n/a	\$1,164	\$93,211	
		1	9	\$53,722	SREO	\$57,790	Power Worker	A1	1	\$60,546	n/a	\$2,756	n/a	\$60,546	
Overhead Transmission Electricity Supply Operative	ESO TRANS OH	2	11	\$55,899	SREO	\$59,967	Power Worker	A1	1	\$60,546	n/a	\$579	n/a	\$60,546	
		3	14	\$59,328	SREO	\$63,396	Power Worker	A1	3	\$63,349	n/a	n/a	\$47	\$63,396	
		4	17	\$62,952	SREO	\$67,020	Power Worker	A2	1	\$67,330	n/a	\$310	n/a	\$67,330	
		5	20	\$66,817	SREO	\$70,885	Power Worker	A2	3	\$70,486	n/a	n/a	\$399	\$70,885	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. OES&CRE allowance)	CCR pay rate (incl. OES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018		
Pole Hole b/e Operator	ESO (POLE HOLE B/E OP)	1	19	\$65,507	SREO	\$69,575	Power Worker	A2	2	\$68,908	n/a	n/a	\$667	\$69,575		
		1	22	\$69,501	None	\$69,501	Functional Services	B1	1	\$68,154	n/a	n/a	\$1,347	\$69,501		
		2	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227		
		3	31	\$83,058	None	\$83,058	Functional Services	C1	1	\$83,058	n/a	n/a	n/a	\$83,058		
		4	35	\$89,909	None	\$89,909	Functional Services	C1	5	\$89,909	n/a	n/a	n/a	\$89,909		
Professional Officer	PROF OFF GDE 1	5	39	\$97,327	None	\$97,327	Functional Services	C2	3	\$95,499	n/a	n/a	\$1,829	\$97,327		
		1	42	\$103,282	None	\$103,282	Functional Services	D1	1	\$101,258	n/a	n/a	\$2,024	\$103,282		
		2	45	\$109,594	None	\$109,594	Functional Services	D1	5	\$109,594	n/a	n/a	n/a	\$109,594		
		1	47	\$114,038	None	\$114,038	Functional Services	D2	1	\$111,809	n/a	n/a	\$2,229	\$114,038		
		2	50	\$121,018	None	\$121,018	Functional Services	D2	2	\$117,264	n/a	n/a	\$3,755	\$121,018		
Proj co-ord Energy Fix	PROJ CO - ORD ENERGY FIX	1	43	\$105,340	ELSR	\$114,165	Power Worker	D1	2	n/a	\$112,167	n/a	\$1,998	\$114,165		
		1	36	\$91,715	ELSR	\$100,539	Engineering	C2	1	n/a	\$102,380	\$1,841	n/a	\$102,380		
		1	36	\$91,715	SR	\$98,495	Engineering	C2	1	\$100,380	n/a	\$1,895	n/a	\$100,380		
		2	38	\$95,425	ELSR	\$104,250	Engineering	C2	2	n/a	\$103,812	n/a	\$438	\$104,250		
		2	38	\$95,425	SR	\$102,205	Engineering	C2	2	\$101,812	n/a	n/a	\$393	\$102,205		
Project Delivery Officer	PROJ DEL OFF GDE	3	40	\$99,282	ELSR	\$108,107	Engineering	C2	5	n/a	\$108,107	n/a	n/a	\$108,107		
		4	43	\$105,340	ELSR	\$114,165	Engineering	D1	2	n/a	\$112,167	n/a	\$1,998	\$114,165		
		5	45	\$109,594	ELSR	\$118,419	Engineering	D1	5	n/a	\$118,419	n/a	n/a	\$118,419		
		5	45	\$109,594	SR	\$116,374	Engineering	D1	4	\$114,335	n/a	n/a	\$2,039	\$116,374		
		Not set out in Ausgrid Agreement 2012														
Project Field Officer	PROJ FLD OFF	See Section 2 below														
		1	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	n/a	\$76,979	
		2	24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	n/a	\$1,359	\$81,141	
		3	25	\$73,761	ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	n/a	\$82,586	
		4	27	\$76,742	ELSR	\$85,567	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$1,515	\$85,567	
		5	31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	n/a	\$91,883	
Protection Technician	PROT TECH N S/L	5	31	\$83,058	SR	\$89,838	Power Worker	C1	1	\$89,883	n/a	\$45	n/a	\$89,883		
		6	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571		

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018
Protection Technician	PROT TECH N SIL	7	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$84,047	n/a	\$1,209	\$95,256
		8	35	\$89,909	ELSR	\$98,734	Power Worker	C1	4	n/a	\$88,375	n/a	\$359	\$98,734
		9	36	\$91,715	ELSR	\$100,539	Power Worker	C1	5	n/a	\$100,539	n/a	n/a	\$100,539
Quality Control Officer	QUALITY CONTROL OFF YR	1	27	\$76,742	None	\$76,742	Functional Services	B2	1	\$75,227	n/a	n/a	\$1,515	\$76,742
		2	29	\$79,840	None	\$79,840	Functional Services	B2	3	\$78,341	n/a	n/a	\$1,500	\$79,840
		3	33	\$86,431	None	\$86,431	Functional Services	C1	2	\$84,771	n/a	n/a	\$1,660	\$86,431
Region Electricity Supply Operative	RGN ESO N SIL	1	9	\$53,722	SREO	\$57,790	Power Worker	A1	1	\$60,546	n/a	\$2,756	n/a	\$60,546
		2	11	\$55,899	SREO	\$59,967	Power Worker	A1	1	\$60,546	n/a	\$579	n/a	\$60,546
		3	14	\$59,328	SREO	\$63,396	Power Worker	A1	3	\$63,349	n/a	n/a	\$47	\$63,396
		4	17	\$62,952	SREO	\$67,020	Power Worker	A2	1	\$67,330	n/a	\$310	n/a	\$67,330
		5	20	\$66,817	SREO	\$70,885	Power Worker	A2	3	\$70,486	n/a	n/a	\$399	\$70,885
Revenue Protection Officer	REVENUE PROT OFF	1	38	\$95,425	ELSR	\$104,250	Functional Services	C2	5	\$98,282	n/a	n/a	\$4,968	\$104,250
Risk Mitigation Technician	RISK MITIGATION TECH	1	22	\$69,501	ELSR	\$78,326	Power Worker	B1	1	n/a	\$76,979	n/a	\$1,347	\$78,326
Safety Specialist	SAFETY SPEC	Not set out in Ausgrid Agreement 2012												
Security Operations Officer	SECURITY OPS OFF	1	29	\$79,840	ELSR	\$88,665	Functional Services	B2	5	\$81,454	n/a	n/a	\$7,211	\$88,665
		Security Surveillance Operative	SECURITY SURV OP	1	18	\$64,206	None	Functional Services	A2	3	\$63,661	n/a	n/a	\$545
Senior Carpenter	SNR TECH CARP GDE	1	23	\$70,898	None	\$70,898	Functional Services	B1	2	\$69,556	n/a	n/a	\$1,342	\$70,898
		2	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227
		3	28	\$78,269	None	\$78,269	Functional Services	B2	2	\$76,784	n/a	n/a	n/a	\$78,269
Senior Customer Connections Technician	ENS CUS CON SNR TCH GD	1	24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	\$1,359	\$81,141
		2	26	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$84,052
Senior District Operator	SNR DIST OPER	1	44	\$107,455	ELSR	\$116,280	Power Worker	D1	3	n/a	\$114,251	n/a	\$2,029	\$116,280
Senior Editorial Design Officer	SNR EDIT DESGN OFF	1	38	\$95,425	None	\$95,425	Functional Services	C2	2	\$93,607	n/a	n/a	\$1,818	\$95,425

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018
Senior Field Investigation Technician	TECH FLD INV	1	30	\$81,454	ELSR	\$90,279	Power Worker	B2	5	n/a	\$90,279	n/a	n/a	\$90,279
Senior Installation Inspector	SNR INST INSP N	1	40	\$99,282	ELSR	\$108,107	Power Worker	C2	5	n/a	\$108,107	n/a	n/a	\$108,107
Senior Labourer Mains Underground	SNR LAB MAINS U/G	1	23	\$70,898	SREO	\$74,965	Power Worker	B1	1	\$74,979	n/a	\$14	n/a	\$74,979
Senior Logistics Officer	SNR LOGISTICS OFF	Not set out in Ausgrid Agreement 2012					Functional Services	See Section 2 below		n/a	n/a	n/a	n/a	n/a
Senior National Market Participation Officer	SNR NAT MKT PARTOFF	1	42	\$103,282	ELSR	\$112,107	Functional Services	D1	5	\$109,594	n/a	n/a	\$2,513	\$112,107
Senior Rescuer	SNR ASS ACC RESCUE	1	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571
		1	32	\$84,746	SR	\$91,526	Power Worker	C1	1	\$89,883	n/a	n/a	\$1,643	\$91,526
		1	25	\$73,761	ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	\$82,586
		1	25	\$73,761	SR	\$80,541	Power Worker	B1	4	\$79,184	n/a	n/a	\$1,357	\$80,541
		2	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	\$1,484	\$87,093
		3	29	\$79,840	ELSR	\$88,665	Power Worker	B2	3	n/a	\$87,166	n/a	\$1,500	\$88,665
		3	29	\$79,840	SR	\$86,620	Power Worker	B2	3	\$85,166	n/a	n/a	\$1,455	\$86,620
		4	31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	\$91,883
		4	31	\$83,058	SR	\$89,838	Power Worker	C1	1	\$89,883	n/a	\$45	n/a	\$89,883
		5	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571
		5	32	\$84,746	SR	\$91,526	Power Worker	C1	1	\$89,883	n/a	n/a	\$1,643	\$91,526
		6	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	\$1,209	\$95,256
		6	33	\$86,431	SR	\$93,211	Power Worker	C1	2	\$92,047	n/a	n/a	\$1,164	\$93,211
		1	25	\$73,761	ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	\$82,586
		2	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	\$1,484	\$87,093
		3	29	\$79,840	ELSR	\$88,665	Power Worker	B2	3	n/a	\$87,166	n/a	\$1,500	\$88,665
		4	31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	\$91,883

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Senior Transformer Services Technician	TECH TRANSF SERV SNR	5	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571	
		6	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	\$1,209	\$95,256	
Special Meter Reader	SPEC METER READER	1	12	\$57,018	None	\$57,018	Power Worker	A1	1	\$60,546	n/a	\$3,528	n/a	\$60,546	
		1	21	\$68,154	None	\$68,154	Functional Services	B1	1	\$68,154	n/a	n/a	n/a	\$68,154	
Storeman	S/MAN H/BUSH GARAGE	1	15	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	\$69,330	
		1	15	\$60,505	SR	\$67,285	Power Worker	A2	1	\$67,330	n/a	\$45	n/a	\$67,330	
Substation Technician	SUBS TECH GDE	2	18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	\$545	\$73,031	
		3	20	\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	\$75,642	
		3	20	\$66,817	SR	\$73,597	Power Worker	A2	4	\$72,064	n/a	n/a	n/a	\$73,597	
		4	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979	
		4	21	\$68,154	SR	\$74,934	Power Worker	B1	1	\$74,979	n/a	\$45	n/a	\$74,979	
		5	22	\$69,501	ELSR	\$78,326	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$78,326	
		6	23	\$70,898	ELSR	\$79,722	Power Worker	B1	2	n/a	\$78,381	n/a	n/a	\$79,722	
		6	23	\$70,898	SR	\$77,677	Power Worker	B1	2	\$76,381	n/a	n/a	n/a	\$77,677	
		1	45	\$109,594	None	\$109,594	Power Worker	D1	1	\$108,083	n/a	n/a	n/a	\$109,594	
		1	45	\$109,594	ELSR	\$118,419	Power Worker	D1	5	n/a	\$118,419	n/a	n/a	n/a	\$118,419
Superintendent	S/PT ASP COMPL; S/PT CIV & BLDG SERV; S/PT CUST SERV; S/PT SUPPLY; S/PT FLD OP; L; S/PT TCA MET PROV	1	45	\$109,594	SR	\$116,374	Power Worker	D1	4	\$114,335	n/a	n/a	\$2,039	\$116,374	
		1	47	\$114,038	ELSR	\$122,863	Power Worker	D2	1	n/a	\$125,138	\$2,275	n/a	\$125,138	
		1	47	\$114,038	SR80	\$119,462	Power Worker	D2	1	\$123,138	n/a	\$3,676	n/a	\$123,138	
		2	49	\$118,652	ELSR	\$127,476	Power Worker	D2	1	n/a	\$125,138	n/a	\$2,338	\$127,476	
		3	51	\$123,448	ELSR	\$132,273	Power Worker	D2	3	n/a	\$131,197	n/a	n/a	\$132,273	
Supervising Engineering Officer	SUPV ENG OFF	1	54	\$130,995	ELSR	\$139,820	Engineering	D2	4	n/a	\$136,998	n/a	\$2,823	\$139,820	
Supervising Officer	SUPV OFF NET TEST	Not set out in Ausgrid Agreement 2012													
Supervisor (Clerk of Works)	SUPV GDE	6	42	\$103,282	SR80	\$108,707	Engineering	D1	1	\$108,083	n/a	n/a	\$624	\$108,707	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. OES&CRE allowance)	CCR pay rate (incl. OES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018
Supervisor (Supervisor; Materials Coordinator; Supervisor - Oil Containment & Tunnels)	SUPV GDE SUPV GDE	1	28	\$78,269	None	\$78,269	Power Worker	B2	1	\$82,052	n/a	\$3,783	n/a	\$82,052
		1	28	\$78,269	SREO	\$82,337	Power Worker	B2	1	\$82,052	n/a	n/a	\$285	\$82,337
		2	30	\$81,454	None	\$81,454	Power Worker	B2	1	\$82,052	n/a	\$598	n/a	\$82,052
		3	32	\$84,746	None	\$84,746	Power Worker	C1	1	\$89,883	n/a	\$5,137	n/a	\$89,883
		4	35	\$89,909	None	\$89,909	Power Worker	C1	1	\$89,883	n/a	n/a	\$26	\$89,909
		5	38	\$95,425	None	\$95,425	Power Worker	C2	1	\$100,380	n/a	\$4,955	n/a	\$100,380
Supervisor (Logistics Supervisor; Supervisor - Distribution Somersby; Building Maintenance Coordinator; Fire Services Coordinator; Fire Services Officer Security Technical Services Supervisor; Supervisor - Meter Reading North)	SUPV GDE	6	42	\$103,282	None	\$103,282	Power Worker	D1	1	\$108,083	n/a	\$4,801	n/a	\$108,083
		1	28	\$78,269	None	\$78,269	Functional Services	B2	2	\$76,784	n/a	n/a	\$1,485	\$78,269
		1	28	\$78,269	SREO	\$82,337	Functional Services	B2	5	\$81,454	n/a	n/a	\$883	\$82,337
		2	30	\$81,454	None	\$81,454	Functional Services	B2	5	\$81,454	n/a	n/a	n/a	\$81,454
		3	32	\$84,746	None	\$84,746	Functional Services	C1	1	\$83,058	n/a	n/a	\$1,688	\$84,746
		4	35	\$89,909	None	\$89,909	Functional Services	C1	5	\$89,909	n/a	n/a	n/a	\$89,909
Survey Officer	SURV OFF LVL	5	38	\$95,425	None	\$95,425	Functional Services	C2	2	\$93,607	n/a	n/a	\$1,818	\$95,425
		6	42	\$103,282	None	\$103,282	Functional Services	D1	1	\$101,258	n/a	n/a	\$2,024	\$103,282
		1	22	\$69,501	SR80	\$74,925	Engineering	B1	1	\$74,979	n/a	\$54	n/a	\$74,979
		2	26	\$75,227	SR80	\$80,652	Engineering	B2	1	\$82,052	n/a	\$1,400	n/a	\$82,052
		3	29	\$79,840	SR80	\$85,264	Engineering	B2	3	\$85,166	n/a	n/a	\$99	\$85,264
		4	33	\$86,431	SR80	\$91,856	Engineering	C1	1	\$89,883	n/a	n/a	\$1,973	\$91,856
		5	36	\$91,715	SR80	\$97,139	Engineering	C1	4	\$96,375	n/a	n/a	\$764	\$97,139
		6	39	\$97,327	SR80	\$102,751	Engineering	C2	2	\$101,812	n/a	n/a	\$939	\$102,751
		7	42	\$103,282	SR80	\$108,707	Engineering	D1	1	\$108,083	n/a	n/a	\$624	\$108,707
8	45	\$109,594	SR80	\$115,019	Engineering	D1	4	\$114,335	n/a	n/a	\$684	\$115,019		
9	48	\$116,313	SR80	\$121,737	Engineering	D2	1	\$118,634	n/a	n/a	\$3,103	\$121,737		

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018		
Team Coordinator	TEAM CO - ORD	1	38	\$95,425	ELSR	\$104,250	Power Worker	C2	2	n/a	\$103,812	n/a	\$438	\$104,250		
		1	15	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	n/a	\$69,330	
		2	18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	n/a	\$545	\$73,031	
		3	20	\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	n/a	\$75,642	
		4	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	1	n/a	\$76,979	n/a	n/a	\$76,979	
		5	22	\$69,501	ELSR	\$78,326	Power Worker	B1	1	1	n/a	\$78,326	n/a	n/a	\$78,326	
Tech Elec Serv	ELEC SRV TECH GDE	6	23	\$70,898	ELSR	\$79,722	Power Worker	B1	2	n/a	\$79,381	n/a	n/a	\$1,347	\$79,722	
		1	25	\$73,761	ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	n/a	\$82,586	
		2	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	n/a	\$1,484	\$87,093	
		3	29	\$79,840	ELSR	\$88,665	Power Worker	B2	3	n/a	\$87,166	n/a	n/a	\$1,500	\$88,665	
		4	31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	1	n/a	\$91,883	n/a	n/a	n/a	\$91,883
		5	32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	1	n/a	\$91,883	n/a	n/a	\$1,688	\$93,571
Tech Elec Srv Snr	SNR ELEC SRV TECH GDE	6	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	n/a	\$1,209	\$95,256	
		1	18	\$64,206	SR	\$70,986	Functional Services	A2	5	5	\$66,817	n/a	n/a	\$4,169	\$70,986	
		2	22	\$69,501	SR	\$76,281	Functional Services	B1	5	5	\$73,761	n/a	n/a	\$2,520	\$76,281	
		3	26	\$75,227	SR	\$82,007	Functional Services	B2	5	5	\$81,454	n/a	n/a	\$553	\$82,007	
		4	28	\$78,269	SR	\$85,049	Functional Services	B2	5	5	\$81,454	n/a	n/a	\$3,595	\$85,049	
		5	32	\$84,746	SR	\$91,526	Functional Services	C1	5	5	\$89,909	n/a	n/a	\$1,617	\$91,526	
Tech Inst	TECH INST GDE	6	36	\$91,715	ELSR	\$100,539	Functional Services	C2	4	4	\$97,390	n/a	n/a	\$3,149	\$100,539	
		6	36	\$91,715	SR	\$98,495	Functional Services	C2	4	4	\$97,390	n/a	n/a	\$1,105	\$98,495	
		6	36	\$91,715	SREO	\$95,782	Functional Services	C2	3	3	\$95,499	n/a	n/a	\$284	\$95,782	
		7	38	\$95,425	SR	\$102,205	Functional Services	C2	5	5	\$99,282	n/a	n/a	\$2,923	\$102,205	
		8	40	\$99,282	ELSR	\$108,107	Functional Services	C2	5	5	\$99,282	n/a	n/a	\$8,825	\$108,107	
		8	40	\$99,282	SR	\$106,062	Functional Services	C2	5	5	\$99,282	n/a	n/a	\$6,780	\$106,062	
Tech Inst Snr	SNR TECH INSTR; SNR TECH INSTR GDE	8	40	\$99,282	SR80	\$104,707	Functional Services	C2	5	5	\$99,282	n/a	n/a	\$5,425	\$104,707	
		1	42	\$103,282	ELSR	\$112,107	Functional Services	D1	5	5	\$109,594	n/a	n/a	\$2,513	\$112,107	
		1	42	\$103,282	SR	\$110,062	Functional Services	D1	5	5	\$109,594	n/a	n/a	\$468	\$110,062	
		2	45	\$109,594	ELSR	\$118,419	Functional Services	D1	5	5	\$109,594	n/a	n/a	\$8,825	\$118,419	
Technical & Information Technology Support Officer	TECH & IT SUPP OFF	1	31	\$83,058	None	\$83,058	Functional Services	C1	1	\$83,058	n/a	n/a	n/a	\$83,058		

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. OES&CRE allowance)	CCR pay rate (incl. OES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018		
Technical Support Officer - Switching & Substations	TECH SUPP OFF SW & SUBS	Not set out in Ausgrid Agreement 2012	1	\$60,505	ELSR	\$69,330	Engineering			n/a	n/a	n/a	n/a	n/a		
			15	\$60,505	SR	\$67,285	Power Worker	A2	1	\$67,330	\$69,330	\$45	n/a	\$69,330		
			16	\$61,714	ELSR	\$70,538	Power Worker	A2	1	n/a	\$69,330	n/a	\$1,208	\$70,538		
			18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	\$545	\$73,031		
			19	\$65,507	ELSR	\$74,332	Power Worker	A2	4	n/a	\$74,064	n/a	\$268	\$74,332		
			20	\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	\$75,642		
			20	\$66,817	SR	\$73,597	Power Worker	A2	4	\$72,064	n/a	n/a	\$1,533	\$73,597		
			21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979		
			21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979		
			24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	\$1,359	\$81,141		
Telecontrol Technician	T/CONT TECH S/L/L; SNR T/CONT TECH S/L	3	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$84,052			
		4	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	\$1,484	\$87,093			
		31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	\$91,883			
		32	\$84,746	ELSR	\$93,571	Power Worker	C1	1	n/a	\$91,883	n/a	\$1,688	\$93,571			
		32	\$84,746	SR	\$91,526	Power Worker	C1	1	\$89,883	n/a	n/a	\$1,643	\$91,526			
		34	\$88,152	ELSR	\$96,977	Power Worker	C1	3	n/a	\$96,211	n/a	\$766	\$96,977			
		35	\$89,909	ELSR	\$98,734	Power Worker	C1	4	n/a	\$98,375	n/a	\$359	\$98,734			
		36	\$91,715	ELSR	\$100,539	Power Worker	C1	5	n/a	\$100,539	n/a	n/a	\$100,539			
		Testing & Certification Australia Procurement and Contracts Coordinator	TCA PROC & CONT CO - ORD	1	\$118,652	None	\$118,652	Functional Services	D2	2	\$117,264	n/a	n/a	n/a	\$1,389	\$118,652
				17	\$62,952	ELSR	\$71,777	Power Worker	A2	2	n/a	\$70,908	n/a	\$869	\$71,777	
19	\$65,507			ELSR	\$74,332	Power Worker	A2	4	n/a	\$74,064	n/a	\$268	\$74,332			
21	\$68,154			ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979			
23	\$70,898			ELSR	\$79,722	Power Worker	B1	2	n/a	\$78,381	n/a	\$1,341	\$79,722			
25	\$73,761			ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	\$82,586			
27	\$76,742			ELSR	\$85,567	Power Worker	B2	1	n/a	\$84,052	n/a	\$1,515	\$85,567			
29	\$79,840			ELSR	\$88,665	Power Worker	B2	3	n/a	\$87,166	n/a	\$1,500	\$88,665			
31	\$83,058			ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	\$91,883			
33	\$86,431			ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	\$1,209	\$95,256			
Testing & Certification Australia Technician	TCA TECHNICIAN S/L	1	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	n/a	n/a		
		15	\$60,505	SR	\$67,285	Power Worker	A2	1	\$67,330	n/a	n/a	n/a	\$69,330			
		16	\$61,714	ELSR	\$70,538	Power Worker	A2	1	n/a	\$69,330	n/a	\$1,208	\$70,538			
		18	\$64,206	ELSR	\$73,031	Power Worker	A2	3	n/a	\$72,486	n/a	\$545	\$73,031			
		19	\$65,507	ELSR	\$74,332	Power Worker	A2	4	n/a	\$74,064	n/a	\$268	\$74,332			
		20	\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	\$75,642			
		20	\$66,817	SR	\$73,597	Power Worker	A2	4	\$72,064	n/a	n/a	\$1,533	\$73,597			
		21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979			
		21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979			

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Trainee District Operator	DIST OPERATOR TRAINEE	1	23	\$70,898	ELSR	\$79,722	Power Worker	B1	2	n/a	\$78,381	n/a	\$1,341	\$79,722	
		1	34	\$88,152	SR	\$94,932	Power Worker	C1	3	\$94,211	n/a	n/a	\$721	\$94,932	
Transmission Cable Joiner Trainer	TRANS CABLE JTR / TRNR	1	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979	
		2	24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	\$1,359	\$81,141	
Transmission Oil Technician	TRANS OIL TECH S/L	3	26	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$84,052	
		4	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	\$1,484	\$87,093	
		5	31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	\$91,883	
		6	34	\$88,152	ELSR	\$96,977	Power Worker	C1	3	n/a	\$96,211	n/a	n/a	\$766	\$96,977
		7	36	\$91,715	ELSR	\$100,539	Power Worker	C1	5	n/a	\$100,539	n/a	n/a	n/a	\$100,539
		1	9	\$53,722	SREO	\$57,790	Power Worker	A1	1	1	\$60,546	n/a	\$2,756	n/a	\$60,546
		2	11	\$55,899	SREO	\$59,967	Power Worker	A1	1	1	\$60,546	n/a	\$579	n/a	\$60,546
Transmission Underground ESO	ESO TRANS UG	3	14	\$59,328	SREO	\$63,396	Power Worker	A1	3	\$63,349	n/a	n/a	\$47	\$63,396	
		4	17	\$62,952	SREO	\$67,020	Power Worker	A2	1	\$67,330	n/a	\$310	n/a	\$67,330	
		5	20	\$66,817	SREO	\$70,885	Power Worker	A2	3	\$70,486	n/a	n/a	\$399	\$70,885	
		1	38	\$95,425	SR80	\$100,849	Functional Services	C2	5	\$99,282	n/a	n/a	n/a	\$1,567	\$100,849
		1	15	\$60,505	None	\$60,505	Functional Services	A2	1	\$60,505	n/a	n/a	n/a	n/a	\$60,505
Vehicle Body Builder	VEH BODY BUILDER	2	17	\$62,952	None	\$62,952	Functional Services	A2	2	\$62,083	n/a	n/a	\$869	\$62,952	
		3	19	\$65,507	None	\$65,507	Functional Services	A2	4	\$65,239	n/a	n/a	\$268	\$65,507	
		4	20	\$66,817	None	\$66,817	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$66,817	
		5	24	\$72,316	None	\$72,316	Functional Services	B1	3	\$70,958	n/a	n/a	\$1,359	\$72,316	
		6	25	\$73,761	None	\$73,761	Functional Services	B1	5	\$73,761	n/a	n/a	n/a	\$73,761	
Voltage Regulation Technician	V/REG TECH S/L	7	26	\$75,227	None	\$75,227	Functional Services	B2	1	\$75,227	n/a	n/a	n/a	\$75,227	
		8	28	\$78,269	None	\$78,269	Functional Services	B2	2	\$76,784	n/a	n/a	\$1,485	\$78,269	
		1	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	\$76,979	
		2	24	\$72,316	ELSR	\$81,141	Power Worker	B1	3	n/a	\$79,783	n/a	n/a	\$1,359	\$81,141
		2	24	\$72,316	SR	\$79,096	Power Worker	B1	3	\$77,783	n/a	n/a	n/a	\$1,314	\$79,096
		3	25	\$73,761	ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	\$82,586	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. CES&CRE allowance)	CCR pay rate (incl. CES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018		
Voltage Regulation Technician	V/REG TECH SIL	4	26	\$75,227	ELSR	\$84,052	Power Worker	B2	1	n/a	\$84,052	n/a	n/a	\$84,052		
		5	27	\$76,742	ELSR	\$85,567	Power Worker	B2	1	n/a	\$84,052	n/a	\$1,515	\$85,567		
		6	29	\$79,840	ELSR	\$88,665	Power Worker	B2	3	n/a	\$87,166	n/a	\$1,500	\$88,665		
		6	29	\$79,840	SR	\$86,620	Power Worker	B2	3	\$85,166	n/a	n/a	\$1,455	\$86,620		
		7	31	\$83,058	ELSR	\$91,883	Power Worker	C1	1	n/a	\$91,883	n/a	n/a	n/a	\$91,883	
		7	31	\$83,058	SR	\$89,838	Power Worker	C1	1	\$89,883	n/a	n/a	\$45	n/a	\$89,883	
		8	33	\$86,431	ELSR	\$95,256	Power Worker	C1	2	n/a	\$94,047	n/a	n/a	\$1,209	\$95,256	
		9	34	\$88,152	ELSR	\$96,977	Power Worker	C1	3	n/a	\$96,211	n/a	n/a	\$766	\$96,977	
		1	10	\$54,803	None	\$54,803	Functional Services	A1	1	\$53,722	n/a	n/a	n/a	\$1,081	\$54,803	
		2	12	\$57,018	None	\$57,018	Functional Services	A1	3	\$56,525	n/a	n/a	n/a	\$493	\$57,018	
Warehouse Operative	W/HOUSE OP N GUE	3	14	\$59,328	None	\$59,328	Functional Services	A1	5	\$59,328	n/a	n/a	n/a	\$59,328		
		4	16	\$61,714	None	\$61,714	Functional Services	A2	1	\$60,505	n/a	n/a	\$1,209	\$61,714		
		5	18	\$64,206	None	\$64,206	Functional Services	A2	3	\$63,661	n/a	n/a	\$545	\$64,206		
		6	20	\$66,817	None	\$66,817	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$66,817		
		6	20	\$66,817	SREO	\$70,885	Functional Services	A2	5	\$66,817	n/a	n/a	n/a	\$4,068	\$70,885	
		7	22	\$69,501	None	\$69,501	Functional Services	B1	1	\$68,154	n/a	n/a	n/a	\$1,347	\$69,501	
		1	9	\$53,722	SREO	\$57,790	Power Worker	A1	1	\$60,546	n/a	n/a	\$2,756	n/a	\$60,546	
		2	11	\$55,899	SREO	\$59,967	Power Worker	A1	1	\$60,546	n/a	n/a	\$579	n/a	\$60,546	
		3	14	\$59,328	SREO	\$63,396	Power Worker	A1	3	\$63,349	n/a	n/a	n/a	\$47	\$63,396	
		4	17	\$62,952	SREO	\$67,020	Power Worker	A2	1	\$67,330	n/a	n/a	\$310	n/a	\$67,330	
Workshop Electricity Supply Operative	W/SHOP ESO N SIL	5	20	\$66,817	SREO	\$70,885	Power Worker	A2	3	\$70,486	n/a	n/a	\$399	\$70,885		
		1	15	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	\$69,330		
		2	17	\$62,952	ELSR	\$71,777	Power Worker	A2	2	n/a	\$70,908	n/a	n/a	\$869	\$71,777	
		3	19	\$65,507	ELSR	\$74,332	Power Worker	A2	4	n/a	\$74,064	n/a	n/a	\$268	\$74,332	
		4	20	\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	n/a	\$75,642	
		4	20	\$66,817	SR80	\$72,242	Power Worker	A2	4	\$72,064	n/a	n/a	n/a	\$178	\$72,242	
		5	21	\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	n/a	\$76,979	
		6	23	\$70,898	ELSR	\$79,722	Power Worker	B1	2	n/a	\$78,381	n/a	n/a	\$1,341	\$79,722	
		Workshops Technician	W/SHOP TECH	1	15	\$60,505	ELSR	\$69,330	Power Worker	A2	1	n/a	\$69,330	n/a	n/a	\$69,330
				2	17	\$62,952	ELSR	\$71,777	Power Worker	A2	2	n/a	\$70,908	n/a	n/a	\$869
3	19			\$65,507	ELSR	\$74,332	Power Worker	A2	4	n/a	\$74,064	n/a	n/a	\$268	\$74,332	
4	20			\$66,817	ELSR	\$75,642	Power Worker	A2	5	n/a	\$75,642	n/a	n/a	n/a	\$75,642	
4	20			\$66,817	SR80	\$72,242	Power Worker	A2	4	\$72,064	n/a	n/a	n/a	\$178	\$72,242	
5	21			\$68,154	ELSR	\$76,979	Power Worker	B1	1	n/a	\$76,979	n/a	n/a	n/a	\$76,979	
6	23			\$70,898	ELSR	\$79,722	Power Worker	B1	2	n/a	\$78,381	n/a	n/a	\$1,341	\$79,722	

Position classification	Classification code(s)	Skill level	Pay point	Base pay as at 30 Nov. 2018	All-purpose allowance	Ordinary rate of pay as at 30 Nov. 2018	CCR stream	CCR band	CCR level	CCR pay rate (excl. QES&CRE allowance)	CCR pay rate (incl. QES&CRE allowance)	Increase on transition (if applicable)	Grandparenting on transition (if applicable)	Rate of pay as at 1 Dec. 2018	
Workshops Technician	W/SHOP TECH	7	25	\$73,761	ELSR	\$82,586	Power Worker	B1	5	n/a	\$82,586	n/a	n/a	\$82,586	
		8	27	\$76,742	ELSR	\$85,567	Power Worker	B2	1	n/a	\$84,052	n/a	\$1,515	\$85,567	
		8	27	\$76,742	SR80	\$82,166	Power Worker	B2	1	\$82,052	n/a	n/a	\$114	\$82,166	
		9	28	\$78,269	ELSR	\$87,093	Power Worker	B2	2	n/a	\$85,609	n/a	n/a	\$1,484	\$87,093
		10	30	\$81,454	SREO	\$85,522	Power Worker	B2	3	\$85,166	n/a	n/a	n/a	\$357	\$85,522
		10	30	\$81,454	ELSR	\$90,279	Power Worker	B2	5	n/a	\$90,279	n/a	n/a	n/a	\$90,279

Section 2: Position classifications not included in the transition schedules

Proposed CCR band transition

For any position classifications, classification code, skill level and allowance combinations not set out in Table 1, the proposed band that employees will transition to will be based on pay points as outlined in the table 2.1 below.

Table 2.1:

Stream and pay point			Proposed band
Power Worker	Engineering	Functional Services	
5 - 14	5 - 14	5 - 14	A1
15 - 20	15 - 20	15 - 20	A2
21 - 25	21 - 25	21 - 25	B1
26 - 30	26 - 30	26 - 30	B2
31 - 36	31 - 36	31 - 35	C1
37 - 40	37 - 40	36 - 40	C2
41 - 45	41 - 45	41 - 45	D1
48 - 53	46 - 55	46 - 55	D2
57	N/A	N/A	D3

Proposed CCR level transition

For any position classifications, classification code, skill level and all-purpose allowance combinations not set out in Table 1, the default level will be set based on the ordinary rate of pay on 30 November 2018:

- The tables in the following pages present the proposed level that employees will transition to, based on their ordinary rate of pay on 30 November 2018 and proposed stream and band.
- For employees **eligible** for the QES&CRE allowance that transition to the Power Worker or Engineering stream, refer to the tables with the CCR rate (**incl.** QES&CRE allowance).
- For employees **not eligible** for the QES&CRE allowance, refer to the tables with the CCR rate (**excl.** the QES&CRE allowance).
- Where current rate of pay is **less than** the level 1 band rate of the respective stream, the employee will map to level 1 of that band, and pay will be increased to the CCR rate.
- Where current rate of pay is **greater than** the level 5 band rate of the respective stream, the employee will map to level 5 of that band and will continue to receive their current rate of pay.

Note – the pay rates in Table 2.2, Table 2.3, Table 2.4, Table 2.5 and Table 2.6 below:

- Incorporate the Ausgrid Allowance. For shift workers the annual rate of pay (except for District Operators and Area Operators) will also include the additional holiday leave loading.
- Include the 2.75% wage increase proposed to come into effect following a successful employee vote for the Ausgrid Enterprise Agreement 2018.

Table 2.2: This table applies to employees eligible for the QES&CRE allowance that transition to the Power Worker stream.

Power Worker stream			
Band	Ordinary rate of pay as at 30 November 2018	Level	CCR rate (incl. QES&CRE allowance)
A1	Less than \$63,948	1	\$62,546
	\$63,948 to less than \$65,349	2	\$63,948
	\$65,349 to less than \$66,751	3	\$65,349
	\$66,751 to less than \$68,152	4	\$66,751
	Greater than or equal to \$68,152	5	\$68,152
A2	Less than \$70,908	1	\$69,330
	\$70,908 to less than \$72,486	2	\$70,908
	\$72,486 to less than \$74,064	3	\$72,486
	\$74,064 to less than \$75,642	4	\$74,064
	Greater than or equal to \$75,642	5	\$75,642
B1	Less than \$78,381	1	\$76,979
	\$78,381 to less than \$79,783	2	\$78,381
	\$79,783 to less than \$81,184	3	\$79,783
	\$81,184 to less than \$82,586	4	\$81,184
	Greater than or equal to \$82,586	5	\$82,586
B2	Less than \$85,609	1	\$84,052
	\$85,609 to less than \$87,166	2	\$85,609
	\$87,166 to less than \$88,722	3	\$87,166
	\$88,722 to less than \$90,279	4	\$88,722
	Greater than or equal to \$90,279	5	\$90,279
C1	Less than \$94,047	1	\$91,883
	\$94,047 to less than \$96,211	2	\$94,047
	\$96,211 to less than \$98,375	3	\$96,211
	\$98,375 to less than \$100,539	4	\$98,375
	Greater than or equal to \$100,539	5	\$100,539
C2	Less than \$103,812	1	\$102,380
	\$103,812 to less than \$105,244	2	\$103,812
	\$105,244 to less than \$106,675	3	\$105,244
	\$106,675 to less than \$108,107	4	\$106,675
	Greater than or equal to \$108,107	5	\$108,107
D1	Less than \$112,167	1	\$110,083
	\$112,167 to less than \$114,251	2	\$112,167
	\$114,251 to less than \$116,335	3	\$114,251
	\$116,335 to less than \$118,419	4	\$116,335
	Greater than or equal to \$118,419	5	\$118,419
D2	Less than \$128,167	1	\$125,138
	\$128,167 to less than \$131,197	2	\$128,167
	\$131,197 to less than \$134,226	3	\$131,197
	\$134,226 to less than \$137,255	4	\$134,226
	Greater than or equal to \$137,255	5	\$137,255
D3	N/A	1	\$147,834

Table 2.3: This table applies to employees **not eligible** for the QES&CRE allowance that transition to the Power Worker stream.

Power Worker stream			
Band	Ordinary rate of pay as at 30 November 2018	Level	CCR rate (excl. QES&CRE allowance)
A1	Less than \$61,948	1	\$60,546
	\$61,948 to less than \$63,349	2	\$61,948
	\$63,349 to less than \$64,751	3	\$63,349
	\$64,751 to less than \$66,152	4	\$64,751
	Greater than or equal to \$66,152	5	\$66,152
A2	Less than \$68,908	1	\$67,330
	\$68,908 to less than \$70,486	2	\$68,908
	\$70,486 to less than \$72,064	3	\$70,486
	\$72,064 to less than \$73,642	4	\$72,064
	Greater than or equal to \$73,642	5	\$73,642
B1	Less than \$76,381	1	\$74,979
	\$76,381 to less than \$77,783	2	\$76,381
	\$77,783 to less than \$79,184	3	\$77,783
	\$79,184 to less than \$80,586	4	\$79,184
	Greater than or equal to \$80,586	5	\$80,586
B2	Less than \$83,609	1	\$82,052
	\$83,609 to less than \$85,166	2	\$83,609
	\$85,166 to less than \$86,722	3	\$85,166
	\$86,722 to less than \$88,279	4	\$86,722
	Greater than or equal to \$88,279	5	\$88,279
C1	Less than \$92,047	1	\$89,883
	\$92,047 to less than \$94,211	2	\$92,047
	\$94,211 to less than \$96,375	3	\$94,211
	\$96,375 to less than \$98,539	4	\$96,375
	Greater than or equal to \$98,539	5	\$98,539
C2	Less than \$101,812	1	\$100,380
	\$101,812 to less than \$103,244	2	\$101,812
	\$103,244 to less than \$104,675	3	\$103,244
	\$104,675 to less than \$106,107	4	\$104,675
	Greater than or equal to \$106,107	5	\$106,107
D1	Less than \$110,167	1	\$108,083
	\$110,167 to less than \$112,251	2	\$110,167
	\$112,251 to less than \$114,335	3	\$112,251
	\$114,335 to less than \$116,419	4	\$114,335
	Greater than or equal to \$116,419	5	\$116,419
D2	Less than \$126,167	1	\$123,138
	\$126,167 to less than \$129,197	2	\$126,167
	\$129,197 to less than \$132,226	3	\$129,197
	\$132,226 to less than \$135,255	4	\$132,226
	Greater than or equal to \$135,255	5	\$135,255
D3	Greater than or equal to \$145,834	1	\$145,834

Table 2.4: This table applies to employees eligible for the QES&CRE allowance that transition to the Engineering stream.

Engineering stream			
Band	Ordinary rate of pay as at 30 November 2018	Level	CCR rate (incl. QES&CRE allowance)
A1	Less than \$63,948	1	\$62,546
	\$63,948 to less than \$65,349	2	\$63,948
	\$65,349 to less than \$66,751	3	\$65,349
	\$66,751 to less than \$68,152	4	\$66,751
	Greater than or equal to \$68,152	5	\$68,152
A2	Less than \$70,908	1	\$69,330
	\$70,908 to less than \$72,486	2	\$70,908
	\$72,486 to less than \$74,064	3	\$72,486
	\$74,064 to less than \$75,642	4	\$74,064
	Greater than or equal to \$75,642	5	\$75,642
B1	Less than \$78,381	1	\$76,979
	\$78,381 to less than \$79,783	2	\$78,381
	\$79,783 to less than \$81,184	3	\$79,783
	\$81,184 to less than \$82,586	4	\$81,184
	Greater than or equal to \$82,586	5	\$82,586
B2	Less than \$85,609	1	\$84,052
	\$85,609 to less than \$87,166	2	\$85,609
	\$87,166 to less than \$88,722	3	\$87,166
	\$88,722 to less than \$90,279	4	\$88,722
	Greater than or equal to \$90,279	5	\$90,279
C1	Less than \$94,047	1	\$91,883
	\$94,047 to less than \$96,211	2	\$94,047
	\$96,211 to less than \$98,375	3	\$96,211
	\$98,375 to less than \$100,539	4	\$98,375
	Greater than or equal to \$100,539	5	\$100,539
C2	Less than \$103,812	1	\$102,380
	\$103,812 to less than \$105,244	2	\$103,812
	\$105,244 to less than \$106,675	3	\$105,244
	\$106,675 to less than \$108,107	4	\$106,675
	Greater than or equal to \$108,107	5	\$108,107
D1	Less than \$112,167	1	\$110,083
	\$112,167 to less than \$114,251	2	\$112,167
	\$114,251 to less than \$116,335	3	\$114,251
	\$116,335 to less than \$118,419	4	\$116,335
	Greater than or equal to \$118,419	5	\$118,419
D2	Less than \$126,089	1	\$120,634
	\$126,089 to less than \$131,543	2	\$126,089
	\$131,543 to less than \$136,998	3	\$131,543
	\$136,998 to less than \$142,452	4	\$136,998
	Greater than or equal to \$142,452	5	\$142,452

Table 2.5: This table applies to employees **not eligible** for the QES&CRE allowance that transition to the Engineering stream.

Engineering stream			
Band	Ordinary rate of pay as at 30 November 2018	Level	CCR rate (excl. QES&CRE allowance)
A1	Less than \$61,948	1	\$60,546
	\$61,948 to less than \$63,349	2	\$61,948
	\$63,349 to less than \$64,751	3	\$63,349
	\$64,751 to less than \$66,152	4	\$64,751
	Greater than or equal to \$66,152	5	\$66,152
A2	Less than \$68,908	1	\$67,330
	\$68,908 to less than \$70,486	2	\$68,908
	\$70,486 to less than \$72,064	3	\$70,486
	\$72,064 to less than \$73,642	4	\$72,064
	Greater than or equal to \$73,642	5	\$73,642
B1	Less than \$76,381	1	\$74,979
	\$76,381 to less than \$77,783	2	\$76,381
	\$77,783 to less than \$79,184	3	\$77,783
	\$79,184 to less than \$80,586	4	\$79,184
	Greater than or equal to \$80,586	5	\$80,586
B2	Less than \$83,609	1	\$82,052
	\$83,609 to less than \$85,166	2	\$83,609
	\$85,166 to less than \$86,722	3	\$85,166
	\$86,722 to less than \$88,279	4	\$86,722
	Greater than or equal to \$88,279	5	\$88,279
C1	Less than \$92,047	1	\$89,883
	\$92,047 to less than \$94,211	2	\$92,047
	\$94,211 to less than \$96,375	3	\$94,211
	\$96,375 to less than \$98,539	4	\$96,375
	Greater than or equal to \$98,539	5	\$98,539
C2	Less than \$101,812	1	\$100,380
	\$101,812 to less than \$103,244	2	\$101,812
	\$103,244 to less than \$104,675	3	\$103,244
	\$104,675 to less than \$106,107	4	\$104,675
	Greater than or equal to \$106,107	5	\$106,107
D1	Less than \$110,167	1	\$108,083
	\$110,167 to less than \$112,251	2	\$110,167
	\$112,251 to less than \$114,335	3	\$112,251
	\$114,335 to less than \$116,419	4	\$114,335
	Greater than or equal to \$116,419	5	\$116,419
D2	Less than \$124,089	1	\$118,634
	\$124,089 to less than \$129,543	2	\$124,089
	\$129,543 to less than \$134,998	3	\$129,543
	\$134,998 to less than \$140,452	4	\$134,998
	Greater than or equal to \$140,452	5	\$140,452

Table 2.6: This table applies to all employees that transition to the Functional Services stream.

Functional Services stream			
Band	Ordinary rate of pay as at 30 November 2018	Level	CCR rate
A1	Less than \$55,124	1	\$53,722
	\$55,124 to less than \$56,525	2	\$55,124
	\$56,525 to less than \$57,927	3	\$56,525
	\$57,927 to less than \$59,328	4	\$57,927
	Greater than or equal to \$59,328	5	\$59,328
A2	Less than \$62,083	1	\$60,505
	\$62,083 to less than \$63,661	2	\$62,083
	\$63,661 to less than \$65,239	3	\$63,661
	\$65,239 to less than \$66,817	4	\$65,239
	Greater than or equal to \$66,817	5	\$66,817
B1	Less than \$69,556	1	\$68,154
	\$69,556 to less than \$70,958	2	\$69,556
	\$70,958 to less than \$72,359	3	\$70,958
	\$72,359 to less than \$73,761	4	\$72,359
	Greater than or equal to \$73,761	5	\$73,761
B2	Less than \$76,784	1	\$75,227
	\$76,784 to less than \$78,341	2	\$76,784
	\$78,341 to less than \$79,897	3	\$78,341
	\$79,897 to less than \$81,454	4	\$79,897
	Greater than or equal to \$81,454	5	\$81,454
C1	Less than \$84,771	1	\$83,058
	\$84,771 to less than \$86,484	2	\$84,771
	\$86,484 to less than \$88,196	3	\$86,484
	\$88,196 to less than \$89,909	4	\$88,196
	Greater than or equal to \$89,909	5	\$89,909
C2	Less than \$93,607	1	\$91,715
	\$93,607 to less than \$95,499	2	\$93,607
	\$95,499 to less than \$97,390	3	\$95,499
	\$97,390 to less than \$99,282	4	\$97,390
	Greater than or equal to \$99,282	5	\$99,282
D1	Less than \$103,342	1	\$101,258
	\$103,342 to less than \$105,426	2	\$103,342
	\$105,426 to less than \$107,510	3	\$105,426
	\$107,510 to less than \$109,594	4	\$107,510
	Greater than or equal to \$109,594	5	\$109,594
D2	Less than \$117,264	1	\$111,809
	\$117,264 to less than \$122,718	2	\$117,264
	\$122,718 to less than \$128,173	3	\$122,718
	\$128,173 to less than \$133,627	4	\$128,173
	Greater than or equal to \$133,627	5	\$133,627

APPENDIX 5 – REDUNDANCY, REDEPLOYMENT AND SALARY MAINTENANCE

1. Introduction

1.1 Ausgrid is committed to achieving continuous improvement in the performance of its business. From time to time this may include restructuring of Ausgrid or changing how work is performed which may result in redundancy.

1.2 Ausgrid will endeavour to offer suitable alternative employment within the business to an employee prior to making a position/role redundant. Natural attrition, redeployment and voluntary redundancies will be the preferred method by which a surplus number of employees is reduced. However, where these preferred methods are in Ausgrid's opinion not suitable or possible in achieving the required employee reduction involuntary redundancies may be implemented from 1 July 2020, subject to the provisions in this Appendix 5.

Where multiples of the same position within a structure are found to be redundant, Ausgrid will undertake a selection process to determine those employees that remain with Ausgrid. The first selection method utilised will be those from that position or group who have sought voluntary redundancy. The further selection process will be subject to consultation and will include an assessment of the skills required by Ausgrid and the employees' performance.

1.3 Upon commencement of this Agreement any previous policies or agreements dealing with redeployment, redundancy or salary maintenance, including the *Ausgrid Redundancy and Redeployment Policy* dated 17 May 2013 and the *Memorandum of Understanding – Salary Maintenance* dated 11 April 1997, are both rescinded and no longer apply to Ausgrid and its employees.

1.3.1 This will not remove an employees' existing salary maintenance arrangements from continuing to apply under this Agreement.

1.4 Nothing in this Appendix 5 will prevent Ausgrid from terminating the employment of an employee as a result of performance, behaviour or other conduct that warrants dismissal, including a failure to genuinely participate in any redeployment, training or placement process, or on the basis that the employee is not fit to perform the inherent requirements of their substantive position.

1.5 This Appendix 5 does not apply to:

- temporary, short term, fixed term or casual employees;
- apprentices, vocational traineeships or cadets; or
- labour hire / agency hire workers.

1.6 Part time Excess Employees eligible to receive payments under this Appendix 5, will do so at their applicable pro rata rate.

2. Definitions

The following definitions apply for the purposes of this Appendix 5:

2.1 "Additional Voluntary Redundancy" (AVR)

An Excess Employee will ~~may~~ receive a one-time AVR offer prior to 1 January 2020 in accordance with clause 4.1 of this Appendix 5

a severance payment of \$75,000 gross in addition to the SVR, which is paid at the Excess Employee's Relevant Weekly Rate of Pay (the total of which is uncapped).

2.2 **"Excess Employee"** is an employee who has received notice from Ausgrid that their position is redundant and that they are an Excess Employee for the purposes of this Appendix 5.

2.3 **"FTE"** means the full time equivalent number of employees. For clarity in Appendix 5, FTEs do not include:

those excluded by subclause 1.5 of Appendix 5; and

those whose employment is not covered by this Agreement. ~~and~~

~~employees not classified as continuing employees under the *Electricity Network Assets (Authorised Transactions) Act 2015 (NSW)*.~~

2.4 **"Involuntary Redundancy"/ "Involuntarily Redundant"** means termination of employment as a result of an employee's position/role no longer being required by Ausgrid, the employee being unable to be redeployed, and that employee not accepting a Voluntary Redundancy Offer.

Where an Excess Employee is made Involuntarily Redundant in accordance with the terms of clause 6, Appendix 5, they will be paid the following:

2.4.1 applicable Notice Of Termination or payment in lieu of notice of termination in accordance with subclause 34.1 of this Agreement; plus

2.4.2 severance pay of 3 weeks' pay per completed year of continuous service; plus

2.4.3 applicable accrued but untaken leave entitlements; plus

2.4.4 for employees who have not completed a career transition program within Ausgrid, or a career coaching service external to Ausgrid a \$2,000 gross allowance for outplacement support.

2.5 **"Notice Of Termination"** means the notice periods defined in subclause 34.1 of this Agreement.

2.6 **"Notification Date"** means the date on which an employee is notified by Ausgrid that they are an Excess Employee after the approval of the Enterprise Agreement.

2.7 **“Relevant Weekly Rate of Pay”** means the Excess Employee’s rate of pay (see Appendix 1, Ausgrid Rates of Pay or Appendix 4, CCR from 1 December 2018) including any applicable all-purpose work-related allowances payable for a normal week’s ordinary hours of work as at the Notification Date. Ausgrid will ensure that an Excess Employee’s redundancy payment is not less than that payable under *the Fair Work Act 2009 (Cth)*.

2.8 **“Standard Voluntary Redundancy” (SVR)**

Where an Excess Employee accepts an SVR in accordance with the terms of subclause 4.2 of Appendix 5, that Excess Employee will be paid the following:

2.8.1 applicable Notice of Termination or payment in lieu of Notice Of Termination in accordance with sub-clause 34.1; plus

2.8.2 an early acceptance payment calculated as follows:

If the employee has less than one year’s service	Two weeks’ pay
If the employee has one year and less than two years continuous service	Four weeks’ pay
If the employee has two years and less than three years continuous service	Six weeks’ pay
If the employee has three years or more continuous service	Eight weeks’ pay

(Employees are only eligible for an early acceptance payment if they accept an SVR within 3 weeks of receiving an offer).

plus

2.8.3 severance pay of 3 weeks’ pay per completed year of continuous service; plus

2.8.4 applicable accrued but untaken leave entitlements; plus

2.8.5 for employees who have not completed a career transition program within Ausgrid or a career coaching service external to Ausgrid, a \$2,000 gross allowance for outplacement support (if requested by the employee Ausgrid may pay directly to an appropriate service provider).

2.8.6 The SVR will be paid at the employee’s Relevant Weekly Rate of Pay (the total of which is uncapped).

2.9 **“Voluntary Redundancy”** means termination of employment as a result of an employee’s position/role no longer being required by Ausgrid, the employee being unable to be redeployed, and that employee accepting a Voluntary Redundancy Offer.

2.10 **"Voluntary Redundancy Offer"** may be either an SVR or AVR subject to the terms of this Appendix 5.

2.11 **"Weeks"** or **"Weeks' Pay"** in relation to the calculation of any redundancy payment means the Relevant Weekly Rate of Pay.

3. Redundancy Calculations

These redundancy payments will be paid at the Excess Employee's Relevant Weekly Rate of Pay (the total of which is uncapped).

4. Redundancy Process up to 30 June 2020.

Up to 30 June 2020 there will be no involuntary redundancy. On or prior to 30 June 2020 Excess Employees may receive a Voluntary Redundancy Offer only. The following options are available to the Excess Employee:

4.1 Additional Voluntary Redundancy (AVR)

4.1.1 The AVR will be offered to an Excess Employee whose Notification Date occurs before 1 January 2020. The Excess Employee will have three (3) weeks from their Notification Date to accept the offer which includes the AVR

4.1.2 If the Excess Employee accepts the AVR, during the 3 week period, that Excess Employee will:

(a) exit the business within 2 weeks of accepting the offer (unless otherwise agreed or subject to Ausgrid's business needs ~~at the sole discretion of Ausgrid~~); and

(b) be paid the AVR.

4.1.3 The AVR will be offered to the Excess Employee once only. If an Excess Employee does not accept an AVR that Excess Employee forgoes the right to any further offer which includes the AVR.

4.2 Standard Voluntary Redundancy (SVR) package

4.2.1 If an Excess Employee does not accept an AVR offer within 3 weeks of receiving the offer, that Excess Employee may remain with Ausgrid and accept a SVR at any time on or before 30 June 2020. The Excess Employee will be subject to subclause 5 below.

4.2.2 An Excess Employee who is made a Voluntary Redundancy Offer between 1 January 2020 and 30 June 2020 will only be offered a SVR and will not receive an AVR.

4.2.3 An Excess Employee who does not accept a SVR by 30 June 2020 will be subject to subclause 5 below and will not receive a further SVR after 30 June 2020.

5. Requirements on an Excess Employee who remains with Ausgrid or who is deciding whether to accept a Voluntary Redundancy Offer

5.1 Where an Excess Employee remains with Ausgrid or has yet to accept a Voluntary Redundancy Offer, the Excess Employee will:

5.1.1 remain an employee of Ausgrid and may be required to perform work as reasonably directed by Ausgrid in another suitable position or role, including secondment, within reasonable distance of the employee's previous work location or residence and to undertake career transition services as determined and paid for by Ausgrid;

(a) Where redeployment or secondments within Ausgrid are available the employee will undertake that work before being considered for any other reasonably directed external work.

5.1.2 continue to be paid at their Relevant Weekly Rate of Pay;

5.1.3 seek redeployment to a permanent position within Ausgrid or an external placement, if possible;

5.1.4 remain bound by this Agreement and their general legal obligations; and

5.1.5 be given Notice of Termination, stating that unless they are redeployed or accept a Voluntary Redundancy Offer on or before 30 June 2020, their employment will terminate by reason of Involuntary Redundancy on 1 July 2020, subject to the restriction in 6.1 of Appendix 5. The notice period may be extended by Ausgrid at its sole discretion.

5.2 An Excess Employee whose Notification Date is less than three (3) weeks before 1 July 2020 will continue to have the three (3) week offer period to accept a Voluntary Redundancy Offer, subject to the restriction in 6.1 of Appendix 5.

5.3 Subject to the restriction in clause 6.1 and 7.2 of Appendix 5 Excess Employees that do not accept an offer of SVR during the three (3) week period will be declared Involuntarily Redundant after that time, subject to 5.1 or 6.1 or 6.2 of Appendix 5.

6. Involuntary Redundancy

6.1 On 1 July 2020 Ausgrid has the right to make up to 250 FTE Excess Employees Involuntarily Redundant. This will include any existing Excess Employees who:

6.1.1 have not accepted a Voluntary Redundancy Offer in accordance with clause 4; and

6.1.2 have had three (3) weeks to consider a Voluntary Redundancy Offer.

6.2 An Excess Employee who is made Involuntarily Redundant will receive the Involuntary Redundancy package at subclause 2.4.

7. Redundancy Process after 1 July 2020

- 7.1 Until such time as this Agreement is varied, terminated or replaced, the following shall apply:
- 7.2 From 2 July 2020 to 30 June 2021 Ausgrid has the right to make up to 250 FTE Excess Employees redundant by either accepting SVR or being made Involuntarily Redundant.
- 7.3 In each subsequent one year period commencing on 1 July in one year and ending on 30 June in the following year, Ausgrid has the right to make up to 250 FTE Excess Employees redundant by either accepting SVR or being made Involuntarily Redundant.
- 7.4 An Excess Employee whose Notification Date occurs on or after 2 July 2020 will have three (3) weeks from their Notification Date to accept an offer of SVR.
- 7.5 If the Excess Employee accepts an offer of SVR within the three (3) week period that Excess Employee will:
- (a) Exit the business within two (2) weeks of accepting the offer (unless otherwise agreed or directed at the sole discretion of Ausgrid); and
 - (b) Receive the SVR Package.
- 7.6 If the Excess Employee does not accept the offer of SVR within the three (3) week period, the Excess Employee will receive four (4) weeks' notice of Involuntary Redundancy which will include the three (3) week decision making period. Provided that where the employee is more than 45 years of age and has more than five (5) years continuous service with Ausgrid, the notice period provided for in this clause will be extended by one week.
- 7.7 During the notice period Excess Employees will be managed in line with subclause 5.1 of this Appendix 5.
- 7.8 An Excess Employee who is made Involuntarily Redundant will receive the Involuntary Redundancy package.

8. Redeployment and Salary Maintenance within Ausgrid

- 8.1 Ausgrid will endeavour to redeploy an Excess Employee into a position/role equivalent to their previous position where possible.
- 8.2 If an Excess Employee is permanently appointed or is directed into a permanent position/role that is at a lower grade or salary than their previous position, their status of Excess Employee will cease, however they will be entitled to salary maintenance at their previous position's / roles' salary at their Relevant Weekly Rate of Pay.

8.3 Offer of Position

- 8.3.1 Where an Excess Employee has declined or not accepted an offer of voluntary redundancy and:

they have been offered a permanent appointment to a position that is suitable and is within reasonable distance of their former work location or home;

then they must not refuse that appointment.

8.3.2 Where an Excess Employee is seconded to a role for a trial period of three months pending permanent appointment, then at the conclusion of that three month trial the employee may choose to:

- (a) accept an offer of permanent appointment; or
- (b) exit the company with a redundancy.

8.4 If an Excess Employee is temporarily appointed or seconded into a position/role that is a lower grade or salary than their substantive position/role, they will remain an Excess Employee and will be entitled to salary maintenance at their former substantive position's/role grade or salary at their Relevant Weekly Rate of Pay.

9. Excess Employee who accepts an external offer of a job with another employer

9.1 Where an Excess Employee who is eligible for a Voluntary Redundancy Offer under clause 4 or 5 of Appendix 5 accepts a position with another employer external to Ausgrid following a redeployment or secondment placement and exits Ausgrid they shall remain entitled to the applicable redundancy payment.

10. Mix and Match

10.1 This clause only applies in circumstances where the Australian Taxation Office issues Ausgrid a tax ruling that allows a mix and match process for a specified period of time and for the period that tax ruling continues to apply. The mix and match process will strictly comply with the terms of the tax ruling.

10.2 Where an employee in an existing position wishes to voluntarily give up their current ongoing position to an Excess Employee in order to be considered for voluntary separation, then Ausgrid may agree to a "mix and match" process provided certain criteria are met. Ausgrid has sole discretion over the mix and match process, including the criteria.

10.3 A mix and match voluntary separation arrangement payment will include the SVR and will not include the AVR.