

Item	NHVR Management Position	NHVR's Comments to the Bargaining Parties	Drafting Status Comment
Grandfather redundancy at 52 weeks and include Southern in the grandfather of who was employed at date of approval.	In-principle agreement	NHVR understand security of employment concerns and impact for Southern region.	Updated – see clause 20.1.4.
Grandfather regional leave for Northern and Southern and include SA regional leave.	In-principle agreement	For the limited Southern impact, NHVR can baseline by way of Grandfathering.	This was included. Please see clause 12.2.1.
Draft of delegates clause to allow for defined reasonable travel.	In-principle agreement	Opportunity to remove ambiguity and prevent disputes that impact all parties. Action: PSA to provide a draft version.	<i>Not yet complete – We are working with PSA to finalise a clause before updating EA..</i>
Include a no less favorable commitment for SCOs that are mechanically qualified.	In-principle agreement	Recognises the role of mechanics, ensures they are not disadvantaged while meeting the overarching goal of a common SCO position. Action: DG to provide a draft clause.	The NHVR's draft principles have been inserted as the new clauses 6.11(l)-(m).

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<p>Agreement length and % increases.</p>	<p>NHVR offer of 3 year Agreement (5%, 3% and 3%)</p>	<p>NHVR proposes a 3-year Agreement with a 5%, 3% and 3% wage increase indexed in the first pay period from 1 July. By having the 5% up front it allows for a higher compound impact on the 8% uplift from commencement / operative date. Essentially Central received 3.75% in July, on commencement, stay at the jobsite for 6 minutes more of ordinary hours, work 14 minutes less and receive an 8% increase. This would be a <u>16.75% increase over two years</u> by getting paid what is unpaid. TfNSW are providing 3% this year by comparison I understand.</p> <p>-</p> <p>This is based on feedback a 4-year Agreement of 4%, 4%, 3% and 3.2% was too long with that level of pay increase.</p>	<p>Please see clause 10.2 and other amendments to the Agreement (eg updates to the title and updates to the rates tables to reflect a three year term).</p>

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Grandfather RMS Long Service Leave provisions from 7 year	In-principle agreement	NHVR understands the complexity of choosing a nominal date as any time before 10 years is less favourable, any time after 10 years is more favourable. As 7 years is when employees can access LSL and this was requested, it can be agreed.	See clause 12.8.2.
Balance Conversion for employees under TMR and RMS provisions.	In-principle agreement	Include a provision in the Agreement, NHVR will provide a balance conversion for leave (a day will be a day) to ensure nobody is disadvantaged from accessing leave they accrued on different standard hours.	See clause 12.1.
Maintain \$500 Payment	In-principle agreement	NHVR understand the issue was with the what as opposed to how and are prepared to retain the amount acknowledging the operative date below.	<p>Deleted the previous "additional payment" clause and inserted a new one.</p> <p>A minor tweak has been made ("subsequently" instead of "then" in paragraph (b)) to seek to avoid the timing confusion that arose during the A&P EA approval application.</p> <p>There is a holding note for the last date that a "yes" vote can occur for the additional payment to potentially be payable (subject to FWC approval). To be confirmed before we seek to vote as the goal is before Easter yes vote.</p> <p>Appreciate we don't want to link holidays to this consistently.</p>

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Operative date of Agreement 8 March	In-principle agreement	<p>NHVR consider the commencement date to be when terms and conditions of employment take effect, in line with s.54 of the Fair Work Act and are concerned about a precedent for future negotiations and incentivising employees to vote no by removing any trade-offs as the NHVR considered the offer fair and reasonable.</p> <p>The NHVR also understands the no vote, has had an impact to employees and that there are employees across multiple jurisdictions that have had a loss where it was a close vote.</p> <p>NHVR will align the operative date to the Administration and Professional Agreement 2025 for wages.</p>	Please see the new paragraphs in clause 10.2.

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Applicable shift penalties	<p>In-principle agreement.</p> <p><i>Following discussions, this clause has been amended.</i></p>	N/A	<p>Please amendments to clauses 6.8 and 6.12, which reflects the position discussed that:</p> <ul style="list-style-type: none"> • day shift, afternoon shift and night shift penalties are applicable based on <u>commencement times</u>; while • Saturday, Sunday and public holiday shift penalties apply on a "majority of shift" basis, except where a case is evenly split between two days.