



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Metro Trains Melbourne Pty Ltd T/A Metro Trains Melbourne
(AG2024/962)

METRO TRAINS MELBOURNE INFRASTRUCTURE ENTERPRISE AGREEMENT 2023

Rail industry

COMMISSIONER CIRKOVIC

MELBOURNE, 12 APRIL 2024

Application for approval of the Metro Trains Melbourne Infrastructure Enterprise Agreement 2023

[1] An application has been made for approval of an enterprise agreement known as the *Metro Trains Melbourne Infrastructure Enterprise Agreement 2023* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by Metro Trains Melbourne Pty Ltd T/A Metro Trains Melbourne (the Employer). The Agreement is a single enterprise agreement.

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

[3] On the basis of the material contained in the application, and the accompanying statutory declaration, I am satisfied that each of the requirements of ss 186, 187, and 188 as are relevant to this application for approval have been met.

[4] I observe that certain provisions of the Agreement are likely to be inconsistent with the National Employment Standards (NES). However, noting clause 5.2 of the Agreement, I am satisfied the more beneficial entitlements of the NES will prevail where there is an inconsistency between the Agreement and the NES.

[5] The “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU), Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU), Australian Rail, Tram and Bus Industry Union (RTBU), and The Association of Professional Engineers, Scientists and Managers, Australia (APESMA), being bargaining representatives for the Agreement, have given notice under s 183 of the Act that

they seek to be covered by the Agreement. In accordance with s 201(2) and based on the statutory declarations provided, I note that the Agreement covers these organisations.

[6] The Agreement was approved on 12 April 2024 and, in accordance with s 54, will operate from 19 April 2024. The nominal expiry date of the Agreement is 30 June 2027.



COMMISSIONER

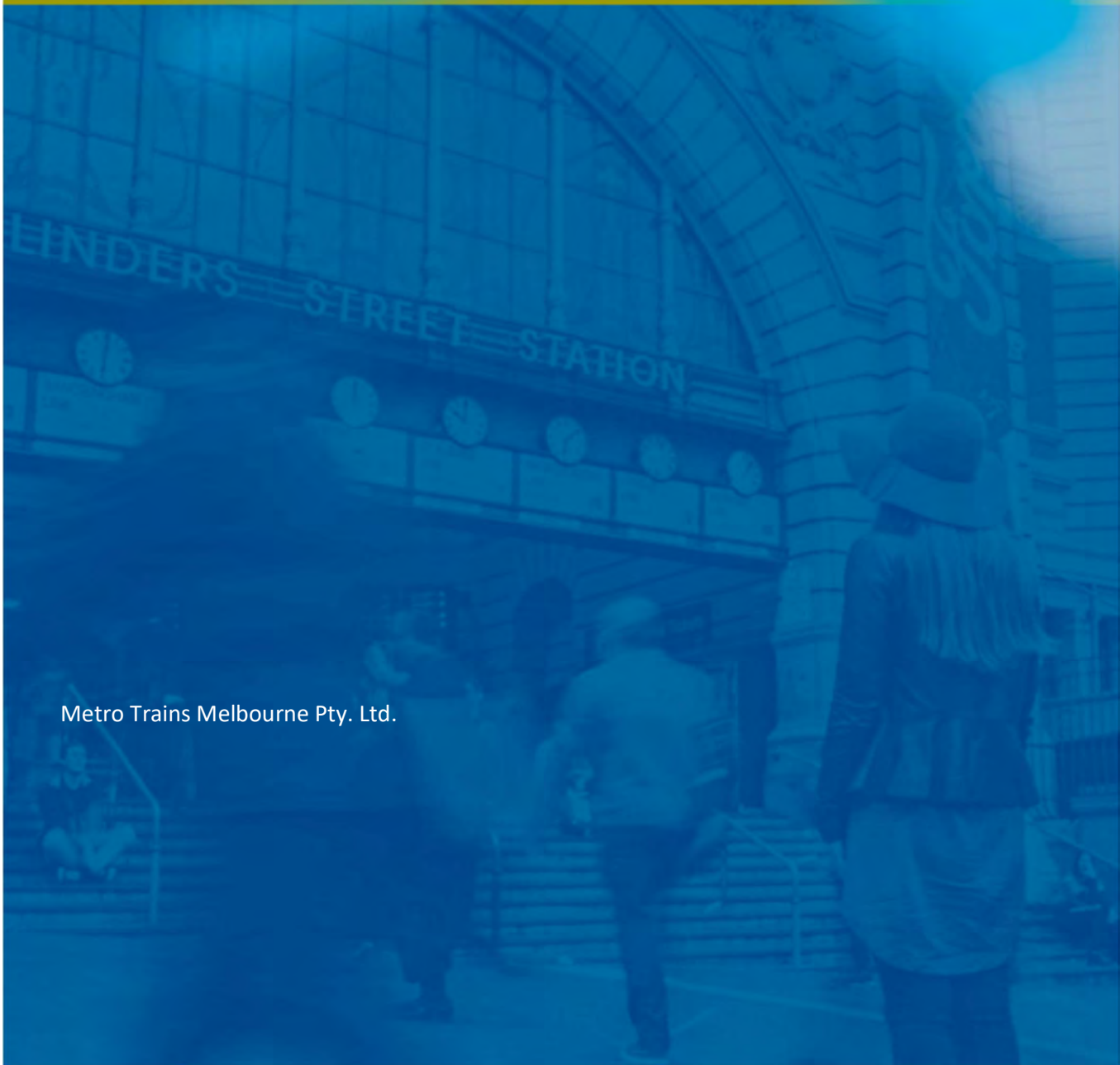
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Enterprise Agreement 2023

Infrastructure Division



Metro Trains Melbourne Pty. Ltd.

CONTENTS

SECTION 1 – APPLICATION & OPERATION OF AGREEMENT	6
1. TITLE.....	6
2. PERSONS COVERED AND APPLICATION.....	6
3. RELATIONSHIP TO AWARDS AND AGREEMENTS.....	6
4. NO EXTRA CLAIMS	7
5. OPERATION AND NOMINAL EXPIRY DATE.....	7
6. SUPPORT TO FUTURE PROJECTS AND INITIATIVES.....	7
7. BEST PRACTICE.....	8
8. CONSULTATION AND INTRODUCTION OF CHANGE	8
9. DISPUTE RESOLUTION	10
10. GRIEVANCE PROCEDURE (“FAIR TREATMENT”)	11
11. GENUINE AND INFORMED AGREEMENT OF THE EMPLOYEE/S.....	12
SECTION TWO – EMPLOYMENT RELATIONSHIPS.....	13
TYPES OF EMPLOYMENT	13
12. FULL-TIME EMPLOYMENT	13
13. PART TIME AND CASUAL EMPLOYMENT	13
14. APPRENTICE/TRAINEE AGREEMENT	14
15. SUPPLEMENTARY LABOUR	16
16. CONTRACT OF EMPLOYMENT	18
17. FLEXIBILITY PROVISIONS.....	19
18. TERMINATION OF EMPLOYMENT.....	21
19. ABANDONMENT OF EMPLOYMENT	21
20. RETIREMENT PROVISIONS	21
21. REDUNDANCY	22
22. TRANSMISSION OF BUSINESS.....	23
23. CONTINUITY OF SERVICE	23
24. CODE OF CONDUCT	23
25. PERFORMANCE MANAGEMENT PROCESS.....	23
26. SUMMARY DISMISSAL	25
27. STAFF DEVELOPMENT AND FEEDBACK.....	25
SECTION THREE – WAGES & RELATED MATTERS.....	26
28. DEFINITIONS	26
29. CLASSIFICATION.....	26
30. HIGHER CLASSIFICATION DUTIES.....	27
31. ANNUALISED SALARY ARRANGEMENT	27
32. WAGE INCREASES	27

33.	PENALTY PAYMENTS.....	28
34.	ALLOWANCES & REIMBURSEMENTS.....	30
35.	SALARY MAINTENANCE	32
36.	SALARY PACKAGING	32
37.	SUPERANNUATION.....	33
38.	PAYROLL DEDUCTIONS	34
39.	PAYROLL ERROR.....	35
	SECTION FOUR – HOURS OF WORK.....	36
40.	ORDINARY HOURS	36
41.	EXTRA DAYS OFF (EDO).....	36
42.	WORK LIFE BALANCE PROGRAM	36
43.	SHIFT WORK AVAILABILITY	37
44.	MEAL/CRIB BREAK	37
45.	REST BREAK.....	38
46.	TIME OFF IN LIEU	38
47.	OVERTIME MEAL	38
48.	CALL OUT AFTER ORDINARY HOURS	38
49.	DAYLIGHT SAVING	38
50.	FATIGUE MANAGEMENT	38
50.5	MINIMUM BREAK FROM WORK AND PASSIVE TIME	39
	SECTION FIVE – LEAVE & PUBLIC HOLIDAYS.....	39
51.	BUSINESS IMPROVEMENT/BONUS LEAVE.....	39
52.	PUBLIC HOLIDAYS	40
53.	ANNUAL LEAVE	40
54.	DIRECTION TO TAKE EXCESS ANNUAL LEAVE	41
55.	REDUCTION OF ANNUAL LEAVE	41
56.	METHOD OF TAKING LEAVE	41
57.	LONG SERVICE LEAVE	42
58.	PERSONAL LEAVE (Sick and Carer’s Leave).....	42
59.	NOTIFICATION OF ABSENCE	43
60.	PARENTAL LEAVE	44
61.	OTHER CONDITIONS RELATING TO ADOPTION LEAVE	47
62.	RIGHT TO REQUEST	48
63.	COMPASSIONATE LEAVE	48
64.	BEREAVEMENT LEAVE	48
65.	BLOOD DONOR LEAVE	49

66.	CITIZENSHIP CEREMONY LEAVE.....	49
67.	COMMUNITY SERVICE LEAVE (inc. Jury Service)	49
68.	SPECIAL LEAVE	49
69.	LEAVE WITHOUT PAY	49
	SECTION SIX – AMENITIES, FACILITIES & OTHER BENEFITS	50
70.	FACILITIES	50
71.	PROVISION OF TOOLS.....	50
72.	PERSONAL PROTECTIVE EQUIPMENT.....	50
73.	START AND FINISH LOCATIONS	50
74.	TRAVELLING AND WAITING TIME.....	50
75.	ACCIDENT MAKE UP PAY	50
76.	TRAUMA COUNSELLING AND TRAUMA LEAVE	51
77.	TRAVEL PASSES	51
78.	AMBULANCE COVER.....	52
79.	INCOME PROTECTION INSURANCE	52
80.	LONG SERVICE AWARD.....	52
	SECTION SEVEN – GENERAL	54
81.	OH&S REPRESENTATIVES TRAINING.....	54
82.	TRADE UNION TRAINING	54
83.	COMPANY MANDATED TRAINING.....	54
84.	PROFESSIONAL ENGINEERS REGISTRATION	54
85.	EMPLOYEE STAND DOWN - WITHOUT PAY	55
86.	FAMILY AND DOMESTIC VIOLENCE	55
87.	TRACKING DEVICES.....	57
88.	CONSTRUCTION SITE CLAUSE	57
89.	SIGNALS, SUBSTATIONS, C&I AND SUBSTATION TESTERS SAFEWORKER ALLOWANCE.....	60
90.	INCLEMENT WEATHER.....	60
91.	QUARTERLY UNION MEETINGS	60
92.	DIVERSITY AND INCLUSION	61
93.	APPRENTICESHIP AND TRAINEESHIP COMMITMENTS	61
94.	RAIL INDUSTRY WORKER (RIW)	61
95.	66kv Electrical Apparatus Clause.....	61
	SIGNATORIES	63
	SCHEDULE ONE – WORK ARRANGEMENTS/ROSTERS.....	64
	SCHEDULE TWO – DRIVER ONLY CONDITIONS	65
	APPENDIX ONE – CLASSIFICATIONS AND PAYRATES	67

APPENDIX TWO – ALLOWANCES 77

APPENDIX THREE – SIGNALS AND COMMUNICATIONS GRADES PROGRESSION 78

APPENDIX FOUR – SUBSTATIONS..... 80

APPENDIX FIVE – ELECTROL 82

APPENDIX SIX – TESTERS 83

APPENDIX SEVEN – CONTROLS AND INDICATIONS (C&I)..... 84

APPENDIX EIGHT – OVERHEADS..... 86

APPENDIX NINE – HV PLANNERS..... 88

APPENDIX TEN – FACILITIES 92

APPENDIX ELEVEN – OVERHEAD SAFETY OBSERVER (OSO) 93

APPENDIX TWELVE – RAIL WORKER STRUCTURE AND PROGRESSION PATHWAY 94

APPENDIX THIRTEEN – MACHINE OPERATORS 96

SECTION 1 – APPLICATION & OPERATION OF AGREEMENT

1. TITLE

This agreement shall be known as the Metro Trains Melbourne Infrastructure Enterprise Agreement 2023 (the Agreement).

2. PERSONS COVERED AND APPLICATION

The Persons covered by this Agreement are:

- a) Metro Trains Melbourne Pty Ltd (the Company) in respect of Employees of the Company who are employed within the Infrastructure Division and the Office of the Chief Engineer division and whose classifications are included in Appendix One (Employees), including those supporting the Projects Division (regardless of the stage of the project) by way of secondment or otherwise;
- b) Any new divisions of Metro performing work directly and solely related with the maintenance and renewals of rail infrastructure assets for the Melbourne metropolitan network, excluding all other current Metro divisions;
- c) Employees of the Company engaged in performing the following maintenance and renewals work for rail infrastructure:
 - Maintenance and renewals of track;
 - Maintenance and renewals of traction overhead wiring;
 - Maintenance and renewals of railway signalling and communications works;
 - Manufacture, assemble, fit out and test signalling and traction overhead wiring equipment within a designated workshop;
 - Maintenance and renewals of substations within the Melbourne Metropolitan Network;
 - Maintenance and renewals of railway structures and rail infrastructure facilities and;
 - This Agreement does not apply to the construction of railway buildings; and
- d) The following Employee organisations, to the extent that the Fair Work Commission notes in its decision to approve the Agreement that the Agreement covers them:
 - the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU);
 - the Association of Professional Engineers, Scientists and Managers, Australia (APESMA); and
 - the Australian Rail, Tram and Bus Industry Union (RTBU).

Any reference in this Agreement to “Union” or “Unions” is a reference to the abovementioned unions (Unions).

The Company and the Unions confirm their commitment to employing employees under this Agreement and avoiding where possible the use of non-Agreement-covered labour.

3. RELATIONSHIP TO AWARDS AND AGREEMENTS

- 3.1 The Agreement is a comprehensive agreement that operates to the exclusion of any Awards or other agreements. For the avoidance of doubt the Agreement operates to the exclusion of all prior agreements, formal and informal (including Individual Flexibility Agreements), save to the extent that the operation of a relevant past agreement provision is specifically preserved in the Agreement.
- 3.2 Nothing in the Agreement is to be taken as overriding agreements made for the purposes of the Occupational Health and Safety Act 2004 (Vic).

- 3.3 Where a payment in relation to wages, allowances or entitlements is being made, and the Company, the Employees and/or the Unions agree that the relevant provision has been omitted from the Agreement through no fault of the Company or the Employees and/or the Unions, the payment will continue to operate as per the omitted provision. For the avoidance of doubt, in order for the wages, allowances and/or provisions payment to continue, there must be an agreement reached by:
- a. the Company; and
 - b. the Employees and / or the Unions that the provision relating to the payment was omitted from the Agreement as per this clause.

4. NO EXTRA CLAIMS

- 4.1 The Agreement is in full and final settlement of all matters subject to claims by the Parties covered by the Agreement, and for the life of the Agreement no further claims will be made or supported by the Parties covered by the Agreement.

5. OPERATION AND NOMINAL EXPIRY DATE

- 5.1 The Agreement shall take effect seven (7) days after the Agreement is approved by the Fair Work Commission, i.e. the date of effect. The nominal expiry date of the agreement is 30 June 2027. The Company and the Employees (and/or the Unions, if appointed as representatives) will review the Agreement six (6) months prior to its nominal expiry date.
- 5.2 This Agreement will be read and interpreted in conjunction with the National Employment Standards (NES). Where there is an inconsistency between this agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.

6. SUPPORT TO FUTURE PROJECTS AND INITIATIVES

- 6.1 The Persons covered by the Agreement are committed to supporting Company and Government initiatives including but not limited to: "Home Safe/Night Network" being the twenty four (24) hour Friday and Saturday night services; "Rail Construction and Renewals Projects" being any rail construction and renewals projects, including the Level Crossing Removals project, the High Capacity Signalling project, the Metro Tunnel project, the West Gate Tunnel project, the North-East Link project, the Airport Rail Link project and the Suburban Rail Loop project.
- 6.2 Meeting the above initiatives may include employees undertaking training as required by the Company and supporting the implementation of new rosters or workplace arrangements by consultation of affected employees, including workplace location (both temporary and permanent), to support any of the above, subject to any requirements set out elsewhere in this agreement including but not limited to Schedule One of this Agreement.
- 6.3 Support to projects work includes the following:
- Ensuring adequate numbers of Employees make themselves available for project works.
 - Ensuring adequate numbers of Employees make themselves available as required to meet the agreed occupations schedules.
 - Ensuring adequate numbers of Employees make themselves available for secondments to support or supplement project teams.
- 6.4 Where the Company allocates Employees to perform project work, consideration will be given to the Company's maintenance requirements, project requirements (including hours of work), staff numbers and fatigue issues and issues relating to work/life balance.

- 6.5 Qualified Metro staff from overhead, substations, track and signals and communications who are authorised to do so will be responsible for accepting the completion/certification of work before assets are handed over to operations.

7. BEST PRACTICE

- 7.1 The Company, Employees and Unions are committed to the objective of achieving the best known practice, nationally or internationally, where such practice is considered relevant and adaptable by the Company. Targets will be set on the basis of current or existing standards of infrastructure and equipment. Best practice is a continuous improvement process, which involves constantly reviewing, changing, adapting and integrating related approaches to organisational issues. Best practices are not fixed and not restricted to an examination of costs, but also include quality and delivery of service issues.
- 7.2 The Company, Employees and Unions recognise that best practice must be achieved within determined timeframes to enhance the performance of various Company functions. The Company, Employees and Unions agree that best practice is outcome rather than simply activity based. It provides the processes, structures, rights and obligations that are essential to ensure that the full capacity for innovation of Employees is fully and effectively used. Best practice depends on effective training of both management and Employees to acquire and utilise the skills which are necessary to effectively develop, implement and evaluate the change process.
- 7.3 The Company, Employees and Unions agree that a best practice approach and methodology are important to the implementation of the Agreement.
- 7.4 Best practice programs are to be based on the following principles:
- leadership will be used to create and deploy clear values;
 - all Company, Employees and Unions will be fully involved;
 - a planned and structured approach will be used to set and achieve objectives;
 - appropriate facts, data and analysis will be used by all Employees to perform their functions;
 - the customer will define product and service quality;
 - partnerships with suppliers and customers will be actively pursued;
 - quality will be achieved by having well planned and managed processes;
 - processes will be standardised as part of process management;
 - continual improvement of all processes will be pursued;
 - ways will be sought to innovate and redesign processes;
 - emphasis will be on prevention and improvement;
 - an appropriate level of community and environmental responsibility will be demonstrated;
 - The Company may only use a tracking device fitted to a vehicle to identify the closest vehicle to a fault situation within rail, all issues relating to an employee's rights are listed in Clause 87; and
 - the introduction of new technology, (fixed or mobile) will not lead to increased wage claims.

8. CONSULTATION AND INTRODUCTION OF CHANGE

- 8.1 This term applies if:
- a) the Company has made a decision to introduce a major change to production, program, organisation, structure, or technology in relation to its enterprise; and
 - b) the change is likely to have a significant effect on Employees.

- 8.2 Prior to making a definite decision to implement major change, the Company must notify the relevant Employees of the decision to introduce the major change. The relevant Employees may appoint a representative, including a representative from one of the Unions, for the purposes of the procedures in this term. If:
- a) a relevant Employee appoints, or relevant Employees, appoint a representative for the purposes of consultation; and
 - b) the Employee or Employees advise the Company of the identity of the representative; the Company must recognise the representative.
- 8.3 As soon as practicable after making its decision, the Company must:
- a) discuss with the relevant Employees:
 - i. the introduction of the change;
 - ii. the effect the change is likely to have on the Employees;
 - iii. measures the Company is taking to avert or mitigate the adverse effect of the change on the Employees; and
 - b) for the purposes of the discussion — provide, in writing, to the relevant Employees:
 - i. all relevant information about the change including the nature of the change proposed;
 - ii. information about the expected effects of the change on the Employees; and
 - iii. any other matters likely to affect the Employees.
- 8.4 However, the Company is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- 8.5 The Company must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.
- 8.6 If a term in the Agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the Company, the requirements set out above are taken not to apply.
- 8.7 In this term, a major change is likely to have a significant effect on Employees if it results in:
- a) the termination of the employment of Employees; or
 - b) major change to the composition, operation or size of the Company's workforce or to the skills required of Employees; or
 - c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - d) the alteration of hours of work; or
 - e) the need to retrain Employees; or
 - f) the need to relocate Employees to another workplace; or
 - g) the restructuring of jobs.

h) All matters pertaining to Electrical Trades qualifications

8.8 In this term, relevant Employees mean the Employees who may be affected by the major change. The Company will also commit to:

- a) Consult Employees about changes to their regular roster or ordinary hours of work;
- b) Provide information to the Employees about the change;
- c) Invite the Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities);
- d) Consider any views given by the Employees about the impact of the change; and
- e) Allow for representation of those Employees for the purposes of that consultation.

8.9 Provided that such consultation will operate in conjunction with any other term of the Agreement, (including Schedule One) requiring consultation or agreement with Employees in relation to changes to hours of work or related matters.

9. DISPUTE RESOLUTION

9.1 If a dispute relates to:

- a) a matter arising under the Agreement (excluding a matter relating to occupational health and safety); or
- b) the National Employment Standards; or
- c) a matter pertaining to the employment relationship;

then the following procedures apply.

9.2 An Employee who is a party to the dispute may be represented at all stages for the purposes of the procedures in this clause, by their representative, which may include the union.

9.3 In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management, in good faith.

9.4 If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the Fair Work Commission.

9.5 The Fair Work Commission may deal with the dispute in two (2) stages:

- a) The Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
- b) For matters arising under 9.1 (a) and (b), if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:

- i. arbitrate the dispute; and
- ii. make a determination that is binding on the parties.

Note: if the Fair Work Commission arbitrates the dispute, it may also use the powers that are available to it under the Fair Work Act 2009 (*Cth*).

- 9.6 A decision that the Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Fair Work Act 2009 (*Cth*). Therefore, an appeal may be made against the decision.
- 9.7 The parties to the dispute and their representatives must genuinely attempt to resolve the dispute through the processes set out in this clause and must cooperate to ensure these processes are carried out expeditiously.
- 9.8 In the event of a clause 9.1 (a) or (b) dispute, while the parties are trying to resolve the dispute using the procedure in this clause, work must continue in accordance with the usual practice existing prior to the matter that is the subject of the dispute (*status quo*), pending the resolution of the dispute unless:
- a) there is a reasonable concern about an imminent risk to health and safety associated with the *status quo* (in which case *status quo* will not apply); or
 - b) the *status quo* has a direct impact on service delivery or Government related initiatives (in which case the *status quo* will only apply up to the conclusion of the steps in clause 9.5 (a)).
- 9.9 For the avoidance of doubt, the state of affairs as it existed prior to the matter that is the subject of the dispute will remain in place. For example, if the dispute is about a change to work, the *status quo* represents the position before the change.
- 9.10 In the event of a clause 9.1 (c) dispute, the *status quo* will not apply, pending the resolution of the dispute.
- 9.11 The parties to the dispute agree to be bound by a decision made by the Fair Work Commission in accordance with this clause. For the avoidance of doubt, this excludes matters arising under 9.1 (c).

10. GRIEVANCE PROCEDURE (“FAIR TREATMENT”)

10.1 Objective of Fair Treatment System

The objective of this system is to provide Employees with access to a system of review when there is a belief an Employee has been treated unfairly. The Company is firmly committed to ensuring that this system shall provide for an orderly, fair and speedy mechanism to resolve issues. Issues dealt with under this system are non-industrial and of a personal nature. At any stage in this process the Employee has the right to appoint another person to act on their behalf in relation to resolving the matter. This person may be a Union representative.

10.2 Procedure for Fair Treatment

The procedure for handling issues of a non-industrial, personal nature is as follows:

- a) In the first instance an Employee should discuss the issue with their supervisor.
- b) If the matter remains unresolved, then they can refer the matter to their manager.
- c) If the matter is still unresolved, or the Employee feels that they are not receiving fair treatment, then they should inform their manager and arrange to talk with next level senior manager in the organisational structure as appropriate.
- d) If the Employee still feels that they are not receiving fair treatment, or if their Department Manager has not become involved within fourteen (14) days the matter can be referred by either party for mediation. The Company, Employees and their nominated representatives (if any) will participate in the mediation process in good faith. The Company, Employees and their nominated representatives (if any) will agree on a mediator considered appropriate to mediate the issue.

- 10.3 As soon as is practicable (usually within twenty four 24 hours) after the Employee has initiated a step in the process, the Employee will be advised of how and when the issue will be addressed.
- 10.4 Where a grievance exists and whilst that grievance remains unresolved and is being addressed through this procedure, the Company and relevant Employees will return to the situation and arrangements that existed prior to the issue which caused the grievance, such that no party is prejudiced during the process to resolve the matter.
- 10.5 If matters cannot be resolved under this process, the Employee has recourse to the Dispute Resolution Procedure, provided that any matter resolved through arbitration will be private and will not set a precedent for other Employees.

11. GENUINE AND INFORMED AGREEMENT OF THE EMPLOYEE/S

- 11.1 There are numerous clauses in the Agreement that provide for specific matters to be changed by agreement.
- 11.2 Accordingly, the Company and the Employee/s acknowledge and agree that it is highly important in respect of certain clauses that the process of seeking and obtaining agreement of the Employee/s is done in such a way as to ensure that the Employee/s give genuine and informed consent with the appropriate consideration time and without undue pressure, confusions and/or misleading/deceptive conduct.
- 11.3 To this end, where a clause in this Agreement refers to “genuine and informed majority of the employees”, this means that the following actions, conditions and processes have been completed and complied with:
- a. A majority of employees who are affected, have voted in favour of the change.
 - b. The Company has given 3 working days’ written notice, or less where not practicable, of the request for agreement, which must also contain:
 - i. The details and reasons for seeking the agreement of the Employee/s; and
 - ii. The right for the Employee/s to vote against and that no action will be taken against them if they do.
 - c. The result of the vote shall be provided in writing to the Employee/s as soon as practicable.
 - d. Failure to comply with all of the aforementioned requirements shall render any approval invalid.
- 11.4 For clarity, the above processes and requirements only apply in relation to the following clauses:
- a) 8.7 (h) All matters pertaining to Electrical Trades qualifications
 - b) 40 - Ordinary Hours
 - c) 88.6.2 - Additional Construction Conditions

SECTION TWO – EMPLOYMENT RELATIONSHIPS

TYPES OF EMPLOYMENT

The Company may offer employment on any basis that it deems necessary, including but not limited to the types of employment set out in this section.

12. FULL-TIME EMPLOYMENT

Full-time Employees are those who, over a period of twenty eight (28) days (unless otherwise agreed), work an average of thirty eight (38) ordinary hours per week.

13. PART TIME AND CASUAL EMPLOYMENT

13.1 Part Time Employees

13.1.1 Employees engaged to work on a part-time basis must have a regular pattern of hours, which shall average less than thirty-eight (38) hours per week provided that before commencing part-time employment, the Company and the Employee concerned must agree upon (the arrangement):

- a) the hours of work to be worked;
- b) the days upon which they will be worked;
- c) starting and finishing times; and
- d) the classification applying to the work to be performed.

13.1.2 The Employee concerned is entitled to be paid for the hours agreed upon.

13.1.3 The arrangement and any variations to it shall be in writing and retained by the Company. A copy of the arrangement, and any variation, shall be provided by the Company to the Employee concerned.

13.1.4 Otherwise, the terms of the Agreement shall apply pro-rata to part-time Employees on the basis that ordinary weekly hours for full-time Employees are thirty-eight (38).

13.1.5 Part-time Employees required by the Company to work in excess of the agreed hours shall be paid overtime for such hours.

13.1.6 Part-time Employees whose normal paid hours fall on a public holiday, but who are not required to work that day shall not lose pay for that day. Part-time Employees required to work on such public holiday shall be paid in accordance with Clause 33.5.

13.1.7 Where an Employee and the Company agree in writing, part-time employment may be converted to full time, and vice-versa, on a permanent basis or for a specified period of time. If such an Employee transfers from full-time to part-time (or vice-versa), all accrued entitlements will be maintained. Following transfer to part-time employment accrual will occur on a pro-rata basis.

13.1.8 Part-time employment can include job sharing; where two (2) Employees undertake the work of the equivalent of one (1) position on a part-time basis i.e. two (2) part-time positions equalling the equivalent of one (1) full-time role. Job sharing can only occur with the agreement of the Company and the two (2) Employees concerned.

13.2 Casual Employees

- 13.2.1 A casual employee is an employee who is engaged and paid as a casual employee.
- 13.2.2 A casual employee's ordinary hours of work are the lesser of 38 hours per week or the hours required to be worked by the Company.
- 13.2.3 Employees engaged to work on a Casual Basis will be engaged and paid for shift lengths of no less than eight (8) hours in duration.
- 13.2.4 For each ordinary hour worked, a casual employee must be paid:
- a) the applicable ordinary hourly rate as per Appendix 1 of this Agreement;
 - b) a loading of 100% of the ordinary hourly rate; and
 - c) where applicable, shift allowances and relevant penalties in accordance with clause 33.1 of the Agreement will be applied in addition to the abovementioned loading.
- 13.2.5 Employees engaged as a regular casual may request that their employment be converted to full-time or part-time employment in accordance with the *Fair Work Act 2009* (Cth).
- 13.2.6 For the purposes of this clause, a regular casual employee is a casual employee who has in the preceding period of 12 months worked a pattern of hours on an ongoing basis which, without significant adjustment, the employee could continue to perform as a full-time employee or part-time employee under the provisions of this Agreement.

14. APPRENTICE/TRAINEE AGREEMENT

- 14.1 Apprentices/Trainees, both new and existing Employees, shall be trained for qualification in accordance with an AQTF accredited training course prescribed and provided by a relevant training organisation, which may include the Company. A suitable document describing the terms of the arrangement shall be provided to the Apprentice/Trainee.
- 14.2 Apprentices/Trainees shall not be required to work overtime unless over eighteen (18) years of age.
- 14.3 When an Apprentice/Trainee is required to attend a technical college or school as part of their training on a day that they are rostered off, they shall observe an alternate rostered day off as agreed with the Company.
- 14.4 Except in cases of emergency, Apprentices will not be required to work overtime or shiftwork if doing so would interfere with their attendance at training.
- 14.5 Apprentice Development Training
- (a) During the life of this Agreement, each Apprentice may be released without loss of pay to attend an Apprentice Drug and Alcohol Education / Family Violence / Suicide Prevention Training / Awareness Course.
 - (b) The course will be a one-day course, conducted by instructors with lived experiences.

- (c) Subject to clause 14.5(a), any training undertaken in accordance with this clause will be at no cost to the Employer.

14.6 Apprentice/Trainee Rates of Pay

Apprentices/Trainees shall be paid the rates of pay prescribed in Appendix One. The Apprentice/Trainee rates of pay in Appendix One are based on the percentages, outlined in the table below, of the ordinary base rate of pay of the relevant classification to which the Apprenticeship/Traineeship applies.

Year	% Rate (Other)	Signals & Communications % of Rate
1	42	65
2	55	75
3	75	85
4	88	95

The Relevant Classifications applicable for Apprentices and Traineeships are:

- a) S&C Grade 6 (VZF)
- b) Overhead Traction LINEWORKER 1 DIV 3 HV (VLC)
- c) Substation Electrician SUBSTATION ELECTRICIAN LVL 3 HV (VB8)
- d) Facilities Electrician L&P ELECTRICIAN CL 2 HV (VEB)
- e) Motor Fitter 3 (VM9)
- f) OCS Grades (VZN)

** Rail Worker 1-1 (VHA) and Rail Worker 1-2 (VHB) are recognised as traineeship classifications and will be paid as outlined in Appendix One.*

14.7 Apprentice/Trainee Arrangements for Existing Employees

An existing Employee who agrees to become an Apprentice/Trainee shall have their pre Apprenticeship/Traineeship rate of pay maintained, in accordance with the pay increases contained herein, until such time as the Apprentice/Trainee rate should equal or exceed such rate.

14.8 Apprentice Minimum Numbers

Metro commits to maintain the following minimum number of apprentices within the Infrastructure disciplines:

Infrastructure Disciplines	Minimum number of apprentices
Signals	4
Overheads	4

Substations, C&I, Testers and Facilities	4
---------------------------------------------	---

15. SUPPLEMENTARY LABOUR

15.1 Supplementary labour will be available to cover excessive workloads caused by increases in work or for special programs or where a particular skill is not available. It is recognised that in some instances a rapid response to the workload is required. For the avoidance of doubt, the provisions of this clause, except for clause 15.2, apply to MTM Projects for engagements made directly by MTM including Projects with Third Parties for work covered by this Agreement.

15.2 Prior to the engagement of supplementary labour:

- (i) Overtime must be offered to existing employees, subject to fatigue management consideration, should those employees have the suitable skills, competence and training for the work that is required.
- (ii) Where practicable the training and/or transfer of existing Employees will be considered. Training will be considered when the skill requirement is long term and the work is of sufficient volume to justify the training investment and retention of competence by the Employee in the required skill. Where training is proceeding, supplementary labour hire may be required to address the immediate workload.

15.3 Where the Company makes a definite decision that it intends to engage a Third Party to perform work covered by this Agreement, the Company shall consult with the Employees and their relevant employee representatives , in accordance with this clause.

15.4 The requirement to consult in accordance with clause 15.3 shall also extend to MTM Projects for engagements made directly by MTM including Projects with Third Parties for work undertaken by Employees covered by this Agreement.

15.5 For the purposes of this clause, **Third Party'** means:

- a) a labour hire agency;
- b) a contractor;
- c) an employee or contractor, of a contractor; and/or
- d) any other person or entity who/which is not a direct employee of the Company;

which will do, or does, work that would be covered by this Agreement if it was performed by the Employees.

15.6 Consultation

15.6.1 Notwithstanding clauses 15.6.2 and 15.6.3, consultation will occur with no less than 14 days' notice leading up to the commencement of the work by the Third Party, unless the circumstances in clause 15.6.2 or 15.6.3 arise.

- 15.6.2 If the Employer has less than 14 days' notice of the need to engage supplementary labour, overtime will be offered in the first instance, and if supplementary labour is still required then consultation will occur prior to the engagement.
- 15.6.3 In the event of a major safety critical network incident, the Company will consult within 48 hours of the incident occurring.
- 15.7 The matters set out at clauses 15.6 and 15.8 will only be applicable for the engagement of Third Parties on or after the operational date of this Agreement, and shall not apply to any existing contracts with Third Parties that were entered into by MTM Projects prior to the operational date of this Agreement.
- 15.8 In respect of work that is covered by the Agreement, the Company shall only engage a Third Party if the wage rates and wage related matters which apply to it and/or its Employees are no worse off than the relevant wage rates and wage related matters provided for in the Agreement.
- 15.9 During the engagement of supplementary labour, no Employee of the same occupation who is available to transfer to this work will be declared surplus.
- 15.10 As part of the consultation process:
- 15.10.1 The Employer must advise either in writing or otherwise by agreement:
- a) the name of the proposed Third Party;
 - b) the type of work proposed to be given to the Third Party;
 - c) the number of persons;
 - d) qualifications of the persons the proposed Third Party may engage to perform the work;
 - e) the likely duration; and
 - f) the industrial instrument that applies to the employees of the Third Party.
- 15.10.2 For the purposes of the consultation, the Employer must also consult over the following issues:
- a) safety; and
 - b) facilities for the Third Party.
- 15.10.3 If requested by the relevant Union, the Company can seek the views of employees by conducting a vote with the employees who are affected as follows:
- a. The Company has given 3 working days' written notice, or less where not practicable, of the request for a vote, which must also contain:
 - i. The details and reasons for requesting a vote from the affected Employee/s; and
 - ii. The right for the affected Employee/s to vote against and that no action will be taken against them if they do.

- b. The result of the vote shall be provided in writing to the affected Employee/s as soon as practicable.

15.10.4 If the relevant Union has requested an employee vote under clause 15.10.3, the Company must give genuine consideration to the result of that vote before a final decision is made by the Company.

15.11 Upon written request of an Employee or an employee representative, the Company shall provide the details required by clause 15.10.1 in writing in respect of any Third Party the Company is using at the time of the request.

15.12 Commitment to Insourcing

Over the life of the Agreement the Company commits to reviewing the requisite Safeworking positions within the Infrastructure Division and Overhead Safety Observer (OSO) positions within Infrastructure Services Division (ISG). These reviews will occur on a 6-monthly basis.

An assessment will be conducted on the number of shifts worked by Third Party Providers and their equivalency to a Full Time Equivalent position, in addition to the current and projected demand for the position.

In instances where shifts worked by a Third Party Provider over the specified period would equate to a Full Time Equivalent Safeworking position or OSO position, and where that position is determined to be an ongoing requirement based on current and projected demand, the Company will insource that position.

16. CONTRACT OF EMPLOYMENT

Employment terms and conditions are as follows:

16.1 Employees shall be placed on a period of probation for six (6) months at the commencement of their employment. If an Employee is not meeting the expectations of the role, then the Company will conduct a review of their performance within the first three (3) months of their employment.

16.2 The Company will provide the employee the opportunity to address the Company's concerns raised at the review regarding their performance and/or conduct.

16.3 For the avoidance of doubt, if there are any matters that relate to serious misconduct the process in clause 26 will apply instead of this clause.

16.4 During the probationary period the Company or Employee may terminate employment by the giving of seven (7) days' notice. Alternatively, the Company may terminate employment by paying one (1) week's pay in lieu of notice.

16.5 Employee's shall:

- a) be paid on a fortnightly basis by Electronic Funds Transfer (EFT) to a nominated account;
- b) comply with any reasonable and lawful request of the Company and, subject to the business needs or requirements, work reasonable overtime and in accordance with shift rosters which may vary from time to time (see clause 40 and 41 herein) provided that they are appropriately skilled, competent, trained and qualified;

- c) properly use/wear all protective clothing, uniforms and equipment that is provided by the Company;
- d) adhere to start and finish times for all work periods;
- e) participate in developing and implementing work methods that are designed to improve performance of the business; and
- f) comply with the Dispute Resolution Procedure as set out in the Agreement.

17. FLEXIBILITY PROVISIONS

17.1 The Company and an Employee covered by the Agreement may agree to make an Individual Flexibility Arrangement (IFA) to vary the effect of terms of the Agreement if:

Employees are employed as senior managers, technical specialists or administrative support staff and the IFA deals with one (1) or more of the following matters:

- Arrangements about when work is performed;
- Overtime rates;
- Penalty rates;
- Allowances;
- Leave loading; or

All other Employees and the IFA deals with the following matter:

- Travel Passes - A first class rail pass for use by the Employee, spouse and eligible dependant whilst the Employee is on annual and/or long service leave; and

The IFA meets the genuine needs of the Company and the Employee in relation to one (1) or more of the matters listed above; and

The IFA is genuinely agreed to by the Company and Employee.

17.2 The Company must ensure that the terms of the IFA:

- Are about permitted matters under section 172 of the *Fair Work Act 2009 (Cth)*; and
- Are not unlawful terms under section 194 of the *Fair Work Act 2009 (Cth)*; and
- Result in the Employee being better off overall than the Employee would be if no IFA was made.

17.3 The Company must ensure that the IFA:

- Is in writing; and
- Includes the name of the Company and the Employee; and
- Is signed by the Company and the Employee and if the Employee is under eighteen (18) years of age, signed by a parent or guardian of the Employee; and

17.4 Includes details of:

- The terms of the Agreement that will be varied by the IFA; and
- How the IFA will vary the effect of the terms; and
- 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 IFA; and
- States the day on which the IFA commences.

17.5 The Company must give the Employee a copy of the IFA within fourteen (14) days after it is agreed to.

17.6 The Company or the Employee may terminate the IFA:

- By giving no less than twenty eight (28) days written notice to the other party to the arrangement; or
- If the Company and the Employee agree in writing – at any time.

18. TERMINATION OF EMPLOYMENT

18.1 Termination of employment by the Company or Employee shall be in accordance with the requirements of relevant legislation, and by giving the relevant period of notice as set out in the following table (excluding probationary Employees):

Employee's period of continuous service with the Company at the end of the day the notice is given	
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

18.2 An Employee, in giving notice of resignation, may request an earlier exit date than that calculated in accordance with the table above. However, if the Company agrees to the earlier exit date, the Employee will only be paid up to and including the final day of work with the Company.

18.3 An Employee over the age of forty five (45) and who has completed at least two (2) years of service with the Company is entitled to one (1) extra weeks' notice in addition to the period of notice set out in the above table.

18.4 Alternatively, the Company may:

- Pay the Employee in lieu of their notice period; or
- Require the Employee to work for part of the Employee's notice period and pay the Employee for the balance of the period.

18.5 An Employee's employment may be terminated without notice for serious misconduct.

18.6 Employees are required to return all Company issued uniform, PPE and equipment on termination of their employment.

19. ABANDONMENT OF EMPLOYMENT

19.1 The absence of an Employee from work for a continuous period exceeding three (3) working days without the consent of the Company and without notification to the Company shall be prima facie evidence that the Employee has abandoned their employment.

19.2 Provided that if within a period of fourteen (14) days from their last attendance at work or the date of their last absence in respect of which notification has been given or consent has been granted and the Employee has not established to the satisfaction of the Company that they were absent for reasonable cause, the Employee shall be deemed to have abandoned their employment.

19.3 Termination of employment by abandonment in accordance with this subclause shall operate as from the date of the last attendance at work or the last day's absence in respect of which consent was granted, or the date of the last absence in respect of which notification was given to the Company, whichever is the later.

20. RETIREMENT PROVISIONS

20.1 Transition to Retirement

- 20.1.1 The Company is committed to supporting Employees who are approaching retirement to do so in a graduated way, progressively reducing the intensity of their work commitments as they transition to retirement.
- 20.1.2 Access to transition to retirement arrangements requires an Employee to confirm their retirement date within a period not exceeding twelve (12) months. Employees who have indicated their intention to retire may consider participating in a retirement transition arrangement. The Company will not unreasonably refuse any reasonable request by an Employee to amend their retirement date.
- 20.1.3 Transition to retirement arrangements that may be available to Employees include:
- a) reduction of working hours (i.e. part-time employment);
 - b) job sharing;
 - c) refocusing the Employee's responsibilities and duties;
 - d) project based work and secondments;
 - e) appointment to a role focused on training or mentoring other Employees; or
 - f) accessing long service leave or other paid leave entitlements on a regular and systematic basis.
- 20.1.4 The availability and suitability of any of the transition to retirement arrangements set out above will be assessed on a case-by-case basis, with consideration for the operational requirements of the Company and the long-term benefits of retaining the Employee's knowledge and skills.

20.2 Planned Retirement

- 20.2.1 For the purposes of this clause 20.2, planned retirement refers to a situation where an Employee nominates a retirement date (i.e. final day of employment with the Company) and comes to an arrangement with the Company to utilise their paid annual leave, long service leave, EDOs, bonus leave and public holiday credits leading up to that retirement date.
- 20.2.2 Where the Employee provides the Company 6 months' or more notice of requesting access to the entitlements referenced in clause 20.2.1 under a planned retirement arrangement, the Company will accommodate this request.

21. REDUNDANCY

- 21.1 An Employee, whose position is determined by the Company as being surplus to requirements, shall be offered an alternative position within the Company when that is a viable option.
- 21.2 Should there be no alternative position available within the Company or, where applicable, the Employee is not offered a position (in accordance with Clause 22) with an organisation taking over under a transfer of business, the following redundancy package shall be provided to the Employee on separation from the Company:
- a) Four (4) weeks' (or five (5) weeks' in accordance with Clause 18.1) severance pay, in lieu of notice of termination in Clause 18; plus
 - b) Three (3) weeks' pay, at the Employee's ordinary rate at the time of separation, for each completed year of continuous service with the Company, Alstom Melbourne Transport Limited (AMTL), National Express, Thies Infraco and/or MainCo, up to a maximum of twenty-one (21) weeks; plus

- c) For Employees with previous Public Transport Corporation (PTC) service four (4) weeks in lieu of notice and two (2) weeks' pay for each completed year of service -up to a maximum of twenty (20) weeks.

21.3 Employees who have terminated employment with one of the following organisations shall only be entitled to recognition of years of service under this clause since they were last re-employed by one of these organisations: PTC, the Company, AMTL, National Express, Thies Infraco and/or MainCo. In a transfer of business situation, a transfer of employment from one organisation to another shall not be considered termination of employment under this clause.

22. TRANSMISSION OF BUSINESS

In the event of the Company selling, transmitting, assigning or otherwise transferring the whole or part of the business in which Employees covered by the Agreement are employed, and in the event of Employees being offered employment in that business by a new company upon the terms and conditions of employment of the Agreement with continuity of entitlements and at the same location, then the Company will not be liable for payment of any notice amounts or redundancy or severance payments in respect of the termination of employment of such Employees arising from the transmission or transfer.

23. CONTINUITY OF SERVICE

As a consequence of any functions or activities being performed by the Company or its successors, assignees or transmittes, Employees who continue their employment with the Company or their successor, assignee or transmittes shall have their service with the Company, including service recognised by a previous company will count for all purposes with the new company (including salary progressions where applicable, the maintenance of all accrued entitlements including pro rate accruals with the previous companies transferring with the Employee, this includes sick leave, annual leave, annual leave loading, long service leave, rostered days off or their equivalent, time off in lieu owing, public holidays, employee travel passes and any other accrued entitlements) and for the purposes of calculating any redundancy payments.

24. CODE OF CONDUCT

The policy of the Company is to have fair, equitable and consistent procedures in the workplace for the purpose of ensuring acceptable behaviour and conduct.

25. PERFORMANCE MANAGEMENT PROCESS

25.1 Procedure

25.1.1 Depending on the nature of the matter, the Company may:

- i. Dismiss the allegation;
- ii. Resolve the matter without a formal disciplinary outcome; or
- iii. Conduct an investigation or seeking substantiating evidence on the matter.

25.1.2 Where the Company decides to put allegations that may result in disciplinary action to an Employee, the Company will send an outline of those allegations in writing to the employee before a meeting. The employee will be notified:

- i. Of the nature of the allegation(s) made and the nature of the evidence relied upon.
- ii. Of the right to be represented or have a support person and/or a Union representative throughout the process; and
- iii. That if substantiated, the allegations may result in disciplinary action, including (if relevant) termination at a later date.

25.2 While in most cases each step of the following procedure will be followed in sequential order, in certain cases of serious breaches of procedures or unacceptable conduct, the Company may elect to skip disciplinary steps. Serious breaches in this context refer to breaches for which it is not

reasonable that a second breach would be tolerated and include such breaches that are likely to significantly put at risk other persons or the environment.

25.3 The Company is committed to work with Employees to assist them to achieve satisfactory standards of work performance and conduct. When an Employee does not meet satisfactory standards of conduct in the areas of neglect of duty, approach to work or other misconduct, the process outlined below is to be followed, which shall include the Company providing training where appropriate. The Employee has the right to have representation and/or the Employee's nominated witness present during this process.

25.4 The disciplinary counselling procedures do not warrant the involvement of barristers and/or solicitors.

25.5 The Company may elect to suspend an Employee whilst conducting an investigation into alleged serious misconduct. If the Company suspends an Employee while undertaking an investigation, the Employee will be suspended and paid as per roster.

25.6 An employee may only be suspended if allegations specifically relate to serious misconduct as defined by the Fair Work Act 2009 (Cth), their continued attendance at work would be deemed to pose a safety risk to the mental or physical wellbeing of themselves or others or to maintain the integrity of an investigation. Where the company concludes that an employee should be removed from their workplace, a temporary transfer to other depots or the undertaking of alternative duties must be provided prior to the suspension where it is practical to do so.

Step 1. Recorded Verbal Warning/Counselling

When the Company has concern regarding the conduct of an Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may verbally warn the Employee, which shall be documented with a copy placed on the Employee's personnel file however will not be taken into account for further disciplinary action after twelve (12) months. The Employee under counselling shall be made aware of the standards of improvement in conduct that is to be made.

Step 2. First Written Warning

If the Employee fails to meet the agreed standards of improvement in accordance with Step 1, or if the Company has a second concern about the conduct of the Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may provide the Employee with a written warning, which shall be documented with a copy placed on the Employee's personnel file however will not be taken into account for further disciplinary action after twelve (12) months. The Employee receiving the written warning shall be made aware of the standards of improvement in conduct that is to be made.

Step 3. Final Written Warning

If the Employee fails to meet the agreed standards of improvement in accordance with Step 2, or if the Company has a third concern about the conduct of the Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may provide the Employee with a written warning, with a copy placed on the Employee's personnel file. The Employee receiving the written warning shall be made aware of the standards of improvement in conduct that is to be made.

Step 4. Dismissal

If the Employee fails to meet the agreed standards of improvement in accordance with Step 3, or if the Company has a further concern about the conduct of the Employee, the Company shall undertake an investigation into the issues pertaining to the unsatisfactory conduct. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination. Based on its determination, the Company may dismiss the Employee with a written notice of termination.

26. SUMMARY DISMISSAL

26.1 The Company may dismiss an Employee, without notice, for serious misconduct warranting summary dismissal. The Company shall undertake an investigation into the issues pertaining to the serious misconduct. The Employee/s concerned will be afforded due and proper process including right to representation and opportunity to respond. The Employee will be given the opportunity to provide an explanation. The Company will consider this explanation and relevant facts in making its determination.

26.2 Based on its determination, the Company may summarily dismiss the Employee.

26.3 For the purpose of this clause serious misconduct is as defined in the Fair Work Act 2009 (*Cth*) as varied from time to time. Serious misconduct includes theft, fraud, assault, intoxication at work and the refusal to carry out lawful and reasonable instructions consistent with the employment contract. For the avoidance of doubt, the refusal of instructions due to reasonable safety concerns is not considered serious misconduct.

26.4 Under normal circumstances, use of the internet that has not been approved by the Company will not constitute serious misconduct. However, any Employee who violates this clause will be subject to the disciplinary code of conduct which in extreme cases may lead to dismissal.

27. STAFF DEVELOPMENT AND FEEDBACK

27.1 The following provisions will apply to Employees nominated by the Company from time to time. The overall objective of the feedback discussion is to provide a suitable development program for Employees and to establish a process for mutual feedback in the workplace. The feedback discussion will enable both the supervisor and the Employee to measure the effectiveness of any training undertaken (or being undertaken) and provide a forum for ideas and suggestions.

27.2 It is an expectation of the Company that Employees will participate in the staff development and feedback process, which will include formal feedback discussions, generally conducted on a twelve (12) monthly basis. Informal discussions will occur midway through the twelve (12) month period to review progress of development.

27.3 An Employee may choose to be accompanied, during the feedback discussion, by a third person of their choice.

27.4 Records of the discussion will be given to the Employee and a copy will be kept on the Employee's file.

27.5 Areas of review will include but are not limited to productivity, safety, environmental awareness, individual work history (skills audit), job satisfaction, team and individual performance targets, training requirements and competency.

SECTION THREE – WAGES & RELATED MATTERS

28. DEFINITIONS

- "Afternoon Shift": Afternoon Shift is defined as a shift rostered to finish after 6.00pm (1800 hours) and at, or before, midnight (0000 hours).
- "Continuous Shift Worker": Continuous Shift Worker is defined as an Employee whose Ordinary hours rotate on a 24/7 continuous basis, e.g. Day Shift, Afternoon Shift and Night Shift rotating continuously over seven (7) days of the week.
- "Day Shift": Day Shift is defined as a shift rostered to start at or after 6:00am (0600 hours) and to finish at or before 6:00pm (1800 hours).
- Early Morning Shift": Early Morning Shift is defined as a shift rostered to start at or after 4:00am (0400 hours) and before 6:00am (0600 hours).
- "Night Shift": Night Shift is defined as a shift rostered to finish after midnight (0000 hours) or start before 4:00am (0400 hours).
- "Permanent Night Shift": Permanent Night Shift is defined as a roster of shifts consisting of Night Shift only for a continuous period of four (4) weeks or more.
- "Rotating Shifts": Rotating Shifts are when an Employee works on all rostered rotating shifts, i.e. Day, Afternoon, Night.
- "Extended Shift Roster" – One in which the ordinary component of rostered shifts is greater than eight (8) hours. (For the avoidance of doubt, this does not include rostered overtime, for example where the roster contains 5 x 8hr shifts with 0.5 hours of overtime rostered per day resulting 8.5 hour rostered shifts or similar.)
- "Saturday Shift": A Saturday Shift is defined as a shift performed between midnight (0000 hours) on Friday and midnight (0000 hours) on Saturday.
- "Saturday/Sunday Public Holiday Shift": A Saturday/Sunday Public Holiday Shift is defined as a public holiday which falls on a Saturday or Sunday which has not been substituted for another day (Monday to Friday).
- "Sunday Shift": A Sunday Shift is defined as a shift performed between midnight (0000 hours) on Saturday and midnight (0000 hours) on Sunday.
- "Shift Worker": Whilst an Employee works on Extended Shifts, Rotating Shifts or Permanent Night Shift, they shall be considered to be a Shift Worker for the purposes of the Agreement and the National Employment Standards (NES).
- "Ordinary hours": Ordinary hours are as defined under clause 40.
- "Normal rate" is the base rate of pay plus any allowances paid under clause 33 when the Employee is at work.
- "All-purpose" – Allowances described as being 'all-purpose' will be added to an employee's hourly rate for all purposes of the Agreement which includes superannuation, overtime, penalty rates, shift penalties and periods of paid leave such as Annual Leave, Sick Leave and Public Holidays, Long Service Leave.
- "Overtime" means all hours worked outside the Ordinary hours of work as defined under clause 40.

29. CLASSIFICATION

29.1 All classification structures covered by the Agreement will, in part, be based on competency standards under the Australian Qualification Training Framework (AQTF), supporting the objectives of the Company and the level of responsibility associated with the position. The remuneration for each position set out in Appendix One reflects the responsibilities of the role being undertaken.

29.2 Progression through the Classification Structure will be both vacancy and competency based.

30. HIGHER CLASSIFICATION DUTIES

30.1 An Employee who is requested to work at a level which attracts a higher rate of pay than his/her ordinary grade or level, shall be paid the rate applicable to such work for the time so engaged. Where the work is for a period of four (4) hours or more, the payment shall be for a minimum of eight (8) hours.

30.2 No restrictions shall be placed on the allocation of work on either a higher or lower grade or level to an Employee where circumstances require; provided that the Company is satisfied the Employee is capable, trained or qualified to perform the work allocated. For the avoidance of doubt, an Electrical Trades Employee cannot be requested to work at a classification attracting a higher rate of pay unless they hold the qualification/s required for that classification as specified in the relevant classification structure.

30.3 When an Employee has acted in a higher classified position for a period, or periods, of six (6) months or longer (in any continuous twelve (12) month period), the Employee shall receive a personal classification to the higher level position. This shall only apply where the higher position is vacant with no permanently appointed incumbent.

31. ANNUALISED SALARY ARRANGEMENT

31.1 The Company and an Employee engaged as a manager, technical specialist or administrative support person may agree to enter into an annualised salary arrangement instead of any or all of the following provisions of the Agreement:

Wage rate	Overtime and penalty rates
Leave Loading	Allowances

31.2 The annualised salary must ensure that the Employee is better off overall than they otherwise would have been had the terms of the Agreement not been varied. The annualised salary will be specified in writing as well as the provisions of the Agreement that will no longer apply as well as an explanation of how the Employee will be better off.

31.3 Once the annualised salary is paid then it will be in full satisfaction of any obligation to otherwise make payments to the Employee under the Agreement.

31.4 An employee can only convert to an annualised salary by mutual agreement with the Company and cannot elect to change back to a conventional wage until the nominal expiry date of the Agreement.

32. WAGE INCREASES

32.1 Wage increases during the life of the Agreement as follows:

- a. 2.5% - from the first full pay period on or after 1 July 2023.
- b. 2.5% - from the first full pay period on or after 1 January 2024.
- c. 2% - from the first full pay period on or after 1 July 2024.
- d. 2% - from the first full pay period on or after 1 January 2025.
- e. 1.75% - from the first full pay period on or after 1 July 2025.
- f. 1.75% - from the first full pay period on or after 1 January 2026.
- g. 1.75% - from the first full pay period on or after 1 July 2026.
- h. 1.75% - from the first full pay period on or after 1 January 2027.

32.2 A Metro Tunnel Day One Facilitation Increase (passenger services) of 1% will apply to all employees covered by this Agreement effective from the date of the first passenger revenue service in the Metro Tunnel or 31 December 2025, whichever occurs first.

32.3 This payment will be processed by the Company in the second pay run after the date referred to in clause 32.2

32.3 PAYMENT UPON APPROVAL

As some of the increases above are stated to apply prior to the date of operation of the Agreement, following commencement of Agreement, Employees shall receive a payment equivalent to the difference between what they did receive and what they would have received for wages if the Agreement had come into operation immediately prior to the date of the first wage increase set out above.

33. PENALTY PAYMENTS

33.1 SHIFT ALLOWANCES

All ordinary hours work shall be subject to payment of the following shift penalties:

- a) Early Morning Shift (Monday to Friday) - 15%
- b) Afternoon Shift (Monday to Friday) - 15%
- c) Night Shift (Monday to Friday) - 25%
- d) Permanent Night Shift (Monday to Friday) - 30%
- e) Saturday Shift - 50%
- f) Sunday Shift - 100%
- g) Public Holiday Shift - 150%
- h) Saturday/Sunday Public Holiday Shift - 200%

33.2 EXTRA RATES NOT CUMULATIVE

When two or more extra rates are payable simultaneously, the applicable rate is that which is most beneficial to the Employee, except for any Inclement Weather payment made under clause 90 which is paid as an extra rate.

33.3 EXTENDED SHIFTS

33.3.1 Employees who agree to make permanent changes to their rosters which would involve the working of Extended Shifts will receive the following penalties:

- Will be considered to be 'Shift Workers' for the purpose of the Agreement.
- Saturday/Sunday ordinary time shifts will attract a penalty rate of 100%.
- Shifts beginning on Sunday and ending any time on Monday will attract a penalty rate of 100% for all hours worked on that shift.
- Receive a payment of seven point six (7.6) hours where an off roster day falls on a public holiday (ie. in addition to their ordinary fortnightly pay).
- An Employee who takes personal leave will have a deduction from their credits of the hours for which they are rostered.
- Annual Leave will be taken in accordance with an Employee's ordinary/rostered hours, and leave loading will be paid in accordance with Clause 33.6.3.
- An Employee who takes their full credit of annual leave in one (1) continuous period will have five (5) weeks deducted (192 hours). An Employee who takes less than their full credit of leave in

single continuous period will have a deduction from their credits of the hours for which they are rostered.

- An Employee who begins their shift on a public holiday will attract a public holiday penalty rate of 150% for their full shift. For the avoidance of doubt, if an Employee has two shifts that extend into and/or out of the same public holiday, the public holiday penalty rate of 150% will only apply to the hours worked on the public holiday for both shifts (no 'double dipping').
- For the purposes of granting Bonus Days in accordance with clause 51, a day will be defined as the ordinary hours that the Employee is regularly rostered to work. For the purposes of clarity, this would mean that an Employee who is rostered to work, for example, ten (10) hour shifts, would receive five (5) bonus days of ten (10) hours each year.

33.3.2 Where the provisions of this clause are inconsistent with the provisions contained in other parts of the Agreement then these provisions will prevail. For the purpose of clarity these provisions will replace any other provisions contained in the Agreement, not be paid in addition to.

33.3.3 As part of the negotiations for this Agreement, the parties agree that for employees working in Metrol Techs, Signal Fault Centre, Signals reactive and Investigations who have become an Extended Shift Worker, as at the operation date of this Agreement, clauses 33.3.1 and 33.3.2 supersede 'grandfathered' arrangements that applied prior to the operation date of this Agreement because those employees were not regarded as Extended Shift workers.

33.4 OVERTIME

33.4.1 The Company may require Employees to work reasonable overtime and Employees shall work such reasonable overtime as required. All overtime will be paid at double time.

33.4.2 Payment under this clause shall be made in lieu of any shift allowances prescribed under clause 33.1.

33.5 PAYMENT FOR WORK ON PUBLIC HOLIDAYS

33.5.1 An Employee shall be paid at the rate of double time and a half for work undertaken on public holidays.

33.5.2 Where time worked on a public holiday falls on a Saturday or Sunday which has not been substituted for another day (Monday to Friday), payment will be made at triple time.

33.5.3 Payment under this clause shall be made in lieu of any shift allowances prescribed under clause 33.1.

33.6 ANNUAL LEAVE LOADING

33.6.1 Employees when taking annual leave are entitled to loading as detailed below unless the leave to be taken has accrued from previous years and loading has already been paid against that accrual.

Description	Amount of Loading
Shift Workers	20%
All Others	17.5%

33.6.2 The above are percentages of the Employee's ordinary weekly wage/salary, inclusive of all-purpose payments.

33.6.3 Shift Workers will be paid an annual leave loading of 20% or an amount equivalent to their standard rostered shift penalties as defined in clause 33.1, excluding public holiday penalties, whichever is the greater.

34. ALLOWANCES & REIMBURSEMENTS

The Company will pay all costs associated with the training and maintenance of any license/registration process required for clauses 34.5, 34.6, 34.7, 34.10 and 34.11.

34.1 Electrical Works Allowance

This allowance will be paid to employees who work in the following areas:

- Sub Stations;
- Electrol; and
- C&I.

The Electrical works allowance is an all-purpose allowance. The quantum of the allowance will be as specified in Appendix Two to the Agreement.

34.2 Senior Testing Allowance

This allowance will be paid to the senior tester within the Testing department of Sub Stations. It is an all-purpose allowance.

The quantum of the allowance will be as specified in Appendix Two of the Agreement.

34.3 Testing Allowance

This allowance is paid to those employees who work in the Testing department of Sub Stations. It is an all-purpose allowance. The quantum of the allowance will be as specified in Appendix Two to the Agreement.

34.4 Infrastructure Works allowance

Those employees covered by the Agreement who do not receive allowances 34.1, 34.2 and 34.3 shall be paid the infrastructure works allowance. It is an all-purpose allowance. The quantum of the allowance will be as specified in Appendix Two of the Agreement.

*Note: Subject to other eligibility criteria mentioned above, Employees are only entitled to one (1) of the allowances prescribed in clauses 34.1, 34.2, 34.3 and 34.4 at any given time.

34.5 Electrical Line Workers Allowance

To cover licensing and registration requirements, all Lineworkers 1 and supervisors/managers will be paid the amount as specified in Appendix Two to this Agreement for all hours of work. All Lineworkers 2 will receive the amount specified in Appendix Two of the Agreement for all hours of work. Employees receiving this allowance are not entitled to any allowance pursuant to clauses 34.6, 34.7 and 34.9.

34.6 Traction Industry Registration Allowance

This allowance will be paid to Employees who become registered or licensed through legislation or regulatory requirements that is necessary to perform their duties in the rail industry.

This allowance does not apply to those receiving an allowance pursuant to clauses 34.5, 34.7 and 34.10.

Employees will receive the amount as specified in Appendix Two to the Agreement.

34.7 Communications Allowance

All Communications section Employees will receive the amount as specified in Appendix Two to the Agreement to cover licensing and registration requirements.

34.8 On Call Allowance (OCS, Facilities, Structures or Motor Fitters)

Employees working in the OCS, Facilities, Structures or Motor Fitters who are required to work an “on-call roster” will receive a payment of ten dollars (\$10) per hour whilst on-call.

This allowance is not an all-purpose allowance and is paid in addition to current “call-out” provisions at clause 48 of the Agreement.

In order to qualify for this allowance Employees must meet the following requirements when “on-call”:

- Employees be available to be rostered “on-call” by agreement with their Manager.
- Have a zero drug and alcohol reading whilst on roster.
- Have to swap if want to be unavailable.
- Provide a minimum of a fifteen (15) minute initial response to calls.

The On Call Allowance will be indexed over the life of the Agreement, as specified in Appendix Two of the Agreement.

34.9 Security Allowance

This Allowance will apply to all Employees required by the Company to become registered under the requirements of the Private Security Act 2004 (Vic).

From the first full pay period on or after registration, an Employee will receive a payment as specified in Appendix Two of the Agreement.

34.10 A Class/E Grade Electrical Licence Allowance and CPD training

Payment of an A Class/E Grade Electrical Licence allowance, as specified in Appendix Two of the Agreement, will be made for all hours of work to all qualified electrical tradespersons who hold a current licence and who may, in the course of their duties be required by the Company to work on electrical installations defined by a regulatory authority.

In addition to above, the Parties recognise that effective from 1 January 2023, Continuing Professional Development (CPD) training may be required for the renewal or retention of an electrical licence in accordance with the *Electricity Safety (Registration and Licensing) Regulations 2020* (Vic).

Where a regulatory authority determines that an Employee is required to attend training for the purposes of licence retention or renewal, and such training takes place within the spread of ordinary hours, an Employee will be entitled to attend the training without loss of pay. For the avoidance of doubt, the costs of the training relating to the renewal or retention of an electrical licence will be borne by the Company.

The Employee must notify their supervisor about available course dates with at least 14 days prior notice, and seek approval prior to enrolment. Metro’s approval will depend on the operational requirements at the time, the availability of sufficient labour and its capacity to cover the Employee’s absence from the workplace for the nominated date.

34.11 First Aid Allowance

The Company shall nominate a sufficient number of Level 3 First Aid qualified persons to render first aid (First Aiders). First Aiders shall be paid a first aid allowance as specified in Appendix Two of the Agreement.

34.12 Relocation Allowance

Employees who transfer to a new work location within the metropolitan area will be granted a one off allowance of \$1,000 payable as a lump sum at the time of transfer. For this payment to apply the distance (direct line) of the relocation must be greater than three (3) kilometres. This is dependent on the Company

having a requirement to relocate the entire work section and the Employee/s concerned do not have the use of a Company vehicle for travel between work and home.

The relocation allowance does not apply to any staff that have multiple work locations as part of their normal duties. For avoidance of doubt, the following work sections are not eligible for the relocation allowance under the following scenarios:

- a) OCS, Electrol, Fault Centre staff required to relocate to and from disaster recovery sites.
- b) Infrastructure staff engaged in project work who are required to relocate to and from different sites.

34.13 Access Desk Phone Allowance

Employees who are level 3.3 qualified Track Force Protection Coordinators and are required to man the Access Desk will receive an allowance for such time that they are engaged to perform Access Desk tasks. It is an all-purpose allowance.

The quantum of the allowance will be as specified in Appendix Two of the Agreement.

34.14 Use of Private Vehicle

In the event of an Employee having to use their own vehicle for business purposes, they shall be reimbursed at the rate as published by the Australian Tax Office as varied from time to time. This payment shall be made on the production of satisfactory evidence in the form of log book or other substantive document and would normally be authorised in advance by the Employee's manager.

34.15 Travelling and Incidental Expenses

Where travelling and incidental expenses are not paid directly by the Company, Employees will be reimbursed upon the provision of a receipt up to a maximum of the amount specified in Table 1 of Australian Tax Office Tax Determination TD 2019/11 (as updated from time to time).

35. SALARY MAINTENANCE

35.1 Salary maintenance is a critical component of previous and ongoing restructuring and organisational changes.

35.2 Salary maintenance provides as a minimum the retention of grade classification, at the time of restructuring, with ongoing wage escalation as per the Agreement and with overtime as appropriate at the new position classification pay scale.

35.3 Individual Employees may retain additional arrangements as agreed at the time. Such arrangements will be provided to the Employee in writing. No Employee will be discriminated against because of such arrangements.

35.4 The provisions of this clause do not apply to Employees who have been demoted, or moved to an alternative position, due to the outcome of a disciplinary or underperformance matter.

36. SALARY PACKAGING

36.1 Employees may salary sacrifice or package their salaries in any legal form, consistent with Company Policy as applicable from time to time, provided that there is no additional cost to the Company. For Employees seeking individual advice, the cost of any individuals packaging advice from taxation or financial advisers, costs of any fringe benefits tax payable and costs for setting up any individual arrangements will be borne by the Employee.

36.2 The annual salary of the Employee (prior to packaging or salary sacrifice) will remain unchanged for all purposes including the calculation of penalty rates, allowances, termination and superannuation.

36.3 An Employee may enter into a salary packaging arrangement with regard to the State Government defined benefits superannuation schemes provided that it complies with the requirements as set out in State Legislation and other relevant guidelines/instructions.

36.4 Once in place, an Employee may only vary their salary sacrifice arrangement on one (1) further occasion each calendar year.

36.5 Subject to the requirements set out in this Clause 36, Employees may also enter into Novated Leasing arrangements on the basis that the arrangement is between the Employee and the Company's chosen third party provider and that there is no additional cost to the Company to facilitate this arrangement.

37. SUPERANNUATION

37.1 Victorian State Superannuation Funds

An Employee, previously employed by the PTC (and/or the successor corporations to the PTC), and who has remained a member of one of the various Victorian State Superannuation funds shall continue to receive the prescribed Company contributions (to the fund on his/her behalf), and he/she is obliged to make Employee contributions, at the percentage rates prescribed by those funds.

37.2 Staff In Other Funds

37.2.1 Excluding Employees specified below, the Company will pay an amount equivalent to the prevailing Superannuation Guarantee Charge into the Employee's approved fund of choice. Where no superannuation fund is nominated, contributions shall be paid to the Employee's stapled superannuation fund as advised to the Company by the Australian Tax Office.

Should the Employee not specify a fund of choice upon commencement and not have a stapled fund the Company will pay the prevailing Superannuation Guarantee Charge into one of the following approved funds:

- Australian Super;
- Aware Super; or
- CBUS.

37.2.2 For Employees who were in the Thiess Employees Superannuation Plan and transmitted to MainCo from Thiess Infracore, the Company will pay eleven percent (11%) (see note below) of the Employee's ordinary time earnings into one of the following approved funds:

- Australian Super;
- Aware Super;
- CBUS; or
- ESS Super.

37.2.3 For the purposes of this clause, ordinary time earnings shall be as defined by the Australian Taxation Office.

Note: The Superannuation Guarantee Rate referred to in clause 37.2.2 will increase in line with the relevant superannuation legislation.

37.3 Salary Sacrifice For Superannuation

37.3.1 Employees may salary sacrifice into their approved fund of choice provided such salary sacrifice arrangements comply with the requirements as set out in the relevant legislation.

37.3.2 Timing for changes to salary sacrifice shall be in accordance with the guidelines established by the Company. Minimum amount for salary sacrifice shall be twenty five dollars (\$25) per week or as stipulated by the Fund, whichever is the greater.

37.3.3 An Employee may enter into a salary packaging arrangement with regard to the State Government defined benefits superannuation schemes providing that it complies with the requirements as set out in State Legislation and other relevant guidelines/instructions.

38. PAYROLL DEDUCTIONS

38.1 An Employee may nominate accounts into which payments on the Employees' behalf may be deposited, including deductions made for Income Protection Insurance.

38.2 Where an Employee has received an overpayment the Company may deduct the value of up to six (6) hours (pro-rata for part time Employees) of base rate of pay from each wages payment. The full balance of any over payment can be recovered from a termination payment.

38.3 The first deduction shall not occur until after notification to the Employee of the over payment and agreement on the deduction is sought.

38.4 Employees will be advised of a right to request alternative repayment arrangements in circumstances where Employees may experience financial hardship.

39. PAYROLL ERROR

- 39.1 This clause 39 does not apply until 12 months after this Agreement commences operation.
- 39.2 In this clause, 'administrative error' means where there has been a shortfall in wages paid to an employee due to an error made by the Company in processing their wage payment. It does not include any issues arising from differences of interpretation regarding this Agreement or where the Payroll function (or any future iteration thereof) has insufficient or inaccurate information to process payments in full.
- 39.3 Employees will be paid fortnightly by electronic funds transfer to the Employees nominated back account.
- 39.4 Where there is a shortfall in wages paid to an employee due to an administrative error, the Employee has three (3) working days to raise the error with supporting evidence to the Company.
- 39.5 The Company has seven (7) working days to investigate and confirm in writing to the employee if a shortfall has occurred and what payment is required.
- 39.6 If the employee is owed monies to the value of \$50.00 or more, the Company will process an out of course payment to rectify that shortfall within 72 hours of providing the employee with written confirmation of the shortfall by way of out of course payment.
- 39.7 The 72 hour period will temporarily cease in the following circumstances:
- (a) Where the Company disputes the existence of an administrative error on reasonable grounds (and the affected employee has been notified in writing) until such time as the dispute has been satisfactorily resolved; and
 - (b) Between 5.00pm on Friday and 9.00am on Monday of each week.
 - (c) The loss of the payroll system (due to circumstances outside the Company's control).
- 39.8 Where an out of course payment in connection with an administrative error is not made within the 72 hour period, the employee will receive an additional allowance of \$250.00 paid in the next pay cycle. This allowance will apply in each pay cycle until the shortfall has been rectified.

SECTION FOUR – HOURS OF WORK

40. ORDINARY HOURS

- 40.1 The ordinary hours of work shall be an average of thirty-eight (38) hours per week and shall be:
- a) For Employees who work Monday to Friday, one hundred and fifty-two (152) ordinary hours per four (4) week cycle and operating on a nineteen (19) day, four (4) week cycle. Employees engaged on a nineteen (19) day, four (4) week cycle will be provided with an Extra Day Off (EDO) that represents the twentieth (20th) day of the four (4) week cycle in accordance with clause 41; or
 - b) For Employees who work a seven (7) day roster, an average of thirty-eight (38) hours per week determined as per the procedure set out in Schedule One, or
 - c) Not less than eight (8) hours per shift unless otherwise agreed between the Company and the Employee concerned, excluding part-time arrangements; or
 - d) Not in excess of ten (10) days per pay fortnight; and/or
 - e) Not in excess of twelve (12) hours per shift, inclusive of overtime, except in exceptional circumstances and then only if expressly authorised by the Manager of the Department.
- 40.2 When a shift extends over two (2) pay periods, that shift shall be deemed to be part of the pay period of when the shift commences.
- 40.3 No Employee, during the course of any shift, shall be booked off duty for more than half an hour (30 minutes), including time for a meal, unless otherwise agreed upon between the Company and the Employee concerned.
- 40.4 Each hour (or part thereof) of Ordinary hours of work shall be paid at the rate applicable for the day on which the hour (or part thereof) was worked.

41. EXTRA DAYS OFF (EDO)

- 41.1 EDOs will be rostered, and taken, Monday to Friday as agreed between the Company and the relevant Employees during the cycle so as to guarantee continuity of operation.
- 41.2 EDOs may be accumulated to a maximum of five (5) days where it is agreed by the Company and taken to meet operational requirements.
- 41.3 A rostered EDO is not to be substituted for sick leave or any other paid leave.

42. WORK LIFE BALANCE PROGRAM

- 42.1 Employees can decide to opt into the Work Life Balance Program (WLBP). The WLBP enables an Employee to sacrifice a component of their fortnightly pay in order to receive Purchased Days Off.
- 42.2 Employees that opt into the WLBP will receive the Purchased Days Off outlined in clause 42.3 on the condition that the Employee works a minimum of 38 hours per week, or an average of 38 hours per week.
- 42.3 The WLBP will take effect in the following form:

Agreement Year	Date Range	Purchased Days Off per annum under the WLBP*	Hours sacrificed per fortnight
1	Pay period commencing on or after the commencement date of	2	0.5846 hours

	this Agreement to pay period ending on or after 1 July 2024		
2	Pay period commencing on or after 1 July 2024 to pay period ending on or after 1 July 2025	4	1.1692 hours
3	Pay period commencing on or after 1 July 2025 to pay period ending on or after 1 July 2026	6	1.7538 hours
4	Pay period commencing on or after 1 July 2026-to pay period ending on or after 1 July 2027	8	2.3384 hours

** Number of Purchased Days Off specified in the table above are based on working under this program for a full financial year. Therefore, Purchased Days Off accrued for Year 1 will be pro-rated.*

- 42.4 Any Employee that decides to **opt in** to the WLBP can do so, but must do so in the “invitation window”. The “invitation window” for Year 1 shall commence from the operation date of this Agreement and close at 4 weeks thereafter. For subsequent years, the “invitation window” shall be 1 May to 31 May.
- 42.5 If an Employee does not utilise all of their Purchased Days Off allocated for that financial year, the Company will pay out the remaining Purchased Days off in the first full pay period after the end of that financial year.
- 42.6 Leave loading is not applied to any Purchased Days Off.

43. SHIFT WORK AVAILABILITY

- 43.1 A shift worker shall be required to make themselves available to work shifts as determined by the Company.
- 43.2 An Employee shall be given a copy of the rostered hours they are required to work at least two (2) weeks prior to the commencement of each roster. New rosters will be developed in accordance with Schedule One.
- 43.3 For existing Employee/s, the transfer to an 8/6 roster or any other roster not currently in operation as at 1 June 2019, within the Employee/s relevant Department/Division, will be by agreement.
- 43.4 Whilst an Employee works on Extended Shifts, Rotating Shifts or Permanent Night Shift, he/she shall be considered to be a Shift Worker for the purposes of the Agreement.
- 43.5 An Employee may agree to reduce the notice period required to change shifts by mutual agreement.

44. MEAL/CRIB BREAK

- 44.1 When possible, the arrangement of work for a shift shall be such that Employees shall be allowed an unpaid, thirty (30) minute break, to be taken within the spread of the shift. Ideally, this break shall be taken as close to mid-shift as possible, i.e. no later than the end of the fifth (5th) hour, but shall be taken so as not to disrupt the continuity of the work group’s operations.
- 44.2 Flexibility shall be exercised at all times, and when the nature of the work requires a “straight shift”, a twenty (20) minute crib break shall be applied without deduction of pay. The crib time shall also be organised to ensure continuity of the Company’s operations.

45. REST BREAK

A rest break of not more than ten (10) minutes will be taken at a time determined by the operational requirements of the business.

46. TIME OFF IN LIEU

An Employee may elect, with the consent of the Company, to take time off in lieu of payment of overtime at a time or times agreed with the Company. Any time taken off in lieu will be during ordinary hours; that is an hour for each hour worked. Where the Employee has not taken time off within four weeks, the Employee will be paid for such time at the rates specified in Clause 33.4.

47. OVERTIME MEAL

47.1 Any Employee working overtime shall be allowed a crib break of twenty (20) minutes without deduction of pay after each four (4) hours of overtime worked, but this provision shall not prevent any agreed arrangement being made for the taking of a longer meal interval without pay.

47.2 Any Employee who is required to work overtime attached or an ordinary shift for a period of greater than two (2) hours, or work an overtime shift of more than ten (10) hours, shall either be supplied with a meal by the Company or be paid a Meal Allowance as specified in Appendix Two of the Agreement and if they work beyond a further two (2) hours, a further Meal Allowance for a second meal.

48. CALL OUT AFTER ORDINARY HOURS

48.1 Any Employee recalled after leaving duty for the day or shift to work overtime shall be paid for a minimum of four (4) hours at the appropriate rate, provided that if such overtime is continuous with a period of Sunday time, the minimum payment herein prescribed shall apply in respect of the full turn of duty and not to the overtime and the Sunday time separately.

48.2 Excepting as detailed below, time worked by an Employee who has already left work before being recalled shall be treated as an extension to the previous hours worked by an Employee and paid accordingly. When an Employee is requested to start their next planned or rostered shift early, this time shall be paid as overtime worked in conjunction with that shift.

48.3 Time worked under this clause will be paid as overtime in accordance with Clause 33.4.

48.4 When an Employee is required to immediately report to work, the start time for overtime calculation shall commence from when they leave home. In other circumstances, the start time for overtime shall commence from when the Employee attends work or when they were requested to attend work, whichever is the later.

48.5 In all circumstances, the finish time for overtime will be when the Employee finishes on the job or at the depot, whichever is applicable.

49. DAYLIGHT SAVING

When by reason of State legislation summer time is prescribed as being in advance of the standard time of the State, the length of any overtime or ordinary hours shift shall be deemed to be the number of hours represented by the difference between the time recorded on the clock at the beginning of the shift and the time so recorded on the clock at the end of the shift. The time on the clock in each case is to be set to the time fixed pursuant to the relevant State legislation.

50. FATIGUE MANAGEMENT

50.1 The Company agrees to develop practices and working arrangements that take into consideration the nature of the rail working environment. In respect to fatigue management, rosters, additional hours and work will all be monitored to ensure Employees do not place themselves at an unacceptable level of risk.

50.2 In return, Employees agree to present for work in a safe manner without undue impairment caused by fatigue or external activities likely to cause fatigue. Employees and the Company have a shared responsibility in ensuring fatigue related risk is minimised.

50.3 Where an Employee is seconded to the Projects Division, fatigue will be managed in accordance with the Provisions of Construction Site Clause (Clause 88).

50.4 Any future changes to fatigue management practices will be discussed between the parties.

50.5 MINIMUM BREAK FROM WORK AND PASSIVE TIME

50.5.1 Employees shall be provided a ten (10) hour break between shifts unless:

Operational emergencies and safety critical works prohibit Employees from having at least ten (10) hours break.

If the ten (10) hour break includes time that would normally be worked as a part of the Employee's ordinary hours (Passive Time), they shall receive payment for those hours at ordinary time rate.

50.5.2 Employees shall be paid at the rate of double time from when they recommence duties in accordance with clause 50.5.1 until they cease those duties to commence their ten (10) hour break because:

- a) The maximum working hours and minimum breaks stipulated in 50.5.1 (a) of this clause are not met; or
- b) They are required to return to work without having had a ten (10) hour break from when they last worked overtime.

50.5.3 Passive Time means the duration, or part thereof, of a rostered shift corresponding to ordinary hours that could not be fully or partially worked due to a change in shift and subsequent minimum break from work or fatigue related requirements. Passive Time is paid at ordinary hours time rate, however, the Company undertakes that the use of Passive Time will not result in an employee being worse off compared with the amount the employee would have received had they worked their ordinary hours for that period.

50.5.4 EDOs, Annual Leave or Long Service Leave cannot be used to substitute Passive Time.

50.5.5 If an Employee already has a leave day booked, and opts to work an extra shift immediately before or after their booked leave day, Passive Time will not apply for the day that was taken as booked leave.

SECTION FIVE – LEAVE & PUBLIC HOLIDAYS

51. BUSINESS IMPROVEMENT/BONUS LEAVE

51.1 As a consequence of initiatives achieved during the life of previous agreements to improve the productivity and efficiency of the business, it has been agreed to continue the provision of five (5) days bonus leave for the duration of the life of the Agreement.

51.2 Five (5) days paid bonus leave will be granted for the period 1 July to 30 June each year.

51.3 The taking of the benefits of this scheme is to be made available to Employees as from 1 December each year and the Company will ensure that every opportunity is given to Employees to take this leave. This leave will not be granted in advance. The bonus leave for Employees who start after 1 July in the coming year will be on a pro rata basis.

51.4 Leave must be taken within twelve (12) months from the date the leave is made available, does not accrue, and is not paid out on termination of employment.

52. PUBLIC HOLIDAYS

52.1 An Employee other than a casual Employee shall be entitled, without loss of pay, to public holidays as per that prescribed in the Victorian Government Gazette.

52.2 Public Holidays are New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Sunday, Easter Monday, ANZAC Day, King's Birthday, Friday before the AFL Grand Final, Melbourne Cup, Christmas Day and Boxing Day. These Public Holidays are correct at the time of writing the Agreement however they are subject to change in accordance with the Victorian Government Gazette.

52.3 The Company and a majority of affected Employees may agree to substitute another day for any public holiday provided the agreement is recorded and in writing and made available to each affected Employee.

52.4 Part time Employees who are rostered on to work on a Public Holiday but who are not required to work that day are to be paid for the hours they were required to work at single rate of pay.

52.5 Part time Employees who are not required to work and not rostered to work on a Public Holiday are not entitled to paid leave of absence.

53. ANNUAL LEAVE

53.1 An Employee shall accrue the following amount of paid annual leave for each year of continuous service.

Description	Amount of Annual Leave
Day Workers	4 weeks (152 hours) *based on a standard 38 hour week
Shift Workers	5 weeks (192 hours) *based on a standard 38 hour week

53.2 Part-time Employees are entitled to and will accrue pro-rata annual leave entitlements based on the Ordinary Hours worked for the previous fortnight.

53.3 If the period during which an Employee takes paid annual leave includes any other period of paid leave specified in the Agreement (other than Community Service Leave in accordance with Clause 67 of the Agreement), the Employee is taken not to be on paid annual leave for the period of that other leave. For the avoidance of doubt, any Employee may apply to substitute personal leave for annual leave subject to meeting the requirements as set out in Clause 58.

53.4 An Employee's entitlement to annual leave shall accrue progressively during the year and accumulates from year to year.

53.5 An Employee, who, upon retirement, resignation or termination of employment, has an outstanding leave accrual, will be paid an amount equal to the unused leave and any annual leave loading applicable. Annual leave must be taken in accordance with the Employee's rostered/ordinary hours.

54. DIRECTION TO TAKE EXCESS ANNUAL LEAVE

54.1 The Company may direct an Employee to take paid annual leave if the Employee has accrued more than eight (8) weeks' paid annual leave, and the Company and the Employee are unable to reach agreement on the taking of leave.

54.2 The Company must give an Employee at least twenty-eight (28) days' notice prior to the date the Employee is required to commence the leave.

54.3 The amount of annual leave the Employee is directed to take must be less than or equal to a quarter of the amount of leave accrued.

55. REDUCTION OF ANNUAL LEAVE

55.1 On a once only basis, Employees may apply to cash out annual leave entitlements, provided such payments:

- Are restricted to minimum periods of not less than two (2) weeks;
- Are in blocks of completed weeks, and;
- Do not reduce overall annual leave entitlements below four (4) weeks (five (5) weeks for shift workers) after payment is made.

55.2 Any agreement for the cashing out of annual leave under this clause must be set out in writing and signed by both the Company and the Employee. Applications for payment are granted at the Company's discretion.

55.3 Employees must be paid at not less than the rate of pay applicable to the Employee under the Agreement, than what would have been payable had the Employee taken this leave.

55.4 In addition, Employees may elect to clear these surplus credits and nominate to prospectively salary sacrifice future earnings into a complying Superannuation Fund in accordance with and subject to Australian Taxation Office requirements; provided such arrangements may only be introduced or cease as the case might be, on a once per annum basis from the service anniversary dates of individual Employees.

55.5 These arrangements must cease when annual leave credits for an individual have been reduced to four (4) weeks (five (5) weeks for shift workers) regardless of when this level of annual leave is reached.

55.6 Applications for the reduction of annual leave, under this clause, must be made to Payroll by no later than 30 June 2025.

56. METHOD OF TAKING LEAVE

56.1 Requests for annual leave will take into consideration Company operational requirements. Employees should provide as much notice as possible when requesting annual leave.

56.2 When an Employee requests that annual leave be allowed in one continuous period, such request shall not be unreasonably refused, but is subject to the Company's operational requirements. In the event of lack of agreement between the Company and Employee the matter may be dealt with in accordance with the Dispute Resolution Procedure.

56.3 Employees and their managers shall amend rosters to enable the scheduling of annual leave throughout the year to ensure continuity of maintenance and productive operation and an equal distribution of Employees on leave.

57. LONG SERVICE LEAVE

- 57.1 An Employee is entitled to thirteen (13) weeks long service leave with pay after the completion of ten (10) years continuous service. Additional LSL leave will accrue at the rate of one point three (1.3) weeks per completed year of service.
- 57.2 55.2 When an Employee has completed at least seven (7) years continuous service:
- Pro rata long service leave may be taken with the approval of the Company,
 - If an Employee's employment ceases, pro rata payment for long service leave will be granted.
- 57.3 In cases when an Employee retires on account of age or ill health, dies or is terminated on the grounds of redundancy, entitlement to long service leave is subject to a minimum of four (4) years completed continuous service and is computed on the basis of one point three (1.3) weeks leave for each completed year of service.
- 57.4 On request from an Employee, the whole or any part of due long service leave may be taken at half pay for a period equal to twice the whole or part of the period to which the Employee is entitled. For the purposes of this clause, half pay means pay computed at half the rate that would have been received had the leave been granted at full pay.
- 57.5 In calculating the period of service for long service leave purposes any continuous period of leave of absence without pay for one (1) month or more is to be excluded.
- 57.6 Long service leave is to be taken at a time by agreement between the Employee and the Company. Part periods of long service leave longer than eight (8) weeks duration will be approved if operational requirements allow, and such leave is to be approved by the managers of the Department.

58. PERSONAL LEAVE (Sick and Carer's Leave)

- 58.1 An Employee shall be entitled to receive one hundred and fourteen (114 hours) (equivalent to fifteen (15) days at seven point six (7.6) hours) Personal Leave per year which will accrue on a monthly basis during the first year of service with the Company. On every anniversary of the Employees commencement with the Company, an Employee shall be entitled to receive a further one hundred and fourteen (114 hours) (equivalent to fifteen (15) days at seven point six (7.6) hours) sick leave. Any unused Personal Leave shall accumulate and accrue to the Employee's credit.

During employment, or upon termination for any reason, Employees shall not be offered payment for accrued Personal Leave, i.e. "paying out" of Personal Leave. If an Employee is terminated by the Company and is re-engaged within a period of six (6) months, then the Employee's unclaimed balance of

- 58.2 Personal leave shall continue from the date of re-engagement. In such a case the Employee's next year of service will commence after a total of twelve (12) months has been served with the Company, excluding the period of interruption in service.

- 58.3 Personal leave must be taken in accordance with the Employee's rostered/ordinary hours.

58.4 Sick Leave

58.4.1 An Employee, who is absent from work on account of personal illness or injury shall be entitled to paid Sick Leave, from their Personal Leave entitlement, whenever such absence causes loss of ordinary time pay.

58.4.2 An Employee absent from a rostered overtime shift shall be entitled to paid Sick Leave, from their Sick Leave entitlement upon the provision of the satisfactory certificate of a registered medical practitioner. This payment will be made at the rate of the Employee's ordinary time pay.

58.4.3 Paid Sick Leave shall be authorised where the Company is satisfied that the absence of an Employee from duty was due to genuine illness or injury. Applications for leave of absence on the grounds of illness shall be supported by the satisfactory certificate of a registered medical practitioner or other evidence approved by the Company such as a Statutory Declaration.

58.4.4 The Company shall, in any personal leave year of service, grant an aggregate of up to five (5) days leave of absence on the grounds of illness without the production of a medical certificate. Furthermore, the maximum number of consecutive days that will be granted without the production of a medical certificate shall be two (2).

58.4.5 If an Employee would have been required to work on a public holiday (i.e. would have been rostered for normal duty), the Employee is not entitled to payment for that public holiday except as a deduction from personal leave credits or as sick leave without pay.

58.4.6 An Employee who is involved directly in an industrial stoppage will not be entitled to paid leave of absence for any illness or injury on any working day or shift reduced by the stoppage unless the absence extends prior and beyond that day or shift and is fully covered by a medical certificate. An Employee may be granted paid leave of absence provided absence from duty due to illness or injury commenced from a date prior to the stoppage commencing and such period is covered by a medical certificate.

58.5 Carer's leave

58.5.1 An Employee is entitled to use their accrued personal leave to care for members of their immediate family or household who are sick and require care and support, or who require care due to an unexpected emergency subject to the conditions set out in this clause.

58.5.2 The term immediate family includes:

- a) a spouse, a de facto partner, child parent, grandparent, grandchild or sibling of the Employee;
or
- b) a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the Employee.

This entitlement is subject to the Employee being responsible for the care and support of the person concerned.

58.5.3 Where an Employee has exhausted all paid leave, they are entitled to take unpaid carer's leave to care for members of their immediate family or household who are sick and require care and support or who require care due to an unexpected emergency. The Company and the Employee shall agree on the period. In the absence of agreement, the Employee is entitled to take up to two (2) days (up to a maximum of sixteen (16) hours) of unpaid leave per occasion.

58.5.4 The Employee shall furnish a medical certificate or statutory declaration, confirming the illness of the person concerned, or nature of unexpected emergency. For the avoidance of doubt, the supply of an attendance certificate from a medical practitioner stating the name of the employee is an example of suitable evidence for the purpose of this clause.

59. NOTIFICATION OF ABSENCE

59.1 From the outset of any episode of sickness absence, the onus is placed on the Employee to maintain contact. Employees must ensure their supervisor or other nominated person is directly notified before or as soon as reasonably practicable on the first day or shift of absence, if they are unable to attend work due to personal/carers leave. As far as practicable, Employees will advise the expected duration of the absence. Employees will provide advance notice wherever possible and should be at least two (2) hours prior to the Employee's shift commences.

59.2 This section does not apply to an Employee who could not comply with it because of circumstances beyond the Employee's control.

59.3 Absenteeism

59.3 The Company's philosophy is to focus on encouraging Employees to be at work unless they are absent due to illness, injury or approved leave. Where it becomes apparent to the Company that an Employee has developed a pattern of behaviour that is contrary to these goals, the Company's management is committed to encouraging and facilitating good performance by communicating an expectation for improvement and providing the means by which improvement can be achieved and which may require the Employee, upon return to work, to attend an examination conducted by a Company nominated Medical Officer. The Company will endeavour to work with the Employee to determine and resolve factors causing absenteeism.

60. PARENTAL LEAVE

The following provisions relating to Parental Leave (for birth or adoption) apply to all Employees (casual, part-time and full-time) regardless of tenure with the Company.

60.1 Eligibility for Parental Leave

Any Employee can take unpaid or paid Parental Leave provided they meet the below requirements:

- The leave is associated with the birth and care of a child or newly adopted child; or
- The leave is associated with the placement of a child, under the age of 16 years, for adoption.

60.2 Entitlement to Pre-Natal Leave

60.2.1. An expectant or adoptive parent may take up to two (2) days paid leave for the purpose of attending medical appointments.

60.2.2. An Employee embarking on becoming surrogate parents or is the surrogate will be entitled to one (1) week paid special leave for the purpose of surrogacy related appointments.

60.2.3. Pre-Natal Leave can be taken as full pay or half pay by agreement between the Employee and the Company.

60.3 Entitlement to paid primary carer leave

60.3.1. An Employee who is the primary carer of the child is entitled to 14 weeks paid primary carer leave. This leave may be taken at either:

- 14 weeks full pay; or
- 28 weeks half pay.

60.3.2 For the purpose of eligibility for the paid primary care leave entitlement, only one parent can be the primary carer of a child at any point in time.

60.3.3 Payment in respect to paid Parental Leave should not be made in advance. Payments will be made in accordance with the usual pay cycle.

60.3.5 The Company may require an Employee to provide reasonable evidence, which may include a certificate from a registered medical practitioner, in order to access entitlements to paid primary care leave.

Paid primary carer leave for a second parent assuming primary care

60.3.6 Parents, including adoptive and/or surrogate parents, can swap who is the primary carer, such that a second parent is entitled to some part of paid primary care leave. This can happen in circumstances where the second parent was not the initial primary carer, and the initial primary carer:

- has returned to their full pre-parental leave role; or
- is medically incapacitated; or
- is not living with the second parent and the child.

60.3.7 The Company may require the Employee to provide it with reasonable supporting evidence to confirm the circumstances set out above in clause 60.3.6.

60.3.8 The amount of paid primary carer leave the second parent will receive will be 14 weeks:

- Less any paid period taken by another primary carer with their employer; and
- Less any paid leave taken by the Employee as Paid Concurrent Leave (set out below at clause 60.4).

60.4 Entitlement to Paid Concurrent Carers Leave

60.4.1. An Employee who is the partner of a birth parent or primary carer of a child will be entitled to two (2) weeks paid and two (2) weeks unpaid leave.

60.4.2. Leave must be taken in a consecutive period within the first 12 months of the child's life.

60.4.3. This entitlement also applies to adoptive and/or surrogate parents. In these circumstances, leave must be taken in a consecutive period within the first 12 months the child enters the family.

60.5 Entitlement to Unpaid Parental Leave

60.5.1. An Employee is entitled to a period of unpaid Parental Leave of up to 12 months in accordance with the NES.

60.5.2. An Employee who takes Parental Leave may request an extension of unpaid Parental Leave for a further period of 12 months, immediately following the end of the available Parental Leave period. The Company will consider any request for an extension of unpaid parental leave and provide a written response within 21 days of the request being made in accordance with the requirements set out in the *Fair Work Act 2009* (Cth).

60.6 Parental Leave and Other Entitlements

60.6.1. An Employee may in lieu of or in conjunction with Parental Leave, access any annual leave or long service leave entitlements which they have accrued subject to the total amount of leave not exceeding the maximum period provided for under the Agreement for that category of Parental Leave or a period longer as agreed.

60.7 Returning to work after a period of Parental Leave

60.7.1. An Employee will notify of their intention to return to work after a period of Parental Leave at least four (4) weeks prior to the expiration of the leave.

60.7.2 An Employee will be entitled to the position which they held immediately before proceeding on Parental Leave. In the case of an Employee transferred to a safe job, the Employee will be entitled to return to the position they held immediately before such transfer.

60.7.3 Where such position no longer exists but there are other positions available which the Employee is qualified for and is capable of performing, the Employee will be entitled to a position as nearly comparable in status and pay to that of their former position.

60.8 Replacement Employees

60.8.1 A replacement Employee is an Employee specifically engaged or temporarily promoted or transferred, as a result of an Employee proceeding on Parental Leave.

60.8.2 Before the Company engages a replacement Employee, the Company must inform that person of the temporary nature of the employment and of the rights of the Employee who is being replaced.

60.9 Communication during Parental Leave

60.9.1 Where an Employee is on Parental Leave and a definite decision has been made to introduce significant change at the workplace, the Company shall take reasonable steps to:

- make information available in relation to any significant effect the change will have on the status or responsibility level of the position the Employee held before commencing Parental Leave; and
- provide an opportunity for the Employee to discuss any significant effect the change will have on the status or responsibility level of the position the Employee held before commencing Parental Leave; and
- the Employee shall take reasonable steps to inform the Company 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 request to return to work and whether the Employee intends to request to return to work on a part-time basis.

60.9.2 The Employee shall also notify the Company of changes of address or other contact details.

60.10 Transfer to A Safe Job

60.10.1 Where an Employee is pregnant and, in the opinion of a registered Medical Practitioner, that the Employee is fit for work, but that illness or risks arising out of the pregnancy or hazards connected with the work assigned to the Employee make it inadvisable for the Employee to continue at her present work, the Employee will, if the Company deems it practicable, be transferred to a safe job be transferred to a safe job with no other change to the employee's terms and conditions of employment until the commencement of Parental Leave.

60.10.2 If the transfer to a safe job is not practicable, the Employee may elect, or the Company may require the Employee, to commence Parental Leave for such period as is certified necessary by a registered Medical Practitioner.

60.11 Metro Supporting Primary Carers Leave (MSPCL)

60.11.1 An additional one (1) week (or equivalent pro rata hours) of paid leave (MSPCL) will be granted upon return from Parental Leave, for any Employee who has taken at least three (3) months of consecutive unpaid Parental Leave within 12 months of the child's birth or adoption.

60.11.2 The entitlement to MSPCL will be granted on the same anniversary date every year for up to the next 11 years of employment with the Company (for a total of 12 years). The MSPCL entitlement is capped at one (1) week per year for a maximum period of 12 years, i.e. 12 weeks in total.

60.11.3 The entitlement to MSPCL can only be accessed once per year and cannot be accessed on multiple occasions.

60.11.4 An Employee who is on leave without pay for any other reason will not be eligible for MSPCL.

60.12 Loss of a Child

60.12.1 In the case of a miscarriage, stillbirth or an infant death during the first 12 months of life, the Company will provide paid leave at the rate ordinarily used to calculate primary carer leave in the following manner:

Loss	Paid Leave
Miscarriage (13-20 week of pregnancy): Non-birth parent	2 weeks
Miscarriage (13-20 week of pregnancy): Birth parent	4 weeks
Still birth (+20 week of pregnancy): Non-birth parent	6 weeks
Still birth (+20 week of pregnancy): Birth parent	14 weeks
Infant mortality (child less than 12 months old): Both parents	14 weeks

60.12.2 An Employee who experiences a miscarriage, stillbirth or an infant death in accordance with the table set out at clause 60.12.1 is also entitled to take up to 12 months additional unpaid Parental Leave.

60.12.3 An Employee can return to work, reduce or cancel their planned Parental Leave if their pregnancy ends due to miscarriage, stillbirth or infant death. In these circumstances:

- if the period of unpaid Parental Leave has not commenced, the Employee can cancel this period of leave with written notice.;
- if the period of unpaid Parental Leave has commenced, the Employee can give at least 4 weeks written notice cancelling the Parental Leave and providing a return-to-work date.

61. OTHER CONDITIONS RELATING TO ADOPTION LEAVE

61.1 The Employee will notify the Company at least ten (10) weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An Employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the Employee, the adoption of a child takes place earlier.

61.2 Before commencing adoption leave, an Employee will provide the Company with a statutory declaration stating:

- the Employee is seeking adoption leave to become the primary care-giver of the child;
- particulars of any period of adoption leave sought or taken by the Employees spouse; and
- that for the period of adoption leave the Employee will not engage in any conduct inconsistent with their contract of employment.

61.3 A Company may require an Employee to provide confirmation from the appropriate government authority of the placement.

61.4 Where the placement of a child for adoption with an Employee does not proceed or continue, the Employee will notify the Company immediately and the Company will nominate a time not exceeding four (4) weeks' from receipt of notification for the Employee's return to work.

61.5 An Employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.

61.6 An Employee seeking to adopt a child is entitled to unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The Employee and the Company should agree on the length of the unpaid leave. Where agreement cannot

be reached, the Employee is entitled to take up to two (2) days unpaid leave. Where paid leave is available to the Employee, the Company may require the Employee to take such leave instead.

62. RIGHT TO REQUEST

62.1 An Employee entitled to parental leave pursuant to the provisions in Clause 60 may request the Company to allow the Employee:

- to extend the period of simultaneous unpaid parental leave for an Employee couple provided for in Clause 60 up to a maximum of eight (8) weeks;
- to extend the period of unpaid parental leave provided for in Clause 60 by a further continuous period of leave not exceeding twelve (12) months; or
- to return from a period of parental leave on a part-time basis until the child reaches school age;
- to assist the Employee in reconciling work and parental responsibilities.

62.2 The Company shall consider the request having regard to the Employee's circumstances and, provided that 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 Company's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service. The Employee's request and the Company's decision must be recorded in writing.

62.3 When an Employee wishes to make a request, such a request must be made as soon as possible but no less than seven (7) weeks prior to the date upon which the Employee is due to return to work from parental leave.

63. COMPASSIONATE LEAVE

63.1 An Employee is entitled to up to two (2) days compassionate leave for the purpose of spending time with a person in the event of illness or injury that poses a serious threat to life of a member of the Employee's immediate family or household (refer to clause 58.5.2 for definition).

63.2 Each period of compassionate leave stands alone and is not debited against any other type of leave. Employees are also entitled to take unpaid compassionate leave. The Company and Employee should agree on the length of unpaid leave. In the absence of agreement, the Company shall specify the period of unpaid compassionate leave.

63.3 Claims for compassionate leave shall be supported by evidence reasonably required by the Company.

64. BEREAVEMENT LEAVE

64.1 An Employee is entitled to up to three (3) days bereavement leave on each occasion of the death of a member of the Employee's immediate family or household (refer to clause 58.5.2 for definition).

64.2 An Employee is entitled to additional leave in relation to the loss of a child, pursuant to clause 60.12 of this Agreement.

64.3 Each period of bereavement leave stands alone and is not debited against any other type of leave. Employees are also entitled to take unpaid bereavement leave. The Company and Employee should agree on the length of unpaid leave. In the absence of agreement, the Company shall specify the period of unpaid bereavement leave.

64.4 Claims for bereavement leave shall be supported by evidence reasonably required by the Company.

65. BLOOD DONOR LEAVE

65.1 An Employee shall receive leave with pay to attend a Blood Bank for the purposes of making a blood donation. This leave is subject to a maximum of four (4) hours payment at ordinary time rate for each occasion on which ordinary time pay is lost.

65.2 The Employee shall provide the Company with reasonable notice in advance and a certificate of attendance at the Blood Bank. Leave shall be taken so as not to disrupt operational requirements and consideration given to required break times after donating blood.

66. CITIZENSHIP CEREMONY LEAVE

66.1 An Employee who is required to attend a ceremony for the purposes of receiving his/her Australian Citizenship Certificate shall receive leave with pay at ordinary time rate for any time on which ordinary time pay are lost.

66.2 The Employee shall provide the Company with reasonable notice in advance and allow the Citizenship Certificate to be sighted for verification.

67. COMMUNITY SERVICE LEAVE (inc. Jury Service)

67.1 An Employee who engages in an eligible community service activity is entitled to be absent from his or her employment for a period in accordance with Division 8 of Part 2-2 of the *Fair Work Act 2009* (Cth), however if an Employee is required to attend for Jury Service they shall receive their normal rostered ordinary time pay provided the Company receives proof of their attendance.

67.2 An Employee may be released with pay from their normal duties to participate in firefighting, flood relief or other emergency activities, including the requirement to deliver plant or equipment for such activities where:

- The Employee is a registered member of volunteer organisations such as SES and CFA; and
- The Employee has obtained permission to be released from duties from the General Manager.

67.3 Release for volunteer activity is subject to no undue inconvenience being caused in the Employee's absence.

67.4 Whenever reasonably practicable the period of release should indicate a minimum rest period of eight (8) hours following cessation of such activity and before commencement of ordinary duty.

67.5 An Employee who takes community service leave is required to provide to the Company adequate evidence (as determined by the Company) of participation in the eligible community service activity.

68. SPECIAL LEAVE

68.1 Where an Employee requires time away from work for a substantial reason (i.e. Additional Compassionate, Reserve Forces, Major Sporting Events, Study) they may be granted paid leave at the discretion of the Company.

68.2 The aforementioned is an indicative listing of the leave that may be sought by Employees, however it is not limited to only these and further leave types are contained within the Company's policies.

69. LEAVE WITHOUT PAY

69.1 Leave without pay may be granted at the expiration of Employees' leave entitlements in accordance with Company's leave policies. Provisions of this clause do not apply to Clauses 60, 61 and 62.

69.2 Employees who are yet to accrue or have exhausted paid leave entitlements can request unpaid leave which may be granted at the discretion of the Company.

SECTION SIX – AMENITIES, FACILITIES & OTHER BENEFITS

70. FACILITIES

The Company shall continue to provide facilities including the provision of lockers, drinking and boiling water, appropriate protective clothing, heating and cooling, ventilation and rest room facilities. All provided facilities will comply with the *Worksafe Compliance Code, Workplace Amenities and Work Environment 2008* as amended from time to time.

71. PROVISION OF TOOLS

Technicians, Tradesmen and Apprentices shall replace and maintain tools ordinarily required in the performance of their work as technicians/tradesmen/apprentices. The Company shall provide first up issue of tools ordinarily required in the performance of their work and all necessary power tools, special purpose tools and precision measuring instruments.

72. PERSONAL PROTECTIVE EQUIPMENT

72.1 To ensure that safety standards and a business-like image is maintained, all field Employees are required to wear Company issued clothing whilst engaged at work. Suitable Company issued protective clothing shall be supplied by the Company and will be replaced on a fair wear and tear basis upon satisfactory proof.

72.2 It is also a condition of employment that all Employees wear a high visibility safety vest at all times where required. It is also a requirement to wear all other appropriate safety clothing and protective equipment provided, whilst working in the business, and to ensure its proper care, maintenance and storage.

72.3 In the first instance, wherever suitable Australian-made clothing and equipment can be economically sourced, it shall be used in favour of articles manufactured outside of Australia.

73. START AND FINISH LOCATIONS

Starting and finishing a shift at the work site, rather than the normal depot location, may present an opportunity to maximise efficiency and provided that Employees will not be adversely affected, this will occur.

74. TRAVELLING AND WAITING TIME

Any Employee who is required to sign on and/or off at a location other than their nominated depot which is a distance five (5) kilometres or more from their nominated depot shall be paid at single rate for any additional travel time. Such additional travel time shall be determined through consultation with the Employee involved.

75. ACCIDENT MAKE UP PAY

75.1 An Employee, who is in receipt of workers compensation payments, shall also receive payment from the Company of an amount equal to the difference between the workers compensation payment and the Employee's ordinary base rate of pay, plus 50% of any ordinary hours' penalties at the time of the injury for a maximum period of fifty-two (52) weeks.

75.2 An Employee on engagement shall be required to declare all workers compensation claims made by them and in the event of false or inaccurate information being deliberately and knowingly declared the Company may require the Employee to forfeit their entitlement to accident pay.
Accident pay shall not be paid where any period of other paid leave of absence has been granted.

75.3 In the case of an Employee rostered off on an extra day off which falls in a period when they are receiving workers compensation, they are not entitled to an alternative extra day off at a later stage. The Company shall not dismiss any Employee by reason only of them being in receipt of accident pay.

75.4 An Employee off duty and in receipt of accident pay shall continue to receive payments of any acting in higher allowance being paid at the time of the injury for the full period that they would have continued to so.

75.5 An Employee who has submitted a claim for workers compensation and is absent from duty for more than a week and where it is apparent there may be a delay in the assessment of their claim, may be paid sick pay (subject to the availability of credits) pending determination of the claim. On acceptance of a claim, sick leave used under this clause for the claim will be re-credited.

76. TRAUMA COUNSELLING AND TRAUMA LEAVE

76.1 Where an Employee attends or deals directly with the consequences of a serious work related or workplace incident, post-traumatic stress counselling is available. Attendance will be optional, but is recommended.

76.2 In addition, an Employee will be provided with up to five (5) days' paid leave, provided the Employee has sought trauma counselling through the Company's Employee Assistance Program (EAP) and leave has been approved by the Company.

76.3 During the Trauma Leave the Employee will be expected, if medically fit, to attend any meetings regarding the accident in hours that are mutually agreeable.

76.4 During any period of Trauma Leave provided under this clause, the Employee is to be paid what he or she would have received for the normal rostered shift for the first five (5) days not including the day of the incident.

77. TRAVEL PASSES

77.1 The Company will provide the following to all Employees for the duration of their employment:

- An Employee Free Travel Authority (EFTA) or equivalent Myki card (for use in Victoria only);
- A first class rail pass for use by the Employee, spouse and eligible dependents whilst the Employee is on annual and/or long service leave (for use in Victoria only);
- An Interstate Rail Pass will be available for periods of five (5) days or more of annual leave to Employees who transferred from Hillside or Bayside Trains Corporation on 29 August 1999, under transmission of business; and
- An Interstate Rail Pass will be available for periods of five (5) days or more of annual leave to Employees who transferred from Thiess Infracore, National Express or MainCo, under transmission of business, and were employed with Thiess Infracore, National Express or MainCo prior.

77.2 On retirement:

- Intrastate Passes

- o Entitlement - Employees are eligible for an intrastate pass, available for self, spouse and eligible dependents, for the period of the accrued annual leave, accrued public holidays, accrued thirty eight (38) hour credits and long service leave due paid in lieu.

- o Separate Passes - A retiring Employee may be issued at their request separate intrastate passes for self and spouse subject to the Employee nominating on which pass (self or spouse) the dependent children (if any) are to be included.

- Interstate Free Travel Vouchers
 - o Entitlement - Employees are eligible for an interstate free travel voucher for self, spouse and eligible dependents for the period representing accrued annual leave, accrued public holidays, accrued thirty eight (38) hour credits and an additional separate free travel voucher representing accrued long service leave subject to certain conditions.
- Deferment of Passes/Interstate Travel Vouchers Due to Ill Health
 - o On production of a medical certificate stating that the Employee is/was unable to use their intrastate pass/interstate free travel voucher due to ill health, entitlements may be deferred up to six months.
- Resignation
 - o Entitlement - Employees who resign are not eligible for retirement passes or interstate free travel vouchers except as may be provided for in redundancy/separation policies or those who have attained the age of fifty four (54) years and eleven (11) months and are members of the Government defined benefits scheme. However Employees who resign after reaching the minimum retiring age are considered to have retired and may be eligible for an after retirement pass.

77.3 After Retirement – Entitlement

- Entitlement - A retired Employee and/or eligible dependents will be entitled to a Retired Employee Free Travel Authority (R.E.T.A.) and intersystem travel concession subject to certain conditions provided the Employee completed a minimum of twenty (20) years total continuous employment within the rail industry prior to retirement account of age or ill health or on death. The R.E.T.A. has the same travel availability as an interstate pass.
- Employees who resign are not eligible for after retirement travel and other concessions except as may be provided for in Redundancy/Separation policies. However, Employees who resign after reaching the minimum retiring age are considered to have retired and may be eligible for after retirement entitlements.

78. AMBULANCE COVER

The Company shall enter into an agreement with the provider of ambulance services to provide ambulance cover to Employees and their families.

79. INCOME PROTECTION INSURANCE

79.1 Income Protection Insurance is optional. Eligibility for Income Protection Insurance in accordance with this clause is available to Employees who are eligible to be a member of the CEPU (Electrical Division - Victorian).

79.2 The Company shall provide Income Protection Insurance to those Employees who elect to take it up through Protect. If an Employee elects to take up the option of Income Protection Insurance during the life of the Agreement, then their wage will be reduced by the cost of the individual policy at the commencement of the coverage of the policy with deductions continuing for the life of the Agreement in accordance with policy payment schedules.

80. LONG SERVICE AWARD

80.1 Long service awards are awarded to Employees in recognition of continuous service to the Rail Industry.

- 80.2 An Employee is eligible to receive a Long Service Award where:
- The Employee is directly and permanently employed by the Company on the employment anniversary date; and
 - The Employee’s previous continuous service is with the PTC and/or other Rail Companies reflected in the current metropolitan franchise agreement; and
 - Service to the Rail Industry is deemed to be continuous.

80.3 The gift is to be an item that will serve as a permanent reminder of the Employee’s association within the Rail Industry.

80.4 The following financial gifts values shall apply:

Years of Service	Financial Gift (Gross)
10 Years	\$200
15 Years	\$300
20 Years	\$500
25 Years	\$1500
30 Years	\$1500
35 Years	\$1750
40 Years	\$2000
45 Years	\$2500
50 Years	\$3000

SECTION SEVEN – GENERAL

81. OH&S REPRESENTATIVES TRAINING

- 81.1 An Employee elected as an Occupational Health and Safety Representative may be granted (5) five days paid leave to undergo introductory or refresher training in accordance with provisions in the Occupational Health and Safety Act 2004 (Vic).
- 81.2 The training should be undertaken as soon as practicable after appointment, having regard to the availability of course places and work requirements. The granting of leave applies only to the first period of election.
- 81.3 Further training in health and safety, in such matters as specific hazard courses, safe working practices or to provide necessary emergency services should be undertaken as appropriate and at the Company's discretion as to timing.
- 81.4 Payment is not to be made for travelling time in addition to the leave granted. Leave to attend courses is not to be debited against any leave. Payment is to be as for a normal rostered shift and is to include shift allowance, site disability allowance or any all-purpose allowance regularly paid, excluding rostered overtime, that would otherwise have been worked.
- 81.5 Payment is not to be made for incidental allowances such as dirt, heat, fumes allowances etc, as may be paid intermittently. Where an Employee works shifts, attendance should be scheduled where practical to maintain the shift pattern and not exceed the normal number of shifts.

82. TRADE UNION TRAINING

- 82.1 An Employee who is an elected Union Delegate or equivalent workplace representative and who is nominated by his/her Union to attend Trade Union Training courses may receive paid leave for such attendance.
- 82.2 Paid leave totalling no more than five (5) days in any calendar year may be granted, provided that the Employee can be released from his/her work.
- 82.3 The Union concerned shall provide the Company with the course accreditation number (if any) and title, dates and times on which the course will be presented and the course venue. Payment will only be provided where a loss of ordinary time pay is involved.

83. COMPANY MANDATED TRAINING

- 83.1 All Employees are required to hold necessary qualifications and experience to undertake the requirements of their roles as such the Company will from time to time schedule and book Employees on internal or external training.
- 83.2 When Employees are required to attend training during working hours they will be paid as per roster.

84. PROFESSIONAL ENGINEERS REGISTRATION

- 84.1 In accordance with requirements of the *Professional Engineers Registration Act 2019* (Vic) (**Engineers Act**), the Company will support all eligible employees, who the Company requires to become Registered Professional Engineers under the Engineers Act, with financial support for the cost of attaining and maintaining registration, including undertaking relevant CPD.
- 84.2 The Engineers Act may require the Company to ensure that an Employee must obtain and/or maintain Registered Professional Engineer status (RPEng) in order to fulfill their role with the Company. Where an obligation arises under the Engineers Act, the Company will:

- a) support the attainment of Registered Professional Engineer status (RPEng) by its Employees; and
- b) reimburse assessment and renewal costs upon the successful attainment of RPEng status.

84.3 For clarity, it is the intent of this clause that Employees will not be out of pocket when required by the Company to attain and retain RPEng status. This may include the provision of paid time to attend continuing professional development obligations arising under Engineers Act.

85. EMPLOYEE STAND DOWN - WITHOUT PAY

85.1 The Company may stand down Employees for any time during which they cannot be usefully employed in their classification or grade of work in which they are usually employed, because of industrial action by any persons whatsoever or any other cause whatsoever for which the Company cannot justly be held responsible, subject to the provisions of this clause.

85.2 The Company shall issue Employees with written notification of the stand down.

85.3 Employees who are stood down shall be treated for all purposes (other than payment) as having continuity of service and employment.

85.4 Employees who are stood down may at any time while they are stood down, terminate their employment without notice and shall be entitled to receive as soon as practicable, all payments to which they are entitled.

85.5 Employees who terminate their employment while they are stood down shall for all purposes (other than payment in lieu of notice) be treated as if their employment had been terminated by the Company.

85.6 Employees who are stood down are permitted to accept alternative employment. In such cases it shall be a reasonable excuse for not reporting for duty to the Company that the Employee is working out a period of notice which they are required to give to the alternative Company, provided that it does not exceed one (1) week.

85.7 Employees shall, if required by the Company, furnish a statutory declaration setting out details of any other employment during this period.

85.8 Employees whom the Company proposes to stand down shall be entitled to elect to take annual leave and accrued days to which they are entitled or which is accruing to them.

85.9 The Company shall not be entitled to deduct payment for any proclaimed public holiday which occurs during the period in which Employees are stood down and for which payment would be due in ordinary course, except where Employees have become entitled to payment for the holiday whilst otherwise employed. The Company may require details of payment received where application for payment of such is requested.

86. FAMILY AND DOMESTIC VIOLENCE

86.1 The Company recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, the Company is committed to providing support to staff that experience Family and Domestic Violence.

86.2 For the purposes of this clause, **Family and Domestic Violence** is violent, threatening or other abuse behaviour by a close relative of a person, a member of a person's household, or a current or former intimate partner of a person that:

- (a) seeks to coerce or control the person; and
- (b) causes the person harm or to be fearful.

A **'close relative'** of a person is another person who:

- (a) is a member of the first person's immediate family; or
- (b) is related to the first person according to Aboriginal or Torres Strait Islander kinship rules.

Immediate family has the meaning as per s. 12 of the *Fair Work Act 2009* (Cth).

86.3 General Measures

86.3.1 The Employee must give the Company notice of the taking of leave under this clause. The notice:

- (i) must be given to the Company as soon as practicable (which may be a time after the leave has started); and
- (ii) advise the Company of the period, or expected period, of the leave.

86.3.2 If required by the Company, the Employee must give the Company evidence that would satisfy a reasonable person.

86.3.3 All personal information concerning Family and Domestic Violence will be kept confidential. Information will not be kept on an Employee's personnel file without their express written permission.

86.3.4 Understanding the traumatic nature of Family and Domestic Violence the Company will support their Employee if they have difficulties performing their tasks at work. No adverse action will be taken against an Employee if their attendance or performance at work suffers as a result of experiencing family violence.

86.3.5 An Employee experiencing Family and Domestic Violence may raise the issue with their immediate supervisor, their union delegate or People & Performance.

86.4 Leave

86.4.1 An Employee experiencing Family and Domestic Violence will have access to twenty (20) days per year (non-accumulative) of paid Family and Domestic Violence leave if:

- (i) the employee is experiencing Family and Domestic Violence; and
- (ii) the employee needs to do something to deal with the impact of the Family and Domestic Violence; and
- (iii) it is impractical for the employee to do that thing outside the employee's work hours.

This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.

86.4.2 An Employee who supports a person experiencing Family and Domestic Violence may take carer's leave to accompany them to court, to hospital, or to mind children (in accordance with Clause 58.5) .

86.4.3 In order to provide support to an Employee experiencing Family and Domestic Violence and to provide a safe work environment to all Employees, the Company will approve any reasonable request from an Employee experiencing family violence for:

- a) changes to their span of hours or pattern or hours and/or shift patterns;
- b) job redesign or changes to duties;
- c) relocation to suitable employment within the Company;
- d) a change to their telephone number or email address to avoid harassing contact;
- e) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.

86.4.4 An Employee experiencing Family and Domestic Violence will be referred to the appropriate support services/agencies and/or other local resources.

87. TRACKING DEVICES

Definitions:

- “Disciplinary action” means any form of discipline.
- “Tracking Device” means equipment that records the location, whether directly or indirectly, of a thing, whether by the use of equipment that uses Global Positioning System (GPS) or by another like means.

87.1 The Company must not, and cannot use, any data created by a Tracking Device, indirectly or directly:

- as evidence against an employee in applying disciplinary action to that employee or in any legal action for unfair dismissal or the like;
- to set or assess individual performance benchmarks, or the like, for an Employee.

87.2 The Company will bear the cost of replacement or repairs in any case that a Tracking Device is damaged in the course of its ordinary use.

87.3 Nothing in this clause constitutes consent by employees to the use of a Tracking Device.

88. CONSTRUCTION SITE CLAUSE

88.1 Where there is a discrepancy between the minimum rates and allowances in this clause and any others under this Agreement, the more beneficial conditions shall apply to the extent of the inconsistency.

88.2 The conditions in this clause apply in lieu of all other Agreement payments, excluding the Infrastructure Works Allowance (as per clause 34.4), Electrical Works Allowance (as per clause 34.1), Testing Allowance (as per clause 34.3) and Senior Testing Allowance (as per clause 34.2).

88.3 For the avoidance of doubt, nothing in this clause shall seek to reduce entitlements currently being paid as at 1 June 2023.

88.4 CONSTRUCTION SITE ALLOWANCES

88.4.1 The definition of a construction site is considered to be a site where work is undertaken that is not part of the Maintenance & Renewals program and the project value is equal to or greater than \$5.7m.

88.4.2 The total project value will be applied for the purpose of calculating the Site Allowance payable by the Company to its Employees on that project. Works on or associated with a Project shall be included for the purposes of calculating the Total Project value.

88.4.3 The undermentioned rates apply to Employees of the Company who may be required to perform duties for a specific rail project related construction site for the time they are:

- a) Engaged in activities (construction or maintenance) on the defined site; or
- b) Engaged in activities (non-maintenance) supporting the work being undertaken on the defined site.

88.4.4 The Company and Unions agree to consult where required to clarify whether work to be undertaken is considered to be construction activity for the purposes of this clause.

Total Project Value \$m	Site Allowance \$Per Hour
5.7 – 34.7 million	\$2.85

34.7 – 58 million	\$3.50
58 – 115.6 million	\$4.00
115.6 – 289.1 million	\$4.60
289.1 – 462.5 million	\$5.20
462.5 – 1,156 million	\$5.75
For Projects above \$1,156 million, there shall be an increment of 10 cents per additional \$100 million or part thereof.	

This rate shall be adjusted annually no later than 30 September 2024, 2025 and 2026 on the basis of CPI.

88.4.5 For Employees performing work on or associated with the following projects:

- a) Metro Tunnel Project
- b) North-East Link Project
- c) Westgate Tunnel Project
- d) Airport Rail Link
- e) Suburban Rail Loop,

the following Site Allowances will be paid to Employees at a flat hourly rate for all hours worked:

- From the first pay period commencing on or after 1 March 2022 \$10.35 per hour.
- From the first pay period commencing on or after 1 March 2024 \$10.75 per hour.

For the avoidance of doubt, if an Employee is entitled to an allowance under this clause 88.4.5 then they will not be entitled to an allowance under clause 88.4.4.

88.4.6 MTM Employees will be entitled to the Site Allowance uplift under clause 88.4.4 or clause 88.4.5 only for the period of time that they are undertaking works within the defined construction site limits described in clause 88.4.8.

88.4.7 For employees working on Renewals works that have a value greater than \$5.7 million pertaining to an individual works package, they will be paid the applicable Site Allowance under clause 88.4.4 in respect of the hours worked pertaining to that works package. MTM renewals works packages are individual packages of work under the Annual Infrastructure Works Program that are large in nature. Some examples may be, but not limited to, the following type of Renewals projects that could be valued over \$5.7M:

- Computer Based Interlocking Upgrades
- Yard/Siding Upgrades
- Dark Territory Removal work portions
- Major bridge or structure upgrades
- Major ACCB or Substation upgrades

88.4.8 For the avoidance of doubt, the construction site limits are to be viewed as where works engaged on or associated with the construction works are taking place, not the occupation limits to enable this work. If the construction site limits are unclear, the Company and Employees (or their Representatives) will consult to define the construction site limits.

88.5 CONSTRUCTION SITE MINIMUM WAGE

The minimum hourly rate of pay for an Employee engaged on a construction site (as defined) shall be as follows.

TRADE, SALARIED AND PROFESSIONAL POSITIONS (Electrical and Signals Grade 5)			
July 2023	July 2024	July 2025	July 2026

\$64.72	\$67.31	\$69.67	\$72.11 or RCI Rates
TRADE, SALARIED AND PROFESSIONAL POSITIONS (Signals Grade 6 and above)			
July 2023	July 2024	July 2025	July 2026
\$74.38	\$77.36	\$80.07	\$82.87 or RCI Rates
NON-TRADE			
July 2023	July 2024	July 2025	July 2026
\$49.92	\$51.92	\$53.73	\$55.62 or RCI Rates

*On 1 July 2026 the rates that will apply will be those prescribed in the above table, or the Rail Construction Industry (RCI) Rates, whichever is greater.

88.5.1 To compensate for additional rostered days off and fares and travelling allowance that apply to the construction industry, an Employee shall be paid an additional allowance of \$ 4.8173 per hour, for the length of shift worked.

88.5.2 The rates of the allowances in this clause shall be adjusted annually no later than 30 September 2023, 2024, 2025 and 2026 on the basis of CPI.

NB: With respect to the rates paid to Track Gangers, and Special Gangers these Employees shall be treated as trade (electrical) for this clause only.

88.6 Additional Construction Conditions

88.6.1 Generally an Employee will not undertake construction activities on a construction site when the site is closed to observe RDOs, PDOs, lock down weekends and public holidays, provided however that due to the limited opportunity to gain occupations and access to infrastructure, exemptions may be granted between the Company and the relevant Employee/s on a case by case basis.

88.6.2 An Employee who is in receipt of workers compensation payments as a result of an injury occurring on a construction project, shall also receive payment from the company of an amount equal to the difference between the workers compensation payment and the Employee's ordinary base rate of pay at the time of the injury for a maximum period of one hundred and four (104) consecutive weeks.

88.6.3 If an Employee is required to work Sunday night into Monday morning, they will be given at least a ten (10) hour break between finishing their shift and the commencement of a rostered shift, without the loss of ordinary pay.

88.6.4 Where an Employee is seconded for a period of more than twenty eight (28) days and performs work only on a nominated Projects Division construction site, the following will apply:

- The Employee will work the construction site roster;
- Employees agree to present for work in a safe manner without undue impairment caused by fatigue or external activities likely to cause fatigue;
- The Project Division agrees to provide roster arrangements to minimise fatigue related risk, particularly for the duration of project shutdowns, in accordance with its duty of care and statutory obligations; and
- Employees and the Project Division have a shared responsibility in ensuring fatigue related risk is minimised.

88.6.5 All shift work shall be paid at the rate of double time for all hours worked.

89. SIGNALS, SUBSTATIONS, C&I AND SUBSTATION TESTERS SAFEWORER ALLOWANCE

89.1 Where Signals and Substations Employees hold TFPC 3.1 level qualifications as part of their classification, and perform Safeworking tasks that require the TFPC 3.1 level qualifications, they shall be paid a flat rate allowance of \$5.00 per hour for the period that they are required to utilise the qualification for access purposes.

89.2 For the avoidance of doubt, Employees will not be entitled to the allowance set out at clause 89.1 for time spent performing Safeworking tasks that do not require the TFPC 3.1 level qualification (regardless if the Employee holds such qualification).

89.3 For Signals Employees, the allowance set out in clause 89.1 will only apply when the Works Assistant or TFPC is unable to perform the TFPC 3.1 functions.

90. INCLEMENT WEATHER

90.1 Inclement weather shall mean the existence of rain and or abnormal climatic conditions (whether they be those of hail, snow, cold, high wind, severe dust storm, extreme high temperature or the like or any combination thereof) by virtue of which it is either not reasonable or not safe for Employees exposed thereto to continue working whilst the same prevail. High temperature for the purposes of this clause shall be deemed to be thirty five (35) degrees Celsius or higher.

90.2 During a period of inclement weather Employees may be required to complete their assigned work and for such work shall be paid at the rate of single time in addition to their rate at the time of the inclement weather calculated to the next hour, and in the case of wet weather has clearly ended the Employees shall resume work at normal rates and the time shall be similarly agreed and noted.

90.3 Where it is necessary an Employee shall work during periods of inclement weather to enable the rail network to remain safe whilst mobile plant or Employees of the Company or contractors are restoring the rail network to normal operating conditions.

90.4 Except as provided above, no Employee shall be required to work exposed to inclement weather conditions. For the purposes of this clause an Employee operating machinery fitted with a functional weatherproof cab shall not be deemed to be exposed to inclement weather.

91. QUARTERLY UNION MEETINGS

91.1 The Company will organise meetings to be scheduled quarterly with the nominated Union delegates for no more than 90 minutes duration.

91.2 These meetings aim to promote collaboration, problem-solving, and constructive dialogue between senior management of the Company and Union Delegates.

91.3 The Company is committed to selecting meeting locations that are convenient and accessible for all participants, with consideration given to the nature of the matters being discussed and the operational requirements of the Company.

91.4 The recognised Unions shall provide the Company with a list of agenda items at least 72 hours in advance of the scheduled meeting.

91.5 The parties shall commit to effective communication and follow-up actions to address any decisions, agreements, or outstanding issues arising from the meetings.

91.6 The Company will provide the Union Delegates with one (1) day of paid time to meet with Union members and prepare for the scheduled meeting. This paid time shall be granted prior to the commencement of the meeting and shall contribute to effective communication and consultation between the union and its members. Union Delegates attending shall be compensated at their base rate of pay including any applicable loadings.

91.7 The Company will allow the Union Delegates to hold a “report back” meeting for no longer than one (1) hour’s duration, at a time agreed with the Company and subject to operational requirements.

92. DIVERSITY AND INCLUSION

In recognition of the importance of promoting diversity, inclusion, and flexible work arrangements within the Company, the recognised Unions agree to actively support and contribute to the Company's diversity and inclusion initiatives. The Unions acknowledge that a diverse and inclusive workforce, including supporting individuals back into work on a part-time basis, transitioning to retirement and reducing hours, and exploring job sharing and similar arrangements, benefits all Employees and strengthens the Company as a whole. Through this partnership, the Company and Unions aim to create a workplace environment that values and respects diversity, ensures equal opportunities, and supports flexible work arrangements for the benefit of all Employees.

93. APPRENTICESHIP AND TRAINEESHIP COMMITMENTS

MTM Infrastructure acknowledges the importance of maintaining an effective and sustainable apprenticeship and traineeship program. In recognition of this, there is a commitment to actively review apprentice intake numbers in consultation with recognised trade unions as appropriate. Through an annual review, MTM Infrastructure, in consultation with the trade unions will review apprentice intake numbers based on operational needs and workforce requirements. This commitment to ongoing review and consultation demonstrates dedication to maintaining a robust apprenticeship program that supports the development and growth of future talent while meeting the evolving needs of the company.

94. RAIL INDUSTRY WORKER (RIW)

94.1 The Company is participating in the RIW program, which is a competency and safety management system for workers in the rail industry. The Company can access information on an employee’s or contractor’s fitness for duty, education and competencies that is relevant to the inherent requirements of their role in one place, making it easier to minimise risk and protect the health and safety of their workers.

94.2 This will require all workers to maintain an RIW Profile to demonstrate competency to safely undertake work on the rail network. All applicable licences and certification, both one off and ongoing requirements, must be provided to the Company by employees to satisfy roles and competencies as required in the RIW framework and Company training matrices.

94.3 Licenses and certificate obtained as part of the RIW program will also be used as evidence to verify an Employee’s eligibility for the payment of applicable allowances.

95. 66kv Electrical Apparatus Clause

95.1 With the recent installation of the 66kv electrical apparatus as part of the Metro Tunnel Project, the Company will be required to provide assistance in operating this apparatus and other associated

high voltage (HV) activities to allow maintenance and other operations to be performed by third parties.

95.2 Effective from the date of the first passenger revenue service in the Metro Tunnel, any Substations HV Operator who is required to directly switch, isolate, and hold a SCAP or electrical permits for the 66kv electrical apparatus, will be paid a flat allowance of \$10.00 per hour, for the duration of the shift that pertains to the work performed with the 66kv electrical apparatus.

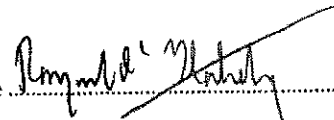
95.3 The allowance prescribed in clause 95.2 shall remain a fixed amount for the life of this Agreement and shall not be subject to any increases.

SIGNATORIES


METRO TRAINS MELBOURNE INFRASTRUCTURE ENTERPRISE AGREEMENT 2023

The Company, Employees and Unions are committed to the provisions contained herein. In witness thereof the Company and Unions hereto have duly executed this Enterprise Agreement.

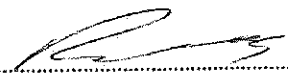
This Enterprise Agreement is signed for and on behalf of Metro Trains Melbourne (Company)

Signature 
Name Raymond O'Flaherty
Position/Authority CEO
Address L16/700 COLLINS ST.
DOCKLANDS, VIC 3008
Date 18 March 2024

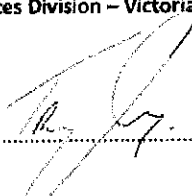
This Enterprise Agreement is signed for and on behalf of the Association of Professional Engineers, Scientists and Managers, Australia (Professionals Australia)

Signature 
Name ANDREW RICHARDS
ACTING VICTORIAN DIRECTOR
Position/Authority
Address 148-152 MILLER ST
WEST MELBOURNE VIC 3003
Date 22/3/2024

This Enterprise Agreement is signed for and on behalf of the Australian Rail, Tram and Bus Industry Union (Victorian Branch) (RTBU)

Signature 
Name Bryan Evans
Position/Authority organiser
Address L2, 365 Queenst
Melbourne
Date 21 March 2024

This Enterprise Agreement is signed for and on behalf of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (Electrical Services Division - Victoria) (CEPU)

Signature 
Name Troy Gray
Position/Authority State Secretary
Address L1, 200 Arden Street Nth Melb 3051
Date 20 March 2024

SCHEDULE ONE – WORK ARRANGEMENTS/ROSTERS

For any future/further roster changes or changes to work arrangements, the Company commits to establishing a working group for the purposes of consultation with the Employees about the impacts of the proposed changes and will be made in accordance with the following principles/steps.

Changes to work arrangements/rosters will only occur after steps one, two, four and three, if needed, have been adhered to.

Step One: The Company will notify work groups and their representatives when it proposes to make a work arrangement/roster change, including the reasons for the work arrangement/roster change.

Step Two: Within one (1) week of the notification above, a meeting will be scheduled between the Company and nominated Employee representatives to discuss feedback and options. Work arrangement/roster changes will be determined by agreement of the majority of effected Employees and that agreement will not be unreasonably withheld. The following principles will apply in determining whether agreement can be reached:

- Rosters will be discussed with the Employees.
- Outcomes must meet business requirements.
- Impact of the change on an individual's remuneration.
- Work/life balance considerations.
- Fatigue requirements must be factored into any work arrangement/roster outcome.

Step Three: If no agreement can be reached, the Company or the Employees and/or their representatives may progress the matter to the Fair Work Commission under the Dispute Resolution procedures contained within the Agreement (clause 9).

Step Four: New rosters will initially be filled on a volunteer basis. Where there are insufficient volunteers to work new rosters the Company is entitled to populate any roster vacancies from remaining Employees by providing notice to these Employees in accordance with the shift change provision of the Agreement (clause 43).

PAYMENT ON ROSTER CHANGE

A 3% lump sum, (one-off payment), calculated on an Employee's base rate of pay, to those Employees who agree to a new roster in accordance with this Schedule. Payment will be made in the first full pay period following the commencement of the new roster. For the avoidance of doubt, this payment will only apply to an Employee's first roster change after 1 September 2016, not for any further roster changes made under this schedule.

SCHEDULE TWO – DRIVER ONLY CONDITIONS

1. Rostering Conditions

- 1.1. Infrastructure Plant Train/IEV Drivers are shift workers that work rostered shifts, including shifts outside the hours of 0730 to 1530 Monday – Friday, and inclusive of Saturdays and Sundays.
- 1.2. Infrastructure Plant Train/IEV Drivers are required to work ad hoc hours to meet Metro Infrastructure plant train requirements.
- 1.3. Infrastructure Plant Train/IEV Drivers are required to be flexible in regards to rostering on plant trains.
- 1.4. Roster Flexibility (overlay shift). Due to business needs, the Infrastructure Plant Train/IEV Drivers rotation may be altered from night to day or vice versa, making it impossible to report for the original rostered shift. In this circumstance, the Infrastructure Plant Train/IEV Drivers will be paid in accordance with the Guarantee provisions at clause 5 of this Schedule to avoid financial disadvantage to the Infrastructure Plant Train/IEV Driver.
- 1.5 Rosters will be produced once the Infrastructure work plan is known.
- 1.6 The rostering program for the IEV100 and the IEV102 will vary from time to time.

2. Resting Away (Barracks Detention)

- 2.1 Rotations will be developed so that whenever practicable detention away from home depot on a rest job will not exceed twelve (12) hours after sign off at rest location. A payment will be made, at the Employee's ordinary rate, for all hours that an Employee is detained at rest in excess of twelve (12) hours from actual sign off time.
- 2.2 The actual shift limit will start from the sign on time after the detention time has lapsed.
- 2.3. The hours do not contribute to an Employee's ordinary cycle hours and will be paid separately as a stand-alone payment. The total detention hours owed the Employee will be paid out in the fortnight it has worked.
- 2.4. Barracks Working – Where an Infrastructure Locomotive Drive is required to stay away from home, a maximum of four (4) consecutive legs of a rest job will be rostered.

3. RDOs

- 3.1 RDO's shall be taken at a time that will not prejudice the efficient operation of the IEV's.
- 3.2 All single RDO's shall be a minimum of thirty (30) hours from midnight to 0600 hours the next following day.
- 3.3 Multiple RDO's will commence from 0001 and conclude at 0600 the following day, each additional day will be in blocks of twenty four (24) hours duration following the duration of the initial RDO at 06:00 hours.
- 3.4 Single rostered days off should be avoided wherever possible in favour of grouping of such days.

4. Temporary Transfer definition

- 4.1 This is when an Employee is required to move from home depot to another depot (outside the suburban area) and work from that location for a designated period. This does not include

circumstances contemplated under clause 4. During the time away the Employee will be entitled to relieving expenses of \$103.20 per night away.

4.2 Temporary Transfer expenses.

Deemed expenses below will increase with the consumer price index and adjustment shall be made annually in the first pay period following the release consumer price index data for the September quarter each year.

Breakfast	-daily rate \$22.95 (if departure is before and arrival at home after 8.00 am)
Lunch	-daily rate \$26.50 (if departure is before and arrival at home after 11.59 am)
Dinner	-daily rate \$44.80 (if departure is before and arrival at home after 7.00 pm)
Incidentals	- daily rate \$13.10 (if departure is before and arrival at home after 11.59 am)

The Company will supply accommodation.

5. Guarantee

5.1 Infrastructure Plant Train/IEV Drivers who are ready willing and available for work offering in accordance with provisions in the Agreement are guarantee eighty (80) hours payment for the ten (10) rostered shifts on their indicative fortnightly roster.

6. Standby Driver

6.1 Standby Drivers on call: this means the Infrastructure Plant Train/IEV Drivers will be available to be called in for duty during the eight (8) hour rostered period and work as required.

7. Pay Rates and Allowances

7.1 Infrastructure Plant Train/IEV Drivers are appointed to the Tech Officer Snr Class 2 Div 3 classification and their pay increases will be in line with Appendix One of this Agreement.

7.2 All allowances will be increased in line with wage increases payable under the Agreement unless otherwise stipulated.

8. Interval Between Shifts

8.1 Infrastructure Plant Train/IEV Drivers shall remain off duty between shifts for eleven (11) hours at their home depots or eight (8) hours when booked off at a rest location, except in cases of unavoidable necessity.

9. Training Requirements

9.1 Infrastructure Plant Train/IEV Drivers must have a Cert IV in Locomotive Driving qualification, and in addition must be qualified in all roads and signals where there are required to work and must be competent in safeworking systems applicable to all relevant areas.

10. Additional roster flexibility to support government projects

10.1 Infrastructure Plant Train/IEV Drivers may be required to alter forecast rosters to support rail construction and renewal projects being all rail construction and renewal projects including the Level Crossing removal projects announced by the government. This may include the additional flexibility from the Work Train Coordinator to act in the role for Pilot working for these projects.

APPENDIX ONE – CLASSIFICATIONS AND PAYRATES

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27		
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%		
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
Administration																		
VCI	CLERKCLASS 1 DIV.1	\$38,5967	\$76,267	\$39,5616	\$78,174	\$40,3528	\$79,737	\$41,1599	\$81,332	\$41,8802	\$82,755	\$42,6131	\$84,203	\$43,3588	\$85,677	\$44,1176	\$87,176	
VCI	CLERKCLASS 1 DIV.2.	\$40,1385	\$79,314	\$41,1420	\$81,297	\$41,9648	\$82,922	\$42,8041	\$84,581	\$43,5532	\$86,061	\$44,3154	\$87,567	\$45,0909	\$89,100	\$45,8800	\$90,659	
VCK	CLERKCLASS 1 DIV.3.	\$41,6854	\$82,370	\$42,7275	\$84,430	\$43,5821	\$86,118	\$44,4537	\$87,841	\$45,2316	\$89,378	\$46,0232	\$90,942	\$46,8286	\$92,533	\$47,6481	\$94,153	
VCM	CLERKCLASS 1 DIV.4.	\$43,2230	\$85,409	\$44,3036	\$87,544	\$45,1897	\$89,295	\$46,0935	\$91,081	\$46,9001	\$92,675	\$47,7209	\$94,296	\$48,5560	\$95,947	\$49,4057	\$97,626	
VCL	CLERKCLASS 1 DIV.5.	\$44,2886	\$87,514	\$45,3958	\$89,702	\$46,3037	\$91,496	\$47,2298	\$93,326	\$48,0563	\$94,959	\$48,8973	\$96,621	\$49,7530	\$98,312	\$50,6237	\$100,032	
VCO	CLERKCLASS 2 DIV.1.	\$45,4935	\$89,895	\$46,6308	\$92,142	\$47,5634	\$93,985	\$48,5147	\$95,865	\$49,3637	\$97,543	\$50,2276	\$99,250	\$51,1066	\$100,987	\$52,0010	\$102,754	
VCN	CLERKCLASS 2 DIV.2.	\$46,6317	\$92,144	\$47,7975	\$94,448	\$48,7535	\$96,337	\$49,7286	\$98,264	\$50,5989	\$99,983	\$51,4844	\$101,733	\$52,3854	\$103,514	\$53,3021	\$105,325	
VCP	CLERKCLASS 3 DIV.1.	\$48,0924	\$95,031	\$49,2947	\$97,406	\$50,2806	\$99,354	\$51,2862	\$101,342	\$52,1837	\$103,115	\$53,0969	\$104,919	\$54,0261	\$106,756	\$54,9716	\$108,624	
VCQ	CLERKCLASS 3 DIV.2.	\$49,2656	\$97,349	\$50,4972	\$99,782	\$51,5071	\$101,778	\$52,5372	\$103,814	\$53,4566	\$105,630	\$54,3921	\$107,479	\$55,3440	\$109,360	\$56,3125	\$111,274	
VCR	CLERKCLASS 4 DIV.1.	\$50,8086	\$100,398	\$52,0788	\$102,908	\$53,1204	\$104,966	\$54,1828	\$107,065	\$55,1310	\$108,939	\$56,0958	\$110,845	\$57,0775	\$112,785	\$58,0764	\$114,759	
VCS	CLERKCLASS 4 DIV.2.	\$52,0089	\$102,770	\$53,3091	\$105,339	\$54,3753	\$107,446	\$55,4628	\$109,594	\$56,4334	\$111,512	\$57,4210	\$113,464	\$58,4259	\$115,450	\$59,4484	\$117,470	
VCT	CLERKCLASS 5 DIV.1.	\$53,7309	\$106,172	\$55,0742	\$108,827	\$56,1757	\$111,003	\$57,2992	\$113,223	\$58,3019	\$115,205	\$59,3222	\$117,221	\$60,3603	\$119,272	\$61,4166	\$121,359	
VCU	CLERKCLASS 5 DIV.2.	\$54,9303	\$108,542	\$56,3036	\$111,256	\$57,4297	\$113,481	\$58,5783	\$115,751	\$59,6034	\$117,776	\$60,6465	\$119,837	\$61,7078	\$121,935	\$62,7877	\$124,068	
VCV	CLERKCLASS 6 DIV.1.	\$56,6565	\$111,953	\$58,0729	\$114,752	\$59,2344	\$117,047	\$60,4191	\$119,388	\$61,4764	\$121,477	\$62,5522	\$123,603	\$63,6469	\$125,766	\$64,7607	\$127,967	
VCW	CLERKCLASS 6 DIV.2.	\$57,8589	\$114,329	\$59,3054	\$117,187	\$60,4915	\$119,531	\$61,7013	\$121,922	\$62,7811	\$124,055	\$63,8798	\$126,226	\$64,9977	\$128,435	\$66,1352	\$130,683	
Senior Officer																		
VRA	SNR OFFICER DIV.01	\$59,7550	\$118,076	\$61,2489	\$121,028	\$62,4739	\$123,448	\$63,7234	\$125,917	\$64,8386	\$128,121	\$65,9733	\$130,363	\$67,1278	\$132,645	\$68,3025	\$134,966	
VRB	SNR OFFICER DIV.02	\$61,6541	\$121,829	\$63,1955	\$124,874	\$64,4594	\$127,372	\$65,7486	\$129,919	\$66,8992	\$132,193	\$68,0699	\$134,506	\$69,2611	\$136,860	\$70,4732	\$139,255	
VRC	SNR OFFICER DIV.03	\$63,5483	\$125,571	\$65,1370	\$128,711	\$66,4397	\$131,285	\$67,7685	\$133,911	\$68,9544	\$136,254	\$70,1611	\$138,638	\$71,3889	\$141,064	\$72,6382	\$143,533	
VRD	SNR OFFICER DIV.04	\$65,4343	\$129,298	\$67,0702	\$132,531	\$68,4116	\$135,181	\$69,7798	\$137,885	\$71,0009	\$140,298	\$72,2434	\$142,753	\$73,5077	\$145,251	\$74,7941	\$147,793	
VRE	SNR OFFICER DIV.05	\$67,3251	\$133,034	\$69,0082	\$136,360	\$70,3884	\$139,087	\$71,7962	\$141,869	\$73,0526	\$144,352	\$74,3310	\$146,878	\$75,6318	\$149,448	\$76,9554	\$152,064	
VRF	SNR OFFICER DIV.06	\$69,2198	\$136,778	\$70,9503	\$140,198	\$72,3693	\$143,002	\$73,8167	\$145,862	\$75,1085	\$148,414	\$76,4229	\$151,012	\$77,7603	\$153,654	\$79,1211	\$156,343	
VRG	SNR OFFICER DIV.07	\$71,1164	\$140,526	\$72,8943	\$144,039	\$74,3522	\$146,920	\$75,8392	\$149,858	\$77,1664	\$152,481	\$78,5168	\$155,149	\$79,8908	\$157,864	\$81,2889	\$160,627	
VRH	SNR OFFICER DIV.08	\$73,0055	\$144,259	\$74,8306	\$147,865	\$76,3272	\$150,823	\$77,8537	\$153,839	\$79,2161	\$156,531	\$80,6024	\$159,270	\$82,0129	\$162,057	\$83,4481	\$164,893	
VRJ	SNR OFFICER DIV.09	\$74,9007	\$148,004	\$76,7732	\$151,704	\$78,3087	\$154,738	\$79,8749	\$157,833	\$81,2727	\$160,595	\$82,6950	\$163,405	\$84,1422	\$166,265	\$85,6147	\$169,175	
VRJ	SNR OFFICER DIV.10	\$76,7967	\$151,750	\$78,7166	\$155,544	\$80,2909	\$158,655	\$81,8967	\$161,828	\$83,3299	\$164,660	\$84,7882	\$167,541	\$86,2720	\$170,473	\$87,7818	\$173,457	
VRK	SNR OFFICER DIV.11	\$78,6837	\$155,479	\$80,6508	\$159,366	\$82,2638	\$162,553	\$83,9091	\$165,804	\$85,3775	\$168,706	\$86,8716	\$171,658	\$88,3919	\$174,662	\$89,9388	\$177,719	

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VRL	SNR OFFICER DIV.12	\$80.5755	\$159,217	\$82.5899	\$163,198	\$84.2417	\$166,462	\$85.9265	\$169,791	\$87.4302	\$172,762	\$88.9602	\$175,785	\$90.5170	\$178,862	\$92.1010	\$181,992
VRM	SNR OFFICER DIV.13	\$82.4778	\$162,976	\$84.5397	\$167,050	\$86.2305	\$170,391	\$87.9551	\$173,799	\$89.4943	\$176,841	\$91.0605	\$179,936	\$92.6541	\$183,085	\$94.2755	\$186,288
VRN	SNR OFFICER DIV.14	\$84.3724	\$166,720	\$86.4817	\$170,888	\$88.2113	\$174,306	\$89.9755	\$177,792	\$91.5501	\$180,903	\$93.1522	\$184,069	\$94.7824	\$187,290	\$96.4411	\$190,568
VRO	SNR OFFICER DIV.15	\$86.2591	\$170,448	\$88.4156	\$174,709	\$90.1839	\$178,203	\$91.9876	\$181,767	\$93.5974	\$184,948	\$95.2354	\$188,185	\$96.9020	\$191,478	\$98.5978	\$194,829
VRP	SNR OFFICER DIV.16	\$88.1496	\$174,184	\$90.3533	\$178,538	\$92.1604	\$182,109	\$94.0036	\$185,751	\$95.6487	\$189,002	\$97.3226	\$192,309	\$99.0257	\$195,675	\$100.7586	\$199,099
VRQ	SNR OFFICER DIV.17	\$90.0418	\$177,923	\$92.2928	\$182,371	\$94.1387	\$186,018	\$96.0215	\$189,738	\$97.7019	\$193,059	\$99.4117	\$196,438	\$101.1514	\$199,875	\$102.9215	\$203,373
VRR	SNR OFFICER DIV.18	\$91.9383	\$181,670	\$94.2368	\$186,212	\$96.1215	\$189,936	\$98.0439	\$193,735	\$99.7597	\$197,125	\$101.5055	\$200,575	\$103.2818	\$204,085	\$105.0892	\$207,656
VRS	SNR OFFICER DIV.19	\$93.8343	\$185,417	\$96.1802	\$190,052	\$98.1038	\$193,853	\$100.0659	\$197,730	\$101.8171	\$201,191	\$103.5989	\$204,711	\$105.4119	\$208,294	\$107.2566	\$211,939
VRT	SNR OFFICER DIV.20	\$95.7227	\$189,148	\$98.1158	\$193,877	\$100.0781	\$197,754	\$102.0797	\$201,709	\$103.8661	\$205,239	\$105.6838	\$208,831	\$107.5333	\$212,486	\$109.4151	\$216,204
Senior Officer High Voltage																	
VSA	SNR OFFICER DIV.01HV	\$60.7385	\$120,019	\$62.2570	\$123,020	\$63.5021	\$125,480	\$64.7721	\$127,990	\$65.9056	\$130,229	\$67.0589	\$132,508	\$68.2324	\$134,827	\$69.4265	\$137,187
VSB	SNR OFFICER DIV.02HV	\$62.6375	\$123,772	\$64.2034	\$126,866	\$65.4875	\$129,403	\$66.7973	\$131,991	\$67.9663	\$134,301	\$69.1557	\$136,652	\$70.3659	\$139,043	\$71.5973	\$141,476
VSC	SNR OFFICER DIV.03HV	\$64.5312	\$127,514	\$66.1445	\$130,702	\$67.4674	\$133,316	\$68.8167	\$135,982	\$70.0210	\$138,361	\$71.2464	\$140,783	\$72.4932	\$143,247	\$73.7618	\$145,753
VSD	SNR OFFICER DIV.04HV	\$66.4175	\$131,241	\$68.0779	\$134,522	\$69.4395	\$137,212	\$70.8283	\$139,957	\$72.0678	\$142,406	\$73.3290	\$144,898	\$74.6123	\$147,434	\$75.9180	\$150,014
VSE	SNR OFFICER DIV.05HV	\$68.3084	\$134,977	\$70.0161	\$138,352	\$71.4164	\$141,119	\$72.8447	\$143,941	\$74.1195	\$146,460	\$75.4166	\$149,023	\$76.7364	\$151,631	\$78.0793	\$154,285
VSF	SNR OFFICER DIV.06HV	\$70.2036	\$138,722	\$71.9587	\$142,190	\$73.3979	\$145,034	\$74.8659	\$147,935	\$76.1761	\$150,524	\$77.5092	\$153,158	\$78.8656	\$155,838	\$80.2457	\$158,566
VSG	SNR OFFICER DIV.07HV	\$72.0995	\$142,469	\$73.9020	\$146,030	\$75.3800	\$148,951	\$76.8876	\$151,930	\$78.2331	\$154,589	\$79.6022	\$157,294	\$80.9952	\$160,047	\$82.4126	\$162,847
VSH	SNR OFFICER DIV.08HV	\$73.9890	\$146,202	\$75.8387	\$149,857	\$77.3555	\$152,854	\$78.9026	\$155,912	\$80.2834	\$158,640	\$81.6884	\$161,416	\$83.1179	\$164,241	\$84.5725	\$167,115
VSI	SNR OFFICER DIV.09HV	\$75.8838	\$149,946	\$77.7809	\$153,695	\$79.3365	\$156,769	\$80.9232	\$159,904	\$82.3394	\$162,703	\$83.7803	\$165,550	\$85.2465	\$168,447	\$86.7383	\$171,395
VSK	SNR OFFICER DIV.10HV	\$77.7804	\$153,694	\$79.7249	\$157,536	\$81.3194	\$160,687	\$82.9458	\$163,901	\$84.3974	\$166,769	\$85.8744	\$169,688	\$87.3772	\$172,657	\$88.9063	\$175,679
VSL	SNR OFFICER DIV.11HV	\$79.6668	\$157,422	\$81.6585	\$161,357	\$83.2917	\$164,584	\$84.9575	\$167,876	\$86.4443	\$170,814	\$87.9571	\$173,803	\$89.4963	\$176,845	\$91.0625	\$179,940
VSM	SNR OFFICER DIV.12HV	\$81.5590	\$161,161	\$83.5980	\$165,190	\$85.2700	\$168,494	\$86.9754	\$171,863	\$88.4975	\$174,871	\$90.0462	\$177,931	\$91.6220	\$181,045	\$93.2254	\$184,213
VSN	SNR OFFICER DIV.13HV	\$83.4607	\$164,918	\$85.5472	\$169,041	\$87.2581	\$172,422	\$89.0033	\$175,871	\$90.5609	\$178,948	\$92.1457	\$182,080	\$93.7582	\$185,266	\$95.3990	\$188,508
VSP	SNR OFFICER DIV.14HV	\$85.3559	\$168,663	\$87.4898	\$172,880	\$89.2396	\$176,337	\$91.0244	\$179,864	\$92.6173	\$183,012	\$94.2381	\$186,214	\$95.8873	\$189,473	\$97.5653	\$192,789
VSQ	SNR OFFICER DIV.15HV	\$87.2425	\$172,391	\$89.4236	\$176,701	\$91.2121	\$180,235	\$93.0363	\$183,840	\$94.6644	\$187,057	\$96.3210	\$190,330	\$98.0066	\$193,661	\$99.7217	\$197,050
VSX	SNR OFFICER DIV.16HV	\$89.1332	\$176,127	\$91.3615	\$180,530	\$93.1887	\$184,141	\$95.0525	\$187,824	\$96.7159	\$191,111	\$98.4084	\$194,455	\$100.1305	\$197,858	\$101.8828	\$201,320
VSS	SNR OFFICER DIV.17HV	\$91.0253	\$179,866	\$93.3009	\$184,363	\$95.1669	\$188,050	\$97.0702	\$191,811	\$98.7689	\$195,167	\$100.4974	\$198,583	\$102.2561	\$202,058	\$104.0456	\$205,594
VST	SNR OFFICER DIV.18HV	\$92.9216	\$183,613	\$95.2446	\$188,203	\$97.1495	\$191,967	\$99.0925	\$195,807	\$100.8266	\$199,233	\$102.5911	\$202,720	\$104.3864	\$206,268	\$106.2132	\$209,877
VSU	SNR OFFICER DIV.19HV	\$94.8178	\$187,360	\$97.1882	\$192,044	\$99.1320	\$195,885	\$101.1146	\$199,802	\$102.8841	\$203,299	\$104.6846	\$206,857	\$106.5166	\$210,477	\$108.3806	\$214,160
VSZ	SNR OFFICER DIV.20HV	\$96.7057	\$191,090	\$99.1233	\$195,868	\$101.1058	\$199,785	\$103.1279	\$203,781	\$104.9326	\$207,347	\$106.7689	\$210,975	\$108.6374	\$214,668	\$110.5386	\$218,424
Executive Officer																	
VDH	EXEC OFFICER I	\$106.5907	\$210,623	\$109.2555	\$215,889	\$111.4406	\$220,207	\$113.6694	\$224,611	\$115.6586	\$228,541	\$117.6826	\$232,541	\$119.7420	\$236,610	\$121.8375	\$240,751

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VDI	EXEC OFFICER II	\$115.4100	\$228,050	\$118.2953	\$233,752	\$120.6612	\$238,427	\$123.0744	\$243,195	\$125.2282	\$247,451	\$127.4197	\$251,781	\$129.6495	\$256,187	\$131.9184	\$260,671
VDN	EXEC OFFICER III	\$124.2297	\$245,478	\$127.3354	\$251,615	\$129.8821	\$256,647	\$132.4797	\$261,780	\$134.7981	\$266,361	\$137.1571	\$271,022	\$139.5573	\$275,765	\$141.9996	\$280,591
Foreman Artisan																	
VIA	F'MAN ARTISAN C1 D1	\$47.9318	\$94,713	\$49.1301	\$97,081	\$50.1127	\$99,023	\$51.1150	\$101,003	\$52.0095	\$102,771	\$52.9197	\$104,569	\$53.8458	\$106,399	\$54.7881	\$108,261
VIB	F'MAN ARTISAN C1 D2	\$51.1866	\$101,145	\$52.4663	\$103,673	\$53.5156	\$105,747	\$54.5859	\$107,862	\$55.5412	\$109,749	\$56.5132	\$111,670	\$57.5022	\$113,624	\$58.5085	\$115,613
VIC	F'MAN ARTISAN C2 D1	\$52.3529	\$103,449	\$53.6617	\$106,036	\$54.7349	\$108,156	\$55.8296	\$110,319	\$56.8066	\$112,250	\$57.8007	\$114,214	\$58.8122	\$116,213	\$59.8414	\$118,247
VID	F'MAN ARTISAN C2 D2	\$53.3930	\$105,505	\$54.7278	\$108,142	\$55.8224	\$110,305	\$56.9388	\$112,511	\$57.9352	\$114,480	\$58.9491	\$116,483	\$59.9807	\$118,522	\$61.0304	\$120,596
VJE	F'MAN ARTISAN C3 D1	\$55.6286	\$109,922	\$57.0193	\$112,670	\$58.1597	\$114,924	\$59.3229	\$117,222	\$60.3611	\$119,274	\$61.4174	\$121,361	\$62.4922	\$123,485	\$63.5858	\$125,646
VJF	F'MAN ARTISAN C3 D2	\$57.8589	\$114,329	\$59.3054	\$117,187	\$60.4915	\$119,531	\$61.7013	\$121,922	\$62.7811	\$124,055	\$63.8798	\$126,226	\$64.9977	\$128,435	\$66.1352	\$130,683
VJG	F'MAN ARTISAN C4 D1	\$61.6538	\$121,828	\$63.1951	\$124,874	\$64.4590	\$127,371	\$65.7482	\$129,918	\$66.8988	\$132,192	\$68.0695	\$134,505	\$69.2607	\$136,859	\$70.4728	\$139,254
VJH	F'MAN ARTISAN C4 D2	\$63.5476	\$125,570	\$65.1363	\$128,709	\$66.4390	\$131,283	\$67.7678	\$133,909	\$68.9537	\$136,253	\$70.1604	\$138,637	\$71.3882	\$141,063	\$72.6375	\$143,532
VJI	F'MAN ARTISAN C5 D1	\$67.3253	\$133,035	\$69.0084	\$136,361	\$70.3886	\$139,088	\$71.7964	\$141,870	\$73.0528	\$144,352	\$74.3312	\$146,878	\$75.6320	\$149,449	\$76.9556	\$152,064
VJK	F'MAN ARTISAN C5 D2	\$69.2200	\$136,779	\$70.9505	\$140,198	\$72.3695	\$143,002	\$73.8169	\$145,862	\$75.1087	\$148,415	\$76.4231	\$151,012	\$77.7605	\$153,655	\$79.1213	\$156,344
VJM	F'MAN ARTISAN C5 D3	\$71.1163	\$140,526	\$72.8942	\$144,039	\$74.3521	\$146,920	\$75.8391	\$149,858	\$77.1663	\$152,481	\$78.5167	\$155,149	\$79.8907	\$157,864	\$81.2888	\$160,627
Foreman Artisan Overhead																	
VJS	F'MAN ARTISAN C3 D1. Overhead	\$64.3690	\$127,193	\$65.9782	\$130,373	\$67.2978	\$132,980	\$68.6438	\$135,640	\$69.8451	\$138,014	\$71.0674	\$140,429	\$72.3111	\$142,887	\$73.5765	\$145,387
VJT	F'MAN ARTISAN C3 D2. Overhead	\$66.5986	\$131,599	\$68.2636	\$134,889	\$69.6289	\$137,587	\$71.0215	\$140,338	\$72.2644	\$142,794	\$73.5290	\$145,293	\$74.8158	\$147,836	\$76.1251	\$150,423
VIQ	F'MAN ARTISAN C4 D1. Overhead	\$70.3941	\$139,099	\$72.1540	\$142,576	\$73.5971	\$145,428	\$75.0690	\$148,336	\$76.3827	\$150,932	\$77.7194	\$153,574	\$79.0795	\$156,261	\$80.4634	\$158,996
VIR	F'MAN ARTISAN C4 D2. Overhead	\$72.2875	\$142,840	\$74.0947	\$146,411	\$75.5766	\$149,339	\$77.0881	\$152,326	\$78.4371	\$154,992	\$79.8097	\$157,704	\$81.2064	\$160,464	\$82.6275	\$163,272
VIN	F'MAN ARTISAN C5 D1. Overhead	\$76.0648	\$150,304	\$77.9664	\$154,062	\$79.5257	\$157,143	\$81.1162	\$160,286	\$82.5357	\$163,091	\$83.9801	\$165,945	\$85.4498	\$168,849	\$86.9452	\$171,804
VJO	F'MAN ARTISAN C5 D2. Overhead	\$77.9599	\$154,049	\$79.9089	\$157,900	\$81.5071	\$161,058	\$83.1372	\$164,279	\$84.5921	\$167,154	\$86.0725	\$170,079	\$87.5788	\$173,056	\$89.1114	\$176,084
VJP	F'MAN ARTISAN C5 D3. Overhead	\$79.8562	\$157,796	\$81.8526	\$161,741	\$83.4897	\$164,976	\$85.1595	\$168,275	\$86.6498	\$171,220	\$88.1662	\$174,216	\$89.7091	\$177,265	\$91.2790	\$180,367
Foreman Artisan Overhead HV																	
VKB	F'MAN ARTISAN C3 D1. O/H HV	\$64.8814	\$128,206	\$66.5034	\$131,411	\$67.8335	\$134,039	\$69.1902	\$136,720	\$70.4010	\$139,112	\$71.6330	\$141,547	\$72.8866	\$144,024	\$74.1621	\$146,544
VJU	F'MAN ARTISAN C3 D2. O/H HV	\$67.1114	\$132,612	\$68.7892	\$135,927	\$70.1650	\$138,646	\$71.5683	\$141,419	\$72.8207	\$143,894	\$74.0951	\$146,412	\$75.3918	\$148,974	\$76.7112	\$151,581
VJY	F'MAN ARTISAN C4 D1. O/H HV	\$71.4073	\$141,101	\$73.1925	\$144,628	\$74.6564	\$147,521	\$76.1495	\$150,471	\$77.4821	\$153,105	\$78.8380	\$155,784	\$80.2177	\$158,510	\$81.6215	\$161,284
VIZ	F'MAN ARTISAN C4 D2. O/H HV	\$73.3006	\$144,842	\$75.1331	\$148,463	\$76.6358	\$151,432	\$78.1685	\$154,461	\$79.5364	\$157,164	\$80.9283	\$159,914	\$82.3445	\$162,713	\$83.7855	\$165,560
VJV	F'MAN ARTISAN C5 D1. O/H HV	\$76.5779	\$151,318	\$78.4923	\$155,101	\$80.0621	\$158,203	\$81.6633	\$161,367	\$83.0924	\$164,191	\$84.5465	\$167,064	\$86.0261	\$169,988	\$87.5316	\$172,962
VJW	F'MAN ARTISAN C5 D2. O/H HV	\$78.4726	\$155,062	\$80.4344	\$158,938	\$82.0431	\$162,117	\$83.6840	\$165,360	\$85.1485	\$168,253	\$86.6386	\$171,198	\$88.1548	\$174,194	\$89.6975	\$177,242
VJX	F'MAN ARTISAN C5 D3. O/H HV	\$80.3691	\$158,809	\$82.3783	\$162,780	\$84.0259	\$166,035	\$85.7064	\$169,356	\$87.2063	\$172,320	\$88.7324	\$175,335	\$90.2852	\$178,404	\$91.8652	\$181,526
Line Workers																	
VLA	LINWORKER 1 DIV 1	\$56.8176	\$112,272	\$58.2380	\$115,078	\$59.4028	\$117,380	\$60.5909	\$119,728	\$61.6512	\$121,823	\$62.7301	\$123,955	\$63.8279	\$126,124	\$64.9449	\$128,331

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VL2	LINWORKER 1 DIV 2	\$57,2875	\$113,200	\$58,7197	\$116,030	\$59,8941	\$118,351	\$61,0920	\$120,718	\$62,1611	\$122,830	\$63,2489	\$124,980	\$64,3558	\$127,167	\$65,4820	\$129,392
VL4	LINWORKER 1 DIV 3	\$57,6725	\$113,961	\$59,1143	\$116,810	\$60,2966	\$119,146	\$61,5025	\$121,529	\$62,5788	\$123,656	\$63,6739	\$125,820	\$64,7882	\$128,021	\$65,9220	\$130,262
VWQ	LINWORKER 1 DIV 1 HV	\$57,3308	\$113,286	\$58,7641	\$116,118	\$59,9394	\$118,440	\$61,1382	\$120,809	\$62,2081	\$122,923	\$63,2967	\$125,074	\$64,4044	\$127,263	\$65,5315	\$129,490
VLB	LINWORKER 1 DIV 2 HV	\$58,3001	\$115,201	\$59,7576	\$118,081	\$60,9528	\$120,443	\$62,1719	\$122,852	\$63,2599	\$125,002	\$64,3669	\$127,189	\$65,4933	\$129,415	\$66,6394	\$131,679
VLC	LINWORKER 1 DIV 3 HV	\$58,6854	\$115,962	\$60,1525	\$118,861	\$61,3556	\$121,239	\$62,5827	\$123,663	\$63,6779	\$125,828	\$64,7923	\$128,030	\$65,9262	\$130,270	\$67,0799	\$132,550
VL5	LINWORKER 2 CLASS 1 DIV 1	\$48,2500	\$95,342	\$49,4563	\$97,726	\$50,4454	\$99,680	\$51,4543	\$101,674	\$52,3548	\$103,453	\$53,2710	\$105,263	\$54,2032	\$107,106	\$55,1518	\$108,980
VL3	LINWORKER 2 CLASS 1 DIV 2	\$48,5573	\$95,949	\$49,7712	\$98,348	\$50,7666	\$100,315	\$51,7819	\$102,321	\$52,6881	\$104,112	\$53,6101	\$105,934	\$54,5483	\$107,787	\$55,5029	\$109,674
VLE	LINWORKER 2 CLASS 1 DIV 3	\$48,9129	\$96,652	\$50,1357	\$99,068	\$51,1384	\$101,049	\$52,1612	\$103,071	\$53,0740	\$104,874	\$54,0028	\$106,710	\$54,9478	\$108,577	\$55,9094	\$110,477
VLD	LINWORKER 2 CLASS 2	\$49,1662	\$97,152	\$50,3954	\$99,581	\$51,4033	\$101,573	\$52,4314	\$103,604	\$53,3489	\$105,417	\$54,2825	\$107,262	\$55,2324	\$109,139	\$56,1990	\$111,049
VGS	LINE GANG PROTECTOR	\$43,4614	\$85,880	\$44,5479	\$88,027	\$45,4389	\$89,787	\$46,3477	\$91,583	\$47,1588	\$93,186	\$47,9841	\$94,817	\$48,8238	\$96,476	\$49,6782	\$98,164
Electrical Fitter																	
VFR	ELECTRICAL FITTER	\$42,1974	\$83,382	\$43,2523	\$85,467	\$44,1173	\$87,176	\$44,9996	\$88,919	\$45,7871	\$90,475	\$46,5884	\$92,059	\$47,4037	\$93,670	\$48,2333	\$95,309
Substation Competency Rates																	
VB1	SUBSTATION ELECTRICIAN LEVEL 1	\$51,0309	\$100,837	\$52,3067	\$103,358	\$53,3528	\$105,425	\$54,4199	\$107,534	\$55,3722	\$109,415	\$56,3412	\$111,330	\$57,3272	\$113,279	\$58,3304	\$115,261
VB2	SUBSTATION ELECTRICIAN LEVEL 2	\$55,4909	\$109,650	\$56,8782	\$112,391	\$58,0158	\$114,639	\$59,1761	\$116,932	\$60,2117	\$118,978	\$61,2654	\$121,060	\$62,3375	\$123,179	\$63,4284	\$125,335
VB3	SUBSTATION HV OPERATOR L1	\$58,3225	\$115,245	\$59,7806	\$118,126	\$60,9762	\$120,489	\$62,1957	\$122,899	\$63,2841	\$125,049	\$64,3916	\$127,238	\$65,5185	\$129,465	\$66,6651	\$131,730
VB4	SUBSTATION ELECT CREW LEADER	\$59,0028	\$116,590	\$60,4779	\$119,504	\$61,6875	\$121,895	\$62,9213	\$124,332	\$64,0224	\$126,508	\$65,1428	\$128,722	\$66,2828	\$130,975	\$67,4427	\$133,267
VB7	SUBSTATION ELECTRICIAN LVL 1 HV	\$51,0309	\$100,837	\$52,3067	\$103,358	\$53,3528	\$105,425	\$54,4199	\$107,534	\$55,3722	\$109,415	\$56,3412	\$111,330	\$57,3272	\$113,279	\$58,3304	\$115,261
VB6	SUBSTATION ELECTRICIAN LEVEL 3	\$56,6796	\$111,999	\$58,0966	\$114,799	\$59,2585	\$117,095	\$60,4437	\$119,437	\$61,5015	\$121,527	\$62,5778	\$123,654	\$63,6729	\$125,818	\$64,7872	\$128,020
VB8	SUBSTATION HV OPERATOR L1 - DUAL TRADE	\$58,6868	\$115,965	\$60,1540	\$118,864	\$61,3571	\$121,242	\$62,5842	\$123,666	\$63,6794	\$125,830	\$64,7938	\$128,033	\$65,9277	\$130,273	\$67,0814	\$132,553
VNL	SUBSTATION HV OPERATOR L2	\$60,3725	\$119,296	\$61,8818	\$122,278	\$63,1194	\$124,724	\$64,3818	\$127,218	\$65,5085	\$129,445	\$66,6549	\$131,710	\$67,8214	\$134,015	\$69,0083	\$136,360
VBY	SUBSTATION HV OPERATOR L2 - DUAL TRADE	\$61,6435	\$121,808	\$63,1846	\$124,853	\$64,4483	\$127,350	\$65,7373	\$129,897	\$66,8877	\$132,170	\$68,0582	\$134,483	\$69,2492	\$136,836	\$70,4611	\$139,231
VB9	SUBSTATION ELECT CREW LEADERHV	\$60,1916	\$118,939	\$61,6964	\$121,912	\$62,9303	\$124,350	\$64,1889	\$126,837	\$65,3122	\$129,057	\$66,4552	\$131,315	\$67,6182	\$133,614	\$68,8015	\$135,952
Electrical Test																	
VET	ELECT.TEST TECH C1	\$45,3377	\$89,587	\$46,4711	\$91,827	\$47,4005	\$93,663	\$48,3485	\$95,537	\$49,1946	\$97,209	\$50,0555	\$98,910	\$50,9315	\$100,641	\$51,8228	\$102,402
VEC	ELECT.TEST TECH C2	\$48,0556	\$94,958	\$49,2570	\$97,332	\$50,2421	\$99,278	\$51,2469	\$101,264	\$52,1437	\$103,036	\$53,0562	\$104,839	\$53,9847	\$106,674	\$54,9294	\$108,540
VED	ELECT.TEST TECH C3	\$50,0883	\$98,974	\$51,3405	\$101,449	\$52,3673	\$103,478	\$53,4146	\$105,547	\$54,3494	\$107,394	\$55,3005	\$109,274	\$56,2683	\$111,186	\$57,2530	\$113,132

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VEU	ELECT.TEST TECH C1. HV	\$46.5295	\$91,942	\$47.6927	\$94,241	\$48.6466	\$96,126	\$49.6195	\$98,048	\$50.4878	\$99,764	\$51.3713	\$101,510	\$52.2703	\$103,286	\$53.1850	\$105,094
VEG	ELECT.TEST TECH C2. HV	\$49.2474	\$97,313	\$50.4786	\$99,746	\$51.4882	\$101,741	\$52.5180	\$103,776	\$53.4371	\$105,592	\$54.3722	\$107,439	\$55.3237	\$109,320	\$56.2919	\$111,233
VEF	ELECT.TEST TECH C3. HV	\$51.2800	\$101,329	\$52.5620	\$103,863	\$53.6132	\$105,940	\$54.6855	\$108,059	\$55.6425	\$109,950	\$56.6162	\$111,874	\$57.6070	\$113,831	\$58.6151	\$115,823
L&P Electrical																	
VE4	ELECTRICIAN CL 1	\$51.0309	\$100,837	\$52.3067	\$103,358	\$53.3528	\$105,425	\$54.4199	\$107,534	\$55.3722	\$109,415	\$56.3412	\$111,330	\$57.3272	\$113,279	\$58.3304	\$115,261
VE5	ELECTRICIAN CL 2	\$52.3067	\$103,358	\$53.6144	\$105,942	\$54.6867	\$108,061	\$55.7804	\$110,222	\$56.7566	\$112,151	\$57.7498	\$114,114	\$58.7604	\$116,111	\$59.7887	\$118,142
VL6	ELECTRICIAN Leading Hand	\$53.5668	\$105,848	\$54.9060	\$108,494	\$56.0041	\$110,664	\$57.1242	\$112,877	\$58.1239	\$114,853	\$59.1411	\$116,863	\$60.1761	\$118,908	\$61.2292	\$120,989
VEA	ELECTRICIAN CL 1 HV	\$51.7161	\$102,191	\$53.0090	\$104,746	\$54.0692	\$106,841	\$55.1506	\$108,978	\$56.1157	\$110,885	\$57.0977	\$112,825	\$58.0969	\$114,799	\$59.1136	\$116,808
VEB	ELECTRICIAN CL 2 HV	\$53.2904	\$105,302	\$54.6227	\$107,934	\$55.7152	\$110,093	\$56.8295	\$112,295	\$57.8240	\$114,260	\$58.8359	\$116,260	\$59.8655	\$118,294	\$60.9131	\$120,364
VEV	ELECTRICIAN Leading Hand HV	\$54.5506	\$107,792	\$55.9144	\$110,487	\$57.0327	\$112,697	\$58.1734	\$114,951	\$59.1914	\$116,962	\$60.2272	\$119,009	\$61.2812	\$121,092	\$62.3536	\$123,211
Supervisors																	
VBM	SUBSTATION SENIOR F'MAN	\$74.1955	\$146,610	\$76.0504	\$150,276	\$77.5714	\$153,281	\$79.1228	\$156,347	\$80.5074	\$159,083	\$81.9163	\$161,867	\$83.3498	\$164,699	\$84.8084	\$167,581
VBO	SUBSTATION SENIOR F'MAN HV	\$74.9137	\$148,029	\$76.7865	\$151,730	\$78.3222	\$154,765	\$79.8886	\$157,860	\$81.2867	\$160,623	\$82.7092	\$163,433	\$84.1566	\$166,293	\$85.6293	\$169,203
VBN	SUBSTATION PLANNED WORKS F'MAN	\$66.6283	\$131,658	\$68.2940	\$134,949	\$69.6599	\$137,648	\$71.0531	\$140,401	\$72.2965	\$142,858	\$73.5617	\$145,358	\$74.8490	\$147,902	\$76.1589	\$150,490
VBL	SUBST'N PLANNED WRKS F'MAN HV	\$67.3465	\$133,077	\$69.0302	\$136,404	\$70.4108	\$139,132	\$71.8190	\$141,914	\$73.0758	\$144,398	\$74.3546	\$146,925	\$75.6558	\$149,496	\$76.9798	\$152,112
Electrical																	
VEI	ESO Officer Level 2A	\$85.1003	\$168,158	\$87.2278	\$172,362	\$88.9724	\$175,809	\$90.7518	\$179,326	\$92.3400	\$182,464	\$93.9560	\$185,657	\$95.6002	\$188,906	\$97.2732	\$192,212
VEH	ESO Officer Level 1A	\$82.9814	\$163,971	\$85.0559	\$168,070	\$86.7570	\$171,432	\$88.4921	\$174,860	\$90.0407	\$177,920	\$91.6164	\$181,034	\$93.2197	\$184,202	\$94.8510	\$187,426
VAD	AC Officer Level 3A	\$80.0863	\$158,251	\$82.0885	\$162,207	\$83.7303	\$165,451	\$85.4049	\$168,760	\$86.8995	\$171,713	\$88.4202	\$174,718	\$89.9676	\$177,776	\$91.5420	\$180,887
VAC	AC Officer Level 2A	\$79.2938	\$156,685	\$81.2761	\$160,602	\$82.9016	\$163,814	\$84.5596	\$167,090	\$86.0394	\$170,014	\$87.5451	\$172,989	\$89.0771	\$176,016	\$90.6359	\$179,097
VAB	AC Officer Level 1A	\$77.5837	\$153,305	\$79.5233	\$157,138	\$81.1138	\$160,281	\$82.7361	\$163,487	\$84.1840	\$166,348	\$85.6572	\$169,259	\$87.1562	\$172,221	\$88.6814	\$175,234
VDS	DC Officer Level 3A	\$74.7424	\$147,691	\$76.6110	\$151,383	\$78.1432	\$154,411	\$79.7061	\$157,499	\$81.1010	\$160,256	\$82.5203	\$163,060	\$83.9644	\$165,914	\$85.4338	\$168,817
VDR	DC Officer Level 2A	\$74.0023	\$146,229	\$75.8524	\$149,884	\$77.3694	\$152,882	\$78.9168	\$155,940	\$80.2978	\$158,668	\$81.7030	\$161,445	\$83.1328	\$164,270	\$84.5876	\$167,145
VDQ	DC Officer Level 1A	\$72.1669	\$142,602	\$73.9711	\$146,167	\$75.4505	\$149,090	\$76.9595	\$152,072	\$78.3063	\$154,733	\$79.6767	\$157,441	\$81.0710	\$160,196	\$82.4897	\$163,000
Electrol (Transitional Rates)																	
VEJ	ESO Officer Level 2	\$84.2739	\$166,525	\$86.3807	\$170,688	\$88.1083	\$174,102	\$89.8705	\$177,584	\$91.4432	\$180,692	\$93.0435	\$183,854	\$94.6718	\$187,071	\$96.3286	\$190,345
VEK	ESO Officer Level 1	\$82.1758	\$162,379	\$84.2302	\$166,439	\$85.9148	\$169,768	\$87.6331	\$173,163	\$89.1667	\$176,193	\$90.7271	\$179,277	\$92.3148	\$182,414	\$93.9303	\$185,606
VAE	AC Officer Level 3	\$79.3090	\$156,715	\$81.2917	\$160,632	\$82.9175	\$163,845	\$84.5759	\$167,122	\$86.0560	\$170,047	\$87.5620	\$173,023	\$89.0943	\$176,050	\$90.6535	\$179,131
VAF	AC Officer Level 2	\$78.5237	\$155,163	\$80.4868	\$159,042	\$82.0965	\$162,223	\$83.7384	\$165,467	\$85.2038	\$168,363	\$86.6949	\$171,309	\$88.2121	\$174,307	\$89.7558	\$177,357

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VAG	AC Officer Level 1	\$76.8305	\$151,817	\$78.7513	\$155,613	\$80.3263	\$158,725	\$81.9328	\$161,899	\$83.3666	\$164,732	\$84.8255	\$167,615	\$86.3099	\$170,548	\$87.8203	\$173,533
VAH	DC Officer Level 3	\$74.0169	\$146,257	\$75.8673	\$149,914	\$77.3846	\$152,912	\$78.9323	\$155,970	\$80.3136	\$158,700	\$81.7191	\$161,477	\$83.1492	\$164,303	\$84.6043	\$167,178
VAI	DC Officer Level 2	\$73.2841	\$144,809	\$75.1162	\$148,430	\$76.6185	\$151,398	\$78.1509	\$154,426	\$79.5185	\$157,129	\$80.9101	\$159,878	\$82.3260	\$162,676	\$83.7667	\$165,523
VAJ	DC Officer Level 1	\$71.4666	\$141,218	\$73.2533	\$144,749	\$74.7184	\$147,644	\$76.2128	\$150,596	\$77.5465	\$153,232	\$78.9036	\$155,914	\$80.2844	\$158,642	\$81.6894	\$161,418
C&I																	
VIS	CONT + IND'S OFF. SNR. HV	\$71.2952	\$140,879	\$73.0776	\$144,401	\$74.5392	\$147,289	\$76.0300	\$150,235	\$77.3605	\$152,864	\$78.7143	\$155,539	\$80.0918	\$158,261	\$81.4934	\$161,031
VIO	CONT + IND'S OFFICER HV	\$65.6224	\$129,670	\$67.2630	\$132,912	\$68.6083	\$135,570	\$69.9805	\$138,281	\$71.2052	\$140,701	\$72.4513	\$143,164	\$73.7192	\$145,669	\$75.0093	\$148,218
VIG	SNR C&I Officer HV	\$84.5074	\$166,987	\$86.6201	\$171,161	\$88.3525	\$174,585	\$90.1196	\$178,076	\$91.6967	\$181,193	\$93.3014	\$184,364	\$94.9342	\$187,590	\$96.5955	\$190,873
VIF	C&I Officer Class 2 HV	\$77.5751	\$153,288	\$79.5145	\$157,121	\$81.1048	\$160,263	\$82.7269	\$163,468	\$84.1746	\$166,329	\$85.6477	\$169,240	\$87.1465	\$172,201	\$88.6716	\$175,215
VIE	C&I Officer Class 1 HV	\$73.8831	\$145,993	\$75.7302	\$149,643	\$77.2448	\$152,636	\$78.7897	\$155,688	\$80.1685	\$158,413	\$81.5714	\$161,185	\$82.9989	\$164,006	\$84.4514	\$166,876
VID	C&I Technician Class 2 HV	\$69.5602	\$137,451	\$71.2992	\$140,887	\$72.7252	\$143,705	\$74.1797	\$146,579	\$75.4778	\$149,144	\$76.7987	\$151,754	\$78.1427	\$154,410	\$79.5102	\$157,112
VIC	C&I Technician Class 1 HV	\$67.5912	\$133,560	\$69.2810	\$136,899	\$70.6666	\$139,637	\$72.0799	\$142,430	\$73.3413	\$144,922	\$74.6248	\$147,459	\$75.9307	\$150,039	\$77.2595	\$152,665
VIB	C&I Technician (Trainee) HV	\$60.7388	\$120,020	\$62.2573	\$123,020	\$63.5024	\$125,481	\$64.7724	\$127,990	\$65.9059	\$130,230	\$67.0593	\$132,509	\$68.2328	\$134,828	\$69.4269	\$137,188
VIA	C&I Trade Support HV	\$59.3704	\$117,316	\$60.8547	\$120,249	\$62.0718	\$122,654	\$63.3132	\$125,107	\$64.4212	\$127,296	\$65.5486	\$129,524	\$66.6957	\$131,791	\$67.8629	\$134,097
C&I (Transitional Rates)																	
VII	Senior C&I Officer HV (Transition)	\$79.0629	\$156,228	\$81.0395	\$160,134	\$82.6603	\$163,337	\$84.3135	\$166,603	\$85.7890	\$169,519	\$87.2903	\$172,486	\$88.8179	\$175,504	\$90.3722	\$178,575
VII	C&I Technician Class 1 HV (Transition)	\$74.6891	\$147,586	\$76.5563	\$151,275	\$78.0874	\$154,301	\$79.6491	\$157,387	\$81.0430	\$160,141	\$82.4613	\$162,944	\$83.9044	\$165,795	\$85.3727	\$168,696
VIH	C&I Officer Class 1 HV (Transition)	\$69.2213	\$136,781	\$70.9518	\$140,201	\$72.3708	\$143,005	\$73.8182	\$145,865	\$75.1100	\$148,417	\$76.4244	\$151,015	\$77.7618	\$153,657	\$79.1226	\$156,346
Technical Officer																	
VOA	TECH OFFR CL 1 DIV 1	\$44.0320	\$87,007	\$45.1328	\$89,182	\$46.0355	\$90,966	\$46.9562	\$92,785	\$47.7779	\$94,409	\$48.6140	\$96,061	\$49.4647	\$97,742	\$50.3303	\$99,453
VOB	TECH OFFR CL 1 DIV 2	\$45.2208	\$89,356	\$46.3513	\$91,590	\$47.2783	\$93,422	\$48.2239	\$95,290	\$49.0678	\$96,958	\$49.9265	\$98,655	\$50.8002	\$100,381	\$51.6892	\$102,138
VOH	TECH OFFR CL 1 DIV 3	\$46.4086	\$91,703	\$47.5688	\$93,996	\$48.5202	\$95,876	\$49.4906	\$97,793	\$50.3567	\$99,505	\$51.2379	\$101,246	\$52.1346	\$103,018	\$53.0470	\$104,821
VOC	TECH OFFR CL 1 DIV 4	\$47.5957	\$94,049	\$48.7856	\$96,400	\$49.7613	\$98,328	\$50.7565	\$100,295	\$51.6447	\$102,050	\$52.5485	\$103,836	\$53.4681	\$105,653	\$54.4038	\$107,502
VOD	TECH OFFR CL 1 DIV 5	\$48.7986	\$96,426	\$50.0186	\$98,837	\$51.0190	\$100,814	\$52.0394	\$102,830	\$52.9501	\$104,629	\$53.8767	\$106,460	\$54.8195	\$108,323	\$55.7788	\$110,219
VOE	TECH OFFR CL 1 DIV 6	\$50.0462	\$98,891	\$51.2974	\$101,364	\$52.3233	\$103,391	\$53.3698	\$105,459	\$54.3038	\$107,304	\$55.2541	\$109,182	\$56.2210	\$111,093	\$57.2049	\$113,037
VOF	TECH OFFR CL 1 DIV 7	\$51.3083	\$101,385	\$52.5910	\$103,920	\$53.6428	\$105,998	\$54.7157	\$108,118	\$55.6732	\$110,010	\$56.6475	\$111,935	\$57.6388	\$113,894	\$58.6475	\$115,887
VOG	TECH OFFR CL 1 DIV 8	\$52.5637	\$103,866	\$53.8778	\$106,463	\$54.9554	\$108,592	\$56.0545	\$110,764	\$57.0355	\$112,702	\$58.0336	\$114,674	\$59.0492	\$116,681	\$60.0826	\$118,723
VOI	TECH OFFR CL 2 DIV 1	\$53.8722	\$106,451	\$55.2190	\$109,113	\$56.3234	\$111,295	\$57.4499	\$113,521	\$58.4553	\$115,508	\$59.4783	\$117,529	\$60.5192	\$119,586	\$61.5783	\$121,679
VOJ	TECH OFFR CL 2 DIV 2	\$55.2139	\$109,103	\$56.5942	\$111,830	\$57.7261	\$114,067	\$58.8806	\$116,348	\$59.9110	\$118,384	\$60.9594	\$120,456	\$62.0262	\$122,564	\$63.1117	\$124,709
VOK	TECH OFFR CL 2 DIV 3	\$56.5435	\$111,730	\$57.9571	\$114,523	\$59.1162	\$116,814	\$60.2985	\$119,150	\$61.3537	\$121,235	\$62.4274	\$123,357	\$63.5199	\$125,515	\$64.6315	\$127,712
Senior Technical Officer																	

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VTA	TECH OFFR SNR CL 1 DIV 1	\$58.0572	\$114,721	\$59.5086	\$117,589	\$60.6988	\$119,941	\$61.9128	\$122,340	\$62.9963	\$124,481	\$64.0987	\$126,659	\$65.2204	\$128,876	\$66.3618	\$131,131
VTB	TECH OFFR SNR CL 1 DIV 2	\$59.5723	\$117,715	\$61.0616	\$120,658	\$62.2828	\$123,071	\$63.5285	\$125,532	\$64.6402	\$127,729	\$65.7714	\$129,964	\$66.9224	\$132,239	\$68.0935	\$134,553
VTC	TECH OFFR SNR CL 1 DIV 3	\$61.0818	\$120,698	\$62.6088	\$123,715	\$63.8610	\$126,189	\$65.1382	\$128,713	\$66.2781	\$130,966	\$67.4380	\$133,257	\$68.6182	\$135,590	\$69.8190	\$137,962
VTD	TECH OFFR SNR CL 2 DIV 1	\$62.7171	\$123,929	\$64.2850	\$127,027	\$65.5707	\$129,568	\$66.8821	\$132,159	\$68.0525	\$134,472	\$69.2434	\$136,825	\$70.4552	\$139,219	\$71.6882	\$141,656
VTE	TECH OFFR SNR CL 2 DIV 2	\$64.3548	\$127,165	\$65.9637	\$130,344	\$67.2830	\$132,951	\$68.6287	\$135,610	\$69.8297	\$137,983	\$71.0517	\$140,398	\$72.2951	\$142,855	\$73.5603	\$145,355
VTF	TECH OFFR SNR CL 2 DIV 3	\$65.9904	\$130,397	\$67.6402	\$133,657	\$68.9930	\$136,330	\$70.3729	\$139,057	\$71.6044	\$141,490	\$72.8575	\$143,966	\$74.1325	\$146,486	\$75.4298	\$149,049
VTG	TECH OFFR SNR CL 3 DIV 1	\$67.7356	\$133,846	\$69.4290	\$137,192	\$70.8176	\$139,936	\$72.2340	\$142,734	\$73.4981	\$145,232	\$74.7843	\$147,774	\$76.0930	\$150,360	\$77.4246	\$152,991
VTH	TECH OFFR SNR CL 3 DIV 2	\$69.4727	\$137,278	\$71.2095	\$140,710	\$72.6337	\$143,524	\$74.0864	\$146,395	\$75.3829	\$148,957	\$76.7021	\$151,563	\$78.0444	\$154,216	\$79.4102	\$156,915
Senior Technical Officer High Voltage																	
VTJ	TECH OFFR SNR CL 3 DIV 1 HV	\$68.4536	\$135,264	\$70.1649	\$138,646	\$71.5682	\$141,419	\$72.9996	\$144,247	\$74.2771	\$146,772	\$75.5769	\$149,340	\$76.8995	\$151,953	\$78.2452	\$154,613
VTK	TECH OFFR SNR CL 3 DIV 2 HV	\$70.1913	\$138,698	\$71.9461	\$142,165	\$73.3850	\$145,009	\$74.8527	\$147,909	\$76.1626	\$150,497	\$77.4954	\$153,131	\$78.8516	\$155,811	\$80.2315	\$158,537
Technical Officer Principal																	
VTM	Tech Officer Principal Div 1	\$71.2096	\$140,710	\$72.9898	\$144,228	\$74.4496	\$147,112	\$75.9386	\$150,055	\$77.2675	\$152,681	\$78.6197	\$155,353	\$79.9955	\$158,071	\$81.3954	\$160,837
VTN	Tech Officer Principal Div 2	\$72.9475	\$144,144	\$74.7712	\$147,748	\$76.2666	\$150,703	\$77.7919	\$153,717	\$79.1533	\$156,407	\$80.5385	\$159,144	\$81.9479	\$161,929	\$83.3820	\$164,763
Technical Officer Principal High Voltage																	
VTO	Tech Officer Principal DV 1 HV	\$71.9276	\$142,129	\$73.7258	\$145,682	\$75.2003	\$148,596	\$76.7043	\$151,568	\$78.0466	\$154,220	\$79.4124	\$156,919	\$80.8021	\$159,665	\$82.2161	\$162,459
VTP	Tech Officer Principal DV 2 HV	\$73.6656	\$145,563	\$75.5072	\$149,202	\$77.0173	\$152,186	\$78.5576	\$155,230	\$79.9324	\$157,946	\$81.3312	\$160,710	\$82.7545	\$163,523	\$84.2027	\$166,385
Professional Engineer																	
VGC	PROF. ENG. GRADUATE C1 Y1	\$45.9389	\$90,775	\$47.0874	\$93,045	\$48.0291	\$94,906	\$48.9897	\$96,804	\$49.8470	\$98,498	\$50.7193	\$100,221	\$51.6069	\$101,975	\$52.5100	\$103,760
VGB	PROF. ENG. GRADUATE C1 Y2	\$48.6469	\$96,126	\$49.8631	\$98,529	\$50.8604	\$100,500	\$51.8776	\$102,510	\$52.7855	\$104,304	\$53.7092	\$106,129	\$54.6491	\$107,987	\$55.6055	\$109,876
VGE	PROF. ENG. GRADUATE C1 Y3	\$51.8321	\$102,420	\$53.1279	\$104,981	\$54.1905	\$107,080	\$55.2743	\$109,222	\$56.2416	\$111,133	\$57.2258	\$113,078	\$58.2273	\$115,057	\$59.2463	\$117,071
VP4	PROF. ENG. GRADUATE C1 Y4	\$55.4922	\$109,653	\$56.8795	\$112,394	\$58.0171	\$114,642	\$59.1774	\$116,935	\$60.2130	\$118,981	\$61.2667	\$121,063	\$62.3389	\$123,182	\$63.4298	\$125,337
VXP	PROF ENG EXPERIENCED. C1	\$59.1574	\$116,895	\$60.6363	\$119,817	\$61.8490	\$122,214	\$63.0860	\$124,658	\$64.1900	\$126,839	\$65.3133	\$129,059	\$66.4563	\$131,318	\$67.6193	\$133,616
VPA	PROF. ENGINEER C2.YR 1	\$62.5787	\$123,656	\$64.1432	\$126,747	\$65.4261	\$129,282	\$66.7346	\$131,868	\$67.9025	\$134,175	\$69.0908	\$136,523	\$70.2999	\$138,913	\$71.5301	\$141,343
VPB	PROF. ENGINEER C2.YR 2	\$64.6800	\$127,808	\$66.2970	\$131,003	\$67.6229	\$133,623	\$68.9754	\$136,295	\$70.1825	\$138,681	\$71.4107	\$141,108	\$72.6604	\$143,577	\$73.9320	\$146,090
VPC	PROF. ENGINEER C2.YR 3	\$66.7835	\$131,964	\$68.4531	\$135,263	\$69.8222	\$137,969	\$71.2186	\$140,728	\$72.4649	\$143,191	\$73.7330	\$145,696	\$75.0233	\$148,246	\$76.3362	\$150,840
VPD	PROF. ENGINEER C2.YR 4	\$68.8875	\$136,122	\$70.6097	\$139,525	\$72.0219	\$142,315	\$73.4623	\$145,162	\$74.7479	\$147,702	\$76.0560	\$150,287	\$77.3870	\$152,917	\$78.7413	\$155,593
VPE	PROF. ENGINEER C3.YR 1	\$72.4428	\$143,147	\$74.2539	\$146,726	\$75.7390	\$149,660	\$77.2538	\$152,654	\$78.6057	\$155,325	\$79.9813	\$158,043	\$81.3810	\$160,809	\$82.8052	\$163,623
VPF	PROF. ENGINEER C3.YR 2	\$74.9187	\$148,039	\$76.7917	\$151,740	\$78.3275	\$154,775	\$79.8941	\$157,871	\$81.2922	\$160,633	\$82.7148	\$163,444	\$84.1623	\$166,305	\$85.6351	\$169,215
VPG	PROF. ENGINEER C3.YR 3	\$77.4002	\$152,943	\$79.3352	\$156,766	\$80.9219	\$159,902	\$82.5403	\$163,100	\$83.9848	\$165,954	\$85.4545	\$168,858	\$86.9500	\$171,813	\$88.4716	\$174,820
VPH	PROF. ENGINEER C3.YR 4	\$79.8787	\$157,840	\$81.8757	\$161,786	\$83.5132	\$165,022	\$85.1835	\$168,323	\$86.6742	\$171,268	\$88.1910	\$174,265	\$89.7343	\$177,315	\$91.3047	\$180,418

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VPI	PROF. ENGINEER C4.YR 1	\$83.4871	\$164,971	\$85.5743	\$169,095	\$87.2858	\$172,477	\$89.0315	\$175,926	\$90.5896	\$179,005	\$92.1749	\$182,138	\$93.7880	\$185,325	\$95.4293	\$188,568
VPJ	PROF. ENGINEER C4.YR 2	\$86.0565	\$170,048	\$88.2079	\$174,299	\$89.9721	\$177,785	\$91.7715	\$181,340	\$93.3775	\$184,514	\$95.0116	\$187,743	\$96.6743	\$191,028	\$98.3661	\$194,371
VPK	PROF. ENGINEER C4.YR 3	\$88.6105	\$175,094	\$90.8258	\$179,472	\$92.6423	\$183,061	\$94.4951	\$186,722	\$96.1488	\$189,990	\$97.8314	\$193,315	\$99.5434	\$196,698	\$101.2854	\$200,140
VPL	PROF. ENGINEER C5.YR 1	\$92.3779	\$182,539	\$94.6873	\$187,102	\$96.5810	\$190,844	\$98.5126	\$194,661	\$100.2366	\$198,068	\$101.9907	\$201,534	\$103.7755	\$205,060	\$105.5916	\$208,649
VPM	PROF. ENGINEER C5.YR 2	\$95.0745	\$187,867	\$97.4514	\$192,564	\$99.4004	\$196,415	\$101.3884	\$200,343	\$103.1627	\$203,849	\$104.9680	\$207,417	\$106.8049	\$211,046	\$108.6740	\$214,740
VPN	PROF. ENGINEER C5.YR 3	\$97.7709	\$193,195	\$100.2152	\$198,025	\$102.2195	\$201,986	\$104.2639	\$206,025	\$106.0885	\$209,631	\$107.9450	\$213,299	\$109.8340	\$217,032	\$111.7561	\$220,830
Fitters, Drivers & Skilled Labourers																	
VM7	MOTOR FITTER 1	\$47.7661	\$94,386	\$48.9603	\$96,746	\$49.9395	\$98,680	\$50.9383	\$100,654	\$51.8297	\$102,415	\$52.7367	\$104,208	\$53.6596	\$106,031	\$54.5986	\$107,887
VM8	MOTOR FITTER 2	\$52.1772	\$103,102	\$53.4816	\$105,680	\$54.5512	\$107,793	\$55.6422	\$109,949	\$56.6159	\$111,873	\$57.6067	\$113,831	\$58.6148	\$115,823	\$59.6406	\$117,850
VM9	MOTOR FITTER 3	\$56.6754	\$111,991	\$58.0923	\$114,790	\$59.2541	\$117,086	\$60.4392	\$119,428	\$61.4969	\$121,518	\$62.5731	\$123,644	\$63.6681	\$125,808	\$64.7823	\$128,010
VM1	MLD 1.2T OR LESS	\$38.5072	\$76,090	\$39.4699	\$77,993	\$40.2593	\$79,552	\$41.0645	\$81,143	\$41.7831	\$82,563	\$42.5143	\$84,008	\$43.2583	\$85,478	\$44.0153	\$86,974
VM2	MLD OVR 1.2T & NOT OVR 3T	\$39.5125	\$78,077	\$40.5003	\$80,029	\$41.3103	\$81,629	\$42.1365	\$83,262	\$42.8739	\$84,719	\$43.6242	\$86,201	\$44.3876	\$87,710	\$45.1644	\$89,245
VM3	MLD OVER 3T/UNDER 6T	\$41.2103	\$81,432	\$42.2406	\$83,467	\$43.0854	\$85,137	\$43.9471	\$86,839	\$44.7162	\$88,359	\$45.4987	\$89,905	\$46.2949	\$91,479	\$47.1051	\$93,080
VM4	MLD OVER 6T/UNDER 10T	\$43.1311	\$85,227	\$44.2094	\$87,358	\$45.0936	\$89,105	\$45.9955	\$90,887	\$46.8004	\$92,478	\$47.6194	\$94,096	\$48.4527	\$95,743	\$49.3006	\$97,418
VM5	MLD 10T/UNDER 15T	\$43.6058	\$86,165	\$44.6959	\$88,319	\$45.5898	\$90,085	\$46.5016	\$91,887	\$47.3154	\$93,495	\$48.1434	\$95,131	\$48.9859	\$96,796	\$49.8432	\$98,490
VLO	MLD 15T/UNDER 20T	\$44.0586	\$87,060	\$45.1601	\$89,236	\$46.0633	\$91,021	\$46.9846	\$92,842	\$47.8068	\$94,466	\$48.6434	\$96,119	\$49.4947	\$97,802	\$50.3609	\$99,513
VM6	MLD 20T & OVER	\$44.4654	\$87,864	\$45.5770	\$90,060	\$46.4885	\$91,861	\$47.4183	\$93,699	\$48.2481	\$95,338	\$49.0924	\$97,007	\$49.9515	\$98,704	\$50.8257	\$100,432
VK1	SKILL/LABR. C1	\$35.0462	\$69,251	\$35.9224	\$70,983	\$36.6408	\$72,402	\$37.3736	\$73,850	\$38.0276	\$75,143	\$38.6931	\$76,458	\$39.3702	\$77,796	\$40.0592	\$79,157
VK2	SKILL/LABR. C2	\$34.7261	\$68,619	\$35.5943	\$70,334	\$36.3062	\$71,741	\$37.0323	\$73,176	\$37.6804	\$74,456	\$38.3398	\$75,759	\$39.0107	\$77,085	\$39.6934	\$78,434
Safeworking/TFPC																	
VBT	Lookout	\$40.7897	\$80,600	\$41.8094	\$82,615	\$42.6456	\$84,268	\$43.4985	\$85,953	\$44.2597	\$87,457	\$45.0342	\$88,988	\$45.8223	\$90,545	\$46.6242	\$92,129
VBU	Handsignaller	\$40.7897	\$80,600	\$41.8094	\$82,615	\$42.6456	\$84,268	\$43.4985	\$85,953	\$44.2597	\$87,457	\$45.0342	\$88,988	\$45.8223	\$90,545	\$46.6242	\$92,129
VBP	TFPC 3.1	\$48.0780	\$95,002	\$49.2800	\$97,377	\$50.2656	\$99,325	\$51.2709	\$101,311	\$52.1681	\$103,084	\$53.0810	\$104,888	\$54.0099	\$106,724	\$54.9551	\$108,591
VBQ	TFPC 3.2	\$49.3149	\$97,446	\$50.5478	\$99,882	\$51.5588	\$101,880	\$52.5900	\$103,918	\$53.5103	\$105,736	\$54.4467	\$107,587	\$55.3995	\$109,469	\$56.3690	\$111,385
VBR	TFPC 3.3	\$52.6713	\$104,078	\$53.9881	\$106,680	\$55.0679	\$108,814	\$56.1693	\$110,991	\$57.1523	\$112,933	\$58.1525	\$114,909	\$59.1702	\$116,920	\$60.2057	\$118,966
VBS	Level 5	\$64.8713	\$128,186	\$66.4931	\$131,390	\$67.8230	\$134,018	\$69.1795	\$136,699	\$70.3901	\$139,091	\$71.6219	\$141,525	\$72.8753	\$144,002	\$74.1506	\$146,522
VBV	TFPC 3.1 Construction	\$51.3400	\$101,448	\$52.6235	\$103,984	\$53.6760	\$106,064	\$54.7495	\$108,185	\$55.7076	\$110,078	\$56.6825	\$112,005	\$57.6744	\$113,965	\$58.6837	\$115,959
VBW	TFPC 3.2 Construction	\$52.6200	\$103,977	\$53.9355	\$106,577	\$55.0142	\$108,708	\$56.1145	\$110,882	\$57.0965	\$112,823	\$58.0957	\$114,797	\$59.1124	\$116,806	\$60.1469	\$118,850
VBX	TFPC 3.3 Construction	\$56.2300	\$111,110	\$57.6358	\$113,888	\$58.7885	\$116,166	\$59.9643	\$118,489	\$61.0137	\$120,563	\$62.0814	\$122,673	\$63.1678	\$124,820	\$64.2732	\$127,004
S&C Grades																	

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VZA	S&C Grade 1	\$38.9551	\$76,975	\$39.9290	\$78,900	\$40.7276	\$80,478	\$41.5422	\$82,087	\$42.2692	\$83,524	\$43.0089	\$84,986	\$43.7616	\$86,473	\$44.5274	\$87,986
VZB	S&C Grade 2	\$41.7376	\$82,473	\$42.7810	\$84,535	\$43.6366	\$86,226	\$44.5093	\$87,950	\$45.2882	\$89,489	\$46.0807	\$91,055	\$46.8871	\$92,649	\$47.7076	\$94,270
VZC	S&C Grade 3	\$44.5204	\$87,972	\$45.6334	\$90,172	\$46.5461	\$91,975	\$47.4770	\$93,815	\$48.3078	\$95,456	\$49.1532	\$97,127	\$50.0134	\$98,826	\$50.8886	\$100,556
VZY	S&C Grade 3WC	\$49.1030	\$97,028	\$50.3306	\$99,453	\$51.3372	\$101,442	\$52.3639	\$103,471	\$53.2803	\$105,282	\$54.2127	\$107,124	\$55.1614	\$108,999	\$56.1267	\$110,906
VZD	S&C Grade 4	\$50.9931	\$100,762	\$52.2680	\$103,282	\$53.3134	\$105,347	\$54.3797	\$107,454	\$55.3313	\$109,335	\$56.2996	\$111,248	\$57.2848	\$113,195	\$58.2873	\$115,176
VZE	S&C Grade 5	\$55.6500	\$109,964	\$57.0413	\$112,714	\$58.1821	\$114,968	\$59.3457	\$117,267	\$60.3842	\$119,319	\$61.4409	\$121,407	\$62.5161	\$123,532	\$63.6101	\$125,694
VZF	S&C Grade 6	\$58.4328	\$115,463	\$59.8936	\$118,350	\$61.0915	\$120,717	\$62.3133	\$123,131	\$63.4038	\$125,286	\$64.5134	\$127,478	\$65.6424	\$129,709	\$66.7911	\$131,979
VZG	S&C Grade 7	\$61.2151	\$120,961	\$62.7455	\$123,985	\$64.0004	\$126,465	\$65.2804	\$128,994	\$66.4228	\$131,251	\$67.5852	\$133,548	\$68.7679	\$135,885	\$69.9713	\$138,263
VZH	S&C Grade 8	\$62.8844	\$124,260	\$64.4565	\$127,366	\$65.7456	\$129,913	\$67.0605	\$132,512	\$68.2341	\$134,831	\$69.4282	\$137,190	\$70.6432	\$139,591	\$71.8795	\$142,034
VZI	S&C Grade 9	\$63.9975	\$126,459	\$65.5974	\$129,620	\$66.9093	\$132,213	\$68.2475	\$134,857	\$69.4418	\$137,217	\$70.6570	\$139,618	\$71.8935	\$142,062	\$73.1516	\$144,548
VZN	S&C Grade 9T	\$72.3452	\$142,954	\$74.1538	\$146,528	\$75.6369	\$149,459	\$77.1496	\$152,448	\$78.4997	\$155,115	\$79.8734	\$157,830	\$81.2712	\$160,592	\$82.6934	\$163,402
VZO	S&C Grade 10S	\$75.1277	\$148,452	\$77.0059	\$152,164	\$78.5460	\$155,207	\$80.1169	\$158,311	\$81.5189	\$161,081	\$82.9455	\$163,900	\$84.3970	\$166,768	\$85.8739	\$169,687
VZJ	S&C Grade 10	\$77.9103	\$153,951	\$79.8581	\$157,800	\$81.4553	\$160,956	\$83.0844	\$164,175	\$84.5384	\$167,048	\$86.0178	\$169,971	\$87.5231	\$172,946	\$89.0548	\$175,972
VZK	S&C Grade 11	\$89.0400	\$175,943	\$91.2660	\$180,342	\$93.0913	\$183,948	\$94.9531	\$187,627	\$96.6148	\$190,911	\$98.3056	\$194,252	\$100.0259	\$197,651	\$101.7764	\$201,110
VZL	S&C Grade 12	\$94.6056	\$186,941	\$96.9707	\$191,614	\$98.9101	\$195,446	\$100.8883	\$199,355	\$102.6538	\$202,844	\$104.4502	\$206,394	\$106.2781	\$210,006	\$108.1380	\$213,681
VZM	S&C Grade 13	\$101.3629	\$200,293	\$103.8970	\$205,300	\$105.9749	\$209,406	\$108.0944	\$213,595	\$109.9861	\$217,333	\$111.9109	\$221,136	\$113.8693	\$225,006	\$115.8620	\$228,943
Apprentice Grades																	
V61	S&C YR1 APPRENTICE	\$37.9813	\$75,051.09	\$38.9308	\$76,927.34	\$39.7095	\$78,465.92	\$40.5036	\$80,035.20	\$41.2125	\$81,435.84	\$41.9337	\$82,861.01	\$42.6676	\$84,311.10	\$43.4142	\$85,786.49
V62	S&C YR2 APPRENTICE	\$43.8246	\$86,597.41	\$44.9202	\$88,762.32	\$45.8186	\$90,537.60	\$46.7350	\$92,348.31	\$47.5529	\$93,964.43	\$48.3851	\$95,608.86	\$49.2318	\$97,282.04	\$50.0933	\$98,984.41
V63	S&C YR3 APPRENTICE	\$49.6679	\$98,143.73	\$50.9096	\$100,597.29	\$51.9278	\$102,609.28	\$52.9663	\$104,661.42	\$53.8932	\$106,493.02	\$54.8364	\$108,356.71	\$55.7960	\$110,252.98	\$56.7724	\$112,182.33
V64	S&C YR4 APPRENTICE	\$55.5112	\$109,690.05	\$56.8989	\$112,432.27	\$58.0369	\$114,680.96	\$59.1976	\$116,974.53	\$60.2336	\$119,021.61	\$61.2877	\$121,104.55	\$62.3603	\$123,223.91	\$63.4515	\$125,380.25
VNA	OH YR1 APPRENTICE	\$24.6479	\$48,704.19	\$25.2641	\$49,921.76	\$25.7694	\$50,920.24	\$26.2847	\$51,938.63	\$26.7447	\$52,847.56	\$27.2128	\$53,772.43	\$27.6890	\$54,713.47	\$28.1736	\$55,670.95
VNB	OH YR2 APPRENTICE	\$32.2770	\$63,779.29	\$33.0839	\$65,373.74	\$33.7456	\$66,681.27	\$34.4205	\$68,014.88	\$35.0228	\$69,205.14	\$35.6358	\$70,416.27	\$36.2594	\$71,648.59	\$36.8939	\$72,902.44
VNC	OH YR3 APPRENTICE	\$44.0141	\$86,971.76	\$45.1144	\$89,146.01	\$46.0167	\$90,929.00	\$46.9370	\$92,747.56	\$47.7584	\$94,370.65	\$48.5942	\$96,022.19	\$49.4447	\$97,702.63	\$50.3099	\$99,412.41
VND	OH YR4 APPRENTICE	\$51.6432	\$102,046.87	\$52.9342	\$104,597.98	\$53.9929	\$106,690.03	\$55.0728	\$108,823.81	\$56.0366	\$110,728.23	\$57.0172	\$112,666.03	\$58.0151	\$114,637.75	\$59.0303	\$116,643.90
VQA	SUB YR1 APPRENTICE	\$24.6485	\$48,705.35	\$25.2647	\$49,923.01	\$25.7700	\$50,921.48	\$26.2854	\$51,939.88	\$26.7453	\$52,848.81	\$27.2134	\$53,773.67	\$27.6896	\$54,714.72	\$28.1742	\$55,672.20
VQB	SUB YR2 APPRENTICE	\$32.2777	\$63,780.81	\$33.0847	\$65,375.37	\$33.7464	\$66,682.90	\$34.4213	\$68,016.51	\$35.0237	\$69,206.77	\$35.6366	\$70,417.90	\$36.2602	\$71,650.22	\$36.8948	\$72,904.07
VQC	SUB YR3 APPRENTICE	\$44.0151	\$86,973.84	\$45.1155	\$89,148.23	\$46.0178	\$90,931.22	\$46.9382	\$92,749.78	\$47.7596	\$94,372.87	\$48.5954	\$96,024.41	\$49.4458	\$97,704.85	\$50.3111	\$99,414.63
VQD	SUB YR4 APPRENTICE	\$51.6444	\$102,049.30	\$52.9355	\$104,600.59	\$53.9942	\$106,692.63	\$55.0741	\$108,826.41	\$56.0379	\$110,730.84	\$57.0185	\$112,668.64	\$58.0164	\$114,640.36	\$59.0316	\$116,646.50

Pay Code	Pay Code Description	Jul-23		Jan-24		Jul-24		Jan-25		Jul-25		Jan-26		Jul-26		Jan-27	
		2.5%		2.5%		2.0%		2.0%		1.75%		1.75%		1.75%		1.75%	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
VUA	L&P YR1 APPRENTICE	\$22,3820	\$44,226.77	\$22,9415	\$45,332.47	\$23,4004	\$46,239.16	\$23,8684	\$47,163.94	\$24,2861	\$47,989.29	\$24,7111	\$48,829.09	\$25,1435	\$49,683.58	\$25,5835	\$50,553.00
VUB	L&P YR2 APPRENTICE	\$29,3097	\$57,916.01	\$30,0425	\$59,363.95	\$30,6434	\$60,551.28	\$31,2562	\$61,762.30	\$31,8032	\$62,843.12	\$32,3597	\$63,942.86	\$32,9260	\$65,061.83	\$33,5022	\$66,200.36
VUC	L&P YR3 APPRENTICE	\$39,9678	\$78,976.37	\$40,9670	\$80,950.84	\$41,7864	\$82,569.93	\$42,6221	\$84,221.32	\$43,3680	\$85,695.17	\$44,1269	\$87,194.80	\$44,8991	\$88,720.67	\$45,6848	\$90,273.21
VUD	L&P YR4 APPRENTICE	\$46,8956	\$92,665.61	\$48,0680	\$94,982.32	\$49,0294	\$96,882.05	\$50,0100	\$98,819.68	\$50,8851	\$100,549.00	\$51,7756	\$102,308.57	\$52,6816	\$104,098.92	\$53,6035	\$105,920.57

VVA	M.FITTER YR1 APPRENTICE	\$23,8037	\$47,036.05	\$24,3988	\$48,211.96	\$24,8867	\$49,176.16	\$25,3845	\$50,159.70	\$25,8287	\$51,037.51	\$26,2807	\$51,930.67	\$26,7406	\$52,839.43	\$27,2086	\$53,764.13
VVB	M.FITTER YR2 APPRENTICE	\$31,1715	\$61,594.82	\$31,9508	\$63,134.71	\$32,5898	\$64,397.36	\$33,2416	\$65,685.32	\$33,8233	\$66,834.83	\$34,4152	\$68,004.45	\$35,0175	\$69,194.49	\$35,6303	\$70,405.40
VVC	M.FITTER YR3 APPRENTICE	\$42,5066	\$83,992.94	\$43,5692	\$86,092.79	\$44,4406	\$87,814.58	\$45,3294	\$89,570.89	\$46,1227	\$91,138.41	\$46,9298	\$92,733.33	\$47,7511	\$94,356.12	\$48,5867	\$96,007.37
VVD	M.FITTER YR4 APPRENTICE	\$49,8744	\$98,551.72	\$51,1212	\$101,015.54	\$52,1436	\$103,035.77	\$53,1865	\$105,096.52	\$54,1173	\$106,935.73	\$55,0643	\$108,807.11	\$56,0279	\$110,711.19	\$57,0084	\$112,648.65

Electrol

VAK	Electrol Level 1	\$72,1669	\$142,602	\$73,9711	\$146,167	\$75,4505	\$149,090	\$76,9595	\$152,072	\$78,3063	\$154,733	\$79,6767	\$157,441	\$81,0710	\$160,196	\$82,4897	\$163,000
VAL	Electrol Level 2	\$74,7424	\$147,691	\$76,6110	\$151,383	\$78,1432	\$154,411	\$79,7061	\$157,499	\$81,1010	\$160,256	\$82,5203	\$163,060	\$83,9644	\$165,914	\$85,4338	\$168,817
VAM	Electrol Level 3	\$81,5590	\$161,161	\$83,5980	\$165,190	\$85,2700	\$168,494	\$86,9754	\$171,863	\$88,4975	\$174,871	\$90,0462	\$177,931	\$91,6220	\$181,045	\$93,2254	\$184,213
VAO	Electrol Level 4	\$83,4607	\$164,918	\$85,5472	\$169,041	\$87,2581	\$172,422	\$89,0033	\$175,871	\$90,5609	\$178,948	\$92,1457	\$182,080	\$93,7582	\$185,266	\$95,3990	\$188,508
VAP	Electrol Level 5	\$85,3559	\$168,663	\$87,4898	\$172,880	\$89,2396	\$176,337	\$91,0244	\$179,864	\$92,6173	\$183,012	\$94,2381	\$186,214	\$95,8873	\$189,473	\$97,5653	\$192,789

Rail Worker Structure

VHA	Rail Worker 1-1	\$30,2141	\$59,703	\$30,9694	\$61,196	\$31,5888	\$62,419	\$32,2206	\$63,668	\$32,7845	\$64,782	\$33,3582	\$65,916	\$33,9420	\$67,069	\$34,5360	\$68,243
VHB	Rail Worker 1-2	\$32,8579	\$64,927	\$33,6793	\$66,550	\$34,3529	\$67,881	\$35,0400	\$69,239	\$35,6532	\$70,451	\$36,2771	\$71,684	\$36,9119	\$72,938	\$37,5579	\$74,214
VHC	Rail Worker 2	\$40,8779	\$80,775	\$41,8999	\$82,794	\$42,7379	\$84,450	\$43,5927	\$86,139	\$44,3556	\$87,647	\$45,1318	\$89,180	\$45,9216	\$90,741	\$46,7252	\$92,329
VHD	Rail Worker 3	\$43,9349	\$86,815	\$45,0333	\$88,986	\$45,9340	\$90,766	\$46,8527	\$92,581	\$47,6726	\$94,201	\$48,5069	\$95,850	\$49,3558	\$97,527	\$50,2195	\$99,234
VHE	Rail Worker 4	\$45,7655	\$90,433	\$46,9096	\$92,693	\$47,8478	\$94,547	\$48,8048	\$96,438	\$49,6589	\$98,126	\$50,5279	\$99,843	\$51,4121	\$101,590	\$52,3118	\$103,368
VHF	Rail Worker 5	\$48,3184	\$95,477	\$49,5264	\$97,864	\$50,5169	\$99,821	\$51,5272	\$101,818	\$52,4289	\$103,600	\$53,3464	\$105,412	\$54,2800	\$107,257	\$55,2299	\$109,134
VHG	Rail Worker 6/L/H1	\$51,8083	\$102,373	\$53,1035	\$104,933	\$54,1656	\$107,031	\$55,2489	\$109,172	\$56,2158	\$111,082	\$57,1996	\$113,026	\$58,2006	\$115,004	\$59,2191	\$117,017
VHH	Rail Worker 7-1	\$52,9346	\$104,599	\$54,2580	\$107,214	\$55,3432	\$109,358	\$56,4501	\$111,545	\$57,4380	\$113,497	\$58,4432	\$115,484	\$59,4660	\$117,505	\$60,5067	\$119,561
VHI	Rail Worker 7-2	\$55,0962	\$108,870	\$56,4736	\$111,592	\$57,6031	\$113,824	\$58,7552	\$116,100	\$59,7834	\$118,132	\$60,8296	\$120,199	\$61,8941	\$122,303	\$62,9772	\$124,443
VHJ	Rail Worker 8	\$58,6509	\$115,894	\$60,1172	\$118,792	\$61,3195	\$121,167	\$62,5459	\$123,591	\$63,6405	\$125,754	\$64,7542	\$127,954	\$65,8874	\$130,194	\$67,0404	\$132,472

APPENDIX TWO – ALLOWANCES

Pay Code	Pay Code Description	Rates							
		Jul-23	Jan-24	Jul-24	Jan-25	Jul-25	Jan-26	Jul-26	Jan-27
		2.5%	2.5%	2.0%	2.0%	1.75%	1.75%	1.75%	1.75%
A082	Electrical Works Allowance	\$5.7146	\$5.8575	\$5.9747	\$6.0942	\$6.2008	\$6.3093	\$6.4197	\$6.5320
A077	Senior Testing Allowance	\$7.6460	\$7.8372	\$7.9939	\$8.1538	\$8.2965	\$8.4417	\$8.5894	\$8.7397
A078	Testing Allowance	\$5.9297	\$6.0779	\$6.1995	\$6.3235	\$6.4342	\$6.5468	\$6.6614	\$6.7780
A412	Infrastructure Works Allowance - Infra	\$5.8738	\$6.0206	\$6.1410	\$6.2638	\$6.3734	\$6.4849	\$6.5984	\$6.7139
A438	Electrical Lineworker1 Allow-Infra	\$1.7695	\$1.8137	\$1.8500	\$1.8870	\$1.9200	\$1.9536	\$1.9878	\$2.0226
A439	Electrical Lineworker2 Allow-Infra	\$1.2260	\$1.2567	\$1.2818	\$1.3074	\$1.3303	\$1.3536	\$1.3773	\$1.4014
A416	Communications Allow - Fntly-Infra	\$1.7695	\$1.8137	\$1.8500	\$1.8870	\$1.9200	\$1.9536	\$1.9878	\$2.0226
A418	Security Allow-Fnt-Infra	\$0.2666	\$0.2733	\$0.2788	\$0.2844	\$0.2894	\$0.2945	\$0.2997	\$0.3049
A455	First Aid Allowance - Infra	\$0.5338	\$0.5471	\$0.5580	\$0.5692	\$0.5792	\$0.5893	\$0.5996	\$0.6101
A440	E Grade Electrical- Infra	\$1.7695	\$1.8137	\$1.8500	\$1.8870	\$1.9200	\$1.9536	\$1.9878	\$2.0226
A959	Overtime Meal- Infra/RS	\$19.9074	\$20.4051	\$20.8132	\$21.2295	\$21.6010	\$21.9790	\$22.3636	\$22.7550
A410	Traction Allowance - Fortnightly	\$93.1564	\$95.4853	\$97.3950	\$99.3429	\$101.0814	\$102.8503	\$104.6502	\$106.4816
A404	Access Desk Phone Allowance (per hour)	\$1.7485	\$1.7922	\$1.8280	\$1.8646	\$1.8972	\$1.9304	\$1.9642	\$1.9986
A145	OCS, Structures and Facilities On-Call Allowance	\$10.0000	\$10.2500	\$10.4550	\$10.6641	\$10.8507	\$11.0406	\$11.2338	\$11.4304

APPENDIX THREE – SIGNALS AND COMMUNICATIONS GRADES PROGRESSION

<u>Classification Code</u>	<u>S&C Grade</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
VZA	1	Works Assistant 1 (Entry level)	Entry Level (At appointment)
VZB	2	Works Assistant 2	After 12 Months Experience (12 month work anniversary)
VZC	3	Works Assistant 3	AQF2 Certificate II in Rail Infrastructure
VZY	3WC	Works Assistant 3WC	AQF2 Certificate II in Rail Infrastructure + TFPC 3.1
VBQ	TFPC 3.2	Works Assistant TFPC 3.2	AQF2 Certificate II in Rail Infrastructure + TFPC 3.2
VZD	4	Works Leader (By appointment)	Mechanical Signal Adjusting Course or new equivalent
VZE	5	Trades Grade: SMT Trainee Entry Level Electricians Relay Overhaul	A Grade Electrician or formal equivalent
		Welders	AQF3 Certificate III in Engineering - Fabrication or formal equivalent
		Hydraulics & Pneumatic Tester	AQF3 Relevant Trade Certificate and Specialised Hydraulic and Pneumatic Qualifications
VZF	6	Signal Maintenance Technician 1	AQF4 Cert IV in Electrical - Rail Signalling or formal equivalent
VZG	7	Signal Maintenance Technician 2	AQF4 Cert IV in Electrical - Rail Signalling or formal equivalent + 12 Months experience
VZH	8	Signal Maintenance Technician 3	50% completion towards AQF5 Diploma of Railway Signalling Systems
		Interlocking Fitter	AQF4 Cert IV in Electrical - Rail Signalling or formal equivalent + Interlocking Fitter Competency
VZI	9	Signal Maintenance Technician 4	AQF5 Diploma of Railway Signalling Systems or formal equivalent
VZN	9(T)	OCS Technical Officer Technical Officer Radio Technical Officer Security Control Technical Officer PIDS Technical Officer Metrol	Advanced Diploma of Electronics and Communications Engineering or formal equivalent

<u>Classification Code</u>	<u>S&C Grade</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
VZO	10(S)	Specialist Grades: Relay Technician Signals HV Officer	AQF5 Diploma of Railway Signalling Systems or formal equivalent + Specialist Training (by appointment)
VZJ	10	Officer In Charge (OIC)	AQF5 Diploma of Railway Signalling Systems or formal equivalent (by appointment)
		Metrol Technical Officers / Senior Signal Systems Officer	AQF5 Diploma of Railway Signalling Systems or formal equivalent + Specialist Training (by appointment)
		Project Commissioning Officer	AQF5 Diploma of Railway Signalling Systems or formal equivalent (by appointment)
		CBTC Technical Specialist	AQF5 Diploma of Railway Signalling Systems or formal equivalent + Specialist Training (by appointment)
		Infrastructure Fault Support Officer	AQF5 Diploma of Railway Signalling Systems or formal equivalent (by appointment)
		Signals Trainer	AQF5 Diploma of Railway Signalling Systems or formal equivalent + AQF4 Cert IV in Training & Assessment (by appointment)
VZK	11	Metrol Supervisor / Signal Fault Officers / CBTC Supervisor	AQF5 Diploma of Railway Signalling Systems or formal equivalent (by appointment)
		Security Control Team Leader Metrol Team Leader Radio Team Leader PIDS Team Leader	Advanced Diploma of Electronics and Communications Engineering or formal equivalent (by appointment)
		Signals Officer In Charge (OIC) with Signals Tester Qualification	AQF5 Diploma of Railway Signalling Systems or formal equivalent + SoC as per Signals Rail Safety Worker Competency Matrix (by appointment)
VZL	12	Signal Supervisor / Technical Maintenance Officer	AQF5 Diploma of Railway Signalling Systems or formal equivalent (by appointment)
VZM	13	Training Coordinator-Signals	AQF5 Diploma of Railway Signalling Systems or formal equivalent + AQF4 Cert IV in Training & Assessment (by appointment)
		Signals Tester in Charge	Engineering Degree in relevant field or AQF5 Diploma of Railway Signalling Systems or formal equivalent + SoC as per Signals Rail Safety Worker Competency Matrix (by appointment)

APPENDIX FOUR – SUBSTATIONS

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VB1	Substation Electrician L1	Certificate III in Electrotechnology Systems – A Grade Licence
VB2	Substation Electrician L2	All from Substation Electrician L1
		Substations Authorised Recipient (ER)
VB6	Substation Electrician L3	All from Substation Electrician L2
		ESV Spotters Registration and License
		TFPC 3.1
VB3	Substation HV Operator L1	All from Substation Electrician L3
		Substations HV Operator Authorisation (EO)
VB8	Substation HV Operator L1 - Dual Trade	All from Substation HV Operator L1
		Certificate III in Cable Jointing
VNL	Substation HV Operator L2	All from Substation HV Operator L1
		Certificate IV - ESI Power Systems

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VBY	Substation HV Operator L2 - Dual Trade	All from Substation HV Operator L2
		Certificate III in Cable Jointing
VSB	Crew Leader	All from Substations HV Operator L1
		12 months experience as Substations HV Operator
		Position by appointment
VBO	Team Leader - Substations	All from Substations HV Operator L1
		12 months experience as Substations Crew Leader
		Position by appointment

APPENDIX FIVE – ELECTROL

<u>Classification Code</u>	<u>Electrol Grade</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
VAK	1	Electrol Level 1 (DC Officer Entry level)	Electrol Trainee must have a Minimum Two years' experience as an Authorised Metro Trains Melbourne HV Operator with one of the following levels EO/ET/SO/ST/OL + AQF Certificate 3 Electrical Tradesperson who holds an A-grade or ESI Traction Overhead license unless by agreement by parties of this agreement
VAL	2	Electrol Level 2 (DC Officer Authorised)	All from Electrol Level 1; and DC Officer (Authorised as a Control Room Operator In DC Level, DC Qualified to Enterprise Framework) final sign off on HVSP's prior to electrical controls
VAM	3	Electrol Level 3 (AC Officer Authorised)	All from Electrol Level 2; and AC Officer & Electrol Level 1 Planner (Authorised as a Control Room Operator in AC Level, AC Qualified to Enterprise Framework) final sign off on HVSP's prior to electrical controls
VAO	4	Electrol Level 4 (MTD Officer Authorised)	All from Electrol Level 3; and Authorised Metro Tunnel Desk Officer (Authorised as a Control Room Operator in MTD Level, MTD Qualified to Enterprise Framework) / Electrol Level 2 Planner (Qualified as a ESO + 12 Months experience as a Level 1 Planner) final sign off on HVSP's prior to electrical controls
VAP	5	Electrol Level 5 (ESO Authorised)	All from Electrol Level 4; and ESO Officer (Authorised as an ES Control Room Operator, ESO Qualified to Enterprise Framework. / Electrol Level 3 Planner (Qualified as a ESO + Certificate IV in Training and Assessment). Electrol Level 5 (ESO Authorised) by appointment.

APPENDIX SIX – TESTERS

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VB8	Trainee Tester	Certificate III in Electrotechnology Systems – A Grade Licence AQF Certificate 4 ESI - Power Substations, Power Systems Testing or AQF equivalent
VZ1	Tester Level 1	Certificate III in Electrotechnology Systems – A Grade Licence A Trainee Tester with 50% completion of Advanced Diploma ESI Substations Substations Authorised Recipient
VZN	Tester Level 2	All from Tester Level 1 Advanced Diploma ESI Substations Substations HV Operator
VZO	Senior Tester Level 1	All from Tester Level 2 12 months experience at Tester Level 2
VZJ	Senior Tester Level 2	All from Senior Tester Level 1 Position by appointment
VZK	Technical Officer Level 1	All from Senior Tester Level 2 Position by appointment
VZL	Technical Officer Level 2	All from Technical Officer Level 1 Position by appointment

APPENDIX SEVEN – CONTROLS AND INDICATIONS (C&I)

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VB1	C&I trade Support	TTSA and Authorised Entry (EE) for Substation
		Electrical Trade AQF3 with A-grade Electrical License with demonstrated knowledge in the field
VIB	C&I Technician Trainee	Safeworking Level 2.1 (Lookout)
		ER - Authorised Electrical Recipient
		AQF4 in Electrical/Control Systems related discipline
VID	C&I Technician Class 1	Safeworking Level 3.1 (TFPC)
		EO - Authorised Electrical Operator
		Open Registration Communications accreditation
		Commence AQF6 in approved SCADA related discipline
		Minimum of 18 months in C&I Technician Trainee role
VIE	C&I Technician Class 2	Passed at least 3 modules in approved SCADA related AQF6
		RTU config training - SICAM PAS, S7, SCD6000, A8000
		Competency in master station configuration, network switch configuration, local HMI configuration
		IEC 61850 beginner
		Minimum 12 months as C&I Technician Class 1
		Endorsements for fibre and structured cabling
VIF	C&I Officer Class 1	Competency in advanced configuration of master station and network switches
		GRTU Advanced (windows patching, logs, redundancy, anti-virus, cyber security) training
		Minimum 18 months as C&I Technician Class 2
		Completed AQF6 in approved SCADA related discipline
		IEC 61850 Advanced Firewall training

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VSM	C&I Officer Class 2	Project management AQF4
		Minimum 18 months as C&I Officer Class 1
VSQ	C&I SCADA systems Team Leader	C&I Officer Class 2 with a minimum 24 months experience or equivalent industry experience
		Position by appointment (vacancy based)
VSR	Senior C&I Officer	All requirements of C&I Team Leaders, in addition to Multiple AQF6 or above demonstrable rail SCADA experience equivalent to 20 years or more or as agreed by the relevant manager (by appointment)
VST	Senior Team Leader	Team Leader and C&I Officer level 2 requirements plus minimum 18 months (vacancy based)

APPENDIX EIGHT – OVERHEADS

Classification Code	Position	Qualification/Competencies Required
VL5	Lineworker 2 Class 1 Div 1	TTSA First Aid level 2 (incl. CPR) with ESI and LVR
VL3	Lineworker 2 Class 1 Div 2	All from Lineworker 2 Class 1 Div 1; and TVO and Relevant Truck Driving License Handsignaller Competency (SW L2.2)
VLE	Lineworker 2 Class 1 Div 3	All from Lineworker 2 Class 1 Div 2; and TFPC 3.2 (safeworking prerequisites required to be obtained during previous levels)
VLD	Lineworker 2 Class 2 (OO)	All from Lineworker 2 Class 1 Div 3; and Authorised Operator (OO)
VLA	Lineworker 1 Div 1 (VLA)	TTSA First Aid level 2 (incl CPR) with ESI and LVR TVO and Relevant Truck Driving License Certificate III in ESI – Power Systems – Distribution Overhead ESV Lineworker License (from Jan 2021)
VL2	Lineworker 1 Div 2	All from Lineworker 1 Div 1; and Certificate III in ESI – Power Systems – Rail Traction
VWQ	Lineworker 1 Div 1 HV	All from Lineworker 1 Div 2; and TFPC 3.2 Authorised recipient (OR) training
VLB	Lineworker 1 Div 2 HV	All from Lineworker 1 Div 1 HV; and Authorised Overhead (OO) Operator
VLC	Lineworker 1 Div 3 HV	All from Lineworker 1 Div 2 HV; and Authorised Live HV Worker (OL) Training
VJY	Foreman Artisan Overhead Class 4 Div 1 HV	All from Lineworker 1 Div 3 HV MTM Team Leader Induction (3 months mentorship) Position by appointment
VJZ	Foreman Artisan Overhead Class 4 Div 2 HV	All from Foreman Artisan Overhead Class 4 Div 1 HV; and

<u>Classification Code</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
		12 months experience in the Team Leader Div 1 position
VRA	Traction Bonding Div 1	A Grade License
VRB	Traction Bonding Div 2	All from Traction Bonding Div 1; and
		MTM Traction Bonding Course
		12 months experience in Traction Bonding Div 1
VRE	Traction Bonding Team Leader Div 1	All from Traction Bonding Div 2 MTM Team Leader Induction (3 months mentorship) Position by appointment
VRF	Traction Bonding Team Leader Div 2	All from Traction Bonding Team Leader Div 1; and
		12 months experience in Traction Bonding Team Leader Div 1

APPENDIX NINE – HV PLANNERS

<u>Classification Code</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
VSB	HV Planner – DBYD - 1	MTM TTSA SWIRC First Aid level 2 (incl. CPR) with ESI and LVR Electrical Trade with demonstrated knowledge in the rail industry and field
VSC	HV Planner – DBYD - 2	All from HV Planners - DBYD -1 and; MTM SW 2.1 (Lookout) RIICCM202E - Identify, locate and protect underground services (or superseding Unit of Competency) Authorised applicant (AA) RIICCM202E
VSD	HV Planner – Excavations - 1	All from HV Planner - DBYD - 1 and; “A” Grade Electricians license with demonstrated knowledge in the rail industry and field
VSE	HV Planner – Excavations - 2	All from HV Planner - Excavations - 1 and; RIICCM202E - Identify, locate and protect underground services (or superseding Unit of Competency) Authorised Applicant (AA) with ability to assess & process NAE applications Demonstrate knowledge and experience in rail network to scope works and act on their own accord
VSF	HV Planner – Excavations - 3	All from HV Planner - Excavations - 2 and; Substation Authorised Recipient (ER) Competency MTM TFPC 2.1 Competency
VSF	HV Planner – Field - Entry	First Aid level 2 (incl. CPR) with ESI and LVR MTM TFPC 3.2 competency (OO) Authorised Overhead Operator Traction R(S) license

VSG	HV Planner – Field - 1	All from HV Planner - Field -Entry; and 12 months experience as HV Planner - Field - Entry
VSJ	HV Planner – Entry	Substations Stream
		First Aid level 2 (incl CPR) with ESI and LVR – MTM TFPC 3.1 competency (ER) Authorized Substation Recipient “A” Grade Electricians license or Cert III ESI, with demonstrated knowledge in the field
		Overhead Stream
		First Aid level 2 (incl CPR) with ESI and LVR – (OL) Authorised Live HV Worker Certificate III in ESI – Power Systems Rail Traction MTM TFPC 3.2 competency R class Traction License
VSL	HV Planner – Overhead - 1	All from HV Planner - Entry (Overhead Stream); and 12 months experience as HV Planner- Entry (Overhead Stream)
VSM	HV Planner – Overhead - 2	All from HV Planner - Overhead - 1; and (ER) Authorised Substation Recipient RIICCM202E - Identify, locate and protect underground services (or superseding Unit of Competency)
VSL	HV Planner – Substation - 1	All from HV Planner - Entry (Substations Stream); and (EO) Authorised Substation Operator
VSM	HV Planner – Substation - 2	All from HV Planner - Substation - 1; and

		<p>MTM TFPC 3.2 training commenced. *NOTE* that acting in higher role will apply until competency is complete.</p> <p>RIICCM202E - Identify, locate and protect underground services (or superseding Unit of Competency)</p>
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VSM	HV Permit Coordinator	<p>All from HV Planner - Entry (Substations Stream) or (Overhead Stream) and; 12 months experience as a HV Planner or HV Advisor or Project Manager within the MTM network</p>
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VSN	HV Planner – Dual Qualified	<p>All from HV Planner - Substation 2 or All from HV Planner - Overhead 2; and</p> <p>MTM TFPC 3.2 competency</p> <p>(EO) Authorised Substation Operator</p>
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VSP	HV Planner – Lead - 1	<p>All from HV Planner - Substation - 2 or HV Planner - Overhead - 2 or HV Planner - Dual Qualified; and</p> <p>Project management AQF4 training commenced. *NOTE* that acting in higher role will apply until competency is complete.</p> <p>MTM Team Leader Induction</p> <p>Position by appointment</p>
VSQ	HV Planner – Lead - 2	<p>All from HV Planner - Lead - 1; and</p> <p>12 months experience as a HV Planner - Lead - 1</p>

VST	3rd Party Works Manager	Eligibility to Act in Role is limited to HV Planner - Dual Qualified or HV Planner - Lead - 1 or HV Planner - Lead - 2 Position is for Acting in Higher Purposes only. No appointment.
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APPENDIX TEN – FACILITIES

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VE5	Facility Electrician	An A grade Electrician underpinned by an AQF Certificate 3 Electrotechnology
VE5	PSD Maintainer	An A grade Electrician underpinned by an AQF Certificate 3 Electrotechnology
VL6	Facility Electrician Leading Hand	All from Facility Electrician; and TFPC 3.1 TVO Position by appointment
VRG	Facility Electrician Team Leader	All from Facility Electrician Leading hand and by appointment
VRG	PSD Maintainer Team Leader	All from PSD Maintainer; and TFPC 3.1 TVO Position by appointment

APPENDIX ELEVEN – OVERHEAD SAFETY OBSERVER (OSO)

<u>Classification Code</u>	<u>Position</u>	<u>Qualifications/Competencies Required</u>
VL5	OSO Level 1 (Non-Stand Alone)	TTSA First Aid level 2 (incl. CPR) with ESI and LVR Dogging competency ESV Spotter registration MTM OSO competency
VL3	OSO Level 2 (Stand Alone)	All from OSO Level 1 MTM OSO stand alone competency
VJD	OSO Level 3 (Site Co-ordinator)	All from OSO Level 2 Acting in Higher Site Representative course
VLF	OSO Level 4 (Site Representative)	All from OSO Level 3 V OO (Overhead Operator) authorisation TFPC Level 3.2
VJU	OSO Level 5 (Field Co-ordinator)	All from OSO Level 4 Relevant MTM systems training and access Position by appointment
VJZ	OSO Level 6 (Team Leader)	All from OSO Level 5 Certificate III in ESI – Power Systems – Distribution Overhead ESV Traction License (from 2021) Frontline Management training Position by appointment
VJZ	Overhead HV Advisor	All from OSO Level 5 Certificate III in ESI – Power Systems – Distribution Overhead ESV Traction License (from 2021) Position by appointment

APPENDIX TWELVE – RAIL WORKER STRUCTURE AND PROGRESSION PATHWAY

<u>Classification Code</u>	<u>RW Grade</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
VHA	RW1-1	Trainee Track Worker	As per Section 4.4 of Track Career Path and Training Procedure
VHB	RW1-2	Trainee Track Worker	Completion of all competencies and activities from RW1-1 to become eligible for RW1-2 12 months of continuous service as RW1-1
VHC	RW2	Track Worker	12 months of continuous service as RW1-2 (Trainees only) Completion of Cert II Rail Infrastructure units as per Section 4.6 of Track Career Path and Training Procedure Completion of all competencies and activities from RW1-2 to become eligible for RW2 L2.2 Hand-Signaller (excluding Renewals)
VHD	RW3	Track Worker Maintenance Operator Maintenance Truck Driver	Plus competencies and activities as per Section 4.7 of Track Career Path and Training Procedure OR hold TFPC 3.2 Qualification. Completion of all competencies and activities from RW2 to become eligible for RW3 + 12 months of continuous service as RW2
VHE	RW4	Track Inspector Maintenance Operator Aluminothermic Welder	Completion of all competencies from stream chosen from RW3 Plus competencies and activities as per Section 4.8 of Track Career Path and Training Procedure to become eligible for RW4 Cert III Rail Infrastructure Appointments are vacancy based
VHF	RW5	Senior Track Inspector Track Assistant Team Leader Ultrasonic Rail Tester (Level 1 NDT) Specialist Machine Operator	Completion of all competencies from stream chosen from RW4 + 12 months of continuous service as RW4 (for Track Inspectors only) Plus competencies and activities as per Section 4.9 of Track Career Path and Training Procedure to become eligible for RW5 Cert III Rail Infrastructure Appointments are vacancy based

<u>Classification Code</u>	<u>RW Grade</u>	<u>Position</u>	<u>Qualification/Competencies Required</u>
VHG	RW6	Track Team Leader Ultrasonic Rail Tester (Level 2 NDT)	Completion of all competencies from stream chosen from RW5 Plus competencies and activities as per Section 4.10 of Track Career Path and Training Procedure to become eligible for RW6 Cert III Rail Infrastructure Appointments are vacancy based
VHH	*RW7-1	Senior Track Team Leader	Completion of all competencies and activities from stream chosen from RW6 to become eligible for RW7-1 Completion of Heavy Maintenance/Renewal Stream or Leadership and Management Stream as described in 4.11 of Track Career Path and Training Procedure
VHI	*RW7-2	Senior Track Team Leader	Completion of all competencies and activities from stream chosen from RW7-1 to become eligible for RW7-2 Completion of both Heavy Maintenance/Renewal Stream and Leadership & Management Stream as described in 4.12 of Track Career Path and Training Procedure + 24 months of continuous service as RW7-1
VHJ	*RW8	Senior Track Team Leader	By appointment

* Within the first twelve (12) months of the operation date of this Agreement, the Parties will aim to finalise the required competencies and activities in the Track Career Path and Training Procedure for senior team leader positions.

The classification structure outlined in this Appendix will be underpinned by the 'Track Career Path and Training Procedure', dated 19 December 2023 and as varied from time to time through consultation.

The Company commits to giving all Infrastructure Track Rail Workers the opportunity to progress to RW3 if they wish to gain the competencies and complete the workbook activities as required, with a commitment to filling vacancies at RW4, RW5, and RW6 if they are already qualified and are suitable for the role.

For roles in the Track Career Path that are by appointment (vacancy based, such as Team Leader), the vacancies will be as per the "Track Gang Structures" document dated 9 January 2024 and as varied from time to time through consultation.

APPENDIX THIRTEEN – MACHINE OPERATORS

Classification	Requirements
RW2	<p>Induction/Work Books + Cert II</p> <p>Non-Operator, but precedes operator roles</p>
RW3	<p>RW2 + HC Truck & loader or excavator + operator workbook</p> <p>Operates from time to time as part of role or is newly appointed (<12 months) to a full time operator position. Note dual competency (i.e. combination of HC truck licence and excavator/loader ticket)</p>
RW4	<p>RW3 + Cert III + Appointment</p> <p>This classification is available for full time operators with more than 12 months experience that are appointed into the role and continues to hold all qualifications.</p>
RW5	<p>RW4</p> <p>By appointment, showing exemplary and industry leading operator skills, consistently achieving high levels of safety, and high productivity rates for key activities.</p>