

KINGSTON DISTRICT COUNCIL ENTERPRISE AGREEMENT NO. 9

File No. 5773 of 2015

This Agreement shall come into force on and from 24 July 2015 and have a life extending for until 30 September 2017.

THE COMMISSION HEREBY APPROVES THIS ENTERPRISE AGREEMENT PURSUANT TO SECTION 79 OF THE FAIR WORK ACT 1994.

DATED 24 JULY 2015.



COMMISSION MEMBER

KINGSTON DISTRICT COUNCIL

ENTERPRISE AGREEMENT NO. 9 (2014)

CLAUSE 1 TITLE

This Agreement shall be known as the Kingston District Council Enterprise Agreement No. 9

CLAUSE 2 ARRANGEMENT

PART 1 – APPLICATION AND OPERATIONS

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PART 1 – APPLICATION AND OPERATIONS

CLAUSE 3 DEFINITIONS

- “Agreement”** means the Kingston District Council (Enterprise Bargaining) Agreement No. 9 (2014).
- “Award”** means the Local Government Employees Award an Award of the South Australian Industrial Relations Commission.
- “AWU”** Amalgamated AWU (SA) State Union.
- “Consultation”** is a process which will have regard to employers and employees interests in the formulation of plans which have a direct impact upon them. It provides employers and employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made.
- The Workplace Consultative Committee is a principle forum for consultation to occur between the parties.
- “Council”** means the Kingston District Council.
- “Employee”** means an employee of the Council who performs work covered by this Agreement and the above Award.
- “Employer”** means the Kingston District Council.
- “Workplace Representative”** means a person elected by the membership of the Amalgamated AWU (SA) State Union.
- “Employee Representative”** means a person nominated by an employee to represent their interests in any matter pertaining to their work or the operation of this Agreement.
- “Management Representative”** means employees nominated to represent the interests of the employer.
- “Programmed Overtime”** means overtime that has been previously advised by the employer.

CLAUSE 4 PARTIES BOUND

This Agreement is binding upon:

- The Kingston District Council in respect of its employees engaged under the Local Government Employees Award.
- The Amalgamated AWU (SA) State Union, in respect of its members employed by the Kingston District Council.
- Other employees engaged under the Local Government Employees Award.

CLAUSE 5 OBJECTIVES OF THE AGREEMENT

5.1 The objective of this Agreement is to develop and support a flexible workforce and management structure committed to the continued improvement of productivity and efficiency within the Kingston District Council.

5.2 The objectives are to:

- Encourage and develop a higher level of skill, innovation and excellence amongst all employees.
- Develop a higher degree of teamwork, trust and shared commitment to the achievement of real and sustainable improvements in productivity.
- Increase the level of individual expertise of employees through the provision of training and skills improvement programs.
- Promote measures to eliminate industrial disputation, absenteeism and lost time through injury by the design of jobs, which provide a safer and more enjoyable working environment.
- To promote a higher standard of excellence in the delivery of services in all areas of Council operations.
- Ensure strict adherence to the Local Government Employees Award, this Agreement, the Council Policy Manual and all Statutory provisions.
- Eliminate unproductive time.
- Provide employees with a quality of work environment and with improved job satisfaction.
- Promote open and honest communication in all aspects of Council operations.
- Work towards establishing realistic performance indicators to assist with the continued development of the staff appraisal scheme, to achieve real and lasting improvements in efficiency, flexibility and productivity.

- Encourage all employees to continually review job processes and promote job redesign as a means to achieving efficiency and productivity in the workplace.
- Continue to review and upgrade equipment requirements to meet the changing needs of the workplace.
- Promote and provide a high level of customer service and public relations.

CLAUSE 6 PERIOD OF OPERATION

- 6.1 This Agreement shall commence from the date of certification and remain in force until 4 September 2017
- 6.2 This Agreement will be reviewed and renegotiated during the final six months of the Agreement.

CLAUSE 7 RELATIONSHIP TO CURRENT AWARD

- 7.1 This Agreement shall be read in conjunction with the Local Government Employees Award, provided that where there is any inconsistency this Agreement shall take precedence.

PART 2 – FLEXABILITY

CLAUSE 8 AWARD VARIATIONS

8.1 The Union undertakes that during the period of operation of the Agreement there shall be no further wage increase, sought, or granted, except for those provided under the terms of this Agreement.

CLAUSE 9 SUCCESSION PLANNING

Kingston District Council recognises that it has an aging workforce and that during the life of this agreement, there is a high probability that a number of staff may begin to consider their retirement. It is therefore critical that the organisation begin succession planning to ensure that individuals are well supported in their transition to retirement and that the organisation is able to continue to deliver its objectives. Therefore, succession planning and a succession planning culture are key organisational priorities.

To achieve this, a succession culture should be developed at all levels, with shared responsibility for succession planning across the organisation, which include a willingness to multi-skill, to increase personal knowledge and to proactively share information with others.

The Objectives of the succession planning process are that it should:

- Meet current and evolving organisation needs; and
- Address the relevant career aspirations and development preferences of employees, and
- Develop a high degree of participation, team work, trust and shared commitment to the goals and policies of the Kingston District Council and the achievement of real and sustainable improvement in productivity and
- Be relatively simple and flexible and
- Be developed with clear objectives, timeframes and ongoing evaluation, built into the process.

The succession planning process is to be informed by:

- Collaboration and consultation across the whole organisation
- The performance management process as a starting point for considering the performance and potential of all employees.
- A focus on identifying a robust field of potential internal candidates for leadership roles and should not involve the development of lists or 'queues' for promotion, which would conflict with an appropriate merit value approach.
- Participation in the ongoing development of a multi-skilled workforce through education and appropriate training.

- Existing recruitment, performance management, learning and development, leadership development and career planning initiatives.

PART 3 – COMMUNICATIONS, CONSULTATION AND DISPUTE RESOLUTION

CLAUSE 10 CONSULTATIVE MECHANISMS

10.1 A Workplace Consultative Committee consisting of:

- At least three representatives comprising of a combination of workplace and employee representatives, as defined, to represent the interests of employees,

shall negotiate with the Employer Representative/s and agree upon the Enterprise Agreement terms and conditions.

10.2 Following the Agreement's certification, the Committee shall meet on a three monthly basis, or, by a mutually agreed variation of meeting frequency, to discuss the operation of the Agreement and issues relating to productivity, efficiency, and working conditions.

10.3 The parties agree that consultation is viewed as essential to any change. Council recognises the need for employee commitment to achieve effective improvements in productivity and efficiency.

10.4 Council is committed to ensure that there is opportunity for employees to be involved and express their opinions before changes occur that are likely to have an impact on their workplace and their jobs, and therefore is committed to the consultation process.

10.5 Any improvements in productivity resulting from this process should be documented and taken into account in future rounds of enterprise bargaining negotiations.

10.6 After consulting with employees and taking into consideration all points, issues and concerns raised, Management will determine the most appropriate course of action taking into consideration the long term interests of the organisation and employees.

CLAUSE 11 CHANGE MANAGEMENT

- 11.1 The parties recognise that ongoing change is a feature of the work environment and Local Government, and that appropriate management of change is essential.
- 11.2 For the purposes of this Agreement "change" is deemed to include but is not limited to any or all of the following:
- Legislative changes affecting Local Government
 - Functional and structural reform
 - Change to work practices
 - Introduction of new technology and equipment
 - Change in workforce size and/or structure
 - Resource sharing
 - Consideration of alternative service delivery
- 11.3 As soon as change is considered, there should be consultation involving all parties who may be affected by the change. There will be full, open and honest disclosure of all information relevant to the proposed change.
- 11.4 The Chief Executive Officer shall be responsible for overseeing Change Management in the Council.
- 11.5 These clauses are to be read in conjunction with the Award. Further, nothing in these clauses is to imply that the AWU is in any way excluded from any consultative process.

CLAUSE 12 COMMUNICATIONS

- 12.1 Council and employees recognise the need to maximise communication to enhance efficiency by service delivery in all areas of Council operations. To ensure the communication is maximised, regular staff meetings will be held on at least a one meeting per month basis. These meetings will assist in enhancing communications between the Chief Executive Officer and all employees.

CLAUSE 13 DISPUTE RESOLUTION

- 13.1 In the event of a dispute arising between the Council and an employee or employees concerning any aspect of this Agreement, the following procedure shall be observed:
- 13.1.1 Employee(s) shall in the first instance seek to resolve any disputes with the Works Supervisor.
- 13.1.2 Conversely, the Works Supervisor shall seek to resolve any disputes directly with the employee(s) concerned, as

appropriate. (This clause does not prevent the Departmental Manager or Chief Executive Officer from speaking to any employee about any work related issue/matter).

- 13.1.3 If matters remain unresolved then assistance should be sought from the Departmental Manager and the nominated employee or workplace representative who may involve a Union Official.
 - 13.1.4 If at this stage matters are unresolved; the Departmental Manager Services will liaise with the Chief Executive Officer as appropriate.
 - 13.1.5 If the issues remain unresolved either party may refer the matter to the Industrial Relations Commission of South Australia. Both parties shall endeavour to have the hearing as early as possible.
 - 13.1.6 While procedures (1), (2), (3), (4) and (5) are being followed, work shall continue normally except in a bonafide situation where the physical safety of an employee is endangered.
 - 13.1.7 The ultimate terms of settlement of a problem shall not be affected in any way, nor shall the right of any person involved in or affected be prejudiced by the fact that normal work has continued without interruption.
 - 13.1.8 None of the above precludes an employee from contacting their Employee or Workplace Representative or Union Official at any time.
- 13.2 For any dispute beyond the scope of the Agreement refer to the Dispute Settling Procedure of the Award.

PART 4 EMPLOYMENT RELATIONSHIP AND RELATED ARRANGEMENTS

CLAUSE 14 EMPLOYEE PROTECTION

- 14.1 This Agreement shall not operate so as to cause any employee to suffer a reduction in remuneration and benefits provided by the employer applicable at the time of signing of the Agreement such as, hours of work, annual leave or long service leave, as established in National Standards.
- 14.2 The employer agrees to security and undertakes that permanent FTE staffing levels will not be reduced below 9 FTE employees during the life of this Agreement.

CLAUSE 15 RESOURCE SHARING

- 15.1 Council and employees express an ongoing commitment to the concept of resource sharing with other organisations and Local Government bodies in an endeavour to maximise the efficient utilisation of human, financial and material resources of the Council in all areas of service and operation.
- 15.2 The Council will ensure that the provisions of this Agreement continue to apply to any employee covered under this Agreement when involved in resource sharing arrangements.

CLAUSE 16 SUPERANNUATION

- 16.1 Superannuation
- 16.1.1 “Choice of Funds” Legislation allows employees to nominate an alternative complying Superannuation Fund for their superannuation contributions. The employer will pay occupational superannuation in respect to the Act and of each employee into a Superannuation Scheme of their choice; subject to:
- 16.1.1.1 The default complying Scheme will be the Local Super Division of Statewide Super; and
- 16.1.1.2 If an employee wishes to make payment to an alternative complying Scheme, written advice will be required from that employee; and
- 16.1.1.3 An employee can only make one amendment on an annual basis to direct payments to an alternative complying Scheme.

16.2 Salary Sacrificing

- 16.2.1 Employees will be able to apply on an annual basis with respect to their salary payments where an employee may elect to take a mixture of cash and non-cash benefits.
- 16.2.2 The Salary payments taken by employees as non-cash benefits shall not exceed twenty five percent of the employees gross salary unless approved by the Chief Executive Officer.
- 16.2.3 Where an employee elects to take a non-cash benefit the employee must sacrifice gross salary to cover the value of the non-cash benefit and fringe benefits tax or other costs applicable.
- 16.2.4 The employees substantive gross salary for all purposes, including but not limited to superannuation, annual leave, annual leave loading and long service leave, shall be the pre-sacrificing salary.
- 16.2.5 For the purpose of this Agreement, and subject to the provisions of the clause contained herein:
 - 16.2.5.1 Non-cash benefits which do not attract fringe benefits tax or other taxes or costs will be available to employees upon application; and
 - 16.2.5.2 Non-cash benefits which attract fringe benefits tax or other taxes or costs will be available to employees upon application and subject to the approval of the Chief Executive Officer.

PART 5 – WAGES AND RELATED MATTERS

CLAUSE 17 DIRECT PAYMENT

- 17.1 The employer shall make payment of wages to all employees covered by this Agreement by way of electronic transfer to the employee's bank or other recognised financial institution.

CLAUSE 18 WAGE RATES

- 18.1 The wage rates applicable to this Agreement will be paid on the following components, Minimum Wage Rate, Service Pay and Disability Allowance. (The Disability Allowance has been absorbed into the Wage Rates).
- 18.2 In recognition of the employees' commitment to the provisions of this Agreement and the implementation of the Specific Work Practices related to matters pertaining to their work, attached at Schedule 1 to this Agreement, the Council will pay the following wage increases:
- 18.2.1 On the 5 September 2014 (or backdated to this day dependent on the effective date of signing the agreement) 3.5% or the value of Adelaide Consumer Price Index (CPI) for the June Quarter whichever is the higher.
 - 18.2.2 On the 5 September 2015, 3.5% or the value of Adelaide Consumer Price Index (CPI) for the June Quarter whichever is the higher.
 - 18.2.3 On the 5 September 2016, 3% or the value of Adelaide Consumer Price Index (CPI) for the June Quarter whichever is the higher.
- 18.3 It is acknowledged that further wage increases may be sought for the next round of Enterprise Agreement negotiations.
- 18.4 A Schedule of Wage Rates displaying the new pay rates for the first and second wage increases is attached as Schedule 1 to this Agreement.

CLAUSE 19 SPECIAL RATES AND ALLOWANCES

- 19.1 Special rates and allowances included in the Local Government Employees Award for operating different machinery or performing certain duties shall be absorbed under this Agreement.
- 19.2 No additional payment shall be made for work related allowances as listed in the Local Government Employees Award with the exception

of Item 4 — First Aid Attendant Allowance. It is further agreed that an employee entitled to the payment of a First Aid Attendant Allowance shall be entitled to an increase in this allowance consistent with that outlined in Clause 18 as applied to Wage Rates.

- 19.3 No additional payment shall be made for work related expenses as listed in the Local Government Employees Award, with the exception of Item 1— Motor Vehicle Allowance.

CLAUSE 20 EMPLOYEE INSURANCE

- 20.1 Council agrees to provide income insurance (group personal accident and illness insurance scheme) for all employees covered by this agreement through Local Government Risk Services or any other insurer that the parties agree on.
- 20.2 Council agreed to provide 24 hour journey accident insurance for all employees covered by this Agreement whilst the employee is engaged in travel associated with work, training or other private travel through Local Government Risk Services or any other insurer that the parties agree on.

PART 6 – HOURS OF WORK, FLEXIBILITY & WORK PRACTICES

CLAUSE 21 HOURS OF WORK

- 21.1 The parties recognise the need for flexible hours of working during peak times and to maximise the utilisation of available labour within the scope of Council's resources and seasonal factors.
- 21.2 Hours of work shall be based upon 76 hours per fortnight, with spread of hours being flexible by mutual agreement between employer and employee(s).
- 21.3 Hours will be spread over a nine day fortnight on a Monday to Friday basis each week, subject to the provisions of Clauses 23 and 24.
- 21.4 The standard hours of work under this Agreement shall be, 8 days at 8.5 hours each day and 1 day of 8 hours between the hours of 6.00 a.m. to 7.30 p.m. Monday to Friday with a total of 76 normal hours being worked over a nine day fortnight.
- 21.5 Additional overtime hours worked outside of standard hours specified above plus programmed overtime hours worked on Saturday and Sunday plus call outs during non public holidays Monday to Friday shall be paid at ordinary rates (subject to Clause 22). It is an expectation that all employees will be required to work reasonable overtime and programmed overtime hours.
- 21.6 Call outs (not programmed overtime) on Saturday, Sunday and Public Holidays shall be paid in accordance with Clause 23.
- 21.7 Employers will be entitled to 24 Rostered Days Off per calendar year on days as mutually agreed.

CLAUSE 22 OVERTIME

- 22.1 This Clause shall be read in conjunction with Clauses 21, 23, and 24 of this Agreement.
- 22.2 It is agreed and undertaken by the Council that refusal to work unreasonable extra hours is the right of each and every employee under this Agreement, and that no employee shall suffer any disadvantage, disciplinary action or recrimination arising from the exercising of this right.
- 22.3 It is agreed that from time to time there is a reasonable expectation on behalf of the Council for additional hours to be worked, e.g. for seasonal, climatic or work flow reasons. Therefore, employees are expected to work a reasonable amount of overtime when requested.

- 22.4 On this basis, employees shall work up to 76 overtime hours per year at ordinary rates, with all overtime worked in excess of the 76 hours being paid at the appropriate Award Overtime rate.

PART 7 – WORK PRACTICES

CLAUSE 23 CALL OUTS

- 23.1 When an employee is called out for other than programmed overtime, on Saturday, Sunday and Public Holidays, the employee will be paid at the appropriate penalty rate in accordance with the Award for such hours worked. The call out arrangements are by mutual agreement between the employer and the employee.
- 23.2 When an employee is called out for work, other than programmed overtime, on a rostered day off the employee will be paid at the appropriate penalty rate in accordance with the Award that would normally be paid for call outs on a Saturday.

CLAUSE 24 ROSTERED DAYS OFF

- 24.1 Employer and all employees shall adopt a flexible approach to Rostered Days Off with any variation being by mutual agreement between employer and relevant employee(s). In the event that a Rostered Day Off is not taken on the normally agreed due date, this Rostered Day Off will be taken at some other mutually agreed time.

PART 8 – LEAVE OF ABSENCE

CLAUSE 25 PERSONAL/CARERS LEAVE

- 25.1 The current Award entitlement of 10 days per annum for leave under this Clause is converted to 76 hours per annum.
- 25.2 Council acknowledges the relationship of work and family and the importance of the effective combination of both in increasing productivity and reducing absenteeism and staff turnover rates. In order to achieve these goals, the following arrangements shall apply:
- 25.2.1 Personal/Carers Leave. will incorporate leave for employees who require time away from work for illness, for themselves or their immediate family or for other personal or family needs. In exceptional circumstances this leave can be extended by written application and agreement between the parties, with any extended leave granted being taken from the employees accrued personal/carers leave.
- 25.2.2 Where possible employees either directly or indirectly will give prior notice of absence for Personal/Carers Leave to enable the Works Supervisor or Departmental Manager to make required adjustments to work schedules.
- 25.2.3 In accordance with the Local Government Employees Award 1998, an employee will provide a medical certificate or other reasonable evidence of illness in the following circumstances:
- Leave exceeding 2 consecutive days;
 - Leave taken as a single day, taken together (either side of) with a public holiday or rostered day off.
- 25.2.4 An employee, in circumstances other than that identified in Clause 25.2.3, shall be allowed a maximum aggregate of five days sick leave per annum without production of a medical certificate or reasonable evidence.
- 25.3 Subject to completion of 3 years of service, Personal/Carers Leave accrued with the Kingston District Council will be paid out on retirement, permanent disability, resignation, death or redundancy at the following rates:

Accumulated hours	Percentage Paid
153-228	6
229-304	8
305+	12

- 25.4 In this clause "immediate family" shall be the employees partner, children of the employee, children of the employees partner, parents and parents of the employees partner.

CLAUSE 26 ANNUAL LEAVE

- 26.1 Annual Leave may be taken in any manner agreed between the employee and the Departmental Manager provided that:
- 26.1.1 Leave shall be taken in a minimum of one week blocks unless otherwise approved by the employer.
 - 26.1.2 Accrued leave due does not build up to exceed 300 hours.
- 26.2 Two (2) weeks notice is to be given for taking annual leave unless otherwise agreed with the Works Supervisor and Departmental Manager.
- 26.3 Annual leave loading shall be paid to all employees on the first pay day of December, in lieu of being paid at the time of taking annual leave. Any employee who has not accrued a full twelve month entitlement, shall be paid pro-rata leave loading.
- 26.4 Annual leave accrued, to a maximum of two (2) weeks per annum, by mutual agreement between the employer and employee can be cashed out provided that a minimum of two (2) weeks accrued paid leave per annum shall be available to the employee.
- 26.5 If an employee elects to cash out a portion of annual leave in accordance with Clause 26.4, the employee retains that portion of the annual leave cashed out and may access that leave on a leave without pay basis whilst employed by the Council.

CLAUSE 27 LONG SERVICE LEAVE

- 27.1 Long Service Leave will be administered in accordance with the *Long Service Leave Act 1987* (SA) include the "cashing out" provisions.
- 27.2 Long Service Leave accrued in the first 10 years of service must be taken, subject to Clause 27.4, by the completion of the 17th year of service. Departmental Managers are to ensure leave is taken within the allocated time, or other mutual arrangements are negotiated and agreed by Council and the employee.
- 27.3 Accumulated Long Service Leave at the time of making this Agreement must be taken, subject to Clause 27.4, within seven (7) years of the next ten (10) years service anniversary. Departmental Managers are to ensure leave is taken within the allocated time, or other mutual arrangements are negotiated and agreed by Council and the employee.

- 27.4 Long Service Leave must be taken or "cashed out" at a time mutually convenient between Council and the employee concerned, in periods of at least two (2) weeks. Cashing out of accumulated Long Service Leave at the commencement of this Agreement shall be subject to approval by the Chief Executive Officer taking account of budgetary constraints and claims made.
- 27.5 Long Service Leave may be taken at a time mutually convenient between Council and the employee concerned after seven (7) years service, in periods of at least two (2) weeks.
- 27.6 An employee may take Long Service Leave after seven (7) years of service in the following matter:
- Half pay, this doubling the period of leave taken;
 - Double pay, thus halving the period of leave taken;
 - 'Cashing out' all or part of their accrued leave (subject to approval by the Chief Executive Officer taking account of budgetary constraints and claims made); or
 - Taking the leave as normal.
- 27.7 Permanent full-time employees who negotiate to reduce their hours of work to part-time shall have their long service leave hours (accrued) preserved at the higher amount of hour applicable at the time of the reduction in their hours of work.

PART 9 – EMPLOYEE DEVELOPMENT & TRAINING

CLAUSE 28 STAFF TRAINING NEEDS ANALYSIS

- 28.1 The parties recognise the need to provide training and development at all levels within the Council. Council will:
- 28.1.1 Commit to enhancing the skills of its workforce through the provision of training, support and encouragement to all employees wishing to or undertaking work related training or study.
 - 28.1.2 Ensuring that all employees are provided with a fair and equitable opportunity to attend training courses and work related study, lectures or examinations.
 - 28.1.3 Conduct training needs analysis in accordance with its Training Policy and annual performance appraisals, with the aim of implementing and designing training courses or sessions to meet identified needs.
 - 28.1.4 Encouraging and supporting employees to conduct courses (certificate or otherwise) as a means of

continuous career and skills development related to Local Government activities but not necessarily directly related to the employee(s) direct work requirements.

- 28.1.5 In considering arrangement under Clause 28.1.4 the Chief Executive Officer will attempt to provide and pursue arrangements that facilitate opportunities for further career and skills development however may refuse on operational grounds or capacity of the employee(s) to undertake the study.

PART 10 – WORK HEALTH & SAFETY MATTERS, EQUIPMENT, TOOLS & AMENITIES

CLAUSE 29 PROTECTIVE CLOTHING AND WORK HEALTH, SAFETY AND WELFARE

- 29.1 All employees agree to abide by the requirements of the employer and the Work Health and Safety Act 2012, the Award and Council policies and procedures concerning Work Health and Safety, which includes the wearing of protective clothing provided by the Council.
- 29.2 Protective clothing provided to employees doubles as Council's uniform, and projects a professional image for the Council and promotes employees pride towards personal presentation to the general public. Accordingly, all employees shall wear the uniform when performing their duties.

CLAUSE 32 SIGNATORIES

THIS AGREEMENT is made at

DATED this day of **2015**

SIGNED FOR AND ON BEHALF OF)
KINGSTON DISTRICT COUNCIL)

.....
CHIEF EXECUTIVE OFFICER

/___/20

In the presence of:

.....
/___/20

Witness

SIGNED FOR AND ON BEHALF OF)
THE AUSTRALIAN WORKERS' UNION)
SOUTH AUSTRALIAN BRANCH)

/___/20

THE AUSTRALIAN WORKERS' UNION)
SOUTH AUSTRALIAN BRANCH)

In the presence of

.....
/___/

Witness



SCHEDULE 1

Kingston District Council (Enterprise Bargaining) Agreement No. 9 (2014)

SCHEDULE OF WAGE RATES

In accordance with Clause 18 the rates below show an increase of 3.5% in year 1, 3.5% in year 2 and 3.0% in year 3.

		Kingston 5/09/2014	Kingston 5/09/2015	Kingston 5/09/2016
	Actual /Forecast Increase	3.50%	3.50%	3.00%
	Increment			
Level 1	1	842.51	871.99	898.15
	2	853.97	883.86	910.38
	3	864.29	894.54	921.37
Level 2	1	878.89	909.65	936.94
	2	890.34	921.50	949.15
	3	900.51	932.02	959.99
Level 3	1	916.11	948.18	976.62
	2	927.54	960.01	988.81
	3	937.86	970.68	999.80
Level 4	1	961.06	994.70	1024.54
	2	972.50	1006.54	1036.74
	3	982.80	1017.20	1047.72
Level 5	1	991.93	1026.64	1057.44
	2	1003.33	1038.45	1069.60
	3	1013.67	1049.15	1080.62
Level 6	1	1018.32	1053.96	1085.58
	2	1029.76	1065.80	1097.77
	3	1040.08	1076.49	1108.78
Level 7	1	1044.63	1081.19	1113.63
	2	1056.05	1093.01	1125.80
	3	1066.35	1103.67	1136.78
Level 8	1	1068.84	1106.25	1139.44
	2	1080.27	1118.08	1151.62
	3	1090.58	1128.75	1162.62
Level 8+ (Wks Supervisor)	1	1143.37	1183.38	1218.88

All rates are inclusive of minimum rate, service pay and disability allowance.