

WHY VOTE 'YES'?



JUST THE
FACTS
UPDATE



South32 Worsley Alumina Refinery Maintenance Trades Employees' Enterprise Agreement 2023 (EA)

This document summarises the key benefits of why you should vote YES for the proposed Refinery Maintenance Trades Enterprise Agreement.



SIGN-ON BONUS

Employees covered under this EA will receive a **one-time, lump sum payment of \$3,000** if the employee is employed on the operational date of the EA.



INITIAL REMUNERATION UPLIFT

The EA distinguishes between salaries for employees who work 40 ordinary hours and those that work 42 ordinary hours per week. The majority of employees will receive an **initial uplift** to their base salary on the operational date plus guaranteed increases to the minimum salaries in the EA of 4% on 1 September 2023; 3% on 1 September 2024 and 3% on 1 September 2025. For those employees whose salaries exceed the EA by 10% or less there is a lump sum payment of 1% of the minimum salary for their classification level.

INITIAL UPLIFT



1 Sep 23 +4%

1 Sep 24 +3%

1 Sep 25 +3%



TOIL

Where an employee is required to work reasonable additional hours in excess of an average of 40 hours (Weekday Workers) or 42 hours per week (Shift Workers and 7 Day Workers), employees can now claim Time Off in Lieu (TOIL) if they work for more than one continuous hour, but less than a full shift.



INCREASE IN SHIFT/WEEKEND ALLOWANCE

An **increase** in the **Shift Allowance** (Continuous Shift) and **Weekend Allowance** (Sportsperson's Shift Allowance).

Shift
Allowance

\$25,000



\$3,000



\$28,000

Weekend
Allowance

\$10,600



\$12,400



\$23,000



ADDITIONAL SHIFT PAYMENT

A new structure to **re remunerate employees** who perform shifts that are in excess of their ordinary hours (Additional Shift Payment). This includes a set rate for additional shifts worked from Monday to Sunday, a **new rate for Public Holidays** plus the employees' base salary for hours worked.



AD-HOC SHIFT LOADING

Where a Weekday Worker or 7-Day Worker performs a night shift or a weekend shift that differs from their roster, but is within their ordinary hours, they will receive an ad-hoc shift loading.



CLEAR PROGRESSION PATHWAYS

A **new classification structure** that recognises and rewards employees based on their specialised skillsets, qualifications and provides career progression pathways.



NEW ALLOWANCES

A Rope Access Technician payment of \$3,000 p.a.
An Unrestricted Electrical Worker's Licence Allowance of \$3,000 p.a.
A Restricted Electrical Worker's Licence Allowance of \$1,500 p.a.



DURATION

The nominal expiry date of the EA is 1 September 2026. Parties are required to commence bargaining for a replacement EA six months prior to the expiry of the EA.

SCAN FOR MORE INFORMATION
or go to the EA hub at WorsleyEA.com.au

