

This document provides potential scenarios of how the new EA provisions would apply.

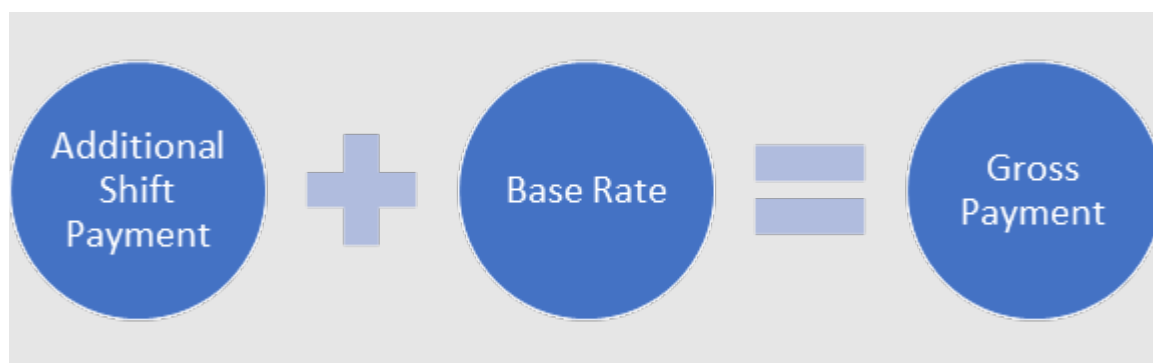
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### Scenario 1: Additional Shift Payment Example

When an Employee is required to work a full additional shift in excess of their ordinary hours (40 hours per week).

For example, Jane is a Level 2 Fitter who is a Shift Worker. Jane commences her block one day early, on a Tuesday, to provide support on a digestion outage. As a result, Jane will work one full additional 12 hour shift for that block. For this additional shift Jane will receive an Additional Shift Payment of \$388.50 plus her Base Rate at ordinary time ( $\$54.57 \times 12 \text{ hours} = \$654.84$ ) for the duration of the shift. This equates to a gross payment of \$1,043.34 for working the additional 12 hour shift. Alternatively, Jane could bank the 12 hours to TOIL, to take the time at a later date as well as receiving the Additional Shift payment of \$388.50.



### Scenario 2: Ad hoc Shift Payment Example

An Ad hoc Shift Payment will apply when a **Weekday Worker** works a day shift on either; a weekend, a night shift, or a Public Holiday as part of their ordinary hours (40 hours), or when a **7 Day Worker** works a night shift on a weekday or an additional weekend day shift as part of their ordinary hours (42 hours).

For example, Jason is a Weekday Worker, Level 3 Technician Electrical Specialised, who works a night shift (10 hour shift) as part of their ordinary hours. As a result, Jason will work one night shift and three day shifts for the block. For this ad hoc shift change, Jason will receive an Ad hoc Shift Payment of \$186.15, in addition to his usual Total Salary for the block.

### Scenario 3: Shift and Weekend Allowance Example

An annualised Shift Allowance will be paid to all Shift Workers as payment for all disabilities associated with the performance of shift work including but not limited to afternoon shifts and night shifts, and work on Public Holidays and weekends.

Operative date	Annualised shift allowance
Operational date of EA	\$28,000
From 1 September 2023	\$29,120
From 1 September 2024	\$29,993.60
From 1 September 2025	\$30,893.40

Employees who are required to work a roster which covers 7 days of the week and Public Holidays (7 Day Workers) will receive an annualised Weekend Allowance for all disabilities incurred in the performance of weekend work and Public Holidays.

Operative date	Annualised Weekend Allowance
Operational date of EA	\$23,000
Effective from 1 September 2023	\$23,920
Effective from 1 September 2024	\$24,637.60
Effective from 1 September 2025	\$25,376.72

### Scenario 4: Total Salaries - Lump Sum Payment Example

Jeff is classified as a Level 2 Fabricator (Weekday worker – 40 ordinary hours per week) and at the operational date of the Agreement is paid an annual salary of \$115,000 p.a. The Total Salary for a Level 2 Fabricator (Weekday Worker) under the proposed Agreement is \$113,500 p.a.. As the Total Salary Jeff currently receives exceeds the applicable Total Salary in Schedule 1 for his classification by less than 10 percent, Jeff will receive a lump sum equivalent to 1% of the Total Salary of a Level 2 Fabricator which is \$1,350.

Jenny is classified as a Level 2 Service Technician (Weekday Worker) and at the operational date of the Agreement is paid an annual salary of \$105,000 p.a. The Total Salary for a Level 2 Service Technician under the proposed Agreement is \$95,000 p.a. Because the Total Salary of Jenny exceeds the applicable Total Salary for her classification by greater than 10 percent, Jenny will not receive an increase or lump sum payment until such time as the Total Salary payable to the Employee under the proposed Agreement for the classification is greater than her current Total Salary.

