

18 December 2020



Circular – Information Regarding Core Work Wage Increases and Allowances (5 Level Contractor Classification Structure)

Energy Queensland is a Government Owned Corporation which includes electricity distribution network service providers Energex and Ergon Energy; Ergon Energy Retail; and Yurika (an Energy Services business).

For your information, the *Energy Queensland Union Collective Agreement 2017* which covers Energex, Ergon Energy and Yurika has been replaced by the *Energy Queensland Union Collective Agreement 2020*, which became operative from 10 November 2020.

As per the contractual terms, where Core Work (as defined in Schedule 8 of the *Energy Queensland Union Collective Agreement 2020*) is being carried out on the Energy Queensland network, the Contractor must ensure that all Contractor's Associates (including subcontractors) undertaking Core Work are paid rates of pay and allowances that are no less in aggregate than those which would apply to employees of Energy Queensland undertaking similar work.

Contractors (and subcontractors) who complete core work for Energy Queensland are to apply rates of pay and allowances to their employees based upon the "5 Level Contractor Classification Structure" which in aggregate should be no less than the following:

RATES OF PAY

- **Level 1 – Trades Assistant:** An employee at this level performs manual functional support duties under routine supervision. The employee may work in one of a range of duties including labouring, basic stores, cleaning or assisting tradespersons. For the purposes of Core Work this level equates to Salary Point 2.0 of the *Energy Queensland Union Collective Agreement 2020*. Schedule 1, Energy Queensland Salaries, Power Worker.

Full Time Effective 1 March 2020	Casual Effective 1 March 2020	Full Time Effective 1 March 2022	Casual Effective 1 March 2022	Full Time Effective 1 September 2022	Casual Effective 1 September 2022	Full Time Effective 1 March 2023	Casual Effective 1 March 2023
Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)
\$36.88	\$46.10	\$37.99	\$47.48	\$39.13	\$48.91	\$40.30	\$50.38

- **Level 2 – Tree Trimmer, Store person, Truck Attendant, and Pole Inspector:** An employee at this level performs work from instructions and procedures under general supervision. The employee may work in one of a range of duties including tree trimming, store work, truck attendant duties, pole inspection, and training to become a linesperson / jointer and assisting tradespersons. For the purposes of Core Work this level equates to Salary Point 3.0 of the *Energy Queensland Union Collective Agreement 2020*. Schedule 1, Energy Queensland Salaries, Technical Stream, Power Worker.

Full Time Effective 1 March 2020	Casual Effective 1 March 2020	Full Time Effective 1 March 2022	Casual Effective 1 March 2022	Full Time Effective 1 September 2022	Casual Effective 1 September 2022	Full Time Effective 1 March 2023	Casual Effective 1 March 2023
Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)
\$38.43	\$48.04	\$39.59	\$49.48	\$40.77	\$50.97	\$42.00	\$52.50

- **Level 3 – Tradesperson:** An employee at this level shall be an experienced tradesperson holding a trade qualification as a linesperson, jointer, electrical fitter, electrical mechanic or equivalent. The employee shall perform routine, non-complex trade work under general supervision. For the purposes of Core Work this level equates to Salary Point 5.2 (from 1 March 2022) of the *Energy Queensland Union Collective Agreement 2020*. Schedule 1, Energy Queensland Salaries, Technical Service Person.

Full Time Effective 1 March 2020	Casual Effective 1 March 2020	Full Time Effective 1 March 2022	Casual Effective 1 March 2022	Full Time Effective 1 September 2022	Casual Effective 1 September 2022	Full Time Effective 1 March 2023	Casual Effective 1 March 2023
Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)
\$43.73	\$54.66	\$46.51	\$58.14	\$47.90	\$59.88	\$49.34	\$61.68

- **Level 4 – Tradesperson:** An employee at this level shall be skilled in a substantial range of activities on a range of complex equipment types. The employee will have trade qualifications and shall be either multi-skilled or experienced in trade tasks. The employee may perform technical duties in areas such as sub-station, switching, and connection of non-complex installations, specialist line work and specialist jointing. The employee may be required to work without continuous supervision and to provide technical guidance to others in their work team. For the purposes of Core Work this level equates to Salary Point 6.2 (effective from 1 March 2022) of the *Energy Queensland Union Collective Agreement 2020*. Schedule 1, Energy Queensland Salaries, Technical Service Person.

Full Time Effective 1 March 2020	Casual Effective 1 March 2020	Full Time Effective 1 March 2022	Casual Effective 1 March 2022	Full Time Effective 1 September 2022	Casual Effective 1 September 2022	Full Time Effective 1 March 2023	Casual Effective 1 March 2023
Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)
\$45.87	\$57.34	\$48.72	\$60.90	\$50.18	\$62.73	\$51.69	\$64.61

- **Level 5 – Supervisor, Specialist:** An employee at this level shall work as a specialist and/or supervise and where necessary train, other employees. The employees shall possess a high level of interpersonal and/or technical skills. For the purposes of Core Work this level equates to Salary Point 9.0 of the *Energy Queensland Union Collective Agreement 2020*. Schedule 1, Energy Queensland Salaries, Technical Service Person.

Full Time Effective 1 March 2020	Casual Effective 1 March 2020	Full Time Effective 1 March 2022	Casual Effective 1 March 2022	Full Time Effective 1 September 2022	Casual Effective 1 September 2022	Full Time Effective 1 March 2023	Casual Effective 1 March 2023
Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)	Hourly rate & AGA)
\$52.31	\$65.38	\$53.87	\$67.34	\$55.49	\$69.36	\$57.16	\$71.45

ALLOWANCES

The following outlines other typical allowances that may apply to the same or similar classifications engaged in core work (noting the rates above include the Annualised Allowance (AGA)).

Working Away From Home Meal Allowances (Clause 5.3)

A Meal Allowance and incidental Allowance are payable when an employee is required to work away from home and it requires an overnight absence.

These allowance rates will be in accordance with Australian Taxation Office (ATO) increases for tier two (2) country centres [Table 2] as varied from time to time through the relevant annual Taxation Determination.

There may be occasions where an employee may claim individual meal allowances, such as during travel or where not all meals are provided. The applicable individual meal allowances are:

- Breakfast;
- Lunch; and/or
- Dinner.

In isolated and remote areas, employees will be provided meal allowances at rates provided and adjusted in accordance with Australian Taxation Office (ATO) increases for high cost country centres [Table 2] as varied from time to time through the relevant annual Taxation Determination.

Remote or Isolated Regions are defined as the Torres Straits, Far Western Queensland and the Gulf.

The employee will be paid for any meals required on the following basis:

- Breakfast;
- Lunch; and/or
- Dinner.

Individual meal allowances can be claimed on the first and last day of travel as follows (where meals are not provided):

First Day:

- The breakfast meal allowance may be claimed where the employee is travelling away from their home base, and the employee is required to begin work and/or travel prior to their normal rostered start time;
- The lunch meal allowance may be claimed where the employee is required to begin travel prior to their rostered lunch break; and
- The dinner meal allowance may be claimed as applicable for each overnight absence.

Last Day:

- Where the employee is travelling back to home base, the breakfast and lunch meal allowances may be claimed as applicable; and
- The dinner meal allowance can only be claimed where an employee continues to travel and/or work one (1) hour or more after their normal finishing time.

Employees are to be provided with the following minimum standard of accommodation; a well maintained serviced, air-conditioned single motel room with radio/television, ensuite bath/shower, toilet facilities and a refrigerator for the storage of employee's food and beverages.

Supplementary Accommodation Allowance

Where Energy Queensland is unable to provide accommodation to the minimum standard, employees will be entitled to claim the supplementary accommodation allowance under any one of the following circumstances:

1. When employees are required to prepare or supply meals and maintain their accommodation facilities when working in remote or isolated regions where serviced commercial accommodation is not provided; or

2. When employees are placed in accommodation where Energy Queensland's minimum accommodation standard could not be provided, and the length of stay is for two (2) or more overnight absences; or
3. When employees are placed into accommodation on a twin share basis for each overnight absence.

The supplementary accommodation allowance will be as follows:

Effective Date	Amount (per overnight absence)
1 st March 2020	\$18.25
1 st March 2022	\$18.80
1 st September 2022	\$19.36
1 st March 2023	\$19.94

Substation and Test Department Allowance (Clause 5.5)

In addition to the base rates prescribed, employees employed at substations or in test departments will be paid the following all purpose allowance:

Technical Employees engaged in "trade"; and/or electrical/electronic technician work and Power workers (Per Week)			
1 March 2020	1 March 2022	1 September 2022	1 March 2023
\$28.27	\$29.12	\$29.99	\$30.89

Power Station Allowance (Clause 5.6)

In addition to the *base rates* prescribed, employees employed at power stations, will be paid the following all purpose allowance:

Technical Employees engaged in "trade"; and/or electrical/electronic technician work and Power workers (Per Week)			
1 March 2020	1 March 2022	1 September 2022	1 March 2023
\$39.88	\$41.08	\$42.31	\$43.58

Travel Time (Clause 5.9)

The following will apply to all employees who are required to travel outside ordinary rostered hours of work:

- Where employees are required to travel to and from their depot to the work site [other than Start and Finish on the Job Arrangements], outside the normal spread of working hours, time spent in such travel will be paid for at overtime rates.
- Where an employee is required to travel to another location outside ordinary hours of work, and during the course of such travel is scheduled to exercise normal roster duties, the employee will be paid for at overtime rates.

Where it is necessary for employees to travel outside of ordinary working hours, in any other circumstance, time spent in such travel will be paid for at time and a half calculated at their current rate of pay.

Employees required to work on any day away from their usual place of work will commence work at the usual starting time at the place designated and will be paid:

- For time prior to departure in accordance with airline requirements to check in prior to departure;
- For time reasonably spent travelling both ways between their homes and their designated place of work in excess of the time normally spent by them travelling both ways between their homes and their normal place of work.

When employees are required to travel in the above circumstances, in wet clothes, as a result of working in the rain, without having had the opportunity to change into dry clothing, Work in Rain provisions will apply.

Work in the Rain (Clause 5.17)

Where in the performance of work, an employee clothes become wet from rain will be paid double rates for all work so performed and such payment will continue until the employee is able to change into dry clothing or until work is completed for the day, whichever is the earlier. Where the employee has to have their lunch in substantially wet clothing, then they will be paid double time for such lunch period.

Overtime Meal Allowance (Clause 8.12)

All employees required to work overtime for more than one (1) hour will be paid the amount specified in the table below for each meal between the ordinary ceasing time and the completion of overtime work, unless a reasonable meal is provided for them.

1 March 2020	1 March 2022	1 September 2022	1 March 2023
\$16.58	\$17.08	\$17.59	\$18.12

Tool Allowances (Clause 5.15)

The following tool Allowances will be paid to technical employees who are required to supply and use their own tools in the following classes of employment:

	Per Week – 1 st March 2020	Per Week – 1 st March 2022	Per Week – 1 st September 2022	Per Week – 1 st March 2023
(i) Electrical work (general), electrical work (instrumentation and process control), mechanical work (general), mechanical work (automotive)	\$26.45	\$27.24	\$28.06	\$28.90
(ii) Electrical work (automotive), electronic work, turning, sheet metal work	\$19.78	\$20.37	\$20.98	\$21.61
(iii) Cable jointing, electrical line work, welding	\$13.34	\$13.74	\$14.15	\$14.58

Tool allowances will not be paid while employees are absent on annual leave or long service leave.

Availability Duty Allowance (Clause 5.7)

On-call Employee means an employee who outside ordinary working hours is required to be available at all times to perform emergency work.

Supervisor On Call means an employee who is required outside ordinary hours to receive calls relative to emergency and/or breakdown work.

Where Energy Queensland requires an employee to be on an availability duty roster on a continuous basis to perform duties of an on-call employee they will be entitled to be paid an Availability Duty Allowance.

Roster Frequency	Effective from 1 st March 2020	Effective from 1 st March 2022	Effective from 1 st September 2022	Effective from 1 st March 2023
One (1) week in three (3) weeks or more frequent	\$65.67 per day	\$67.64 per day	\$69.67 per day	\$71.76 per day
One (1) week in four (4) weeks or less frequent	\$60.86 per day	\$62.69 per day	\$64.57 per day	\$66.50 per day

Employees who are not permanent members of the Availability duty roster will be able to claim the Availability Duty Allowance rate applicable for one (1) in four (4) or less frequent for each day they are required to be available.

Employee in Charge Allowance (Clause 5.11)

Recognises on-site leadership of employees within the technical stream classified as Power Workers, Technical Serviceperson sub-streams through the payment of an Employee In Charge (EIC) allowance. To qualify for the payment of the EIC Allowance, employees will accept and demonstrate the application of the following responsibilities:

- Supervision and responsibility for two (2) or more employees and /or workers;
- Control of the worksite including compliance to legislative requirements within their area of responsibility;
- On job co-ordination and completion of allocated work tasks including guidance of employee behaviour;
- Effective utilisation of resources to meet job specifications; and
- Collecting, recording and submitting of information associated with work activities in an accurate and timely manner.

An employee accepting the above responsibilities, who is appointed on a full time basis as the EIC and completes an approved training program, will be paid an annual *all purpose* EIC allowance.

An employee accepting the above responsibilities on a daily basis, in an acting or temporary capacity, including appointed EIC's yet to complete an approved training program; will be paid a daily rate. This daily rate will be calculated for the purposes of overtime for the days claimed.

Permanent EIC's or EIC's appointed on a daily basis shall assume the role of Person In Charge of Work (PICW) as required on a Daily Task Risk Management Plan (DTRMP) or similar. Employee's other than EIC's who are required to perform the role of PICW with responsibility for two (2) or more other employees and/or workers required to sign onto the DTRMP may claim the EIC daily rate on a pro rata basis for each hour worked as the PICW.

EIC payment table outlined below:

Appointment	Effective from 1 st March 2020	Effective from 1 st March 2022	Effective from 1 st September 2022	Effective from 1 st March 2023
EIC Daily Rate	\$12.94	\$13.33	\$13.73	\$14.14
Appointed EIC - Annual Rate	\$7,577.60	\$7,804.93	\$8,039.08	\$8,280.25

It is critical to Energy Queensland that contractors employed to work on the networks will not expose Energy Queensland to the risk of industrial disputation. Energy Queensland will complete periodic time and wages compliance audits under the contract terms.

Should you have any enquiries please contact Daniel Reichelt, Principal Industrial Relations Advisor on Telephone 0408 180 094 or Email daniel.reichelt@energyq.com.au.