

ANNEXURE A



**Government
of South Australia**



SA WATER CORPORATION VARIATION AGREEMENT 2020

1. TITLE

- 1.1. This Agreement shall be known as the *SA Water Corporation Variation Agreement 2020*.

2. PARTIES BOUND

- 2.1. This Variation Agreement shall apply to:
- 2.1.1. SA Water;
 - 2.1.2. All Employees whose classification level falls within SAW Level 1 to 7; and
 - 2.1.3. Professionals Australia, registered as the Association of Professional Engineers, Scientists & Managers Australia (APESMA);
 - 2.1.4. Australian Manufacturing Workers Union;
 - 2.1.5. Communications Electrical Electronic Energy Information Postal Plumbing & Allied Services Union of Australia, Electrical Division – SA Branch;
 - 2.1.6. Community and Public Sector Union (CPSU), SPSF Group SA Branch, Public Service Association of SA Inc; and
 - 2.1.7. United Workers Union

3. PURPOSE

- 3.1. The purpose of this Variation Agreement is to detail variations to the *SA Water Corporation Enterprise Agreement 2018* as originally approved by Deputy President Mason of the Fair Work Commission on 25 July 2018.

4. VARIATION

It is agreed that the following variations will be made to the *SA Water Corporation Enterprise Agreement 2018* if the majority of the affected employees approve this Variation Agreement:

- 4.1. Replace "SA Water Corporation Enterprise Agreement 2018" wherever it appears in the Agreement with "SA Water Corporation Enterprise Agreement 2018-2021"
- 4.2. Delete "United Voice" in clause 1.2 and replace with "United Workers Union"
- 4.3. Delete existing clause 1.4 and replace it with: -

This Agreement will commence seven (7) days from the date on which the Fair Work Commission approves the Agreement and will remain in force until 30 June 2021 ("**Nominal Term**").

- 4.4. Insert new clause 5.3.1: -

In consideration of the undertakings contained in this Agreement and an extension of the Agreement for a further 12 months, the parties agree to the salaries payable to Employees in the classifications detailed in Schedule 1 "Rates of Pay" which provides for salaries to be adjusted by a general increase of 1.2% per annum to commence on 1 July 2020 following approval by the Fair Work Commission.

- 4.5. Delete existing clause 6.1.7 and replace with:

The on call allowance for all Employees working within the Metro Region Contract Area detailed in Schedule 5 "Map" and Employees who do not work in Regional Operations areas will be paid the following rates:

Monday to Friday	<ul style="list-style-type: none"> • \$25.38 effective from 1 July 2017 • \$25.76 effective from 1 July 2018 • \$26.15 effective from 1 July 2019 • \$26.46 effective from 1 July 2020
Saturday, Sunday and Public Holidays	<ul style="list-style-type: none"> • \$45.68 effective from 1 July 2017 • \$46.37 effective from 1 July 2018 • \$47.06 effective from 1 July 2019 • \$47.62 effective from 1 July 2020

4.6. Delete existing clause 6.1.8 and replace with:

The on call allowance for Employees performing work outside the Metro Region Contract Area detailed in Schedule 5 "Map" and Employees who work in Regional Operations areas will be the following rates:

Monday to Friday	<ul style="list-style-type: none"> • \$30.45 effective from 1 July 2017 • \$30.91 effective from 1 July 2018 • \$31.37 effective from 1 July 2019 • \$31.75 effective from 1 July 2020
Saturday, Sunday and Public Holidays	<ul style="list-style-type: none"> • \$58.87 effective from 1 July 2017 • \$59.75 effective from 1 July 2018 • \$60.65 effective from 1 July 2019 • \$61.38 effective from 1 July 2020

4.7. Delete existing table in Schedule 1 and replace with:

SA Water Classification Structure and Rates of Pay									
		1 July 2017		1 July 2018		1 July 2019		1 July 2020	
Class	Step	Yearly	F/night	Yearly	F/night	Yearly	F/night	Yearly	F/night
SAW1	1	44662.70	1712.31	46162.70	1769.82	47662.70	1827.32	48234.65	1849.25
	2	46209.44	1771.61	47709.44	1829.12	49209.44	1886.62	49799.95	1909.26
	3	47745.75	1830.51	49245.75	1888.02	50745.75	1945.52	51354.70	1968.87
SAW2	1	51319.17	1967.51	52819.17	2025.02	54319.17	2082.52	54971.00	2107.51
	2	53092.83	2035.51	54592.83	2093.02	56092.83	2150.52	56765.94	2176.33
	3	55349.04	2122.01	56849.04	2179.52	58349.04	2237.02	59049.23	2263.87
	3D	56754.93	2175.91	58254.93	2233.42	59754.93	2290.92	60471.99	2318.41
SAW3	1	56754.93	2175.91	58254.93	2233.42	59754.93	2290.92	60471.99	2318.41
	2	58726.83	2251.51	60226.83	2309.02	61726.83	2366.52	62467.55	2394.92
	3	61982.03	2376.31	63482.03	2433.82	64982.03	2491.32	65761.81	2521.22
	3D	63909.59	2450.21	65409.59	2507.72	66909.59	2565.22	67712.51	2596.01
SAW4	1	65837.15	2524.11	67337.15	2581.62	68837.15	2639.12	69663.20	2670.79
	2	68132.48	2612.11	69632.48	2669.62	71132.48	2727.12	71986.07	2759.85
	3	70427.82	2700.11	71927.82	2757.62	73427.82	2815.12	74308.95	2848.91
SAW5	1	73257.86	2808.61	74757.86	2866.12	76257.86	2923.62	77172.95	2958.71
	2	76818.28	2945.11	78618.28	3014.12	80418.28	3083.13	81383.30	3120.13
	3	80086.52	3070.41	81886.52	3139.42	83686.52	3208.43	84690.76	3246.93
SAW6	1	82973.94	3181.11	84773.94	3250.12	86573.94	3319.13	87612.83	3358.96
	2	86659.52	3322.41	88459.52	3391.42	90259.52	3460.43	91342.63	3501.95
	3	90350.31	3463.91	92150.31	3532.92	93950.31	3601.93	95077.71	3645.15
SAW7	1	91396.25	3504.01	93196.25	3573.02	94996.25	3642.03	96136.21	3685.73
	2	96367.73	3694.61	98167.73	3763.62	99967.73	3832.63	101167.34	3878.62
	3	101354.87	3885.81	103154.87	3954.82	104954.87	4023.83	106214.33	4072.11
** 'Grandfathered' Rates only available to employees transitioning to Single Classification Structure from the previous classification structure									
Class	Step	Yearly	F/night	Yearly	F/night	Yearly	F/night	Yearly	F/night
APMA	1	39678.18	1521.21	41178.18	1578.72	42678.18	1636.22	43190.32	1655.86
(Adult Rate)	2	39949.44	1515.10	41449.44	1589.12	42949.44	1646.62	43464.83	1666.38
APPM	1	31117.63	1193.01	32617.63	1250.52	34117.63	1308.02	34527.04	1323.72
	2	36501.23	1379.30	38001.23	1456.92	39501.23	1514.42	39975.24	1532.60
	3	41887.43	1591.50	43387.43	1663.42	44887.43	1720.92	45426.08	1741.57
	4	49965.44	1909.80	51465.44	1973.12	52965.44	2030.62	53601.03	2054.99

4.8. Delete existing table in Schedule 2 and replace with:

Allowance	Amount	Payment	Leave	Overtime
Construction and Maintenance (clause 6.2.1)	01.07.18: \$36.78 01.07.19: \$37.33 01.07.20; \$37.78	Weekly	Yes, if permanently received	Yes – hours worked only (excluding penalties)
Truck Loading Crane Licence (clause 6.3.1)	01.07.18: \$2.94 01.07.19: \$2.98 01-07.20; \$3.02	Daily	No	No
First Aid (clause 6.3.2)	01.07.18: \$12.29 01.07.19: \$12.47 01-07.20; \$12.62	Weekly	Yes, if permanently received	No
Electrical Registration (clause 6.3.3)	01.07.18: \$21.22 01.07.19: \$21.54 01-07.20; \$21.80	Weekly	Yes, excluding long service leave	No
High Voltage Switching (clause 6.3.4)	01.07.18: \$19.44 01.07.19: \$19.73 01-07.20; \$19.97	Weekly	No	No
Experienced Diver (clause 6.3.5.1)	01.07.18: \$30.18 01.07.19: \$30.63 01-07.20; \$31.00	Weekly	Yes	No
Chief Diving Officer (clause 6.3.5.1)	01.07.18: \$15.11 01.07.19: \$15.34 01-07.20; \$15.52	Weekly	Yes	No
Daily Diver (clause 6.3.5.2)	01.07.18: \$40.95 01.07.19: \$41.56 01-07.20; \$42.06	Daily	No	No
Lift Work (clause 6.3.5)	01.07.18: \$119.25 01.07.19: \$121.04 01-07.20; \$122.49	See clause 6.3.6	No	No
Metal Trades (clause 6.3.6)	01.07.18: \$59.53 01.07.19: \$60.42 01-07.20; \$61.15	Weekly	Yes, if permanently received	Yes – hours worked only (excluding penalties)
*Accommodation and Meals	See clause 6.4.4.3	Per occasion	No	No
*Tool	\$16.19 per week	Weekly	Yes, excluding long service leave on termination	Yes
*Vehicle	\$0.84 for cars \$0.34 for motorcycles	Per kilometre	No	No
Temporary Higher Class Duties (THCD)	See clause 6.8.4	See clause 6.8.2	See clause 6.8.3.2	Yes
*Overtime Meal Allowance	\$17.32 - evening \$12.02 - other	Per occasion	No	No

The following changes are to incorporate the undertakings previously given to the FWC on 18 July 2018, and accepted as part of the Agreement on 25 July 2018. These changes reflect how the Agreement currently operates: -

- 4.9. Amend clause 1.6.1 by adding the words:

Employees who voluntarily enter into performance based employment contracts will receive an annual salary no less than the annual salary contained in Schedule 1 of the Agreement.

- 4.10. Amend clause 4.4.8.1 by deleting the words "Refer to Schedule 1 for actual amounts" and inserting the words " Junior Apprentices are entitled to the rates of pay set out in Schedule 1 of the Agreement for APPM employees. "

- 4.11. Delete Clause 4.4.8.2 and insert:

Subject to sub-clause 4.4.8.4 "Weekly Rate – Other Matters", Adult Apprentices are entitled to the rates of pay set out in Schedule 1 of the Agreement for APMA employees, or the State Minimum Wage, whichever is greater.

- 4.12. Delete introductory text in Part 7 Leave and replace with:

The Agreement will be read and interpreted in conjunction with the NES, provided that where there is any inconsistency between this Agreement and the NES, the more beneficial provisions for an employee will apply.

- 4.13. Delete clause 7.1.1.1 and replace with:

For each year of service, an employee is entitled to 4 weeks of paid annual leave in accordance with the NES. Annual leave will accrue on a continuous basis. Part-time Employees are entitled to annual leave proportionate to ordinary hours worked.

- 4.14. Delete 7.1.2.1 and replace with:

Annual Leave - Non-continuous Shift Workers

A non-continuous shift worker is entitled to an additional week of annual leave if: -

- o they work a roster and, over the roster cycle, may be rostered to work ordinary shifts on any of the 7 days of the week; and
- o they are regularly rostered to work on Sundays and public holidays.

- 4.15. Delete 7.1.2.2.1 and replace with: -

For each year of service a continuous shift worker accrues 5 weeks of paid annual leave in accordance with the NES. Annual leave will accrue on a pro-rata basis each monthly period at the rate of the 1/12 of the total annual entitlement.

- 4.16. Delete clause 7.4.4

- 4.17. Insert new clause 7.5.2

Casual Employees are entitled to unpaid compassionate leave in accordance with section 104 of the *Fair Work Act 2009 (Cth)*.

4.18. Insert the following additional words to clause 7.7.1:

The definition of "child" in clause 1.2 of the Agreement does not restrict the entitlement of de facto partners in section 70 of the Act, and does not restrict the application of section 68 of the Act in any way.

4.19. Delete existing clause 8.1.5.

4.20. Insert new clause 8.1.6.3:

Employees with an accrued TOIL balance under clause 4.11.5 of the Agreement when their employment ends will be paid out such TOIL at time and a half of current pay rates.

SIGNATORIES TO VARIATION

Signed for and on behalf of **CHIEF EXECUTIVE, SA WATER CORPORATION**

Signed *[Signature]*

Date 12/06/2020

Name in full (printed) DAVID ALAN RYAN

Position CHIEF EXECUTIVE

Address 250 VICTORIA SQUARE ADELAIDE

Witnessed by: Julie Pennetta *[Signature]*

Witness Name in full (printed) Julie Pennetta

Witness Address 250 Victoria Square, Adelaide.

Signed for and on behalf of **PROFESSIONALS AUSTRALIA**, registered as the ASSOCIATION OF PROFESSIONAL ENGINEERS, SCIENTISTS & MANAGERS AUSTRALIA (APESMA)

Signed *[Signature]*

Date 12.6.2020

Name in full (printed) Sarah Emily Andrews

Position Director

Address 1/69-79 Gilbert St Adelaide

Witnessed by: *[Signature]*

Witness Name in full (printed) Julie Pennetta

Witness Address 250 Victoria Square, Adelaide

Signed for and on behalf of **COMMUNITY AND PUBLIC SECTOR UNION (CPSU), SPSF GROUP SA BRANCH, PUBLIC SERVICE ASSOCIATION OF SA INC**

Signed *[Signature]*

Date 17/6/2020

Name in full (printed) NEVILLE EDWARD KITCHIN

Position GENERAL SECRETARY

Address 122 PIRIE ST ADELAIDE

Witnessed by: *[Signature]*

Witness Name in full (printed) LINDY McADAM

Witness Address 122 PIRIE ST ADELAIDE

Signed for and on behalf of **UNITED WORKERS UNION**

Signed [Signature]
 Date 17th June 2020
 Name in full (printed) Godfrey Moase
 Position Executive Director, Allied Industries
 Address Level 1/101 Henley Beach Rd Mile End SA
 Witnessed by: [Signature]
 Witness Name in full (printed) Boyd MacRae
 Witness Address 101 Henley Beach Rd Mile End SA 5032

Signed for and on behalf of **AUSTRALIAN MANUFACTURING WORKERS UNION**

Signed [Signature]
 Date 17/06/20
 Name in full (printed) Stuart Gordon
 Position Assistant State Secretary AMWU
 Address 55 DACE STREET PT Adelaide
 Witnessed by: [Signature]
 Witness Name in full (printed) Simon Pisoni
 Witness Address 87 St Vincent St Port Adelaide SA 5015

Signed for and on behalf of **COMMUNICATIONS ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING & ALLIED SERVICES UNION OF AUSTRALIA, ELECTRICAL DIVISION - SA BRANCH**

Signed [Signature]
 Date 12 JUNE 2020
 Name in full (printed) JOHN PATRICK ADLEY
 Position BRANCH SECRETARY
 Address 87 ST VINCENT ST, PORT ADELAIDE
 Witnessed by: [Signature]
 Witness Name in full (printed) Simon Pisoni
 Witness Address 87 St Vincent St Port Adelaide SA 5015

