

Mater Maintenance Services Enterprise Agreement 2026

Summary of Changes

This document identifies key changes between the nominally expired Mater Maintenance Services Enterprise Agreement 2023 (AG2024/1256) and the proposed *Mater Maintenance Services Enterprise Agreement 2026* (**Proposed Agreement**).

For information on full terms and conditions, you are encouraged to refer to the Proposed Agreement document. The numbers in brackets throughout this document (e.g., "(1.1)") refer to clause numbers in the Proposed Agreement.

This document does not seek to explain entitlements and conditions which have not been altered, or trivial differences between the proposed and current agreements (such as renumbering).

While care has been taken to ensure the information below is as correct as possible, the sources of truth are the proposed enterprise agreement and *Mater Maintenance Services Enterprise Agreement 2023*. You should review the document to confirm the specific term or condition within the proposed or current agreement.

You can access the Proposed Agreement, as well as the previous agreement, at <https://www.mater.org.au/maintenanceea>.

Format and Grammar

Grammatical and administrative amendments have been made throughout the document to improve readability and clarity.

Clause Numbering

In an effort to provide uniformity between Mater's many Enterprise Agreements, significant changes have been made to layout and document flow, for consistency with clause numbering in the Proposed Agreement. To assist in understanding these changes please refer to document "*Changes to Part and Clause Numbering*".

Part 1 – Preliminary Matters

Title (1.1)

Mater Maintenance Services Enterprise Agreement 2026. This change is to clearly identify the Proposed Agreement from previous agreement.

Date and Period of Operation (1.2)

The Proposed Agreement will have a nominal expiry of 30 August 2028.

Relationships with Awards, Agreements and Other Conditions (1.4)

The Proposed Agreement states it will replace the Mater Maintenance Services Enterprise Agreement 2023 (AG2024/1256).

Definitions (1.8)

Provides definitions for a selection of words or terminologies used in the Proposed Agreement to assist in understanding the meaning of clauses. Some changes to definitions include the following:

- Agreement – to reflect the new title of the *Mater Maintenance Services Enterprise Agreement 2026*.
- Apprentice – additional definition.
- Classification Level – additional definition.
- Immediate family – updates to the definition of immediate family to include defined step relations and adoptive relations.
- Mater Maintenance Services Consultative Forum – additional definition.
- Registered Training Organisation (RTO) - additional definition.
- Shift worker – amended as a result of undertakings in current agreement.
- Time Off in Lieu (TOIL) – additional definition.

Mandatory Terms

The Proposed Agreement includes changes to the following mandatory terms:

- Flexibility Term (1.9)
- Consultation on Change (13.1, 13.2, 13.3)
- Prevention and Settlement of Disputes (13.5)

These clauses in the Proposed Agreement have been updated to reflect the current model term clause with the previous clauses also incorporated to ensure no disadvantage to employees.

Part 2 – Types of Employment

Title of Part 2 has changed from “Basis of Employment” in the current agreement to “Types of Employment” in the Proposed Agreement.

Part Time Employees (2.3)

Clause 2.3 (Part Time Employees) has been amended to provide clarity regarding part time employees working additional hours. Specifically, that additional hours at overtime rates apply when the additional hours are required and directed by Mater or Mater and the employee reach an agreement for additional hours to be paid at overtime rates.

Casual Employees (2.4)

The definition of a casual employee has been updated to ensure alignment with the Fair Work Act. The Proposed Agreement increases casual loading from 23% to **25%**. Clause has been updated to specify the current arrangement whereby laundry allowance is not payable to casual employees (previously only captured in laundry allowance clause). Clause 2.4.2 has been deleted as hourly rates are detailed in the wage table and this clause was unnecessary. Clause 2.4.8 has been deleted as the clause is a duplicate of clause 2.4.4 and unnecessary.

New clause (2.4.1) has been included in the Proposed Agreement which refers to casual employee entitlements under National Employment Standards (NES) where (in certain circumstances) a casual employee can elect to become a permanent employee.

Temporary Employees (2.5)

A new clause (2.5.8) has been inserted into the agreement which speaks to provision under the Act that limits the maximum duration of a fixed term employee and contract renewals or extensions.

Disciplinary Processes

Clause 2.9 "Disciplinary Processes" has been removed from the Proposed Agreement. Disciplinary Processes are documented in Mater Policy and Procedures.

Part 3 – Wages and Related Matters

Wage Increases (3.1 and Schedule One)

The Proposed Agreement provides a per annum wage increase in each year of the Proposed Agreement. The wage rates are outlined in Schedule One. The wage percentage increases and effective dates are:

- **3.0%** from the first full pay period on or after **1 September 2025** (backdated);
- **2.5%** from the first full pay period on or after **1 September 2026**;
- **2.5%** from the first full pay period on or after **1 September 2027**;

If the vote is successful, all employees covered by the Proposed Agreement and employed at the time the Proposed Agreement comes into operation will receive relevant back pay to the first full pay cycle of September 2025.

Classification Levels (3.2), Appointment to Classification Levels (3.3), Progression within Classification Levels (3.4), Movement Between Classification Levels (3.5)

Under the current agreement all above clauses were covered in one clause 3.3 "Classification Structure, Appointments and Progression". Under the new agreement they have been given individual clause numbers for ease of reading the agreement.

The term "Work Level Statement" has been updated to "Generic Work Level Statement".

Payment of Wages (3.7)

Payment of wages is now detailed in a dedicated clause (3.7), previously contained in 3.1 (Wage Increases)

Part 4 – Allowances

A new clause has been added to clarify all allowances are not all purpose unless expressly stated.

A new schedule (Schedule Two) has been inserted into the agreement which summarises all Allowances and respective values.

Allowance Increases (4.1)

The name of the clause has been updated from “Retrospective Payment of Allowances” to “Allowance Increases” to better reflect the content of the clause.

Uniforms (4.2)

The name of the clause has been updated from “Laundering of Uniforms” to “Uniforms” to better reflect the content of the clause.

Laundry Allowance (4.3) and Schedule Two

Laundry Allowance clause has been amended to state laundry allowance is not payable if Mater provides a laundry services at no cost. The laundry allowance will increase by the same percentage amounts as wage increases detailed in clause 3.1. The actual allowance amount can be found in Schedule Two (Allowances) of the Proposed Agreement.

Unpleasant Conditions Allowance (4.4) and Schedule Two

The name of the clause has been updated from “Live Sewer and Unpleasant Conditions Allowance” to “Unpleasant Conditions Allowance”. Live sewer work is still included in the allowance as one of the unpleasant conditions. The definition of “unpleasant conditions” has been updated to reflect a hospital environment.

Licensed Trade Allowance (4.6) and Schedule Two

Proposed Agreement introduces a new weekly allowance of \$7.60 for employees who are required to obtain, hold and maintain a statutory licence or registration in order to perform their duties. The allowance will increase during the life of the agreement. Allowance amounts for subsequent years can be found in Schedule Two (Allowances) of the Proposed Agreement. Licensed Trade Allowance will be pro rata for part-time and casual employees.

Tool Allowance (4.7) and Schedule Two

The agreement has been updated to specify the allowance is fortnightly. The current agreement was silent on the frequency of the allowance. Tool Allowance for Apprentices has been moved to Part 11 (Apprentices) however no changes have been made to the tool allowance entitlement for

Apprentices – noting this is expressed as an annual allowance.

Increase to Allowances

The following allowances will increase by **3.0%** on the date the agreement becomes operational, **2.5%** on 1 September 2027 and **2.5%** on 1 September 2028. Please refer to Schedule Two (Allowances) in the Proposed Agreement for actual amounts.

- Laundry Allowance (4.3)
- Tool Allowance (4.7)
- Testing and Tagging Allowance (4.8)
- On-Call Allowance (7.1 and 7.2)
- Meal Allowance whilst on Overtime (8.4)

Part 5 – Hours of Work

Span of Hours (5.1)

Title of the clause has been amended from “Ordinary Span of Hours of Work” to “Span of Hours”. Reference to “an individual work area” has been removed.

Accrued Days Off (ADO) (5.3)

Clause has been amended to include the acronym for Accrued Days Off (ADO).

The example provided in the clause has been amended to simplify wording and ensure easier interpretation.

Additional information has been added to the clause to provide that an ADO should be taken when they fall, however if circumstances prevent the taking of an ADO when it falls the employee may bank an ADO. In such circumstances the ADO must be taken within three (3) months of accrual. Where an employee does not take the ADO within three (3) months of accrual, the employee will be paid for the ADO at the ordinary rate of pay.

Rostered Days Off (RDO) (5.4)

Clause has been amended to include the acronym for Rostered Days Off (RDO).

Rosters (5.5)

Roster clause has been amended so that employees will be notified two (2) weeks in advance of the roster.

Part 6 – Overtime

Overtime (6.1)

The table which details overtime payment for Sunday has been amended in order to clarify

penalty payment for overtime on Sunday when the overtime is across Saturday and Sunday or Sunday and Monday. Where an employee works an overtime shift that crosses midnight, all hours performed on the Sunday are paid at 200%. If the employee has not worked three (3) hours or more prior to midnight, and works beyond midnight, they will revert to 150% for a period of up to two (2) hours before reverting to 200%.

Time Off in Lieu (6.2)

Clause has been amended to include the acronym for Time Off in Lieu (TOIL).

Additional wording has been added to the clause specifying the treatment of accrued TOIL. Accrued TOIL will be paid out to an employee upon their request or upon termination of employment at applicable overtime rates.

Fatigue Leave and Payment (6.4)

Fatigue Leave and Payment clause has been updated to provide greater clarity.

Part 7 – On Call and Recall

The name of Part 7 has been updated from “On Call” in the current agreement to “On Call and Recall” in the Proposed Agreement.

On Call Allowance (7.1), On Call Allowance Trade Group Manager (7.2), Schedule Two

Clauses 7.1.1, 7.1.2, 7.2.1 have been amended to provide for greater clarity and remove ambiguity regarding on call, recall and overtime.

On Call Allowance (7.1) and On Call Allowance Trade Group Manager (7.2) amounts have been increased by the same percentage as wage increases detailed in clause 3.1.

Refer to Schedule 2 (Allowances) for the proposed on call allowance amounts.

Recall Payment excluding Trade Group Managers, Grounds & Gardens and Drivers (7.3)

Clause 7.3 has been amended in the Proposed Agreement to delete duplication of recall minimum hours for employees excluding Trade Group Managers, Grounds & Gardens and Drivers. Despite the recall period being the same (4 hours) for all days of the week and public holidays the current agreement detailed the entitlement in different clauses (8.1.1 (a), (b) and (c)). In the Proposed Agreement these clauses have been consolidated in clause 7.3.1.

Recall Payment Trade Group Managers, Grounds & Gardens and Drivers (7.4)

The Proposed Agreement specifies recall payment for Trade Group Managers, Grounds & Gardens and Drivers in a separate clause to recall payments for other employees. Under the current agreement recall was specified in clause 8.1.1 (a), (b) and (c). In the Proposed Agreement it is detailed in clause 7.4.1 (a), 7.4.2, 7.4.3 to make the agreement easier to read.

Transport when Performing Recall (7.5)

Clause 7.5 has been updated to specify reimbursement of kilometres is payable when an employee uses their own private vehicle.

Information regarding the calculation of recall time has been moved from "Transport when Performing Recall" to clauses 7.3 and 7.4.

Remote Recall (7.6)

Name of the clause has been updated from "Telephone Recall / Remote Access Recall" to "Remote Recall" to better reflect the purpose of the recall.

The clause has been updated to reflect remote recall is paid at overtime rates. Current agreement is silent on the amount payable for remote recall.

Part 8 – Breaks and Meal Allowance

Meal Breaks and Meal Allowance in the new agreement are specified in a different part (Part 8 Breaks and Meal Allowance). In the current agreement breaks and meal allowances are specified in Part 5, clause 5.9.

Paid Meal Break (8.2)

Wording of clause 8.2 has been amended slightly to provide greater clarity when a paid meal break will apply.

Meal Allowance whilst on Overtime (8.4)

Clause has been amended to clarify if a meal is provided by Mater the meal allowance is not payable.

Meal Allowance whilst on overtime amounts have been increased by the same percentage as wage increases detailed in clause 3.1.

Refer to Schedule 2 (Allowances) for proposed meal allowance amounts.

Right to Disconnect (8.6)

A new clause has been included in the Proposed Agreement to which details an employee's Right to Disconnect.

Part 9 – Leave and Public Holidays

Annual Leave Entitlement (9.2)

Tables demonstrating annual leave entitlement have been modified for simplicity.

Access to Leave at Half Pay (9.3), Paid Parental Leave (9.12.5), Long Service Leave (9.15.7)

Amendments have been made to these clauses to ensure half pay leave clauses are compliant. The clauses detail an employee's ability to apply to take Annual Leave, Paid Parental Leave and Long Service Leave and at half pay for double the period of time.

Where an employee accesses leave at half pay, the employee agrees that fifty (50) per cent of the leave period will be taken as unpaid leave however Mater will average the unpaid portion of the leave period over the full period to ensure employees receive a payment throughout the duration of the leave period. The unpaid portion of the leave will not be counted as service.

Purchase of Leave (9.4)

A new clause has been added to the agreement which details an employee's ability to purchase additional leave of between one (1) and six (6) weeks in accordance with Mater Policy.

Cashing out of Annual Leave (9.5)

An additional clause has been added to "Cashing out of Annual Leave". Clause 9.5.3 clarifies that employees who are approved to cash out annual leave will be paid at least the full amount that would have been payable had the employee taken the leave that the employee has forgone by cashing out.

Christmas Concessional Day (9.7)

Clause 9.7.4 has been amended to provide greater clarity regarding entitlement when an employee eligible for the Concessional Day is required to work.

Personal / Carer's Leave (9.8)

A change has been made to evidence required when personal / carer's leave has been accessed. Leave must be supported by a Medical Certificate or evidence that would satisfy a "reasonable person". In the current agreement required evidence is a Medical Certificate or "evidence that would satisfy Mater".

Compassionate Leave (9.9)

Compassionate Leave clause has been updated to align with National Employment Standards (NES). The clause details the reasons why an employee is eligible for Compassionate Leave.

New clause (9.9.2) to clarify the rate of pay applicable for employees accessing compassionate leave.

Domestic and Family Violence Support Leave (9.10)

Clause has been renamed from "Leave to deal with Domestic and Family Violence" to "Domestic and Family Violence Support Leave". The clause has been expanded to include entitlements under the National Employment Standards (NES).

Parental Leave (9.11) & Paid Parental Leave (9.12)

Clause has been renamed from "Paid Maternity and Adoption Leave" to "Paid Parental Leave".

The Proposed Agreement removes the gendered language from the parental leave clauses, providing twelve (12) weeks paid parental leave for the parent who will take the majority of the caring responsibilities and two (2) weeks paid leave weeks for the parent who is the supporting

parent or partner sharing in the caring of the child.

Direction to Take Long Service Leave (9.17)

Clause has been renamed from "Managing Long Service Leave" to "Direction to Take Long Service Leave".

Community Service Leave (9.18)

New clause has been inserted which details an employee's entitlement to Community Service Leave in accordance with the National Employment Standards (NES) contained in the *Fair Work Act 2009 (Cth)*.

Community Service Leave clause refers to two types of leave jury service leave and leave to participate in a voluntary emergency management activity. "Jury Service" is detailed in its own clause in the current agreement (4.16). Jury Service leave entitlement has not changed under the new agreement but is detailed under the Community Service Leave clause.

Community Service Leave allows an employee access to unpaid leave where required to participate in a voluntary emergency management activity. Community Service Leave was not specified in the current agreement, although employees are entitled to the leave under the National Employment Standards (NES).

The clause provides information about notice period, evidence and expected period of leave requirements.

Public Holidays (9.19)

The public holiday clause in the Proposed Agreement lists all public holidays. Current agreement does not list public holidays. An additional clause (9.19.2) has been added to provide clarity regarding public holiday entitlements.

Ceremonial Leave (9.20)

Clause for Ceremonial Leave has been updated to reference both Aboriginal and Torres Strait Islander people. Current agreement references Aboriginal people only.

Suspension (9.21)

The Proposed Agreement introduces a new clause for suspension without pay in defined serious situations. The clause includes specific and unique situations where suspension without pay may occur along with procedural fairness principles and process. The clause also states that an employee may request access to accrued leave entitlements in lieu of suspension with or without pay.

Part 11 – Apprentices

An entirely new part (Part 11) has been introduced to the proposed agreement which details terms and conditions which are specific and unique to Apprentices completing their apprenticeship at Mater. This includes:

- Apprentices (11.1)
- Engagement and Training Contract (11.2)
- Probation Period (11.3)
- Rates of Pay (11.4)
- Pay Level Progression (11.5)
- Training and Study Requirements (11.6)
- Supervision and Workplace Training (11.7)
- Hours of Work and Overtime (11.8)
- Travel and Training Expenses (11.9)
- Tools and Equipment (11.10)
- Leave and Study Support (11.11)
- Completion of Apprenticeship (11.12)
- Suspension or Cancellation of Training Contract (11.13)
- Recognition of Prior Learning (11.14)
- Support and Wellbeing (11.15)

Annual tool allowance amounts for Apprentices are specified in the agreement. Allowances amounts for Apprentices are not documented in the current agreement. The agreement only specified the amount is the same as other trades but paid annually.

Part 11 in the current agreement is named "Contractors". This part has been removed in the Proposed Agreement as Contractors are managed outside of the agreement.

Part 13 – Consultation and Dispute Resolution

Clause relating to Prevention and Settlement of disputes is in clause 1.9 of the current agreement. In the Proposed Agreement "Consultation and Dispute Resolution" has a dedicated part (Part 13)

Consultation (13.1), Consultation in relations to major workplace change (13.2), Consultation in relation to change to regular roster or ordinary hours of work (13.3)

The Proposed Agreement includes the model terms for Consultation on Change. The clause in the existing agreement has been amended to reflect the model clause.

Consultative Forum (13.4)

The Proposed Agreement introduces a Mater Maintenance Services Consultative Forum (MMSCF) to provide a specific forum for Mater and employees covered under the agreement to consult and about issues subject to the application of the Agreement. The overall aim of Forum is to achieve a cooperative workplace culture.

Mater Maintenance Services Consultative Forum (MMSCF) has replaced Mater Consultative Forum detailed in clause 1.11 of the current agreement.

Prevention and Settlement of Disputes (13.5)

The Proposed Agreement includes the model term for Prevention and Settlement of Disputes.

Clause relating to Prevention and Settlement of disputes is in clause 1.9 of the current agreement. In the Proposed Agreement "Consultation and Dispute Resolution" has a dedicated part (Part 13).

Part 15 – Union Related Matters

Delegates Rights (15.1), Notice of appointment or election as a workplace delegate (15.2), Notice of ceasing to be a workplace delegate (15.3), Right of Representation (15.4), Entitlement to Reasonable Communication (15.5), Entitlement to Reasonable Access to the Workplace and Workplace Facilities (15.6), Entitlement to Reasonable Access to Training (15.7), Exercise of Entitlements (15.8)

The Proposed Agreement introduces the model term that outlines conditions relating to and entitlements of Workplace Delegates, including:

- providing Mater with written notice of appointment as a workplace delegate;
- providing Mater with written notice when ceasing to be a workplace delegate;
- right of representation;
- entitlement to reasonable communication;
- entitlement to reasonable access to the workplace and workplace facilities;
- entitlement to reasonable access to training; and
- the exercising of entitlements under the clause.

Part 12 "Union Related Matters" in the current agreement has been replaced by the above model terms.

Regarding clause 15.7 (Entitlement to Reasonable Access to Training), the number of days for training in subsequent years has remained the same as the current agreement and the model term has not been adopted regarding training days in subsequent years.

Schedule One – Wage Rates

Wages rates schedule has been updated to reflect new rates of pay as a result of increases outlined in clause 3.1 (Wage Increases).

Schedule Two – Allowances

A new schedule (Schedule Two – Allowances) has been introduced in the new agreement to make it easier to refer to allowance details. The Schedule reflects allowance increases over the life of the agreement, relevant corresponding clause and frequency of payment.

Schedule Three – List of Indicative Roles

The name of this schedule has changed from "List of indicative roles to be covered by the EA" to "List of Indicative Roles".

Schedule Four – Generic Work Level Statements



The name of this schedule has changed from “Work-Level Statements” to “Generic Work Level Statements”.

1. SCHEDULE ONE – WAGE RATES

Description	1 September 2025 3.0%		1 September 2026 2.5%		1 September 2027 2.5%	
	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
Maintenance Services Level 1.1	\$21.4525	\$42,535.80	\$21.9888	\$43,599.19	\$22.5386	\$44,689.17
Maintenance Services Level 1.2	\$25.2213	\$50,008.46	\$25.8518	\$51,258.67	\$26.4981	\$52,540.14
Maintenance Services Level 1.3	\$28.9874	\$57,475.82	\$29.7121	\$58,912.72	\$30.4549	\$60,385.53
Maintenance Services Level 1.4	\$34.6720	\$68,747.11	\$35.5388	\$70,465.79	\$36.4272	\$72,227.43
Level 2	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
Maintenance Services Level 2.1	\$34.4618	\$68,330.49	\$35.3234	\$70,038.75	\$36.2065	\$71,789.72
Maintenance Services Level 2.2	\$34.8840	\$69,167.61	\$35.7561	\$70,896.80	\$36.6500	\$72,669.22
Maintenance Services Level 2.3	\$35.5553	\$70,498.56	\$36.4442	\$72,261.03	\$37.3553	\$74,067.55
Level 3	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
Maintenance Services Level 3.1	\$36.2884	\$71,952.25	\$37.1957	\$73,751.06	\$38.1255	\$75,594.83
Maintenance Services Level 3.2	\$36.8220	\$73,010.15	\$37.7425	\$74,835.40	\$38.6861	\$76,706.28
Maintenance Services Level 3.3	\$37.6316	\$74,615.37	\$38.5724	\$76,480.75	\$39.5367	\$78,392.77
Level 4 / 5	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
Maintenance Services Level 4/5.1	\$41.0975	\$81,487.61	\$42.1250	\$83,524.80	\$43.1781	\$85,612.92
Maintenance Services Level 4/5.2	\$41.9829	\$83,243.15	\$43.0325	\$85,324.22	\$44.1083	\$87,457.33
Maintenance Services Level 4/5.3	\$42.8753	\$85,012.57	\$43.9472	\$87,137.88	\$45.0459	\$89,316.33
Maintenance Services Level 4/5.4	\$43.7650	\$86,776.68	\$44.8591	\$88,946.10	\$45.9806	\$91,169.75
Maintenance Services Level 4/5.5	\$44.6667	\$88,564.49	\$45.7833	\$90,778.60	\$46.9279	\$93,048.06
Maintenance Services Level 4/5.6	\$47.3820	\$93,948.32	\$48.5665	\$96,297.03	\$49.7807	\$98,704.45
Level 6 Tier 1	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
Maintenance Services Level 6 Tier 1.1	\$51.7393	\$102,587.94	\$53.0328	\$105,152.64	\$54.3586	\$107,781.45
Maintenance Services Level 6 Tier 1.2	\$52.7742	\$104,640.01	\$54.0936	\$107,256.01	\$55.4459	\$109,937.41
Maintenance Services Level 6 Tier 1.3	\$53.8298	\$106,732.93	\$55.1755	\$109,401.25	\$56.5549	\$112,136.29

SCHEDULE ONE CONTINUED – WAGE RATES

Description	1 September 2025 3.0%		1 September 2026 2.5%		1 September 2027 2.5%	
	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly
Level 6 Tier 2						
Maintenance Services Level 6 Tier 2.1	\$55.3614	\$109,769.79	\$56.7454	\$112,514.03	\$58.1640	\$115,326.88
Maintenance Services Level 6 Tier 2.2	\$56.4685	\$111,965.02	\$57.8802	\$114,764.15	\$59.3272	\$117,633.25
Maintenance Services Level 6 Tier 2.3	\$57.5983	\$114,205.19	\$59.0383	\$117,060.32	\$60.5142	\$119,986.83
Level 7 Tier 1						
Maintenance Services Level 7 Tier 1.1	\$59.0289	\$117,041.70	\$60.5046	\$119,967.74	\$62.0172	\$122,966.94
Maintenance Services Level 7 Tier 1.2	\$62.3702	\$123,666.83	\$63.9295	\$126,758.50	\$65.5277	\$129,927.46
Level 7 Tier 2						
Maintenance Services Level 7 Tier 2.1	\$64.5630	\$128,014.61	\$66.1770	\$131,214.98	\$67.8315	\$134,495.35

2. SCHEDULE TWO – ALLOWANCES

Unless expressly stated otherwise in this Agreement, all allowances are not all purpose and will not be taken into account for the calculation of overtime, penalties leave payment or other entitlements.

Allowance	Clause	Frequency	Approval of Agreement	1 September 2026	1 September 2027
Laundry Allowance	4.3	Per Week	\$1.60	\$1.64	\$1.68
Unpleasant Conditions Allowance	4.4	actual time / period of direct contact	additional 50% of the base hourly rate	additional 50% of the base hourly rate	additional 50% of the base hourly rate
Wet Work / Work in Rain Allowance	4.5	actual time / period of work	additional 100% of the base hourly rate	additional 100% of the base hourly rate	additional 100% of the base hourly rate
Licenced Trade Allowance	4.6	Per week	\$7.60	\$7.79	\$7.98
Testing and Tagging Allowance (all purpose)	4.8	Daily	\$3.01	\$3.08	\$3.16
Travelling Allowance	4.9	Per kilometre	As per ATO	As per ATO	As per ATO
Meal Allowance whilst on overtime	8.4	Per Shift	\$16.37	\$16.78	\$17.20
Tool Allowance					
Painters	4.7	Fortnightly	\$19.45	\$19.93	\$20.43
All other Trades	4.7	Fortnightly	\$68.80	\$70.52	\$72.29
Apprentice Painters	11.10	Annually	\$505.61	\$518.25	\$531.20
Apprentices (other than painters)	11.10	Annually	\$1,788.90	\$1833.63	\$1879.47
On Call Allowance					
Employees (other than Trade Group Managers)					
Whole of RDO, ADO or public holiday	7.1	Per 24-hour period or part thereof	\$38.61	\$39.58	\$40.57
Night only of RDO, ADO or public holiday	7.1	Per night	\$27.85	\$28.55	\$29.26
Any other night	7.1	Per night	\$27.85	\$28.55	\$29.26

SCHEDULE TWO CONTINUED – ALLOWANCES

Allowance	Clause	Frequency	Approval of Agreement	1 September 2026	1 September 2027
On Call Allowance					
Trade Group Managers					
Whole of RDO, ADO or public holiday	7.2	Per 24-hour period or part thereof	\$48.00	\$49.20	\$50.43
Night of RDO, ADO or public holiday	7.2	Per night	\$30.31	\$31.07	\$31.85
Any other night	7.2	Per night	\$27.85	\$28.55	\$29.26