

Mater Maintenance Services Enterprise Agreement 2026

Changes to Part and Clause Numbering

In an effort to provide uniformity between Mater's many Enterprise Agreements, significant changes have been made to part and clause numbering in the proposed *Mater Maintenance Services Enterprise Agreement 2026*.

To assist in understanding these changes, the following table has been prepared which details part and clause numbers in the nominally expired Mater Maintenance Services Enterprise Agreement 2023 and the proposed *Mater Maintenance Services Enterprise Agreement 2026*.

Whilst care has been taken to ensure the information below is as correct as possible, the source of truth is the proposed enterprise agreement document and you should review the document for confirmation of any issue or question you may have.

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

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Preliminary Matters	Part 1	Part 1
Title	Clause 1.1	Clause 1.1
Date and Period of Operation	Clause 1.2	Clause 1.2
Renewal or Replacement of Agreement	Clause 1.3	Clause 1.3
Relationships with Awards, Agreements and Other Conditions	Clause 1.4	Clause 1.4
National Employment Standards	Clause 1.4.2	Clause 1.4.3
Coverage	Clause 1.5	Clause 1.5
Objectives of the Agreement	Clause 1.6	Clause 1.6

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Posting of the Agreement	Clause 1.8	Clause 1.7
Definitions	Clause 1.7	Clause 1.8
Flexibility Term	Clause 1.10	Clause 1.9
Mater Consultative Forum	Clause 1.11	Clause 13.4
Types of Employment	Part 2 (Basis of Employment)	Part 2
Confirmation of Employment	Clause 2.1	Clause 2.1
Full Time Employees	Clause 2.2	Clause 2.2
Part Time Employees	Clause 2.3	Clause 2.3
Casual Employees	Clause 2.4	Clause 2.4
Temporary Employees	Clause 2.5	Clause 2.5
Disciplinary Processes	Clause 2.9	-
Wages and Related Matters	Part 3	Part 3
Wage Increases	Clause 3.1 and Schedule One	Clause 3.1 and Schedule One
Classification Levels	Clause 3.3	Clause 3.2
Appointment to Classification Levels	Clause 3.3	Clause 3.3
Progression within Classification Levels	Clause 3.3	Clause 3.4
Higher Duties	Clause 3.4	Clause 3.6
Movement between Classification Levels	Clause 3.3	Clause 3.5
Payment of Wages	Clause 3.1.3	Clause 3.7

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Superannuation	Clause 3.5	Clause 3.8
Salary Sacrificing	Clause 3.2	Clause 3.9
Overpayment	Part 13	Clause 3.10
Allowances	Part 9	Part 4
Retrospective Payment of Allowances	Clause 9.1	Clause 4.1
Uniforms	Clause 9.2 (Laundering of Uniforms)	Clause 4.2
Laundry Allowance	Clause 9.3	Clause 4.3
Unpleasant Conditions Allowance	Clause 9.4 (Live Sewer & unpleasant conditions allowance)	Clause 4.4
Wet Work / Work in Rain	Clause 9.5	Clause 4.5
Licensed Trade Allowance	-	Clause 4.6
Tool Allowance	Clause 9.6	Clause 4.7
Testing and Tagging Allowance	Clause 9.7	Clause 4.8
Travelling Allowance	Clause 9.8	Clause 4.9
Hours of Work	Part 5	Part 5
Span of Hours	Clause 5.1	Clause 5.1
Working a 38-Hour Week	Clause 5.2	Clause 5.2
Accrued Days Off	Clause 5.3	Clause 5.3
Rostered Days Off	Clause 5.4	Clause 5.4
Rosters	Clause 5.5	Clause 5.5

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Overtime	Clause 5.7	Part 6
Time Off in Lieu	Clause 5.8	Clause 6.2
Shift Penalties	Clause 5.6	Clause 6.3
Fatigue Leave and Payment	Clause 10.2	Clause 6.4
On Call and Recall	Part 7 (On Call)	Part 7
On Call Allowance	Clause 7.2	Clause 7.1
On Call Allowance Trade Group Managers	Clause 7.1	Clause 7.2
Recall Payments	Part 8 / Clause 8.1	Clause 7.3
Recall Payments Trade Group Managers, Ground & Garden and Drivers	Clause 8.1	Clause 7.4
Transport when Performing Recall	Clause 8.3	Clause 7.5
Remote Recall	Clause 8.2 (Telephone Recall / Remote Recall)	Clause 7.6
Meal Breaks and Meal Allowance	Clause 5.9	Part 8
Unpaid Meal Breaks	Clause 5.9.1	Clause 8.1
Paid Meal Breaks	Clause 5.9.2	Clause 8.2
Tea Breaks	Clause 5.9.3	Clause 8.3
Meal allowance Whilst on Overtime	Clause 5.9.4	Clause 8.4
Breaks Between Shifts	Clause 5.10	Clause 8.5

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Right to Disconnect	-	Clause 8.6
Leave and Public Holidays	Part 4 (Leave)	Part 9
Annual Leave	Clause 4.8	Clause 9.1
Annual Leave Entitlement	Clause 4.8.6	Clause 9.2
Annual Leave at Half Pay	Clause 4.8.4	Clause 9.3
Purchase of Leave	-	Clause 9.4
Cashing out of Annual Leave	Clause 4.9	Clause 9.5
Direction to Take Annual Leave – Excessive Balance	Clause 4.10	Clause 9.6
Christmas Concessional Day	Clause 4.14	Clause 9.7
Personal / Carers Leave	Clause 4.11	Clause 9.8
Compassionate Leave	Clause 4.12	Clause 9.9
Domestic and Family Violence Support Leave	Clause 4.15	Clause 9.10
Parental Leave	Clause 4.1	Clause 9.11
Paid Parental Leave	4.2 (Paid Maternity & Adoption Leave)	Clause 9.12
Unpaid Parental Leave	Clause 4.3	Clause 9.13
Statutory Parental Leave	Clause 4.4	Clause 9.14
Long Service Leave	Clause 4.5	Clause 9.15
Cashing out of Long Service Leave	Clause 4.7	Clause 9.16
Direction to Take Long Service Leave	Clause 4.6 (Managing Long Service Leave)	Clause 9.17

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Community Service Leave	- (previously Jury Service 4.16)	Clause 9.18
Public Holidays	Clause 4.13	Clause 9.19
Ceremonial Leave	Clause 4.17	Clause 9.20
Suspension	-	Clause 9.21
Professional Development Support	Part 6 and Clause 6.1	Part 10 and Clause 10.1
Apprentices	-	Part 11
Apprentices	-	Clause 11.1
Engagement and Training Contract	-	Clause 11.2
Probation Period	-	Clause 11.3
Rates of Pay	-	Clause 11.4
Progression	-	Clause 11.5
Training and Study Requirements	-	Clause 11.6
Supervision and Workplace Training	-	Clause 11.7
Hours of Work and Overtime	-	Clause 11.8
Travel and Training	-	Clause 11.9
Tools and Equipment	-	Clause 11.10
Leave and Study Support	-	Clause 11.11
Completion of Apprenticeship	-	Clause 11.12

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Suspension or Cancellation of Training Contract	-	Clause 11.13
Recognition of Prior Learning	-	Clause 11.14
Support and Wellbeing	-	Clause 11.15
Workplace Health and Safety	Part 10	Part 12
Workplace Health and Safety Processes	Clause 10.1	Clause 12.1
Consultation and Dispute Resolution	Clause 1.9 (prevention and settlement of disputes)	Part 13
Consultation	Clause 1.12	Clause 13.1
Consultation relating to major workplace change	Clause 1.12.2	Clause 13.2
Consultation relating to regular roster or ordinary hours of work	Clause 1.12.10	Clause 13.3
Consultative Forum	-	Clause 13.4
Termination of Employment and Redundancy	Clauses 2.6 and 2.8	Part 14
Notice of Termination of Employment	Clause 2.6	Clause 14.1
Job Security and Redundancy	Clause 2.8	Clause 14.2
Statement of Employment	Clause 2.7	Clause 14.3
Union Related Matters	Part 12	Part 15
Delegates Rights	Part 12	Clause 15.1
Notice of appointment or election as a workplace delegate	Part 12	Clause 15.2

Part / Clause	Part or clause number - Current Agreement	Part or clause number - Proposed Agreement
Notice of ceasing to be a workplace delegate	Part 12	Clause 15.3
Right of Representation	Part 12	Clause 15.4
Entitlement to Reasonable communication	Part 12	Clause 15.5
Entitlement to Reasonable Access to the Workplace and Workplace Facilities	Part 12	Clause 15.6
Entitlement to Reasonable Access to Training	Clause 12.2	Clause 15.7
Contractors	Part 11	-
Exercise of Entitlements	Part 12	Clause 15.8
Other Matters	Part 13 (overpayment)	Part 16
No Extra Claims	Part 14	Clause 16.1
Wage Table	Schedule One	Schedule One
Allowance Table	-	Schedule Two
Indicative List of Eligible Disciplines / Professions	Schedule Two	Schedule Three
Generic Work Level Statements	Schedule Three	Schedule Four