

## Key Improvements under the proposed Agreement

The proposed Agreement, which has received in principle support from the Union, contains a number of improvements to the terms and conditions of employment of employees. These include:

- Immediate wage increases of 3.00% from the commencement of the Agreement as detailed in the second attached document which explains the key changes the Agreement makes to the current terms and conditions of your employment
- Wage increases of 3.00% from the first full pay period to commence on or after 1 July 2021. Please see Schedule 1 to the Agreement for details of the actual wage increases
- Meal and Uniform Allowances adjusted in line with the above wage increases
- Amendment to the ordinary hours of work clause to limit the number of ordinary hours of a shift to no more than 10 ordinary hours and to limit the number of weekly ordinary hours to no more than 38 ordinary hours in any week, Monday to Sunday. As a result, an employee will be entitled to overtime where they work in excess of 10 hours in any one shift or in excess of 38 hours in any week (Monday to Sunday)
- Amendment to the family and domestic violence leave clause to align with the National Employment Standards
- Amendment to the termination of employment clause to align the grounds for serious misconduct to those in the *Fair Work Regulations 2009* (Cth)
- New clause concerning offers and requests for conversion to permanent employment provided for in the Agreement to align with the National Employment Standards