

# Variations Proposed for the ACT Public Sector Infrastructure Services Enterprise Agreement 2023-2026

## T22 - Annualised Salaries for Sportsground Rangers

T22.1 The annualised remuneration structure for Sportsground Rangers is comprised of base salary, shift loading, overtime and rain allowance. These are calculated as follows:

T22.1.1 The base salary for Sportsground Rangers is calculated on the basis of standard working hours of 11 days per fortnight at 8 hours per day.

T22.1.2 Shift Loading is calculated on the basis of 15% penalty for 48 hours each fortnight, 50% penalty for 16 hours per fortnight, 100% penalty for 16 hours per fortnight and 150% for 62.4 hours worked per annum for public holidays.

T22.1.3 Overtime is calculated on the basis of 8 hours per fortnight.

T22.1.4 Rain allowance is calculated on the basis of 110 days of rain per year.

T22.2 The applicable rates of pay for the Sportsground Ranger annualised salaries are provided in the table below:

		Pay Rate 09.06.22	Pay Rate 05.01.23	Pay Rate 08.06.23	Pay rate 07.12.23	Pay Rate 28.03.24	Pay Rate 06.06.24	Pay Rate 05.12.24	Pay Rate 05.06.25	Pay Rate 04.12.25
Base Salary	1	\$60,620	\$62,370	\$62,994	\$64,744	\$73,429	\$74,530	\$76,776	\$77,543	\$79,319
	2	\$62,216	\$63,966	\$64,606	\$66,356	\$74,765	\$75,886	\$78,145	\$78,927	\$80,716
	3	\$63,781	\$65,531	\$66,186	\$67,936	\$77,593	\$78,757	\$81,044	\$81,855	\$83,673
	4	\$65,367	\$67,117	\$67,788	\$69,538	\$79,105	\$80,292	\$82,594	\$83,420	\$85,255
	5	\$66,939	\$68,689	\$69,376	\$71,126	\$80,536	\$81,744	\$84,061	\$84,902	\$86,751
Base salary as per the applicable rates provided in Annex A										
Shift Loading	1	\$26,361	\$26,833	\$27,101	\$27,573	\$31,912	\$32,391	\$33,367	\$33,700	\$34,472
	2	\$27,053	\$27,537	\$27,813	\$28,297	\$32,493	\$32,980	\$33,962	\$34,302	\$35,079
	3	\$27,732	\$28,228	\$28,511	\$29,007	\$33,722	\$34,228	\$35,222	\$35,574	\$36,364
	4	\$28,424	\$28,933	\$29,222	\$29,731	\$34,379	\$34,895	\$35,896	\$36,255	\$37,052
	5	\$29,106	\$29,627	\$29,923	\$30,444	\$35,001	\$35,526	\$36,533	\$36,898	\$37,702
From 29.03.24, shift loading penalties provided in clause T22.2.2 have been annualised and applied at a rate of 43.46% of base salary										
Salary for super purposes	1	\$86,981	\$89,203	\$90,095	\$92,317	\$105,341	\$106,921	\$110,142	\$111,243	\$113,791
	2	\$89,269	\$91,503	\$92,419	\$94,653	\$107,258	\$108,867	\$112,107	\$113,229	\$115,795
	3	\$91,513	\$93,759	\$94,697	\$96,943	\$111,315	\$112,985	\$116,266	\$117,429	\$120,037
	4	\$93,791	\$96,050	\$97,010	\$99,269	\$113,484	\$115,186	\$118,490	\$119,675	\$122,307
	5	\$96,045	\$98,316	\$99,299	\$101,570	\$115,537	\$117,270	\$120,595	\$121,800	\$124,453
Calculated as the total of annual salary and annual shift loading rates of pay										
Overtime	1	\$8,790	\$8,947	\$9,037	\$9,194	\$10,647	\$10,807	\$11,132	\$11,574	\$11,501
	2	\$9,021	\$9,182	\$9,274	\$9,436	\$10,841	\$11,004	\$11,331	\$11,776	\$11,704
	3	\$9,248	\$9,414	\$9,508	\$9,673	\$11,251	\$11,420	\$11,751	\$12,205	\$12,133
	4	\$9,478	\$9,648	\$9,744	\$9,914	\$11,470	\$11,642	\$11,976	\$12,434	\$12,362
	5	\$9,706	\$9,880	\$9,979	\$10,152	\$11,678	\$11,853	\$12,189	\$12,651	\$12,579

From 28.03.2024, Overtime rates of pay as per clause T22.2.3 have been annualised and applied at a rate of 14.5% of base salary										
Rain Allowance	1	\$746	\$759	\$767	\$780	\$780	\$792	\$811	\$819	\$835
	2	\$746	\$759	\$767	\$780	\$780	\$792	\$811	\$819	\$835
	3	\$746	\$759	\$767	\$780	\$780	\$792	\$811	\$819	\$835
	4	\$746	\$759	\$767	\$780	\$780	\$792	\$811	\$819	\$835
	5	\$746	\$759	\$767	\$780	\$780	\$792	\$811	\$819	\$835
Annualised rain allowance is increased in line with the applicable rates provided in Annex C										
Annualised salary	1	\$96,517	\$98,910	\$99,899	\$102,291	\$116,768	\$118,520	\$122,086	\$123,307	\$126,127
	2	\$99,036	\$101,445	\$102,460	\$104,868	\$118,879	\$120,662	\$124,249	\$125,492	\$128,334
	3	\$101,507	\$103,932	\$104,972	\$107,396	\$123,346	\$125,196	\$128,829	\$130,117	\$133,006
	4	\$104,015	\$106,457	\$107,521	\$109,963	\$125,734	\$127,620	\$131,277	\$132,590	\$135,503
	5	\$106,497	\$108,955	\$110,045	\$112,502	\$127,995	\$129,915	\$133,595	\$134,930	\$137,867
Base Hourly Rate	1	\$30.58	\$31.46	\$31.78	\$32.66	\$37.04	\$37.60	\$38.73	\$39.12	\$40.01
	2	\$31.39	\$32.27	\$32.59	\$33.47	\$37.72	\$38.28	\$39.42	\$39.82	\$40.72
	3	\$32.17	\$33.06	\$33.39	\$34.27	\$39.14	\$39.73	\$40.88	\$41.29	\$42.21
	4	\$32.97	\$33.86	\$34.20	\$35.08	\$39.90	\$40.50	\$41.67	\$42.08	\$43.01
	5	\$33.77	\$34.65	\$35.00	\$35.88	\$40.63	\$41.24	\$42.41	\$42.83	\$43.76
Base hourly rate of pay is averaged over 76 hours per fortnight.										

T22.3 The following table reflects the annualised remuneration structure for Sportsground Rangers employed permanently by Sport and Recreation Services prior to 1 July 2013:

	Pay Rate 09.06.22	Pay Rate 05.01.23	Pay Rate 08.06.23	Pay Rate 07.12.23
Base Salary	\$66,939	\$68,689	\$69,376	\$71,126
Shift Loading	\$29,826	\$30,360	\$30,663	\$31,197
Overtime	\$9,607	\$9,779	\$9,877	\$10,049
Rain Allowance	\$728	\$741	\$748	\$761
Annualised salary	\$107,100	\$109,569	\$110,664	\$113,133
Base Hourly Rate	\$33.77	\$34.65	\$35.00	\$35.88

T22.4 Effective from the first pay period in April 2024, Sportsground Rangers will be transitioned to a new salary structure as provided under clause V2 – ‘Fair Go for GSO’ Classification Review. From commencement of the new salary structure, the annualised remuneration structure for Sportsground Rangers employed prior to 01 July 2013 will be applicable as per the Sportsground Ranger classification pay point 5.

T22.5 For employees in CSS and PSSdb funds, the salary for superannuation purposes will be the total of base salary and shift loading only.

T22.6 The rates of pay for Sportsground Rangers employed under subclause T22.2 may be reviewed during the life of the Agreement and any such review will incorporate actual hours worked for shift loading and overtime.

## **V2 - 'FAIR GO' Classification Review**

V2.1 For the purposes of clause V2 -, 'the Parties' shall mean all of the following:

V2.1.1 The Head of Service on behalf of the Australian Capital Territory.

V2.1.2 The Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU).

V2.1.3 The Transport Workers Union of Australia (TWU).

V2.1.4 The United Workers Union (UWU).

V2.2 The Parties recognise that certain classification structures set out in this Agreement have been in place for over 30 years and they require review and replacement. Accordingly, the Parties agree to conduct a review of all of the following classification groups (the relevant classification groups) in order to develop a new classification structure in their place:

V2.2.1 General Service Officers (GSO).

V2.2.2 Cleaning Service Officers (CSO).

V2.2.3 Building Service Officers (BSO).

V2.2.4 Building Trade Group (including Building Trades Assistant).

V2.2.5 Apprentice (GSO and Building Trade Group).

V2.2.6 Stores Supervisor.

V2.2.7 Facilities Service Officer (FSO).

V2.2.8 Sportsground Ranger.

V2.3 The review will be conducted by a working group led by the Office of Industrial Relations and Workforce Strategy (the OIRWS) and shall consist of representatives nominated by each of the parties and other relevant assistance required.

V2.5 During the period of the review, the existing and applicable pay rates available under this agreement set out at subclause C2.2 continue to apply to employees. Review Principles

V2.6 The review will consider the relevant classification groups set out under subclause V2.2, and will propose both of the following:

V2.6.1 New classification structures which will apply to employees covered by the relevant classification groups.

V2.6.2 Base rates of pay that will be applicable to each of the classifications in the new classification structures from the first pay period on or after 1 April 2024.

V2.7 The review will consider how classification is measured, and shall have regard to all of the following:

V2.7.1 Work value standards.

V2.7.2 The relative classification equivalence (relativity) for employees engaged across different directorates and business units.

V2.7.3 Consistency of recognition of vocation and trade skills (or equivalent) across different directorates and business units.

V2.7.4 The service delivery and fiscal requirements of the ACTPS.

V2.7.5 A structure which ensures the ACTPS can attract and retain employees in the ISEA grades.

V2.8 The minimum base rate of pay for any of the new classifications shall not be less than \$62,860.

V2.8 The base rate of pay for each new classification level established by the review will increase by the quantum set out under subclause C2.2 for the remainder of the Agreement.

V2.9 At the commencement of the review process, the parties shall agree on selecting one standardised classification system (the initial standard classification) from the classifications within the relevant classification groups. The parties shall also agree on all of the following:

V2.9.1 The relative equivalence between each classification in the relevant classification groups and the initial standard classification in terms of the base rate of pay shall be noted and expressed as a percentage figure relative to the initial standard classification (the starting relativity).

V2.9.2 The initial standard classification shall, as a result of the review, be transitioned into a new classification and base rate of pay pursuant to subclause V2.6 (the new standard classification). Consequently, the relativity between each classification in the new classification structure and the new standard classification in terms of the base rate of pay shall be noted and expressed as a percentage figure relative to the new standard classification (the resultant relativity).

V2.9.3 The resultant relativity shall be at least equal or more favourable when compared to the starting relativity for each affected employee covered by this review.

V2.10 The review will also develop the necessary barriers and rules establishing progression within the new classification structures.

#### Review Finalisation

V2.11 Upon completion of the review, the OIRWS will provide the parties with a written report setting out the proposed outcomes of the review. The parties to this agreement must provide a written response within 10 business days indicating whether they agree to the proposed new classification structure and base rates of pay. Where matters are not agreed, the party will provide the reasons for this in writing. Agreement will not be unreasonably withheld by any party. Dispute Resolution Mechanism

V2.12 If final agreement cannot be reached or the review is not finalised by 20 December 2024, the parties may agree to adopt the dispute resolution procedure contained in this clause and this will displace the dispute avoidance and settlement procedures contained at clause F6 - in this Agreement.

V2.13 Once a party has given notice that they wish to commence the dispute resolution procedure pursuant to subclause V2.12, the parties shall confer as soon as practicable for the purposes of agreeing on the appointment of an Independent Mediator and Arbitrator (the IMA).

V2.14 In order for the IMA to be appointed all parties must agree to their appointment and the IMA must accept the appointment.

V2.15 The parties agree to all of the following:

V2.15.1 That they will accept any directions any directions made in relation to the proceedings by the IMA.

V2.15.2 That they will accept and implement any interim decisions and the final determination arising from this process.

V2.15.3 That they will participate in good faith in any meeting, conference or arbitration hearing that the IMA convenes.

V2.15.4 That they will provide the IMA any information that is requested to assist with the mediation or arbitration process, provided that such disclosure does not result in a breach of the law.

V2.16 The mediation or arbitration processes shall be limited to those issues on which agreement cannot be reached, and all parties will be given a reasonable opportunity to be heard.

V2.17 In the first instance, the IMA will attempt to mediate between the parties to reach agreement. At any point during the mediation or at its conclusion, the IMA may make non-binding recommendations or express an opinion to the parties.

V2.18 If the IMA determines that mediation is not possible in a reasonable timeframe or the mediation fails to resolve the matter, the IMA is required to arbitrate the matter and make a determination.

V2.19 Once an agreement has been reached on the outcomes of the review and/or a determination has been made by the IMA, the parties undertake to implement the new classification structures, base rates of pay and work value standards. This includes taking all necessary steps to vary this Agreement in accordance with Part 2-4, Division 7 of the Fair Work Act (2009) (Cth) to reflect the outcomes of the review process.

V2.20 The ACT Government shall do both of the following:

V2.20.1 Pay any cost associated with the engagement of the IMA.

V2.20.2 Provide access to any resources or facilities that the IMA requires to perform their duties.

### **V3 - Transitional Arrangements for General Service Officer and Related Classifications Salary Structure**

V3.1 Effective from the first pay period on or after 1 April 2024, employees in the following classifications will transition into a new salary structure:

- V3.1.1 Apprentice (GSO and Building Trade Group).
- V3.1.2 Building Service Officers (BSO).
- V3.1.3 Building Trade Group (including Building Trades Assistant).
- V3.1.4 Cleaning Service Officers (CSO).
- V3.1.5 General Service Officers (GSO).
- V3.1.6 Sportsground Ranger.
- V3.1.7 Stores Supervisor.

V3.2 The following tables identify how employees will transition to the new classification structure. The transition will occur on a point-to-point basis from the increments identified in Column A to the corresponding increment identified in Column B.

#### **V3.2.1 Building Service Officer (BSO)**

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
BSO1.1	\$57,923	BSO1.1	\$62,860
BSO1.2	\$59,277	BSO1.2	\$64,792
BSO1.3	\$60,607	BSO1.3	\$67,760
BSO1.4	\$62,931	BSO1.4	\$70,224
BSO2.1	\$67,006	BSO2.1	\$76,147
BSO2.2	\$68,031	BSO2.2	\$77,593
BSO2.3	\$68,957	BSO2.3	\$79,105
BSO2.4	\$69,893		
BSO3.1	\$77,681	BSO3.1	\$85,285
BSO3.2	\$79,030	BSO3.2	\$87,494
BSO3.3	\$80,426	BSO3.3	\$89,398
BSO3.4	\$81,886		
BSO4.1	\$95,746	BSO4.1	\$100,714
BSO4.2	\$98,465		
BSO4.3	\$101,052	BSO4.2	\$104,509

BSO4.4	\$105,239	BSO4.3	\$105,239
BSO4.5	\$109,072	BSO4.4	\$109,072

### V3.2.2 Building Trade Apprentice

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
Apprentice Year 1	\$41,971	Apprentice Year 1	\$44,699
Apprentice Year 2	\$49,662	Apprentice Year 2	\$54,533
Apprentice Year 3	\$61,201	Apprentice Year 3	\$67,942
Apprentice Year 4	\$72,735	Apprentice Year 4	\$80,458
Adult Apprentice Year 1	\$65,814	Adult Apprentice Year 1	\$71,518
Adult Apprentice Year 2	\$68,891	Adult Apprentice Year 2	\$76,882
Adult Apprentice Year 3	\$71,199	Adult Apprentice Year 3	\$78,670
Adult Apprentice Year 4	\$75,813	Adult Apprentice Year 4	\$82,246

### V3.2.3 Building Trade

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
Building Trade Assistant 1.1	\$71,199	Building Trade Assistant 1.1	\$79,105
Building Trade Assistant 1.2	\$75,813	Building Trade Assistant 1.2	\$85,285
Building Trade Assistant 1.3	\$78,120	Building Trade Assistant 1.3	\$87,494
-----Soft Barrier -----			
Building Trade Assistant 1.4	\$80,426	Building Trade Assistant 1.4	\$89,398
Preserved for GSO 8 ACT Property Group only	\$81,886		
Building Trade 1.1	\$80,426	Building Trade 1.1	\$89,398
Building Trade 1.2	\$81,886		
Building Trade 1.3	\$83,414	Building Trade 1.2	\$91,315
Building Trade 1.4	\$84,859		
Senior Building Trade 1.1	\$87,950	Senior Building Trade 1.1	\$94,007
Senior Building Trade 1.2	\$89,655	Senior Building Trade 1.2	\$96,569
Senior Building Trade 1.3	\$91,886		

Senior Building Trade 1.4	\$93,809		
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### V3.2.4 Building Trade Inspectors

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
Building Trade Inspector 1.1	\$105,583	Building Trade Inspector 1.1	\$109,067
Building Trade Inspector 1.2	\$113,675	Building Trade Inspector 1.2	\$114,928
Building Trade Inspector 1.3	\$119,595	Building Trade Inspector 1.3	\$121,865
Senior Building Trade Inspector	\$140,226	Senior Building Trade Inspector	\$140,226
Building Trade Inspector Manager	\$169,066	Building Trade Inspector Manager	\$169,066

### V3.2.5 Cleaning Services Officer (CSO)

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
CSO1.1	\$54,952	CSO1.1	\$62,860
CSO1.2	\$55,547	CSO1.2	\$63,875
CSO1.3	\$56,186	CSO1.3	\$64,792
CSO1.4	\$56,822	CSO1.4	\$65,718
CSO2.1	\$57,923	CSO2.1	\$67,760
CSO2.2	\$58,601	CSO2.2	\$68,692
CSO2.3	\$59,277	CSO2.3	\$70,224
CSO2.4	\$59,949	CSO2.4	\$71,554
CSO3.1	\$60,607	CSO3.1	\$79,105
CSO3.2	\$61,371	CSO3.2	\$80,536
CSO3.3	\$62,122	CSO3.3	\$82,031
CSO3.4	\$62,931	CSO3.4	\$83,597
CSO4.1	\$63,828	CSO4.1	\$94,007
CSO4.2	\$64,906	CSO4.2	\$96,569
CSO4.3	\$65,979	CSO4.3	\$100,714
CSO4.4	\$67,006	CSO4.4	\$104,509

### V3.2.6 General Service Officer (GSO) Apprentice

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
Apprentice Year 1 Without Year 12	\$31,914	Apprentice 1.1 Without Year 12	\$35,777
Apprentice Year 2 Without Year 12	\$39,127	Apprentice 1.2 Without Year 12	\$43,648
Apprentice Year 3 Without Year 12	\$48,509	Apprentice 1.3 Without Year 12	\$54,381
Apprentice Year 4 Without Year 12	\$57,445	Apprentice 1.4 Without Year 12	\$64,399
Apprentice Year 1 With Year 12	\$35,105	Apprentice 1.1 With Year 12	\$39,355
Apprentice Year 2 With Year 12	\$41,488	Apprentice 1.2 With Year 12	\$46,510
Apprentice Year 3 With Year 12	\$49,722	Apprentice 1.3 With Year 12	\$54,381
Apprentice Year 4 With Year 12	\$58,805	Apprentice 1.4 With Year 12	\$65,830
Adult Apprentice Year 1	\$51,062	Adult Apprentice 1.1	\$57,243
Adult Apprentice Year 2	\$54,892	Adult Apprentice 1.2	\$61,536
Adult Apprentice Year 3	\$56,169	Adult Apprentice 1.3	\$62,968
Adult Apprentice Year 4	\$58,805	Adult Apprentice 1.4	\$65,830

### V3.2.7 General Service Officer (GSO)

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
GSO2.1	\$54,952		
GSO2.2	\$55,547		
GSO2.3	\$56,186		
GSO2.4	\$56,822		
GSO3.1	\$57,923	GSO3.1 /Trainee	\$62,860
GSO3.2	\$58,601	GSO3.2 /Trainee	\$63,875
GSO3.3	\$59,277	GSO3.3 /Trainee	\$64,792
GSO3.4	\$59,949	GSO3.4 /Trainee	\$65,718
GSO4.1	\$60,607	GSO4.1	\$67,760
GSO4.2	\$61,371	GSO4.2	\$68,692
GSO4.3	\$62,122	GSO4.3	\$70,224
GSO4.4	\$62,931		
GSO5.1	\$63,828	GSO5.1	\$71,554
GSO5.2	\$64,906	GSO5.2	\$73,429
GSO5.3	\$65,979	GSO5.3	\$74,765
GSO5.4	\$67,006		
GSO6.1	\$67,006	GSO6.1	\$76,147



GSO6.2	\$68,031	GSO6.2	\$77,593
GSO6.3	\$68,957	GSO6.3	\$79,105
GSO6.4	\$69,893		
GSO7.1	\$71,955	GSO7.1	\$80,536
GSO7.2	\$73,169	GSO7.2	\$82,031
GSO7.3	\$74,444	GSO7.3	\$83,597
GSO7.4	\$75,787		
GSO8.1	\$77,681	GSO8.1	\$85,285
GSO8.2	\$79,030	GSO8.2	\$87,494
GSO8.3	\$80,426	GSO8.3	\$89,398
GSO8.4	\$81,886		
GSO9.1	\$83,414	GSO9.1	\$91,315
GSO9.2	\$84,859		
GSO9.3	\$86,369	GSO9.2	\$94,007
GSO9.4	\$87,950		
GSO9.5	\$89,655	GSO9.3	\$96,569
GSO9.6	\$91,886		
GSO9.7	\$93,809		
GSO10.1	\$95,746	GSO10.1	\$100,714
GSO10.2	\$98,465		
GSO10.3	\$101,052	GSO10.2	\$104,509
GSO10.4	\$105,239	GSO10.3	\$105,239
GSO10.5	\$109,072	GSO10.4	\$109,072

### V3.2.8 Sportsground Ranger

Column A Classification increments as of 7 December 2023	Base Rate of Pay as at 07.12.2023	Total Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Base Rate of Pay as at 28.03.2024	Total Rate of Pay as at 28.03.2024
Sportsground Ranger 1.1	\$64,744	\$102,291	Sportsground Ranger 1.1	\$73,429	\$116,768
Sportsground Ranger 1.2	\$66,356	\$104,868	Sportsground Ranger 1.2	\$74,765	\$118,879
Sportsground Ranger 1.3	\$67,936	\$107,396	Sportsground Ranger 1.3	\$77,593	\$123,346
Sportsground Ranger 1.4	\$69,538	\$109,963	Sportsground Ranger 1.4	\$79,105	\$125,734
Sportsground Ranger 1.5	\$71,126	\$112,502	Sportsground Ranger 1.5	\$80,536	\$127,995
Sportsground Ranger (Commenced prior to 1 July 2013)	\$75,355	\$117,362	Sportsground Ranger (Commenced prior to 1 July 2013)	\$83,597	

**Note:** Sportsground Ranger pay points 1.5 and 2013 have been merged to provide consistency in the calculation of annualised salaries.

### V3.2.9 Stores Supervisor

Column A Classification increments as of 7 December 2023	Rate of Pay as at 07.12.2023	Column B Effective from the first pay period in April 2024	Rate of Pay as at 28.03.2024
Stores Supervisor 1.1	\$67,929	Stores Supervisor 1.1	\$77,593
Stores Supervisor 1.2	\$69,538	Stores Supervisor 1.2	\$79,105
Stores Supervisor 1.3	\$71,123	Stores Supervisor 1.3	\$80,536
Senior Stores Supervisor 1.1	\$72,889	Senior Stores Supervisor 1.1	\$83,597
Senior Stores Supervisor 1.2	\$74,624	Senior Stores Supervisor 1.2	\$85,285
Senior Stores Supervisor 2.1	\$80,535	Senior Stores Supervisor 2.1	\$87,494
Senior Stores Supervisor 2.2	\$82,894	Senior Stores Supervisor 2.2	\$89,398
Senior Stores Supervisor 3.1	\$89,112	Senior Stores Supervisor 3.1	\$96,569

V3.3 Progression through pay points and increments will be in accordance with clause C5.

### X1 'Low Wage' Salary Floor Increases and Classification Review

X1.1 - 'Low Wage' Salary Floor Increases

X1.2 Clause X1 -applies to employees engaged in the following classifications:

X1.2.1 Capital Linen Service Band 1,

X1.2.2 Facilities Service Officer Band 3.1,

X1.3 From the commencement of this Agreement employees will receive applicable pay rates available in Annex A and subject to increases set out in subclause C2.2.

X1.4 From 5 December 2024 the minimum full-time salary of classifications listed in subclause X1.2 will be \$62,860.

X1.5 For the purposes of subclause X1.4, any classifications that are listed as a percentage of a classification receiving a full time salary will be adjusted accordingly in line with this percentage.

### X2 - 'Low Wage' Classification Review

X2.1 A classification review known as the 'Low Wage' Classification Review is to be undertaken and give effect to the Government's commitment in response to the Community and Public Sector Union (CPSU)'s 'Fair Go for Women' claim.

X2.2 This review is to commence no later than December 2024 and be conducted over the life of this Agreement.

X2.3 Clause X2 applies to employees engaged in the following classifications:

X2.3.1 Capital Linen Service Band 1,

X1.2.2 Facilities Service Officer Band 3.1,

X2.3.5 Other classifications as agreed by Government and the parties.

X2.4 The parties of this Agreement and the office of Industrial Relations and Workforce Strategy (OIRWS) will meet to determine the terms of reference and operational arrangements for this review prior to commencement.