



Explanatory Notes:

What's different about the ACT Public Sector
Infrastructure Services Enterprise Agreement
2023-2026

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PURPOSE

As set out in the *ACTPS Infrastructure Services Enterprise Agreement 2023-2026* ('the Agreement'/'ISEA 2023-2026'), bargaining parties committed to a classification review for GSO and related classifications.

The review will occur in two phases. Phase 1 of the review has been completed with new base rates of pay to apply under the Agreement from the first pay period on or after 1 April 2024. The minimum base rate of \$62,860 will apply to all qualified classifications full-time equivalent under the Agreement.

As an outcome of phase 1 of the classification review the Agreement requires a variation to enable implementation of the new salary rates.

This document explains the proposed variations to the Agreement to ensure that employees have a good understanding of the outcomes negotiated with unions and other bargaining representatives.

The proposed variations clarify changes that will be made to the existing Agreement. Together the variations provide for competitive entitlements and conditions for the ACTPS workforce which are further detailed below.

SECTION T: TRANSPORT CANBERRA AND CITY SERVICES DIRECTORATE SPECIFIC MATTERS

T22: Annualised salaries for Sportsground Rangers (SGR)

Annex A of the ISEA 2023-2026 had an error printed in the SGR 2013 base rate of pay. The error has been amended in the variation. Additionally, the SGR 2013 and SGR 1.5 will now have the same base rate of pay, and this variation combines the SGR 2013 and SGR 1.5 as these classification rates of pay are equivalent.

- From April 2024, the SGR 1.5 and SGR 2013 pay points will be merged into one.
- Annualised salary rates for SGR will be calculated as base salary + shift penalty at 43.46% of base + overtime at 14.5% of base + rain allowance as per current Annex A rate.
- Future rate increases under Annex A will be calculated as
 - base salary per Annex A increase rate + shift penalty at 43.46% of the new base
 - + overtime at 14.5% of the new base + rain allowance per Annex C increase rate.
- The breakdown of SGR annualised salaries will be provided in a table under clause T22 of the Agreement, with only the base and annualised rates provided in Annex A.

SECTION V: ADDITIONAL AGREED INFRASTRUCTURE MATTERS

V2: 'Fair Go' classification review

This clause has been varied as the review will be completed by 20 December 2024.

The review has been split into 2 phases, with phase 1 focusing on the salary structure changes outlined in V3 of the varied Agreement. The review will continue with phase 2 to be completed by 20 December 2024.

The addition of clause V3 as a variation to the Agreement covers the review of the salary structure, and minimum base rates of pay for those classifications listed under V2.2, as an outcome of phase 1 of the review.

Phase 2 will have regard to work value standards, the relative classification equivalence for employees engaged across different directorates and business units, consistency of recognition of vocation and trade skills (or equivalent) across different directorates and business units, the service delivery and fiscal requirements of the ACTPS and a structure which ensures the ACTPS can attract and retain employees in the ISEA grades.

Recommendations from the final report (phase 2 of the review) will inform bargaining for the next Enterprise Agreement.

V3: Transitional Arrangements for General Service Officer and Related Classifications Salary Structure

This clause applies to the classifications listed under clause V2.2 and is effective from the first pay period on or after 1 April 2024. These classifications will transition to a new salary structure on 28 March 2024; if this is not possible for any reason, salaries under the new classification structure will be back paid to the first pay period on or after 1 April 2024.

The relevant classifications are:

- Apprentice (GSO and Building Trade Group).
- Building Service Officers (BSO).
- Building Trade Group (including Building Trades Assistant).
- Cleaning Service Officers (CSO).
- General Service Officers (GSO).
- Sportsground Ranger.
- Stores Supervisor.

The transitional arrangements are shown in tabular format for each of the classifications that will transition.

The Facilities Service Officer classification was not in use at the time of the review and has not been included in the salary uplift as it has not been in use since 2019.

INDIVIDUAL SALARY TABLES:

Fig 1. General Service Officer Apprentice

April 2024 GSO 5.1 rate of pay \$71,554					
GSO Apprentices Level without year 12	Rate of Pay April 2024	GSO Apprentice Level with year 12	Rate of Pay April 2024	GSO Adult Apprentice Level	Rate of Pay April 2024
Year 1 - 50% of GSO5	\$35,777	Year 1 - 55% of GSO5	\$39,355	Year 1 - 80% of GSO5	\$57,243
Year 2 - 61% of GSO5	\$43,648	Year 2 - 65% of GSO5	\$46,510	Year 2 - 86% of GSO5	\$61,536
Year 3 - 76% of GSO5	\$54,381	Year 3 - 76% of GSO5	\$54,381	Year 3 - 88% of GSO5	\$62,968
Year 4 - 90% of GSO5	\$64,399	Year 4 - 92% of GSO5	\$65,830	Year 4 - 92% of GSO5	\$65,830

Fig 1. - GSO Apprentice rates of pay - calculated as a percentage of the proposed rate of pay for the new GSO 5.1 classification. Calculation of relative percentage rates are generally consistent with the current rates provided in the Agreement, with minor adjustments made to provide consistency of application.

Fig 2. Building Trade Apprentice

April 2024 Building Trade 1 rate of pay \$89,398			
Building Trade Apprentice Level	Rate of Pay April 2024	Adult Building Trade Apprentice Level	Rate of Pay April 2024
Year 1 - 50% of Building Trade	\$44,699	Year 1 - 80% of Building Trade	\$71,518
Year 2 - 61% of Building Trade	\$54,533	Year 2 - 86% of Building Trade	\$76,882
Year 3 - 76% of Building Trade	\$67,942	Year 3 - 88% of Building Trade	\$78,670
Year 4 - 90% of Building Trade	\$80,458	Year 4 - 92% of Building Trade	\$82,246

Fig 2.- Building Trade Apprentice rates of pay - calculated as a percentage of the proposed new rate of pay for the Building Trade 1 classification. Calculation of relative percentage rates are generally consistent with the current rates provided in the Agreement, with minor adjustments made to provide consistency of application.

Increase to Apprentice rates of pay under Annex A are calculated on a proportionate basis, according to the applicable classification and percentage rates associated with their salary.

Fig 3. Building Trade

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
Building Trade Assistant 1	Building Trade Assistant 1	\$79,105
Building Trade Assistant 2	Building Trade Assistant 2	\$85,285
Building Trade Assistant 3	Building Trade Assistant 3	Soft barrier \$87,494
Building Trade Assistant 4	Building Trade Assistant 4	Soft barrier \$89,398
Preserved For GSO8 ACT property Group		
Building Trade 1	Building Trade 1	\$89,398
Building Trade 2		
Building Trade 3	Building Trade 2	\$91,315
Building Trade 4		

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
Senior Building Trade 1	Senior Building Trade 1	\$94,007
Senior Building Trade 2	Senior Building Trade 2	\$96,569
Senior Building Trade 3		
Senior Building Trade 4		

Fig 3. Classification pay points under the Building Trade salary spine have been merged to maintain relativity to the GSO salary spine. Please refer to Fig.7 for relative GSO salary spine adjustments.

Building Trade Assistant 4 – Remuneration is equivalent to the new Building Trade 1 classification. Pay point maintained to provide for soft barrier progression under subclause U2.3, *Progression to the fourth pay point of the Building Trade Assistant classification will be subject to a competency assessment by an appropriately qualified tradesperson, and approval by the head of service.*

Building Trade Assistant Preserved for GSO 8 ACT property group – Historically maintained at the GSO 8.4 classification pay point. Proposed adjustments to the GSO salary spine provide equal relativity for the building trade assistant 4 classification pay point, and the ACT property group preserved rate of pay. Separation from the standard Building Trade Assistant pay point 4 is no longer required.

Building Trade - Pay point 1 and pay point 2 have been merged into new Building Trade pay point 1. Pay point 3 and pay point 4 have been merged into new Building Trade pay point 2.

Senior Building Trade - Pay points 2, 3 and 4 have been merged into new Senior Building Trade pay point 2.

Fig 4. Building Trade Inspector

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
Building Trade Inspector 1	Building Trade Inspector 1	\$109,067
Building Trade Inspector 2	Building Trade Inspector 2	\$114,928
Building Trade Inspector 3	Building Trade Inspector 3	\$121,865
Senior Building Trade Inspector	Senior Building Trade Inspector	\$140,226
Building Trade Inspector Manager	Building Trade Inspector Manager	\$169,066

Fig. 4 Proposed new rates of pay for Building Trade Inspector classification pay points 1 and 2 have been uplifted to reflect applicable rates of pay, for Building Trade Inspector classifications 2 and 3 respectively, as at 09.06.2022. The proposed rate of pay for the Building Trade Inspector 3 classification has been increased with relativity to the proposed new rate for the Building Trade Inspector 2. There is no proposed increase to the current rate of pay for the Senior Building Trade Inspector and Building Trade Inspector Manager classifications.

Fig 5. Building Service Officer

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
BSO 1.1	BSO 1.1	\$62,860
BSO 1.2	BSO 1.2	\$64,792
BSO 1.3	BSO 1.3	\$67,760
BSO 1.4	BSO 1.4	\$70,224
BSO 2.1	BSO 2.1	\$76,147
BSO 2.2	BSO 2.2	\$77,593
BSO 2.3	BSO 2.3	\$79,105
BSO 2.4		

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
BSO 3.1	BSO 3.1	\$85,285
BSO 3.2	BSO 3.2	\$87,494
BSO 3.3	BSO 3.3	\$89,398
BSO 3.4		
BSO 4.1	BSO 4.1	\$100,714
BSO4.2	BSO4.2	\$104,509
BSO 4.3	BSO 4.3	\$105,239
BSO 4.4	BSO 4.4	\$109,072
BSO 4.5		

Fig 5. Building Service Officer Classification pay points 2.3 and 2.4, 3.3 and 3.4, and 4.4 and 4.5 respectively, have been merged to maintain relativity to the GSO salary spine. Please refer to Fig.7 for relative GSO salary spine adjustments.

Fig 6. Cleaning Services Officer

Classification Level	Rate of Pay April 2024
CSO 1.1	\$62,860
CSO 1.2	\$63,875
CSO 1.3	\$64,792
CSO 1.4	\$65,718
CSO 2.1	\$67,760
CSO 2.2	\$68,692
CSO 2.3	\$70,224
CSO 2.4	\$71,554

Classification Level	Rate of Pay April 2024
CSO 3.1	\$79,105
CSO 3.2	\$80,536
CSO 3.3	\$82,031
CSO 3.4	\$83,597
CSO4.1	\$94,007
CSO4.2	\$96,569
CSO4.3	\$100,714
CSO4.4	\$104,509

Fig 6. The Cleaning Services Officer rates of pay have been increased to maintain relativity to the GSO salary spine. There have been no changes to the structure of this classification.

Fig 7 General Service Officer

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
GSO2.1	GSO3.1 & Trainee	\$62,860
GSO2.2		
GSO2.3		
GSO2.4		
GSO3.1		
GSO3.2	GSO3.2 & Trainee	\$63,875
GSO3.3	GSO3.3 & Trainee	\$64,792
GSO3.4	GSO3.4 Trainee	\$65,718
GSO4.1	GSO4.1	\$67,760
GSO4.2	GSO4.2	\$68,692
GSO4.3	GSO4.3	\$70,224
GSO4.4		
GSO5.1	GSO5.1	\$71,554
GSO5.2	GSO5.2	\$73,429
GSO5.3	GSO5.3	\$74,765
GSO5.4		
GSO6.1	GSO6.1	\$76,147
GSO6.2	GSO6.2	\$77,593
GSO6.3	GSO6.3	\$79,105
GSO6.4		

Current Classification Level	NEW Classification Level	Rate of Pay April 2024
GSO7.1	GSO7.1	\$80,536
GSO7.2	GSO7.2	\$82,031
GSO7.3	GSO7.3	\$83,597
GSO7.4		
GSO8.1	GSO8.1	\$85,285
GSO8.2	GSO8.2	\$87,494
GSO8.3	GSO8.3	\$89,398
GSO8.4		
GSO9.1	GSO9.1	\$91,315
GSO9.2		
GSO9.3	GSO9.2	\$94,007
GSO9.4		
GSO9.5	GSO9.3	\$96,569
GSO9.6		
GSO9.7		
GSO10.1	GSO10.1	\$100,714
GSO10.2		
GSO10.3	GSO10.2	\$104,509
GSO10.4	GSO10.3	105,239
GSO10.5	GSO10.4	109,072

Fig 7.2 Demonstrates where pay points in the proposed GSO salary spine have been condensed to provide equivalent uplifted rates of pay under the existing GSO classification structure, as at 09 June 2022. The current GSO classification structure includes 9 classification levels and 40 individual pay points. The proposed new structure reduces the GSO salary spine to 8 classification levels and 26 individual pay points, as follows:

- The GSO 2 classification level has been removed.
- The new base classification in the GSO salary spine is the GSO 3.1.
- The GSO 3 classification can also be utilised as the trainee classification.
- Classification pay points GSO 4.3 and 4.4 have been merged to form the new GSO 4.3 classification pay point.
- The top two pay points in the GSO5, 6, 7, 8 classification levels have merged to form the new GSO 5.3, GSO 6.3, GSO 7.3 and GSO 8.3 classification pay points, respectively.
- GSO 9.1 and 9.2 classification pay points have been merged to create the new GSO 9.1 classification pay point. Additionally, pay points 9.3, 9.4 and 9.5 have been merged to create the new GSO 9.2 and pay points 9.6 and 9.7 have been merged to create the new GSO 9.3.
- GSO 10.1 and GSO 10.2 classification pay points have merged to create the new GSO 10.1 classification pay point.

Fig 8. Sportsground Rangers

Current Classification Level	NEW Classification Level	Base Rate of Pay April 2024	Total Rate of Pay with loadings and allowances
Sportsground Ranger 1.1	Sportsground Ranger 1.1	\$73,429	\$116,768
Sportsground Ranger 1.2	Sportsground Ranger 1.2	\$74,765	\$118,879
Sportsground Ranger 1.3	Sportsground Ranger 1.3	\$77,593	\$123,346
Sportsground Ranger 1.4	Sportsground Ranger 1.4	\$79,105	\$125,734
Sportsground Ranger 1.5	Sportsground Ranger 1.5	\$80,536	\$127,995
Sportsground Ranger 2013			

Fig 8. The Sportsground Ranger classification base rates of pay have been increased to provide relativity to the GSO salary spine. The annualised salary rate of pay has been calculated to include applicable shift loading, overtime, and rain allowance rates. Sportsground Ranger pay points 1.5 and 2013 have been merged to provide consistency in the calculation of annualised salaries.

Fig 9. Store Supervisor

Classification Level	Rate of Pay April 2024
Store Supervisor 1.1	\$77,593
Store Supervisor 1.2	\$79,105
Store Supervisor 1.3	\$80,536
Senior Store Sup 1.1	\$83,597
Senior Store Sup 1.2	\$85,285
Senior Store Sup 2.1	\$87,494
Senior Store Sup 2.2	\$89,398
Senior Store Sup 3	\$96,569

Fig 9. The Store Supervisor base rates of pay have been increased to provide relativity to the GSO salary spine. There have been no changes to the structure of this classification.

SECTION X 'LOW WAGE' SALARY FLOOR INCREASES AND CLASSIFICATION REVIEW (CORE CHANGE)

X1 'Low Wage' Salary Floor Increases

From the commencement of this agreement, the classifications listed below will received the applicable pay rates available in Annex A and subject to increases set out in subclause C2.2.

From 5 December 2024 the minimum full-time salary of the following classifications will be \$62,860:

- Capital Linen Service Band 1,
- Facilities Service Officer Band 3.1

Any classifications that are listed as receiving a percentage of a different classification receiving a full-time salary will be adjusted accordingly in line with this percentage. These changes have been captured in Annex A.

X2 - 'Low Wage' Classification Review

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.

Applies to employees engaged in the following classifications:

- Capital Linen Service Band 1,
- Facilities Service Officer Band 3.1,
- Other classifications as agreed by Government and the parties.

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.