What Variations are Proposed for the ACT Public Sector Infrastructure Services Enterprise Agreement 2018-2021

**PURPOSE**

The purpose of this document is to explain the variations proposed to the ACT Public Sector Infrastructure Services Enterprise Agreement 2018-2021 (“the Agreement”), to ensure that employees have a good understanding of what is being proposed.

**PROPOSED VARIATIONS**

1. **School Cleaning Officers** (Education Directorate)

Section Q of the Agreement (clauses Q18 to Q36), relating to Education Directorate specific matters, is being varied to include employment terms and rates of pay for School Cleaning Officers who are being made ACTPS employees.

Annex C – Expense, Disability and Skill Related Allowances, is being varied to include three allowances that will exclusively apply to School Cleaning Officers including, Language Aide allowance, Site Coordination allowance and Specialised Mobile Cleaning allowance.

**2. Building Trade** (Canberra Health Services (CHS) and ACT Property Group in CMTEDD)

Section U of the Agreement (clauses U5 and U6), relating to Building Trades, is being varied to include a new classification of Building Trade Assistant (BTA). Employees who will translate to the new BTA classification are currently employed as FSO 5 in CHS, Facilities Service Officer Level 6 at Calvary Health Care ACT Ltd, and as GSO 7 and GSO 8 in the ACT Property Group, who perform a range of building trade work that does not require a trade qualification. Eligible employees will transfer to the new BTA classification from the commencement of the first pay period after the commencement of the varied Agreement, without the need for a merit process.

Annex A – Classifications and Rates of Pay, is being varied to include rates of pay for the new BTA classification. Progression to the fourth pay point of the BTA classification will be by competency assessment by an appropriately qualified tradesperson and approved by the relevant delegate. The fifth pay point of the BTA classification is reserved for eligible employees of the ACT Property Group employed at the GSO 8 level as at the date of commencement of the varied Agreement.

The title of clause U3 is being varied to clarify that the translation arrangements at U3 apply to Heating Ventilation and Air Conditioning (HVAC) Building Trades, separate from the translation arrangements for the new BTA classification at the new clause U6.

**3. Horticultural, Maintenance and Cleaning Allowance** (Transport Canberra and City Services)

Annex C – Expense, Disability and Skill Related Allowances, is being varied to remove Rain allowance from the exclusions to the Horticultural Maintenance and Cleaning allowance to allow the payment of the Horticultural Maintenance and Cleaning allowance and Rain allowance concurrently.

**4. Health and Wellbeing Initiative** (Chief Minister, Treasury and Economic Development Directorate)

Section O of the Agreement (clause O4), relating to Chief Minister, Treasury and Economic Development Directorate specific matters, is being varied to include the Health and Wellbeing initiative, consistent with the CMTEDD specific provisions in other enterprise agreements.

**5. Building Service Officer 4** (Education Directorate)

Annex A – Classifications and Rates of Pay, is being varied to replace the local title of ‘Facilities Manager’ with the correct classification title of ‘Building Service Officer 4’ consistent with the Building Service Officer 1 to 3 classifications.