

PROPOSAL FOR SETTLEMENT OF C.A. – JULY 2011

1. On and from 1 January 2011
All Wages & Allowances to increase by 3.75% (alignment with Minimum Adult Wage).

2. On and from 1 July 2011
All Wages & Allowances to increase by 5% (recognize inflation).

3. Term
C.A. to expire 30 June 2012.

4. **Part 4**
 - Sick Leave – As per Part 2
 - Include Part 2 – Meal Allowances (Clause 2.6.9.1)
 - Include Overtime Meal Allowance (Clause 2.6.9.4)
 - Include for those required to undertake P.C.A. – Time off for P.T.
 - Training Volunteers as per Part 2.
 - Remove Performance Reviews for pay increase .
 - Remuneration Step
 - Remove interim steps.
 - Rates for ex-operational staff to be plus 15%.
 - On-call Allowance – 3 hours pay for every 24 hour period required to be on-call.

5. **Part 3**
 - Clause 4.3.1 of proposal which commences Relieving Shift Managers - Remove