



DECISION

Fair Work Act 2009

s.185 - Application for approval of a single-enterprise agreement

Australian Red Cross Society Trading AS Australian Red Cross Lifeblood
(AG2024/4921)

AUSTRALIAN RED CROSS LIFEBLOOD SOUTH WEST GENERAL ENTERPRISE AGREEMENT 2023

Health and welfare services

DEPUTY PRESIDENT WRIGHT

SYDNEY, 1 MAY 2025

*Application for approval of the Australian Red Cross Lifeblood South West General
Enterprise Agreement 2023*

Introduction

[1] Australian Red Cross Society Trading as Australian Red Cross Lifeblood (Lifeblood) has made an application for approval of an enterprise agreement known as the *Australian Red Cross Lifeblood South West General Enterprise Agreement 2023* (the Agreement) pursuant to s.185 of the *Fair Work Act 2009* (the Act). The Agreement is a single enterprise agreement.

[2] The Employees covered by the Agreement perform work within, or primarily in support of, manufacturing, processing, testing, distribution, logistics, research, diagnostic, pathology, scientific, clinical governance, transplantation and immunogenetics services across Western Australia, Victoria, South Australia and Tasmania.

[3] The following employee organisations were bargaining representatives in relation to the Agreement:

- (a) The following branches of the Health Services Union (HSU):
 - (i) Western Australia Branch
 - (ii) Victoria No. 1 Branch
 - (iii) Victoria No. 3 Branch trading as the Victorian Allied Health Professionals Association (VAHPA)
 - (iv) Victoria No. 4 Branch trading as the Medical Scientists Association of Victoria (MSAV)
- (b) Community and Public Sector Union (CPSU) SPSF Group, South Australian Branch
- (c) The Association of Professional Engineers, Scientists and Managers, (APESMA) Professional Engineers Division, South Australia and Northern Territory Sub-Division

- (d) The following branches of the Australian Municipal, Administrative, Clerical and Services Union (ASU):
- (i) South Australian and Northern Territory Branch
 - (ii) Western Australian Branch
- (e) United Workers' Union (UWU)

[4] There were also two individual employee bargaining representatives.

[5] On 8 April 2025, I issued a decision,¹ in which I indicated that I have a concern that:

1. The Agreement did not pass the better off overall test (BOOT); and
2. The Agreement has not been genuinely agreed to by the employees covered by the Agreement because the employer did not comply with s.180(5) of the Act in relation to the Agreement.

[6] I expressed a preliminary view that the issues which I had identified with respect to the BOOT and s.180(5) could be addressed by Lifeblood providing specific undertakings.

BOOT Issues

Rates of pay

[7] In its initial analysis of the Agreement, the Commission identified that the minimum base rate of pay of the following roles are below that of the corresponding classification in the Award:

- DPU Change Planner (Agreement Classification General Level 4B Award Classification HP-L3-PP5);
- Scientist/Laboratory Scientists (Agreement Classification Scientist Level 2A Award Classification HPL2-PP4); and
- Blood Matters Scientist, Microbiome Safety Analyst (Agreement Classification Scientist Level 2B Award Classification HP-L3-PP5).

[8] Lifeblood also identified that the minimum base rate applicable for Scientist Level 3C also falls below the comparable Award classification which is Health Professional Level 4 Pay Point 4. Lifeblood has provided a draft undertaking in relation to this issue.

[9] In response to concerns raised by VAHPA about pay increases, Lifeblood provided a draft undertaking confirming that the wage increases in clause 40.2 of the Agreement also apply to the sub-levels set out in Appendix 2.

Maximum Hours

[10] In relation to clause 8.3 of the Agreement permitting shifts to be rostered up to 12 hours, I found that employees performing such shifts may not be better off over all under the Agreement compared to the Award depending upon how often they are rostered to perform these shifts. Lifeblood has provided a draft undertaking in relation to this issue.

¹ [2025] FWC 993

Part time employees

[11] I found that part-time employees are not better off under the Agreement compared to the Award in relation to the Agreement not providing:

- a requirement for a part-time employee to have an agreed pattern of work that includes days of the week that the employee will work and the starting and finishing times each day;
- that part-time employees are deemed to have agreed to work additional hours if rostered to do so, unless they indicate otherwise.

[12] Lifeblood has provided a draft undertaking in relation to this issue.

Genuine Agreement Issues

Domestic Violence Leave

[13] The *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017* (2017 Victorian Agreement), which is one of the predecessor agreements, provides for:

- Flexible working arrangements and other supporting measures, such as changes to work location where possible;
- Access to the Employee Assistance Program;
- Treating matters of family or domestic violence confidentially and only disclosing information if required by law or to maintain the safety of the employee.

[14] However, these matters will be covered by policy which may be altered during the life of the Agreement. I found that these changes do not appear to have been explained to employees by Lifeblood. Lifeblood has provided a draft undertaking in relation to this issue.

Shiftwork

[15] Under sub-clause 12.4i of the Agreement, a shift starting between 4am and 5am is considered a morning shift, which would attract a shift allowance of \$30 per shift. Under sub-clauses 16.2 and 16.3 of the 2017 Victorian Agreement, a shift starting between 4am and 5am is a night shift, which currently attracts a greater shift allowance. I found that this change was not clearly explained to employees. Lifeblood has provided a draft undertaking in relation to this issue.

NES Issues

[16] Clause 5.1 of the Agreement provides:

This Agreement will be read and interpreted in conjunction with the NES. Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit or entitlement, the NES provision will apply to the extent of the inconsistency. The NES is available on the FWC website (www.fwc.gov.au) and the Lifeblood Intranet site.

[17] In the decision I noted that clause 5.1 addresses the following issues raised by VAHPA that some provisions of the Agreement are inconsistent with the NES:

- a. subclause 17.2 of the Agreement states in relation to personal leave that ‘It is understood that in some circumstances of unplanned leave, notice cannot be provided before the commencement of a shift, and this will be taken into consideration.’ Under s.107(2)(a) of the Act, an employee must give notice to the employer as soon as practicable, which may be a time after the personal leave has started.
- b. subclause 17.15 of the Agreement states that where an employee wants to take personal leave while on annual leave, they can ‘request’ to have this period reccredited to their annual leave. Under s.89(2) of the Act, as long as an employee provides the necessary notice and evidence, Lifeblood is required to reccredit the personal leave;
- c. subclause 18.3 of the Agreement indicates that where an employee is not able to give notice of taking compassionate leave prior to a shift, this ‘will be taken into consideration’. Under s.107(2)(a) of the Act, an employee must give notice to the employer as soon as practicable, which may be a time after the compassionate leave has started;
- d. subclause 18.7 of the Agreement states that a request for compassionate leave will not be unreasonably refused. However, under s.105 of the Act, as long as appropriate notice and evidence is provided, Lifeblood must give employees compassionate leave and there is no discretion for Lifeblood to refuse;
- e. subclauses 20.6 and 20.7 of the Agreement state that an employee who would ‘regularly be rostered’ to work on the day of a public holiday is entitled to payment for their ordinary hours on the day. Under s.116 of the Act, an employee is entitled to be paid for any ordinary hours they would have worked on the day, even if they are not regularly rostered on that day of the week;
- f. subclause 21.3 of the Agreement states that an employee has to give 10 weeks’ notice of taking parental leave, except in exceptional circumstances. Under s.74 of the Act, an employee is required to give 10 weeks’ notice, except where that is not practicable, in which case they must give notice as soon as practicable;
- g. subclause 22.5 of the Agreement states that an employee is expected to provide reasonable notice of a request to take annual leave. This is not a requirement under the Act. Under the Act, an employee can request annual leave at any time and the employer cannot unreasonably refuse the request under s.88(2);
- h. subclause 22.7 states that requests for Annual Leave are at the discretion of Lifeblood and in line with operational requirements. This is not the case as Lifeblood cannot unreasonably refuse a request under s.88(2) of the Act, as their own wording in sub-clause 22.8 states; and
- i. in clause 26 of the Agreement in relation to jury service, an employee is only entitled be paid by Lifeblood the difference between what they get as payment from the Victorian Government for jury service and what they would have received from Lifeblood as earnings for their ordinary hours had they not been performing jury service – that is overtime is excluded. However, under section 112 of the Act, state and territory laws in relation to community service, which includes jury duty, are not excluded by the operation of the Act, meaning the *Juries Act 2000 (Vic)* applies. Under section 52 of the *Juries Act 2000 (Vic)* an employee undertaking jury service is entitled to be paid by Lifeblood the difference between what they get as payment from the Victorian Government and what they could reasonably expect to have received from Lifeblood as earnings for that period had they not been performing jury service – that is payment is not just limited to ordinary hours.

Section 190 Undertakings

[18] Lifeblood provided written undertakings which address the BOOT and genuine agreement issues raised by the Commission. I have sought the views of each person who the Commission knows is a bargaining representative for the Agreement in relation to the undertakings. A copy of the undertakings is attached as Attachment A. I am satisfied that the undertakings will not cause financial detriment to any employee covered by the Agreement and that the undertakings will not result in substantial changes to the Agreement. The undertakings are taken to be a term of the Agreement.

Section 183 Bargaining Representatives

[19] The HSU, CPSU, APESMA, ASU and UWU being bargaining representatives for the Agreement, have each given notice under s.183 of the Act that they want to be covered by the Agreement.

[20] In accordance with s.201(2), I note that the Agreement covers the HSU, CPSU, APESMA, ASU and UWU.

Approval

[21] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 8 May 2025. The nominal expiry date of the Agreement is 30 September 2026.



DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer

<AE528831 PR786859>



Australian Red Cross
Lifeblood[®]

Note - this agreement is to be read together with an undertaking given by the employer. The undertaking is taken to be a term of the agreement. A copy of it can be found at the end of the agreement.

Australian Red Cross Lifeblood South West General Enterprise Agreement 2023

INDEX

PART 1 – TECHNICAL INFORMATION	4
1 NAME OF AGREEMENT	4
2 DEFINITIONS.....	4
3 COVERAGE.....	7
4 PERIOD OF OPERATION	7
5 NES	8
6 DIVERSITY AND INCLUSION.....	8
PART 2 – TYPES OF EMPLOYMENT.....	9
7 EMPLOYMENT CATEGORIES	9
PART 3 – HOURS OF WORK.....	12
8 ORDINARY HOURS OF WORK.....	12
9 ACCRUED DAYS OFF (ADO)	13
10 ROSTERS.....	14
11 WEEKEND WORK.....	15
12 SHIFT WORK.....	16
13 ON-CALL.....	17
14 RECALL TO WORK	18
15 OVERTIME.....	19
16 MEAL AND REST BREAKS.....	23
PART 4 – LEAVE.....	24
17 PERSONAL LEAVE	25
18 COMPASSIONATE LEAVE	26
19 FAMILY & DOMESTIC VIOLENCE LEAVE.....	27
20 PUBLIC HOLIDAYS	28
21 PARENTAL LEAVE.....	32
22 ANNUAL LEAVE	34
23 STUDY AND PROFESSIONAL DEVELOPMENT LEAVE	38
24 UNION ENGAGEMENT LEAVE	40
25 LONG SERVICE LEAVE.....	40
26 JURY SERVICE	41
27 CEREMONIAL LEAVE.....	41
28 COMMUNITY SERVICE LEAVE.....	42
29 GENDER AFFIRMATION LEAVE.....	42
30 DONATION LEAVE.....	43
31 VOLUNTEER LEAVE.....	44
PART 5 – ALLOWANCES	44
32 HIGHER DUTIES	44
33 SECONDMENT.....	45
34 MEAL ALLOWANCE.....	45
35 OTHER ALLOWANCES.....	46

PART 6 - MISCELLANEOUS	49
36 TERMINATION OF EMPLOYMENT	49
37 REDUNDANCY	50
38 WORK RELATED TRAVEL	53
39 UNIFORMS	53
PART 7 – PAYMENT OF WAGES AND RELATED INFORMATION	54
40 SALARY	54
41 CLASSIFICATIONS	56
42 ANNUAL WAGE INCREASES.....	56
43 PAYMENT OF SALARY.....	57
44 SUPERANNUATION.....	58
PART 8 – OTHER TECHNICAL MATTERS	58
45 FLEXIBLE WORK	58
46 CONSULTATION	60
47 DISPUTE RESOLUTION	63
48 WORKPLACE DELEGATES' RIGHTS.....	64
49 EMPLOYEE RIGHT TO DISCONNECT	68
APPENDIX 1 – ALLOWANCES	69
APPENDIX 2 – CLASSIFICATIONS AND SALARY SCHEDULE.....	73
APPENDIX 3 – LONG SERVICE LEAVE	79
APPENDIX 4 – ACCRUED DAYS OFF (ADO)	85
APPENDIX 5 – INCREMENT COMPENSATION AND SALARY INCREASE TABLES	87
APPENDIX 6 – BACKPAY AND LUMP SUM PAYMENTS	113

Lifeblood would like to acknowledge the traditional owners and custodians of the lands on which we gather and work and would like to pay our respects to their Elders past, present, and emerging.

PART 1 – TECHNICAL INFORMATION

1 NAME OF AGREEMENT

- 1.1 This Enterprise Agreement will be known as the *Australian Red Cross Lifeblood South West General Enterprise Agreement 2023*.

2 DEFINITIONS

- 2.1 'Agreement' means the *Australian Red Cross Lifeblood South West General Enterprise Agreement 2023*.
- 2.2 'Anniversary date' means the date on which an Employee commenced with Lifeblood.
- 2.3 'Award' means the *Health Professionals and Support Services Award 2020* or its replacement.
- 2.4 'Base Rate' means the minimum hourly rate an Employee is entitled to for their ordinary hours of work excluding superannuation, penalty rates, overtime, loadings, any applicable allowances, incentive-based payments and bonuses or any other separately identifiable amounts.
- 2.5 'Carer's Leave' is where an Employee who takes Personal Leave is required to provide care or support to:
- i. a member of the Employee's immediate family; or
 - ii. a member of the Employee's household; or
 - iii. those related by kinship for Aboriginal and Torres Strait Islander Employees; or
 - iv. an elderly family member, are affected by a personal illness, or personal injury or due to an unexpected emergency; or
 - v. an Employee's pet in an emergency.
- 2.6 'Casual Hourly Rate' is where a casual Employee is paid an hourly rate calculated at the rate of 1/38th of the weekly base rate of pay appropriate to the Employee's classification, as well as a casual loading of twenty-five (25) per cent of that rate.
- 2.7 'Compassionate Leave' also known as 'Bereavement Leave', is where a member of the Employee's immediate family member or the Employee's household, or for Aboriginal and Torres Strait Islander Employees, those related by kinship:
- i. contracts or develops a personal illness that poses a serious threat to their life; or

- ii. sustains a personal injury that poses a serious threat to their life; or
- iii. dies; or
- iv. gives birth to a still birth child; or
- v. suffers miscarriage, as defined by the NES.

Compassionate Leave may also be taken by an Employee in the event of the death of the Employees pet.

Note: "Other Birth Related Leave" (including for Miscarriage) is set out under Parental Leave

2.8 'Day worker' means an Employee who works their ordinary hours of work within the ordinary span of hours as outlined in clause 8.6.

2.9 'De facto partner' means:

- i. A person who, although not legally married to the Employee, lives with the Employee in a relationship as a couple on a genuine domestic basis (whether the Employee and the partner are of the same sex, different sexes or identify as non-binary); and
- ii. includes a former de facto partner of the Employee.

2.10 'Employee' means an Employee as defined in clause 7.

2.11 'Employee organisation' has the meaning given by section 12 of Act.

2.12 'Enterprise' has the meaning given by section 12 of the Act.

2.13 'FFPOA' means first full pay period on or after.

2.14 'Fixed-Term Employee' means an Employee employed for a specified period or task and who is not guaranteed ongoing employment beyond that period or task.

2.15 'Full Pay' means an Employee's salary on an hourly basis and all incentive based payments and bonuses, if applicable, loadings, monetary allowances, overtime or penalty rates and any other separately identifiable amounts before tax and deductions.

2.16 'FWC' means the Fair Work Commission or its successor.

2.17 'General Classification' means Employees as defined in Appendix 2 under the General Roles in the Classification Structure.

2.18 'Household member' or 'member of the Employee's household' mean any person who lives with the Employee.

2.19 'Immediate Family' means:

- i. a current or former spouse or de facto partner, child, parent, grandparent, grandchild or sibling of the Employee;

- ii. a child, parent, grandparent, grandchild or sibling of a current or former spouse or de facto partner of the Employee;
 - iii. step-relations (for example, step-parents and step-children) as well as adoptive relations; and
 - iv. those related by kinship for Aboriginal and Torres Strait Islander Employees.
- 2.20 'Individual affected by Domestic and Family Violence' is any individual who is experiencing or who is supporting someone who is experiencing.
- 2.21 'In writing' can include an exchange of email or text or MS Teams messages. Written correspondence will be communicated via an appropriate medium and consideration will be given to the seriousness and urgency of a matter in determining what is appropriate in the circumstances.
- 2.22 'Lifeblood' means the Australian Red Cross Lifeblood, a division of the Australian Red Cross Society (ABN 50 169 561 394).
- 2.23 'NES' means the National Employment Standards.
- 2.24 'Preventative medical purposes' means activities such as medical appointments that facilitate the ongoing wellness and wellbeing of the Employee. Examples of medical services which would qualify are outlined under Schedule B of the Award.
- 2.25 'Regional Depots – General Classification' means Employees as defined in Appendix 2 under the General Roles in the Classification Structure and whose work location is in a regional location, for example, Hobart.
- 2.26 'Regularly rostered' means the Employee has worked a minimum of ten (10) shifts, on the applicable days, at the applicable times, out of the last twelve (12) months.
- 2.27 'Same sex' means involving people of the same sex or gender.
- 2.28 'Shift worker' means an Employee who regularly performs work outside the ordinary span of hours of a day worker, as defined above.
- 2.29 'Sick Leave' applies where an Employee:
 - i. is not fit for work on the grounds of personal illness or personal injury, affecting the Employee; or
 - ii. wishes to take time for preventative medical purposes; or
 - iii. requires time off to proactively manage their mental health and wellbeing.
- 2.30 'Scientist Classification' means Employees as defined in Appendix 2 under the Scientific Roles in the Classification Structure.

- 2.31 'The Act' means the Fair Work Act 2009 (Cth).
- 2.32 'Total Earnings' means the minimum hourly rate an Employee is entitled to for their ordinary hours of work including superannuation, penalty rates, overtime, loadings, any applicable allowances, incentive-based payments and bonuses or any other separately identifiable amounts.
- 2.33 Workplace delegate' has the meaning given by section 350C (1) of the Act.

3 COVERAGE

- 3.1 This Agreement covers Lifeblood and all Employees who are employed by Lifeblood in a classification set out in Appendix 2 performing work within or primarily in support of manufacturing, processing, testing, distribution, logistics, research, diagnostic, pathology, scientific, clinical governance, transplantation and immunogenetics services across Victoria, Tasmania, South Australia, and Western Australia.
- 3.2 This Agreement **does not** cover Employees employed in any of the following roles:
- i. perform the same roles outlined above but are located in Queensland, New South Wales, the Australian Capital Territory and the Northern Territory;
 - ii. perform work as a manager of a team or function at a national level;
 - iii. on-call
 - iv. perform a national specialist function;
 - v. perform work within or primarily in support of Donor Experience, particularly, in Donor Centres, Collections Services and/or nursing and/or medical officer duties across Australia;
 - vi. perform general and administrative services nationally as part of the National Contact Centre in support of health services;
 - vii. perform corporate or shared services functions including but not limited to People and Culture, Finance and ICT;
 - viii. directly reports to the Chief Executive, Executive Directors, the Chief Officers or the General Counsel roles; or
 - ix. are the Chief Executive, Executive Directors, Chief Officers or General Counsel roles.

4 PERIOD OF OPERATION

- 4.1 This Agreement will commence operation seven (7) days after the FWC approves the Agreement (**Commencement Date**) and will be in operation until 30 September 2026 (**Nominal Expiry Date**).

- 4.2 Parties to this Agreement will commence negotiations for a new enterprise agreement at least three (3) months prior to the expiration of this agreement, unless extenuating circumstances prevent this. Any party experiencing circumstances preventing them from participating in negotiations within this period, will provide notification to the other parties.
- 4.3 For those Employees covered by this Agreement, it replaces, supersedes and operates to the exclusion of the:
- *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017*
 - *Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020*
 - *Australian Red Cross Lifeblood Western Australian Manufacturing and General Enterprise Agreement 2021*
 - *Australian Red Cross Lifeblood Enterprise Agreement South Australia 2020*
 - *Australian Red Cross Blood Service General Enterprise Agreement Tasmania 2017*
- 4.4 This Agreement will continue to operate until it is terminated or replaced by a new enterprise agreement and to the exclusion of any award or predecessor agreement.
- 4.5 No extra claims for additional increases in salaries or to terms and conditions will be made during the life of this Agreement unless by operation of the Act.

5 NES

- 5.1 This Agreement will be read and interpreted in conjunction with the NES. Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit or entitlement, the NES provision will apply to the extent of the inconsistency. The NES is available on the FWC website (www.fwc.gov.au) and the Lifeblood Intranet site.

6 DIVERSITY AND INCLUSION

- 6.1 As an inclusive organisation, Lifeblood is committed to fostering and supporting a workplace that prioritises fairness and equality and utilises the contributions of all Employees with various backgrounds, experiences, and perspectives. Lifeblood recognises that a diverse workforce benefits all Employees, customers, and stakeholders.
- 6.2 Lifeblood aims to make every effort to ensure that this Agreement does not contain any content which is directly, harassing and/or bullying on the basis of, or in association with, any attribute protected by anti-discrimination and/or equal opportunity legislation.

6.3 More specifically, Lifeblood is committed to:

- i. providing and supporting a workplace that values and utilises the contributions of people with different backgrounds, experiences and perspectives;
- ii. promoting a workplace free from discrimination, harassment and bullying;
- iii. encouraging diversity through:
 - a. developing an inclusive workplace culture;
 - b. providing a supportive working environment;
 - c. providing training to all Employees to enhance existing skills and encourage development of new skills; and
 - d. standing up to racism, homophobia and transphobia.

6.4 Lifeblood aims to create a workplace free from discrimination on the basis of sex, sexual orientation, marital or domestic status, family or carer's responsibilities, pregnancy, breastfeeding, age, race, colour, physical or mental disability, religion, political opinion, national extraction, social origin, or association with, or relation to a person identified on the basis of any of the above attributes.

6.5 Lifeblood is a safe place for all lesbian, gay, bisexual, transgender, intersex and queer or questioning, and a-sexual, a-gender, a-romantic (LGBTIQA+) people amongst others.

PART 2 – TYPES OF EMPLOYMENT

7 EMPLOYMENT CATEGORIES

7.1 Employees may be employed in a permanent, fixed-term or casual capacity.

7.2 Permanent and fixed-term Employees can be employed on a full-time or part-time basis.

Probationary Period

7.3 An Employee may be required to complete a probationary period of six (6) months on commencement of employment with Lifeblood.

Full-Time Employees

7.4 A full-time Employee is an Employee who is engaged as such and required to work an average of thirty-eight (38) hours per week in a fortnight or over a four (4) week period.

- 7.5 A full-time Employee shall be employed for a minimum of four (4) hours per shift, unless otherwise mutually agreed in writing.

Part-Time Employees

- 7.6 A part-time Employee is an Employee who is engaged as such and works less than the full-time ordinary hours set out above and who has reasonably predictable hours of work as set out below.

- 7.7 A part-time Employee shall be employed for a minimum of four (4) hours per shift, unless otherwise mutually agreed in writing.

- 7.8 On commencement of employment or on approval of a request for a part-time arrangement from the Employee (including a Flexible Work Request), Lifeblood and the Employee will agree in writing on a guaranteed minimum number of hours to be worked over a fortnight or a four (4) week period and the rostering arrangement that will apply. The terms of the agreement may be varied by mutual agreement at any time between Lifeblood and the Employee and recorded in writing (Guaranteed Minimum Contracted Hours).

- 7.9 Note: Guaranteed Minimum Contracted Hours

Lifeblood may roster a part-time employee to work their guaranteed minimum contracted hours and any additional hours up until ten (10) hours in a day (exclusive of meal breaks); or up until twelve (12) hours by agreement; or in the case of a fortnightly or four (4) weekly roster, equivalent to the average ordinary hours a full-time employee would work over the roster period without incurring overtime.

- 7.10 For clarity, any time worked will be paid at their ordinary hourly rate where:

- i. it is agreed in advance in writing or rostered outside of the part-time employee's guaranteed contracted hours; or
- ii. up to an average of seventy-six (76) hours per fortnight for a full-time employee for the fortnightly rostered period; or
- iii. up to one hundred and fifty-two (152) hours for a full-time employee for the rostered period averaged over four (4) weeks.

Note: where the roster is published in advance, an Employee will be deemed to have agreed with working additional ordinary hours, unless the Employee indicates otherwise. The roster will serve as the record in writing, where the Employee does not indicate otherwise.

- 7.11 A part-time Employee will accrue all leave on a pro-rata basis to that of a full-time Employee, unless otherwise stated in this Agreement. Where hours vary, leave will be accrued on all ordinary hours worked, up to thirty-eight (38) hours per week.

- 7.12 A part-time Employee will receive all entitlements and other benefits set out in this Agreement, including but not limited to salary and allowances, on a pro-rata basis, unless otherwise stated in this agreement.
- 7.13 A part-time Employee may at any time make a request to the relevant manager to have their Contracted Hours increased.
- 7.14 Where a part-time Employee has made a request to increase their Contracted Hours as per clause 7.13, Lifeblood will genuinely consider that request and make a decision whether to approve or decline the request taking into account any factors it considers relevant to its operational requirements.
- 7.15 Lifeblood will not unreasonably refuse an Employee's request to increase their Contracted Hours where a part-time Employee has been working ordinary hours in addition to their contracted hours as part of a regular pattern of work in the preceding 12 months.
- 7.16 Lifeblood will make and provide written advice of a decision within twenty-one (21) days of the request, except in exceptional circumstances. Where a request is approved, the effective date of the change of Contracted Hours will be confirmed in the written advice of approval.

Casual Employees

- 7.17 A casual Employee is an Employee who is employed on a casual basis, and the offer of employment is made and accepted with no firm advance commitment to continued or indefinite work factoring in the real substance, practical reality and true nature of the employment relationship as defined in the Act. A casual Employee can be engaged to work up to and including thirty-eight (38) ordinary hours per week.
- 7.18 Subject to the above the minimum period of engagement of a casual Employee is four (4) hours for one shift.
- 7.19 A casual Employee will be paid an hourly rate calculated at the rate of 1/38th of the weekly base rate of pay appropriate to the Employee's classification. In addition, a casual loading of twenty-five (25) per cent of that rate will be paid instead of the paid leave entitlements of permanent Employees.
- 7.20 Overtime and penalties are calculated on an Employee's casual hourly rate. The casual hourly rate is the Employee's base hourly rate for their classification with the casual loading applied on top.
- 7.21 Lifeblood will comply with the casual conversion provisions set out in the NES.

- 7.22 Where Lifeblood refuses a regular casual Employee's request to convert, Lifeblood must provide the casual Employee with the Lifeblood's reasons for refusal in writing within twenty-one (21) days of the request being made. If the Employee does not accept Lifeblood's refusal, this will constitute a dispute that will be dealt with under the dispute resolution procedure in Clause 47.

PART 3 – HOURS OF WORK

INTRODUCTION

Loadings, overtime rates and penalties are not cumulative, unless otherwise provided. Employees will receive one at a time. Where more than one penalty, loading or overtime rate applies for the same period, only the higher will apply, unless otherwise provided.

8 ORDINARY HOURS OF WORK

- 8.1 The ordinary hours of work for a full-time Employee are an average of thirty-eight (38) hours per week either:
- i. in a fortnight; or
 - ii. in a four (4) week period.
- 8.2 The ordinary hours of work for a part-time Employee are less than an average of thirty-eight (38) hours per week either:
- i. in a fortnight; or
 - ii. in a four (4) week period.
- 8.3 The ordinary hours of any Employee will not be more than ten (10) ordinary hours of work (exclusive of meal breaks) in any twenty-four (24) hour period, unless otherwise agreed (up to a maximum of twelve (12) hours per day).
- 8.4 Hours of work are set out in Part 2 and 3 of this Agreement.

Minimum and maximum shift length

- 8.5 The length of any ordinary shift on any one day will be at least four (4) hours and not exceed ten (10) hours unless otherwise agreed.

Span of Ordinary Hours

- 8.6 The ordinary hours of work for a Day worker are worked between 6.00 am and 6.00 pm, Monday to Friday, unless otherwise stated.
- 8.7 Employees who regularly perform work outside of the span of ordinary hours will be considered 'Shift workers' – see clause 12 – Shift Work.

- 8.8 Where an Employee's ordinary hours of work fall outside the Span of Ordinary Hours;
- i. for a Day Worker, the Employee will be paid overtime penalties under clause 15.
 - ii. for a Shift Worker, the Employee will be paid shift penalties under clause 12 and weekend penalties under clause 11 on hours worked outside of the Span of Ordinary Hours.
 - iii. if no penalty is prescribed, as per clauses 10.7 and 15, overtime penalties, will apply.
- 8.9 The Span of Ordinary Hours may be varied between Lifeblood and an Employee(s):
- i. in accordance with an individual flexibility agreement; or
 - ii. by up to one (1) hour at either end of the Span of Ordinary Hours by agreement with a majority of Employees in a discrete section of the workplace.

9 ACCRUED DAYS OFF (ADO)

- 9.1 Where an Employee has, immediately prior to the commencement of this Agreement, an entitlement to ADOs under any of the agreements listed in clause 4.3, the Employee will retain those entitlements under this Agreement. Specific entitlements are as outlined in Appendix 4.
- 9.2 The above clause does not apply to any Employee who has agreed to participate in an ADO relinquishment program where they received compensation to relinquish an entitlement to ADOs.
- 9.3 For clarity, Employees who did not previously, immediately prior to the commencement of this Agreement, have an entitlement to ADOs under any of the agreements listed in clause 4.3, will not have an entitlement under this Agreement.
- 9.4 ADOs will be taken in the month in which they accrue, unless due to unforeseen and genuine circumstances it is not feasible to take the ADO. Where possible, Lifeblood will meet requests of Employees to take ADOs, which shall not be unreasonably refused.
- 9.5 An Employee may accumulate up to five (5) ADOs and these must be taken as soon as possible. Where an Employee has accrued five (5) ADOs, Lifeblood may direct the Employee to take one or more such ADOs.
- 9.6 An Employee can request, and Lifeblood may agree to, cash out an Employee's ADO accrual.
- 9.7 ADOs are not accrued during periods of paid leave where leave is taken at 7.6 hours.

- 9.8 Any accrued and untaken ADOs will be paid out on termination of the Employee's employment with Lifeblood.

10 ROSTERS

- 10.1 Where an Employee's hours are subject to a roster, the ordinary hours of work for each Employee will be displayed on a fortnightly roster. The roster will be placed in a readily accessible position.
- 10.2 As far as practicable, rosters will be provided four (4) weeks in advance but at a minimum, no less than two (2) weeks before commencement of the roster period.
- i. As far as practicable, seven (7) days' notice will be given of a change in a roster. However, a roster may be altered at any time to enable the functions of the organisation to be carried on where another Employee is absent from duty pursuant to clauses 17, 18, 19 and 27 – Personal Leave, Compassionate Leave, Family, Domestic Violence Leave and Ceremonial Leave respectively, and/or any other applicable unplanned leave or in an emergency.
 - ii. Unless Lifeblood otherwise agrees, an Employee desiring a roster change will give seven (7) days' notice except where the Employee is ill or in an emergency.
- 10.3 All Employees will be rostered for four (4) days off in a fortnight.
- i. Where practicable these four (4) days will be rostered as two (2) consecutive days off in each fortnight.
 - ii. Where two (2) consecutive days off in each week of the fortnight are not possible one (1) day will be rostered in one of the weeks of the fortnight and three (3) consecutive days in the other week of the fortnight.
- 10.4 As far as practicable, where a roster changes from day shifts to night shifts, an Employee will be provided with a minimum of twenty-four (24) hours between the two (2) shifts.
- 10.5 As far as practicable, where a roster changes from night shifts to day shifts, an Employee will be provided with a minimum of forty-eight (48) hours between the two (2) shifts.
- 10.6 Morning, afternoon and night shifts are defined as per clauses 12.4 to 12.6.

- 10.7 Where an Employee works outside of the Span of Ordinary Hours as outlined in clause 8.6 and they are not eligible for shift penalties as outlined in clauses 12.4 to 12.6, overtime rates will apply.
- 10.8 For Employees eligible to accrue ADOs as outlined in Clause 9 above, these will be in addition to days free from duty referred to in Clause 10.3.

Change of Shift Allowance

- 10.9 Clause 10.10 below applies to Employees who, immediately prior to the commencement of this Agreement were in roles covered by the:
- i. *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017; or*
 - ii. *Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020.*
- 10.10 When an Employee changes from working on one shift to another and the start time of the new shift differs by four (4) hours or more from the original shift, the Employee will be entitled to a Change of Shift Allowance per shift change as specified in Appendix 1. A Change of Shift Allowance will not apply, where such change is initiated by the Employee.

11 WEEKEND WORK

- 11.1 Where an Employee works the following ordinary rostered hours they will be paid their Base Rate together with the applicable weekend penalty:
- i. for all ordinary hours worked between midnight Friday and midnight Saturday a full-time or part-time Employee will be paid 50% in addition to their base rate of pay, for all time worked.
 - ii. for all ordinary hours worked between midnight Saturday and midnight Sunday a full-time or part-time Employee will be paid 75% in addition to their base rate of pay, for all time worked.
 - iii. a casual Employee who works on a Saturday or Sunday will be paid as outlined in clause 7 above (the Employee's casual hourly rate), in addition to the weekend penalties, outlined in this clause at (i) and (ii) above.
 - iv. in line with provisions outlined in Clauses 22.21 – 22.28, Employees who regularly work weekends (either Saturday or Sunday), will be entitled to an additional week's annual leave.

12 SHIFT WORK

12.1 A shift worker is an Employee who:

- i. is regularly rostered to work their ordinary hours outside the span of ordinary hours of a day worker: and
- ii. works a minimum of four (4) hours on those rostered shifts.

12.2 Shift workers may be entitled to additional annual leave – see Annual leave clause 22.

12.3 Where a Shift Worker is rostered to work a shift that begins or ends outside of the Span of Ordinary Hours they will be paid their Base Rate together with the applicable shift penalty for all time worked excluding overtime. Where none of the penalties below apply, the Shift Worker will be paid the equivalent overtime rates, as outlined in clause 15, for any hours worked outside the ordinary span of hours.

Shift allowances and penalties

12.4 Victorian and Tasmanian Employees

- i. Where an Employee is rostered to work a shift which commences between 4.00 am and 6.30 am (morning shift) they will be paid an allowance of \$30 per morning shift for the full shift, excluding any overtime, which will be paid at the overtime rate only.
- ii. Where an Employee is rostered to work a shift which finishes after 6.00 pm and before 12.00 midnight (afternoon shift) they will be paid an allowance of \$30 per afternoon shift for the full shift, excluding any overtime, which will be paid at the overtime rate only.
- iii. Where an Employee is rostered to work a shift which either:
 - a) finishes between 12.00 midnight and 7.00 am; or
 - b) starts between 10.30 pm and 4.00 am (night shift)they will be paid an allowance of \$90 per night shift for the full shift, excluding any overtime, which will be paid at the overtime rate only.
- iv. Employees located in Victoria and Tasmania will receive the above outlined shift allowances in addition to penalties outlined in clauses 11 – Weekend work and 20 - Public Holidays.

12.5 South Australian Employees

- i. Where an Employee is rostered to work a shift which commences between 4.00 am and 7.00 am (morning shift) they will be paid 15% of the minimum hourly rate, in addition to their base rate of pay applicable to their classification and pay point for the full shift, excluding any overtime, which will be paid at the overtime rate only.

- ii. Where an Employee is rostered to work a shift which finishes after 6.00 pm and before 12.00 midnight (afternoon shift) they will be paid 15% of the minimum hourly rate, in addition to their base rate of pay applicable to their classification and pay point for the full shift, excluding any overtime, which will be paid at the overtime rate only.
- iii. Where an Employee is rostered to work a shift which either:
 - c) commences between 10.30 pm and 4.00 am (night shift); or
 - d) finishes between 12.00 midnight and 7.00 am (night shift),
 they will be paid 30% of the minimum hourly rate, in addition to their base rate of pay applicable to their classification and pay point for the full shift, excluding any overtime, which will be paid at the overtime rate only.

12.6 Western Australian Employees

- i. Where an Employee is rostered to work a shift which finishes after 6.00pm and before midnight (afternoon shift) they will be paid 15% of the minimum hourly rate, in addition to their base rate of pay applicable to their classification and pay point for the full shift, excluding any overtime, which will be paid at the overtime rate only.
- ii. Where an Employee is rostered to work a shift which either:
 - a) commences between 10.30 pm and 4.00 am (night shift); or
 - b) finishes between 12.00 midnight and 7.00 am (night shift),
 they will be paid 20% of the minimum hourly rate, in addition to their base rate of pay applicable to their classification and pay point for the full shift, excluding any overtime, which will be paid at the overtime rate only.

12.7 A casual Employee who is rostered to work shift work as defined in clauses 12.3 to 12.6 will be paid the shift penalty, calculated on the casual loaded rate.

12.8 Unless other advised herein, the shift work penalty rates prescribed in clause 12 will not apply to shift work performed by any Employee on Saturday, Sunday or Public Holidays where the extra payment prescribed in clause 11 — Weekend Work penalty rates and clause 20 — Public Holidays, apply.

13 ON-CALL

13.1 All Employees who are required to be on-call will receive the 'standard on-call rate' as set out in Appendix 1.

13.2 The rate of on-call will apply to the hours that fall on that particular day of the week.

- 13.3 Any Employee who is required to be on-call in excess of seven (7) consecutive days, due to operational requirements, will be entitled to an additional 10% of the 'standard on-call rate' outlined in Appendix 1 for all days in excess of seven (7) consecutive days on-call - "On-call rate in excess of seven (7) consecutive days in a pay fortnight".
- 13.4 No Employee should be rostered on-call more frequently than a total of seven (7) days every fourteen (14) days, unless otherwise mutually agreed or a temporary arrangement is necessary to ensure the continuance of Lifeblood services.
- 13.5 Employees who are required to be on-call will be paid for each twenty-four (24) hour period of on-call or part thereof, in accordance with the roster.
- 13.6 Lifeblood will make on-call rosters available in line with clause 10 – Rosters.
- 13.7 Any time spent on-call will not be counted as time worked unless the Employee is also rostered to work a shift during an applicable twenty-four (24) hour period of on-call or is recalled to work.
- 13.8 Employees who are on-call must be contactable and fit for work whilst on-call. Employees will not be restricted to their residence during a period of on-call but must be able to attend to the work required, in a timely, appropriate and secure manner.
- 13.9 Employees will not be required to be on-call whilst on leave or from the completion of the Employee's shift on the day before the Employee is due to be on leave.
- 13.10 Reasonable telephone rental and business call costs will be reimbursed.
- 13.11 An Employee undertaking on call duties in Tasmania shall be provided with a Lifeblood mobile phone and vehicle to travel to relevant sites, as required.
- 13.12 An Employee who is rostered on-call on a Saturday or Sunday will be eligible to accrue additional Annual Leave on a pro-rata basis in accordance with clause 22.
- 13.13 An Employee who is rostered on-call on a public holiday will be eligible for TOIL in line with clauses 15.14 to 15.16.
- 13.14 Where an Employee is re-called to work re-call penalties will apply.

14 RECALL TO WORK

- 14.1 If an Employee is recalled to work while on-call and the work can be done remotely (for example, from their home), the Employee will be paid for a minimum engagement period of two (2) hours at the applicable overtime rate.
- 14.2 If an Employee is recalled to work and must attend a Lifeblood workplace (i.e. they are not able to perform the work remotely), the Employee will be paid for a minimum of four (4) hours work at the applicable overtime rate.

- 14.3 An Employee who is recalled to work and it is necessary to attend a Lifeblood workplace can claim travel time. For the avoidance of doubt travel time is included in the minimum four (4) hours referred to in Clause 14.2.
- 14.4 If an Employee is recalled to work and is not on-call at the time, they will be paid for a minimum of four (4) hours work at the applicable overtime rate.
- 14.5 All work performed (including phone calls) during a minimum engagement period as outlined above in clauses 14.1, 14.2, 14.3 and 14.4, will not attract an additional minimum engagement period.
- 14.6 Employees who are paid an hourly on-call rate (as opposed to the twenty-four (24) hour on-call rate) will not be paid the hourly on-call rate during any recall period.

15 OVERTIME

- 15.1 Overtime must not be worked and will not be paid to an Employee unless any additional hour(s) have been approved by the Employee's manager prior to the Employee working the overtime.
- 15.2 Overtime is paid in the following circumstances:
- i. where a full-time Employee:
 - a. works in excess of their rostered daily ordinary hours on any day or shift prescribed in clause 8 - Ordinary hours of work;
 - b. works in excess of ten (10) hours per shift (unless otherwise agreed as per clause 8.3); or
 - c. works in excess of thirty-eight (38) hours per week, in a fortnight or in a four (4) week period; or
 - d. is a Day Worker and works outside the span of hours.

Note: shift penalties will apply to a Shift Worker who works outside of the span of hours.

- ii. Where a part-time Employee:
 - a. works in excess of their rostered daily ordinary hours on any day or shift prescribed in clause 8 - Ordinary hours of work.
 - b. works in excess of ten (10) hours per shift (unless otherwise agreed as per clause 8.3); or
 - c. works in excess of an average of thirty-eight (38) hours per week, in a fortnight or in a four (4) week period.

Note: For clarity, Part-time Employees don't get paid overtime when:

1. prior to a shift, there is an agreement in writing to vary the rostered hours to be more than the Employee's rostered part-time hours, but less than or equal to the average weekly, fortnightly or four-weekly ordinary hours for a Full-time Employee for the rostered period in accordance with clause 8 - Ordinary Hours of Work. These hours are paid at the Employee's ordinary hourly rate of pay.
 2. an Employee has agreed to work additional ordinary hours as per the published roster. An Employee will be deemed to have agreed to work additional ordinary hours (as per the roster) unless the Employee indicates otherwise. The roster will serve as the record in writing unless otherwise specified.
 3. they work their rostered hours on any day or shift;
 4. they work a rostered shift less or equal to ten (10) hours in a day or twelve (12) hours where agreed (exclusive of meal breaks); or
 5. they are shift workers and work outside the span of hours, in which case shift penalties apply.
- d. is located in Western Australia, and they work less than thirty-eight (38) hours in any one (1) week.
- iii. where a casual Employee:
- a. works in excess of ten (10) hours per shift (unless otherwise agreed as per clause 8.3); or
 - b. works in excess of thirty-eight (38) hours per week, in a fortnight or in a four (4) week period.

Overtime rates - full-time and part-time Employees

15.3 An Employee who works overtime shall be paid the following rates for their employment classification:

- i. Monday to Friday - 50% in addition to their base rate of pay, for the first two (2) hours and 100% in addition to their base rate of pay, after two (2) hours;
- ii. Saturday and Sunday - 100% in addition to their base rate of pay; and
- iii. Public Holidays - 150% in addition to their base rate of pay.

Overtime rates - casual Employees

15.4 A casual Employee who works overtime shall be paid the following rates for their employment classification:

- i. Monday to Friday - 50% in addition to their loaded rate of pay, for the first two (2) hours and 100% in addition to their loaded rate of pay, after two (2) hours;
- ii. Saturday and Sunday - 100% in addition to their loaded rate of pay; and
- iii. Public Holidays - 150% in addition to their loaded rate of pay.

Note: Overtime rates for full-time, part-time and casual Employees will be in substitution for and not cumulative upon the penalties and loadings prescribed in clause 11 - Weekend Work and clause 12 Shiftwork, unless stipulated otherwise.

Reasonable Overtime

15.5 Lifeblood may require any Employee to work reasonable overtime as defined by the Act.

15.6 In determining the reasonableness of any overtime consideration will be given to:

- i. Any risk to Employee health and safety of working the additional hours;
- ii. The Employee's personal circumstances, including family responsibilities;
- iii. the needs of the workplace or enterprise in which the Employee is employed;
- iv. whether the Employee is entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects an expectation of, working additional hours;
- v. any notice given by Lifeblood of any request or requirement to work the additional hours;
- vi. any notice given by the Employee of their intention to refuse to work the additional hours;
- vii. the usual patterns of work in the industry, or the part of an industry, in which the Employee works;
- viii. the nature of the Employee's role, and the Employee's level of responsibility;
- ix. whether the additional hours are in accordance with the averaging terms outlined under clause 8 – Hours of work or any other averaging arrangement mutually agreed between Lifeblood and the Employee;

- x. How frequently the Employee is required to work additional hours;
- xi. any other relevant matter.

Time off in Lieu (instead of payment for overtime)

- 15.7 Employees can choose to receive Time off in Lieu (TOIL) for overtime hours worked rather than being paid at overtime rates.
- 15.8 The period of time off that an Employee is entitled to take is the same as the number of overtime hours worked (time for time). This means an Employee who worked two (2) overtime hours is entitled to two (2) hours' time off.
- 15.9 Employees are able to accrue no more than 5 days TOIL at any one time.
- 15.10 TOIL must be taken:
 - i. within the period of six (6) months after the overtime is worked; and
 - ii. at a time or times within that period of six (6) months agreed by the Employee and Lifeblood.
- 15.11 If the Employee does not take the TOIL within six (6) months of accruing those hours, Lifeblood will pay the Employee for the TOIL at the appropriate overtime rate (when the overtime was worked) in the next available pay period following the end of the six (6) month period.
- 15.12 If prior to using the TOIL, the Employee requests at any time to be paid at overtime rates for the hours instead, Lifeblood will pay the Employee for overtime in the next pay period following the request at the rate applicable at the time the overtime was worked.
- 15.13 The TOIL arrangement must be recorded in writing and this record must be kept as an Employee record. An agreement in accordance with this clause must state each of the following:
 - i. the number of overtime hours to which it applies and when those hours were worked;
 - ii. that Lifeblood and Employee agree that the Employee may take time off instead of being paid for the overtime;
 - iii. that, if the Employee requests at any time, the Lifeblood must pay the Employee, for overtime covered by the agreement but not taken as time off, at the overtime rate applicable to the overtime when worked.

Time off in Lieu (for on-call on a public holiday)

- 15.14 Employees who are rostered to be on-call on a public holiday as defined in clause 20.1 will accrue TOIL.

- 15.15 An Employee who is entitled to TOIL in line with Clause 15.14, will be paid at their base rate of pay for that day off.
- 15.16 Clauses 15.9 and 15.13 will also apply to TOIL accrued in accordance with clause 15.14.

Ten Hour Break

- 15.17 For health and safety reasons, an Employee, except in exceptional circumstances shall be provided a break between shifts of not less than ten (10) hours.
- 15.18 When overtime work and recall work is necessary, it will be arranged that Employees have at least ten (10) consecutive hours off duty between the completion of the overtime or recall work and the Employees next rostered ordinary shift.
- 15.19 Where an Employee is not able to take at least a ten (10) hour break between consecutive shifts that include overtime, or recall work, the Employee will be released after the completion of work until they have had a ten (10) hour break from work without loss of pay. This means that if the Employee was rostered to start work before the ten (10) hour break was completed the Employee will be paid ordinary hours from the time they were due to start their shift until they are able to have the required break or until the end of the originally rostered shift.
- 15.20 Where an Employee is required to return to work or continue to work without a consecutive ten (10) hour break, then the Employee shall be paid at 100% in addition to their base rate of pay or at the appropriate overtime rate, whichever is greater, until the Employee is released from duty. Once released from duty, the Employee will be paid for all rostered ordinary time that falls during the absence and/or until they have had a 10-hour break.
- 15.21 An Employee and their manager can agree to not have a ten (10) hour break as set out above, but this must be recorded in writing and this record must be kept.

16 MEAL AND REST BREAKS

- 16.1 Employees will be entitled to a paid fifteen (15) minute rest break in the first five (5) hours worked at a time to be agreed between the Lifeblood and Employee.
- 16.2 Employees will be entitled to a second paid rest break of 15-minutes between the 6th and 10th hour of work.
- 16.3 Rest breaks can be consolidated and taken in accordance with operational requirements.

- 16.4 Employees will also be entitled to an unpaid meal break of at least thirty (30) minutes, but not exceeding sixty (60) minutes, after five (5) hours of work, unless otherwise agreed.
- 16.5 The taking of meal breaks shall be in accordance with operational requirements.
- 16.6 Lifeblood will determine when the breaks are to be taken where agreement cannot be reached.
- 16.7 An Employee who works not more than six (6) hours on one shift may elect to forgo the unpaid meal break, with the consent of the Lifeblood.
- 16.8 An Employee will be entitled to a further fifteen (15) minute paid rest break after every four (4) hours of Overtime worked.
- 16.9 An Employee will be entitled to a further unpaid meal break of at least thirty (30) minutes, but not exceeding sixty (60) minutes, after every two (2) hours of Overtime or recall worked.
- 16.10 An Employee rostered on night shift duty or who has been recalled to work at a Lifeblood workplace and who is not relieved from duty during the rostered meal interval (as per clause 16.4) shall be granted a meal break allowance of thirty (30) minutes.

Meal Allowance

- 16.11 Where overtime and/or recall performed by an Employee exceeds 1 hour, the Employee will get an allowance as outlined in Appendix 1.
- 16.12 Where overtime or recall performed by an Employee exceeds 4 hours, the Employee will get a further allowance as outlined in Appendix 1.
- 16.13 Clauses 16.11 and 16.12, will not apply if the Employee is working from home.

PART 4 – LEAVE

WARNING: We have been required to include some terminology in this part because of its specific meaning under the Act and associated legislation. We acknowledge that some of the language used may be distressing, in which case we encourage you to reach out to your People & Culture Business Partner and/or our EAP provider for support.

Note: Leave only applies to permanent or fixed term Employees unless it is specifically stated that it applies to casual Employees. Part-time Employees accrue leave on a pro-rated basis unless otherwise stated.

17 PERSONAL LEAVE

17.1 Personal leave can be taken:

- i. where an Employee is not fit for work due to a personal illness or injury affecting the Employee (Sick Leave);
- ii. as Carer's Leave;
- iii. as Urgent Pressing Necessity Leave;
- iv. for preventative medical purposes;
- v. to support the Employee's wellness and wellbeing;
- vi. to support Employees experiencing the symptoms of menopause (including perimenopause);
- vii. to support Employees in relation to their reproductive healthcare needs (this includes but is not limited to fertility treatments, endometriosis and preventative screening); and/or
- viii. during an emergency affecting an Employee's pet.

Personal Leave Entitlement

- 17.2 Personal Leave accrues progressively during a year of service according to the Employee's ordinary hours of work. Personal Leave accumulates from year to year.
- 17.3 Full time Employees accrue fifteen (15) days (at 7.6 hours per day) of paid Personal Leave for each year of service.
- 17.4 Personal leave may be taken in hourly increments.
- 17.5 A casual Employee is entitled to unpaid Carer's Leave in accordance with the Act.
- 17.6 An Employee who commenced employment with Lifeblood prior to 18 November 2011 and was, immediately prior to the commencement of this Agreement, in a role covered by the *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017*, will be entitled to 21 days for each year of service.
- 17.7 An Employee who, immediately prior to the commencement of this Agreement, was in a role covered by the *Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020*, will be entitled to 25 days for each year of service.

Evidence

- 17.8 Employees must provide satisfactory evidence of the need to take Personal Leave where requested by Lifeblood.
- 17.9 For personal leave in excess of two (2) consecutive working days, including either side of a rostered day off, weekend off or a Public Holiday not worked, the Employee is to provide evidence in accordance with clause 17.8.

- 17.10 Satisfactory evidence, as outlined in clause 17.8, includes documentation such as medical certificates, statutory declarations and other evidence that would satisfy a reasonable person in the given circumstances and demonstrates the need for the Employee to take the Personal Leave such as evidence of a medical appointment.

Notice

- 17.11 If an Employee requires Sick (including wellbeing) or Carer's Leave, the Employee must notify their manager as soon as reasonably practicable:
- i. that they cannot attend work; and
 - ii. how long they will not attend work.
- 17.12 It is understood that in some circumstances of unplanned leave, notice cannot be provided before the commencement of a shift, and this will be taken into consideration.
- 17.13 If an Employee requests Personal Leave for preventative medical purposes, the Employee must notify their manager, providing at least four (4) weeks' as per the rostering requirements outlined in clause 10, Approval of requests are at the discretion of Lifeblood and in line with operational requirements.
- 17.14 Requests for Personal Leave for preventative medical purposes and wellbeing days will not be unreasonably refused.

Carer's Leave or Sick Leave while on Annual Leave or Long Service Leave

- 17.15 An Employee on Annual Leave or Long Service Leave, who falls ill or becomes injured or whose immediate family member becomes ill or is injured, is able to request to take Sick or Carers' Leave and have the annual leave or long service leave balance credited for the period of Sick or Carers' Leave (providing there was a sufficient Personal Leave balance at the time).
- 17.16 An Employee may be required to provide evidence of the illness or injury as outlined in Clauses 17.8 to 17.10 above.

Urgent and Pressing Necessity Leave

- 17.17 An Employee who is required to leave work or to not attend work for an emergency event such as fire, bushfire, flood, storm, storm damage or other such emergency will be entitled to Personal Leave.

18 COMPASSIONATE LEAVE

- 18.1 An Employee may access up to five (5) days Compassionate Leave per occasion as prescribed under the NES. See clause 2.7 for the circumstances in which an Employee can access Compassionate Leave.

- 18.2 Lifeblood recognises that Employees who identify as Aboriginal and/or Torres Strait Islander may require additional time for Sorry Business. This is able to be discussed with and considered by an appropriate line manager.
- 18.3 Notice of a requirement for Compassionate Leave should be given prior to the commencement of work for that day. It is understood that in some circumstances of compassionate leave, notice cannot be provided before the commencement of a shift, and this will be taken into consideration.
- 18.4 Annual Leave, Long Service Leave and Unpaid Compassionate Leave may be accessed with Lifeblood's approval where the paid Compassionate Leave entitlement has been exhausted.

Evidence

- 18.5 Where requested by Lifeblood, an Employee must provide satisfactory evidence that would satisfy a reasonable person of the need to take Compassionate Leave in the circumstances.
- 18.6 Evidence, as outlined in clause 18.5 above, includes documentation such as medical certificates, statutory declarations and other reasonable evidence that would satisfy a reasonable person and demonstrates the need for the Employee to take the Compassionate Leave.
- 18.7 Requests for compassionate leave will not be unreasonably refused.

19 FAMILY & DOMESTIC VIOLENCE LEAVE

- 19.1 Any Employee, including a casual Employee, who is experiencing Family and Domestic Violence is entitled to take an unlimited number of paid Family and Domestic Violence Leave days.
- 19.2 The Family and Domestic Violence Leave is available on commencement of employment with Lifeblood.
- 19.3 Family and Domestic Violence Leave can be taken in hourly increments.
- 19.4 It is understood that a need to take Family and Domestic Violence Leave may be unplanned, and notice may not be able to be provided before the commencement of a shift. However, wherever practicable, notice of the need to take Family and Domestic Violence Leave should be given prior to the commencement of work for that day.
- 19.5 If an Employee would like to access Family and Domestic Violence Leave for personal appointment purposes such as medical follow up or proactive intervention/assistance, legal, housing, wherever possible, the Employee should attempt to notify their manager with as much notice as possible.

- 19.6 Payroll will keep a record of the Family and Domestic Violence Leave but no record shall be recorded on the Employees payslip.
- 19.7 All Employees, including a casual Employee, can take paid Family and Domestic Leave at their full pay rate for the hours they would have worked or would normally have been rostered, if they weren't on Family and Domestic Leave. For casual Employees this rate will be averaged over the previous three (3) month period.
- 19.8 All other entitlements are in accordance with Lifeblood's Domestic and Family Violence Policy, as amended from time to time.

20 PUBLIC HOLIDAYS

- 20.1 The following are Public Holidays for the purposes of this Agreement:

- i. 1 January (New Year's Day),
- ii. 26 January (Australia Day),
- iii. Good Friday,
- iv. Easter Monday,
- v. 25 April (Anzac Day),
- vi. Sovereign's Birthday,
- vii. 25 December (Christmas Day),
- viii. 26 December (Boxing Day) and
- ix. any other day, or part day, declared or prescribed by or under a law of the relevant State or Territory to be observed generally within the state, or a region of the state, as a public holiday, other than a day or part-day, or a kind of day or part-day, that is excluded by the Fair Work Regulations 2009 (Cth) from counting as a public holiday.

- 20.2 Where Christmas Day is on a Saturday or Sunday, a substitute day shall be observed on 27 December.
- 20.3 Where Boxing Day is on a Saturday or Sunday a substitute day shall be observed on 28 December.
- 20.4 Where New Year's Day is a Saturday or Sunday, a substitute day shall be observed on the next Monday.
- 20.5 Where Australia Day is a Saturday or Sunday, a substitute day shall be observed on the next Monday.
- 20.6 Permanent and fixed term Employees who would 'regularly be rostered' to work ordinary hours on the days or part days outlined in clause 20.1 but who are not required

to work, will take the day (or part day) off work and be paid at the Base Rate for the ordinary hours of work on that day (or part day). Where hours vary, an average of the hours worked on the applicable day in the preceding twelve (12) months will be used to calculate the hours paid. These average hours will be considered in relation to contracted hours over the relevant fortnight.

- 20.7 If the Employee would not have had ordinary hours of work or been regularly rostered on the day of the week the public holiday or part public holiday falls, the Employee is *not* entitled to payment under this section. For example, the Employee is *not* entitled to payment if the public holiday or part day public holiday falls on a day (or part day) that the workplace is normally closed, the Employee is a casual Employee who is not regularly rostered on for the public holiday (or applicable hours for a part day) or is a part-time Employee whose part-time hours are not regularly rostered to include the day of the week (or applicable hours for a part day) on which the public holiday (or part thereof) occurs.
- 20.8 'Regularly rostered' for the purposes of clauses, 20.6 and 20.7, means an Employee has worked a minimum of ten (10) shifts out of the last twelve (12) months (or applicable hours for a part day) on the day (or hours) on which the public holiday falls. Where an Employee's hours have varied over the ten (10) shifts in the last twelve (12) months, an average of the total hours will be paid for the Public Holiday.
- 20.9 If a Public Holiday falls during a period of paid Annual, Sick, Carer's or Long Service Leave, the Employee will be paid for the Public Holiday without deduction to the paid leave entitlement. This includes any hours that fall on a part-day public holiday which the Employee would ordinarily have been rostered had they not been on paid leave.
- 20.10 This clause applies to Employees employed in a role defined under the "General Classifications – Scientists" classifications as outlined in Appendix 2 and who undertake their work in Victoria.

An Employee who ordinarily works Monday to Friday and who does not work on Easter Saturday shall be entitled to one (1) day's pay in respect of Easter Saturday or, where there is mutual consent, within four (4) weeks following the date on which such holiday occurred the Employee may take one day off in lieu.

Working on a Public Holiday

- 20.11 Lifeblood can reasonably request an Employee to work on a public holiday. Lifeblood will consider the factors outlined in section 114 (4) of the Act.
- 20.12 If Lifeblood requests an Employee to work on a public holiday, the Employee may refuse the request if:
- i. the request is not reasonable; or
 - ii. the refusal is reasonable.
- 20.13 In determining whether a request, or a refusal of a request, to work on a public holiday is reasonable, the following must be taken into account:
- i. the nature of Lifeblood's workplace or enterprise (including its operational requirements), and the nature of the work performed by the Employee;
 - ii. the Employee's personal circumstances, including family responsibilities;
 - iii. whether the Employee could reasonably expect that Lifeblood might request work on the public holiday;
 - iv. whether the Employee is entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects an expectation of, work on the public holiday;
 - v. the type of employment of the Employee (for example, whether full-time, part-time, casual or shiftwork);
 - vi. the amount of notice in advance of the public holiday given by Lifeblood when making the request;
 - vii. in relation to the refusal of a request--the amount of notice in advance of the public holiday given by the Employee when refusing the request;
 - viii. any other relevant matter.

Payment for working on a Public Holiday

- 20.14 A permanent or fixed term Employee who is required to work ordinary hours on a public holiday will be paid at the rate of 150%, in addition to their Base Rate of pay (which will be a total payment of 250% of their Base Rate).
- 20.15 A casual Employee who is required to work ordinary hours on a public holiday will be paid at the rate of 175% in addition to their Base Rate, inclusive of casual loading (which will be a total payment of 275% of their Base Rate).
- 20.16 Where an Employee and Lifeblood agree to substitute another day off for work done on a public holiday, the Employee will be paid 50% in addition to their base rate of pay

for time worked on the public holiday and paid the applicable ordinary rate of pay for the substitute day off.

- 20.17 In the event an Employee works on a Public Holiday and is not required to work for the entire rostered shift, the Employee will be paid at the public holiday rates for the full rostered shift as if they had been required to work. For clarity, this does not include work done as a result of recall to work.
- 20.18 Where Christmas Day, Boxing Day and New Years Day fall on a Saturday or a Sunday and the Public Holiday is observed on another day an Employee required to work on Christmas Day, Boxing Day or New Years Day is to be paid at the Public Holiday rate.

Substitute Days

- 20.19 Lifeblood and an Employee may agree that, where the Employee is required to work or be on-call for a public holiday (or part day) as per clause 20.1, then that day (or part day) may be substituted for another day off.
- 20.20 Lifeblood recognises that the public holidays as outlined in clause 20.1, may not be observed culturally by all Employees or be suitable for all Employee family commitments. As such, where an Employee would usually be entitled to a day (or part day) as a public holiday in accordance with clause 20.1, the Employee may request to work the public holiday and substitute that day for another day. An Employee would be paid for the substitute day for another day off.
- 20.21 An Employee shall provide not less than four (4) weeks' notice of a request for a Substitute Day (either four (4) weeks of the public holiday or the day, which is to be substitute, whichever is the sooner), in line with the rostering requirements as outlined in Clause 10.
- 20.22 Approval for requests for a Substitute Day are at the discretion of Lifeblood and in line with operational requirements.
- 20.23 Requests for Substitute Days will be considered on a case-by-case basis and will not be unreasonably refused.

21 PARENTAL LEAVE

21.1 Eligible Employees can access various entitlements under the NES including:

- i. unpaid parental leave;
- ii. unpaid special maternity leave;
- iii. a right to transfer to a safe job the specified cases;
- iv. a right to take 'no safe job' paid leave;
- v. consultation requirements;
- vi. a right to return to the Employee's role pre parental leave;
- vii. keeping in touch days; and
- viii. unpaid pre-adoption leave.

21.2 For the purposes of this Agreement Parental Leave also includes 'Other Birth Related Leave' as outlined in this clause below.

21.3 An Employee must provide at least ten (10) weeks' notice of the taking of Parental Leave. In the case of exceptional circumstances, where 10 weeks' notice is not possible, then notice shall be provided as soon as reasonably practicable.

Paid Parental Leave

21.4 Permanent or fixed term Employees are entitled to fourteen (14) weeks' Paid Parental Leave, paid at their Base Rate of pay, following each birth or placement of each child with the Employee for adoption. An Employee is not required to take the full entitlement to leave and may take lessor amounts of Paid Parental Leave.

21.5 For the avoidance of doubt, the Paid Parental Leave entitlement in this Agreement operates concurrently with the unpaid parental leave entitlement in the NES.

21.6 Paid Parental Leave can be taken at half pay or double pay with the period of paid parental leave extended or reduced accordingly.

21.7 Any parent can take Paid Parental Leave at any time during the first twelve (12) months after the birth or adoption placement of a child.

21.8 Paid Parental Leave must commence within twelve (12) months of the birth or placement of the Employee's child.

21.9 Paid parental leave does not need to be taken in one concurrent block, as long as each period of Paid Parental Leave commences within twelve (12) months of the birth or placement of the Employee's child.

21.10 An Employee accessing Paid Parental Leave as outlined in this Paid Parental Leave clause will continue to receive superannuation payments for the period of paid leave taken.

- 21.11 Lifeblood may require reasonable evidence to support the request for Leave. Such evidence includes, but is not limited to, evidence from a doctor in the case of a birth, evidence from a Government Department in the case of an adoption, statutory declaration and other reasonable evidence that demonstrates the reason for the Employee to take Paid Parental Leave.

Other Birth Related Leave

- 21.12 In the event that an Employee suffers a miscarriage as defined in the NES after fourteen (14) weeks gestation, they are entitled to four (4) weeks paid Birth Related Leave.
- 21.13 In the event that an Employee experiences a still birth as defined in the NES, they are entitled to fourteen (14) weeks of paid Birth Related Leave.
- 21.14 In the event an Employee experiences infant death during a period of Paid Parental Leave, they will be eligible for Birth Related Leave in the amount of the outstanding Paid Parental Leave they would otherwise have received or up to six (6) weeks, whichever is greater.
- 21.15 Any parent may access Birth Related Leave as outlined in clauses 21.12 – 21.14 above.
- 21.16 In the event that an Employee acts as a gestational carrier or surrenders a baby for adoption at birth they are entitled to six (6) weeks paid Birth Related Leave in order to recover from the birth.
- 21.17 Where an Employee acts as a gestational carrier or surrenders a baby for adoption at birth, they must provide at least ten (10) weeks' notice of a request for Paid Parental Leave, or if that is not possible, provide notice as soon as practicable.
- 21.18 Annual Leave, Sick Leave, Long Service Leave and Compassionate Leave may be accessed with Lifeblood's approval where the paid Birth Related Leave entitlement has been exhausted.

22 ANNUAL LEAVE

- 22.1 Full time Employees accrue four (4) weeks (152 hours) paid annual leave for each year of service (twelve (12) months of continuous service, pro-rata for part-time Employees). Part-time Employees accrue Annual Leave on a pro-rata basis.
- 22.2 An Employee's Annual Leave balance accrues progressively during a year of service according to the Employee's ordinary hours of work. Annual Leave carries over from year to year.
- 22.3 The balance of an Employee's untaken leave will be paid out on termination of employment.
- 22.4 Annual leave will be calculated on a pro rata basis for Employees who have not completed a full year of employment at the time of taking annual leave or on termination of employment.

Notice and Approval

- 22.5 Employees are expected to provide reasonable notice of a request to take Annual Leave, having specific regard to operational requirements of Lifeblood, including but not limited to rostering practices.
- 22.6 Lifeblood will provide a response to a request for Annual Leave within a reasonable period.
- 22.7 Approval for requests for Annual Leave are at the discretion of Lifeblood and in line with operational requirements.
- 22.8 Lifeblood will not unreasonably refuse a request by an Employee to take Annual Leave.

Annual Leave Loading

- 22.9 All Employees are entitled to receive a 17.5% annual leave loading on the four weeks of Annual Leave, as outlined in clause 22.1. This is calculated on their Base Rate and will be paid to Employees at the time the Annual Leave is taken.
- 22.10 No Annual Leave Loading will be paid on any additional week of Annual Leave as outlined in clauses 22.21 and 22.34, unless stipulated otherwise.

22.11 For Employees located in Western Australia and for Employees who, immediately prior to the commencement of this Agreement are in a role covered by the *Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020*, leave loading will be calculated and paid the higher of:

- i. 17.5% based on an Employee's Base Rate; or
- ii. the weekend and shift penalties the employee would have received had they not been on leave during the relevant period.

22.12 For Employees located in Western Australia, leave loading is payable on the additional week of annual leave in accordance with clauses 22.21 and 22.34.

Requirement to take Annual Leave

22.13 Where an Employee has accrued eight (8) weeks (or ten (10) weeks for a shift worker) of Annual Leave (Excess Leave), Lifeblood may direct the Employee to take a period of Annual Leave, within six (6) months of the entitlement accruing, subject to the following:

- i. Whether the Employee is a shift worker or not.
- ii. Prior to a direction to take Annual Leave, Lifeblood will discuss the leave balance with the Employee.
- iii. Lifeblood will give consideration to any plans the Employee has to take Annual Leave, for example a plan to take an upcoming holiday.
- iv. Lifeblood will give the Employee an opportunity to consider and submit an annual leave reduction plan.
- v. Lifeblood and the Employee will discuss, any plan the Employee submits, operational convenience and any other relevant matters, and agree on how the leave will be taken for example, in a consecutive block or a regular pattern of single days.
- vi. Where there is disagreement regarding how and when Excess Leave should be taken, Lifeblood will make a decision based on the considerations outlined in this clause above.

22.14 A direction to take Excess Leave must:

- i. give the Employee at least four (4) weeks' notice of the annual leave period;
- ii. relate to at least a minimum period of one (1) week of annual leave (consecutive or otherwise); and
- iii. not result in the Employee having less than six (6) weeks' annual leave remaining.

Cashing out Annual Leave

22.15 Annual Leave entitlements may be cashed out by mutual agreement in writing between the Employee and Lifeblood, provided that:

- i. the Employee retains an entitlement to at least four (4) weeks' Annual Leave after the cashing out;
- ii. each cashing out must be by separate written agreement between the Employee and Lifeblood;
- iii. a maximum of two (2) weeks' Annual Leave may be cashed out per year of service; and
- iv. the Employee will be paid the full amount they would have been paid had they taken the Annual Leave, including superannuation and annual leave loading.

Purchased Leave

22.16 Employees may apply for and be granted purchased leave employment arrangements are subject to agreement with the employer, such agreement not being unreasonably withheld.

22.17 Purchased Leave will count as continuous service.

22.18 Where an employee applies for leave pursuant to this clause the employer shall respond to such request within four (4) weeks.

22.19 An Employee may utilise Purchased Leave in accordance with the provisions of the applicable Lifeblood Policy (as varied from time to time).

Interaction of Annual Leave with other Leave

22.20 An Employee's Annual Leave balance will not be deducted for:

- i. any day or part day public holiday(s); or
- ii. for any other periods of paid leave provided for in the NES that fall during that period of Annual Leave.

Additional Annual Leave for Shift Workers

22.21 For the purposes of an additional one (1) week (38 hours) of Annual Leave, a shift worker is defined as an Employee who regularly works Saturday or Sunday or Public Holidays.

22.22 An Employee who is a shift worker is entitled to five (5) weeks of paid annual leave for each year of service with Lifeblood providing they meet the threshold in clause 22.23.

22.23 'Regularly works' means has worked their ordinary hours on at least ten (10) shifts, that fall on either a Saturday, Sunday or Public Holiday, in the previous twelve (12) months. For clarity, where a shift is worked on a Saturday and then a second shift is worked on a Sunday this will count towards two (2) of the ten (10) shifts. If a shift commences on a Saturday, continues beyond 12.00 midnight and ends on the Sunday, this will count as one (1) of the ten (10) shifts.

22.24 Additional Annual Leave will be credited based on contracted hours.

22.25 Any Additional Annual Leave accrued under this clause does not attract any penalties or annual leave loading, unless otherwise provided.

22.26 Additional Annual Leave will be credited to eligible Employee's leave balances no later than the first full pay period on or after the Employee's anniversary date of each year of the agreement and will be calculated on the relevant 12-month period.

22.27 Part-time Employees will be entitled to additional annual leave on a pro-rata basis.

22.28 The relevant twelve (12) month period for the purposes of this clause shall be the twelve (12) months preceding the Employee's anniversary date or part thereof.

Additional Annual Leave for On-call

22.29 An Employee who is rostered on-call on Saturdays or Sundays is entitled to accrue additional Annual Leave, up to five (5) days on a pro-rata basis as outlined below:

Number of days rostered on-call within the previous relevant 12-month period	Number of additional days Annual Leave
0 or 1	0 days
2 or 3	Total of 1 day
4 or 5	Total of 2 days
6 or 7	Total of 3 days
8 or 9	Total of 4 days
10 or more	Total of 5 days

22.30 For the avoidance of doubt, an Employee will be entitled to a total of one (1) additional week of annual leave (that is, no more than thirty-eight (38) additional hours over 5 (five) days), which is accrued either via clauses 22.21 to 22.28 or via clause 22.29, meaning the maximum amount of annual leave any Employee can accrue in a twelve (12) month period is five (5) weeks.

22.31 Additional Annual Leave will be credited based on contracted hours.

22.32 Any Additional Annual Leave accrued under this clause does not attract any penalties or annual leave loading.

22.33 Additional Annual Leave accrues from the commencement date of the Agreement until the Employee's anniversary date in the first year the Agreement is in operation. For each subsequent year of the Agreement, Additional Annual Leave will accrue on the anniversary date of the Employee based on the preceding twelve (12) months.

22.34 Additional Annual Leave will be credited to eligible Employee's leave balances no later than the first full pay period on or after the Employee's anniversary date each year.

23 STUDY AND PROFESSIONAL DEVELOPMENT LEAVE

23.1 Employees who undertake further study or professional development that is relevant and of benefit to their role at Lifeblood, are entitled to apply for paid Study Leave as per Lifeblood's *Study Assistance and Membership Reimbursement Policy*. This Policy is separate to, and does not form part of, this Agreement.

23.2 Except in exceptional circumstances, Employees should apply at least six (6) weeks prior to commencing the study/course.

23.3 Lifeblood will consider each application for Study and Professional Development Leave on a case-by-case basis.

23.4 Employees are entitled to three (3) days professional development leave per year for attendance at seminars, training and development, conferences and short courses

relevant to their role. Employees can attend the training during paid ordinary hours of work provided Lifeblood has agreed in advance.

- 23.5 Where an Employee wishes to access leave for professional development, at least four (4) weeks' notice should be provided in line with rostering requirements as outlined in Clause 10.
- 23.6 For the avoidance of doubt, if an Employee attends Lifeblood initiated training or training required for accreditation purposes for the performance of their role, they are entitled to attend that training during ordinary hours of work (which is paid at their Base of Rate pay).
- 23.7 Employees located in Victoria and in roles classified under the Scientists Classification Structure as out lined in Appendix 2, will also be entitled to:

Conference leave

- i. Part-time or full-time Employees shall be entitled to two (2) days paid conference leave per annum to attend scientific or health-related conferences.
- ii. Employees seeking leave in accordance with clause 23.7 may be required to provide details of the conference/seminar name, venue and date/time.

Examination leave

- iii. Employees shall be granted leave in order for Employees to attend examinations necessary to obtain a higher qualification, where the qualification is of benefit to the individual and Lifeblood, provided that such examinations are held within Australia.
- iv. The amount of such leave shall be sufficient to allow the employee:
 - a. to proceed to and from the place of examination; and
 - b. allow three (3) clear days prior to an oral examination; or
 - c. three (3) clear days or three (3) single days prior to the written papers withup to a maximum of six (6) days pre-examination study leave in any calendar year.

Study leave

- v. Where operationally possible Lifeblood will allow for paid study leave where the study is of benefit to the individual and Lifeblood.
- vi. An application for approval must be made to Lifeblood by the Employee to determine eligibility for study leave.
- vii. Upon approval of the Employees eligibility:
 - a. A full-time Employee shall be entitled to study leave of four (4) hours per week for up to twenty-six (26) weeks per annum (104 hours).
 - b. A part-time employee will be entitled to paid study leave on a pro rata basis.
- viii. Paid study leave may be taken as mutually agreed by, for example, four (4) hours per week, eight (8) hours per fortnight or blocks of thirty-eight (38) hours.

23.8 For each of the leave types outlined in clause 23.7, clauses 23.1 to 23.6 shall apply.

24 UNION ENGAGEMENT LEAVE

- 24.1 An Employee who is a member of a registered Industrial Union of Employees (a Union) is entitled to five (5) days paid Union Engagement Leave per year to participate in reasonable and constructive industrial relations education and/or union related activities, such as Employee representative training, to acquire knowledge and competencies in industrial relations.
- 24.2 An Employee shall provide not less than four (4) weeks' notice of a request to access Union Engagement Leave in line with rostering requirements as outlined in Clause 10, except in exceptional circumstances.
- 24.3 Requests for Union Engagement Leave will be considered on a case-by-case basis and will not be unreasonably refused.

25 LONG SERVICE LEAVE

- 25.1 The relevant State Long Service Leave Acts or Pre-Modern Award apply as amended or replaced from time to time.
- 25.2 Provisions additional to the relevant State Long Service Leave Acts or Pre-Modern Award are found in Appendix 3.

- 25.3 An Employee shall provide not less than four (4) weeks' notice of a request to access Long Service Leave in line with rostering requirements as outlined in Clause 10, except in exceptional circumstances.
- 25.4 Approval for requests by Employees for Long Service Leave will not be unreasonably withheld by Lifeblood but will be granted in line with operational requirements.

26 JURY SERVICE

- 26.1 Employees who are required to attend jury service, will be paid by Lifeblood, for their ordinary working hours, the difference between:
- i. the amount paid by the relevant State in respect of attendance at jury service; and
 - ii. the amount the Employee could reasonably expect to have received from Lifeblood as earnings for that period had the Employee not been performing jury service.
- 26.2 Employees are required to notify their manager as soon as possible of the requirement to attend jury service.
- 26.3 Employees must provide evidence of attendance and the amount paid to the Employee, by the relevant State, in respect of attendance for jury service.

27 CEREMONIAL LEAVE

- 27.1 An Employee who is legitimately required by Aboriginal or Torres Strait Islander tradition to be absent from work for traditional ceremonial purposes, including but not limited to Sad News and/or Sorry Business, will be entitled to ten (10) working days' paid leave in any one year, with the approval of Lifeblood. Lifeblood will not unreasonably withhold its approval.

Notice

- 27.2 If an Employee requires Ceremonial Leave, the Employee must notify their manager as soon as reasonably practicable:
- i. that they cannot attend work;
 - ii. how long they will not be able to attend work; and
 - iii. other than in exceptional circumstances, notice of a requirement for Ceremonial Leave must be given prior to the commencement of work for that day.
- 27.3 Compassionate Leave, Annual Leave, Long Service Leave and Unpaid Compassionate Leave may be accessed with Lifeblood's approval where the paid Ceremonial Leave entitlement has been exhausted.

28 COMMUNITY SERVICE LEAVE

- 28.1 Support will be given to Employees who are required or elect to participate in serving the community. Examples may include:
- i. members of the Australian Defense Force Reserves who is required to participate in compulsory military training or redeployment;
 - ii. volunteering activities including volunteers of state or national emergency services;
 - iii. dealing with an emergency or natural disaster as part of the response by a recognised emergency response body; and
 - iv. participation in Australian Red Cross relief programs.
- 28.2 Payment during the period of approved absence will be at the Base Rate, but where an Employee receives payment for the community service from a third party, they will forfeit to Lifeblood any amount received for attendance in any of the activities.
- 28.3 Community Service Leave can be taken in hourly increments.
- 28.4 Approval of requests for Community Service Leave for non-compulsory community service by an Employee will be in line with operational requirements and will be considered on a case-by-case basis but will not be unreasonably refused.

Evidence

- 28.5 Employees must provide evidence that would satisfy a reasonable person of the need to take Community Service Leave when requested by Lifeblood.

Notice

- 28.6 Employees must notify their manager as soon as reasonably practicable of requests to access Community Service Leave, which may be at a time after the Community Service Leave has started in emergency circumstances.

29 GENDER AFFIRMATION LEAVE

- 29.1 An Employee attending or who will be attending gender affirmation procedures, will be entitled to 6 weeks paid Gender Affirmation Leave and forty-six (46) weeks' Unpaid Gender Affirmation Leave.
- 29.2 An Employee is not required to take the full entitlement to leave and may request lessor amounts of paid and/or unpaid Gender Affirmation Leave.
- 29.3 An Employee is not required to take the full entitlement to leave and may request lessor amounts of paid and unpaid Gender Affirmation Leave.

- 29.4 Gender affirmation procedures may include but is not limited to:
- i. medical and/or psychological appointments;
 - ii. appointments to alter the Employee's legal status or amend the Employee's gender on legal documentation; and/or
 - iii. any other similar necessary appointment or procedure to give effect to the Employee's gender affirmation.
- 29.5 Employees may take Gender Affirmation Leave as a single period of leave or as multiple periods of leave including, in single or part days, as agreed with Lifeblood.
- 29.6 Additional information about how an Employee may utilise Gender Affirmation Leave is able to be found in the applicable Lifeblood Policy (as varied from time to time).

Notice

- 29.7 Where leave requested is for a period of more than one (1) week, where practicable, Employees will provide at least four (4) weeks' notice of any Gender Affirmation Leave required. Employees will provide as much notice as reasonably practicable of a request for Gender Affirmation Leave.
- 29.8 If a period of leave of 6 weeks or more has been taken, Employees will provide at least four (4) weeks' notice of return from Gender Affirmation Leave for Lifeblood to positively support their return to work if a period of leave of six (6) weeks or more has been taken, unless otherwise agreed.

Requests for Gender Affirmation Leave will be considered on a case-by-case basis with regard to operational feasibility but will not be unreasonably refused.

30 DONATION LEAVE

- 30.1 Employees who elect to donate blood or other biological products including milk, microbiome and bone marrow may apply for paid Donation Leave.
- 30.2 Donation Leave is time off for an Employee to donate blood during their regularly rostered hours.
- 30.3 For the purpose of Clause 30.2, 'regularly rostered' means has previously worked on at least 10 shifts, on the applicable day, at the applicable time, in the preceding twelve (12) months.
- 30.4 Payment for any period of Donation Leave will be at the Base Rate of pay.
- 30.5 Employees will provide as much notice as reasonably practicable of a request for Donation Leave.

- 30.6 Additional information about how an Employee may utilise Donation Leave is able to be found in the applicable Lifeblood Policy (as varied from time to time).
- 30.7 Requests for Donation Leave will be considered on a case-by-case basis with regard to operational feasibility but will not be unreasonably refused.

31 VOLUNTEER LEAVE

- 31.1 An Employee may apply for one (1) day of paid Volunteer Leave per year (non-cumulative) to participate in a voluntary activity in line with the provisions of the applicable Lifeblood Policy (as varied from time to time).
- 31.2 Volunteer Leave is distinct from community service leave including volunteer emergency management service.
- 31.3 Payment for any period of approved absence will be at the Employee's Base Rate of pay.
- 31.4 An Employee shall provide not less than four (4) weeks' notice of a request to access Volunteer Leave in line with rostering requirements as outlined in Clause 10, except in exceptional circumstances.
- 31.5 Requests for Volunteer Leave will be considered on a case-by-case basis with regard to operational feasibility but will not be unreasonably refused.
- 31.6 An Employee may utilise Volunteer Leave in accordance with the provisions of the applicable Lifeblood Policy (as varied from time to time).

PART 5 – ALLOWANCES

32 HIGHER DUTIES

Eligibility for Higher Duties

- 32.1 An Employee may agree, at any time, to perform a role, which is not their current role, with additional responsibility and greater accountability (Higher Duties). Subject to this clause, an Employee who agrees to perform Higher Duties shall receive a Higher Duties payment consistent with this clause.
- 32.2 An Employee will be eligible for a Higher Duties payment provided that they act in a different role, including roles within the same classification level, to their contracted role with additional responsibilities and greater accountability (defined as such in the position description).

Payment for Higher Duties

- 32.3 To be eligible for payment of Higher Duties, an Employee must perform the duties of the role additional responsibility and greater accountability for a period of no less than one (1) shift.
- 32.4 Payment for higher duties will be paid at:
- i. an additional five percent (5%) of the Employees base rate of pay if the role they are acting in is within the same level.
 - ii. an additional twenty percent (20%) of the Employees base rate of pay if the role they are acting in is one (1) level up from their substantive role.
 - iii. an additional forty-five percent (45%) of the Employees base rate of pay if the role they are acting in is two (2) levels up from their substantive role.
- 32.5 Higher Duties is only applicable where an Employee is required to perform an existing role with additional responsibility and greater accountability within this Enterprise Agreement – this clause does not apply to roles that exist outside of the Enterprise Agreement.

33 SECONDMENT

- 33.1 During employment an Employee may be seconded to another role within Lifeblood. This arrangement will be at the agreement of Lifeblood and the Employee, made in writing, and will be at the applicable pay rate for the role seconded to. The Employee has the right to return to their previous role at the end of the secondment period.
- 33.2 A secondment can be at any level and is separate and distinct for Higher Duties. A secondment does not attract an allowance for higher duties and is negotiated separately.
- 33.3 A secondment may occur for roles in different enterprise agreements across Lifeblood. In those cases, the enterprise agreement which the role is covered by will apply.
- 33.4 A secondment will be a temporary variation to the Employee's contract and at the end of the secondment the Employee will return to their substantive role and contract.

34 MEAL ALLOWANCE

- 34.1 Where overtime or work done during a recall to work is performed by an Employee and exceeds one (1) hour, the Employee will get an allowance as outlined in Appendix 1.

- 34.2 Where overtime or work done during a recall to work is performed by an Employee and exceeds four (4) hours, the Employee will get an additional suitable meal or a further allowance as outlined in Appendix 1.
- 34.3 Where an Employee is able to perform the above outlined overtime or work on recall from home, they will not be eligible for a Meal Allowance.

35 OTHER ALLOWANCES

Skills Coach and Assessor (SCA) Allowance

- 35.1 Employees engaged in a role in Levels one (1) or two (2) in the General Classification Structure as outlined in Appendix 2, will be eligible for an allowance of \$50 per shift in accordance with Appendix 1 when undertaking approved SCA activities in that shift.
- 35.2 The SCA allowance is not subject to annual increases and will be paid as a flat rate.
- 35.3 Employees engaged in roles in Level three (3) and above, as prescribed in the General Classification Structure, or in roles outlined in the Scientific Classification Structure (both as outlined in Appendix 2) are expected to support training and development of others as part of their ordinary activities.

Higher Qualifications Allowance

- 35.4 For Employees who, immediately prior to the commencement of this Agreement were in a role covered by *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017* and whose employment commenced on or after 18 November 2011, the provisions of clause 35.5 shall not apply.
- 35.5 All Employees who prior to the commencement date outlined in the clause above, were in receipt of a qualifications allowance (as per clause 35 of the *Australian Red Cross Blood Service – Health and Allied Services, Administrative Officers and Health Professionals Collective Agreement 2006-2010*) and remain in their current roles will continue to receive this allowance in accordance with Appendix 1.

Accident Pay

- 35.6 For Employees who, immediately prior to the commencement of this Agreement were in a role covered by *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017* and whose employment commenced prior to 18 November 2011 only, Clauses 35.7 and 35.11 below shall apply.
- 35.7 For all Employees whose employment commenced before 18 November 2011, subject to the provisions of subclauses 35.7 to 35.11 below, where an Employee is absent from duty as a result of sustaining an injury in respect of which the Employee is entitled to weekly compensation payments under *the Accident Compensation Act 1985 (Vic)* or *the Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)*, the Employee

is eligible to receive accident make-up pay equal to their Ordinary Time Earnings less the amount of weekly compensation they receive.

- 35.8 Accident make-up pay shall only be payable to an eligible Employee whilst that Employee remains in the employment of Lifeblood.
- 35.9 An Employee shall not be entitled to accident make-up pay in respect of any period of Annual Leave, or Long Service Leave or other paid leave or for any paid public holiday in accordance with the provisions of this Agreement.
- 35.10 Accident make-up pay ceases when:
- i. the Employee is paid a disability benefit under the State Superannuation Act 1988 (Vic) or under a similar provision in any other Act; or
 - ii. the Employee has been absent for a continuous period of thirty-nine (39) weeks, or an aggregate period of 130 working days, including any public holiday the Employee, but for that public holiday, would be required to work.
- 35.11 Subject to this clause, accident pay shall not apply in respect of any injury during the first five (5) normal working days of incapacity.
- 35.12 For Employees who, immediately prior to the commencement of this Agreement were in a role covered by *Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020* only, Clauses 35.13 and 35.19 below shall apply.
- 35.13 Lifeblood shall pay and an Employee shall be entitled to receive accident pay in accordance with this clause.
- 35.14 For the purposes of this clause, the following definitions shall apply:
- i. Act means the *Accident Compensation Act (Victoria) 1985* as amended from time to time.
 - ii. Injury means any physical or mental injury within the meaning of the Act, and no injury shall give rise to an entitlement to accident pay under this clause unless an entitlement exists under the Act.
 - iii. No current work capacity - where an Employee has or is determined to have no current work capacity within the meaning of the Act, the term Accident Pay means a weekly payment of an amount representing the difference between:
 - a) the total amount of compensation, paid to the Employee during the period of incapacity under the Act for the week; and
 - b) the total weekly rate of ordinary pay as defined in clause 8.

- iv. Current work capacity - where an Employee has a current work capacity and returns to work with Lifeblood for fewer hours than were worked at the date of the injury, the term Accident Pay means a weekly payment of an amount representing the difference between:

- a) The total amount of compensation paid to the Employee under the Act for the period in question together with the average weekly amount they are earning; and
- b) The total weekly rate of ordinary pay as defined in clause 8.

35.15 Payment for part of a week - where an Employee has no capacity or current capacity for part of a week, such Employee shall receive pro rata accident pay for that part of the week. That is, the Employee shall be paid his/her ordinary pay, for that part of the week in which he/she worked or was on paid leave. For the remainder of the week that he/she has no capacity or a current capacity, the Employee shall be paid an amount as described in clauses 35.14 iii and iv above.

35.16 Qualifications for Payment

- i. Subject to the terms of this clause, an Employee covered by this agreement shall, upon receiving payment of weekly compensation and continuing to receive such payment under the Act, be entitled to be paid accident pay.
- ii. In the case of the termination by Lifeblood of an Employee who is incapacitated and receiving accident pay, accident pay shall continue to apply subject to the provisions of this clause except in those cases where the termination is due to serious and/or willful misconduct on the part of the Employee.
- iii. In order to qualify for the continuance of accident pay on termination an Employee shall if required provide evidence to Lifeblood of the continuing payment of weekly payments of compensation.
- iv. Subject to this clause, accident pay shall not apply in respect of any injury during the first five (5) normal working days of incapacity. In relation to industrial diseases contracted by a gradual process or injury subject to recurrence, aggravation, or acceleration, such injuries or diseases shall not be subject to accident pay unless the Employee has been employed with Lifeblood at the time of the incapacity for a minimum period of one month.

- 35.17 Maximum period of payment - the maximum period or aggregate period of accident pay is a total of thirty-nine (39) weeks for any one injury.
- 35.18 Absences on paid leave - an Employee shall not be entitled to the payment of accident pay in respect of any period of paid annual leave, or long service leave or for any paid public holiday in accordance with the provisions of this Agreement.
- 35.19 Cessation of right to accident pay
- i. Where there is a cessation or redemption of weekly compensation payments under the Act, Lifeblood's liability to pay accident pay shall cease as from that date.
 - ii. Accident pay ceases after a maximum period or aggregate period of a total of thirty-nine (39) weeks for any one injury.
 - iii. Where the Employee resigns from employment with Lifeblood, the entitlement to accident pay shall cease, save that if an Employee who has a current work capacity cannot obtain suitable employment from Lifeblood but such alternative employment is available with another employer then the relevant amount of accident pay shall still be payable.
 - iv. All rights to accident pay cease on the death of the Employee.

PART 6 - MISCELLANEOUS

36 TERMINATION OF EMPLOYMENT

Notice of Termination by Lifeblood

- 36.1 If Lifeblood terminates an Employee's employment during the Employee's six (6) month probationary period, Lifeblood will provide the Employee one (1) weeks notice.
- 36.2 If Lifeblood terminates an Employee's employment, following the Employee's six (6) month probation period, Lifeblood will provide the Employee four (4) weeks notice or pay in lieu of notice (or part thereof).
- 36.3 If the Employee is over forty-five (45) years old and has completed at least two (2) years service when they receive notice of their termination, Lifeblood will provide the Employee an additional one (1) weeks notice.
- 36.4 If the Employee resigns, the Employee is required to provide the same period of notice as set out above, however there is no requirement to give an additional week of notice based on their age.

- 36.5 Notice of termination does not apply to Employees engaged as a casual, where a fixed term contract is ending, or in cases of summary dismissal.
- 36.6 In calculating any payment in lieu of notice, the amount will be at least the amount Lifeblood would have been liable to pay to the Employee (or to another person on the Employee's behalf) at the full rate of pay for the hours the Employee would have worked had the employment continued until the end of the minimum period of notice.
- 36.7 Lifeblood will make a payment in lieu of notice (or part thereof) to an Employee if it does not require the Employee to work the appropriate notice period (or part thereof).

Inadequate notice

- 36.8 If an Employee who is at least eighteen (18) years old does not give the period of notice required under clause 36.4, then Lifeblood may deduct from wages due to the Employee under this Agreement an amount that is no more than one (1) week wages for the Employee.
- 36.9 If Lifeblood has agreed to a shorter period of notice than that required under clause 36.4 then no deduction can be made under clause 36.8.
- 36.10 Any deduction made under clause 36.8 must not be unreasonable in the circumstances.

Time off during Notice Period

- 36.11 Where Lifeblood has given notice of termination to an Employee, the Employee will be allowed up to one (1) day of time off without loss of pay for the purposes of seeking other employment. The time off shall be taken at a time that is mutually convenient to the Employee and Lifeblood.

37 REDUNDANCY

- 37.1 Where Lifeblood has made a definite decision that it no longer requires the job an Employee has been doing to be done by anyone and this is not due to the ordinary and customary turnover of labour, Lifeblood will as soon as practicable hold discussions with the Employee(s) directly affected about the redundancy of the role(s).
- 37.2 The discussions shall take place as soon as is practicable after Lifeblood has made a definite decision and will be in line with the Clause 46 - Consultation, outlined in the Agreement.
- 37.3 Where a redundancy occurs, Lifeblood will make reasonable efforts to identify suitable redeployment opportunities within Lifeblood.

- 37.4 To terminate the employment of an Employee whose role is redundant and who cannot be redeployed, Lifeblood will provide the Employee with notice, or payment in lieu of notice, in accordance with this Agreement.
- 37.5 Where an Employee was, immediately prior to the commencement of this Agreement, employed in a role which was covered by the *Australian Red Cross Lifeblood Western Australian Manufacturing and General Enterprise Agreement 2021* and is made redundant, they will not be eligible for termination as outlined in clause 36 but will be eligible for notice in accordance with the table below:

Period of Continuous Service	Period of Notice
Less than 1 year	2 weeks
More than 1 year but less than 3 years	4 weeks
More than 3 years but less than 5 years	6 weeks
More than 5 years	8 weeks
More than 2 years + 45years of age	+ additional 1 week
More than 5 years + 55years of age	+ additional 4 weeks

- 37.6 Employee who has been provided with notice of termination for reasons of redundancy will be able to take a reasonable period of time off without the loss of pay to obtain other employment. The time off will be agreed between Lifeblood and the Employee and taken at times which are convenient to the Employee after consultation with Lifeblood.

- 37.7 In addition to the period of notice, an Employee whose employment is terminated for reasons of redundancy will be entitled to severance pay as follows:

Years of Service	Severance payment
1 year	4 weeks
2 years	6 weeks
3 years	9 weeks
4 years	12 weeks
5 years	15 weeks
6 years	18 weeks
7 years	21 weeks
8 years	24 weeks
9 years	27 weeks
10 years	30 weeks
11 years	33 weeks
12 years	36 weeks
13 years +	39 weeks

- 37.8 Severance Pay is paid at the Base Rate of Pay and capped at thirty-nine (39) weeks.

- 37.9 Severance is not payable where Lifeblood offers the Employee suitable alternative employment.

Career Transition Services

- 37.10 Lifeblood may select an outplacement agency to assist the redundant Employee in obtaining external employment.

Certificate of Service

- 37.11 On request, Lifeblood will provide an Employee terminated due to redundancy a certificate of service, setting out the Employee's:
- the Employee's name;
 - the period of employment with Lifeblood; and
 - the last position held at Lifeblood.

Transfer of Business

- 37.12 The Employee will not be entitled to redundancy pay, where there is a transfer of business under the FW Act and the Employee is offered employment as set out below:
- i. the Employee's terms and conditions with the new employer will be substantially similar and no less favorable, considered on an overall basis, than the terms and conditions applicable to the Employee at the time of ending employment with Lifeblood;
 - ii. the Employee's service with Lifeblood will count as service with the new company; and
 - iii. the Employee will retain their entitlements to all accrued benefits under the Act and this Agreement.

38 WORK RELATED TRAVEL

- 38.1 Where an Employee is required to travel for work purposes (other than travel to and from work at the start and end of a shift) they will be reimbursed in accordance with Lifeblood's National Travel Policy (as varied from time to time), save that Lifeblood's National Travel Policy will not provide an entitlement less than that found in the *Health Professionals and Support Services Award 2020*. The Lifeblood National Travel Policy is separate from this Agreement and does not form a part of this Agreement.
- 38.2 Where an Employee requests for travel to be outside of their ordinary hours of work, travel time will not be paid, unless otherwise agreed.

39 UNIFORMS

- 39.1 Where a uniform is required to be worn by an Employee, and where an Employee's weekly ordinary hours are thirty-two (32) or more, a full-time allocation of uniform shall be provided as follows at the commencement of employment:
- i. five (5) shirts and
 - ii. three (3) pairs of trousers, shorts or skirts and
 - iii. a polar fleece or knit (cardigan or vest).
- 39.2 Where a uniform is required to be worn by an Employee and where an Employee's weekly ordinary hours are less than thirty-two (32), a part-time uniform allocation shall be provided as follows at the commencement of employment:
- i. three (3) shirts and
 - ii. two (2) pair of trousers or shorts or skirts and
 - iii. a polar fleece or a knit (cardigan or vest).

- 39.3 Where an article of uniform provided to an Employee becomes damaged or unwearable it shall be replaced upon return of the previous article.
- 39.4 An Employee on leaving Lifeblood shall return any uniform or part thereof provided by Lifeblood which is still in use immediately prior to the Employee leaving.

PART 7 – PAYMENT OF WAGES AND RELATED INFORMATION

40 SALARY

- 40.1 All Employees will be paid at least the minimum the applicable rate of pay for the relevant classification level as set out in clause 40.4 and Appendix 2.
- 40.2 An Employee's Base salary will be set having regard to role requirements. Each level within the classification structure includes different roles that may be remunerated differently within the salary band.
- 40.3 The classification levels are set out in Appendix 2.
- 40.4 The corresponding salary bands are set out below:

General Classification

Year 1 – Effective from 25 November 2024.

Classification	Minimum Base Salary	Maximum Base Salary
Level 1	\$53,475	\$74,653
Level 2	\$57,179	\$89,705
Level 3	\$71,295	\$104,498
Level 4	\$87,736	\$143,309

Year 2 – Effective from 25 November 2024 - inclusive of the 3.0% increase.

Classification	Minimum Base Salary	Maximum Base Salary
Level 1	\$55,079	\$76,893
Level 2	\$58,894	\$92,396
Level 3	\$73,434	\$107,633
Level 4	\$90,368	\$147,608

Year 3 – Effective from the FFPOA 1 September 2025 - inclusive of the 2.5% increase.

Classification	Minimum Base Salary	Maximum Base Salary
Level 1	\$56,456	\$78,815
Level 2	\$60,367	\$94,706
Level 3	\$75,270	\$110,324
Level 4	\$92,627	\$151,298

Scientific Classification

Year 1 – Effective from 25 November 2024.

Classification	Minimum Base Salary	Maximum Base Salary
Level 1	\$71,131	\$95,060
Level 2	\$71,295	\$130,950
Level 3	\$96,822	\$163,817

Year 2 – Effective from 25 November 2024 - inclusive of the 3.0% increase.

Classification	Minimum Base Salary	Maximum Base Salary
Level 1	\$73,265	\$97,912
Level 2	\$73,434	\$134,879
Level 3	\$99,727	\$168,732

Year 3 – Effective from the FFPOA 1 September 2025 - inclusive of the 2.5% increase.

Classification	Minimum Base Salary	Maximum Base Salary
Level 1	\$75,097	\$100,360
Level 2	\$75,270	\$138,250
Level 3	\$102,220	\$172,950

40.5 For clarity, the above bands outline the full-time equivalent salary. Part-time and Casual Employees will receive these rates on a pro-rata basis.

40.6 An Employee may be paid more than the amount specified for the relevant classification level but will not be paid less than the outlined minimum.

- 40.7 For the avoidance of doubt, the operation of this Agreement will not reduce the rate of pay for ordinary hours received by an Employee immediately before the commencement of the Agreement and each year thereafter.
- 40.8 Nothing in clause 40.7 will prevent Lifeblood from reducing an Employee's rate of pay for ordinary hours received by the Employee where they agree to be redeployed to another position as part of an operational restructure.
- 40.9 Employees shall be entitled to salary packaging in accordance with the relevant Lifeblood policy as varied from time to time at the sole discretion of Lifeblood. While Employees are required to comply with Lifeblood policies and procedures, they do not form part of this Agreement or their employment contract.

41 CLASSIFICATIONS

- 41.1 All Employees covered by this Agreement must be classified according to the structure and definitions set out in Appendix 2.
- 41.2 Lifeblood will advise Employees in writing of their classification upon commencement of their employment and of any subsequent changes to their classification.
- 41.3 Where an Employee's classification changes, Lifeblood will confirm the change in writing to the Employee as soon as possible.

42 ANNUAL WAGE INCREASES

- 42.1 Salaries for classifications outlined in Appendix 5 will be increased annually as follows from the first full pay period on or after the dates listed below:
- i. 3.0% + 3.8% 1 May 2023 (*Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017*)
 - ii. 3.0% + 3.8% 1 July 2023 (*Australian Red Cross Blood Service General Enterprise Agreement Tasmania 2017*)
 - iii. 3.8% 1 July 2023 (*Australian Red Cross Lifeblood Enterprise Agreement South Australia 2020*)
 - iv. 1.6% 1 July 2023 (*Australian Red Cross Lifeblood Western Australian Manufacturing and General Enterprise Agreement 2021*)
 - v. 3.8% 1 October 2023 (*Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020*)
 - vi. 3.0% FFPOA after 27 November 2024 Vote (all Employees covered by this Agreement)
 - vii. 2.5% 1 September 2025 (all Employees covered by this Agreement)

Consultation of Future Payment Model

- 42.2 During the period of operation of this Agreement, Lifeblood will develop a new payment model and consult on it with Employees. This payment model will enable Employees to progress through the bands and/or beyond existing salary rates.

43 PAYMENT OF SALARY

- 43.1 Employees will be paid fortnightly in arrears by electronic transfer into their nominated bank or like account.
- 43.2 Lifeblood will comply with what is required for payslips and record keeping in line with the Act.
- 43.3 Any deductions to an Employee's salary will be made in accordance with section 324 of the Act.
- 43.4 Where requested by an Employee, Lifeblood will provide a statement of service on termination of employment with Lifeblood. This will be provided within fourteen (14) days where reasonably practicable, but no later than twenty-one (21) days after termination.

Underpayment

- 43.5 Any underpayment of the Employee's fortnightly wages will be corrected by Lifeblood as soon as possible.

Overpayment

- 43.6 In the event of an overpayment occurring, Lifeblood will promptly advise the Employee/s that an overpayment has occurred.
- 43.7 Lifeblood will provide Employees with documentary evidence detailing the nature of the overpayment including pay period(s), and gross and net amounts.
- 43.8 Employees are encouraged to regularly review their payslips and immediately bring to the attention of Payroll any overpayments and/or other anomalies.
- 43.9 Where an Employee believes there has not been an overpayment, the Employee will provide the reasons for this within fourteen (14) days of them receiving the documentary evidence in clause 43.7.
- 43.10 An overpayment should be repaid as soon as practicable. Arrangements for the recovery of any overpayments will be agreed in writing between Lifeblood and the Employee. Lifeblood will take into consideration the circumstances of the overpayment, including the amount owed and an Employee's individual financial circumstances.
- 43.11 Any overpayment not repaid prior to termination of employment, will be deducted from the Employee's final termination pay.

44 SUPERANNUATION

- 44.1 Employees will be paid superannuation in accordance with the requirements of the *Superannuation Guarantee (Administration) Act 1992* (Cth) (as amended from time to time) at the statutory contribution rate.
- 44.2 Employees will nominate their superannuation fund into which superannuation contributions will be made by Lifeblood.
- 44.3 If the Employee does not nominate their superannuation fund, Lifeblood will make superannuation guarantee contributions to the Employee's stapled fund or in the absence of a stapled fund, to the Trustee for Health Employees Superannuation Trust Australia (HESTA).

PART 8 – OTHER TECHNICAL MATTERS

45 FLEXIBLE WORK

- 45.1 Lifeblood is committed to flexible working arrangements that meet the needs of its Employees and the business. Employees and their managers may negotiate working hours to accommodate the business and Employee's needs.
- 45.2 Such arrangements shall be consistent with the NES and where adopted will be agreed to in writing, specifying the hours and period of time negotiated and will be signed by the manager and Employee.
- 45.3 This may include working from home, compressed working weeks, time off in lieu, purchased leave, staggered hours or other arrangements. Each request will be considered on a case-by-case basis, having regard to the individual circumstances of the Employee and operational requirements of Lifeblood.
- 45.4 Flexible work arrangements can be requested in line with the NES.
- 45.5 Requests for flexible work will not unreasonably be refused and approval shall be consistent with the NES.

Individual Flexibility Agreement

45.6 Lifeblood and an Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:

- i. the agreement deals with one (1) or more of the following matters:
 - a) arrangements about when work is performed, including hours of work;
 - b) overtime rates;
 - c) penalty rates;
 - d) allowances;
 - e) leave loading; and
- ii. the arrangement meets the genuine needs of Lifeblood and Employee in relation to one (1) or more of the matters mentioned in sub-clause 45.6(i); and
- iii. the arrangement is genuinely agreed to by Lifeblood and Employee.

45.7 Lifeblood must ensure that the terms of the individual flexibility arrangement:

- i. are about permitted matters under section 172 of the Act; and
- ii. are not unlawful terms under section 194 of the Act; and
- iii. result in the Employee being better off overall than the Employee would be if no arrangement was made.

45.8 Lifeblood must ensure that the individual flexibility arrangement:

- i. is in writing; and
- ii. includes the name of Lifeblood and Employee; and
- iii. is signed by Lifeblood and Employee and if the Employee is under eighteen (18) years of age, signed by a parent or guardian of the Employee; and
- iv. includes details of:
 - a. the terms of the agreement that will be varied by the arrangement; and
 - b. how the arrangement will vary the effect of the terms; and
 - c. how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - d. states the day on which the arrangement commences.

45.9 Lifeblood must give the Employee a copy of the individual flexibility arrangement within fourteen (14) days after it is agreed to.

45.10 Lifeblood or Employee may terminate the individual flexibility arrangement:

- i. by giving no more than twenty-eight (28) days written notice to the other party to the arrangement; or
- ii. if Lifeblood and Employee agree in writing, at any time.

46 CONSULTATION

46.1 This term applies if Lifeblood:

- i. has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the Employees; or
- ii. proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

Major change

46.2 For a major change referred to in Clause 46.1(i) Lifeblood will:

- i. notify the relevant Employees of the decision to introduce the major change;
- ii. notify relevant Unions of the decision to introduce the major change; and
- iii. subclauses 46.3 to 46.9 apply.

46.3 The relevant Employees may appoint a representative for the purposes of the procedures in this term.

46.4 Lifeblood must recognise the representative if:

- i. a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
- ii. the Employee or Employees advise Lifeblood of the identity of the representative.

46.5 As soon as practicable after making its decision, the Lifeblood must:

- i. discuss with the relevant Employees and Unions:
 - a. the introduction of the change; and
 - b. the effect the change is likely to have on the Employees; and
 - c. measures Lifeblood is taking to avert or mitigate the adverse effect of the change on the Employees; and

ii. for the purposes of the discussion—provide, in writing, to the relevant Employees:

- a. all relevant information about the change including the nature of the change proposed; and
- b. information about the expected effects of the change on the Employees; and
- c. any other matters likely to affect the Employees.

46.6 Lifeblood is not required to disclose confidential or commercially sensitive information to the relevant Employees.

46.7 Lifeblood must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

46.8 If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of Lifeblood, the requirements set out in clause 46.2 i and ii and clauses 46.3 and 46.5 are taken not to apply.

46.9 In this term, a major change is likely to have a significant effect on Employees if it results in:

- i. the termination of the employment of Employees; or
- ii. major change to the composition, operation or size of Lifeblood's workforce or to the skills required of Employees; or
- iii. the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- iv. the alteration of hours of work; or
- v. the need to retrain Employees; or
- vi. the need to relocate Employees to another workplace; or
- vii. the restructuring of jobs; or
- viii. Change to regular roster or ordinary hours of work.

46.10 For a change referred to in clause 46.1ii:

- i. Lifeblood must notify the relevant Employees of the proposed change;
- ii. Lifeblood must notify the relevant Unions of the proposed change; and
- iii. subclauses 46.11 to 46.15 apply.

46.11 The relevant Employees may appoint a representative for the purposes of the procedures in this term.

46.12 Lifeblood must recognise the representative if:

- i. a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
- ii. the Employee or Employees advise Lifeblood of the identity of the representative.

46.13 As soon as practicable after proposing to introduce the change, Lifeblood must:

- i. discuss with the relevant Employees and Unions the introduction of the change; and
- ii. for the purposes of the discussion—provide to the relevant Employees:
 - a. all relevant information about the change, including the nature of the change; and
 - b. information about what Lifeblood reasonably believes will be the effects of the change on the Employees; and
 - c. information about any other matters that Lifeblood reasonably believes are likely to affect the Employees; and
- iii. invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).

46.14 Lifeblood is not required to disclose confidential or commercially sensitive information to the relevant Employees.

46.15 Lifeblood must give prompt and genuine consideration to matters raised about the change by the relevant Employees.

46.16 In this term:

- i. “relevant Employees” mean the Employees who may be affected by a change referred to in clause 46.1.
- ii. “relevant Unions” means Unions which reasonably could be expected to cover the relevant Employees.

47 DISPUTE RESOLUTION

- 47.1 This term sets out procedures to settle a dispute, if the dispute relates to:
- i. a matter arising under the agreement; or
 - ii. the NES.
- 47.2 An Employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
- 47.3 In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management.
- 47.4 If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to FWC.
- 47.5 The FWC may deal with the dispute in two (2) stages:
- i. the FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
 - ii. if the FWC is unable to resolve the dispute at the first stage, the FWC may then:
 - a) arbitrate the dispute; and
 - b) make a determination that is binding on the parties.
- Note: If FWC arbitrates the dispute, it may also use the powers that are available to it under the Act.
- 47.6 A decision that FWC makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.
- 47.7 While the parties are trying to resolve the dispute using the procedures in this term:
- i. an Employee must continue to perform their work as they would normally unless they have a reasonable concern about an imminent risk to their health or safety; and
 - ii. an Employee must comply with a direction given by Lifeblood to perform other available work at the same workplace, or at another workplace, unless:
 - a) the work is not safe; or
 - b) applicable occupational health and safety legislation would not permit the work to be performed; or
 - c) the work is not appropriate for the Employee to perform; or

- d) there are other reasonable grounds for the Employee to refuse to comply with the direction.

47.8 The parties to the dispute agree to be bound by a decision made by FWC in accordance with this term.

47.9 Any dispute which commenced prior to the commencement of this Agreement and was being dealt with under a dispute resolution clause under a previous agreement, shall continue to be dealt with in line with relevant provisions as outlined in either:

- i. *Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017;*
- ii. *Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020;*
- iii. *Australian Red Cross Lifeblood Western Australian Manufacturing and General Enterprise Agreement 2021;*
- iv. *Australian Red Cross Lifeblood Enterprise Agreement South Australia 2020; or*
- v. *Australian Red Cross Blood Service General Enterprise Agreement Tasmania 2017.*

48 WORKPLACE DELEGATES' RIGHTS

48.1 Clause 48 provides for the exercise of the rights of workplace delegates set out in section 350C of the Act.

NOTE: Under section 350C(4) of the Act, Lifeblood is taken to have afforded a workplace delegate the rights mentioned in section 350C(3) if Lifeblood has complied with clause 48.

48.2 In clause 48:

- i. delegate's organisation means the employee organisation in accordance with the rules of which the workplace delegate was appointed or elected; and
- ii. eligible Employees means members and persons eligible to be members of the delegate's organisation who are employed by Lifeblood in the enterprise.

48.3 Before exercising entitlements under clause 48, a workplace delegate must give Lifeblood written notice of their appointment or election as a workplace delegate. If requested, the workplace delegate must provide Lifeblood with evidence that would satisfy a reasonable person of their appointment or election.

- 48.4 An Employee who ceases to be a workplace delegate must give written notice to the employer within fourteen (14) days.

Right of representation

- 48.5 A workplace delegate may represent the industrial interests of eligible employees who wish to be represented by the workplace delegate in matters including:

- i. consultation about major workplace change;
- ii. consultation about changes to rosters or hours of work;
- iii. resolution of disputes;
- iv. disciplinary processes;
- v. enterprise bargaining where the workplace delegate has been appointed as a bargaining representative under section 176 of the Act or is assisting the delegate's organisation with enterprise bargaining; and
- vi. any process or procedure within an award, enterprise agreement or policy of Lifeblood under which eligible Employees are entitled to be represented and which concerns their industrial interests.

- 48.6 Entitlement to reasonable communication

- i. A workplace delegate may communicate with eligible Employees for the purpose of representing their industrial interests under clause 48.5. This includes discussing membership of the delegate's organisation and representation with eligible Employees.
- ii. A workplace delegate may communicate with eligible Employees during working hours or work breaks, or before or after work.

- 48.7 Entitlement to reasonable access to the workplace and workplace facilities

- i. The employer must provide a workplace delegate with access to or use of the following workplace facilities:
 - a. a room or area to hold discussions that is fit for purpose, private and accessible by the workplace delegate and eligible employees;
 - b. a physical or electronic notice board;
 - c. electronic means of communication ordinarily used in the workplace by the employer to communicate with eligible employees and by eligible employees to communicate with each other, including access to Wi-Fi;
 - d. a lockable filing cabinet or other secure document storage area; and
 - e. office facilities and equipment including printers, scanners and photocopiers.

- ii. The employer is not required to provide access to or use of a workplace facility under clause 48.7(i) if:
 - a. the workplace does not have the facility;
 - b. due to operational requirements, it is impractical to provide access to or use of the facility at the time or in the manner it is sought; or
 - c. the employer does not have access to the facility at the enterprise and is unable to obtain access after taking reasonable steps.

Entitlement to reasonable access to training

48.8 Lifeblood must provide a workplace delegate with access to up to 5 days of paid time during normal working hours for initial training and at least one day each subsequent year, to attend training related to representation of the industrial interests of eligible employees, subject to the following conditions:

- i. In each year commencing 1 July, Lifeblood is not required to provide access to paid time for training to more than one workplace delegate per fifty (50) eligible Employees.
- ii. The number of eligible Employees will be determined on the day a delegate requests paid time to attend training, as the number of eligible employees who are:
 - a. full-time or part-time Employees; or
 - b. regular casual Employees.
- iii. Payment for a day of paid time during normal working hours is payment of the amount the workplace delegate would have been paid for the hours the workplace delegate would have been rostered or required to work on that day if the delegate had not been absent from work to attend the training.
- iv. The workplace delegate must give the employer not less than 5 weeks' notice (unless Lifeblood and delegate agree to a shorter period of notice) of the dates, subject matter, the daily start and finish times of the training, and the name of the training provider.
- v. If requested by the employer, the workplace delegate must provide the employer with an outline of the training content.
- vi. The employer must advise the workplace delegate not less than 2 weeks from the day on which the training is scheduled to commence, whether the workplace delegate's access to paid time during normal working hours to attend the training has been approved. Such approval must not be unreasonably withheld.

- vii. The workplace delegate must, within 7 days after the day on which the training ends, provide the employer with evidence that would satisfy a reasonable person of their attendance at the training.

48.9 Exercise of entitlements under clause 48

- i. A workplace delegate's entitlements under clause 48 are subject to the conditions that the workplace delegate must, when exercising those entitlements:
 - a. comply with their duties and obligations as an employee;
 - b. comply with the reasonable policies and procedures of the employer, including reasonable codes of conduct and requirements in relation to occupational health and safety and acceptable use of ICT resources;
 - c. not hinder, obstruct or prevent the normal performance of work; and
 - d. not hinder, obstruct or prevent eligible Employees exercising their rights to freedom of association.
- ii. Clause 48 does not require Lifeblood to provide a workplace delegate with access to electronic means of communication in a way that provides individual contact details for eligible Employees.
- iii. Clause 48 does not require an eligible Employee to be represented by a workplace delegate without the employee's agreement.

NOTE: Under section 350A of the Act, Lifeblood must not:

- a. unreasonably fail or refuse to deal with a workplace delegate; or
- b. knowingly or recklessly make a false or misleading representation to a workplace delegate; or
- c. unreasonably hinder, obstruct or prevent the exercise of the rights of a workplace delegate under the Act or clause 48.

49 EMPLOYEE RIGHT TO DISCONNECT

49.2 Clause 49 provides for the exercise of an Employee's right to disconnect under section 333M of the Act.

NOTE:

- i. Section 333M provides that, unless it is unreasonable to do so, an Employee may refuse to monitor, read or respond to contact, or attempted contact, from:
 - a. their employer outside of the Employee's working hours,
 - b. a third party if the contact or attempted contact relates to, their work and is outside of the Employee's working hours.
- ii. Section 333M(3) lists matters that must be taken into account in determining whether an Employee's refusal is unreasonable.
- iii. Section 333M(5) provides that an Employee's refusal will be unreasonable if the contact or attempted contact is required under a law of the Commonwealth, a State or a Territory.
- iv. Section 333N provides for the resolution of disputes about whether an Employee's refusal is unreasonable and about the operation of section 333M.
- v. The general protections in Part 3–1 of the Act prohibit Lifeblood taking adverse action against an Employee because of the Employee's right to disconnect under section 333M of the Act.

49.3 Lifeblood will not directly or indirectly prevent an Employee from exercising their right to disconnect under the Act.

49.4 Clause 49.2 does not prevent Lifeblood from requiring an Employee to monitor, read or respond to contact, or attempted contact, from the employer outside of the employee's working hours where:

- i. the Employee is being paid the on-call allowance under clause 13; and
- ii. Lifeblood's is to notify the Employee that they are required to attend or perform work or give other notice about the on-call as per clause 10.

49.5 Clause 49.2 does not prevent an Employer from contacting, or attempting to contact, an Employee outside of the Employee's working hours in circumstances including to notify them of:

- i. an emergency roster change under clause 10; or
- ii. a recall to work under clause 14.

49.6 The Act will prevail in respect of any other matters regarding an Employees Right to Disconnect.

APPENDIX 1 – ALLOWANCES

NOTE: Any increases in allowances as outlined in Appendix 1 will apply and be payable from the FFPOA the effective date of the Agreement, unless otherwise advised.

Skills Coach and Assessor (SCA) Allowance

Eligibility	SCA Allowance
Employees who are: - engaged in level 1 and 2 roles in the General Classification Structure as outlined in Appendix 4; and - appointed to undertake SCA activities.	\$50 per shift when undertaking approved SCA activities in that shift.

*The SCA allowance is not subject to annual increases and will be paid as a flat rate over the life of this Agreement.

On Call

Standard On-call Rate	Eligibility	Effective Date of Agreement	Effective 1 September 2025
		Inclusive of 3.0% increase	Inclusive of 2.5% increase
	Victoria and South Australia - General Classification only*	\$4.03 per hr or \$96.72 per 24-hr period or \$677.04 per 7 days	\$4.13 per hr or \$99.14 per 24-period or \$693.97 per 7 days
	Western Australia only – all Classifications*	\$7.21 per hr	\$7.39 per hr
	Regional Depot - General Classification only**	\$7.65 per hr	\$7.84 per hr
	Scientist Classification only*** Applies Monday to Thursday	\$3.09 pr hr or \$74.16 per 24-period or \$519.12 per 7 days	\$3.16 per hr or \$75.84 per 24-hr period or \$530.88 per 7 days
	Scientist Classification only*** Applies Friday to Sunday and Public Holidays	\$6 per hr or \$144 per 24-hr period or \$1,008 per 7 days	\$6.15 per hr or \$147.60 per 24-hr period or \$1033.20 per 7 days

On-call rate in excess of 7 consecutive days in a pay fortnight**** (Rates are inclusive of the additional 10%)	Victoria and South Australia - General Classification only*	\$4.43 per hr or \$106.39 per 24-hr period or \$744.73 per 7 days	\$4.54 per hr or \$109.03 per 24-hr period or \$763.22 per 7 days
	Western Australia only - all classifications*	\$7.93 per hr	\$8.13 per hr
	Regional Depot - General Classification only**	\$8.42 per hr	\$8.63 per hr
	Scientist Classification only*** Applies Monday to Thursday	\$3.40 pr hr or \$81.58 per 24-period or \$571.06 per 7 days	\$3.48 pr hr or \$83.42 per 24-period or \$583.97 per 7 days
	Scientist Classification only*** Applies Friday to Sunday and Public Holidays	\$6.60 per hr or \$158.40 per 24-hr period or \$1108.80 per 7 days	\$6.77 per hr or \$162.136 per 24-hr period or \$1136.52 per 7 days

* “General Classification” applies to General Roles as defined in Appendix 4 – Classification Structure.

** “Regional Depot - General Classification only” - General Classification” applies to General Roles as defined in Appendix 2 – Classification Structure and whose work location is in a regional location, for example, Tasmania. Regional Depots will only roster on-call for hours where a Depot is unmanned.

*** “Scientist Classification” applies to Scientific Roles as defined in Appendix 4 – Classification Structure.

**** Where an Employee is rostered to be on-call for more than seven (7) consecutive days in a fortnightly pay period, the Employee is entitled to an additional 10% of the “Standard On-Call Rate” for all days they are rostered on-call in excess of seven (7) consecutive days in accordance with clause 13.3.

Example 1 – Where an Employee is rostered on-call for ten (10) consecutive days, the first seven (7) days will be paid at the “Standard On-Call Rate” and the final three (3) days will be paid at the “On-call rate in excess of seven (7) consecutive days in a pay fortnight” rate.

Example 2 – Where an Employee is rostered on-call for seven (7) consecutive days (paid at the “Standard On-Call rate”) and then is rostered for additional consecutive on-call periods, for example as a result of unforeseen illness of a colleague, those additional periods will be paid at the “On-call rate in excess of seven (7) consecutive days in a pay fortnight”.

Overtime Meal Allowance

Allowance Type per occasion	Effective Date of Agreement Inclusive of 3.0% increase	Effective 1 September 2025 2.5% increase
Meal Allowance (Overtime)	\$22.34	\$23.01

Higher Qualifications Allowance (Grandfathered Employees only)

Region/Function	Allowance Type Per week	Effective Date of Agreement Inclusive of 3.0% increase	Effective 1 September 2025 Inclusive of 2.5% increase
Employees previously covered by <i>Blood Service General Enterprise Agreement Victoria 2017</i>	Postgraduate	\$109.55	\$112.29
	Doctorate	\$146.07	\$149.72
Employees previously covered by <i>Lifblood Scientists Agreement Victoria 2020</i>	Grad Cert	\$58.92	\$60.39
	Grad Dip	\$95.75	\$98.14
	MSc	\$110.82	\$113.59
	PhD	\$147.43	\$151.12

Change of Shift Allowance (Grandfathered Employees only)

Region/Function	Effective Date of Agreement	Effective 1 September 2025
	Inclusive of 3.0% increase	Inclusive of 2.5% increase
Employees previously covered by <i>Blood Service General Enterprise Agreement Victoria 2017</i>	\$51.46 per occasion	\$52.75 per occasion
Employees previously covered by <i>Lifeblood Scientists Agreement Victoria 2020</i>	\$52.29 per occasion	\$53.60 per occasion

APPENDIX 2 – CLASSIFICATIONS AND SALARY SCHEDULE

General Classifications

Level 1

An employee at this level:

- a. performs duties predominantly below those of a Level 2;
- b. applies some theoretical knowledge gained through relevant work experience;
- c. works with established routines, methods and procedures;
- d. has minimal discretion for decision making;
- e. works under direct supervision; and
- f. is not required to have previous experience or training.

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 1	a	Cleaner	Building Services	\$53,475	\$59,032
	b	Laboratory Administration Officer	Red Cell Reference	\$56,041	\$74,653
		Laboratory Administration Officer	TIS		

Level 2

An employee at this level:

- a. applies broad theoretical job knowledge typically obtained through tertiary education or relevant work experience;
- b. possesses administrative skills and problem-solving abilities;
- c. possesses good communication and interpersonal skills;
- d. generally, works under close supervision;
- e. problems dealt with are not typically difficult or complex; and
- f. the Employee may be required to explain facts, policies and practices related to job area.

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 2	a	Warehouse Officer	Logistics	\$57,179	\$77,289
		Consumables Officer	Logistics		
		Administration Assistant	Building Services		
		Cleaner - Lead Hand	Building Services		
		Maintenance Assistant	Building Services		
		Laboratory Assistant	TIS		
		Laboratory Assistant	Red Cell Reference		
		Customer Service Officer	Logistics		
		Distribution Officer	Logistics		
		Processing & Distribution Officer	Logistics		
		Order Fulfilment Officer	Logistics		
	b	Building Services Assistant	Building Services	\$59,602	\$89,705
		Technician	Production		
		Technician	TIS		
		Technician	Red Cell Reference		
		Library Technician	Planning and Performance		
		Milk Bank Technician	Human Milk		
		Operations Co-ordinator	Policy and Education		

Level 3

An employee at this level:

- applies practical knowledge of job area typically obtained through tertiary education and/or relevant work experience (to Lifeblood's satisfaction);
- is responsible for work performed with a substantial level of accountability and responsibility;
- possesses developed administrative skills and problem-solving abilities;
- possesses developed communication and interpersonal skills;
- may be required to work independently with general supervision;
- may deal with difficult problems, but problems are not typically complex; and
- may influence others within the job area through explanation of facts, policies and practices.

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 3	a	Senior Order Fulfilment Officer	Logistics	\$71,295	\$90,843
		Consumable Stores Co-ordinator	Logistics		
		Administration Officer	Building Services		
		Project Officer / Data Analyst	TIS		
	b	Technician	Scientific & Technical Services	\$74,953	\$104,498
		Senior Technician	Production		
		Systems Support & Service Co-ordinator	Building Services		
		Data & Information Management Officer	Pathology Services		
		Microbiome Processing Technician	Business Design & Build		

Level 4

An employee at this level:

- a. applies advanced knowledge of job area typically obtained through advanced education and work experience;
- b. possesses well developed administrative skills and problem solving abilities;
- c. possesses well developed communication and interpersonal skills;
- d. may supervise one or more other employees (typically but not limited to employees at lower grades);
- e. may be responsible for:
 - (i) managing projects or processes, working independently with limited supervision;
 - (ii) overseeing, coaching and reviewing the work of lower level professionals;
 - (iii) dealing with difficult and sometimes complex problems

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 4	a	Administration Team Leader	Regional Administration	\$87,736	\$112,729
		Milk Production Supervisor	Human Milk		
		Processing Specialist	Production		
		Blood Sample Archive Supervisor	Logistics		
		Building Services Co-ordinator	Building Services		
		Admin / Contractor & Maintenance Co-ordinator	Building Services		
		Contractor & Maintenance Co-ordinator	Building Services		
		Regional Admin & Services Co-ordinator	Building Services		
		Regional Building Services Co-ordinator	Building Services		
		Systems Co-ordinator	Building Services		
		National Clinical Services Administration Lead	Clinical Service Admin		
	b	Transport Manager	Logistics	\$88,834	\$143,309
		Production Supervisor	Production		
		Production Co-ordinator	Production		
		Order Fulfilment Supervisor	Logistics		
		Customer Service Supervisor	Logistics		
		Data Analyst Project Report Officer	R&D		
		DPU Change Planner	DAPS Policy Unit		
		Laboratory Sample Management Supervisor	TIS		
		Lifblood Microbiome Project Officer	Business Design & Build		
		Microbiome Manager	Business Design & Build		
		Microbiome Supervisor	Business Design & Build		
		Order Management SME	Supply Chain		
		Senior Compliance and Project Officer TIS	TIS		
		Snr Compliance Project Officer Transplant Srv	TIS		
		TIS Project Co-ordinator	TIS		

General Classifications – Scientists

Level 1

An employee at this level:

- a. has or is actively working towards a scientific qualification relevant to the role they are engaged in;
- b. applies practical knowledge of job area typically obtained through tertiary education;
- c. is responsible for work performed with a substantial level of accountability and responsibility;
- d. possesses developed administrative skills and problem-solving abilities;
- e. possesses developed communication and interpersonal skills;
- f. may be required to work independently with general supervision;
- g. may deal with difficult problems, but problems are not typically complex;
- h. may influence others within the job area through explanation of facts, policies and practices; and
- i. may interpret from generally standard results in a testing environment.

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 1	N/A	Medical Scientist	TIS	\$71,131	\$95,060
		TIS Laboratory Assistant (Equipment Officer)	TIS		

Level 2

An employee at this level:

- a. has or is actively working towards a scientific qualification relevant to the role they are engaged in;
- b. applies advanced knowledge of job area typically obtained through tertiary education, advanced education and work experience;
- c. may supervise one or more other employees (typically but not limited to employees of lower grades)
- d. possesses well developed administrative skills and problem solving abilities;
- e. possesses well developed communication and interpersonal skills;
- f. possesses well developed analytical skills with an ability to provide recommendations outside of standard results
- g. may be responsible for:
 - (i) managing projects or processes, working independently with limited supervision;
 - (ii) overseeing, coaching and reviewing the work of lower level professionals;
 - (iii) dealing with difficult and sometimes complex problems

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 2	a	Transplantation & Immunogenetics-Scientist	TIS	\$71,295	\$125,731
		Laboratory Scientist	Production		
		Research Assistant	R&D		
		Scientist	Red Cell Reference		
		Scientist	Scientific & Technical Services		
	b	Scientist	Red Cell Reference	\$89,377	\$130,950
		Scientific & Technical Services Supervisor	Scientific & Technical Services		
		Transplantation & Immunogenetics Scientist - Team Leader	TIS		
		Transplantation & Immunogenetics Scientist	TIS		
		Change Coordinator	TIS		
		Microbiome Safety Analyst	DAPS Policy Unit		
		Project Coordinator	C&SR		
		Research Associate	R&D		
		Research Coordinator (GSBD Specialist Review)	DAPS Policy Unit		
		Research Officer	R&D		

Level 3

An employee at this level:

- a. has a scientific qualification relevant to the role they are engaged in;
- b. is a recognised subject matter expert in a job area typically obtained through advanced education and work experience specific to a specialised area;
- c. may supervise one or more other employees (typically but not limited to employees at lower grades);
- d. possesses well developed administrative and problem-solving abilities
- e. possesses well developed communication and interpersonal skills;
- f. possesses well developed analytical skills with an ability to provide recommendations and authorise technical and or clinical reports; and
- g. is typically responsible for:
 - (i) managing large projects or processes with limited oversight from a manager;
 - (ii) overseeing, coaching, reviewing and delegating work to lower-level professionals; and
 - (iii) dealing with difficult and often complex problems.
- h. may be responsible for contributing to nationally and/or internationally recognised innovation and expertise in the relevant discipline and specialisation.

Level	Sub Level	Roles Performed at this Level (including but not limited to)	Function	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
Level 3	a	Senior Transplantation & Immunogenetics Scientist	TIS	\$96,822	\$138,417
		Senior Scientist	Scientific & Technical Services		
		TIS Business Analyst			
		Transfusion Scientist	Client & Customer Service		
		Project Research Scientist - Genomics Transfusion Array	P&CG Research Project		
		Senior Research Assistant	R&D		
		Post Doctoral Fellow	R&D		
		Research Project Officer	Pathology Services		
	b	Senior Transplantation & Immunogenetics Scientist	TIS	\$107,355	\$146,827
		Senior Scientist	Red Cell Reference		
		Senior Scientist	R&D		
		Clinical Trial Project Co-ordinator	R&D		
		Senior Transplantation & Immunogenetics Scientist - Team Leader	TIS		
		Senior Research Officer	R&D		
		Research Fellow	R&D		
		Scientific Analyst	DAPS Policy Unit		
	c	RCR Manager	Red Cell Reference	\$124,341	\$162,726
		Senior Scientist - Team Leader	Transfusion Policy & Education		
		Blood Safety Analyst	DAPS Policy Unit		
		Senior Biological Product Safety Analyst	DAPS Policy Unit		
		Senior Scientist Business and Technology	TIS		
		Senior Transplantation & Immunogenetics Scientist	TIS		
		Senior Transplantation & Immunogenetics Scientist - Deputy Manager	TIS		
		Senior Research Fellow	R&D		
	d	Scientific Lead	Transfusion Policy & Education	\$153,889	\$163,817
		Principal Research Fellow	R&D		

APPENDIX 3 – LONG SERVICE LEAVE

For Employees covered by:	Provision
<u>Health and Allied Services- Private Sector- Victoria Consolidated Award 1998</u>	Employees previously covered by <i>Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017</i>. - Except where this Agreement provides a greater entitlement, an Employee shall be entitled to long service leave, in accordance with section 113(1) of the Act. The amount of such entitlement shall be: - On the completion of fifteen (15) years continuous service by the Employee, six (6) months long service leave and thereafter an additional two (2) months long service leave on the completion of each additional five (5) years' service. - In addition, in the case of an Employee who has completed more than fifteen (15) years' service and whose employment terminates otherwise than by the death of the Employee, an amount of long service leave equal to one thirtieth (1/30) of the period of service since the last accrual of entitlement to long service leave under (a). - In the case of an Employee who has completed at least ten (10) years' service, but less than fifteen (15) years' service and whose employment terminates for any cause other than serious and wilful misconduct, such amount of long service leave as equals one thirtieth of the period of service. - Where an Employee is entitled to a period of long service leave, the Employee may request to take the long service leave entitlement or any part of that entitlement and the Blood Service shall whenever it is practical, permit the Employee to do so a double the quantum leave on half pay. - When an Employee becomes entitled for long service leave, such leave shall be granted by the Blood Service within six (6) months of the date of the entitlement. The Blood Service may reasonably request the Employee to take such leave within twelve (12) months of the entitlement and the Employee shall, upon such request, proceed on long service leave within the appointed time. - While Employees are not paid out long service leave, pro rata after seven (7) years' continuous service they may access long service leave, pro rata after seven (7) years' continuous service whilst still employed.
<u>Health and Allied Services- Private Sector- Victoria Consolidated Award 1998</u>	Employees previously covered by <i>Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020</i>. - An Employee shall be entitled to Long Service Leave, in accordance with section 113 (1) of the Act. The amount of such entitlement shall be: - On the completion by the Employee of fifteen (15) years continuous service twenty-six (26) weeks (988 hours for a full-time Employee, pro-rata for a part time Employee) long service leave and thereafter an additional 8.6 weeks (329.3 hours for a full-time Employee, pro rata for a part-time Employee) long service leave on the completion of each additional five years' service.

- (b) In the case of an Employee who has completed at least ten (10) years' service and less than fifteen (15) years' service whose employment is terminated for any cause other than serious and wilful misconduct, Lifeblood shall pay to the Employee such amount of long service leave as stands to his or her credit at the date of termination.
 - (c) Long service leave entitlements shall accrue progressively at the rate of 0.0333 hours for every ordinary hour worked, and for every hour of paid leave, ordinary hours on account of public holidays or any period of absence on account of injury arising out of or in the course of employment for which the Employee receives accident make-up pay under clauses 35.6 - 35.19.
 - (d) Where the employment of an Employee is for any reason terminated after fifteen (15) years' service Lifeblood shall pay to the Employee such amount of long service leave as stands to his or her credit at the date of termination.
 - (e) Where an Employee who has at least ten (10) years' service dies while still in the employment of Lifeblood, Lifeblood will pay to the Employee's estate such amount of long service leave as stands to his or her credit at the date of death.
 - (f) Where an Employee is entitled to a period of long service leave, the employer shall, at the request of the Employee and subject to the approval of the employer (such approval shall not be unreasonably withheld) allow the Employee to take the whole or any part of the long service leave at double the quantum of leave at half pay or half the quantum of leave at double pay.
2. All Employees who prior to the commencement date of this Agreement have transferred a Long Service Leave balance from an Institution will still have access to that entitlement.

Service Entitling to Leave

3. For the purposes of this clause service shall be deemed to be continuous notwithstanding:
- (a) the taking of any annual leave or long service leave;
 - (b) any absence from work on paid personal leave, compassionate leave or parental leave;
 - (c) any absence from work on parental leave up to 52 weeks duration;
 - (d) any interruption or ending of the employment by the employer if such interruption or ending is made with the intention of avoiding obligations in respect of long service leave or annual leave;
 - (e) any absence on account of injury arising out of or in the course of the employment of the Employee for a period which payment is made under clauses 35.6 – 35.19;
 - (f) any leave of absence of the Employee where the absence is authorised in writing by the employer to be counted as service;
 - (g) any interruption arising directly or indirectly from industrial action;

	(h) any period of absence from employment between the engagement with one of the said Institutions and Lifeblood provided it is less than 5 weeks inclusive of annual leave; (i) the dismissal of an Employee by Lifeblood if the Employee is re-employed by Lifeblood with a period not exceeding two (2) months from the date of such dismissal; (j) any absence from work of an Employee on unpaid leave; (k) any other absence of an Employee by leave of the employer, or on account of injury arising out of or in the course of his or her employment not covered by 29.3 (d). 4. In calculating the period of continuous service of any Employee, any interruption or absence of a kind mentioned in 3. (a) – (g) shall be countered as part of the period of his or her service. Any interruption or absence of a kind mentioned in 3. (h) – (k) shall not be counted, unless it is authorised in writing by the employer. Payment for Period of Leave 5. Payment for long service leave shall be at the Employee's ordinary hourly rate inclusive of casual loading, higher qualifications allowance and over-agreement payment (where applicable). 6. Payment to an Employee in respect of Long Service Leave shall be made in one of the following ways: (a) in full in advance when the Employee commences his or her leave; or (b) at the same time as payment would have been made if the Employee had remained on duty. 7. Where an increase occurs in the ordinary time rate of pay during any period of long service leave taken by the Employee, the Employee shall be entitled to receive payment of the amount of any increase in pay from the date that the increase applied. Taking Of Leave 8. When an Employee becomes entitled to long service leave such leave shall be granted by the employer within six (6) months from the date of the entitlement, but the taking of such leave may be postponed to such date as is mutually agreed., or, in default of agreement, as is determined by the FWC. 9. Any long service leave shall be inclusive of any public holiday occurring during the period when the leave is taken. 10. If the employer and an Employee so agree: (a) the first six (6) months long service leave to which an Employee becomes entitled may be taken in one (1), two (2) or three (3) separate periods or as otherwise mutually agreed; and (b) any subsequent period of long service leave to which the Employee becomes entitled may be taken in one (1) or two (2) separate periods, or as otherwise mutually agreed.
--	---

	(c) in any other way agreed between the employer and the Employee. 11. Lifeblood may by agreement with an Employee grant long service leave to the Employee before the entitlement to that leave has accrued, provided that such leave shall not be granted before the Employee has completed seven (7) years' service. 12. Where the employment of an Employee with less than fifteen (15) years' service who has taken long service leave in advance is subsequently terminated for serious and wilful misconduct, Lifeblood may, from whatever remuneration is payable to the Employee upon termination, deduct and withhold an amount equivalent to the amount paid to the Employee in respect of the leave in advance.
Long Service Leave Act 1987 (SA)	Employees based in SA only 1. An Employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service. 2. A further 1.3 weeks long service leave will be granted for each completed year of continuous service after ten (10) years of continuous service. 3. For all Employees whose employment commenced before the 18 October 2011, an entitlement of 2.2 weeks long service leave will be granted for each additional completed year of continuous service after fifteen (15) years. This is in replacement of, and not in addition to, the further 1.3 weeks long service leave provided for in sub clause 2 above. 4. Employees may access pro-rata long service leave after seven (7) years paid continuous service whilst still employed. 5. Where an Employee is entitled to a period of long service leave, Lifeblood may whenever it is practically possible, at the request of the Employee, allow the Employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay or half of the quantum of leave at double pay (as the case may be), or any other arrangement, as mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood. Part time Employees 6. Part time Employees will be entitled to long service leave on a pro rata basis. 7. Where an Employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, each period of part time and full-time work shall be calculated individually. The Employee's entitlement shall be determined by the total of each period worked. Termination of employment 8. Where an Employee who has not less than seven (7) years continuous service, lawfully terminates their employment, or whose employment is terminated for reasons other than serious and wilful misconduct, the Employee is entitled to payment in lieu of long service leave. Where the effective continuous service indicates a fraction of a year the number of whole months is to be taken into account in calculating the amount payable.

	Cashing out long service leave 9. Pro-rata long service leave may be cashed out after seven (7) years paid continuous service, by mutual agreement, in writing between the Employee and Lifeblood. 10. All other conditions shall be in accordance with the Long Service Leave Act 1987 (SA), as amended from time to time, providing that, in the event of inconsistency with any provision of this agreement; the provisions of this agreement shall prevail.
Long Service Leave Act 1958 (WA)	Employees based in WA only 1. Employees will be entitled to thirteen (13) weeks Long Service Leave after ten (10) years of continuous service, and each ten (10) years of continuous service thereafter. 2. Employees may access long service leave, pro rata after seven (7) years continuous service. 3. Pro rata long service leave will be payable on resignation/termination after seven (7) completed years of continuous service. The clause will not apply to Employees terminated by Lifeblood for serious misconduct. 4. Long service leave entitlements may be cashed out in accordance with the Long Service Leave Act 1958 (WA) as amended from time to time by mutual agreement in writing between the Employee and Lifeblood. 5. All other conditions will be in accordance with the Long Service Leave Act 1958 (WA), as amended from time to time.
Long Service Leave Act 1976 (TAS)	Employees Based in Tasmania Only 1. An Employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service. An Employee's entitlement shall be 1.3 weeks leave in respect of each subsequent year of service beyond 10 years. 2. Employees may access long service leave after seven (7) years' continuous service whilst still employed. 3. Where an Employee becomes entitled to a period of long service leave, the leave is to be taken and granted: (a) Subject to agreement between the Blood Service and the Employee as soon as is reasonably practicable after it becomes due; and (b) In one continuous period or part thereof at the request of the Employee. This may be taken at double quantum or half pay in accordance with organisational requirements. 4. When an Employee becomes entitled for long service leave, such leave shall be granted by the Blood Service within six (6) months of the date of the entitlement. When an Employee becomes entitled for long service leave, the Blood Service may request the Employee to take such leave as thought appropriate, within twelve (12) months of the entitlement and the Employee shall, upon such request, proceed on long service leave, within the appointed time.

	Part Time Employees 5. For the purposes of calculating part-time Employee's entitlements, the following formula shall be used: • $E = A \text{ divided by } B \times 6.5$ Where: "E" is the number of days to which the Employee is entitled in respect of the period of continuous employment completed by that Employee; and "A" is the total number of hours worked by the Employee in that period; and "B" is the total number of hours that the Employee would have been required to work in a year if the Employee had been a full-time Employee in the position held by that Employee. 6. All other conditions shall be in accordance with the <i>Long Service Leave Act 1976 (Tas)</i>, as amended from time to time.
--	--

APPENDIX 4 – ACCRUED DAYS OFF (ADO)

For Employees previously covered by:	Provision
Employees previously covered by <i>Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017</i>	1 Full time employees who: (i) were employed and engaged under an ADO arrangement prior to the commencement date of the Australian Red Cross Blood Service Enterprise Agreement Victoria 2014 (that is, 25 March 2015); (ii) were offered an ADO arrangement as part of their conditions of employment after 25 March 2015; or ARCBS.VIC General EA 2017. (iii) are offered an ADO arrangement after the commencement of the Agreement as part of their conditions of employment; will: (a) work forty (40) hours per week; (b) will be paid for thirty-eight (38) hours per week; and (c) will accrue an ADO at the rate of one (1) per calendar month to a maximum of twelve (12) days per calendar year. 2 ADO's will be taken in the month in which they accrue, unless due to unforeseen and genuine circumstances it is not feasible to take the ADO. Where possible, the Blood Service will meet the requests of employees, which shall not be unreasonably refused. Days off may be rostered on any day of the working week and at any time of the month. Subject to operational requirements, an employee may accumulate up to three (3) ADO's and these must be taken as soon as possible. Where an employee has accrued three (3) ADO's, the Blood Service may direct the employee to take one or more such ADO's. 3 Where an employee resigns or is provided with notice of termination and has ADOs to their credit, the employee must be provided with the opportunity to utilise the ADOs during the notice period. Where ADO's are unable to be taken during the notice period, accrued ADO's will be paid to the employee in their last pay. 4 Any employee already working on a roster including ADO's, will not have their ADO arrangement changed without their agreement. Absences on Accrued Days Off (ADO) 5 Where an employee is absent due to any form of personal leave on an accrued day off, such day will stand as the accrued day off and another day will not be substituted for that accrued day off 6 Payment for personal leave absences will not be paid in addition to the payment for the accrued day off and the day will not be debited as personal leave
Employees previously covered by <i>Australian Red Cross Lifeblood Scientists Enterprise Agreement Victoria 2020</i>	1 Full time employees will: (i) work forty (40) hours per week in shifts of eight (8) hours per day; (ii) will be paid for thirty-eight (38) hours per week; and (iii) will accrue an ADO at the rate of one (1) per four (4) weeks to a maximum of thirteen (13) days per calendar year. 2 Provided that where ordinary hours exceed eight (8) hours per day worked over four (4) days per week, ADOs will not apply. 3 Once accrued by an employee, the employee may take the ADO at a time mutually agreed between the employee and Lifeblood. An employee may elect, with the consent of the employer, to take an ADO in half day amounts. 4 Notwithstanding the provisions of sub clause 1, by mutual agreement, an employee may defer the taking of an ADO. Deferred ADOs will

	accrue to the credit of an employee. An employee may accrue a maximum of five (5) ADO's at any one time. 5 Where an employee has accrued five (5) ADO's, Lifeblood may direct the employee to take one or more such ADO's or, by mutual agreement, pay the employee in lieu of any or all such accrued ADO's. 6 On termination of employment the value of any accrued ADO's standing to the employee's credit shall be paid to the employee. Personal Leave on Accrued Days Off (ADO) 7 Where an employee is suffers a personal illness or injury on an ADO or is required to, provide support to a member of the employee's immediate family, or a member of the employee's household while on an ADO such day will stand as the accrued day off and another day will not be substituted for that accrued day off, nor will the day off be treated as personal leave. 8 Payment for personal leave absences will not be paid in addition to the payment for the accrued day off and the day will not be debited as personal leave.
Australian Red Cross Blood Service General Enterprise Agreement Tasmania 2017	Accrued Days Off (ADO) 1 Full time employees who are employed and engaged under an ADO arrangement on or before 31 October 2014 will (i) work forty (40) hours per week; (ii) will be paid for thirty-eight (38) hours per week; and (iii) will accrue an ADO at the rate of one per calendar month to a maximum of twelve (12) days per calendar year. 2 ADO's will be taken in the month in which they accrue, unless due to unforeseen and genuine circumstances it is not feasible to take the ADO. Where possible, the Blood Service will meet the requests of employees, which shall not be unreasonably refused. Days off may be rostered on any day of the working week and at any time in the month. 3 Accrued ADO's up to one (1) single day may be taken during a period of notice of termination. Absences on Accrued Days Off (ADO) 4 Where an employee is absent due to any form of personal leave on an accrued day off, such day will stand as the accrued day off and another day will not be substituted for that accrued day off. 5 Payment for personal leave absences will not be paid in addition to the payment for the accrued day off and the day will not be debited as personal leave.

APPENDIX 5 – INCREMENT COMPENSATION AND SALARY INCREASE TABLES

Appendix 5 applies to Employees employed by Lifeblood in a role to which this Agreement applies on 11 December 2024 only. This Appendix does not apply to anyone to whom this Agreement applies after 11 December 2024.

1. In addition to the Annual Wage Increases for 2023 and 2024 outlined in clause 42, is a one-off wage increase referred to as the '*Compensated Increment*' in the tables below. For the avoidance of doubt, no further wage increases will apply to these rates until the next scheduled wage increase in September 2025.
2. An Employee to whom this Agreement applies on 11 December 2024 (date annual increase and increment compensation is paid), who falls below increment 6 (for the relevant Grade) will be entitled to a one-off wage increase the equivalent of one increment to compensate for the removal of increments ('*Compensated Increment*').
3. An Employee to whom this Agreement applies on 11 December 2024, paid at or above increment 6 (for the relevant Grade) will be entitled to a one-off payment of \$1,500 to compensate for the removal of increments.
4. For the avoidance of doubt, any Employee employed after 11 December 2024, or to whom this Agreement does not apply on 11 December 2024, will not be entitled to the compensation detailed in this Appendix.
5. Where an Employee commenced employment with Lifeblood on or after 18 December 2023, in Grade 2 at increment 3 in Manufacturing and Logistics, they are not entitled to the compensated increment as outlined below.
6. Where an Employee was previously employed by Lifeblood but has transferred from another enterprise agreement into a role covered by this Agreement on or after 18 December 2023, in Grade 2 at increment 3 in Manufacturing and Logistics, they are not entitled to the compensated increment as outlined below, unless otherwise determined.
7. The one-off wage increase, outlined in point 2 above, will be paid in accordance with the Increment Compensation and Salary Increase Tables referenced below.
8. The \$1,500, outlined in point 3 above, will be paid to eligible Employees on 11 December 2024.
9. The rates outlined in the 'Effective 25 Nov 2025' Column below are full-time equivalent salaries and will be effective from 25 November 2024 and paid on 11 December 2024. This column is inclusive of the amounts listed in the prior columns and represents the applicable salary as of 25 November 2024 for employees employed on 11 December 2024.

10. For the avoidance of doubt, an Employees starting salary as listed in the 'Effective 25 Nov 2024' Column will be increased once during the life of this agreement as per cause 42.1(vii).

BTM Grade 3				
VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$73,861	\$78,968	\$81,338	\$84,572
Grade 3 Increment 2	\$76,798	\$82,108	\$84,572	\$87,809
Grade 3 Increment 3	\$79,737	\$85,251	\$87,809	\$91,043
Grade 3 Increment 4	\$82,674	\$88,391	\$91,043	\$94,277
Grade 3 Increment 5	\$85,611	\$91,531	\$94,277	\$97,513
Grade 3 Increment 6	\$88,549	\$94,672	\$97,513	\$97,513

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$75,759	\$78,638	\$80,998	\$84,219
Grade 3 Increment 2	\$78,772	\$81,766	\$84,219	\$87,440
Grade 3 Increment 3	\$81,785	\$84,893	\$87,440	\$90,661
Grade 3 Increment 4	\$84,797	\$88,020	\$90,661	\$93,882
Grade 3 Increment 5	\$87,810	\$91,147	\$93,882	\$97,104
Grade 3 Increment 6	\$90,823	\$94,275	\$97,104	\$97,104

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$73,854	\$76,661	\$78,961	\$81,747
Grade 3 Increment 2	\$76,460	\$79,366	\$81,747	\$84,535
Grade 3 Increment 3	\$79,067	\$82,072	\$84,535	\$87,323
Grade 3 Increment 4	\$81,675	\$84,779	\$87,323	\$90,108
Grade 3 Increment 5	\$84,280	\$87,483	\$90,108	\$92,896
Grade 3 Increment 6	\$86,888	\$90,190	\$92,896	\$92,896

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$79,301	\$80,570	\$82,988	\$86,314
Grade 3 Increment 2	\$82,480	\$83,800	\$86,314	\$89,638
Grade 3 Increment 3	\$85,656	\$87,027	\$89,638	\$92,965
Grade 3 Increment 4	\$88,835	\$90,257	\$92,965	\$96,291
Grade 3 Increment 5	\$92,013	\$93,486	\$96,291	\$99,617
Grade 3 Increment 6	\$95,191	\$96,715	\$99,617	\$99,617

BTM Grade 4

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$88,834	\$94,977	\$97,827	\$101,375
Grade 4 Increment 2	\$92,056	\$98,422	\$101,375	\$104,925
Grade 4 Increment 3	\$95,279	\$101,868	\$104,925	\$108,473
Grade 4 Increment 4	\$98,501	\$105,313	\$108,473	\$112,021
Grade 4 Increment 5	\$101,724	\$108,758	\$112,021	\$115,571
Grade 4 Increment 6	\$104,947	\$112,204	\$115,571	\$115,571

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$91,115	\$94,578	\$97,416	\$100,950
Grade 4 Increment 2	\$94,421	\$98,009	\$100,950	\$104,485
Grade 4 Increment 3	\$97,727	\$101,441	\$104,485	\$108,019
Grade 4 Increment 4	\$101,032	\$104,872	\$108,019	\$111,553
Grade 4 Increment 5	\$104,338	\$108,303	\$111,553	\$115,084
Grade 4 Increment 6	\$107,641	\$111,732	\$115,084	\$115,084

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$87,177	\$90,490	\$93,205	\$96,549
Grade 4 Increment 2	\$90,304	\$93,736	\$96,549	\$99,894
Grade 4 Increment 3	\$93,433	\$96,984	\$99,894	\$103,237
Grade 4 Increment 4	\$96,560	\$100,230	\$103,237	\$106,583
Grade 4 Increment 5	\$99,689	\$103,478	\$106,583	\$109,924
Grade 4 Increment 6	\$102,815	\$106,722	\$109,924	\$109,924

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$95,490	\$97,018	\$99,929	\$103,539
Grade 4 Increment 2	\$98,939	\$100,523	\$103,539	\$107,146
Grade 4 Increment 3	\$102,386	\$104,025	\$107,146	\$110,755
Grade 4 Increment 4	\$105,835	\$107,529	\$110,755	\$114,363
Grade 4 Increment 5	\$109,283	\$111,032	\$114,363	\$117,969
Grade 4 Increment 6	\$112,729	\$114,533	\$117,969	\$117,969

TAS General Enterprise Agreement 2017	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 6	\$104,947	\$112,084	\$115,447	\$115,447

BTM Grade 5

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$105,232	\$112,508	\$115,884	\$120,313
Grade 5 Increment 2	\$109,253	\$116,808	\$120,313	\$124,740
Grade 5 Increment 3	\$113,273	\$121,106	\$124,740	\$129,169
Grade 5 Increment 4	\$117,296	\$125,406	\$129,169	\$133,597
Grade 5 Increment 5	\$121,316	\$129,705	\$133,597	\$138,024
Grade 5 Increment 6	\$125,336	\$134,003	\$138,024	\$138,024

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$107,935	\$112,037	\$115,399	\$119,807
Grade 5 Increment 2	\$112,058	\$116,317	\$119,807	\$124,216
Grade 5 Increment 3	\$116,183	\$120,598	\$124,216	\$128,627
Grade 5 Increment 4	\$120,308	\$124,880	\$128,627	\$133,037
Grade 5 Increment 5	\$124,433	\$129,162	\$133,037	\$137,447
Grade 5 Increment 6	\$128,557	\$133,443	\$137,447	\$137,447

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$103,106	\$107,025	\$110,236	\$114,477
Grade 5 Increment 2	\$107,073	\$111,142	\$114,477	\$118,720
Grade 5 Increment 3	\$111,042	\$115,262	\$118,720	\$122,963
Grade 5 Increment 4	\$115,010	\$119,381	\$122,963	\$127,204
Grade 5 Increment 5	\$118,977	\$123,499	\$127,204	\$131,446
Grade 5 Increment 6	\$122,945	\$127,617	\$131,446	\$131,446

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$113,029	\$114,838	\$118,284	\$122,834
Grade 5 Increment 2	\$117,377	\$119,256	\$122,834	\$127,384
Grade 5 Increment 3	\$121,725	\$123,673	\$127,384	\$131,934
Grade 5 Increment 4	\$126,073	\$128,091	\$131,934	\$136,480
Grade 5 Increment 5	\$130,417	\$132,504	\$136,480	\$141,030
Grade 5 Increment 6	\$134,765	\$136,922	\$141,030	\$141,030

BTM Grade 6

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$125,622	\$134,308	\$138,338	\$143,646
Grade 6 Increment 2	\$130,442	\$139,462	\$143,646	\$148,953
Grade 6 Increment 3	\$135,261	\$144,614	\$148,953	\$154,262
Grade 6 Increment 4	\$140,082	\$149,768	\$154,262	\$159,569
Grade 6 Increment 5	\$144,901	\$154,921	\$159,569	\$164,877
Grade 6 Increment 6	\$149,721	\$160,074	\$164,877	\$164,877

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$128,848	\$133,745	\$137,758	\$143,044
Grade 6 Increment 2	\$133,792	\$138,877	\$143,044	\$148,328
Grade 6 Increment 3	\$138,735	\$144,007	\$148,328	\$153,614
Grade 6 Increment 4	\$143,679	\$149,139	\$153,614	\$158,898
Grade 6 Increment 5	\$148,621	\$154,269	\$158,898	\$164,184
Grade 6 Increment 6	\$153,565	\$159,401	\$164,184	\$164,184

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$123,235	\$127,918	\$131,756	\$137,608
Grade 6 Increment 2	\$128,709	\$133,600	\$137,608	\$143,460
Grade 6 Increment 3	\$134,182	\$139,281	\$143,460	\$149,317
Grade 6 Increment 4	\$139,659	\$144,967	\$149,317	\$155,164
Grade 6 Increment 5	\$145,129	\$150,644	\$155,164	\$161,017
Grade 6 Increment 6	\$150,604	\$156,327	\$161,017	\$161,017

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$135,065	\$137,227	\$141,344	\$145,659
Grade 6 Increment 2	\$139,188	\$141,416	\$145,659	\$149,971
Grade 6 Increment 3	\$143,309	\$145,602	\$149,971	\$154,282
Grade 6 Increment 4	\$147,429	\$149,788	\$154,282	\$158,596
Grade 6 Increment 5	\$151,551	\$153,976	\$158,596	\$162,909
Grade 6 Increment 6	\$155,673	\$158,164	\$162,909	\$162,909

C&S Grade 1

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$46,912	\$50,157	\$51,662	\$53,578
Grade 1 Increment 2	\$48,652	\$52,017	\$53,578	\$55,493
Grade 1 Increment 3	\$50,391	\$53,876	\$55,493	\$57,410
Grade 1 Increment 4	\$52,132	\$55,737	\$57,410	\$59,326
Grade 1 Increment 5	\$53,872	\$57,598	\$59,326	\$61,240
Grade 1 Increment 6	\$55,610	\$59,456	\$61,240	\$61,240

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	N/A	N/A	N/A	N/A
Grade 1 Increment 2	N/A	N/A	N/A	N/A
Grade 1 Increment 3	N/A	N/A	N/A	N/A
Grade 1 Increment 4	N/A	N/A	N/A	N/A
Grade 1 Increment 5	N/A	N/A	N/A	N/A
Grade 1 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$46,051	\$47,801	\$49,236	\$51,031
Grade 1 Increment 2	\$47,730	\$49,544	\$51,031	\$52,829
Grade 1 Increment 3	\$49,412	\$51,290	\$52,829	\$54,622
Grade 1 Increment 4	\$51,089	\$53,031	\$54,622	\$56,420
Grade 1 Increment 5	\$52,770	\$54,776	\$56,420	\$58,216
Grade 1 Increment 6	\$54,450	\$56,520	\$58,216	\$58,216

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$50,518	\$51,327	\$52,867	\$54,812
Grade 1 Increment 2	\$52,376	\$53,215	\$54,812	\$56,759
Grade 1 Increment 3	\$54,237	\$55,105	\$56,759	\$58,703
Grade 1 Increment 4	\$56,095	\$56,993	\$58,703	\$60,649
Grade 1 Increment 5	\$57,954	\$58,882	\$60,649	\$62,595
Grade 1 Increment 6	\$59,813	\$60,771	\$62,595	\$62,595

C&S Grade 2

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$57,179	\$61,134	\$62,969	\$65,636
Grade 2 Increment 2	\$59,602	\$63,724	\$65,636	\$68,307
Grade 2 Increment 3	\$62,028	\$66,317	\$68,307	\$70,978
Grade 2 Increment 4	\$64,453	\$68,910	\$70,978	\$73,645
Grade 2 Increment 5	\$66,875	\$71,500	\$73,645	\$76,314
Grade 2 Increment 6	\$69,299	\$74,091	\$76,314	\$76,314

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	N/A	N/A	N/A	N/A
Grade 2 Increment 2	N/A	N/A	N/A	N/A
Grade 2 Increment 3	N/A	N/A	N/A	N/A
Grade 2 Increment 4	N/A	N/A	N/A	N/A
Grade 2 Increment 5	N/A	N/A	N/A	N/A
Grade 2 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$56,041	\$58,171	\$59,917	\$62,457
Grade 2 Increment 2	\$58,417	\$60,637	\$62,457	\$64,996
Grade 2 Increment 3	\$60,791	\$63,102	\$64,996	\$67,536
Grade 2 Increment 4	\$63,167	\$65,568	\$67,536	\$70,074
Grade 2 Increment 5	\$65,542	\$68,033	\$70,074	\$72,614
Grade 2 Increment 6	\$67,918	\$70,499	\$72,614	\$72,614

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$61,461	\$62,445	\$64,319	\$67,081
Grade 2 Increment 2	\$64,101	\$65,127	\$67,081	\$69,842
Grade 2 Increment 3	\$66,739	\$67,807	\$69,842	\$72,600
Grade 2 Increment 4	\$69,375	\$70,485	\$72,600	\$75,364
Grade 2 Increment 5	\$72,015	\$73,168	\$75,364	\$78,124
Grade 2 Increment 6	\$74,653	\$75,848	\$78,124	\$78,124

C&S Grade 3

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$71,295	\$76,225	\$78,512	\$81,778
Grade 3 Increment 2	\$74,261	\$79,396	\$81,778	\$85,046
Grade 3 Increment 3	\$77,228	\$82,568	\$85,046	\$88,310
Grade 3 Increment 4	\$80,192	\$85,737	\$88,310	\$91,577
Grade 3 Increment 5	\$83,159	\$88,909	\$91,577	\$94,842
Grade 3 Increment 6	\$86,124	\$92,079	\$94,842	\$94,842

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	N/A	N/A	N/A	N/A
Grade 3 Increment 2	N/A	N/A	N/A	N/A
Grade 3 Increment 3	N/A	N/A	N/A	N/A
Grade 3 Increment 4	N/A	N/A	N/A	N/A
Grade 3 Increment 5	N/A	N/A	N/A	N/A
Grade 3 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$68,205	\$70,797	\$72,921	\$76,050
Grade 3 Increment 2	\$71,131	\$73,834	\$76,050	\$79,180
Grade 3 Increment 3	\$74,058	\$76,873	\$79,180	\$82,306
Grade 3 Increment 4	\$76,982	\$79,908	\$82,306	\$85,912
Grade 3 Increment 5	\$80,355	\$83,409	\$85,912	\$88,561
Grade 3 Increment 6	\$82,833	\$85,981	\$88,561	\$88,561

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$74,953	\$76,153	\$78,438	\$81,765
Grade 3 Increment 2	\$78,132	\$79,383	\$81,765	\$85,090
Grade 3 Increment 3	\$81,310	\$82,611	\$85,090	\$88,416
Grade 3 Increment 4	\$84,488	\$85,840	\$88,416	\$91,741
Grade 3 Increment 5	\$87,665	\$89,068	\$91,741	\$95,066
Grade 3 Increment 6	\$90,843	\$92,297	\$95,066	\$95,066

C&S Grade 4

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$86,410	\$92,386	\$95,158	\$98,767
Grade 4 Increment 2	\$89,688	\$95,890	\$98,767	\$102,381
Grade 4 Increment 3	\$92,970	\$99,399	\$102,381	\$105,992
Grade 4 Increment 4	\$96,248	\$102,904	\$105,992	\$109,603
Grade 4 Increment 5	\$99,528	\$106,410	\$109,603	\$113,215
Grade 4 Increment 6	\$102,808	\$109,917	\$113,215	\$113,215

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	N/A	N/A	N/A	N/A
Grade 4 Increment 2	N/A	N/A	N/A	N/A
Grade 4 Increment 3	N/A	N/A	N/A	N/A
Grade 4 Increment 4	N/A	N/A	N/A	N/A
Grade 4 Increment 5	N/A	N/A	N/A	N/A
Grade 4 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$83,122	\$86,281	\$88,870	\$92,215
Grade 4 Increment 2	\$86,251	\$89,529	\$92,215	\$95,558
Grade 4 Increment 3	\$89,377	\$92,774	\$95,558	\$98,905
Grade 4 Increment 4	\$92,508	\$96,024	\$98,905	\$102,247
Grade 4 Increment 5	\$95,633	\$99,268	\$102,247	\$105,590
Grade 4 Increment 6	\$98,761	\$102,514	\$105,590	\$105,590

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase
Grade 4 Increment 1	\$91,142	\$92,601	\$95,380	\$98,989
Grade 4 Increment 2	\$94,591	\$96,105	\$98,989	\$102,597
Grade 4 Increment 3	\$98,039	\$99,608	\$102,597	\$106,205
Grade 4 Increment 4	\$101,487	\$103,111	\$106,205	\$109,813
Grade 4 Increment 5	\$104,935	\$106,614	\$109,813	\$113,423
Grade 4 Increment 6	\$108,384	\$110,119	\$113,423	\$113,423

C&S Grade 5

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$103,093	\$110,222	\$113,529	\$118,051
Grade 5 Increment 2	\$107,200	\$114,612	\$118,051	\$122,574
Grade 5 Increment 3	\$111,306	\$119,003	\$122,574	\$127,096
Grade 5 Increment 4	\$115,413	\$123,394	\$127,096	\$131,617
Grade 5 Increment 5	\$119,519	\$127,783	\$131,617	\$136,140
Grade 5 Increment 6	\$123,626	\$132,174	\$136,140	\$136,140

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	N/A	N/A	N/A	N/A
Grade 5 Increment 2	N/A	N/A	N/A	N/A
Grade 5 Increment 3	N/A	N/A	N/A	N/A
Grade 5 Increment 4	N/A	N/A	N/A	N/A
Grade 5 Increment 5	N/A	N/A	N/A	N/A
Grade 5 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$99,051	\$102,815	\$105,900	\$110,112
Grade 5 Increment 2	\$102,990	\$106,904	\$110,112	\$114,324
Grade 5 Increment 3	\$106,930	\$110,994	\$114,324	\$118,536
Grade 5 Increment 4	\$110,869	\$115,083	\$118,536	\$122,746
Grade 5 Increment 5	\$114,807	\$119,170	\$122,746	\$126,958
Grade 5 Increment 6	\$118,747	\$123,260	\$126,958	\$126,958

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$108,683	\$110,422	\$113,735	\$118,284
Grade 5 Increment 2	\$113,029	\$114,838	\$118,284	\$122,834
Grade 5 Increment 3	\$117,377	\$119,256	\$122,834	\$127,384
Grade 5 Increment 4	\$121,725	\$123,673	\$127,384	\$131,934
Grade 5 Increment 5	\$126,073	\$128,091	\$131,934	\$136,480
Grade 5 Increment 6	\$130,417	\$132,504	\$136,480	\$136,480

C&S Grade 6

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$123,910	\$132,478	\$136,453	\$141,823
Grade 6 Increment 2	\$128,787	\$137,692	\$141,823	\$147,194
Grade 6 Increment 3	\$133,664	\$142,906	\$147,194	\$152,564
Grade 6 Increment 4	\$138,540	\$148,120	\$152,564	\$157,935
Grade 6 Increment 5	\$143,417	\$153,334	\$157,935	\$163,306
Grade 6 Increment 6	\$148,295	\$158,549	\$163,306	\$163,306

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	N/A	N/A	N/A	N/A
Grade 6 Increment 2	N/A	N/A	N/A	N/A
Grade 6 Increment 3	N/A	N/A	N/A	N/A
Grade 6 Increment 4	N/A	N/A	N/A	N/A
Grade 6 Increment 5	N/A	N/A	N/A	N/A
Grade 6 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$119,037	\$123,561	\$127,268	\$133,089
Grade 6 Increment 2	\$124,481	\$129,212	\$133,089	\$138,909
Grade 6 Increment 3	\$129,925	\$134,863	\$138,909	\$144,730
Grade 6 Increment 4	\$135,369	\$140,514	\$144,730	\$150,551
Grade 6 Increment 5	\$140,815	\$146,166	\$150,551	\$156,374
Grade 6 Increment 6	\$146,261	\$151,819	\$156,374	\$156,374

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$130,719	\$132,811	\$136,796	\$141,414
Grade 6 Increment 2	\$135,132	\$137,295	\$141,414	\$146,033
Grade 6 Increment 3	\$139,546	\$141,779	\$146,033	\$150,652
Grade 6 Increment 4	\$143,960	\$146,264	\$150,652	\$155,274
Grade 6 Increment 5	\$148,376	\$150,751	\$155,274	\$159,893
Grade 6 Increment 6	\$152,790	\$155,235	\$159,893	\$159,893

LOG Grade 1

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$44,917	\$48,024	\$49,465	\$51,254
Grade 1 Increment 2	\$46,542	\$49,761	\$51,254	\$53,044
Grade 1 Increment 3	\$48,167	\$51,499	\$53,044	\$54,833
Grade 1 Increment 4	\$49,792	\$53,235	\$54,833	\$56,625
Grade 1 Increment 5	\$51,419	\$54,975	\$56,625	\$58,415
Grade 1 Increment 6	\$53,044	\$56,713	\$58,415	\$58,415

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	N/A	N/A	N/A	N/A
Grade 1 Increment 2	N/A	N/A	N/A	N/A
Grade 1 Increment 3	N/A	N/A	N/A	N/A
Grade 1 Increment 4	N/A	N/A	N/A	N/A
Grade 1 Increment 5	N/A	N/A	N/A	N/A
Grade 1 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$44,024	\$45,697	\$47,068	\$48,802
Grade 1 Increment 2	\$45,645	\$47,380	\$48,802	\$50,535
Grade 1 Increment 3	\$47,266	\$49,063	\$50,535	\$52,270
Grade 1 Increment 4	\$48,889	\$50,747	\$52,270	\$54,004
Grade 1 Increment 5	\$50,511	\$52,431	\$54,004	\$55,738
Grade 1 Increment 6	\$52,132	\$54,114	\$55,738	\$55,738

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$48,270	\$49,043	\$50,515	\$52,366
Grade 1 Increment 2	\$50,039	\$50,840	\$52,366	\$54,216
Grade 1 Increment 3	\$51,807	\$52,636	\$54,216	\$56,069
Grade 1 Increment 4	\$53,577	\$54,435	\$56,069	\$57,919
Grade 1 Increment 5	\$55,346	\$56,232	\$57,919	\$59,769
Grade 1 Increment 6	\$57,114	\$58,028	\$59,769	\$59,769

LOG Grade 2

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$53,329	\$57,017	\$58,728	\$62,025
Grade 2 Increment 2	\$56,323	\$60,218	\$62,025	\$65,323
Grade 2 Increment 3	\$59,318	\$63,420	\$65,323	\$68,620
Grade 2 Increment 4	\$62,312	\$66,621	\$68,620	\$71,919
Grade 2 Increment 5	\$65,307	\$69,824	\$71,919	\$75,214
Grade 2 Increment 6	\$68,300	\$73,023	\$75,214	\$75,214

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	N/A	N/A	N/A	N/A
Grade 2 Increment 2	N/A	N/A	N/A	N/A
Grade 2 Increment 3	N/A	N/A	N/A	N/A
Grade 2 Increment 4	N/A	N/A	N/A	N/A
Grade 2 Increment 5	N/A	N/A	N/A	N/A
Grade 2 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$52,422	\$54,415	\$56,048	\$59,145
Grade 2 Increment 2	\$55,319	\$57,422	\$59,145	\$62,239
Grade 2 Increment 3	\$58,213	\$60,426	\$62,239	\$65,339
Grade 2 Increment 4	\$61,112	\$63,435	\$65,339	\$68,435
Grade 2 Increment 5	\$64,008	\$66,441	\$68,435	\$71,530
Grade 2 Increment 6	\$66,903	\$69,446	\$71,530	\$71,530

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$57,413	\$58,332	\$60,082	\$63,409
Grade 2 Increment 2	\$60,592	\$61,562	\$63,409	\$66,734
Grade 2 Increment 3	\$63,769	\$64,790	\$66,734	\$70,061
Grade 2 Increment 4	\$66,948	\$68,020	\$70,061	\$73,388
Grade 2 Increment 5	\$70,127	\$71,250	\$73,388	\$76,712
Grade 2 Increment 6	\$73,304	\$74,477	\$76,712	\$76,712

TAS General Enterprise Agreement 2017	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$53,329	\$57,017	\$58,728	\$62,025
Grade 2 Increment 2	\$56,323	\$60,218	\$62,025	\$65,323
Grade 2 Increment 3	\$59,318	\$63,420	\$65,323	\$68,620
Grade 2 Increment 4	\$62,312	\$66,621	\$68,620	\$71,919
Grade 2 Increment 5	\$65,307	\$69,824	\$71,919	\$75,214
Grade 2 Increment 6	\$68,300	\$73,023	\$75,214	\$75,214

LOG Grade 3

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$71,295	\$76,225	\$78,512	\$81,778
Grade 3 Increment 2	\$74,261	\$79,396	\$81,778	\$85,046
Grade 3 Increment 3	\$77,228	\$82,568	\$85,046	\$88,310
Grade 3 Increment 4	\$80,192	\$85,737	\$88,310	\$91,577
Grade 3 Increment 5	\$83,159	\$88,909	\$91,577	\$94,842
Grade 3 Increment 6	\$86,124	\$92,079	\$94,842	\$94,842

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	N/A	N/A	N/A	N/A
Grade 3 Increment 2	N/A	N/A	N/A	N/A
Grade 3 Increment 3	N/A	N/A	N/A	N/A
Grade 3 Increment 4	N/A	N/A	N/A	N/A
Grade 3 Increment 5	N/A	N/A	N/A	N/A
Grade 3 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$67,191	\$69,745	\$71,838	\$75,185
Grade 3 Increment 2	\$70,322	\$72,995	\$75,185	\$78,529
Grade 3 Increment 3	\$73,449	\$76,241	\$78,529	\$81,872
Grade 3 Increment 4	\$76,577	\$79,487	\$81,872	\$85,218
Grade 3 Increment 5	\$79,706	\$82,735	\$85,218	\$88,561
Grade 3 Increment 6	\$82,833	\$85,981	\$88,561	\$88,561

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$73,604	\$74,782	\$77,026	\$80,635
Grade 3 Increment 2	\$77,053	\$78,286	\$80,635	\$84,240
Grade 3 Increment 3	\$80,498	\$81,786	\$84,240	\$87,850
Grade 3 Increment 4	\$83,947	\$85,291	\$87,850	\$91,458
Grade 3 Increment 5	\$87,395	\$88,794	\$91,458	\$95,066
Grade 3 Increment 6	\$90,843	\$92,297	\$95,066	\$95,066

TAS General Enterprise Agreement 2017	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$71,295	\$76,225	\$78,512	\$81,778
Grade 3 Increment 2	\$74,261	\$79,396	\$81,778	\$85,046
Grade 3 Increment 3	\$77,228	\$82,568	\$85,046	\$88,310
Grade 3 Increment 4	\$80,192	\$85,737	\$88,310	\$91,577
Grade 3 Increment 5	\$83,159	\$88,909	\$91,577	\$94,842
Grade 3 Increment 6	\$86,124	\$92,079	\$94,842	\$94,842

LOG Grade 4

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$86,410	\$92,386	\$95,158	\$98,767
Grade 4 Increment 2	\$89,688	\$95,890	\$98,767	\$102,381
Grade 4 Increment 3	\$92,970	\$99,399	\$102,381	\$105,992
Grade 4 Increment 4	\$96,248	\$102,904	\$105,992	\$109,603
Grade 4 Increment 5	\$99,528	\$106,410	\$109,603	\$113,215
Grade 4 Increment 6	\$102,808	\$109,917	\$113,215	\$113,215

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	N/A	N/A	N/A	N/A
Grade 4 Increment 2	N/A	N/A	N/A	N/A
Grade 4 Increment 3	N/A	N/A	N/A	N/A
Grade 4 Increment 4	N/A	N/A	N/A	N/A
Grade 4 Increment 5	N/A	N/A	N/A	N/A
Grade 4 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$83,122	\$86,281	\$88,870	\$92,215
Grade 4 Increment 2	\$86,251	\$89,529	\$92,215	\$95,558
Grade 4 Increment 3	\$89,377	\$92,774	\$95,558	\$98,905
Grade 4 Increment 4	\$92,508	\$96,024	\$98,905	\$102,247
Grade 4 Increment 5	\$95,633	\$99,268	\$102,247	\$105,590
Grade 4 Increment 6	\$98,761	\$102,514	\$105,590	\$105,590

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$91,142	\$92,601	\$95,380	\$98,989
Grade 4 Increment 2	\$94,591	\$96,105	\$98,989	\$102,597
Grade 4 Increment 3	\$98,039	\$99,608	\$102,597	\$106,205
Grade 4 Increment 4	\$101,487	\$103,111	\$106,205	\$109,813
Grade 4 Increment 5	\$104,935	\$106,614	\$109,813	\$113,423
Grade 4 Increment 6	\$108,384	\$110,119	\$113,423	\$113,423

L&P Grade 1

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$46,912	\$50,157	\$51,662	\$53,578
Grade 1 Increment 2	\$48,652	\$52,017	\$53,578	\$55,493
Grade 1 Increment 3	\$50,391	\$53,876	\$55,493	\$57,410
Grade 1 Increment 4	\$52,132	\$55,737	\$57,410	\$59,326
Grade 1 Increment 5	\$53,872	\$57,598	\$59,326	\$61,240
Grade 1 Increment 6	\$55,610	\$59,456	\$61,240	\$61,240

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	N/A	N/A	N/A	N/A
Grade 1 Increment 2	N/A	N/A	N/A	N/A
Grade 1 Increment 3	N/A	N/A	N/A	N/A
Grade 1 Increment 4	N/A	N/A	N/A	N/A
Grade 1 Increment 5	N/A	N/A	N/A	N/A
Grade 1 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$46,051	\$47,801	\$49,236	\$51,031
Grade 1 Increment 2	\$47,730	\$49,544	\$51,031	\$52,829
Grade 1 Increment 3	\$49,412	\$51,290	\$52,829	\$54,622
Grade 1 Increment 4	\$51,089	\$53,031	\$54,622	\$56,420
Grade 1 Increment 5	\$52,770	\$54,776	\$56,420	\$58,216
Grade 1 Increment 6	\$54,450	\$56,520	\$58,216	\$58,216

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 1 Increment 1	\$50,518	\$51,327	\$52,867	\$54,812
Grade 1 Increment 2	\$52,376	\$53,215	\$54,812	\$56,759
Grade 1 Increment 3	\$54,237	\$55,105	\$56,759	\$58,703
Grade 1 Increment 4	\$56,095	\$56,993	\$58,703	\$60,649
Grade 1 Increment 5	\$57,954	\$58,882	\$60,649	\$62,595
Grade 1 Increment 6	\$59,813	\$60,771	\$62,595	\$62,595

L&P Grade 2

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$57,179	\$61,134	\$62,969	\$65,636
Grade 2 Increment 2	\$59,602	\$63,724	\$65,636	\$68,307
Grade 2 Increment 3	\$62,028	\$66,317	\$68,307	\$70,978
Grade 2 Increment 4	\$64,453	\$68,910	\$70,978	\$73,645
Grade 2 Increment 5	\$66,875	\$71,500	\$73,645	\$76,314
Grade 2 Increment 6	\$69,299	\$74,091	\$76,314	\$76,314

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	N/A	N/A	N/A	N/A
Grade 2 Increment 2	N/A	N/A	N/A	N/A
Grade 2 Increment 3	N/A	N/A	N/A	N/A
Grade 2 Increment 4	N/A	N/A	N/A	N/A
Grade 2 Increment 5	N/A	N/A	N/A	N/A
Grade 2 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$56,041	\$58,171	\$59,917	\$62,457
Grade 2 Increment 2	\$58,417	\$60,637	\$62,457	\$64,996
Grade 2 Increment 3	\$60,791	\$63,102	\$64,996	\$67,536
Grade 2 Increment 4	\$63,167	\$65,568	\$67,536	\$70,074
Grade 2 Increment 5	\$65,542	\$68,033	\$70,074	\$72,614
Grade 2 Increment 6	\$67,918	\$70,499	\$72,614	\$72,614

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$61,461	\$62,445	\$64,319	\$67,081
Grade 2 Increment 2	\$64,101	\$65,127	\$67,081	\$69,842
Grade 2 Increment 3	\$66,739	\$67,807	\$69,842	\$72,600
Grade 2 Increment 4	\$69,375	\$70,485	\$72,600	\$75,364
Grade 2 Increment 5	\$72,015	\$73,168	\$75,364	\$78,124
Grade 2 Increment 6	\$74,653	\$75,848	\$78,124	\$78,124

L&P Grade 3

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$71,295	\$76,225	\$78,512	\$81,778
Grade 3 Increment 2	\$74,261	\$79,396	\$81,778	\$85,046
Grade 3 Increment 3	\$77,228	\$82,568	\$85,046	\$88,310
Grade 3 Increment 4	\$80,192	\$85,737	\$88,310	\$91,577
Grade 3 Increment 5	\$83,159	\$88,909	\$91,577	\$94,842
Grade 3 Increment 6	\$86,124	\$92,079	\$94,842	\$94,842

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$73,126	\$75,905	\$78,183	\$81,436
Grade 3 Increment 2	\$76,169	\$79,064	\$81,436	\$84,687
Grade 3 Increment 3	\$79,210	\$82,220	\$84,687	\$87,940
Grade 3 Increment 4	\$82,252	\$85,378	\$87,940	\$91,194
Grade 3 Increment 5	\$85,295	\$88,537	\$91,194	\$94,446
Grade 3 Increment 6	\$88,338	\$91,695	\$94,446	\$94,446

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$68,205	\$70,797	\$72,921	\$76,050
Grade 3 Increment 2	\$71,131	\$73,834	\$76,050	\$79,180
Grade 3 Increment 3	\$74,058	\$76,873	\$79,180	\$82,306
Grade 3 Increment 4	\$76,982	\$79,908	\$82,306	\$85,432
Grade 3 Increment 5	\$79,906	\$82,943	\$85,432	\$88,561
Grade 3 Increment 6	\$82,833	\$85,981	\$88,561	\$88,561

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$74,953	\$76,153	\$78,438	\$81,765
Grade 3 Increment 2	\$78,132	\$79,383	\$81,765	\$85,090
Grade 3 Increment 3	\$81,310	\$82,611	\$85,090	\$88,416
Grade 3 Increment 4	\$84,488	\$85,840	\$88,416	\$91,741
Grade 3 Increment 5	\$87,665	\$89,068	\$91,741	\$95,066
Grade 3 Increment 6	\$90,843	\$92,297	\$95,066	\$95,066

L&P Grade 4

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$86,410	\$92,386	\$95,158	\$98,767
Grade 4 Increment 2	\$89,688	\$95,890	\$98,767	\$102,381
Grade 4 Increment 3	\$92,970	\$99,399	\$102,381	\$105,992
Grade 4 Increment 4	\$96,248	\$102,904	\$105,992	\$109,603
Grade 4 Increment 5	\$99,528	\$106,410	\$109,603	\$113,215
Grade 4 Increment 6	\$102,808	\$109,917	\$113,215	\$113,215

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$88,631	\$91,999	\$94,759	\$98,355
Grade 4 Increment 2	\$91,994	\$95,490	\$98,355	\$101,951
Grade 4 Increment 3	\$95,357	\$98,981	\$101,951	\$105,512
Grade 4 Increment 4	\$98,687	\$102,438	\$105,512	\$109,144
Grade 4 Increment 5	\$102,085	\$105,965	\$109,144	\$112,740
Grade 4 Increment 6	\$105,448	\$109,456	\$112,740	\$112,740

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$83,122	\$86,281	\$88,870	\$92,215
Grade 4 Increment 2	\$86,251	\$89,529	\$92,215	\$95,558
Grade 4 Increment 3	\$89,377	\$92,774	\$95,558	\$98,905
Grade 4 Increment 4	\$92,508	\$96,024	\$98,905	\$102,247
Grade 4 Increment 5	\$95,633	\$99,268	\$102,247	\$105,590
Grade 4 Increment 6	\$98,761	\$102,514	\$105,590	\$105,590

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$91,142	\$92,601	\$95,380	\$98,989
Grade 4 Increment 2	\$94,591	\$96,105	\$98,989	\$102,597
Grade 4 Increment 3	\$98,039	\$99,608	\$102,597	\$106,205
Grade 4 Increment 4	\$101,487	\$103,111	\$106,205	\$109,813
Grade 4 Increment 5	\$104,935	\$106,614	\$109,813	\$113,423
Grade 4 Increment 6	\$108,384	\$110,119	\$113,423	\$113,423

L&P Grade 5

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$103,093	\$110,222	\$113,529	\$118,051
Grade 5 Increment 2	\$107,200	\$114,612	\$118,051	\$122,574
Grade 5 Increment 3	\$111,306	\$119,003	\$122,574	\$127,096
Grade 5 Increment 4	\$115,413	\$123,394	\$127,096	\$131,617
Grade 5 Increment 5	\$119,519	\$127,783	\$131,617	\$136,140
Grade 5 Increment 6	\$123,626	\$132,174	\$136,140	\$136,140

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$105,742	\$109,761	\$113,054	\$117,555
Grade 5 Increment 2	\$109,952	\$114,131	\$117,555	\$122,059
Grade 5 Increment 3	\$114,164	\$118,503	\$122,059	\$126,562
Grade 5 Increment 4	\$118,376	\$122,875	\$126,562	\$131,066
Grade 5 Increment 5	\$122,589	\$127,248	\$131,066	\$135,569
Grade 5 Increment 6	\$126,801	\$131,620	\$135,569	\$135,569

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$99,051	\$102,815	\$105,900	\$110,112
Grade 5 Increment 2	\$102,990	\$106,904	\$110,112	\$114,324
Grade 5 Increment 3	\$106,930	\$110,994	\$114,324	\$118,536
Grade 5 Increment 4	\$110,869	\$115,083	\$118,536	\$122,746
Grade 5 Increment 5	\$114,807	\$119,170	\$122,746	\$126,958
Grade 5 Increment 6	\$118,747	\$123,260	\$126,958	\$126,958

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$108,683	\$110,422	\$113,735	\$118,284
Grade 5 Increment 2	\$113,029	\$114,838	\$118,284	\$122,834
Grade 5 Increment 3	\$117,377	\$119,256	\$122,834	\$127,384
Grade 5 Increment 4	\$121,725	\$123,673	\$127,384	\$131,934
Grade 5 Increment 5	\$126,073	\$128,091	\$131,934	\$136,480
Grade 5 Increment 6	\$130,417	\$132,504	\$136,480	\$136,480

L&P Grade 6

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$123,910	\$132,478	\$136,453	\$141,823
Grade 6 Increment 2	\$128,787	\$137,692	\$141,823	\$147,194
Grade 6 Increment 3	\$133,664	\$142,906	\$147,194	\$152,564
Grade 6 Increment 4	\$138,540	\$148,120	\$152,564	\$157,935
Grade 6 Increment 5	\$143,417	\$153,334	\$157,935	\$163,306
Grade 6 Increment 6	\$148,295	\$158,549	\$163,306	\$163,306

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$127,093	\$131,923	\$135,881	\$141,230
Grade 6 Increment 2	\$132,096	\$137,116	\$141,230	\$146,577
Grade 6 Increment 3	\$137,097	\$142,307	\$146,577	\$151,924
Grade 6 Increment 4	\$142,099	\$147,499	\$151,924	\$157,270
Grade 6 Increment 5	\$147,099	\$152,689	\$157,270	\$162,620
Grade 6 Increment 6	\$152,103	\$157,883	\$162,620	\$162,620

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$119,037	\$123,561	\$127,268	\$133,089
Grade 6 Increment 2	\$124,481	\$129,212	\$133,089	\$138,909
Grade 6 Increment 3	\$129,925	\$134,863	\$138,909	\$144,730
Grade 6 Increment 4	\$135,369	\$140,514	\$144,730	\$150,551
Grade 6 Increment 5	\$140,815	\$146,166	\$150,551	\$156,374
Grade 6 Increment 6	\$146,261	\$151,819	\$156,374	\$156,374

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$130,719	\$132,811	\$136,796	\$141,414
Grade 6 Increment 2	\$135,132	\$137,295	\$141,414	\$146,033
Grade 6 Increment 3	\$139,546	\$141,779	\$146,033	\$150,652
Grade 6 Increment 4	\$143,960	\$146,264	\$150,652	\$155,274
Grade 6 Increment 5	\$148,376	\$150,751	\$155,274	\$159,893
Grade 6 Increment 6	\$152,790	\$155,235	\$159,893	\$159,893

AMT Grade 2

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$57,179	\$61,134	\$62,969	\$65,636
Grade 2 Increment 2	\$59,602	\$63,724	\$65,636	\$68,307
Grade 2 Increment 3	\$62,028	\$66,317	\$68,307	\$70,978
Grade 2 Increment 4	\$64,453	\$68,910	\$70,978	\$73,645
Grade 2 Increment 5	\$66,875	\$71,500	\$73,645	\$76,314
Grade 2 Increment 6	\$69,299	\$74,091	\$76,314	\$76,314

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	N/A	N/A	N/A	N/A
Grade 2 Increment 2	N/A	N/A	N/A	N/A
Grade 2 Increment 3	N/A	N/A	N/A	N/A
Grade 2 Increment 4	N/A	N/A	N/A	N/A
Grade 2 Increment 5	N/A	N/A	N/A	N/A
Grade 2 Increment 6	N/A	N/A	N/A	N/A

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$56,041	\$58,171	\$59,917	\$62,457
Grade 2 Increment 2	\$58,417	\$60,637	\$62,457	\$64,996
Grade 2 Increment 3	\$60,791	\$63,102	\$64,996	\$67,536
Grade 2 Increment 4	\$63,167	\$65,568	\$67,536	\$70,074
Grade 2 Increment 5	\$65,542	\$68,033	\$70,074	\$72,614
Grade 2 Increment 6	\$67,918	\$70,499	\$72,614	\$72,614

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 2 Increment 1	\$61,461	\$62,445	\$64,319	\$67,081
Grade 2 Increment 2	\$64,101	\$65,127	\$67,081	\$69,842
Grade 2 Increment 3	\$66,739	\$67,807	\$69,842	\$72,600
Grade 2 Increment 4	\$69,375	\$70,485	\$72,600	\$75,364
Grade 2 Increment 5	\$72,015	\$73,168	\$75,364	\$78,124
Grade 2 Increment 6	\$74,653	\$75,848	\$78,124	\$78,124

AMT Grade 3

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$71,295	\$76,225	\$78,512	\$81,778
Grade 3 Increment 2	\$74,261	\$79,396	\$81,778	\$85,046
Grade 3 Increment 3	\$77,228	\$82,568	\$85,046	\$88,310
Grade 3 Increment 4	\$80,192	\$85,737	\$88,310	\$91,577
Grade 3 Increment 5	\$83,159	\$88,909	\$91,577	\$94,842
Grade 3 Increment 6	\$86,124	\$92,079	\$94,842	\$94,842

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$73,126	\$75,905	\$78,183	\$81,436
Grade 3 Increment 2	\$76,169	\$79,064	\$81,436	\$84,687
Grade 3 Increment 3	\$79,210	\$82,220	\$84,687	\$87,940
Grade 3 Increment 4	\$82,252	\$85,378	\$87,940	\$91,194
Grade 3 Increment 5	\$85,295	\$88,537	\$91,194	\$94,446
Grade 3 Increment 6	\$88,338	\$91,695	\$94,446	\$94,446

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$68,205	\$70,797	\$72,921	\$76,050
Grade 3 Increment 2	\$71,131	\$73,834	\$76,050	\$79,180
Grade 3 Increment 3	\$74,058	\$76,873	\$79,180	\$82,306
Grade 3 Increment 4	\$76,982	\$79,908	\$82,306	\$85,432
Grade 3 Increment 5	\$79,906	\$82,943	\$85,432	\$88,561
Grade 3 Increment 6	\$82,833	\$85,981	\$88,561	\$88,561

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 3 Increment 1	\$74,953	\$76,153	\$78,438	\$81,765
Grade 3 Increment 2	\$78,132	\$79,383	\$81,765	\$85,090
Grade 3 Increment 3	\$81,310	\$82,611	\$85,090	\$88,416
Grade 3 Increment 4	\$84,488	\$85,840	\$88,416	\$91,741
Grade 3 Increment 5	\$87,665	\$89,068	\$91,741	\$95,066
Grade 3 Increment 6	\$90,843	\$92,297	\$95,066	\$95,066

AMT Grade 4

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$86,410	\$92,386	\$95,158	\$98,768
Grade 4 Increment 2	\$89,689	\$95,891	\$98,768	\$102,381
Grade 4 Increment 3	\$92,970	\$99,399	\$102,381	\$105,992
Grade 4 Increment 4	\$96,248	\$102,904	\$105,992	\$109,603
Grade 4 Increment 5	\$99,528	\$106,410	\$109,603	\$113,215
Grade 4 Increment 6	\$102,808	\$109,917	\$113,215	\$113,215

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$88,631	\$91,999	\$94,759	\$98,355
Grade 4 Increment 2	\$91,994	\$95,490	\$98,355	\$101,951
Grade 4 Increment 3	\$95,357	\$98,981	\$101,951	\$105,547
Grade 4 Increment 4	\$98,720	\$102,472	\$105,547	\$109,144
Grade 4 Increment 5	\$102,085	\$105,965	\$109,144	\$112,740
Grade 4 Increment 6	\$105,448	\$109,456	\$112,740	\$112,740

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$83,122	\$86,281	\$88,870	\$92,215
Grade 4 Increment 2	\$86,251	\$89,529	\$92,215	\$95,558
Grade 4 Increment 3	\$89,377	\$92,774	\$95,558	\$98,905
Grade 4 Increment 4	\$92,508	\$96,024	\$98,905	\$102,247
Grade 4 Increment 5	\$95,633	\$99,268	\$102,247	\$105,590
Grade 4 Increment 6	\$98,761	\$102,514	\$105,590	\$105,590

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 4 Increment 1	\$91,142	\$92,601	\$95,380	\$98,989
Grade 4 Increment 2	\$94,591	\$96,105	\$98,989	\$102,597
Grade 4 Increment 3	\$98,039	\$99,608	\$102,597	\$106,205
Grade 4 Increment 4	\$101,487	\$103,111	\$106,205	\$109,813
Grade 4 Increment 5	\$104,935	\$106,614	\$109,813	\$113,423
Grade 4 Increment 6	\$108,384	\$110,119	\$113,423	\$113,423

AMT Grade 5

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$103,093	\$110,222	\$113,529	\$118,051
Grade 5 Increment 2	\$107,200	\$114,612	\$118,051	\$122,574
Grade 5 Increment 3	\$111,306	\$119,003	\$122,574	\$127,096
Grade 5 Increment 4	\$115,413	\$123,394	\$127,096	\$131,617
Grade 5 Increment 5	\$119,519	\$127,783	\$131,617	\$136,140
Grade 5 Increment 6	\$123,626	\$132,174	\$136,140	\$136,140

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$105,742	\$109,761	\$113,054	\$117,555
Grade 5 Increment 2	\$109,952	\$114,131	\$117,555	\$122,059
Grade 5 Increment 3	\$114,164	\$118,503	\$122,059	\$126,562
Grade 5 Increment 4	\$118,376	\$122,875	\$126,562	\$131,066
Grade 5 Increment 5	\$122,589	\$127,248	\$131,066	\$135,569
Grade 5 Increment 6	\$126,801	\$131,620	\$135,569	\$135,569

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$99,051	\$102,815	\$105,900	\$110,112
Grade 5 Increment 2	\$102,990	\$106,904	\$110,112	\$114,324
Grade 5 Increment 3	\$106,930	\$110,994	\$114,324	\$118,536
Grade 5 Increment 4	\$110,869	\$115,083	\$118,536	\$122,746
Grade 5 Increment 5	\$114,807	\$119,170	\$122,746	\$126,958
Grade 5 Increment 6	\$118,747	\$123,260	\$126,958	\$126,958

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 5 Increment 1	\$108,683	\$110,422	\$113,735	\$118,284
Grade 5 Increment 2	\$113,029	\$114,838	\$118,284	\$122,834
Grade 5 Increment 3	\$117,377	\$119,256	\$122,834	\$127,384
Grade 5 Increment 4	\$121,725	\$123,673	\$127,384	\$131,934
Grade 5 Increment 5	\$126,073	\$128,091	\$131,934	\$136,480
Grade 5 Increment 6	\$130,417	\$132,504	\$136,480	\$136,480

AMT Grade 6

VIC General Enterprise Agreement 2017	Current Salary	Effective 1 May 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.0% + 3.8%	1 May 2023 Increase + 3.0% Sep 2024 Increase	1 May 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$123,910	\$132,478	\$136,453	\$141,823
Grade 6 Increment 2	\$128,787	\$137,692	\$141,823	\$147,194
Grade 6 Increment 3	\$133,664	\$142,906	\$147,194	\$152,564
Grade 6 Increment 4	\$138,540	\$148,120	\$152,564	\$157,935
Grade 6 Increment 5	\$143,417	\$153,334	\$157,935	\$163,306
Grade 6 Increment 6	\$148,295	\$158,549	\$163,306	\$163,306

VIC Scientists Enterprise Agreement 2020	Current Salary	Effective 16 Oct 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	16 Oct 2023 Increase + 3.0% Sep 2024 Increase	16 Oct 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$127,093	\$131,923	\$135,881	\$141,230
Grade 6 Increment 2	\$132,096	\$137,116	\$141,230	\$146,577
Grade 6 Increment 3	\$137,097	\$142,307	\$146,577	\$151,924
Grade 6 Increment 4	\$142,099	\$147,499	\$151,924	\$157,270
Grade 6 Increment 5	\$147,099	\$152,689	\$157,270	\$162,620
Grade 6 Increment 6	\$152,103	\$157,883	\$162,620	\$162,620

SA Enterprise Agreement 2020	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 3.8%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$119,037	\$123,561	\$127,268	\$133,089
Grade 6 Increment 2	\$124,481	\$129,212	\$133,089	\$138,909
Grade 6 Increment 3	\$129,925	\$134,863	\$138,909	\$144,730
Grade 6 Increment 4	\$135,369	\$140,514	\$144,730	\$150,551
Grade 6 Increment 5	\$140,815	\$146,166	\$150,551	\$156,374
Grade 6 Increment 6	\$146,261	\$151,819	\$156,374	\$156,374

WA Manufacturing and General Enterprise Agreement 2021	Current Salary	Effective 10 July 2023	Effective 2 Sep 2024	Effective 25 Nov 2024
		Annual Salary + 1.6%	10 July 2023 Increase + 3.0% Sep 2024 Increase	10 July 2023 Increase + 3.0% Sep 2024 Increase + Compensated Increment
Grade 6 Increment 1	\$130,719	\$132,811	\$136,796	\$141,414
Grade 6 Increment 2	\$135,132	\$137,295	\$141,414	\$146,033
Grade 6 Increment 3	\$139,546	\$141,779	\$146,033	\$150,652
Grade 6 Increment 4	\$143,960	\$146,264	\$150,652	\$155,274
Grade 6 Increment 5	\$148,376	\$150,751	\$155,274	\$159,893
Grade 6 Increment 6	\$152,790	\$155,235	\$159,893	\$159,893

APPENDIX 6 - LUMP SUM AND BACK PAY PAYMENTS

1. Lump Sum Payments
 - i. Lump Sum payments apply to Employees to whom this agreement applies as at 11 December 2024. For clarity, this clause does not apply to anyone employed after 11 December 2024, in a role to which this Agreement applies.
 - ii. For clarity, an Employee is only eligible for a Lump Sum payment for the period of time listed in the table below providing they were employed in a role to which the applicable agreement listed below applied.
2. Back Pay Payments
 - i. Back Pay payments apply to Employees to whom this agreement applies as at 24 December 2024. For clarity, this clause does not apply to anyone employed after 24 December 2024, in a role to which this Agreement applies.
 - ii. Where applicable, Back Pay Payments will be calculated on total earnings.
 - iii. For clarity, an Employee is only eligible for a Back Pay payment for the period of time listed in the table below providing they were employed in a role to which the applicable agreement listed below applied.
3. Tax will be deducted on Lump Sum and Back Pay Payments in line with Australian Taxation Office legislation.
4. Superannuation will be paid on Lump Sum and Back Pay Payments in line with Superannuation Guarantee Levy rules.

Appendix 6 - Lump Sum Payments

VIC General Enterprise Agreement 2017

Lump Sum under this Agreement		
%	Payment Date	Definition
2.3%*	11 December 2024	Lump sum for the period 1 May 2021 to 13 November 2022 which is the difference between the base rate and total earnings on the 2.3% lump sum payment received in November 2022.
3.0%	11 December 2024	Lump sum for the period 14 November 2022 to 30 April 2023 of 3.0% calculated on total earnings.
1.0%	11 December 2024	Lump sum for the period 1 May 2024 to 1 September 2024 to account for the change in timing of the annual wage increase.

TAS General Enterprise Agreement 2017

Lump Sum under this Agreement		
%	Payment Date	Definition
2.3%*	11 December 2024	Lump sum for the period 1 July 2021 to 13 November 2022 which is the difference between the base rate and total earnings on the 2.3% lump sum payment received in November 2022.
3.0%	11 December 2024	Lump sum for the period 14 November 2022 to 30 April 2023 of 3.0% calculated on total earnings.
0.5%	11 December 2024	Lump sum for the period 1 July 2024 to 1 September 2024 to account for the change in timing of the annual wage increase.

SA Enterprise Agreement 2020

Lump Sum under this Agreement		
%	Payment Date	Definition
2.5%*	11 December 2024	Lump sum for the period 10 July 2022 to 25 December 2022 which is the difference between the base rate and total earnings on the 2.5% lump sum received in December 2022.
0.5%	11 December 2024	Lump sum for the period 1 July 2024 to 1 September 2024 to account for the change in timing of the annual wage increase.

WA Manufacturing and General Enterprise Agreement 2021

Lump Sum under this Agreement		
%	Payment Date	Definition
0.5%	11 December 2024	Lump sum for the period 1 July 2024 to 1 September 2024 to account for the change in timing of the annual wage increase.

* Lump Sum payment which is the difference between the base rate and total earnings on payment received.

Appendix 6 - Backpay Payments

VIC General Enterprise Agreement 2017

Backpay From	Backpay under this Agreement	
	%	Payment Date
1 May 2023 to 1 September 2024	3.0% + 3.8%	24 December 2024
2 September 2024	3.0% + 3.8% + 3.0%	24 December 2024

TAS General Enterprise Agreement 2017

Backpay From	Backpay under this Agreement	
	%	Payment Date
10 July 2023 to 1 September 2024	3.0% + 3.8%	24 December 2024
2 September 2024	3.0% + 3.8% + 3.0%	24 December 2024

VIC Scientists Enterprise Agreement 2020

Backpay From	Backpay under this Agreement	
	%	Payment Date
16 October 2023 to 1 September 2024	3.8%	24 December 2024
2 September 2024	3.8% + 3.0%	24 December 2024

SA Enterprise Agreement 2020

Backpay From	Backpay under this Agreement	
	%	Payment Date
10 July 2023 to 1 September 2024	3.8%	24 December 2024
2 September 2024	3.8% + 3.0%	24 December 2024

WA Manufacturing and General Enterprise Agreement 2021

Backpay From	Backpay under this Agreement	
	%	Payment Date
10 July 2023 to 1 September 2024	1.6%	24 December 2024
2 September 2024	1.6% + 3.0%	24 December 2024

SIGNATORIES TO THE AGREEMENT

Name: Eric Emerick

Position: Director Transplantation Immunogenetics and Planning

Home or Work Address: 100-154 Batman Street, West Melbourne VIC 3003

Signature of Authorised Representative:



Date: 10 December 2024

Authority to sign **Employer Bargaining Representative**, for and on behalf of the **Australian Red Cross Lifeblood**.

Name: Bonnie Ewington

Position: Customer Service Delivery Officer

Home or Work Address: Level 1, 71 Bathurst Street, Hobart, TAS 7000

Signature of Authorised Representative:



Date: 11 December 2024

Authority to sign **Employee Bargaining Representative**, for and on behalf of the **Employees covered by the Agreement**.

THE FAIR WORK COMMISSION

FWC Matter No.:

AG2024/4921

Applicant:

The Australian Red Cross Society/ TA Australian Red Cross Lifeblood

Section 185 – Application for approval of a single enterprise agreement

Undertaking – Section 190

I, Kaitlin McCollow, Senior Specialist Employee Relations, have the authority given to me by the Australian Red Cross Society (Lifeblood) to give the following undertakings with respect to the Australian Red Cross Lifeblood South West General Enterprise Agreement 2023 (**Agreement**):

1. Lifeblood undertakes to replace the minimum base salaries for the below classifications only, as follows:

Role	Level	Minimum base salary (Year 2)	Minimum base salary (Year 3)
DPU Change Planner	General Level 4B	\$101,375 per annum	\$103,909 per annum
Scientist	Scientist Level 2A	\$85,790 per annum	\$87,934 per annum
Laboratory Scientist			
Blood Matters Scientist, Microbiome Safety Analyst	Scientist Level 2B	\$105,742 per annum	\$108,385 per annum
Blood Safety Analyst	Scientist Level 3C	\$136,500 per annum	\$139,912 per annum
Senior Biological Product Safety Analyst			
Senior Transplantation & Immunogenetics Scientist			
Senior Transplantation & Immunogenetics Scientist – Specialist			
Scientific Lead			
Senior Research Fellow			

2. In relation to the written agreement in clause 7.8, Lifeblood undertakes that it will additionally agree to a regular roster pattern as part of the Guaranteed Minimum Contracted Hours requirement. This regular roster pattern will detail the number of hours to be worked each week, the days of the week the employee will work, and the starting and finishing times each day. For the avoidance of doubt, this regular roster pattern can

be for a period of longer than a week. For example, where it is agreed the employee will work a rotating roster.

Overtime in accordance with clause 15.3 will be paid in circumstances where the part time employee works hours that have not been agreed to in the agreed regular roster pattern (including, in the case of an employee working an agreed rotating roster, for hours not part of the employee's agreed regular roster pattern in a rostering period).

This undertaking applies in addition to the circumstances in clause 15.2(ii), but does not otherwise displace the conditions that apply to the payment of overtime under the Agreement.

3. Lifeblood undertakes that it will not apply:
 - a. the note at clause 7.10 of the Agreement; and
 - b. the deeming provision at point 2 of the note at clause 15.2(ii) of the Agreement.
4. Lifeblood confirms that the wage increases in clause 40.2 of the Agreement also apply to the sub-levels set out in Appendix 2.
5. In respect of clause 8.3, Lifeblood confirms that 12-hour shifts are by agreement between Lifeblood and the employee, and are at the employee's initiative.
6. Lifeblood undertakes that it will not roster any employee to a shift which commences between 4.00am and 5.00am on any day.
7. In respect of clause 19, where an employee faces family or domestic violence, Lifeblood is committed to providing support, where practical, through:
 - a. flexible working arrangements and other supporting measures, such as changes to work location where possible;
 - b. access to Lifeblood's Employee Assistance Program; and
 - c. treating matters of family or domestic violence confidentially and only disclosing information if required by law or to maintain the safety of the employee.

These undertakings are provided on the basis of issues raised by the Fair Work Commission in the application before the Fair Work Commission.



Signature

Date: 29 April 2025