

Endeavour Energy Enterprise Agreement 2017 (February 2017 version)

Comparison between current agreement and Endeavour Energy proposals

2012 Clause	2017 clause	Item	What has changed	Effect of change
1.1	1.1	Objects of the Agreement	No Change	No effect
1.2	1.2	Term of the Agreement	<p>The term is from 7 days after the agreement is approved by the Fair Work Commission until 24 December 2018.</p> <p>The Agreement specifically states the nominal expiry date of the Agreement.</p>	No effect. The Fair Work Act already provides for this in terms of a nominal expiry date under section 186 (5) a
1.3	1.3	Coverage of the Agreement	<p>The agreement will apply to:</p> <ul style="list-style-type: none"> - Employees engaged in the classifications set out in Appendix A whose base rate of pay is at or below point 637 (\$169,855) - Employees who are members of the EISS defined benefit super scheme and are engaged in the classification of Manager/specialists whose rate of pay inclusive of superannuation is from pay point 701 (\$126,919) to 931 (\$183,764) inclusive - Employees covered by Appendix D (contract employees who have received a letter advising them that they will be covered by the Agreement and who appear on a list 	The point at which coverage for the Agreement cuts out has been decreased. Previously the limit was \$205,430 TRP. So some employees who would have previously been covered by the Enterprise Agreement will no longer be covered by the Agreement.

2012 Clause	2017 clause	Item	What has changed	Effect of change
			dated the operative date of the agreement)	
2.8	1.4	Consultation for next agreement	No change	No effect
2.4		Relationship to previous agreements	Clause deleted as there is no need to define the core agreement.	Current Workplace Arrangements are now physically incorporated as Appendices E-L in the Agreement to ensure transparency and consistency in application
2.6	1.6	Definitions	Added in the following definitions <ul style="list-style-type: none"> • Anti-discrimination legislation • NES • Union or Unions • Operative Date Anti-discrimination legislation updated	No effect – it just facilitates other clauses. The anti-discrimination legislation and NES apply regardless of their inclusion in the Agreement because they are legislation.
2.1	2.1	Intent	No change	No effect
2.2	2.2	Commitment	Slight change to update the business purpose and values with Endeavour’s current business purpose and values.	Incorporates current business purpose and values into the Agreement.
2.3	2.3	Commitments of persons covered by this agreement	Reference to parties changed to persons to reflect language used in Fair Work Act	No effect

2012 Clause	2017 clause	Item	What has changed	Effect of change
2.5	2.4	No extra claims	No change	No effect
2.7		Competency based progression system	No change	No effect
3	3	Consultation and communication	Redrafted to change the basis of triggering consultation to when a definite decision has made that materially impacts employees. It also allows more involvement of impacted employees and more freedom in the way consultation takes place.	<p>A decision must be made by management before there is a requirement to formally consult on implementation.</p> <p>Consultation can take place without requiring a Consultative Committee to be formed.</p> <p>Agreement on a consultation plan is no longer required.</p> <p>Consultation continues to be required with employees and their representatives for a major change, change to rosters or changes to ordinary hours of work.</p>
4	4	Work Practice change	No change	No effect
5.1	5.1	Duties of Endeavour Energy	Removal of “to provide work”	This change is aimed at employees in redeployment. Whilst the company aims to provide secondments and meaningful work for employees, this is not always possible for employees in redeployment due to their skill sets and location. Removing this clause removes

2012 Clause	2017 clause	Item	What has changed	Effect of change
				the obligation to provide work.
5.2	5.2	Duties of Employees	No Change	No effect.
5.3	5.3	Obligation to use skills	No change	No effect
5.4	5.4	Categories of working environment	No change	No effect
5.5	5.5	Categories of Employment	<p>The casual loading has been increased from 23% to 25%</p> <p>Changes made to part time employment provisions (5.5.1) so that part time employees working in excess of their regular pattern of work will be classed and paid as overtime.</p>	<p>Casual employees will be paid slightly more.</p> <p>Currently part time employees are only paid single time for additional hours up to full time hours. Part time employees will now be paid overtime rates for these hours.</p>
5.6	5.6	Wages and Salaries	The proposed wage increases have been incorporated into the clause.	<p>Wage rates will increase by 2.5% effective from the date the agreement was approved in accordance with s182 of the Fair Work Act.</p> <p>They will then increase by a further 2.5% from 24 December 2017.</p>
5.7	5.7	Superannuation	The wording of the clause has changed. Accumulation scheme employees to receive 9.5% SCG contribution plus an additional	Confirms the current arrangements that are in place at Endeavour Energy in relation to superannuation.

2012 Clause	2017 clause	Item	What has changed	Effect of change
			<p>5.5% contribution.</p> <p>Defined benefit employees will receive 6% in addition to their defined benefit contributions</p> <p>As the SCG increases have been pushed back it just clarifies that if they occur within the life of the Agreement they are absorbed within the superannuation contributions already being made.</p>	
5.8	5.8	Apprentices and trainees	No change	No effect
5.9	5.9	Equal Employment Opportunity	No change	No effect
5.10	5.10	Anti-discrimination	Updated legislation reference and removal of the express reference to the disputes clause	No effect incidents of workplace discrimination, harassment and bullying will continue to be dealt with in line with relevant policies and the grievance procedure. These issues can still be raised through the grievance procedure and disputes clause.
5.11	5.11	Payment of Employment Separation Entitlements to Next of Kin	No change	No effect

2012 Clause	2017 clause	Item	What has changed	Effect of change
5.12	5.12	Termination of Employment	Slight change to the wording for the redundancy to the termination for redundancy to align it with the Fair Work Act and Tax legislation. Employment may be terminated by reason of redundancy where Endeavour Energy no longer requires the an employee's role to be performed because of changes in eth operational requirements of Endeavour Energy.	This is to ensure compliance with relevant legislation. The effect of the change is to better link the reason for a redundancy to the fact that an employee's role is no longer required because of changes to operational requirements, rather than simply deciding that the position no longer exists.
5.13	5.13	Redundancy	Incorporates by reference a new redundancy policy Management of Surplus Employees	<p>A new Redundancy policy to be implemented that :</p> <ul style="list-style-type: none"> • Continues to allow employees to seek a voluntary redundancy • Provides for a 3 week choice period where an employee can decide if they wish to take a voluntary redundancy or be transferred to redeployment. • Provides for 20 forced redundancies per calendar year from redeployment • Introduces a 26 week notice period for employees transferred to redeployment • Introduces a 78 week cap on the combined total of the unworked notice and redundancy payments for employees leaving from redeployment • Provides for no restriction on forced redundancies after the end of the Employment Guarantee Period

2012 Clause	2017 clause	Item	What has changed	Effect of change
5.14		Salary Maintenance	No Change	No effect
5.15	5.14	Safety clothing and equipment	No change	No effect
5.16	5.15	Probationary periods	Removed 2nd sentence “Where a probationary period is being extended, and the employee is a union member, Endeavour Energy will notify the relevant union organiser of the organisation’s intention to extend the probationary period”	Endeavour Energy will not necessarily know if an employee is a union member and so may inadvertently breach the Agreement if this remains in the Agreement.. Employees still have the right to be represented by a union or other representative.
5.17	5.16	Protection Rate of Pay	No change	No effect
5.18	5.17	Working Reasonable Overtime	No change	No effect
5.19.2	5.18	Deductions from Wages	Redrafted so as not to specifically reference deductions for unions, instead noting any deductions must comply with section 324 of the FWA.	This is to ensure compliance with relevant legislation. Employees need to specify the amount of the deduction in line with the Fair Work Act
5.20	5.19	Calculation of Service	The clause now includes Community Service leave under the NES as service and clarifies that paid parental leave counts as service, whereas unpaid parental leave does not	Clause expands the categories that are counted as service consistent with our obligations under the National Employment Standards. It also better clarifies service for parental leave and

2012 Clause	2017 clause	Item	What has changed	Effect of change
			<p>count as service, but does not break continuity of employment. It also clarifies that leave without pay does not count as service, unless it is specifically approved as service.</p> <p>Inclusion of Clause 5.20.2 which relates to leave being taken at half pay and how that counts for service.</p>	<p>leave without pay, consistent with current arrangements.</p> <p>Clarifies existing arrangements so that where leave is taken at half pay only half of the leave counts as service.</p>
6	removed	Enterprise Workgroup Flexibility	Clause removed as is no longer compliant with Fair Work Act.	This is to ensure compliance with relevant legislation. New project protocol developed (Appendix N), linked to clause 6, meaning this type of arrangement can continue through the use of individual flexibility agreements, under the proposed project protocol.
7	6	Individual Flexibility Term	<p>Additional terms that may be varied by agreement have been added.</p> <p>Additional flexibility terms are:</p> <ul style="list-style-type: none"> • arrangements about when work is performed • where the work is performed • hours of work • minimum breaks (projects only, as defined) • overtime rates • penalty rates 	<p>Have extended the matters over which Individual Flexibility Arrangements (IFAs) can be made with employees.</p> <p>Also confirms that the project protocol in Appendix M is the protocol that will apply for IFAs.</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
			<ul style="list-style-type: none"> allowances 	
8.1	7.1	Working Hours - Ordinary hours	No change	No effect
8.2	7.2	Working Hours - Start and finish times	Change in start and finish times no longer by mutual agreement between manager and employee but driven by customer needs subject to consideration of employees caring responsibilities.	Provides that start and finish times can be varied within the span of ordinary hours (6am to 6pm) to meet customer needs, by providing one week's written notice. There is a requirement to discuss the proposed change first with the employee and consider an employee's caring responsibilities.
8.3	7.3	Working hours - - Rostering of Ordinary Working hours	No change	No effect
9.1	8.1	Penalty rates - Work outside ordinary hours	<p>The travelling time component has been removed and replaced with a travel allowance that is distance, rather than time based.</p> <p>Able to claim \$0.66 km for private vehicle use but only when travel is greater than normal journey to depot. Capped at 40kms</p>	<p>No longer able to claim travel time on planned overtime.</p> <p>Reduction in kms able to be claimed for kilometre part (currently 50km) + restricted to excess travel only</p> <p>Can continue to claim overtime distance travelled where the travel is outside of ordinary hours, the overtime is planned and not continuous with your ordinary shift and where</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
			Minimum break clause reworded.	<p>the travel is greater than your ordinary journey to work. The maximum distance that can be claimed is capped at 40 kms each way.</p> <p>No change to current practice for minimum breaks. To make clear that for work between the hours of 11pm and 5am, the minimum break only applies if on a callout when not on standby or when unplanned overtime not continuous with normal start time.</p>
9.1.4	removed	Clarification of Leave & time in lieu	Clause relating to clarification of leave in lieu and time in lieu has been removed	Clause is removed no effect as the taking of and accrual of leave in lieu and time in lieu has been sufficiently clarified during the life of the 2012 agreement.
9.2	8.2	Penalty rates - Shift Work	Update of the references to Network Shiftwork and Contact Centre workplace agreements to specify the appendices to the agreement where those agreements are found	No effect
9.3	8.3	Penalty rates - Change of Roster	No change	No effect
9.4	8.4	Penalty rates - On Call and Stand By	Change to wording in entitlement for Work on Public Holidays	Clarified wording to include more than one call out adding to a whole shift on a public holiday. So a public holiday considered to be worked if the cumulative time worked on call/standby

2012 Clause	2017 clause	Item	What has changed	Effect of change
				totals 8 hours between midnight and midnight on the public holiday.
10	9	Electrical Safety Rules Allowance	Allowance will remain at current rates. Added requirement for refresher training for pro-rata payment to Electricity Workers	No material change to current practice
11	10	Transfer of Depot	Removed allowance for employees provided with Endeavour vehicle. Rate where employees use their own vehicle increased to \$1.76/km from the operative date and \$1.78/km from 24 December 2017. Reference to the ATO guidelines has been updated to refer to the current ATO rate.	Allowance will only be paid to employees not in possession of a company vehicle. Rates have increased for those people. ATO rates have hanged, no longer based on engine size, a flat rate of \$0.66/km
12.1	11.1	Basis of Accruing Annual Leave	No change	No effect
12.2		Basis of Taking Annual Leave	Part of clause removed (“on the basis of his or her rostering of work”) and partially moved to clause 11.2.1	This is to ensure compliance with relevant legislation.
12.4	11.2	Taking Annual Leave	Additional sub-clauses 11.2 (a) and (b)	Allows company to require employees to reduce excess annual leave balances. Excess is defined as over 8 weeks (11 weeks if a shiftworker) Clarifies that employees are unable to cash out annual leave (except upon termination of employment)

2012 Clause	2017 clause	Item	What has changed	Effect of change
12.3	11.3	Quantum and Loading	Minor wording change to clarify 35/36 hour week	No effect
12.5		Accrual of Annual Leave	<p>Clause 12.5.1 has been removed and replaced by 11.2.1(a)</p> <p>Clause 12.5.2 (accruing annual leave for a special purpose) has been removed</p> <p>12.5.3 has been replaced by clause 11.2.1(a) relating to excess annual leave</p>	<p>11.2.1(a) confirms that employees are expected to take annual leave with 12 months of it accruing.</p> <p>Accumulating annual leave for a special purpose will be handled on an individual basis.</p> <p>No effect – excess annual leave is still considered to be leave in excess of 2 years' worth of accruals</p>
12.6	11.4	Payment on Termination	Clause simplified and aligned with legislative obligations.	No impact. Employees will be paid any untaken accrued annual leave on termination.
13	12	48/52 Weeks Per Year Working Arrangements Defined	Removed the 2 nd paragraph of clause 13.1 which stated the 48/52 process would be available after the first 12 months of the agreement	No effect, as the 48/52 arrangement is already operational
14	13	Public Holidays	Endeavour Energy Employee Day added to the list of Public Holidays.	Confirms Endeavour Day as a public holidays
14.2	13.2	Alternate Religious Beliefs	No change	No effect
14.3		Non Payment of Public Holidays	Removed clause, considered unnecessary.	No effect

2012 Clause	2017 clause	Item	What has changed	Effect of change
15	14	Long Service Leave	Minor changes to align the hours specified to a 35 and 36 hour week and to align the reasons for payment between 5 and 10 years with legislation.	No effect
16	15	Compassionate Leave	Changed the name of Bereavement Leave to Compassionate Leave and updated the entitlement to reflect entitlements under the Fair Work Act.	This is to ensure compliance with relevant legislation. No effect as Endeavour had already updated its leave policy and practice to reflect legislative obligations under the Fair Work Act.
17	16	Parental Leave	Updated to reflect wording in the Fair Work Act.	This is to ensure compliance with relevant legislation. No effect as Endeavour had already updated its leave policy and practice to reflect legislative obligations under the Fair Work Act.
18	17	Sick Leave	Changed the name of Absence Benefits Scheme to Sick Leave and included a provision that provides entitlements under the NES where they provide a more favourable outcome. Changed the heading for clause 17.6 from sick leave forms to sick leave applications	Changes made reflect the current policy and practice
19	18	Pre 93 sick leave	No change	No effect
20	19	Family/Carers Leave	Updated to reflect wording in the Fair Work Act.	No effect

2012 Clause	2017 clause	Item	What has changed	Effect of change
21	20	Domestic Violence	Removed clause 21.3(d) and updated references to Human Resources contact to Human Resources Business Partner	Minimal. Employees can still approach their Human Resources Business Partner for support and assistance with domestic violence issues
22	21	Jury Service	Change to clarify that Jury service is paid at an employee's ordinary rate of pay	No effect
23	22	Safety at Work	Updated to reference the correct legislation - Work Health and Safety Act 2011	No effect
24	23	Work Related Accident	Updated to reference the correct legislation - Work Health and Safety Act 2011	No effect
25		Secure Employment	No change	No effect
26		Labour Hire	No change	No effect
27		Outsourcing Contracting Out	<p>Clause has changed to reflect the two options of outsourcing and blended delivery and deal with them differently.</p> <p>It has also been reworded to reflect the Fair Work Commission's recommendation of May 2016 in relation to blended delivery and to introduce a 28 day timeframe for consultation.</p>	<p>Where a decision is taken to outsource a function the process remains unchanged but there will be a 28 day time limit on consultation in Phase 1. Where employees decide to submit a proposal, Endeavour will give them 28 days to do so.</p> <p>Where work has already been the subject of blended delivery it will be monitored on an ongoing basis through a consultative committee.</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
28	24	Temporary Reclassification	No change	No effect
29	25	Disputes	Where a tier 2 issue remains unresolved there will be a period of 5 working days, or longer where agreed by the parties, to refer a matter to the Fair Work Commission, otherwise status quo will cease.	To provide a mechanism to automatically cease status quo where the dispute is not referred to the Fair Work Commission and to try and speed up the dispute resolution process.
30		Union Delegates Rights	No change	No effect
31		Deduction of Union Membership Fees	Clause (e) removed as the Fair Work Act requires employees to specifically authorise the amount of the deduction	No change union payroll deductions will continue provided an employee has specifically authorised the deduction in writing.
32	26	Salary Sacrifice	Reference to section 324 of FWA included Removal of Electricity Account and any other item that meets ATO guidelines as deductible items.	This is to ensure compliance with relevant legislation. No effect as employees are not currently able to salary sacrifice these items.
33	1.5	Relationship to Previous Agreement	No change, except reference updated to 2012 Enterprise Agreement	To rescind and replace the 2012 Enterprise Agreement with the 2017 Enterprise Agreement
34		Leave Reserved Compliance and	Clause removed	No effect Compliance allowance is not paid and

2012 Clause	2017 clause	Item	What has changed	Effect of change
		Pay points		rationalisation of pay points has been completed through the proposed classification schedule in Appendix A
Appendix A	Appendix A	Classification Structure	The pay classification structure has been simplified and made more relevant	Duplicate pay points have been removed so that there are now less pay points and so they are easier to understand. There will be no change to remuneration for existing employees of to the pay scale bands (other than by increasing them by the relevant pay rises provide for in the Agreement)
Appendix B	Appendix B Clause 1	Wage Related Allowances	Allowance rates for On Call/Standby, First Aid and Aircraft allowance will be increased by the relevant pay rises provided for in the Agreement	Allowances increased except for ESRA, which remains at its current level.
Appendix B	Appendix B Clause 2	Other Allowances	<p>The meal allowance rate has been aligned with the rate in the Electrical Power Industry Modern Award</p> <p>Subsistence allowance has been increased in line with CPI movement, as recommended previously by the Fair Work Commission</p> <p>Casual Car Allowance has been aligned with the ATO rate. The ATO now has a single flat rate for car allowance, rather than different rates based on engine capacity.</p>	<p>The Meal Allowance rate is higher and will increase with increase in the Modern Award.</p> <p>Allowance increased</p> <p>Rate changed to \$0.66 per km regardless of engine capacity This is to ensure compliance with relevant legislation.</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
Appendix B	Appendix B Clause 2.1	Electrical Safety Rules Allowance	Slight change of wording	Confirms that the allowance remains frozen at its current level and is paid as an all-purpose allowance
Appendix B	Appendix B Clause 2.2	Switching Allowance	Slight change of wording to reference the relevant policy, rather than the previous field switching principles document	No effect and confirms that the allowance is paid as an all-purpose allowance
Appendix B	removed	Late Finishing Shift Allowance	Removed from the Agreement	Late Finishing Shift Allowance will not be paid.
Appendix B	Appendix B Clause 2.3	Electrician's Licence Allowance	Change in wording to align the clause with the outcome of the Fair Work Commission decision on ELA	No change the Fair Work Commission decision is currently being implemented
Appendix C	Appendix C	Maturing Allowance	Experience/Maturing allowance will be frozen from the operative date of the agreement. Annual CPI adjustments to apply to the frozen balance from the 1 st anniversary of the Agreement until an employee has reached 35 years of service.	Employees who currently accrue Maturing allowance will cease accruing it, but will have its value preserved until they reach 35 years of service. Employees will be able to cash out some or all of their maturing allowance whilst they continue to be employed, provided they have reached the required length of service (30+ years)
Appendix C	Appendix C	Agreement Special Leave	Slight change to provide for a 35 and 36 hour week	No effect confirms current practice
Appendix C	Appendix C	Sick Leave (Pre 93)	Updated title of approving manager to General Manager Safety, Human Resources & Environment	No effect

2012 Clause	2017 clause	Item	What has changed	Effect of change
	Appendix D	Transition Schedule	New schedule that details the arrangements for contract staff transitioning onto Agreement	<p>Employees covered by the Appendix will:</p> <ul style="list-style-type: none"> • Still paid monthly • Receive a 2.5% pay rise effective from 1st full pay period following the date of approval of the Agreement. • Receive a further 2.5% pay rise effective from first full pay period on or after 24 December 2017. • Have Hours worked between 36 and 40 are ordinary hours • Still eligible for “At Risk Performance Payment” if applicable for role • Be entitled to Endeavour Day (additional public holiday on the Tuesday after Easter) • Retain private use of vehicle if had it previously, otherwise Motor Vehicle policy applies • Not have access to the allowance provisions in Agreement (except in relation to Maturing Allowance) • Receive the better of the combined notice and redundancy entitlements available under their contracts of employment or the Agreement • Accrue long service leave in accordance with the Agreement from the commencement of the Agreement. No adjustment will be made to existing accruals. • Maturing Allowance changes will apply to

2012 Clause	2017 clause	Item	What has changed	Effect of change
				<p>contract employees (see change described above).</p> <ul style="list-style-type: none"> • Have their Maturing allowance frozen at the earlier of the date previously notified or the operative date. Annual CPI adjustments to apply to the frozen balance from the 1st anniversary of the Agreement until an employee has reached 35 years of service.
Appendix D	Appendices E-M	Arrangements for certain classifications (previously Workplace Arrangements)	<p>Workplace arrangements to be incorporated into body of agreement.</p> <p>Updated to reflect current motor vehicle policy where relevant and legislative compliance</p>	No material changes
Appendix D	Appendix E	Executive Assistants	<p>No material changes, updated to reflect current arrangements but terms and conditions the same as in the current Integral Energy Executive Assistant to the General Manager Workplace Arrangement 2007</p> <p>Inclusion of a clause regarding the adjustment of leave balances for leave types other than Annual leave when moving to a 40 hour week.</p>	<p>No effect</p> <p>No effect – this reflects current practice that employees moving from a 35 or 36 hour week to a 40 hour week do not have their existing accrued long service leave adjusted up to reflect their 40 hour week. All leave accrued from that point onwards accrues on the basis of a 40 hour week.</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
Appendix D	Appendix F	Contact Centre Shiftwork Employees	<p>Appendix updated to reflect current arrangements but terms and conditions are largely the same as in the current Integral Energy CIC Shift Work Arrangement 2007.</p> <p>Shift penalty has been increased to align with Network Shiftwork penalties</p> <p>Old clause 10.7 which put a 16 hour cap on the number of hours that can be worked has been removed.</p>	<p>No effect</p> <p>Increase in shift penalties</p> <p>No cap on maximum working hours in the arrangement, but Endeavour's Fatigue management policy and practices would apply.</p>
Appendix D	Appendix G	Energy Service Officers	<p>No material changes, updated to reflect current arrangements but terms and conditions the same as in the current Integral Energy Services Officers Workplace Arrangement 1999</p> <p>Drivers licence reimbursement removed as no longer part of the underlying Agreement</p> <p>ESRA added, where an employee meets the relevant criteria in the Agreement</p> <p>Inclusion of a clause regarding the adjustment of leave balances for leave types other than Annual leave when moving to a 40 hour week.</p>	<p>No effect</p> <p>No effect</p> <p>No effect – currently available to eligible staff</p> <p>No effect – this reflects current practice that employees moving from a 35 or 36 hour week to a 40 hour week do not have their existing accrued long service leave adjusted up to reflect their 40 hour week. All leave accrued from that point onwards accrues on the basis of a 40 hour week.</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
Appendix D	Appendix H	Manager/ Specialists	<p>No material changes, updated to reflect current arrangements but terms and conditions the same as in the current Integral Manager/Specialists Workplace Arrangement 2005</p> <p>Reduced list of items that can be salary packaged</p> <p>ESRA and Motor Vehicle subsidy added to the allowance list</p> <p>Provides for shiftwork penalties to be paid in the event that a manager/specialist works shiftwork</p>	<p>No effect</p> <p>No effect – the updated list reflects the options that are currently available at Endeavour</p> <p>No effect – reflects current arrangements</p> <p>Provides for shiftwork penalties</p>
Appendix D	Appendix I	Supervisory Employees	<p>No material changes, updated to reflect current arrangements but terms and conditions the same as in the current Integral Energy Supervisors Workplace Arrangement 2003</p> <p>Reduced list of items that can be salary packaged</p> <p>Drivers licence reimbursement removed as no longer part of the underlying Agreement. ESRA and Motor Vehicle subsidy added to the allowance list</p> <p>Removal of exclusion from Easter Bank</p>	<p>No effect</p> <p>No effect – the updated list reflects the options that are currently available at Endeavour</p> <p>No effect – reflects current arrangements</p> <p>Supervisory Employees able to access</p>

2012 Clause	2017 clause	Item	What has changed	Effect of change
			holiday (Endeavour Day)	Endeavour Day as a public holiday
Appendix D	Appendix J	Network Officers	<p>No material changes, updated to reflect current arrangements but terms and conditions the same as in the current Network Officers Workplace Arrangement 2003</p> <p>Drivers licence reimbursement removed as no longer part of the underlying Agreement. ESRA and Motor Vehicle subsidy, casual car allowance and meal allowance added to the allowance list.</p>	<p>No effect</p> <p>No effect – reflects current arrangements</p>
Appendix D	Appendix K	Network Shift work Employees	<p>No material changes, updated to reflect current arrangements but terms and conditions the same as in the Integral Energy Network Shift Work Workplace Arrangement 2005</p> <p>Shift penalties increased inline with wage increases</p> <p>Clarification that shift penalties are based on an 8 hour ordinary shift and that if ordinary shifts of a different duration are introduced the penalties would be adjusted</p> <p>Clarification that shift penalty is paid if 50% or more of the shift is worked</p>	<p>No effect</p> <p>Shift penalties increased</p> <p>No effect – current practice is 8 hour shifts</p> <p>No effect – current practice</p>
Appendix D	Appendix L	Street Light	Updated to reflect current arrangements but	No effect – current practice

2012 Clause	2017 clause	Item	What has changed	Effect of change
		Maintenance	<p>terms and conditions are largely the same as in the Integral Energy Street Light Maintenance Arrangement 2010</p> <p>Bonus amounts increased in line with wage increases</p>	Increased amounts payable for bonuses
Appendix D		Field Officers Incentive Workplace Arrangement	Workplace Arrangement has been removed	No effect as Endeavour Energy no longer employs field officers
	Appendix N	Project Arrangement	<p>New Appendix – Project Arrangement</p> <p>Details the protocol that will be followed when clause 6 IFAs are implemented.</p>	No material change as it reflects current practice.