

WAGE RATES AT MAXNETWORK

This bulletin provides information about the wage rates proposed in the new Employment & Training Enterprise Agreement that is currently under negotiation. This information is current as at 23 June 2014.

WAGE RATE ANALYSIS – HOW YOU FARE UNDER THE PROPOSED AGREEMENT

At the last bargaining meeting on 12 June 2014, MaxNetwork advised that they would update the pay rates in the proposed agreement to reflect the national minimum wage decision. The National Minimum Wage decision increased pay rates in the Modern Award by 3% from 1 July 2014.

MaxNetwork is yet to advise exactly what those new pay rates will be. The ASU has estimated what these might be by calculating a 3% increase on the current pay offer. MaxNetwork may offer more than this. This wage comparison is merely an indicative guide to how you might fare under the proposed Agreement, based on the information we have at present.

CUSTOMER SERVICE OFFICERS

MaxNetwork advise that the equivalent classification for Customer Service Officers is the Labour Market Assistance Industry Award, Administrative Assistant classification.

Years of service	Proposed Agreement pay points (progress after 2 years)	Proposed Agreement weekly wage offer from 1 July 2014*	Award pay points (progress after 12 months)	2014 Weekly Award wage from 1 July 2014 (includes Leave loading)	Difference between the proposed Agreement and legal minimum
1	Pay point 1	\$748	Pay point 1	\$736	\$12
2	Pay point 1	\$748	Pay point 2	\$748	\$0
3	Pay point 2	\$800	Pay point 3	\$775	\$25
4	Pay point 2	\$800	Pay point 4	\$800	\$0

*These wage rates are yet to be confirmed by MaxNetwork. The ASU has calculated this offer, by increasing the current offer by 3% (to reflect the National Minimum Wage increase). MaxNetwork may offer more than this, in which case the difference between the Award and Agreement will be larger.

EMPLOYMENT CONSULTANT 1

MaxNetwork advise that the EC1 position is equal to the Training and Placement Officer, Grade 1 position in the Labour Market Assistance Industry Award.

Years of service	Proposed Agreement pay points (progress after 2 years)	Proposed Agreement weekly wage offer from 1 July 2014*	Award pay points (progress after 12 months)	2014 Weekly Award wage from 1 July 2014 (includes Leave loading)	Difference between the proposed Agreement and legal minimum
1	Pay point 1	\$847	Pay point 1	\$822	\$25
2	Pay point 1	\$847	Pay point 2	\$847	\$0
3	Pay point 2	\$866	Pay point 3	\$866	\$0

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EMPLOYMENT CONSULTANT 2

MaxNetwork advise that EC2 position is equal to the Training and Placement Officer, Grade 2 position in the Labour Market Assistance Industry Award.

Years of service	Proposed Agreement pay points (progress after 2 years)	Proposed Agreement weekly wage offer from 1 July 2014*	Award pay points (progress after 12 months)	2014 Weekly Award wage from 1 July 2014 (includes Leave loading)	Difference between the proposed Agreement and legal minimum
1	Paypoint 1	\$909	Pay point 1	\$884	\$25
2	Paypoint 1	\$909	Pay point 2	\$909	\$0
3	Paypoint 2	\$981	Pay point 3	\$934	\$47
4	Paypoint 2	\$981	Pay point 4	\$958	\$23
5	Paypoint 2	\$981	Pay point 5	\$981	\$0

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TEAM LEADER & WORK EXPERIENCE CO-ORDINATOR

MaxNetwork advise that the Team Leader and Work Experience Co-coordinator are equal to the Training and Placement Co-coordinator position in the Labour Market Assistance Industry Award.

Years of service	Proposed Agreement pay points (progress after 2 years)	Proposed Agreement weekly wage offer from 1 July 2014*	Award pay points (progress after 12 months)	2014 Weekly Award wage from 1 July 2014 (includes Leave loading)	Difference between the proposed Agreement and legal minimum
1	Paypoint 1	\$1,006	Paypoint 1	\$981	\$25
2	Paypoint 1	\$1,006	Paypoint 2	\$1,006	\$0
3	Paypoint2	\$1,053	Paypoint 3	\$1,028	\$25
4	Paypoint 2	\$1,053	Paypoint 4	\$1,053	\$0

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BUSINESS MANAGERS

Annualized salaries

MaxNetwork is proposing to introduce an annualized salary for business managers. An annualized salary is effectively an all-inclusive pay rate that includes your base wage and overtime. Employees in receipt of an annualized salary are not eligible to claim for overtime, because it is factored into your annual salary. The table below calculates how many hours of overtime the all-inclusive pay rate compensates you for. If you work less than these hours, then the annualized salary is a benefit to you, as you receive more money than you otherwise would. However, additional hours to this, then those hours are not compensated for and is effectively unpaid work.

Please contact zedwards@asu.asn.au if you are regularly working overtime hours in excess of these hours.

BUSINESS MANAGER 1

Years of service	Proposed Agreement pay points	Proposed Agreement weekly wage offer from 1 July 2014*	Award pay points (progress after 12 months)	2014 Weekly Award wage from 1 July 2014 (includes Leave loading)	Difference between the proposed Agreement and legal minimum	Overtime hours compensated for in the annualized salary**
1	Paypoint 1	\$1,231	Paypoint 1	\$981	\$250	5.2
2	Paypoint 1	\$1,231	Paypoint 2	\$1006	\$225	4.7
3	Paypoint 2	\$1,330	Paypoint 3	\$1028	\$302	5.8
4	Paypoint 2	\$1,330	Paypoint 4	\$1053	\$277	5.3
5	Paypoint 2	\$1,330	Paypoint 5	\$1078	\$252	4.8
6	Paypoint 2	\$1,330	Paypoint 6	\$1102	\$228	4.3

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**The LMAI Award provides that any work in excess of 152 hours in a 28 day period must be paid at overtime rates at a rate of time and a half for the first two hours and double time thereafter on Mondays to Saturdays and double time on Sundays. These 'overtime hours compensated for in the annualized salary' are calculated on a time and a half basis.

BUSINESS MANAGER 2

Years of service	Proposed Agreement pay points	Proposed Agreement weekly wage offer from 1 July 2014*	Award pay points (progress after 12 months)	2014 Weekly Award wage from 1 July 2014 (includes Leave loading)	Difference between the proposed Agreement and legal minimum	Overtime hours compensated for in the annualized salary**
1	Pay point 1	\$1,381	Paypoint 1	\$1127	\$254	4.6
2	Pay point 1	\$1,381	Paypoint 2	\$1152	\$229	4.2
3	Pay point 2	\$1,457	Paypoint 3	\$1176	\$281	4.8
4	Pay point 2	\$1,457	Paypoint 4	\$1201	\$256	4.4
5	Pay point 2	\$1,457	Paypoint 5	\$1226	\$231	4

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