



DECISION

Fair Work Act 2009

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

Broadcast Australia

(AG2013/7979)

BROADCAST AUSTRALIA BROADCAST TECHNICIAN ENTERPRISE AGREEMENT 2013 - 2017

Broadcasting and recorded entertainment industry

VICE PRESIDENT WATSON

SYDNEY, 9 OCTOBER 2013

Application for approval of the Broadcast Australia Broadcast Technician Enterprise Agreement 2013 - 2017.

[1] An application has been made for approval of an enterprise agreement known as the *Application for approval of the Broadcast Australia Broadcast Technician Enterprise Agreement 2013 - 2017* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by Broadcast Australia. The Agreement is a single enterprise agreement.

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met.

[3] The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) I note that the Agreement covers the organisation.

[4] The Agreement was approved on 9 October 2013 and, in accordance with s.54, will operate from 16 October 2013. The nominal expiry date of the Agreement is 30 June 2017.



VICE PRESIDENT WATSON

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Broadcast Australia
Broadcast Technician
Enterprise Agreement
2013 - 2017

FILE COPY

BROADCASTAUSTRALIA

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1 Aim of agreement

Employees at Broadcast Australia are employed to contribute to Broadcast Australia's mission: to be Australia's leading provider of a range of critical communications services.

Broadcast Australia respects its Employees and aims to provide an environment where Employees are able to realise the goals of Broadcast Australia.

It is the purpose of this Agreement to document the conditions under which the Employees are employed at Broadcast Australia and to ensure the Employees are treated fairly. It is an objective of this Agreement that work conditions at Broadcast Australia enable Employees to contribute to Broadcast Australia's business values.

To achieve this aim, Broadcast Australia wishes to provide the Employees with:

- an efficient and productive and safe work environment;
- a work culture of good practice, quality assurance, and professionalism;
- opportunities for collaboration and teamwork;
- job satisfaction;
- the opportunity to develop skills;
- flexible and agreed work arrangements;
- conditions and terms which are clear; and
- a workplace that respects, values and supports diversity and is free from bullying and harassment.

2 Parties bound and period of operation and Implementation

The parties to this Agreement are:

- (a) Broadcast Australia Pty Ltd; and
- (b) the Employees.

This Agreement will be lodged with the Fair Work Commission for approval and agreement in accordance with the Fair Work Act 2009.

This agreement shall operate from the date of approval by the Fair Work Commission.

The nominal expiry date of this agreement is 30 June 2017.

3 Policies and Procedures

Employees are directed to read and comply with the obligations imposed upon the employee within Broadcast Australia's policies as they relate to the employee's employment. These policies are posted to Broadcast Australia's Intranet and may be varied from time to time. Employees will be advised at the time of variations and employees are directed to comply with such variations. Broadcast Australia policies and procedures do not form part of this Agreement, are not intended to be contractual in nature and do not create contractual obligations.

4 Agreement to be displayed

Broadcast Australia and the CEPU will ensure that copies of this Agreement are readily available to Employees.

5 Definitions

Agreement means the *Broadcast Australia Broadcast Technician Enterprise Agreement 2013 - 2017*

Anniversary Date means the anniversary of an Employee's appointment to his or her current salary band.

Apprentice means an Employee who has been engaged under the conditions of the Australian Apprentice Scheme or a similar structured training arrangement.

Attendance Support is where a BA Technician is required, outside of Core Hours, to return to the workplace or report to a worksite to respond to a fault.

BA Technician means an Employee classified as BTA1-BTA4, BT1, BT2, BT3, BT4 Team Leader or BT4 Technical Specialist in Schedule A of this Agreement.

Broadcast Australia means

Broadcast Australia Pty Ltd in respect of any employee of Broadcast Australia Pty Ltd within the classifications outlined in Schedule A of this Agreement.

Broadcast Australia Pty Ltd means Broadcast Australia Pty Ltd (ACN 086 048 562).

CEPU means the Communications Electrical Electronic Energy Information Postal Plumbing and Allied Services Union of Australia.

Core Hours means 7am to 7pm Monday to Friday.

Employee means an employee who is employed directly by Broadcast Australia in a classification set out in Schedule A of this Agreement.

FW Act means the *Fair Work Act 2009* (Cth) as amended from time to time.

FWC means Fair Work Commission.

Immediate Family includes:

- (a) spouse (including former spouse, defacto spouse, former defacto spouse, same sex partner)
- (b) child (includes adopted child, step-child, ex-nuptial child or adult child)
- (c) parent, grand-parent, grand-child, sibling, or in-law
- (d) foster or guardian relationship

and shall take into account cultural differences.

Long Service Leave Act means the long service leave legislation in the jurisdiction where the Employee is employed.

Minimum Payment Period means:

- (a) in the case of Remote Support - one hour; and
- (b) in the case of Attendance Support - five hours.

Monthly Pay means an Employee's monthly pay as calculated in clause 16.

National Employment Standards means Divisions 3 to 12 of Part 2-2 of the FW Act.

Office means:

- (a) the district office as set out in the Employee's letter of offer; or
- (b) the Employee's normal place of work.

On-Call Roster is the roster established by Broadcast Australia for the purposes of clause 29.

Ordinary Hours of work means the "actual working hours" within the offer of employment that has been agreed between Broadcast Australia and the Employee to be the Employee's normal and regular hours of work.

OTE means ordinary time earnings as defined by the Australian Taxation Office's Superannuation Guarantee Ruling SGR 2009/2 as varied or replaced from time to time.

Parties means the parties referred to in clause 2 of the Agreement.

RA Technician means an Employee classified as RBT2 or RBT3 in Schedule A of this Agreement.

Reconciliation has the meaning given to it in clause 27.9.

Regular Monthly Hours for a calendar month means the number of Working Days in that month multiplied by nine.

Remote Support is where a BA Technician responds to a fault call, outside of Core Hours, from the Network Operation Centre by means of remote access or by telephone direction or advice and is not required to return to a work place/site.

Saturday Shift means any shift during the 24 hour period commencing midnight Friday to midnight Saturday.

Scheduled Maintenance means planned maintenance work performed by a BA Technician.

Seven Day Shiftworker means an Employee regularly rostered to work on Sundays and public holidays.

Standard superannuation contributions refers to the statutory superannuation guarantee contribution

Sunday Shift means any shift during the 24 hour period commencing midnight Saturday to midnight Sunday.

Superannuation Incentive Scheme has the meaning given to it in clause 19

Support means:

- (a) Remote Support; or
- (b) Attendance Support.

TOIL means time off in lieu of payment in accordance with clause 30

Tower Climbing Activities means climbing on transmission towers in order to work on Broadcast Australia equipment.

Wellbeing Allowance means an allowance of up to \$300 per calendar year allocated to each Employee to contribute to gym visits and gym membership.

WHS means work health and safety

Working Days means the number of days in a calendar month less Saturdays, Sundays and public holidays.

PART B: Principles of employment

6 Recruitment

Broadcast Australia is committed to following a recruitment process based on merit that supports internal mobility wherever appropriate. All candidates need to undertake a pre-employment medical prior to commencing employment. The result of the medical assessment will be reviewed by Human Resources and all offers of employment are subject to passing this medical assessment.

Full details can be found in the Recruitment Policy and Procedures (as amended from time to time).

7 Contract of employment

Employment can be full time, part time or fixed term contract and can be:

- (a) full-time or part-time ongoing, but subject to termination in accordance with the terms of this Agreement; or
- (b) full-time or part-time fixed term in accordance with a specified end date.

Broadcast Australia is under no obligation to extend or renew a fixed term contract. However; Broadcast Australia may choose to extend a fixed term Employee for another term (as long as the total period is less than three years).

Broadcast Australia may choose to convert a fixed term Employee at the end of their contract to an ongoing Employee where the fixed term position was initially of 12 months or longer duration.

Employees will generally be employed as ongoing employees, subject to the satisfactory completion of the period of probation.

8 Probation

For appointments of 12 months or longer duration, every Employee shall, upon commencement of employment, be appointed on probation for a period of six months. For appointments of less than 12 months, Broadcast Australia will determine an appropriate probationary period, and notify the Employee in writing prior to the commencement of employment.

Apprentices will be appointed on probation for a period of three months; this period can be extended by a further three months if the Apprentice does not meet the required standards for the position.

The purpose of the probationary period is to ascertain whether the conduct and work performance of the Employee meets the required standards for the position. Following appropriate discussion and documentation, at the conclusion of the probationary period the relevant manager will confirm or terminate the appointment in writing with one week's notice or pay in lieu of notice.

9 Skills Development and Career Progression

Broadcast Australia encourages Employees to undertake personal development to enhance skills and personal effectiveness, in line with personal development plans and Broadcast Australia's strategic and operational needs.

Broadcast Australia may, in its discretion, provide an Employee with appropriate training:

- on commencement with Broadcast Australia;
- for the use of new equipment and technology;
- to enhance an Employee's professional skills for new job requirements; and
- to skill an Employee for career progression.

For an Apprentice to progress through the four year apprentice (BTA) structure all TAFE competencies and on the job training competencies must be met. The Apprentice will be assessed by a qualified technician. At the end of the four year apprenticeship, progression assessments from Year Four Apprentice (BTA4) to the BT2 Level will be conducted.

Promotion to the BT2 level at the end of the four year apprenticeship will be subject to the successful completion of probation, the ability to manage on call, pre-requisite training, supervisor reports, a skills assessment and a suitable BT2 position existing.

Progression Assessments from BT2 to BT3 will be conducted twice a year. Progression Assessments from RBT2 to RBT3 will be conducted twice per year. These processes include a skills assessment, interview and technical ability test and will form part of the Employee Performance Management System (EPMS) process.

Progression to a 'Team Leader' BT4 position will be subject to a vacancy for the Team Leader Management Stream and this will be identified by Broadcast Australia. BT2 and BT3 technicians will be invited to express their interest in the position at this time and an assessment of the skill levels will be conducted to appoint the most meritorious person to the vacancy.

Progression to "Technical Specialist" BT4 is open to BT3 technicians and is subject to Regional Manager recommendation. An external skills assessment, interview and proof of technical ability test will take place. This will form part of the End of Financial Year Employee Performance Management System (EPMS) process.

10 Training

Employees may be required to attend specific training, as directed by their District Supervisor or Regional Manager. Travel to training, or training attended outside of Core Hours, must be approved by the District Supervisor.

Where a BA Technician travels to training, or attends training hours will be banked in accordance with clauses 27.6, 27.7 or 27.8. Where a RA Technician travels to training, or attends training hours will be paid in accordance with Clause 35.

11 Consultation about major work place change

Consultation about Major work place change

If Broadcast Australia has made a definite decision to introduce a major change to organisation, structure, or technology and the change is likely to have a significant effect on employees, Broadcast Australia must notify the employees who may be affected by the major change (**relevant employees**) of the decision to introduce the major change. The relevant employees may appoint a representative for the purposes of the consultation.

A major change is likely to have a significant effect on employees if it results in:

- (a) the termination of the employment of employees; or
- (b) major change to the composition, operation or size of the employer's workforce or to the skills required of employees; or
- (c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- (d) the alteration of hours of work; or
- (e) the need to retrain employees; or
- (f) the need to relocate employees to another workplace; or
- (g) the restructuring of jobs.

As soon as practicable after making its decision, Broadcast Australia must discuss with the relevant employees and their representative:

- the introduction of the change; and
- the effect the change is likely to have on the employees; and
- Measures the employer is taking to avert or mitigate the adverse effect of the change on the employees.

For the purposes of the discussion Broadcast Australia must provide, in writing, to the relevant employees:

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

However, Broadcast Australia is not required to disclose confidential or commercially sensitive information to the relevant employees or their representatives unless suitable confidentiality arrangements can be made with Broadcast Australia.

Broadcast Australia must give prompt and genuine consideration to matters raised about the major change by the relevant employees.

Site Transfers

Broadcast Australia may, after consultation with an Employee, and with not less than four weeks' notice to the Employee, require the Employee to temporarily transfer from one location to another according to the reasonable operational needs of Broadcast Australia. Broadcast Australia shall reimburse the Employee for reasonable actual expenses incurred in any such transfer providing such expenses have the prior approval of Broadcast Australia. Where a permanent transfer is required, this transfer will be by agreement with the affected Employee.

12 Flexibility Term

Broadcast Australia and an employee covered by this Agreement may agree to make an individual flexibility arrangement to meet the genuine needs of Broadcast Australia and the employee. An individual flexibility arrangement may vary the effect of the following terms of the Agreement:

- arrangements about when work is performed;
- overtime rates;
- penalty rates;
- allowances; and
- leave loading

An individual flexibility arrangement must be genuinely agreed to by the employer and employee. Broadcast Australia must ensure that the terms of the individual flexibility arrangement:

- (a) are about permitted matters under section 172 of the Fair Work Act 2009; and
- (b) are not unlawful terms under section 194 of the Fair Work Act 2009; and
- (c) result in the employee being better off overall than the employee would be if no arrangement was made.

Broadcast Australia must ensure that the individual flexibility arrangement:

- (a) is in writing; and
- (b) includes the name of Broadcast Australia and the employee; and
- (c) is signed by Broadcast Australia and the employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
- (d) includes details of:
 - (i) the terms of the enterprise agreement that will be varied by the arrangement; and
 - (ii) How the arrangement will vary the effect of the terms; and
 - (iii) 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

(e) states the day on which the arrangement commences.

Broadcast Australia must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

Broadcast Australia or the employee may terminate the individual flexibility arrangement by giving written notice, in accordance with the notice requirements of the Fair Work Act 2009, to the other party to the arrangement. If Broadcast Australia and employee agree in writing to terminate the individual flexibility arrangement, it can be terminated at any time.

PART C: Classifications and Salary

13 Classification structure

An 8 band classification structure of broadcast technician positions has been agreed between the Parties.

- Apprentice Technician – BTA1 – BTA4
- Broadcast Technician – BT1
- Broadcast Technician – BT2
- Radio Australia Technician – RBT2
- Radio Australia Technician – RBT3
- Broadcast Technician – BT3
- Broadcast Technician – BT4 Team Leader
- Broadcast Technician – BT4 Technical Specialist

Refer to Schedule A: Work-band descriptors and Schedule B: Rates of pay.

14 Competency descriptors

The agreed competencies and work band standards for each of the classification bands are shown in Schedule A: Work-band descriptors. The signatories agree to monitor the use of the descriptors. If further development is required, it will be done by the Field Services Human Resources Advisor and Regional Managers.

15 Salary Structure and Rates of Pay

The rates of pay for all Employees shall be those contained in Schedule B: Rates of Pay.

All **BA Technicians** will be paid an “all in” annualised salary, which is in satisfaction of:

- 38 hours ordinary hours per week; and
- 7 reasonable additional hours per week.

All **RA Technicians** will be paid a base salary, which is in satisfaction of 38 ordinary hours per week.

16 Method of salary payment

Employee's salaries are paid monthly by electronic funds transfer to a nominated account(s) with a financial institution of his or her choice located in Australia. All Employees will be paid monthly.

BA Technician

The monthly rate of pay is determined by applying the following formula:

$$\text{Monthly pay} = \text{Annual Salary} \div 12$$

The hourly rate of pay is based on a standard day (9 hours) and is determined by applying the following formula:

$$\text{Base Salary Hourly Rate} = \text{Annual Salary} \div 52 \div 45$$

RA Technician

The monthly rate of pay is determined by applying the following formula:

$$\text{Monthly pay} = \text{Annual Salary} \div 12$$

The hourly rate of pay is based on a standard day (7.6 hours) and is determined by applying the following formula:

$$\text{Base Salary Hourly Rate} = \text{Annual Salary} \div 52 \div 38$$

17 Salary for part-time Employees

Salary for part-time Employees will be calculated according to hours worked, on a pro-rata basis.

18 Apprentices

Apprentices will be paid in accordance with the year of their apprenticeship as set out in Schedule B.

19 Superannuation

Broadcast Australia will make superannuation contributions for the benefit of Employees, to a superannuation fund nominated by the Employee, at the minimum level that Broadcast Australia is required to make under superannuation guarantee legislation based on the Employee's OTE.

Employees will be issued with a standard choice form to nominate a complying superannuation fund of their choice. This form should be completed and returned to the payroll within 28 days of commencement of employment with Broadcast Australia.

Failure to provide such notice will result in superannuation contributions being placed in the default Broadcast Australia superannuation plan with AXA.

Employees may notify, in writing, any change in their choice of superannuation fund at intervals of not less than 12 months, by completing a standard choice form and forwarding to the payroll department.

In addition any Employee who is a member of a complying superannuation fund will be able to make personal contributions to superannuation by way of after-tax salary deduction or a sacrifice of gross (pre-tax) salary (subject to statutory limits).

AXA Superannuation Incentive Scheme

In addition to compulsory superannuation contributions, Broadcast Australia offers a voluntary scheme which allows for Employees to make further voluntary superannuation contributions, and Broadcast Australia will pay a co-contribution to assist Employees in their retirement goals (**Superannuation Incentive Scheme**).

The Superannuation Incentive Scheme has an intake each year on 1 July. Employees must elect to join the Superannuation Incentive Scheme by notifying the payroll department in writing before the 1 July of that year.

Under the Superannuation Incentive Scheme, an Employee may choose to voluntarily contribute up to 5% of his or her OTE. These contributions will be deducted from the Employee's gross pay each month and credited to the Employee's superannuation fund. An Employee can change the amount they voluntarily contribute by notifying the payroll department in writing before the end of a financial year. The change will come into effect from the start of the next financial year. The amount an Employee voluntarily contributes to their superannuation scheme over the course of a financial year is the 'Employee's Year-End Voluntary Superannuation Contribution'.

Broadcast Australia will match the Employee's Year-End Voluntary Superannuation Contribution incrementally. In the first financial year in which the Employee has made a voluntary contribution, Broadcast Australia will pay funds equal to 20% of the Employee's Year-End Voluntary Superannuation Contribution into the Employee's superannuation account. Each year the % that Broadcast Australia will continue to pay will increase by 20% at each Anniversary Date from 1 July. In order to receive a co-contribution from Broadcast Australia for any financial year, the Employee must be employed by Broadcast Australia for the whole of that financial year.

For example:

Year of payment	Broadcast Australia contribution per annum	Employee's Year-End Voluntary Superannuation Contribution
1 July 2013	20% (\$100)	\$500
1 July 2014	40% (\$200)	\$500
1 July 2015	60% (\$300)	\$500
1 July 2016	80% (\$400)	\$500
1 July 2017	100% (\$500)	\$500

Payments are subject to the Employee still working for Broadcast Australia at this time. Broadcast Australia will deduct taxes and charges from any payments to the Employee's superannuation fund as required. Broadcast Australia's superannuation co-contributions do not form part of the Employee's remuneration package.

Part D: Allowances, Travel and Meal Breaks

20 Travel and accommodation expenses

Where an Employee is required to perform duty on a location necessitating overnight accommodation, Broadcast Australia will organise and pay reasonable costs of accommodation, incidentals and meals for each day the Employee is accommodated at that location. Where this is not possible and Employees are required to make their own arrangements, Broadcast Australia will meet the Employee's expenses for reasonable costs of accommodation plus reasonable meals per day and reasonable incidentals where applicable.

Where an Employee is required to use his/her private vehicle on business for Broadcast Australia, and a Broadcast Australia vehicle is not available, the Employee shall be reimbursed for the costs of running and maintaining their private vehicle at the current rate of 0.74 cents per kilometre, at the approval of the Regional Manager.

Where an Employee is required to work on location, or multiple locations, for 3 nights or more within a pay period Broadcast Australia will pay the Employee an away-from-home allowance of \$17.26 (effective 1 July 2013) for each night in excess of three nights (non-consecutive) he or she is away from home. Payment will not be made for the first three nights. This away-from-home allowance is in addition to reasonable costs as outlined above.

The away-from-home allowance will be increased in line with pay increases effective 1 July each year for the life of this agreement. The pay increases are as per Schedule B, Note 1 of this agreement.

21 Work-related expenses

In addition to travel and accommodation expenses dealt with at clause 20 above, upon production of satisfactory evidence, Broadcast Australia will meet reasonable requests for the reimbursement of expenses incurred by Employees in performing their duties. This will require the prior agreement of the Regional Manager.

Laptop computers and mobile telephones will be supplied for work use.

22 Northern Territory remote locality allowance

Employees who are employed in the Northern Territory are entitled to a 6% allowance on their "all in" annualised salary. This is to assist with the additional costs and inconvenience of living and working at such a location.

The amount of the allowance paid under this clause 22 may be adjusted, at the discretion of Broadcast Australia, on 1 July of each financial year during this Agreement.

23 Wellbeing allowance

All or part of the Wellbeing Allowance will be accessible as a reimbursement upon production of a receipt issued for an eligible item. Eligible items include casual visits to a gym and gym membership.

How to claim?

The Wellbeing Allowance is to be claimed through the payroll system and not through the use of Broadcast Australia credit cards. Allowances can be claimed throughout the year by completing the "Company Fitness Allowance Approval Form". The form must be completed with all the relevant details along with original receipts for each claim. Once completed, approval must be sought from the District Supervisor and Human Resources. Approved claims will then be given to payroll by Human Resources for reimbursements to be made in the Employee's monthly salary. Reimbursement of claims will be no more than \$300 in any one calendar year.

24 Climbing allowance

An Employee will be entitled to a climbing allowance in the amount of \$92.73 per calendar month where:

- (a) the Employee holds the relevant climbing qualification to be an authorized member of the Broadcast Australia climbing database; and
- (b) the Employee has engaged in Tower Climbing Activities during that calendar month.

The climbing allowance will apply on a monthly basis regardless of the number of tower climbs the Employee has undertaken during that calendar month.

25 Meal breaks

An Employee shall not be compelled to work more than five hours without a paid 30 minute break for a meal. However, by mutual agreement between Broadcast Australia and the Employee, an Employee may work up to six hours without a break for a meal.

26 Essential Customer Servicing

In order to satisfy essential customer servicing requirements, Broadcast Australia requires all Employees to remain, as far as practicable, contactable outside of ordinary hours of work. This is to supply support for their colleagues who are on-call, or in emergency situations, apart from when on approved leave.

In any scheduling arrangement, Broadcast Australia will have regard to the ability of the Employees to be at or to remotely access the worksite within a timeframe which meets its particular business needs.

PART E: WORKING HOURS - BROADCAST AUSTRALIA TECHNICIANS

27 Weekly and Monthly Hours

- 27.1 Ordinary hours of work are the actual working hours within the offer of employment that has been agreed between Broadcast Australia and the employee to be the employee's normal and regular hours of work. Any hours worked in excess of these ordinary hours are calculated in accordance with this clause 27.
- 27.2 BA Technicians will work 38 ordinary hours plus seven reasonable additional hours per week, as required by the BA Technician's District Supervisor.
- 27.3 Broadcast Australia will pay each BA Technician the Monthly Pay every month. Where a BA Technician is not employed for an entire month, he or she will receive pro-rata Monthly Pay for that month.
- 27.4 To ensure each BA Technician is paid in accordance with clause 27.3, Broadcast Australia will operate an Hour Bank for each BA Technician.
- 27.5 Excluding the circumstances in clauses 27.6, 27.7 and 27.8, all time worked by a BA Technician will be credited as time in his or her Hour Bank.
- 27.6 All time worked by a BA Technician:
- (a) between the hours of 7pm and 12am;
 - (b) on Saturday;
 - (c) without a minimum rest break as required by clause 31.5
- will be multiplied by 1.5 and credited as time in his or her Hour Bank.
- 27.7 All time worked by a BA Technician on a public holiday will be multiplied by 2.5 and credited as time in his or her Hour Bank.
- 27.8 All time worked by a BA Technician:
- (a) on a Sunday; or
 - (b) between 12am and 7am,
- will be multiplied by 2 and credited as time in his or her Hour Bank.
- 27.9 At the end of every calendar month Broadcast Australia will pay each BA Technician for the Regular Monthly Hours for that calendar month and reduce the number of hours in each BA Technician's Hour Bank by the Regular Monthly Hours (**Reconciliation**).
- 27.10 If following the Reconciliation, a BA Technician has a positive amount of time in his or her Hour Bank he or she will be:
- (a) paid out for that time at his or her Base Salary Hourly Rate (as determined by clause 16); or
 - (b) credited with the equivalent amount of TOIL for that time, up to a maximum of 45 hours (in accordance with clause 30). Any remaining balance will be paid out in accordance with clause 27.10 (a).
- such that the amount of time in the BA Technician's Hour Bank will be reduced to zero.
- 27.11 Any time worked by BA Technician can only be credited once under clauses 27.6, 27.7 or 27.8 and with one multiple attached.

28 Daily Commencement and Completion Times

When not travelling or working nights, a BA Technician will be expected to attend the Office for up to 9 hours during the Core Hours. Regular start and finish times will be agreed between the BA Technician and his or her District Supervisor taking into account the needs of the business and the BA Technician's personal circumstances.

Where a BA Technician is to work hours additional to 9 hours a day these hours must be approved by his or her District Supervisor in advance.

29 Call outs

29.1 All BA Technicians are required to participate in the On-Call Roster to respond to emergency, remote monitoring and/or breakdown work outside of the Core Hours. It is expected that when he or she is 'On-call', Employees will be able to respond to all situations within the response times as outlined in the Field Services Quality Manual.

29.2 On-call allowance:

- (a) With the exception of public holidays between Monday-Friday, a BA Technician will be paid an On-call allowance of \$57.54 (effective 1 July 2013) for each day when he or she is 'on-call'.
- (b) With the exception of public holidays, a BA Technician that is 'On-call' on a Saturday or Sunday will be paid an On-call allowance of \$65 (effective 1 July 2013) for each Saturday or Sunday when he or she is 'On-call'.
- (c) Where a BA Technician is 'On-call' on a public holiday, he or she will be paid an On-call allowance of \$115.08 (effective 1 July 2013) per day on the actual day considered a public holiday and any substituted public holiday as granted by the State/Territory where the Employee ordinarily performs duty.

The On-call allowance will be increased in line with pay increases effective 1 July each year for the life of this agreement. The pay increases are as per Schedule B, Note 1 of this agreement.

29.3 Where a BA Technician provides Support the amount of *'time worked'* for the purpose of clauses 27.6, 27.7 or 27.8 will be the Minimum Payment Period (in accordance with the definition of minimum payment period contained within the definitions section of this agreement). Where a BA Technician provides Support, outside of Core Hours, for longer than the Minimum Payment Period; or where the work is continuous with Core Hours the amount of *'time worked'* for the purpose of clauses 27.6, 27.7 or 27.8 will be the actual time worked.

29.4 Where a BA Technician is not on 'on-call' he or she may be directed by the Regional Manager/District Supervisor provide Support. Where a BA Technician is so directed, and provides Support, he or she will be entitled to the benefits under clause 29.3

30 Time off in Lieu (TOIL)

30.1 A BA Technician may elect, with the consent of Broadcast Australia, to be credited with TOIL where he or she has a positive balance in his or her Hour Bank following a Reconciliation.

30.2 TOIL must be taken during Core Hours at a time or times agreed between the BA Technician and Broadcast Australia.

30.3 A BA Technician may, with the approval of Broadcast Australia, take between 4.5 and 45 hours of TOIL at any one time.

30.4 TOIL must be taken in the calendar month following the month the TOIL was credited in accordance with clause 30.1

- 30.5 In the event that TOIL is not taken in accordance with clause 30.4 the BA Technician will be paid out for that time at his or her Base Salary Hourly Rate (as determined by clause 16).

31 Scheduled Maintenance / Planned outage

- 31.1 Broadcast Australia may require a BA Technician to perform Scheduled Maintenance outside of Core Hours.
- 31.2 Where a BA Technician is required to perform Scheduled Maintenance which commences between the hours of 12am and 5am the amount of *'time worked'* for the purpose of clauses 27.6, 27.7 or 27.8 will be a minimum of five hours. Where a BA Technician performs Scheduled Maintenance for longer than five hours, or where the work is continuous with Core Hours, the amount of *'time worked'* for the purpose of clauses 27.6, 27.7 or 27.8 will be the actual time worked.

Rest Breaks

- 31.3 A BA Technician is entitled to a minimum of 9 continuous actual hours between the completion of one period of work and the next period of work. If a BA Technician is required or wishes for operational reasons to return to work before a minimum of 9 continuous actual hours has been taken, then they may, providing the return to work is mutually agreed with their Team Leader or District Supervisor.
- 31.4 When ending a period of work at a BA site that is not the BA Technicians regular place of work i.e. when BA Technicians are working at other BA sites, if the drive time home or back to their regular place of work is less than 2 continuous actual hours and the drive home has been fatigue risk assessed by the BA Technicians Team Leader or District Supervisor, the BA Technician may either drive home or back to their regular place of work provided that the total continuous actual work and drive time of any one period of work does not exceed 12 continuous actual hours in total. The fatigue risk assessment must be conducted in conjunction with the BA Technicians Team Leader or the District Supervisor. If the BA Technicians Team Leader or District Supervisor is not available to conduct the fatigue risk assessment, then the shift must cease. From time to time, Broadcast Australia may require BA Technicians to undergo a fatigue risk assessment as determined by representatives of the organisation and or as the related codes of practice, company policies and procedures related to health and safety requirements specify.
- 31.5 Where a BA Technician is required to return to rostered duty or Scheduled Maintenance without a minimum 9 continuous actual hours break, all time worked during Core Hours will be *'time worked'* for the purposes of clause 27.6. Any requirement to return to rostered duty or Scheduled Maintenance prior to the completion of the 9 continuous actual hours break must be approved by the District Supervisor.

PART F: WORKING HOURS - RADIO AUSTRALIA TECHNICIANS

32 Ordinary hours

The ordinary hours of work for RA Technicians will not exceed 304 hours in a work cycle of 8 weeks.

33 Daily Commencement and Completion Times

The daily commencement and completion times of RA Technicians shall be subject to work area requirements. Average shift lengths will be between 8 and 12 hours.

34 Rostering Principles for Radio Australia

Broadcast Australia may change the arrangement of hours or the shift roster by providing four weeks' notice.

In the case of an emergency, it is agreed that providing 48 hours' notice of changes to hours of work or shift roster will be sufficient.

Broadcast Australia may roster RA Technicians to work up to 12 hours per day as ordinary hours.

Subject to the approval of the District Supervisor, an RA Technician may be permitted to exchange shifts or days off, to perform duty for another RA Technician.

35 Radio Australia Shift Work Loadings

35.1 A RA Technician who is rostered to perform and performs shift work, any part of which falls between the hours of:

- (a) 6.00pm and 6.00am (Monday to Friday);
- (b) 6.00pm Friday to midnight Friday; or
- (c) midnight Sunday to 6.00am Monday,

shall be paid an additional allowance of fifteen percent of his or her Base Salary Hourly Rate (as defined in clause 16) for those hours worked.

35.2 A RA Technician who is rostered to perform and performs a Saturday Shift shall be paid an additional allowance of 50 percent of his or her Base Salary Hourly Rate (as defined in clause 16) for those hours worked.

35.3 A RA Technician who is rostered to perform and performs a Sunday Shift shall be paid an additional allowance of 100 percent of his or her Base Salary Hourly Rate (as defined in clause 16) for those hours worked.

35.4 A RA Technician required to work on a public holiday shall be paid an additional allowance of 150 percent of his or her Base Salary Hourly Rate (as defined in clause 16) for those hours worked. An allowance payable under this clause 35.4 will not be cumulative with any allowance payable under clauses 35.1, 35.2 or 35.5

35.5 A RA Technician required to work more than 304 hours in a work cycle of 8 weeks shall be paid an additional allowance of 50 percent of his or her Base Salary Hourly Rate (as defined in clause 16) for those hours worked in excess of 304. An allowance payable under this clause 35.5 will not be cumulative with any allowance payable under clauses 35.1, 35.2 or 35.4

36 Annual leave

Full-time Employees are entitled to 20 working days annual leave (that is, four weeks) for each year of continuous employment. Part-time Employees are entitled to a pro-rata entitlement.

Upon completing six years of continuous employment with Broadcast Australia an Employee's annual leave entitlement will increase by five annual leave days per year up to a maximum of 25 working days annual leave (that is, five weeks). The increased annual leave entitlement will apply as of the seventh year of employment and thereafter. The entitlement will re-set if the Employee ceases to work for Broadcast Australia.

All annual leave taken by a BA Technician in accordance with this clause will be counted as *'time worked'* for the purposes of clause 27.5. Where a BA Technician takes a full day of annual leave he or she will be credited with 9 hours of *'time worked'* for the purposes of clause 27.5.

Where a RA Technician takes a period of paid annual leave, he or she will be paid his or her Base Salary Hourly Rate for his or her ordinary hours of work in that period.

Payment of Annual leave for shift arrangements

RA Technicians will receive an annual leave credit of 0.5 of a day for each Sunday worked up to a maximum of 5 working days.

An Employee who works for 12 months as a Seven Day Shift Worker and is regularly rostered to work on Sundays and public holidays will be entitled to an additional week of annual leave.

Where an Employee with 12 months' continuous service is engaged for part of the 12 month period on Seven Day Shift Work, the Employee will have their annual leave increased by half a day for each month the Employee is continuously engaged on Seven Day Shift Work.

Arrangements for annual leave

Annual leave will be taken at times agreed between Broadcast Australia and the Employee taking into consideration the needs of the business.

Annual leave accruals should be taken within 12 months of becoming due. This period may be extended by agreement between Broadcast Australia and an Employee.

Broadcast Australia may direct the Employee to take accrued annual leave:

- (a) for a period in which Broadcast Australia shuts down its business or any part of its business where the Employee works; or
- (b) if the Employee's annual leave entitlement accumulates beyond 25 days, Broadcast Australia may direct the Employee to take up to one quarter of that accrued annual leave.

Employees may agree with Broadcast Australia, in writing, to cash out a period of their accrued annual leave, provided that cashing out such leave would not result in the Employee's remaining accrued entitlement being less than four weeks.

Where a public holiday falls during a period of annual leave, an Employee will be taken not to be on paid annual leave on that public holiday.

37 Public holidays

An Employee will adhere to the public holidays as observed in the State/Territory where the Employee ordinarily performs duty.

A RA Technician not rostered to work on a public holiday will be entitled to be paid for 7.6 hours at his or her Base Salary Hourly Rate.

38 Personal and Carer's Leave

Full-time Employees shall be entitled to 10 days paid personal/ carer's leave each year, which may be taken as sick leave or carer's leave in accordance with the National Employment Standards. Personal/carer's leave accrues progressively during a year of service. The Employee is entitled to up to 2 days of unpaid carer's leave when he or she has exhausted paid leave entitlements in accordance with the National Employment Standards.

Any personal/carer's leave entitlement not taken in any year may be taken in another year. Any accumulated and untaken personal/carer's leave is forfeited on termination of employment.

If an Employee will be absent from work due to illness or injury or in order to care for a member of the Employee's Immediate Family or household, the Employee must advise their Manager prior to the Employee's regular starting time, or as soon as reasonably practicable.

As far as is practical, an Employee will notify Broadcast Australia of his/her inability to attend work because of illness or injury at least one hour before the commencement of his/her next scheduled starting time. This notice must include the nature of the illness, or injury, (if known) and the estimated duration of absence.

Certification requirements

An Employee may be required to provide a medical certificate or other evidence that would satisfy a reasonable person that personal and/or carer's leave is being taken in a manner consistent with the purpose for which it is intended.

39 Compassionate Leave

Permanent and part-time Employees are entitled to 3 days of paid compassionate leave for each occasion when a member of the Employee's Immediate Family or a member of the Employee's household dies or contracts a personal illness or injury that poses a serious threat to his or her life.

40 Long-service leave

The Broadcast Australia shall at all times provide at least the minimum statutory entitlement, in accordance with the relevant Long Service Leave Act. Long service leave may be taken in conjunction with annual leave, or may be taken in one or more periods at such time or times agreed by the Employee and Broadcast Australia. Employees will be entitled to take long service leave on a pro-rata basis in accordance with the relevant Long Service Leave Act. In any event, Broadcast Australia will allow Employees to exercise the pro-rata option after a minimum of 7 years continuous employment even where the relevant Long Service Leave Act requires the Employee to be employed for longer than 7 years. However, on termination or leaving the Broadcast Australia the payments will be made in accordance with the relevant Long Service Leave Act of that state. All Broadcast Australia employees are entitled to apply for unpaid leave. Further to this, unpaid leave can be taken back to back with any long service leave period. Approval of unpaid leave is at the discretion of the company.

41 Parental leave

Parental leave entitlements will be in accordance with the National Employment Standards. Parental leave is used to describe maternity leave, paternity leave or adoption leave.

An Employee who has become a new parent, either through birth or adoption and is not the primary caregiver, nor has ever been the primary caregiver, is entitled to 5 days paid leave to be taken at any time during the period they qualify for unpaid leave.

Employees who are the primary care giver of their new baby or adopted child are entitled to 52 weeks unpaid parental leave if they have worked continuously for Broadcast Australia for 12 months or longer.

Employees on parental leave have a right to return to their job, or an equivalent job in pay and status if their job no longer exists, at the completion of their leave.

An Employee who takes 12 months unpaid parental leave may request Broadcast Australia to agree to an extension of unpaid parental leave for the Employee for a further period of up to 12 months immediately following the end of the available parental leave period.

The request must be in writing, and must be given to Broadcast Australia at least 4 weeks before the end of the available parental leave period.

Broadcast Australia must give the Employee a written response to the request stating whether it grants or refuses the request. The response must be given as soon as practicable, and not later than 21 days, after the request is made. Broadcast Australia may refuse the request only on reasonable business grounds.

42 Defence services leave

Any Employee of Broadcast Australia belonging to the reserve defence forces will have unpaid leave approved for mandated training. At the conclusion of any period of defence Services Leave, an Employee is required to provide their District Supervisor and HR representative with a certificate signed by their commanding officer verifying their attendance.

43 Emergency services leave

Any Employee who is a volunteer worker with a recognised emergency services organisation will be granted up to five days leave with pay to fulfill his or her duties in relation to an emergency situation he or she is required to attend. This leave is not available for ongoing duties on a non-emergency roster.

44 Jury service

Leave of absence with full pay will be granted by the Regional Manager and HR representative to enable an Employee to attend Court as a juror.

45 Part-time Employees

Part-time Employees, in agreement with their manager and taking account of business needs, will work set days each week. For part-time Employees, pro rata conditions will apply for all leave.

46 Counselling services

An Employee is entitled to four Broadcast Australia-funded confidential counseling visits per year with Davidson Trahaire Corpsych. This counseling may be related to personal, work-related or family issues.

47 Termination of employment

Notice of Termination by Broadcast Australia

In order to terminate the employment of an Employee, Broadcast Australia must give one month's notice or payment in lieu of notice. If the Employee is over 45 years old and has completed at least two years continuous service with Broadcast Australia then Broadcast Australia must give an additional one week's notice or payment in lieu of notice.

Requests for time off during the notice period are subject to approval by Broadcast Australia.

The period of notice in this clause 47 shall not apply in the case of dismissal for conduct that justifies summary dismissal or in the case of Employees serving a probationary period.

Notice of Termination by Employee

The notice of termination required to be given by an Employee shall be the same as that required of Broadcast Australia, except that there is no additional notice based on the age of the Employee concerned. If an Employee fails to give notice, Broadcast Australia has the right to withhold moneys that are due to the Employee, to a maximum amount equal to the rate of pay for the period of notice. The Employee shall give such notice in writing. Long service leave cannot be taken during the notice period.

48 Redundancy entitlements

Definition

Redundancy is where a position is no longer required to be performed as a result of:

- (a) the closing down or reorganisation of the whole or part of Broadcast Australia's operations or by amalgamation of Broadcast Australia's operation with another organisation;
- (b) the adoption of changed business practices;
- (c) technological change, changes to business levels; or
- (d) the duties usually performed by the Employee are to be moved to an interstate location and the Employee is unable to perform the duties at the new location.

An Employee shall not be deemed redundant if:

- (a) immediately prior to termination he/she was employed on a fixed-term basis; or
- (b) immediately prior to termination he/she was employed on a fixed-term basis and the termination occurs on the expiry of the fixed term; or
- (c) he/she has voluntarily retired under provisions of a pension or superannuation scheme; or
- (d) he/she is offered suitable alternative employment.

In cases of redundancy, Broadcast Australia undertakes to consult with affected staff members at the first available opportunity.

For permanent Employees six weeks' salary will be paid for the first complete year of service (pro-rated for service of less than one year), plus two weeks' salary for each additional complete year of service (pro-rated for service of less than a complete additional year), up to a maximum of 44 weeks' salary.

Redundancy payments for Employees on fixed term contracts shall be paid on the same basis as for permanent Employees; or shall be equal to their salary for the remainder of the term of the fixed term contract; whichever is the lesser.

Any redundancy payments made under this clause 48 are inclusive of the periods of notice specified in clause 47. Broadcast Australia will consult with the Employees and their representative prior to initiating redundancies.

Selection process

Where selection for retrenchment is necessary, because the number of Employees in like positions needs to be reduced, selection will be based on matching performance and skills of Employees with the ongoing business need. The primary factors for selection for retention will be performance and skills. Where possible, Broadcast Australia will also consider the preferences of affected Employees.

49 Dispute Resolution Procedure

The objective of this procedure is the avoidance and resolution of any disputes over matters covered by this Agreement, and disputes in relation to the National Employment Standards, by measures based on the provision of information and explanation, consultation, co-operation and negotiation.

In the event of a dispute arising the Parties agree that the following dispute resolution procedure will be followed and normal work shall continue as usual whilst the process is occurring and the status quo that existed prior to the dispute arising will remain.

<p>STEP 1 Employee and Immediate Supervisor e.g. District Supervisor</p>	<p>In relation to any matter that may be in dispute between Broadcast Australia and an Employee regarding the Agreement, Broadcast Australia and the Employee will attempt to resolve the matter at the workplace level.</p> <p>This will involve the Employee and his or her immediate supervisor discussing the matter in an attempt to resolve the matter.</p> <p>Where the attempt at settlement has failed, or where the dispute or claim is of such a nature that a direct discussion between the Employee and their immediate supervisor would be inappropriate, then:</p>
<p>STEP 2 Employee, Immediate Supervisor and Senior Manager</p>	<p>The parties may arrange further discussions involving other managers at a more senior level (e.g. Regional Manager or National Field Services Manager).</p> <p>Both parties agree to the right of Broadcast Australia or Employee to appoint another person to represent, or assist them in settling the matter at the workplace level. If the matter cannot be resolved at the workplace level, then:</p>
<p>STEP 3 Employee, Senior Manager and HR Representative</p>	<p>If the matter remains unresolved insofar as either party is concerned, the Human Resources Representative will be notified and will attempt to resolve the dispute or claim.</p>
<p>STEP 4 External mediation</p>	<p>If both parties agree, a dispute may be referred to mediation with a mutually agreed independent person or organisation. If a matter is referred to mediation, both parties must participate in the mediation process in good faith. Broadcast Australia will cover the costs of the mediation process if both parties continue to meet the requirement to mediate in good faith.</p>

STEP 5
Fair Work Australia

If the matter is not settled between the Employee and Broadcast Australia, either party may submit the matter to FWC for conciliation.

Notes:

- An Employee may contact their representative at any stage during this process to obtain advice in relation to this procedure.
- Senior Manager means the Regional Manager or National Field Services Manager.

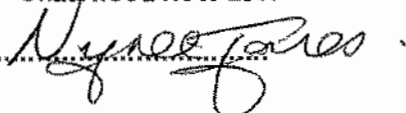

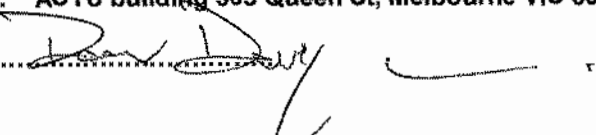

PART H: Declaration and signatories

50 Declaration

The parties acknowledge that:

- (a) this Agreement is made under the FW Act; and
- (b) by signing below, the Parties signify their agreement to its terms

51 Signatories

<p>SIGNED</p> <p>Name: Nyree Jones Title: Human Resources Manager Broadcast Australia Address: Level 10, Tower A, 799 Pacific Highway Chatswood NSW 2067</p> <p>Signed: </p> <p>Date: A person authorised by Broadcast Australia Pty Ltd (ACN 086 048 562) to sign this Agreement on its behalf.</p>	<p>WITNESSED</p> <p>Name: <i>ALLAN JONES</i></p> <p>Signed: </p> <p>Date: <i>2/8/2013</i></p>
<p>SIGNED</p> <p>Name: Dan Dwyer Title: CWU National Secretary CEPU Address: ACTU building 385 Queen St, Melbourne VIC 3000</p> <p>Signed: </p> <p>Date: Signed for and on behalf of the CEPU Authorised under the CEPU's rules to sign industrial agreements</p>	<p>WITNESSED</p> <p>Name: <i>ALLAN JONES</i></p> <p>Signed: </p> <p>Date: <i>2/8/2013</i></p>

Schedule A: Work-band descriptors

The skills and experience levels outlined below are indicative only as more detailed skills/experience and performance criteria are currently being developed. Each band builds on the previous band.

BTA – Broadcast Technician Apprentice

Job responsibilities include but are not limited to;

- Assists a skilled Broadcast Technician at the scene of jobs
- Participates as an apprentice in the installation, maintenance, and repair of broadcast and communication equipment
- Assist the technical teams in conducting Preventive and Fault Maintenance
- Participates in District activities including site facility management as directed
- Implements appropriate service restoration actions and escalates technical issues to field callout technicians
- Provide written and verbal reports to the Network Operations Centre as required
- Carries out office and site housekeeping and field support activities as required
- Undertakes necessary broadcast training as well as work health and safety and EMR awareness
- Undertakes all activities in line with the BA Group WHS Policy. Report all incidents according to the procedures, promptly and clearly with all the required detail
- Adopts a working style in line with the BA Business Values
- As part of this apprenticeship they will complete the Certificate III Electronics and Communications qualification

Skills and Experience

- No previous experience on broadcast equipment
- Has sound interpersonal skills including the ability to liaise with others and a proven ability to work as part of a team
- Completed Year 12 with high achievement or equivalent in English, Mathematics and Science (preferably with Physics content)
- Full Current Drivers Licence
- Demonstrates an ability to learn in a rapidly changing technological environment

Core Competencies

- **Written Communications;** is able to write clearly and succinctly in a variety of communication settings and styles; can get messages across that have the desired effect
- **Problem Solving;** Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers
- **Technical Learning;** Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge; does well in technical courses and seminars
- **Composure;** Is cool under pressure; does not become defensive or irritated when times are tough; is considered mature; can be counted on to hold things together during tough times; can handle stress; is not knocked off balance by the unexpected; doesn't show frustration when resisted or blocked; is a settling influence in a crisis
- **Action Oriented;** Is action oriented for the things that he/she sees as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise
- **Patience;** is tolerant with people and processes; listens and checks before acting; tries to understand the people and the data before making judgements and acting; sensitive to due process; follows established process

BT1 – Entry Technician

Job responsibilities include but are not limited to;

- Responds effectively to on-the-job training with various team members in service restoration, corrective and preventative maintenance of our client's transmission systems and infrastructure.
- With on-the-job training, will be on-call when skills and experience have developed
- Fully aware of work health and safety processes and EMR awareness
- Participates in the installation, maintenance, and repair of broadcast and communication equipment
- Proof of Performance Testing – with on the job training and supervision is capable of completing performance tests on all equipment to prove contract compliance
- Participates in District activities including site facility management as directed
- Implements appropriate service restoration actions and escalates technical issues to field callout technician
- Provide written and verbal reports to the Network Operations Centre as required
- Carry out office and site housekeeping and field support activities as required
- Undertakes all activities in line with the BA Group WHS Policy. Reports all near misses, incidents according to the procedures, promptly and clearly with all the required detail.
- Adopt a working style in line with the BA Business Values

Skills and Experience

- Electronics Technician with RF experience and a background in maintenance of transmission equipment is preferred. However, the incumbent may be a qualified technician who may not have experience on broadcast equipment
- Current Drivers Licence
- Has sound interpersonal skills including the ability to liaise with others and a proven ability to work as part of a team
- Demonstrates an ability to learn in a rapidly changing technological environment
- Skilled in Apprentice Core Competencies

Core Competencies

- **Action Oriented;** Is action oriented for the things that he/she sees as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise
- **Technical Learning;** Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge
- **Decision Quality;** Makes good decisions based upon a mixture of analysis, experience and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by other for advice and solutions
- **Time Management;** Uses his/her time effectively and efficiently; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
- **Relationships with peers;** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve other problems with peers; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

BT2 – Broadcast Technician

Job responsibilities include but are not limited to;

- Is part of the On-Call roster and is capable of completing on-call duties with minimal direction
- Competent in service restoration – responds effectively to service outages, acts independently to restore services promptly so that service availability and fault response requirements are met
- Corrective Maintenance – can repair complex equipment and systems using module replacement and component level repair techniques, with faulty equipment being brought to full operating status quickly and cost effectively
- Preventative Maintenance – completes scheduled maintenance work systematically – records and schedules repair of items requiring follow up attention to ensure completion of the work
- Proof of Performance Testing – capable of completing performance tests on all equipment to prove contract compliance
- Effectively manages and supervises contractors
- Undertakes all activities in line with the BA Group WHS Policy. Reports all near misses, incidents according to the procedures, promptly and clearly with all the required detail.
- Able to commission new sites on behalf of Broadcast Australia and its clients
- Adopt a working style in line with the BA Business Values

Skills and Experience

- Electronics Technician with RF experience and a background in maintenance of transmission equipment
- Holds a Diploma in Electronic engineering/electro-technology or be willing to undertake on-the-job training;
- Current Drivers Licence
- Has sound interpersonal skills including the ability to liaise with others and a proven ability to work as part of a team.
- Skilled in Apprentice Core Competencies

Core Competencies

- **Action Oriented;** Is action oriented for the things that he/she sees as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise
- **Technical Learning;** Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge
- **Decision Quality;** Makes good decisions(without considering how much time it takes) based upon a mixture of analysis, experience and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by other for advice and solutions
- **Time Management;** Uses his/her time effectively and efficiently; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
- **Relationships with peers;** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve other problems with peers; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

BT3 – Senior Broadcast Technician

Job responsibilities include but are not limited to;

- BT2 job duties
- Is part of the On-Call roster and is capable of completing on-call duties with no direction
- Fully aware of all Field Services Procedures
- Performs the function of technical lead when working with other technicians or contractors
- Has a high level of customer service skills and is able to effectively represent Broadcast Australia to customers
- Effectively manages high impact faults and efficiently and effectively manages service restoration activities
- Is capable of managing more complex fault restoration
- Substantial knowledge of district sites
- Coaches and develops other technicians
- Undertakes all activities in line with the BA Group WHS Policy. Reports all near misses, incidents according to the procedures, promptly and clearly with the required detail.
- Adopts a working style in line with the BA Business Values

Skills and Experience

- Fully competent BT2 skills
- Skilled in Apprentice Core Competencies
- Fully aware of all Field Services Procedures
- Electronics Technician with RF experience and a background in maintenance of transmission equipment
- Holds a Diploma in Electronic engineering/electro-technology or have undertaken equivalent on-the-job training;
- Current Drivers Licence
- Has sound interpersonal skills including the ability to liaise with others and a proven ability to work as part of a team.
- Pass BT3 Assessment
- Coaching and training ability

Core Competencies

- **Action Oriented;** Is action oriented for the things that he/she sees as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise
- **Technical Learning;** Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge
- **Decision Quality;** Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, *wisdom*, experience and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by other for advice and solutions
- **Time Management;** Uses his/her time effectively and efficiently; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
- **Relationships with peers;** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve other problems with peers; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

BT4 – Technical Specialist

Job responsibilities include but are not limited to;

- BT3 job duties
- Reports to the BT4 – Team Leader
- Is part of the On-Call roster and is capable of completing on-call duties with no direction
- Leads and manages specialist projects with limited direction
- Coordinates the maintenance and performance of transmission systems and infrastructure to ensure risks to service availability are minimised and contractual service delivery targets are met
- Engages contractors and directs activities for site maintenance works
- Manage client assets, at district level, in accordance to Field Services Procedures
- In conjunction with the Team Leader and other Senior Technicians, respond promptly to requests for high level technical advice and assistance
- Maintain a specific focus on high impact faults in home District and provide technical support across all areas of Broadcast technology
- Ensure Training and Mentoring of Field Team members is a primary objective during District support activities
- Undertake specific investigations on Network Issues as required to ensure escalation to Project level, or rectification by the District accordingly
- Undertake specific investigations on open fault cases as required to ensure timely resolution by the District.
- Undertake specific activities or special projects with a national or network wide focus, as requested by the National Field Services Manager from time to time.
- Undertakes all activities in line with the BA Group WHS Policy. Reports all near misses, incidents according to the procedures, promptly and clearly with the required detail.
- Adopts a working style in line with the BA Business Values

Skills and Experience

- Fully competent BT3 skills
- Skilled in Apprentice and BT2 Core Competencies
- Defined expert knowledge and experience in specialised areas
- Extensive network experience and in Broadcasting Systems
- Pass BT4 Technical Assessment
- Proven coaching and mentoring and training ability

Core Competencies

- Apprentice and BT2 Core Competencies
- **Organising;** Can organise resources (people, funding, material, support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently; arranges information and files in a useful manner.
- **Developing Others;** Coaches and mentor the team through providing challenging and stretching tasks; holds frequent development discussions with the Team Leader and the team; is aware of each team member's areas of development; pushes team to accept developmental tasks; is a people builder.

BT4 – Team Leader**Job responsibilities include but are not limited to;**

- As On-call requirements vary from district to district, this role may be required to perform part of the On-Call roster as and when required
- Coaches and develops other teams in specialised systems and processes
- Leads and manages specialist projects with limited direction
- Assigns and monitors tasks for members of the team in the delivery of preventative maintenance and fault maintenance
- Coordinates the maintenance and performance of transmission systems and infrastructure to ensure risks to service availability are minimised and contractual service delivery targets are met
- Assists the District Supervisor in development of systems, processes and personnel and provision of budgets
- Engages contractors and directs activities for site maintenance works
- Manage client assets, at district level, in accordance to Field Services Procedures
- Undertakes all activities in line with the BA Group WHS Policy. Reports all near misses, incidents according to the procedures, promptly and clearly with the required detail.
- Adopts a working style in line with the BA Business Values

Skills and Experience

- Fully competent BT3 skills
- Skilled in Apprentice Core Competencies
- Appropriate qualifications and skills in Broadcasting Systems
- Defined expert knowledge and experience in specialised areas
- Defined Leadership capabilities, with the ability to motivate and manage a team
- Project Management skills
- Proven coaching and mentoring and training ability
- Training skills

Core Competencies

- Apprentice and BT2 Core Competencies
- **Organising;** Can organise resources (people, funding, material, support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently; arranges information and files in a useful manner.
- **Motivating Others;** Creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can assess each persons hot button and use it to get the best out of him/her; pushes tasks and decisions down; powers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working with and for
- **Building effective teams;** Blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team

RBT2 – Radio Australia Technician**Job responsibilities include but are not limited to;**

- Participate in shift duties as part of a 24hr, 7day a week roster
- Manage after hours fault response for the Shepparton and Melbourne districts, including liaison with the NOC, First in Maintainers and "On call" technicians.
- Monitor, switch and adjust the Radio Australia transmission configurations according to a predetermined schedule to ensure the correct programs are being transmitted to the correct locations.
- Competent in service restoration - responds effectively to service outages, acts independently to restore services promptly so that service availability and fault response requirements are met
- Corrective Maintenance – can repair complex equipment and systems using module replacement and component level repair techniques, with faulty equipment being brought to full operating status quickly and cost effectively
- Preventative Maintenance – completes scheduled maintenance work systematically – records and schedules repair of items requiring follow up attention to ensure completion of the work
- Proof of Performance Testing – capable of completing performance tests on all Radio Australia equipment to prove contract compliance
- Effectively manages and supervises contractors
- Undertakes all activities in line with the BA Group WHS Policy. Reports all near misses, incidents according to the procedures, promptly and clearly with the required detail.
- Adopt a working style in line with the BA Business Values
- An understanding of quality issues and procedures as well as increased participation in problem-solving activities

Skills and Experience

- Electronics Technician with RF experience and a background in maintenance of transmission equipment. Holds a Diploma in Electronic engineering/electro-technology or be willing to undertake on-the-job training;
- Current Drivers Licence
- Has sound interpersonal skills including the ability to liaise with others and a proven ability to work as part of a team.
- Skilled in Apprentice Core Competencies

Core Competencies

- **Action Oriented;** Is action oriented for the things that he/she sees as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise
- **Technical Learning;** Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge;
- **Decision Quality;** Makes good decisions based upon a mixture of analysis, experience and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by other for advice and solutions
- **Time Management;** Uses his/her time effectively and efficiently; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
- **Relationships with peers;** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve other problems with peers; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

RBT3 – Senior Radio Australia Technician

Job responsibilities include but are not limited to;

- Able to perform RBT2 job duties
- Fully aware of all Field Services Procedures
- Performs the function of technical lead when working with other technicians or contractors
- Has a high level of customer service skills and is able to effectively represent Broadcast Australia to customers
- Effectively manages high impact faults and efficiently and effectively manages service restoration activities
- Is capable of managing more complex fault restoration
- Substantial knowledge of the Shepparton HF site
- Expected to perform duties at a higher level as required
- Actively support the Team Leader and the District Supervisor in achieving performance objectives
- Coaches and develops other technicians
- Undertakes all activities in line with Broadcast Australia WHS Policies and Procedures
- Reports all near misses, incidents according to the procedures, promptly and clearly with the required level of detail
- Adopts a working style in line with the Broadcast Australia business values

Skills and Experience

- Fully competent RBT2 skills
- Knowledge of Apprentice core competencies
- Fully aware of Field Services Procedures
- Electronics technician with RF experience and a background in the maintenance of transmission equipment
- Holds a diploma in Electronics Engineering / Electro Technology or have undertaken equivalent on the job training
- Current drivers licence
- Has sound interpersonal skills including the ability to work as a part of a team
- Must pass the RBT3 assessment process
- Coaching, mentoring, training ability
- EME Awareness
- Workcover approved Greencard
- Defensive Driving Training

Core Competencies

- **Action Oriented;** Is action oriented for the things that he/she sees as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise
- **Technical Learning;** Picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge;
- **Decision Quality;** Makes good decisions based upon a mixture of analysis, experience and judgement; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by other for advice and solutions
- **Time Management;** Uses his/her time effectively and efficiently; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
- **Relationships with peers;** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve other problems with peers; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

Schedule B: Rates of pay

The following rates of pay apply under the Agreement.

Broadcast Australia annual pay rates and pay increases:

Apprenticeship Scheme

Broadcast Australia SALARY BAND	Rate of pay effective from 1 July 2013	Rate of pay effective from 1 July 2014	Rate of pay effective from 1 July 2015	Rate of pay effective from 1 July 2016
BTA1	\$40,083.64	\$41,286.14	\$42,524.72	\$43,800.46
BTA2	\$49,818.23	\$51,312.77	\$52,852.15	\$54,437.71
BTA3	\$60,125.46	\$61,929.22	\$63,787.09	\$65,700.70
BTA4/BT1	\$64,489.63	\$66,424.31	\$68,417.03	\$70,469.54

Broadcast Technician Scheme

Broadcast Australia SALARY BAND		Rate of pay effective July 1 2013	Rate of pay effective July 1 2014	Rate of pay effective July 1 2015	Rate of pay effective July 1 2016
BT1	Entry Technician	\$64,489.63	\$66,424.31	\$68,417.03	\$70,469.54
BT2	Broadcast Technician	\$77,517.64	\$79,843.16	\$82,238.45	\$84,705.60
BT3	Senior Broadcast Technician	\$85,501.01	\$88,066.04	\$90,708.02	\$93,429.26
BT4	Technical Specialist or Team Leader	\$93,712.33	\$96,523.69	\$99,419.40	\$102,401.98

Radio Australia Technician Scheme

Broadcast Australia SALARY BAND		Rate of pay effective July 1, 2013	Rate of pay effective July 1 2014	Rate of pay effective July 1, 2015	Rate of pay effective July 1 2016
RBT2	Radio Australia Technician	\$66,079.63	\$68,062.01	\$70,103.87	\$72,206.98
RBT3	Senior Radio Australia Technician	\$72,885.02	\$75,071.57	\$77,323.71	\$79,643.42

Notes:

- 1 All salary increases from July 1 2014, 2015 and 2016 are based on 3% however all Employees will receive the higher of 3% or CPI + 1%.
- 2 All figures are subject to increase based on March qtr. CPI for each year.
- 3 CPI means the percentage change in the Consumer Price Index for all groups as published by the Reserve Bank of Australia for the 12 months ending 31 March of that year. For example: if the March 2014 qtr. annualised CPI was published at 2.2%; the effective pay increase for July 2013 would be 3.2%.