

BINDAREE BEEF INVERELL MAINTENANCE AGREEMENT 2023-2026

The purpose of this document is to provide a summary of key terms and conditions for team members employed by BFG under the Bindaree Beef Inverell Maintenance Agreement 2023 – 2026 (EBA).

KEY POINTS

- All team members who commence employment under the EBA will be required to undergo a 6 month probation period
- Ordinary hours of work can include Monday to Sunday
- Ordinary hours of work shall not exceed 12 hours per day
- The ability to average 38 ordinary hours per week over a four-week roster cycle
- For those employed after the agreement is ratified the ability to go to 12 hour shift rosters over a 7 day roster pattern
- Leave entitlements – as per the NES
 - Annual Leave: 4 weeks leave (shift workers 5 weeks leave)
 - Personal/Carers leave: 10 days
- OT (employees may be required to work reasonable overtime): 150% for the first 4 hours and 200% for each hour thereafter at any time of the week, with the following exceptions:
 - Public holiday other than Easter 200%
 - Easter public holiday 250%
 - After 12 midnight and at or before 8 am on Sunday 160% for the first 4 hours and 200% thereafter

Please note:
 The terms and conditions shared in this document refer to permanent full-time employee's only, please refer to the EBA for information regarding casual or part-time employees
 This document is to serve as a summary only

ON COMMENCEMENT, RATES TABLE

The table below represents the proposed base rates on commencement of the agreement.

CLASSIFICATION	CODE	DS	AS 110%	NS 120%	SAT DS 130%	SAT NS 140%	SUN DS 150%	SUN NS 160%	PH 200%	EASTER 250%	OT 150%
Electrical Tradesperson - Level 1	E1	\$52.00	\$57.20	\$62.40	\$67.60	\$72.80	\$78.00	\$83.20	\$104.00	\$130.00	\$78.00
Electrical Tradesperson - Level 2	E2	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$100.00	\$125.00	\$75.00
Electrical Tradesperson - Level 3	E3	\$49.00	\$53.90	\$58.80	\$63.70	\$68.60	\$73.50	\$78.40	\$98.00	\$122.50	\$73.50
Electrical Tradesperson - Level 4	E4	\$46.00	\$50.60	\$55.20	\$59.80	\$64.40	\$69.00	\$73.60	\$92.00	\$115.00	\$69.00
Electrical Tradesperson - Level 5	E5	\$44.00	\$48.40	\$52.80	\$57.20	\$61.60	\$66.00	\$70.40	\$88.00	\$110.00	\$66.00
Mechanical Tradesperson - Level 1	M1	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$100.00	\$125.00	\$75.00
Mechanical Tradesperson - Level 2	M2	\$48.00	\$52.80	\$57.60	\$62.40	\$67.20	\$72.00	\$76.80	\$96.00	\$120.00	\$72.00
Mechanical Tradesperson - Level 3	M3	\$47.00	\$51.70	\$56.40	\$61.10	\$65.80	\$70.50	\$75.20	\$94.00	\$117.50	\$70.50
Mechanical Tradesperson - Level 4	M4	\$44.00	\$48.40	\$52.80	\$57.20	\$61.60	\$66.00	\$70.40	\$88.00	\$110.00	\$66.00
Mechanical Tradesperson - Level 5	M5	\$42.00	\$46.20	\$50.40	\$54.60	\$58.80	\$63.00	\$67.20	\$84.00	\$105.00	\$63.00
Skilled Labourer - Level 1	SL1	\$40.00	\$44.00	\$48.00	\$52.00	\$56.00	\$60.00	\$64.00	\$80.00	\$100.00	\$60.00
Skilled Labourer - Level 2	SL2	\$34.00	\$37.40	\$40.80	\$44.20	\$47.60	\$51.00	\$54.40	\$68.00	\$85.00	\$51.00
Skilled Labourer - Level 3	SL3	\$32.00	\$35.20	\$38.40	\$41.60	\$44.80	\$48.00	\$51.20	\$64.00	\$80.00	\$48.00
Trade Assistant	TA	\$28.00	\$30.80	\$33.60	\$36.40	\$39.20	\$42.00	\$44.80	\$56.00	\$70.00	\$42.00

ROSTER OPTIONS

MON-FRI ROSTER

	M	T	W	TH	FR	SA	SU	M	T	W	TH	FR	SA	SU	M	T	W	TH	FR	SA	SU	M	T	W	TH	FR	SA	SU
Team A	DS	DS	DS	DS	DS			DS	DS	DS	DS	DS			DS	DS	DS	DS	DS			DS	DS	DS	DS	DS		
Team B	AS	AS	AS	AS	AS			AS	AS	AS	AS	AS			AS	AS	AS	AS	AS			AS	AS	AS	AS	AS		
Team C	NS	NS	NS	NS	NS			NS	NS	NS	NS	NS			NS	NS	NS	NS	NS			NS	NS	NS	NS	NS		

4-Week Cycle

- 7.6hr shifts
- 152hrs total worked over cycle
- 20 shifts worked - 8 days off

Yearly Cycle - 52 weeks

- 7.6hr shifts
- 1,976hrs total worked over cycle
- 260 shifts worked - 103 days off

MON-SUN ROTATIONAL ROSTER

	M	T	W	TH	FR	SA	SU	M	T	W	TH	FR	SA	SU	M	T	W	TH	FR	SA	SU	M	T	W	TH	FR	SA	SU
Team A	DS	DS	NS	NS						DS	DS	NS	NS	NS					DS	DS	DS	NS	NS					
Team B	NS	NS						DS	DS	NS	NS						DS	DS	NS	NS	NS				DS	DS	DS	
Team C			DS	DS	NS	NS	NS					DS	DS	DS	NS	NS					DS	DS	NS	NS				
Team D					DS	DS	DS	NS	NS						DS	DS	NS	NS					DS	DS	NS	NS	NS	

4-Week Cycle

- 12hr shifts
- 152hrs at ord rate and 16hrs at OT rate, total worked over cycle
- 14 shifts worked - 14 days off

Yearly Cycle - 52 weeks

- 12hr shifts
- 1,976hrs at ord rate and 232hrs at OT rate, total worked over cycle
- 182 shifts worked - 181 days off

CLASSIFICATIONS TABLE

CLASSIFICATION	DESCRIPTION
ELECTRICAL TRADESPERSONS	
<p>E1 Electrical Tradesperson Level 1</p>	<ul style="list-style-type: none"> • Qualified electrical tradesperson with an extensive level of experience who demonstrates exceptional skills, knowledge and ability in the electrical trade and its application to maintenance of a processing facility. • This tradesperson will have the required skills, knowledge and ability to trouble shoot and resolve complex breakdowns and issues, when required. They would also be expected to take responsibility for a nominated area of the Plant during a shift, when required. • Exercises exceptional interpersonal and communication skills. • Acts as a role model in working in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work under very limited supervision, as they are able to solve complex issues without requiring guidance. A tradesperson at this level has the ability to lead a team, if required. • Classification at this level is by appointment only.
<p>E2 Electrical Tradesperson Level 2</p>	<ul style="list-style-type: none"> • Qualified electrical tradesperson with a high level of experience who demonstrates advanced and / or specialised skills, knowledge and ability in the electrical trade and its application to maintenance of a processing facility. • This tradesperson will have the required skills, knowledge and ability to trouble shoot and resolve breakdowns and issues, but may require guidance on complex breakdowns and issues. • Exercises excellent interpersonal and communication skills. • Acts as a role model in working in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with minimal supervision. A tradesperson at this level has the ability to lead a team, if required.
<p>E3 Electrical Tradesperson Level 3</p>	<ul style="list-style-type: none"> • Qualified electrical tradesperson with experience who demonstrates advanced skills, knowledge and ability in the electrical trade and its application to maintenance of a processing facility. • This tradesperson will have the required skills, knowledge and ability to perform day to day tasks as required by the maintenance operations and respond to breakdowns. • Exercises good interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with limited supervision.
<p>E4 Electrical Tradesperson Level 4</p>	<ul style="list-style-type: none"> • Qualified electrical tradesperson with experience who demonstrates good skills, knowledge and ability in the electrical trade. • Exercises sound interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with routine supervision. • Team members to progress to E3 in no more than 2 years from commencement date of E4.
<p>E5 Electrical Tradesperson Level 5</p>	<ul style="list-style-type: none"> • Qualified electrical tradesperson with limited experience who demonstrates developing skills, knowledge and ability in the electrical trade. • Exercises sound interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with direct supervision. • Team members to progress to E4 in no more than 12 months from commencement date of E5.
MECHANICAL TRADESPERSONS	
<p>M1 Mechanical Tradesperson Level 1</p>	<ul style="list-style-type: none"> • Qualified mechanical tradesperson with an extensive level of experience who demonstrates exceptional skills, knowledge and ability in the mechanical trade and its application to maintenance of a processing facility. • This tradesperson will have the required skills, knowledge and ability to trouble shoot and resolve complex breakdowns and issues, when required. They would also be expected to take responsibility for a nominated area of the plant during a shift, when required. • Exercises exceptional interpersonal and communication skills. • Acts as a role model in working in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work under very limited supervision, as they are able to solve complex issues without requiring guidance. A tradesperson at this level has the ability to lead a team, if required. • Classification at this level is by appointment only.
<p>M2 Mechanical Tradesperson Level 2</p>	<ul style="list-style-type: none"> • Qualified mechanical tradesperson with a high level of experience who demonstrates advanced and/or specialised skills, knowledge and ability in the mechanical trade and its application to maintenance of a processing facility. • This tradesperson will have the required skills, knowledge and ability to trouble shoot and resolve breakdowns and issues, but may require guidance on complex breakdowns and issues. • Exercises excellent interpersonal and communication skills. • Acts as a role model in working in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with minimal supervision. A tradesperson at this level has the ability to lead a team, if required.

CLASSIFICATIONS TABLE CONTINUED

CLASSIFICATION	DESCRIPTION
MECHANICAL TRADESPERSONS	
<p>M3 Mechanical Tradesperson Level 3</p>	<ul style="list-style-type: none"> • Qualified mechanical tradesperson with experience who demonstrates advanced skills, knowledge and ability in the electrical trade and its application to maintenance of a processing facility. • Exercises good interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with limited supervision.
<p>M4 Mechanical Tradesperson Level 4</p>	<ul style="list-style-type: none"> • Qualified mechanical tradesperson with experience who demonstrates good skills, knowledge and ability in the mechanical trade. • Exercises sound interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with routine supervision. • Team members to progress to E3 in no more than 2 years from commencement date of E4.
<p>M5 Mechanical Tradesperson Level 5</p>	<ul style="list-style-type: none"> • Qualified mechanical tradesperson with limited experience who demonstrates developing skills, knowledge and ability in the electrical trade. • Exercises sound interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • A tradesperson at this level would work with direct supervision. • Team members to progress to E4 in no more than 12 months from commencement date of E5.
SKILLED LABOURERS & TRADE ASSISTANTS	
<p>SL1 Skilled Labourer Level 1</p>	<ul style="list-style-type: none"> • Skilled employee that is not trade qualified as an electrical or mechanical tradesperson, with a high level of experience who demonstrates advanced and/or specialised skills, knowledge and ability relevant to maintenance of a processing facility. • Exercises good interpersonal and communication skills. • Acts as a role model in working in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • An employee at this level would work with limited supervision. May be required to provide assistance with the provision of on-the-job training to lower classified positions. • Classification at this level is by appointment only.
<p>SL2 Skilled Labourer Level 2</p>	<ul style="list-style-type: none"> • Skilled employee that is not trade qualified as an electrical or mechanical tradesperson with experience who demonstrates advanced skills, knowledge and ability required in this role. • Exercises good interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • An employee at this level would work with limited supervision.
<p>SL3 Skilled Labourer Level 3</p>	<ul style="list-style-type: none"> • Skilled employee that is not trade qualified as an electrical or mechanical tradesperson with experience who demonstrates good skills, knowledge and ability relevant to maintenance of a processing facility. • Exercises sound interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • An employee at this level would work with routine supervision. • Team members to progress to SL2 in no more than 12 months from commencement date of SL3.
<p>TA Trade Assistant</p>	<ul style="list-style-type: none"> • Entry level employee who is not trade qualified as an electrical or mechanical tradesperson with no or minimal experience who demonstrates developing skills, knowledge and ability relevant to maintenance of a processing facility. • Exercises sound interpersonal and communication skills. • Works in accordance with the company’s standards and specifications while demonstrating the required company values and behaviours. • An employee at this level would work with direct supervision.