

# 2021 EBA Rates



## 40 - 40 - 40

Operative from the first full pay period beginning on or after 1 July 2021.

Incolink illness income protection was negotiated and won by your Union and is now an entitlement in the 2021 EBA.

	BROAD BAND GROUP	1 July 2021		1 July 2022	
		Hourly Rate	Weekly 38 hours	Hourly Rate	Weekly 38 hours
<b>Trade</b>					
Senior foreperson	CW7	\$45.48	\$1728.24	\$46.85	\$1780.22
Foreperson	CW6	\$42.83	\$1627.43	\$44.12	\$1676.38
Sub-foreperson	CW5	\$41.69	\$1584.22	\$42.94	\$1631.87
Trades level involved in setting out	CW4	\$39.80	\$1512.21	\$40.99	\$1557.70
<b>Trades level</b>	<b>CW3-T</b>	<b>\$37.90</b>	<b>\$1440.20</b>	<b>\$39.04</b>	<b>\$1483.52</b>
Group 1 Labourer	CW3-NT	\$37.14	\$1411.40	\$38.26	\$1453.85
Group 2 Labourer	CW2	\$36.76	\$1396.99	\$37.87	\$1439.01
Group 3 Labourer	CW1	\$34.87	\$1324.98	\$35.92	\$1364.84

	BROAD BAND GROUP	1 July 2023			
		Hourly Rate	Weekly 38 hours		
<b>Trade</b>					
Senior foreperson	CW7	\$48.25	\$1833.58		
Foreperson	CW6	\$45.44	\$1726.62		
Sub-foreperson	CW5	\$44.23	\$1680.78		
Trades level involved in setting out	CW4	\$42.22	\$1604.38		
<b>Trades level</b>	<b>CW3-T</b>	<b>\$40.21</b>	<b>\$1527.98</b>		
Group 1 Labourer	CW3-NT	\$39.41	\$1497.42		
Group 2 Labourer	CW2	\$39.00	\$1482.14		
Group 3 Labourer	CW1	\$36.99	\$1405.74		

## APPRENTICES

### 4.1 All apprentices shall be paid at the hourly wage rates set out below:

	At signing	1 July 2021	1 July 2022	1 July 2023
First Year – 50%	\$18.38	\$18.95	\$19.52	\$20.11
Second Year – 62.5%	\$22.97	\$23.69	\$24.40	\$25.13
Third Year – 75%	\$27.57	\$28.43	\$29.28	\$30.16
Fourth Year – 90%	\$33.08	\$34.11	\$35.14	\$36.19

Provided that any adult apprentices engaged after 1st January 2010 shall be paid not less than the wage rate for the CW1 classification.

### 1. Daily Fares & Travel Allowance

At signing	1 July 2021	1 July 2022	1 July 2023
\$37.00	\$38.00	\$39.00	\$40.00

### 4.2 Apprentices shall be paid at the following daily fares and travel allowance rates:

	At signing	1 July 2021	1 July 2022	1 July 2023
Year 1 [75%]	\$27.75	\$28.50	\$29.25	\$30.00
Year 2 [85%]	\$31.45	\$32.30	\$33.15	\$34.00
Year 3 [90%]	\$33.30	\$34.20	\$35.10	\$36.00
Year 4 [95%]	\$35.15	\$36.10	\$37.05	\$38.00

### 1.1 INCOLINK

(a) The Company shall be a participating Company in the INCOLINK Number 2 redundancy fund. Employees will be entitled to redundancy payments in accordance with the following table:

Date	\$ Per Week
Current Rate	\$37.00
From 1 July 2021	\$38.00
From 1 July 2022	\$39.00
From 1 July 2023	\$40.00

Incolink Tasmania Accident & Illness Cover		
<b>Leisure time accident &amp; illness</b>		
<b>Weekly benefit</b>	<b>Accident</b>	<b>Illness</b>
Worker with dependants	\$850	\$850
Worker without dependants	\$630	\$630
Apprentice with dependents	\$550	\$480
Apprentice without dependents	\$495	\$350
Waiting Period 14 days	104 weeks	52 weeks
Benefit period to Age 70		
Bill Payer: \$250 per bill up to maximum for any one period of disablement	\$5,000	\$5,000
Broken bones (max)	\$8,000	N/A
<b>Capital Benefits</b>		
Worker with dependants (max)	\$20,000	N/A
Worker without dependents (max)	\$10,000	N/A
<b>Journey Cover</b>		
100% to maximum	\$1,000	N/A
<b>Capital benefits</b>		
Worker with dependants (max)	\$50,000	N/A
Worker without dependents (max)	\$25,000	N/A
<b>Discretionary cover</b>		
<b>Dental - Accident only</b>		
Worker with dependants (max)	\$2,250	N/A
Worker without dependents (max)	\$2,000	N/A
<b>Funeral Cover</b>		
Maximum	\$9,000	
<b>Cost to Employer</b>	<b>\$9.50 per worker per week</b>	