



3 October 2018

Proposed Settlement APEX / SCL Multi-Employer Collective Agreement

1. **Term:** Two years, 1 July 2018 to 30 June 2020.
2. **Technician Pay Scale:** Delete rates A1 to A7 and replace with Start \$18.50, Provisional \$20.00. Q1 will move to \$21.50.
3. **Pay Increase:** All other scales/pay rates to increase by 3% from 1st pay period following 1 July 2018 and by 3% from 1st pay period following 1 July 2019.
4. **Night Rate:** T1.5 to apply from 8pm for all areas (i.e. includes Wellington.)
5. **On Call Rates:** Increase 3% from 1st pay period following 1 October 2018 and by 3% from 1st pay period following 1 July 2019.
6. **Annual Leave:** 5 weeks annual leave for all members at 8 years' service commencing from 1 July 2019. (Current more beneficial entitlements to remain, including earlier qualification for 4.6 weeks etc)
7. **Shift Leave:** Continue working party to remove ambiguity and ensure shift leave available to mitigate effects of fatiguing shift patterns.
8. **Merit Progression:** Formal engagement between APEX and the Business during term of new Agreement to ensure that more members qualify; encourage application for merit progression and make application easier, ensure that local management recommendations are endorsed by senior management, or reasons for denial notified to individual and APEX.