

## APPENDIX B: PAY FOR WORKSTREAM EMPLOYEES

### B1. Pay increases

B1.1 *Telstra* will increase your pay to at least the minimum *Fixed Remuneration* in the tables in item B3, subject to item B1.2 below.

B1.2 If:

- a) you are a member of a defined benefits fund; and
- b) the percentage contribution *Telstra* is required to make on your behalf decreases below the current contribution rate of 15%,

*Telstra* will adjust down the minimum *Fixed Remuneration* in item B3.2 and you will forfeit the balance. A defined benefit member and a non-defined benefit member will earn the same *Actual Salary*.

B1.3 Where you receive the ECA 2011 increase, the annual pay increase set out in Section 2 will apply to your ECA 2011 increase.

### B2. Performance bonuses

B2.1 If you receive an annual performance rating of 5 or 4, *Telstra* will pay you a performance bonus (calculated as a percentage of your *Fixed Remuneration*) as follows:

	4	5
In each performance year: 1 July 2014 – 30 June 2015; 1 July 2015 – 30 June 2016; and 1 July 2016 – 30 June 2017	1%	2%

B2.2 *Telstra* will pay any performance bonus by the October following the end of the performance year, providing you still remain employed at that date. The performance bonus does not form part of your salary.

### B3. Minimum rates

B3.1 The following minimum *Fixed Remuneration* rates apply to *Workstream Employees* who are not members of a defined benefits fund:

<b>Effective 1 October 2015 - 30 September 2016</b>					
<b>Workstream Band</b>	<b>CSSW</b>	<b>SW</b>	<b>TW</b>	<b>TPW</b>	<b>CFW</b>
1	\$52,914	\$54,114	\$52,985	N/A	\$52,985
2	\$55,559	\$58,439	\$63,882	N/A	\$63,882
3	\$59,087	\$60,654	\$68,593	N/A	\$68,593
4	\$60,847	\$63,626	\$74,915	N/A	\$74,915
5	\$63,495	\$68,961	\$84,837	N/A	\$84,837
6	\$77,605	\$76,094	\$88,588	N/A	\$88,588
7	\$84,660	\$83,460	\$92,425	N/A	\$92,425
8	\$91,713	\$92,874	\$102,156	\$102,156	\$102,156
9	N/A	\$102,082	\$114,860	\$114,860	\$110,328
10	N/A	\$118,396	\$123,232	\$137,449	\$116,746
11	N/A	\$124,730	N/A	\$144,412	N/A
12	N/A	N/A	N/A	\$146,323	N/A

<b>Effective 1 October 2016 - 30 September 2017</b>					
<b>Workstream Band</b>	<b>CSSW</b>	<b>SW</b>	<b>TW</b>	<b>TPW</b>	<b>CFW</b>
1	\$54,502	\$55,738	\$54,575	N/A	\$54,575
2	\$57,226	\$60,193	\$65,799	N/A	\$65,799
3	\$60,860	\$62,474	\$70,651	N/A	\$70,651
4	\$62,673	\$65,535	\$77,163	N/A	\$77,163
5	\$65,400	\$71,030	\$87,383	N/A	\$87,383
6	\$79,934	\$78,377	\$91,246	N/A	\$91,246
7	\$87,200	\$85,964	\$95,198	N/A	\$95,198
8	\$94,465	\$95,661	\$105,221	\$105,221	\$105,221
9	N/A	\$105,145	\$118,306	\$118,306	\$113,638
10	N/A	\$121,948	\$126,929	\$141,573	\$120,249
11	N/A	\$128,472	N/A	\$148,745	N/A
12	N/A	N/A	N/A	\$150,713	N/A

<b>Effective 1 October 2017</b>					
<b>Workstream Band</b>	<b>CSSW</b>	<b>SW</b>	<b>TW</b>	<b>TPW</b>	<b>CFW</b>
1	\$56,138	\$57,411	\$56,213	N/A	\$56,213
2	\$58,943	\$61,999	\$67,773	N/A	\$67,773
3	\$62,686	\$64,349	\$72,771	N/A	\$72,771
4	\$64,554	\$67,502	\$79,478	N/A	\$79,478
5	\$67,362	\$73,161	\$90,005	N/A	\$90,005

Effective 1 October 2017					
Workstream Band	CSSW	SW	TW	TPW	CFW
6	\$82,333	\$80,729	\$93,984	N/A	\$93,984
7	\$89,816	\$88,543	\$98,054	N/A	\$98,054

Effective 1 October 2017					
Workstream Band	CSSW	SW	TW	TPW	CFW
8	\$97,299	\$98,531	\$108,378	\$108,378	\$108,378
9	N/A	\$108,300	\$121,856	\$121,856	\$117,048
10	N/A	\$125,607	\$130,737	\$145,821	\$123,857
11	N/A	\$132,327	N/A	\$153,208	N/A
12	N/A	N/A	N/A	\$155,235	N/A

B3.2 The following minimum *Fixed Remuneration* rates apply to *Workstream Employees* who are members of a defined benefits fund, subject to item B1.2:

Effective 1 October 2015 - 30 September 2016					
Workstream Band	CSSW	SW	TW	TPW	CFW
1	\$55,732	\$56,992	\$55,806	N/A	\$55,806
2	\$58,515	\$61,548	\$67,282	N/A	\$67,282
3	\$62,229	\$63,882	\$72,242	N/A	\$72,242
4	\$64,086	\$67,010	\$78,903	N/A	\$78,903
5	\$66,875	\$72,629	\$89,351	N/A	\$89,351
6	\$81,736	\$80,143	\$93,303	N/A	\$93,303
7	\$89,165	\$87,901	\$97,343	N/A	\$97,343
8	\$96,593	\$97,815	\$107,591	\$107,591	\$107,591
9	N/A	\$107,514	\$120,973	\$120,973	\$116,200
10	N/A	\$124,695	\$129,788	\$144,779	\$122,958
11	N/A	\$131,368	N/A	\$152,124	N/A
12	N/A	N/A	N/A	\$154,142	N/A

Effective 1 October 2016 - 30 September 2017					
Workstream Band	CSSW	SW	TW	TPW	CFW
1	\$57,404	\$58,702	\$57,481	N/A	\$57,481
2	\$60,271	\$63,395	\$69,301	N/A	\$69,301
3	\$64,096	\$65,799	\$74,410	N/A	\$74,410
4	\$66,009	\$69,021	\$81,271	N/A	\$81,271
5	\$68,882	\$74,808	\$92,032	N/A	\$92,032
6	\$84,189	\$82,548	\$96,103	N/A	\$96,103
7	\$91,840	\$90,539	\$100,264	N/A	\$100,264
8	\$99,491	\$100,750	\$110,819	\$110,819	\$110,819
9	N/A	\$110,740	\$124,603	\$124,603	\$119,686
10	N/A	\$128,436	\$133,682	\$149,123	\$126,647

<b>11</b>	N/A	\$135,310	N/A	\$156,688	N/A
<b>12</b>	N/A	N/A	N/A	\$158,767	N/A

<b>Effective 1 October 2017</b>					
<b>Workstream Band</b>	<b>CSSW</b>	<b>SW</b>	<b>TW</b>	<b>TPW</b>	<b>CFW</b>
<b>1</b>	\$59,127	\$60,464	\$59,206	N/A	\$59,206
<b>2</b>	\$62,080	\$65,297	\$71,381	N/A	\$71,381
<b>3</b>	\$66,019	\$67,773	\$76,643	N/A	\$76,643
<b>4</b>	\$67,990	\$71,092	\$83,710	N/A	\$83,710
<b>5</b>	\$70,949	\$77,053	\$94,793	N/A	\$94,793
<b>6</b>	\$86,715	\$85,025	\$98,987	N/A	\$98,987
<b>7</b>	\$94,596	\$93,256	\$103,272	N/A	\$103,272
<b>8</b>	\$102,476	\$103,773	\$114,144	\$114,144	\$114,144
<b>9</b>	N/A	\$114,063	\$128,342	\$128,342	\$123,277
<b>10</b>	N/A	\$132,290	\$137,693	\$153,597	\$130,447
<b>11</b>	N/A	\$139,370	N/A	\$161,389	N/A
<b>12</b>	N/A	N/A	N/A	\$163,531	N/A