

# APPENDIX B

## PAY FOR WORKTEAM EMPLOYEES

### B1. PAY INCREASES

**B1.1.** *Telstra* will increase your pay to at least the minimum *Fixed Remuneration* in the tables in item B2, subject to item B1.2 below.

**B1.2.** If:

- you are a member of a defined benefits fund; and
- 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.** If you were employed on 1 October 2019, and continue to be employed at the commencement of this *Agreement*, you will also receive a one off payment equivalent to the amount you would have received if the 0.3% increase had been applied to your *Fixed Remuneration* from 1 October 2019 until immediately before this *Agreement* commenced.

**B1.4.** For the avoidance of doubt, the payment in B1.3 is inclusive of superannuation (if applicable) and the calculation of the payment will not include overtime or allowances.

### B2. MINIMUM RATES

**B2.1.** The following minimum *Fixed Remuneration* rates apply to *Workstream Employees* who are not members of a defined benefits fund:

Workstream Band	Effective 1 October 2019				
	CSSW	SW	TW	TPW	CFW
1	\$57,835	\$59,146	\$57,912	N/A	\$57,912
2	\$60,725	\$63,873	\$69,821	N/A	\$69,821
3	\$64,581	\$66,294	\$74,971	N/A	\$74,971
4	\$66,505	\$69,542	\$81,880	N/A	\$81,880
5	\$69,398	\$75,372	\$92,725	N/A	\$92,725
6	\$84,822	\$83,169	\$96,825	N/A	\$96,825
7	\$92,531	\$91,219	\$101,018	N/A	\$101,018
8	\$100,240	\$101,509	\$111,654	\$111,654	\$111,654
9	N/A	\$111,573	\$125,539	\$125,539	\$120,586
10	N/A	\$129,403	\$134,689	\$150,228	\$127,601
11	N/A	\$136,327	N/A	\$157,839	N/A
12	N/A	N/A	N/A	\$159,927	N/A

Workstream Band	Effective commencement date				
	CSSW	SW	TW	TPW	CFW
1	\$58,009	\$59,323	\$58,086	N/A	\$58,086
2	\$60,906	\$64,065	\$70,031	N/A	\$70,031
3	\$64,774	\$66,493	\$75,196	N/A	\$75,196
4	\$66,705	\$69,752	\$82,126	N/A	\$82,126
5	\$69,606	\$76,598	\$93,003	N/A	\$93,003
6	\$85,076	\$83,419	\$97,115	N/A	\$97,115
7	\$92,808	\$91,493	\$101,321	N/A	\$101,321
8	\$100,540	\$101,814	\$111,989	\$111,989	\$111,989
9	N/A	\$111,909	\$125,916	\$125,916	\$120,948
10	N/A	\$129,791	\$135,092	\$150,679	\$127,984
11	N/A	\$136,736	N/A	\$158,313	N/A
12	N/A	N/A	N/A	\$160,407	N/A

Workstream Band	Effective 1 October 2020				
	CSSW	SW	TW	TPW	CFW
1	\$59,169	\$60,509	\$59,248	N/A	\$59,248
2	\$62,124	\$65,346	\$71,432	N/A	\$71,432
3	\$66,069	\$67,823	\$76,700	N/A	\$76,700
4	\$68,039	\$71,147	\$83,769	N/A	\$83,769
5	\$70,998	\$77,110	\$94,863	N/A	\$94,863
6	\$86,778	\$85,087	\$99,057	N/A	\$99,057
7	\$94,864	\$93,323	\$103,347	N/A	\$103,347
8	\$102,551	\$103,850	\$114,229	\$114,229	\$114,229
9	N/A	\$114,147	\$128,434	\$128,434	\$123,367
10	N/A	\$132,387	\$137,794	\$153,693	\$130,544
11	N/A	\$139,471	N/A	\$161,479	N/A
12	N/A	N/A	N/A	\$163,615	N/A

**B2.2.** The following minimum Fixed Remuneration rates apply to Workstream Employees who are members of a defined benefits fund, subject to item B1.2:

Workstream Band	Effective 1 October 2019				
	CSSW	SW	TW	TPW	CFW
1	\$60,914	\$62,292	\$60,996	N/A	\$60,996
2	\$63,956	\$67,271	\$73,538	N/A	\$73,538
3	\$68,014	\$69,821	\$78,960	N/A	\$78,960
4	\$70,045	\$73,241	\$86,240	N/A	\$86,240
5	\$73,093	\$79,382	\$97,658	N/A	\$97,658
6	\$89,336	\$87,595	\$101,979	N/A	\$101,979
7	\$97,455	\$96,075	\$106,393	N/A	\$106,393

8	\$105,573	\$106,910	\$117,594	\$117,594	\$117,594
9	N/A	\$117,511	\$132,221	\$132,221	\$127,003
10	N/A	\$136,288	\$141,855	\$158,239	\$134,390
11	N/A	\$143,582	N/A	\$166,267	N/A
12	N/A	N/A	N/A	\$168,474	N/A

Workstream Band	Effective commencement date				
	CSSW	SW	TW	TPW	CFW
1	\$61,097	\$62,479	\$61,178	N/A	\$61,178
2	\$64,148	\$67,472	\$73,760	N/A	\$73,760
3	\$68,218	\$70,031	\$79,197	N/A	\$79,197
4	\$70,255	\$73,460	\$86,499	N/A	\$86,499
5	\$73,312	\$79,620	\$97,951	N/A	\$97,951
6	\$89,604	\$87,858	\$102,285	N/A	\$102,285
7	\$97,747	\$96,363	\$106,712	N/A	\$106,712
8	\$105,890	\$107,231	\$117,947	\$117,947	\$117,947
9	N/A	\$117,864	\$132,618	\$132,618	\$127,384
10	N/A	\$136,697	\$142,280	\$158,715	\$134,793
11	N/A	\$144,014	N/A	\$166,766	N/A
12	N/A	N/A	N/A	\$168,979	N/A

Workstream Band	Effective 1 October 2020				
	CSSW	SW	TW	TPW	CFW
1	\$62,319	\$63,729	\$62,402	N/A	\$62,402
2	\$65,431	\$68,821	\$75,235	N/A	\$75,235
3	\$69,582	\$71,432	\$80,781	N/A	\$80,781
4	\$71,660	\$74,929	\$88,229	N/A	\$88,229
5	\$74,778	\$81,212	\$99,910	N/A	\$99,910
6	\$91,396	\$89,615	\$104,331	N/A	\$104,331
7	\$99,702	\$98,290	\$108,846	N/A	\$108,846
8	\$108,008	\$109,376	\$120,306	\$120,306	\$120,306
9	N/A	\$120,221	\$135,270	\$135,270	\$129,932
10	N/A	\$139,431	\$145,126	\$161,889	\$137,489
11	N/A	\$146,894	N/A	\$170,101	N/A
12	N/A	N/A	N/A	\$172,359	N/A