



**Ventia Telecommunications**  
**Fieldwork Agreement 2024**

**Company offer**



# Purpose of this presentation



Explain the Company's latest offer



The EBA, voting instructions, details on the awards and all details will be emailed to you



The Company, Union and Employee Bargaining Representatives acknowledge that after months of negotiating we have reached a negotiated position for us to put the best deal possible to you.



If you have questions or to request any other documents: Talk to your Leader, P&C, Employee Bargaining Reps or the Union



Voting – will take place on 9th July



# THE COMPANY OFFER: KEY TERMS

## **Same contract, same agreement**

A fair rollover of existing agreement terms with minimal change

**3 year duration**

**Wage increase – 3.5%  
each year of  
agreement**

**Backpay from  
Jan 1<sup>st</sup> on All  
Hours after  
successful  
YES vote**

**New Hourly  
rates** - paid  
within two  
weeks after  
Fair Work  
Commission  
certification

**Allowances** –  
increases will  
commence  
after Fair Work  
Commission  
approves the  
agreement.



# COMMERCIAL SUMMARY

Key Term	Offer
On Call Allowance	\$200.00 p/w
Height Allowance	3% increase
Company Required travel	Regional \$280.00    Capital Cities \$340.00    Meals \$120.00
Combined leading Hand/Team lead	\$70.04
Roster System Included	21/7 and 10/4 shift Roster by agreement
Shift Work	Include 7 day continuous shift worker
Family Domestic Violence	10 days paid
Paternity leave	1 week paid



# VOTING – PRE VOTE TEST SMS

- Independent external vote count – IRIQ will tally the results.
- Voting is confidential. Only overall yes / no votes are reported.
- You will receive an sms text to confirm your mobile number for voting purposes on the **8 July 2024**
- If you do not receive a text, you must contact [Jennifer.gambell@ventia.com](mailto:Jennifer.gambell@ventia.com)
- The EBA and relevant documents will be emailed to you
- **Voting Opens: 8am 9th July (AEST)**
- You will be notified by an SMS to your mobile
- **Closes: 7pm 10th July (AEST)**
- To vote, simply reply to the sms as either Y or N
- **Results notified by 7pm 10th July**



# FAIR WORK COMMISSION – BOOT TEST

As part of the approval process, the Fair Work Commission (FWC) reviews the proposed EA to be satisfied that employees are “Better off Overall” compared to the relevant Modern Award.

Ventia has reviewed the proposed agreement compared to

- Electrical, Electronic and Communications Contracting Award 2020

Ventia’s assessment is that:

- Employees are **considerably better off overall** compared to the Award
- Hourly Rates, allowances, redundancy provisions and other benefits are significantly better than the Award





