



Hi Team,

I am pleased to share that our Infrastructure Enterprise Agreement 2019 has been formally approved by the Fair Work Commission. This is a significant achievement and means that our new Agreement has met the requirements of the *Fair Work Act 2009 (Cth)*, and passed the 'Better Off Overall' test, which ensures that employees are better off under the new Agreement than the relevant Modern Award.

The new Agreement will take effect on Friday, 1 November 2019. Eligible employees will receive their wage increase back paid to the first full pay period on or after 1 July 2019. This will be paid in the first pay run after the new Agreement comes into effect, on Tuesday, 12 November 2019. The 2% one off payment, which is in recognition of a timely agreement which is compliant with the *Code for the Tendering and Performance of Building Work 2016 (Cth) (Code)*, will also be applied in that pay run.

I'd like to thank our Infrastructure Enterprise Bargaining Team, Employee Relations Team, and Union representatives and delegates for their positive engagement throughout the bargaining process as well as our people for their support and endorsement of the new Agreement.

Negotiations continue to progress for our next Rail Operations and Rolling Stock Enterprise Agreements. If you have any questions, please contact your manager or People Business Partner.

Best regards,

Catherine

Catherine Baxter
Chief Operating Officer

