

BR 21/50
2.1-191-89

29 July, 2021.

BRANCHES, as addressed –

Dear Colleague,

RE: NBN CO - EBA DISCRETIONARY WAGE INCREASE

Please find attached an email from Andrei Moore (NBN Co) dated 28 July 2021 in regard to the above matter.

If you have any queries, please contact James Perkins of this office.

Yours fraternally,



Greg Rayner,
DIVISIONAL SECRETARY.

Enc.

JP:kr

Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

cwu.org.au

P (03) 9349 2100

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Shane Murphy Divisional President
James Perkins Divisional Assistant Secretary (Telecommunications)
Bernie Clarke Divisional Vice-President

Greg Rayner Divisional Secretary
Nicole Robinson Divisional Assistant Secretary (Postal)
Lisa-Maree Bahls Divisional Vice-President (AA)

Date: 28 July 2021 at 6:09:00 pm AEST
To: Shane Murphy <shane.murphy@cepu.org>
Subject: EBA Discretionary Wage Increase

Shane,

I am writing to update you on two decisions **nbn** has taken as they relate to the nbn and CEPU Technical Employees Agreement 2018 – 2021 (Technical EBA). The first relates to a discretionary wage increase and the second is to confirm **nbn**'s approach to the 0.5% increase in superannuation.

The current Technical EBA provided for three pay increases:

- 2.25% paid in July 2018
- 2% paid in July 2019
- 1.75% paid in July 2020

During bargaining in 2018, it was known to the parties that there were significant delays in enterprise agreement approvals in Fair Work Australia "FWA". It was agreed that **nbn** would pay the first increase on the date of the "yes" vote, then every 12 months from the "yes" vote. For the Technical EBA this was July each year, and to ensure that there would not be a delay in employees receiving the increases they had voted in favour of. As it transpired the delay was six months in FWA.

As a result of paying the increase on the "yes" vote for the years referred to above, there is no nominated pay increase for July 2021. We are pleased to advise that **nbn** has decided to provide a discretionary pay increase of 1.75% to all EBA covered employees, so they can continue to benefit from a pay increase at 12-month intervals. For the Technical EBA this means a discretionary increase will be applied in the first full pay period in July 2021. The discretionary increase is designed to cover the gap until July 2022. Any increases beyond that will be determined as part of bargaining for the next Enterprise Agreement.

All Employees covered by an enterprise agreement, including the Technical EBA, will see their superannuation contribution increase from 10% to 10.5% from the first full pay period after 1 July 2021. **Nbn** will fund the 0.5% increase to super contributions, so no requirement for employees to do so from their current remuneration.

Previous rounds of bargaining have provided for employees covered by the Technical EBA to receive superannuation at 10%, while salaried staff receive 9.5%. While it was open to **nbn** to have EBA covered employees remain at 10%, consistent with the EBA, **nbn** felt that was not in the spirit of what had been previously negotiated.

Overall, EBA covered employees' fixed remuneration will increase by a total of 2.25%. Consisting of the 1.75% wage increase plus 0.5% increase in superannuation. For employees covered by the Technical EBA the increases will be effective from 12 July 2021, the first full pay period after 1 July 2021 and employees will see this reflected in their pay on 28 July 2021.

Let me or the Employee Relations team know if you have any questions.

Regards

Andrei Moore

General Manager Employee Relations | People & Culture

M +61 429 197 329 | E andreimoore@nbnco.com.au

Level 10, 100 Mount Street, North Sydney NSW 2060