

## Confidential and without prejudice

### PoV Management Offer to make a New Agreement

- a. 3.25% salary increase at 1 January 2018 and future salary increases paid as 1.75% at 1 July and 1.5% at 1 January for the life of the Agreement with a total of 11.25% over the life of the agreement

**Note a retrospective salary increase from 1 January 2018 has been supported by IR Victoria as a variation to State Government Policy on the basis that “in principle” agreement is reached at FWC Conciliation**

- b. Sign on bonus of \$1,500 per FTE for eligible ongoing staff (pro rata for part time staff)
- c. Workload Management Allowance at 4% (increased from 3%) paid in compensation for additional hours worked over and above ordinary hours of duty corresponds to approximately 53 hours per financial year
- d. Top of grade 1% performance bonus for satisfactory performance assessed by supervising member on anniversary of appointment from the date of FWC certification of the new Agreement
- e. 4 year agreement to 30 September 2020
- f. Inclusion of gender neutral parental leave provisions
- g. Enable cashing out of annual leave once during life of Agreement and dealing with excessive annual leave
- h. Inclusion of family violence leave provision consistent with the Government’s Public Sector Industrial Relations Policies 2015
- i. Clarification of salary on appointment against salary on promotion
- j. Improved Compassionate and Cultural & Ceremonial Leave
- k. Fair work model clause on consultation of change of rosters; and
- l. Status quo for all other clauses.