

## VICSU – Crown Melbourne Ltd. 2023 Enterprise Agreement Claims

### General Claims

No.	Claim	Description	Relevant EA Section
1.	<b>New PT Bands</b>	Two new bands for Security Services under the Enterprise Agreement which allow for Saturday and Friday & Saturday Rostering only. PT1P & PT2P	<b>10.2</b>
2.	<b>Yearly Increase</b>	5% per year or the FWC Yearly Minimum Wage Increase.	<b>7.2</b>
3.	<b>Night Penalty Mon-Thursday – Weekend Day</b>	Night-time and Weekend Day penalty of 15% (Set on base rate) to start from 7pm until 7am each night.	<b>7.4</b>
4.	<b>Penalty Friday-Sunday Nights</b>	A weekend night penalty of 25% (Set on base rate) to start from 7pm Friday until 7am Monday.	<b>7.4</b>
5.	<b>State of Emergency Allowance</b>	Where a state of emergency is declared or where staff are generally advised, not to attend Crown for their own safety, there should be an emergency allowance of 10% applied to the staff who are required to attend site.	<b>7.3 (New)</b>
6.	<b>Critical Incident Leave</b>	After a serious incident (Through SIR etc.), employees involved are afforded up to 72 hours of immediate relief from work, without loss of pay.	<b>13.5 (New)</b>
7.	<b>Leave/RDO</b>	RQD's and leave requests to encompass the entire 24-hour period of any day selected.	<b>11.2.1 (g)</b>
8.	<b>Emergency Stand Down</b>	Where employees are stood down due to a State of Emergency, the company will honour the current fortnight roster for pay purposes.	<b>43.4</b>
9.	<b>Inflation Protection</b>	Where the Fair Work minimum wage increase (MWI) exceeds the bargained increase, the yearly amount will exceed the MWI by 1%.	<b>7.2.1 (New)</b>
10.	<b>Breaks</b>	Additional 15 Minute Break for shifts exceeding 8 hours.	<b>23.3</b>
11.	<b>Casual Loading</b>	Casual loading wording cleared up for penalties.	<b>7.4.4</b>

<b>No.</b>	<b>Claim</b>	<b>Description</b>	<b>Relevant EA Section</b>
<b>12.</b>	<b>Representation</b>	Where an employee nominates another employee to be their support person or representative, the company will facilitate both employees in attending that meeting and where possible, on paid time.	<b>30.3</b>
<b>13.</b>	<b>Payroll Deduct</b>	The company will facilitate an employee's reasonable request for payroll deductions. (eg: Nominated Union fees).	<b>9</b>
		<b>SECURITY CLAIMS</b>	
<b>14.</b>	<b>Rostering Provisions</b>	<ol style="list-style-type: none"> <li>1. No roster will exceed a single swap between day and night within any two-week period.</li> <li>2. A rotating roster of days and nights must rotate midway through the pay cycle.</li> <li>3. Night to Day rotation must have at least a 72-hour period in between.</li> </ol>	<b>11.2</b>
<b>15.</b>	<b>Roster Notification</b>	New rosters to be released between 5pm and 7pm on a set day. This is so as not to disadvantage night shift workers.	<b>11.2</b>
<b>16.</b>	<b>Classification Level 10</b>	After 10 years of Service with the Security Department, an Officer will be considered a Senior Officer and move to level 10.	<b>(Attachment A)</b>
<b>17.</b>	<b>Classification New Level 11</b>	Any officer who is handcuff trained or is designated as Core Trainer. – Base rate example of \$43.86	<b>(Attachment A)</b>
<b>18.</b>	<b>HD Allowance</b>	To be paid for Workplace Coaching shifts.	<b>(Attachment A)</b>
<b>19.</b>	<b>Additional Hours</b>	Increase the cap for maximum picked-up hours from 176 to 188hrs per cycle. (36 hours & Three Shift pickups)	<b>11.2.4 (f)</b>
		<b>RSA CLAIMS</b>	
<b>20.</b>	<b>Level 8 EA Classification clear up</b>	Clarifying or removing level 8 Security Licence requirement. If not removed, then it is to be paid Security training (or the commitment to commence) and include licence reimbursements. Previous experience in Crown & RSA Recognized by the company.	<b>8.10.5 (Attachment A)</b>
<b>21.</b>	<b>Classification Addition of Level 9</b>	RSA Officer who has completed 8 years of service with the RSA Department.	<b>(Attachment A)</b>

No.	Claim	Description	Relevant EA Section
22.	<b>HD Allowance</b>	An RSA officer working independently of RSA Management (Sun-Wed Nights) should have an HD Allowance or should have one officer appointed as a shift supervisor when there are multiple and no RSA manager.	<b>(Attachment A)</b>
		<b>FIRST AID CLAIMS</b>	
23.	<b>Level 8</b>	Replace word “and” with “or” for workplace training allowing First Aid to move up with years of experience.	<b>(Attachment A)</b>
24.	<b>Classification</b>	First Aid Core Trainers to be recognised at the same level as Security Core Trainers. (Currently level 10)	<b>(Attachment A)</b>