

SA Power Networks / Enerven Log of Claims



Imperative 1 – Commercially sustainable

1. Any wage increase over 2% requires change in the Agreement
2. Inclusion of adjusted minimum wage rates for new employees (1a and 1b) (80% of current wage rates)
3. Amend Allowances (Att 2 C 7.1) and LAFHA (Att 2 C7.3) provisions to reduce by up to 30% for new employees, and with existing employees, enable reduction for fixed period, by agreement.
4. Amend Overtime provisions (Att 2 C9.6.2) from double time to 1.5 times for first 3 hours and double time thereafter for new employees, and for existing employees, for fixed periods of time, by agreement

Imperative 2 – Deliver flexible workplace practices

5. Amend provision to enable SAPN to review and change ‘indicative tasks’ based on operational requirements at Company discretion (Cls 12)
6. Amend provision to enable SAPN to efficiently access casual labour based on operational requirements as required (Att 2 Cls 2.3.4)
7. Replace current Consultation provision with Fair Work model term (Att 2 Cls 3)
8. Amend provision to enable SAPN to provide THCD as required without obligation to permanently increase grade (Att2 Cls 4.5)
9. Replace current Individual Voluntary Remuneration Arrangement (IVRA) and Individual Flexibility Arrangement (IFA) provision with Fair Work IFA Model Term (Att 2 Cls 4.9 and Att 2 Cls 7.17)
10. Remove contractor parity provision (Att 2, Cls 7.6)
11. Amend availability provision to ensure access to availability labour at all times , based on operational requirements and company discretion (Att 2 Cls2.3)
12. Replace current dispute resolution provision with Fair Work model term (Att 2 Cls 11)

Imperative 2 – Deliver flexible workplace practices [continued]

13. Amend Abandonment of Employment provision to remove 14-day obligation (Att 2 Cls 2.11)
14. Amend to clarify company discretion for driver license reimbursement (Att 2 Cls 7.13)
15. Amend to retain only the first sentence of the ‘mature age worker provision’ and include reference to arrangement operating outside the agreement (Att 2 Cls 7.14)
16. Amend Annual Leave provision to manage leave liability through cash out (Att 2 Cls 8.2)
17. Amend Trade Union Training Leave provision to operate outside of Agreement (Att 2 Cls 8.12)
18. Amend provision for Duty Officer payment to allow for appropriate payment and application (Att 2 Cls 2.6)
19. Amend Purchased Leave clause to refer to directive (Att 2 Cls 8.3)
20. Amend Shift Work provision to remove 2006 reference and remove ‘by agreement’ reference and incorporate reference to operational requirement (Att 2 Cls 9.1)

Imperative 3 – Clear, simple and relevant

21. Amend provisions to ensure Agreement is binding on SAPN and employees only and remove Reference to 1971/1972 LSL legislation (Cls 3)
22. Remove selection and appointment provision (Att 2 Cls 2.5)
23. Remove Disciplinary Action provision (Att 2 Cls 9.5)
24. Remove obligation to conduct CCF meetings process (Att 2 Cls 3.4)
25. Amend Classification Process provisions to enable SAPN to change/alter job evaluation process and methods in accordance with operational requirements (Att2 Cls 4.4)
26. Remove Classification Review Committee provisions (Att 2 C4.4.2)
27. Remove reference to 'term of employment' being by fortnight (Att 2 Cls 2.2)
28. Replace LSL provision with reference to current LSL act (Att 2 Cls 8.4)
29. Amend Parental Leave provision to replace gender references with primary/secondary care givers (Att 2 Cls 8.6)
30. Amend to remove second paragraph of 'Initiation of Part Time / Job Share Employment' provision (Att 2, Cls2.3.2.5)

Imperative 3 – Clear, simple and relevant [continued]

31. Remove Maximum Leave Loading clause (Att 2 Cls 9.9.3.3)
32. Remove confusing provision re 'Day light savings' (Att 2 Cls 9.14)
33. Remove irrelevant Cash Handling Allowance provision (Att 2, App 2, Table 4)
34. Remove irrelevant Cold places, Dirty work, Explosive Power Tool, Hot Places and Slag Wool payments (Att 2, App 3, Table 1)
35. Remove five (5) superfluous "FAQ" attachments
(Att 3) Journey Accident Coverage FAQ
(Att 4) Salary Sacrifice FAQ
(Att 5) Additional Salary Sacrifice FAQ
(Att 6) Novated Salary Sacrifice FAQ
(Att 8) Adelaide Map
36. Amendment of Att 7 (DUOS) to remove FAQ
37. Remove (Att 13) and (Att 14) Long Service Leave regulations (1971/1972)
38. Remove (Att 10) which is unused 19 Day Month arrangement
39. Remove Death While Employed provision (Att 2 Cls 2.10.5)
40. Amend (Att 2 Table 4) to clarify meaning of 'midday'