



## DECISION

*Fair Work Act 2009*  
s.210—Enterprise agreement

**Trojan Workforce No 3 Pty Ltd**  
(AG2020/4122)

### **TROJAN WORKFORCE NO.3 ASC SUPPLEMENTARY LABOUR HIRE AGREEMENT 2017-2020**

Manufacturing and associated industries

COMMISSIONER MCKINNON

MELBOURNE, 23 FEBRUARY 2021

*Application for variation of the Trojan Workforce No.3 ASC Supplementary Labour Hire Agreement 2017-2020.*

[1] An application has been made for approval of a variation to the *Trojan Workforce No.3 ASC Supplementary Labour Hire Agreement 2017-2020* (the Agreement). The application was made by Trojan Workforce No 3 Pty Ltd pursuant to section 210 of the *Fair Work Act 2009* (the Act).

[2] The application seeks to vary various clauses of the Agreement. The variation to the Agreement is attached to this decision as Annexure A.

[3] I am satisfied that each of the requirements of ss.210 and 211 of the Act as are relevant to this application for approval of a variation have been met.

[4] The Applicant provided written undertakings to meet concerns that particular requirements of ss.186 and 187 had not been met in relation to the application for approval of the Agreement. The undertakings were accepted and the Agreement was approved on 9 November 2018. Those undertakings remain part of the Agreement as varied.

[5] Pursuant to s.205(2) of the Act, the model consultation term prescribed by the *Fair Work Regulations 2009* was taken to be a term of the Agreement. The model term remains part of the Agreement as varied.

[6] The variation is approved and the consolidated version of the Agreement, as varied, is attached to this decision.

[7] In accordance with s.216 of the Act, the variation operates from 23 February 2021.



COMMISSIONER

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**ANNEXURE A**

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Trojan Workforce No.3 Pty Ltd ASC – Supplementary Labour Hire Variation Agreement 2020

**ANNEXURE A**

**Trojan Workforce No.3 Pty Ltd ASC –  
Supplementary Labour Hire Variation Agreement 2021**

**1. TITLE**

- a. This Agreement shall be known as the Trojan Workforce No.3 Pty Ltd ASC – Supplementary Labour Hire Variation Agreement 2021 (**Variation Agreement**)

**2. PURPOSE**

This Variation Agreement varies the Trojan Workforce No.3 ASC Supplementary Labour Hire Agreement 2017-2020 (**Enterprise Agreement**)

**3. VARIATION**

It is agreed that the following variations will be made to the Enterprise Agreement if the majority of affected employees approve this Variation Agreement.

- a. Clause 5 of the Enterprise Agreement is varied such that the nominal expiry date of the Enterprise Agreement changes to September 27, 2021. Negotiations to commence for new Enterprise Agreement after this date.
- b. First pay period after March 26, 2021, there will be a 2.5% increase on wages and allowances. The following table replaces the table in Clause 9 of the Enterprise Agreement.

<b>Classification</b>	<b>Current (as at</b>	<b>2.5 % First Pay</b>
Operator Level V GSW5	\$1090.69	\$1,117.96
Operator Level IV GSW4	\$1147.80	\$1,176.50
Operator Level III GSW3	\$1205.26	\$1,235.39
Operator Level II GSW2	\$1261.81	\$1,293.36
Operator Level 1.5 GSW 1.5	\$1290.94	\$1,323.21
Operator Level 1 GSW1	\$1319.83	\$1,352.83
Operator Level 9.5 GSW9.5	\$1352.02	\$1,385.82
Production Operator Level B GSWB	\$1385.79	\$1,420.43
Production Operator Level A GSWA	\$1419.56	\$1,455.05
Production Operator #(POL A + 5%) GSWB#	\$1490.56	\$1,527.82
Engineering Tradesperson Level 1 TC10	\$1319.83	\$1,352.83
Engineering Tradesperson Level 2 TC9	\$1384.01	\$1,418.61
Engineering Tradesperson Special Class Level 1 TC8	\$1447.61	\$1,483.80
Engineering Tradesperson Special Class Level 2 TSW1	\$1511.40	\$1,549.19
Engineering Tradesperson Special Class Level 3 TSW2	\$1575.60	\$1,614.99
Advanced Engineering Tradesperson Level 1 TSW3	\$1640.13	\$1,681.13
Advanced Engineering Tradesperson Level 2 TSW4	\$1704.11	\$1,746.71
Engineering Technician TSW5#	\$1789.33	\$1,834.06

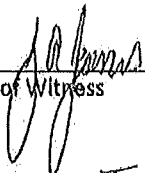
c. Delete existing Appendix 2 of the Enterprise Agreement and replace it with the following:

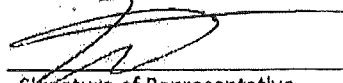
<b>APPENDIX 2</b>				
<b>WORKPLACE ALLOWANCES</b>				
These allowances as listed are to replicate the allowances and values as used on the North and South Site and have been modified in wording to make them applicable to the Shipbuilding environment.				
<b>Workplace Allowances Table</b>				
Workplace Allowance	Clause	Current (as at December 2020)	First pay period after 21 March 2021	Comments
<b>Environment Related</b>				
Confined Space	9 b) i	\$ 0.86	\$ 0.88	Per Hour
Combination Con. Space & Heat	9 b) ii	\$ 1.97	\$ 2.03	Per Hour In lieu of 16A (a)
Install / Remove Batteries Cells	9 b) xiv Tier 1	\$ 6.73	\$ 6.90	Per Hour paid In lieu of Con. Space Allowance & only for hours spent In the compartment
Battery Maintenance	9 b) xiv Tier 2	\$ 3.84	\$ 3.94	Per Hour paid In lieu of Con. Space Allowance & only for hours spent In the compartment
Handling and Installation of Waveguide components	9 b) iii Tier 1	\$ 6.73	\$ 6.90	(Electricians and Operators paid Per Hour)
Handling and Installation of Waveguide components	9 b) iii Tier 2	\$ 3.84	\$ 3.94	Paid Per Hour
Special Tank / Cleaning Rate	9 b) vii (i)	\$ 6.52	\$ 6.68	Paid Per Hour
	9 b) vii (ii)	\$ 10.14	\$ 10.39	Per Week
	9 b) vii (iii)	\$ 1.66	\$ 1.70	Per Hour
Special Industry Allowance	9 b) xii	\$ 14.67	\$ 15.04	All Purpose Per Week
Shipbuilding Special		\$ 10.48	\$ 10.74	Per Week
STW Diesel Running	9 b) xiii	\$ 6.73	\$ 6.90	Per Hour

<b>Expense Related</b>				
Meal Allowance		\$ 15.85	\$ 16.25	When Taken
Travel Within Australia	19			Australia - Per Diem as per Clause 19.5
Motor Allowance	9 b) xviii	\$ 1.08	\$ 1.11	Per Kilometer
WA Allowance	19.6	\$ 18.17	\$ 18.62	Per Day
<b>Skill Related</b>				
First Aid Cert.	9 b) viii	\$ 18.81	\$ 19.28	Per Week
Restricted Access Grinding, Fibre Glass / Composite Materials and Battery Tank Rubber	9 b)x	\$ 4.29	\$ 4.40	Per Hour inclusive of all allowances, if performed for more than 4 hours, allowance paid for rest of day
Restricted access pipe or hull welders	9 b) viii	\$ 9.31	\$ 9.53	Per Hour inclusive of all allowances, if performed for more than 4 hours, allowance paid for rest of day. Also Adv Lvl I made up to Adv Level II whilst undertaking task
Electrical License	9 b) ii			Prescribed fee payable every three years upon expiry
<b>Work Related</b>				
Shipwatch Allowance	9 b) xviii	\$ 27.02	\$ 27.69	Per Fortnight
Subwatch Allowance	9 b) xviii	\$ 27.02	\$ 27.69	Per Fortnight
Call Back Allowance / Docking / Undocking	9 b) ii	\$ 49.47	\$ 51.22	Subject to call back time
ERG	9 b) ix	\$ 18.80	\$ 19.28	Per Week

4. SIGNATORIES TO THE VARIATION

Signed for and on behalf of TROJAN WORKFORCE NO.3 PTY LTD, by an authorised officer in the presence of

  
\_\_\_\_\_  
Signature of Witness  
GARY JONES  
\_\_\_\_\_  
Name of Witness (print)

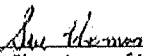
  
\_\_\_\_\_  
Signature of Representative  
Frank Morgan  
\_\_\_\_\_  
Name of Representative (print)


219 George Street  
\_\_\_\_\_  
Address Adelaide S.A 5000  
General Manager  
\_\_\_\_\_  
Office held

18/12/2020  
\_\_\_\_\_  
Date

18/12/2020  
\_\_\_\_\_  
Date

Signed for and on behalf of Australian Manufacturers Union in the presence of

  
\_\_\_\_\_  
Signature of Witness  
STUART THOMAS  
\_\_\_\_\_  
Name of Witness (print)

  
\_\_\_\_\_  
Signature of Representative  
STUART GORDON  
\_\_\_\_\_  
Name of Representative (print)

53-61 DACE STREET  
\_\_\_\_\_  
Address PORT ADELAIDE S.A 5015  
Assistant State Secretary  
\_\_\_\_\_  
Office held

21/12/2020  
\_\_\_\_\_  
Date

21/12/2020  
\_\_\_\_\_  
Date

Signed by the Australian Workers Union in the presence of

[Signature]  
Signature of Witness

Debra Lamps  
Name of Witness (print)

[Signature]  
Signature of Representative

PETER LAMPS  
Name of Representative (print)

22-24 MAIN ST MANSON LAKES  
Address 5095

BRANCH SECRETARY  
Office held

21/12/2020  
Date

21<sup>ST</sup> DECEMBER 2020  
Date

Signed by Communications, Electrical, Electronic, Energy, Information, Postal Plumbing and Allied Services Union of Australia in the presence of

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Name of Witness (print)

\_\_\_\_\_  
Signature of Representative

\_\_\_\_\_  
Name of Representative (print)

\_\_\_\_\_  
Address

\_\_\_\_\_  
Office held

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date