

## Terms and Conditions Comparison

### AO1/2/3/4/5/6; M1/2/3; IT1/2/3/4/5; Communications Consultants General Conditions of Employment Award

This document is designed to highlight the key differences proposed in Telstra's Level 6 Contracts as compared to the major awards covering the designated employees. This document does not form part of the Contract. It is a secondary reference document. The Contract should be referred to for significant items relating to the employment relationship.

General Conditions of Employment Award	Current Award	Proposed Contract Conditions	Impact
Clause 8	Appointment of new staff	No Change	No impact
Clause 11	5 Day Working Week	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 12 & 13	Overtime - General Conditions re payment	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 14	Payment for Holiday Duty	As above	As above
Clause 15	Additional payment for Christmas Day	No change	No impact
Clause 16	Payment for Sunday Duty	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 17	Shift Duty Payment for Saturday Duty	Still to be determined	Still to be determined
Clause 18	Payment for Saturday Duty - non shift workers	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 19	Shift Duty Penalties	Still to be determined.	Still to be determined.

General Conditions of Employment Award	Current Award	Proposed Contract Conditions	Impact
Clause 20	Emergency Duty	Payment for an anticipated level of emergency duty may be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated.
Clause 21	Excess Travelling Time (ETT)	No ETT although manager has discretion to compensate where travel is particularly onerous.	Some impact
Clause 22	Overtime Meal Allowance.	Reimbursement of reasonable proven expenses	No impact because intention of clause is to reimburse not reward..
Clause 23	Performance of Higher Duties.	In general, performing the higher role is considered a development opportunity. However - Level 6: payment considered if performing the full role continuously for more than 1 month.	Some impact
Clause 24	On-Call, Emergent-Call and Immediate-Call	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 25 & 26	Annual Leave	No Change	No impact
Clause 27	Annual Leave Bonus	Absorbed into Total Reward package	Financially neutral.
Clause 28	Additional Annual Leave - Shift Workers	Still to be determined	Still to be determined
Clause 29	After Hours Duty Away From Normal Worksite	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 31	Sick Leave 2 weeks full and 2 weeks half	Management Discretion - no maximum.. Existing sick leave balances will be preserved	Improved provision
Clause 32	Bereavement Leave Management Approval up to 3 days leave	Management Discretion - no maximum	Improved provision
Clause 34	Deduction from Annual Leave for periods of Leave Without Pay	No change	No impact
Clause 35	Increments	Annual review based on performance, market relativity and capacity to pay.	Improved provision

## Telstra/CPSU (Consolidated) Award 1996 - Applicable to these Designations

Relevant Clause CPSU Award	Current Award	Proposed Contract Conditions	Impact
Clause 8	Non Reduction of benefits	No reduction in overall benefits	No impact
Clause 11	Fortnightly Bank Pay	No Change	No impact
Clause 12	Dispute Avoidance Process	'Fair Treatment Process': formal process for escalation & resolution of employee grievances	No impact
Clause 13	Hours of Duty Non Shift Work - Flexible working hours	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 16	Rest Relief after Overtime (8 hours plus reasonable travelling time)	10 hours including reasonable travelling time	No impact. Aligns with 1998/2000 Enterprise Agreement
Clause 17	Office Renovation Disability Allowance	Management Discretion	Minimum impact

## AOTC / APTU Award 1993 - Applicable to AO1/2/3

Relevant Clause APTU Award	Current Award	Proposed Contract Conditions	Impact
Clause 56	Salaries - Adults - special provisions for Year 12 qualifications.	Not applicable	No impact. Eliminated by 1998/2000 Enterprise Agreement
Clause 57	Salaries - Juniors	May be approved prior to 23 June 2000	No impact
Clause 59	Special Allowances - Excess Fares	Reimbursement of reasonable proven expenses	No impact
Clause 65	Rest Relief after Overtime (8 hours plus reasonable travelling time)	10 hours including reasonable travelling time	No impact. Aligns with 1998/2000 Enterprise Agreement
Clause 69	Stretch of Shift	Still to be determined	Still to be determined

## Terms and Conditions Comparison

### P1/2/3/P4

## General Conditions of Employment Award

covering the designated employees. This document does not form part of the Contract. It is a secondary reference document. The Contract should be referred to for significant items relating to the employment relationship.

General Conditions of Employment Award	Current Award	Proposed Contract Conditions	Impact
Clause 8	Appointment of new staff	No Change	No impact
Clause 11	5 Day Working Week	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 12 & 13	Overtime - General Conditions re payment	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 14	Payment for Holiday Duty	As above	As above
Clause 15	Additional payment for Christmas Day	No change	No impact
Clause 16	Payment for Sunday Duty	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 17	Shift Duty Payment for Saturday Duty	Still to be determined	Still to be determined
Clause 18	Payment for Saturday Duty - non shift workers	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 19	Shift Duty Penalties	Still to be determined.	Still to be determined.

General Conditions of Employment Award	Current Award	Proposed Contract Conditions	Impact
Clause 20	Emergency Duty	Payment for an anticipated level of emergency duty may be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated.
Clause 21	Excess Travelling Time (ETT)	No ETT although manager has discretion to compensate where travel is particularly onerous.	Some impact
Clause 22	Overtime Meal Allowance.	Reimbursement of reasonable proven expenses	No impact because intention of clause is to reimburse not reward..
Clause 23	Performance of Higher Duties.	In general, performing the higher role is considered a development opportunity. However - Level 6: payment considered if performing the full role continuously for more than 1 month.	Some impact
Clause 24	On-Call, Emergent-Call and Immediate-Call	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 25 & 26	Annual Leave	No Change	No impact
Clause 27	Annual Leave Bonus	Absorbed into Total Reward package	Financially neutral.
Clause 28	Additional Annual Leave - Shift Workers	Still to be determined	Still to be determined
Clause 29	After Hours Duty Away From Normal Worksite	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 31	Sick Leave 2 weeks full and 2 weeks half	Management Discretion - no maximum.. Existing sick leave balances will be preserved	Improved provision
Clause 32	Bereavement Leave Management Approval up to 3 days leave	Management Discretion - no maximum	Improved provision
Clause 34	Deduction from Annual Leave for periods of Leave Without Pay	No change	No impact
Clause 35	Increments	Annual review based on performance, market relativity and capacity to pay.	Improved provision

Telstra/CPSU (Consolidated) Award 1996 - Applicable to Designations **P1, 2 ,3 & 4.**

Relevant Clause CPSU Award	Current Award	Proposed Contract Conditions	Impact
Clause 8	Non Reduction of benefits	No reduction in overall benefits	No impact
Clause 11	Fortnightly Bank Pay	No Change	No impact
Clause 12	Dispute Avoidance Process	'Fair Treatment Process': formal process for escalation & resolution of employee grievances	No impact
Clause 13	Hours of Duty Non Shift Work - Flexible working hours	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 16	Rest Relief after Overtime (8 hours plus reasonable travelling time)	10 hours including reasonable travelling time	No impact. Aligns with 1998/2000 Enterprise Agreement
Clause 17	Office Renovation Disability Allowance	Management Discretion	Minimum impact
Clause 36	Definitions of qualifications	No Change	No impact
Clause 37	Requirement to disclose qualifications	No Change	No impact
Clause 38	Requirement to provide offices with full partitioning for P3 and above	Provision in accordance with company policy and management discretion	No impact
Clause 39	Working with asbestos	No change in relation to health and safety matters, any payment at management discretion	No impact. Little or no application
Clause 41(a & b)	Minimum Rates Classification Definition	Management Discretion	No impact
Clause 41 (c)	No payment for higher duties unless acting for 3 months	Level 6: payment considered if performing the full role for more than 1 month. Level 5: payment considered if performing the full role for more than 3 months.	Level 6: Improved benefit Level 5: No impact
Clause 41 (d)	Classification Definition L1/2	No change	No impact

Telstra / APESMA Award 1995 - Applicable to Designations **P1, 2 ,3 & 4.**

Relevant APESMA Award Clause	Current Award	Proposed Contract Conditions	
Clause 9	Minimum Rates Classification Definition	Management Discretion	No impact
Clause 9	No payment for higher duties unless acting for 3 months	In general, performing the higher role is considered a development opportunity. However - Level 6: payment considered if performing the full role continuously for more than 1 month.	Some impact
Clause 10	Hours of duty	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 11	Northern Territory Employees Span Of Hours	Ordinary hours of duty will be as above	Minimum Impact
Clause 15	Disclosure of Qualifications	No change	No impact
Clause 16	Working with Asbestos	No change in relation to health and safety matters, payment at management discretion	No impact. Little or no application
Clause 17	Payment of Office Renovations disability allowance	Management Discretion	No impact. Little or no application

## Terms and Conditions Comparison for Senior Officers

### *General Conditions of Employment Award and Senior Officers Agreement 1995*

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Clauses specifically excluded under the Senior Officers Agreement 1995 have been deleted.

General Conditions of Employment Award	Current Award	Proposed Contract Conditions	Impact
Clause 8	Appointment of new staff	No Change	No impact
Clause 15	Additional payment for Christmas Day	No change	No impact
Clause 25 & 26	Annual Leave	No Change	No impact
Clause 31	Sick Leave 2 weeks full and 2 weeks half	Management Discretion - no maximum.. Existing sick leave balances will be preserved	Improved provision
Clause 32	Bereavement Leave Management Approval up to 3 days leave	Management Discretion - no maximum	Improved provision
Clause 34	Deduction from Annual Leave for periods of Leave Without Pay	No change	No impact

#### Other Awards which may have a continuing relevance for Senior Officers

##### 1. Telstra/CPSU (Consolidated) Award 1996 - Applicable to M2/3; IT4/5; AO5/6

Relevant Clause CPSU Award	Current Award	Proposed Contract Conditions	Impact
Clause 8	Non Reduction of benefits	No reduction in overall benefits	No impact
Clause 11	Fortnightly Bank Pay	No Change	No impact
Clause 12	Dispute Avoidance Process	'Fair Treatment Process': formal process for escalation & resolution of employee grievances	No impact
Clause 13	Hours of Duty Non Shift Work - Flexible working hours	Hours of duty will be normal business hours and such further hours as may be reasonably necessary to perform the functions of the job	Above OT Barrier Minimum Impact
Clause 17	Office Renovation Disability Allowance	Management Discretion	Minimum impact
Clause 19	Restricts Appeal Process under Clause 9 of the GCE Award to non appeal under 4 weeks acting	Removal. See also Clause 9 of the GCE Award.	Minimum Impact



## 2. CPSU Award Applicable to Designations P3, P4

Relevant Clause CPSU Award	Current Award	Proposed Contract Conditions	Impact
Clause 36	Definitions of qualifications	No Change	No impact
Clause 37	Requirement to disclose qualifications	No Change	No impact
Clause 38	Requirement to provide offices with full partitioning for P3 and above	Provision in accordance with company policy and management discretion	No impact
Clause 39	Working with asbestos	No change in relation to health and safety matters, allowance payable at management discretion	No impact Little or no application
Clause 41(a & b)	Minimum Rates Classification Definition	Management Discretion	No impact
Clause 41 (c)	No payment for higher duties unless acting for 3 months	Level 6: payment considered if performing the full role for more than 1 month. Level 5: payment considered if performing the full role for more than 3 months.	No impact
Clause 41 (d)	Classification Definition L1/2	No change	No impact

## 3. APESMA Award Applicable to P3, P4

Relevant APESMA Award Clause	Current Award	Proposed Contract Conditions	Impact
Clause 9	Minimum Rates Classification Definition	Management Discretion	No impact
Clause 9	No payment for higher duties unless acting for 3 months	No Change	No impact
Clause 10	Hours of duty	Hours of duty will be normal business hours and such further hours as may be reasonably necessary to perform the functions of the job	Above OT Barrier Minimum Impact
Clause 11	Northern Territory Employees Span Of Hours	Hours of duty will be normal business hours and such further hours as may be reasonably necessary to perform the functions of the job	Above OT Barrier Minimum Impact
Clause 15	Disclosure of Qualifications	No change	No impact
Clause 16	Working with Asbestos	No change in relation to health and safety matters, allowance at management discretion	No impact Little or no application
Clause 17	Payment of Office Renovations disability allowance	Management Discretion	No impact Little or no application

## Senior Officer Agreement 1995

Relevant Senior Officer Agreement Clause	Current Agreement	Proposed Contract Conditions	Impact
Clause 5	Agreement supported by many awards except where the agreement conflicts with award provisions. In that case the Agreement provisions will apply.	AWA/Contract will override all award clauses and replace the Senior Officers Agreement.	
Clause 6	<u>Grading System</u> - use of Hay system. Union Involved in grading process	Hay system. No union involvement in defining 'job families' (a concept which does not exist within the Level 5 Manager role).	No impact..
Clause 7	<u>Mandatory Qualifications</u> -	Job will determine whether qualifications are required. If so this will be identified in the Job Description as defined by the Manager	No impact
Clause 8	<u>Competency /Assessment</u>	Not specifically included. Job Description, as defined by the Manager, will define what 'competencies' are required.	No impact.
Clause 9	<u>Performance Review &amp; Development Plan</u>	<u>Executive Performance Review &amp; Development Plan</u>	Neutral.
Clause 10	<p><u>Remuneration Principles</u></p> <ul style="list-style-type: none"> <li>- TEC &amp; Total Package</li> <li>- Flexrem available but salary cannot be less than 60% of TEC</li> <li>- increases from National Wage Cases or AIRC do not apply.</li> <li>- July 1 date of effect for all salary movements</li> <li>- incremental movements through salary band to midpoint</li> <li>- all salaries adjusted for market movements</li> <li>- Merit Increase - individual performance</li> </ul> <p>- Performance pay targeted at 10% of Base pay, paid fortnightly as PAYE.</p> <p>- objectives of 'fully satisfactory' performance progressing to the midpoint</p>	<p><u>Remuneration Principles</u></p> <ul style="list-style-type: none"> <li>- TEC and Total Reward</li> <li>- Flexrem available, no restriction on salary as a percentage of TEC</li> <li>- same</li> <li>- October 1 date of effect for salary movement</li> <li>- movements by a %, not a predetermined amount</li> <li>- same</li> <li>- participation in Management Incentive Plan (MIP) - Corporate, Business Unit &amp; Individual Measures apply</li> <li>- Performance pay targeted at 8% of TEC (10% of Base Remuneration) paid annually in October for previous financial year</li> <li>- same</li> </ul>	<p>Minimal Impact - Senior Officer Package is very similar to Level 5</p> <p>Performance Pay not paid fortnightly in advance but annually. Impact on cash flow. Telstra has developed a one-off 'transition payment' to compensate for this.</p>
Clause 11	<u>Hours of Work</u> - no fixed span of hours	Same	No impact

Relevant Senior Officer Agreement Clause	Current Agreement	Proposed Contract Conditions	Impact
Clause 12	<u>Motor Vehicles</u> - company vehicle not provided as par of package. - employees not requiring a vehicle for the role may enter into a novated lease arrangement - employees required to have a vehicle will be provided with a Telstra vehicle with the remuneration package adjusted to reflect the benefit value to the employee	Vehicles - company vehicle not provided as part of package - employees may enter into a novated lease arrangement or take a Telstra-provided vehicle. In either case the remuneration package will be adjusted to reflect the benefit value to the employee	Minimal impact - Senior Officer will already be operating under a Level 5 type of arrangement.  Greater flexibility in choice of novated lease vehicle or Telstra vehicle.
Clause 13	Travel & Business Expense - reimbursement of reasonable and actual expense.	Same	Neutral Impact
Clause 14	<u>Higher Responsibility Allowance</u> - only applicable if the period is greater than 3 months	Level 6: payment considered if performing the full role for more than 1 month. Level 5: payment considered if performing the full role for more than 3 months.	Neutral Impact
Clause 15 & 16	Lapsing provisions & application of the AOTC Redundancy Agreement 1992. - redundancy pay based on TEC	No formal access to internal redeployment processes.  - Redundancy Pay calculated in accordance with the Redundancy Agreement (detailed in policy document <i>Redundancy Policy</i> (available on Intranet). - Redundancy Pay based on TEC	
Clause 17	<u>Grievance Procedure</u> - staff association involvement	<i>Fair Treatment Process</i> - resolution within managerial organisation.	

## Terms and Conditions Comparison

### TTO1, TTO2, STTO1, STTO2, PTT01, PTT02 & PTT03

### General Conditions of Employment Award

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Clause 11	5 Day Working Week	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 12 & 13	Overtime - General Conditions re payment	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 14	Payment for Holiday Duty	As above	As above
Clause 15	Additional payment for Christmas Day	No change	No impact
Clause 16	Payment for Sunday Duty	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 17	Shift Duty Payment for Saturday Duty	Still to be determined	Still to be determined
Clause 18	Payment for Saturday Duty - non shift workers	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 19	Shift Duty Penalties	Still to be determined.	Still to be determined.

General Conditions of Employment Award	Current Award	Proposed Contract Conditions	Impact
Clause 20	Emergency Duty	Payment for an anticipated level of emergency duty may be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated.
Clause 21	Excess Travelling Time (ETT)	No ETT although manager has discretion to compensate where travel is particularly onerous.	Some impact
Clause 22	Overtime Meal Allowance.	Reimbursement of reasonable proven expenses	No impact because intention of clause is to reimburse not reward..
Clause 23	Performance of Higher Duties.	In general, performing the higher role is considered a development opportunity. However - Level 6: payment considered if performing the full role continuously for more than 1 month.	Some impact
Clause 24	On-Call, Emergent-Call and Immediate-Call	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 25 & 26	Annual Leave	No Change	No impact
Clause 27	Annual Leave Bonus	Absorbed into Total Reward package	Financially neutral.
Clause 28	Additional Annual Leave - Shift Workers	Still to be determined	Still to be determined
Clause 29	After Hours Duty Away From Normal Worksite	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 31	Sick Leave 2 weeks full and 2 weeks half	Management Discretion - no maximum.. Existing sick leave balances will be preserved	Improved provision
Clause 32	Bereavement Leave Management Approval up to 3 days leave	Management Discretion - no maximum	Improved provision
Clause 34	Deduction from Annual Leave for periods of Leave Without Pay	No change	No impact
Clause 35	Increments	Annual review based on performance, market relativity and capacity to pay.	Improved provision

## Australian Telecommunications Commission Telecommunications Technical and Trade Staff (Salaries and Specific Conditions of Employment) Award 1975

Relevant Clause CEPU Award	Current Award	Proposed Contract Conditions	Impact
Clause 9 & 10	Allowances	Management discretion	Minimum impact. Most eliminated by 1998/2000 Enterprise Agreement
Clause 11	Hours of Duty	Unless otherwise specified in the Contract, ordinary hours of duty will be 36.75 per week worked between 7am and 7 pm Monday to Friday. Start and finish times will initially be determined by management in accordance with business requirements. These times may be varied by the line manager in consultation with the staff member	Some Impact. There is an expectation of flexibility within reason to get the job done.
Clause 12 & 13	a) Overtime	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 12	b) Rest Relief	No change	No impact
Clause 13A	Payment of Office Renovations disability allowance	Management Discretion	No impact. Little or no application
Clause 15	Standby Duty - Seacom Link	Payment for regular additional hours will be annualised and paid fortnightly.  Compensation (financial or otherwise) for ad hoc additional duty will be arranged by the line manager as appropriate.	Minimum impact as additional hours will continue to be compensated although there is an expectation of flexibility to get the job done.
Clause 16	Rosters	It will be standard practice to give staff members 7 days notice of any new or changed roster unless this is not possible.	Some impact
Clause 17	Exchange of Shift	No change	No impact
Clause 18	Relieving Allowance	Management Discretion	No impact. Little or no application
Clause 19	Country Staff Meal Allowance	Reimbursement of reasonable proven expenses	No impact because intention of clause is to reimburse not reward. Little or no application.