



## Toll Group EBA 2023

### Toolbox Talk– 9 August 2023

Great news! we've reached an In-Principle Agreement with the National Bargaining Committee for the new Heads of Agreement.

**Subject to final drafting and your support we have reached In-Principal Agreement on the following issues:**

Issue	Outcome
<b>Wages</b>	<ul style="list-style-type: none"><li>• 4.75% from 1 July 2023</li><li>• 3.25% or CPI capped at 4% from 1 July 2024</li><li>• 3% or CPI capped at 4% from 1 July 2025.</li></ul>
<b>Productivity</b>	<ul style="list-style-type: none"><li>• A new productivity commitment to improve safety and efficiency.</li></ul>
<b>Job Security</b>	<ul style="list-style-type: none"><li>• Agreed to at least maintaining existing site ratios for the new HoA.</li><li>• Agreed review process between Toll and TWU for outside hire.</li><li>• 60:40 permanent employee v outside hire ratio by state.</li><li>• Casual conversion process to commence at 5 months to ensure conversion can occur at 6 months.</li><li>• Increase in redundancy benefits for employees with 20- and 25-years' service.</li></ul>
<b>Diversity, Inclusion, Belonging and Wellbeing</b>	<ul style="list-style-type: none"><li>• Top Up payment from Government Secondary Carers Parental Leave from 2 weeks at minimum Wage to 2 weeks at Ordinary Pay</li><li>• Increase Family &amp; Domestic violence Leave from 10 days to 15 days per annum.</li><li>• Codify the ability for employees to swap shifts, RDO's and public holidays where operational demands allow for days of cultural or religious observance.</li><li>• Codify the right for at least 50 employees/year and TWU delegates to participate in the Steering Healthy Minds program.</li><li>• 5 days COVID Leave when existing sick leave accrual has been exhausted and the site or manager requires the employee to not attend.</li><li>• Increase Disaster Volunteer Leave from 3 days per occasion to 5 days.</li></ul>
<b>Industry Reform</b>	<ul style="list-style-type: none"><li>• A renewed commitment to reforming the transport industry.</li><li>• Improved delegate release scheme for industry related matters</li></ul>
<b>Safety</b>	<ul style="list-style-type: none"><li>• Updated provisions for the renewal of Bluecard every 5 years</li></ul>
<b>Superannuation</b>	<ul style="list-style-type: none"><li>• TWUSuper to be included in expanded TWU Induction Session</li></ul>



## Next steps

Timing	What
11 – 16 August	TWU State Delegates Meetings to Endorse In-Principle Agreement to new HoA
Until end of August	TWU Site Yard Meetings to Endorse In-Principle Agreement to new HoA – <b>All employees should attend these sessions</b>
	Finalise draft of the new HoA with the TWU

Once we have finalised drafting of the new Agreement, we will arrange sessions to take you through the changes and make available copies of the proposed new agreement on your site.

There will be an Access Period of at least one week before you will be asked to participate in an electronic secret ballot to approve the Agreement.

If you have any questions, please reach out to your site leader or go to <https://www.tollgroup.com/eba> for more information.