

YEAR ONE of employment:

- (a) 100% of the prescribed minimum hourly rate of pay for General Workers, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 85% of the prescribed minimum hourly rates of pay, for all other Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (c) 100% of the prescribed Council Levies;
- (d) 100% of the prescribed Leave Pay Fund contributions;
- (e) 100% of the required Agency Fee (where applicable); and
- (f) Death and Disability Scheme contributions. Refer to clause 8.2.1 of **ADDENDUM 1**.

YEAR TWO of employment:

- (a) 100% of the prescribed minimum hourly rate of pay for General Workers, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 90% of the prescribed minimum hourly rates of pay for all other Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (c) 100% of the prescribed Council Levies;
- (d) 100% of the prescribed Leave Pay Fund contributions;
- (e) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;
- (f) 100% of the required Agency Fee (where applicable); and
- (g) Death and Disability Scheme contributions. Refer to clause 8.2.1 of **ADDENDUM 1**.

YEAR THREE of employment:

- (a) 100% of the prescribed minimum hourly rate of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 100% of the prescribed Council Levies;
- (c) 100% of all prescribed Leave Pay Fund contributions;
- (d) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;
- (e) 100% of the required Agency Fee (where applicable); and
- (f) Death and Disability Scheme contributions. Refer to clause 8.2.1 of **ADDENDUM 1**.