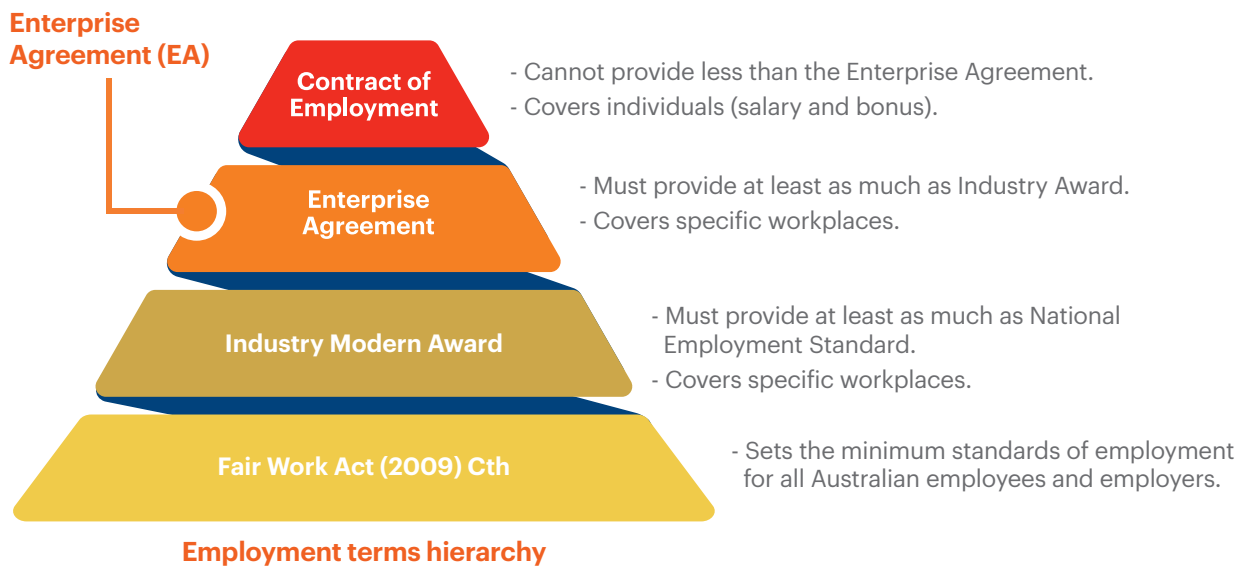


Enterprise Agreement Update

What is an Enterprise Agreement and why do we need one?

An EA is an agreement between an employer and employee that sets out the terms of their employment - usually within a specific workplace type.



Why do we need an Enterprise Agreement (EA) when there's already an Award?

There are more than 100 Awards rates in Australia but none are tailored specifically to individual employees or operations.

That's why many workplaces negotiate an EA to provide a simple agreement on top of the award that better meets the specific needs of employees.

Or when there are already individual contracts of employment?

An EA sets a minimum standard that contracts must meet. However, your individual contract is specific to you and allows you to be rewarded for higher levels of performance.

Why not just have the same conditions everywhere?

Workplaces across Australia have a wide variety of demands and needs. So it's fair for workers to have an EA over and above the award that recognises these.