

Schedule B – Wage Rates – Applies to existing employees employed prior to the Effective Date of this Agreement

Full time existing employees (part time on a pro rata basis)

	Base salary per annum from Effective date of Agreement	Base salary per annum effective 1 July 2020	Base salary per annum effective 1 July 2021	Base salary per annum effective 1 July 2022	**Base salary per annum effective 1 July 2023
Level 1	\$54,890	\$55,933	\$56,995	\$58,078	\$59,833
Level 2	\$57,480	\$58,572	\$59,685	\$60,819	\$62,659
Level 3	\$60,071	\$61,212	\$62,375	\$63,560	\$65,485
Level 4	\$61,107	\$62,268	\$63,451	\$64,656	\$66,611
Level 5	\$62,143	\$63,324	\$64,527	\$65,753	\$67,737
Level 6	\$65,251	\$66,491	\$67,754	\$69,042	\$71,116
Level 7	\$68,360	\$69,659	\$70,982	\$72,331	\$74,515
Level 8	\$75,613	\$77,049	\$78,513	\$80,005	\$82,419
Level 9	\$78,721	\$80,217	\$81,741	\$83,294	\$85,798
Level 10	\$82,866	\$84,440	\$86,045	\$87,679	\$90,323
Level 11	\$85,974	\$87,608	\$89,272	\$90,968	\$93,702

Base salary per annum wage rates effective 1 July 2023 do not form part of the Shire of Exmouth Enterprise Agreement 2017 (the Agreement**) as the wage increase is an internal wage increase only. Wage rates effective 1 July 2023 will be used to determine the employee’s ordinary hourly rate of pay and for the purposes of all terms and conditions under **the Agreement**.

Schedule C – Wage Rates – Applies to new employees employed on or after the Effective Date of this Agreement

New full-time employees (part time employees on a pro rata basis)

	Base salary per annum from Effective date of Agreement	Base salary per annum effective 1 July 2020	Base salary per annum effective 1 July 2021	Base salary per annum effective 1 July 2022	**Base salary per annum effective 1 July 2023
Level 1	\$49,804	\$50,750	\$51,715	\$52,697	\$54,281
Level 2	\$52,394	\$53,390	\$54,404	\$55,438	\$57,106
Level 3	\$54,985	\$56,030	\$57,094	\$58,179	\$59,932
Level 4	\$56,021	\$57,085	\$58,170	\$59,275	\$61,058
Level 5	\$57,057	\$58,141	\$59,246	\$60,372	\$62,185
Level 6	\$60,166	\$61,309	\$62,474	\$63,661	\$65,583
Level 7	\$65,817	\$67,067	\$68,342	\$69,640	\$71,749
Level 8	\$75,613	\$77,049	\$78,513	\$80,005	\$82,419
Level 9	\$78,721	\$80,217	\$81,741	\$83,294	\$85,798
Level 10	\$82,866	\$84,440	\$86,045	\$87,679	\$90,323
Level 11	\$85,974	\$87,608	\$89,272	\$90,968	\$93,702

Base salary per annum wage rates effective 1 July 2023 do not form part of the Shire of Exmouth Enterprise Agreement 2017 (the Agreement**) as the wage increase is an internal wage increase only. Wage rates effective 1 July 2023 will be used to determine the employee’s ordinary hourly rate of pay and for the purposes of all terms and conditions under **the Agreement**.

Schedule D – Wage Rates – Casual Employees

The following ordinary hourly wage rates (excludes 25% casual loading) applies to casual employees employed prior to and on and after the Effective Date of the Shire of Exmouth Enterprise Agreement 2017.

	Ordinary hourly rate from Effective Date of Agreement (excludes 25% casual loading)	Ordinary hourly rate effective 1 July 2020 (excludes 25% casual loading)	Ordinary hourly rate effective 1 July 2021 (excludes 25% casual loading)	Ordinary hourly rate effective 1 July 2022 (excludes 25% casual loading)	**Ordinary hourly rate effective 1 July 2023 (excludes 25% casual loading)
Level 1	\$20.62	\$21.01	\$21.41	\$21.82	\$22.73
Level 2	\$21.31	\$21.72	\$22.13	\$22.55	\$23.23
Level 3	\$22.30	\$22.73	\$23.16	\$23.60	\$24.31
Level 4	\$22.82	\$23.25	\$23.69	\$24.14	\$24.86
Level 5	\$23.86	\$24.32	\$24.78	\$25.25	\$26.01
Level 6	\$25.82	\$26.31	\$26.81	\$27.32	\$28.14
Level 7	\$26.43	\$26.93	\$27.44	\$27.96	\$28.80
Level 8	\$30.04	\$30.61	\$31.19	\$31.78	\$32.74
Level 9	\$31.59	\$32.19	\$32.80	\$33.42	\$34.43
Level 10	\$33.65	\$34.29	\$34.94	\$35.60	\$36.67
Level 11	\$37.43	\$38.14	\$38.86	\$39.60	\$40.79

** Base salary per annum wage rates effective 1 July 2023 do not form part of the Shire of Exmouth Enterprise Agreement 2017 (**the Agreement**) as the wage increase is an internal wage increase only. Wage rates effective 1 July 2023 will be used to determine the employee's ordinary hourly rate of pay and for the purposes of all terms and conditions under **the Agreement**.

Example: 17-year-old junior working on a Monday

Level 3 = \$22.30 per hour

Age = 17 years

Junior wage is 65% of Level 3.

$\$22.30 \times 65\% = \14.49

Casual rate (add 25%) is:

$\$14.49 + 25\%$

= \$18.11 per hour

Example: 17-year-old junior working on a Saturday

Level 3 = \$22.30 per hour

Age = 17 years

Junior wage is 65% of Level 3.

$\$22.30 \times 65\% = \14.49

Ordinary rate is \$14.49

Calculate ordinary rate + 25% (casual loading) + 50% (Saturday penalty).

Total rate is ordinary rate plus 75%.

$\$14.49 + 25\% + 50\%$

$\$14.49 + 75\%$

= \$25.35 per hour