

Item	Item Description	Proposed Change	Reasoning for Change
1.	Agreement Term	3 Year Agreement	Proposing that the Agreement will operate for three years.
2.	Wage Increase	Wage Increases subject to negotiations and cost impact of all other claims	Proposing that the Agreement will provide for wage increases during the three-year term of the Agreement, the detail of which can be worked through during negotiations.
3.	Employee Incentive Scheme	Discuss proposal to introduce an Employee Incentive Scheme	Based off the successful incentive scheme in CQ field service and feedback received during the EA survey and focus groups.
4.	Casual Employment	Amended to call out minimum hours for daily engagement along with any other changes considering recent legislative amendments.	Any proposed amendments are purely compliance based and will have no impact on how we manage our current casual workforce.
5.	Income Protection	Income protection to impose no additional cost impact.	During the negotiations, the company plans to invite representatives from Wageguard to discuss any changes and the operation of the plan.
6.	Leading Hand Allowance	Proposed increase to Leading Hand Allowance	To recognise the important role that our Leading Hands continue to play across our organisation.
7.	Area Allowance	Proposed increase to Mt Isa Area Allowance	Considering cost of living in the Mt Isa Region we propose a discussion around improving the Area Allowance for Mt Isa.
8.	Competency Standards	Simplification and improvement to competency standards clause	Simplify clause and improve the current 3 month pay increase timeframe to take effect from the next fortnightly pay cycle rather than every quarter
9.	Convert where required undertakings into body of replacement EA	Undertakings included in the 2018 EA to be included where required into the body of the replacement agreement.	The enterprise agreement be amended, where required to deal with the undertakings given during the approval process for the last agreement.
10.	Unincorporation of Modern Award	Removal of all modern award references	In the interests of simplicity and to reduce confusion and complexity we proposal removal of all Award references.
11.	Labour Hire	Removal of restrictions around ability to utilise labour hire	The company proposes a review of the labour hire clause to support ongoing market competitiveness
12.	Remuneration	Adjusted timeframe to deal with pay deficiencies	The company will always strive to deal with any pay issues in a timely manner however it may not always be possible to have it rectified within 3 working days. Propose that this is changed to be rectified in respective employee's next available pay run.
13.	Field Service Travel Outside Rostered Hours	Improved compensation for employees who are required to travel in field service outside rostered hours	Proposing to hold discussions around the field service travel rate and the impact that these changes had on employees due to changes in the 2018 EA.

And any additional claims that arise during bargaining