

### Grade 3

"Grade 3 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Theatre Technician/Technical Operator, Cook.

### Grade 4

"Grade 4 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Front of House Supervisor (Cashier), Senior Duty Officer, Senior Theatre Technician / Technical Operator, Chef.

### Grade 5

"Grade 5 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Functions and Catering Supervisor, Technical and Production Supervisor, Head Chef, Program Coordinator.

## 18.2 Juniors

Junior employees, who perform duties other than those expected of an adult, shall be paid the following percentages of the rate for that grade of employee:

- (a) Juniors Under 18 70%

## 19. Salary

The Council agrees to pay employees a wage/salary increase, as detailed below, during the term of this Agreement and the wage/salary increase will be applied on the first full pay period following the specified date.

Date of Increase	Increase Amount
First pay of December 2021	2.5%
1 October 2022	3.5% plus 0.25% Super increase
1 October 2023	3.5% plus 0.25% Super increase

**Table 1 – is reflective of wage increases in accordance with Clause 19.**

Grade	2.5% increase commencing from the 1 <sup>st</sup> pay of December 2021			3.5% increase commencing from first pay period on or after 1 October 2022			3.5% increase commencing from first pay period on or after 1 October 2023		
	Base Wage (Annual)	Base Wage (Hourly)	Casual	Base Wage (Annual)	Base Wage (Hourly)	Casual	Base Wage (Annual)	Base Wage (Hourly)	Casual
Grade 1	\$51,148	\$25.88	\$31.82	\$52,938	\$26.79	\$32.93	\$54,791	\$27.73	\$34.08
Grade 2	\$52,160	\$26.39	\$32.46	\$53,985	\$27.32	\$33.60	\$55,874	\$28.27	\$34.77
Grade 3	\$56,978	\$28.83	\$35.47	\$58,972	\$29.84	\$36.71	\$61,036	\$30.89	\$37.99
Grade 4	\$62,328	\$31.54	\$38.80	\$64,510	\$32.64	\$40.15	\$66,768	\$33.79	\$41.56
Grade 5	\$67,255	\$34.04	\$41.86	\$69,609	\$35.23	\$43.33	\$72,046	\$36.46	\$44.84