



# DECISION

*Fair Work Act 2009*

s.185 - Application for approval of a single-enterprise agreement

## **Image Linemarking Pty Ltd**

(AG2024/572)

## **IMAGE LINEMARKING PTY LTD ENTERPRISE AGREEMENT 2024-2028**

Building, metal and civil construction industries

COMMISSIONER PERICA

MELBOURNE, 28 MARCH 2024

*Image Linemarking Pty Ltd Enterprise Agreement 2023-2027*

[1] An application has been made for approval of an enterprise agreement known as the *Image Linemarking Pty Ltd Enterprise Agreement 2023-2027* (the Agreement). The application is made under section 185 of the *Fair Work Act 2009* (the Act). The Agreement is a single enterprise agreement.

[2] The *Fair Work Legislation Amendment (Secure Jobs Better Pay) Act 2022* (Cth) (the Amending Act) made a number of changes to enterprise agreement approval processes in Part 2-4 of the Act, that commenced operation on 6 June 2023.

[3] Under the transitional amendments made by Part 14 of Schedule 1 to the Amending Act, the genuine agreement requirements for agreement approval applications apply where the notification time for the agreement was on or after 6 June 2023. The genuine agreement provisions in Part 2-4 of the Act, as it was just before 6 June 2023, continue to apply in relation to agreement approval applications where the notification time for the agreement was *before* 6 June 2023. The notification time for this Agreement was 11 January 2024. It follows the Amending Act genuine agreement provisions apply.

[4] Under the transitional arrangements, by Part 16 of Schedule 1 of the Amending Act, amendments made to the better off overall test requirements for agreement approval applications apply where the agreement was made on or after 6 June 2023. This Agreement was made on 19 February 2024. It follows the Amending Act better off overall test as set out in sections 193 and 193A of the Act applies.

[5] The Agreement is approved today 28 March 2024. It will operate from 4 April 2024 as required by section 54 of the Act. The nominal expiry date is 28 March 2028.



COMMISSIONER

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# **IMAGE LINEMARKING PTY LTD ENTERPRISE AGREEMENT 2024-2028**

## 1. TITLE & ARRANGEMENT

This Agreement shall be known as the Image Linemarking Pty Ltd Enterprise Agreement 2023-2027 and is intended to be approved as an Enterprise Agreement under the *Fair Work Act 2009*. The Agreement is arranged as follows:

CLAUSE	CONTENT	PAGE
	<b>PART A- FACILITATIVE AND GENERAL CLAUSES</b>	
1	TITLE & ARRANGEMENT	2
2	APPLICATION	3
3	COMMENCEMENT & NOMINAL EXPIRY DATE	3
4	CLASSIFICATION STRUCTURE	3
	<b>PART B- PAY &amp; HOURS OF WORK</b>	
5	REMUNERATION & TRAVEL ALLOWANCES	4
6	SHIFTWORK	4
7	HOURS OF WORK	5
8	REST PERIODS/MEAL BREAKS	5
9	OVERTIME	6
10	PAYMENT OF WAGES	7
11	SUPERANNUATION	7
	<b>PART C- LEAVE</b>	
12	ANNUAL LEAVE	7
13	PERSONAL LEAVE	7
14	COMPASSIONATE LEAVE	7
15	PARENTAL LEAVE	7
16	LONG SERVICE LEAVE	7
17	COMMUNITY SERVICE LEAVE	7
18	JURY SERVICE	7
19	PUBLIC HOLIDAYS	8
	<b>PART D – MANDATORY CLAUSES, OHS &amp; TRAINING</b>	
20	INDIVIDUAL FLEXIBILITY TERM	8
21	CONSULTATION	9
22	INCLEMENT WEATHER	11
	<b>PART E- DISPUTES, TERMINATIONS, REDUNCANCY &amp; MISCELLANEOUS</b>	
23	DISPUTE SETTLEMENT PROCEDURES	11
24	EMPLOYMENT TERMINATION AND RESIGNATION	11
25	REDUNDANCY	11
26	ACCIDENT MAKE UP PAY	11
27	LIVING AWAY FROM HOME ALLOWANCE	12
28	NO EXTRA CLAIMS	12
29	SIGNATORIES	13
Appendix A	CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES	14-20
Appendix B	WAGE RATES & WAGE INCREASES	21

## 2. APPLICATION

This Agreement shall:

- Apply to and bind Image Linemarking ("the Company") and all of the Company's employees who are engaged in any classification that falls within the classification structure set out in appendix A of this Agreement.
- Operate in conjunction and incorporate with the **Building and Construction General On-Site Award 2020** [MA000020] (the Award) as in force on 01 August 2023, to the extent that if any inconsistency between this Agreement and the Award this Agreement will prevail.

## 3. COMMENCEMENT & NOMINAL EXPIRY DATE

This Agreement shall commence 7 days after the date of its approval by the Fair Work Commission. The nominal expiry date of this agreement is four years after the day on which the Fair Work Commission approves this Agreement.

This agreement will be read and interpreted in conjunction with the National Employment Standards (NES). Where there is an inconsistency between this agreement and the NES, and the NES provides a greater benefit, the NES will apply to the extent of the inconsistency.

## 4. CLASSIFICATION STRUCTURE

- (a) Employees will be classified in accordance with the classifications described in Appendix A of this Agreement. All employees will assist in training other employees when required to do so by the Company.
- (b) For each employee progression between the classification levels may occur through a re-classification process. Any individual reclassification will be assessed by the Company on its merits against the following criteria:
  - (i) The employee being considered for re-classification must demonstrate competency in the prerequisite skills for the higher work level
  - (ii) Sufficient work must be available at the higher level for it to justify creation of a position at that higher level.
  - (iii) The re-classification must be justified on the basis of an assessment using the objective criteria listed against each level as described in Appendix A, output at the higher level and satisfactory completion of the relevant Safe Working Procedures.



## **PART B- PAY & HOURS OF WORK**

### **5. REMUNERATION**

- (a) The wages for each classification are set out in Appendix B and provide for such rates as applicable from the first pay period to commence on or after the Agreement's operative date and the first, second and third anniversary dates.
- (b) The rates of pay in this Agreement are inclusive of all Award allowances, except for:
  - a. First Aid allowance, where applicable
  - b. Leading hand allowance, where applicable
  - c. Travel allowance, where applicable
  - d. Shift loadings/penalty rates for shifts that extend beyond ordinary hours
  - e. Any specific site allowances for a specific project

#### **5.1 TRAVEL ALLOWANCES**

- (a) Employees will be paid a travel allowance of **\$25.50** per day if asked to report to a construction site in their own vehicle.
- (b) This travelling allowance will increase as per the increases as determined within this agreement.
- (c) If an employee commences work at the company's depot or a designated yard, they will not be entitled to the travel allowance.
- (d) Any time spent travelling between construction sites, the company's depot or designated yard during working hours will be counted as time worked and the company will provide free transport.
- (e) If the company does not provide free transport between work sites during working hours, the employee will be reimbursed for the reasonable cost of public transport, or be paid a per kilometre rate for use of their vehicle as prescribed in the Award, in addition to that travel time counting as time worked.

### **6. SHIFTWORK**

Definitions:

For the purpose of this agreement:

- a) Shift work means any system of work in which operations are being continued by the employment of a group of employees upon work which another group had been engaged previously
- b) Day shift means any shift starting at 6.00 am and before 10.00 am.
- c) Afternoon Shift means any shift starting at or after 10.00 am and before 8.00 pm
- d) Night Shift means any shift starting at or after 8.00 pm and before 6.00 am

- e) Rostered Shift means a shift of which the employee concerned has had at least 48 hours noticed.
- f) Continuous shift worker means an employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least six consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the employer) and who is regularly rostered to work those shifts

## **7. HOURS OF WORK**

- (a) For day shift employees the ordinary hours of work shall be an average of 38 hours per week over a 4-week period plus a requirement to work a reasonable overtime.
- (b) For afternoon shift employees the ordinary hours of work shall be an average of 38 hours per week over a 4-week period plus a requirement to work a reasonable overtime.
- (c) For day shift employees these ordinary hours will be 7.60 hours worked between 6.00 am and 6.00 pm each day from Monday to Friday inclusive.
- (d) For afternoon shift employees these ordinary hours will be 7.60 hours worked between 6.00 pm and 6.00 am each day from Sunday to Thursday inclusive.
- (e) Any employee required to work on afternoon shift will be given at least 48 hours' notice.
- (f) The arrangements for alteration of start and finish times will be agreed by the parties to this Agreement to enable later starts in winter and earlier starts during some months of summer. If agreement cannot be reached the matter is to be determined in accordance with the Dispute Settlement Procedure specified in clause 22.
- (g) Prior to the Company so altering the start and finish times it shall, by consultation with affected employees:
  - (i) Provide not less than 18 hours' notice to affected employees of the change to start and finish times;
  - (ii) provide an opportunity to affected employees to advise of individual personal or family circumstances relevant to change to start and finish times, and shall consider any such advice from affected employees;
  - (iii) have regard to its obligations to provide a safe and healthy workplace; and
  - (iv) Ensure that the employees are not required to work excessive overtime.

## **8. REST PERIODS AND MEAL BREAKS**

- (a) Rest periods and Meal Breaks will be in accordance with the Award.

## 9. OVERTIME

### Day Workers

	Monday to Friday	Saturday	Sunday
Day Worker during Ordinary Hours	Base rate	Base rate + 50% for the first two hours  Base rate + 100% thereafter  *Minimum engagement period of four hours work	Base rate + 100%
Day Worker during overtime hours	Base rate + 50% for the first two hours  Base rate + 100% thereafter	Base rate + 50% for the first two hours  Base rate + 100% thereafter  *Minimum engagement period of four hours work	Base rate + 100%  *Minimum engagement period of four hours work

### Afternoon Workers

	Monday to Friday	Saturday	Sunday
Afternoon Worker during Ordinary Hours	Base rate + 15%	Base rate + 100%	Base rate + 100%
Afternoon Worker during overtime hours	Base rate + 100% thereafter	Base rate + 100% thereafter	Base rate + 100%  *Minimum engagement period of four hours work

- (a) All hours worked by any employee on any public holiday described in clause 19 will be paid at the base rate + 150%.
- (b) An employee recalled to work overtime after leaving the employer's business premises (whether notified before or after leaving the premises) must be paid for a minimum of three hours work at the appropriate rates for each time the employee is so recalled. The employee will not be required to work the full three hours if the job the employee was recalled to perform is completed within a shorter period, unless unforeseen circumstances arise.
- (c) All employees who are nominated to work overtime will be offered three hours pay at the appropriate penalty rates, if a minimum of twenty-four hours' notice is not given regarding the cancellation of such overtime.



**10. PAYMENT OF WAGES**

- (a) Wages and other monies will be paid weekly in arrears by electronic funds transfer (EFT) to a financial institute account of the employee's choice.

**11. SUPERANNUATION**

- (a) Superannuation will be paid in accordance with Australian Superannuation Legislation and the Award.

**PART C- LEAVE**

**12. ANNUAL LEAVE**

Annual Leave entitlements will be in accordance with the NES and/or the incorporated Award entitlement.

**13. PERSONAL (SICK and CARER'S) LEAVE**

Personal/carer's leave will be in accordance with the NES and/or incorporated Award Entitlement.

**14. COMPASSIONATE LEAVE**

Personal/carer's leave will be in accordance with the NES and/or incorporated Award Entitlement.

**15. PARENTAL LEAVE**

Personal/carer's leave will be in accordance with the NES and/or incorporated Award Entitlement.

**16. LONG SERVICE LEAVE**

Long Service leave will be in accordance with the *Construction Industry Long Service Act 1997* (Vic).

**17. COMMUNITY SERVICE LEAVE**

Community Service leave will be in accordance with the National Employment Standards.

**18. JURY LEAVE**

Jury leave will be in accordance with the National Employment Standards and the *Juries Act 2000* (Vic)

## 19. PUBLIC HOLIDAY

Public holidays are listed on  
<https://www.fairwork.gov.au/employment-conditions/public-holidays>

## PART D- MANDATORY TERMS, OHS AND TRAINING

### 20. INDIVIDUAL FLEXIBILITY TERM

1. The Company and an employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:
  - (a) the Agreement deals with 1 or more of the following matters:
    - (i) Arrangements about when work is performed;
    - (ii) Overtime rates;
    - (iii) penalty rates;
    - (iv) allowances
    - (v) Leave loading; and
  - (b) The arrangement meets the genuine needs of the Company and the employee in relation to 1 or more of the matters mentioned in clause 19 (1) (a); and
  - (b) The arrangement is genuinely agreed to by the Company and employee.
2. The Company must ensure that the terms of the individual flexibility arrangement:
  - (a) Are about permitted matters under section 172 of the *Fair Work Act 2009*; and
  - (b) Are not unlawful terms under section 194 of the *Fair Work Act 2009*; and
  - (c) Result in the employee being better off overall than the employee would be if no arrangement was made.
3. The Company must ensure that the individual flexibility arrangement:
  - (a) Is in writing; and
  - (b) Includes the name of the Company and the employee; and
  - (d) Is signed by the Company and the employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
  - (e) Includes details of:
    - (i) the terms of the Agreement that will be varied by the arrangement; and
    - (ii) How the arrangement will vary the effect of those terms; and
    - (iii) How the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
    - (iv) States the day on which the arrangement commences.
4. The Company must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

5. Either the Company or the employee may terminate the individual flexibility arrangement:
  - (a) By giving no more than 28 days written notice to the other party to the arrangement;  
or
  - (b) If the Company and the employee agree in writing – at any time.

## **21. CONSULTATION**

### **21.1. Consultation Regarding Major Workplace Change:**

1. This term applies if the employer:
  - a. has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the employees; or
  - b. proposes to introduce a change to the regular roster or ordinary hours of work of employees.

#### *Major change*

2. For a major change referred to in paragraph (1)(a):
  - a. the employer must notify the relevant employees of the decision to introduce the major change; and
  - b. subclauses (3) to (9) apply.
3. The relevant employees may appoint a representative for the purposes of the procedures in this term.
4. If:
  - a. a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
  - b. the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.
5. As soon as practicable after making its decision, the employer must:
  - a. discuss with the relevant employees:
    - i. the introduction of the change; and
    - ii. the effect the change is likely to have on the employees; and
    - iii. measures the employer is taking to avert or mitigate the adverse effect of the change on the employees; and
  - b. for the purposes of the discussion – provide, in writing, to the relevant employees:
    - i. all relevant information about the change including the nature of the change proposed; and
    - ii. information about the expected effects of the change on the employees; and
    - iii. any other matters likely to affect the employees.
6. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
7. The employer must give prompt and genuine consideration to matters raised about the major change by the relevant employees.

8. If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the employer, the requirements set out in paragraph (2)(a) and subclauses (3) and (5) are taken not to apply.
9. In this term, a major change is **likely to have a significant effect on employees** if it results in:
  - a. the termination of the employment of employees; or
  - b. major change to the composition, operation or size of the employer's workforce or to the skills required of employees; or
  - c. the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
  - d. the alteration of hours of work; or
  - e. the need to retrain employees; or
  - f. the need to relocate employees to another workplace; or
  - g. the restructuring of jobs.

*Change to regular roster or ordinary hours of work*

10. For a change referred to in paragraph (1)(b):
  - a. the employer must notify the relevant employees of the proposed change; and
  - b. subclauses (11) to (15) apply.
11. The relevant employees may appoint a representative for the purposes of the procedures in this term.
12. If:
  - a. a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
  - b. the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.
13. As soon as practicable after proposing to introduce the change, the employer must:
  - a. discuss with the relevant employees the introduction of the change; and
  - b. for the purposes of the discussion – provide to the relevant employees:
    - i. all relevant information about the change, including the nature of the change; and
    - ii. information about what the employer reasonably believes will be the effects of the change on the employees; and
    - iii. information about any other matters that the employer reasonably believes are likely to affect the employees; and
  - c. invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
14. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
15. The employer must give prompt and genuine consideration to matters raised about the change by the relevant employees.
16. In this term:

**relevant employees** means the employees who may be affected by a change referred to in subclause (1).



## **22. INCLEMENT WEATHER**

- (a) Inclement weather will be addressed as per cl. 24 of the incorporated Award.

## **PART E-DISPUTES, TERMINATION, REDUNDANCY & MISCELLANEOUS**

### **23. DISPUTE SETTLEMENT PROCEDURES**

1. In the event of a dispute about a matter arising under this Agreement or the National Employment Standards, in the first instance an attempt will be made to resolve the matter at the workplace through discussions between the employee or employees concerned and the relevant supervisor and/or manager.
2. If such discussions do not resolve the dispute, an attempt will be made to resolve the matter by discussions between the employee/s concerned and more senior levels of management.
3. If the dispute is unable to be resolved at the workplace level, any party to the dispute may refer the matter to the Fair Work Commission for assistance in settling the dispute through the process of conciliation and if that process does not resolve the issue then by mutual agreement between the parties the dispute may go to arbitration.
4. At any stage of these procedures the employee or employees concerned may appoint a person or organisation to represent them in relation to the dispute.
5. Work shall continue normally unless an employee has a reasonable concern about an imminent risk to his or her health and safety. If such concern exists, the employee must not unreasonably fail to comply with a direction of the Company to perform other available work, whether at the same or another workplace that is safe and appropriate for the employee to perform.

### **24. EMPLOYMENT TERMINATION & RESIGNATION**

Employment termination payments will be in accordance with the NES and/or incorporated Award.

### **25. REDUNDANCY**

Redundancy Entitlements will be as provided for in the Award.

### **26. ACCIDENT MAKE-UP PAY**

Accident make up pay will be as per the incorporated Award.



**27. LIVING AWAY FROM HOME ALLOWANCE**

Where an employee is required to live away from home the following payments will be made by the employer:

- a. Pay a living away from home allowance of \$550 per complete week. In the case of broken parts of the week the living away from home allowance will be \$110 per day. This allowance may be increased if the employee satisfies the employer that the employee reasonably incurred a greater outlay than that prescribed; or
- b. provide the worker with reasonable board and lodging in a well-kept establishment with three adequate meals each day; or
- c. Where employees are required to live in camp, provide all board and accommodation free of charge.
- d. The accommodation provided will be of a reasonable standard having regard to the location in which work is performed, including the provision of reasonable ablution/laundry, recreational and kitchen facilities, as well as reasonable external lighting, mail facilities, radio or telephone contact and fire protection.
- e. This allowance will increase consistent with the % increases applied to the wages on an annual basis.

**28. NO EXTRA CLAIMS**

For the duration of the Agreement neither party shall make further claims to change terms or conditions of employment other than those set out in this Agreement.

29. SIGNATORIES:

For the Company

Signatory Name: Daniel Riley

Signatory Address: 19 Paragon Way, Waterways, 3195

Basis of signatory's authority to sign the agreement: Employer Rep

PROJECT ADMINISTRATOR

Signature: [Signature] Date: 03/03/2024



For the Employees

Signatory Name: Christian Kelly

Signatory Address: 1/17 Padley St, Pearcedale, 3912

Basis of signatory's authority to sign the agreement: elected by the staff.

[Signature] 3.3.24

## APPENDIX A – CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES

### CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES

#### ECW 8

#### Senior Line Marker/Supervisor

To be classified as a Senior Line Marker/Supervisor you must demonstrate a sound knowledge of the Road/Line Marking industry and demonstrated the ability to utilise all the vehicles and plant required to carry out such works. You have demonstrated your leadership skills by coaching and mentoring your peers and you take ownership and leadership out in the field with your work mates.

To be classified at ECW 8 you must have a minimum of 8 years' experience or an appointed Supervisor

#### Essential Skills & Knowledge

- Strong Knowledge and following defined OH&S policies and procedures
- Strong Knowledge and following the VicRoads Standards
- Ability to effectively communicate with both management and workers when required
- Ability to effectively communicate with both clients and residents when required
- Understand maps/plans to be able to ensure works are completed as requested
- Competent and have a full understanding of spotting out of new works.
- Capable of completing all Road Marking tasks safely and competently.
- To coach and mentor fellow staff members helping them to develop the skills of employees
- Ability to lead teams onsite to ensure works are completed safely and as requested.
- Must be self-motivated
- Maintain a professional appearance and attitude.

#### Essential Skills & Knowledge

**You Must Be Deemed Competent on all Machines to progress to be paid at this Level**

- Safe and competent use of the Water Blaster truck and buggy and conduct plant maintenance
- Safe and competent use of the Paint trucks and conduct plant maintenance
- Safe and competent use of the Thermoplastic Hybrid/Borum and conduct plant maintenance
- Safe and competent use of the Borum Paint machine and conduct plant maintenance

**Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures**

## **CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES**

### **ECW 7**

### **Senior Line Marker/Operator/Spotter**

To be classified as at ECW 7 you must first demonstrate a sound knowledge of the Road marking industry and demonstrated the ability to utilise all the vehicles and plant required to carry out such works. You have demonstrated your leadership skills by coaching and mentoring your peers and you take ownership and leadership out in the field with your work mates. To be classified at ECW 7 you must have a minimum of 6 years' experience.

### **Essential Skills & Knowledge**

- Strong Knowledge and following defined OH&S policies and procedures
- Strong Knowledge and following the VicRoads Standards
- Ability to effectively communicate with both management and workers when required
- Ability to effectively communicate with both clients and residents when required
- Understand maps/plans to be able to ensure works are completed as requested
- Competent and have a full understanding of spotting out of new works.
- Capable of completing all Road Marking tasks safely and competently.
- To coach and mentor fellow staff members helping Image to develop the skills of employees
- Ability to lead teams onsite to ensure works are completed safely and as requested.
- Must be self-motivated
- Maintain a professional appearance and attitude.

### **Essential Skills & Knowledge**

#### **You Must Be Deemed Competent on three Or More Machines to progress to the next Level**

- Safe and competent use of the Water Blaster truck and buggy and conduct plant maintenance
- Safe and competent use of the Paint trucks and conduct plant maintenance
- Safe and competent use of the Thermoplastic Hybrid/Borum and conduct plant maintenance
- Safe and competent use of the Borum Paint machine and conduct plant maintenance

**Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures**



## **CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES**

### **ECW6**

### **Senior Line Marker/Operator**

To be classified as an ECW 6 you must first demonstrate a sound knowledge all the required tasks within ECW 5 and are now utilising multiply major plant. To be classified at ECW 6 you must have a minimum of 4 years' experience.

### **Essential Skills & Knowledge**

- Strong Knowledge and following defined OH&S policies and procedures
- Strong Knowledge and following the VicRoads Standards
- Ability to effectively communicate with both management and workers when required
- Ability to effectively communicate with both clients and residents when required
- Understand maps/plans to be able to ensure works are completed as requested
- Competent and have a full understanding of spotting out of new works.
- Capable of completing all Road Marking tasks safely and competently.
- To coach and mentor follow staff members helping Image to develop the skills of employees
- Ability to lead small teams onsite to ensure works are completed safely and as requested.
- Must be self-motivated
- Maintain a professional appearance and attitude.

### **Essential Skills & Knowledge**

#### **You Must Be Deemed Competent on two Or More Machines to progress to the next Level**

- Safe and competent use of the Water Blaster truck and buggy and conduct plant maintenance
- Safe and competent use of the Paint trucks and conduct plant maintenance
- Safe and competent use of the Thermoplastic Hybrid/Borum and conduct plant maintenance
- Safe and competent use of the Borum Paint machine and conduct plant maintenance

**Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures**



## **CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES**

### **ECW 5**

### **Line Marker/Operator**

To be classified as a Line Marker ECW 5 you must first demonstrate a sound knowledge all the required tasks within ECW 4 or training in one or more of the Plant as identified in ECW 4. At this point in their development you are becoming competent in all aspects of Road Marking and have the skills and Knowledge to now lead teams in completing all aspects of Road Marking Tasks, or you are have gained one or more competencies within the Major Plant listed below:

### **Essential Skills & Knowledge Road**

- Strong Knowledge and following defined OH&S policies and procedures
- Strong Knowledge and following the VicRoads Standards
- Ability to effectively communicate with both management and workers when required
- Ability to effectively communicate with both clients and residents when required
- Understand maps/plans to be able to ensure works are completed as requested
- Competent and have a full understanding of spotting out of new works.
- Capable of completing all Road Marking tasks safely and competently.
- To coach and mentor follow staff members helping Image to develop the skills of employees
- Ability to lead small teams onsite to ensure works are completed safely and as requested.
- Must be self-motivated

### **Essential Skills & Knowledge**

#### **You Must Be Deemed Competent on One Or More Machines to progress to the next Level**

- Safe and competent use of the Water Blaster truck and buggy and conduct minor maintenance
- Safe and competent use of the Paint trucks and conduct minor maintenance
- Safe and competent use of the Thermoplastic Hybrid/Borum and conduct minor maintenance
- Safe and competent use of the Borum Paint machine and conduct minor maintenance

**Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures**

## **CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES**

### **ECW 4**

### **Road Marker in Charge**

To be classified as a Road Marker in Charge ECW 4 you must first demonstrate a sound knowledge all the required tasks within ECW 3 using all products within the definition of Road marking. At this point in their development you are becoming competent in all aspects of Road Marking and have the skills and Knowledge to now lead teams in completing all aspects of Road Marking Tasks, or you have been identified to be trained in one of the following plants listed below:

#### **Essential Skills & Knowledge Road Marking**

- Strong Knowledge and following defined OH&S policies and procedures
- Strong Knowledge and following the VicRoads Standards
- Ability to effectively communicate with both management and workers when required
- Ability to effectively communicate with both clients and residents when required
- Understand maps/plans to be able to ensure works are completed as requested
- To coach and mentor follow staff members helping Image to develop the skills of employees
- Full understanding of spotting transverse markings
- Ability to lead small teams onsite to ensure works are completed safely and as requested.
- Holding Pre-start meetings and filling in the Job Start Card.
- Ability to apply Coloured Surface Treatment safely and competently
- Ability to safely and competently use a pedestrian machine.
- Ability to safely and competently carrying out routine maintenance or breakdowns on a pedestrian machine
- Maintain a professional appearance and attitude.
- Must be self-motivated
- Carry out machine and vehicle checks (daily) and maintenance
- Drive the trucks and machinery in a professional manner.
- Access learning Opportunities

#### **Essential Skills & Knowledge Plant Operating**

- Learning to use and the Water Blaster truck and buggy and conduct minor maintenance
- Learning to use the Paint trucks and conduct minor maintenance
- Learning to use the Thermoplastic Hybrid/Borum and conduct minor maintenance
- Learning to use the Borum Paint machine and conduct minor maintenance

**Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures**

## **CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES**

### **ECW 3**

### **Road Marker**

To be classified as a Road Marker ECW 3 you must first demonstrate a sound knowledge all the required tasks within ECW 2 using all products within the definition of Road marking. At this point in their development you are becoming competent in all aspects of road marking and the use of different products on different surfaces.

#### **Essential Skills & Knowledge**

- Strong Knowledge and following defined OH&S policies and procedures
- Strong Knowledge and following the VicRoads Standards
- Ability to effectively communicate with both clients and residents when required
- Hold a current traffic control card
- Hold a current first aid certificate
- Hold current truck licences
- Basic understanding of spotting
- Accurately filling in quantity dockets from each site.
- Holding Pre-start meetings and filling in the Job Start Card
- Ability to safely and competently use a pedestrian machine.
- Ability to safely and competently carrying out routine maintenance or breakdowns on a pedestrian machine
- Ability to safely and competently use a hot melt and install RRPM's correctly.
- Ability to safely and competently use a grinder ensure all markings are removed.
- Ability to safely and competently use CAP and install transverse markings.
- Ability to safely and competently clean CAP tools after use.
- Full understanding of the working of a TMA and position on roadways
- Full understanding of Pilot driving and positioning on the road ways
- Full understanding and safe use of the Road Warmer
- Maintain a professional appearance and attitude.
- Load truck safely
- Carry out machine and vehicle checks (daily) and maintenance
- Drive the trucks and machinery in a professional manner.
- Access learning Opportunities
- Must be self-motivated
- To coach and mentor follow staff members helping Image to develop the skills of employees
- Ability to safely and competently operate Kettles

#### **Essential Skills & Knowledge Plant Operating**

- Learning to use the Water Blaster truck and buggy
- Learning to use the Paint trucks
- Learning to use the Thermoplastic Hybrid/Borum
- Learning to use the Borum Paint machine

Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures

### **CLASSIFICATION STRUCTURE & DESCRIPTION OF DUTIES**

#### **ECW 2**

#### **Truck Driver/Labourer**

To be classified as an ECW2 is the Entry Point into the Road marking industry with only the minimum skills required. You will be trained in the basic fundamentals of the Road marking industry and taught how to use plant and equipment safely. During this period all basic training as required will be delivered and all inductions completed. You will also be required to obtain any truck licences as required during this period.

#### **Essential Skills & Knowledge**

- Learning and following defined OH&S policies and procedures
- Learning and following the VicRoads Standards
- Hold current car licence
- Hold a current construction industry card
- Hold current truck licences or be prepared to obtain one
- Hold a current traffic control card or be prepared to obtain one
- Hold a current first aid certificate or be prepared to obtain one
- Hold a Rail Industry Card or be prepared to obtain one
- Demonstrated ability to work in a team environment
- Carry out basic machine and vehicle checks (daily) and maintenance
- Load truck safely
- Drive company vehicles in a professional manner.
- Use hand and power tools.
- Learn and understand the different products used
- Understand the safe storage of chemical and materials
- Use small plant and equipment under direction
- Maintain a professional appearance and attitude.
- Work effectively in a team environment.

Progression to the next pay scale is will be dependant of the completion of all relevant Safe Working Procedures

### **APPENDIX B – WAGE RATES**

Rates listed are inclusive of Industry and meal allowance.

#	Classification	Initial Rate	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	4 <sup>th</sup> Year
			3%	2%	2%

<b>ECW 8</b>	<b>Supervisor/ Senior Linemaker</b>	<b>\$33.28</b>	<b>\$34.28</b>	<b>\$34.97</b>	<b>\$35.67</b>
<b>ECW 7</b>	<b>Senior Linemarkers Operator/Spotter</b>	<b>\$32.54</b>	<b>\$33.52</b>	<b>\$34.19</b>	<b>\$34.88</b>
<b>ECW 6</b>	<b>Senior Line Marker Operator</b>	<b>\$31.70</b>	<b>\$32.66</b>	<b>\$33.31</b>	<b>\$33.98</b>
<b>ECW 5</b>	<b>Line Marker/Operator</b>	<b>\$30.93</b>	<b>\$31.86</b>	<b>\$32.50</b>	<b>\$33.15</b>
<b>ECW 4</b>	<b>Road Marker In-charge</b>	<b>\$30.08</b>	<b>\$30.99</b>	<b>\$31.61</b>	<b>\$32.24</b>
<b>ECW 3</b>	<b>Road Marker</b>	<b>\$29.23</b>	<b>\$30.11</b>	<b>\$30.71</b>	<b>\$31.33</b>
<b>ECW 2</b>	<b>Truck Driver/Labourer</b>	<b>\$28.47</b>	<b>\$29.33</b>	<b>\$29.92</b>	<b>\$30.51</b>