



iSentia Enterprise Agreement Summary 2019

Updated 1 January 2020

This Agreement shall cover production employees at iSentia Pty Ltd in respect of all work done as press production officers, press readers, press briefings editor, broadcast monitors and studio operators.

Hours of Work

Full Time: Ordinary full-time hours are on average 38 hours and 2 clear days off per week

Part Time: A regular part-time employee shall work ordinary hours specified in writing before the commencement of employment.

Breaks

Meal Break: You are entitled to an unpaid meal break of not less than 30 minutes and no more than 1 hour after five hours of work.

Break between Shifts: An employee is entitled to 10 clear hours between the completion of a shift or engagement and the commencement of the subsequent shift or engagement.

Allowances

Where approved in advance, and upon production of invoices, an Employee will be reimbursed for any expenses reasonably incurred.

Higher Duties Allowance: Where you are required by the employer to supervise a team you will be paid at Grade 6. Conditions that must be satisfied in order for allowance to be paid are set out in clause 15.2.

Eyewear Allowance: The Employer will contribute up to \$290 a year for prescribed spectacles, lens change, contact lenses or laser eye surgery.

Headphone Allowance: An annual headphone allowance of \$50 is available to broadcast monitor employees

Overtime and Penalties

Overtime: All time worked in excess of 38 hours in any week shall be overtime logged as time off in lieu, or paid at the rate of time and a half for first three hours and double time thereafter.

Part-time Overtime: You will receive time off in lieu or pay at the following rates: Ordinary rate for the first 7.6 hours of overtime in a week; Time and a half for work in excess of 7.6 hours in a day, or in excess of 7.6 hours of overtime or 38 ordinary hours in a week; Double time for overtime in excess of 10.6 hours or work above 41 ordinary hours in a week.

Shift Penalties: If you work a shift which falls within the following spread of hours, you receive a shift allowance.

Shift	Allowance
Day shift on Saturday	25%
Day shift on Sunday	50%
Night shift between Midnight Mon-Midnight Fri	20%
Night shift on Saturday	35%
Night shift on Sunday	60%

Shift penalties are not cumulative.

Insufficient Break: If you recommence work within 10 hours of finishing, you must be paid double time for the time worked before the 10 hours expired.

Public Holidays: All employees working on a public holiday shall be paid at the rate of double time and a half of their ordinary hourly pay.

TOIL: Up to 5 days may be accrued at single time as TOIL by prior arrangement between you and the employer, and TOIL shall be taken as soon as possible.

Leave

Annual Leave: An employee is entitled to 4 weeks annual leave for each year of completed service with a loading of 17.5%.

An employee who is contracted to work night shift shall receive one additional week's annual leave a year.

Sick/Personal Leave: You may take up to 10 days of leave a year.

Parental Leave: Unpaid parental leave is provided for in the NES, which is 12 months of parental leave after 1 year of continuous service. A primary carer employee is also entitled

PHONE

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to 8 weeks' paid leave during the 52 weeks of parental leave. A secondary carer employee is entitled to 2 weeks paid parental leave.

Domestic Violence Leave: The employer will provide up to 5 days unpaid domestic violence leave each year from the commencement of employment

Rosters

Hours of work for part time employees may be varied with 14 days' notice, provided that there is no reduction in number of ordinary weekly hours.

Redundancy

Redundancy Pay:

Less than 1 year	1 week
At least 1 year but less than 2	4 weeks
At least 2 years but less than 3	6 weeks
At least 3 years but less than 4	7 weeks
At least 4 years but less than 5	9 weeks
At least 5 years but less than 6	11 weeks
At least 6 years but less than 7	12 weeks
At least 7 years but less than 8	14 weeks
At least 8 years but less than 9	15 weeks
At least 9 years but less than 10	17 weeks
At least 10 years but less than 11	18 weeks
At least 11 years but less than 12	19 weeks
At least 12 years but less than 13	20 weeks
At least 13 years but less than 14	21 weeks
At least 14 years but less than 15	22 weeks
More than 15 years	23 weeks

Termination

Notice Period:

Not more than 1 year	1 week
More than 1 year but not more than 3	2 weeks
More than 3 years but not more than 5	3 weeks
Over 5 years	4 weeks

Union Rights

Nominated MEAA delegates or representatives shall be granted leave with pay to attend training courses or seminars. No more than 8 hours per delegate to a maximum of 4 delegates shall be granted in each 12 month period.

Need more information?

This summary only provides an outline of the minimum wages and conditions based on the iSentia Enterprise Agreement 2019; Matter Number AG2019/2687.

For the full version of this agreement, please contact:

MEAA Member Central: 1300 656 513

Email: aid@meaa.org

Website: <http://www.meaa.org>

Information provided is a summary only and is no substitute for the legal document. While every effort has been made to ensure accuracy of the information in this leaflet, MEAA accepts no liability.

Rates of pay (as of 1 July 2019)

Grade	From 1 July 2019	From 1 July 2020	From 1 July 2021
1	\$23.0001/hr	\$23.5751/hr	\$24.1645/hr
2	\$24.8295/hr	\$25.4502/hr	\$26.0865/hr
3	\$26.5443/hr	\$27.2079/hr	\$27.8881/hr
4	\$28.3597/hr	\$29.0687/hr	\$29.7954/hr
5	\$30.1771/hr	\$30.9315/hr	\$31.7048/hr
6	\$31.9196/hr	\$32.7176/hr	\$33.5355/hr
7	\$33.7803/hr	\$34.6248/hr	\$35.4904/hr