



# Seven West Media (WA) Editorial Enterprise Agreement Summary 2019

Updated 1 January 2020

This Agreement shall cover editorial employees at West Australian Newspapers Limited in respect of all work done in the industry of journalism, to the exclusion of employees in executive positions. Note that Hours of Work, Rosters and Overtime provisions do not apply to Grades 10, 11 or 12 provided at least eight (8) clear days off duty within each 28 day period are given.

## 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 be rostered for a minimum of 4 and a maximum of 11 consecutive hours on any day.

**Casual:** Casuals shall receive a 25% loading in lieu of other paid entitlements. Minimum call is 4 hours, overtime is payable after 10 hours daily.

## Breaks

**Break:** You are entitled to a paid break of not less than 20 min and no more than 1 hour after working 5 hours.

**Break between Shifts:** An employee is entitled to 12 clear hours between the completion of a shift or engagement and the commencement of the subsequent shift or engagement.

## Allowances

An employee shall be reimbursed for reasonable work-related expenses, which shall be approved in advanced where applicable

**Mileage Allowance:** Where you are required by the employer to use your motor car on a casual or incidental basis, you are entitled to an allowance as set out by ATO guidelines.

**Higher Duties Allowance:** Where you are required by the employer to perform duties at a higher position for more than 2 weeks, you are entitled to be paid at the higher rate of pay for time worked in that position.

## Overtime and Penalties

**Overtime:** All time worked in excess of 38 hours in any week, or 76 hours in any fortnight shall be overtime. The hourly rate for the purposes of overtime shall be the Ordinary Hourly Rate of Pay for the applicable grade. Daily overtime shall be banked to be taken as time off in lieu at single time, or shall be paid out at time and a half for first two hours and double time thereafter.

**Casual Overtime:** You will receive overtime of time and half for the first 2 hours and double time thereafter.

**Insufficient Break:** If you recommence work within 12 hours of finishing, you must be paid overtime for the time worked before the 12 hours expired.

If you recommence work with less than 8 hours break, you get double time for the hours worked up to the 12 hours. If the break was more than 8 hours but less than 12 hours, you are entitled to time and a half for each hour worked up to the 12 hour break.

**Work on Day Off:** You are entitled to take another day off in place of the original one, within the same or the succeeding week, if you are required to work on a rostered day off.

**TOIL:** Time off in lieu must be taken within 4 months of accrual, where not taken, will be paid out at the rates set out above.

## Leave

**Annual Leave:** Employees are entitled to 6 weeks of annual leave per year.

**Sick/Personal Leave:** You are entitled to sick/personal leave, which is not bound by prescription.

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**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 caregiver is also entitled to 6 weeks' paid leave in addition to unpaid parental leave after 3 years of continuous employment.

**Domestic Violence Leave:** The employer will provide up to 5 days unpaid leave to an employee who is experiencing violence from a family member, or provides care/support to a member of their immediate family who is experiencing domestic violence, and requires time off work associated with effects of domestic violence including medical appointments, counseling, etc.

## Rosters

Your roster will be available 14 days before the start of the roster period. Your rostered ordinary hours of work can be changed by your employer due to unforeseen circumstances or emergency with 12 hours' notice.

## Redundancy

### Redundancy Pay:

For Current Employees, pay will accrue at a rate of 2 weeks for each year of service until 26 weeks of pay.

Current Employees with more than 26 weeks accrued will no longer accrue any further entitlements.

For Current Employees with more than 52 weeks accrued, entitlements will be reduced and capped at 52 weeks.

For all Current Employees, entitlements will be reduced and capped at 26 weeks after 5 November 2020

### For New Employees:

At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	6 weeks
At least 3 years but less than 4 years	7 weeks
At least 4 years but less than 5 years	8 weeks
At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	13 weeks
At least 8 years but less than 9 years	14 weeks
At least 9 years	16 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

## Need more information?

This summary only provides an outline of the minimum wages and conditions based on the Seven West Media (WA) Editorial Enterprise Agreement 2019; Matter Number AG2019/3961.

For the full version of this agreement, please contact:

MEAA Member Central: 1300 656 513

Email: [aid@meaa.org](mailto: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.

## Weekly rates of pay (as of 1 January 2020)

Grade	From 5 November 2019	From 1 July 2020	From July 2021
<b>Cadet 1</b>	\$769.80	\$777.50	\$785.27
<b>Cadet 2</b>	\$950.71	\$960.22	\$969.82
<b>Cadet 3</b>	\$1,135.47	\$1,146.82	\$1,158.29
<b>1</b>	\$1,294.08	\$1,307.02	\$1,320.10
<b>2</b>	\$1,441.73	\$1,456.15	\$1,470.71
<b>3</b>	\$1,584.96	\$1,600.81	\$1,616.82
<b>4</b>	\$1,732.90	\$1,741.14	\$1,758.55
<b>5</b>	\$1,840.50	\$1,858.90	\$1,877.50
<b>6</b>	\$2,005.83	\$2,025.89	\$2,046.14
<b>7</b>	\$2,105.00	\$2,126.05	\$2,147.31
<b>8</b>	\$2,248.33	\$2,270.81	\$2,293.52
<b>9</b>	\$2,304.35	\$2,327.39	\$2,350.67
<b>10</b>	\$2,388.32	\$2,412.20	\$2,436.32
<b>11</b>	\$2,640.20	\$2,666.60	\$2,693.26
<b>12</b>	\$2,808.15	\$2,836.23	\$2,864.59



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