

Changes to your Pay Slips

There have been changes to your Pay Slips, so we've summarised the key points here:

Name		Company		WOOLWORTHS GROUP LIMITED	
Address		ABN		88000014675	
		Person ID			
Amount	799.90	Pay Frequency	Weekly		
Standard Working Hours	38.00	Pay Period	03.12.2018 - 09.12.2018		
		Paid on Date	12.12.2018		
PAYMENTS					
BEFORE TAX EARNINGS					
EARNINGS	Ordinary Hours	22.50	21.0500	473.63	
	Shift 50%	1.50	10.5250	15.78	
	Average Bank Hours	-8.00	21.0500	-168.40	
	Public Holiday Not Worked	8.50	21.0500	178.93	
	1 Store Bonus MM	0.00	0.00	805.00	
	Cold Allowance	6.00	0.2900	1.74	
	2 Freezer Allowance Hourly	4.00	0.7300	2.92	
	Laundry Allowance Wkly	1.00	6.25	6.25	
	Annual Leave (04.12.2018 - 04.12.2018)	7.50	21.0500	157.88	
	Carers Leave (06.12.2018 - 06.12.2018)	7.50	21.0500	157.88	
	3 TTR Ordinary Hours	21.00	2.35	49.35	
	TTR Annual Leave	7.50	2.35	17.63	
	TTR Personal/Carers Leave	7.50	2.35	17.63	
	TTR PH Not Worked	8.50	2.35	19.98	
A/L Loading 17.5% or Shift			27.63		
	Subtotal			1,763.83	
BEFORE TAX DEDUCTIONS					
	Reg Repymt Shr Purch Plan			-20.84	
	REST Super Pre Tax			-50.00	
	Subtotal			-70.84	
TOTAL TAXABLE GROSS EARNINGS				1,692.99	

- For eligible team members, your one-off cash bonus will appear as Store Bonus MM.
- If you are entitled to allowances, these will show here with either hours worked or units (where an allowance is not paid by hours but on occurrence).
- TTR / CTTR is your temporary transition rate, and acts as a 'top up' so your pay doesn't decrease under the new agreement. The rate here is the difference between your base rate of pay and your TTR (or CTTR). See Appendix C.

If you have any questions, speak to your Line Manager or check out the Supermarkets EA website woolworths.my/group-supermarketsea

10 things to know about your Enterprise Agreement

We're thrilled that eligible Team Members are now covered under the Woolworths Supermarkets Agreement 2018. We've pulled together the key changes you should be aware of:

1.

Classifications have changed

We've swapped out "Grades" with "Levels" so our EA is now in line with the Award.

See: Clause 3

2.

Pay Slips & Superannuation

There are new leave types, TTR fields, coding and display of RDOs on your Pay Slips, as well as your new wage rates and penalty rates. If you're looking for the Super Choice of Fund form, it's on the People Portal.

See: Clause 4 & Clause 6

3.

TTR/CTTR

If you were employed under the Supermarkets EA 2012 before 23 October 2018, you'll receive a Temporary Transition Rate that is based on your position's EA 2012 "Grade". We call this a TTR, and for Casuals it's a CTTR. If you move to a new position with a new "Level", you'll get the TTR for that "Level". But remember - if you permanently move to a position outside of the Woolworths Supermarket Agreement 2018, such as to a salaried role or to a different business within the Group, you'll no longer be eligible for any TTR, even if you return back to an EA role.

See: Appendix C

For more information on these key points, we've highlighted the relevant clause in the Woolworths Supermarkets Enterprise Agreement 2018. You can find a hard copy in store, or visit the EA website.

4.

Public Holidays

Working on a public holiday is voluntary and if you do work, you'll get penalty rates. Full-Timers and Part-Timers can request TOIL instead of penalty rates (if your standard roster does not include the public holiday as a working day, this day will be unpaid if you don't work).

See: Clause 19

5.

Leave changes

There are 4 key leave changes:

- Family and domestic violence leave: We have introduced Family and Domestic Violence Leave. If you need support, talk to your Line Manager or visit the People Portal for more information (see Clause 17)
- Leave at half pay: If you have less than 8 weeks of annual leave accrued, you might be eligible to extend the duration of your absence (see Clause 13)
- Excessive Leave: If you've got a lot of leave banked up, speak to your Line Manager to discuss your options (see Clause 13)
- TOIL is automatically paid out after 28 days (for Public Holidays) and 6 months (for Overtime) if you don't use it. Any TOIL balance accrued before the new Enterprise Agreement became effective will remain as it is.

See: Clauses 10, 13, 17 & 19

6.

Higher duties

If you 'step up' for less than 2 hours in your shift, you'll be paid at the higher 'level' base rate and higher 'level' TTR (if applicable) for the hours you worked 'stepping up'.

If you 'step up' for more than 2 hours in your shift, you'll be paid the higher 'level' base rate for your whole shift, and the higher 'level' TTR (if applicable) for the hours you worked 'stepping up'.

See: Clause 5

7.

Cold Work Allowance

If you work at least half of your shift on eligible tasks, you may get a Fridge Allowance. If you're required to work in a cold chamber with a temperature below zero, you'll also get a Freezer Allowance. Your SSO will apply these Cold Work Allowances based on the work you perform.

See: Clause 5

8.

Laundry Allowance

You may now be eligible for a laundry allowance if you wear preferred dress (please note: this doesn't apply to bakers as their uniforms are cleaned for them).

See: Clause 5

9.

Cash bonus

Eligible Team Members will receive their one-off cash bonus in their weekly pay once the Enterprise Agreement is effective. If you have any questions about how it's calculated and who's eligible, check out the FAQs on the Supermarkets EA Website.

See: Appendix J

10.

Rostering rule changes

Under the 2018 Agreement these roster types are outside the rostering rules and will attract overtime rates.

- Two starts in 1 day (a.k.a. "split shifts")
- More than 1 "long day" in a week (more than 9-11 hours of work in 1 day)
- 10 hour breaks between shifts (except by mutual agreement)