



DECISION

Fair Work Act 2009

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

Endeavour Energy
(AG2013/6476)

ENDEAVOUR ENERGY ENTERPRISE AGREEMENT 2012

Electrical power industry

SENIOR DEPUTY PRESIDENT HAMBERGER

SYDNEY, 21 MAY 2013

Application for approval of the Endeavour Energy Enterprise Agreement 2012.

[1] An application has been made for approval of an enterprise agreement known as the *Endeavour Energy Enterprise Agreement 2012* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act).

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 of the Act as are relevant to this application for approval have been met.

[3] The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU), the Australian Municipal, Administrative, Clerical and Services Union (New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch) (ASU) and The Association of Professional Engineers, Scientists and Managers, Australia (APESMA) being bargaining representatives for the Agreement, have given notice under s.183 of the Act that they want the Agreement to cover it. In accordance with s.201(2) of the Act I note that the Agreement covers the organisations.

[4] The Agreement is approved and will operate from 28 May 2013. The nominal expiry date of the Agreement is 24 December 2014.

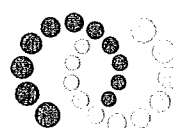
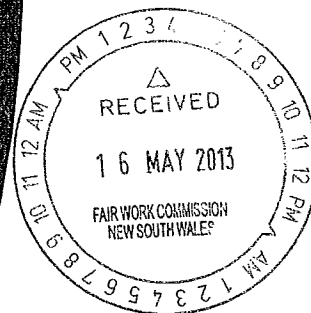


SENIOR DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer

<Price code O, AE401346 PR537066>

ENDEAVOUR ENERGY
ENTERPRISE AGREEMENT 2012



**Endeavour
Energy**

Table of Contents

1.	APPLICATION AND OPERATION OF THE AGREEMENT	6
1.1	Objects of the Agreement	6
1.2	Term of the Agreement	6
1.3	Coverage of the Agreement	6
2.	INTENT AND COMMITMENT	6
2.1	Intent	6
2.2	Commitment	7
2.3	Commitments of the Parties	7
2.4	Relationship of this Agreement to other Agreements	7
2.5	No Extra Claims	7
2.6	Definitions	7
2.7	Competency Based Progression System	8
2.8	Consultation for next Agreement	8
3.	CONSULTATION AND COMMUNICATION	8
3.1	Consultative Committee Formation	8
3.2	Consultative Committee Objectives	8
3.3	Disputes	8
4.	WORK PRACTICE CHANGE	9
4.1	Continuous Improvement and Best Practice	9
4.2	Change following Consultation	9
4.3	Assessment Criteria	9
5.	CONTRACT OF EMPLOYMENT	9
5.1	Duties of Endeavour Energy	9
5.2	Duties of Employees	10
5.3	Obligation to Use Skills	10
5.4	Categories of Working Environment	10
5.5	Categories of Employment	11
5.6	Wages and Salaries	12
5.7	Superannuation	12
5.8	Apprentices and Trainees	12
5.9	Equal Employment Opportunity	13
5.10	Anti-Discrimination	13
5.11	Payment of Employment Separation Entitlements to Next of Kin	13
5.12	Termination of Employment	14
5.13	Redundancy	15
5.14	Salary maintenance	15
5.15	Safety Clothing and/or Equipment	15
5.16	Probationary Periods	15
5.17	Protection of Rate of Pay	15
5.18	Working Reasonable Overtime	16
5.19	Deductions from Wages	16
5.20	Calculation of Service	16
6.	ENTERPRISE WORKGROUP FLEXIBILITY	17
6.1	Objects	17
6.2	Basis of Reaching Agreement	17
6.3	Commencement	17
7.	INDIVIDUAL FLEXIBILITY TERM	18
8.	WORKING HOURS	19
8.1	Ordinary Hours	19
8.2	Starting and finishing times	19

8.3	Rostrering of Ordinary Working Hours	19
9.	PENALTY RATES	19
9.1	Work Outside Ordinary Hours	19
9.2	Shift Work	21
9.3	Change of Roster.....	22
9.4	On Call and Stand By	23
10.	ELECTRICAL SAFETY RULES ALLOWANCE	24
10.1	Payment of Allowance	24
10.2	Trade Classifications	24
10.3	Pro-rata Safety Rules Allowance	24
11.	TRANSFER OF DEPOT.....	24
11.1	Normal journey.....	24
12.	ANNUAL LEAVE.....	25
12.1	Basis of Accruing Annual Leave.....	25
12.2	Basis of Taking Annual Leave.....	25
12.3	Quantum and Loading	25
12.4	Taking Annual Leave.....	25
12.5	Accrual of Annual Leave.....	26
12.6	Payment on Termination.....	26
13.	48/52 WEEKS PER YEAR WORKING ARRANGEMENTS DEFINED.....	26
13.1	Conditions of the 48/52 weeks per year working arrangements	26
13.2	Entitlement and arrangements	26
13.3	Annual leave	27
13.4	Long service leave / sick leave	27
13.5	When leave may be taken	27
13.6	Termination of employment	27
13.7	Reallocation of workloads.....	27
13.8	Superannuation.....	27
14.	PUBLIC HOLIDAYS.....	28
14.1	Entitlement to Public Holidays	28
14.2	Alternate Religious Beliefs.....	28
14.3	Non Payment of Public Holidays	28
15.	LONG SERVICE LEAVE	28
15.1	Quantum	28
15.2	Taking Long Service Leave	29
15.3	Payment on Termination.....	29
15.4	Recognition of Service for Long Service Leave	29
16.	BEREAVEMENT LEAVE	29
17.	PARENTAL LEAVE	30
17.1	Parental Leave	30
17.2	Right to request.....	31
17.3	Employee's request and the employer's decision to be in writing	31
17.4	Other Parent Leave.....	31
17.5	Communication during all forms of parental leave	32
17.6	Adoption Leave	32
18.	ABSENCE BENEFITS SCHEME.....	32
18.1	Purpose for sick leave	32
18.2	Sick leave granted	32
18.3	Sick leave not granted	32
18.4	Sick Leave and Public Holidays	33
18.5	Infectious Diseases.....	33
18.6	Sick Leave Forms	33

18.7	Re-crediting of Annual Leave and Long Service Leave	33
18.8	Medical Certificates and Statutory Declarations	33
18.9	Notification	33
19.	PRE 93 SICK LEAVE	33
20.	FAMILY / CARERS LEAVE	34
20.1	Use of leave	34
20.2	Unpaid leave for Family Purpose	35
20.3	Single day absences on annual leave for family/carers leave	35
20.4	Family/carers entitlement for casual employees	35
20.5	Family/Carers leave – use of annual leave	35
21.	DOMESTIC VIOLENCE	36
21.1	General Principle	36
21.2	Definition of Domestic Violence	36
21.3	General Measures	36
21.4	Leave	36
21.5	Individual Support	37
22.	JURY SERVICE	37
23.	SAFETY AT WORK	37
23.1	Parties Obligations	37
24.	WORK RELATED ACCIDENT	38
24.1	Evaluation of a Claim	38
24.2	A Denied Claim	38
24.3	Accident Pay	38
24.4	Occupational Health and Safety	38
25.	SECURE EMPLOYMENT	39
25.1	Objective of this Clause	39
25.2	Casual Conversion	39
26.	LABOR HIRE/AGENCY HIRE WORKERS	40
27.	OUTSOURCING/CONTRACTING OUT	41
27.1	Basic Principles:	41
28.	TEMPORARY RECLASSIFICATION	42
29.	DISPUTES	43
29.1	Dispute Resolution Procedure	43
29.2	Local matters	43
29.3	Corporate-wide issues	44
29.4	Other agreed initiatives	44
30.	UNION DELEGATES RIGHTS	45
31.	DEDUCTION OF UNION MEMBERSHIP FEES	46
32.	SALARY SACRIFICE	46
33.	RELATIONSHIP TO PREVIOUS AGREEMENTS	47
34.	LEAVE RESERVED	47
34.1	Compliance Allowance	47
34.2	Pay Points	47

Appendix A – Common Pay Points	48
Appendix B – Allowances	132
Appendix C - Benefits of Employees Employed Prior to 27 July 1996	134
1. Experience / Maturing Allowance	134
2. Agreement Special Leave.....	134
3. Sick Leave (pre 15 February 1993)	135
Appendix D	136

1. APPLICATION AND OPERATION OF THE AGREEMENT

1.1 *Objects of the Agreement*

The objects of the Agreement are:

- (a) to outline the basic conditions relating to the work performed by the employees of Endeavour Energy;
- (b) to enable Endeavour Energy to meet the expectations of its customers; and
- (c) to give employees the greatest possible chance of employment security, through the ability to adapt to a changing environment.

1.2 *Term of the Agreement*

The Agreement shall operate from 25 December 2012 until 24 December 2014 inclusive. This is the nominal term of the agreement. The agreement and all terms contained therein shall continue to apply beyond the expiry date until renegotiated, agreed and ratified.

1.3 *Coverage of the Agreement*

1.3.1 Those covered by the Agreement are:

- (a) Endeavour Energy Australia;
- (b) Communications, Electrical, Electronics, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, NSW Divisional Branch (ETU NSW);
- (c) Australian Municipal, Administrative, Clerical and Services Union NSW United Services Branch;
- (d) Association of Professional Engineers, Scientists and Managers, Australia;

The "Union(s)" represents those unions as outlined in clauses 1.3.1(b), (c) and (d) only

1.3.2 The Agreement shall be applicable to Endeavour Energy and its employees, other than above Agreement classification positions that are Fair Work Act 2009 compliant contract positions.

1.3.3 Continuing employees who are employed as at the date of this Agreement, in positions evaluated with a range below Manager/Specialist 9-13 have the right to refuse the offer of a fixed term or open term employment contract and their employment will continue to be subject to this Agreement.

2. INTENT AND COMMITMENT

2.1 *Intent*

This Agreement is based on the understanding that Endeavour Energy and its employees have an obligation to serve the people of New South Wales by providing a high standard of service in the most efficient way. As part of its obligations, Endeavour Energy is committed to the continued development of its skilled workforce to provide an effective service and job security for its employees.

2.2 Commitment

The employees of Endeavour Energy are committed to:

- (a) Working together towards achieving Endeavour Energy's vision of generating performance through innovation.
- (b) Achieving success through values of:
 - We provide excellent customer service;
 - We live and work safely;
 - We deliver outstanding business success;
 - We promote high achievement;
 - We behave with respect and integrity.
- (c) Ensuring that they act with honesty, fairness and dignity in all that they do.
- (d) Only using information of a commercial or confidential nature in an authorised manner.
- (e) Subject to clauses 2, 3 and 4, implementing work practices that:
 - (i) provide for more co-operative work arrangements;
 - (ii) improve competitiveness, efficiency, flexibility and productivity; and
 - (iii) assist positively to enable Endeavour Energy to be a low cost, reliable supplier of electricity.

2.3 Commitments of the Parties

Endeavour Energy, its employees and the unions representing their members are committed to the Objects of this Agreement.

2.4 Relationship of this Agreement to other Agreements

- 2.4.1 In this Agreement "Core Agreement" means Clauses 1 to 34 of this Agreement and includes all appendices.
- 2.4.2 Any dispute(s) in relation to this clause may be referred to clause 29 (Disputes) of this Agreement by any Party.

2.5 No Extra Claims

It is a term of this Agreement that the parties to this Agreement undertake that for the period of the duration of the Agreement that they will not pursue any extra claims.

2.6 Definitions

- 2.6.1 "Ordinary Week's Pay" means an employee's ordinary week's pay is their rate of pay for their ordinary hours of work plus any allowances which are paid on a normal weekly basis.
- 2.6.2 "Act" means the Fair Work Act (Cth) 2009.

2.7 Competency Based Progression System

The parties are committed to maintaining the Competency Based Progression System which was introduced in 2005. Variations to the system will be made using a consultative process.

2.8 Consultation for next Agreement

Negotiations will commence with the relevant parties 6 months before the expiry of this Agreement for a replacement Agreement.

3. CONSULTATION AND COMMUNICATION

3.1 Consultative Committee Formation

Endeavour Energy will form Consultative Committees from time to time consisting of representatives of Endeavour Energy employees, the unions and Endeavour Energy management.

During the term of this agreement, proposed changes (other than in direct response to a statutory obligation) that will materially impact employees will be subject to consultation using Consultative Committees.

Consultative Committees will seek to apply interest-based techniques to assist in understanding the interests and concerns of Endeavour Energy employees, the unions and Endeavour Energy management.

As part of the formation of any Consultative Committee, the Committee will establish an agreed consultation plan, clearly describing the subject nature of the consultation, the intended consultative process steps and the timetable for completion of these steps.

Should the representatives on a Consultative Committee be unable to agree upon a consultation plan as described in this clause, they will have recourse to the Disputes Procedure.

3.2 Consultative Committee Objectives

The objectives relate to major and strategic issues that may affect the relationship between Endeavour Energy and its employees and include:

- a) to enable Endeavour Energy to keep its employees, and the unions representing them, informed;
- b) to enable unions and their members to keep Endeavour Energy informed;
- c) to enable employees to have input to the decisions of management;
- d) to facilitate the exchange of views between employees and management.
- e) to provide a forum for the exploration and understanding of "best practice" and its application within Endeavour Energy
- f) to act as a 'think tank' to raise ideas and concepts and provide a forum to discuss improvements in Endeavour Energy's performance and efficiency.
- g) to enable the establishment of mechanisms to gauge and report upon productivity improvement.

3.3 Disputes

At any time during the process outlined in this clause either party may refer the matter to the Disputes Procedure (Clause 29 of this Agreement) for resolution.

4. WORK PRACTICE CHANGE

4.1 *Continuous Improvement and Best Practice*

Endeavour Energy seeks continuous improvement and best practice in all that we do. Endeavour Energy employees, the unions and Endeavour Energy management commit to actively supporting and contributing to the “process” of change.

The primary focus for improvement will be upon internally developing and implementing efficiencies to address Endeavour Energy's performance challenges while ensuring safety, cost effectiveness and service to our customers. Our collective aim is to be safe, competitive and achieve best practice with the goal of achieving sustainable internal employment levels.

As part of the search for continuous improvement and best practice, Endeavour Energy will seek to benchmark across regions and depots for best practice and to identify and prioritise the areas where productivity improvement can or should be achieved.

The parties including relevant work groups/employees may, via the consultative process in this agreement, utilise external benchmarking prior to market testing to permit internal efforts to improve efficiencies and become more competitive.

4.2 *Change following Consultation*

Any change will only occur following the consultation process outlined in Clause 3.

Consistent with the overall intent of this clause Endeavour Energy employees, the unions and Endeavour Energy management will seek to adopt ways to most efficiently utilise the resources and time commitment required from those involved in consultation processes (such as shop floor people, line management, delegates, union officials and senior managers).

4.3 *Assessment Criteria*

Assessment criteria will include but is not limited to:

- safety;
- hardship;
- workload;
- job security;
- building mutual respect and job satisfaction;
- tangible productivity improvement; and,
- any other legislative requirements.

5. CONTRACT OF EMPLOYMENT

5.1 *Duties of Endeavour Energy*

The duties of Endeavour Energy, consistent with the Agreement and other relevant legislation, include the following:

- (a) to provide work;
- (b) to pay for the work performed; and
- (c) to provide a safe working environment.

5.2 Duties of Employees

The duties of employees, consistent with the Agreement and other relevant legislation, include the following:

- (a) to work in a skilled and competent manner;
- (b) to work in a manner which does not threaten the safety of themselves, work colleagues or the public;
- (c) to provide faithful service;
- (d) to obey lawful commands;
- (e) to not act in a manner hostile to or against the interests of Endeavour Energy;
- (f) to respect and maintain the confidentiality of certain information;
- (g) to account for all moneys and property received in the course of employment;
- (h) to make available to Endeavour Energy all inventions made in the course of employment; and
- (i) to disclose to Endeavour Energy any information it has a right to know.

5.3 Obligation to Use Skills

- (a) An employer may direct an employee to carry out such duties as are within the employee's skill, competence and training consistent with their classification structure of this Agreement provided that such duties are not designed to promote deskilling.
- (b) An employer may direct an employee to carry out such duties and use such tools and equipment as may be required provided that the employee has been properly trained in the use of such tools and equipment.

5.4 Categories of Working Environment

As required by Endeavour Energy, an employee's work may be performed in an office; depot; workshop; in the field or other location remote from the office, depot, workshop; or, where pre-approved by management, in the employee's home.

5.5 Categories of Employment

CATEGORY	DESCRIPTION	BENEFITS UNDER AGREEMENT
Permanent / Full time	Employee is engaged to work full time hours.	Full extent of relevant benefits.
Fixed term / Full time	Employee is engaged for a fixed term to work full time hours.	Full extent of relevant benefits according to the period of employment.
Permanent / Part time	Employee is engaged to work for regular but less than full time hours.	All relevant benefits on a pro-rata (part time hours as a proportion of the full time hours) basis.
Fixed term / Part time	Employee is engaged for a fixed term tenure to work less than full time hours.	All relevant benefits on a pro-rata (part time hours as a proportion of the full time hours) basis according to the period of employment.
Casual	An employee engaged on an hourly basis in a roster to be determined by Endeavour Energy.	<p>The relevant hourly rate according to the appropriate classification plus 23% (casual employee loading) for each hour worked.</p> <p>A minimum of 4 hours will apply for casual employees.</p> <p>The casual employee loading is in compensation for all Agreement benefits other than overtime, below.</p>
Fixed Term Employment	<p>Term employment covers employees engaged on a temporary basis and shall not include a casual employee.</p> <p>Term appointments may be made for a period of up to 12 months. At the expiration of that period, work requirements shall be reviewed by the parties.</p> <p>Term employment shall not be used as an alternative to full time employment</p>	A Term employee shall be paid a rate of pay and receive Agreement conditions as is appropriate to either comparable full time or part time equivalent employment under this Agreement.

5.5.1 A part-time employee who agrees to work additional hours will be paid single time for those additional hours up to the equivalent full time hours. The pro rata accrual of leave will be adjusted for those additional hours.

5.5.2 Where a part-time employee is instructed to work greater than 8 hours per day, they will be paid the relevant overtime rate.

5.5.3 The span of hours shall be in accordance with clause 8.1.

5.5.4 Where a casual employee is instructed to work greater than 8 hours per day, they will be paid the relevant overtime rate. These overtime rates shall be in lieu of the casual employee loading.

5.5.5 The span of hours shall be in accordance with clause 8.1.

5.6 Wages and Salaries

5.6.1 Endeavour Energy will allocate a pay point to each employee. The pay points are set out in Appendix A to this Agreement.

5.6.2 Endeavour Energy will increase rates of pay including all wage related allowances (but excluding ESRA) by the following:

(a) 2.7% on 25 December 2012; and

(b) 2.7% on 24 December 2013.

5.7 Superannuation

5.7.1 At the commencement date of this agreement, employees covered by the agreement will receive the legislated Superannuation Guarantee Contribution (SGC) of 9% and an additional 6% contribution as a result of previous wage negotiation outcomes.

5.7.2 The legislated increases in the SGC contribution during the term of this agreement (0.25% on 1 July 2013 and 0.25% on 1 July 2014) will be absorbed within the 15% employer contribution set out in clause 5.7.1 above.

5.7.3 Subject to the provision of relevant superannuation legislation, employees under this Agreement will have their superannuation contributions paid into the Energy Industries Superannuation Scheme (EISS).

5.7.4 An employee may elect in lieu of being paid an amount of Agreement Wages to have an equivalent amount paid by way of superannuation contributions in accordance with the relevant provisions of their scheme to the maximum extent permitted by law.

5.7.5 Subject to the provisions of relevant superannuation legislation, these contributions shall be paid to the relevant scheme.

5.7.6 The employee's election to vary their superannuation benefit must be in writing and would occur no more than once per calendar year, with effect from 1 July each year.

5.8 Apprentices and Trainees

5.8.1 The conditions of this Agreement will apply to apprentices and trainees during the period of their traineeship or apprenticeship.

5.8.2 A traineeship or apprenticeship does not guarantee continuing employment upon completion of the indentured period.

5.8.3 Any offer of continued employment would be based on the staffing requirements of Endeavour Energy and the satisfactory performance of the apprentice or trainee.

5.9 Equal Employment Opportunity

- 5.9.1 Endeavour Energy is an Equal Opportunity Employer.
- 5.9.2 Endeavour Energy and its employees will work together to achieve the objective of a work environment free from discrimination or harassment and where all people treat, and are treated, with respect.
- 5.9.3 Endeavour Energy is committed to providing equal remuneration and conditions of employment for work of equal or comparable value.

5.10 Anti-Discrimination

- 5.10.1 It is the intention of the parties to this Agreement to prevent and eliminate discrimination, bullying and harassment in the workplace. This includes discrimination on the grounds of sex, pregnancy, race, religion, age, marital or domestic status, homosexuality, disability, transgender status or carer's responsibilities.
- 5.10.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Agreement which, by its terms of operation, has a direct or indirect discriminatory effect.
- 5.10.3 Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment. Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the Anti-Discrimination Act 1977;
 - (d) a party to this Agreement from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 5.10.4 Consistent with Anti-Discrimination and Equal Employment Opportunity principles, workplace harassment, including bullying is not acceptable. Any incidents of workplace discrimination, bullying or harassment will be managed in accordance with Clause 29 Disputes.
- 5.10.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

5.11 Payment of Employment Separation Entitlements to Next of Kin

Employees may authorise Endeavour Energy to pay their employment separation entitlement to a person nominated by them in the event of them dying whilst still in the service of Endeavour Energy by completing a form to be prepared by Endeavour Energy. In the absence of such written authorisation, employment separation entitlement will be paid to the deceased employee's estate.

5.12 Termination of Employment

5.12.1 The amount of notice, of termination of employment, to be given by an employee shall be two weeks.

5.12.2 If an employee's employment is terminated for reasons other than those justifying summary dismissal, the amount of notice which will be given by Endeavour Energy will be as follows:

AMOUNT OF EMPLOYEE'S SERVICE	AMOUNT OF NOTICE
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

NOTE: Where an employee is over 45 years of age with at least 2 years continuous service the amount of notice in the above table is to be increased by 1 week.

5.12.3 As an alternative to notice being given, payment may be made by Endeavour Energy to the employee for all or part of the notice period at the employee's ordinary rate of pay.

5.12.4 Where circumstances warrant and by agreement, the required period of notice may be waived.

5.12.5 Summary Dismissal will apply where an employee has engaged in serious misconduct. In this case an employee will be paid only up to the date of dismissal.

5.12.6 An employee who has been absent for a continuous period of 5 working days or more without the consent of Endeavour Energy and/or without notification will be treated as having abandoned their employment.

5.12.7 The employee will be given a period of 14 days of last attending to give a satisfactory explanation. The termination pay shall be up to the date of the employee's last attendance.

5.12.8 A contract of employment may be terminated as follows:

TYPE	DESCRIPTION
Resignation	Where an employee decides of their own free will to leave.
Retirement	This is where the employee decides of their own free will to leave the workforce generally.
Dismissal	This is where Endeavour Energy decides that the employee should no longer be employed for a reason for which the employee is responsible.
Redundancy	This is where Endeavour Energy decides that the position held by the employee no longer exists.
Abandonment	This is where an employee has been absent from his or her place of employment without notification or permission for a period of 5 working days or more.

TYPE	DESCRIPTION
Retirement III Health	This is where a doctor certifies that an employee will never work again in accordance with the requirements of the superannuation fund.
Death	Where an employee dies while employed by Endeavour Energy.

5.13 Redundancy

The redundancy policy for the term of this Agreement is Endeavour Energy Policy number 7.8.2, version 4, previous approval date: 18 May 2011, new approval date: 8 April 2013.

5.14 Salary maintenance

The Salary Maintenance Policy for the term of this Agreement is Endeavour Energy Policy number 7.8.3, version 4, previous approval date: 21 December 2011, new approval date: 8 April 2013.

5.15 Safety Clothing and/or Equipment

5.15.1 Employees must ensure they wear and/or use appropriate safety clothing and/or equipment for the purpose for which it was provided.

5.15.2 An employee who fails to comply with the above requirement may not be paid for the time taken to comply including travelling home to get the appropriate safety clothing or equipment.

5.16 Probationary Periods

5.16.1 The purpose of probationary periods is to enable both the employee and Endeavour Energy to determine the suitability of the employment relationship.

5.16.2 The probationary period served by employees shall be 3 months from the commencement of employment with Endeavour Energy. Upon satisfactory completion of the probationary period, the employee shall have his or her appointment confirmed.

5.16.3 If an employee does not satisfactorily complete the probationary period their employment may be terminated or the probationary period may be extended for a further 3 months. Where a probationary period is being extended, and the employee is a union member, Endeavour Energy will notify the relevant union organiser of the organisation's intention to extend the probationary period.

5.16.4 Probationary periods shall be included as service in the position.

5.17 Protection of Rate of Pay

Employees may from time to time, consistent with their skills and competencies and as part of their employment with Endeavour Energy, be required to do work for which a lower rate of pay is prescribed. Employees will continue to be paid their ordinary rate of pay.

5.18 Working Reasonable Overtime

5.18.1 Employees shall work reasonable overtime as directed to meet the needs of Endeavour Energy.

5.18.2 Where possible employees shall be given reasonable notice of the overtime they will be required to work.

5.19 Deductions from Wages

5.19.1 Employees may request, in writing, for deductions to be made from their wages or salary for the purpose of contributions or payment approved by Endeavour Energy.

5.19.2 Employees may request in writing for deductions to be made from their wages or salary for the purpose of contributions to unions, which are parties to the Agreement.

5.19.3 Endeavour Energy may deduct from an employee's wages or salary payment for any time he or she was absent from work without permission.

5.20 Calculation of Service

Service with Endeavour Energy shall, in the main, be from the date of commencement to the date of termination inclusive and according to the following:

CATEGORY	DETAIL
Included as Service	<ul style="list-style-type: none"> • Annual leave • Long service leave • Special leave with pay • Sick leave • Family / Carers leave • Special leave without pay specifically approved as being included as service • Time off with the Defence Force Reserve during employment • Period of absence under New South Wales workers compensation legislation.
NOT included as Service	<ul style="list-style-type: none"> • All periods absent from work not specifically approved as service • Parental leave (including maternity, paternity and adoption leave) <i>(the period of absence does not break the continuity of employment)</i>

6. ENTERPRISE WORKGROUP FLEXIBILITY

6.1 Objects

This clause is intended to facilitate flexibility agreements between management at all levels and staff with the assistance of their representatives. It is intended to apply to classifications or workgroups.

A "Workgroup Arrangement" may be reached between Endeavour Energy and the relevant workgroup employees and their representatives. The purpose of reaching such an arrangement is to establish greater flexibility. The Workgroup Arrangement cannot provide for condition(s) less favourable than this Agreement.

6.2 Basis of Reaching Agreement

6.2.1 Discussions between Endeavour Energy and the relevant employees and/or their representatives will be undertaken once a desire for a Workgroup Arrangement has been identified and the proposals should encompass all relevant details, including:

- (a) The nature of the work to be performed
- (b) How the work is to be performed
- (c) Who is to perform the work
- (d) When the work is to be done
- (e) The basis on which payment, or otherwise, is to be made

6.2.2 Negotiations will involve the relevant Workgroup Manager with Human Resources assistance, the relevant Workgroup employees and the relevant Union or appointed representatives.

6.2.3 The final draft Workplace Arrangement arising from these negotiations will be distributed to employees directly affected and covered by the Workplace Arrangement before being put to a meeting of all Workgroup employees directly concerned with the Workgroup Arrangement.

6.2.4 A majority of the relevant employees voting (in any manner) in favour of the proposals shall finalise the Workplace Arrangement.

6.2.5 After a vote in favour of the proposed Workplace Arrangement, the Unions and/or representatives will endorse this arrangement.

6.2.6 The employees directly affected will be given a copy of the Workgroup Arrangement.

6.2.7 The current Workgroup Arrangements can be found at Appendix D and form part of this agreement.

6.2.8 At any time during the process outlined in this clause, either party may refer the matter to the Dispute Procedure (Clause 29 of this Agreement) for resolution.

6.3 Commencement

6.3.1 A Workgroup Arrangement shall commence on the 7th day after the date of approval or the next pay cycle, which ever is the later.

7. INDIVIDUAL FLEXIBILITY TERM

An employer and employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:

- 7.1.1 the agreement deals with 1 or more of the following matters:
 - (a) taking accumulated RDOs;
 - (b) Salary Sacrifice
- 7.1.2 the arrangement meets the genuine needs of the employer and employee in relation to 1 or more of the matters mentioned in this clause; and
- 7.1.3 the arrangement is genuinely agreed to by the employer and employee.
- 7.1.4 The employer 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.
- 7.1.5 The employer must ensure that the individual flexibility arrangement:
 - (a) is in writing; and
 - (b) includes the name of the employer and employee; and
 - (c) is signed by the employer and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
 - (d) includes details of:
 - (i) the terms of the enterprise agreement that will be varied by the arrangement; and
 - (ii) how the arrangement will vary the effect of the 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
 - (e) states the day on which the arrangement commences.
- 7.1.6 The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 7.1.7 The employer or 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 employer and employee agree in writing at any time.

8. WORKING HOURS

8.1 Ordinary Hours

The arrangements relating to the ordinary hours of work of day workers shall be as follows:

Category	Arrangement
Ordinary Hours of Work:	
‘Field’ staff	36 hours per week
‘Office’ staff	35 hours per week
Ordinary Days of Work	Monday to Friday inclusive
Span of Hours	6:00 am to 6:00 pm
Lunch Break	Not less than 30 minutes unpaid An employee directed by their immediate manager/supervisor to continue to work beyond 5 hours after their starting time without a lunch break will be paid at the rate of time and one half until they have a lunch break.

8.2 Starting and finishing times

Starting and finishing times, within the span of hours, may be changed by agreement between Endeavour Energy and the employees affected (with support from the relevant union/s) to meet customer needs.

8.3 Rostering of Ordinary Working Hours

The basic rostering arrangement of ordinary hours of work shall be the nine-day fortnight.

9. PENALTY RATES

9.1 Work Outside Ordinary Hours

9.1.1 The following overtime penalties shall apply:

OVERTIME SITUATION	PENALTY APPLICABLE
Monday to Friday	First 2 hours at time and one half. Additional hours at double time.
Saturday (morning) Saturday (afternoon)	First 2 hours at time and one half. Additional hours at double time. All hours at double time.
Hours in excess of ordinary weekly hours	First 2 hours at time and one half Additional hours at double time

OVERTIME SITUATION	PENALTY APPLICABLE
Sunday	All hours at double time
Public Holiday (inside what would have been ordinary hours)	All hours at double time plus payment for the public holiday (or time in lieu for the day)
Public Holiday (outside what would have been ordinary hours)	All hours at double time and one half
Pre-arranged Overtime on Saturday, Sunday or Public Holiday	Minimum of 4 hours at the appropriate penalty according to when it is worked
Call Out	Minimum of 4 hours at the appropriate penalty according to when it is worked.
Continuous overtime – both before and after the normal days work	Overtime hours worked are added together to determine when double time is payable
Travelling Time	Time and one half – based on 2 minutes per kilometre, capped at 40 kilometres each way.
Minimum Break	<p>All employees must have a 10 hour break immediately prior to the commencement of their next rostered or ordinary shift, without loss of pay for ordinary working time occurring during the absence/break.</p> <p>In addition if an employee has worked between the hours of 11.00pm and 5.00am prior to the commencement of their next rostered or ordinary shift, the employee must take a 10 hour break from the end of the work and immediately prior to the commencement of their rostered or ordinary shift, without loss of pay for ordinary working time occurring during the absence/break.</p> <p>Employees covered by the Network Shiftwork Workgroup arrangement will be able to reduce this break to 8 hours for normal rostered shifts only.</p>

9.1.2 Meal breaks and allowances on overtime shall be as follows:

SITUATION	BENEFIT APPLICABLE
Meal Break: Length of Break Frequency of Breaks	<p>20 minutes for each break without loss of pay.</p> <p>For overtime which is continuous with an ordinary days work:</p> <ul style="list-style-type: none"> after 1.5 hours of overtime worked; after a total of 4 hours of overtime worked; and after a total of 8 hours of overtime worked. (a maximum of 3 meal breaks) <p>For overtime which is not continuous with an ordinary days work:</p> <ul style="list-style-type: none"> after 4 hours of overtime worked; after a total of 8 hours of overtime worked; and

SITUATION	BENEFIT APPLICABLE
	after a total of 12 hours of overtime worked. (a maximum of 3 meal breaks)
Meal Allowance	One meal allowance, for each meal break permitted as above (a maximum of 3 meal allowances also applies) As an alternative Endeavour Energy will provide a meal to an equivalent value. Refer Appendix B for the value of the meal allowance.

9.1.3 Time off in lieu of overtime worked will be as follows:

ASPECT	PROVISION
Basis of the arrangement	Time off in lieu by agreement with the employee's manager.
Basis of calculating the time in lieu	According to the penalty rates applicable to the overtime worked. (Example: 4 hours overtime at double time = 8 hours and thus 8 hours can be taken)
Taking of time in lieu	The employee is to take the time off within eight weeks of the overtime being worked or the overtime will be paid.

9.1.4 The parties agree to support and facilitate the clarification of leave in lieu and time in lieu and to ensure that employees take their leave in lieu entitlements in accordance with our agreement/workplace arrangements.

9.2 Shift Work

9.2.1 The following definitions apply:

TERM	DEFINITION
Shift work	Work carried out according to a roster that provides for 2 or more shifts per day and also requires them to rotate or alternate the shifts worked.
Night shift	Any shift finishing before but not later than 8.00am.
Afternoon shift	Any shift finishing after 6.00pm but not later than midnight.
Permanent afternoon or night shift	Working the same shift each afternoon or night without rotating with any other span of hours.
Meal Break	a 20 minute break taken as part of the shift at a time to meet work needs.

9.2.2 Shift workers who work regular shift work shall be paid a shift allowance of 15% for each shift worked (refer Appendix B) in addition to his or her ordinary rate of pay and weekend penalties. (A "week" shall mean 5 shifts).

9.2.3 Variations to the above have been made via formal Workplace Arrangement negotiations (Network Shiftwork Workgroup arrangement 2008 and CIC Shiftwork Workplace Arrangement 2007).

- 9.2.4 Shift workers (including permanent afternoon or night shift workers) who work ordinary rostered shifts on a Saturday, Sunday or Public Holiday shall be paid as follows:

WORKING DAY	PENALTY RATE
Saturday	time and one half
Sunday and Public Holiday	double time

- 9.2.5 A shift worker who is rostered to work on a public holiday will have a day added to his or her time in lieu leave balance.

- 9.2.6 A shift is said to be on a Saturday, Sunday or public holiday if the majority of the shift worked is on that day.

- 9.2.7 Situations attracting overtime will be paid as follows:

SITUATION	PENALTY APPLICABLE
Rostered Day Off	All hours at double time.
Recreation Day	The first 2 hours at time and one half and the remaining hours at double time.
Other Overtime	Refer to "overtime" above.

- 9.2.8 Situations not attracting overtime are as follows:

SITUATION	DESCRIPTION
'Mutual Arrangement' Shifts	Any extra hours worked as a result of mutual agreement between employees <i>shall not</i> attract overtime rates.
Customary Rotation of Shifts	The rotation of shifts inside a roster or the change over from one roster to another.

9.3 Change of Roster

- 9.3.1 Shift workers should normally be given at least five days notice of a change of shift or a change of roster. Where this is not possible the employee will be paid double time for the first shift after the change.
- 9.3.2 Where an employee is given less than five days notice of a change of shift or roster and the change results in the employee working additional shifts, then the employee shall be allowed an equal amount of time off at a mutually agreed time. If this is not practical for the employee to be allowed time off within four weeks, the employee shall be paid for the extra shifts at double time.
- 9.3.3 These provisions do not apply to employees who are classified as relief shift workers.
- 9.3.4 This clause applies except where a local workplace arrangement or enterprise agreement is in place.

9.4 On Call and Stand By

9.4.1 With After Hours Emergency and/or Breakdown Service, the work performed by employees will include:

- (a) restoring continuity of supply to Endeavour Energy's system and customers;
- (b) returning to a safe and proper operating condition any plant and/or equipment which has failed or is likely to fail;
- (c) performing maintenance work which is of such an urgent nature that if not carried out an interruption of supply may occur; and
- (d) all aspects of consumer's installation, plant, equipment or appliances which if not attended to or temporarily overcome, will cause distress, hardship or loss to the customer and/or other occupants of the premises.

9.4.2 An employee rostered on the on call and stand by roster is required to be available for emergency and/or breakdown work at all times outside his or her usual hours of work.

9.4.3 Employees rostered on call or standby will have their hours monitored for safety reasons.

9.4.4 Employees who are on call are not confined to their homes but they must be reasonably available so that they would not be delayed by more than 15 minutes in addition to the time it would normally take to travel from their homes to the place where the work is to be performed. Any delays in excess of 15 minutes will not be paid unless specifically authorised.

9.4.5 An employee may be required to attend any other calls which arise prior to returning home.

9.4.6 An employee shall not engage in an activity or make a commitment that will adversely affect their obligations when rostered on.

9.4.7 On call and stand by employees will be paid as follows:

SITUATION	ENTITLEMENT
On Call / Stand By Allowance (Refer Appendix B)	An employee shall be paid the On Call / Stand By Allowance for each day the employee is rostered on.
Time worked on a call	All time at double time. <i>(a "call" shall be from the time the call is received to the time the employee has returned home)</i>
Minimum payment	2 hours at double time.
Attending to the call	Employee to proceed directly to and from the call without unnecessary delay or deviation.
Work on Public Holidays	1 day shall be added to time in lieu for each public holiday worked.

10. ELECTRICAL SAFETY RULES ALLOWANCE

10.1 *Payment of Allowance*

The Electrical Safety Rules Allowance is paid to employees appointed to electrical positions who have passed a test of their knowledge of the rules and who are required to work or supervise or direct work in accordance with those rules. Employees will be required to undergo periodic refresher training. Apprentice electricians are paid the allowance from the date they complete the Electrical Safety Rules Test. Paid for all purposes. (Appendix B – Allowances)

10.2 *Trade Classifications*

Employees in trade classifications (as defined) other than electrician are entitled to 80% of the Electrical Safety Rules Allowance paid to electricians.

10.3 *Pro-rata Safety Rules Allowance*

Pro-rata Safety Rules Allowance paid to Electricity Workers who have passed the Safety Rules Test. This allowance is calculated at 60% of the Electrical Safety Rules Allowance. To be known as Safety Rules Electricity Workers Allowance.

11. TRANSFER OF DEPOT

11.1 *Normal journey*

An employee is required to make their own way to and from their normal place of work each day.

Permanent or temporary transfer

Transfer situation	Provision
Transfer where employee uses their own vehicle	The excess travel resulting from an employee being transferred will be paid at the rate of \$1.57 per kilometre for a maximum period of 6 months; OR by a negotiated alternative arrangement.
Transfer where employee uses an Endeavour Energy vehicle	The excess travel resulting from the employee being transferred will be paid at the rate of \$1.57 per kilometre (less the Endeavour Energy rate for private vehicle) for each kilometre for a maximum period of 6 months; OR by a negotiated alternative arrangement.

The time component of the transfer of depot allowance will be linked to Agreement increases, and the vehicle component will be linked to the Australian Tax Office guidelines for casual car allowance for a vehicle over 2600cc.

12. ANNUAL LEAVE

12.1 Basis of Accruing Annual Leave

The accrual of annual leave and long service leave shall be on the following basis:

CATEGORY OF EMPLOYEE	BASIS OF ACCRUAL
35 hour week Employees	35 hour week ÷ 5 days = 7 hours per day
36 hour week Employees	36 hour week ÷ 5 days = 7.2 hours per day

12.2 Basis of Taking Annual Leave

Leave taken by employees shall be deducted from the employee's leave balance and calculated on the basis of his or her rostering of work.

12.3 Quantum and Loading

The following quantum annual leave shall be granted to an employee after each year of service:

CATEGORY OF EMPLOYEE	LEAVE	LOADING
Normal day workers and 5 day shift workers	4 weeks (140 hours or 144 hours)	Included in employee's ordinary rate of pay
6 day shift workers	4.5 weeks (157.5 hours or 162 hours)	Included in employee's ordinary rate of pay
7 day shift workers	5 weeks (175 hours or 180 hours)	Included in employee's ordinary rate of pay

12.4 Taking Annual Leave

SITUATION	REQUIREMENT
Taking Annual Leave	In one or two separate periods by mutual agreement within 12 months of the leave falling due. The number of periods may be varied by mutual agreement with the employee's manager. Annual leave of less than 1 week may be taken with approval of the employee's manager.
Notification of taking Annual Leave	Employee: 2 weeks notice <i>(this may be waived in special circumstances by agreement)</i> Endeavour Energy: 4 weeks notice
Leave in Advance	Where the employee is allowed to take leave in advance, the payment shall be regarded as an over-payment (and may be recovered from the employee's termination pay) until further accrual of leave covers the amount taken in advance.

12.5 **Accrual of Annual Leave**

12.5.1 Except as provided for below, an annual holiday is expected to be taken by an employee and will be given by Endeavour Energy before the expiration of the period 1 year after the date on which the right to take the annual leave accrued.

12.5.2 The above clause will not apply where an employee is accumulating annual leave up to 40 days (50 days for shift workers) for a special purpose. Examples of a special purpose include but are not limited to an overseas holiday or a family reunion.

12.5.3 Employees who have more than two years annual leave accrued will be notified by Endeavour Energy of the expectation to clear such excess accrual.

12.6 **Payment on Termination**

SITUATION	ENTITLEMENT
Less than 12 months Service	Proportion of the leave that would have fallen due upon completion of 12 month's service. Calculation of the proportion is based on the weeks and days service as a proportion of 48 weeks (47 weeks for 7 day shift workers).
More than 12 months Service	Any untaken leave plus a proportion of the forthcoming leave accrual. Calculation of the proportion is based on the weeks and days service as a proportion of 48 weeks (47 weeks for 7 day shift workers).

13. **48/52 WEEKS PER YEAR WORKING ARRANGEMENTS DEFINED**

13.1 **Conditions of the 48/52 weeks per year working arrangements**

The 48/52 weeks per year working arrangements (48/52) is a scheme under which a full-time or part time employee may work 44 weeks of a negotiated 12 month period. An employee participating in the 48/52 scheme has effectively had four weeks leave without pay approved but rather than lose the value of the four weeks salary in one period, the employee has obtained approval to spread the salary impact of four weeks leave without pay averaged over the 52 week period.

This process will be available after the first twelve months of the agreement to give the organisation the ability to implement the appropriate mechanisms to facilitate this process.

13.2 **Entitlement and arrangements**

13.2.1 All full-time continuing, part time fixed and term employees are eligible to apply to their Manager or other delegated officer for approval to take up to eight (8) weeks annual leave in a year and receive 48 weeks salary, which would be payable over the full 52 weeks. Application and approval must be in writing and agreement between the supervisor and the employee.

13.2.2 Once approved, such arrangements will commence at a mutually agreed time and remain in place for a period of 12 months.

- 13.2.3 Under this arrangement an employee will become a fractional employee at 48/52 of a full time or part time work load, with all benefits accruing on that basis.

13.3 Annual leave

- 13.3.1 Employees electing to move to this become a fractional employee at 48/52 of a full time or part time work load, with all benefits accruing on that basis including annual leave.
- 13.3.2 Under these arrangements an employee is required to apply for annual leave via the organisations usual leave procedures within the 12 month period.
- 13.3.3 In taking leave in any one year, it will not be necessary for eight weeks leave to be taken in one block, but this could be an option available to the employee.

13.4 Long service leave / sick leave

- 13.4.1 Employees availing themselves of this option will retain benefits accrued on a full-time or part time fractional time basis up to the nominated commencement date. Long service leave and sick leave benefits accrued after this nominated date will be at the new fractional rate.

13.5 When leave may be taken

- 13.5.1 The eight weeks leave must be taken within its agreed 12 month period.
- 13.5.2 It will be necessary for the employee and supervisor to agree on the time of taking leave as early as possible upon entering into these arrangements.

13.6 Termination of employment

An employee who terminates their services whilst on these arrangements will be paid for the unexpired period of leave at the appropriate fractional rate based on the credit accrued. Where entitlements have accrued at the full-time rate any termination payments will be made at the full time rate.

13.7 Reallocation of workloads

Where an employee converts to a 48/52 scheme, the supervisor will ensure that any reallocation of workloads is the subject of consultation with affected employees and does not create an unreasonable workload for any other employee.

13.8 Superannuation

Where an employee elects to take up the 48/52 option, superannuation contributions for the employee and the organisation will reduce on a pro-rata basis, except where the employee chooses to maintain, subject to the requirements of the relevant superannuation scheme, the employee and/or employer's superannuation contributions on a full-time employment basis, but the organisation shall only be obliged to cover the cost of employer contributions at the 48/52 rate.

14. PUBLIC HOLIDAYS

14.1 *Entitlement to Public Holidays*

Employees of Endeavour Energy shall be entitled to the following public holidays, plus any additional holidays gazetted by the NSW Government, without loss of pay:

- New Years Day
- Australia Day
- Good Friday
- Easter Saturday
- Easter Monday
- Endeavour Energy Employees Day
- Anzac Day
- Queens Birthday
- Labour Day
- Christmas Day
- Boxing Day

14.2 *Alternate Religious Beliefs*

In order to recognise genuinely held non-Christian religious beliefs an employee may, where it meets customer needs and with the agreement of his or her manager, substitute public holidays listed above for those relevant to that religion.

14.3 *Non Payment of Public Holidays*

Employees shall not be entitled to payment for a public holiday or holidays if:

- (a) they are absent on the normal working day before and the day after the public holiday or holidays;
unless
- (b) they give the Chief Executive Officer or his or her nominee satisfactory evidence that the absence was due to a good and satisfactory cause.

15. LONG SERVICE LEAVE

15.1 *Quantum*

BASIS OF ACCRUAL	QUANTUM
After 10 years	13 weeks (455 hours or 468 hours)
After 15 years	an extra 8.5 weeks (297.5 hours or 306 hours)
After 20 years	An extra 13.5 weeks (472.5 hours or 486 hours)
After each additional 5 years	An extra 13 weeks (455 hours or 468 hours)

15.2 Taking Long Service Leave

SITUATION	REQUIREMENT
Taking Long Service Leave	<p>Endeavour Energy expects that Long Service leave be taken as soon as possible after the entitlement arises.</p> <p>Long Service leave may be taken in periods of not less than 4 weeks, by mutual agreement.</p> <p>Long Service leave may be taken at half pay in which case the employee is entitled to twice the duration of Long Service leave.</p>
Notification of Taking Long Service Leave	<p>Employee: 1 month's notice</p> <p>Endeavour Energy: 1 month's notice</p> <p>The amount of notice may be reduced by agreement between the employee and his or her manager.</p>

15.3 Payment on Termination

SITUATION	ENTITLEMENT
Less than 5 years	Nil
5 Years or more service BUT Less than 10 Years Service	<p>Accrued long service leave on a pro-rata basis but only if the reason for termination is:</p> <ul style="list-style-type: none"> • Redundancy; or • Resignation due to domestic or other pressing necessity.
10 Years or more Service	<p>Any untaken leave plus a proportion of the forthcoming leave accrual.</p> <p>Calculation of the proportion is based on the weeks and days service as a proportion of 48 weeks (47 weeks for 7 day shift workers).</p>

15.4 Recognition of Service for Long Service Leave

Employees transferring to Endeavour Energy from a public service organisation or State Owned Corporation who have an entitlement to long service leave will have the option to either have the long service leave paid out prior to commencing with Endeavour Energy, or transfer the accrued entitlement. Transfer of Long Service Leave will only be approved where the employee has an accrued entitlement and a cheque is forwarded from the employee's previous employer to Endeavour Energy.

16. BEREAVEMENT LEAVE

16.1.1 An employee other than a casual employee shall be entitled to up to two days bereavement leave without deduction of pay on each occasion of the death of a person prescribed in clause 20.1.3.

16.1.2 The employee must notify Endeavour Energy as soon as practicable of the intention to take bereavement leave and will, if required by Endeavour Energy, provide to the satisfaction of Endeavour Energy proof of death.

- 16.1.3 Bereavement leave shall be available to an employee in respect to the death of a person prescribed for the purposes of Family/Carer's Leave in clause 20.1.3 provided that for the purpose of bereavement leave, the employee need not have been responsible for the care of the person concerned.
- 16.1.4 An employee shall not be entitled to bereavement leave under this clause during any period in respect of which the employee has been granted other leave.
- 16.1.5 Bereavement leave may be taken in conjunction with other leave available under this Agreement. In determining such a request, Endeavour Energy will give consideration to the circumstances of the employee and the reasonable operational requirements of the business.
- 16.1.6 Bereavement leave entitlements for casual employees are as follows:
- 16.1.7 Subject to evidentiary and notice requirements in 16.1.2, casual employees are entitled to be not available to work, or to leave work upon the death in Australia of a person prescribed in 16.1.3 of this clause.
- 16.1.8 The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. 2 days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- 16.1.9 An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not engage a casual employee are otherwise not affected.

17. PARENTAL LEAVE

The following provisions shall also apply in addition to those set out in Chapter 2, Part 2-2, Division 5 – 'Parental leave and related entitlements' of the National Employment Standard (NES) under the Fair Work Act 2009 (Cth); and the Paid Parental Leave Act 2010 (Cth).

The provisions within this clause shall also operate in conjunction with the relevant policies and procedures adopted by Endeavour Energy from time to time.

17.1 Parental Leave

- 17.1.1 Employees who are eligible for Parental leave without pay shall be entitled to receive up to 14 weeks of paid leave (or 28 weeks at half pay) included in the 12 months approved at their ordinary rate of remuneration to assist the employee's ability to reconcile work and family responsibilities and to return to work within the maximum timeframe, if consented, in accordance with this agreement.

17.1.2 An employer must not fail to re-engage a regular casual employee because the:

- (a) employee or employee's spouse is pregnant;
- (b) employee is or has been immediately absent on parental leave;
- (c) rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

17.2 *Right to request*

17.2.1 An employee entitled to parental leave may request the employer to allow the employee to:

- (a) extend the period of simultaneous unpaid parental leave use up to a maximum of eight (8) weeks
- (b) extend the period of unpaid parental leave for a further continuous period of leave not exceeding 12 months
- (c) return from a period of parental leave on a part-time basis until the child reaches school age
- (d) assistance in reconciling work and parental responsibilities.

17.2.2 The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

17.3 *Employee's request and the employer's decision to be in writing*

17.3.1 The employee's request and the employer's decision must be recorded in writing in accordance with this agreement.

17.3.2 Request to return to work part-time

- (a) Where an employee wishes to make a request in accordance with this agreement, such a request must be made as soon as possible but no less than seven (7) weeks prior to the date upon which the employee is due to return to work from parental leave.

17.4 *Other Parent Leave*

An employee who is not the primary care giver is entitled to an unbroken period of one week paid leave at the time of the birth of their child or other termination of pregnancy.

17.5 Communication during all forms of parental leave

17.5.1 Where an employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:

- (a) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave, and
- (b) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave.

17.5.2 The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.

17.5.3 The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with the terms of this Agreement.

17.6 Adoption Leave

Any employee may take unpaid leave in connection with the adoption of a child under the age of 5 years up to a maximum of 52 weeks.

18. ABSENCE BENEFITS SCHEME

18.1 Purpose for sick leave

To provide income protection in circumstances where the employee is not able to perform his or her work because of illness or personal injury; or needs to obtain appropriate medical advice and/or treatment for a personal illness or injury.

18.2 Sick leave granted

Paid sick leave will be provided to an employee if he or she is genuinely sick and unable to perform his or her duties.

18.3 Sick leave not granted

18.3.1 Sick leave shall not be granted in the following circumstances:

- (a) where a payment is made for Accident Pay under this Agreement;
- (b) where the employee receives payment from an organisation other than Endeavour Energy, in the form of income protection, as a result of participation in an outside activity; or
- (c) where in the view of the Chief Executive Officer or his or her nominee the illness or injury resulted from a wilful act, misconduct or the negligence of the employee.

18.4 Sick Leave and Public Holidays

A public holiday that occurs during a period of sick leave taken by an employee shall not be counted as sick leave. However a Medical Certificate or Statutory Declaration will be required if an employee is absent due to illness either side of a public holiday.

18.5 Infectious Diseases

An employee who comes in contact with a person suffering from a contagious disease (where restrictions are imposed on that employee by law), as confirmed by a Doctor, and therefore cannot come to work may take sick leave.

18.6 Sick Leave Forms

Employees claiming sick leave must fill in the required sick leave form on the day they return to work, or their supervisor can complete the form when the staff member calls in sick.

18.7 Re-crediting of Annual Leave and Long Service Leave

In order for Long Service Leave or Annual Leave to be re-credited due to illness the following conditions must be met:

- (a) For annual leave the employee must be ill for a minimum of 1 working day or shift and provide a Doctor's Certificate/Statutory Declaration covering the entire period
- (b) For long service leave the employee must be ill for a minimum of 5 consecutive working days or shifts and provide a Doctor's Certificate/Statutory Declaration covering the entire period;
- (c) the employee must be able to demonstrate that as a consequence of the illness or injury their leave was disrupted; and
- (d) all requests for leave to be re-credited must be made in writing and sent to the respective Branch Manager.

18.8 Medical Certificates and Statutory Declarations

A Medical Certificate or Statutory Declaration will be required if an employee is absent for more than two consecutive working days, or when a repeatable or excessive pattern of sick days develops.

18.9 Notification

Staff must notify their supervisor as soon as practicable, on the first day of absence, when they know they will not be able to attend work.

19. PRE 93 SICK LEAVE

Consistent with the outcome of matter number B2010/3579 the value of Pre 93 Sick leave balances will remain at the value of the balance as at the date of the resolution of this matter.

20. FAMILY / CARERS LEAVE

20.1 Use of leave

20.1.1 An employee, other than a casual employee, with responsibilities in relation to a class of person set out in accordance with this agreement who needs the employee's care and support shall be entitled to use, in accordance with the sub-clause, up to 10 days sick leave (which is accumulated as per the NES), for absences to provide care for such persons when they are ill. Such leave may be taken for part of a single day. Applications for carers leave in excess of 10 days need to be approved by the Manager Employee Relations on a case by case basis.

20.1.2 The employee shall, if required, establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person. In normal circumstances an employee must not take Carer's leave under this sub-clause where another person has taken leave to care for the same person.

20.1.3 The entitlement to use sick leave in accordance with this sub-clause is subject to:

- (a) the employee being responsible for the care of the person concerned; and
- (b) the person concerned being:
 - (i) a spouse of the employee; or
 - (ii) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first-mentioned person who lives with the first-mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
 - (iii) a child or an adult child (including an adopted child, a step child, a foster child or an ex-nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
 - (iv) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - (v) a relative of the employee who is a member of the employee's household, consistent with the NES, where for the purposes of this paragraph:
 - A. "relative" means a person related by blood; marriage or affinity;
 - B. "affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
 - C. "household" means a family group living in the same domestic dwelling.

20.1.4 An employee must, wherever practicable, give Endeavour Energy notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee must notify Endeavour Energy by telephone of such absence at the first opportunity on the day of absence.

20.2 Unpaid leave for Family Purpose

An employee may elect, with the consent of Endeavour Energy, to take unpaid leave for the purpose of providing care and support of a member of a class of person set out in clause 20.1.3 above who is ill.

20.3 Single day absences on annual leave for family/carers leave

An employee may elect with the consent of Endeavour Energy, to take annual leave not exceeding ten days in single day periods or part thereof, in any calendar year at a time or times agreed by the parties.

20.4 Family/carers entitlement for casual employees

20.4.1 Subject to the evidentiary requirements set out in 20.1.2 and the notice requirement set out in 20.1.4 casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause 20.1.3(b) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.

20.4.2 Endeavour Energy and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.

20.4.3 Endeavour Energy must not fail to re-engage a casual employee because the employee accessed the entitlements provide for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

20.5 Family/Carers leave – use of annual leave

An employee with family/carers leave responsibilities may elect, with Endeavour Energy's agreement, to take annual leave at any time within a period of 24 months from the date at which it falls due. Such applications should be made to the Manager, Employee Relations.

21. DOMESTIC VIOLENCE

21.1 General Principle

Endeavour Energy recognises that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, Endeavour Energy is committed to providing support to staff that experience domestic violence.

21.2 Definition of Domestic Violence

Domestic violence includes physical, sexual, financial, verbal or emotional abuse by an immediate family member as defined in this Agreement.

21.3 General Measures

- (a) Proof of domestic violence may be required and can be in the form of an agreed document issued by the Police Service, a Court, a Doctor, a Domestic Violence Support Service or Lawyer.
- (b) All personal information concerning domestic violence will be kept confidential in line with Endeavour Energy Policy and relevant legislation. No information will be kept on an employee's personnel file without their express written permission.
- (c) No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing domestic violence.
- (d) Endeavour Energy will identify a contact in Human Resources who will be trained in domestic violence and privacy issues. Endeavour Energy will advertise the name of the contact within the organisation.
- (e) An employee experiencing domestic violence may raise the issue with their immediate supervisor or the Human Resources contact. The supervisor may seek advice from Human Resources if the employee chooses not to see the Human Resources contact.
- (f) Where requested by an employee, the Human Resources contact will liaise with the employee's supervisor on the employee's behalf, and will make a recommendation on the most appropriate form of support to provide in accordance with sub clauses 4 and 5.
- (g) Endeavour Energy will develop guidelines to supplement this clause which detail the appropriate action to be taken in the event that an employee reports domestic violence.

21.4 Leave

- (a) An employee experiencing domestic violence will have access to paid special leave for medical appointments, legal proceedings and other matters and activities arising from domestic violence.

This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.

- (b) An employee who supports a person experiencing domestic violence may take special leave to accompany them to court, to hospital, or to mind children.

21.5 Individual Support

- (a) In order to provide support to an employee experiencing domestic violence and to provide a safe work environment to all employees, Endeavour Energy will support any reasonable request from an employee experiencing domestic violence for:
- (i) changes to their span of hours or pattern or hours and/or shift patterns;
 - (ii) job redesign or changes to duties;
 - (iii) relocation to suitable employment within the Endeavour Energy;
 - (iv) a change to their telephone number or email address to avoid harassing contact;
 - (v) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.
- (b) An employee experiencing domestic violence will be referred to the Employee Assistance Program (EAP) and/or other local resources. The EAP shall include professionals trained specifically in domestic violence.

22. JURY SERVICE

SITUATION	PROVISION
Time spent on Jury Duty	Special leave with pay for the days and/or part days service on jury service.
Adjustment of Employee's pay	The employee's pay will be adjusted by the amount the employee received from the court for his or her attendance

23. SAFETY AT WORK

23.1 Parties Obligations

- 23.1.1 The parties recognise that both Endeavour Energy and its employees have obligations under the New South Wales Occupational Health and Safety Act 2000 to ensure the workplace is safe.
- 23.1.2 Endeavour Energy's primary concern is the health and safety of its employees, contractors, visitors, customers and the general public. The parties to this Agreement agree to share an ongoing commitment to promote the health, safety and welfare of all employees, contractors, customers, visitors and the general public and nothing in this Agreement shall be designed or applied in ways that reduce or diminish this objective.

- 23.1.3 The parties commit, consistent with the recommendation of Fair Work Australia (B2010/3579) to the development of policy and implementation of i-Safe vehicle location system in all relevant Endeavour Energy vehicles during the life of this agreement.

24. WORK RELATED ACCIDENT

An employee who suffers a work-related injury within the meaning of the New South Wales workers' compensation legislation will be entitled to benefits provided by Endeavour Energy (a self-insurer) in accordance with the relevant legislation.

24.1 Evaluation of a Claim

- 24.1.1 To overcome employees facing financial hardship during the process of evaluating a claim, employees may elect to take sick leave.
- 24.1.2 Upon acceptance of the claim any sick leave taken by the employee will be re-classified as workers compensation leave.

24.2 A Denied Claim

Where a denied claim is settled or an agreement is made by the Workers Compensation Commission against Endeavour Energy the payment made by Endeavour Energy for sick leave shall be reimbursed by the employee from the settlement or Agreement.

24.3 Accident Pay

An employee who has received an injury shall, subject to this clause, be entitled to accident pay while their employment by Endeavour Energy and their entitlement to weekly payment for compensation (pursuant to the Act) for incapacity flowing from such injury continues, for a combined total period up to 52 weeks.

24.4 Occupational Health and Safety

- (a) For the purposes of this subclause, the following definitions shall apply:
- (i) A "labour hire business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which has as its business function, or one of its business functions, to supply staff employed or engaged by it to another employer for the purpose of such staff performing work or services for that other employer.
 - (ii) A "contract business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by another employer to provide a specified service or services or to produce a specific outcome or result for that other employer which might otherwise have been carried out by that other employer's own employees.
- (b) Where Endeavour Energy engages a labour hire business and/or a contract business to perform work wholly or partially on Endeavour Energy's premises, Endeavour Energy shall do the following (either directly, or through the agency of the labour hire or contract business):

- (i) provide employees of the labour hire business and/or contract business with appropriate occupational health and safety induction training including the appropriate training required for such employees to perform their jobs safely;
 - (ii) ensure that those employees of the labour hire business are provided with appropriate personal protective equipment and/or clothing by their employer; and
 - (iii) ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.
- (c) Nothing in this subclause 24.4 is intended to affect or detract from any obligation or responsibility upon a labour hire business or contract business arising under the Occupational Health and Safety Act 2000 or the Workplace Injury Management and Workers Compensation Act 1998.

25. SECURE EMPLOYMENT

25.1 *Objective of this Clause*

The objective of this clause is for Endeavour Energy to take all reasonable steps to provide its employees with secure employment by maximising the number of permanent positions in Endeavour Energy's workforce, in particular by ensuring that casual employees have an opportunity to elect to become full-time or part-time employees.

25.2 *Casual Conversion*

- (a) A casual employee engaged by Endeavour Energy on a regular and systematic basis for a sequence of periods of employment under this Award during a calendar period of six months shall thereafter have the right to elect to have his or her ongoing contract of employment converted to permanent full-time employment or part-time employment if the employment is to continue beyond the conversion process prescribed by this subclause.
- (b) Endeavour Energy shall give the employee notice in writing of the provisions of this sub-clause within four weeks of the employee having attained such period of six months. However, the employee retains his or her right of election under this subclause if the employer fails to comply with this notice requirement.
- (c) Any casual employee who has a right to elect under this agreement and in accordance with the Fair Work Act 2009 or after the expiry of the time for giving such notice, may give four weeks' notice in writing to Endeavour Energy that he or she seeks to elect to convert his or her ongoing contract of employment to full-time or part-time employment, and within four weeks of receiving such notice from the employee Endeavour Energy shall consent to or refuse the election, but shall not unreasonably so refuse. Where an employer refuses an election to convert, the reasons for doing so shall be fully stated and discussed with the employee concerned, and a genuine attempt shall be made to reach agreement. Any dispute about a refusal of an election to convert an ongoing contract of employment shall be dealt with through the

disputes procedure at Clause 29.

- (d) Any casual employee who does not, within four weeks of receiving written notice from Endeavour Energy, elect to convert his or her ongoing contract of employment to full-time employment or part-time employment will be deemed to have elected against any such conversion.
- (e) Once a casual employee has elected to become and been converted to a full-time employee or a part-time employee, the employee may only revert to casual employment by written agreement with Endeavour Energy.
- (f) If a casual employee has elected to have his or her contract of employment converted to full-time or part-time employment in accordance with this Agreement.
 - (i) whether the employee will convert to full-time or part-time employee; and
 - (ii) if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked shall be consistent with any other part-time employment provisions of this award pursuant to a part time work agreement made under the Act;
 - (iii) Provided that an employee who has worked on a full-time basis throughout the period of casual employment has the right to elect to convert his or her contract of employment to full-time employment and an employee who has worked on a part-time basis during the period of casual employment has the right to elect to convert his or her contract of employment to part-time employment, on the basis of the same number of hours and times of work as previously worked, unless other arrangements are agreed between the employer and the employee.
- (g) Following an agreement being reached pursuant to paragraph (f), the employee shall convert to full-time or part-time employment. If there is any dispute about the arrangements to apply to an employee converting from casual employment to full-time or part-time employment, it shall be dealt with through the disputes procedure at clause 29.
- (h) An employee must not be engaged and re-engaged, dismissed or replaced in order to avoid any obligation under this subclause.

26. LABOR HIRE/AGENCY HIRE WORKERS

- 26.1** Parties to this agreement recognise the need for Endeavour Energy to engage labour hire workers from time to time to meet short term business needs.
- 26.2** Endeavour Energy will consult with the relevant parties in relation to the prospective need for labour hire engagement.
- 26.3** In this context, the parties recognise short term as a maximum of six months except in circumstances where consultation has taken place prior to any extension of this

time frame.

- 26.4** As part of this process Endeavour Energy will meet with the relevant unions on a 6 monthly basis to discuss labour requirements, Endeavour Energy will provide a report as to the composition of labour hire agency workers at each of these meetings.
- 26.5** The company agrees that in deciding to utilise labour hire, workers undertaking work will have wages and conditions that are no less favourable than that provided for in their relevant industrial instrument.
- 26.6** The parties will consult before introducing a new area of labour hire where labour hire has not traditionally been used. This will entail contact with the relevant union official.
- 26.7** Endeavour Energy agrees that labour hire will not be used as an alternative to permanent employment and will not diminish the job security or result in alterations to the working conditions of employees.

27. OUTSOURCING/CONTRACTING OUT

27.1 *Basic Principles*

Outsourcing or contracting out will not diminish the working conditions of this agreement.

27.2 Work will only be outsourced or contracted out when it can be demonstrated that:

- (a) peak workloads cannot be met by Endeavour Energy's workforce including reasonable overtime; or
- (b) where specific expertise, not available in Endeavour Energy's workforce, is required. Where recurring work requires such expertise, Endeavour Energy will make efforts to obtain this expertise by training and/or reorganising its existing workforce. Endeavour Energy will keep the relevant union(s) informed about such training and reorganisation; or
- (c) the use of outsourcing or contracting out the work is commercially the most advantageous option taking into account safety, quality, performance, and cost.

27.3 In circumstances where Endeavour Energy is examining outsourcing or contracting out of work activities:

- a) A Contracting Consultation Committee (CCC) shall be formed comprising appropriate representation from Endeavour Energy and the applicable unions. The purpose of the CCC will be to serve as a forum for Endeavour Energy to inform and consult the Unions and their members on all contracting and outsourcing proposals.
- b) Utilising the CCC - Endeavour Energy will consult the employees and their union(s) and provide them the appropriate time (relevant to the nature of the proposal) to respond with suitable proposals in respect of possible alternative arrangements to outsourcing or contracting out;
- c) Prior to expressions of interest or tenders being called, where employee generated alternatives are received, such alternatives will be considered;

- d) Expressions of interest or tenders when advertised shall be timed so as to provide the employees with an opportunity to submit a conforming expression of interest or tender. If an employee generated conforming expression of interest or tender is submitted, it will be evaluated together with external submissions consistent with the tendering and probity procedures of Endeavour Energy.

27.4 When a decision is made by Endeavour Energy to outsource/contract out work not already outsourced or contracted out, or in a review of existing contracts, Endeavour Energy will consider a contract to a contractor that demonstrates:

- a) contractor(s) undertaking the outsourced /contracted out work will have wages and conditions that are no less favourable than that provided for in their relevant industrial instrument.
- b) it has established appropriate industrial relations policies and practices which promote harmonious employee relations and minimise the risk of industrial disputes and that it complies with appropriate safety standards, environmental standards and quality standards to a level commensurate with the standards Endeavour Energy expects.
- c) If after engagement of a contractor a party to this agreement provides sufficient evidence that a contractor is not providing its employees with correct statutory entitlements, Endeavour Energy will use an independent organisation to audit compliance with these entitlements. If the audit confirms that there is a breach of the statutory entitlements of the Contractor's employees, Endeavour Energy will take appropriate action.

27.5 In the event that Endeavour Energy has determined to outsource or contract out work, affected employees will have access to the full range of options available under all relevant Endeavour Energy policies which apply at the time. These options will include training and / or retraining.

27.6 Either party may refer this process to the Dispute Procedure in this agreement.

27.7 The parties will comply with their obligations under clauses 3 and 4 of this agreement prior to enacting the above. Nothing in this clause diminishes the parties' obligations under clauses 3 and 4.

28. TEMPORARY RECLASSIFICATION

Temporary reclassification of employees will be on the following basis:

SITUATION	REQUIREMENT OR ENTITLEMENT
Access to temporary reclassification	The manager must require the position to be filled and the employee carries out the full duties of the position.
Period of reclassification and payment:	
Minimum rate to be paid	The minimum rate applicable to the higher position
Minimum period	1 day or shift
Maximum period	3 months

SITUATION	REQUIREMENT OR ENTITLEMENT
	unless: <ul style="list-style-type: none"> • The position is advertised to be filled permanently; or • the normal incumbent is on long service leave or is working on a project.
Payment on holidays	Public Holidays: Higher rate is payable Sick, Annual Leave: Only payable where employee is acting for 3 months or more
Gaining competencies in higher position	Payment at a higher level than the base acting position will depend on the relevant competencies acquired by the employees and used in the higher grade position.

29. DISPUTES

29.1 *Dispute Resolution Procedure*

The dispute resolution procedure will be used to deal with all disputes arising out of the employer-employee relationship.

While a dispute is being dealt with under the dispute resolution procedure the status quo is to be maintained; that is the situation that existed immediately prior to the issue that gave rise to the dispute.

While a dispute is being dealt with under the dispute resolution procedure work is to continue as normal. The process will not be accompanied by industrial action.

Disputes should, as far as possible, be resolved at their source and at the lowest possible level.

Disputes should remain in the part of the organisation concerned without interference from employees not involved.

All those involved in dealing with a dispute should adopt an interest-based approach. They should appreciate the interests and points of view of the other parties, approach discussions in good faith, work co-operatively to try and resolve the matter, and arrange and attend meetings without unnecessary delay. Endeavour Energy will, where possible, take the needs of employees into account when making decisions.

29.2 *Local matters*

Tier 1: Resolution of local matters will be sought at their source with the involvement of the following:

- the employee(s) concerned and the union delegate (if requested by the employee(s));
- the supervisor and manager (if required);
- the relevant union(s).

Tier 2: If the issue or dispute is not resolved at the local level, it may be referred to the corporate level with involvement of the following:

- the union organiser(s), relevant local delegate and employee(s) concerned if necessary;
- Executive Manager(s) affected local manager(s), Group General Manager Corporate Services and Manager Employee Relations.

An independent third party facilitator may be engaged to assist in resolving the issue or dispute, if agreed by all affected parties.

Tier 3: if the issue or dispute remains unresolved, it may be referred to the Fair Work Commission for conciliation and/or arbitration, by either Endeavour Energy and/or the relevant union(s) with the rights of the parties to appeal being reserved. If both parties agree, a person other than the Fair Work Commission can be asked to deal with the issue or dispute, as provided for under s. 740 of the Fair Work Act 2009.

29.3 Corporate-wide issues

Tier 2: Claims or issues may be raised by either:

- Employee(s);
- Relevant Union(s); or
- Endeavour Energy.

Resolution of the issues raised should involve:

- Relevant member(s) of Executive Management and any other necessary resources, and
- Union Organisers and relevant Delegates to ensure input reflects the organisation or the issues raised.

Tier 3: If the issues remain unresolved the matter may be referred to the Fair Work Commission for conciliation and/or arbitration with the rights of the parties to appeal being reserved. If both parties agree, a person other than the Fair Work Commission can be asked to deal with the issue or dispute, as provided for under s. 740 of the Fair Work Act 2009.

29.4 Other agreed initiatives

There will be joint training of union delegates and line managers in dispute resolution.

The parties will work together actively to identify any "grey areas" in the agreement and seek to agree on the correct interpretation before disputes arise. The Manager Employee Relations will collate the various interpretations made by FWA of provisions in the agreement and share these with the unions, together with all workgroup arrangements and other understandings. The Employee Relations team will circulate a regular update providing information on pay and conditions issues.

30. UNION DELEGATES RIGHTS

Subject to the relevant sections of the Fair Work Act 2009, the following applies:

30.1 *Endeavour Energy shall be able to:*

- 30.1.1 Expect that employees, be they Union Delegates or not, will perform the job in which they are employed.
- 30.1.2 Be given reasonable notice by Delegates that they intend to carry out their Union duties.
- 30.1.3 Expect that Union Delegate(s) shall not be able to claim or be paid overtime for attendance at Delegates meetings organised during normal working hours.

30.2 *Union Delegates shall be able to:*

- 30.2.1 Approach, or be approached by a member for the payment of Union dues or other payments, or to discuss any matter related to this member's employment, during working hours.
- 30.2.2 After obtaining the permission of the employer, move freely for the purpose of consulting other Delegates during working hours.
- 30.2.3 Have access to Union officials as required within operational hours and on business premises as required for the purposes of Union business.
- 30.2.4 Be able to represent employees or request a Union official to represent the employee.
- 30.2.5 To negotiate with management together with other union delegates on behalf of all or part of the members on any matters in accord with Union policy affecting the employment of members who work in Endeavour Energy.
- 30.2.6 Call meetings and for members to attend these meetings on the job. Such meetings are to be outside of work time unless prior permission is obtained from management.
- 30.2.7 Have protection from victimisation and this right to be expressed in prohibiting the employer from seeking to separate the delegate from the union members who elected them without first consulting the union.
- 30.2.8 Have access to a telephone and computer, including email and to have within their work proximity suitable cupboards and furniture to enable them to keep records, union circulars, receipt books etc. so as to efficiently carry out their union responsibilities.
- 30.2.9 Attend meetings and training held by the Union in which they hold office without loss of any rights or pay following the approval of Endeavour Energy.
- 30.2.10 Attendance at these meetings shall not be unreasonably withheld. Leave granted for this purpose may be accessed by the relevant special leave provisions and or relevant training leave provisions.
- 30.2.11 Have all agreements and arrangements negotiated with Endeavour

Energy set out in writing and for these agreements and arrangements, including Agreements, to be provided to delegates on request.

30.2.12 Place notices on defined union notice boards.

31. DEDUCTION OF UNION MEMBERSHIP FEES

The union shall provide the employer with a schedule setting out union weekly membership fees payable by members of the union in accordance with the union's rules.

- (a) The union shall advise the employer of any change to the amount of weekly membership fees made under its rules. Any variation to the schedule of union weekly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.
- (b) Subject to the above, the employer shall deduct union weekly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- (c) Monies so deducted from employees' pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- (d) Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a weekly basis.
- (e) Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

32. SALARY SACRIFICE

Endeavour Energy employees can at their own discretion salary sacrifice the following subject to ATO guidelines:

- (a) Electricity Account
- (b) Superannuation
- (c) In-house child care
- (d) ICARE
- (e) In-house Gym Membership
- (f) Any other item that meets ATO guidelines

Employees acknowledge that these arrangements are for their own benefit.

33. RELATIONSHIP TO PREVIOUS AGREEMENTS

This Agreement applies to the exclusion of the Electrical Power Industry Award 2010 and replaces and supersedes all other agreements between the parties including but not limited to the Endeavour Energy Enterprise Agreement 2010.

34. LEAVE RESERVED

34.1 *Compliance Allowance*

That the parties agree to review the application of a Compliance Allowance and any potential cost offsets associated with the implementation of any such allowance.

34.2 *Pay Points*

The Parties will, during the first twelve months of this Agreement, work together in order to rationalise the pay points in Appendix A of the 2008 Award. Should there be any disputes in relation to this process such matter(s) will be referred to the Disputes Procedure of the Agreement.

It is a term of this Award that the parties to this Award undertake that for the period of the duration of the Award that they will not pursue any extra claims, except where consistent with this clause.

Appendix A – Common Pay Points

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z002	98	\$ 987.80	\$ 51,534		\$ 1,014.50	\$ 52,926
Z003	98	\$ 1,018.80	\$ 53,151		\$ 1,046.30	\$ 54,585
Z005	98	\$ 1,050.00	\$ 54,779		\$ 1,078.40	\$ 56,260
Z006	98	\$ 1,081.10	\$ 56,401		\$ 1,110.30	\$ 57,924
Z008	98	\$ 1,112.50	\$ 58,039		\$ 1,142.50	\$ 59,604
Z009	98	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
Z001	01	\$ 1,097.00	\$ 57,230		\$ 1,126.60	\$ 58,775
Z002	21	\$ 987.60	\$ 51,523		\$ 1,014.30	\$ 52,916
Z003	21	\$ 1,018.80	\$ 53,151		\$ 1,046.30	\$ 54,585
Z005	21	\$ 1,050.00	\$ 54,779		\$ 1,078.40	\$ 56,260
Z006	21	\$ 1,126.50	\$ 58,770		\$ 1,156.90	\$ 60,355
Z008	21	\$ 1,145.20	\$ 59,745		\$ 1,176.10	\$ 61,357
Z009	21	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
Z011	98	\$ 1,081.10	\$ 56,401		\$ 1,110.30	\$ 57,924
Z012	98	\$ 1,112.50	\$ 58,039		\$ 1,142.50	\$ 59,604
Z014	98	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
Z015	98	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z017	98	\$ 1,219.90	\$ 63,642		\$ 1,252.80	\$ 65,359
Z018	98	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z018	88	\$ 1,312.50	\$ 68,473		\$ 1,347.90	\$ 70,320
Z019	98	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z019	88	\$ 1,343.70	\$ 70,101		\$ 1,380.00	\$ 71,995
Z041	98	\$ 1,207.90	\$ 63,016		\$ 1,240.50	\$ 64,717
Z042	98	\$ 1,238.80	\$ 64,628		\$ 1,272.20	\$ 66,371
Z044	98	\$ 1,271.20	\$ 66,319		\$ 1,305.50	\$ 68,108
Z045	98	\$ 1,301.40	\$ 67,894		\$ 1,336.50	\$ 69,725
Z047	98	\$ 1,333.10	\$ 69,548		\$ 1,369.10	\$ 71,426
Z041	95	\$ 1,161.80	\$ 60,611		\$ 1,193.20	\$ 62,249
Z042	95	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z044	95	\$ 1,223.20	\$ 63,814		\$ 1,256.20	\$ 65,536
Z045	95	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z047	95	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z041	97	\$ 1,161.80	\$ 60,611		\$ 1,193.20	\$ 62,249
Z042	97	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z044	97	\$ 1,219.90	\$ 63,642		\$ 1,252.80	\$ 65,359
Z045	97	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z047	97	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z041	01	\$ 1,161.80	\$ 60,611		\$ 1,193.20	\$ 62,249
Z042	02	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z044	03	\$ 1,219.90	\$ 63,642		\$ 1,252.80	\$ 65,359
Z045	04	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z047	05	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z021	98	\$ 1,187.10	\$ 61,931		\$ 1,219.20	\$ 63,606

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z023	98	\$ 1,219.90	\$ 63,642		\$ 1,252.80	\$ 65,359
Z024	98	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z026	98	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z027	98	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z029	98	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z030	98	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z030	88	\$ 1,438.90	\$ 75,067		\$ 1,477.80	\$ 77,097
Z032	98	\$ 1,411.30	\$ 73,628		\$ 1,449.40	\$ 75,615
Z032	88	\$ 1,474.10	\$ 76,904		\$ 1,513.90	\$ 78,980
Z033	98	\$ 1,446.80	\$ 75,480		\$ 1,485.90	\$ 77,519
Z033	88	\$ 1,509.10	\$ 78,730		\$ 1,549.80	\$ 80,853
Z036	98	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z024	95	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z026	95	\$ 1,333.10	\$ 69,548		\$ 1,369.10	\$ 71,426
Z027	95	\$ 1,365.60	\$ 71,243		\$ 1,402.50	\$ 73,168
Z029	95	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z030	95	\$ 1,429.00	\$ 74,551		\$ 1,467.60	\$ 76,565
Z032	95	\$ 1,462.90	\$ 76,319		\$ 1,502.40	\$ 78,380
Z033	95	\$ 1,498.50	\$ 78,177		\$ 1,539.00	\$ 80,290
Z024	96	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z026	96	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z027	96	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z029	96	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z030	96	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z032	96	\$ 1,411.30	\$ 73,628		\$ 1,449.40	\$ 75,615
Z033	96	\$ 1,446.80	\$ 75,480		\$ 1,485.90	\$ 77,519
Z036	96	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z030	97	\$ 1,429.00	\$ 74,551		\$ 1,467.60	\$ 76,565
Z032	97	\$ 1,462.90	\$ 76,319		\$ 1,502.40	\$ 78,380
Z033	97	\$ 1,498.50	\$ 78,177		\$ 1,539.00	\$ 80,290
Z036	97	\$ 1,534.20	\$ 80,039		\$ 1,575.60	\$ 82,199
Z020	01	\$ 1,313.80	\$ 68,541		\$ 1,349.30	\$ 70,393
Z022	01	\$ 1,359.10	\$ 70,904		\$ 1,395.80	\$ 72,819
Z010	11	\$ 1,018.80	\$ 53,151		\$ 1,046.30	\$ 54,585
Z010	12	\$ 1,050.00	\$ 54,779		\$ 1,078.40	\$ 56,260
Z010	13	\$ 1,081.10	\$ 56,401		\$ 1,110.30	\$ 57,924
Z010	14	\$ 1,111.50	\$ 57,987		\$ 1,141.50	\$ 59,552
Z010	21	\$ 1,050.00	\$ 54,779		\$ 1,078.40	\$ 56,260
Z010	22	\$ 1,081.10	\$ 56,401		\$ 1,110.30	\$ 57,924
Z010	23	\$ 1,111.50	\$ 57,987		\$ 1,141.50	\$ 59,552
Z010	24	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
Z010	31	\$ 1,081.10	\$ 56,401		\$ 1,110.30	\$ 57,924
Z010	32	\$ 1,111.50	\$ 57,987		\$ 1,141.50	\$ 59,552
Z010	33	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z010	34	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z010	41	\$ 1,111.50	\$ 57,987		\$ 1,141.50	\$ 59,552
Z010	42	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
Z010	43	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z010	44	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z010	51	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
Z010	52	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z010	53	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z010	54	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z010	61	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
Z010	62	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z010	63	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z010	64	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z025	11	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z025	12	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z025	13	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z025	14	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z025	21	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z025	22	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z025	23	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z025	24	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z025	31	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z025	32	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z025	33	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z025	34	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z025	41	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z025	42	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z025	43	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z025	44	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
Z020	11	\$ 1,156.10	\$ 60,314		\$ 1,187.30	\$ 61,941
Z020	12	\$ 1,196.80	\$ 62,437		\$ 1,229.10	\$ 64,122
Z020	13	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z020	14	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z020	21	\$ 1,196.80	\$ 62,437		\$ 1,229.10	\$ 64,122
Z020	22	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z020	23	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z020	24	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z020	31	\$ 1,219.70	\$ 63,632		\$ 1,252.60	\$ 65,348
Z020	32	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z020	33	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z020	34	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z020	41	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z020	42	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z020	43	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z020	44	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z020	51	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z020	52	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z020	53	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z020	54	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z020	61	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z020	62	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z020	63	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z020	64	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
Z020	65	\$ 1,376.20	\$ 71,796		\$ 1,413.40	\$ 73,737
Z020	66	\$ 1,411.30	\$ 73,628		\$ 1,449.40	\$ 75,615
Z020	67	\$ 1,438.90	\$ 75,067		\$ 1,477.80	\$ 77,097
Z020	68	\$ 1,474.10	\$ 76,904		\$ 1,513.90	\$ 78,980
Z048	11	\$ 1,238.70	\$ 64,623		\$ 1,272.10	\$ 66,365
Z048	12	\$ 1,271.00	\$ 66,308		\$ 1,305.30	\$ 68,098
Z048	13	\$ 1,301.30	\$ 67,889		\$ 1,336.40	\$ 69,720
Z048	14	\$ 1,333.00	\$ 69,543		\$ 1,369.00	\$ 71,421
Z048	21	\$ 1,271.00	\$ 66,308		\$ 1,305.30	\$ 68,098
Z048	22	\$ 1,301.30	\$ 67,889		\$ 1,336.40	\$ 69,720
Z048	23	\$ 1,333.00	\$ 69,543		\$ 1,369.00	\$ 71,421
Z048	24	\$ 1,365.40	\$ 71,233		\$ 1,402.30	\$ 73,158
Z048	31	\$ 1,301.30	\$ 67,889		\$ 1,336.40	\$ 69,720

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z048	32	\$ 1,333.00	\$ 69,543		\$ 1,369.00	\$ 71,421
Z048	33	\$ 1,365.40	\$ 71,233		\$ 1,402.30	\$ 73,158
Z048	34	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z048	41	\$ 1,333.00	\$ 69,543		\$ 1,369.00	\$ 71,421
Z048	42	\$ 1,365.40	\$ 71,233		\$ 1,402.30	\$ 73,158
Z048	43	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z048	44	\$ 1,428.90	\$ 74,546		\$ 1,467.50	\$ 76,559
Z048	51	\$ 1,365.40	\$ 71,233		\$ 1,402.30	\$ 73,158
Z048	52	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z048	53	\$ 1,428.90	\$ 74,546		\$ 1,467.50	\$ 76,559
Z048	54	\$ 1,462.90	\$ 76,319		\$ 1,502.40	\$ 78,380
Z028	21	\$ 1,249.70	\$ 65,197		\$ 1,283.40	\$ 66,955
Z028	22	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z028	23	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z028	24	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z028	31	\$ 1,281.50	\$ 66,856		\$ 1,316.10	\$ 68,661
Z028	32	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z028	33	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z028	34	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z028	41	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
Z028	42	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z028	43	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z028	44	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
Z028	51	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z028	52	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z028	53	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
Z028	54	\$ 1,446.70	\$ 75,474		\$ 1,485.80	\$ 77,514
Z028	61	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z028	62	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
Z028	63	\$ 1,446.70	\$ 75,474		\$ 1,485.80	\$ 77,514
Z028	64	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z028	66	\$ 1,474.10	\$ 76,904		\$ 1,513.90	\$ 78,980
Z028	67	\$ 1,509.10	\$ 78,730		\$ 1,549.80	\$ 80,853
Z028	68	\$ 1,544.90	\$ 80,597		\$ 1,586.60	\$ 82,773
Z028	71	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
Z028	72	\$ 1,446.70	\$ 75,474		\$ 1,485.80	\$ 77,514
Z028	73	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z028	74	\$ 1,520.00	\$ 79,298		\$ 1,561.00	\$ 81,437
Z028	81	\$ 1,446.70	\$ 75,474		\$ 1,485.80	\$ 77,514
Z028	82	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z028	83	\$ 1,520.00	\$ 79,298		\$ 1,561.00	\$ 81,437
Z028	84	\$ 1,550.90	\$ 80,910		\$ 1,592.80	\$ 83,096
Z028	91	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z028	92	\$ 1,520.00	\$ 79,298		\$ 1,561.00	\$ 81,437

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
Z028	93	\$ 1,550.90	\$ 80,910	\$ 1,592.80	\$ 83,096
Z028	94	\$ 1,587.90	\$ 82,841	\$ 1,630.80	\$ 85,079
Z028	95	\$ 1,582.40	\$ 82,554	\$ 1,625.10	\$ 84,781
Z031	31	\$ 1,333.00	\$ 69,543	\$ 1,369.00	\$ 71,421
Z031	32	\$ 1,365.40	\$ 71,233	\$ 1,402.30	\$ 73,158
Z031	33	\$ 1,400.40	\$ 73,059	\$ 1,438.20	\$ 75,031
Z031	34	\$ 1,428.90	\$ 74,546	\$ 1,467.50	\$ 76,559
Z031	41	\$ 1,365.40	\$ 71,233	\$ 1,402.30	\$ 73,158
Z031	42	\$ 1,400.40	\$ 73,059	\$ 1,438.20	\$ 75,031
Z031	43	\$ 1,428.90	\$ 74,546	\$ 1,467.50	\$ 76,559
Z031	44	\$ 1,462.90	\$ 76,319	\$ 1,502.40	\$ 78,380
Z031	51	\$ 1,400.40	\$ 73,059	\$ 1,438.20	\$ 75,031
Z031	52	\$ 1,428.90	\$ 74,546	\$ 1,467.50	\$ 76,559
Z031	53	\$ 1,462.90	\$ 76,319	\$ 1,502.40	\$ 78,380
Z031	54	\$ 1,498.40	\$ 78,172	\$ 1,538.90	\$ 80,284
Z031	61	\$ 1,428.90	\$ 74,546	\$ 1,467.50	\$ 76,559
Z031	62	\$ 1,462.90	\$ 76,319	\$ 1,502.40	\$ 78,380
Z031	63	\$ 1,498.40	\$ 78,172	\$ 1,538.90	\$ 80,284
Z031	64	\$ 1,533.80	\$ 80,018	\$ 1,575.20	\$ 82,178
Z031	71	\$ 1,462.90	\$ 76,319	\$ 1,502.40	\$ 78,380
Z031	72	\$ 1,498.40	\$ 78,172	\$ 1,538.90	\$ 80,284
Z031	73	\$ 1,533.80	\$ 80,018	\$ 1,575.20	\$ 82,178

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z031	74	\$ 1,565.40	\$ 81,667		\$ 1,607.70	\$ 83,874
Z031	81	\$ 1,498.40	\$ 78,172		\$ 1,538.90	\$ 80,284
Z031	82	\$ 1,533.80	\$ 80,018		\$ 1,575.20	\$ 82,178
Z031	83	\$ 1,565.40	\$ 81,667		\$ 1,607.70	\$ 83,874
Z031	84	\$ 1,596.80	\$ 83,305		\$ 1,639.90	\$ 85,554
Z031	91	\$ 1,533.80	\$ 80,018		\$ 1,575.20	\$ 82,178
Z031	92	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z031	93	\$ 1,596.80	\$ 83,305		\$ 1,639.90	\$ 85,554
Z031	94	\$ 1,633.60	\$ 85,225		\$ 1,677.70	\$ 87,526
Z037	98	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	01	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	03	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	05	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	07	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	09	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	11	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	13	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	15	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	17	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	19	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	21	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	23	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z037	25	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z037	27	\$ 1,565.50	\$ 81,672		\$ 1,607.80	\$ 83,879
Z038	98	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	01	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	03	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	05	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	07	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	09	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	11	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	13	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z038	15	\$ 1,597.00	\$ 83,315		\$ 1,640.10	\$ 85,564
Z039	98	\$ 1,633.60	\$ 85,225		\$ 1,677.70	\$ 87,526
Z039	01	\$ 1,633.60	\$ 85,225		\$ 1,677.70	\$ 87,526
Z039	03	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	05	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	07	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	09	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	11	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	13	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	15	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	17	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536
Z039	27	\$ 1,633.80	\$ 85,235		\$ 1,677.90	\$ 87,536

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z039	28	\$ 1,670.60	\$ 87,155		\$ 1,715.70	\$ 89,508
Z508	01	\$ 1,126.50	\$ 58,770		\$ 1,156.90	\$ 60,355
Z508	03	\$ 1,231.80	\$ 64,263		\$ 1,265.10	\$ 66,000
Z489	01	\$ 1,177.00	\$ 61,404		\$ 1,208.80	\$ 63,063
Z490	01	\$ 1,215.00	\$ 63,387		\$ 1,247.80	\$ 65,098
Z491	01	\$ 1,260.80	\$ 65,776		\$ 1,294.80	\$ 67,550
Z492	01	\$ 1,363.20	\$ 71,118		\$ 1,400.00	\$ 73,038
Z065	01	\$ 1,349.40	\$ 70,398		\$ 1,385.80	\$ 72,297
Z065	02	\$ 1,375.70	\$ 71,770		\$ 1,412.80	\$ 73,706
Z065	03	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z065	04	\$ 1,445.60	\$ 75,417		\$ 1,484.60	\$ 77,452
Z065	05	\$ 1,462.90	\$ 76,319		\$ 1,502.40	\$ 78,380
Z065	06	\$ 1,516.40	\$ 79,111		\$ 1,557.30	\$ 81,244
Z066	01	\$ 1,349.40	\$ 70,398		\$ 1,385.80	\$ 72,297
Z066	02	\$ 1,375.90	\$ 71,781		\$ 1,413.00	\$ 73,716
Z066	03	\$ 1,445.50	\$ 75,412		\$ 1,484.50	\$ 77,446
Z066	04	\$ 1,516.40	\$ 79,111		\$ 1,557.30	\$ 81,244
Z067	01	\$ 1,298.30	\$ 67,732		\$ 1,333.40	\$ 69,563
Z067	02	\$ 1,324.40	\$ 69,094		\$ 1,360.20	\$ 70,962
Z067	03	\$ 1,349.00	\$ 70,377		\$ 1,385.40	\$ 72,276
Z067	04	\$ 1,376.80	\$ 71,828		\$ 1,414.00	\$ 73,768
Z067	05	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z067	06	\$ 1,446.70	\$ 75,474		\$ 1,485.80	\$ 77,514
Z067	07	\$ 1,482.50	\$ 77,342		\$ 1,522.50	\$ 79,429
Z067	08	\$ 1,520.00	\$ 79,298		\$ 1,561.00	\$ 81,437
Z068	01	\$ 1,349.40	\$ 70,398		\$ 1,385.80	\$ 72,297
Z068	02	\$ 1,375.90	\$ 71,781		\$ 1,413.00	\$ 73,716
Z068	03	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z068	04	\$ 1,445.60	\$ 75,417		\$ 1,484.60	\$ 77,452
Z068	05	\$ 1,462.90	\$ 76,319		\$ 1,502.40	\$ 78,380
Z068	06	\$ 1,516.50	\$ 79,116		\$ 1,557.40	\$ 81,250
Z068	07	\$ 1,534.20	\$ 80,039		\$ 1,575.60	\$ 82,199
Z068	08	\$ 1,571.50	\$ 81,985		\$ 1,613.90	\$ 84,197
Z078	19	\$ 1,602.60	\$ 83,608		\$ 1,645.90	\$ 85,867
Z078	21	\$ 1,639.70	\$ 85,543		\$ 1,684.00	\$ 87,854
Z078	23	\$ 1,676.40	\$ 87,458		\$ 1,721.70	\$ 89,821
Z069	01	\$ 1,349.40	\$ 70,398		\$ 1,385.80	\$ 72,297
Z069	02	\$ 1,376.10	\$ 71,791		\$ 1,413.30	\$ 73,732
Z069	03	\$ 1,400.40	\$ 73,059		\$ 1,438.20	\$ 75,031
Z069	04	\$ 1,429.00	\$ 74,551		\$ 1,467.60	\$ 76,565
Z069	05	\$ 1,462.90	\$ 76,319		\$ 1,502.40	\$ 78,380
Z069	06	\$ 1,516.50	\$ 79,116		\$ 1,557.40	\$ 81,250
Z069	51	\$ 1,543.50	\$ 80,524		\$ 1,585.20	\$ 82,700
Z069	50	\$ 1,508.80	\$ 78,714		\$ 1,549.50	\$ 80,837

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z088	11	\$ 1,131.80	\$ 59,046		\$ 1,162.40	\$ 60,642
Z088	12	\$ 1,177.00	\$ 61,404		\$ 1,208.80	\$ 63,063
Z088	13	\$ 1,215.00	\$ 63,387		\$ 1,247.80	\$ 65,098
Z088	14	\$ 1,231.80	\$ 64,263		\$ 1,265.10	\$ 66,000
Z088	16	\$ 1,284.80	\$ 67,028		\$ 1,319.50	\$ 68,838
Z088	17	\$ 1,311.60	\$ 68,426		\$ 1,347.00	\$ 70,273
Z088	18	\$ 1,335.80	\$ 69,689		\$ 1,371.90	\$ 71,572
Z088	19	\$ 1,365.90	\$ 71,259		\$ 1,402.80	\$ 73,184
Z088	20	\$ 1,397.70	\$ 72,918		\$ 1,435.40	\$ 74,885
Z088	21	\$ 1,434.10	\$ 74,817		\$ 1,472.80	\$ 76,836
Z088	22	\$ 1,469.20	\$ 76,648		\$ 1,508.90	\$ 78,719
Z088	23	\$ 1,506.70	\$ 78,605		\$ 1,547.40	\$ 80,728
Z088	24	\$ 1,538.40	\$ 80,258		\$ 1,579.90	\$ 82,423
Z088	25	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
Z088	26	\$ 1,611.60	\$ 84,077		\$ 1,655.10	\$ 86,347
Z088	27	\$ 1,642.70	\$ 85,700		\$ 1,687.10	\$ 88,016
Z088	28	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
Z088	29	\$ 1,714.40	\$ 89,440		\$ 1,760.70	\$ 91,856
Z088	30	\$ 1,744.90	\$ 91,031		\$ 1,792.00	\$ 93,489
Z088	31	\$ 1,785.40	\$ 93,144		\$ 1,833.60	\$ 95,659
Z764	03	\$ 1,433.70	\$ 74,796		\$ 1,472.40	\$ 76,815
Z769	09	\$ 1,538.40	\$ 80,258		\$ 1,579.90	\$ 82,423

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z766	05	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
Z769	10	\$ 1,611.60	\$ 84,077		\$ 1,655.10	\$ 86,347
Z766	07	\$ 1,642.70	\$ 85,700		\$ 1,687.10	\$ 88,016
Z769	11	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
Z769	08	\$ 1,817.40	\$ 94,814		\$ 1,866.50	\$ 97,375
Z064	09	\$ 1,053.00	\$ 54,935		\$ 1,081.40	\$ 56,417
Z064	19	\$ 1,231.80	\$ 64,263		\$ 1,265.10	\$ 66,000
Z064	25	\$ 1,335.80	\$ 69,689		\$ 1,371.90	\$ 71,572
Z064	28	\$ 940.30	\$ 49,055		\$ 965.70	\$ 50,381
Z070	02	\$ 1,335.90	\$ 69,694		\$ 1,372.00	\$ 71,577
Z071	02	\$ 1,363.70	\$ 71,144		\$ 1,400.50	\$ 73,064
Z072	02	\$ 1,397.70	\$ 72,918		\$ 1,435.40	\$ 74,885
Z072	3	\$ 1,434.10	\$ 74,817		\$ 1,472.80	\$ 76,836
Z073	02	\$ 1,469.20	\$ 76,648		\$ 1,508.90	\$ 78,719
Z074	02	\$ 1,506.70	\$ 78,605		\$ 1,547.40	\$ 80,728
Z075	02	\$ 1,538.40	\$ 80,258		\$ 1,579.90	\$ 82,423
Z075	03	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
Z075	04	\$ 1,611.60	\$ 84,077		\$ 1,655.10	\$ 86,347
Z075	08	\$ 1,031.20	\$ 53,798		\$ 1,059.00	\$ 55,248
ZINSINSP	01	\$ 1,537.70	\$ 80,222		\$ 1,579.20	\$ 82,387
ZINSINSP	02	\$ 1,577.20	\$ 82,283		\$ 1,619.80	\$ 84,505
ZINSINSP	03	\$ 1,658.20	\$ 86,508		\$ 1,703.00	\$ 88,846

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
ZINSINSP	04	\$ 1,700.10	\$ 88,694	\$ 1,746.00	\$ 91,089
ZINSINSP	05	\$ 1,735.80	\$ 90,557	\$ 1,782.70	\$ 93,003
ZINSINSP	06	\$ 1,777.10	\$ 92,711	\$ 1,825.10	\$ 95,215
ZINSINSP	07	\$ 1,818.10	\$ 94,850	\$ 1,867.20	\$ 97,412
Z077	01	\$ 1,289.80	\$ 67,289	\$ 1,324.60	\$ 69,104
Z077	06	\$ 1,316.70	\$ 68,692	\$ 1,352.30	\$ 70,549
Z077	07	\$ 1,341.00	\$ 69,960	\$ 1,377.20	\$ 71,849
Z077	02	\$ 1,369.30	\$ 71,436	\$ 1,406.30	\$ 73,367
Z077	03	\$ 1,404.00	\$ 73,247	\$ 1,441.90	\$ 75,224
Z077	04	\$ 1,475.20	\$ 76,961	\$ 1,515.00	\$ 79,038
Z077	05	\$ 1,544.30	\$ 80,566	\$ 1,586.00	\$ 82,742
Z077	08	\$ 1,581.20	\$ 82,491	\$ 1,623.90	\$ 84,719
Z070	01	\$ 1,284.50	\$ 67,012	\$ 1,319.20	\$ 68,823
Z071	01	\$ 1,335.80	\$ 69,689	\$ 1,371.90	\$ 71,572
Z072	01	\$ 1,363.70	\$ 71,144	\$ 1,400.50	\$ 73,064
Z073	01	\$ 1,397.70	\$ 72,918	\$ 1,435.40	\$ 74,885
Z074	01	\$ 1,469.20	\$ 76,648	\$ 1,508.90	\$ 78,719
Z075	01	\$ 1,538.40	\$ 80,258	\$ 1,579.90	\$ 82,423
Z577	01	\$ 1,649.70	\$ 86,065	\$ 1,694.20	\$ 88,386
Z577	02	\$ 1,688.60	\$ 88,094	\$ 1,734.20	\$ 90,473
Z577	03	\$ 1,792.90	\$ 93,536	\$ 1,841.30	\$ 96,061
Z577	04	\$ 1,889.60	\$ 98,580	\$ 1,940.60	\$ 101,241

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z577	05	\$ 2,008.10	\$ 104,763		\$ 2,062.30	\$ 107,590
Z577	06	\$ 2,054.20	\$ 107,168		\$ 2,109.70	\$ 110,063
Z577	07	\$ 2,105.90	\$ 109,865		\$ 2,162.80	\$ 112,833
Z575	01	\$ 1,642.40	\$ 85,684		\$ 1,686.70	\$ 87,995
Z575	02	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
Z575	03	\$ 1,785.40	\$ 93,144		\$ 1,833.60	\$ 95,659
Z575	04	\$ 1,881.60	\$ 98,163		\$ 1,932.40	\$ 100,813
Z575	05	\$ 1,999.50	\$ 104,314		\$ 2,053.50	\$ 107,131
Z576	25	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
Z576	26	\$ 1,611.10	\$ 84,051		\$ 1,654.60	\$ 86,320
Z576	27	\$ 1,642.40	\$ 85,684		\$ 1,686.70	\$ 87,995
Z576	28	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
Z576	29	\$ 1,714.40	\$ 89,440		\$ 1,760.70	\$ 91,856
Z576	30	\$ 1,744.90	\$ 91,031		\$ 1,792.00	\$ 93,489
Z576	31	\$ 1,785.40	\$ 93,144		\$ 1,833.60	\$ 95,659
ZAO	01	\$ 522.30	\$ 27,248		\$ 536.40	\$ 27,984
ZAO	02	\$ 596.00	\$ 31,093		\$ 612.10	\$ 31,933
ZAO	03	\$ 699.30	\$ 36,482		\$ 718.20	\$ 37,468
ZAO	04	\$ 847.30	\$ 44,204		\$ 870.20	\$ 45,398
ZAO	05	\$ 964.70	\$ 50,328		\$ 990.70	\$ 51,685
ZAO	06	\$ 969.90	\$ 50,600		\$ 996.10	\$ 51,967
ZAO	07	\$ 999.30	\$ 52,133		\$ 1,026.30	\$ 53,542

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZAO	08	\$ 1,024.80	\$ 53,464		\$ 1,052.50	\$ 54,909
ZAO	09	\$ 1,053.00	\$ 54,935		\$ 1,081.40	\$ 56,417
ZAO	10	\$ 1,084.00	\$ 56,552		\$ 1,113.30	\$ 58,081
ZAO	11	\$ 1,131.80	\$ 59,046		\$ 1,162.40	\$ 60,642
ZAO	12	\$ 1,177.00	\$ 61,404		\$ 1,208.80	\$ 63,063
ZAO	13	\$ 1,215.00	\$ 63,387		\$ 1,247.80	\$ 65,098
ZAO	14	\$ 1,231.80	\$ 64,263		\$ 1,265.10	\$ 66,000
ZAO	15	\$ 1,260.80	\$ 65,776		\$ 1,294.80	\$ 67,550
ZAO	16	\$ 1,284.80	\$ 67,028		\$ 1,319.50	\$ 68,838
ZAO	17	\$ 1,311.60	\$ 68,426		\$ 1,347.00	\$ 70,273
ZAO	18	\$ 1,335.80	\$ 69,689		\$ 1,371.90	\$ 71,572
ZAO	19	\$ 1,365.90	\$ 71,259		\$ 1,402.80	\$ 73,184
ZAO	20	\$ 1,397.70	\$ 72,918		\$ 1,435.40	\$ 74,885
ZAO	21	\$ 1,434.10	\$ 74,817		\$ 1,472.80	\$ 76,836
ZAO	22	\$ 1,469.20	\$ 76,648		\$ 1,508.90	\$ 78,719
ZAO	23	\$ 1,506.70	\$ 78,605		\$ 1,547.40	\$ 80,728
ZAO	24	\$ 1,538.40	\$ 80,258		\$ 1,579.90	\$ 82,423
ZAO	25	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
ZAO	26	\$ 1,611.60	\$ 84,077		\$ 1,655.10	\$ 86,347
ZAO	27	\$ 1,642.70	\$ 85,700		\$ 1,687.10	\$ 88,016
ZAO	28	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
ZAO	29	\$ 1,714.40	\$ 89,440		\$ 1,760.70	\$ 91,856

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZAO	30	\$ 1,744.90	\$ 91,031		\$ 1,792.00	\$ 93,489
ZAO	31	\$ 1,785.40	\$ 93,144		\$ 1,833.60	\$ 95,659
ZAO	32	\$ 1,822.30	\$ 95,069		\$ 1,871.50	\$ 97,636
ZAO	33	\$ 1,860.00	\$ 97,036		\$ 1,910.20	\$ 99,655
Z557	09	\$ 1,231.80	\$ 64,263		\$ 1,265.10	\$ 66,000
Z557	07	\$ 1,260.70	\$ 65,771		\$ 1,294.70	\$ 67,544
Z557	19	\$ 1,284.50	\$ 67,012		\$ 1,319.20	\$ 68,823
Z557	21	\$ 1,311.50	\$ 68,421		\$ 1,346.90	\$ 70,268
Z557	23	\$ 1,335.80	\$ 69,689		\$ 1,371.90	\$ 71,572
ZAOS	05	\$ 934.20	\$ 48,737		\$ 959.40	\$ 50,052
ZAOS	06	\$ 973.90	\$ 50,808		\$ 1,000.20	\$ 52,180
ZAOS	07	\$ 1,003.40	\$ 52,347		\$ 1,030.50	\$ 53,761
ZAOS	08	\$ 1,029.00	\$ 53,683		\$ 1,056.80	\$ 55,133
ZAOS	09	\$ 1,056.90	\$ 55,138		\$ 1,085.40	\$ 56,625
ZAOS	10	\$ 1,088.50	\$ 56,787		\$ 1,117.90	\$ 58,321
ZAOS	11	\$ 1,136.30	\$ 59,281		\$ 1,167.00	\$ 60,882
ZAOS	12	\$ 1,181.90	\$ 61,660		\$ 1,213.80	\$ 63,324
ZAOS	13	\$ 1,220.00	\$ 63,647		\$ 1,252.90	\$ 65,364
ZAOS	14	\$ 1,237.00	\$ 64,534		\$ 1,270.40	\$ 66,277
ZAOS	15	\$ 1,265.80	\$ 66,037		\$ 1,300.00	\$ 67,821
ZAOS	16	\$ 1,289.80	\$ 67,289		\$ 1,324.60	\$ 69,104
ZAOS	17	\$ 1,316.70	\$ 68,692		\$ 1,352.30	\$ 70,549

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZAOS	18	\$ 1,341.00	\$ 69,960		\$ 1,377.20	\$ 71,849
ZAOS	19	\$ 1,369.30	\$ 71,436		\$ 1,406.30	\$ 73,367
ZAOS	20	\$ 1,404.00	\$ 73,247		\$ 1,441.90	\$ 75,224
Z600	01	\$ 1,553.30	\$ 81,036		\$ 1,595.20	\$ 83,222
Z600	02	\$ 1,577.10	\$ 82,277		\$ 1,619.70	\$ 84,500
Z600	03	\$ 1,617.20	\$ 84,369		\$ 1,660.90	\$ 86,649
Z600	04	\$ 1,658.40	\$ 86,519		\$ 1,703.20	\$ 88,856
Z600	05	\$ 1,700.00	\$ 88,689		\$ 1,745.90	\$ 91,084
Z600	06	\$ 1,743.50	\$ 90,958		\$ 1,790.60	\$ 93,416
Z600	07	\$ 1,780.00	\$ 92,863		\$ 1,828.10	\$ 95,372
Z600	08	\$ 1,822.10	\$ 95,059		\$ 1,871.30	\$ 97,626
Z600	09	\$ 1,864.50	\$ 97,271		\$ 1,914.80	\$ 99,895
Z600	10	\$ 1,900.70	\$ 99,160		\$ 1,952.00	\$ 101,836
Z600	11	\$ 1,945.80	\$ 101,512		\$ 1,998.30	\$ 104,251
Z600	12	\$ 1,994.50	\$ 104,053		\$ 2,048.40	\$ 106,865
Z700	01	\$ 1,361.10	\$ 71,009		\$ 1,397.80	\$ 72,923
Z700	02	\$ 1,404.80	\$ 73,288		\$ 1,442.70	\$ 75,266
Z700	03	\$ 1,425.10	\$ 74,347		\$ 1,463.60	\$ 76,356
Z700	04	\$ 1,458.20	\$ 76,074		\$ 1,497.60	\$ 78,130
Z700	05	\$ 1,486.30	\$ 77,540		\$ 1,526.40	\$ 79,632
Z700	06	\$ 1,516.50	\$ 79,116		\$ 1,557.40	\$ 81,250
Z700	07	\$ 1,544.90	\$ 80,597		\$ 1,586.60	\$ 82,773

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z700	08	\$ 1,577.10	\$ 82,277		\$ 1,619.70	\$ 84,500
Z700	09	\$ 1,617.10	\$ 84,364		\$ 1,660.80	\$ 86,644
Z700	10	\$ 1,658.40	\$ 86,519		\$ 1,703.20	\$ 88,856
Z700	11	\$ 1,701.90	\$ 88,788		\$ 1,747.90	\$ 91,188
Z700	12	\$ 1,743.30	\$ 90,948		\$ 1,790.40	\$ 93,405
Z700	13	\$ 1,779.80	\$ 92,852		\$ 1,827.90	\$ 95,362
Z700	14	\$ 1,822.10	\$ 95,059		\$ 1,871.30	\$ 97,626
Z700	15	\$ 1,864.40	\$ 97,266		\$ 1,914.70	\$ 99,890
Z700	16	\$ 1,900.70	\$ 99,160		\$ 1,952.00	\$ 101,836
Z700	17	\$ 1,945.80	\$ 101,512		\$ 1,998.30	\$ 104,251
Z700	18	\$ 1,984.00	\$ 103,505		\$ 2,037.60	\$ 106,302
Z079	17	\$ 1,311.60	\$ 68,426		\$ 1,347.00	\$ 70,273
Z079	18	\$ 1,335.80	\$ 69,689		\$ 1,371.90	\$ 71,572
Z079	19	\$ 1,363.70	\$ 71,144		\$ 1,400.50	\$ 73,064
Z079	20	\$ 1,397.70	\$ 72,918		\$ 1,435.40	\$ 74,885
Z079	21	\$ 1,436.30	\$ 74,932		\$ 1,475.10	\$ 76,956
Z079	22	\$ 1,469.20	\$ 76,648		\$ 1,508.90	\$ 78,719
Z079	23	\$ 1,506.70	\$ 78,605		\$ 1,547.40	\$ 80,728
Z079	24	\$ 1,538.40	\$ 80,258		\$ 1,579.90	\$ 82,423
Z079	25	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
Z079	26	\$ 1,611.60	\$ 84,077		\$ 1,655.10	\$ 86,347
Z079	27	\$ 1,642.70	\$ 85,700		\$ 1,687.10	\$ 88,016

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z079	28	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
Z079	29	\$ 1,714.40	\$ 89,440		\$ 1,760.70	\$ 91,856
Z079	30	\$ 1,744.90	\$ 91,031		\$ 1,792.00	\$ 93,489
Z079	31	\$ 1,785.40	\$ 93,144		\$ 1,833.60	\$ 95,659
Z708	01	\$ 1,173.50	\$ 61,221		\$ 1,205.20	\$ 62,875
Z708	03	\$ 1,215.00	\$ 63,387		\$ 1,247.80	\$ 65,098
Z708	05	\$ 1,231.80	\$ 64,263		\$ 1,265.10	\$ 66,000
Z708	06	\$ 1,260.80	\$ 65,776		\$ 1,294.80	\$ 67,550
Z708	08	\$ 1,311.60	\$ 68,426		\$ 1,347.00	\$ 70,273
Z708	07	\$ 1,284.80	\$ 67,028		\$ 1,319.50	\$ 68,838
Z486	01	\$ 1,284.50	\$ 67,012		\$ 1,319.20	\$ 68,823
Z486	04	\$ 1,681.80	\$ 87,740		\$ 1,727.20	\$ 90,108
Z486	02	\$ 1,397.70	\$ 72,918		\$ 1,435.40	\$ 74,885
EEGD	01	\$ 1,384.90	\$ 72,250		\$ 1,422.30	\$ 74,201
EEGD	02	\$ 1,446.80	\$ 75,480		\$ 1,485.90	\$ 77,519
EEGD	03	\$ 1,518.40	\$ 79,215		\$ 1,559.40	\$ 81,354
EEGD	04	\$ 1,587.50	\$ 82,820		\$ 1,630.40	\$ 85,058
EEGD	05	\$ 1,660.60	\$ 86,634		\$ 1,705.40	\$ 88,971
Z270	02	\$ 747.00	\$ 38,971		\$ 767.20	\$ 40,025
Z270	03	\$ 853.70	\$ 44,538		\$ 876.70	\$ 45,737
Z271	03	\$ 436.20	\$ 22,757		\$ 448.00	\$ 23,372
Z270	04	\$ 924.40	\$ 48,226		\$ 949.40	\$ 49,530

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z271	04	\$ 471.60	\$ 24,603		\$ 484.30	\$ 25,266
Z090	03	\$ 600.60	\$ 31,333		\$ 616.80	\$ 32,178
Z091	98	\$ 736.30	\$ 38,413		\$ 756.20	\$ 39,451
Z091	03	\$ 736.30	\$ 38,413		\$ 756.20	\$ 39,451
Z091	11	\$ 736.30	\$ 38,413		\$ 756.20	\$ 39,451
Z091	21	\$ 736.30	\$ 38,413		\$ 756.20	\$ 39,451
Z092	98	\$ 843.10	\$ 43,985		\$ 865.90	\$ 45,174
Z092	03	\$ 843.10	\$ 43,985		\$ 865.90	\$ 45,174
Z092	11	\$ 843.10	\$ 43,985		\$ 865.90	\$ 45,174
Z092	21	\$ 843.10	\$ 43,985		\$ 865.90	\$ 45,174
Z093	98	\$ 949.10	\$ 49,515		\$ 974.70	\$ 50,850
Z093	03	\$ 949.10	\$ 49,515		\$ 974.70	\$ 50,850
Z094	01	\$ 1,018.80	\$ 53,151		\$ 1,046.30	\$ 54,585
Z094	02	\$ 1,081.10	\$ 56,401		\$ 1,110.30	\$ 57,924
Z094	03	\$ 1,050.00	\$ 54,779		\$ 1,078.40	\$ 56,260
ZSPA	01	\$ 1,547.50	\$ 80,733		\$ 1,589.30	\$ 82,914
ZSPB	01	\$ 1,628.00	\$ 84,933		\$ 1,672.00	\$ 87,228
ZSPA	02	\$ 1,586.80	\$ 82,783		\$ 1,629.60	\$ 85,016
ZSPB	02	\$ 1,669.40	\$ 87,093		\$ 1,714.50	\$ 89,445
ZSPA	03	\$ 1,619.40	\$ 84,484		\$ 1,663.10	\$ 86,764
ZSPB	03	\$ 1,704.00	\$ 88,898		\$ 1,750.00	\$ 91,298
ZSPA	04	\$ 1,658.30	\$ 86,514		\$ 1,703.10	\$ 88,851

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZSPB	04	\$ 1,744.40	\$ 91,005		\$ 1,791.50	\$ 93,463
ZSPA	05	\$ 1,697.50	\$ 88,559		\$ 1,743.30	\$ 90,948
ZSPB	05	\$ 1,785.70	\$ 93,160		\$ 1,833.90	\$ 95,675
ZSPA	06	\$ 1,729.90	\$ 90,249		\$ 1,776.60	\$ 92,685
ZSPB	06	\$ 1,820.00	\$ 94,949		\$ 1,869.10	\$ 97,511
ZSPA	07	\$ 1,770.80	\$ 92,383		\$ 1,818.60	\$ 94,876
ZSPB	07	\$ 1,862.90	\$ 97,187		\$ 1,913.20	\$ 99,812
ZHG61	01	\$ 1,843.70	\$ 96,186		\$ 1,893.50	\$ 98,784
ZHG61	02	\$ 1,932.00	\$ 100,792		\$ 1,984.20	\$ 103,516
ZHG62	01	\$ 1,888.30	\$ 98,513		\$ 1,939.30	\$ 101,173
ZHG62	02	\$ 1,978.90	\$ 103,239		\$ 2,032.30	\$ 106,025
ZHG63	01	\$ 1,933.90	\$ 100,892		\$ 1,986.10	\$ 103,615
ZHG63	02	\$ 2,026.50	\$ 105,723		\$ 2,081.20	\$ 108,576
ZHG64	01	\$ 1,978.70	\$ 103,229		\$ 2,032.10	\$ 106,015
ZHG64	02	\$ 2,073.70	\$ 108,185		\$ 2,129.70	\$ 111,106
ZHG65	01	\$ 2,023.70	\$ 105,576		\$ 2,078.30	\$ 108,425
ZHG65	02	\$ 2,120.80	\$ 110,642		\$ 2,178.10	\$ 113,631
ZHG66	01	\$ 2,070.60	\$ 108,023		\$ 2,126.50	\$ 110,940
ZHG66	02	\$ 2,169.90	\$ 113,204		\$ 2,228.50	\$ 116,261
ZHG67	01	\$ 2,131.20	\$ 111,185		\$ 2,188.70	\$ 114,184
ZHG67	02	\$ 2,233.50	\$ 116,522		\$ 2,293.80	\$ 119,668
ZHG68	01	\$ 2,191.90	\$ 114,351		\$ 2,251.10	\$ 117,440

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZHG68	02	\$ 2,296.60	\$ 119,814		\$ 2,358.60	\$ 123,048
ZHG69	01	\$ 2,251.80	\$ 117,476		\$ 2,312.60	\$ 120,648
ZHG69	02	\$ 2,359.40	\$ 123,090		\$ 2,423.10	\$ 126,413
NOGR1	15	\$ 1,409.70	\$ 73,544		\$ 1,447.80	\$ 75,532
NOGR2	16	\$ 1,436.50	\$ 74,942		\$ 1,475.30	\$ 76,966
NOGR3	17	\$ 1,466.10	\$ 76,486		\$ 1,505.70	\$ 78,552
NOGR4	18	\$ 1,493.40	\$ 77,911		\$ 1,533.70	\$ 80,013
NOGR5	19	\$ 1,527.50	\$ 79,690		\$ 1,568.70	\$ 81,839
NOGR6	20	\$ 1,563.50	\$ 81,568		\$ 1,605.70	\$ 83,769
NOGR7	21	\$ 1,604.00	\$ 83,681		\$ 1,647.30	\$ 85,940
NOGR8	22	\$ 1,643.40	\$ 85,736		\$ 1,687.80	\$ 88,053
NOGR9	23	\$ 1,685.00	\$ 87,906		\$ 1,730.50	\$ 90,280
NOGR10	24	\$ 1,720.20	\$ 89,743		\$ 1,766.60	\$ 92,164
NOGR11	25	\$ 1,761.50	\$ 91,897		\$ 1,809.10	\$ 94,381
NOGR12	26	\$ 1,802.50	\$ 94,036		\$ 1,851.20	\$ 96,577
NOGR13	27	\$ 1,837.40	\$ 95,857		\$ 1,887.00	\$ 98,445
NOGR14	28	\$ 1,881.10	\$ 98,137		\$ 1,931.90	\$ 100,787
ZOFF01	17	\$ 1,479.60	\$ 77,191		\$ 1,519.50	\$ 79,272
ZOFF02	18	\$ 1,515.00	\$ 79,038		\$ 1,555.90	\$ 81,171
ZOFF03	19	\$ 1,538.40	\$ 80,258		\$ 1,579.90	\$ 82,423
ZOFF04	20	\$ 1,577.20	\$ 82,283		\$ 1,619.80	\$ 84,505
ZOFF05	21	\$ 1,617.70	\$ 84,395		\$ 1,661.40	\$ 86,675

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZOFF06	22	\$ 1,658.20	\$ 86,508		\$ 1,703.00	\$ 88,846
ZOFF07	23	\$ 1,700.10	\$ 88,694		\$ 1,746.00	\$ 91,089
ZOFF08	24	\$ 1,735.80	\$ 90,557		\$ 1,782.70	\$ 93,003
ZOFF09	25	\$ 1,777.10	\$ 92,711		\$ 1,825.10	\$ 95,215
ZOFF10	26	\$ 1,818.10	\$ 94,850		\$ 1,867.20	\$ 97,412
ZOFF11	27	\$ 1,853.70	\$ 96,708		\$ 1,903.70	\$ 99,316
ZOFF12	28	\$ 1,898.00	\$ 99,019		\$ 1,949.20	\$ 101,690
ZOFF13	29	\$ 1,944.90	\$ 101,465		\$ 1,997.40	\$ 104,204
ZOFF14	30	\$ 1,982.10	\$ 103,406		\$ 2,035.60	\$ 106,197
ZSEM01	21	\$ 1,617.70	\$ 84,395		\$ 1,661.40	\$ 86,675
ZSEM02	22	\$ 1,658.20	\$ 86,508		\$ 1,703.00	\$ 88,846
ZSEM03	23	\$ 1,700.10	\$ 88,694		\$ 1,746.00	\$ 91,089
ZSEM04	24	\$ 1,735.80	\$ 90,557		\$ 1,782.70	\$ 93,003
ZSEM05	25	\$ 1,777.10	\$ 92,711		\$ 1,825.10	\$ 95,215
ZSEM06	26	\$ 1,818.10	\$ 94,850		\$ 1,867.20	\$ 97,412
ZSEM07	27	\$ 1,853.70	\$ 96,708		\$ 1,903.70	\$ 99,316
ZSEM08	28	\$ 1,898.00	\$ 99,019		\$ 1,949.20	\$ 101,690
ZSEM09	29	\$ 1,944.90	\$ 101,465		\$ 1,997.40	\$ 104,204
ZSEM10	30	\$ 1,982.10	\$ 103,406		\$ 2,035.60	\$ 106,197
ZSEM11	31	\$ 2,037.90	\$ 106,317		\$ 2,092.90	\$ 109,187
ZSEM12	32	\$ 2,085.60	\$ 108,806		\$ 2,141.90	\$ 111,743
ZSEM13	33	\$ 2,134.40	\$ 111,352		\$ 2,192.00	\$ 114,357

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
TECN00		\$ 1,207.90	\$ 63,016		\$ 1,240.50	\$ 64,717
TECN01		\$ 1,230.90	\$ 64,216		\$ 1,264.10	\$ 65,948
TECN02		\$ 1,253.50	\$ 65,395		\$ 1,287.30	\$ 67,158
TECN03		\$ 1,276.40	\$ 66,590		\$ 1,310.90	\$ 68,390
TECN04		\$ 1,298.70	\$ 67,753		\$ 1,333.80	\$ 69,584
TECN05		\$ 1,321.50	\$ 68,943		\$ 1,357.20	\$ 70,805
TECN06		\$ 1,344.10	\$ 70,122		\$ 1,380.40	\$ 72,015
TECN07		\$ 1,366.80	\$ 71,306		\$ 1,403.70	\$ 73,231
TECN08		\$ 1,389.70	\$ 72,501		\$ 1,427.20	\$ 74,457
TECN09		\$ 1,412.50	\$ 73,690		\$ 1,450.60	\$ 75,678
TECN10		\$ 1,435.30	\$ 74,880		\$ 1,474.10	\$ 76,904
TECN11		\$ 1,457.90	\$ 76,059		\$ 1,497.30	\$ 78,114
TECN12		\$ 1,480.90	\$ 77,259		\$ 1,520.90	\$ 79,345
TECN13		\$ 1,503.60	\$ 78,443		\$ 1,544.20	\$ 80,561
TECN14		\$ 1,526.40	\$ 79,632		\$ 1,567.60	\$ 81,782
TECN15		\$ 1,549.10	\$ 80,817		\$ 1,590.90	\$ 82,997
TECN16		\$ 1,572.00	\$ 82,011		\$ 1,614.40	\$ 84,223
TECN17		\$ 1,594.20	\$ 83,169		\$ 1,637.20	\$ 85,413
TECN18		\$ 1,617.20	\$ 84,369		\$ 1,660.90	\$ 86,649
TECN19		\$ 1,639.90	\$ 85,554		\$ 1,684.20	\$ 87,865
TECN20		\$ 1,662.70	\$ 86,743		\$ 1,707.60	\$ 89,085
TECN21		\$ 1,685.40	\$ 87,927		\$ 1,730.90	\$ 90,301

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
TECN22		\$ 1,708.00	\$ 89,106		\$ 1,754.10	\$ 91,511
TECN23		\$ 1,730.90	\$ 90,301		\$ 1,777.60	\$ 92,737
TECN24		\$ 1,753.90	\$ 91,501		\$ 1,801.30	\$ 93,974
TECN25		\$ 1,776.50	\$ 92,680		\$ 1,824.50	\$ 95,184
REOG01	AO 9	\$ 1,187.10	\$ 61,931		\$ 1,219.20	\$ 63,606
REOG02	AO 10	\$ 1,222.00	\$ 63,752		\$ 1,255.00	\$ 65,473
REOG03	AO 11	\$ 1,276.40	\$ 66,590		\$ 1,310.90	\$ 68,390
REOG04	AO 12	\$ 1,327.40	\$ 69,250		\$ 1,363.20	\$ 71,118
REOG05	AO 13	\$ 1,370.10	\$ 71,478		\$ 1,407.10	\$ 73,408
REOG06	AO 14	\$ 1,389.40	\$ 72,485		\$ 1,426.90	\$ 74,441
REOG07	AO 15	\$ 1,421.80	\$ 74,175		\$ 1,460.20	\$ 76,179
REOG08	AO 16	\$ 1,449.00	\$ 75,594		\$ 1,488.10	\$ 77,634
REOG09	AO 17	\$ 1,479.50	\$ 77,186		\$ 1,519.40	\$ 79,267
LWKR	01	\$ 1,112.50	\$ 58,039		\$ 1,142.50	\$ 59,604
LWKR	02	\$ 1,175.90	\$ 61,347		\$ 1,207.60	\$ 63,000
LWKR	03	\$ 1,235.30	\$ 64,446		\$ 1,268.70	\$ 66,188
LWKR	04	\$ 1,268.30	\$ 66,167		\$ 1,302.50	\$ 67,951
LWKR	05	\$ 1,311.80	\$ 68,437		\$ 1,347.20	\$ 70,283
LWKR	06	\$ 1,364.50	\$ 71,186		\$ 1,401.30	\$ 73,106
LWKR	GB	\$ 1,426.90	\$ 74,441		\$ 1,465.40	\$ 76,450
EWKR	01	\$ 987.80	\$ 51,534		\$ 1,014.50	\$ 52,926
EWKR	02	\$ 1,024.70	\$ 53,459		\$ 1,052.40	\$ 54,904

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
EWKR	03	\$ 1,061.70	\$ 55,389		\$ 1,090.40	\$ 56,886
EWKR	04	\$ 1,099.00	\$ 57,335		\$ 1,128.70	\$ 58,884
EWKR	05	\$ 1,136.30	\$ 59,281		\$ 1,167.00	\$ 60,882
EWKR	06	\$ 1,188.30	\$ 61,994		\$ 1,220.40	\$ 63,668
ELWST	01	\$ 987.60	\$ 51,523		\$ 1,014.30	\$ 52,916
ELWST	02	\$ 1,024.70	\$ 53,459		\$ 1,052.40	\$ 54,904
ELWST	03	\$ 1,061.70	\$ 55,389		\$ 1,090.40	\$ 56,886
ELWST	04	\$ 1,153.00	\$ 60,152		\$ 1,184.10	\$ 61,774
ELWST	05	\$ 1,175.30	\$ 61,315		\$ 1,207.00	\$ 62,969
ELWST	06	\$ 1,188.40	\$ 61,999		\$ 1,220.50	\$ 63,673
PWKR	01	\$ 1,161.80	\$ 60,611		\$ 1,193.20	\$ 62,249
PWKR	02	\$ 1,196.90	\$ 62,442		\$ 1,229.20	\$ 64,127
PWKR	03	\$ 1,235.30	\$ 64,446		\$ 1,268.70	\$ 66,188
PWKR	04	\$ 1,268.30	\$ 66,167		\$ 1,302.50	\$ 67,951
PWKR	05	\$ 1,311.80	\$ 68,437		\$ 1,347.20	\$ 70,283
EFMT	01	\$ 1,207.90	\$ 63,016		\$ 1,240.50	\$ 64,717
EFMT	02	\$ 1,246.50	\$ 65,030		\$ 1,280.20	\$ 66,788
EFMT	03	\$ 1,286.90	\$ 67,138		\$ 1,321.60	\$ 68,948
EFMT	04	\$ 1,324.50	\$ 69,099		\$ 1,360.30	\$ 70,967
EFMT	05	\$ 1,364.50	\$ 71,186		\$ 1,401.30	\$ 73,106
LHLW	01	\$ 1,187.10	\$ 61,931		\$ 1,219.20	\$ 63,606
LHLW	02	\$ 1,219.90	\$ 63,642		\$ 1,252.80	\$ 65,359

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
LHLW	03	\$ 1,269.40	\$ 66,225		\$ 1,303.70	\$ 68,014
LHLW	04	\$ 1,319.80	\$ 68,854		\$ 1,355.40	\$ 70,711
LHLW	05	\$ 1,362.40	\$ 71,076		\$ 1,399.20	\$ 72,996
LHLW	06	\$ 1,411.00	\$ 73,612		\$ 1,449.10	\$ 75,600
LHLW	07	\$ 1,459.80	\$ 76,158		\$ 1,499.20	\$ 78,213
LHL7	GB	\$ 1,522.00	\$ 79,403		\$ 1,563.10	\$ 81,547
LHLW	08	\$ 1,494.50	\$ 77,968		\$ 1,534.90	\$ 80,076
LHL8	GB	\$ 1,556.90	\$ 81,223		\$ 1,598.90	\$ 83,415
LHLW	09	\$ 1,529.90	\$ 79,815		\$ 1,571.20	\$ 81,970
LHL9	GB	\$ 1,592.10	\$ 83,060		\$ 1,635.10	\$ 85,303
LHLW	10	\$ 1,565.60	\$ 81,677		\$ 1,607.90	\$ 83,884
LHEW	01	\$ 1,204.90	\$ 62,860		\$ 1,237.40	\$ 64,555
LHEW	02	\$ 1,243.70	\$ 64,884		\$ 1,277.30	\$ 66,637
LHEW	03	\$ 1,281.90	\$ 66,877		\$ 1,316.50	\$ 68,682
LHEW	04	\$ 1,313.60	\$ 68,531		\$ 1,349.10	\$ 70,383
LHEW	05	\$ 1,345.90	\$ 70,216		\$ 1,382.20	\$ 72,109
LHEF	03	\$ 1,313.70	\$ 68,536		\$ 1,349.20	\$ 70,388
LHEF	04	\$ 1,341.00	\$ 69,960		\$ 1,377.20	\$ 71,849
LHEF	05	\$ 1,381.10	\$ 72,052		\$ 1,418.40	\$ 73,998
LHEF	06	\$ 1,423.80	\$ 74,280		\$ 1,462.20	\$ 76,283
LHEF	07	\$ 1,460.40	\$ 76,189		\$ 1,499.80	\$ 78,245
LHEF	08	\$ 1,494.40	\$ 77,963		\$ 1,534.70	\$ 80,065

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
LHEF	09	\$ 1,529.90	\$ 79,815	\$ 1,571.20	\$ 81,970
MECH	01	\$ 1,161.80	\$ 60,611	\$ 1,193.20	\$ 62,249
MECH	02	\$ 1,221.40	\$ 63,720	\$ 1,254.40	\$ 65,442
MECH	03	\$ 1,265.90	\$ 66,042	\$ 1,300.10	\$ 67,826
MECH	04	\$ 1,310.80	\$ 68,384	\$ 1,346.20	\$ 70,231
MECH	05	\$ 1,364.50	\$ 71,186	\$ 1,401.30	\$ 73,106
LHMM	03	\$ 1,249.70	\$ 65,197	\$ 1,283.40	\$ 66,955
LHMM	04	\$ 1,305.90	\$ 68,129	\$ 1,341.20	\$ 69,970
LHMM	05	\$ 1,356.40	\$ 70,763	\$ 1,393.00	\$ 72,673
LHMM	06	\$ 1,409.90	\$ 73,554	\$ 1,448.00	\$ 75,542
LHMM	07	\$ 1,459.90	\$ 76,163	\$ 1,499.30	\$ 78,218
LHMM	08	\$ 1,494.60	\$ 77,973	\$ 1,535.00	\$ 80,081
LHMM	09	\$ 1,530.10	\$ 79,825	\$ 1,571.40	\$ 81,980
MAIL	09	\$ 1,088.40	\$ 56,782	\$ 1,117.80	\$ 58,316
MAIL	10	\$ 1,124.10	\$ 58,644	\$ 1,154.50	\$ 60,230
MAIL	11	\$ 1,178.40	\$ 61,477	\$ 1,210.20	\$ 63,136
CSOF	01	\$ 1,364.50	\$ 71,186	\$ 1,401.30	\$ 73,106
CSOF	02	\$ 1,443.00	\$ 75,281	\$ 1,482.00	\$ 77,316
CSOF	03	\$ 1,607.20	\$ 83,848	\$ 1,650.60	\$ 86,112
CSOF	04	\$ 1,765.50	\$ 92,106	\$ 1,813.20	\$ 94,595
CSOF	40	\$ 1,961.70	\$ 102,342	\$ 2,014.70	\$ 105,107
SCSO	35	\$ 1,751.00	\$ 91,350	\$ 1,798.30	\$ 93,817

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
SCSO	36	\$ 1,800.90	\$ 93,953	\$ 1,849.50	\$ 96,488
SCSO	40	\$ 2,001.10	\$ 104,397	\$ 2,055.10	\$ 107,215
SO35	01	\$ 1,682.80	\$ 87,792	\$ 1,728.20	\$ 90,160
SO40	01	\$ 1,923.50	\$ 100,349	\$ 1,975.40	\$ 103,057
CPMG	01	\$ 1,805.70	\$ 94,203	\$ 1,854.50	\$ 96,749
CPMG	02	\$ 1,886.90	\$ 98,440	\$ 1,937.80	\$ 101,095
CPMG	03	\$ 1,988.50	\$ 103,740	\$ 2,042.20	\$ 106,542
CPMG	04	\$ 2,083.00	\$ 108,670	\$ 2,139.20	\$ 111,602
EXEC	15	\$ 1,888.40	\$ 98,518	\$ 1,939.40	\$ 101,178
EXEC	16	\$ 1,922.70	\$ 100,307	\$ 1,974.60	\$ 103,015
EXEC	17	\$ 1,965.30	\$ 102,530	\$ 2,018.40	\$ 105,300
EXEC	18	\$ 2,001.20	\$ 104,403	\$ 2,055.20	\$ 107,220
ACCP	15	\$ 1,326.70	\$ 69,214	\$ 1,362.50	\$ 71,082
ACCP	16	\$ 1,378.40	\$ 71,911	\$ 1,415.60	\$ 73,852
ACCP	17	\$ 1,436.50	\$ 74,942	\$ 1,475.30	\$ 76,966
APTL	18	\$ 1,617.50	\$ 84,385	\$ 1,661.20	\$ 86,665
APTL	19	\$ 1,682.10	\$ 87,755	\$ 1,727.50	\$ 90,124
APTL	20	\$ 1,751.00	\$ 91,350	\$ 1,798.30	\$ 93,817
PY35	18	\$ 1,465.00	\$ 76,429	\$ 1,504.60	\$ 78,495
PY35	19	\$ 1,523.00	\$ 79,455	\$ 1,564.10	\$ 81,599
PY35	20	\$ 1,585.60	\$ 82,721	\$ 1,628.40	\$ 84,954
PY40	18	\$ 1,674.20	\$ 87,343	\$ 1,719.40	\$ 89,701

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
PY40	19	\$ 1,740.70	\$ 90,812	\$ 1,787.70	\$ 93,264
PY40	20	\$ 1,812.20	\$ 94,542	\$ 1,861.10	\$ 97,094
BA35	15	\$ 1,326.70	\$ 69,214	\$ 1,362.50	\$ 71,082
BA35	16	\$ 1,349.20	\$ 70,388	\$ 1,385.60	\$ 72,287
BA35	17	\$ 1,374.20	\$ 71,692	\$ 1,411.30	\$ 73,628
BA35	18	\$ 1,396.80	\$ 72,871	\$ 1,434.50	\$ 74,838
BA35	19	\$ 1,424.80	\$ 74,332	\$ 1,463.30	\$ 76,340
BA35	20	\$ 1,454.70	\$ 75,892	\$ 1,494.00	\$ 77,942
BA35	21	\$ 1,488.20	\$ 77,639	\$ 1,528.40	\$ 79,737
BA35	22	\$ 1,521.20	\$ 79,361	\$ 1,562.30	\$ 81,505
BA35	23	\$ 1,556.10	\$ 81,182	\$ 1,598.10	\$ 83,373
BA35	24	\$ 1,585.60	\$ 82,721	\$ 1,628.40	\$ 84,954
BA40	15	\$ 1,516.30	\$ 79,105	\$ 1,557.20	\$ 81,239
BA40	16	\$ 1,541.60	\$ 80,425	\$ 1,583.20	\$ 82,596
BA40	17	\$ 1,570.30	\$ 81,923	\$ 1,612.70	\$ 84,135
BA40	18	\$ 1,596.40	\$ 83,284	\$ 1,639.50	\$ 85,533
BA40	19	\$ 1,628.20	\$ 84,943	\$ 1,672.20	\$ 87,239
BA40	20	\$ 1,662.40	\$ 86,727	\$ 1,707.30	\$ 89,070
BA40	21	\$ 1,701.00	\$ 88,741	\$ 1,746.90	\$ 91,136
BA40	22	\$ 1,738.50	\$ 90,698	\$ 1,785.40	\$ 93,144
BA40	23	\$ 1,778.40	\$ 92,779	\$ 1,826.40	\$ 95,283
BA40	24	\$ 1,812.30	\$ 94,548	\$ 1,861.20	\$ 97,099

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
BS35	12	\$ 1,202.10	\$ 62,714	\$ 1,234.60	\$ 64,409
BS35	13	\$ 1,270.90	\$ 66,303	\$ 1,305.20	\$ 68,092
BS35	14	\$ 1,300.80	\$ 67,863	\$ 1,335.90	\$ 69,694
BS40	12	\$ 1,373.60	\$ 71,661	\$ 1,410.70	\$ 73,596
BS40	13	\$ 1,452.40	\$ 75,772	\$ 1,491.60	\$ 77,817
BS40	14	\$ 1,486.70	\$ 77,561	\$ 1,526.80	\$ 79,653
DA35	15	\$ 1,465.00	\$ 76,429	\$ 1,504.60	\$ 78,495
DA35	16	\$ 1,500.00	\$ 78,255	\$ 1,540.50	\$ 80,368
DA35	17	\$ 1,539.70	\$ 80,326	\$ 1,581.30	\$ 82,496
DA35	18	\$ 1,585.60	\$ 82,721	\$ 1,628.40	\$ 84,954
DA40	15	\$ 1,674.20	\$ 87,343	\$ 1,719.40	\$ 89,701
DA40	16	\$ 1,714.30	\$ 89,435	\$ 1,760.60	\$ 91,851
DA40	17	\$ 1,759.80	\$ 91,809	\$ 1,807.30	\$ 94,287
DA40	18	\$ 1,812.20	\$ 94,542	\$ 1,861.10	\$ 97,094
EO35	01	\$ 1,353.50	\$ 70,612	\$ 1,390.00	\$ 72,516
EO35	02	\$ 1,379.40	\$ 71,963	\$ 1,416.60	\$ 73,904
EO35	03	\$ 1,408.00	\$ 73,455	\$ 1,446.00	\$ 75,438
EO35	04	\$ 1,434.20	\$ 74,822	\$ 1,472.90	\$ 76,841
EO35	05	\$ 1,463.90	\$ 76,372	\$ 1,503.40	\$ 78,432
EO35	06	\$ 1,500.50	\$ 78,281	\$ 1,541.00	\$ 80,394
EO35	07	\$ 1,541.80	\$ 80,436	\$ 1,583.40	\$ 82,606
EO35	08	\$ 1,577.30	\$ 82,288	\$ 1,619.90	\$ 84,510

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
EO35	09	\$ 1,617.30	\$ 84,375		\$ 1,661.00	\$ 86,654
EO35	10	\$ 1,651.30	\$ 86,148		\$ 1,695.90	\$ 88,475
EO35	11	\$ 1,690.30	\$ 88,183		\$ 1,735.90	\$ 90,562
EO35	12	\$ 1,730.10	\$ 90,259		\$ 1,776.80	\$ 92,696
EO35	13	\$ 1,763.50	\$ 92,002		\$ 1,811.10	\$ 94,485
EO35	14	\$ 1,805.30	\$ 94,183		\$ 1,854.00	\$ 96,723
EO35	15	\$ 1,840.30	\$ 96,008		\$ 1,890.00	\$ 98,601
EO35	16	\$ 1,873.40	\$ 97,735		\$ 1,924.00	\$ 100,375
EO35	17	\$ 1,916.60	\$ 99,989		\$ 1,968.30	\$ 102,686
EO35	18	\$ 1,959.80	\$ 102,243		\$ 2,012.70	\$ 105,003
EO35	19	\$ 2,002.80	\$ 104,486		\$ 2,056.90	\$ 107,308
EO35	20	\$ 2,048.20	\$ 106,855		\$ 2,103.50	\$ 109,740
EO35	21	\$ 2,104.80	\$ 109,807		\$ 2,161.60	\$ 112,771
EO35	22	\$ 2,163.30	\$ 112,859		\$ 2,221.70	\$ 115,906
EO35	23	\$ 2,220.70	\$ 115,854		\$ 2,280.70	\$ 118,984
EO40	1	\$ 1,546.90	\$ 80,702		\$ 1,588.70	\$ 82,882
EO40	2	\$ 1,576.30	\$ 82,236		\$ 1,618.90	\$ 84,458
EO40	3	\$ 1,609.10	\$ 83,947		\$ 1,652.50	\$ 86,211
EO40	4	\$ 1,639.10	\$ 85,512		\$ 1,683.40	\$ 87,823
EO40	5	\$ 1,673.10	\$ 87,286		\$ 1,718.30	\$ 89,644
EO40	6	\$ 1,714.90	\$ 89,466		\$ 1,761.20	\$ 91,882
EO40	7	\$ 1,762.20	\$ 91,934		\$ 1,809.80	\$ 94,417

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
EO40	8	\$ 1,802.50	\$ 94,036		\$ 1,851.20	\$ 96,577
EO40	9	\$ 1,848.50	\$ 96,436		\$ 1,898.40	\$ 99,040
EO40	10	\$ 1,887.40	\$ 98,466		\$ 1,938.40	\$ 101,126
EO40	11	\$ 1,931.70	\$ 100,777		\$ 1,983.90	\$ 103,500
EO40	12	\$ 1,977.40	\$ 103,161		\$ 2,030.80	\$ 105,947
EO40	13	\$ 2,015.50	\$ 105,149		\$ 2,069.90	\$ 107,987
EO40	14	\$ 2,063.10	\$ 107,632		\$ 2,118.80	\$ 110,538
EO40	15	\$ 2,103.50	\$ 109,740		\$ 2,160.30	\$ 112,703
EO40	16	\$ 2,151.20	\$ 112,228		\$ 2,209.30	\$ 115,259
EO40	17	\$ 2,199.40	\$ 114,743		\$ 2,258.80	\$ 117,842
EO40	18	\$ 2,247.30	\$ 117,242		\$ 2,308.00	\$ 120,408
EO40	19	\$ 2,295.30	\$ 119,746		\$ 2,357.30	\$ 122,980
DOPS	22	\$ 1,541.90	\$ 80,441		\$ 1,583.50	\$ 82,611
DOPS	24	\$ 1,738.50	\$ 90,698		\$ 1,785.40	\$ 93,144
DOPS	25	\$ 1,843.10	\$ 96,155		\$ 1,892.90	\$ 98,753
DOIT	18	\$ 1,404.20	\$ 73,257		\$ 1,442.10	\$ 75,234
DOIT	19	\$ 1,436.20	\$ 74,927		\$ 1,475.00	\$ 76,951
DOIT	20	\$ 1,475.50	\$ 76,977		\$ 1,515.30	\$ 79,053
DOIT	22	\$ 1,556.30	\$ 81,192		\$ 1,598.30	\$ 83,383
CMGR	01	\$ 2,521.60	\$ 131,552		\$ 2,589.70	\$ 135,105
NTWC	01	\$ 2,028.20	\$ 105,811		\$ 2,083.00	\$ 108,670
NTWC	02	\$ 2,069.90	\$ 107,987		\$ 2,125.80	\$ 110,903

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
NTWC	03	\$ 2,181.00	\$ 113,783		\$ 2,239.90	\$ 116,856
NTWC	04	\$ 2,283.90	\$ 119,151		\$ 2,345.60	\$ 122,370
EMSO	16	\$ 1,352.40	\$ 70,555		\$ 1,388.90	\$ 72,459
EMSO	17	\$ 1,398.50	\$ 72,960		\$ 1,436.30	\$ 74,932
EMSO	18	\$ 1,440.20	\$ 75,135		\$ 1,479.10	\$ 77,165
EMSO	19	\$ 1,488.50	\$ 77,655		\$ 1,528.70	\$ 79,752
EMSO	20	\$ 1,541.90	\$ 80,441		\$ 1,583.50	\$ 82,611
DESP	01	\$ 1,721.80	\$ 89,826		\$ 1,768.30	\$ 92,252
DESP	02	\$ 1,843.10	\$ 96,155		\$ 1,892.90	\$ 98,753
CI36	25	\$ 1,663.60	\$ 86,790		\$ 1,708.50	\$ 89,132
CI36	26	\$ 1,711.30	\$ 89,279		\$ 1,757.50	\$ 91,689
CI36	27	\$ 1,751.20	\$ 91,360		\$ 1,798.50	\$ 93,828
CI36	28	\$ 1,800.90	\$ 93,953		\$ 1,849.50	\$ 96,488
CI40	25	\$ 1,848.60	\$ 96,441		\$ 1,898.50	\$ 99,045
CI40	26	\$ 1,901.40	\$ 99,196		\$ 1,952.70	\$ 101,872
CI40	27	\$ 1,945.80	\$ 101,512		\$ 1,998.30	\$ 104,251
CI40	28	\$ 2,001.10	\$ 104,397		\$ 2,055.10	\$ 107,215
OM40	25	\$ 2,100.00	\$ 109,557		\$ 2,156.70	\$ 112,515
OM40	26	\$ 2,148.80	\$ 112,103		\$ 2,206.80	\$ 115,129
OM40	27	\$ 2,190.60	\$ 114,284		\$ 2,249.70	\$ 117,367
OM40	28	\$ 2,243.10	\$ 117,023		\$ 2,303.70	\$ 120,184
OM40	29	\$ 2,298.60	\$ 119,918		\$ 2,360.70	\$ 123,158

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
OM40	30	\$ 2,331.10	\$ 121,613		\$ 2,394.00	\$ 124,895
OM40	31	\$ 2,391.40	\$ 124,759		\$ 2,456.00	\$ 128,130
OM36	25	\$ 1,890.10	\$ 98,607		\$ 1,941.10	\$ 101,267
OM36	26	\$ 1,933.80	\$ 100,886		\$ 1,986.00	\$ 103,610
OM36	27	\$ 1,971.60	\$ 102,858		\$ 2,024.80	\$ 105,634
OM36	28	\$ 2,018.80	\$ 105,321		\$ 2,073.30	\$ 108,164
OM36	29	\$ 2,068.70	\$ 107,924		\$ 2,124.60	\$ 110,840
OM36	30	\$ 2,098.20	\$ 109,463		\$ 2,154.90	\$ 112,421
OM36	31	\$ 2,152.40	\$ 112,291		\$ 2,210.50	\$ 115,322
RTCO	25	\$ 1,697.10	\$ 88,538		\$ 1,742.90	\$ 90,927
RTCO	26	\$ 1,733.40	\$ 90,431		\$ 1,780.20	\$ 92,873
RTCO	27	\$ 1,763.80	\$ 92,017		\$ 1,811.40	\$ 94,501
RTCO	28	\$ 1,801.70	\$ 93,995		\$ 1,850.30	\$ 96,530
RT40	25	\$ 1,885.80	\$ 98,382		\$ 1,936.70	\$ 101,038
RT40	26	\$ 1,926.00	\$ 100,479		\$ 1,978.00	\$ 103,192
RT40	27	\$ 1,959.70	\$ 102,238		\$ 2,012.60	\$ 104,997
RT40	28	\$ 2,001.80	\$ 104,434		\$ 2,055.80	\$ 107,251
TT36	25	\$ 1,574.50	\$ 82,142		\$ 1,617.00	\$ 84,359
TT36	26	\$ 1,614.50	\$ 84,228		\$ 1,658.10	\$ 86,503
TT36	27	\$ 1,648.00	\$ 85,976		\$ 1,692.50	\$ 88,298
TT36	28	\$ 1,690.10	\$ 88,173		\$ 1,735.70	\$ 90,551
TT36	29	\$ 1,725.20	\$ 90,004		\$ 1,771.80	\$ 92,435

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
TT36	30	\$ 1,758.00	\$ 91,715		\$ 1,805.50	\$ 94,193
TT36	31	\$ 1,801.70	\$ 93,995		\$ 1,850.30	\$ 96,530
TT40	25	\$ 1,749.50	\$ 91,271		\$ 1,796.70	\$ 93,734
TT40	26	\$ 1,794.00	\$ 93,593		\$ 1,842.40	\$ 96,118
TT40	27	\$ 1,831.10	\$ 95,528		\$ 1,880.50	\$ 98,106
TT40	28	\$ 1,877.70	\$ 97,960		\$ 1,928.40	\$ 100,605
TT40	29	\$ 1,917.10	\$ 100,015		\$ 1,968.90	\$ 102,718
TT40	30	\$ 1,953.60	\$ 101,919		\$ 2,006.30	\$ 104,669
TT40	31	\$ 2,001.80	\$ 104,434		\$ 2,055.80	\$ 107,251
TECM	01	\$ 1,324.50	\$ 69,099		\$ 1,360.30	\$ 70,967
TECH	1X	\$ 1,360.80	\$ 70,993		\$ 1,397.50	\$ 72,908
TECM	02	\$ 1,378.30	\$ 71,906		\$ 1,415.50	\$ 73,847
TECM	03	\$ 1,519.40	\$ 79,267		\$ 1,560.40	\$ 81,406
TECM	04	\$ 1,663.60	\$ 86,790		\$ 1,708.50	\$ 89,132
PO35	21	\$ 1,785.70	\$ 93,160		\$ 1,833.90	\$ 95,675
PO35	22	\$ 1,806.70	\$ 94,256		\$ 1,855.50	\$ 96,801
PO35	23	\$ 1,829.10	\$ 95,424		\$ 1,878.50	\$ 98,001
PO35	24	\$ 1,847.90	\$ 96,405		\$ 1,897.80	\$ 99,008
PO35	25	\$ 1,869.30	\$ 97,521		\$ 1,919.80	\$ 100,156
PO35	26	\$ 1,891.30	\$ 98,669		\$ 1,942.40	\$ 101,335
PO35	27	\$ 1,909.80	\$ 99,634		\$ 1,961.40	\$ 102,326
PO35	28	\$ 1,932.90	\$ 100,839		\$ 1,985.10	\$ 103,563

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
PO40	21	\$ 2,040.90	\$ 106,474		\$ 2,096.00	\$ 109,348
PO40	22	\$ 2,064.90	\$ 107,726		\$ 2,120.70	\$ 110,637
PO40	23	\$ 2,090.40	\$ 109,056		\$ 2,146.80	\$ 111,999
PO40	24	\$ 2,111.80	\$ 110,173		\$ 2,168.80	\$ 113,146
PO40	25	\$ 2,136.30	\$ 111,451		\$ 2,194.00	\$ 114,461
PO40	26	\$ 2,161.60	\$ 112,771		\$ 2,220.00	\$ 115,817
PO40	27	\$ 2,182.60	\$ 113,866		\$ 2,241.50	\$ 116,939
PO40	28	\$ 2,209.30	\$ 115,259		\$ 2,269.00	\$ 118,374
TS36	21	\$ 1,663.60	\$ 86,790		\$ 1,708.50	\$ 89,132
TS36	22	\$ 1,683.20	\$ 87,813		\$ 1,728.60	\$ 90,181
TS36	23	\$ 1,704.10	\$ 88,903		\$ 1,750.10	\$ 91,303
TS36	24	\$ 1,721.60	\$ 89,816		\$ 1,768.10	\$ 92,242
TS36	25	\$ 1,741.60	\$ 90,859		\$ 1,788.60	\$ 93,311
TS36	26	\$ 1,762.20	\$ 91,934		\$ 1,809.80	\$ 94,417
TS36	27	\$ 1,779.60	\$ 92,842		\$ 1,827.60	\$ 95,346
TS36	28	\$ 1,800.90	\$ 93,953		\$ 1,849.50	\$ 96,488
TS40	21	\$ 1,848.60	\$ 96,441		\$ 1,898.50	\$ 99,045
TS40	22	\$ 1,870.20	\$ 97,568		\$ 1,920.70	\$ 100,203
TS40	23	\$ 1,893.40	\$ 98,779		\$ 1,944.50	\$ 101,445
TS40	24	\$ 1,912.90	\$ 99,796		\$ 1,964.50	\$ 102,488
TS40	25	\$ 1,935.30	\$ 100,965		\$ 1,987.60	\$ 103,693
TS40	26	\$ 1,958.00	\$ 102,149		\$ 2,010.90	\$ 104,909

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
TS40	27	\$ 1,977.40	\$ 103,161	\$ 2,030.80	\$ 105,947
TS40	28	\$ 2,001.10	\$ 104,397	\$ 2,055.10	\$ 107,215
BBLD	01	\$ 1,161.80	\$ 60,611	\$ 1,193.20	\$ 62,249
BBLD	02	\$ 1,205.90	\$ 62,912	\$ 1,238.50	\$ 64,613
BBLD	03	\$ 1,234.50	\$ 64,404	\$ 1,267.80	\$ 66,141
BBLD	04	\$ 1,271.70	\$ 66,345	\$ 1,306.00	\$ 68,134
BBLD	05	\$ 1,311.70	\$ 68,431	\$ 1,347.10	\$ 70,278
BBLD	06	\$ 1,364.50	\$ 71,186	\$ 1,401.30	\$ 73,106
LHBB	01	\$ 1,448.40	\$ 75,563	\$ 1,487.50	\$ 77,603
BD35	21	\$ 1,617.50	\$ 84,385	\$ 1,661.20	\$ 86,665
BD35	22	\$ 1,662.60	\$ 86,738	\$ 1,707.50	\$ 89,080
BD35	23	\$ 1,710.50	\$ 89,237	\$ 1,756.70	\$ 91,647
BD35	24	\$ 1,751.00	\$ 91,350	\$ 1,798.30	\$ 93,817
BD40	21	\$ 1,848.60	\$ 96,441	\$ 1,898.50	\$ 99,045
BD40	22	\$ 1,900.20	\$ 99,133	\$ 1,951.50	\$ 101,810
BD40	23	\$ 1,954.70	\$ 101,977	\$ 2,007.50	\$ 104,731
BD40	24	\$ 2,001.10	\$ 104,397	\$ 2,055.10	\$ 107,215
DS35	21	\$ 1,617.50	\$ 84,385	\$ 1,661.20	\$ 86,665
DS35	22	\$ 1,662.60	\$ 86,738	\$ 1,707.50	\$ 89,080
DS35	23	\$ 1,710.50	\$ 89,237	\$ 1,756.70	\$ 91,647
DS35	24	\$ 1,751.00	\$ 91,350	\$ 1,798.30	\$ 93,817
DS40	21	\$ 1,848.60	\$ 96,441	\$ 1,898.50	\$ 99,045

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
DS40	22	\$ 1,900.20	\$ 99,133		\$ 1,951.50	\$ 101,810
DS40	23	\$ 1,954.70	\$ 101,977		\$ 2,007.50	\$ 104,731
DS40	24	\$ 2,001.10	\$ 104,397		\$ 2,055.10	\$ 107,215
TM36	18	\$ 1,444.80	\$ 75,375		\$ 1,483.80	\$ 77,410
TM36	19	\$ 1,477.10	\$ 77,060		\$ 1,517.00	\$ 79,142
TM36	20	\$ 1,511.70	\$ 78,865		\$ 1,552.50	\$ 80,994
TM36	21	\$ 1,663.60	\$ 86,790		\$ 1,708.50	\$ 89,132
TM36	22	\$ 1,683.20	\$ 87,813		\$ 1,728.60	\$ 90,181
TM36	23	\$ 1,704.10	\$ 88,903		\$ 1,750.10	\$ 91,303
TM36	24	\$ 1,721.60	\$ 89,816		\$ 1,768.10	\$ 92,242
TM40	18	\$ 1,605.40	\$ 83,754		\$ 1,648.70	\$ 86,013
TM40	19	\$ 1,641.40	\$ 85,632		\$ 1,685.70	\$ 87,943
TM40	20	\$ 1,679.70	\$ 87,630		\$ 1,725.10	\$ 89,998
TM40	21	\$ 1,848.60	\$ 96,441		\$ 1,898.50	\$ 99,045
TM40	22	\$ 1,870.20	\$ 97,568		\$ 1,920.70	\$ 100,203
TM40	23	\$ 1,893.40	\$ 98,779		\$ 1,944.50	\$ 101,445
TM40	24	\$ 1,912.90	\$ 99,796		\$ 1,964.50	\$ 102,488
PHOF21	21	\$ 1,465.00	\$ 76,429		\$ 1,504.60	\$ 78,495
PHOF22	22	\$ 1,505.80	\$ 78,558		\$ 1,546.50	\$ 80,681
PHOF23	23	\$ 1,549.00	\$ 80,811		\$ 1,590.80	\$ 82,992
PHOF24	24	\$ 1,585.60	\$ 82,721		\$ 1,628.40	\$ 84,954
IA35	21	\$ 1,617.50	\$ 84,385		\$ 1,661.20	\$ 86,665

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
IA35	22	\$ 1,662.60	\$ 86,738		\$ 1,707.50	\$ 89,080
IA35	23	\$ 1,710.50	\$ 89,237		\$ 1,756.70	\$ 91,647
IA35	24	\$ 1,751.00	\$ 91,350		\$ 1,798.30	\$ 93,817
IA40	21	\$ 1,848.60	\$ 96,441		\$ 1,898.50	\$ 99,045
IA40	22	\$ 1,900.20	\$ 99,133		\$ 1,951.50	\$ 101,810
IA40	23	\$ 1,954.70	\$ 101,977		\$ 2,007.50	\$ 104,731
IA40	24	\$ 2,001.10	\$ 104,397		\$ 2,055.10	\$ 107,215
BTO351	01	\$ 1,202.10	\$ 62,714		\$ 1,234.60	\$ 64,409
BTO35	02	\$ 1,274.90	\$ 66,512		\$ 1,309.30	\$ 68,306
BTO35	03	\$ 1,350.70	\$ 70,466		\$ 1,387.20	\$ 72,370
BTO35	04	\$ 1,436.50	\$ 74,942		\$ 1,475.30	\$ 76,966
BTO4	01	\$ 1,373.60	\$ 71,661		\$ 1,410.70	\$ 73,596
BTO4	02	\$ 1,457.30	\$ 76,027		\$ 1,496.60	\$ 78,078
BTO4	03	\$ 1,543.80	\$ 80,540		\$ 1,585.50	\$ 82,716
BTO4	04	\$ 1,641.80	\$ 85,653		\$ 1,686.10	\$ 87,964
CSNS	09	\$ 1,053.00	\$ 54,935		\$ 1,081.40	\$ 56,417
CSNS	10	\$ 1,095.60	\$ 57,157		\$ 1,125.20	\$ 58,702
CSNS	11	\$ 1,160.90	\$ 60,564		\$ 1,192.20	\$ 62,197
CSNS	12	\$ 1,223.50	\$ 63,830		\$ 1,256.50	\$ 65,552
CSNS	13	\$ 1,275.60	\$ 66,548		\$ 1,310.00	\$ 68,343
CSNS	14	\$ 1,326.90	\$ 69,224		\$ 1,362.70	\$ 71,092
CSR7	09	\$ 1,085.70	\$ 56,641		\$ 1,115.00	\$ 58,170

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
CSR7	10	\$ 1,128.30	\$ 58,863		\$ 1,158.80	\$ 60,455
CSR7	11	\$ 1,193.80	\$ 62,281		\$ 1,226.00	\$ 63,960
CSR7	12	\$ 1,256.50	\$ 65,552		\$ 1,290.40	\$ 67,320
CSR7	13	\$ 1,308.50	\$ 68,264		\$ 1,343.80	\$ 70,106
CSR7	14	\$ 1,331.50	\$ 69,464		\$ 1,367.50	\$ 71,342
HU6D	09	\$ 1,130.10	\$ 58,957		\$ 1,160.60	\$ 60,549
HU6D	10	\$ 1,164.20	\$ 60,736		\$ 1,195.60	\$ 62,374
HU6D	11	\$ 1,216.80	\$ 63,480		\$ 1,249.70	\$ 65,197
HU6D	12	\$ 1,266.80	\$ 66,089		\$ 1,301.00	\$ 67,873
HU6D	13	\$ 1,308.60	\$ 68,270		\$ 1,343.90	\$ 70,111
HU6D	14	\$ 1,327.00	\$ 69,230		\$ 1,362.80	\$ 71,097
CN6D	09	\$ 1,120.00	\$ 58,430		\$ 1,150.20	\$ 60,006
CN6D	10	\$ 1,156.20	\$ 60,319		\$ 1,187.40	\$ 61,947
CN6D	11	\$ 1,211.20	\$ 63,188		\$ 1,243.90	\$ 64,894
CN6D	12	\$ 1,263.70	\$ 65,927		\$ 1,297.80	\$ 67,706
CN6D	13	\$ 1,307.90	\$ 68,233		\$ 1,343.20	\$ 70,075
CN6D	14	\$ 1,327.00	\$ 69,230		\$ 1,362.80	\$ 71,097
CSRG	09	\$ 985.70	\$ 51,424		\$ 1,012.30	\$ 52,812
CSRG	10	\$ 1,044.90	\$ 54,512		\$ 1,073.10	\$ 55,984
CSRG	11	\$ 1,135.90	\$ 59,260		\$ 1,166.60	\$ 60,862
CSRG	12	\$ 1,222.50	\$ 63,778		\$ 1,255.50	\$ 65,499
CSRG	13	\$ 1,294.90	\$ 67,555		\$ 1,329.90	\$ 69,381

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
CSRG	14	\$ 1,326.70	\$ 69,214		\$ 1,362.50	\$ 71,082
EQ35	01	\$ 1,202.10	\$ 62,714		\$ 1,234.60	\$ 64,409
EQ35	02	\$ 1,270.90	\$ 66,303		\$ 1,305.20	\$ 68,092
EQ35	03	\$ 1,300.80	\$ 67,863		\$ 1,335.90	\$ 69,694
EQ35	04	\$ 1,326.70	\$ 69,214		\$ 1,362.50	\$ 71,082
EQ35	05	\$ 1,378.40	\$ 71,911		\$ 1,415.60	\$ 73,852
EQ35	06	\$ 1,436.50	\$ 74,942		\$ 1,475.30	\$ 76,966
EQ35	07	\$ 1,465.00	\$ 76,429		\$ 1,504.60	\$ 78,495
EQ35	08	\$ 1,523.00	\$ 79,455		\$ 1,564.10	\$ 81,599
EQ35	09	\$ 1,585.60	\$ 82,721		\$ 1,628.40	\$ 84,954
EQ35	10	\$ 1,617.50	\$ 84,385		\$ 1,661.20	\$ 86,665
EQ35	11	\$ 1,682.00	\$ 87,750		\$ 1,727.40	\$ 90,118
EQ35	12	\$ 1,751.00	\$ 91,350		\$ 1,798.30	\$ 93,817
EQ35	13	\$ 1,785.70	\$ 93,160		\$ 1,833.90	\$ 95,675
EQ35	14	\$ 1,835.50	\$ 95,758		\$ 1,885.10	\$ 98,346
EQ35	15	\$ 1,888.20	\$ 98,507		\$ 1,939.20	\$ 101,168
EQ35	16	\$ 1,932.80	\$ 100,834		\$ 1,985.00	\$ 103,557
EQ40	01	\$ 1,373.60	\$ 71,661		\$ 1,410.70	\$ 73,596
EQ40	02	\$ 1,452.40	\$ 75,772		\$ 1,491.60	\$ 77,817
EQ40	03	\$ 1,486.70	\$ 77,561		\$ 1,526.80	\$ 79,653
EQ40	04	\$ 1,516.20	\$ 79,100		\$ 1,557.10	\$ 81,234
EQ40	05	\$ 1,575.40	\$ 82,189		\$ 1,617.90	\$ 84,406

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
EQ40	06	\$ 1,641.80	\$ 85,653	\$ 1,686.10	\$ 87,964
EQ40	07	\$ 1,674.20	\$ 87,343	\$ 1,719.40	\$ 89,701
EQ40	08	\$ 1,740.70	\$ 90,812	\$ 1,787.70	\$ 93,264
EQ40	09	\$ 1,812.20	\$ 94,542	\$ 1,861.10	\$ 97,094
EQ40	10	\$ 1,848.60	\$ 96,441	\$ 1,898.50	\$ 99,045
EQ40	11	\$ 1,922.20	\$ 100,281	\$ 1,974.10	\$ 102,989
EQ40	12	\$ 2,001.10	\$ 104,397	\$ 2,055.10	\$ 107,215
EQ40	13	\$ 2,040.90	\$ 106,474	\$ 2,096.00	\$ 109,348
EQ40	14	\$ 2,098.00	\$ 109,453	\$ 2,154.60	\$ 112,405
EQ40	15	\$ 2,158.00	\$ 112,583	\$ 2,216.30	\$ 115,624
EQ40	16	\$ 2,209.20	\$ 115,254	\$ 2,268.80	\$ 118,363
ZAO12A	12a	\$ 1,202.10	\$ 62,714	\$ 1,234.60	\$ 64,409
ZAO17A	17a	\$ 1,326.70	\$ 69,214	\$ 1,362.50	\$ 71,082
MS0011		\$ 2,368.80	\$ 123,580	\$ 2,432.80	\$ 126,919
MS0012		\$ 2,405.50	\$ 125,495	\$ 2,470.40	\$ 128,881
MS0013		\$ 2,442.20	\$ 127,410	\$ 2,508.10	\$ 130,848
MS0014		\$ 2,478.80	\$ 129,319	\$ 2,545.70	\$ 132,809
MS0015		\$ 2,515.40	\$ 131,228	\$ 2,583.30	\$ 134,771
MS0016		\$ 2,551.30	\$ 133,101	\$ 2,620.20	\$ 136,696
MS0021		\$ 2,421.60	\$ 126,335	\$ 2,487.00	\$ 129,747
MS0022		\$ 2,458.80	\$ 128,276	\$ 2,525.20	\$ 131,740
MS0023		\$ 2,496.00	\$ 130,216	\$ 2,563.40	\$ 133,733

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
MS0024		\$ 2,533.40	\$ 132,167	\$ 2,601.80	\$ 135,736
MS0025		\$ 2,571.20	\$ 134,140	\$ 2,640.60	\$ 137,760
MS0026		\$ 2,608.40	\$ 136,080	\$ 2,678.80	\$ 139,753
MS0031		\$ 2,474.90	\$ 129,116	\$ 2,541.70	\$ 132,600
MS0032		\$ 2,513.30	\$ 131,119	\$ 2,581.20	\$ 134,661
MS0033		\$ 2,551.60	\$ 133,117	\$ 2,620.50	\$ 136,711
MS0034		\$ 2,589.90	\$ 135,115	\$ 2,659.80	\$ 138,762
MS0035		\$ 2,627.80	\$ 137,092	\$ 2,698.80	\$ 140,796
MS0036		\$ 2,666.70	\$ 139,122	\$ 2,738.70	\$ 142,878
MS0041		\$ 2,528.10	\$ 131,891	\$ 2,596.40	\$ 135,454
MS0042		\$ 2,567.10	\$ 133,926	\$ 2,636.40	\$ 137,541
MS0043		\$ 2,606.80	\$ 135,997	\$ 2,677.20	\$ 139,670
MS0044		\$ 2,645.80	\$ 138,031	\$ 2,717.20	\$ 141,756
MS0045		\$ 2,685.00	\$ 140,076	\$ 2,757.50	\$ 143,859
MS0046		\$ 2,724.20	\$ 142,122	\$ 2,797.80	\$ 145,961
MS0051		\$ 2,580.60	\$ 134,630	\$ 2,650.30	\$ 138,266
MS0052		\$ 2,620.40	\$ 136,706	\$ 2,691.20	\$ 140,400
MS0053		\$ 2,660.60	\$ 138,804	\$ 2,732.40	\$ 142,549
MS0054		\$ 2,701.20	\$ 140,922	\$ 2,774.10	\$ 144,725
MS0055		\$ 2,741.60	\$ 143,029	\$ 2,815.60	\$ 146,890
MS0056		\$ 2,781.30	\$ 145,100	\$ 2,856.40	\$ 149,018
MS0061		\$ 2,636.90	\$ 137,567	\$ 2,708.10	\$ 141,282

Class		After 2.7% as at 25 December 2012		After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate	Weekly Rate	Annual Rate
MS0062		\$ 2,677.80	\$ 139,701	\$ 2,750.10	\$ 143,473
MS0063		\$ 2,718.90	\$ 141,845	\$ 2,792.30	\$ 145,674
MS0064		\$ 2,759.80	\$ 143,979	\$ 2,834.30	\$ 147,865
MS0065		\$ 2,800.70	\$ 146,113	\$ 2,876.30	\$ 150,057
MS0066		\$ 2,841.70	\$ 148,251	\$ 2,918.40	\$ 152,253
MS0071		\$ 2,707.40	\$ 141,245	\$ 2,780.50	\$ 145,059
MS0072		\$ 2,749.50	\$ 143,441	\$ 2,823.70	\$ 147,312
MS0073		\$ 2,791.80	\$ 145,648	\$ 2,867.20	\$ 149,582
MS0074		\$ 2,834.20	\$ 147,860	\$ 2,910.70	\$ 151,851
MS0075		\$ 2,876.50	\$ 150,067	\$ 2,954.20	\$ 154,121
MS0076		\$ 2,918.80	\$ 152,274	\$ 2,997.60	\$ 156,385
MS0081		\$ 2,778.20	\$ 144,939	\$ 2,853.20	\$ 148,851
MS0082		\$ 2,822.10	\$ 147,229	\$ 2,898.30	\$ 151,204
MS0083		\$ 2,865.60	\$ 149,498	\$ 2,943.00	\$ 153,536
MS0084		\$ 2,908.80	\$ 151,752	\$ 2,987.30	\$ 155,847
MS0085		\$ 2,952.00	\$ 154,006	\$ 3,031.70	\$ 158,164
MS0086		\$ 2,995.90	\$ 156,296	\$ 3,076.80	\$ 160,517
MS0091		\$ 2,849.00	\$ 148,632	\$ 2,925.90	\$ 152,644
MS0092		\$ 2,893.90	\$ 150,975	\$ 2,972.00	\$ 155,049
MS0093		\$ 2,938.20	\$ 153,286	\$ 3,017.50	\$ 157,423
MS0094		\$ 2,983.00	\$ 155,623	\$ 3,063.50	\$ 159,823
MS0095		\$ 3,027.50	\$ 157,945	\$ 3,109.20	\$ 162,207

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
MS0096		\$ 3,072.20	\$ 160,277		\$ 3,155.10	\$ 164,602
MS09X 1		\$ 2,913.70	\$ 152,008		\$ 2,992.40	\$ 156,114
MS09X2		\$ 2,959.20	\$ 154,381		\$ 3,039.10	\$ 158,550
MS09X3		\$ 3,005.00	\$ 156,771		\$ 3,086.10	\$ 161,002
MS09X4		\$ 3,050.90	\$ 159,165		\$ 3,133.30	\$ 163,464
MS09X5		\$ 3,096.00	\$ 161,518		\$ 3,179.60	\$ 165,880
MS09X6		\$ 3,142.30	\$ 163,934		\$ 3,227.10	\$ 168,358
MS9XX1		\$ 2,978.50	\$ 155,388		\$ 3,058.90	\$ 159,583
MS9XX2		\$ 3,025.30	\$ 157,830		\$ 3,107.00	\$ 162,092
MS9XX3		\$ 3,071.90	\$ 160,261		\$ 3,154.80	\$ 164,586
MS9XX4		\$ 3,118.70	\$ 162,703		\$ 3,202.90	\$ 167,095
MS9XX5		\$ 3,165.00	\$ 165,118		\$ 3,250.50	\$ 169,579
MS9XX6		\$ 3,211.50	\$ 167,544		\$ 3,298.20	\$ 172,067
MS1001		\$ 3,014.20	\$ 157,251		\$ 3,095.60	\$ 161,497
MS1002		\$ 3,061.90	\$ 159,739		\$ 3,144.60	\$ 164,054
MS1003		\$ 3,109.10	\$ 162,202		\$ 3,193.00	\$ 166,579
MS1004		\$ 3,156.40	\$ 164,669		\$ 3,241.60	\$ 169,114
MS1005		\$ 3,204.20	\$ 167,163		\$ 3,290.70	\$ 171,676
MS1006		\$ 3,251.50	\$ 169,631		\$ 3,339.30	\$ 174,211
MS10X1		\$ 3,091.90	\$ 161,304		\$ 3,175.40	\$ 165,661
MS10X2		\$ 3,140.40	\$ 163,835		\$ 3,225.20	\$ 168,259
MS10X3		\$ 3,189.10	\$ 166,375		\$ 3,275.20	\$ 170,867

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
MS10X4		\$ 3,238.00	\$ 168,926		\$ 3,325.40	\$ 173,486
MS10X5		\$ 3,286.70	\$ 171,467		\$ 3,375.40	\$ 176,095
MS10X6		\$ 3,335.30	\$ 174,003		\$ 3,425.40	\$ 178,703
MS1101		\$ 3,170.20	\$ 165,389		\$ 3,255.80	\$ 169,855
MS1102		\$ 3,220.30	\$ 168,003		\$ 3,307.20	\$ 172,537
MS1103		\$ 3,270.40	\$ 170,617		\$ 3,358.70	\$ 175,223
MS1104		\$ 3,320.70	\$ 173,241		\$ 3,410.40	\$ 177,921
MS1105		\$ 3,370.60	\$ 175,844		\$ 3,461.60	\$ 180,592
MS1106		\$ 3,420.90	\$ 178,468		\$ 3,513.30	\$ 183,289
MS11X1		\$ 3,252.40	\$ 169,678		\$ 3,340.20	\$ 174,258
MS11X2		\$ 3,303.30	\$ 172,333		\$ 3,392.50	\$ 176,987
MS11X3		\$ 3,355.00	\$ 175,030		\$ 3,445.60	\$ 179,757
MS11X4		\$ 3,406.60	\$ 177,722		\$ 3,498.60	\$ 182,522
MS11X5		\$ 3,457.60	\$ 180,383		\$ 3,551.00	\$ 185,256
MS11X6		\$ 3,509.20	\$ 183,075		\$ 3,603.90	\$ 188,015
MS1201		\$ 3,347.20	\$ 174,623		\$ 3,437.60	\$ 179,340
MS1202		\$ 3,400.10	\$ 177,383		\$ 3,491.90	\$ 182,172
MS1203		\$ 3,453.50	\$ 180,169		\$ 3,546.70	\$ 185,031
MS1204		\$ 3,506.50	\$ 182,934		\$ 3,601.20	\$ 187,875
MS1205		\$ 3,559.70	\$ 185,710		\$ 3,655.80	\$ 190,723
MS1206		\$ 3,612.40	\$ 188,459		\$ 3,709.90	\$ 193,545
MS12X1		\$ 3,448.90	\$ 179,929		\$ 3,542.00	\$ 184,786

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
MS12X2		\$ 3,503.50	\$ 182,778		\$ 3,598.10	\$ 187,713
MS12X3		\$ 3,558.20	\$ 185,631		\$ 3,654.30	\$ 190,645
MS12X4		\$ 3,613.30	\$ 188,506		\$ 3,710.90	\$ 193,598
MS12X5		\$ 3,668.20	\$ 191,370		\$ 3,767.20	\$ 196,535
MS12X6		\$ 3,722.80	\$ 194,218		\$ 3,823.30	\$ 199,462
MS1301		\$ 3,551.30	\$ 185,271		\$ 3,647.20	\$ 190,274
MS1302		\$ 3,607.90	\$ 188,224		\$ 3,705.30	\$ 193,306
MS1303		\$ 3,663.80	\$ 191,140		\$ 3,762.70	\$ 196,300
MS1304		\$ 3,721.10	\$ 194,130		\$ 3,821.60	\$ 199,373
MS1305		\$ 3,777.80	\$ 197,088		\$ 3,879.80	\$ 202,409
MS1306		\$ 3,834.20	\$ 200,030		\$ 3,937.70	\$ 205,430
EOMS1A		\$2,419.00	\$ 126,199		\$2,484.30	\$ 129,606
EOMS14		\$2,442.20	\$ 127,410		\$2,508.10	\$ 130,848
EOMS15		\$2,482.20	\$ 129,496		\$2,549.20	\$ 132,992
EOMS16		\$2,522.10	\$ 131,578		\$2,590.20	\$ 135,131
EOMS17		\$2,562.10	\$ 133,665		\$2,631.30	\$ 137,275
EOMS18		\$2,602.00	\$ 135,746		\$2,672.30	\$ 139,414
EOMS19		\$2,642.00	\$ 137,833		\$2,713.30	\$ 141,553
EOMS2A		\$2,473.80	\$ 129,058		\$2,540.60	\$ 132,543
EOMS24		\$2,497.50	\$ 130,295		\$2,564.90	\$ 133,811
EOMS25		\$2,538.30	\$ 132,423		\$2,606.80	\$ 135,997
EOMS26		\$2,579.20	\$ 134,557		\$2,648.80	\$ 138,188

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
EOMS27		\$2,620.10	\$ 136,691		\$2,690.80	\$ 140,379
EOMS28		\$2,661.00	\$ 138,824		\$2,732.80	\$ 142,570
EOMS29		\$2,701.80	\$ 140,953		\$2,774.70	\$ 144,756
EOMS3A		\$2,529.30	\$ 131,954		\$2,597.60	\$ 135,517
EOMS34		\$2,553.50	\$ 133,216		\$2,622.40	\$ 136,811
EOMS35		\$2,595.30	\$ 135,397		\$2,665.40	\$ 139,054
EOMS36		\$2,637.10	\$ 137,578		\$2,708.30	\$ 141,292
EOMS37		\$2,678.90	\$ 139,758		\$2,751.20	\$ 143,530
EOMS38		\$2,720.70	\$ 141,939		\$2,794.20	\$ 145,773
EOMS39		\$2,762.40	\$ 144,114		\$2,837.00	\$ 148,006
EOMS4A		\$2,584.30	\$ 134,823		\$2,654.10	\$ 138,464
EOMS44		\$2,609.10	\$ 136,117		\$2,679.50	\$ 139,790
EOMS45		\$2,651.80	\$ 138,344		\$2,723.40	\$ 142,080
EOMS46		\$2,694.50	\$ 140,572		\$2,767.30	\$ 144,370
EOMS47		\$2,737.20	\$ 142,800		\$2,811.10	\$ 146,655
EOMS48		\$2,779.90	\$ 145,027		\$2,855.00	\$ 148,945
EOMS49		\$2,822.60	\$ 147,255		\$2,898.80	\$ 151,230
EOMS5A		\$2,639.70	\$ 137,713		\$2,711.00	\$ 141,433
EOMS54		\$2,664.90	\$ 139,028		\$2,736.90	\$ 142,784
EOMS55		\$2,708.50	\$ 141,302		\$2,781.60	\$ 145,116
EOMS56		\$2,752.20	\$ 143,582		\$2,826.50	\$ 147,459
EOMS57		\$2,795.70	\$ 145,852		\$2,871.20	\$ 149,791

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
EOMS58		\$2,839.30	\$ 148,126		\$2,916.00	\$ 152,128
EOMS59		\$2,883.00	\$ 150,406		\$2,960.80	\$ 154,465
EOMS6A		\$2,697.70	\$ 140,739		\$2,770.50	\$ 144,537
EOMS64		\$2,723.60	\$ 142,090		\$2,797.10	\$ 145,925
EOMS65		\$2,768.20	\$ 144,417		\$2,842.90	\$ 148,314
EOMS66		\$2,812.70	\$ 146,739		\$2,888.60	\$ 150,698
EOMS67		\$2,857.30	\$ 149,065		\$2,934.40	\$ 153,088
EOMS68		\$2,901.90	\$ 151,392		\$2,980.30	\$ 155,482
EOMS69		\$2,946.50	\$ 153,719		\$3,026.10	\$ 157,872
EOMS7A		\$2,770.20	\$ 144,521		\$2,845.00	\$ 148,424
EOMS74		\$2,796.70	\$ 145,904		\$2,872.20	\$ 149,843
EOMS75		\$2,842.50	\$ 148,293		\$2,919.20	\$ 152,295
EOMS76		\$2,888.30	\$ 150,683		\$2,966.30	\$ 154,752
EOMS77		\$2,934.00	\$ 153,067		\$3,013.20	\$ 157,199
EOMS78		\$2,979.80	\$ 155,456		\$3,060.30	\$ 159,656
EOMS79		\$3,025.60	\$ 157,846		\$3,107.30	\$ 162,108
EOMS8A		\$2,844.90	\$ 148,418		\$2,921.70	\$ 152,425
EOMS84		\$2,872.10	\$ 149,837		\$2,949.60	\$ 153,881
EOMS85		\$2,919.10	\$ 152,289		\$2,997.90	\$ 156,400
EOMS86		\$2,966.20	\$ 154,747		\$3,046.30	\$ 158,925
EOMS87		\$3,013.10	\$ 157,193		\$3,094.50	\$ 161,440
EOMS88		\$3,060.20	\$ 159,651		\$3,142.80	\$ 163,960

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
EOMS89		\$3,107.20	\$ 162,103		\$3,191.10	\$ 166,480
EOMS9A		\$2,918.40	\$ 152,253		\$2,997.20	\$ 156,364
EOMS94		\$2,946.30	\$ 153,708		\$3,025.90	\$ 157,861
EOMS95		\$2,994.50	\$ 156,223		\$3,075.40	\$ 160,444
EOMS96		\$3,042.70	\$ 158,738		\$3,124.90	\$ 163,026
EOMS97		\$3,091.00	\$ 161,257		\$3,174.50	\$ 165,614
EOMS98		\$3,139.10	\$ 163,767		\$3,223.90	\$ 168,191
EOMS99		\$3,187.40	\$ 166,287		\$3,273.50	\$ 170,778
MSBAI5		\$2,765.90	\$ 144,297		\$2,840.60	\$ 148,194
PEMS1A		\$2,643.70	\$ 137,922		\$2,715.10	\$ 141,647
PEMS14		\$2,669.00	\$ 139,242		\$2,741.10	\$ 143,003
PEMS15		\$2,712.60	\$ 141,516		\$2,785.80	\$ 145,335
PEMS16		\$2,756.30	\$ 143,796		\$2,830.70	\$ 147,678
PEMS17		\$2,800.00	\$ 146,076		\$2,875.60	\$ 150,020
PEMS18		\$2,843.70	\$ 148,356		\$2,920.50	\$ 152,362
PEMS19		\$2,887.30	\$ 150,630		\$2,965.30	\$ 154,700
PEMS2A		\$2,698.00	\$ 140,755		\$2,770.80	\$ 144,553
PEMS24		\$2,723.80	\$ 142,101		\$2,797.30	\$ 145,935
PEMS25		\$2,768.40	\$ 144,427		\$2,843.10	\$ 148,325
PEMS26		\$2,813.00	\$ 146,754		\$2,889.00	\$ 150,719
PEMS27		\$2,857.50	\$ 149,076		\$2,934.70	\$ 153,103
PEMS28		\$2,902.10	\$ 151,403		\$2,980.50	\$ 155,493

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
PEMS29		\$2,946.70	\$ 153,729		\$3,026.30	\$ 157,882
PEMS3A		\$2,753.30	\$ 143,640		\$2,827.60	\$ 147,516
PEMM34		\$2,779.60	\$ 145,012		\$2,854.60	\$ 148,924
PEMM35		\$2,825.10	\$ 147,385		\$2,901.40	\$ 151,366
PEMM36		\$2,870.60	\$ 149,759		\$2,948.10	\$ 153,802
PEMM37		\$2,916.10	\$ 152,133		\$2,994.80	\$ 156,239
PEMM38		\$2,961.60	\$ 154,507		\$3,041.60	\$ 158,680
PEMM39		\$3,007.10	\$ 156,880		\$3,088.30	\$ 161,117
PEMS4A		\$2,807.90	\$ 146,488		\$2,883.70	\$ 150,443
PEMS44		\$2,834.80	\$ 147,892		\$2,911.30	\$ 151,883
PEMS45		\$2,881.20	\$ 150,312		\$2,959.00	\$ 154,371
PEMS46		\$2,927.60	\$ 152,733		\$3,006.60	\$ 156,854
PEMS47		\$2,974.00	\$ 155,154		\$3,054.30	\$ 159,343
PEMS48		\$3,020.40	\$ 157,574		\$3,102.00	\$ 161,831
PEMS49		\$3,066.70	\$ 159,990		\$3,149.50	\$ 164,309
PEMS5A		\$2,862.70	\$ 149,347		\$2,940.00	\$ 153,380
PEMS54		\$2,890.00	\$ 150,771		\$2,968.00	\$ 154,841
PEMS55		\$2,937.30	\$ 153,239		\$3,016.60	\$ 157,376
PEMS56		\$2,984.60	\$ 155,707		\$3,065.20	\$ 159,911
PEMS57		\$3,031.90	\$ 158,174		\$3,113.80	\$ 162,447
PEMS58		\$3,079.20	\$ 160,642		\$3,162.30	\$ 164,977
PEMS59		\$3,126.50	\$ 163,110		\$3,210.90	\$ 167,513

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
PEMS6A		\$2,920.90	\$ 152,383		\$2,999.80	\$ 156,500
PEMS64		\$2,948.80	\$ 153,839		\$3,028.40	\$ 157,992
PEMS65		\$2,997.10	\$ 156,359		\$3,078.00	\$ 160,579
PEMS66		\$3,045.30	\$ 158,873		\$3,127.50	\$ 163,162
PEMS67		\$3,093.50	\$ 161,388		\$3,177.00	\$ 165,744
PEMS68		\$3,141.80	\$ 163,908		\$3,226.60	\$ 168,332
PEMS69		\$3,190.10	\$ 166,428		\$3,276.20	\$ 170,919
PEMS7A		\$2,993.80	\$ 156,187		\$3,074.60	\$ 160,402
PEMS74		\$3,022.50	\$ 157,684		\$3,104.10	\$ 161,941
PEMS75		\$3,072.00	\$ 160,266		\$3,154.90	\$ 164,591
PEMS76		\$3,121.40	\$ 162,843		\$3,205.70	\$ 167,241
PEMS77		\$3,170.90	\$ 165,426		\$3,256.50	\$ 169,892
PEMS78		\$3,220.40	\$ 168,008		\$3,307.40	\$ 172,547
PEMS79		\$3,269.80	\$ 170,585		\$3,358.10	\$ 175,192
PEMS8A		\$3,067.00	\$ 160,005		\$3,149.80	\$ 164,325
PEMS84		\$3,096.40	\$ 161,539		\$3,180.00	\$ 165,901
PEMS85		\$3,147.00	\$ 164,179		\$3,232.00	\$ 168,613
PEMS86		\$3,197.80	\$ 166,829		\$3,284.10	\$ 171,331
PEMS87		\$3,248.40	\$ 169,469		\$3,336.10	\$ 174,044
PEMS88		\$3,299.10	\$ 172,114		\$3,388.20	\$ 176,762
PEMS89		\$3,349.80	\$ 174,759		\$3,440.20	\$ 179,475
PEMS9A		\$3,140.30	\$ 163,829		\$3,225.10	\$ 168,253

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
PEMS94		\$3,170.30	\$ 165,395		\$3,255.90	\$ 169,860
PEMS95		\$3,222.20	\$ 168,102		\$3,309.20	\$ 172,641
PEMS96		\$3,274.10	\$ 170,810		\$3,362.50	\$ 175,422
PEMS97		\$3,325.90	\$ 173,512		\$3,415.70	\$ 178,197
PEMS98		\$3,377.90	\$ 176,225		\$3,469.10	\$ 180,983
PEMS99		\$3,429.80	\$ 178,933		\$3,522.40	\$ 183,764
PEM9XA		\$3,207.00	\$ 167,309		\$3,293.60	\$ 171,827
PEM9X4		\$3,237.70	\$ 168,911		\$3,325.10	\$ 173,470
PEM9X5		\$3,290.70	\$ 171,676		\$3,379.50	\$ 176,309
PEM9X6		\$3,343.70	\$ 174,441		\$3,434.00	\$ 179,152
PEM9X7		\$3,396.70	\$ 177,206		\$3,488.40	\$ 181,990
PEM9X8		\$3,449.60	\$ 179,966		\$3,542.70	\$ 184,823
PEM9X9		\$3,502.60	\$ 182,731		\$3,597.20	\$ 187,666
PE9XXA		\$3,274.20	\$ 170,815		\$3,362.60	\$ 175,427
PE9XX4		\$3,305.50	\$ 172,448		\$3,394.70	\$ 177,101
PE9XX5		\$3,359.60	\$ 175,270		\$3,450.30	\$ 180,002
PE9XX6		\$3,413.70	\$ 178,093		\$3,505.90	\$ 182,903
PE9XX7		\$3,467.90	\$ 180,920		\$3,561.50	\$ 185,803
PE9XX8		\$3,521.90	\$ 183,738		\$3,617.00	\$ 188,699
PE9XX9		\$3,576.00	\$ 186,560		\$3,672.60	\$ 191,600
OMMS1A		\$2,643.40	\$ 137,906		\$2,714.80	\$ 141,631
OMMS14		\$2,668.80	\$ 139,231		\$2,740.90	\$ 142,993

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
OMMS15		\$2,712.40	\$ 141,506		\$2,785.60	\$ 145,325
OMMS16		\$2,756.10	\$ 143,786		\$2,830.50	\$ 147,667
OMMS17		\$2,799.70	\$ 146,060		\$2,875.30	\$ 150,004
OMMS18		\$2,843.50	\$ 148,345		\$2,920.30	\$ 152,352
OMMS19		\$2,887.10	\$ 150,620		\$2,965.10	\$ 154,689
OMMS2A		\$2,680.80	\$ 139,857		\$2,753.20	\$ 143,634
OMMS24		\$2,706.40	\$ 141,193		\$2,779.50	\$ 145,007
OMMS25		\$2,750.70	\$ 143,504		\$2,825.00	\$ 147,380
OMMS26		\$2,795.00	\$ 145,815		\$2,870.50	\$ 149,754
OMMS27		\$2,839.20	\$ 148,121		\$2,915.90	\$ 152,123
OMMS28		\$2,883.50	\$ 150,432		\$2,961.40	\$ 154,496
OMMS29		\$2,927.90	\$ 152,749		\$3,007.00	\$ 156,875
OMMS3A		\$2,750.10	\$ 143,473		\$2,824.40	\$ 147,349
OMMS34		\$2,776.40	\$ 144,845		\$2,851.40	\$ 148,758
OMMS35		\$2,821.80	\$ 147,213		\$2,898.00	\$ 151,189
OMMS36		\$2,867.30	\$ 149,587		\$2,944.70	\$ 153,625
OMMS37		\$2,912.70	\$ 151,956		\$2,991.30	\$ 156,056
OMMS38		\$2,958.20	\$ 154,329		\$3,038.10	\$ 158,498
OMMS39		\$3,003.60	\$ 156,698		\$3,084.70	\$ 160,929
OMMS4A		\$2,775.70	\$ 144,808		\$2,850.60	\$ 148,716
OMMS44		\$2,802.30	\$ 146,196		\$2,878.00	\$ 150,145
OMMS45		\$2,848.10	\$ 148,585		\$2,925.00	\$ 152,597

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
OMMS46		\$2,894.00	\$ 150,980		\$2,972.10	\$ 155,054
OMMS47		\$2,939.80	\$ 153,369		\$3,019.20	\$ 157,512
OMMS48		\$2,985.70	\$ 155,764		\$3,066.30	\$ 159,969
OMMS49		\$3,031.60	\$ 158,159		\$3,113.50	\$ 162,431
OMMS5A		\$2,800.60	\$ 146,107		\$2,876.20	\$ 150,051
OMMS54		\$2,827.40	\$ 147,505		\$2,903.70	\$ 151,486
OMMS55		\$2,873.60	\$ 149,916		\$2,951.20	\$ 153,964
OMMS56		\$2,920.00	\$ 152,336		\$2,998.80	\$ 156,447
OMMS57		\$2,966.20	\$ 154,747		\$3,046.30	\$ 158,925
OMMS58		\$3,012.50	\$ 157,162		\$3,093.80	\$ 161,404
OMMS59		\$3,058.80	\$ 159,578		\$3,141.40	\$ 163,887
OMMS6A		\$2,827.50	\$ 147,511		\$2,903.80	\$ 151,491
OMMS64		\$2,854.60	\$ 148,924		\$2,931.70	\$ 152,947
OMMS65		\$2,901.30	\$ 151,361		\$2,979.60	\$ 155,446
OMMS66		\$2,948.00	\$ 153,797		\$3,027.60	\$ 157,950
OMMS67		\$2,994.70	\$ 156,233		\$3,075.60	\$ 160,454
OMMS68		\$3,041.50	\$ 158,675		\$3,123.60	\$ 162,958
OMMS69		\$3,088.20	\$ 161,111		\$3,171.60	\$ 165,462
OMMS7A		\$2,861.10	\$ 149,264		\$2,938.30	\$ 153,291
OMMS74		\$2,888.40	\$ 150,688		\$2,966.40	\$ 154,757
OMMS75		\$2,935.80	\$ 153,161		\$3,015.10	\$ 157,298
OMMS76		\$2,983.00	\$ 155,623		\$3,063.50	\$ 159,823

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
OMMS77		\$3,030.30	\$ 158,091		\$3,112.10	\$ 162,358
OMMS78		\$3,077.50	\$ 160,553		\$3,160.60	\$ 164,889
OMMS79		\$3,124.90	\$ 163,026		\$3,209.30	\$ 167,429
Y0136P		\$599.90	\$ 31,297		\$616.10	\$ 32,142
Y0335		\$833.20	\$ 43,468		\$855.70	\$ 44,642
Y0336		\$841.70	\$ 43,911		\$864.40	\$ 45,096
Y0435		\$939.40	\$ 49,008		\$964.80	\$ 50,334
Y0436		\$948.20	\$ 49,468		\$973.80	\$ 50,803
Y0535		\$963.40	\$ 50,261		\$989.40	\$ 51,617
Y0536		\$986.80	\$ 51,481		\$1,013.40	\$ 52,869
Y0536		\$972.60	\$ 50,741		\$998.90	\$ 52,113
Y0536T		\$986.80	\$ 51,481		\$1,013.40	\$ 52,869
Y0735		\$998.60	\$ 52,097		\$1,025.60	\$ 53,506
Y0735		\$914.30	\$ 47,699		\$939.00	\$ 48,988
Y0736		\$767.80	\$ 40,056		\$788.50	\$ 41,136
Y0736		\$1,017.70	\$ 53,093		\$1,045.20	\$ 54,528
Y0736		\$979.20	\$ 51,085		\$1,005.60	\$ 52,462
Y0835		\$1,051.80	\$ 54,872		\$1,080.20	\$ 56,354
Y0836		\$1,044.90	\$ 54,512		\$1,073.10	\$ 55,984
Y0836T		\$1,049.30	\$ 54,742		\$1,077.60	\$ 56,218
Y0935		\$1,069.50	\$ 55,796		\$1,098.40	\$ 57,304
Y0936		\$1,078.50	\$ 56,265		\$1,107.60	\$ 57,783
Y0936T		\$1,080.30	\$ 56,359		\$1,109.50	\$ 57,883

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Y1035		\$1,176.50	\$ 61,378		\$1,208.30	\$ 63,037
Y1036		\$1,111.50	\$ 57,987		\$1,141.50	\$ 59,552
Y10LH		\$1,218.60	\$ 63,574		\$1,251.50	\$ 65,291
Y1136		\$1,125.80	\$ 58,733		\$1,156.20	\$ 60,319
Y1235		\$1,184.80	\$ 61,811		\$1,216.80	\$ 63,480
Y1236		\$1,144.30	\$ 59,698		\$1,175.20	\$ 61,310
Y1236W		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910
Y12LH		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Y1335		\$1,214.30	\$ 63,350		\$1,247.10	\$ 65,061
Y1335P		\$1,038.70	\$ 54,189		\$1,066.70	\$ 55,650
Y1335P		\$1,152.10	\$ 60,105		\$1,183.20	\$ 61,728
Y1336		\$1,160.90	\$ 60,564		\$1,192.20	\$ 62,197
Y1336M		\$1,160.90	\$ 60,564		\$1,192.20	\$ 62,197
Y1336O		\$1,231.10	\$ 64,226		\$1,264.30	\$ 65,959
Y1336R		\$1,214.30	\$ 63,350		\$1,247.10	\$ 65,061
Y1336T		\$1,206.90	\$ 62,964		\$1,239.50	\$ 64,665
Y13LH		\$1,300.60	\$ 67,852		\$1,335.70	\$ 69,683
Y1435		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508
Y1435P		\$1,126.90	\$ 58,790		\$1,157.30	\$ 60,376
Y1435P		\$1,231.10	\$ 64,226		\$1,264.30	\$ 65,959
Y1436		\$1,196.20	\$ 62,406		\$1,228.50	\$ 64,091
Y1436T		\$1,238.00	\$ 64,586		\$1,271.40	\$ 66,329
Y14LH		\$1,280.90	\$ 66,825		\$1,315.50	\$ 68,630

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Y14LHT		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Y1536		\$1,222.00	\$ 63,752		\$1,255.00	\$ 65,473
Y1536E		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Y1536O		\$1,213.20	\$ 63,293		\$1,246.00	\$ 65,004
Y1536T		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508
Y15LH		\$1,399.60	\$ 73,017		\$1,437.40	\$ 74,989
Y1635		\$1,284.10	\$ 66,991		\$1,318.80	\$ 68,802
Y1636		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Y1636O		\$1,284.10	\$ 66,991		\$1,318.80	\$ 68,802
Y1636T		\$1,270.40	\$ 66,277		\$1,304.70	\$ 68,066
Y16LH		\$1,348.10	\$ 70,330		\$1,384.50	\$ 72,229
Y16LHT		\$1,364.40	\$ 71,181		\$1,401.20	\$ 73,101
Y1736		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Y1835		\$1,270.20	\$ 66,266		\$1,304.50	\$ 68,056
Y1836		\$1,280.90	\$ 66,825		\$1,315.50	\$ 68,630
Y1836E		\$1,300.60	\$ 67,852		\$1,335.70	\$ 69,683
Y1836M		\$1,280.90	\$ 66,825		\$1,315.50	\$ 68,630
Y1836S		\$1,270.20	\$ 66,266		\$1,304.50	\$ 68,056
Y18LH		\$1,410.20	\$ 73,570		\$1,448.30	\$ 75,558
Y18LHM		\$1,427.60	\$ 74,478		\$1,466.10	\$ 76,486
Y18LHT		\$1,399.60	\$ 73,017		\$1,437.40	\$ 74,989
Y1935		\$1,310.60	\$ 68,374		\$1,346.00	\$ 70,221
Y1935P		\$1,275.20	\$ 66,527		\$1,309.60	\$ 68,322

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Y1936O		\$1,275.20	\$ 66,527		\$1,309.60	\$ 68,322
Y2035		\$1,335.00	\$ 69,647		\$1,371.00	\$ 71,525
Y2036		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Y20LH		\$1,408.90	\$ 73,502		\$1,446.90	\$ 75,485
Y20LH		\$1,427.60	\$ 74,478		\$1,466.10	\$ 76,486
Y2135		\$542.50	\$ 28,302		\$557.10	\$ 29,064
Y2135		\$1,329.50	\$ 69,360		\$1,365.40	\$ 71,233
Y2136		\$1,338.30	\$ 69,819		\$1,374.40	\$ 71,702
Y2136L		\$1,343.30	\$ 70,080		\$1,379.60	\$ 71,974
Y2136N		\$1,348.70	\$ 70,362		\$1,385.10	\$ 72,261
Y2136T		\$1,393.30	\$ 72,688		\$1,430.90	\$ 74,650
Y21LH		\$1,420.90	\$ 74,128		\$1,459.30	\$ 76,132
Y21LH		\$1,433.40	\$ 74,780		\$1,472.10	\$ 76,799
Y21LHL		\$1,473.00	\$ 76,846		\$1,512.80	\$ 78,923
Y2235		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106
Y2235O		\$1,468.40	\$ 76,606		\$1,508.00	\$ 78,672
Y2236		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106
Y2236I		\$1,397.20	\$ 72,892		\$1,434.90	\$ 74,859
Y2236N		\$1,375.20	\$ 71,744		\$1,412.30	\$ 73,680
Y2236O		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106
Y22LH		\$1,461.70	\$ 76,257		\$1,501.20	\$ 78,318
Y2335		\$1,397.20	\$ 72,892		\$1,434.90	\$ 74,859
Y23LH		\$1,467.10	\$ 76,539		\$1,506.70	\$ 78,605

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Y2435		\$1,435.60	\$ 74,895		\$1,474.40	\$ 76,919
Y2435A		\$1,465.30	\$ 76,445		\$1,504.90	\$ 78,511
Y2436		\$1,444.60	\$ 75,365		\$1,483.60	\$ 77,399
Y2436E		\$1,435.60	\$ 74,895		\$1,474.40	\$ 76,919
Y2436I		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Y2436S		\$1,543.70	\$ 80,535		\$1,585.40	\$ 82,710
Y24LH		\$1,527.10	\$ 79,669		\$1,568.30	\$ 81,818
Y2535		\$1,506.60	\$ 78,599		\$1,547.30	\$ 80,723
Y2536		\$1,515.60	\$ 79,069		\$1,556.50	\$ 81,203
Y2536O		\$1,506.60	\$ 78,599		\$1,547.30	\$ 80,723
Y2635		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Y2635O		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
Y2636E		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
Y2636O		\$1,520.80	\$ 79,340		\$1,561.90	\$ 81,484
Y2636T		\$1,610.40	\$ 84,015		\$1,653.90	\$ 86,284
Y2735		\$1,565.80	\$ 81,688		\$1,608.10	\$ 83,895
Y2735D		\$1,610.40	\$ 84,015		\$1,653.90	\$ 86,284
Y2735O		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Y2736		\$1,565.80	\$ 81,688		\$1,608.10	\$ 83,895
Y2736E		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Y2736I		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
Y2736S		\$1,580.50	\$ 82,455		\$1,623.20	\$ 84,682
Y2835		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Y2836		\$1,624.70	\$ 84,761		\$1,668.60	\$ 87,051
Y2836E		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
Y2836N		\$1,632.30	\$ 85,157		\$1,676.40	\$ 87,458
Y2935		\$1,680.60	\$ 87,677		\$1,726.00	\$ 90,045
Y2936		\$1,648.50	\$ 86,002		\$1,693.00	\$ 88,324
Y2936E		\$1,680.60	\$ 87,677		\$1,726.00	\$ 90,045
Y2936M		\$1,657.40	\$ 86,467		\$1,702.10	\$ 88,799
Y3035		\$1,713.70	\$ 89,404		\$1,760.00	\$ 91,819
Y3036		\$1,695.90	\$ 88,475		\$1,741.70	\$ 90,864
Y3036C		\$1,713.70	\$ 89,404		\$1,760.00	\$ 91,819
Y3136		\$1,745.20	\$ 91,047		\$1,792.30	\$ 93,504
Y3136C		\$1,792.20	\$ 93,499		\$1,840.60	\$ 96,024
Y3235		\$1,784.50	\$ 93,097		\$1,832.70	\$ 95,612
Y3335		\$1,806.80	\$ 94,261		\$1,855.60	\$ 96,807
Y3336C		\$1,947.70	\$ 101,612		\$2,000.30	\$ 104,356
Y3435		\$1,884.80	\$ 98,330		\$1,935.70	\$ 100,985
Y3436C		\$1,888.40	\$ 98,518		\$1,939.40	\$ 101,178
Y4035		\$2,430.60	\$ 126,804		\$2,496.20	\$ 130,227
Y4135		\$2,570.30	\$ 134,093		\$2,639.70	\$ 137,713
Y4135		\$2,549.60	\$ 133,013		\$2,618.40	\$ 136,602
Y5040		\$1,821.30	\$ 95,017		\$1,870.50	\$ 97,584
YI420		\$1,618.40	\$ 84,432		\$1,662.10	\$ 86,712
YI557		\$1,183.40	\$ 61,738		\$1,215.40	\$ 63,407

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
YI559		\$1,213.10	\$ 63,287		\$1,245.90	\$ 64,999
YI576		\$1,270.80	\$ 66,298		\$1,305.10	\$ 68,087
YLLW31		\$1,312.90	\$ 68,494		\$1,348.30	\$ 70,341
YLW4T1		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
YLW5T1		\$1,312.90	\$ 68,494		\$1,348.30	\$ 70,341
YP317		\$1,703.00	\$ 88,846		\$1,749.00	\$ 91,245
YP322		\$1,754.90	\$ 91,553		\$1,802.30	\$ 94,026
YP353		\$1,703.00	\$ 88,846		\$1,749.00	\$ 91,245
YP356		\$1,846.10	\$ 96,311		\$1,895.90	\$ 98,909
YP393		\$1,250.00	\$ 65,213		\$1,283.80	\$ 66,976
YP466		\$1,198.70	\$ 62,536		\$1,231.10	\$ 64,226
YP527		\$1,254.20	\$ 65,432		\$1,288.10	\$ 67,200
YP537		\$1,336.90	\$ 69,746		\$1,373.00	\$ 71,629
YP779		\$1,175.80	\$ 61,341		\$1,207.50	\$ 62,995
YP826		\$961.70	\$ 50,172		\$987.70	\$ 51,528
Z00101		\$1,096.00	\$ 57,178		\$1,125.60	\$ 58,723
Z00298		\$986.80	\$ 51,481		\$1,013.40	\$ 52,869
Z00521		\$1,049.10	\$ 54,732		\$1,077.40	\$ 56,208
Z00598		\$1,049.10	\$ 54,732		\$1,077.40	\$ 56,208
Z00621		\$1,125.80	\$ 58,733		\$1,156.20	\$ 60,319
Z00698		\$1,080.30	\$ 56,359		\$1,109.50	\$ 57,883
Z00821		\$1,144.40	\$ 59,703		\$1,175.30	\$ 61,315
Z00850		\$1,144.40	\$ 59,703		\$1,175.30	\$ 61,315

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z00898		\$1,111.50	\$ 57,987		\$1,141.50	\$ 59,552
Z00921		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910
Z00998		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910
Z01022		\$1,080.30	\$ 56,359		\$1,109.50	\$ 57,883
Z01041		\$1,111.00	\$ 57,961		\$1,141.00	\$ 59,526
Z01042		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910
Z01051		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910
Z01052		\$1,196.20	\$ 62,406		\$1,228.50	\$ 64,091
Z01053		\$1,219.00	\$ 63,595		\$1,251.90	\$ 65,312
Z01061		\$1,196.20	\$ 62,406		\$1,228.50	\$ 64,091
Z01062		\$1,219.00	\$ 63,595		\$1,251.90	\$ 65,312
Z01064		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z01198		\$1,080.30	\$ 56,359		\$1,109.50	\$ 57,883
Z01298		\$1,111.50	\$ 57,987		\$1,141.50	\$ 59,552
Z01498		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910
Z01598		\$1,196.20	\$ 62,406		\$1,228.50	\$ 64,091
Z01798		\$1,219.00	\$ 63,595		\$1,251.90	\$ 65,312
Z01898		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Z01988		\$1,343.20	\$ 70,075		\$1,379.50	\$ 71,969
Z01988		\$1,343.10	\$ 70,070		\$1,379.40	\$ 71,963
Z01998		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z02011		\$1,155.40	\$ 60,277		\$1,186.60	\$ 61,905
Z02011		\$1,155.50	\$ 60,282		\$1,186.70	\$ 61,910

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z02031		\$1,218.60	\$ 63,574		\$1,251.50	\$ 65,291
Z02031		\$1,219.00	\$ 63,595		\$1,251.90	\$ 65,312
Z02042		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z02051		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z02051		\$1,240.40	\$ 64,712		\$1,273.90	\$ 66,459
Z02052		\$1,312.90	\$ 68,494		\$1,348.30	\$ 70,341
Z02053		\$1,347.80	\$ 70,315		\$1,384.20	\$ 72,214
Z02062		\$1,347.80	\$ 70,315		\$1,384.20	\$ 72,214
Z02066		\$1,410.50	\$ 73,586		\$1,448.60	\$ 75,573
Z02198		\$1,186.20	\$ 61,884		\$1,218.20	\$ 63,553
Z02398		\$1,219.00	\$ 63,595		\$1,251.90	\$ 65,312
Z02495		\$1,300.60	\$ 67,852		\$1,335.70	\$ 69,683
Z02498		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Z02512		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Z02522		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z02542		\$1,347.80	\$ 70,315		\$1,384.20	\$ 72,214
Z02695		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Z02698		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z02795		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106
Z02796		\$1,312.90	\$ 68,494		\$1,348.30	\$ 70,341
Z02844		\$1,410.40	\$ 73,581		\$1,448.50	\$ 75,568
Z02852		\$1,375.90	\$ 71,781		\$1,413.00	\$ 73,716
Z02871		\$1,410.40	\$ 73,581		\$1,448.50	\$ 75,568

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z02872		\$1,446.10	\$ 75,443		\$1,485.10	\$ 77,478
Z02874		\$1,519.30	\$ 79,262		\$1,560.30	\$ 81,401
Z02881		\$1,446.10	\$ 75,443		\$1,485.10	\$ 77,478
Z02882		\$1,481.90	\$ 77,311		\$1,521.90	\$ 79,398
Z02891		\$1,481.90	\$ 77,311		\$1,521.90	\$ 79,398
Z02893		\$1,549.90	\$ 80,858		\$1,591.70	\$ 83,039
Z02895		\$1,581.60	\$ 82,512		\$1,624.30	\$ 84,740
Z02995		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z02996		\$1,347.80	\$ 70,315		\$1,384.20	\$ 72,214
Z02998		\$1,347.80	\$ 70,315		\$1,384.20	\$ 72,214
Z03095		\$1,428.00	\$ 74,499		\$1,466.60	\$ 76,513
Z03096		\$1,375.90	\$ 71,781		\$1,413.00	\$ 73,716
Z03097		\$1,428.00	\$ 74,499		\$1,466.60	\$ 76,513
Z03098		\$1,375.90	\$ 71,781		\$1,413.00	\$ 73,716
Z03162		\$1,461.80	\$ 76,262		\$1,501.30	\$ 78,323
Z03181		\$1,497.80	\$ 78,140		\$1,538.20	\$ 80,248
Z03184		\$1,596.20	\$ 83,274		\$1,639.30	\$ 85,522
Z03191		\$1,533.30	\$ 79,992		\$1,574.70	\$ 82,152
Z03192		\$1,564.60	\$ 81,625		\$1,606.80	\$ 83,827
Z03295		\$1,461.80	\$ 76,262		\$1,501.30	\$ 78,323
Z03296		\$1,410.40	\$ 73,581		\$1,448.50	\$ 75,568
Z03297		\$1,461.80	\$ 76,262		\$1,501.30	\$ 78,323
Z03298		\$1,410.40	\$ 73,581		\$1,448.50	\$ 75,568

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z03388		\$1,508.30	\$ 78,688		\$1,549.00	\$ 80,811
Z03388		\$1,508.70	\$ 78,709		\$1,549.40	\$ 80,832
Z03395		\$1,497.80	\$ 78,140		\$1,538.20	\$ 80,248
Z03396		\$1,446.10	\$ 75,443		\$1,485.10	\$ 77,478
Z03397		\$1,497.80	\$ 78,140		\$1,538.20	\$ 80,248
Z03398		\$1,446.10	\$ 75,443		\$1,485.10	\$ 77,478
Z03696		\$1,481.90	\$ 77,311		\$1,521.90	\$ 79,398
Z03697		\$1,533.30	\$ 79,992		\$1,574.70	\$ 82,152
Z03698		\$1,481.90	\$ 77,311		\$1,521.90	\$ 79,398
Z03701		\$1,564.60	\$ 81,625		\$1,606.80	\$ 83,827
Z03801		\$1,596.20	\$ 83,274		\$1,639.30	\$ 85,522
Z03805		\$1,596.20	\$ 83,274		\$1,639.30	\$ 85,522
Z03813		\$1,596.10	\$ 83,269		\$1,639.20	\$ 85,517
Z03815		\$1,596.20	\$ 83,274		\$1,639.30	\$ 85,522
Z03898		\$1,596.20	\$ 83,274		\$1,639.30	\$ 85,522
Z03903		\$1,633.00	\$ 85,194		\$1,677.10	\$ 87,494
Z03905		\$1,633.00	\$ 85,194		\$1,677.10	\$ 87,494
Z03917		\$1,633.00	\$ 85,194		\$1,677.10	\$ 87,494
Z03927		\$1,633.00	\$ 85,194		\$1,677.10	\$ 87,494
Z03928		\$1,669.60	\$ 87,103		\$1,714.70	\$ 89,456
Z04195		\$1,161.20	\$ 60,580		\$1,192.60	\$ 62,218
Z04198		\$1,206.90	\$ 62,964		\$1,239.50	\$ 64,665
Z04295		\$1,196.20	\$ 62,406		\$1,228.50	\$ 64,091

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z04297		\$1,196.20	\$ 62,406		\$1,228.50	\$ 64,091
Z04298		\$1,238.00	\$ 64,586		\$1,271.40	\$ 66,329
Z04298		\$1,237.90	\$ 64,581		\$1,271.30	\$ 66,324
Z04495		\$1,222.50	\$ 63,778		\$1,255.50	\$ 65,499
Z04497		\$1,219.00	\$ 63,595		\$1,251.90	\$ 65,312
Z04498		\$1,270.40	\$ 66,277		\$1,304.70	\$ 68,066
Z04595		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Z04597		\$1,248.90	\$ 65,155		\$1,282.60	\$ 66,913
Z04598		\$1,300.60	\$ 67,852		\$1,335.70	\$ 69,683
Z04795		\$1,280.70	\$ 66,814		\$1,315.30	\$ 68,619
Z04798		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Z04798		\$1,332.40	\$ 69,511		\$1,368.40	\$ 71,389
Z04811		\$1,238.00	\$ 64,586		\$1,271.40	\$ 66,329
Z04821		\$1,270.40	\$ 66,277		\$1,304.70	\$ 68,066
Z04822		\$1,300.60	\$ 67,852		\$1,335.70	\$ 69,683
Z04823		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Z04831		\$1,300.60	\$ 67,852		\$1,335.70	\$ 69,683
Z04832		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Z04833		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106
Z04841		\$1,332.50	\$ 69,517		\$1,368.50	\$ 71,395
Z04842		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106
Z04843		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z04851		\$1,364.50	\$ 71,186		\$1,401.30	\$ 73,106

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z04852		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z06409		\$1,052.10	\$ 54,888		\$1,080.50	\$ 56,370
Z06425		\$1,335.10	\$ 69,652		\$1,371.10	\$ 71,530
Z06426		\$1,362.90	\$ 71,102		\$1,399.70	\$ 73,022
Z06427		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
Z06501		\$1,348.70	\$ 70,362		\$1,385.10	\$ 72,261
Z06502		\$1,375.20	\$ 71,744		\$1,412.30	\$ 73,680
Z06502		\$1,322.70	\$ 69,005		\$1,358.40	\$ 70,868
Z06503		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z06601		\$1,348.70	\$ 70,362		\$1,385.10	\$ 72,261
Z06602		\$1,375.20	\$ 71,744		\$1,412.30	\$ 73,680
Z06603		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z06604		\$1,444.70	\$ 75,370		\$1,483.70	\$ 77,405
Z06701		\$1,297.50	\$ 67,691		\$1,332.50	\$ 69,517
Z06702		\$1,323.70	\$ 69,057		\$1,359.40	\$ 70,920
Z06801		\$1,348.70	\$ 70,362		\$1,385.10	\$ 72,261
Z06802		\$1,375.20	\$ 71,744		\$1,412.30	\$ 73,680
Z06802		\$1,374.90	\$ 71,729		\$1,412.00	\$ 73,664
Z06803		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z06804		\$1,444.70	\$ 75,370		\$1,483.70	\$ 77,405
Z06805		\$1,461.80	\$ 76,262		\$1,501.30	\$ 78,323
Z06806		\$1,515.70	\$ 79,074		\$1,556.60	\$ 81,208
Z06807		\$1,533.30	\$ 79,992		\$1,574.70	\$ 82,152

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z06808		\$1,570.70	\$ 81,943		\$1,613.10	\$ 84,155
Z06901		\$1,348.70	\$ 70,362		\$1,385.10	\$ 72,261
Z06902		\$1,375.20	\$ 71,744		\$1,412.30	\$ 73,680
Z06903		\$1,399.70	\$ 73,022		\$1,437.50	\$ 74,994
Z06904		\$1,428.00	\$ 74,499		\$1,466.60	\$ 76,513
Z06905		\$1,461.80	\$ 76,262		\$1,501.30	\$ 78,323
Z06906		\$1,515.70	\$ 79,074		\$1,556.60	\$ 81,208
Z07101		\$1,335.10	\$ 69,652		\$1,371.10	\$ 71,530
Z07201		\$1,362.90	\$ 71,102		\$1,399.70	\$ 73,022
Z07202		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
Z07301		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
Z07302		\$1,468.40	\$ 76,606		\$1,508.00	\$ 78,672
Z07401		\$1,468.40	\$ 76,606		\$1,508.00	\$ 78,672
Z07402		\$1,505.80	\$ 78,558		\$1,546.50	\$ 80,681
Z07501		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Z07502		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Z07503		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Z07504		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
Z07701		\$1,289.00	\$ 67,247		\$1,323.80	\$ 69,063
Z07702		\$1,368.70	\$ 71,405		\$1,405.70	\$ 73,335
Z07702		\$1,316.20	\$ 68,666		\$1,351.70	\$ 70,518
Z07704		\$1,474.50	\$ 76,925		\$1,514.30	\$ 79,001
Z07704		\$1,418.60	\$ 74,008		\$1,456.90	\$ 76,006

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z07705		\$1,543.70	\$ 80,535		\$1,585.40	\$ 82,710
Z07705		\$1,484.80	\$ 77,462		\$1,524.90	\$ 79,554
Z07706		\$1,316.00	\$ 68,656		\$1,351.50	\$ 70,508
Z07706		\$1,265.90	\$ 66,042		\$1,300.10	\$ 67,826
Z07707		\$1,340.30	\$ 69,923		\$1,376.50	\$ 71,812
Z07707		\$1,289.20	\$ 67,258		\$1,324.00	\$ 69,073
Z07708		\$1,580.50	\$ 82,455		\$1,623.20	\$ 84,682
Z07708		\$1,520.20	\$ 79,309		\$1,561.20	\$ 81,448
Z07819		\$1,602.00	\$ 83,576		\$1,645.30	\$ 85,835
Z07821		\$1,639.10	\$ 85,512		\$1,683.40	\$ 87,823
Z07823		\$1,675.70	\$ 87,421		\$1,720.90	\$ 89,779
Z07917		\$1,310.60	\$ 68,374		\$1,346.00	\$ 70,221
Z07918		\$1,335.10	\$ 69,652		\$1,371.10	\$ 71,530
Z07919		\$1,362.90	\$ 71,102		\$1,399.70	\$ 73,022
Z07920		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
Z07921		\$1,435.50	\$ 74,890		\$1,474.30	\$ 76,914
Z07922		\$1,468.40	\$ 76,606		\$1,508.00	\$ 78,672
Z07923		\$1,505.80	\$ 78,558		\$1,546.50	\$ 80,681
Z07923		\$1,505.70	\$ 78,552		\$1,546.40	\$ 80,676
Z07924		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Z07925		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Z07926		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
Z07926		\$1,610.40	\$ 84,015		\$1,653.90	\$ 86,284

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z07927		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
Z07927		\$1,641.80	\$ 85,653		\$1,686.10	\$ 87,964
Z07927		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
Z07928		\$1,680.60	\$ 87,677		\$1,726.00	\$ 90,045
Z07929		\$1,713.70	\$ 89,404		\$1,760.00	\$ 91,819
Z07930		\$1,744.10	\$ 90,990		\$1,791.20	\$ 93,447
Z07931		\$1,784.50	\$ 93,097		\$1,832.70	\$ 95,612
Z08814		\$1,231.00	\$ 64,221		\$1,264.20	\$ 65,953
Z08815		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508
Z08817		\$1,310.80	\$ 68,384		\$1,346.20	\$ 70,231
Z08818		\$1,335.10	\$ 69,652		\$1,371.10	\$ 71,530
Z08820		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
Z08821		\$1,433.30	\$ 74,775		\$1,472.00	\$ 76,794
Z08822		\$1,468.40	\$ 76,606		\$1,508.00	\$ 78,672
Z08823		\$1,505.80	\$ 78,558		\$1,546.50	\$ 80,681
Z08824		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Z08825		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Z08826		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
Z09003		\$599.90	\$ 31,297		\$616.10	\$ 32,142
Z09103		\$735.40	\$ 38,366		\$755.30	\$ 39,404
Z09203		\$842.00	\$ 43,927		\$864.70	\$ 45,111
Z09211		\$842.00	\$ 43,927		\$864.70	\$ 45,111
Z09221		\$842.00	\$ 43,927		\$864.70	\$ 45,111

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z09303		\$948.10	\$ 49,462		\$973.70	\$ 50,798
Z09398		\$948.10	\$ 49,462		\$973.70	\$ 50,798
Z09401		\$1,017.90	\$ 53,104		\$1,045.40	\$ 54,539
Z09403		\$1,049.10	\$ 54,732		\$1,077.40	\$ 56,208
Z27003		\$853.00	\$ 44,501		\$876.00	\$ 45,701
Z27004		\$924.00	\$ 48,205		\$948.90	\$ 49,504
Z48601		\$1,283.80	\$ 66,976		\$1,318.50	\$ 68,786
Z48602		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
Z48901		\$1,176.40	\$ 61,373		\$1,208.20	\$ 63,032
Z49001		\$1,214.30	\$ 63,350		\$1,247.10	\$ 65,061
Z49101		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508
Z49201		\$1,362.30	\$ 71,071		\$1,399.10	\$ 72,991
Z50801		\$1,125.80	\$ 58,733		\$1,156.20	\$ 60,319
Z50803		\$1,231.00	\$ 64,221		\$1,264.20	\$ 65,953
Z55707		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508
Z55709		\$1,231.00	\$ 64,221		\$1,264.20	\$ 65,953
Z55723		\$1,335.10	\$ 69,652		\$1,371.10	\$ 71,530
Z57625		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Z57627		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
Z57628		\$1,680.60	\$ 87,677		\$1,726.00	\$ 90,045
Z57629		\$1,713.70	\$ 89,404		\$1,760.00	\$ 91,819
Z57631		\$1,784.50	\$ 93,097		\$1,832.70	\$ 95,612
Z57701		\$1,649.00	\$ 86,028		\$1,693.50	\$ 88,350

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z57701		\$1,586.10	\$ 82,747		\$1,628.90	\$ 84,980
Z57702		\$1,688.10	\$ 88,068		\$1,733.70	\$ 90,447
Z57702		\$1,623.60	\$ 84,703		\$1,667.40	\$ 86,988
Z57703		\$1,792.20	\$ 93,499		\$1,840.60	\$ 96,024
Z57703		\$1,723.80	\$ 89,931		\$1,770.30	\$ 92,357
Z57704		\$1,888.80	\$ 98,539		\$1,939.80	\$ 101,199
Z57704		\$1,816.60	\$ 94,772		\$1,865.60	\$ 97,328
Z57705		\$2,007.20	\$ 104,716		\$2,061.40	\$ 107,543
Z57705		\$1,930.50	\$ 100,714		\$1,982.60	\$ 103,432
Z60001		\$1,552.60	\$ 80,999		\$1,594.50	\$ 83,185
Z60002		\$1,576.30	\$ 82,236		\$1,618.90	\$ 84,458
Z60003		\$1,616.40	\$ 84,328		\$1,660.00	\$ 86,602
Z60004		\$1,657.70	\$ 86,482		\$1,702.50	\$ 88,819
Z60005		\$1,699.20	\$ 88,647		\$1,745.10	\$ 91,042
Z60006		\$1,742.90	\$ 90,927		\$1,790.00	\$ 93,384
Z60007		\$1,779.10	\$ 92,816		\$1,827.10	\$ 95,320
Z60008		\$1,821.30	\$ 95,017		\$1,870.50	\$ 97,584
Z60009		\$1,863.70	\$ 97,229		\$1,914.00	\$ 99,853
Z60010		\$1,900.00	\$ 99,123		\$1,951.30	\$ 101,799
Z60011		\$1,944.80	\$ 101,460		\$1,997.30	\$ 104,199
Z60012		\$1,993.70	\$ 104,011		\$2,047.50	\$ 106,818
Z60016		\$1,465.40	\$ 76,450		\$1,505.00	\$ 78,516
Z70001		\$1,360.40	\$ 70,972		\$1,397.10	\$ 72,887

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z70002		\$1,404.10	\$ 73,252		\$1,442.00	\$ 75,229
Z70003		\$1,424.20	\$ 74,301		\$1,462.70	\$ 76,309
Z70004		\$1,457.40	\$ 76,033		\$1,496.70	\$ 78,083
Z70005		\$1,485.50	\$ 77,499		\$1,525.60	\$ 79,591
Z70006		\$1,515.70	\$ 79,074		\$1,556.60	\$ 81,208
Z70007		\$1,544.20	\$ 80,561		\$1,585.90	\$ 82,736
Z70008		\$1,576.30	\$ 82,236		\$1,618.90	\$ 84,458
Z70009		\$1,616.30	\$ 84,322		\$1,659.90	\$ 86,597
Z70010		\$1,657.70	\$ 86,482		\$1,702.50	\$ 88,819
Z70011		\$1,701.00	\$ 88,741		\$1,746.90	\$ 91,136
Z70012		\$1,742.50	\$ 90,906		\$1,789.50	\$ 93,358
Z70013		\$1,779.00	\$ 92,810		\$1,827.00	\$ 95,315
Z70014		\$1,821.30	\$ 95,017		\$1,870.50	\$ 97,584
Z70015		\$1,863.60	\$ 97,224		\$1,913.90	\$ 99,848
Z70016		\$1,900.00	\$ 99,123		\$1,951.30	\$ 101,799
Z70017		\$1,944.80	\$ 101,460		\$1,997.30	\$ 104,199
Z70018		\$1,983.10	\$ 103,458		\$2,036.60	\$ 106,249
Z70801		\$1,172.60	\$ 61,175		\$1,204.30	\$ 62,828
Z70803		\$1,214.30	\$ 63,350		\$1,247.10	\$ 65,061
Z70805		\$1,231.00	\$ 64,221		\$1,264.20	\$ 65,953
Z70806		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508
Z70807		\$1,284.00	\$ 66,986		\$1,318.70	\$ 68,797
Z70808		\$1,310.80	\$ 68,384		\$1,346.20	\$ 70,231

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
Z76605		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
Z76607		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
Z76909		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
Z76910		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
Z76911		\$1,680.60	\$ 87,677		\$1,726.00	\$ 90,045
Z87305		\$1,231.10	\$ 64,226		\$1,264.30	\$ 65,959
ZA014		\$1,231.00	\$ 64,221		\$1,264.20	\$ 65,953
ZAO01		\$521.40	\$ 27,201		\$535.50	\$ 27,937
ZAO02		\$595.00	\$ 31,041		\$611.10	\$ 31,881
ZAO03		\$698.40	\$ 36,436		\$717.30	\$ 37,422
ZAO04		\$846.80	\$ 44,178		\$869.70	\$ 45,372
ZAO04		\$846.70	\$ 44,172		\$869.60	\$ 45,367
ZAO05		\$963.90	\$ 50,287		\$989.90	\$ 51,643
ZAO06		\$969.10	\$ 50,558		\$995.30	\$ 51,925
ZAO07		\$998.60	\$ 52,097		\$1,025.60	\$ 53,506
ZAO08		\$1,024.10	\$ 53,427		\$1,051.80	\$ 54,872
ZAO09		\$1,052.10	\$ 54,888		\$1,080.50	\$ 56,370
ZAO10		\$1,083.20	\$ 56,511		\$1,112.40	\$ 58,034
ZAO11		\$1,130.90	\$ 58,999		\$1,161.40	\$ 60,590
ZAO12		\$1,176.40	\$ 61,373		\$1,208.20	\$ 63,032
ZAO13		\$1,214.30	\$ 63,350		\$1,247.10	\$ 65,061
ZAO14		\$1,231.00	\$ 64,221		\$1,264.20	\$ 65,953
ZAO15		\$1,260.00	\$ 65,734		\$1,294.00	\$ 67,508

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZAO16		\$1,284.00	\$ 66,986		\$1,318.70	\$ 68,797
ZAO17		\$1,310.80	\$ 68,384		\$1,346.20	\$ 70,231
ZAO18		\$1,335.10	\$ 69,652		\$1,371.10	\$ 71,530
ZAO19		\$1,364.70	\$ 71,196		\$1,401.50	\$ 73,116
ZAO20		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
ZAO20		\$1,396.70	\$ 72,866		\$1,434.40	\$ 74,833
ZAO20		\$1,396.90	\$ 72,876		\$1,434.60	\$ 74,843
ZAO21		\$1,433.30	\$ 74,775		\$1,472.00	\$ 76,794
ZAO22		\$1,468.40	\$ 76,606		\$1,508.00	\$ 78,672
ZAO23		\$1,505.80	\$ 78,558		\$1,546.50	\$ 80,681
ZAO24		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
ZAO25		\$1,573.70	\$ 82,100		\$1,616.20	\$ 84,317
ZAO25		\$1,573.60	\$ 82,095		\$1,616.10	\$ 84,312
ZAO26		\$1,610.70	\$ 84,030		\$1,654.20	\$ 86,300
ZAO26		\$1,610.40	\$ 84,015		\$1,653.90	\$ 86,284
ZAO27		\$1,642.00	\$ 85,663		\$1,686.30	\$ 87,974
ZAO28		\$1,680.60	\$ 87,677		\$1,726.00	\$ 90,045
ZAO29		\$1,713.70	\$ 89,404		\$1,760.00	\$ 91,819
ZAO30		\$1,744.10	\$ 90,990		\$1,791.20	\$ 93,447
ZAO31		\$1,784.50	\$ 93,097		\$1,832.70	\$ 95,612
ZAOS05		\$933.40	\$ 48,695		\$958.60	\$ 50,010
ZAOS06		\$973.10	\$ 50,767		\$999.40	\$ 52,139
ZAOS07		\$1,002.50	\$ 52,300		\$1,029.60	\$ 53,714

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZAOS08		\$1,028.00	\$ 53,631		\$1,055.80	\$ 55,081
ZAOS09		\$1,055.90	\$ 55,086		\$1,084.40	\$ 56,573
ZAOS10		\$1,087.80	\$ 56,751		\$1,117.20	\$ 58,284
ZAOS11		\$1,135.50	\$ 59,239		\$1,166.20	\$ 60,841
ZAOS12		\$1,180.70	\$ 61,597		\$1,212.60	\$ 63,261
ZAOS13		\$1,219.30	\$ 63,611		\$1,252.20	\$ 65,327
ZAOS13		\$1,219.40	\$ 63,616		\$1,252.30	\$ 65,332
ZAOS14		\$1,236.20	\$ 64,493		\$1,269.60	\$ 66,235
ZAOS15		\$1,265.10	\$ 66,000		\$1,299.30	\$ 67,784
ZAOS16		\$1,289.00	\$ 67,247		\$1,323.80	\$ 69,063
ZAOS17		\$1,316.00	\$ 68,656		\$1,351.50	\$ 70,508
ZAOS18		\$1,340.30	\$ 69,923		\$1,376.50	\$ 71,812
ZAOS19		\$1,368.70	\$ 71,405		\$1,405.70	\$ 73,335
ZAOS20		\$1,403.00	\$ 73,195		\$1,440.90	\$ 75,172
ZCAS01		\$1,002.60	\$ 52,306		\$1,029.70	\$ 53,719
ZCAS02		\$748.20	\$ 39,034		\$768.40	\$ 40,087
ZCAS03		\$807.30	\$ 42,117		\$829.10	\$ 43,254
ZHG622		\$1,978.30	\$ 103,208		\$2,031.70	\$ 105,994
ZINS01		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
ZINS02		\$1,576.40	\$ 82,241		\$1,619.00	\$ 84,463
ZINS03		\$1,657.40	\$ 86,467		\$1,702.10	\$ 88,799
ZINS04		\$1,699.30	\$ 88,652		\$1,745.20	\$ 91,047
ZINS05		\$1,734.90	\$ 90,510		\$1,781.70	\$ 92,951

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZINS06		\$1,776.30	\$ 92,670		\$1,824.30	\$ 95,174
ZINS07		\$1,817.40	\$ 94,814		\$1,866.50	\$ 97,375
ZOFF00		\$1,421.20	\$ 74,144		\$1,459.60	\$ 76,147
ZOFF01		\$1,478.90	\$ 77,154		\$1,518.80	\$ 79,236
ZOFF01		\$1,478.90	\$ 77,154		\$1,518.80	\$ 79,236
ZOFF02		\$1,514.10	\$ 78,991		\$1,555.00	\$ 81,124
ZOFF03		\$1,537.40	\$ 80,206		\$1,578.90	\$ 82,371
ZOFF04		\$1,576.40	\$ 82,241		\$1,619.00	\$ 84,463
ZOFF05		\$1,616.90	\$ 84,354		\$1,660.60	\$ 86,634
ZOFF06		\$1,657.40	\$ 86,467		\$1,702.10	\$ 88,799
ZOFF07		\$1,699.30	\$ 88,652		\$1,745.20	\$ 91,047
ZOFF08		\$1,734.90	\$ 90,510		\$1,781.70	\$ 92,951
ZOFF09		\$1,776.30	\$ 92,670		\$1,824.30	\$ 95,174
ZOFF10		\$1,817.40	\$ 94,814		\$1,866.50	\$ 97,375
ZOFF11		\$1,852.80	\$ 96,661		\$1,902.80	\$ 99,269
ZOFF12		\$1,897.30	\$ 98,982		\$1,948.50	\$ 101,653
ZOFF13		\$1,944.20	\$ 101,429		\$1,996.70	\$ 104,168
ZOFF14		\$1,981.30	\$ 103,364		\$2,034.80	\$ 106,156
ZSEM01		\$1,616.90	\$ 84,354		\$1,660.60	\$ 86,634
ZSEM02		\$1,657.40	\$ 86,467		\$1,702.10	\$ 88,799
ZSEM03		\$1,699.30	\$ 88,652		\$1,745.20	\$ 91,047
ZSEM04		\$1,734.90	\$ 90,510		\$1,781.70	\$ 92,951
ZSEM05		\$1,776.30	\$ 92,670		\$1,824.30	\$ 95,174

Class		After 2.7% as at 25 December 2012			After 2.7% as at 24 December 2013	
		Weekly Rate	Annual Rate		Weekly Rate	Annual Rate
ZSEM06		\$1,817.40	\$ 94,814		\$1,866.50	\$ 97,375
ZSEM07		\$1,852.80	\$ 96,661		\$1,902.80	\$ 99,269
ZSEM08		\$1,897.30	\$ 98,982		\$1,948.50	\$ 101,653
ZSEM09		\$1,944.20	\$ 101,429		\$1,996.70	\$ 104,168
ZSEM10		\$1,981.30	\$ 103,364		\$2,034.80	\$ 106,156
ZSPA01		\$1,546.80	\$ 80,697		\$1,588.60	\$ 82,877
ZSPA03		\$1,618.80	\$ 84,453		\$1,662.50	\$ 86,733
ZSPA04		\$1,657.60	\$ 86,477		\$1,702.40	\$ 88,814
ZSPA05		\$1,696.70	\$ 88,517		\$1,742.50	\$ 90,906
ZSPA06		\$1,729.20	\$ 90,212		\$1,775.90	\$ 92,649
ZSPA07		\$1,770.00	\$ 92,341		\$1,817.80	\$ 94,835
ZSPB01		\$1,627.20	\$ 84,891		\$1,671.10	\$ 87,181
ZSPB02		\$1,668.60	\$ 87,051		\$1,713.70	\$ 89,404
ZSPB03		\$1,703.10	\$ 88,851		\$1,749.10	\$ 91,251
ZSPB04		\$1,743.60	\$ 90,964		\$1,790.70	\$ 93,421
ZSPB05		\$1,784.90	\$ 93,118		\$1,833.10	\$ 95,633
ZSPB06		\$1,819.10	\$ 94,902		\$1,868.20	\$ 97,464
ZSPB07		\$1,861.80	\$ 97,130		\$1,912.10	\$ 99,754

Appendix B – Allowances

ALLOWANCE	From 25 December 2012	From 24 December 2013	BASIS OF PAYMENT
On Call / Stand by Allowance	\$200.34 \$28.61	\$205.75 \$29.40	Per week on the on call roster <i>(payable on a proportionate basis according to the roster cycle);</i> OR Per day on the on call roster <i>(This allowance, while paid on a regular basis, is an annual allowance)</i>
Late Finishing Shift Allowance	\$27.01	\$27.74	For each late finishing shift in Frontline Services; <i>(This allowance, while paid on a regular basis, is an annual allowance)</i>
General First Aid Allowance	\$21.00	\$21.57	Paid each week for authorised employees appropriately qualified. Endeavour Energy will pay for first aid training conducted during work hours for nominated first aid officers. <i>(This allowance, while paid on a regular basis, is an annual allowance)</i>
Aircraft Allowance	\$21.08	\$21.65	Per day whilst performing line patrols by helicopter.
Electrical Safety Rules Allowance	\$120.00 (100%) \$96.00 (80%) \$72.00 (60% Safety Rules Electricity Workers Allowance)	\$120.00 (100%) \$96.00 (80%) \$72.00 (60% Safety Rules Electricity Workers Allowance)	Paid as per clause 10 and in recognition of: <ul style="list-style-type: none"> ▪ Drug and Alcohol testing, ▪ Tightening of responsibilities, and ▪ Sign on to worksite hazard and risk assessment form (WHRA).

Appendix B – Allowances (cont)

RE-IMBURSEMENT TYPE ALLOWANCE	AMOUNT	BASIS OF PAYMENT	
Meal Allowance	\$14.14	Per meal <i>(to a maximum of 3 meals)</i>	
Subsistence Allowances	\$20.19 \$32.94 \$35.09	Lunch Dinner Overnight stay	OR Negotiated alternate arrangement
Casual Car Allowance <i>Per kilometre where the employee uses his or her private vehicle</i>	63.0 cents	Under 1600cc	
	74.0 cents	1600cc to 2600cc	
	75.0 cents	Over 2600cc	

Casual Car Allowance will be adjusted in accordance with Australian Tax Office guidelines.

Electrical Safety Rules Allowance

ESRA will be maintained at 2010 levels.

Switching Allowance

The activity of operating or switching the network (not including control room) is undertaken by a number of roles within Endeavour Energy. Regional or Work Party Switching is the term used to describe switching undertaken by work crews, where the switching is an addition to their ordinary role and is for their worksite only.

Where Regional staff undertake the role of regional/work party switching an allowance will be paid.

Where staff are receiving the allowance requests to undertake switching within an employees ability and competence shall be carried out in line with Field switching principles. As per document Field Switching principles dated 5 March 2003.

Electrician's Licence Allowance

An employee who holds a current Qualified Supervisors Certificate / Electrical Licence or its equivalent and the position requires the incumbent to hold the above qualification to fulfil their duties and the incumbent in the position has received it in accordance with past practice will be paid \$31.94 per week from 25 December 2012 and \$32.80 from 24 December 2013. This allowance is paid as an all purpose allowance.

Management of allowances

Consistent with the outcome of matter number B2010/3579 before Fair Work Australia, the Employer will improve the management of allowances and thus meet the savings objectives noted against this matter number.

The process underpinning the operation of this item will include the consultative procedure of this Agreement and, if necessary, application of the DSP.

Appendix C - Benefits of Employees Employed Prior to 27 July 1996

1. Experience / Maturing Allowance

1.1 Quantum

ELIGIBILITY	MULTIPLIER
10 years but less than 20 years service	1 week's pay per completed year of service; OR
20 years or more service	2 week's pay per completed year of service

1.2 Eligibility

Endeavour Energy must pay Experience/Maturing Allowance to employees in the following circumstances:

BASIS OF ELIGIBILITY	<ul style="list-style-type: none"> ▪ Retirement - this is where the employee is aged 55 years or older. ▪ Retirement Ill Health - this is where the employee is medically unable to perform the work required of their classification. ▪ Death - this is where the employee dies whilst in the employment of Endeavour Energy. ▪ Redundancy - this is where the employee's position is made redundant or under an approved 'bona fide' redundancy scheme.
-----------------------------	---

1.3 Service Recognised

SERVICE RECOGNISED	<p>The period of continuous employment with Endeavour Energy (including Integral Energy, Illawarra Electricity and Prospect Electricity)</p> <p>The period of employment with the County Councils which were amalgamated into Prospect County Council and Illawarra County Council on 1 January 1980 is also included.</p> <p>The period of employment shall not go further back than the date of formation of Prospect County Council (1 January 1957) or Illawarra County Council (1 March 1958)</p>
---------------------------	--

2. Agreement Special Leave

ELIGIBILITY	QUANTUM
Employees of the former Illawarra Electricity who were entitled to this leave immediately prior to 27 July 1996 only	4 days per year and the employee works a 36 hour week

3. Sick Leave (pre 15 February 1993)

ENTITLEMENT	ELIGIBILITY TO PAYMENT
The employees preserved untaken sick leave as at 15 February 1993	<ul style="list-style-type: none"> • Resignation • Retirement • Death • Redundancy • On request and approval by the Group General Manager Corporate Services. <p>Note:</p> <p><i>An employee is <u>not</u> eligible to payment where he or she is dismissed for misconduct</i></p>

Appendix D

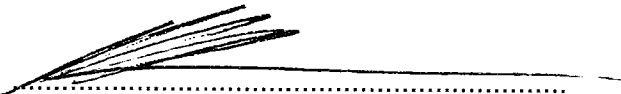
- CIC Shiftwork Workplace Agreement 2007
- E S O Customer Operation Group Workplace Arrangement 1999
- Executive Assistant to General Manager WPA 2007
- Field Officers Incentive Workplace Arrangement 2005
- Endeavour Energy Manager/Specialists Workplace Arrangement 2005
- IE Supervisors Workplace Arrangement 2003
- Endeavour Energy Network Shift work Workplace Arrangement 2005
- Network Officers' Workplace Arrangement 1999
- Network Shiftwork Workplace Arrangement 2008
- Integral Street Lighting Agreement 2010

Signatory Requirements

Fair Work Act 2009 – Section 185

Employer's and Bargaining Representatives Signatures certifying the Endeavour Energy Enterprise Agreement 2012

**Signed by Endeavour Energy Employer covered
by the Endeavour Energy Enterprise Agreement
2012**

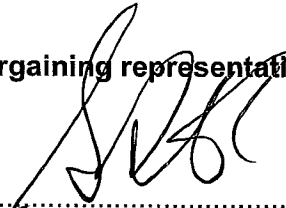


Mark Greenhill

51 Huntingwood Drive Huntingwood NSW 2148

Manager Employee Relations Human Resources
Endeavour Energy, authorised to sign this
Agreement on behalf of the Employer

Bargaining representative signatures

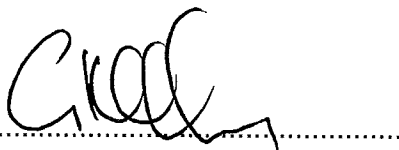


Signature

Steve Butler

Secretary, Level 5, 370 Pitt Street, Sydney NSW 2000

[Position], duly authorised to sign on behalf
of the **Communications, Electrical, Electronic, Energy,
Information, Postal, Plumbing and Allied Services Union
of Australia, NSW Divisional Branch**



Signature

*Graeme Kelly
Level 7, 321 Pitt Street
Sydney NSW 2000*

CENTRAL SECRETARY

[Position], duly authorised to sign on behalf
of the **Australian Municipal, Administrative, Clerical
and Services Union NSW United Services Branch**

Mark O'Connell

Signature

LEVEL I 491 KENT ST SYDNEY 2008

DIRECTOR, NSW

[Position], duly authorised to sign on behalf
of the **Association of Professional Engineers,
Scientists and Managers, Australia**