

COGNIKIN PTY LTD

RENDER TEST - Craigh Somerville Employment Agreement - CogniSign Native Markdown

Reference: RENDER-TEST-MAH-EMP-CRAIGH-NATIVE-20260704

04 July 2026

name: contract-craigh-somerville-casual-l3-AWARD-SIX-MONTH-PROBATION-READY-TO-SIGN-2026-07-03

description: Casual Level 3 employment contract pack for Craigh Somerville. Updates the May 2026 casual contract into the same MAH driver contract pack style used for Dave and Travis, with Waste Management Award 2020 Level 3 casual rate transition from \$37.08/hr to \$38.84/hr, a six-month contractual probationary period from commencement, and flexible Brisbane South, Brisbane North and Moreton Bay route assignment as required by operational needs.

metadata:

type: contract

domain: hr

status: ready-to-sign-award-six-month-probation

employee: craigh-somerville

classification: WMA-2020-L3

employment-type: casual

issued-date: 2026-07-03

commencement-date: 2026-05-11

award-rate-updated-date: 2026-07-03

casual-rate-initial-period: 2026-05-11 to 2026-06-30

casual-rate-initial: 37.08

casual-rate-current-effective-from: 2026-07-01

casual-rate-current: 38.84

ordinary-rate-initial: 29.66

ordinary-rate-current: 31.07

probation-period: six-months-from-commencement

internal-note: Michael instructed start date 2026-05-11. Earlier local payroll/contract records indicated 2026-05-15, so confirm before external issue if needed.

supersedes:

- contract-craigh-somerville-EXECUTED-v0.1-signed-2026-05-16.pdf

- contract-craigh-somerville-v0.2-2026-05-18.md

My Almighty Home Pty Ltd | ABN 85 687 093 205\

Unit 3/10 Vine Street, Clayfield QLD 4011\

Phone: 0416 090 743 | Email: michael@myalmightyhome.com.au

Driver Contract Pack

Casual Garden Bag Collection Driver

Issued to: Craigh Somerville\

Date issued: 3 July 2026\

Award rate transition update: 3 July 2026 - \$37.08/hr from 11 May 2026 to 30 June 2026;
\$38.84/hr from 1 July 2026\

Probation period: Six months from commencement date\

Commencement date: Monday 11 May 2026

Contents

- Section 1 - Welcome Letter
- Section 2 - Key Information Summary
- Section 3 - Position Description
- Section 4 - Casual Employment Agreement
- Section 5 - Pay Schedule
- Section 6 - Leave and Entitlements
- Section 7 - Pay Cycle and Payments
- Section 8 - Superannuation and WorkCover
- Section 9 - Workplace Policies and Safe Work Procedures
- Section 10 - Acknowledgement and Sign-Off

You will also receive separately:

- Fair Work Information Statement (FWIS)
- Casual Employment Information Statement (CEIS)
- MAH Workplace Policy Manual
- Superannuation Standard Choice Form (NAT 13080)

- Tax File Number declaration - completed online via ATO online services (myGov) or MAH's payroll onboarding
-

SECTION 1 - Welcome Letter

3 July 2026

Craigh Somerville\
15 Hanbury Street\
Chermside West QLD 4032

Dear Craigh,

I am pleased to update and re-issue your employment contract with My Almighty Home Pty Ltd in your role as a Casual Garden Bag Collection Driver.

You have already been working with us, and this updated pack is intended to put the current arrangement into a cleaner and more complete form. It uses the same driver contract pack style we are now using across MAH and updates the Award rates that changed from 1 July 2026.

This updated contract includes a six-month contractual probationary period measured from your commencement date. During that period, we will keep reviewing performance, safety, attendance, communication, route completion and overall fit for the role.

What is in this pack

- Section 1 - Welcome Letter (this section)
- Section 2 - Key Information Summary (at-a-glance)
- Section 3 - Position Description
- Section 4 - Casual Employment Agreement (the contract)
- Section 5 - Pay Schedule (every rate spelled out in dollar amounts)
- Section 6 - Leave and Entitlements
- Section 7 - Pay Cycle and Payments
- Section 8 - Superannuation and WorkCover
- Section 9 - Workplace Policies and Safe Work Procedures
- Section 10 - Acknowledgement and Sign-Off

How your pay works

Your pay has two parts, each shown as a separate line on your payslip every week:

- **Casual hourly rate** - \$37.08 per hour from 11 May 2026 to 30 June 2026, and \$38.84 per hour from 1 July 2026. This is the Waste Management Award 2020 Level 3 casual ordinary hourly rate, inclusive of the 25% casual loading and the Industry Allowance. This rate applies for every ordinary hour you work.
- **\$3.00 per bag** - paid for every bag you service on your route. This is paid on top of the hourly rate. On a good week with high bag volumes, this adds significantly to your take-home. On a slow week, the hourly rate holds firm for the hours you actually work.

Both elements are paid weekly by direct deposit on the Monday following the work week.

Your casual employment

Your employment is casual. This means there is no guaranteed minimum number of hours each week. Work is offered according to operational requirements, and you may accept or decline offers of work. The casual loading included in your hourly rate compensates for the absence of paid annual leave, paid personal/carer's leave, notice of termination, redundancy benefits, and other full-time or part-time conditions.

Superannuation is paid on top into your nominated super fund at 12.0%. From 1 July 2026, MAH pays super under the Payday Super rules at the same time as wages, subject to the ATO rules for processing and fund receipt. WorkCover covers you for any work-related injury.

What we expect from you and what you can expect from us

What we expect from you:

- Show up on time when you accept a shift, work safely, do the job properly, and look after our customers
- Wear your PPE. Always
- Record every stop in the MAH PWA driver app in real time, not at end of day
- Report any incident, near-miss, injury, or vehicle issue on the day it happens
- Drive safely. Zero alcohol on duty. No phone use while driving. Keep your manual Class C licence current
- Treat customers professionally

What you can expect from us:

- Clear casual pay structure with no surprises, wages on time every cycle
- A truck that is roadworthy, fuelled, and maintained

- PPE supplied and replaced when worn
- Open line of communication - if something is not working, say so
- Your casual entitlements under the National Employment Standards, the Waste Management Award, superannuation and WorkCover
- A fair and practical process if you later become eligible to notify MAH that you want to change to permanent employment

Welcome aboard under the updated terms.

Regards,

Michael Davy

Director, My Almighty Home Pty Ltd\

ABN 85 687 093 205\

Phone: 0416 090 743\

Email: michael@myalmightyhome.com.au

SECTION 2 - Key Information Summary

Item	Detail
Employer	My Almighty Home Pty Ltd (ABN 85 687 093 205)
Employee	Craigh Somerville
Employee Address	15 Hanbury Street, Chermside West QLD 4032
Employee Mobile	+61 458 771 496
Employee Email	starndard85@outlook.com
Position	Garden Bag Collection Driver
Route	Brisbane South, Brisbane North and Moreton Bay as required by operational needs
Employment Type	Casual
Reports To	Michael Davy, Director
Award	Waste Management Award 2020 [MA000043], Level 3

Item	Detail
Commencement Date	Monday 11 May 2026
Location	Brisbane depot + assigned Brisbane South, Brisbane North and Moreton Bay route territories as required by operational needs
Guaranteed Minimum Hours	None - casual employment
Minimum Daily Engagement	4 hours per shift (Award cl. 11.3)
Ordinary Hours Span	4:00am to 5:00pm, Monday to Friday (Award cl. 13.2(a)(i))
Weekend Work	Saturday or Sunday overtime may be offered where operationally required; it is not guaranteed and requires prior authorisation
Casual Ordinary Hourly Rate	\$37.08/hr from 11 May 2026 to 30 Jun 2026; \$38.84/hr from 1 Jul 2026 (Award Level 3 casual, inclusive of Industry Allowance and 25% casual loading)
Bag Rate	\$3.00 per bag serviced (over-Award benefit - see Section 5.2)
Probation	Six months from commencement date
Casual Employee Choice Pathway	Generally after 12 months while MAH is a small business employer, or 6 months if MAH is not a small business employer, subject to the Fair Work Act requirements
Superannuation	12.0%, paid to nominated complying fund under current ATO Payday Super rules
WorkCover	Covered by MAH's QLD WorkCover policy
Pay Cycle	Monday 12:00am to Sunday 11:59pm, paid by direct deposit the following Monday

SECTION 3 - Position Description

Position Purpose

The Garden Bag Collection Driver is responsible for the safe, efficient, and professional kerbside collection of garden waste bags from residential customers across South East Queensland. The driver operates a company-provided collection truck (sub-4.5 tonnes GVM, hoist-equipped), records every collection in the MAH PWA driver application in real time, and transports collected waste to an approved transfer station.

This role is the public face of My Almighty Home.

Key Responsibilities

Route Operations

- Operate an allocated company-provided collection truck on assigned residential collection routes across Brisbane South, Brisbane North and Moreton Bay as required by operational needs
- Complete a pre-start vehicle inspection at the beginning of every shift using the MAH pre-start checklist
- Drive safely and lawfully at all times, complying with all Queensland road rules
- Collect garden waste bags from kerbside at each scheduled stop
- Record stop outcomes (completed, failed, partial) in the MAH PWA driver app at the time of each stop - real-time, not end-of-day
- Transport collected waste to an approved transfer station, complete tipping procedures, capture weighbridge dockets and dump receipts, and submit them via the MAH fleet receipt process
- Return truck to depot after completion of each day's route unless directed otherwise

Manual Handling

- Use the truck-mounted hoist for all loading operations wherever practicable
- Apply safe manual handling techniques at all times
- Decline unsafe lifts (overweight, contaminated, or otherwise hazardous) and report them immediately
- Garden bags typically weigh 15-25 kg; the hoist is the primary handling method

Customer Service

- Conduct all customer interactions professionally, courteously, and respectfully
- Escalate any customer complaints or unusual requests to the dispatcher
- Maintain customer privacy and confidentiality at all times

Safety and Compliance

- Comply with all MAH workplace health and safety policies and procedures
- Wear all required PPE at all times on duty
- Report all incidents, near-misses, injuries, vehicle defects, and customer concerns on the day they occur
- Maintain a current and valid Queensland manual Class C driver licence with no auto-only condition
- Zero blood alcohol concentration on duty at all times
- No phone use while driving

Documentation

- Accurately record every stop in the MAH PWA driver app
- Capture and submit fuel receipts, weighbridge/tip dockets, and operational documents via the fleet receipt process
- Complete daily pre-start vehicle inspection checklist
- Sign off any incident reports or other documentation as required

Selection Criteria - Essential

1. Manual Class C driver licence (current, valid Queensland, no auto-only condition)
 2. Right to work in Australia
 3. Physical fitness - able to operate a hoist-equipped truck and undertake kerbside work through a full work day
 4. Clean driving record - no major traffic offences in the preceding five years
 5. Smartphone literacy (PWA app operation)
 6. Customer-facing manner - professional, respectful, polite
 7. Reliable, punctual, able to communicate clearly
-

SECTION 4 - CASUAL EMPLOYMENT AGREEMENT

Between:

My Almighty Home Pty Ltd (ABN 85 687 093 205) of Unit 3/10 Vine Street, Clayfield QLD 4011 (the "Employer")

And:

Craigh Somerville of 15 Hanbury Street, Chermside West QLD 4032 (the "Employee")

Date of Agreement: ____ (date of signing)\

Commencement Date: Monday 11 May 2026

1. Position and Award

1.1 The Employee is engaged as a casual employee in the position of Garden Bag Collection Driver.

1.2 The Employee's employment is covered by the **Waste Management Award 2020 [MA000043]** (the "Award"), classified at **Level 3** in accordance with clause 12.3(c) of the Award - Driver (not elsewhere included) of a waste management vehicle up to and including 4.5 tonnes GVM. The Employer's trucks are below 4.5 tonnes GVM and the loading mechanism is a hoist.

1.3 A copy of the Award is available at www.fwc.gov.au or on request from the Employer at any time.

1.4 The Employee acknowledges receipt of the Position Description at Section 3 of this Pack.

2. Nature of Casual Employment

2.1 The Employee is engaged as a casual employee.

2.2 The parties acknowledge that there is no firm advance commitment by the Employer to continuing and indefinite work according to an agreed pattern of work.

2.3 Work may be offered by the Employer as and when operational requirements arise. The Employee may accept or decline any offer of work.

2.4 The Employee has no guaranteed minimum number of hours in any week, fortnight, month or year.

2.5 The Employee receives a casual loading as part of the casual hourly rate. The casual loading is paid instead of annual leave, paid personal/carer's leave, notice of termination, redundancy benefits, and other conditions of full-time or part-time employment, to the extent provided by the Award and the Fair Work Act 2009 (Cth).

2.6 The practical reality and true nature of the employment relationship will be managed consistently with the Fair Work Act casual employment provisions.

3. Hours of Work

3.1 The Employee's hours will be offered on a casual basis according to operational requirements.

3.2 **Span of ordinary hours:** 4:00am to 5:00pm, Monday to Friday (Award cl. 13.2(a)(i)).

3.3 **Maximum ordinary hours:** A maximum of 8 ordinary hours per day. Time outside ordinary hours is paid at the applicable overtime, weekend, public holiday, or shift rate in Section 5.

3.4 **Minimum daily engagement:** The minimum daily engagement of a casual employee is 4 hours (Award cl. 11.3).

3.5 **Next day notification:** The Employer will notify the Employee at the end of the day whether services will be required on the next working day, in accordance with Award cl. 11.2, where work is being offered.

3.6 **Overtime and weekend work:** Work outside the ordinary hours span, work above the ordinary daily limit, or approved Saturday or Sunday work will be paid at the applicable rates in Section 5. Saturday or Sunday work may be offered where operationally required, including for catch-up routes, peak volumes, vehicle downtime recovery, or urgent customer requirements. Weekend work is not guaranteed. The Employee must not perform weekend work unless rostered or approved in advance by the Employer.

3.7 **Variable collection volumes:** The Employee understands that MAH operates a subscription-based garden bag collection service and that route stop counts vary week to week due to customer skips, new sign-ups, cancellations, and seasonal patterns.

4. Pay Elements

4.1 The Employee's remuneration consists of two elements as set out in Section 5 - Pay Schedule, which forms part of this Agreement:

(a) **Casual hourly rate** - the applicable casual ordinary hourly rate for the date worked, being \$37.08 per hour from 11 May 2026 to 30 June 2026 and \$38.84 per hour from 1 July 2026, in each case being the Award Level 3 casual ordinary hourly rate inclusive of the Industry Allowance and 25% casual loading;

(b) **Bag rate** - a payment of \$3.00 per bag serviced during each shift, as set out in Section 5.2.

4.2 The bag rate is paid **in addition to** the casual hourly rate. The casual hourly rate is the floor for hours actually worked and cannot be reduced by reference to bag volume or any other factor.

4.3 **Set-off clause:** Where the Employee's total remuneration in any pay week (being the sum of hourly earnings, bag rate payments, penalty rates, overtime and allowances) exceeds the Employee's Award minimum entitlement for that week, the above-Award excess may be applied by the Employer against any Award entitlement that might otherwise be separately payable, provided that:

(a) the Employee's actual remuneration in that week is never less than the Award minimum entitlement for actual hours worked and conditions;

(b) the set-off applies only to the above-Award excess in that week and cannot be carried forward to reduce Award entitlements in any future week;

(c) the Employer verifies on a week-by-week basis that total remuneration meets or exceeds the Award minimum before each payslip is issued; and

(d) this clause does not permit the bag rate to substitute for or reduce the hourly rate below the Award minimum in any week.

4.4 **Rate indexation:** All Award-derived rates auto-index in line with annual Fair Work Commission minimum wage decisions. The Employer will adjust rates accordingly without requiring re-execution of this Agreement.

5. Duties

5.1 The Employee will perform the duties set out in Section 3 (Position Description) and any other reasonable duties as may be assigned by the Employer from time to time.

5.2 The Employee will comply with all reasonable and lawful directions of the Employer.

6. Work Locations

6.1 The Employee's primary depot is in Brisbane, Queensland.

6.2 Routes are operated across Brisbane South, Brisbane North and Moreton Bay as required by operational needs, including tipping at approved transfer stations and weighbridge facilities.

7. Workplace Policies

7.1 The Employee acknowledges receipt of, and agrees to comply with, the MAH Workplace Policy Manual as in force from time to time. The Manual includes:

- Work Health and Safety Policy
- Code of Conduct
- Drug and Alcohol Policy
- Mobile Phone and Distracted Driving Policy
- Vehicle Use Policy
- Incident Reporting Procedure
- Bullying, Harassment and Equal Employment Opportunity Policy
- Privacy Policy
- Social Media Policy
- Workplace Surveillance Policy

7.2 The Policy Manual may be amended by the Employer from time to time. The Employer will give the Employee written notice of any material change.

8. Safe Work Procedures

8.1 The Employee will follow all safe work procedures, work instructions, and the driver safety induction issued by the Employer, including any Safe Work Method Statements (SWMS) the Employer introduces from time to time.

8.2 Compliance with MAH safe work procedures is a condition of safe operation and a requirement of this Agreement.

9. Driver's Licence and Driving Record

9.1 The Employee warrants that they hold a current and valid Queensland manual Class C driver licence (or equivalent) with no auto-only condition, and undertakes to:

- (a) maintain that licence in good standing for the duration of employment;
- (b) immediately notify the Employer if their licence is suspended, cancelled, varied, or otherwise compromised;
- (c) immediately notify the Employer of any traffic offence, infringement, or charge that may affect their licence or driving record.

9.2 Loss of a valid driver licence renders the Employee unable to perform the inherent requirements of the position.

10. Vehicle and Equipment

10.1 The Employer provides the collection vehicle (sub-4.5 tonnes GVM, hoist-equipped), fuel card, PPE, tools, and equipment necessary for the role at no cost to the Employee.

10.2 The Employee will use the vehicle and equipment only for authorised work purposes.

10.3 The Employee will complete a pre-start vehicle inspection at the beginning of every shift using the MAH pre-start checklist.

10.4 The Employee will report any vehicle defect, damage, accident, or fuel card concern to the Employer immediately on the day it occurs.

11. Confidentiality and Customer Privacy

11.1 The Employee will keep confidential all information about the Employer's customers, including names, addresses, premises details, collection history, payment information, and operational data, and will not disclose any such information to any person outside the Employer except as required to perform the duties or by law.

11.2 This obligation continues after the end of the Employee's employment.

12. Probationary Period

12.1 The Employee is engaged on a six-month contractual probationary period commencing on the Commencement Date.

12.2 The probationary period is used to assess performance, attendance, conduct, safety, communication, licence compliance, route completion, customer-facing behaviour, and overall suitability for the role.

12.3 During the probationary period, the Employer may end the casual employment relationship in accordance with clause 13. As this is casual employment, the Employer may also stop offering work, and the Employee may decline work, in accordance with the casual nature of the engagement.

12.4 Continuation of employment beyond the probationary period is at the Employer's discretion based on the Employee's performance, attendance, conduct, safety record, operational requirements and compliance with this Agreement.

12.5 The probationary period does not exclude, limit, or modify any National Employment Standards, Award, WorkCover, superannuation, general protections, anti-discrimination, safety, or other statutory right or obligation. Any statutory minimum employment period for unfair dismissal eligibility under the Fair Work Act 2009 (Cth) applies according to law and is separate from this contractual probationary period.

13. Termination and Ending Casual Engagements

13.1 Casual employees do not have a statutory notice entitlement under section 117 of the Fair Work Act 2009 (Cth) or under the Award. Either party may end the casual employment relationship by declining to offer or accept further work.

13.2 Where the Employee fails to attend work without notice or explanation for three consecutive working days on which work has been offered and accepted, the Employer may treat the casual employment relationship as ended.

13.3 The Employer may terminate the Employee's engagement summarily for serious misconduct, including but not limited to: theft, fraud, assault, sexual harassment, falsification of route or vehicle records, wilful breach of a safety procedure involving vehicle operation or hoist operation, or being affected by alcohol or illicit drugs on duty.

13.4 Termination of any kind will be communicated in writing where reasonably practicable.

14. Casual Employee Choice Pathway

14.1 The Employee acknowledges that a pathway for casual employees to change to full-time or part-time employment is provided for in the National Employment Standards and the Award.

14.2 While the Employer is a small business employer, the Employee may generally give written notice under the employee choice pathway after at least 12 months of employment if the Employee believes they no longer meet the requirements of the casual employee definition.

14.3 If the Employer is not a small business employer at the relevant time, the general service period is 6 months.

14.4 The Employer will respond to any valid employee choice notice in accordance with the Fair Work Act 2009 (Cth), including consultation and written response requirements.

14.5 The Employee will receive the Casual Employment Information Statement (CEIS) at commencement and at the times required by the Fair Work Act and Regulations from time to time.

15. Work Health and Safety

15.1 The Employer complies with the Work Health and Safety Act 2011 (Qld) and all related codes of practice.

15.2 The Employee will:

- (a) take reasonable care for their own health and safety, and the health and safety of others;
- (b) comply with all MAH safe work procedures and the driver safety induction;
- (c) wear all required PPE;
- (d) report all incidents, near-misses, injuries, and hazards immediately on the day they occur;
- (e) attend any safety training reasonably required by the Employer.

15.3 The Employee is covered by WorkCover Queensland for any work-related injury or illness sustained in the course of employment.

16. Drug and Alcohol

16.1 Zero blood alcohol concentration (0.00 BAC) is required at all times while on duty. The Employee will not use illicit drugs prior to or during any shift.

16.2 The Employee will not operate any vehicle while affected by prescription medication that may impair driving ability. Where such medication is prescribed, the Employee must discuss it with the Employer before commencing duty.

16.3 The Employee consents to random and reasonable-suspicion drug and alcohol testing in accordance with the Drug and Alcohol Policy in the MAH Workplace Policy Manual.

17. Fitness for Work

17.1 The Employee warrants that they have disclosed any pre-existing condition that would prevent them from safely performing the inherent requirements of the role.

17.2 The Employee will notify the Employer of any new condition, injury, or impairment that may materially affect their fitness for the inherent requirements of the role.

18. Privacy

18.1 The Employer collects, holds, uses, and discloses the Employee's personal information in accordance with the Privacy Act 1988 (Cth) and the Employer's Privacy Policy (included in the MAH Workplace Policy Manual provided at Section 9).

19. Right to Work

19.1 The Employee warrants that they have an unrestricted right to work in Australia and will produce evidence of that right on request.

20. Previous Contract Superseded

20.1 This Agreement supersedes the Employee's previous MAH casual driver contract and draft contract materials to the extent they relate to employment terms from the date this Agreement is signed.

20.2 This Agreement does not reduce or waive any Award, National Employment Standards, superannuation, WorkCover, tax, payroll, or other entitlement that accrued before this Agreement was signed.

20.3 The parties acknowledge the Employee's prior casual service with MAH from Monday 11 May 2026.

21. Entire Agreement and Statutory Preservation

21.1 This Agreement, together with the Position Description (Section 3), the Pay Schedule (Section 5), and the Award, constitutes the entire agreement between the parties in relation to the Employee's employment.

21.2 Nothing in this Agreement excludes, limits, or modifies the National Employment Standards or any term of the Waste Management Award 2020. To the extent of any inconsistency, the National Employment Standards and the Award prevail.

21.3 No variation is effective unless in writing and signed by both parties, except for Annual Wage Review rate indexation per clause 4.4.

22. Governing Law

22.1 This Agreement is governed by the laws of the State of Queensland and the Commonwealth of Australia.

SECTION 5 - Pay Schedule

All rates are derived from the **Waste Management Award 2020 (MA000043) at Level 3**. Award-derived rates auto-index annually following each FWC Annual Wage Review.

MAH is applying the 1 July 2026 increased rates from 1 July 2026. The Award increase applies from the first full pay period on or after 1 July 2026; applying the increased rates from 1 July is an above-Award / employee-beneficial approach where it is earlier than the Award's minimum timing.

5.1 Casual Ordinary Hourly Rate

Period	Base minimum hourly rate	Industry Allowance - paid for all purposes	Level 3 ordinary hourly rate	Casual loading	Level 3 casual ordinary hourly rate
11 May 2026 to 30 June 2026	\$26.57/hr	+\$3.09/hr	\$29.66/hr	25%	\$37.08/hr
From 1 July 2026	\$27.83/hr	+\$3.24/hr	\$31.07/hr	25%	\$38.84/hr

The Industry Allowance is embedded in the ordinary hourly rate and is paid for all purposes of the Award. The casual loading is applied to the ordinary hourly rate.

References in the tables below to \$31.07/hr or \$38.84/hr are the current dollar rates from 1 July 2026. For work performed from 11 May 2026 to 30 June 2026, the same Award multipliers and rules applied using \$29.66/hr as the ordinary hourly rate and \$37.08/hr as the casual ordinary hourly rate.

5.2 Bag Rate

5.2.1 Rate

The Employee is entitled to a bag rate of **\$3.00 (three dollars) per bag serviced** during each shift, in addition to the hourly rate in Section 5.1.

5.2.2 Definition of "serviced"

A bag is "serviced" for the purposes of this clause when:

- (a) the bag is physically collected from the customer's kerbside or nominated collection point during the Employee's shift;
- (b) the contents are emptied into the collection vehicle; and
- (c) the stop is recorded as completed in the Employer's route management system (currently the MAH PWA driver portal, or any successor system).

A bag is NOT serviced (and the bag rate does not apply) where:

- (a) the bag was empty / not full, inaccessible at the nominated collection point, or there was no collectable garden waste available at the time of the visit;
- (b) the bag was contaminated and declined under MAH's contamination protocol;
- (c) the stop was blocked by access issues and the Employee could not reasonably complete the collection; or
- (d) the stop was skipped on instructions from the Employer or the customer.

5.2.3 System of record

The Employer's route management system is the system of record for bag count in each pay period.

5.2.4 Mixed-driver days

Where two or more drivers service the same route or sections of the same route on a given day, the bag rate is attributed to the driver who physically completed each stop, as recorded in the route management system.

5.2.5 Two-up / helper days

Where two employees work together on one truck on a given day, the bag rate for that day is split equally (50% each) unless the parties have agreed a different allocation in writing before the commencement of that shift.

5.2.6 No deduction - floor protection

The bag rate is an additional payment and cannot offset or reduce the Employee's hourly entitlement under Section 5.1.

5.3 Payslip Line Items

Each payslip will show separately identified earnings lines:

- **Line 1 - Casual ordinary hours:** applicable casual ordinary hourly rate for the date worked (\$37.08/hr from 11 May 2026 to 30 Jun 2026; \$38.84/hr from 1 Jul 2026) x hours worked
- **Line 2 - Bag rate:** bags serviced x \$3.00

Any overtime, penalty rates, or allowances are shown as additional separate lines. PAYG withholding, super, and year-to-date totals are shown per Reg 3.46 requirements.

5.4 Casual Pay Floor

Regardless of bag volume, route size, or any other variable in any given week, the Employee's total remuneration will not fall below:

[hours actually worked] x the applicable casual ordinary hourly rate for the date worked (\$37.08/hr from 11 May 2026 to 30 Jun 2026; \$38.84/hr from 1 Jul 2026) + applicable Award penalty rates, overtime rates, minimum engagement payments, allowances, and other required entitlements

The Employer's payroll system verifies this floor before each payslip is issued. Where a verification check identifies a potential shortfall, the Employer tops up before payment.

5.5 Overtime Rates (Casual - cl. 19.2 Award)

Overtime is work outside ordinary hours, work in excess of 8 ordinary hours in a day, or other overtime under the Award. Under Award cl. 19.2, casual overtime is 160% of the ordinary hourly rate for the first 2 hours and 210% after 2 hours.

Overtime	Multiplier	Per-hour at Level 3 from 1 July 2026
First 2 hours	160% of ordinary hourly rate	\$49.71/hr
Beyond 2 hours	210% of ordinary hourly rate	\$65.25/hr

MAH may offer overtime where operationally required. Overtime requires prior authorisation.

The bag rate is paid in addition to overtime rates on any overtime shift.

5.6 Saturday and Sunday Work

Saturday and Sunday work may be offered where operationally required. Weekend work is not guaranteed and requires prior authorisation.

Circumstance	Rate	Per-hour at Level 3 from 1 July 2026
Saturday overtime - first 2 hours	160%	\$49.71/hr
Saturday overtime - after 2 hours	210%	\$65.25/hr
Sunday - all authorised time	225%	\$69.91/hr

Saturday overtime has a 4 hour minimum engagement unless the overtime is continuous with overtime which commenced on the previous day. Sunday work has a 4 hour minimum engagement.

5.7 Public Holidays

Public Holiday	Rate	Per-hour at Level 3 from 1 July 2026	Minimum engagement
Any standard public holiday (not Good Friday or Christmas Day)	275%	\$85.44/hr	4 hours
Good Friday and Christmas Day	325%	\$100.98/hr	4 hours

MAH does not normally roster work on public holidays. Where a driver declines to work a public holiday, that refusal is dealt with under the National Employment Standards.

5.8 Shift Loadings

MAH does not currently operate as a shift workplace. Rates listed for completeness only.

Shift	Rate	Per-hour at Level 3 from 1 July 2026
Afternoon shift	142.5%	\$44.27/hr
Night shift	155%	\$48.16/hr

5.9 Other Allowances

Allowance	Rate from 1 July 2026	When it applies	Source
First Aid Allowance	\$5.59/day	Only if Employee holds current first aid certificate and is designated first aider by Employer	WMA cl. 16.2(e)
Meal Allowance	\$21.82 per occurrence	When overtime of 2+ hours occurs without prior notification; or when commencing 2+ hours before normal start	WMA cl. 16.3(a)

Allowance	Rate from 1 July 2026	When it applies	Source
Transport Allowance	\$10.64/day	When commencing duty before 4:00am and Employer does not provide transport	WMA cl. 16.3(b)
Leading Hand (4-8 employees)	\$30.19/week	When directed to supervise 4-8 other employees	WMA cl. 16.2(c)

PPE is provided by the Employer at no cost to the Employee. PPE is not structured as an allowance.

SECTION 6 - Leave and Entitlements

6.1 Annual Leave

As a casual employee, the Employee does not accrue paid annual leave. The 25% casual loading compensates for paid annual leave and related full-time / part-time conditions.

6.2 Personal / Carer's Leave

As a casual employee, the Employee does not accrue paid personal / carer's leave. The Employee may be entitled to unpaid carer's leave under the National Employment Standards.

6.3 Compassionate Leave

The Employee is entitled to unpaid compassionate leave under the National Employment Standards where applicable.

6.4 Family and Domestic Violence Leave

Eligible casual employees are entitled to family and domestic violence leave under the National Employment Standards. FDV leave is handled confidentially and is not identified as FDV leave on payslips.

6.5 Community Service Leave

Community service leave, including jury service and emergency management activity, is provided under the National Employment Standards.

6.6 Parental Leave

Unpaid parental leave may be available under the National Employment Standards for eligible casual employees with at least 12 months' regular and systematic service and a reasonable expectation of continuing engagement.

6.7 Long Service Leave

Long service leave is governed by the Industrial Relations Act 2016 (Qld) as amended from time to time. Casual service may count according to that legislation.

6.8 Public Holidays

As a casual employee, the Employee is paid for public holidays only if work is performed, unless a separate statutory entitlement applies. Work on a public holiday is paid at the rates in Section 5.7.

SECTION 7 - Pay Cycle and Payments

7.1 Pay Week

The MAH pay week runs from Monday 12:00am to Sunday 11:59pm (Brisbane time, AEST, UTC+10 - Queensland does not observe daylight saving).

7.2 Pay Date

Wages are paid by direct deposit into the Employee's nominated bank account on the Monday following the pay week, or the next business day if Monday is a public holiday or banking systems are unavailable.

Example: work performed Monday 1 June through Sunday 7 June is paid on Monday 8 June.

7.3 Frequency

The Employee is paid weekly.

7.4 Payslip

Each payment is accompanied by a compliant payslip per Fair Work Regulations 2009 Reg 3.46(1), separately identifying:

- Employer name and ABN
- Employee name
- Pay period and payment date
- Hours worked and hourly rate
- Casual loading / casual hourly rate treatment
- Bag rate quantity and amount
- Overtime or penalty rates, where applicable
- Allowances, where applicable
- Gross and net pay
- PAYG withholding
- Superannuation contribution amount and fund, if applicable

7.5 Single Touch Payroll (STP)

The Employer reports wages, PAYG withholding and superannuation information through Single Touch Payroll.

7.6 Pay Cycle Departures

If bank holidays, system outages, payroll provider delays, natural disasters or other events affect the normal payment day, the Employer will notify the Employee and pay as soon as reasonably practicable.

SECTION 8 - Superannuation and WorkCover

8.1 Superannuation

The Employer pays superannuation guarantee contributions at the statutory rate of 12.0% into the Employee's nominated complying superannuation fund.

From 1 July 2026, super is paid under the ATO Payday Super rules at the same time as wages, subject to the ATO's rules for clearing, fund receipt, and any first-contribution timing exceptions for new employees.

8.2 Super Fund Choice

The Employee may nominate a complying superannuation fund by completing the Superannuation Standard Choice Form (NAT 13080) or the Employer's payroll onboarding process.

If the Employee does not nominate a fund, the Employer will check for a stapled super fund through the ATO. If no stapled fund exists, the Employer's default fund will be used.

8.3 WorkCover

The Employee is covered by MAH's Queensland WorkCover policy for work-related injury or illness.

The Employee must report any work-related injury, pain, near-miss or incident immediately, even if it seems minor.

SECTION 9 - Workplace Policies and Safe Work Procedures

The Employee acknowledges that the following policies and procedures are part of MAH's operating rules and may be updated from time to time. These policies do not form separate contractual entitlements unless expressly stated, but compliance with them is a requirement of employment.

9.1 Workplace Policy Manual

The Employee will receive and comply with the MAH Workplace Policy Manual, including:

- Work Health and Safety Policy
- Code of Conduct
- Drug and Alcohol Policy
- Mobile Phone and Distracted Driving Policy
- Vehicle Use Policy
- Incident Reporting Procedure
- Bullying, Harassment and EEO Policy
- Privacy Policy (including APP 5 collection notice)
- Social Media Policy
- Workplace Surveillance Policy

9.2 Safe Work Procedures and Safety Induction

The Employee will complete the MAH Driver Safety Induction at commencement and follow all MAH safe work procedures, including the pre-start vehicle inspection and tip station / transfer station procedures. The Employer will issue formal Safe Work Method Statements (SWMS) from time to time, and the Employee will follow them once issued.

9.3 Mandatory Fair Work Documents

- **Fair Work Information Statement (FWIS)** - provided at commencement and current version available from fairwork.gov.au
 - **Casual Employment Information Statement (CEIS)** - provided to casual employees at commencement and at later times required by the Fair Work Act and Regulations
-

SECTION 10 - Acknowledgement and Sign-Off

By signing below, the Employee acknowledges and agrees that:

1. They have read, understood, and accept the terms of this entire Driver Contract Pack, including the Position Description (Section 3), the Casual Employment Agreement (Section 4), and the Pay Schedule (Section 5).
2. They have received the Fair Work Information Statement and Casual Employment Information Statement.
3. They have received the MAH Workplace Policy Manual and agree to comply with all policies as in force from time to time.
4. They will complete the MAH Driver Safety Induction and agree to follow all MAH safe work procedures in the performance of their duties.
5. They warrant that the personal and licence information they have provided is true and complete.
6. They have had the opportunity to ask questions and seek independent advice before signing.

Signed by the Employee:

Name: Craigh Somerville

Signature: _____

Date: _____

Signed for and on behalf of My Almighty Home Pty Ltd:

Name: Michael Davy

Position: Director

Signature: _____

Date: _____