

COGNIKIN PTY LTD

REISSUE - FULL CONTENT - AWC Employment and
Remuneration Approval - Damien Sewell

Reference: AWC-HR-APR-2026-DS-001-R1
04 August 2026

REISSUE - FULL CONTENT

EMPLOYMENT AND REMUNERATION APPROVAL

Damien Sewell - Shed Supervisor

Reference: AWC-HR-APR-2026-DS-001-R1
Prepared: 4 August 2026
Status: Internal and confidential - approval required
Entity: AWC Group Holdings Pty Ltd - ABN 36 695 044 323

Reissue notice

This complete-content reissue replaces the earlier CogniSign request with reference **CS-20260804-7809**. The earlier request should not be signed or relied upon because its document content did not display correctly on mobile.

Decision requested

Approve Damien Sewell's permanent full-time appointment as **Shed Supervisor** and approve the remuneration and employment-document preparation described below.

Proposed employment and remuneration

Approval item	Proposed arrangement
Employment type	Permanent full-time

Approval item	Proposed arrangement
Position	Shed Supervisor
Proposed base salary	\$85,000 gross per annum, exclusive of superannuation
Superannuation	12% statutory contribution on qualifying earnings - approximately \$10,200 per annum
Base plus superannuation	Approximately \$95,200 per annum
Ordinary hours	38 ordinary hours per week; roster and start date to be confirmed in the employment agreement
Industrial instrument	Provisional: Waste Management Award 2020; classification and allowances must be confirmed from actual duties
Employing entity	To be confirmed before a contract or variation is issued

Business rationale

Damien Sewell, known as Damo, currently receives \$44.00 per hour as a casual. At 38 hours per week this annualises to approximately \$86,944 gross, excluding superannuation. The proposed \$85,000 permanent base is \$1,944 lower on an annual cash basis while adding paid annual leave, personal or carer's leave, paid public holidays, notice protection and greater income certainty.

The proposal recognises the increased accountability of the Shed Supervisor role, including:

- allocation and coordination of shed work;
- safe-work oversight;
- monitoring work quality and productivity;
- supporting and directing shed personnel; and
- escalating operational, equipment and safety risks.

Illustrative payroll impact: at current 2026-27 resident tax rates, \$85,000 is estimated to produce approximately \$1,294 net per week - about \$25 below the estimated net from \$44 multiplied by 38 hours. Actual take-home pay depends on Damien's tax declaration, Medicare, HELP and other deductions.

Approval conditions

1. Confirm the employing entity, effective date, reporting line and final position description before issuing employment documentation.
2. Verify the applicable award classification from Damien's principal duties and record any leading-hand allowance based on the number of employees supervised.
3. Pay overtime, shift penalties and applicable allowances separately unless a lawful written salary arrangement expressly identifies and reconciles them.
4. Prepare a separate employment agreement or variation for acceptance by Damien after this internal approval.

Approval effect

By signing this CogniSign document, the authorised approver approves the proposed appointment and remuneration, subject to the conditions above, and authorises preparation of the separate employment documentation.

Control note: This internal approval authorises preparation of employment documentation only. It is not an offer, employment contract, variation, or representation that the nominated award or classification is final.