



EMPLOYMENT & REMUNERATION APPROVAL

Damien Sewell — Shed Supervisor

APPROVAL REQUIRED Prepared 4 August 2026 | Decision owner: Authorised employing-entity representative

Approval item	Proposed arrangement
Decision requested	Approve permanent full-time appointment and remuneration
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 super	Approximately \$95,200 per annum
Ordinary hours	38 ordinary hours per week; roster and start date to be confirmed in the employment agreement
Instrument	Provisional: Waste Management Award 2020; classification and allowances must be confirmed from actual duties
Employing entity	To be confirmed before 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/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 × 38 hours. Actual take-home pay depends on Damien's tax declaration, Medicare, HELP and other deductions.

Approval conditions

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



APPROVAL DECISION

Damien Sewell — Shed Supervisor | AWC-HR-APR-2026-DS-001

Approval decision

☐ Approved ☐ Approved with conditions ☐ Declined	
Approved by 	Position / authority
Signature 	Date
Conditions or comments 	Effective date authorised

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/classification is final.