

Coliban Water has a six grade structure with nine levels in each grade.

All position descriptions are evaluated using the Mercer system of 'Job Evaluation' to determine which grade they should be in.

The position description identifies the grade for that position. New staff are commenced on the grade identified on the position description.

The starting point for the new employee will be determined on their relevant experience and skill level.

Further progression within the grade is performance based by meeting 'Specific Measurable Achievable Realistic Timely' objectives identified through our annual Performance Development Program.

**Pay Rates as of 1 July 2008 are:**

Grade One salary range \$33,078 to \$40,440

Grade Two salary range \$39,925 to \$48,802

Grade Three salary range \$47,417 to \$60,962

Grade Four salary range \$57,720 to \$74,205

Grade Five salary range \$73,594 to \$94,630

Grade Six salary range \$91,323 to \$123,555.

Our Enterprise Agreement 2008 allows for a further 4% increase in July 2009 and July 2010.

