



**Rapid Prototyping, Development and Evaluation Program**  
**2016 Relationship Agreement**  
**Schedule 3**  
**Part 3 – Rates Guidance Policy**  
**Version 2.0**

Approved By \_\_\_\_\_

**This Policy may be amended from time to time by the Commonwealth Board Member**

## Change History

VERSION	DATE	DESCRIPTION OF CHANGE
1.0		Initial document
2.0	June 2016	Reviewed rates FYI 16-17

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## 1 REFERENCES

- A. RPDE 2016 Relationship Agreement and Standing Offer
- B. ABS Table 634505 – Wage Cost Index – Table 5(b)
- C. DMOSS Deed Rates Table (not for general distribution)

## 2 INTRODUCTION

### 2.1 Purpose

This document provides guidance when reviewing and recording rates each year for Members.

### 2.2 Objectives

The objectives of the Rates Guidance Policy are to:

- (a) provide guidance to identify the annual cost of labour fluctuations;
- (b) provide current tables of rates; and
- (c) provide the formula to be applied if adjusting rates.

## 3 DEFINITIONS

TERM OR ABBREVIATION	MEANING
Contractor	means Contractors under a Services Contract
Effective Date	Means the date on which a Services Contract is signed by the parties, or if signed on separate days, the date of the last signature.
Long Term	means the provision of Contractors under a Services Contract to the RPDE Program for a continuous period in excess of 12 continuous calendar months where work is performed at the facilities provided by, or on behalf of, the RPDE Program.
Member	means a member under the Relationship Agreement.
Policy	means any policy relating to the operation of the RPDE Program endorsed by the Board from time to time.
Qualifications	means demonstrated relevance to the skill category
Relationship Agreement	means the deed titled '2016 Relationship Agreement' (including any schedule or annexure to that deed) , as amended from time to time
Services Contract	means a contract for services formed under the Standing Offer
Standing Offer	means the deed of standing offer as agreed and executed by the Commonwealth and each Member setting out the terms on which Services will be provided.
Short Term	means 12 months or less, or where the work is performed at the Contractor's premises (unless the facilities are separately funded by the RPDE Program).

#### 4 RATE ADJUSTMENT

4.1 Commencing on or about 1 July 2016, and annually each subsequent year, the Commonwealth Board Member must review, and may, in his or her absolute discretion, adjust the Rates, to reflect changes in the cost of labour and the market for the Services, and, if revised, the revised rates will take effect from the date the Commonwealth Board Member determines.

4.2 Rates will be reviewed in accordance with the following formula:

The Formula: 
$$RP = AP \times \frac{V_0}{V}$$

where:

RP is the revised price;

AP is the initial price at the Effective Date;

V is the index numbers for the March quarter preceding the March quarter containing the price revision date; and

V<sub>0</sub> is the index number for the quarter containing the Effective Date.

**Table 1 The Index**

Description of Index	Table	Group
Total Hourly Rates of Pay Excluding Bonuses	ABS 634505 – Wage Cost Index – Table 5(b)	Australia private and Public - All industries

#### 5 RATES

When a short term contract is extended, and as a result becomes a Long Term contract, the Long Term rate commences from the date of the extension making the Long Term rate apply to the entire extension period, not when the contract term reaches the 12 months of service.

For example:

J. Penguin has a contract from 2 February 2014 to 2 October 2014 (Short Term rate).

In September the contract is extended to 5 March 2015, causing the original contract plus the extension period to run over 12 months.

So the extension period from 3 October 2014 to 5 March 2015 is then Long Term rates, not 3 February 2015 (the 12 month contract period) to 5 March 2015.

**Table 2 Table of Rates (per standard 8 hour day GST Incl)**

Skills Category	Technician		Professional		Specialist	
	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term
Business Analysis	1,100	991	1,366	1,230	2,045	1,841
Commercial/Audit	1,116	1,008	1,321	1,182	1,595	1,435
Communications/Electronics	1,276	1,146	1,515	1,363	1,755	1,588
Data Analysis/Management	1,037	936	1,196	1,081	1,435	1,290
Electronic Systems	1,355	1,219	1,595	1,435	1,914	1,725
Engineering (other than specified)	1,196	1,081	1,399	1,276	1,638	1,486
Environmental Engineering	1,276	1,146	1,435	1,290	1,638	1,486
Human Resources	1,037	936	1,196	1,081	1,515	1,363
Human Sciences	1,355	1,219	1,595	1,435	1,914	1,725
Information Security/Intelligence	1,435	1,290	1,674	1,509	1,957	1,755
Information Systems	1,355	1,219	1,595	1,435	1,834	1,653
Integrated Logistics	1,355	1,219	1,559	1,406	1,718	1,537
Electronic Engineering Modelling and Simulation	1,244	1,120	1,467	1,322	1,753	1,578
Networks	1,406	1,276	1,638	1,486	1,877	1,689
Operations Analysis/Research	1,355	1,219	1,674	1,509	1,995	1,783
Project Management	1,435	1,290	1,674	1,509	1,995	1,783
Requirements Analysis	1,406	1,276	1,638	1,486	1,914	1,725
Risk Analysis	1,196	1,081	1,435	1,290	1,674	1,509
Safety	1,116	1,008	1,321	1,182	1,581	1,429
Sensors and Effectors	1,355	1,219	1,559	1,406	1,798	1,617
Software Engineering	1,435	1,290	1,674	1,509	2,073	1,863
Strategic Analysis	1,435	1,290	1,595	1,435	1,995	1,783
System Design Service	1,071	965	1,305	1,176	1,575	1,417
Systems Engineering	1,406	1,276	1,638	1,486	1,877	1,689
Systems/Platform Integration	1,406	1,276	1,638	1,486	1,877	1,689
Technical Writing	934	841	1,138	1,024	1,345	1,210
Test and Evaluation	1,276	1,146	1,515	1,363	1,755	1,588
Training/Training Needs	1,037	936	1,240	1,101	1,559	1,406

**Table 3 Skill Definitions (per standard 8 hour day GST Incl)**

Skill	Definition
Technician	means either of the following: <ul style="list-style-type: none"> <li>Vocational/Post-Secondary Accreditation with a minimum of three years' relevant experience; or</li> <li>Completion of a graduate/post-graduate Qualification.</li> </ul>
Professional	means any of the following: <ul style="list-style-type: none"> <li>A Technician with at least eight years' relevant experience; or</li> <li>A person with graduate Qualifications and at least five years relevant experience; or</li> <li>A person with post-graduate Qualifications and at least five years relevant experience.</li> </ul>
Specialist	means any of the following: <ul style="list-style-type: none"> <li>A Technician with at least 15 years' relevant experience; or</li> <li>A person with relevant graduate Qualifications and at least eight years' relevant experience; or</li> <li>A person with post-graduate Qualifications and at least five years of relevant experience</li> </ul>

## 6 CORE RATES

**Table 4 Core Rates (per contract year GST Incl)**

Role	Rate up to:
General Manager	478,544
Operations Manager	398,787
Industry/R&D Liaison Manager	398,787
Commercial Manager	319,029
Senior Analyst	319,029
Task Leader	319,029
Commercial Staff	199,393
Technical Staff	223,321
Administrative Staff	159,515

**Note:** Rates are sell rates to the Commonwealth and are per annum based on a two year contract with up to three one year extension options

## 7 OTHER RATES

**Table 5 Other Rates**

Role	Rate up to:
Board Member (per meeting day)	2,232
Workshop (per workshop attendance day)	1,532