

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA00/131**

**TITLE: O'Donnell Griffin - Projects Division (Sydney) Enterprise Agreement  
1999-2002**

**I.R.C. NO: 00/1472**

**DATE APPROVED/COMMENCEMENT: 28 April 2000**

**TERM: 30 September 2002**

**NEW AGREEMENT OR  
VARIATION: New**

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES: 11**

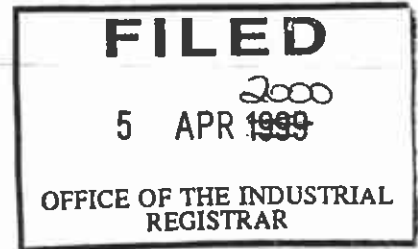
**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees engaged pursuant to the Electrical Contracting Industry (State) Award and who are engaged upon construction work within the County of Cumberland

**PARTIES:** Electrical Trades Union of Australia, New South Wales Branch -&- O'Donnell Griffin Pty Ltd

**Registered  
Enterprise Agreement  
Industrial Registrar**

O'DONNELL GRIFFIN - PROJECTS DIVISION  
(SYDNEY)  
ENTERPRISE AGREEMENT, 1999 - 2002



1. **INTRODUCTION**

This Agreement has been developed by O'Donnell Griffin, a Division of Tyco, its employees and the Electrical Trades Union of Australia N.S.W. Branch with the purpose of developing and implementing workplace reform strategies so as to produce a continuous improvement environment aimed directly at improving the competitiveness of the Company within the marketplace, thus delivering projects on time and within budget along with job satisfaction and security for employees.

2. **TITLE**

This Agreement shall be known as the O'Donnell Griffin – Projects Division (Sydney) Enterprise Agreement 1999-2002.

3. **DEFINITIONS**

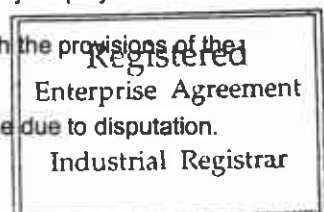
For the purpose of this Agreement:

- "Agreement"** means this enterprise agreement.
- "Company"** means O'Donnell Griffin, a Division of Tyco – Sydney Projects Division.
- ❖ **"Construction"** has the same definition as contained in the Parent Award.
- "County of Cumberland"** is illustrated on the attached map.
- "Employee"** means an employee of the Company performing work within the scope of this Agreement.
- "Parent Award"** means the Electrical Contracting Industry (State) Award 1992.
- " Union "** Electrical Trades Union Of Australia N.S.W. Branch

4. **OBJECTIVES**

The parties to this Agreement are committed to the following shared objectives:

- To ensure customer satisfaction in the provision of services.
- Increasing the competitiveness, productivity, efficiency and flexibility of the Company and its workforce.
- Creating a co-operative, safe and productive environment on the Company's projects.
- Continuing the development of more flexible, efficient and adaptable management and work practices.
- Establishing and developing better and more effective communication and consultation between the Company and employees.
- To foster a commitment to the Company's Quality Management System.
- Improving job security and the working environment.
- To provide for the use of the full range of skills and knowledge held by employees.
- To implement a training skills enhancement program consistent with the provisions of the Parent Award and this Agreement for all employees.
- To substantially reduce disputation and eventually eliminate lost time due to disputation.



**5. PARTIES BOUND**

This Agreement shall be binding upon:

- a) O'Donnell Griffin Projects Division a Division of Tyco; and
- b) All employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award; and
- c) Electrical Trades Union Of Australia, N.S.W. Branch

**6. APPLICATION OF AGREEMENT**

This agreement applies to the Company in respect to all employees who are engaged pursuant to the Parent Award and who are engaged upon contracts work within the County of Cumberland.

If the Projects Division has secured work outside of the County of Cumberland, an employee:-

- a) Will be paid at the rates outlined in this agreement if specifically requested by the Company to work in that area.
- b) May be offered work at that location at the rates that apply for that area and if applicable, taking into account clause 27.
- c) May determine that redundancy would be more appropriate.

Where there is any inconsistency between this Agreement and the Parent Award, the Agreement shall prevail to the extent of the inconsistency.

**7. DATE AND PERIOD OF OPERATION**

This Award shall come into operation from the Certification and remain in force until 30 September 2002.

Notwithstanding the preceding paragraph, this Award can be terminated at or after the end of its nominal term by any one of the parties giving at least three months written notice of intention to terminate to each other party. Where such written notice is given, the parties hereby agree that they shall make an application to the Industrial Relations Commission of New South Wales for this Award to be rescinded with the mutual consent of all the parties.

The parties to this Award shall continuously monitor the application of the Award via a Consultative Committee.

**8. NO EXTRA CLAIMS**

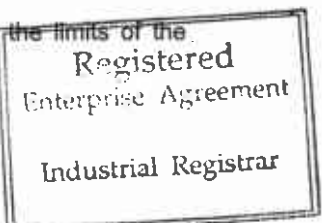
The Employees shall not pursue any extra claims, either Award or over Award for the life of this Agreement. Without limiting the generality of the foregoing, there shall be no industrial action for the purpose of supporting or advancing claims against the company until the Agreements nominal expiry date has passed. Where any disagreement arises, the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

**9. NOT TO BE USED AS A PRECEDENT**

This Agreement shall not be used in any manner what so ever to obtain similar arrangements or benefits in any other State, Territory, Division, Plant or Enterprise.

**10. CONDITIONS OF EMPLOYMENT**

- a) It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that an employee:
  - i) properly use and maintain all appropriate protective clothing and tools and equipment provided by the Company for specified circumstances; and
  - ii) use any technology and perform any duties which are within the limits of the employee's skill, competence and training; and



- iii) understand that termination of employment will be based on job requirements and skills and that the principle of "last on - first off" will not apply. It is the needs and requirements of the Company, together with the efforts, skills and abilities of the employee which will be the determining factors regarding the retrenchment of employees. However, where efforts, skills and abilities are equal then seniority shall take precedence; and
  - iv) maintain commitment to, and comply with the Company's directions (consistent with the objectives of the Award) with respect to, safety, quality, site cleanliness and waste management; and
  - v) provide and maintain an adequate kit of tools in accordance with Parent Award requirements; and
  - vi) be committed to the objectives in Clause 4 of this Agreement.
- b) All new employees (other than casuals) will be engaged on the basis of a 3 month probationary period, which shall count as service. The Company reserves the right to terminate a probationary employee at any time during this 3 month period subject to a week's notice or payment in lieu thereof.
  - c) The Company's right to employ persons on a specified task and/or specified period basis is acknowledged. -

**11. DISPUTE SETTLEMENT PROCEDURE**

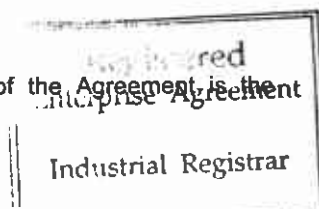
The parties agree that one of the fundamental objectives of this Agreement is to eliminate lost time in the event of a dispute. Further that it is in the best interests of both parties to achieve prompt resolution of disputes.

The most effective procedure to achieve this, is for the responsibility for resolution to remain as close to the source as is possible, it is with this upper most in mind that the parties agree to strictly adhere to the dispute settlement procedure as follows:

- a) The employee/s or accredited employees representative wishing to raise any matter affecting the employee/s shall:
  - i) initially raise the matter with the employee/s immediate supervisor/foreperson. If agreement is not reached at this level, the employee/s or representatives shall then;
    - ii) raise the matter with the Company Department Manager or his representative. If agreement is not reached at this level and an employee representative has been involved, the employee representative will then;
      - iii) be provided with telephone facilities to speak to the union and request representation at a further conference to be held at a date and time mutually acceptable.
      - iv) should negotiations as prescribed in (a) above fail the matter (where appropriate) shall be referred to the state Secretary of the Union or his / her nominee within five working days, at which level a conference of the parties shall be convened without delay.
  - b) In the absence of agreement, either party may refer the matter to the New South Wales Industrial Relations Commission for resolution.
  - c) Whilst the above procedure is being effected, work shall continue normally.
  - d) All recommendations, orders and/or directions of the Industrial Relations Commission of New South Wales shall be strictly observed by all parties subject to the industrial rights of the parties.

**12. CONSULTATIVE MECHANISM**

The parties agree that a precondition for the effective operation of the Agreement is the



establishment of consultative mechanisms with the Company. To this end, a Consultative Committee, comprising of Company appointed representatives and employee elected representatives shall be established and maintained. The purpose of the Consultative Committee shall be to consult, develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 4 of this Agreement.

**13. HOURS OF WORK**

The parties agree that the current working arrangements for hours of work provisions (including, but not limited to, the daily maximum ordinary hours, work cycles and the taking of meal breaks and rest periods) may be altered during the life of this Award following consultation and agreement between the Company and the majority of affected personnel so as to provide greater flexibility and to meet project and/or shift work or operational requirements. The criteria that will be used in assessing the desirability of proposed changes to hours of work will include the impact on efficiency, operational and project requirements, productivity, quality and quality of life.

The parameters for ordinary hours for the purpose of this Award shall be an average of 38 hours per week and shall be between 6.00am and 6.00pm on any or all of the days Monday to Friday. The ordinary hours of work shall be worked continuously except for meal breaks. Different methods of implementation of the hours of work may be applied to various groups or sections of employees by agreement.

Staggered starting and finishing times may be introduced by agreement with employees to help overcome any problems or potential delays. As a consequence, breaks taken during the course of the day shall also be staggered.

An employee's weekly ordinary hours of work can consist of both day work and shift work, provided that the appropriate shift allowance is paid for any shift work in accordance with sub-clause 22.6 of the Parent Award.

**Shift Work**

The above flexible hours of work provisions will also apply to shift work as defined by the Parent Award.

**Rostered Days Off (RDO's)**

The parties agree to increased flexibility with regard to the taking of RDO's. RDO's may be rescheduled or staggered over the work cycle rather than on industry RDO days.

By agreement between the Company and an employee, RDO's may be banked to a maximum of five (5). Records of each employee's RDO status will be kept by the Company and made available to the employee upon request.

**Starting**

Employees shall be at the nearest gang box or site shed dressed and ready to commence work at work starting time

**14. WAGES**

Wage rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the first full pay period to commence on or after the dates specified in Schedule A.

These wage increases will be in lieu of any other increases granted by the Industrial Relations Commission of New South Wales during the term of this Agreement except that should the Parent Award's all purpose hourly wage rates exceed the rates under this Agreement, employees shall be paid at the higher hourly rate.

Expense related allowances, with the exception of the excess fares allowance, will be paid in accordance with the Parent Award and varied as the Parent Award is varied.

**15. PRODUCTIVITY ALLOWANCE**

A Productivity Allowance of \$2.00 / hour worked will be paid to all employees working under this Agreement and engaged on construction sites. This payment is paid in lieu of all special rates listed in the Parent Award with the exception of Multi Story allowance and will not be subject to penalty rates prescribed in the parent Award



The productivity allowance will be as prescribed in Schedule A.

Apprentices appointed prior to the date of this agreement shall have their entitlement to productivity Allowance fixed at that which was applicable immediately prior to the date of the agreement, for the remainder of their apprenticeship. This amount shall not be less than 0.50 cents per hour worked.

It is the intention of the parties to this Agreement that Productivity allowances for Apprentices above 0.50 cents per hour shall be eliminated by the year 2002, and that during the interim period, the parties will work towards achieving a recommended employment ratio of apprentices engaged on construction work of not less than one Apprentice to five trades person.

In respect to Apprentices engaged prior to the signing of this Agreement they will not progress to the next productivity payment mentioned in appendix A until the apprentice successfully passes the previous years Tafe studies. If it becomes apparent to the employer that the apprentice is having difficulties in his / her Tafe studies, the employer shall take all possible steps to assist the apprentice to successfully complete his / her studies.

Site / productivity or other like allowance will be paid in addition to this allowance where such an addition is either,

- a) Awarded by the Industrial relations Commission.
- b) Required by contract conditions specified at the time of tender. It is incumbent on the company to enquire from the head contractor at the time of tender whether a site / productivity allowance is contractually required to be paid.
- c) Where a contract between the employer and the head contractor / client does not contain a provision for site allowance ; but
  - i) After the contract is made the head contractor / client makes an agreement under which a site allowance is payable; and
  - ii) The head contractor / client agrees in writing to reimburse the employer the full cost of the said amount.

#### 16. NO DISADVANTAGE

No employee shall suffer an overall reduction in pay as a result of the making of this award. The components used to determine if any financial disadvantage has occurred are wage rates, and excess fares and travel time only. Superannuation, redundancy and top-up/24 hour employee insurance contributions will not form part of an employees pay for this purpose. Further, this assessment will be based on an ordinary 38 hour working week and no overtime shall be taken into account.

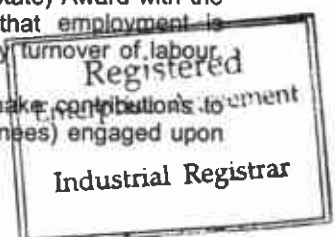
#### 17. SUPERANNUATION

The Company will pay superannuation contributions into the C+BUS Superannuation Fund for each employee. It is hereby agreed that this superannuation fund will be the sole fund utilised under this Agreement. The contribution rate shall be as required by the Superannuation Guarantee Legislation, provided that the weekly minimum contribution for all employees, except apprentices and trainees, will be:

As of 30<sup>th</sup> September 1999 : \$60.00 per week worked. This amount is to be paid monthly as required by the trust deed.

#### 18. REDUNDANCY

- a) Redundancy will be paid strictly according to the provisions of the Electrical Contracting Industry Redundancy and Technological Change (State) Award with the exception that this agreement shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.
- b) Upon commencement of this Agreement, the Company will make contributions to MERT on behalf of employees (other than apprentices and trainees) engaged upon Contracts.



1 <sup>st</sup> October 1999:	\$47.50 per week worked
1 <sup>st</sup> April 2000:	\$50.00 per week worked
1 <sup>st</sup> October 2000:	\$52.50 per week worked
1 <sup>st</sup> April 2001:	\$55.00 per week worked
1 <sup>st</sup> October 2001:	\$57.50 per week worked
1 <sup>st</sup> April 2001:	\$60.00 per week worked

Alternatively, an employee may elect for his/her MERT contribution paid into C+BUS Superannuation Fund. Any payments under this clause shall offset any entitlement that may become due under clause 18a or any similar provision that may appear in a certified site agreement or any other contractual agreement.

**19. TOP-UP/24 HOUR INCOME ACCIDENT PROTECTION INSURANCE**

It is a term of the Agreement that the Company will pay Top-Up/24 Hour Employee Insurance under the WageCover or other agreed scheme from the date of commencement of the Agreement. The company will provide documentary evidence to the union.

**20. CLOTHING**

Employees after 152 hours employment with the Company will be supplied with:

- a) Four shirts, a total of four sets of shorts or trousers in any combination as agreed between the employees and the Company, which shall be replaced on an annual basis;
- b) Safety boots will be provided on commencement of employment and replaced on a fair wear and tear basis.
- c) A jumper, or in the case of employees engaged upon construction work, a bluey jacket, which shall be replaced on a fair wear and tear basis.

**21. TRANSFER OF LABOUR**

If a halt to productive works occurs which is not the fault or the responsibility of the Company, the parties agree that employees can be relocated to other unaffected areas to continue productive work or to other sites if work is available. Provided that employees will continue to be paid in accordance with this Award during such a temporary transfer.

**22. SKILL DEVELOPMENT**

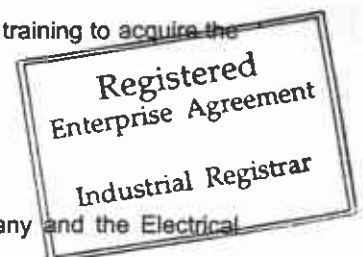
The Company acknowledges the changing pace of technology in the electrical contracting industry and the need for employees to understand those changes and have the necessary skill requirements to keep the Company at the forefront of the industry.

The parties to this Award recognise that in order to increase the efficiency, productivity and competitiveness of the Company, a commitment to training and skill development is required. Accordingly, the parties commit themselves to:

- a) Developing a more highly skilled and flexible workforce.
- b) Providing employees with career opportunities through appropriate training to acquire the additional skills as required by the Company.

Taking into account :

- The current and future skill needs of the Company.
- The size, structure and nature of the Company.
- The need to develop vocational skills relevant to the Company and the Electrical Contracting Industry.



Where by agreement between the employee and the employer, an employee undertakes training providing skills which are not a company specific requirement, any time spent in the

completion of this training will be unpaid

**23. WET WEATHER PROCEDURE**

In the event of wet weather, work in the open will continue until the particular work in hand can no longer be done safely and efficiently.

Whilst it is raining, employees will be required to:

- Continue to work under cover or relocate to alternative work under cover, on site.
- Obtain materials and services for employees working under cover where there is only minimal exposure to inclement weather.
- When required, perform emergency and safety work. In addition, work on unexpected breakdowns which can be corrected in limited time duration.

Should a portion of the project be affected by wet weather, all other employees not so affected shall continue working in accordance with award conditions, regardless that some employees may be entitled to cease work due to wet weather.

If a halt to productive work occurs due to inclement weather, the parties agree that employees may be relocated to other unaffected sites.

Where the above steps are not possible, affected employees may be required to attend tool box meetings, work planning sessions or skills development activities, all of which will count as productive time for payment purposes.

**24. PAYMENT OF WAGES**

Wages will be paid weekly by electronic funds transfer (EFT). The Company shall comply with all provisions to the keeping of time and wage records and the production of payslips in accordance with the Industrial Relations Act 1996.

Each employee is responsible for the accurate and timely completion and provision of time sheets and production records.

**25. FARES AND TRAVELLING ALLOWANCES**

Employees will be paid an excess fares allowance as prescribed by Schedule A where they have an entitlement to this allowance under the Parent Award.

Where an employee has an entitlement to the average excess travelling time payment pursuant to subclause 4.4.2 of the Parent Award, the payment will be as prescribed by Schedule A.

Both allowances are fixed for the life of the Award.

**26. PICNIC DAY**

In accordance with the picnic day provision, the Company will require from an employee evidence of his/her attendance at the picnic ie, ETU ticket purchase, before payment will be made for the day. A ticket purchased in relation to an alternative union picnic day is not sufficient for the purposes of payment.

**27. DISTANT/AWAY WORK**

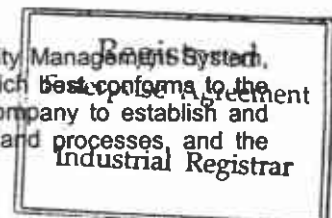
Where an employee genuinely volunteers to be transferred to a distant site, they shall not be entitled to living away allowances or travel expenses.

Where an employee is specifically requested to transfer to a distant site, they shall be entitled to living away allowances as per the award.

All arrangements regarding distant sites shall be formalised in writing and witnessed by another employee. The selection of employees for away work shall be solely at the discretion of the Company.

**28. QUALITY ASSURANCE**

The parties endorse the underlying principles of the Company's Quality Management System, which seeks to ensure that its services are provided in a manner which best conforms to the requirements of the contract with its customer. This requires the Company to establish and maintain, implement, train and continuously improve its procedures and processes, and the





employees to follow the procedures, document their compliance and participate in the improvement process. In particular, this will require employees to regularly and reliably fill out documentation and checklists to signify that work has been carried out in accordance with the customer's specific requirements. Where necessary, training will be provided in these activities.

**29. CLASSIFICATIONS**

There will be no Grade 6 reclassification claims for the duration of this Agreement except where such claims are in strict accordance with the Parent Award criteria.

**30. SUPPLEMENTARY LABOUR**

The parties agree that when necessary to meet short term peak work requirements additional labour resources are able to be sourced from Labour Hire Companies who have an enterprise agreement with the union signatory to this agreement.

**31. GROUP TRAINING COMPANIES**

The Company when hiring apprentices or trainees from a Group Training Company shall advise the Group Training Company in writing before hiring that:

- They have an enterprise agreement; and
- The apprentices and trainees hired to the company shall be paid at least the rates and conditions of this Agreement; and
- The group training Company shall be notified if a site / project allowance is payable.

**32. RENEWAL OF AGREEMENT**

Discussions will take place no later than 8 weeks prior to the expiry of this Agreement to renegotiate a future agreement.

**33. SIGNATORIES**

Signed for and on behalf of O'Donnell Griffin

Signature Brian Abogaid

Date 31/3/2000

Signed on behalf of Electrical Trades Union Of Australia, New South Wales Branch

Signature B. RL

Date 21.3.00



Schedule A				
Rates applying from the first full pay period on or after date of agreement *				
CLASSIFICATION	ALL PURPOSE HOURLY RATE \$	PRODUCTIVITY ALLOWANCE PER HOUR WORKED \$	DAILY AVERAGE EXCESS FARES ALLOWANCE \$	DAILY AVERAGE EXCESS TRAVEL TIME \$
Grade 1	\$15.12	\$1.60	\$8.40	\$10.10
Grade 2	\$15.92	\$1.70	\$8.40	\$10.70
Grade 3	\$16.70	\$1.80	\$8.40	\$11.30
Grade 4	\$17.49	\$1.90	\$8.40	\$12.00
Grade 5 Unlicensed	\$18.62	\$2.00	\$8.40	\$12.60
Grade 5 Cert of Regn	\$19.08	\$2.00	\$8.40	\$12.60
Grade 5 Qual Super	\$19.48	\$2.00	\$8.40	\$12.60
Grade 5 Unlic L/Hand	\$19.77	\$2.00	\$8.40	\$12.60
Grade 5 Lic L/Hand	\$20.62	\$2.00	\$8.40	\$12.60
APRENTICES				
Indentured 1st Year	\$7.51	\$0.50	\$8.40	\$5.08
Indentured 2nd Year	\$9.92	\$0.50	\$8.40	\$6.69
Indentured 3rd Year	\$13.77	\$0.50	\$8.40	\$9.32
Indentured 4th Year	\$15.71	\$0.50	\$8.40	\$10.64
Trainee 1st Year	\$8.46	\$0.50	\$8.40	\$5.72
Trainee 2nd Year	\$11.14	\$0.50	\$8.40	\$6.91
Trainee 3rd Year	\$15.07	\$0.50	\$8.40	\$10.20
Trainee 4th Year	\$16.48	\$0.50	\$8.40	\$11.15

\* NB Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

Rates applying from first full pay period on or after 1 April, 2000 \*

CLASSIFICATION	ALL PURPOSE HOURLY RATE \$	PRODUCTIVITY ALLOWANCE PER HOUR WORKED \$	DAILY AVERAGE EXCESS FARES ALLOWANCE \$	DAILY AVERAGE EXCESS TRAVEL TIME \$
Grade 1	\$15.50	\$1.60	\$8.40	\$10.10
Grade 2	\$16.32	\$1.70	\$8.40	\$10.70
Grade 3	\$17.11	\$1.80	\$8.40	\$11.30
Grade 4	\$17.92	\$1.90	\$8.40	\$12.00
Grade 5 Unlicensed	\$19.09	\$2.00	\$8.40	\$12.60
Grade 5 Cert of Regn	\$19.55	\$2.00	\$8.40	\$12.60
Grade 5 Qual Super	\$19.96	\$2.00	\$8.40	\$12.60
Grade 5 Unlic L/Hand	\$20.27	\$2.00	\$8.40	\$12.60
Grade 5 Lic L/Hand	\$21.14	\$2.00	\$8.40	\$12.60
APRENTICES				
Indentured 1st Year	\$7.70	\$0.50	\$8.40	\$5.08
Indentured 2nd Year	\$10.17	\$0.50	\$8.40	\$6.69
Indentured 3rd Year	\$14.11	\$0.50	\$8.40	\$9.32
Indentured 4th Year	\$16.11	\$0.50	\$8.40	\$10.64
Trainee 1st Year	\$8.67	\$0.50	\$8.40	\$5.72
Trainee 2nd Year	\$11.42	\$0.50	\$8.40	\$6.91
Trainee 3rd Year	\$15.44	\$0.50	\$8.40	\$10.20
Trainee 4th Year	\$16.89	\$0.50	\$8.40	\$11.15



\* NB Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

**Schedule A**

Rates applying from the first full pay period on or after 1 October, 2000

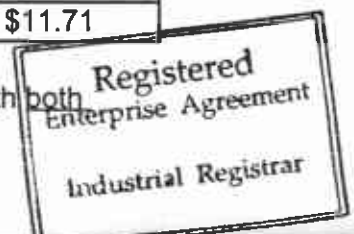
CLASSIFICATION	ALL PURPOSE HOURLY RATE \$	PRODUCTIVITY ALLOWANCE PER HOUR WORKED \$	DAILY AVERAGE EXCESS FARES ALLOWANCE \$	DAILY AVERAGE EXCESS TRAVEL TIME \$
Grade 1	\$15.88	\$1.60	\$8.80	\$10.60
Grade 2	\$16.72	\$1.70	\$8.80	\$11.20
Grade 3	\$17.54	\$1.80	\$8.80	\$11.90
Grade 4	\$18.37	\$1.90	\$8.80	\$12.60
Grade 5 Unlicensed	\$19.57	\$2.00	\$8.80	\$13.20
Grade 5 Cert of Regn	\$20.04	\$2.00	\$8.80	\$13.20
Grade 5 Qual Super	\$20.46	\$2.00	\$8.80	\$13.20
Grade 5 Unlic L/Hand	\$20.77	\$2.00	\$8.80	\$13.20
Grade 5 Lic L/Hand	\$21.67	\$2.00	\$8.80	\$13.20
<b>APRENTICES</b>				
Indentured 1st Year	\$7.89	\$0.50	\$8.80	\$5.33
Indentured 2nd Year	\$10.42	\$0.50	\$8.80	\$7.02
Indentured 3rd Year	\$14.46	\$0.50	\$8.80	\$9.79
Indentured 4th Year	\$16.51	\$0.50	\$8.80	\$11.17
Trainee 1st Year	\$8.88	\$0.50	\$8.80	\$6.00
Trainee 2nd Year	\$11.71	\$0.50	\$8.80	\$7.26
Trainee 3rd Year	\$15.83	\$0.50	\$8.80	\$10.71
Trainee 4th Year	\$17.32	\$0.50	\$8.80	\$11.71

\* NB Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

Rates applying from first full pay period on or after 1 April, 2001 \*

CLASSIFICATION	ALL PURPOSE HOURLY RATE \$	PRODUCTIVITY ALLOWANCE PER HOUR WORKED \$	DAILY AVERAGE EXCESS FARES ALLOWANCE \$	DAILY AVERAGE EXCESS TRAVEL TIME \$
Grade 1	\$16.28	\$1.60	\$8.80	\$10.60
Grade 2	\$17.14	\$1.70	\$8.80	\$11.20
Grade 3	\$17.98	\$1.80	\$8.80	\$11.90
Grade 4	\$18.83	\$1.90	\$8.80	\$12.60
Grade 5 Unlicensed	\$20.06	\$2.00	\$8.80	\$13.20
Grade 5 Cert of Regn	\$20.54	\$2.00	\$8.80	\$13.20
Grade 5 Qual Super	\$20.97	\$2.00	\$8.80	\$13.20
Grade 5 Unlic L/Hand	\$21.29	\$2.00	\$8.80	\$13.20
Grade 5 Lic L/Hand	\$22.21	\$2.00	\$8.80	\$13.20
<b>APRENTICES</b>				
Indentured 1st Year	\$8.09	\$0.50	\$8.80	\$5.33
Indentured 2nd Year	\$10.68	\$0.50	\$8.80	\$7.02
Indentured 3rd Year	\$14.82	\$0.50	\$8.80	\$9.79
Indentured 4th Year	\$16.92	\$0.50	\$8.80	\$11.17
Trainee 1st Year	\$9.11	\$0.50	\$8.80	\$6.00
Trainee 2nd Year	\$12.00	\$0.50	\$8.80	\$7.26
Trainee 3rd Year	\$16.23	\$0.50	\$8.80	\$10.71
Trainee 4th Year	\$17.75	\$0.50	\$8.80	\$11.71

\* NB Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement



**Schedule A**

Rates applying from the first full pay period on or after 1 October, 2001

CLASSIFICATION	ALL PURPOSE HOURLY RATE \$	PRODUCTIVITY ALLOWANCE PER HOUR WORKED \$	DAILY AVERAGE EXCESS FARES ALLOWANCE \$	DAILY AVERAGE EXCESS TRAVEL TIME \$
Grade 1	\$16.69	\$1.60	\$9.20	\$11.10
Grade 2	\$17.57	\$1.70	\$9.20	\$11.80
Grade 3	\$18.43	\$1.80	\$9.20	\$12.50
Grade 4	\$19.30	\$1.90	\$9.20	\$13.20
Grade 5 Unlicensed	\$20.56	\$2.00	\$9.20	\$13.80
Grade 5 Cert of Regn	\$21.06	\$2.00	\$9.20	\$13.80
Grade 5 Qual Super	\$21.50	\$2.00	\$9.20	\$13.80
Grade 5 Unlic L/Hand	\$21.82	\$2.00	\$9.20	\$13.80
Grade 5 Lic L/Hand	\$22.76	\$2.00	\$9.20	\$13.80
<b>APRENTICES</b>				
Indentured 1st Year	\$8.29	\$0.50	\$9.20	\$5.60
Indentured 2nd Year	\$10.95	\$0.50	\$9.20	\$7.37
Indentured 3rd Year	\$15.19	\$0.50	\$9.20	\$10.28
Indentured 4th Year	\$17.34	\$0.50	\$9.20	\$11.73
Trainee 1st Year	\$9.33	\$0.50	\$9.20	\$6.30
Trainee 2nd Year	\$12.30	\$0.50	\$9.20	\$7.62
Trainee 3rd Year	\$16.63	\$0.50	\$9.20	\$11.25
Trainee 4th Year	\$18.19	\$0.50	\$9.20	\$12.30

\* NB Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

Rates applying from first full pay period on or after 1 April, 2002 \*

CLASSIFICATION	ALL PURPOSE HOURLY RATE \$	PRODUCTIVITY ALLOWANCE PER HOUR WORKED \$	DAILY AVERAGE EXCESS FARES ALLOWANCE \$	DAILY AVERAGE EXCESS TRAVEL TIME \$
Grade 1	\$17.11	\$1.60	\$9.20	\$11.10
Grade 2	\$18.01	\$1.70	\$9.20	\$11.80
Grade 3	\$18.89	\$1.80	\$9.20	\$12.50
Grade 4	\$19.78	\$1.90	\$9.20	\$13.20
Grade 5 Unlicensed	\$21.07	\$2.00	\$9.20	\$13.80
Grade 5 Cert of Regn	\$21.58	\$2.00	\$9.20	\$13.80
Grade 5 Qual Super	\$22.03	\$2.00	\$9.20	\$13.80
Grade 5 Unlic L/Hand	\$22.37	\$2.00	\$9.20	\$13.80
Grade 5 Lic L/Hand	\$23.33	\$2.00	\$9.20	\$13.80
<b>APRENTICES</b>				
Indentured 1st Year	\$8.50	\$0.50	\$9.20	\$5.60
Indentured 2nd Year	\$11.23	\$0.50	\$9.20	\$7.37
Indentured 3rd Year	\$15.57	\$0.50	\$9.20	\$10.28
Indentured 4th Year	\$17.78	\$0.50	\$9.20	\$11.73
Trainee 1st Year	\$9.57	\$0.50	\$9.20	\$6.30
Trainee 2nd Year	\$12.61	\$0.50	\$9.20	\$7.62
Trainee 3rd Year	\$17.05	\$0.50	\$9.20	\$11.25
Trainee 4th Year	\$18.65	\$0.50	\$9.20	\$12.30

\* NB Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

