

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA00/217**

**TITLE: Mortown Electrical Pty Ltd Enterprise Agreement 1999**

**I.R.C. NO:** 00/3508

**DATE APPROVED/COMMENCEMENT:** 8 August 2000

**TERM:** 25 months

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES:** 15

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees engaged pursuant to the Electrical, Electronic and Communications Contracting Industry Award and engaged upon construction work within the County of Cumberland

**PARTIES:** Electrical Trades Union of Australia, New South Wales Branch -&- Mortown Electrical Pty Ltd

Registered  
Enterprise Agreement  
Industrial Registrar

**MORTOWN ELECTRICAL PTY LTD  
ENTERPRISE AGREEMENT 2000**

**1. INTRODUCTION**

This Agreement has been jointly developed by Mortown Electrical Pty Ltd Enterprise Agreement 1999, its employees and the Electrical Trades Union of Australia, New South Wales 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 Mortown Electrical Pty Ltd Enterprise Agreement 1999.

**3. DEFINITIONS**

For the Purpose of this Agreement:

- "Agreement" means this Enterprise Agreement.
- "Company" means Mortown Electrical Pty Ltd (ACN ~~11 560 357~~ <sup>693 560 357</sup>).
- "Construction Work" 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.
- "NECA" means the National Electrical Contractors Association.
- "Parent Award " means the Electrical, Electronic and Communications Contracting Industry (State) Award.
- "Union " means the Electrical Trades Union of Australia, New South Wales 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 eliminate lost time due to disputation

## **5. PARTIES BOUND**

This Agreement shall be binding upon:

- a) Mortown Electrical Pty Ltd, 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, New South Wales 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 construction work within the County of Cumberland.

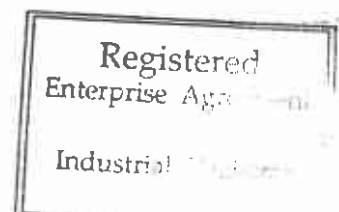
If the Company has secured work outside of the County of Cumberland, an employee who normally works within the County of Cumberland:

- a) Will be paid at the rates outlined in this agreement if specifically requested by the Company to work on that site.
- b) May be offered work at that location at the rates that apply for that area and if applicable, taking into account clause 27, Distant Work.
- 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 Agreement shall come into operation from the date of certification and remain in force until 30 September 2002.



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

#### **8. NO EXTRA CLAIMS**

The Employees and the Union shall not pursue any extra claims, either Award or over Award for the life of the 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 Agreement's 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 whatsoever 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 supplied 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 Agreement) 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 uppermost 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 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 an official of the Union and request representation at a further conference to be held at a date and time mutually acceptable.
- b) Should negotiations as prescribed in (a) above fail, the matter (where appropriate) shall be referred to the National Electrical Contractors Association and the State Secretary of the Union within five working days, at which level a conference of the parties shall be convened without delay.
- c) In the absence of agreement, either party may refer the matter to the Australian Industrial Relations Commission for resolution by conciliation and/or arbitration.
- d) Whilst the above procedure is being affected, work shall continue normally.
- e) All recommendations, orders and/or directions of the Australian Industrial Relations Commission 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. Officers of the Union shall have a standing invitation to attend any such meeting. 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 Agreement following consultation and agreement between the Company and the majority of affected site 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 Agreement 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 at the site 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 equipped and ready to commence work at the work start time.

#### 14. WAGES

Wages rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the dates specified in Schedule A.

These wage increases shall 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 wages rates exceed the rates under this Award, 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 per hour worked will be paid to employees engaged upon construction work from the date of agreement. This allowance will not be subject to penalty addition and shall be in lieu of all or any Parent Award disability allowances, with the exception of the multi-storey allowance.

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

Apprentices appointed after the date of the agreement shall be entitled to a productivity allowance of \$0.50 per hour, with this rate remaining fixed for the duration of his/her apprenticeship.

It is the intention of all the parties to this agreement that productivity allowances for apprentices of above \$0.50 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 that one in five trades people.

Site/Project Allowances will be paid in addition to the productivity allowance where such an addition is either: -

- a) Where such an allowances is awarded by the Industrial Relations Commission; or
- b) Where such an allowance is required by a site condition specified at the time of tender. It is incumbent upon the company to enquire of the Head Contractor/Client at the time of tender whether a site/project allowance is required to be paid and in particular whether it is required to be paid in accordance with the Construction Industry Site Allowance Matrix: or
- c) If the Contract between the Employer and the Head Contractor/Client does not contain provision for a site allowance, and after the contract is made the head contractor makes an

agreement under which a site allowance is payable, then the head contractor should then agree in writing to reimburse the employer the full cost of the said allowance.

#### **16. NO DISADVANTAGE**

No employee shall suffer a reduction in pay as a result of the making of this Agreement. The components used to determine if any financial disadvantage has occurred are wage rates, productivity allowance and excess fares and travel time only. Site allowance, superannuation, redundancy and top-up/24 hour employee insurance contributions will not form part of an employee's income. 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 either the NESS Superannuation Scheme or the C+BUS Superannuation Fund for each employee. It is hereby agreed that either of these superannuation funds 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 \$60.00 per week worked.

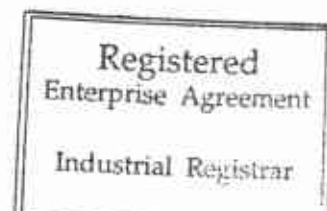
All superannuation contributions will be paid monthly as required by the Trust Deed.

#### **18. REDUNDANCY**

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.

Upon commencement of this agreement, the Company will make contributions to MERT on behalf of employees (other than apprentices and trainees) engaged upon construction work at the following rates:

- From the date of agreement, at a rate of \$47.50 per week worked
- From 1 April 2000, at the rate of \$50.00 per week worked
- From 1 October 2000, at a rate of \$52.50 per week worked
- From 1 April 2001, at a rate of \$55.00 per week worked
- From 1 October 2001, at a rate of \$57.50 per week worked
- From 1 April 2002, at a rate of \$60.00 per week worked





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

It is a term of the Agreement the Company will pay Top-up/24 Hour Employee Insurance under the Wage Cover scheme or other Union agreed scheme from the date of agreement. Within one month of agreement, the company will provide documentary evidence to the Union that the company has taken out a policy with the relevant scheme.

## **20. CLOTHING**

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

- a) Two sets of shorts, overalls or trousers bib and brace, or any combination of clothing as agreed between the employees and the Company which shall be replaced on a fair wear and tear 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 work 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 Agreement 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 Agreement 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 employer, an employee undertakes training providing skills, which are not a company specific requirement, any time spent in the completion of this training shall 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 employer shall comply with all provisions in relation to the keeping of time and wage records and production of pay slips 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 per day where they have an entitlement to this allowance under the Parent Award.

Where an employee has an entitlement to the average excess traveling time payment pursuant to sub-clause 4.4.2 or the Parent Award, the payment will be prescribed as by Schedule A.

Both allowances are fixed for the life of the Agreement.

## **26. ETU PICNIC DAY**

In accordance with picnic day provision the Company shall require from an employee proof of picnic day attendance, 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.

Where possible no work shall be scheduled on the first Monday of December each year which is the Annual Building Industry Picnic Day.

## **27. DISTANT/AWAY WORK**

Where an employee 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.

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. SUPPLEMENTARY LABOUR**

The parties agree that when necessary to meet short term peak work requirements additional labour resources will be sourced from agreed bona fide Labour Hire Companies who meet as a minimum the wages and benefits of this agreement and have an enterprise agreement with the union signatory to this agreement.

## **29. 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 with the Union; 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 allowance/project allowance is payable.

### **30. UNION DUES**

The Company agrees to make payroll deductions at the request of the employee for union dues during the life of the Agreement.

### **31. TOOLS**

The parties agree that a necessary precondition for a productive and efficient workforce is to ensure that employees maintain and provide an adequate kit of tools.

### **32. 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.

### **33. 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 Award criteria.

### **34. RENEWAL OF AGREEMENT**

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

35. SIGNATORIES

Signed for and on behalf of Mortown Electrical Pty Ltd



Signature

Date 13/7/2000

Signed for and on behalf of the Electrical Trades Union of Australia, New South Wales Branch



Signature

Date 18.7.00

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 unlicenced	\$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
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$7.51	\$0.50	\$8.40	\$5.08
Indentured 2 <sup>nd</sup> year	\$9.92	\$0.50	\$8.40	\$6.69
Indentured 3 <sup>rd</sup> year	\$13.77	\$0.50	\$8.40	\$9.32
Indentured 4 <sup>th</sup> year	\$15.71	\$0.50	\$8.40	\$10.64
Trainee 1 <sup>st</sup> year	\$8.46	\$0.50	\$8.40	\$5.72
Trainee 2 <sup>nd</sup> year	\$11.14	\$0.50	\$8.40	\$6.91
Trainee 3 <sup>rd</sup> year	\$15.07	\$0.50	\$8.40	\$10.20
Trainee 4 <sup>th</sup> 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 the 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 unlicenced	\$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
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$7.70	\$0.50	\$8.40	\$5.08
Indentured 2 <sup>nd</sup> year	\$10.17	\$0.50	\$8.40	\$6.69
Indentured 3 <sup>rd</sup> year	\$14.11	\$0.50	\$8.40	\$9.32
Indentured 4 <sup>th</sup> year	\$16.11	\$0.50	\$8.40	\$10.64
Trainee 1 <sup>st</sup> year	\$8.67	\$0.50	\$8.40	\$5.72
Trainee 2 <sup>nd</sup> year	\$11.42	\$0.50	\$8.40	\$6.91
Trainee 3 <sup>rd</sup> year	\$15.44	\$0.50	\$8.40	\$10.20
Trainee 4 <sup>th</sup> year	\$16.89	\$0.50	\$8.40	\$11.15

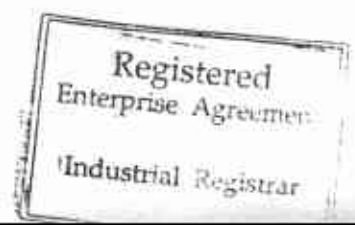
\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

<b>SCHEDULE A</b>				
<b>Rates applying from the first full pay period on or after 1 October 2001*</b>				
<b>Classification</b>	<b>All-Purpose hourly rate</b>	<b>Productivity Allowance per hour worked</b>	<b>Daily Average Excess Fares Allowance</b>	<b>Daily Average Excess Travel Time</b>
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>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$8.29	\$0.50	\$9.20	\$5.60
Indentured 2 <sup>nd</sup> year	\$10.95	\$0.50	\$9.20	\$7.37
Indentured 3 <sup>rd</sup> year	\$15.19	\$0.50	\$9.20	\$10.28
Indentured 4 <sup>th</sup> year	\$17.34	\$0.50	\$9.20	\$11.73
Trainee 1 <sup>st</sup> year	\$9.33	\$0.50	\$9.20	\$6.30
Trainee 2 <sup>nd</sup> year	\$12.30	\$0.50	\$9.20	\$7.62
Trainee 3 <sup>rd</sup> year	\$16.63	\$0.50	\$9.20	\$11.25
Trainee 4 <sup>th</sup> 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

<b>Rates applying from the first full pay period on or after 1 April, 2002*</b>				
<b>Classification</b>	<b>All-Purpose hourly rate</b>	<b>Productivity Allowance per hour worked</b>	<b>Daily Average Excess Fares Allowance</b>	<b>Daily Average Excess Travel Time</b>
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>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$8.50	\$0.50	\$9.20	\$5.60
Indentured 2 <sup>nd</sup> year	\$11.23	\$0.50	\$9.20	\$7.37
Indentured 3 <sup>rd</sup> year	\$15.57	\$0.50	\$9.20	\$10.28
Indentured 4 <sup>th</sup> year	\$17.78	\$0.50	\$9.20	\$11.73
Trainee 1 <sup>st</sup> year	\$9.57	\$0.50	\$9.20	\$6.30
Trainee 2 <sup>nd</sup> year	\$12.61	\$0.50	\$9.20	\$7.62
Trainee 3 <sup>rd</sup> year	\$17.05	\$0.50	\$9.20	\$11.25
Trainee 4 <sup>th</sup> 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



<b>SCHEDULE A</b>				
<b>Rates applying from the first full pay period on or after 1 October 2000*</b>				
<b>Classification</b>	<b>All-Purpose hourly rate</b>	<b>Productivity Allowance per hour worked</b>	<b>Daily Average Excess Fares Allowance</b>	<b>Daily Average Excess Travel Time</b>
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>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$7.89	\$0.50	\$8.80	\$5.33
Indentured 2 <sup>nd</sup> year	\$10.42	\$0.50	\$8.80	\$7.02
Indentured 3 <sup>rd</sup> year	\$14.46	\$0.50	\$8.80	\$9.79
Indentured 4 <sup>th</sup> year	\$16.51	\$0.50	\$8.80	\$11.17
Trainee 1 <sup>st</sup> year	\$8.88	\$0.50	\$8.80	\$6.00
Trainee 2 <sup>nd</sup> year	\$11.71	\$0.50	\$8.80	\$7.26
Trainee 3 <sup>rd</sup> year	\$15.83	\$0.50	\$8.80	\$10.71
Trainee 4 <sup>th</sup> 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

<b>Rates applying from the first full pay period on or after 1 April, 2001*</b>				
<b>Classification</b>	<b>All-Purpose hourly rate</b>	<b>Productivity Allowance per hour worked</b>	<b>Daily Average Excess Fares Allowance</b>	<b>Daily Average Excess Travel Time</b>
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>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$8.09	\$0.50	\$8.80	\$5.33
Indentured 2 <sup>nd</sup> year	\$10.68	\$0.50	\$8.80	\$7.02
Indentured 3 <sup>rd</sup> year	\$14.82	\$0.50	\$8.80	\$9.79
Indentured 4 <sup>th</sup> year	\$16.92	\$0.50	\$8.80	\$11.17
Trainee 1 <sup>st</sup> year	\$9.11	\$0.50	\$8.80	\$6.00
Trainee 2 <sup>nd</sup> year	\$12.00	\$0.50	\$8.80	\$7.26
Trainee 3 <sup>rd</sup> year	\$16.23	\$0.50	\$8.80	\$10.71
Trainee 4 <sup>th</sup> 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





**ALLIANCE GROUP**

**ELECTRICAL SERVICES ON-SITE CONSTRUCTION**

**ENTERPRISE AGREEMENT**

**FOR**

**NEW SOUTH WALES**

**2000 - 2002**

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1. **TITLE**

This agreement shall be known as the "Alliance Group Electrical On-Site Construction Enterprise Agreement for New South Wales".

8. **PARTIES TO THE AGREEMENT AND APPLICATION**

This agreement shall be binding upon:

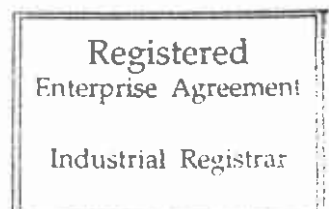
- i) Alliance Group Building Services Pty Limited ("Alliance Group");
- ii) All Electrical Division employees of Alliance Group Building Services Pty Ltd performing work within the scope of this agreement;
- iii) Electrical Trades Union of Australia, New South Wales Branch.

3. **SINGLE BARGAINING UNIT**

The parties to this Agreement recognise that they constitute a Single Bargaining Unit and that the scope of the Agreement is limited to construction work in New South Wales.

4. **DATE AND PERIOD OF OPERATION**

- a) This agreement shall operate until 31-12-2002.
- b) Not later than two months prior to the date of the expiry of this Agreement, negotiations will commence to consider extending this Agreement, amending it or formulating a new Agreement.



5. **RELATIONSHIP TO PARENT AWARD**

This Agreement shall be read and interpreted wholly in conjunction with the Electrical Contracting Industry (State) Award provided that where there is any inconsistency this Agreement shall take precedence to the extent of the inconsistency.

6. **OBJECTIVES**

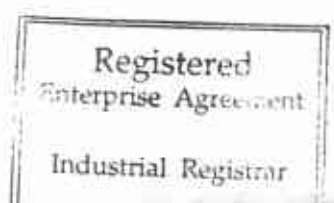
The objectives of this Agreement are to:

- a) Contribute to the creation of a secure future for the Company and its employees by:
  - i) increasing the efficiency and performance of the Company by the effective utilisation of the skill and commitment of the employees, thereby maximising productivity and the quality of work, maximising the flexibility of the workforce and reducing lost time;
  - ii) enhancing a Company culture which fosters all employees endeavouring to meet project requirements and ensures Client satisfaction.
- b) Improve the job security/continuity of employment of employees by virtue of sub-clause (a) of this clause.
- c) Improve the living standard and job satisfaction of employees.
- d) Maintain a safe working environment.
- e) Build upon the good communication within the Company to enhance the teamwork, trust and shared commitment to the well-being of the Company and its competitiveness within the industry.



7. 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 supplied 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 skill 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 (refer Clause 12).  
However, where efforts, skill 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 Agreement) 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 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.



8. **COMMITMENTS**

In order that the objectives of this Agreement, as expressed in clause 6 above, are achieved the parties are committed to ensure that:

- a) All provisions of this Agreement shall be read and interpreted in a manner consistent with the objectives expressed in clause 6.
- b) The measures contained in this Agreement are implemented through consultative mechanisms agreed to between the employees and the Company.
- c) The means of achieving the objectives of this Agreement, as set out in Clause 10 are implemented in such a way that they lead to real achievements in meeting the objectives in Clause 6.

9. **CONSULTATIVE MECHANISMS**

The parties to this Agreement recognise that:

- a) The existing workplace mechanisms whereby the Company and its employees consult and inform each other about enterprise issues have led to the drawing up of this Agreement.
- b) These mechanisms will continue to be used to implement this Agreement and assess and monitor the progress in achieving the objectives of this Agreement.

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10. **MEANS OF ACHIEVING OBJECTIVES**

a) **Client Satisfaction**

The parties to this Agreement acknowledge that high Client satisfaction leading to good Client relationships is important to the survival, success and growth of the Company and therefore its ability to offer continuity of employment to employees.

Therefore:

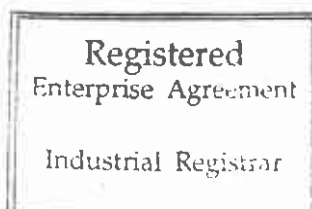
- i) All parties recognise and are committed to completing projects on time, within budget and to a high standard to ensure the long term viability of the Company and thereby the prospects of long term employment of employees.
- ii) All parties agree to treat Clients with courtesy and respect and to take care of Clients' property.

b) **Quality Assurance**

The Parties to this Agreement are committed to the new quality assurance procedures to be introduced as outlined in Clause 10.

c) **Semi-Autonomous Work Teams**

The parties to this Agreement recognise that gains in productivity and quality and thereby security of employment and job satisfaction can be achieved through utilising semi-autonomous work teams whenever applicable, i.e. individual employees will use their initiative wherever possible



d) Occupational Health and Safety

The parties to this Agreement are committed to ensuring that a safe and healthy working environment is maintained. This will be achieved through consultation, training and the adherence to appropriate legislative requirements and agreed Codes of Practice.

e) Dispute Settlement Procedures

The parties to this Agreement recognise that the objectives of these procedures are to speedily resolve disputes by consultation, cooperation and discussion; to eliminate industrial confrontation; and thereby avoid interruption to the performance of work and consequential loss of production and wages. In the event of any dispute:

- i) The employee(s) concerned shall in the first place raise the matter with their immediate supervisor/foreperson;
- ii) If the matter is not settled at this level, the employee may seek the assistance of the duly appointed employee's representative, who shall:
  - a) again raise the matter with the employee's immediate supervisor/foreperson. If the matter is still not settle at this level, the employee's representative shall then:
  - b) raise the matter with the Company's manager or representative. If not reached at this level, the employee's representative shall then:
  - c) be provided with telephone facilities to speak to an official of the relevant Union and request representation for a further conference to be held at a date and time mutually acceptable.
- iii) Should negotiations as prescribed above fail, the matter should be referred to Australian Industry Group and to the state secretary of the Union involved at which level a conference of the parties shall be convened without delay.

- iv) In the absence of agreement at this level, either party may refer the matter to the appropriate industrial relations commission for resolution.

Whilst the foregoing procedure is being effected, work should continue normally and no party shall be prejudiced as to final settlement by the continuance of work in accordance with this clause.

f) Protective Clothing and Uniform:

- i) Employees under this Agreement will be issued annually (in November) with the following working clothes:

2 pairs of trousers, or, 2 pairs of shorts;

2 long-sleeved shirts, or, 2 short-sleeved shirts;

1 pair of safety boots;

1 winter jacket, or 1 jumper.

The supply of this clothing will be in lieu of any specified in any site agreement.

- ii) It is compulsory that all issued safety equipment, clothing and footwear is worn and is used in the manner intended.
- iii) The Company logo on uniforms must be visible at all times. In addition a reasonable standard of cleanliness and grooming is required, particularly when working in occupied buildings.





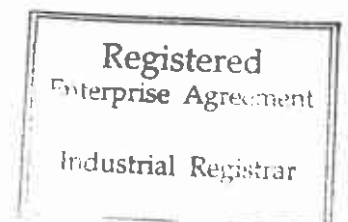
g) Hours of Work/Rostered Days off

The parties to this Agreement are committed to the following as a means of achieving improved productivity, efficiency and flexibility:

- i) The spread of hours under the appropriate award may be altered to suit climatic, seasonal or Client requirements, or to maximise use of equipment;
  - ii) The starting and finishing times for an employee or group of employees may be staggered within the spread of hours 6am and 6pm without penalty;
  - iii) Employees will commence at the nearest gang box or man hoist. At commencement they will be dressed, equipped and ready to commence work at the start time. At completion of the work finish time they will leave the area of work or gang box as applicable.
  - iv) Periods of work will be measured on an actual times basis, i.e. one hour is an hour.
  - v) Starting, stopping, breaks::
    - (a) the ordinary hours of work shall be between 7.00 a.m. and 3.30 p.m., Monday to Friday with work on weekends commencing at 6.30 a.m.
    - (b) The lunch break of half an hour will be taken at noon Monday to Friday.
    - (c) A paid rest period of twenty minutes will be allowed each weekday morning, normally to be taken at 9 a.m.
    - (d) Employees working overtime for two hours or less will be paid for overtime hours worked at the rate of time and a half.
    - (e) Employees working overtime in excess of two hours will be paid at double time for those hours. Within those hours they will be able to take a twenty minute crib break without loss of pay. This break will normally occur at 4.30 p.m.
- During weekend hours there will be one 40 minute break per eight hour shift to be normally taken at 10.30 a.m.

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- vi) To allow for improved continuity of work, meal breaks may be staggered for employees or groups of employees.
- vii) The allocation of staggered work times and breaks shall be determined by agreement with the employees affected provided that no employee shall work more than five hours without a break.
- viii) Substitution of RDOs without penalty to facilitate continuity of operation. The Company may require employees or groups of employees to accumulate up to five RDOs without penalty to meet particular project or contractual needs. If five RDOs have been accumulated an employee shall be entitled to take all or part of these RDOs with reasonable notice.
- ix) Employees will strictly observe nominated starting and finishing times for the work day and designated breaks to maximise available working time. Employees will be required to commence work at the job face at their normal starting time rather than the job shed.
- x) Where appropriate amenities for lunch and rest breaks are provided closer to the work station than the main site amenities, such closer amenities will be used.
- xi) In general it is the aim of the parties to have impeccable time-keeping and is the agreement of the parties to have complete honesty in relation to time-keeping in order that there be fairness for fellow employees and the Company.
- xii) When overtime is required to be worked the following criteria for selection to work the necessary overtime shall apply:
  - i) the special needs of the type of work required to be performed;
  - ii) overall performance;
  - iii) ability, special skills and experience;
  - iv) leadership and/or organisational ability;
  - v) quality;



- vi) speed;
- vii) self-motivation and ability to work without supervision;
- viii) ability to get on well with other employees;
- ix) cooperation, enthusiasm and willingness to work overtime when needed;
- x) attendance and punctuality;
- xi) seniority;
- xii) reliability.

xiii) Employees who are sick and unable to attend work must ensure that the company's head office, rather than site, etc., is notified at the earliest possible time on that day.

h) Safety

The parties to this Agreement agree to adopt the following principles as a sole guide to handling safety issues:

- i) that all employees shall act in good faith and cooperate to find or create a safe environment so that work may continue;
- ii) that should a portion of a project be affected by safety issues, all other employees not so affected shall continue to work;
- iii) that should a portion of a project be affected by safety issues, employees so affected shall accept transfer to another work location on the site or to another site or other place of work if, in the opinion of the Company, useful work is available in that area, another site or place of work and that work is within the scope of the employees' skill, competency and the flexibility provisions as outlined in Items 9 (j) and 9 (k) herein;
- iv) that employees shall accept the use of protective clothing where that will allow work to continue safely;
- v) that employees who cannot be employed on productive work may, at the option of the Company, be required to use available time for activities such as skill development, planning, consultation, information sharing, etc.

(I) Supplementary Labour

The parties to this Agreement recognise that at times of peak workloads or to meet specialist Client requirements there may be a requirement to use supplementary labour. This supplementary labour may be casual hire or weekly hire employees (paid with pay rates in line with this agreement) or bona-fide sub-contractors. It is not the company's intention to use supplementary labour in preference to direct labour.

(j) Demarcation/Flexibility Between Trades

- i) The parties agree that the employees shall perform the duties required of them provided they are within their skill, competence, classification or training and/or that they are given adequate supervision and a safe working environment. Union membership in itself shall not restrict the operation of this clause.
- ii) All employees shall cooperate when required in assisting and instructing other employees to enable all members of work teams to become more flexible and versatile.

k) Other Duties

The parties recognise that:

- i) employees are employed on the basis that duties may be required to be performed within their level of competence at/in any of the Company's sites, divisions, workshops or locations;
- ii) housekeeping in the vicinity of the work performed is the responsibility of each employee and will be undertaken irrespective of job or skill classification as, when and where required.



l) Training:

The company and employees are committed to training and it is agreed that the company should have the benefit of any external course training provided for a minimum period of twelve months.

m) General Conduct:

All parties recognise that it is essential that a high standard of conduct is adhered to and that there must be no abusive behaviour or any behaviour of any type which could give offence or be disruptive to any Client, colleague or member of the public.

11. QUALITY ASSURANCE

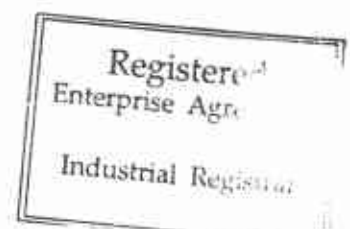
It is recognised by the parties to this Agreement that over the life of this Agreement, and particularly over the next six months, that new Quality Assurance procedures will be trialled and implemented. It is agreed that the Company is to develop Quality Assurance procedures to the highest possible standard with the aim to better any and all competitors' methods and standards. It is recognised by the employees that each employee will have to contribute on a daily basis to the production of accurate documentation and records and adherence to quality assurance procedures and requirements necessary to achieve the Quality Assurance objectives.

12. TERMINATION OF EMPLOYMENT

a) The parties to this Agreement acknowledge that termination of employment shall be in accordance with the relevant award provisions except where specified elsewhere in this Agreement.

- b) In the event of redundancy resulting from a reduction in available work, one weeks notice (or payment in lieu) will be given and the current established procedures which take into consideration the following criteria for selection shall continue to apply:
- i) the special needs of the type of work the company is likely to be tendering;
  - ii) overall performance;
  - iii) ability, special skills and experience;
  - iv) leadership and/or organisational ability;
  - v) quality;
  - vi) speed;
  - vii) self-motivation and ability to work without supervision;
  - viii) ability to get on well with other employees;
  - ix) cooperation, enthusiasm and willingness to work overtime when needed;
  - x) attendance and punctuality;
  - xi) seniority;
  - xii) reliability.

No single factor will be used alone to make the selection but where employees fall into a group of similar ability and performance then they will be selected in order of seniority.



13. WAGE RATE

WAGE RATES APPLYING FROM COMMENCEMENT OF THIS AGREEMENT:

CLASSIFICATION	All-Purpose Hourly Rate	Productivity Allowance Per Hour Worked	Average Excess Fare Allowance (per day)	Average Excess Fare Allowance (per day)
Grade 1	\$15.00	\$2.60	\$8.40	— \$10.10
Grade 2	\$15.82	\$2.70	\$8.40	\$10.70
Grade 3	\$16.61	\$2.80	\$8.40	\$11.30
Grade 4	\$17.42	\$2.90	\$8.40	\$12.00
Grade 5 Unlicensed	\$18.59	\$3.00	\$8.40	\$12.60
Grade 5 Cert. of Regn.	\$19.05	\$3.00	\$8.40	\$12.60
Grade 5 Qual. Super.	\$19.46	\$3.00	\$8.40	\$12.60
Grade 5 Unlic. L/Hand	\$19.77	\$3.00	\$8.40	\$12.60
Grade 5 Lic. L/Hand	\$20.64	\$3.00	\$8.40	\$12.60
<b>APPRENTICES:</b>				
Indentured 1st Year	\$7.20	\$1.50	\$8.40	\$5.08
Indentured 2nd Year	\$9.67	\$1.50	\$8.40	\$6.69
Indentured 3rd Year	\$13.61	\$1.50	\$8.40	\$9.32
Indentured 4th Year	\$15.61	\$1.50	\$8.40	\$10.64
Trainee 1st Year	\$8.17	\$1.50	\$8.40	\$5.72
Trainee 2nd Year	\$10.92	\$1.50	\$8.40	\$6.91
Trainee 3rd Year	\$14.94	\$1.50	\$8.40	\$10.20
Trainee 4th Year	\$16.39	\$1.50	\$8.40	\$11.15

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**WAGE RATES APPLYING FROM 1ST JANUARY, 2001:**

<b>CLASSIFICATION</b>	<b>All-Purpose Hourly Rate</b>	<b>Productivity Allowance Per Hour Worked</b>	<b>Average Excess Fare Allowance (per day)</b>	<b>Average Excess Fare Allowance (per day)</b>
Grade 1	\$15.38	\$2.60	\$8.80	\$10.60
Grade 2	\$16.22	\$2.70	\$8.80	\$11.20
Grade 3	\$17.04	\$2.80	\$8.80	\$11.90
Grade 4	\$17.87	\$2.90	\$8.80	\$12.60
Grade 5 Unlicensed	\$19.07	\$3.00	\$8.80	\$13.20
Grade 5 Cert. of Regn.	\$19.54	\$3.00	\$8.80	\$13.20
Grade 5 Qual. Super.	\$19.96	\$3.00	\$8.80	\$13.20
Grade 5 Unlic. L/Hand	\$20.27	\$3.00	\$8.80	\$13.20
Grade 5 Lic. L/Hand	\$21.17	\$3.00	\$8.80	\$13.20
<b>APPRENTICES:</b>				
Indentured 1st Year	\$7.39	\$1.50	\$8.80	\$5.33
Indentured 2nd Year	\$9.92	\$1.50	\$8.80	\$7.02
Indentured 3rd Year	\$13.96	\$1.50	\$8.80	\$9.79
Indentured 4th Year	\$16.01	\$1.50	\$8.80	\$11.17
Trainee 1st Year	\$8.38	\$1.50	\$8.80	\$6.00
Trainee 2nd Year	\$11.21	\$1.50	\$8.80	\$7.26
Trainee 3rd Year	\$15.33	\$1.50	\$8.80	\$10.71
Trainee 4th Year	\$16.82	\$1.50	\$8.80	\$11.71

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**WAGE RATES APPLYING FROM 1ST JULY, 2001:**

<b>CLASSIFICATION</b>	<b>All-Purpose Hourly Rate</b>	<b>Productivity Allowance Per Hour Worked</b>	<b>Average Excess Fare Allowance (per day)</b>	<b>Average Excess Fare Allowance (per day)</b>
Grade 1	\$15.78	\$2.60	\$8.80	\$10.60
Grade 2	\$16.22	\$2.70	\$8.80	\$11.20
Grade 3	\$17.64	\$2.80	\$8.80	\$11.90
Grade 4	\$18.33	\$2.90	\$8.80	\$12.60
Grade 5 Unlicensed	\$19.56	\$3.00	\$8.80	\$13.20
Grade 5 Cert. of Regn.	\$20.04	\$3.00	\$8.80	\$13.20
Grade 5 Qual. Super.	\$20.47	\$3.00	\$8.80	\$13.20
Grade 5 Unlic. L/Hand	\$20.79	\$3.00	\$8.80	\$13.20
Grade 5 Lic. L/Hand	\$21.71	\$3.00	\$8.80	\$13.20
<b>APPRENTICES:</b>				
Indentured 1st Year	\$7.59	\$1.50	\$8.80	\$5.33
Indentured 2nd Year	\$10.18	\$1.50	\$8.80	\$7.02
Indentured 3rd Year	\$14.32	\$1.50	\$8.80	\$9.79
Indentured 4th Year	\$16.42	\$1.50	\$8.80	\$11.17
Trainee 1st Year	\$8.61	\$1.50	\$8.80	\$6.00
Trainee 2nd Year	\$11.50	\$1.50	\$8.80	\$7.26
Trainee 3rd Year	\$15.73	\$1.50	\$8.80	\$10.71
Trainee 4th Year	\$17.55	\$1.50	\$8.80	\$11.71

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WAGE RATES APPLYING FROM 1ST JANUARY, 2002:

CLASSIFICATION	All-Purpose Hourly Rate	Productivity Allowance Per Hour Worked	Average Excess Fare Allowance (per day)	Average Excess Fare Allowance (per day)
Grade 1	\$16.19	\$2.60	\$9.20	\$11.10
Grade 2	\$17.07	\$2.70	\$9.20	\$11.80
Grade 3	\$17.93	\$2.80	\$9.20	\$12.50
Grade 4	\$18.80	\$2.90	\$9.20	\$12.60
Grade 5 Unlicensed	\$20.06	\$3.00	\$9.20	\$13.20
Grade 5 Cert. of Regn.	\$20.56	\$3.00	\$9.20	\$13.80
Grade 5 Qual. Super.	\$21.00	\$3.00	\$9.20	\$13.80
Grade 5 Unlic. L/Hand	\$21.32	\$3.00	\$9.20	\$13.80
Grade 5 Lic. L/Hand	\$22.26	\$3.00	\$9.20	\$13.80
<b>APPRENTICES:</b>				
Indentured 1st Year	\$7.79	\$1.50	\$9.20	\$5.60
Indentured 2nd Year	\$10.45	\$1.50	\$9.20	\$7.37
Indentured 3rd Year	\$14.69	\$1.50	\$9.20	\$10.28
Indentured 4th Year	\$16.84	\$1.50	\$9.20	\$11.73
Trainee 1st Year	\$ 8.83	\$1.50	\$9.20	\$6.30
Trainee 2nd Year	\$11.80	\$1.50	\$9.20	\$7.62
Trainee 3rd Year	\$16.13	\$1.50	\$9.20	\$11.25
Trainee 4th Year	\$17.69	\$1.50	\$9.20	\$12.30

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WAGE RATES APPLYING FROM 1ST JULY, 2002:

CLASSIFICATION	All-Purpose Hourly Rate	Productivity Allowance Per Hour Worked	Average Excess Fare Allowance (per day)	Average Excess Fare Allowance (per day)
Grade 1	\$16.61	\$2.60	\$9.20	\$11.10
Grade 2	\$17.51	\$2.70	\$9.20	\$11.80
Grade 3	\$18.39	\$2.80	\$9.20	\$12.50
Grade 4	\$19.28	\$2.90	\$9.20	\$12.60
Grade 5 Unlicensed	\$20.57	\$3.00	\$9.20	\$13.20
Grade 5 Cert. of Regn.	\$21.08	\$3.00	\$9.20	\$13.80
Grade 5 Qual. Super.	\$21.53	\$3.00	\$9.20	\$13.80
Grade 5 Unlic. L/Hand	\$21.87	\$3.00	\$9.20	\$13.80
Grade 5 Lic. L/Hand	\$22.83	\$3.00	\$9.20	\$13.80
<b>APPRENTICES:</b>				
Indentured 1st Year	\$ 8.00	\$1.50	\$9.20	\$5.60
Indentured 2nd Year	\$10.73	\$1.50	\$9.20	\$7.37
Indentured 3rd Year	\$15.07	\$1.50	\$9.20	\$10.28
Indentured 4th Year	\$17.28	\$1.50	\$9.20	\$11.73
Trainee 1st Year	\$ 9.07	\$1.50	\$9.20	\$6.30
Trainee 2nd Year	\$12.11	\$1.50	\$9.20	\$7.62
Trainee 3rd Year	\$16.55	\$1.50	\$9.20	\$11.25
Trainee 4th Year	\$18.05	\$1.50	\$9.20	\$12.30



14. **PAYMENT OF WAGES**

Wages will be paid by means of electronic funds transfer into a bank account designated by the employee. Pay slips will be provided within ten days following the payment of wages. The parties to this Agreement agree that there is no requirement for time off to undertake banking transactions as a result of electronic funds transfer.

15. **OTHER CONDITIONS**

The parties to this Agreement recognise the following:

a) **Superannuation:**

Contributions for each employee, excluding apprentices, at the rate of \$60.00 per week, or as required by the Superannuation Guarantee legislation, will be made to the C.BUS superannuation scheme for the life of this Agreement in lieu of the award provisions.

b) **Redundancy:**

Contribution for each employee, excluding apprentices will be made to the MERT redundancy scheme at the following rates:

From the commencement of the Agreement at the rate of \$50.00 per week worked.

From 1st January, 2001 at the rate of \$52.50 per week worked.

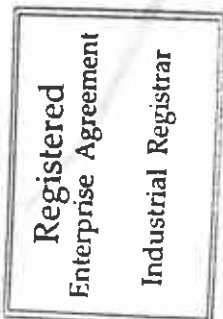
From 1st July, 2001 at the rate of \$55.00 per week worked.

From 1st January, 2002 at the rate of \$57.50 per week worked.

From 1st July, 2002 at the rate of \$60.00 per week worked.

c) **24 hour accident protection and top-up workers compensation insurance will be taken out for each employee.**

(d) **Where Site Allowance off-set is incorporated in a project agreement the deduction for the productivity allowance shall be \$2.00 for the life of this Agreement.**



16. **NO EXTRA CLAIMS**

The parties to this Agreement shall not pursue any extra claims during the operation of this Agreement.

17. **NOT TO BE USED AS A PRECEDENT:**

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other State, Territory, Division, Plant or Enterprise or in future Enterprise Bargaining negotiations between the parties to this Agreement.

18. **SIGNATORIES:**

Signed for and on behalf of Alliance Group Building Services Pty. Limited:

  
Signature:

Date: 04-07-2000

Signed for and on behalf of the Electrical Trades Union of Australia, New South Wales Branch:

  
Signature:

Date: 4.7.00

