

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/59

TITLE: H.R. Glossop Pty Ltd Enterprise Agreement 2000

I.R.C. NO: 2001/119

DATE APPROVED/COMMENCEMENT: 2 February 2001

TERM: 24 months

**NEW AGREEMENT OR
VARIATION: New. Replaces EA98/169**

GAZETTAL REFERENCE: 30 March 2001

DATE TERMINATED:

NUMBER OF PAGES: 15

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to the Company in respect of all apprentices, tradespersons and non-trades electrical workers who are engaged pursuant to the Electrical Contracting Industry (State) Award

PARTIES: H R Glossop Pty Ltd -&- Electrical Trades Union of Australia, New South Wales Branch.



H.R. GLOSSOP PTY LTD.

ENTERPRISE AGREEMENT 2000

1. INTRODUCTION

This agreement has been jointly developed by H R Glossop Pty Ltd., its employees & the ETU, with the purpose of developing and implementing workplace reform strategies so as to produce a continuous improvement in environment aimed directly at improving the competitiveness of the Company within the market place, thus delivering projects on time within budget along with job satisfaction and security for employees.

2. TITLE

This agreement shall be known as the H R Glossop Enterprise Agreement.

3. DEFINITIONS

For the purpose of this Agreement:

- "Agreement" means this enterprise agreement
- "Company" means H R Glossop Pty Ltd
- "Construction Work" has the same definition as contained in the Parent Award.
- "Parent Award" means the Electrical, Electronic & Communications Contracting Industry (State) Award.
- Union means the ETU (Electrical Trades Union of Australia NSW Branch)

4. OBJECTIVES

The parties of 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.
- * Create a co-operative, safe and productive environment for the Company's projects.



- * Continuing the development of more flexible, efficient and adaptable management and work practices.
- * 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. H.R. Glossop Pty Ltd.
- b. All employees in any of the occupations, industries or callings specified in the Parent Award.
- c. Electrical Trades Union of Australia NSW Branch.

6 APPLICATION OF AGREEMENT.

This Agreement applies to the Company in respect only to full time permanent tradespersons, apprentices and non-electrical workers who are engaged pursuant to the Parent Award.

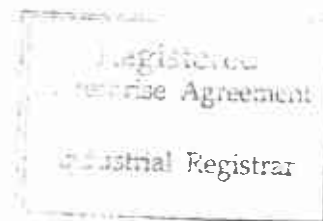
Where there is any inconsistency between this Agreement and the Parent Award, the Agreement shall prevail to the extent of the inconsistency.

7. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation from the date of certification and remain in force until 01/03/03.

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. 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

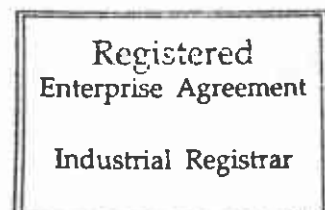
- a. It is a term of condition of employment and of the obligations and rights occurring under this Agreement, that an employee:
- i) Properly use and maintain appropriate protective clothing and tools and equipment
 - ii) Understand that termination of employment will be based on job requirements and skills and that the principal "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
 - iii) 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
 - iv) 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. The Company reserves the right to terminate probationary employee at any time during this 3 month period subject to a weeks notice or payment in lieu thereof.

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:

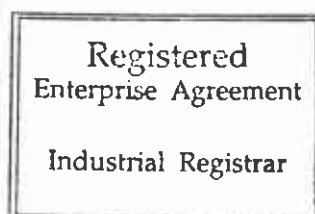
- a. The employee/s or accredited employees representative wishing to raise any matter affecting the employee/s shall:
- i) Initially raise the matter with the employee/s immediate supervisor/foreperson If agreement is not reached at this level and an employee representative has been involved, the employee representative will then,
 - ii) Raise the matter with the Company Manager or his representative. If agreement Is not reached at this time



- 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 time a conference of the parties shall be convened without delay.
- c. In the absence of agreement, either party may refer the matter to the New South Wales Industrial Relations Commission for resolution.
- d. All recommendations, orders and/or directions of the New South Wales Industrial Relations Commission of shall be strictly observed by all parties.
- e. To protect the credibility of the Company and the job security of employees the parties agree that disputes will be managed in accordance with the dispute settlement procedure and that work will continue without interruption during the process.
- f. In instances where work physically cannot continue because of other employees' stoppages, there will be no restriction on work being carried out in H R Glossop's workshop or carried out at another contract location.

11A. Anti-Discrimination

- a. It is the intention of the parties to this agreement to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity and age.
- b. It follows that in fulfilling their obligations under the dispute resolution procedure set out in this agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.
- c. Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- d. Nothing in this clause is to be taken to affect:-
 - i. any conduct or act which is specifically exempted from anti-discrimination legislation;
 - ii. offering or providing junior rates of pay to persons under 21 years of age;
 - iii. any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;



- iv. a party to this agreement from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- e. This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES

Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

12. CONSULTATIVE MECHANISM.

The parties agree that 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 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, 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.a.m. and 6.p.m. 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 will be staggered.

An employee's weekly ordinary hours of work can consist of both day and shift work provided that the appropriate shift allowance is paid for any shift work.



Shift work

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

(i) ROSTERED DAYS OFF (RDO'S)

The parties agree 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 5 days. Records of each employee's RDO status will be kept by the Company and made available to the employee upon request.

(ii) STARTING

Employees where required shall be at the workplace (i.e. physical location of task at hand) dressed and equipped and ready to commence work at the work start time. Wash up time shall occur after finish time.

(iii) TIME OFF IN LIEU

Where an employee works overtime, the employee may by mutual agreement with the Company, forgo payment for the overtime and be released for an equivalent period of ordinary hours with pay. i.e. on hour for hour basis.

(iv)

An employee required to commence day shift later than their normal starting time and no later than 12 noon, shall be paid at ordinary rates up to 6pm and overtime after 6pm.

14. WAGE INCREASE/PRODUCTIVITY ALLOWANCE

14.1

In recognition of the productivity measures herein and subject to the continued commitment to and implementation thereof, the wage rates as listed in the Appendix to this agreement to apply.

These wages increases will be in lieu of any increase granted by the Industrial Relations Commissions during the term of this Agreement and will also be in lieu of all disability payments, special rates and multi-storey allowances except the BHP Construction Allowance. BHP Allowance to be paid as per schedule in Appendix.

Expenses related allowances (with the exception of Travel and Fares Allowance) will be paid in accordance with the Award and varied as the Award. Travel and Fares allowance will be paid as per schedule in Appendix.

Site/project/productivity allowance will only be paid where an allowance is either:

- (a) Awarded by the Industrial Relations Commission: or
- (b) Contractually required by the Client/principal contractor to be paid.

In the event that the Company undertakes work on a project which a specific



Project Award/Agreement of the Industrial Relations Commission has been made, then it is agreed that the wage provisions of that Award/Agreement shall Apply to the project in lieu of those in this Agreement.

Productivity allowances to be absorbed into site allowances except where contract conditions require otherwise.

14.2 LEADINDHAND/FOREMAN

- (a) Leading Hand allowance shall be paid as per the award.
- (b) Foreman allowance shall commence at 104.12/wk. Any award changes to leading hand allowance shall also be applied to the foreman's allowance. Foreman allowance shall include travel allowance.
- (c) A supervision allowance will be paid to foremen and leading hands in addition to the above rates in the following circumstances.
 - In charge of 5-8 people \$20.00/wk or \$4.00/day up to a maximum of \$20.00/week.
 - In charge of 9 or more \$35.00/wk or \$ 7.00/day up to a maximum of \$35.00/week.Supervision allowance is not paid for all purposes of the award.

15. SUPERANNUATION

The Company will pay superannuation contributions into the NESS Superannuation Scheme (or C-Bus where this is being paid for existing employees). The contribution rate shall be as required by the Superannuation Guarantee Legislation.

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

16. CALLOUTS

Staff with company vehicles agree to make themselves available for "Call outs". The company agrees that they will not make unreasonable requests on staff to attend "Call outs".

STANDBY

An employee who make himself/herself available to be on Standby to handle customers requirements outside normal working hours by pager or telephone will be paid a weekly allowance of \$70.00

17. REST PERIOD AFTER OVERTIME

The provisions of subclauses 20.2 and 21.4.1 of the Award shall be altered to provide for a minimum rest period of 8 consecutive hours off duty.

Unless:

- (i) Greater than 16 hours has been worked in one period
or
- (ii) more that two consecutive 16-hour shifts have been worked.



Rest period after overtime shall not apply where an employee is recalled to work to attend a breakdown unless the period worked exceeds 3 hours.

18. REDUNDANCY/TOP UP INSURANCE

18.1 Redundancy will be paid strictly according to the provisions of the Parent Award with the exception that this award shall apply notwithstanding that employment is terminated by the company due to the ordinary and customary turnover of labour.

On certification of this agreement the company will make contributions to MERT on behalf of employees (other than apprentices and trainees) engaged on construction work at the following rates.

- Commencing at \$20.00
- From the first full week on or after 01/07/01 \$30.00
- From the first full week on or after 01/07/02 \$50.00

These payments do not apply outside the areas of Illawarra, South Coast or Southern Highlands.(This includes Goulburn NSW)

18.2 TOP UP INSURANCE

Top up insurance will be provided by the Company on projects where contractually obliged at time of Tender submission.

19. UNIFORM AND CLOTHING

(a) The Company and its employees recognise the importance of the Company client relationship and the professional approach and appearance of each employee and as such employees issued with company uniforms and clothing shall wear such items during all working hours and each employee shall maintain their clothing in a respectable condition. Clothing will be replaced every 12 months or as deemed necessary by the Company. The standard issue shall consist of:

- 2-pr long cotton drill trousers
- 2 long sleeve cotton drill shirts, fitted with appropriate logo.

Or

- Any other combination as agreed to by the Company and its employees.
- 1 pr safety boots (to be replaced on a wear and tear basis).

Clothing/Uniform issue is restricted to employees with greater than 3 months service (i.e. after 456 continuous hours).

There shall be no automatic re-issue of clothing where an employee is placed on a new site. Sloppy Joes and Jackets will only be provided to permanent employees with greater than 3 months service. Employees issued with Sloppy Joes and Jackets will only have them replaced on a wear and tear basis upon presentation of the old unserviceable items. There will be no automatic re-issue of Sloppy Joes or Jackets where an employee is placed on a new site.



(c) The above mentioned clothing issue shall be fixed and not subject to any site agreement.

20. 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.

Where labour is lent or lent on hire as a means of providing continuity of employment during downturns of work, it is agreed that this will be done by consultation and agreement with the individual or individuals involved, with Union representation if necessary. This may lead to some provisions of this agreement not applying.

21. 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.

22. TRAINING

Staff agree to be available for up to 20hrs per year for out of hours training, the first 4 hours to be unpaid the balance to be paid at ordinary rates. Where an employee request that he/she undertake training in their own time the Company may agree to pay for the course. This training does not include BHP Inductions. The Company agree they will not make unreasonable requests for staff to attend training.

23. WET WEATHER PROCEDURE

The Company and the employees will collectively work towards the minimisation of lost time due to inclement weather. Common sense and safety will be the guiding principles.



Further to this, the Company and the employees undertake to adopt the following principles with regard to inclement weather.

- Necessary work or making good/safe will continue until the work can no longer be carried out in a safe manner.
- If it is required appropriate clothing will be provided by the Company whilst work continues in and inclement weather situation. Such clothing will remain the property of the Company.
- Walking to and from unaffected areas on a project or site will be carried out using the appropriate clothing supplied by the Company.
- If, in the opinion of the Company, useful work is available in another area or site, the employees shall accept transfer to that area or site.
- Where the Company believes initiatives described in the above are not practical or would be non-productive, the non-productive time can be used for activities such as skill development, training or planning and re-programming the project.

24. WAGES

Wages will be paid weekly by electronic funds transfer (EFT). Each employee is responsible for the accurate and timely completion and provision of time sheets and production records.

25. QUALITY ASSURANCE

The Company has made a major investment of resources having obtained certification to IS9002.

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 the employees to follow the procedures, document their compliance and participate in the improvement process.

26. TOOLS

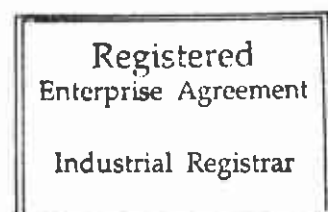
The parties agree that:

- (a) All employees shall maintain an adequate number of tools as agreed in the revised tool list. (Copy attached)
- (b) The payment of the tool allowance is conditional on employees maintaining the adequate number of tools.
- (c) All new employees must satisfy the consultative committee that he/she has an adequate set of tools before he/she is paid the tool allowance.
- (d) All employees to have a suitable cordless electric drill as part of their set of tools.

27. COMPANY – EQUIPMENT – CARE

All employees shall:

- (a) Book all equipment out when equipment is taken from store.



- (b) Return all equipment to store after completion of the work for which it was taken
And ensure that it is booked in
- (c) Any equipment that is returned after use that is faulty is to be booked in at the
showroom counter for repairs and the supervisor advised accordingly. The faulty
equipment must have an "out of service" tag filled out and attached stating the
fault or fault description.

28. OCCUPATIONAL HEALTH AND SAFETY

The Company is committed to provide a safe and healthy working environment in which our employees can work. The emphasis of this commitment is on the identification of potentially unsafe practices and the prevention of accidents and injury.

In order to maintain this commitment, the company will provide the resources, skills and training necessary to assist Managers and employees to provide and maintain a high standard of Occupational Health and Safety within the Company. It is the policy of the Company that all operations are carried out in compliance with statutory requirements, established standards and the Company's policies and procedures. Work will be planned so as to avoid foreseeable hazardous situations and conditions.

Managers and supervisors have the responsibility at all times to maintain a safe working environment, to ensure that safe working procedures are in place and observed and to assist in the rehabilitation of injured employees.

Employees have the responsibility at all times to observe safe working procedures, to notify management of any potential hazards and to work in such a way that controls the risk of injury to themselves and other employees with whom they work. Such behaviour will be encouraged and employees will not be prejudiced by compliance. The Company will ensure that a positive attitude to this process is developed in supervisors and management as well as in employees so that continuous improvement is achieved in OH&S performance.

Employees also have the responsibility to wear protective clothing and or/equipment appropriate to the task at hand.

In the event of an employee sustaining an injury at work, the Company supports the development of appropriate systems to sensitively manage injuries through rehabilitation programs that facilitate the earliest possible return to work.

All parties to this agreement are committed to the provision and maintenance of a safe and healthy working environment. The parties shall ensure that there shall be strict compliance to all Acts and regulations to ensure there is protection to all.

The parties recognise that safety education and safety programs are fundamental to the achievement of a safe and health working environment.

Issues will be dealt with in accordance with Clause 11, or where relevant, State Legislation, Regulations or Codes of Practice, and will involve vacating only those areas where safety is At risk. It is agreed that no industrial action, interruption to or dislocation of work shall occur before a conciliatory approach being conducted to discuss and resolve the OH&S issue at a workplace level.

Registered Enterprise Agreement Industrial Registrar
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29. PERFORMANCE MEASUREMENT

The parties to this Agreement recognise that in order to achieve its objectives; there is a requirement to develop productivity and efficiency indicators to measure, monitor and to identify ways of continually improving performance and competitive market position.

The performance indicators and targets are to be developed by the Consultative committee and include:

- (a) Reduction in absenteeism, labour turnover and lost time
- (b) Waste
 - * Amount of work
 - * Volume
 - * Number of defects
 - * Consumable usage/wastage rate measures
 - * Waiting time or loss to tools and equipment.
 - * Damage or loss to tools and equipment
- (c) Quality
 - * Number of non-conformances
 - * Customer satisfaction
- (d) Occupational Health & Safety
 - * Lost time frequency rates
 - * Severity rates
 - * Incidence rates
 - * Rehabilitation progress
- (e) Productivity
- (f) Communication

30. This agreement was not entered into under duress by any party to it.

31. TERMINATION OF THE AGREEMENT

This agreement can be terminated at or after the end of its normal term by either the Company or a valid majority of employees giving a minimum of three months written notice of intention to terminate to the other party. Where such notice is given, the parties hereby agree that an application shall be made to the Industrial Relations Commission of NSW for an order to terminate the Agreement.



32. SIGNATORIES

Signed for and behalf of: **H.R. GLOSSOP PTY LIMITED**

..... **DATE**

Signed for and behalf of: **THE ELECTRICAL TRADES UNION OF AUSTRALIA**

..... **DATE**

Registered
Enterprise Agreement
Industrial Registrar

APPENDIX

	01/03/00	01/07/00	01/01/01	01/07/01	01/01/02	01/07/02
GRADE 1	14.05	14.47	14.83	15.20	15.58	15.97
GRADE 2	14.77	15.22	15.59	15.98	16.38	16.79
GRADE 3	15.47	15.94	16.34	16.74	17.16	17.59
GRADE 4	16.19	16.67	17.09	17.52	17.96	18.40
GRADE 5 unlicensed	17.23	17.45	18.19	18.64	19.11	19.59
GRADE 5 qual super	18.00	18.54	19.00	19.48	19.97	20.47
GRADE 6 qual super	18.73	19.30	19.78	20.28	20.78	21.30

Apprentices:

Indentured 1 st year	7.34	7.56	7.75	7.95	8.15	8.35
Indentured 2 nd year	9.71	10.00	10.25	10.51	10.77	11.04
Indentured 3 rd year	13.48	13.89	14.24	14.59	14.96	15.33
Indentured 4 th year	15.39	15.85	16.25	16.66	17.07	17.50
Trainee 1 st year	8.28	8.53	8.74	8.96	9.19	9.42
Trainee 2 nd year	10.90	10.23	11.51	11.80	12.09	12.40
Trainee 3 rd year	14.75	15.19	15.57	15.96	16.36	16.77
Trainee 4 th year	16.12	16.60	17.01	17.44	17.88	18.32

- NOTES:**
1. The wage increases are payable from the first full pay period on or after the dates specified.
 2. Fares allowance payable from the following dates:

01/03/00	\$8/day
01/07/00	\$9/day
01/07/01	\$10/day
01/07/02	\$11/day (Employees with company vehicles not entitled to fares allowance.)
 3. Travel allowance of \$12/day for tradespersons, pro-rata for apprentices.
 4. BHP allowance \$1.00/hr is additional to the above rates and to be paid where prescribed in the award.



**H R GLOSSOP SERVICES PTY LTD - ELECTRICAL MECHANICS
BASIC TOOL KIT**

ALLEN KEYS (SET OF WHITWORTH & METRIC)
CHISEL - COLD CHISEL
CABLE LUG CRIMPING TOOL - RATCHET 3 X COLOURS
FILES * 250MM FLAT FILE
* 250MM ROUND FILE
* RAT TAIL FILE
HACKSAW * HACKSAW
* JUNIOR HACKSAW (FOR MICC CABLE CUTTING)
CONDUIT CUTTERS
VICE GRIPS
CABLE CUTTERS
HAMMERS * CLAW HAMMER
* HAMMER (3 LB OR METRIC EQUIVALENT)
KNIFE - STANLEY
MULTIGRIPS - 250MM
PLIERS * LONG NOSE PLIERS
* INSULATED PLIERS
PUNCHES - CENTRE PUNCH
PLUMB BOB
STRING LINE
SCREW DRIVERS * SMALL
* MEDIUM
* LARGE
* PHILLIPS HEAD - 2 SIZES
SIDE CUTTERS - INSULATED
SPANNERS * WHITWORTH SET SPANNES 3/16, 1/4, 5/16, 3/8, 1/2, 5/8, 3/4
* METRIC SPANNERS (SIZES EQUIVALENT TO ABOVE
WHITWORTH
* B.A TUBE SPANNERS (1 SET OF)
* ADJUSTABLE (IE SHIFTING) SPANNER (LARGE & SMALL)
STEEL SQUARE
SPIRIT LEVEL - 300MM
TIN SNIPS - 250MM
TAPE MEASURE - FLEXIBLE STEEL 5-8 MTS
TOOL BAG OR BOX
SET TEST LAMPS - UP TO 415V & ANALOGUE MULTIMETER
TORCH - INSULATED
TROWEL - POINTING (OPTIONAL)
WRENCHES * TAP WRENCH
* STILSON WRENCH 20-50MM
WIRE STRIPPER TO SUIT CABLES 1MM - 6MM
WIRING RULES BOOK (AS3000) - PART 1 (CURRENT EDITION)
CORDLESS DRILL (MIN 7.2V) - (FOR EMPLOYEES EMPLOYED AFTER 6.3.2000)

