

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA02/241

**TITLE:** A & J Whitbourne Electrical Contractors Pty Ltd Enterprise Agreement 2002

**I.R.C. NO:** IRC02/2902

**DATE APPROVED/COMMENCEMENT:** 21 June 2002

**TERM:** 31 December 2003

**NEW/VARIATION/REPLACEMENT:** New

**GAZETTAL REFERENCE:** 9 August 2002

**DATE TERMINATED:**

**NUMBER OF PAGES:** 14

**COVERAGE/DESCRIPTION OF EMPLOYEES:** Applies to all employees of A & J Whitbourne Electrical Contractors Pty Ltd that fall within the coverage of the Electrical, Electronics and Communications Contracting Industry (State) Award and who are engaged upon construction work within the Newcastle, Hunter and regional New South Wales

**PARTIES:** A & J Whitbourne Electrical Contractors Pty Ltd -&- Electrical Trades Union of Australia, New South Wales Branch



# A & J WHITBOURNE ELECTRICAL CONTRACTORS P/L ENTERPRISE AGREEMENT 2002

A.B.N. 95 003 987 497

## 1. INTRODUCTION

This agreement has been jointly developed by A & J Whitbourne electrical Contractors P/L, its employees and the Electrical Trades Union of Australia, NSW 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 will be known as the A & J Whitbourne Electrical Contractors P/L Enterprise Bargaining Agreement

## 3. DEFINITIONS

For the purpose of this agreement:

- "Agreement" means this enterprise agreement
- "Company" means A & J Whitbourne Electrical contractors P/L
- "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.
- "Parent Award" means the Electrical, Electronics 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
- To increase the competitiveness, productivity, efficiency and flexibility of the Company and its workforce.
- Creating a co-operative, safe and productive environment on the Companies 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 its employees
- To foster a commitment to the Company's Quality Management System.
- To improve 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 provision of the Parent Award and this Agreement and all employees.
- To substantially reduce disputation and eliminate lost time due to disputation.

## 5. PARTIES BOUND

This agreement shall be binding upon:

- a) A & J Whitbourne Electrical Contractors P/L
- 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) The electrical Trades Union of Australia, New south Wales Branch

## 6. APPLICATION OF THE 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 Newcastle, Hunter and regional NSW.

If the Company has secured work outside these of these regions, any employee who normally works within these regions:

- 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.
- d) It is agreed that all work done in the "Count of Cumberland" will be at the hourly rate specific to the Sydney agreements.

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 31 December 2003.



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 forgoing, 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 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 the tools and equipment supplied by the Company for the specified circumstances; and
  - ii) use any technology and perform any duties which are within the limits of the employees skill, competency, 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 Companies directions (consistent with the objectives of the Agreement) with respect to, safety, quality, site cleanliness, and waste management; and provide and maintain an adequate kit of tools in accordance with the Parent Award; and
  - v) be committed to the objectives in Clause 4 of this Agreement
- b) All new employees (other than casual) 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 the 3-month period subject to a week's notice or payment in lieu thereof.
- c) The companies right to employ persons on a specific 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 the 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 representative, then;
  - ii) raise the matter with the Company Manager or his representative. If agreement is not reached at this level and as 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 described 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 Industrial Relations commission of New South Wales 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 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. 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 outlines 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 is 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.

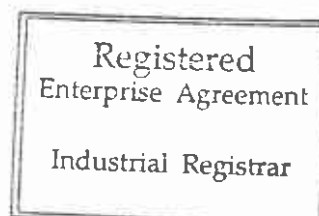
Staggered starting and finishing times may be introduced by agreement with employees at the site to help overcome any problems or potential delays. As a consequence, breaks taken during the course of the day shall also be staggered.

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

- i) **Shift Work**  
The above flexible hours of work provisions will also apply to shift work as defined by the Parent Award
  
- ii) **Rostered Days Off**  
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 employees RDO status will be kept by the Company and made available to the employee upon request.

- iii) **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**

Wage 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 rates exceed that 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. SITE/PROJECT ALLOWANCE.**

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

- a) where such an allowance 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 provisions 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/client 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 those 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 contributions 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 in accordance to the provisions of the Electrical Contracting 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) at the following rates

- From 1 July 2001, at the rate of \$35.00 per week
- From 1 July 2002, at the rate of \$45.00 per week

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

It is a term of the Agreement the Company will pay Top-up24 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 combinations 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 o, 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 the 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. ANTI DISCRIMINATION**

- a) It is the intention of the parties to seek to achieve the object in section 3 of the Industrial relations Act 1996 to prevent and eliminate discrimination in the workforce. This includes discrimination on the grounds of race, sex, material 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 necessary steps to ensure that the operation of the provisions of this agreement are not directly or indirectly discriminatory in their effect.
- c) Under the Anti-discrimination Act 1977, it is unlawful to victimize and employee because the employee has made or make or has been involved in a complaint or unlawful discrimination or harassment.

- d) Nothing in this clause is to be taken to effect:
- 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 1077
  - iv) A party to this agreement from pursuing matters of unlawful discrimination in any State of Federal jurisdiction
  - e) This clause dose not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause

#### **24. 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 skill development activities, all which will count as productive time for payment purposes.

## **25. PAYMENT OF WAGES**

Wage 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.

## **26. 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 of the Parent Award, the payment will be prescribed as by Schedule A

Both allowances are fixed for the life of the Agreement.

## **27. ETU PICNIC DAY**

In accordance with picnic day provisions 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 purpose 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.

## **28. 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 formalized in writing and witnessed by another employee. The selection of employees for away work shall be solely at the discretion of the Company.

## **29. 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.

### **30. 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
- 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.

### **31. UNION DUES**

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

### **32. UNION ENCOURAGEMENT**

The Company recognises that the Union is the body representing all employees covered by this Agreement. The Company agrees to:

- Encourage employees covered by this agreement to become and remain members of the Union, including introducing new employees to the Union representative.
- Provide reasonable time with pay for Union delegates to carry out the delegate's functions and undertake training, provided that the operations of the Company are not unduly affected.
- Provide the Union delegates with resources as required i.e. telephone, facsimile, photocopying to assist in the consultative process associated with the Companies business

### **33. 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.

### **34. QUALITY ASSURANCE**

The parties endorse the underlying principles of the Companies 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 customers. 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 the work has been carried out in accordance with the customer's specific requirements. Where necessary, training will be provided in these activities.

### 35. 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.

### 36. RENEWAL OF AGREEMENT

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

### 37. SIGNATORIES

Signed for and on behalf of *A & J WHITBOURNE ELECTRICAL CONTRACTORS*

Signature:



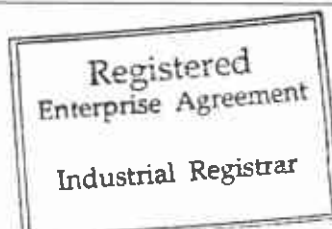
Date *25/1/02.*

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

Signature:



Date *14.5.02.*



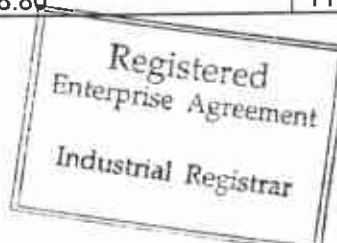
## SCHEDULE A

**Rates applying from the first pay period on or after 7th March 2001**

CLASSIFICATION	ALL-PURPOSE HOURLY RATE	DAILY AVERAGE EXCESS FARES ALLOWANCE	DAILY AVERAGE EXCESS TRAVEL TIME
Grade 1	14.47	8.40	12.60
Grade 2	15.21	8.40	12.60
Grade 3	15.94	8.40	12.60
Grade 4	16.67	8.40	12.60
Grade 5 unlicensed	17.75	8.40	12.60
Grade 5 cert of regn	18.19	8.40	12.60
Grade 5 qual super	18.54	8.40	12.60
Grade 6 qual super	19.30	8.40	12.60
Grade 7 qual super	20.76	8.40	12.60
Grade 8 qual super	22.23	8.40	12.60
Grade 9 qual super	22.98	8.40	12.60
Grade 10 qual super	25.18	8.40	12.60
<b>APPRENTICES</b>			
Indentured 1st Year	7.56	8.40	5.08
Indentured 2nd Year	10.00	8.40	6.69
Indentured 3rd Year	13.89	8.40	9.32
Indentured 4th Year	15.85	8.40	10.64
Trainee 1st Year	8.53	8.40	5.72
Trainee 2nd Year	11.21	8.40	6.91
Trainee 3rd Year	15.19	8.40	10.20
Trainee 4th Year	16.60	8.40	11.15

**Rates applying from the first pay period on or after 1st July 2001**

CLASSIFICATION	ALL PURPOSE HOURLY RATE	DAILY AVERAGE EXCESS FARES ALLOWANCE	DAILY AVERAGE EXCESS TRAVEL
Grade 1	14.83	8.80	13.20
Grade 2	15.59	8.80	13.20
Grade 3	16.34	8.80	13.20
Grade 4	17.09	8.80	13.20
Grade 5 unlicensed	18.19	8.80	13.20
Grade 5 cert of regn	18.64	8.80	13.20
Grade 5 qual super	19.01	8.80	13.20
Grade 6 qual super	19.78	8.80	13.20
Grade 7 qual super	21.28	8.80	13.20
Grade 8 qual super	22.79	8.80	13.20
Grade 9 qual super	23.55	8.80	13.20
Grade 10 qual super	25.81	8.80	13.20
<b>APPRENTICES</b>			
Indentured 1st Year	7.75	8.80	5.33
Indentured 2nd Year	10.25	8.80	7.02
Indentured 3rd Year	14.24	8.80	9.79
Indentured 4th Year	16.25	8.80	11.17
Trainee 1st Year	8.74	8.80	6.00
Trainee 2nd Year	11.49	8.80	7.26
Trainee 3rd Year	15.57	8.80	10.71
Trainee 4th Year	17.01	8.80	11.71



## SCHEDULE A

**Rates applying from the first pay period on or after 1st January 2002**

CLASSIFICATION	ALL PURPOSE RATE HOURLY RATE	DAILY AVERAGE EXCESS FARES ALLOWANCE	DAILY AVERAGE EXCESS TRAVEL TIME
Grade 1	15.20	8.80	13.20
Grade 2	15.98	8.80	13.20
Grade 3	16.74	8.80	13.20
Grade 4	17.52	8.80	13.20
Grade 5 unlicensed	18.64	8.80	13.20
Grade 5 cert of regn	19.11	8.80	13.20
Grade 5 qual super	19.48	8.80	13.20
Grade 6 qual super	20.28	8.80	13.20
Grade 7 qual super	21.81	8.80	13.20
Grade 8 qual super	23.36	8.80	13.20
Grade 9 qual super	24.14	8.80	13.20
Grade 10 qual super	26.46	8.80	13.20
<b>APPRENTICES</b>			
Indentured 1st Year	7.95	8.80	5.45
Indentured 2nd Year	10.51	8.80	7.20
Indentured 3rd Year	14.59	8.80	10.00
Indentured 4th Year	16.66	8.80	11.45
Trainee 1st Year	8.96	8.80	6.15
Trainee 2nd Year	11.78	8.80	7.45
Trainee 3rd Year	15.96	8.80	11.00
Trainee 4th Year	17.44	8.80	12.00

**Rates applying from the first pay period on or after 1st July 2002**

CLASSIFICATION	ALL PURPOSE HOURLY RATE	DAILY AVERAGE EXCESS FARES ALLOWANCE	DAILY AVERAGE EXCESS TRAVEL TIME
Grade 1	15.58	9.20	13.80
Grade 2	16.38	9.20	13.80
Grade 3	17.16	9.20	13.80
Grade 4	17.96	9.20	13.80
Grade 5 unlicensed	19.11	9.20	13.80
Grade 5 cert of regn	19.58	9.20	13.80
Grade 5 qual super	19.97	9.20	13.80
Grade 6 qual super	20.78	9.20	13.80
Grade 7 qual super	22.36	9.20	13.80
Grade 8 qual super	23.94	9.20	13.80
Grade 9 qual super	24.74	9.20	13.80
Grade 10 qual super	27.12	9.20	13.80
<b>APPRENTICES</b>			
Indentured 1st Year	8.15	9.20	5.60
Indentured 2nd Year	10.77	9.20	7.37
Indentured 3rd Year	14.96	9.20	10.28
Indentured 4th Year	17.07	9.20	11.73
Trainee 1st Year	9.17	9.20	6.30
Trainee 2nd Year	12.07	9.20	7.62
Trainee 3rd Year	16.36	9.20	11.25
Trainee 4th Year	17.88	9.20	12.30

Registered  
Enterprise Agreement

Industrial Registrar