

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA05/44

TITLE: Thiess John Holland Lane Cove Tunnel and Roadworks Construction Variation Enterprise Agreement 2004

I.R.C. NO: IRC4/7029

DATE APPROVED/COMMENCEMENT: 2 February 2005 / 2 February 2005

TERM: 20

**NEW AGREEMENT OR
VARIATION:** Variation

GAZETTAL REFERENCE: 11 March 2005

DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees of Thiess John Holland located at 34 Waterloo Road, North Ryde, NSW 2113 engaged in the classifications of On Site Construction Work.

PARTIES: Thiess John Holland -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Construction, Forestry, Mining and Energy Union (New South Wales Branch), The Australian Workers' Union, New South Wales

THIESS JOHN HOLLAND LANE COVE TUNNEL AND ROADWORKS CONSTRUCTION VARIATION ENTERPRISE AGREEMENT 2004

Schedule 1 - Classification Structure and Wage Rates

Classification Surface Works			Ordinary Time Hourly Rates						
				May 04	30 Sept. 04	1 June 04	01 Dec. 05	01 March 06	01 Sept. 06
CS 1	New Entrant Chainperson	Traffic Controller Laboratory Labourer		\$19.74 PIP \$4.00	\$20.23	\$20.64 ACIRT \$100	\$21.05 PIP \$4.50	ACIRT \$105	\$21.68
CS 2	General Labourer Scaffolder Earthworks heavy plant Spotter Earthworks trim grade Checker	Steel fixer Concrete gang Float Hand	Paving Stringliner	\$20.59 PIP \$4.00	\$21.10	\$21.53 ACIRT \$100	\$21.96 PIP \$4.50	ACIRT \$105	\$22.62
CS 3	Shotcrete crew Crane operator up to and including 5 tonnes	Roller operator under 12 tonnes Rigger	Dogman Concrete Finisher	\$21.45 PIP \$4.00	\$21.99	\$22.43 ACIRT \$100	\$22.87 PIP \$4.50	ACIRT \$105	\$23.56
CS4 A		Mobile concrete line pump operator		\$22.21 PIP \$4.00	\$22.77	\$23.22 ACIRT \$100	\$23.68 PIP \$4.50	ACIRT \$105	\$24.40
CS 4 B (includes tool allowance)	All tradespersons			\$22.71 PIP \$4.00	\$23.28	\$23.74 ACIRT \$100	\$24.22 PIP \$4.50	ACIRT \$105	\$24.94
CS 5	Operators of Group B plant:	Concrete boom pump operator		\$23.31 PIP \$4.00	\$23.89	\$24.37 ACIRT \$100	\$24.86 PIP \$4.50	ACIRT \$105	\$25.60

CS 6 A	Operators of Group C, D & E plant:			\$24.42 PIP \$4.00	\$25.03	\$25.53 ACIRT \$100	\$26.04 PIP \$4.50	ACIRT \$105	\$26.82
CS6 B	Fitter/ Plant Mechanic			\$24.92 PIP \$4.00	\$25.54	\$26.05 ACIRT \$100	\$26.57 PIP \$4.50	ACIRT \$105	\$27.37
CS 7	Operators of Group F & G plant:			\$25.53 PIP \$4.00	\$26.17	\$26.69 ACIRT \$100	\$28.04 PIP \$4.50	ACIRT \$105	\$28.04
CS 8	Tower Crane Driver	Tractor Operator from 450kw	Dozer Operator (D11)	\$26.64 PIP \$4.00	\$27.31	\$28.85 ACIRT \$100	\$28.41 PIP \$4.50	ACIRT \$105	\$29.26

Schedule 1 - Classification Structure and Wage Rates

Classification			Ordinary Time Hourly Rate					
Underground Excavation Works			May 2004	30 Sept 2004	01 June 2005	01 Dec 2005	01 March 2006	01 Sept 2006
UG 1	Tunneller Class 2**		\$22.69 PIP \$4.00	\$23.26	\$23.72 ACIRT \$100	\$24.20 PIP \$4.50	ACIRT \$105	\$24.92
UG 2	Tunneller Class 1***	Non Trade	\$23.80 PIP \$4.00	\$24.40	\$24.88 ACIRT \$100	\$25.38 PIP \$4.50	ACIRT \$105	\$26.14
UG2	Tradespersons	(includes tool allowance)	\$24.55 PIP \$4.00	\$25.16	\$25.67 ACIRT \$100	\$26.18 PIP \$4.50	ACIRT \$105	\$26.97
UG 3	Jumbo Operator	Specialist Mobile Shotcrete Operator (Mako, MaxiJet)	\$24.34 PIP \$4.00	\$24.95	\$25.45 ACIRT \$100	\$25.96 PIP \$4.50	ACIRT \$105	\$26.74

UG 4	Mechanical and Electrical Tradespersons Boilermakers	Roadheader Operator	\$24.88 PIP \$4.00	\$25.50	\$26.01 ACIRT \$100	\$26.53 PIP \$4.50	ACIRT \$105	\$27.33
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Tunnelling Tradesperson Allowance - \$2.15 per hour

This allowance is in lieu of all other allowances - (\$1.15 of this allowance will be classified as all-purpose) including a tool allowance

**Tunneller Class 2

Tunneller Class 2 means an employee engaged underground in the work of assisting tunneller class 1, car spotter, brakeman, operators of dump trucks, members of a bullgang or an employee carrying out general excavation operations. A tunneller class 2 is able to operate limited pieces of equipment. A minimum period of three months to a maximum of 6 months is required to be spent in this role prior to being a Tunneller class 1. Reclassification to a tunneller class 1 is subject to the employee passing a competency assessment.

***Tunneller Class 1

Tunneller Class 1 means experienced workers who carry out work in the excavation, lining and support works of the tunnel and cavern. The tunneller works with specialized equipment adapted to the excavation, movement of cable, attachment/plug-in, movement of services (pipes etc) support and final lining of the tunnel. This includes but is not limited to:

The operation of hydraulic and/or electrical equipment and replacement of ground engaging tools for roadheader, lifting and placement devices, segment cranes, driving locomotives and other plant mucking equipment, concrete pumping equipment, and grouting equipment. Use of excavator, forklifts, bobcat, concrete agitator, Hiab, Manitou, hoists, small dumpers/loaders, grout pumps & mixers, loaders, trucks, drilling machines, shotcreting and rockbolting equipment, scissor truck, gantry cranes.

A tunneller is able to operate a range of equipment (excluding roadheaders, mechanical miners, and mobile cranes) to the satisfaction of TJH.

Determination of Classification for individual employees

The appropriate classification level will be determined by the primary role in which a person is engaged to perform by the THJV, regardless of that person's level of skill. This means that the appropriate classification level for an individual will be determined on a task rather than skill basis. Individual classification levels will only change where the primary task for which the individual is engaged changes.

Higher Functions

An employee engaged for more than two hours during one day on duties carrying a higher rate than the employee's ordinary classification shall be paid the higher rate for the whole day; If so engaged for two hours or less during one day he/she shall be paid the higher rate for the time so worked. Higher duties allowance does not apply to persons who are undergoing training.