

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/47

**TITLE: ALSTOM Australia Limited - Engineering Systems On-Site
Installation Agreement 2004-2006**

I.R.C. NO: IRC4/7477

DATE APPROVED/COMMENCEMENT: 3 February 2005 / 3 February 2005

TERM: 12

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 11 March 2005

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies only to employees on-site installation, employed by ALSTOM Australia Limited - Engineering Systems, who fall within the coverage of the Electrical, Electronic and Communications Contracting Industry (State) Award, the General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award and the National Metals and Engineering On-Site Construction Industry Award.

PARTIES: Alstom Australia Limited -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, The Australian Workers' Union, New South Wales and The Electrical Trades Union of Australia, New South Wales Branch.

ALSTOM AUSTRALIA LIMITED - ENGINEERING SYSTEMS ON-SITE INSTALLATION AGREEMENT 2004-2006

TABLE OF CONTENTS

1. Title Of Agreement
2. Parties To The Agreement
3. Scope Of The Agreement
4. Objectives
5. Contract Of Employment
6. Term Of This Agreement
7. Relationship To Parent Awards
8. Coverage
9. Single Bargaining Unit
10. No Extra Claims
11. Grievance Procedure - General
12. Grievance Procedure - "Occupational Health & Safety"
13. Consultative Arrangements
14. Resolution Of Demarcation
15. Flexibility Between Trades
16. Supplementary Labour
17. Apprentices
18. Subcontracting
19. Delegates
20. Union Membership Dues
21. Wages And Allowances
22. Superannuation
- 22a. Salary Sacrifice
23. Redundancy Benefit
24. Sickness & Accident Top Up Cover Insurance
25. Protective Clothing And Equipment
26. Hours Of Work/Rostered Days Off
27. Skills Development
28. Wet Weather
29. Signatures

Schedule 1

Wage Rates

Schedule 1

Wage Rates

Wage Rates

Wage Rates

Wage Rates

1. Title of Agreement

ALSTOM Australia Limited - Engineering Systems On-Site Installation Agreement.

2. Parties to the Agreement

(a) The parties to this Agreement are:

(i) ALSTOM Australia Limited - Engineering Systems

- (ii) Australian Manufacturing Workers' Union (AMWU)
- (iii) Australian Workers' Union (AWU)
- (iv) Electrical Trades Union of Australia (NSW Branch) (ETU).

This Agreement shall be binding on ALSTOM Australia Limited - Engineering Systems. It shall not be binding on other divisions, sections or related companies of ALSTOM Australia Limited.

3. Scope of the Agreement

This Agreement shall only apply to on-site installation work by employees of ALSTOM Australia Limited - Engineering Systems.

4. Objectives

The principal objectives of this Agreement are to:

- (a) Establish an agreed set of conditions of employment for ALSTOM Australia Limited - Engineering Systems and its employees engaged in on-site installation work;
- (b) Provide a framework for participants in the Agreement to pursue Best Practice Installation to achieve project success measured in terms of safety, timely completion, quality, productivity, cost and industrial relations.
- (c) Provide an industrial relations environment where ALSTOM Australia Limited - Engineering Systems can exceed client expectations in terms of the criteria set out in (b) above.

To assist in the achievement of these objectives this Agreement, records the following commitments of the parties:

- a) The parties recognise the responsibility of all participants in delivering a safe workplace;
- b) The parties accept to the proper consultative processes being followed, changed work practices and methods will be implemented where they are designed to achieve improved performance on projects covered by this Agreement and International Best Practice Construction;
- c) The parties are strongly committed to avoiding industrial action as a valid or acceptable means of dispute resolution on any project where work is being performed pursuant to this Agreement.

5. Contract of Employment

It is a term and condition of employment and of the obligations and rights occurring under this Agreement that an employee shall:

- (a) Work in a safe manner at all times including properly using all appropriate protective clothing, tools and equipment provided by the Company for specified circumstances including but not limited to safety helmet, safety footwear and eye protection.
- (b) Be available, ready and willing to perform such work, including shift work, as the Company shall reasonably require on the days and during the hours necessary for the Company to best meet the Company's contractual obligations when working on projects covered by this Agreement, unless personal reasons clearly preclude the individual from working such arrangements.
- (c) Comply with any request of the Company to work reasonable overtime in excess of the ordinary hours at any time during the seven days of the week at the appropriate remuneration prescribed in the appropriate Award, unless personal reasons clearly preclude an individual from working reasonable overtime on a particular occasion.

- (d) Recognise the requirement of the company to have an appropriate mix of classifications and skills during any hours of work.
- (e) 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.
- (f) Use any technology and perform any duties which are within the limits of the employee's skill, competence, training and classification provided that they can be safely and legally performed.
- (g) Participate in consultative processes and co-operate with work practices designed to deliver Best Practice outcomes on the projects where work is being performed pursuant to this Agreement.
- (h) Comply with the Grievance Procedure of this Agreement on all occasions.

Employees may be engaged on a casual, daily or weekly basis but only where that particular form of employment is provided for in the relevant industry Award. Employees must be engaged in accordance with the provisions of the relevant Award or Agreement.

Notwithstanding any existing Award or other rights, the Company may terminate an employee without notice in circumstances justifying summary dismissal including serious misconduct and neglect of duty.

All new employees (other than casuals) will be engaged on the basis of a three month probationary period, which shall count as service. The Company reserves the right to terminate a probationary employee at any time during this three month period subject to a week's notice or payment in lieu thereof.

6. Term of This Agreement

This Agreement shall come into operation from the date of its certification by the Industrial Relations Commission of New South Wales (IRC NSW) and shall remain in force until 31 March 2006 unless varied or terminated earlier in accordance with The *Industrial Relations Act 1996* (NSW).

7. Relationship to Parent Awards

This Agreement shall be read and interpreted in conjunction with the following industry Awards as varied from time to time:

- (a) National Metals and Engineering On-Site Construction Industry Award
- (b) Electrical, Electronic and Communications Contracting Industrial (State) Award
- (c) General Construction & Maintenance, Civil and Mechanical Engineering (State) Award

Provided that where there is any inconsistency between this Agreement and the above Awards, this Agreement shall prevail to the extent of the inconsistency.

An employee commencing employment with the Company after the date on which this Agreement comes into operation shall be employed in accordance with the terms of this Agreement. This includes apprentices and trainees.

8. Coverage

This Agreement applies to all of the Company's employees who are employed in the classifications or occupations set out in this document and/or underpinning Awards or are eligible for membership of one of the Unions, whether members or not.

9. Single Bargaining Unit

The parties to this Agreement commit to bargaining collectively in relation to any matter arising from this Agreement and in relation to its renewal, extension, variation or renegotiation.

10. 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 in relation to the above, until the Agreement's nominal expiry date has passed. Where any disagreement arises, the parties shall follow the Grievance Procedure set out in Clause 11 of this Agreement.

11. Grievance Procedure - General

On all occasions, all grievances or disputes over any matter between the parties to this Agreement shall be settled in accordance with this procedure without resorting to industrial action. This shall apply whether the matter in dispute relates directly to site employment or not, or whether it relates to a matter dealt with by this Agreement or a relevant Award, or not. This clause will operate in all situations with the only exception being issues regarding safety, in which case, Clause 12 shall apply.

Any matter of concern to an employee or group of employees shall be at the first instance raised with their supervisor, by the employee(s) concerned or their delegate.

If not settled at this level, discussions shall take place between the delegate and senior site management.

If not settled at this level, the matter shall be formally submitted by a full time official of the Union to the Project Manager.

Where the above fails to resolve the dispute, notification may be made to the Industrial Relations Commission of NSW for resolution.

Whilst the above procedure is being effected, work shall continue as per the status quo and no party shall be prejudiced as to final settlement by the continuance of work in accordance with this clause. For the purposes of this clause, the status quo means the circumstances that existed prior to the introduction of the change that caused the dispute.

12. Grievance Procedure - "Occupational Health & Safety"

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

- a) All employees shall act in good faith and co-operate to find or create a safe environment so work may continue;
- b) Should a portion of a project be affected by safety issues, all other employees not so affected shall continue to work;
- c) 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, other site or place of work and that work is within the scope of the employee's skill, competency and the flexibility provisions as contained within the scope of the Parent Award;
- d) Employees shall accept the use of protective clothing that will allow work to continue safely;
- e) 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.

The provisions of the *Occupational Health and Safety Act 1983* (NSW) and Regulations shall apply to and regulate all work covered by this Award.

13. Consultative Arrangements

In order to provide a forum to discuss and debate issues relating to the project, a consultative group will be established comprising equal number of employees and Company representatives.

14. Resolution of Demarcation

In the event of any demarcation dispute on the project, no stoppage or industrial action shall be taken over actual or potential demarcation issues and the genuine status quo shall apply. The genuine status quo shall be the way the work had been allocated by the Company prior to the dispute.

In the event of such disputes arising, the issues shall be resolved by reference to the Labour Council in accordance with the ACTU guidelines for the resolution of demarcation disputes. Should the matter not be resolved by the Labour Council, the matter may be referred to the Industrial Relations Commission of NSW.

Throughout the process referred to above, the work in question shall continue.

15. Flexibility Between Trades

- a) The parties agree that the employees shall perform the duties required of them provided they are within their skill, competence, classification or training and that they are given adequate supervision and a safe working environment.
- b) All employees shall co-operate when required in assisting and instructing other employees to enable all members of work teams to become more flexible and versatile.

Other Duties

The parties recognise:

- (a) 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;
- (b) At times, employees may be required to carry out a certain amount of non-trades work;
- (c) 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.

16. Supplementary Labour

The parties to this Agreement recognise that at times of peak workloads there may be a requirement to use supplementary labour in order to meet critical deadlines. This supplementary labour may be casual or weekly hired employees or bona fide subcontractors who have Enterprise Agreements with the appropriate Unions. All supplementary labour engaged by the Company via a labour hirer company will be paid no less than the appropriate classification in this Enterprise Agreement.

17. Apprentices

Apprentices will be hired from a suitable Group Training Company agreed to between the Company and the appropriate Union.

18. Subcontracting

The parties agree that when it becomes necessary to subcontract work, due to high demands within the industry, the Company will endeavour to ensure that the subcontractor has a registered Enterprise Agreement with the appropriate Union.

19. Delegates

An employee appointed as a delegate shall, upon notification by the Union to the companies site representative, be recognised by the Company as the accredited representative of the Union to which they belong and shall be allowed all necessary and reasonable time during working hours to submit to the Company matters affecting the employees they represent.

A delegate shall, on request, be allowed reasonable time during working hours to attend to job matters affecting the employees represented.

In order to assist delegates to meet their obligations and fulfil their role in a manner consistent with the objectives of the Agreement, they will be available for appropriate agreed training with TUTA Inc. or the Union. Before each course the Company and the Union shall agree on the course, the Company agrees to pay the employee for the working time spent on any such course that has been agreed to between the Company and the Union and the Company shall not unreasonably withhold consent to such training.

20. Union Membership Dues

Upon receipt of written authorisation from the employee, the Company will deduct an amount from the employee's wages each week to cover the payment of Union dues and remit it to the appropriate Union.

21. Wages and Allowances

Wage Rates

Employees shall be paid the Agreement Wage Rates set out in Schedule 1 to this Agreement. The Agreement Wage Rates include all Award entitlements, including but not limited to, base rate, supplementary payment, safety net adjustment, industry allowance, special allowance, follow the job allowance or like, tool allowance, special rates, disability payments etc., and excepting only those allowances set out in Clause 19a of the Agreement. Payment of wages shall be on a weekly basis by electronic transfer into the employee's nominated bank account.

21.1 Additional Allowances

In addition to the Agreement Wage Rates referred to in Clause 21 of this Agreement, the following allowances shall be paid as they are prescribed in the relevant Award, and shall be varied in accordance with movements in the relevant Award allowance:

- (a) Leading Hand Allowances
- (b) First Aid Allowance
- (c) Meal Allowance

Fares and Travel

In addition to the Agreement Wage Rates referred to in Subclause 19 of this Agreement, all employees shall receive a fares and travel allowance in accordance with the relevant Award, in lieu of any other entitlement to fares and travel allowance provided by the relevant Award. The amount for daily fares and travel shall be \$23.00 per day from the commencement of the Agreement and then \$24.00 from 1 October 2004.

Productivity Payment

In addition to the Rates of Pay provided for in Clause 19, a productivity payment of \$2.50 per hour will be paid for each hour worked. This allowance shall not be absorbed into any project/site-wide allowance or productivity payment prescribed in a relevant project Agreement. This allowance shall be paid in lieu of all disability allowances in the relevant Award, except for the multi storey allowance.

Leading Hand

Leading Hands (as defined) in charge of not less than two and not more than 10 employees shall be paid an allowance of \$37.60 per week. Leading Hands in charge of more than 10 employees shall be paid an allowance of \$48.90 per week. These allowances shall be applicable for the life of the Agreement in lieu of the relevant Award allowances. The leading Hand rate is part of the all purpose rate.

Temporary Wiring

The Company recognises that it may require employees to work on the installation/maintenance of a temporary wiring system.

Those employees must hold a Temporary Wiring Contractor's Licence from an accredited training company.

Licensed employees undertaking this work will be paid a 'Temporary Wiring Allowance' of \$20.00 per week for each week or part thereof.

Where an employee is required to carry out such work and is not accredited then they shall attend the appropriate course conducted by Electro Group Training Company.

21.2 Apprentice Rates

Apprentices shall be entitled to the following percentages of the rate for the appropriate base tradesperson under this Agreement:

	% of Trade Rate
1st year	42%
2nd year	55%
3rd year	75%
4th year	88%

These percentages shall also apply to the entitlement to fares and travel allowance.

22. Superannuation

The Company will pay superannuation contributions for each employee at a rate required by the Superannuation Guarantee Legislation.

The contributions shall be paid into one of the following funds to be nominated by the employee:

- (a) STA
- (b) EISS
- (c) CBUS
- (d) NESS

22A. Salary Sacrifice

The Company will provide the option for employees (covered by this Agreement) to Salary Sacrifice from their wages into one of the nominated superannuation funds above.

23. Redundancy Benefit

Employees shall be entitled to a Redundancy Benefit of \$75.00 per week for the life of this Agreement. The entitlement shall be paid into one of the following funds nominated by the employee:

- (a) ACIRT

- (b) MERT

24. Sickness & Accident Top Up Cover Insurance

All employees employed under this Agreement will be provided with Sickness & Accident Top Up Insurance.

25. Protective Clothing and Equipment

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

- (a) Two sets of shorts, overalls or trousers and shirts, 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 bluey jacket, which shall be replaced on a fair wear and tear basis.
- (d) The initial provision will be between 1 May and 30 September each year.
- (e) Wherever possible, 'Australian Made' protective clothing will be issued.

26. Hours of Work/Rostered Days Off

Hours of Work

- (a) Notwithstanding the wording of the Parent Awards, the ordinary working hours shall be Monday to Friday 38 hours per week and becoming 36 hours per week from 1st April 2004.
- (b) Work will be performed between 6.00 a.m. and 6.00 p.m. with the actual start and finish times (within this spread of hours) for an employee or group of employees being determined after agreement is reached by the parties.
- (c) To allow for improved continuity of work, meal breaks may be staggered for employees or groups of employees. No employee shall work more than five hours without a break.

Rostered Days Off

Paid Rostered Days Off (RDO) will occur in accordance with the provisions of the Parent Award however:

- (a) As of 1 April 2004 for each of (the) nine days worked, 0.8 of an hour will accrue for a paid RDO.
- (b) Any disputes arising from this clause shall be resolved through the grievance procedures of this Agreement.
- (c) It is agreed that there will be no work on the RDO's adjacent to public holiday weekends during the working year. As of 1 January 2004, work is prohibited on the weekends and agreed RDO's adjacent to Australia Day, Easter Friday, Easter Monday, Anzac Day, Queens Birthday, Labour Day and Union Picnic Day.
- (d) Where there is an agreed emergency or a special client need and subject to the agreement of the applicable employees & written agreement of the Secretary of the union, limited work may be undertaken on the No Work weekends and adjacent fixed RDO's unless impracticable. The Company must give the Union 72 hours notice of any such need for work so as to ensure appropriate consultation.
- (e) Employees may use RDO accrual time for the payment of the Saturdays attached to these long weekends.
- (f) RDO's may be banked up to a maximum of five days in any 12 month period.

- (g) Employees will strictly observe nominated starting and finishing times for the work day and designated breaks to maximise available working time.

27. Skills Development

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:

- (a) The current and future skill needs of the Company.
- (b) The size, structure and nature of the Company.
- (c) The need to develop vocational skills relevant to the Company and the Construction Industry.

28. Wet Weather

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. In these circumstances, appropriate wet weather clothing will be provided. Whilst it is raining, employees will be required to:

- a) Continue to work undercover or relocate to alternative work undercover, on site.
- b) Obtain materials and services for employees working undercover where there is only minimal exposure to inclement weather.
- c) 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.

29. Signatures

Australian Manufacturing Workers' Union

Signature

Print Name

Dated

Australian Workers' Union

Signature

Print Name

Dated

Electrical Trades Union of Australia NSW Branch
(ETU)

Signature

Print Name

Dated

ALSTOM Australia Limited - Engineering Systems

Signature

Print Name

Dated

SCHEDULE 1

WAGE RATES

From 1 January 2004

Award	Classification	Relativity %	Wage Rate for 38 Hours
ECIA*	Electrical Worker Grade 2**	90	20.85
	Electrical Worker Grade 3**	92.4	21.40
	Electrical Worker Grade 4**	96	22.24
	Electrical Worker Grade 5 (unlicensed)	100	23.17
	Electrical Worker Grade 5 (Certificate of Registration)	100 + CR Allowance	23.56
	Electrical Worker Grade 5 (Qualified Super Certificate)	100 + QSC Allowance	23.90
	Electrical Worker Grade 6 (Qualified Super Certificate)	105 + QSC Allowance	25.06
	Electrical Worker Grade 7 (Qualified Super Certificate)	115 + QSC Allowance	27.38
MECA**	Engineering Construction Worker 1(b)	88	20.39
	Engineering Construction Worker 1(c)	90	20.85
	Engineering Construction Worker 1(d)	92.4	21.40
	Engineering Construction Worker 2	96	22.24
	Engineering Construction Worker 3	100	23.17
	Engineering Construction Worker 4	105	24.33
	Engineering Construction Worker 5	115	26.65
GCMCME***	Civil Construction Worker Grade 2	90	20.85

* ECIA (State) = Electrical, Electronic and Communications Contracting Industry (State) Award

** MECA = National Metal and Engineering On-site Construction Industry Award 1989

*** GCMCME = General Construction and Maintenance, Civil and Mechanical Engineering (State) Award

SCHEDULE 1

WAGE RATES

From 1st April 2004 (introduction of 36 hour week)

Award	Classification	Relativity %	Wage Rate for 36 Hours
ECIA*	Electrical Worker Grade 2**	90	22.45
	Electrical Worker Grade 3**	92.4	23.04
	Electrical Worker Grade 4**	96	23.94
	Electrical Worker Grade 5 (unlicensed)	100	24.94
	Electrical Worker Grade 5 (Certificate of Registration)	100 + CR Allowance	25.33
	Electrical Worker Grade 5 (Qualified Super Certificate)	100 + QSC Allowance	25.67
	Electrical Worker Grade 6 (Qualified Super Certificate)	105 + QSC Allowance	26.92
	Electrical Worker Grade 7 (Qualified Super Certificate)	115 + QSC Allowance	29.40
MECA**	Engineering Construction Worker 1(b)	88	21.95
	Engineering Construction Worker 1(c)	90	22.45
	Engineering Construction Worker 1(d)	92.4	23.04
	Engineering Construction Worker 2	96	23.94
	Engineering Construction Worker 3	100	24.94
	Engineering Construction Worker 4	105	26.19
	Engineering Construction Worker 5	115	28.68
GCMCME***	Civil Construction Worker Grade 2	90	22.45

* ECIA (State) = Electrical, Electronic and Communications Contracting Industry (State) Award

** MECA = National Metal and Engineering On-site Construction Industry Award 1989

*** GCMCME = General Construction and Maintenance, Civil and Mechanical Engineering (State) Award

SCHEDULE 1

WAGE RATES

From 1st October 2004

Award	Classification	Relativity %	Wage Rate for 36 Hours
ECIA*	Electrical Worker Grade 2**	90	22.90
	Electrical Worker Grade 3**	92.4	23.56
	Electrical Worker Grade 4**	96	24.42
	Electrical Worker Grade 5 (unlicensed)	100	25.44
	Electrical Worker Grade 5 (Certificate of Registration)	100 + CR Allowance	25.83
	Electrical Worker Grade 5 (Qualified Super Certificate)	100 + QSC Allowance	26.17
	Electrical Worker Grade 6 (Qualified Super Certificate)	105 + QSC Allowance	27.44
	Electrical Worker Grade 7 (Qualified Super Certificate)	115 + QSC Allowance	29.99

MECA**	Engineering Construction Worker 1(b)	88	22.39
	Engineering Construction Worker 1(c)	90	22.90
	Engineering Construction Worker 1(d)	92.4	23.56
	Engineering Construction Worker 2	96	24.42
	Engineering Construction Worker 3	100	25.44
	Engineering Construction Worker 4	105	26.71
	Engineering Construction Worker 5	115	29.26
GCMCME***	Civil Construction Worker Grade 2	90	22.90

* ECIA (State) = Electrical, Electronic and Communications Contracting Industry (State) Award

** MECA = National Metal and Engineering On-site Construction Industry Award 1989

*** GCMCME = General Construction and Maintenance, Civil and Mechanical Engineering (State) Award

SCHEDULE 1

WAGE RATES

From 1st April 2005

Award	Classification	Relativity %	Wage Rate for 36 Hours
ECIA*	Electrical Worker Grade 2**	90	23.35
	Electrical Worker Grade 3**	92.4	23.98
	Electrical Worker Grade 4**	96	24.91
	Electrical Worker Grade 5 (unlicensed)	100	25.95
	Electrical Worker Grade 5 (Certificate of Registration)	100 + CR Allowance	26.34
	Electrical Worker Grade 5 (Qualified Super Certificate)	100 + QSC Allowance	26.68
	Electrical Worker Grade 6 (Qualified Super Certificate)	105 + QSC Allowance	27.98
	Electrical Worker Grade 7 (Qualified Super Certificate)	115 + QSC Allowance	30.57
MECA**	Engineering Construction Worker 1(b)	88	22.84
	Engineering Construction Worker 1(c)	90	23.35
	Engineering Construction Worker 1(d)	92.4	23.98
	Engineering Construction Worker 2	96	24.91
	Engineering Construction Worker 3	100	25.95
	Engineering Construction Worker 4	105	27.25
	Engineering Construction Worker 5	115	29.84
GCMCME***	Civil Construction Worker Grade 2	90	23.35

* ECIA (State) = Electrical, Electronic and Communications Contracting Industry (State) Award

** MECA = National Metal and Engineering On-site Construction Industry Award 1989

*** GCMCME = General Construction and Maintenance, Civil and Mechanical Engineering (State) Award

SCHEDULE 1

WAGE RATES

From 1st October 2005

Award	Classification	Relativity %	Wage Rate for 36 Hours
ECIA*	Electrical Worker Grade 2**	90	23.82
	Electrical Worker Grade 3**	92.4	24.46
	Electrical Worker Grade 4**	96	25.41
	Electrical Worker Grade 5 (unlicensed)	100	26.47
	Electrical Worker Grade 5 (Certificate of Registration)	100 + CR Allowance	26.86
	Electrical Worker Grade 5 (Qualified Super Certificate)	100 + QSC Allowance	27.20
	Electrical Worker Grade 6 (Qualified Super Certificate)	105 + QSC Allowance	28.52
	Electrical Worker Grade 7 (Qualified Super Certificate)	115 + QSC Allowance	31.17
MECA**	Engineering Construction Worker 1(b)	88	23.29
	Engineering Construction Worker 1(c)	90	23.82
	Engineering Construction Worker 1(d)	92.4	24.46
	Engineering Construction Worker 2	96	25.41
	Engineering Construction Worker 3	100	26.47
	Engineering Construction Worker 4	105	27.79
	Engineering Construction Worker 5	115	30.44
GCMCME***	Civil Construction Worker Grade 2	90	23.82

* ECIA (State) = Electrical, Electronic and Communications Contracting Industry (State) Award

** MECA = National Metal and Engineering On-site Construction Industry Award 1989

*** GCMCME = General Construction and Maintenance, Civil and Mechanical Engineering (State) Award