

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA06/173

**TITLE: Chubb Fire (Major) Contracting Division Electricians
(Sydney) Pty Ltd Construction Enterprise Bargaining Agreement
2005-2008**

I.R.C. NO: IRC6/879

DATE APPROVED/COMMENCEMENT: 15 March 2006 / 15 March 2006

TERM: 31

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 19 May 2006

DATE TERMINATED:

NUMBER OF PAGES: 15

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all Division employees employed by Chubb Fire, Sydney Projects Division located at Unit 5, Silvwater Road, Silverwater NSW 2128, who are engaged upon work within the County of Cumberland, who fall within the coverage of the Electrical, Electronic and Communications Contracting Industry (State) Award.

PARTIES: Chubb Fire -&- the Electrical Trades Union of Australia, New South Wales Branch

**CHUBB FIRE (MAJOR) CONTRACTING DIVISION
ELECTRICIANS (SYDNEY) PTY-LTD CONSTRUCTION
ENTERPRISE BARGAINING AGREEMENT
2005 -2008**

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1. Introduction

This Agreement has been jointly developed by CHUBB FIRE, and its Sydney Projects Division employees with the purpose of developing and implementing workplace reform strategies so as to produce an environment aimed directly at improving the competitiveness of the Division within the marketplace, thus delivering projects on time and within budget along with job satisfaction and security for employees.

2. Title

This Agreement shall be known as the CHUBB FIRE Enterprise Agreement 2005.

3. Definitions

For the Purpose of this Agreement:

- "Agreement" means this Enterprise Agreement.
- "Company" means Chubb Fire Pty Ltd ABN No.
- "Employee" means an employee of the Company Division performing work within the scope of this Agreement.
- "Parent Award " means the Electrical Electronic and Communication Contracting Industry (State) Award.

4. Objectives

The parties to this Agreement are committed to the following shared objectives:

- To ensure customer satisfaction in the provision of services.
- Increasing the competitiveness, productivity, efficiency and flexibility of the Company and its workforce.
- Creating a co-operative, safe and productive environment on the Company's projects.
- Continuing the development of more flexible, efficient and adaptable management and work practices by allowing employees the choice of increased leisure time under the flexible 36 hour week/RDO arrangements establishing and developing better and more effective communication and consultation between the Company and employees.
- To foster a commitment to the Company's Quality Management System
- Improving job security and the working environment.
- To provide for the use of the full range of skills and knowledge held by employees.
- To implement a training skills enhancement program consistent with the provisions of the Parent Award and this Agreement for all employees.
- To substantially reduce disputation and eliminate lost time due to disputation.

Employees are aware that the parties to this agreement acknowledge that to ensure the competitiveness, productivity and efficiency of the workforce a mechanism must exist to regular monitor employee's performance. This assessment may take place regardless of the company's workload. Outcomes of the assessment are to be made available to the employee and employees have the right to appeal the assessment at the time of the assessment. This system is to be transparent

4(a) National Code of Practice for the Construction Industry

The parties have agreed that the provisions of this Agreement are to be applied consistently with the provisions of the National Code of Practice for the Construction Industry (the Code), and the associated Implementation Guidelines, as amended from time to time.

The parties agree to do all things reasonably necessary to bring about a variation of this Agreement (including pursuant to section 43 of the Industrial Relations Act 1996 or its successor) in the event

the Code or the Implementation Guidelines are amended so that a term of this Agreement is unable to be applied consistently with the provisions of the amended Code or Implementation Guidelines.

The parties agree to do all things reasonably necessary to bring about a variation of this Agreement (including pursuant to section 43 of the Industrial Relations Act 1996 or its successor) in the event the Code or the Implementation Guidelines are interpreted by an authorised body so that a term of this Agreement is unable to be applied consistently with the provisions of the Code or Implementation Guidelines as interpreted by the authorised body.

A body authorised to interpret the provisions of the Code or the Implementation Guidelines means the Department of Employment and Workplace Relations, any other body which may in future be authorised under the terms of the Code or Implementation Guidelines to make determinations as to their application and interpretation, or a court validly exercising jurisdiction in proceedings where the meaning or interpretation of the Code and/or Implementation Guidelines is put at issue and the Minister for Employment and Workplace Relations or the Commonwealth of Australia is represented.

5. Parties Bound

This Agreement shall be binding upon:

- i) CHUBB FIRE Safety and
- ii) All CHUBB FIRE Safety employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award and Electrical Trades Union of Australia, New South Wales Branch

This Agreement applies to the Company in respect to all Division employees who are engaged pursuant to the Parent Award and who are engaged upon work within the County of Cumberland.

6. Application of Agreement

If the Company has secured work outside of the County of Cumberland, an employee whom normally works within the County of Cumberland may be offered work at that location at the rates that apply for that area and if applicable , taking into account Clause 29 Distant Work

Where there is any inconsistency between this Agreement and the Parent Award, the Agreement shall prevail to the extent of the inconsistency. The following clauses in the parent award shall not be applicable

- Clause 8.2.2 – Casual Employment
- Clause 13.2 - Prohibitions

This Agreement is made in good faith attempting to comply with any Federal or State Codes of Practice

7. Date of Operation

This Agreement shall come into operation from the date of registration and remain in force until 30 October 2008.

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

8. No Extra Claims

The Employees 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 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

- It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that an employee:
 - i) properly use and maintain all appropriate protective clothing and tools and equipment supplied by the Company for specified circumstances; and
 - ii) use any technology and perform any duties which are within the limits of the employee's skill, competence and training; and
 - iii) Understand that termination of employment will be based on job requirements and skills and that the principle of "last on - first off" will not apply. It is the needs and requirements of the Company, together with the efforts, skills and abilities of the employee which will be the determining factors regarding the retrenchment of employees. However, where efforts, skills and abilities are equal then seniority shall take precedence; and
 - iv) maintain commitment to, and comply with the Company's directions (consistent with the objectives of the Agreement) with respect to, safety, quality, site cleanliness and waste management; and
 - v) provide and maintain an adequate kit of tools in accordance with Parent Award requirements; and
 - vi) be committed to the objectives in Clause 4 of this Agreement
- All new employees (other than casuals) will be engaged on the basis of a 3-month probationary period, which shall count as service. The Company reserves the right to terminate a probationary employee at any time during this 3 month period subject to a week's notice or payment in lieu thereof.
- The Company's right to employ persons on a specified task and/or specified period basis is acknowledged.

11. Anti Discrimination

- i) It is the intention of the parties 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.
- ii) 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.
- iii) 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 or unlawful discrimination or harassment.

- 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

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.

12. 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:

An issue may be raised by

- An employee
- A representative selected by an employee or
- an accredited union representative:

- i) the matter should initially be raised with the employee/s immediate supervisor/foreperson. If agreement is not reached at this level, the employee/s or representatives shall, then:
 - ii) Raise the matter with the Company Manager or his representative.
 - iii) If agreement is not reached at this level and an employee requests or the accredited union representative has been involved, they will then 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.
- iv) In the absence of agreement, either party may refer the matter to the Industrial Relations Commission of the New South Wales for resolution by conciliation and/or arbitration.
- v) Whilst the above procedure is being affected, work shall continue normally.
- vi) 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.

13. 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 should be established and maintained. Officers of the Union may be invited to attend any such meeting. The purpose of the Consultative Committee shall be to consult, develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 4 of this Agreement.

14. 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 the 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 in hours of work will include the impact on efficiency operational and project requirements, productivity and quality of life.

The parameters for ordinary hours for the purpose of this agreement shall be an average of 36 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.

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

Unless varied as allowed above, in general employees shall work 8 hour days (40 hour week's) and accrue 4 hours per week to achieve 2 rostered days off per 4 week cycle. It is recognised that not all staff may want 2 rostered days off per month and provision is made under Clause 15. For the employee to have discretion whether these rostered days off are taken each month, banked for future use (maximum of 5 days) or paid out at ordinary time on the Saturday of lock down weekends to suit the employee .

15. Rostered Days Off

The parties agree that the taking of the RDO's may be altered in order to improve productivity by exercising a more flexible arrangement in respect of the spreading of employees taking an RDO being distributed during the 20 day work cycle. This will enable the project to work productively on those days scheduled as industry RDO's.

However, it is recognized that there is merit in programming no work on RDO's adjacent to public holiday weekends during the working year. This will allow the management and employees of the company to have quality paid leisure time. 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 the additional public holiday recognized by the Parent Award. Employees may use new RDO accruals for payment of the applicable Saturdays.

The ordinary working hours shall be worked in a 20 day cycle, Monday to Friday inclusive, with 8 hours worked for each of 19 days with 0.8 of an hour on each of those days accruing for a paid RDO. This shall be taken as a paid day off. The 0.8 of an hour accrual also applies on paid leave. A RDO shall be taken as provided below:

- Agreement shall be reached by the company and employees as to which day shall taken as a RDO when such an entitlement is due. It is agreed a company roster system may apply. However all employees with an RDO entitlement may use accruals for the Saturday and industry agreed RDO's of the public holiday weekends stipulated in the Hours of Work clause above.
- RDO's may be banked at a maximum of 5 days in any 12-month period. These RDO's may be taken as a group of consecutive days or any other combination as may be suitable.
- RDO's will not be paid out by the Company.
- Any dispute arising from this clause shall be resolved through the dispute settlement procedure.
- Where more than 1 accrued RDO is to be taken on consecutive working days, application for such time shall be sought giving a reasonable period of notice.
- A new employee will be eligible for an RDO after achieving 7.2 hours RDO accrual.

- Where there is an agreed emergency or a special client need and subject to the agreement of applicable employees, limited work may be carried out on the No Work weekends and adjacent fixed RDO's unless impracticable. The Company will give the union 48 hours notice of any such need for work so as to ensure appropriate consultation.

16. Wages

Wage rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the first pay period starting on or after dates specified in Schedule A.

These wage increases shall be in lieu of any other increases granted by the Industrial Relations Commission of New South Wales during the term of this Agreement except that should the Parent Award's all purpose hourly wages rates exceed the rates under this Award, employees shall be paid at the higher hourly rate.

The parties agree that apprenticeships and Traineeships are now competency based and therefore require individual assessment on an ongoing basis. Progression through the apprenticeship must meet the necessary academic and workplace competency standards as determined by the union, employer and relevant authority

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.

17. Site Allowances

Where a Code Compliant Site Agreement which is either specified in an industrial instrument under the Workplace Relations Act or approved under the relevant State legislation applies generally on a project, the following shall apply:-

(a) Where the Code Compliant Certified Site Agreement prescribes rates of pay and conditions to apply across the site which are not less than those contained therein, those rates and conditions will apply and those terms of this Agreement shall be suspended to the purposes of the site, or

(b) Where the Code Compliant Certified Site Agreement prescribes a Site Allowance, that Allowance shall be paid in addition to the rates of pay prescribed by this agreement and the terms of this Agreement shall continue to apply.

18. No disadvantage

No employee shall suffer a reduction in hourly All Purpose pay rates as a result of the making of this Agreement.

19. Superannuation

The Company will pay superannuation contributions into either the NESS Superannuation Scheme, EISS or the C+BUS Superannuation Fund for each employee. It is hereby agreed that either of these superannuation funds will be the sole fund utilised under this Agreement. The contribution rate shall be as required by the Superannuation Guarantee Legislation.

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

20. Redundancy

- a) Redundancy will be paid strictly according to the provisions of the Parent Award, with the exception that the Parent Award shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.

- b) The Company will make contributions to MERT on behalf of employees (excluding apprentices and trainees) the total rate of \$75 per week worked (the "contributions"). This contribution rate of \$75 per week worked shall be fixed for the life of this agreement. Contributions shall be made for all weeks worked and all periods of authorized leave.

Employees (excluding Apprentices and trainees) engaged upon construction work will be entitled to a Redundancy benefit for each week of service with the Company being the greatest of the following amounts:

- a) the amount to be contributed to MERT in accordance with this agreement;
or
b) the amount contributed by the Employer to MERT; or
c) the amount prescribed by the relevant Industrial Award; or
d) the amount prescribed or awarded by the relevant Industrial Relations Commission.

The amount of contributions paid to the MERT under paragraph (b) shall be set off against any entitlement under paragraph (a), (c) or (d).

21. Top Up

It is a term of the Agreement the Company will pay Top-up/24 Hour Employee Insurance under a relevant scheme from the date of agreement.

22. Clothing

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

- i) 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;
ii) Safety boots will be provided on commencement of employment and replaced on a fair wear and tear basis.
iii) A jumper, or in the case of employees engaged upon construction work, a bluey jacket, which shall be replaced on a fair wear and tear basis.

23. 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.

24. Skills 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:

- Engage in a minimum of 30 hours a year and a maximum of 2 hours at any time, of out of works hours training paid at the ordinary all purpose rate. The training will be held between Monday to Thursday (inclusive) only. This will endeavour to:
 - i) Developing a more highly skilled and flexible workforce.
 - ii) Providing employees with career opportunities through appropriate training to acquire the additional skills as required by the Company.

Taking into account;

- The current and future skill needs of the Company.
- The size, structure and nature of the Company.
- The need to develop vocational skills relevant to the Company and the Electrical Contracting Industry.

Where, by agreement between the employee and employer, an employee undertakes training providing skills, which are not a company specific requirement, any time spent in the completion of this training shall be unpaid.

25. Employee Representatives

The Company acknowledges that an employee or employee may choose to have their interests represented by an elected workplace representative subject to the requirements of the Industrial Relations Act (NSW) 1996.

26. 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.

Whilst it is raining, employees will be required to:

- Continue to work under cover or relocate to alternative work under cover, on site.
- Obtain materials and services for employees working under cover where there is only minimal exposure to inclement weather.
- When required, perform emergency and safety work. In addition, work on unexpected breakdowns, which can be corrected in limited time duration.

Should a portion of the project be affected by wet weather, all other employees not so affected shall continue working in accordance with award conditions, regardless that some employees may be entitled to cease work due to wet weather.

If a halt to productive work occurs due to inclement weather, the parties agree that employees may be relocated to other unaffected sites.

Where the above steps are not possible, affected employees may be required to attend tool box meetings, work planning sessions or skills development activities, all of which will count as productive time for payment purposes.

27. Payment of Wages

Wages will be paid weekly by electronic funds transfer (EFT). The employer shall comply with all provisions in relation to the keeping of time and wage records and production of pay slips in accordance with the Industrial Relations Act 1996.

Each employee is responsible for the accurate and timely completion and provision of time sheets and production records.

28. Travelling time and Fares

Employees will be paid an excess fares allowance as prescribed by Schedule A per day where they have entitlement to this allowance under the Parent Award.

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

29. Distant/Away Work

Where an employee volunteers to be transferred to a distant site, they shall not be entitled to living away allowances or travel expenses.

Where an employee is specifically requested to transfer to a distant site, they shall be entitled to living away allowances.

All arrangements regarding distant sites shall be formalised in writing and witnessed by another employee. The selection of employees for away work shall be solely at the discretion of the Company.

30. Payroll Deductions

The Company agrees to continue its long standing policy of making payroll deductions at the request of the employee for Medical Benefits Funds, salary sacrifice superannuation contributions and other contributions related to their employment in the Electrical Contracting Industry.

31. Additional Public Holiday

This clause seeks to override clause 20.2 in the Parent Award.

All employees under this Agreement are entitled to an additional public holiday on the first Monday of December each year. The remaining Parent Award conditions applying to general public holidays shall also apply to the additional public holiday.

32. Tools

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

In circumstances where the employees are required to supply their own tools and have them stolen, in the circumstances described in Clause 5 of the Award they shall be compensated to a maximum of \$1,000.00.

33. Quality Assurance

The parties endorse the underlying principles of the Company's Quality Management System, which seeks to ensure that its services are provided in a manner which best conforms to the requirements of the contract with its customer. This requires the Company to establish and maintain, implement, train and continuously improve its procedures and processes, and the employees to follow the procedures, document their compliance and participate in the improvement process. In particular, this will require employees to regularly and reliably fill out documentation and checklists to signify that work has been carried out in accordance with the customer's specific requirements. Where necessary, training will be provided in these activities.

34. Supplementary Labour

The parties agree that when necessary to meet short term peak work requirements additional Labour resources may be sourced from Labour Hire Companies or the use of subcontractors.

35. Australian Communications Authority (ACA) License I Registration Allowance

Where an employee covered by this agreement is required under the ACA Cabling Provider Rules to hold and use a current license / registration in the course of their employment, the employer commits to accepting all payments in relation to the training and or liability for the qualification used during the course of their employment with the company,

It is noted that in the fire protection, security and computer cabling industries there is a requirement

under the cabling provider rules for all employees who work on services that connect (or are intended to connect) to the telecommunication network to be licensed / registered.

36. Safety and Compliance

The Company commits to make all management and employees aware of all the changes to the Occupational Health and Safety Act and Regulations. This should be done via training courses and or union seminars. The conducting of the training and or seminars shall be at times convenient to the company.

It is the responsibility of the employee to follow all company OH&S procedures.

37. Classifications

There will be no Grade 6 reclassification claims for the duration of this agreement expect where such claims are in strict accordance with the Award criteria

38. Signatories

Signed for and on behalf of CHUBB FIRE SAFETY

Signature Date

Witness Date

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

Signature Date

Signature Date

Witness Date

39. Schedule A

Wage Rates

31-Oct-05		4%			
Chubb Fire Safety Grade	Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Trade Assistant		\$22.14	\$1.70	\$10.61	\$11.73
1	Grade 4	\$24.45	\$1.90	\$10.61	\$13.20
2	Grade 5 unlicensed	\$26.05	\$2.00	\$10.61	\$13.80
3	Grade 5 qual super	\$27.24	\$2.00	\$10.61	\$13.80
4	Grade 5 lic l/hand	\$28.84	\$2.00	\$10.61	\$13.80
5a	a) Electrical Worker Electronics Certificate	\$30.43	\$2.00	\$10.61	\$13.80
5b	b) Electrical Worker Electronics Certificate	\$31.15	\$2.00	\$10.61	\$13.80
	APPRENTICES				
	Indentured 1st year	\$9.90	\$1.00	\$10.61	\$5.60
	Indentured 2nd year	\$13.08	\$1.20	\$10.61	\$7.37
	Indentured 3rd year	\$18.14	\$1.50	\$10.61	\$10.28
	Indentured 4th year	\$20.72	\$1.70	\$10.61	\$11.73
	Trainee 1st year	\$11.15	\$1.10	\$10.61	\$6.30
	Trainee 2nd year	\$14.70	\$1.30	\$10.61	\$7.62
	Trainee 3rd year	\$19.86	\$1.60	\$10.61	\$11.25
	Trainee 4th year	\$21.73	\$1.70	\$10.61	\$12.30

One off increase in Superannuation of 0.5%.

31-Oct-06

4%

Chubb Fire Safety Grade	Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Trade Assistant		\$23.03	\$1.70	\$10.61	\$11.73
1	Grade 4	\$25.43	\$1.90	\$10.61	\$13.20
2	Grade 5 unlicensed	\$27.09	\$2.00	\$10.61	\$13.80
3	Grade 5 qual super	\$28.33	\$2.00	\$10.61	\$13.80
4	Grade 5 lic l/hand	\$29.99	\$2.00	\$10.61	\$13.80
5a	a)Electrical Worker Electronics Certificate	\$31.65	\$2.00	\$10.61	\$13.80
5b	b)Electrical Worker Electronics Certificate	\$32.39	\$2.00	\$10.61	\$13.80
	APPRENTICES				
	Indentured 1st year	\$10.30	\$1.00	\$10.61	\$5.60
	Indentured 2nd year	\$13.61	\$1.20	\$10.61	\$7.37
	Indentured 3rd year	\$18.86	\$1.50	\$10.61	\$10.28
	Indentured 4th year	\$21.55	\$1.70	\$10.61	\$11.73
	Trainee 1st year	\$11.59	\$1.10	\$10.61	\$6.30
	Trainee 2nd year	\$15.28	\$1.30	\$10.61	\$7.62
	Trainee 3rd year	\$20.66	\$1.60	\$10.61	\$11.25
	Trainee 4th year	\$22.59	\$1.70	\$10.61	\$12.30

31-Oct-07

4%

Chubb Fire Safety Grade	Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Trade Assistant		\$23.95	\$1.70	\$10.61	\$11.73
2	Grade 4	\$26.45	\$1.90	\$10.61	\$13.20
3	Grade 5 unlicensed	\$28.18	\$2.00	\$10.61	\$13.80
4	Grade 5 qual super	\$29.46	\$2.00	\$10.61	\$13.80
5a	Grade 5 lic l/hand	\$31.19	\$2.00	\$10.61	\$13.80
5b	a)Electrical Worker Electronics Certificate	\$32.91	\$2.00	\$10.61	\$13.80
	b)Electrical Worker Electronics Certificate	\$33.69	\$2.00	\$10.61	\$13.80
	APPRENTICES				
	Indentured 1st year	\$10.71	\$1.00	\$10.61	\$5.60
	Indentured 2nd year	\$14.15	\$1.20	\$10.61	\$7.37
	Indentured 3rd year	\$19.62	\$1.50	\$10.61	\$10.28
	Indentured 4th year	\$22.41	\$1.70	\$10.61	\$11.73
	Trainee 1st year	\$12.06	\$1.10	\$10.61	\$6.30
	Trainee 2nd year	\$15.89	\$1.30	\$10.61	\$7.62
	Trainee 3rd year	\$21.48	\$1.60	\$10.61	\$11.25
	Trainee 4th year	\$23.50	\$1.70	\$10.61	\$12.30

40. Schedule B

Grades Classification

Trade Assistant

A non-trade person who works under the supervision of a technician or supervisor.

Grade 1

An employee who has worked for not less than one year and has the equivalent experience in the installation of electronics equipment and who under the minimum supervision of a tradesperson installs fire alarm systems or;

An employee who was appointed to this grade prior to this agreement.

Grade 2

An employee who holds a trade certificate who is unlicensed or;

An employee who was appointed to this grade prior to this agreement.

Grade 3

An employee who holds a trade certificate who is a licenced electrician or;

An employee who was appointed to this grade prior to this agreement

Grade 4

An employee who holds a trade certificate who is a licenced electrician who is employed as a leading hand or;

An employee who was appointed to this grade prior to this agreement

Grade 5a

An employee who meets the requirements of Grade 4 who has a minimum of 5 years relevant industry experience and has a full understanding of fire systems and integrating/interfacing with other systems such as mechanical systems.

or;

An employee who was appointed to this grade prior to this agreement

Grade 5b

An employee who meets the requirements of grade 5a who is also responsible for commissioning of the entire fire system.

41. Schedule C

Tools

Listed below is the minimum level of tools required to be carried onto all Chubb Fire Safety Building project/job sites:

- Tool Box
- Insulated screwdriver set
- Terminal screwdriver
- Claw hammer
- Multimeter-Digital or equivalent
- Hit gun
- Engineers file
- Hacksaw and blade holder
- Cable strippers
- Conduit cutters
- Combination pliers- (Crescent or similar)
- Long nose pliers
- Sidecutters
- 8" Shifting Spanner
- Multigrips
- 6 metre tape measure
- Chalk line
- Fluid level

Note 1: Any losses reported immediately

Note 2: The above tool list is applicable to grade 1- 5 inclusive.

Note 3: All electrical workers must carry, in the course of their work, Hard Hat and Safety shoes/boots. Refusal onto sites due to absence of items in note 3 shall result in the loss of pay to those hours missed in a day/period.