

REGISTER OF  
ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA98/86

TITLE: Tubemakers of Australia Limited Yennora Works Agreement  
1997

I.R.C. NO: 98/708

DATE APPROVED/COMMENCEMENT: 5 March 1998

TERM: 12 months

NEW AGREEMENT OR  
VARIATION: New.

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 21

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Pipemakers, Electrical Tradesmen, Engineering Employees, Engineering Trades and Advanced Engineering Trades Employees specified in Schedule 4 of the Agreement at the Yennora Site

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





---

# TUBEMAKERS OF AUSTRALIA LIMITED

## YENNORA WORKS AGREEMENT 1997

---

### 1 Title

- 1.1 This Agreement shall be known as the Tubemakers of Australia Limited Yennora Works Agreement 1997.
- 

### 2 Arrangement

- 1 Title
- 2 Arrangement
- 3 Parties Bound by Agreement
- 4 Application
- 5 Definitions
- 6 Link to Previous Agreements and Awards
- 7 Background
- 8 Wages and Allowances
- 9 Electronic Funds Transfer
- 10 Productivity Payments
- 11 Work Re-Design
- 12 Heat Relief
- 13 Workplace Change
- 14 Occupational Health and Safety
- 15 Capital Expenditure
- 16 Redundancies
- 17 Consultative Committee
- 18 Dispute Settling Procedure
- 19 No Further Claims
- 20 Commitment to Agreement
- 21 Duration
- 22 New Agreement
- 23 Agreement Not a Precedent
- 24 Signatories

Registered  
Enterprise Agreement  
Industrial Registrar

### 3 Parties Bound by Agreement

3.1 The parties bound by this Agreement are:

- (a) Tubemakers of Australia Limited - Water Group Yennora Works (the Company);
- (b) The Australian Workers' Union, New South Wales;
- (c) Automotive, Food, Metals, Engineering, Printing & Kindred Industries Union, New South Wales Branch; and
- (d) Electrical Trades Union of Australia, New South Wales Branch.

### 4 Application

- 4.1 This Agreement shall apply to all employees of the Company engaged in the classifications specified in Schedule 4 and engaged at the Site.
- 4.2 This Agreement applies to all employees in Clause 4.1, irrespective of whether the employees are members of the Unions.

### 5 Definitions

5.1 The following terms have the following meanings:

**1995 Agreement** means the Tubemakers of Australia Limited Yennora Works Agreement 1995.

**Act** means the Industrial Relations Act 1996 (NSW).

**Agreement** means the Tubemakers of Australia Limited Yennora Works Agreement 1997.

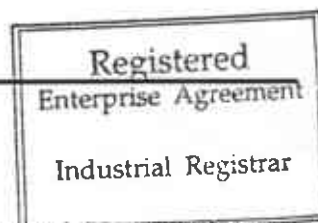
**Awards** means:

- (a) the Tubemakers of Australia Limited, Yennora General Award (NSW); and
- (b) the Metal Industry Award 1984 (Cth).

**Cabins** means:

- (a) the No 3 Casting Machine cabin;
- (b) the Canefco Furnace Feed cabin;
- (c) the Ladlemans cabin on platform;
- (d) the Poetter Furnace Feed station;
- (e) the Transfer Ladle Skimmer's station;
- (f) the Fischer Converter station; and
- (g) the Hot Pipe Weighbridge cabin.

**Commencement Date** means the date of approval of this Agreement by the Commission.



**Commission** means the Industrial Relations Commission of New South Wales.

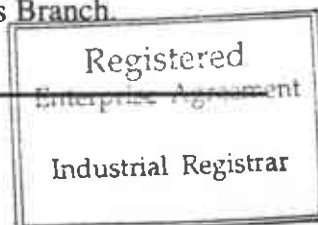
**Company** means Tubemakers of Australia Limited.

**Heat Relief Practice** means the practice in the Hot End section of the Site where employees are periodically relieved from duty on a rotational basis.

**Site** means the Company site at Dursley Road, Yennora, New South Wales.

**Unions** means the:

- (a) Automotive, Food, Metals, Engineering, Printing & Kindred Industries Union, New South Wales Branch;
- (b) The Australian Workers' Union, New South Wales; and
- (c) Electrical Trades Union of Australia, New South Wales Branch.



---

## 6 Link to Previous Agreement and Awards

- 6.1 This Agreement rescinds and replaces the 1995 Agreement.
- 6.2 This Agreement operates in conjunction with the Awards.
- 6.3 To the extent of any inconsistency between this Agreement and the Awards, this Agreement shall prevail.
- 6.4 To the extent that any term or condition of either of the Awards is not an allowable award matter under section 89A(2) of the *Workplace Relations Act* 1996, that term or condition shall continue in force as if part of this Agreement.

---

## 7 Background

- 7.1 The parties recognise the present business environment within which the Company is operating, as reflected in Schedule 1.
- 7.2 The parties are committed to working towards the Vision and Mission contained in Schedule 1.
- 7.3 The parties are committed to achieving the Objectives contained in Schedule 2.
- 7.4 The parties are committed to continuing the processes contained in Schedule 3.

---

## 8 Wages and Allowances

- 8.1 The Company will pay employees the rates of pay set out in Schedule 4A.
- 8.2 If the changes listed in Schedule 5A have been implemented and satisfactory progress is made in achieving the consequent cost reductions by 14 November 1997, the Company will pay each employee in employment the rates of pay set out in Schedule 4B from the Commencement Date.
- 8.3 If the changes listed in Schedule 5A have not been implemented and satisfactory progress has not been made in achieving the consequent cost reductions by 14 November 1997, the Company will pay each employee in employment the rates of pay set out in Schedule 4B from the pay period on or after the changes listed in

Schedule 5A have been implemented and the consequent cost reductions have been achieved.

- 8.4 If the changes listed in Schedule 5B have been implemented and the consequent cost reductions achieved, the Company will pay each employee in employment the rates of pay set out in Schedule 4C from the pay period on or after the changes listed in Schedule 5B have been achieved and the consequent cost reductions have been achieved.
- 8.5 If the Company has implemented all the changes in Schedules 5A and 5B and achieved the consequent cost reductions by **[a date to be nominated 12 months after the meeting agreeing to this Agreement]**, the Company will pay each employee in employment a lump sum of \$800 from the pay period on or after **[the date]**.
- 8.6 If the Company does not implement all the changes listed in Schedules 5A and 5B and is not able to achieve all the consequent cost reductions, and this is not due to any action or fault of the employees or the Unions, the Company will discuss with the Unions whether employees in employment will be permitted to receive the lump sum.
- 8.7 The rates of pay provided for in this Agreement are inclusive of all increases provided for or arising out of:
- (a) a decision of the Australian Industrial Relations Commission concerning a "living wage" claim;
  - (b) a decision of the Australian Industrial Relations Commission concerning a safety net adjustment;
  - (c) any variation of the Awards arising from a safety net adjustment; and
  - (d) a decision of the Industrial Relations Commission of New South Wales adopting a National Decision under the Act or concerning a State Decision under the Act.
- 8.8 The rates of pay provided for in this Agreement are inclusive of all allowances howsoever arising except the following:
- (a) platform conditions allowance;
  - (b) cutting skulls allowance;
  - (c) leading hand allowance; and
  - (d) shift allowance.



## 9 Electronic Funds Transfer

- 9.1 The parties agree that the Company will pay employees pursuant to this Agreement by means of electronic funds transfer.
- 9.2 The Company will continue to make available an EFTPOS facility available on the Site, subject to economic viability and use.

## 10 Productivity Payments

- 10.1 The parties agree to discuss productivity payments for all employees on Site in future agreements through the Consultative Committee process.

## 11 Work Re-Design

- 11.1 The parties agree that the Company may implement the work changes on Site in accordance with Schedule 5.
- 11.2 The Company will pay to employees made redundant by the Company as a result of the changes in Clause 11.1 a termination package consisting of:
- (a) notice of 4 weeks (or payment in lieu);
  - (b) redundancy pay of:
    - (1) 10 weeks' pay; and
    - (2) 2.5 weeks' pay for each year of service (on a prorata basis for a portion of a year of service);
  - (c) accrued but untaken annual leave in accordance with the Annual Holidays Act 1944 (NSW); and
  - (d) accrued but untaken long service leave in accordance with the Long Service Leave Act 1955 (NSW).
- 11.3 The pay for the purposes of the termination package in Clause 11.2 will be based upon the then current rate of pay specified in Clause 8 as at the last day of employment with the Company.



## 12 Heat Relief

- 12.1 The parties agree to continue the Heat Relief Practice until:
- (a) the Company has improved the condition of the Cabins by either:
    - (1) airconditioning; or
    - (2) other agreed means;
  - (b) WorkCover NSW have analysed the heat experienced in the Cabins; and
  - (c) the Company has implemented recommendations made by WorkCover NSW concerning heat relief.
- 12.2 The parties agree that the Company may remove or modify the Heat Relief Practice after:
- (a) the conditions in Clause 12.1 have been satisfied to achieve the reduction in the number of employees in accordance with Clause 11.1; and
  - (b) consultation with the Unions has occurred.

---

### 13 Workplace Change

- 13.1 The parties are committed to identifying and implementing more efficient work arrangements at the Site.
- 13.2 Subject to Clause 11 and Clause 12, the Company agrees not to change existing agreed Site conditions without prior discussions with the Unions.

---

### 14 Occupational Health and Safety

14.1 The parties are committed to:

- (a) reducing the frequency and seriousness of injuries at the Site;
- (b) working safely at the Site;
- (c) improving continuously occupational health and safety at the Site; and
- (d) continuing the consultative processes concerning occupational health and safety at the site.

14.2 The parties acknowledge that it is a condition of employment that employees at the Site:

- (a) work safely; and
- (b) wear personal protective equipment,

in accordance with policies of the Company and the Site in force from time to time.

Registered  
Enterprise Agreement  
Industrial Registrar

---

### 15 Capital Expenditure

15.1 The Company is committed to continuing its capital investment in the business subject to the on-going viability of the business, the economic value of the investment and the availability of capital funds.

15.2 During the life of this Agreement, the Company:

- (a) will install a new cupola;
- (b) proposes to improve casting machine cooling; and
- (c) plans to introduce minor capital improvements.

---

### 16 Redundancy

16.1 The parties recognise that employment security is governed by the viability of the business which is, in turn, determined by the effectiveness of this Agreement.

16.2 In the event that the Company has made a definite decision that it has surplus labour or positions (apart from those positions identified in Schedule 5), the Company agrees to:

- (a) consult with the Unions; and

- (b) eliminate surpluses in the following manner and in the following order of priority:
- (1) retraining employees for redeployment to other available positions within the Company;
  - (2) natural attrition;
  - (3) voluntary retirement schemes;
  - (4) voluntary redundancy; and
  - (5) involuntary redundancy.



- 16.3 The Company agrees not to implement any involuntary redundancies without prior discussion with the Unions.
- 16.4 The Company agrees to provide employees who accept voluntary redundancy or are made redundant involuntarily with notice and redundancy pay in accordance with Clause 11.2.

---

## 17 Consultative Committee

- 17.1 The parties agree to maintain the Consultative Committee to:
- (a) meet regularly;
  - (b) review the implementation of this Agreement; and
  - (c) discuss and resolve issues of concern as they arise.

---

## 18 Disputes Settling Procedure

- 18.1 The parties to a grievance or dispute will take all reasonable steps to ensure that the following procedure is followed responsibly and expeditiously:
- (a) if an employee has any problem or concern in relation to his or her employment, the employee shall in the first instance discuss the matter with his or her immediate supervisor who will endeavour to resolve the issue expeditiously;
  - (b) any unresolved matter shall then be referred to the Section Supervisor. This can be done by the employee himself or herself, the employee and his or her union delegate, or by the union delegate on behalf of the employee;
  - (c) should the dispute still remain unresolved, appropriate assistance should then be sought from the Manager or his or her deputy and if necessary an official of the union concerned;
  - (d) in the event of no agreement being reached, the dispute shall be referred to Industrial Relations Commission of New South Wales for conciliation.
- 18.2 Where a grievance or dispute involves either party seeking to change an existing agreement or practice, the parties shall endeavour to identify and agree on what is the status quo, which shall then continue to prevail until the dispute is either resolved or at least until the parties have exhausted all steps in the above procedure.



- 18.3 Whilst the procedure in Clause 18.1 is being followed, work shall continue without interruption and no form of ban, limitation or industrial action shall be applied.

---

## 19 No Further Claims

- 19.1 The Unions agree that they will not make any further claims on the Company for the duration of this Agreement.

---

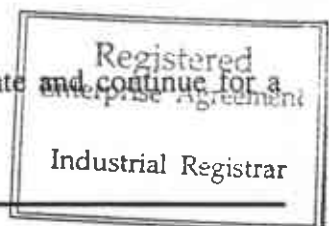
## 20 Commitment to the Agreement

- 20.1 The parties agree that they will do all things possible to ensure the people they represent are committed to the spirit and intent of this Agreement.

---

## 21 Duration of Agreement

- 21.1 This Agreement will commence on the Commencement Date and continue for a period of twelve (12) months.



---

## 22 New Agreement

- 22.1 The parties agree that negotiations for the next agreement will commence no later than nine months after the Commencement Date.
- 22.2 The parties will participate in those negotiations in good faith and with a view to attempting to ensure that the new agreement is ready to be put in place at the conclusion of this Agreement.
- 22.3 Without in any way limiting the generality of the above, in negotiating in good faith the parties will:
- (a) establish the identity of those persons responsible for negotiating the new agreement on behalf of the Company on the one side and the Unions on Site on the other side;
  - (b) ensure that representatives participating in the negotiations for either the Company or the Unions have authority to negotiate the agreement and to speak with a single voice for either the Company or all Unions on Site (as a single bargaining unit) as the case may be;
  - (c) agree to meet at reasonable times proposed by the other party;
  - (d) attend all meetings that the party has agreed to attend;
  - (e) comply with the negotiating procedures agreed to by the parties;
  - (f) not unreasonably add or withdraw items for negotiation;
  - (g) disclose relevant information as appropriate for the purposes of the negotiations; and
  - (h) not refuse or fail to negotiate with the other party.

## 23 Agreement Not a Precedent

23.1 The Unions agree not to use this Agreement in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise, whether Tubemakers, BHP or otherwise.

## 24 Signatories

Signed for and on behalf of:

The Australian Workers' Union, New South Wales

*R. K. COLLISON*

Name: *R. K. COLLISON*

Position: *SECRETARY*

Date: *28. 11. 97.*



Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union New South Wales Branch.

*[Signature]*



Position: *SECRETARY*

Date: *12 FEB 97.*

*ASAC*

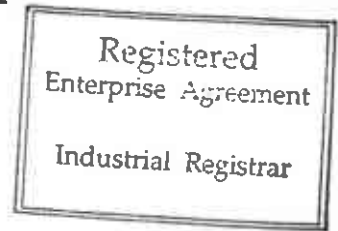
Electrical Trades Union of Australia, New South Wales Branch

*[Handwritten signature]*

Name: BERT SCHMIDT

Position: SECRETARY

Date: 25TH NOVEMBER 1997



Tubemakers of Australia Limited  
Water Group  
Yennora Works

*[Handwritten signature]*

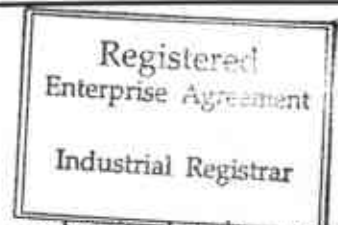
Name: NEIL TURNER

Position: PLANT MANAGER

Date: 25TH NOVEMBER 1997

*[Handwritten mark]*

## Schedule 1- Background, Mission and Vision



### Background

- 1 The Company competes in the ductile Iron Pipeline market in the size range 80mm to 800mm throughout Australia and within South-East Asia.
- 2 Price pressures for the reticulation sizes 100mm to 300mm in the domestic market from plastic pipe have continued to intensify over the period of the last agreement. Our costs for the smaller sizes of pipe now indicate that we cannot compete on price against plastics in this range. Continued pressure from Hobas and steel pipe continues in the larger sizes.
- 3 Our reliance on export markets has increased substantially since negotiation of the previous agreement to the point where export now accounts for more than 30% of sales. We compete against low cost local manufacture in these markets as well as high quality competitively priced imports from other developed nations. In much of the size range we are only marginally profitable and without significant cost reductions we will not be able to compete.
- 4 World's best practice producers are able to produce quality ductile iron pipe at significantly lower costs than Yennora and with significantly higher labour productivity.
- 5 The customers of the Company are now demanding higher standards of product quality which require improved performance in manufacture and increased vigilance in inspection at every point in the process.
- 6 As a member of the BHP group of companies, the shareholders of the Company require improved levels of profitability and achievement of minimum levels of Return on Capital (ROC) for the business to continue without threat of sale or closure. Without significant improvements in labour productivity the Company cannot achieve the threshold and budget targets that have been set for 1997/98 and for the longer term.
- 7 To maintain viability and improve competitiveness and profitability the Company must reduce its costs substantially and quickly. The Company continues to work on a wide range of cost reduction and performance improvement strategies.
- 8 The parties will continue their efforts focused on workplace reform and best practice allowing for continual improvement and, through this consultative process, benefits will accrue to all stakeholders.

### Vision For Yennora

- 1 The Company has published a "Vision for Yennora" which is based on an understanding of the market place and world best practice manufacture.
- 2 This Agreement represents one of many steps along the pathway to achieving the vision. The Vision may take a number of years and agreements before it is realised.

*WSE*

3 The Vision is:

*The Yennora Plant operating at existing output of approximately 65,000 tonnes per annum, meeting all customer, safety and environment goals, operating 4 casting machines with 97% uptime on all critical equipment, a reject rate of less than 3% achieving labour productivity of 3.5 labour hours per tonne, producing a ROC in excess of 15% and with the workforce working flexibly and in teams.*

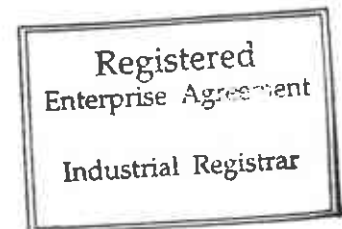
- 4 The parties commit themselves to work together to achieve this shared Vision and develop supporting structures to enable it to be achieved.

**Mission for Yennora**

- 1 The Mission for the Yennora is:

*"To provide cost effective, quality ductile iron pipes for pipeline systems to support Tubemakers Water in being the leading supplier of pipeline systems and services to the water industry in Australia and designated offshore markets"*

- 2 The parties commit themselves to work together to achieve this shared Mission and develop supporting structures to enable it to be achieved.



## Schedule 2 - Objectives

The objectives of this Agreement are to:

1 Support the implementation of the 1997/98 Business Plan and to work towards the achievement of the Vision.

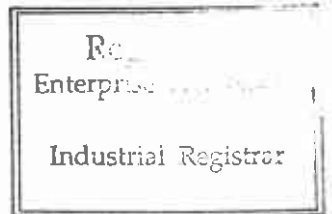
- |     |                              |   |
|-----|------------------------------|---|
| (a) | Safety:                      | Zero serious injuries<br>LTIFR < 3 for 1997/98<br>LTIFR < 1.5 for 1998/99 |
| (b) | Delivery Performance:        | 99% delivery within time and<br>100% of product meeting<br>specification. |
| (c) | Labour Productivity:         | 6.5 labour hours/tonne by June 1998                                       |
| (d) | Equipment Reliability:       | < 2.6 casting machine hours down<br>time per day.                         |
| (e) | Casting machine utilisation: | 70% for 1997/98<br>72% for 1998/99  |
| (f) | Reject rates                 | : < 7% by June 98   |

2 Strengthen the common commitment of the parties to:

- (a) Continue to work to identify and implement more efficient work arrangements and to make the necessary cost reductions in the cost base to achieve domestic and international competitiveness.
- (b) Continue to build flexibility through skill formation and work design.
- (c) Develop teams and teamwork with employees carrying out whole jobs.
- (d) Develop competency based training related to employee development and business needs.
- (e) Implement the changes necessary to achieve best practice culture and the vision for the plant and to use appropriate principles such as benchmarking to achieve those changes.
- (f) Improve communication to achieve the common commitment of the management and the employees to meet this Agreement.



## Schedule 3 - Measures to Improve Performance



### Training and Skill Formation

(a) Competency and skill based structures

Classification structures to be based on enterprise specific competency standards and skill requirements, aligned with the relevant national competency standards. Training to be consistent with these enterprise competency standards.

(b) Recognition of Prior Learning (RPL)

Competency based assessment procedures to be developed to facilitate RPL as soon as competency standards appropriate to the enterprise have been identified and/or completed. The Training Committee to review any enterprise specific competency standards developed and to develop/implement assessment procedures which are valid, reliable and fair to all employees. Assessors to complete competency based assessor training.

(c) Portability of Skills

Employee development strategies to be based jointly on the needs of the enterprise and the interests of individual employees as ascertained via annual employee development interviews. Strategies to be consistent with ongoing developments arising out of national training reform, ie. allow for RPL, be competency based and be flexible in order to meet the needs of diverse employees.

(d) Delivery of Training

Training may be conducted in-house or off site, through TAFE or other providers. Wherever possible, training to be accredited. Alternative delivery strategies to be investigated in order to maximise employee participation and improve productivity. Employees to be given adequate notice of forthcoming training and can self nominate or be nominated by a supervisor. Employees holding special skills or knowledge to agree to participate actively in the training of others, either in the plant or in the small group sessions in the learning centre, following relevant "train the trainer" training.

(e) Numeracy, Language and Literacy

Numeracy, language and literacy are recognised as key influences on an employee's capacity to participate in workplace change and employee development opportunities. Strategies are to be developed to address individual / team needs identified during the OADP process. Numeracy, language and literacy skills are to be addressed within all competency based training programmes developed in-house. External providers to be asked to attend to numeracy, language and literacy in any training they offer. A checklist for evaluating whether intended training programmes do this to be designed in order to assist in course design negotiations.

## Work Organisation

### (f) Teamwork

Effective teamwork has people working together for the benefit of themselves and customers. When people work in an effective team, they:

- can have a say
- can share ideas with workmates
- can learn from others
- can do a better job



At the same time, the team meets the needs of customers and improves quality.

### (g) Continuous Improvement and Best Practice

Continuous Improvement is basic to a best practice company. Hundreds of small changes add up, and the company also needs to make breakthroughs through experimentation and innovation. Tubemakers identifies world's best practice in other businesses to give goals, and targets at least 50% improvement per year against these benchmarks. This may involve using tools such as the Tubemakers' Continuous Improvement Process, the Customer Satisfaction Process and the Toyota Production System.

### (h) Classification Structures

The parties agree to develop and implement by the end of this Agreement a competency based model for the electrical trade stream which is compatible with and complementary to the competency models for other employees covered by this Agreement.

The parties agree to develop coordination and team leadership competencies which can replace the payment of leading hand allowances when agreed.

### (i) Workforce Reductions

This Agreement recognises that the parties agree to changes in work practices as outlined in Schedule 5. The Company has identified surpluses in labour members which are being reduced through a redundancy program. The wage increases contained in this Agreement recognise the labour productivity improvements which are generated by these actions.

A handwritten signature in dark ink, appearing to be "W. H. C.", located at the bottom right of the page.



**Schedule 4 - Wages**  
**Schedule 4A**

**PAY STRUCTURE FOR THE JOB MODEL**

CLASSIFICATION	MARGIN GP	BASIC WAGE	MARGIN	TOOL	WEEKLY AWARD	OVER AWARD	TOTAL WAGE	% OF REF LEVEL	COMPETENCY POINTS
PIPEMAKER ENTRY LEVEL		-	-	-	-	-	\$608.10	82%	
PIPEMAKER LEVEL ONE		-	-	-	-	-	\$664.40	90%	32
PIPEMAKER LEVEL TWO		-	-	-	-	-	\$703.40	95%	64
PIPEMAKER LEVEL THREE		-	-	-	-	-	\$738.00	100%	96
PIPEMAKER LEVEL FOUR		-	-	-	-	-	\$826.80	112%	To be determined
ELEC TRADESMAN	T	\$121.40	\$274.30	\$9.00	\$504.70	\$282.10	\$786.80		
ELEC TRADESMAN GP 1	T1	\$121.40	\$388.20	\$9.00	\$518.60	\$292.50	\$811.10		
ELEC TRADESMAN GP 2	T2	\$121.40	\$402.60	\$9.00	\$533.00	\$300.50	\$833.50		
ELEC TRADESMAN GP 3	T3	\$121.40	\$427.80	\$9.00	\$558.20	\$318.70	\$876.90		
ENGRG EMPLOYEE LEVEL 3	C12		\$402.30		\$402.30	\$244.70	\$647.00		32
ENGRG EMPLOYEE LEVEL 4	C11		\$425.20		\$425.20	\$257.60	\$682.80		64
ENGRG TRADES LEVEL 1	C10		\$460.20	\$9.60	\$469.80	\$268.20	\$738.00	Align. with pipemaker Level 3	Base
ENGRG TRADES LEVEL 2	C9		\$483.40	\$9.60	\$493.00	\$270.40	\$763.40		Base + 12 A/B
ENGRG TRDS SPEC CL LEV 1	C8		\$506.30	\$9.60	\$515.90	\$267.90	\$783.80		Base + 24 A/B
ENGRG TRDS SPEC CL LEV 2	C7						To be determined		Base + 36 (max 24A)
ADV ENGRG TRADES LEVEL 1	C6						To be determined		Base + 48 (max 24A)
ADV ENGRG TRADES LEVEL 2	CS						To be determined		Base + 60 (max 24A + 16 Core Band 2)

Registered Enterprise Agreement Industrial Registrar

**Schedule 4B**

**PAY STRUCTURE FOR THE JOB MODEL**

CLASSIFICATION	MARGIN GP	BASIC WAGE	MARGIN	TOOL	WEEKLY AWARD	OVER AWARD	TOTAL WAGE	% OF REF LEVEL	COMPETENCY POINTS
PIPEMAKER ENTRY LEVEL		-	-	-	-	-	\$614.20	82%	
PIPEMAKER LEVEL ONE		-	-	-	-	-	\$671.00	90%	32
PIPEMAKER LEVEL TWO		-	-	-	-	-	\$710.40	95%	64
PIPEMAKER LEVEL THREE		-	-	-	-	-	\$745.40	100%	96
PIPEMAKER LEVEL FOUR		-	-	-	-	-	\$835.10	112%	To be determined
ELEC TRADESMAN	T	\$121.40	\$379.30	\$9.00	\$509.70	\$284.90	\$794.60		
ELEC TRADESMAN GP 1	T1	\$121.40	\$393.30	\$9.00	\$523.80	\$295.40	\$819.20		
ELEC TRADESMAN GP 2	T2	\$121.40	\$407.80	\$9.00	\$538.30	\$303.50	\$841.80		
ELEC TRADESMAN GP 3	T3	\$121.40	\$433.30	\$9.00	\$563.80	\$321.90	\$885.70		
ENGRG EMPLOYEE LEVEL 3	C12		\$406.30		\$406.30	\$247.10	\$653.40		32
ENGRG EMPLOYEE LEVEL 4	C11		\$429.50		\$429.50	\$260.20	\$689.70		64
ENGRG TRADES LEVEL 1	C10		\$464.80	\$9.60	\$474.50	\$270.90	\$745.40	Align. with pipemaker Level 3	Base
ENGRG TRADES LEVEL 2	C9		\$488.20	\$9.60	\$497.90	\$273.10	\$771.00		Base + 12 A/B
ENGRG TRDS SPEC CL LEV 1	C8		\$511.40	\$9.60	\$521.10	\$270.60	\$791.70		Base + 24 A/B
ENGRG TRDS SPEC CL LEV 2	C7						To be determined		Base + 36 (max 24A)
ADV ENGRG TRADES LEV 1	C6						To be determined		Base + 48 (max 24A)
ADV ENGRG TRADES LEV 2	C5						To be determined		Base + 60 (max 24A + 16 Core Band 2)

**Registered Enterprise Agreement**  
 Industrial Registrar

PAY RATES UPDATED FOR THE 1% INCREASE TO TAKE EFFECT AS PER CLAUSES 8.2 and 8.3.

**Schedule 4C**

**PAY STRUCTURE FOR THE JOB MODEL**

CLASSIFICATION	MARGIN GP	BASIC WAGE	MARGIN	TOOL	WEEKLY AWARD	OVER AWARD	TOTAL WAGE	% OF REF LEVEL	COMPETENCY POINTS
PIPEMAKER ENTRY LEVEL		*	*	*	*	-	\$620.30	82%	
PIPEMAKER LEVEL ONE		*	*	*	*	-	\$677.70	90%	32
PIPEMAKER LEVEL TWO		*	*	*	*	-	\$717.50	95%	64
PIPEMAKER LEVEL THREE		*	*	*	*	-	\$752.90	100%	96
PIPEMAKER LEVEL FOUR		*	*	*	*	-	\$843.50	112%	To be determined
ELEC TRADESMAN	T	\$121.40	\$384.30	\$9.00	\$514.80	\$287.70	\$802.50		
ELEC TRADESMAN GP 1	T1	\$121.40	\$398.40	\$9.00	\$529.00	\$298.40	\$827.40		
ELEC TRADESMAN GP 2	T2	\$121.40	\$413.10	\$9.00	\$543.70	\$306.50	\$850.20		
ELEC TRADESMAN GP 3	T3	\$121.40	\$438.80	\$9.00	\$569.40	\$325.10	\$894.50		
ENGRG EMPLOYEE LEVEL 3	C12		\$410.40		\$410.40	\$249.60	\$660.00		32
ENGRG EMPLOYEE LEVEL 4	C11		\$433.80		\$433.80	\$262.80	\$696.60		64
ENGRG TRADES LEVEL 1	C10		\$469.40	\$9.60	\$479.20	\$273.70	\$752.90	Align. Pmk.3	Base
ENGRG TRADES LEVEL 2	C9		\$493.10	\$9.60	\$502.90	\$275.80	\$778.70		Base + 12 A/B
ENGRG TRDS SPEC CL LEV 1	C8		\$516.50	\$9.60	\$526.30	\$273.30	\$799.60		Base + 24 A/B
ENGRG TRDS SPEC CL LEV 2	C7						To be determined		Base + 36 (max 24A)
ADV ENGRG TRADES LEVEL 1	C6						To be determined		Base + 48 (max 24A)
ADV ENGRG TRADES LEVEL 2	C5						To be determined		Base + 60 (max 24A + 16 Core Band 2)

Registered Enterprise Agreement  
Industrial Registrar

PAY RATES UPDATED FOR THE 1% INCREASE TO TAKE EFFECT AS PER CLAUSE 8.4.

*WSP*

## Schedule 5A - Job Redesign

Changes to be Implemented	
1.	To utilise people at workstations where there is sufficient loading of pipe on 3 lines (Batching).
2.	Remove Operator from No. 3 seal coat wash out station. Duties to be performed by socket caps off.
3.	Remove Operator from No. 2 cement line seal coat wash out station. Duties to be performed by socket caps off.
6.	Remove painting zinc sockets on No. 2 line. Duties to be performed by Socket Caps Off.
7.	Remove painting zinc sockets on No. 1 line. Duties to be performed by Socket Caps Off.
8.	Spigot patching > 600mm. Duties to be performed by Spigot Off.
9.	Elimination of 7 day roster in normalising furnace room.
12.	Reduce number of Night Shift Cupola Furnace Operator from 6 rotating to 4, 2 day shift and 2 afternoon shift. Night shift duties covered by overtime, until new cupola commissioned.
13	Reduce one afternoon shift Fork Driver from Handling. Duties to be shared between No. 2 Crane Driver and Leading Hand Handling.
15.	Reduce number of people in core plant on afternoon shift from 3 to 2.
16.	Relocate Maintenance Trades Assistant to Handling Dept. to perform ladle dig-outs and repairs. These duties will absorb the brickies mates duties.
17.	Removal of Trades Assistant from Cold End maintenance on day shift.
18.	Combine CPI duties with Socket Cap On duties on No. 3 line when only one small casting machine in operation. Also Cement Lining operator to inspect spigots at CPI and then process in batches.
19.	Remove East Zinc Machine Operator. Duties to be performed by Roller Conveyor Operator.
20.	Remove Cement Lining Inspector. Duties to be performed through self inspection by individuals on the line.
21.	Combine Shear Operator duties and Raw Materials Attendant duties.

Registered  
Enterprise Agreement  
Industrial Registrar

22.	To combine East Mould Weld Operator duties with Mould Preparer duties.
23.	Redistribute general machining functions.
24.	Electrical - absorb maintenance clerical duties/master of apprentices.
25.	Remove Garage Mechanic. Duties redundant through lease agreement of forklifts.
26.	Remove Service Building Attendant. Duties redundant with equipment upgrade - residual duties to be absorbed by Storeperson.
27.	Combine stores and receiver of goods and data entry duties.
29.	Combine Batch Mix Operator/Spigot Off No. 3 cement liner duties.
30.	Consolidate Stockyard supervision.
31.	Remove Cleaner. General cleaning to be redistributed generally.
32.	Remove Garage Trades Assistant. Duties redundant through lease agreement of forklifts.

Registered  
Enterprise Agreement  
Industrial Registrar

**Schedule 5B - Job Redesign**

<b>Changes to be Implemented</b>	
4.	Remove Water Tester Operator on No. 2 line. Duties to be performed jointly by the Cold Pipe Inspector (CPI) and Normalised Pipe Inspector (NPI).
5.	Remove Fettle on No. 2 line. Duties to be performed jointly by the Cold Pipe Inspector (CPI) and Normalised Pipe Inspector (NPI).
9A.	Elimination of Furnaceperson from Furnace Room.
10.	Stage 1. Remote control No. 1 hot metal crane.
11.	Stage 2. Remote control No. 26 hot metal crane.
14.	Redistribution of heat reliefs in the hot end.
28.	Design disposable socket caps - Maintenance on current design of socket caps redundant.

