

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/141

TITLE: J A Martin Electrical Enterprise Agreement 1998-2000

I.R.C. NO: 99/1790

DATE APPROVED/COMMENCEMENT: 3 May 1999

TERM: 30 June 2000

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 18

COVERAGE/DESCRIPTION OF

**EMPLOYEES: Applies to employees engaged pursuant to the Electrical Contracting Industry
(State) Award**

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





J. A. MARTIN ELECTRICAL PTY. LIMITED

A.C.N. 001 611 212

ELECTRICAL CONTRACTORS AND SWITCHBOARD MANUFACTURERS

Industrial Maintenance and Installation Specialists

Lic. No. EC21501

NEWCASTLE:

Lot 2 Martin Drive,

Tomago, 2322

Phone: (049) 64-8040. Fax: (049) 64-8160.

Postal Address:

P.O. Box 3,

Beresfield, 2322.

ENTERPRISE AGREEMENT

1 INTRODUCTION

This Agreement has been jointly developed by J A Martin Electrical Pty Ltd, its employees and the Electrical Trades Union of Australia NSW Branch, with the purpose of developing and implementing workplace reform strategies, so as to produce a continuous improvement environment aimed directly at improving the competitiveness of the Company within the marketplace, thus delivering projects on time and within budget along with job satisfaction and security for employees.

2 TITLE

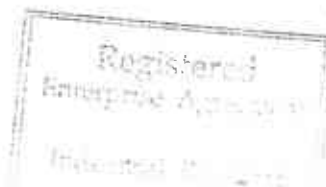
This Agreement shall be known as the:

J A Martin Electrical Enterprise Agreement 1998-2000

3 DEFINITIONS

For the purpose of this Agreement:

- ◆ "Agreement" means this Enterprise Agreement.
- ◆ "Company" means J A Martin Electrical Pty Ltd.
- ◆ "Construction Work" has the same definition as contained in the Parent Award.
- ◆ "Employee" means an employee of the Company performing work within the scope of this agreement.
- ◆ "NECA" means the National Electrical Contractors Association.
- ◆ "Parent Award" means the Electrical Contracting Industry (State) Award 1992.
- ◆ "Union" means the Electrical Trades Union of Australia, NSW Branch.



4 OBJECTIVES

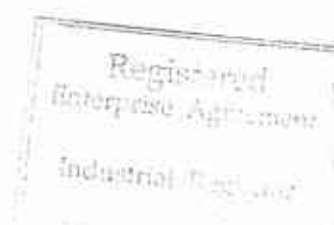
The parties to this Agreement are committed to the following shared objectives:

- ◆ 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.
- ◆ To develop and maintain safe working practices at all times.
- ◆ Continuing the development of more flexible, efficient and adaptable management and work practices.
- ◆ Establishing and developing better and more effective communication and consultation between the Company and 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 skill enhancement program consistent with the provisions of the Parent Award and this agreement for all employees.
- ◆ To eliminate disputation and lost time due to disputation.

5 PARTIES BOUND

This Agreement shall be binding upon:

- (a) J A Martin Electrical Pty Ltd; and
- (b) All employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award; and
- (c) The Electrical Trades Union of Australia, NSW Branch.
- (d) Rights retained for alternative agreement in the County of Cumberland.



6 APPLICATION OF AGREEMENT

This Agreement applies to the Company in respect of all employees who are engaged pursuant to the Parent Award. Where there is any inconsistency between this agreement and the Parent Award, the Agreement shall prevail to the extent of the inconsistency.

7 DATE AND PERIOD OF OPERATION

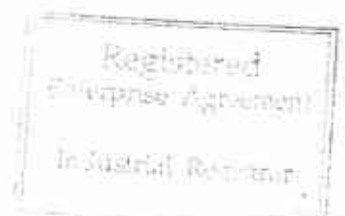
This Agreement shall come into operation from ^{3rd May 1999} the date of registration and remain in force until 30 June, 2000.

8 NO EXTRA CLAIMS

The Employees and the Union shall not pursue any extra claims, either Award or over Award for the life of this 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 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 CONDITIONS OF EMPLOYMENT

- (a) It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that an employee:
- i. Properly use and maintain all appropriate protective clothing, tools and equipment provided 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 employees which will be the determining factors regarding the retrenchment of employees. Employees length of service will be taken into consideration if all else is equal; and
 - iv. Maintain commitment to, and comply with the Company's directions (consistent with the objectives of this Agreement) with respect to, safety, quality, site cleanliness and waste management; and
 - v. Provide and maintain an adequate kit of tools in accordance with Company requirements; and



CONDITIONS OF EMPLOYMENT CONT.

- vi. Present yourself for work neatly and cleanly attired in appropriate clothing (including safety boots); and
 - vii. Be committed to the objectives in Clause 4 of this Agreement.
- (b) All new employees 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 weeks notice or payment in lieu thereof.
- (c) The company's right to employ persons on a specified task and/or specified period basis is acknowledged.

10 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:

- (a) Procedure relating to a grievance of an individual employee:
- i. The employee is required to notify the Company (in writing or otherwise) as to the substance of the grievance, request a meeting with the Company for bilateral discussions and state the remedy sought.
 - ii. A grievance must initially be dealt with as close to its source as possible, with graduated steps for further discussions and resolution at higher levels of authority.
 - iii. Reasonable time limits must be allowed for discussions at each level of authority.
 - iv. At the conclusion of the discussions, the Company must provide a response to the employee's grievance, if the matter has not been resolved, including reasons for not implementing any proposed remedy.
 - v. While a procedure is being followed, normal work must continue.
 - vi. The employee may be represented by an industrial organisation of employees that is entitled to represent the employee's industrial interests.
 - vii. In the absence of agreement, either party may refer the matter to the industrial Relations Commission of NSW for conciliation and/or arbitration.

J A MARTIN ELECTRICAL PTY LTD

DISPUTE SETTLEMENT PROCEDURE CONT.

(b) Procedure for a dispute between the Company and the employees:

- i. A question, dispute or difficulty must initially be dealt with as close to its source as possible, with graduated steps for further discussions and resolution at higher levels of authority.
- ii. Reasonable time limits must be allowed for discussions at each level of authority.
- iii. While a procedure is being followed, normal work must continue.
- iv. The Company may be represented by an industrial organisation for employers and the employees may be represented by an industrial organisation for employees that is entitled to represent the employees industrial interests for the purpose of each procedure.
- v. In the absence of agreement, either party may refer the matter to the Industrial Relations Commission of NSW for conciliation and/or arbitration.

11 HOURS OF WORK

The parties agree that the current working arrangements for hours of work provisions (including, but not limited to, the daily maximum ordinary hours, work cycles and the taking of meal breaks and rest periods) may be altered during the life of this Agreement following consultation 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 to hours of work will include the impact on efficiency, operational and project requirements, productivity quality and quality of life.

The parameter of ordinary hours shall comprise of eight hour shifts between 6am and 6pm Monday to Friday. The ordinary hours of work shall be continuous except for meal breaks.

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

An 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 work in accordance with sub-clause 22.6 of the Parent Award.

- (a) **SHIFT WORK** - The above flexible hours of work provision will also apply to shift work as defined by the parent award. The provisions of subclause 22.6.2 of the parent award will not apply where the employee is given 5 days notice or by agreement of the requirement to work shift work.



HOURS OF WORK CONT.

- (b) **ROSTERED DAYS OFF (RDO's)** - The parties agree to increased flexibility with regard to the taking of RDO's. RDO's may be rescheduled or staggered over the work cycle rather than on industry RDO days by agreement between the Company and an employee. RDO's may be banked, records of each employee's RDO status will be stated on weekly pay slips.
- (c) **STARTING** - Employees shall be at the workshop or designated site shed dressed and equipped and ready to commence work at the work start time. Wash up time shall occur after the finish time.
- (d) **MEAL BREAKS** - Meal and crib breaks shall be scheduled such that an employee shall not be compelled to work for more than 5 hours without a meal or crib break. This shall override any contrary Parent Award provisions. On sites working regular overtime, the morning tea and crib breaks will be configured to ensure employees are not required to work more than 4 hours between breaks.

12 CONSULTATIVE MECHANISM

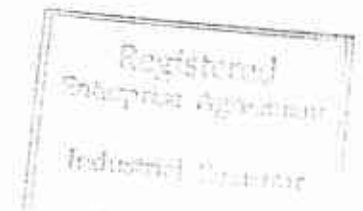
The parties agree that a precondition for the effective operation of this Award is the establishment of consultative mechanisms with the Company. To this end, a Consultative Committee, comprising of Company appointed representatives and employee elected representatives shall be established and maintained. Officers of the Union shall have a standing invitation to attend any such meeting. The purpose of the Consultative Committee shall be to consult, develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 4 of this Award.

13 WAGES

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

These wage increases will 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 Awards all purpose hourly wage rates exceed the rates under this Agreement, employees shall be paid at the higher hourly rate.

Expense related allowances, with the exception of the average excess fares allowance, will be paid in accordance with the parent Award and varied as the parent Award is varied.



14 SITE ALLOWANCES

Where under its contractual obligations for particular projects/sites, the Company is obliged to pay productivity/site/project allowances (including those awarded by the relevant industrial tribunals) the following conditions shall apply:

- (a) such allowances shall be paid for actual hours worked and shall only be paid to employees where the Company is contractually entitled to recover the full costs of such allowances; and
- (b) where any agreement under which such allowances arise provides for productivity measures not included in this Agreement the Company may, at its discretion, adopt some or all of those additional measures for the duration of that project.

15 OVERTIME

- (a) REST PERIOD AFTER OVERTIME - The provision of sub-clause 20.2 and 21.4.1 of the Parent Award shall not apply to employees. The current 10 hour break will remain, however, should the employee elect to recommence work before the 10 hour break is complete these hours worked will be at ordinary rate not overtime. Ordinary hours forfeited to complete your 10 hour break are not subject to payment.
- (b) TIME OFF IN LIEU OF OVERTIME - Where an employee works overtime, the employee may request to forego payment for the overtime and be released for an equivalent period of ordinary hours pay ie. on an hour for hour basis.

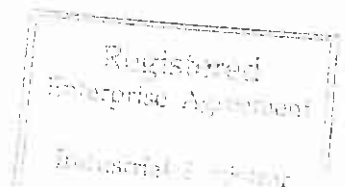
16 SUPERANNUATION

The Company will pay superannuation contributions into the NESS No 1 Superannuation Scheme for each employee. It is hereby agreed that this superannuation fund will be the sole fund utilised under this agreement. The contribution rate shall be as required by the Superannuation Guarantee Legislation, provided that the weekly minimum contribution for all employees, except apprentices and trainees, will be \$40 per week worked.

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

17 REDUNDANCY

Redundancy will be paid strictly according to the provisions of the Electrical Contracting Industry Redundancy and Technological Change (State) Award. Contributions to severance funds (MERT) will be \$20 per week per employee (not apprentices and trainees) after 12 months continuous employment. On projects with site agreements this contribution will be to the site agreement or the above if it is greater.



18 TOP-UP/24 HOUR INCOME ACCIDENT PROTECTION INSURANCE

The Company will pay Top-Up/24 Hour Employee insurance under the Wage Cover or other agreed scheme on projects where the Company has a contractual obligation to do so.

19 CLOTHING

Employees who successfully complete their probationary period of employment with the Company will be supplied with two sets of trousers, overalls or trousers bib and brace, or any combination of clothing as agreed between the employees and the Company and shall be replaced on a yearly or fair wear and tear basis. "At least one set of clothing shall comprise of long sleeves and long pants or overalls." Additionally a jacket will be supplied after 12 months service and replaced every 2 years. Safety boots will be replaced on a fair wear and tear basis.

20 LEAVE

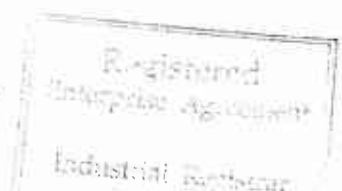
(a) SICK LEAVE - Sick leave shall be as per the parent Award except that to qualify for paid sick leave, an employee must:

- i. advise the Company before the normal work commencement time of his/her inability to attend for duty and the nature of the illness or injury and the estimated duration of the absence; and
- ii. on or before his/her return to work provide a certificate from a qualified medical practitioner that, in the practitioner's opinion, the employee was unable to attend for duty due to personal illness or injury (the nature of which shall be stated in the certificate), and the period of the inability to attend for duty.
- iii. The requirement (ii) may be waived for employees with at least 12 months service and a satisfactory attendance history however, in these cases an application form for sick leave is to be completed.

(b) LEAVE WITHOUT PAY - Where an employee is absent from work in circumstances where there is no entitlement to payment (ie. leave without pay), the absence may be paid out, (at the discretion of the Company) of existing annual leave or banked RDO or banked overtime entitlements.

21 TRANSFER OF LABOUR

If a halt to productive work occurs which is not the fault or the responsibility of the Company, the parties agree that employees can be relocated to other unaffected areas to continue productive work or to other sites if work is available.



22 SKILL DEVELOPMENT

The Company acknowledges the changing pace of technology in the electrical contracting industry and the need for employees to understand those changes and have the necessary skill requirements to keep the Company at the forefront of the industry.

The parties to this Agreement recognise that in order to increase the efficiency, productivity and competitiveness of the Company, a commitment to training and skill development is required. Accordingly, the parties commit themselves to:

- (a) Developing a more highly skilled and flexible workforce.
- (b) Providing employees with career opportunities through appropriate training to acquire the additional skills as required by the Company. Taking into account:
 - i. The current and future skill needs of the Company.
 - ii. The size, structure and nature of the Company.
 - iii. The need to develop vocational skills relevant to the Company and the Electrical Contracting industry.
- (c) Where an employee undertakes trade related and safety courses the company agrees to Pay all course fees and charges provided:
 - i. Where the course hours are outside normal working hours, these hours are not subject to payment.
 - ii. If the employee fails the course, he agrees to attempt the course again at his expense and time.

23 WET WEATHER PROCEDURE

In the event of wet weather, work in the open will continue until the particular work in hand can no longer be done safely and efficiently.

Whilst it is raining, employees will be required to:

- (a) Continue to work under cover or relocate to alternative work under cover.
- (b) Obtain materials and services for employees working under cover 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.

WET WEATHER PROCEDURE CONT.

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, effected 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.

24 PAYMENT OF WAGES

Wages will be paid weekly by electronic funds transfer (EFT) into one only account nominated by the employee. The Company shall comply with all provisions to the keeping of time wage records and the production of payslips in accordance with the Industrial Relations Act 1996.

Each employee is responsible for the accurate and timely completion and provision of time sheets and productive records. Employee pay hours will be based on the time sheets or productive records submitted.

25 FARES AND TRAVELLING ALLOWANCES

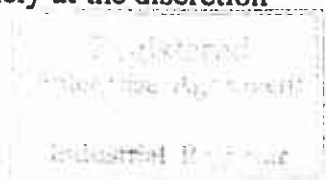
Employees will be paid an excess fares allowance as prescribed in Schedule A where they have an entitlement to this allowance under the Parent Award. This applies to those employees required to commence and finish work at a site remote from the workshop and provide their own means of transport.

Where an employee has an entitlement to the average excess travelling time payment pursuant to subclause 4.42 of the parent Award, the payment will be as prescribed in Schedule A. Both allowances are fixed for the life of this Agreement.

26 DISTANT/AWAY WORK

Where an employee is specifically requested to transfer to a distant site, they shall be entitled to living away allowances. This will not apply to employees engaged onsite. Where an employee on a distant work site elects to return home for week ends, R.D.O.'s etc. travelling time from site and back to site will be the employees responsibility, unless arranged with the Project Manager for specific circumstances prior to commencement on site.

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.



27 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.

28 CLASSIFICATIONS

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

29 TOOLS

The parties agree that a necessary precondition for a productive and efficient workforce is to ensure that employees maintain and provide an adequate kit of tools. A priority for the company and employees is to develop an agreed tool list for employees consistent with the nature of work undertaken by the Company. The list is to include a battery powered drill (minimum 9 volt).

30 PROJECT AGREEMENTS

Where, on a particular project, the Company is contractually bound to abide by a project or site specific agreement/award, then it is agreed that the provisions of that agreement/award shall apply to the project or site in lieu of this Agreement.

31 SUPPLEMENTARY LABOUR

The parties agree that when necessary to meet short term peak work requirements additional labour resources can be sourced from bonafide Labour Hire Companies who meet as a minimum the wages and benefits of this agreement.

32 GROUP TRAINING COMPANIES

The company when hiring apprentices or trainees from a Group Training Company shall advise the Group Training Company that:

- (a) They have an Enterprise Agreement with the Union; and
- (b) The apprentices and trainees hired to the company shall be paid at least the rates and conditions of this Agreement; and
- (c) The Group Training Company shall be notified if a site allowance/project allowance is payable.

33 UNION MEMBERSHIP

To the extent that the appropriate legislation permits, the Company shall give favourable consideration to the employment of financial members of the Union respondent to this agreement.

34 UNION DUES

The Company agrees to make payroll deductions at the request of an employee for union dues during the life of this agreement.

35 RENEWAL OF AGREEMENT

The Company can, 3 months prior to the finish of this agreement, commence negotiations with its employees and the Union for a new agreement.

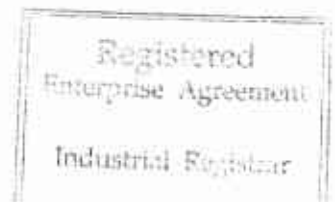
36 SIGNATORIES

Signed By: J Martin Date: 30/3/99

For and on behalf on J A Martin Electrical Pty Ltd

Signed By: B. Ri Date: 19.4.99

For and on behalf of Electrical Trades Union of Australia NSW Branch



| Classification | Commencement of EBA | | Attendance Rate | 30-NOV-98 | | Dial/Per Rate | 29-JUL-99 | | 01-Feb-2000 | | Travel Allowance when applicable | Renege date at 01-Jul-00 |
|--------------------------|-------------------------------|-----------|--------------------|-----------|-----------|------------------|-----------|-----------|-------------|-----------|--|-----------------------------|
| | Current Award Base Rate | Base Rate | | Base Rate | Base Rate | | Base Rate | Base Rate | Base Rate | Base Rate | | |
| Grade 1 | \$10.94 | \$11.84 | \$0.48 | \$12.10 | \$0.72 | \$12.35 | \$1.00 | \$12.86 | \$1.00 | \$9.47 | | |
| Grade 2 | \$11.50 | \$12.58 | \$0.51 | \$12.86 | \$0.77 | \$13.18 | \$1.00 | \$13.73 | \$1.00 | \$10.06 | | |
| Grade 3 | \$12.05 | \$13.32 | \$0.54 | \$13.82 | \$0.81 | \$14.02 | \$1.00 | \$14.59 | \$1.00 | \$10.65 | | |
| Grade 4 | \$12.61 | \$14.06 | \$0.57 | \$14.37 | \$0.86 | \$14.85 | \$1.00 | \$15.46 | \$1.00 | \$11.25 | | |
| Grade 5 No Cert. of regn | \$13.42 | \$14.50 | \$0.58 | \$14.82 | \$0.87 | \$15.33 | \$1.00 | \$15.96 | \$1.00 | \$11.80 | | |
| Grade 5 Cert. of regn. | \$13.75 | \$14.80 | \$0.59 | \$15.13 | \$0.88 | \$15.69 | \$1.00 | \$16.29 | \$1.00 | \$11.84 | | |
| Grade 5 Qual. Super. | \$14.03 | \$15.10 | \$0.60 | \$15.44 | \$0.90 | \$16.00 | \$1.00 | \$16.65 | \$1.00 | \$12.08 | | |
| Leading Hand Rate | \$0.00 | \$16.00 | \$0.60 | \$16.36 | \$0.90 | \$16.90 | \$1.00 | \$17.54 | \$1.00 | \$12.08 | | |
| Foreman | \$0.00 | \$16.60 | \$0.60 | \$17.00 | \$0.90 | \$17.58 | \$1.00 | \$18.25 | \$1.00 | \$12.08 | | |
| Apprentices | | | | | | | | | | | | |
| Indentured 1st Year | 5.41 | 6.84 | 0.29 | 5.97 | 0.43 | 6.09 | 0.60 | 6.25 | 0.72 | 4.67 | | |
| Indentured 2nd Year | 7.15 | 7.72 | 0.38 | 7.90 | 0.58 | 8.05 | 0.80 | 8.28 | 0.96 | 6.18 | | |
| Indentured 3rd Year | 9.93 | 10.72 | 0.53 | 10.97 | 0.79 | 11.29 | 1.00 | 11.78 | 1.00 | 8.58 | | |
| Indentured 4th Year | 11.33 | 12.24 | 0.69 | 12.51 | 0.88 | 12.99 | 1.00 | 13.55 | 1.00 | 9.79 | | |

All rates are hourly rates.

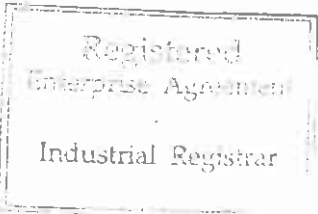
The wage increases apply after the signing of the EBA and commence the first full pay period after the dates specified.

Fares allowance of \$8.00 per day.

Attendance Performance Allowance is an on-site allowance only (It is not an all purpose rate).

Leading Hand - Responsible for 2 or more persons (one being of equal qualifications).
Nominated for Project.

Foreman - On project with work force of 6 or more under their control.



J.A. MARTIN ELECTRICAL
STANDARD TOOL KIT
1ST YEAR APPRENTICE ELECTRICIAN

- 200mm INSULATED COMBINATION PLIERS
- 150mm INSULATED SIDE CUTTERS
- 150mm INSULATED LONG NOSE PLIERS
- 200mm SHIFTING SPANNER
- 300mm SHIFTING SPANNER
- 200mm MULTIGRIPS
- 200mm VICE GRIPS
- 200mm LONG SPIRIT LEVEL
- 250mm TIN SNIPS
- CLAW HAMMER
- COLD CHISEL
- 6mm CENTRE PUNCH
- HEAVY DUTY RETRACTABLE BLADE TRIMMING KNIFE [STANLEY OR EQUIVALENT]
- ALLEN KEYS [FULL SET METRIC AND IMPERIAL]
- 5 METRE RETRACTABLE BLADE TAPE MEASURE
- HACKSAW
- RATCHET CRIMPERS TO SUIT RED, BLUE & YELLOW INSULATED LUGS [APPROVED DOUBLE GRIP]
- CABLE STRIPPERS [UP TO AND INCLUDING 6mm]
- SCREWDRIVERS [FULL RANGE EQUIVALENT TO STANLEY SET PLUS INSULATED PHILLIPS]
- FLAT FILE
- ROUND FILE
- HALF ROUND FILE
- SOCKET SET [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- RING & OPEN ENDED SPANNERS [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- 300mm STEEL RULE [GRADUATED IN MILLIMETRES]
- METAL COMBINATION SQUARE
- ELECTRIC SOLDERING IRON
- TORCH
- 300mm STILSONS
- CHALK LINE
- HEAVY DUTY TOOL BOX

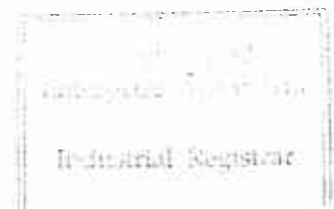
NOTE: THIS COMPLETE TOOL KIT WILL BE SUPPLIED TO THE APPRENTICE AT THE COMMENCEMENT OF HIS EMPLOYMENT AND REPAID TO THE COMPANY VIA EQUAL WEEKLY PAYROLL DEDUCTIONS OVER A ONE YEAR PERIOD.



J.A. MARTIN ELECTRICAL
STANDARD TOOL KIT
FIELD ELECTRICIAN &
APPRENTICES 2ND YEAR TO 4TH YEAR INCLUSIVE

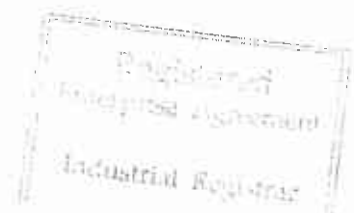
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- 300mm SHIFTING SPANNER
- 200mm MULTIGRIPS
- 200mm VICE GRIPS
- 200mm LONG SPIRIT LEVEL
- 250mm TIN SNIPS
- CLAW HAMMER
- COLD CHISEL
- 6mm CENTRE PUNCH
- HEAVY DUTY RETRACTABLE BLADE TRIMMING KNIFE [STANLEY OR EQUIVALENT]
- MULTIMETER / CLAMP METER [COMBINATION OR INDIVIDUAL]
- ALLEN KEYS [FULL SET METRIC AND IMPERIAL]
- 5 METRE RETRACTABLE BLADE TAPE MEASURE
- HACKSAW
- RATCHET CRIMPERS TO SUIT RED, BLUE & YELLOW INSULATED LUGS [APPROVED DOUBLE GRIP]
- CABLE STRIPPERS [UP TO AND INCLUDING 6mm]
- SCREWDRIVERS [FULL RANGE EQUIVALENT TO STANLEY SET PLUS INSULATED PHILLIPS]
- FLAT FILE
- ROUND FILE
- HALF ROUND FILE
- SOCKET SET [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- RING & OPEN ENDED SPANNERS [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- 300mm STEEL RULE [GRADUATED IN MILLIMETRES]
- METAL COMBINATION SQUARE
- ELECTRIC SOLDERING IRON
- TORCH
- CORDLESS DRILL [INDUSTRIAL STYLE MAKITA OR EQUIVALENT]
- 300mm STILSONS
- CHALK LINE
- HEAVY DUTY TOOL BOX OR HEAVY DUTY TOOL BAG

NOTE: A CORDLESS DRILL AND MULTIMETER / CLAMP METER COMBINATION WILL BE SUPPLIED TO THE APPRENTICE AT THE COMMENCEMENT OF HIS SECOND YEAR. THIS WILL BRING HIS COMPLIMENT OF TOOLS UP TO THAT OF A TRADESMAN. THESE TWO ITEMS WILL BE REPAID TO THE COMPANY VIA EQUAL WEEKLY PAYROLL DEDUCTIONS OVER A ONE YEAR PERIOD.



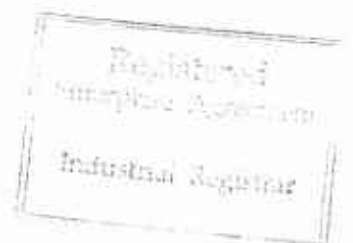
J.A. MARTIN ELECTRICAL
STANDARD TOOL KIT
SWITCHBOARD ELECTRICIAN

- 200mm INSULATED COMBINATION PLIERS
- 150mm INSULATED SIDE CUTTERS
- 150mm INSULATED LONG NOSE PLIERS
- 200mm SHIFTING SPANNER
- 300mm SHIFTING SPANNER
- 200mm MULTIGRIPS
- 200mm VICE GRIPS
- 200mm LONG SPIRIT LEVEL
- 250mm TIN SNIPS
- CLAW HAMMER
- COLD CHISEL
- 6mm CENTRE PUNCH
- HEAVY DUTY RETRACTABLE BLADE TRIMMING KNIFE [STANLEY OR EQUIVALENT]
- MULTIMETER / CLAMP METER [COMBINATION OR INDIVIDUAL]
- ALLEN KEYS [FULL SET METRIC AND IMPERIAL]
- 5 METRE RETRACTABLE BLADE TAPE MEASURE
- HACKSAW
- RATCHET CRIMPERS TO SUIT RED, BLUE & YELLOW INSULATED LUGS [APPROVED DOUBLE GRIP]
- CABLE STRIPPERS [UP TO AND INCLUDING 6mm]
- SCREWDRIVERS [FULL RANGE EQUIVALENT TO STANLEY SET PLUS INSULATED PHILLIPS]
- FLAT FILE
- ROUND FILE
- HALF ROUND FILE
- SOCKET SET [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- RING & OPEN ENDED SPANNERS [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- 300mm STEEL RULE [GRADUATED IN MILLIMETRES]
- METAL COMBINATION SQUARE
- ELECTRIC SOLDERING IRON
- TORCH
- CORDLESS DRILL [INDUSTRIAL STYLE MAKITA OR EQUIVALENT]
- CABLE CUTTERS [UP TO 70mm INCLUSIVE]
- HEAVY DUTY TOOL BOX OR HEAVY DUTY TOOL BAG



J.A. MARTIN ELECTRICAL
STANDARD TOOL KIT
BOILERMAKER

- 200mm INSULATED COMBINATION PLIERS
- 200mm SHIFTING SPANNER
- 300mm SHIFTING SPANNER
- 200mm MULTIGRIPS
- 200mm VICE GRIPS [2 PAIRS]
- 200mm LONG SPIRIT LEVEL
- 250mm TIN SNIPS
- BALL PEIN HAMMER
- NYLON SHEETMETAL HAMMER
- CHIPPING HAMMER
- COLD CHISEL
- 6mm CENTRE PUNCH
- HEAVY DUTY RETRACTABLE BLADE TRIMMING KNIFE [STANLEY OR EQUIVALENT]
- ALLEN KEYS [FULL SET METRIC AND IMPERIAL]
- 8 METRE RETRACTABLE BLADE TAPE MEASURE
- HACKSAW
- SCREWDRIVERS [FULL RANGE EQUIVALENT TO STANLEY SET]
- FLAT FILE
- ROUND FILE
- HALF ROUND FILE
- SOCKET SET [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- RING & OPEN ENDED SPANNERS [10mm TO 19mm INCLUSIVE & 3/8 INCH TO 3/4 INCH INCLUSIVE]
- 300mm STEEL RULE [GRADUATED IN MILLIMETRES]
- 600mm STEEL RULE [GRADUATED IN MILLIMETRES]
- DIVIDERS
- CHALK LINE
- METAL COMBINATION SQUARE
- CORDLESS DRILL [INDUSTRIAL STYLE MAKITA OR EQUIVALENT]
- HEAVY DUTY TOOL BOX OR HEAVY DUTY TOOL BAG



J.A. MARTIN ELECTRICAL
STANDARD TOOL KIT
TRADESMANS ASSISTANT

- 200mm INSULATED COMBINATION PLIERS
- 150mm INSULATED SIDE CUTTERS
- 200mm SHIFTING SPANNER
- 300mm SHIFTING SPANNER
- 200mm MULTIGRIPS
- CLAW HAMMER
- COLD CHISEL
- HEAVY DUTY RETRACTABLE BLADE TRIMMING KNIFE [STANLEY OR EQUIVALENT]
- 5 METRE RETRACTABLE BLADE TAPE MEASURE
- HACKSAW
- SCREWDRIVERS [ONE FLAT BLADE AND ONE PHILLIPS MEDIUM SIZES]
- RING & OPEN ENDED SPANNERS [10mm, 13mm AND 16mm]
- HEAVY DUTY TOOL BOX OR TOOL BAG

