

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA00/55

TITLE: Star Electrical Enterprise Agreement 2000-2002

I.R.C. NO: 2000/182

DATE APPROVED/COMMENCEMENT: Approved 15 February 2000 and commenced 12 October 1999

TERM: 30 September 2002

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE: 17 March 2000

DATE TERMINATED:

NUMBER OF PAGES: 16

COVERAGE/DESCRIPTION OF

EMPLOYEES: It applies to all employees engaged pursuant to the Parent Award on construction work within the County of Cumberland

PARTIES: Electrical Trades Union of Australia, New South Wales Branch -&- Star Electrical Co Pty Ltd



1. INTRODUCTION

This Agreement has been jointly developed by Star Electrical Co Pty Ltd, its employees and the Electrical Trades Union of Australia, New South Wales 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 Star Electrical Enterprise Agreement.

3. DEFINITIONS

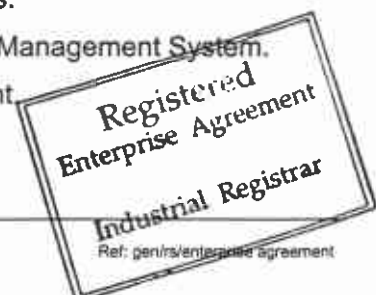
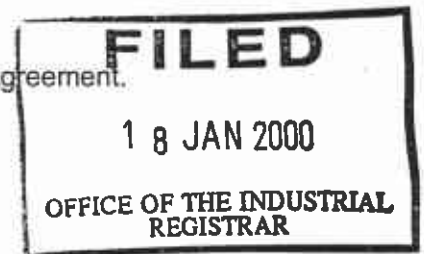
For the purpose of this Agreement:

- "Agreement" means this Enterprise Agreement.
- "Parent Award" means the Electrical Contracting Industry (State) Award 1992.
- "Company" means Star Electrical Co Pty Ltd and associated companies.
- "Construction Work" has the same definition as contained in the Parent Award
- "County of Cumberland" is shown on the attached map.
- "Employee" means an employee of the Company performing work within the scope of this Agreement.
- "Union" means the Electrical Trades Union of Australia, New South Wales 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.
- 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 skills enhancement program consistent with the provisions of the Parent Award and this award for all employees.
- To substantially reduce and eventually eliminate lost time.

5. APPLICATION OF AGREEMENT

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

Where there is any inconsistency between this Agreement and the Parent Award, the Award shall prevail to the extent of the inconsistency.

6. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation from the first pay period commencing 12th October 1999 and remain in force until 30th September 2002.

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

7. NO EXTRA CLAIMS

The Employees and the Union shall not pursue any extra claims, either award or over award for the life of the Agreement. Without limiting the generality of the foregoing, there shall be no industrial action for the purpose of supporting or advancing claims against the company until the Agreements normal expiry date has passed. Where any disagreement arises, the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

8. 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.

9. PARTIES BOUND

This Agreement shall be binding upon:

- a) Star Electrical Co Pty Ltd; and
- b) All employees whether members of the Union or not, engaged in any of the occupations, industries or calling specified in the Parent Award; and
- c) The Electrical Trades Union of Australia, New South Wales Branch.



10. CONTRACT OF EMPLOYMENT

- a) All new employees (other than casuals) will be engaged on the basis of a three month probationary period. The Company reserves the right to terminate a probationary employee at any time during this three month period subject to a week's notice or payment in lieu thereof.
- b) 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 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 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 of this Agreement.
- c) The Company's right to employ persons on a specified task and/or specified period basis is acknowledged.



11. 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 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 this dispute settlement procedure as follows:

- a) The employee/s or accredited employees representative wishing to raise any matter affecting the employee/s shall;
 - i) initially raise the matter with the employees immediate supervisor/foreperson. If agreement is not reached at this level, the employees or representative shall then;
 - ii) raise the matter with the company manager or his representative. If agreement is not reached at this level and an employee representative has been involved, the employee representative will then;
 - iii) 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.
- b) Should negotiations as prescribed in (a) above fail, the matter (where appropriate) shall be referred to the National Electrical Contractors Association and the State Secretary of the Union or his/her nominee within five working days, at which level a conference of the parties shall be convened without delay;
- c) In the absence of agreement, either party may refer the matter to the New South Wales Industrial Relations Commission for resolution;
- d) Whilst the above procedure is being effected, work shall continue normally;
- e) 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;



12. CONSULTATIVE MECHANISM

The parties agree that a precondition for the effective operation of the Agreement is the establishment of agreed consultative mechanisms within the Company. To this end, a consultative committee comprising of Company appointed representatives and employee elected representatives shall be established and maintained. The purpose of the consultative committee shall be to develop, recommend and assist in the implementation of strategies and measures designed to achieve the objectives outlined under Clause 4 of this Agreement.

13. HOURS OF WORK

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

The parameters for ordinary hours for the purpose of this Agreement shall be an average of 38 hours per week and shall be between 6.00 a.m. and 6.00 p.m. 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.

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 be staggered.

The 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.

Shift Work

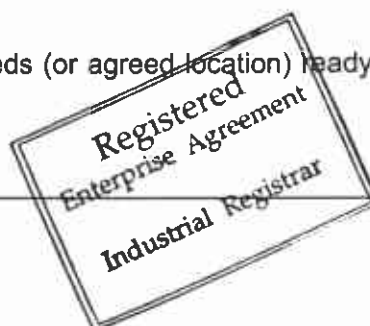
These provisions will also apply to Shift Work, as defined by the Parent Award.

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 at the employee's choice.

Starting and Finishing

Employees shall be at the site sheds (or agreed location) ready to commence work at the work start time.



14. WAGES

Wage rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the first full pay period commencing 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 Award's 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 excess fare allowance, will be paid in accordance with the Parent Award and varied as the Parent Award is varied.

15. PRODUCTIVITY ALLOWANCE

A productivity allowance per hour worked will be paid to employees engaged upon construction work upon commencement of this Agreement. This allowance will not be subject to penalty addition and shall be in lieu of all or any Parent Award disability allowances, with the exception of the multi-storey allowance.

Apprentices appointed prior to the date of agreement shall have their entitlement to productivity allowance fixed at that which was applicable immediately prior to the date of agreement, for the remainder of their apprenticeship. This amount shall not be less than \$0.50 per hour, with this rate remaining fixed for the duration of his/her apprenticeship.

It is the intention of all parties to this agreement that productivity allowances for apprentices of above \$0.50 per hour shall be eliminated by the Year 2002, and that during the interim period, the parties will work towards achieving a recommended employment ratio of apprentices engaged on construction work of not less than one apprentice to five tradespeople.

Site/project allowances will be paid in addition to the productivity allowance only under one of the following circumstances:

- a) Where such an allowance is awarded by the Industrial Relations Commission; or
- b) Where such an allowance is required by a site condition specified at the time of the tender. It is incumbent upon the Company to enquire of the head contractor/client at the time of the tender whether a site/project allowance is required to be paid and in particular whether it is required to be paid in accordance with the Construction Industry Site Allowance Matrix; or



- c) Where a contract between the employer and the head contractor/client does not contain provision for a site allowance; but:
- (i) After the contract is made, the head contractor/client makes an agreement under which a site allowance is payable; and
 - (ii) The head contractor/client agrees in writing to reimburse the employer the full cost of the said allowance.

16. NO DISADVANTAGE

No employee shall suffer an overall reduction in pay as a result of the making of this Agreement. The components used to determine if any financial disadvantage has occurred are wage rates, productivity allowance and excess fares and travel time only. Site Allowance, Superannuation, Redundancy and Top-Up/24 Hour Employee Insurance contributions will not form part of an employee's pay for this purpose. Further, this assessment will be based on an ordinary 38 hour working week and no overtime shall be taken into account.

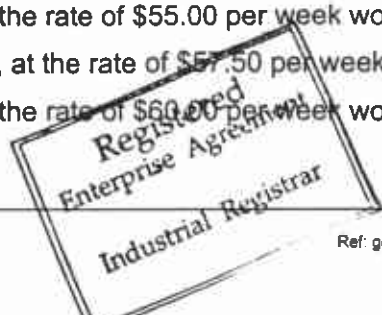
17. SUPERANNUATION

The Company will pay superannuation contributions into the NESS No. 1 Superannuation Scheme (or C+BUS where appropriate) 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 \$60 per week worked.

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

18. REDUNDANCY

- a) Redundancy will be paid strictly according to the provisions of the Electrical Contracting Industry Redundancy and Technological Change (State) Award with the exception that this award shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.
- b) Upon commencement of this Agreement, the Company will make contributions to-MERT on behalf of employee (other than apprentices and trainees) engaged upon construction work at the following rates:
 - From date of Agreement, at the rate of \$47.50 per week worked;
 - From 1st April 2000, at the rate of \$50.00 per week worked;
 - From 1st October 2000, at the rate of \$52.50 per week worked;
 - From 1st April 2001, at the rate of \$55.00 per week worked;
 - From 1st October 2001, at the rate of \$57.50 per week worked;
 - From 1st April 2002, at the rate of \$60.00 per week worked;



- c) Alternatively an employee may elect for his/her MERT contribution to be paid into NESS or be taken as an over award payment each week. Any payments made under this Clause shall offset any entitlement that may become due under Clause 18(a):
- d) An Apprentice remaining with the Company at the conclusion of his Apprenticeship shall commence his service for Redundancy calculation purposes only on the day following his Apprenticeship completion.

19. TOP-UP/24 HOUR INCOME ACCIDENT PROTECTION INSURANCE

It is a term of the Agreement the Company will pay Top-Up/24 Hour Employee Insurance under the WageCover or other agreed scheme from the date of commencement of the Agreement.

20. CLOTHING

Employees will be provided with clothing as following:

- a) A summer issue in November/December of:
 - (i) Two (2) pair of shorts or two (2) pair of long pants, and two (2) Shirts;
or
 - (ii) Two (2) pair of Overalls;
- b) A winter issue in May/June of:
 - (i) Two (2) pair of shorts or two (2) pair of long pants, and two (2) Shirts;
or
 - (ii) Two (2) pair of Overalls;
- c) The clothing requirements of new employees will be reviewed at commencement of employment;
- d) Safety boots will be provided if required on commencement of employment and replaced on a fair wear and tear basis;
- e) 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;

Employees issued with company clothing (including boots and jackets) shall endeavour to wear these items during working hours and maintain this clothing in a respectable condition.

21. TRANSFER OF LABOUR

If a halt to productive work occurs which is not the fault or 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.



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:
 - The current and future skills 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.

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:

- 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 effected by wet weather, all other employees not so effected shall continue working in accordance with Parent 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). The Company shall comply with all provisions to the keeping of time and 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 production records.

25. FARES AND TRAVELLING ALLOWANCES

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

Where an employee has an entitlement to the average excess travelling time payment pursuant to Subclause 4.4.2 of the Parent Award, the payment will be prescribed by Schedule A.

Both allowances are fixed for the life of the Agreement.

26. PICNIC DAY

In accordance with picnic day provisions, the Company will require from an employee proof of picnic day attendance, i.e. ETU ticket purchase, before payment will be made for the day. A ticket purchased in relation to an alternative union picnic day is not sufficient for the purposes of payment.

27. DISTANT/AWAY WORK

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

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 employee for away work shall be solely at the discretion of the Company.

28. CLASSIFICATIONS

There will be no Grade 6 re-classification claims for the duration of this Agreement except where such claims are in strict accordance with the Parent 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 consultative committee is to develop an agreed tool list for employees consistent with the nature of work undertaken by the Company.



30. SUPPLEMENTARY LABOUR

The parties agree that when necessary to meet short term peak work requirements, additional labour resources are able to be sourced from Labour Hire Companies who have an enterprise agreement with the union signatory to this Award.

31. GROUP TRAINING COMPANIES

The Company when hiring apprentices or trainees from a Group Training Company, shall advise the Group Training Company in writing before hiring that:

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

32. RENEWAL OF AWARD

Discussions will take place no later than eight (8) weeks prior to the expiry of this Agreement to renegotiate a future award.

33. COMPANY SPECIFIC CLAUSE

a) Payroll deductions Union Fees.

Subject to final agreement between the Company and the Union regarding the details of deducting and remitting Union Fees, the Company agrees to make payroll deductions at the request of the employee for union fees during the life of the agreement.

SIGNATORIES

Signed By: *[Signature]* Date: 13.1.00

For and on behalf of **STAR ELECTRICAL CO PTY LTD**

Signed By: *[Signature]* Date: 18.1.00

For and on behalf of **Electrical Trades Union of Australia, NSW Branch.**



SCHEDULE A

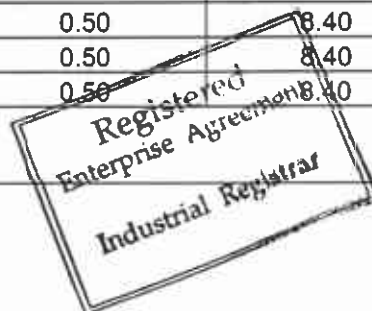
Rates applying from the first full pay period on or after date of Agreement*

Classification	All-Purpose Hourly Rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	15.12	1.60	8.40	10.10
Grade 2	15.92	1.70	8.40	10.70
Grade 3	16.70	1.80	8.40	11.30
Grade 4	17.49	1.90	8.40	12.00
Grade 5 Unlicenced	18.62	2.00	8.40	12.60
Grade 5 Cert of Regn	19.08	2.00	8.40	12.60
Grade 5 Qual Super	19.48	2.00	8.40	12.60
Grade 5 Unlic. L/Hand	19.77	2.00	8.40	12.60
Grade 5 Lic. L/Hand	20.62	2.00	8.40	12.60
APPRENTICES				
Indentured 1st Year	7.51	0.50	8.40	5.08
Indentured 2nd Year	9.92	0.50	8.40	6.69
Indentured 3rd Year	13.77	0.50	8.40	9.32
Indentured 4th Year	15.71	0.50	8.40	10.64
Trainee 1st Year	8.46	0.50	8.40	5.72
Trainee 2nd Year	11.14	0.50	8.40	6.91
Trainee 3rd Year	15.07	0.50	8.40	10.20
Trainee 4th Year	16.48	0.50	8.40	11.15

*NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement.

Rates applying from the first full pay period on or after 1st April 2000*

Classification	All-Purpose Hourly Rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	15.50	1.60	8.40	10.10
Grade 2	16.32	1.70	8.40	10.70
Grade 3	17.11	1.80	8.40	11.30
Grade 4	17.92	1.90	8.40	12.00
Grade 5 Unlicenced	19.09	2.00	8.40	12.60
Grade 5 Cert of Regn	19.55	2.00	8.40	12.60
Grade 5 Qual Super	19.96	2.00	8.40	12.60
Grade 5 Unlic. L/Hand	20.27	2.00	8.40	12.60
Grade 5 Lic. L/Hand	21.14	2.00	8.40	12.60
APPRENTICES				
Indentured 1st Year	7.70	0.50	8.40	5.08
Indentured 2nd Year	10.17	0.50	8.40	6.69
Indentured 3rd Year	14.11	0.50	8.40	9.32
Indentured 4th Year	16.11	0.50	8.40	10.64
Trainee 1st Year	8.67	0.50	8.40	5.72
Trainee 2nd Year	11.42	0.50	8.40	6.91
Trainee 3rd Year	15.44	0.50	8.40	10.20
Trainee 4th Year	16.89	0.50	8.40	11.15



SCHEDULE A				
<i>Rates applying from the first full pay period on or after 1st October 2000*</i>				
Classification	All-Purpose Hourly Rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	15.88	1.60	8.80	10.60
Grade 2	16.72	1.70	8.80	11.20
Grade 3	17.54	1.80	8.80	11.90
Grade 4	18.37	1.90	8.80	12.60
Grade 5 Unlicenced	19.57	2.00	8.80	13.20
Grade 5 Cert of Regn	20.04	2.00	8.80	13.20
Grade 5 Qual Super	20.46	2.00	8.80	13.20
Grade 5 Unlic. L/Hand	20.77	2.00	8.80	13.20
Grade 5 Lic. L/Hand	21.67	2.00	8.80	13.20
APPRENTICES				
Indentured 1st Year	7.89	0.50	8.80	5.33
Indentured 2nd Year	10.42	0.50	8.80	7.02
Indentured 3rd Year	14.46	0.50	8.80	9.79
Indentured 4th Year	16.51	0.50	8.80	11.17
Trainee 1st Year	8.88	0.50	8.80	6.00
Trainee 2nd Year	11.71	0.50	8.80	7.26
Trainee 3rd Year	15.83	0.50	8.80	10.71
Trainee 4th Year	17.32	0.50	8.80	11.71

*NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement.

<i>Rates applying from the first full pay period on or after 1st April 2001*</i>				
Classification	All-Purpose Hourly Rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	16.28	1.60	8.80	10.60
Grade 2	17.14	1.70	8.80	11.20
Grade 3	17.98	1.80	8.80	11.90
Grade 4	18.83	1.90	8.80	12.60
Grade 5 Unlicenced	20.06	2.00	8.80	13.20
Grade 5 Cert of Regn	20.54	2.00	8.80	13.20
Grade 5 Qual Super	20.97	2.00	8.80	13.20
Grade 5 Unlic. L/Hand	21.29	2.00	8.80	13.20
Grade 5 Lic. L/Hand	22.21	2.00	8.80	13.20
APPRENTICES				
Indentured 1st Year	8.09	0.50	8.80	5.33
Indentured 2nd Year	10.68	0.50	8.80	7.02
Indentured 3rd Year	14.82	0.50	8.80	9.79
Indentured 4th Year	16.92	0.50	8.80	11.17
Trainee 1st Year	9.11	0.50	8.80	6.00
Trainee 2nd Year	12.00	0.50	8.80	7.26
Trainee 3rd Year	16.23	0.50	8.80	10.71
Trainee 4th Year	17.75	0.50	8.80	11.71



SCHEDULE A

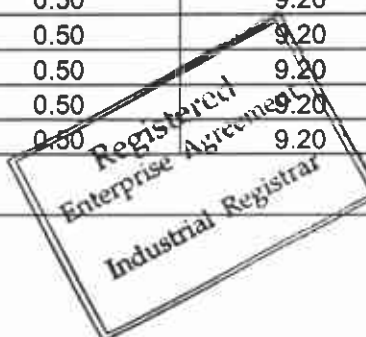
Rates applying from the first full pay period on or after 1st October 2001*

Classification	All-Purpose Hourly Rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	16.69	1.60	9.20	11.10
Grade 2	17.57	1.70	9.20	11.80
Grade 3	18.43	1.80	9.20	12.50
Grade 4	19.30	1.90	9.20	13.20
Grade 5 Unlicenced	20.56	2.00	9.20	13.80
Grade 5 Cert of Regn	21.06	2.00	9.20	13.80
Grade 5 Qual Super	21.50	2.00	9.20	13.80
Grade 5 Unlic. L/Hand	21.82	2.00	9.20	13.80
Grade 5 Lic. L/Hand	22.76	2.00	9.20	13.80
APPRENTICES				
Indentured 1st Year	8.29	0.50	9.20	5.80
Indentured 2nd Year	10.95	0.50	9.20	7.37
Indentured 3rd Year	15.19	0.50	9.20	10.28
Indentured 4th Year	17.34	0.50	9.20	11.73
Trainee 1st Year	9.33	0.50	9.20	6.30
Trainee 2nd Year	12.30	0.50	9.20	7.62
Trainee 3rd Year	16.63	0.50	9.20	11.25
Trainee 4th Year	18.19	0.50	9.20	12.30

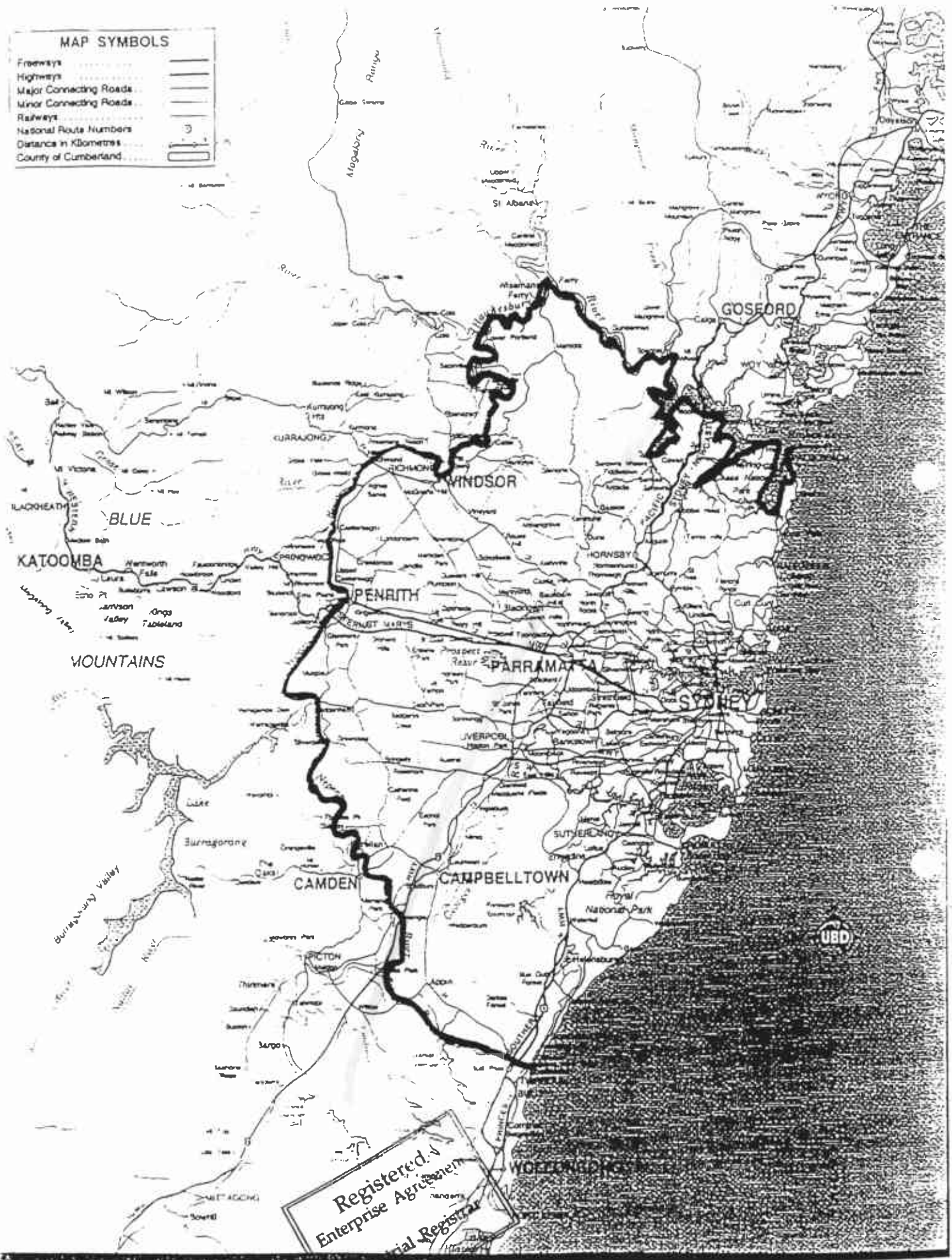
*NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement.

Rates applying from the first full pay period on or after 1st April 2002*

Classification	All-Purpose Hourly Rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	17.11	1.60	9.20	11.10
Grade 2	18.01	1.70	9.20	11.80
Grade 3	18.89	1.80	9.20	12.50
Grade 4	19.78	1.90	9.20	13.20
Grade 5 Unlicenced	21.07	2.00	9.20	13.80
Grade 5 Cert of Regn	21.58	2.00	9.20	13.80
Grade 5 Qual Super	22.03	2.00	9.20	13.80
Grade 5 Unlic. L/Hand	22.37	2.00	9.20	13.80
Grade 5 Lic. L/Hand	23.33	2.00	9.20	13.80
APPRENTICES				
Indentured 1st Year	8.50	0.50	9.20	5.60
Indentured 2nd Year	11.23	0.50	9.20	7.37
Indentured 3rd Year	15.57	0.50	9.20	10.28
Indentured 4th Year	17.78	0.50	9.20	11.73
Trainee 1st Year	9.57	0.50	9.20	6.30
Trainee 2nd Year	12.61	0.50	9.20	7.62
Trainee 3rd Year	17.05	0.50	9.20	11.25
Trainee 4th Year	18.65	0.50	9.20	12.30



MAP SYMBOLS	
Freeways	
Highways	
Major Connecting Roads	
Minor Connecting Roads	
Railways	
National Route Numbers	
Distance in Kilometres	
County of Cumberland	



Registered
Enterprise Agreement
Industrial Registrar