

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/59

TITLE: Hunter Water Corporation Employees' Enterprise Agreement 2001

I.R.C. NO: 2001/8410

DATE APPROVED/COMMENCEMENT: 1 February 2002/1 June 2001

TERM: 31 May 2003

**NEW AGREEMENT OR
VARIATION:** New Replaces EA99/77

GAZETTAL REFERENCE: 5 April 2002

DATE TERMINATED:

NUMBER OF PAGES: 28

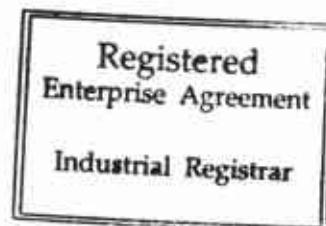
COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all employees covered by the Hunter Water Corporation Employees (State) Award 1999 and Hunter Water Corporation (Operations) Employees Agreement 1999

PARTIES: Hunter Water Corporation -&- the Australian Services Union of N.S.W., Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Construction, Forestry, Mining and Energy Union (New South Wales Branch) and the Electrical Trades Union of Australia, New South Wales Branch





ENTERPRISE AGREEMENT



**Hunter Water Corporation
Employees'
Enterprise Agreement
2001**

ENTERPRISE AGREEMENT

ARRANGEMENT

| <u>Clause</u> | <u>Subject</u> | |
|----------------------|---|----|
| 1 | Parties to the Agreement | 2 |
| 2 | Enterprise..... | 2 |
| 3 | Occupations | 2 |
| 4 | Pay Rates | 2 |
| 5 | Commitment to Essential Services..... | 3 |
| 6 | Disputes Procedure..... | 3 |
| 7 | Term of Agreement | 4 |
| 8 | Scope of Agreement | 4 |
| 9 | Anti-Discrimination | 5 |
| Annexure A | Essential Services Agreement..... | 6 |
| Schedules | | |
| • A | Adjustments to Pay Rates..... | 8 |
| • B1 | Salary Rates Part 1 – Structure A | 9 |
| | Part 2 – Structure B | 13 |
| • B2 | Wage Rates Part 1 – Annualised | 19 |
| | Part 2 – Weekly | 23 |
| • C | Allowances/Special Rates..... | 26 |



1. PARTIES TO THE AGREEMENT

This Agreement is made pursuant to Part 2 of Chapter 2 of the Industrial Relations Act 1996 between Hunter Water Corporation (HWC) - an Enterprise employer and the following industrial organisations of employees

- (i) Australian Services Union of NSW (ASU).
- (ii) Electrical Trades Union of Australia NSW Branch (ETU)
- (iii) Automotive Food, Metals, Engineering, Printing & Kindred Industries Union (AMWU)
- (iv) Construction Forestry Mining and Energy Union (CFMEU)

2. ENTERPRISE

The Enterprise subject to this Agreement is the Hunter Water Corporation working out from 426 to 432 King Street, Newcastle West.

3. TRADES AND OCCUPATIONS

The Trades and Occupations subject to this Agreement are all classifications as prescribed by Schedules B1 and B2 of this Agreement.

4. PAY RATES

Rates of pay and allowances shall be increased as set out in Schedule A of this Agreement.



Schedule A details increases in rates of pay and allowances/special rates to apply for the period commencing from 1 June 2001 to the expiration of the nominal term of the Agreement on 31 May 2003. No further pay claim can be made for the duration of the nominal term of the Agreement. Notwithstanding this, it is agreed the Unions will provide the Corporation with their log of claims for the next Enterprise Agreement three (3) months prior to the nominal expiry date of this agreement. This log of claims will be provided to the Industrial Relations Commission. The parties agree to conduct negotiations with the assistance of the Industrial Relations Commission through scheduled conferences if necessary and commit to finalising that agreement prior to the 31 May 2003.

5. COMMITMENT TO ESSENTIAL SERVICES

The parties are committed to ensure **public safety and health** at all times. In the event of any industrial action this commitment will be maintained.

This agreement outlines the occurrences that the parties are committed to act on in a **dispute situation** to achieve the **customer, health and environmental protection requirements** that the Corporation is obliged to fulfil under both its Operating Licence and other legislation.

These are essentially the minimum requirements to maintain **public health** by access to water and sewerage services and to **protect the environment**.

Notwithstanding the specific water / wastewater failures outlined in **Annexure A** all parties agree to act upon:-

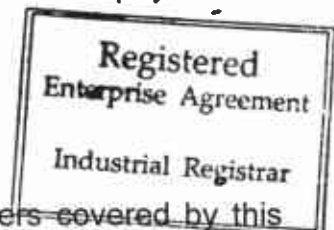
- ◆ Any Hunter Water asset failure which has the potential to create a **safety risk** or **traffic risk** to the public.
- ◆ Any Hunter Water incident (eg trade waste spill) which has the potential to create a **safety risk** or **traffic risk** to the public will be attended.

Hunter Water management will assess the reported problem and if it falls within the agreed essential services outlined in Annexure A, then it will be referred to the relevant personnel for action. In the event of dispute, normal dispute resolution procedures will apply.

Annexure A will remain in force until 31 May 2003 being the nominal expiry date of this agreement.

6. DISPUTES PROCEDURE

- (a) If a question, dispute or difficulty arises in respect to ~~matters covered by this~~ Agreement either party may require the issues in dispute be advised in writing.
- (b) A reasonable period of time shall be allowed for discussion to take place in an attempt to resolve the dispute.
- (c) If the matter is not resolved between representatives of the HWC and the employees the matter shall be notified to the Industrial Relations Commission of NSW for resolution in accordance with the Act. This notification may be given by either party at any stage of the negotiation process.
- (d) Whilst this procedure is being followed, normal work must continue.
- (e) The procedure for resolving a dispute will be impartial, fair and non-discriminatory in accordance with anti-discrimination law.



7. TERM OF THIS AGREEMENT

This Agreement shall operate from 1 June 2001 and remain in force thereafter for a period of two (2) years.

It shall be binding on the HWC, its employees and the ASU, ETU, AMWU and CFMEU.

8. SCOPE OF AGREEMENT

This agreement shall be read in conjunction with :-

- (i) the Hunter Water Corporation Employees (State) Award 1999 (as varied on 8 June 2001)
- (ii) the Hunter Water Corporation (Operations) Employees' Agreement 1999,

provided that where inconsistency occurs, this agreement shall prevail to the extent of that inconsistency.

This is a voluntary agreement and was not entered into under duress by any party to it.



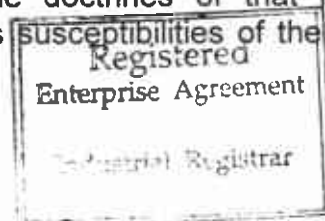
9. ANTI-DISCRIMINATION

- (1) It is the intention of the parties bound by this agreement to seek to achieve the object in section 3(f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (2) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.
- (3) Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (4) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the Anti-Discrimination Act 1977;
 - (d) a party to this agreement from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (5) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."



ESSENTIAL SERVICES AGREEMENT

The parties are committed to ensure **public safety and health** at all times. In the event of any industrial action this commitment will be maintained.

This agreement outlines the occurrences that the parties are committed to act on in a **dispute situation** to achieve the **customer, health and environmental protection requirements** that the Corporation is obliged to fulfil under both its Operating Licence and other legislation.

These are essentially the minimum requirements to maintain **public health** by access to water and sewerage services and to **protect the environment**.

Notwithstanding the specific water / wastewater failures outlined below all parties agree to act upon:-

- ◆ Any Hunter Water asset failure which has the potential to create a **safety risk** or **traffic risk** to the public.
- ◆ Any Hunter Water incident (eg trade waste spill) which has the potential to create a **safety risk** or **traffic risk** to the public, will be attended.

Hunter Water management will assess the reported problem and if it falls within the agreed essential services below then it will be referred to the relevant personnel for action. In the event of dispute, normal dispute resolution procedures will apply.

A WATER

A1 WATER TREATMENT PLANTS – CRITICAL COMPONENTS

1. Coagulant and pH correction dosing equipment (excluding fluorides):
 - not critical if have backup equipment.
2. Disinfection equipment failure:
 - even if have backup.
3. Cumulative filter failure, loss of PLC Control, loss of power to treatment facilities:
 - if it affects process;
 - critical if reach point where demand exceeds supply capacity – need one (1) filter capacity above predicted demand.



A2 DISTRIBUTION SYSTEM - CRITICAL COMPONENTS

1. Secondary disinfection equipment, if not working.
2. It is critical to respond to any incident defined as a '*Significant Health Incident*' in the Incident Response Workbook as required by the Health Department of NSW.
3. Any asset failure that impacts on continuity to schools, hospitals or dialysis patients or a drop in pressure that impacts on their ability to function normally.
4. Any Hunter Water Asset failure that results in a discontinuity which covers a significant health incident to any customer (except services).

B WASTEWATER

B1 WASTEWATER TREATMENT - CRITICAL COMPONENTS

1. Failure of any asset that has potential to lead to effluent quality that has an unacceptable environmental or customer impact and, therefore, breaches the EPA Licence. (NB: This will differ from plant to plant.)

Examples:

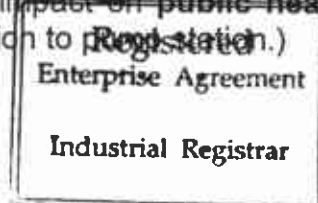
- Sludge build up in the process can lead to effluent quality failures.
 - Inlet screen block up can lead to by-pass of inlet works.
 - Multiple pump (RAS or primary or secondary pumps) failures can lead to overflows or affects on effluent quality failures.
2. Disinfection equipment operational where no by-pass to ponds exists.
 3. Loss of PLC control at treatment works where manual override is not available.
 4. Loss of power to a wastewater treatment facility if full flow cannot be treated.

B2 WASTEWATER TRANSPORTATION SYSTEM - CRITICAL COMPONENTS

1. Failure of multiple components at Wastewater Pump Stations (WWPS) has potential to lead to effluent overflow into recreational waters, ~~impact on public health~~ and the environment. (NB: This will differ from pump station to pump station.)
2. Loss of PLC control at WWPS.
3. Loss of power at WWPS.
4. Rising main failures.

NB: 1 to 4 above applies where tankers are unavailable and / or cannot cope with flow.

5. Sewermain choke that results in surcharge (excludes branch and shaft chokes) as defined in B2 (1).



SCHEDULE A

ADJUSTMENTS TO PAY RATES

1. (a) Salaries
(As detailed in Schedule B1 attached) – Part 1 Salary Structure A
Part 2 Salary Structure B
- (b) Wages
(As detailed in Schedule B2 attached).
2. Allowances
(As detailed in Schedule C attached).
3. The pay rates and allowances referred to in 1 and 2 above are inclusive of the 4% increase effective from 1 June 2001.
4. Rates of pay and allowances in 1 & 2 above will be increased by 4% from 1 June 2002.
5. Any Classification not listed in Schedules B1 and B2 (other than those on individual contract arrangements) shall be increased by the amounts as set out above.

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SCHEDULE B1 – Part 1

Salary Structure A

| SALARY POINT | SALARY @ 1/6/01 | SALARY @ 1/06/02 | POSITIONS |
|--------------|-----------------|------------------|--|
| 1 | 20,274 | 21,085 | Entry Level Clerical Officer <18 years of age |
| 2 | 21,722 | 22,591 | |
| 3 | 23,170 | 24,097 | |
| 4 | 24,619 | 25,604 | Trainee Finance Officer Trainee Employee Services Officer Trainee Audit Officer Entry Level Clerical Officer >18 years of age |
| 5 | 26,067 | 27,110 | Trainee Information Systems Level 1 Cadet Engineer Level 1 |
| 6 | 27,515 | 28,616 | |
| 7 | 28,963 | 30,122 | Records Clerk |
| 8 | 30,412 | 31,628 | Finance Officer Level 1 Employee Services Officer Level 1 Audit Officer Level 1 Support Group Officer Level 1 Call Centre Officer Level 1 Customer Centre Officer Level 1 Operations Administrative Officer Data Entry Meter Reader |
| 9 | 31,859 | 33,133 | Switchboard Operator - Call Centre Revenue Recovery Officer Trainee Information Systems Level 2 Cadet Engineer Level 2 |
| 10 | 33,308 | 34,640 | Information Systems Support Officer |
| 11 | 34,756 | 36,146 | Entry Level Technical Officer Cadet Engineer Level 3 |
| 12 | 36,204 | 37,652 | Accounts Receivable Co-ordinator Plan Services Officer Procurement / Fleet / Accounts Payable Officer Library Assistant Property Management Officer Support Group Officer Level 2 Administrative Assistant Legal & Risk Management Services Call Centre Officer Level 2 Customer Centre Officer Level 2 Urban Development Officer Operations Contracts Administrative Officer |
| 13 | 37,652 | 39,158 | Employee Services Officer Level 2 Finance Officer Level 2 Economist Corporate Planning Pricing Officer Audit Accountant |

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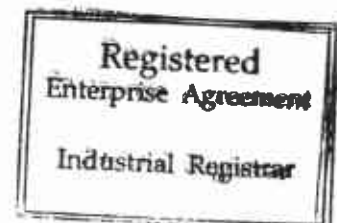
| SALARY POINT | SALARY @ 1/6/01 | SALARY @ 1/06/02 | POSITIONS |
|--------------|-----------------|------------------|--|
| | | | Systems Administrator Information Support Level 1 |
| | | | Payroll Co-ordinator |
| | | | Sewer Surcharge Strategic Operations Officer |
| | | | Administrative Assistant Secretariat |
| | | | Administrative Assistant Contracts |
| | | | Information Resource Assistant |
| | | | Secretary (Business Unit Manager) |
| 14 | 39,101 | 40,665 | Supply Officer Operations |
| | | | Assets Information Officer |
| | | | Trainee Information Systems Level 3 |
| 15 | 40,549 | 42,171 | Control Centre Operator |
| | | | Operational Issues Officer |
| | | | Contracts & Strategic Operations Support Officer |
| | | | Administrative Support Officer – Procurement/Fleet |
| | | | Senior Call Centre Officer |
| | | | Public Affairs Officer |
| 16 | 41,997 | 43,677 | Secretary (Executive) |
| | | | Team Leader Support Group |
| 17 | 43,445 | 45,183 | Customer Centre Manager Level 1 |
| | | | Major Account Co-ordinator |
| | | | Finance Accountant (Modelling, Systems, Assets) |
| | | | Field Auditor |
| | | | Contract Co-ordinator Operations |
| 18 | 44,894 | 46,690 | Pollution Control Officer |
| | | | Contracts Officer, Plumbing (Operations) |
| | | | Real Estate Co-ordinator |
| | | | Systems Administrator Information Support Level 2 |
| | | | Information Administrator |
| | | | Technical Officer Strategic Operations Level 1 |
| | | | Contracts Administration Officer |
| | | | Fleet Service Co-ordinator Operations |
| | | | Compliance Officer Operations |
| | | | Information Systems Officer Help Desk |
| 19 | 46,341 | 48,195 | Finance Accountant (Corporate Reporting) |
| | | | Budget Accountant |
| | | | Manager Business Administration Operations |
| | | | Operations Accountant |
| 20 | 47,790 | 49,702 | Team Leader Help Desk |
| | | | Supervisor Plan Services |
| | | | Technical Officer Strategic Operations Level 2 |
| | | | Maintenance Management Officer |
| | | | Technical Officer Planning |
| | | | Urban Development Engineering Officer |
| 21 | 49,238 | 51,208 | Contracts Inspector |
| | | | Information Systems Officer – Operations |
| | | | Systems Administrator – Accounting Systems |



| SALARY POINT | SALARY @ 1/06/01 | SALARY @ 1/06/02 | POSITIONS |
|--------------|------------------|------------------|---|
| | | | Systems Administrator MIMS |
| | | | Contracts/Field Supervisor Operations |
| | | | Public Affairs Co-ordinator |
| | | | Supply Manager Operations |
| | | | Environmental Scientist |
| | | | Manager Information Resource Centre |
| | | | Environmental/Trade-Waste Co-ordinator |
| 22 | 50,686 | 52,713 | Customer Centre Manager Level 2 |
| | | | Manager Call Centre |
| | | | Personal Assistant to Managing Director |
| | | | Payroll/Employment Officer |
| | | | Human Resource Co-ordinator |
| | | | Policy Development Officer – Community Relations |
| | | | Technical Officer Mechanical |
| | | | Financial Analyst/Systems Accountant |
| 23 | 52,134 | 54,220 | Systems Engineer/Team Leader Operations |
| | | | Urban Development Administration Manager |
| | | | OHS Co-ordinator |
| | | | Environmental and Engineering Auditor |
| 24 | 53,583 | 55,726 | Telemetry Systems Officer Operations |
| | | | Occupational Health Nurse |
| 25 | 55,031 | 57,232 | Communication & Electronics Supervisor (EMM) Operations |
| | | | Field Supervisor (EMM) Operations |
| | | | Manager Administrative Support |
| | | | Contracts/Projects Officer Operations |
| | | | Contracts Officer |
| | | | Senior Audit Supervisor |
| | | | Catchment & Infrastructure Co-ordinator |
| | | | Projects Co-ordinator |
| 26 | 56,479 | 58,738 | Development Servicing Plans Co-ordinator |
| 27 | 57,927 | 60,244 | Assistant Secretary |
| | | | Field Supervisor (Civil) Operations |
| | | | Accountant Corporate Reporting |
| | | | Accountant Management Services |
| | | | Procurement/Fleet Manager |
| | | | Property Manager |
| 28 | 59,375 | 61,750 | Insurance & Legal Co-ordinator |
| | | | Science & Water Quality Officer |
| 29 | 60,822 | 63,255 | Information Systems Officer Operations - SNR |
| | | | Urban Development Engineering Manager |
| | | | Manager Contracts & Projects Operations |
| | | | Information Systems Officer Software Development - SNR |
| 30 | 62,271 | 64,762 | |
| 31 | 63,719 | 66,268 | Contracts Manager |
| 32 | 65,167 | 67,774 | |
| 33 | 66,615 | 69,280 | Manager Communication & Government Support |
| | | | Business Development & Pricing Officer |

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| SALARY POINT | SALARY @ 1/06/01 | SALARY @ 1/06/02 | POSITIONS |
|--------------|------------------|------------------|--|
| 34 | 68,064 | 70,787 | Manager Customer Services |
| | | | Manager Compliance & Review |
| 35 | 69,512 | 72,292 | |
| 36 | 70,960 | 73,798 | |
| 37 | 72,408 | 75,304 | Manager Environmental Policy |
| | | | Team Leader Software Development |
| 38 | 73,857 | 76,811 | |
| 39 | 75,304 | 78,316 | |
| 40 | 76,753 | 79,823 | Technical Consultant Information Systems |



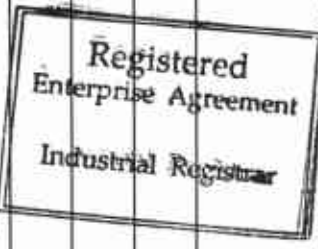
SCHEDULE B1 – Part 2

Salary Structure B Salary Rates including first 4% instalment Effective from 1 June 2001

| Description | Year 1 \$ | Year 2 \$ | Year 3 \$ | Year 4 \$ | Year 5 \$ | Year 6 \$ | Year 7 \$ | Year 8 \$ | Year 9 \$ | Year 10 \$ |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| General Scale: | | | | | | | | | | |
| Cadet | 23,589 | 25,767 | 27,307 | 29,282 | 30,367 | 31,333 | 32,298 | 33,252 | 34,157 | 35,031 |
| Administrative Officer | 17,708 | 20,853 | 23,766 | 26,055 | 28,281 | 29,503 | 30,294 | 31,892 | 32,749 | 33,316 |
| | 34,143 | 35,458 | 36,832 | 38,579 | 39,872 | | | | | |
| Technical Support Officer | | | | | | | | | | |
| Senior Grade | | 35,836 | | | | | | | | |
| TOs, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor | | | | | | | | | | |
| C Grade | 34,746 | 36,399 | 37,902 | 39,446 | 41,199 | | | | | |
| B Grade | 43,131 | 43,995 | 44,860 | 45,770 | 46,691 | 47,606 | | | | |
| Special Grade | 49,123 | | | | | | | | | |
| A Grade | 50,214 | 50,938 | | | | | | | | |
| Inspector - Plumbing | | | | | | 49,077 | | | | |
| Supervisor - Day Labour | | | | | | | | | | |
| Foreman | | | | | | | | | | |

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| Description | Year 1 \$ | Year 2 \$ | Year 3 \$ | Year 4 \$ | Year 5 \$ | Year 6 \$ | Year 7 \$ | Year 8 \$ | Year 9 \$ | Year 10 \$ |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Non Trade Maintenance | 40,823 | 41,351 | 42,376 | | | | | | | |
| Trade Group 1 | | 43,158 | | | | | | | | |
| Inspector - | | | | | | | | | | |
| Grade 2 | 48,493 | | | | | | | | | |
| Supervisor, or Specialist - Engineering Support: | | | | | | | | | | |
| Technical Officer, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor | | | | | | | | | | |
| Level 1 | 51,815 | 52,784 | | | | | | | | |
| Level 2 | 54,891 | | | | | | | | | |
| Graduate Scale | | | | | | | | | | |
| Graduate Architect, Chemist, Surveyor | | | | | | | | | | |
| D Grade | 35,413 | 36,615 | 38,777 | 40,880 | 42,980 | 45,286 | 47,401 | | | |
| C Grade | 49,493 | 51,837 | 53,956 | | | | | | | |
| Special Grade | 56,471 | 57,804 | 58,752 | | | | | | | |
| Administrative Supervisor/Professional Specialist Manager | | | | | | | | | | |
| Grade 1 | 41,207 | 41,945 | 42,753 | 43,608 | | | | | | |
| Grade 2 | 45,109 | 46,524 | 47,847 | 49,264 | | | | | | |
| Grade 3 | 51,137 | 52,898 | 54,546 | 56,670 | | | | | | |



| Description | Year 1 \$ | Year 2 \$ | Year 3 \$ | Year 4 \$ | Year 5 \$ | Year 6 \$ | Year 7 \$ | Year 8 \$ | Year 9 \$ | Year 10 \$ |
|---|------------------------------------|------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Grade 7 | 75,070 | 76,456 | | | | | | | | |
| Secretary to Director | | | 41,945 | | | | | | | |
| Computer Officer's Scale | | | | | | | | | | |
| Computer Systems Officer | | | | | | | | | | |
| Grade 1 | 31,913 <u>Year 11</u> 42,753 | 32,471 <u>Year 12</u> 43,608 | 33,272 | 34,547 | 36,176 | 37,549 | 38,773 | 39,712 | 41,207 | 41,945 |
| Grade 2 | 45,109 | 46,524 | 47,847 | 49,264 | 51,137 | 52,898 | 54,546 | | | |
| Grade 3 | 56,670 | 57,911 | 60,003 | 61,821 | | | | | | |
| Grade 4 | 63,641 | 65,457 | | | | | | | | |
| Miscellaneous | | | | | | | | | | |
| Chief Plumbing Inspector Senior Trade Waste | 51,705 | | | | | | | | | |

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SALARY STRUCTURE B

Salary Rates @ 1 June 2002
Including second 4% instalment

| Description | Year 1 \$ | Year 2 \$ | Year 3 \$ | Year 4 \$ | Year 5 \$ | Year 6 \$ | Year 7 \$ | Year 8 \$ | Year 9 \$ | Year 10 \$ |
|---|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|--------------|--------------|--------------|--------------|---------------|
| General Scale: | | | | | | | | | | |
| Cadet | 24,533 | 26,798 | 28,399 | 30,453 | 31,582 | 32,586 | 33,590 | 34,582 | 35,523 | 36,432 |
| Administrative Officer | 18,416 Year 11 35,509 | 21,687 Year 12 36,876 | 24,717 Year 13 38,305 | 27,097 Year 14 40,122 | 29,412 Year 15 41,467 | 30,683 | 31,506 | 33,168 | 34,059 | 34,649 |
| Technical Support Officer | | | | | | | | | | |
| Senior Grade | | 37,269 | | | | | | | | |
| TOs, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor | | | | | | | | | | |
| C Grade | 36,136 | 37,855 | 39,418 | 41,024 | 42,847 | | | | | |
| B Grade | 44,856 | 45,755 | 46,654 | 47,601 | 48,559 | 49,510 | | | | |
| Special Grade | 51,088 | | | | | | | | | |
| A Grade | 52,223 | 52,976 | | | | | | | | |
| Inspector - Plumbing | | | | | | 51,040 | | | | |
| Supervisor - Day Labour | | | | | | | | | | |
| Foreman | | | | | | | | | | |

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Industrial Registrar

| Description | Year 1 \$ | Year 2 \$ | Year 3 \$ | Year 4 \$ | Year 5 \$ | Year 6 \$ | Year 7 \$ | Year 8 \$ | Year 9 \$ | Year 10 \$ |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Non Trade Maintenance | 42,456 | 43,005 | 44,071 | | | | | | | |
| Trade Group 1 | | 44,884 | | | | | | | | |
| Inspector - | | | | | | | | | | |
| Grade 2 | 50,433 | | | | | | | | | |
| Supervisor, or Specialist - Engineering Support: | | | | | | | | | | |
| Technical Officer, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor | | | | | | | | | | |
| Level 1 | 53,888 | 54,895 | | | | | | | | |
| Level 2 | 57,087 | | | | | | | | | |
| Graduate Scale | | | | | | | | | | |
| Graduate Architect, Chemist, Surveyor | | | | | | | | | | |
| D Grade | 36,830 | 38,080 | 40,328 | 42,515 | 44,699 | 47,097 | 49,297 | | | |
| C Grade | 51,473 | 53,910 | 56,114 | | | | | | | |
| Special Grade | 58,730 | 60,116 | 61,102 | | | | | | | |
| Administrative Supervisor/Professional Specialist Manager | | | | | | | | | | |
| Grade 1 | 42,855 | 43,623 | 44,463 | 45,352 | | | | | | |
| Grade 2 | 46,913 | 48,385 | 49,761 | 51,235 | | | | | | |
| Grade 3 | 53,182 | 55,014 | 56,728 | 58,937 | | | | | | |
| Grade 7 | 78,073 | 79,514 | | | | | | | | |

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| Description | Year 1 \$ | Year 2 \$ | Year 3 \$ | Year 4 \$ | Year 5 \$ | Year 6 \$ | Year 7 \$ | Year 8 \$ | Year 9 \$ | Year 10 \$ |
|---|-----------------------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Secretary to Director | | | 43,623 | | | | | | | |
| <i>Computer Officer's Scale</i> | | | | | | | | | | |
| Computer Systems Officer | | | | | | | | | | |
| Grade 1 | 33,190 Year 11 44,463 | 33,770 Year 12 45,352 | 34,603 | 35,929 | 37,623 | 39,051 | 40,324 | 41,300 | 42,855 | 43,623 |
| Grade 2 | 46,913 | 48,385 | 49,761 | 51,235 | 53,182 | 55,014 | 56,728 | | | |
| Grade 3 | 58,937 | 60,227 | 62,403 | 64,294 | | | | | | |
| Grade 4 | 66,187 | 68,075 | | | | | | | | |
| Miscellaneous | | | | | | | | | | |
| Chief Plumbing Inspector Senior Trade Waste | 53,773 | | | | | | | | | |

Registered
Enterprise Agreement
 Industrial Register

SCHEDULE B2

Part 1 – ANNUALISED WAGE RATES

CLASSIFICATIONS

(i) (a) Operations employees

Wage rates effective from 1 June 2001.

**Registered
Enterprise Agreement**

Industrial Registrar

| | Base Annual Wage \$ | Operations Roster Allowance \$ | Total Annualised Wage \$ | Base Hourly Rate \$ | Annualised Hourly Rate \$ |
|---------------------------------------|------------------------|-----------------------------------|-----------------------------|------------------------|------------------------------|
| 1) Operations Employee Level 5 | 38,326 | 27,124 | 65,450 | 19.33 | 33.01 |
| 2) Operations Employee Level 4 | 36,772 | 20,440 | 57,212 | 18.55 | 28.85 |
| 3) Operations Employee Level 3 | 35,326 | 20,829 | 56,155 | 17.82 | 28.32 |
| 4) Operations Employee Level 2 | 33,548 | 19,862 | 53,410 | 16.92 | 26.94 |
| Port Stephens | 33,548 | 22,835 | 56,383 | 16.92 | 28.44 |
| 5) Operations Employee Level 1 | 32,395 | 20,186 | 52,581 | 16.34 | 26.52 |
| 6) Operations Employee Trainee | | | | | |
| New | 31,073 | 5,335 | 36,408 | 15.67 | 18.36 |

Employees who are not appointed to the Operations Business Unit and are temporarily providing relief or acting in one of those positions will be paid at the base rate applicable to the classification and area in which they are temporarily engaged and will not receive an Annualised Wage Rate.

(i) (b) **Operations employees**

Wage rates effective from 1 June 2002.

| | Base Annual Wage \$ | Operations Roster Allowance \$ | Total Annualised Wage \$ | Base Hourly Rate \$ | Annualised Hourly Rate \$ |
|---------------------------------------|-------------------------------|--|------------------------------------|-------------------------------|-------------------------------------|
| 1) Operations Employee Level 5 | 39,859 | 28,209 | 68,068 | 20.10 | 34.33 |
| 2) Operations Employee Level 4 | 38,243 | 21,257 | 59,500 | 19.29 | 30.01 |
| 3) Operations Employee Level 3 | 36,739 | 21,662 | 58,401 | 18.53 | 29.45 |
| 4) Operations Employee Level 2 | 34,890 | 20,656 | 55,546 | 17.60 | 28.01 |
| Port Stephens | 34,890 | 23,748 | 58,638 | 17.60 | 29.57 |
| 5) Operations Employee Level 1 | 33,691 | 20,993 | 54,684 | 16.99 | 27.58 |
| 6) Operations Employee Trainee | | | | | |
| New | 32,316 | 5,548 | 37,864 | 16.30 | 19.10 |

Employees who are not appointed to the Operations Business Unit and are temporarily providing relief or acting in one of those positions will be paid at the base rate applicable to the classification and area in which they are temporarily engaged and will not receive an Annualised Wage Rate.



(ii) (a) Wastewater Treatment Operations employees

Wage rates effective from 1 June 2001.

| | Base Annual Wage \$ | Wastewater Treatment Operations Allowance \$ | Total Annualised Wage \$ | Base Hourly Rate \$ | Annualised Hourly Rate \$ |
|---|--------------------------------|---|-------------------------------------|--------------------------------|--------------------------------------|
| Wastewater Treatment Operations Employee Level 2 | 36,772 | 5,429 | 42,201 | 18.55 | 21.28 |
| Wastewater Treatment Operations Employee Level 1 | 32,395 | 5,508 | 37,903 | 16.34 | 19.12 |
| Wastewater Treatment Operations Employee Trainee | 31,073 | 5,418 | 36,491 | 15.67 | 18.41 |



(ii) (b) Wastewater Treatment Operations employees

Wage rates effective from 1 June 2002.

| | Base Annual Wage \$ | Wastewater Treatment Operations Allowance \$ | Total Annualised Wage \$ | Base Hourly Rate \$ | Annualised Hourly Rate \$ |
|---|--------------------------------|---|-------------------------------------|--------------------------------|--------------------------------------|
| Wastewater Treatment Operations Employee Level 2 | 38,243 | 5,646 | 43,889 | 19.29 | 22.13 |
| Wastewater Treatment Operations Employee Level 1 | 33,691 | 5,728 | 39,419 | 16.99 | 19.88 |
| Wastewater Treatment Operations Employee Trainee | 32,316 | 5,635 | 37,951 | 16.30 | 19.15 |

(iii) (a) Operations Warehouse Employees

Wage rates effective from 1 June 2001

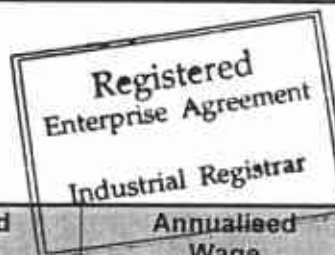
| | Base Annual Wage \$ | Operations Warehouse Allowance \$ | Total Annualised Wage \$ | Base Hourly Rate \$ | Annualised Hourly Rate \$ |
|--|-------------------------------|---|------------------------------------|-------------------------------|-------------------------------------|
| Operations Warehouse Employee Level 2 | 35,940 | 3,450 | 39,390 | 18.13 | 19.86 |
| Operations Warehouse Employee Level 1 | 34,055 | 701 | 34,756 | 17.17 | 17.52 |

(iii) (b) Operations Warehouse Employees (annualised)

Wage rates effective from 1 June 2002

| | Base Annual Wage \$ | Operations Warehouse Allowance \$ | Total Annualised Wage \$ | Base Hourly Rate \$ | Annualised Hourly Rate \$ |
|--|-------------------------------|---|------------------------------------|-------------------------------|-------------------------------------|
| Operations Warehouse Employee Level 2 | 37,378 | 3,588 | 40,966 | 18.86 | 20.65 |
| Operations Warehouse Employee Level 1 | 35,417 | 729 | 36,146 | 17.86 | 18.22 |

(iv) Operations Support Officers



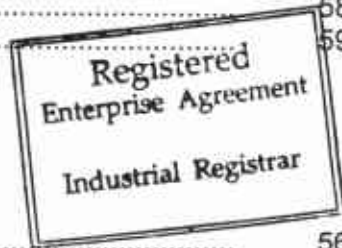
| | Annualised Wage @ 1/6/01 | Annualised Wage @ 1/6/02 |
|----------------|---------------------------------|---------------------------------|
| Grade 1 | 36,275 | 37,726 |
| Grade 2 | 41,161 | 42,807 |

SCHEDULE B2

Part 2 – WEEKLY WAGE RATES

(a) CLASSIFICATIONS

| | Wage @ 1/6/01 | Wage @ 1/6/02 |
|---|------------------|------------------|
| Wastewater Treatment | | |
| Trainee | 568.72 | 591.47 |
| Grade 1/1 | 585.75 | 609.18 |
| Grade 1/2 | 595.37 | 619.18 |
| Grade 2/1 | 605.10 | 629.30 |
| Grade 2/2 | 615.88 | 640.52 |
| Ganger 1 | 626.77 | 651.84 |
| Ganger 2 | 650.28 | 676.29 |
| Ganger 3 | 691.29 | 718.94 |
| Mobile Equipment | | |
| <i>Plant Operators</i> | | |
| Group A 1 | 575.79 | 598.82 |
| Group A 2 | 583.20 | 606.53 |
| Group B 1 | 590.16 | 613.77 |
| Group B 2 | 597.45 | 621.35 |
| Group C 1 | 604.75 | 628.94 |
| Group C 2 | 612.05 | 636.53 |
| Group D | 652.95 | 679.07 |
| Dual Qualified Operator | 633.60 | 658.94 |
| <i>Motor Lorry Drivers</i> | | |
| Up to 2 Tonnes | 569.07 | 591.83 |
| 2 to 5 Tonnes | 574.40 | 597.38 |
| 5 to 7 Tonnes | 577.76 | 600.87 |
| 7 to 10 Tonnes | 584.48 | 607.86 |
| 10 to 12 Tonnes | 592.12 | 615.80 |
| Stores | | |
| <i>General Stores and Clerical Employee</i> | | |
| Trainee | 568.71 | 591.46 |
| Grade 1 | 599.42 | 623.40 |
| Grade 2 | 603.82 | 627.97 |
| Trades Assistants | | |
| Trainee | 563.04 | 585.56 |
| ME 1 | 591.08 | 614.72 |
| ME 2 | 619.34 | 644.11 |
| Other than Elec/Mech Trades | 563.04 | 585.56 |

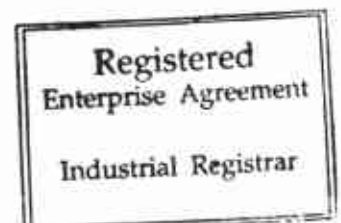


| | Wage @ 1/6/01 | Wage @ 1/6/02 |
|---|------------------|------------------|
| Trades Groups | | |
| <i>Mechanical Trades</i> | | |
| MT 1..... | 674.26 | 701.23 |
| MT 2..... | 707.98 | 736.30 |
| MT 3..... | 741.70 | 771.37 |
| <i>Building Trades</i> | 674.26 | 701.23 |
| Bridge Carpenter | | |
| Carpenter | | |
| Painter | | |
| Plasterer | | |
| <i>Electrical Trades</i> | | |
| Grade 1..... | 674.26 | 701.23 |
| Grade 2..... | 707.98 | 736.30 |
| Grade 3..... | 741.70 | 771.37 |
| Grade 4..... | 775.40 | 806.42 |
| Grade 5..... | 809.12 | 841.48 |
| Miscellaneous (weekly rates) | | |
| Cleaner | 559.34 | 581.71 |
| Cleaner Head Office..... | 590.62 | 614.24 |
| Clerical/Operations..... | 638.92 | 664.48 |
| Construction Worker Group 1..... | 560.03 | 582.43 |
| Construction Worker Group 2..... | 567.44 | 590.14 |
| Construction Worker Group 3..... | 572.08 | 594.96 |
| Field Services Operator..... | 584.03 | 607.39 |
| Ganger Contracts..... | 723.15 | 752.08 |
| Ganger Stormwater Channels..... | 657.58 | 683.88 |
| Garage Attendant..... | 571.39 | 594.25 |
| Labourer General..... | 556.78 | 579.05 |
| Linesperson Electrical..... | 602.32 | 626.41 |
| Linesperson Electrical Special Rate..... | 621.78 | 646.65 |
| Maintenance Employee Stormwater Drainage..... | 568.72 | 591.47 |
| Meter Mechanic..... | 590.50 | 614.12 |
| Meter Mechanic Special Rate..... | 674.15 | 701.12 |
| Motor Bus Driver..... | 590.03 | 613.63 |
| Oiler Greaser..... | 565.95 | 588.59 |
| Supervisor Welder..... | 617.96 | 642.68 |
| Survey Field Hand..... | 571.63 | 594.50 |
| Welder - Pipeline..... | 599.78 | 623.77 |

Apprentice Tradesperson

- 1st Year - 54% of the prescribed rate for a tradesperson
- 2nd Year - 64% of the prescribed rate for a tradesperson
- 3rd Year - 72% of the prescribed rate for a tradesperson
- 4th Year - 80% of the prescribed rate for a tradesperson

For the purposes of this sub-clause, the prescribed rate for a tradesperson shall be the base weekly rate (excluding industry allowance and tool allowances) applicable to a Tradesperson Carpenter in the employ of the Hunter Water Corporation.



(b) Industry Allowance

Employees engaged on any construction or maintenance work shall receive an allowance at the rate of \$21.30 per week or \$4.26 per day in addition to the ordinary rate of pay. This allowance is in consideration of working in the open and thereby being subject to climatic conditions, ie dust and sand blowing in the wind, extremes of weather, concrete drippings, obnoxious odours, sloppy and muddy conditions, lack of usual amenities in the field compared with depot conditions and any other general disabilities associated with the Corporation's conditions and any other general disabilities associated with the Corporation's work not compensable by the payment of a disability allowance payable in accordance with the Award. This allowance shall form part of the rate of pay for all purposes and is incorporated in the schedule of rates of pay as listed in this clause. This allowance will be increased by 4% on 1 June 2002 to \$22.20.

(c) Tool Allowance

A tool allowance of \$22.20 per week shall be paid to all tradesperson and apprentices. This allowance shall form part of the rate of pay for all purposes and in the case of tradespersons, is incorporated in the schedule of rates of pay as listed in this clause. This allowance will be increased by 4% on 1 June 2002 to \$23.10.

(d) Electrical Licence Allowance

In addition to the rates prescribed in this clause, Licensed Electrical Tradespersons shall be paid an allowance at the rate of \$23.90 per week, as varied from time to time, to be included in the rate of pay for all purposes.

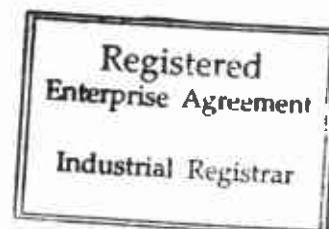
(e) Team Leader Allowance

Electrical and Mechanical trades personnel who are required to undertake the rôle of a Team Leader will be paid an all purpose allowance of \$39.10 pw whilst so engaged. This allowance will be increased by 4% on 1 June 2002 to \$40.70.

(f) Leading Hand Allowance

- | | |
|---------------------------------|-----------------|
| (1) Non-trade, 2 to 5 employees | \$ 3.96 per day |
| (2) Trade, 2 to 5 employees | \$ 6.58 per day |

Allowances to be increased by 4% from 1 June 2002 – (1) \$4.12
(2) \$6.84



(g) Gangers Major Plant Allowance

Where gangs include one or more major plant items as defined, a Ganger shall be paid \$3.00 for each day or part thereof. This allowance will be increased by 4% on 1 June 2002 to \$3.12.

Major plant items shall mean tractors, front or back end loaders, concrete pavers or power graders, provided that such items are of 30 kW or more and any other items of earth moving, stone crushing or sand getting equipment of 30 kW or more but shall not include motor lorries.

SCHEDULE C (Allowances/Special Rates)

This Schedule shall be read and interpreted in conjunction with the corresponding clauses of the Hunter Water Corporation Employees' (State) Award 1999 and the Hunter Water Corporation (Operations) Agreement 1999.

| <u>AWARD CLAUSE</u> | Indicator | 1/6/2001 \$ | 1/6/2002 \$ |
|---|-----------|----------------|----------------|
| Clause G11 – Special Rates | | | |
| (i) Diving Allowances depth allowance per 0.3 metres | | 1.12 | 1.17 |
| (iii) Sauna Bathing Allowance | | | |
| Over 3 days pw | W | 6.34 | 6.59 |
| Less than 3 days pw | W | 3.17 | 3.30 |
| (v) Hot places | | | |
| (a) | H | 0.47 | 0.49 |
| (b) | H | 0.55 | 0.57 |
| Clause S5 – Special Rates | | | |
| (i) First Aid Allowance | | | |
| (ii) Floor Warden Allowance | | | |
| (a) BECO | W | 13.66 | 14.21 |
| (b) District Office | W | 8.75 | 9.10 |
| (c) Floor Wardens | W | 5.45 | 5.67 |
| (iv) Overseers Allowance | D | 7.26 | 7.56 |
| Clause W4 - Special Rates | | | |
| (i) Wet work | | | |
| (a) 1 st hour | D | 2.05 | 2.13 |
| subsequent hours | H | 0.50 | 0.52 |
| (b) EWW | D | 1.53 | 1.59 |
| (c) EDW | D | 5.67 | 5.90 |
| (ii) Dirty Work | | | |
| (a) | D | 1.53 | 1.59 |
| (b) EDW - sewage | D | 5.67 | 5.90 |
| (c) Machine | D | 1.74 | 1.81 |
| (d) EDW | D | 5.67 | 5.90 |
| (iii) Handling Chemicals | | | |
| (a) up to 4 hrs | H | 0.45 | 0.47 |
| over 4 hrs | D | 2.95 | 3.07 |
| (b) | D | 1.99 | 2.07 |
| (c) | H | 0.50 | 0.52 |
| (d) | H | 0.94 | 0.98 |
| (iv) Height Allowance | D | 3.31 | 3.44 |

**Registered
Enterprise Agreement
Industrial Registrar**


| | Indicator | 1/6/2001 \$ | 1/6/2002 \$ |
|---|-----------|----------------|----------------|
| (v) Confined Space | H | 0.58 | 0.60 |
| (vi) Towing Allowance (a) | D | 3.52 | 3.66 |
| (vii) First Aid Allowance | D | 0.96 | 1.00 |
| (viii) Applying obnoxious substances (a) | H | 0.58 | 0.60 |
| (ix) Scaffolding and Rigging Allowance | W | 4.24 | 4.41 |
| (x) Wastewater Treatment Works Allowances | H | 0.28 | 0.29 |
| (xi) Fire Fighting Allowance | H | 0.41 | 0.43 |
| (xiii) Special Disability Allowance - OT/Public Holidays | D H | 6.34 0.81 | 6.59 0.84 |
| (xiv) Wastewater Operations Hourly Allowance | D | 4.54 | 4.72 |
| Clause W5 -- District Allowances | | | |
| District Allowances Wastewater (DAW) | H | 2.54 | 2.64 |
| District Allowances Other Duties (DAO) | H | 1.64 | 1.71 |
| District Allowances Leave (DAL) | H | 2.08 | 2.16 |
| Clause W6 - Follow the Job/Depot Allowance | | | |
| (i) Follow the Job (a) | D | 15.89 | 16.53 |
| (d) additional | D | 7.95 | 8.26 |
| (ii) Depot Allowance | D | 7.29 | 7.58 |

**Registered
Enterprise Agreement
Industrial Registrar**

Signed for and on behalf
of the Hunter Water
Corporation



Signed for and on behalf
of the Australian Services Union
~~Services Branch - Hunter~~
~~Water Division (ASU)~~
~~OF NEW SOUTH WALES.~~



Act Secretary

Signed for and on behalf
of the Electrical Trade Union of
Australia NSW Branch (ETU)



Signed for and on behalf
of the Automotive, Food,
Metals, Engineering, Printing &
Kindred Industries Union
(AMWU)



Signed for and on behalf
of the Construction, Forestry,
Mining and Energy Union
(CFMEU) Construction &
General Division NSW Branch



