

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/197

TITLE: Caltex/Kurnell Maintenance Agreement 2003 (Electrical & Instrument Trades)

I.R.C. NO: IRC3/4194

DATE APPROVED/COMMENCEMENT: Approved 14 August 2003/Commenced 1 January 2003

TERM: 36 months

**NEW AGREEMENT OR
VARIATION:** Replaces EA01/233

GAZETTAL REFERENCE: 7 November 2003

DATE TERMINATED:

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COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees of Caltex Refineries (NSW) Pty Ltd engaged in the classifications as contained within this agreement who fall within the coverage of the Caltex/Kurnell Maintenance Award

PARTIES: Caltex Refineries (NSW) Pty Ltd -&- the Electrical Trades Union of Australia, New South Wales Branch

Caltex / Kurnell Maintenance Agreement 2003 (Electrical & Instrument Trades)

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1. Title & Parties

1.1 This agreement shall be known as the Caltex/Kurnell Maintenance Agreement 2003 (Electrical & Instrument Trades)

1.2 The Parties to the agreement are:

Caltex Refineries (NSW) Pty Ltd (hereinafter known as "the company").

The Electrical Trades Union of Australia (NSW Branch)

2. Duration and Application

2.1 This Agreement will operate from January 1, 2003 for a period of three years.

2.2 The Agreement will operate in conjunction with the Caltex/Kurnell Maintenance Award (hereinafter known as "the Award") and to the extent that if there is any inconsistency between that award and this agreement, then the agreement shall take precedence.

2.3 The agreement is binding on the parties to the agreement and employees of the company engaged in the classifications as contained within this agreement.

3. Objectives of the Agreement

3.1 This agreement continues the annualised pay arrangements and teams based culture originally negotiated in the 1997 "Heads of Agreement" document.

3.2 The parties have committed to ensuring that the refinery is operated in a reliable, cost-effective manner through the provision of a highly skilled maintenance service. The emphasis of the maintenance teams will be pro-active rather than reactive. The common objective is to make Kurnell profitable and competitive providing all employees with job security and financially rewarding and satisfying long term careers.

3.3 It is the intent of the parties under the terms of this Agreement to commit to continually review all workplace practices and to the following goals:

Open communication on the running of the refinery.

Emphasis on teams and teamwork with less emphasis on compartmentalised (silo) operations.

Each team member understands their individual roles in meeting both the short and long term goals of the business in their particular areas ie improved equipment reliability and reduced maintenance costs.

Understanding of, and commitment to, the contribution they collectively make to the business.

Continuous improvement and innovation with an emphasis on achieving 'best practice' and concepts such as total productive maintenance and equipment ownership.

A culture which promotes continuous learning and upskilling allowing all employees the opportunity for personal growth.

A focus on the customer both internal and external.

4. Safety Health and Environment

4.1 The Company will provide safe working conditions, promote and encourage safe working practices and provide information and control measures for hazards in the workplace and related environment.

4.2 Everyone will ensure that they perform their jobs in a safe and environmentally responsible manner and undertake to follow procedures and practices as set.

5. Work Organisation

5.1 Area maintenance teams will continue to operate. Team structures will be reviewed from time to time to ensure that they correspond to the needs of the business. With the implementation of the new SAP Computerised Maintenance Management System, all planning and scheduling for maintenance at Kurnell Refineries is coordinated by a centralised planning and scheduling group with appropriate responsibilities. Before increasing or reducing team numbers or sizes, the team(s) under review will be consulted and a manning review carried out with a Manning Review Subcommittee to ensure that skills and workload requirements for the Area are met. Such reviews would be limited to two days in length. If not resolved, then the Maintenance Manager will determine the allocation of Team Members across their Area(s) based on all relevant information.

5.2 Each area maintenance team must provide a working team leader to co-ordinate the activities of the combined trades team to ensure business needs are met. Team Leader duties and responsibilities are defined in Appendix 5. Team Leader applicants will be required to complete the agreed training needs analysis assessment and successfully complete the required training which will be offered to all team members to enable them to undertake this role. It is recognised that not all team members will wish to undertake this role. This is acceptable providing a reasonable number of team members participate and rotate through the role.

- 5.3 Team Leaders shall hold the position for a period of 3 months or as agreed between the team and the Maintenance Manager. Whilst designated as a team leader an allowance will be paid (the allowance will only be paid to one person per team). The allowance is detailed in Clause 8.0 - Annualised Pay Rates and Performance Payments.
- 5.4 The parties agree that the annualised pay and team concept will not lead to work 'dumping' by either the company from contractors to teams or from teams to contractors. Work allocation will be done according to the most efficient and effective way of performing the work as per the SELL principle (Safe, Efficient, Legal, and Logical). In accordance with this principle an employee will, at the Company's direction, carry out such duties as are within the employee's skills, competence and training provided that such duties are not designed to promote deskilling and are consistent with the Company's responsibility to provide a safe and healthy working environment. The intent is to allow Maintenance Team Members to work more efficiently wherever possible.
- 5.5 Where technical expertise is required the Maintenance Manager, after consultation with the effected teams, may move people across area boundaries for short-term assignments. During this period, manpower in the effected area will remain constant by transfer of permanent or contract personnel into the area if deemed necessary by the team. Where possible the requirement to work additional hours will be minimised for people who transfer across area boundaries. Note, however that this sub-clause does not apply during Turnarounds and Inspections (T&Is), as defined in Clause 6.5.

6. Annualised Pay

- 6.1 The annualised pay concept described in this clause encompasses all pay and allowances (including annual leave loading) made to an employee (other than an apprentice) whilst working at the Kurnell Refineries. Any work or pay exceptions are detailed within this agreement. The annualised pay concept requires a commitment to the concept of pay for the job and the following main components are included:

Normal hours of work

Additional Hours (Overtime component)

Changes to start and finish times

T&I component

Standby allowance

The following leave conditions contained within the Award Section continue to apply:

Annual Leave (Clause 18)

Long Service Leave (Clause 19)

Sick Leave (Clause 20)

Parental Leave (Clause 26)

Bereavement Leave (Clause 34)

Jury Service (Clause 35)

Family Leave (Clause 36)

Trade Union Training Leave (Clause 30)

6.2 Normal Hours

Ordinary hours of work are based on 70 hours per two week period

Maintenance employees are day workers and their hours of work are as defined in the current award

6.3 Additional hours component

Ensures that:

Area work needs may be addressed in a flexible manner

Employees can work to meet the needs of the business without artificial time constraints.

The following commitments underpin this component:

The philosophy is to minimise the requirement to work additional hours

Relevant maintenance team members stay back at the end of normal hours to finish high priority work - priorities are determined by Maintenance Manager or designate

Responsible approach to requirement to work additional hours by Area Operations, Reliability and the Maintenance Teams

Any additional hours that are required to be worked are spread equitably amongst the team members

A transparent system is in place to monitor and control excessive overtime (electronic spreadsheet/database)

Some time off in lieu of additional hours

Time off in lieu for excessive additional hours

6.3.1 Time off in lieu of additional hours

It is appropriate in regard to overtime and call-ins, that a flexible approach be adopted. The parties agree that, on a without prejudice basis, additional hours will be equitably and pragmatically distributed, subject to the following conditions being met:

Additional hours worked are spread equitably, where possible, among team members

The Team must not lose its ability to meet area business needs (refer Appendix 1) whilst the time off in lieu of additional hours is taken

There must be signoff for all time off in lieu of additional hours by the Maintenance Manager or designate

The time off in lieu of additional hours must be planned ahead as part of the teams week ahead work schedule unless otherwise agreed by the Maintenance Manager or designate

Time off in lieu of additional hours must be taken within 2 calendar months of completion of the 2month calendar block worked or as agreed by the Maintenance Manager or designate.

There will be a four monthly area review of time off in lieu of additional hours by the Reliability Manager, Maintenance Manager and the teams, to ensure consistency of application across the site. The philosophy is to minimise the requirements to work additional hours.

6.3.2 Time off in lieu of Excessive Additional Hours

"Excessive" means where an individual exceeds 20hrs of additional work over a 2-month calendar period excluding T&I hours

The above calculation is based on the following formula - $35\text{hrs/week} \times 52\text{ weeks/yr} \times 6.5\% / 6$ (2 month blocks ie Jan/Feb, Mar/Apr, May/Jun).

Where an individual exceeds 20hrs over a 2-month calendar period, time off in lieu of excessive additional hours may be taken subject to the following conditions being met:

Additional hours worked are spread equitably, where possible, amongst the team members

The team must not lose its ability to meet area business needs whilst the time off in lieu of excessive hours is taken

There must be signoff for the timing of time off in lieu of excessive additional hours by the Maintenance Manager or designate

The time off in lieu of excessive additional hours must be planned ahead as part of the Team's week ahead work schedule unless otherwise agreed by the Maintenance Manager or designate

If the agreed amount of an individual's time off in lieu of excessive additional hours is not taken within 2 calendar months of completion of the 2 month calendar block worked, then it is automatically added to 'lieu time' leave.

A flexible approach will be applied to requests for time off in lieu where associated with pressing and domestic circumstances such as children's school/medical issues, and when such cannot be attended to on rostered days off.

6.4 Changes to hours of work

Alterations to start/finish times need to be agreed between the team and the Maintenance Manager or designate. These alterations will occur from time to time to meet business needs. This is taken into account in the annualised pay.

The differentiation of day work and special shift work is normally as defined by spread of hours in the Award but this can be varied by agreement between the team and the Maintenance Manager or designate. The area team affected is responsible for the equitable distribution of changes to hours of work among team members.

6.5 Turnarounds & Inspections (T&I's)

T&Is are defined as the period from oil out to oil in plus 7 calendar days either side (ie 14 total). The T&I component is defined as 60 hours per year, based on 6x10 hour days per calendar week.

Notwithstanding the fact that the annualised salary contains a component to compensate for T&Is, additional payments for T&I shutdowns as well as unplanned shutdowns that last for greater than 14 calendar days between feed out and feed in, will be made as per Appendix 2.

6.6 Standby Allowance (Call-in guarantee allowance)

Incorporated into the annualised pay in order to guarantee call-ins. Call ins will count towards additional hours in the following circumstances:

If an employee is on site less than 4 hours then 4 hours will be counted.

If an employee is on site greater than 4 hours then actual hours on site will be counted.

All hours counted will be valued at single time. Travel time is not counted.

The parties have agreed to implement a revised call-in system on a trial basis. The details of this are contained in Appendix 3.

6.6.1 Where an employee is not on-call for that week, but responds to a call-in due to additional resources or expertise being required, and provided approval is given by management, the employee will be entitled to either payment at double time calculated on base rate of pay or time off in lieu at single time (minimum 4 hours). The call-in will count as additional hours as per 6.6 above. Such time off in lieu may be taken subject to the following conditions:

The team must not lose its ability to meet area business needs whilst the time off in lieu of excessive hours is taken

There must be signoff for the timing of time off in lieu by the Maintenance Manager or designate
The time off in lieu of excessive additional hours must be planned ahead as part of the Team's week ahead work schedule unless otherwise agreed by the Maintenance Manager or designate

If the agreed amount of an individual's time off in lieu of excessive additional hours is not taken within 4 calendar months of completion of the 2 month calendar block worked, then it is automatically added to 'lieu time' leave.

6.7 Recording system

A transparent recording system, open to the Maintenance Manager and designates, self administered by the teams, and with restricted access spanning all maintenance areas, is in operation. It includes, as a minimum, the following:

Additional hours worked

Time off in lieu arising from additional hours

Time off in lieu arising from excessive overtime

T&I hrs worked

Time off in lieu arising from excessive T&I hrs

Call-ins

Vacation schedule

RDOs

Oil Spill Training Days

7. Public Holidays-Arrangements for Employees on Call

7.1 When a technician is on call or attends work on a public holiday (even when not on call) they will receive a day in lieu added to annual leave. If a technician on call is called in on a public holiday, no additional

hours will be recognised, unless the time exceeds 8 hours, in which case the hours in excess of 8 will be recognised (ie. the normal call in provisions do not apply). Recognised hours are totalled in single time.

- 7.2 Teams will provide one E&I Technician per Zone for on - site maintenance coverage for one day during extended holiday breaks. Extended breaks are defined as four days or greater (including weekends). The parties will confer and agree on which day coverage will be provided during the extended break.

No time off in lieu or additional recognition of hours will occur on the specified days unless the time worked exceeds 8 hours in which case the hours in excess of 8 will be recognised.

8. Annualised Pay Rates and Performance Payments

- 8.1.0 Rates of Pay -The following rates of pay, with effective dates as shown below will apply:

Classification	\$pa effective ffp 1/1/03	\$pa effective ffp 1/7/03	\$pa effective ffp 1/1/04	\$pa effective ffp 1/1/05
Wage increase	2%	2%	4%	4%
E&I Technician Level 1	66,834	68,171	70,898	73,734
E&I Technician Level 2 / Multi- Skilled Electrician	72,476	73,926	76,883	79,958
E&I Technician Level 3	75,763	77,278	80,369	83,584
E&I Technician Level 4	77,815	79,371	82,546	85,848

(A detailed breakdown of the salaries for year one is contained in Appendix 4 of this agreement.)

NB. A team member performing the role of Team leader, in accordance with clause 5.3, will be compensated by an additional allowance as below:

ffp 1/1/03	\$55.00 per week
ffp 1/7/03	\$56.00 per week
ffp 1/1/04	\$58.00 per week
ffp 1/1/05	\$60.00 per week

- 8.1.1 The rates contained in subclause 8.1.0 are in substitution for the rates, allowances and penalties contained within the Award including, without limitation the payments arising from the following provisions contained within the Award:

Clause 4 Wages
 Clause 9 Meal Allowances
 Clause 10 Boarding Allowance
 Clause 11 Car Allowance
 Clause 12 Shift Work
 Clause 13 Overtime-Day Workers
 Clause 14 Saturday work-Day Workers
 Clause 15 Sunday Work-Day Workers
 Clause 16 Cancellation of Overtime, Holiday and Weekend Work- Day Workers
 Clause 17 Call-in Roster Payment
 Clause 18 Annual Leave (sub section b)

- 8.2. Apprentices -the weekly rates for apprentices are as follows:

Year	\$pw effective ffp 1/1/03	\$pw effective ffp 1/7/03	\$pw effective ffp 1/1/04	\$pw effective ffp
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				1/1/05
Wage Increase	2%	2%	4%	4%
First Year	371.70	379.10	394.30	410.10
Second Year	486.80	496.50	516.40	537.10
Third Year	663.90	677.20	704.30	732.50
Fourth Year	779.00	794.60	826.40	859.50

8.2.1 Apprentices will continue to be paid in accordance with the conditions of the Award and attract the following allowances where such are applicable;

Allowance	ffp 1/1/03 \$	ffp 1/7/03 \$	ffp 1/1/04 \$	ffp 1/1/05 \$
Meal Allowance	10.00	10.20	10.60	11.00
Boarding Allowance	20.50	20.90	21.70	22.60
Car Allowance	23.70	24.20	25.20	26.20

8.3. Oil Spill Response Group

Members will receive an allowance, as detailed below, paid in quarterly instalments subject to the following conditions being met:

Members are required to attend 4 x 8hour training sessions per year, as arranged by the Oil Spill Response Coordinator additional to, and outside of, their "normal" rostered work hours

If Oil Spill Response Group Members are unable to attend training sessions then time may be made up on preventative maintenance work provided such work is agreed in advance with the Oil Spill Coordinator and is in the employees own time ie. outside of normal 35hr week.

Verification of attendance at Training Sessions is required prior to payment being made.

Any additional training required beyond the above will be considered as part of "normal" work hours.

8.3.1 The oil spill allowance will be as follows:

ffp 1/1/03	\$1,638 per annum
ffp 1/7/03	\$1,670 per annum
ffp 1/1/04	\$1,737 per annum
ffp 1/1/05	\$1,806 per annum

8.3.2 Employees who work on an oil spill, associated with the Kurnell Marine facilities or on an AMOSC spill, outside of their normal work hours, will receive payment for any additional hours worked. Payment will be calculated at 1.5 times the hourly rate of the annualised pay. There will be no payment for travel time.

8.4. A Performance Bonus is available to all Maintenance Award employees subject to the agreed KPI's being achieved. Bonus payment will be as follows:

For the period 1/1/2003 to 31/12/2003 - \$2,860.00	(4.0% of averaged maintenance rates)
For the period 1/1/2004 to 31/12/2004 - \$2,970.00	(4.0% of averaged maintenance rates)
For the period 1/1/2005 to 31/12/2005 - \$3,088.00	(4.0% of averaged maintenance rates)

(Apprentices will be eligible for a 4% bonus payment based on their actual salaries as at December 31 each year).

8.4.1 Key Performance Indicators (KPI's) will be chosen to align with the published Kurnell Improvement Plan.

8.4.2 The targets adopted will be achievable, measured and rewarded on a sliding scale. The Company will determine the measures and will consult with the delegates over the target levels to be adopted, however a 'balanced scorecard' approach will be adopted. Each employee may elect to direct his or her bonus, if achieved, to a salary sacrifice towards superannuation providing such notification is received in advance.

9. Superannuation Benefits

Superannuation benefits will be calculated as follows. The base rate shall be used for service pre July 21, 1997. Total rate is used for service post July 21, 1997.

10. Agreement for Alternative Remuneration Arrangement

Where an employee elects to enter into an arrangement for alternative remuneration under the terms of Clause 4(5) of the Award, the amount so nominated will be calculated with reference to an annual sum, in substitution for the rate per week prescribed in the award. In other respects the terms of clause 4(5) of the award continue to apply.

11. Claims and Dispute Settling Procedures

11.1.1 Disputes or claims shall first be raised with the appropriate team.

11.1.2 If the matter is not settled within a reasonable time it shall be referred to the Area Co-ordinators and appropriate union delegate(s).

11.1.3 If the matter is still not resolved it will then be raised with the Maintenance Manager / E&I Co-ordinator.

11.1.4 If not resolved it shall be raised with the Reliability Manager, HR representative and a union organiser may become involved.

11.1.5 In the event of no resolution the matter may be referred to the Industrial Relations Commission of NSW.

11.1.6 Until the matter is resolved work shall continue as normal. No party shall be prejudiced as to the final settlement by the continuance of work in accordance with this sub clause.

12. Personal Development Process

During the life of this agreement all employees will be formally appraised by their Team Leader or another person, as agreed between the employee and the Maintenance Manager or designate. The object of this process is to set performance objectives, discuss training requirements and personal development issues. The process shall also involve a discussion of individual strengths and weaknesses to help employees improve their performance. These reviews will be carried out on a regular basis - at least annually. This process shall not be used for disciplinary purposes.

13.0 Leave Reserved

In relation to the salary increase that applies to year 3 of the agreement (ie a 4% increase effective fpp January 1, 2005) the Company, consistent with its values, has committed to ensure that employees will

not be disadvantaged during year three in relation to increases granted to other award covered work groups.

Leave is reserved to the unions to raise this issue and will not be seen as a no extra claims undertaking.

APPENDIX 1

"BUSINESS NEEDS" DEFINITION

The Maintenance Manager or designate will require that all of the following are being reasonably addressed within their area prior to a team member being authorised to take time off in lieu of additional hours (Refer Clause 6.3.1)

Safety

Environment

Loss of production

Loss of product quality

Critical equipment - as defined in Equipment Criticality Database

Equipment repair issues - say where a pump is broken down and the spare is operating but in poor condition as identified via IMI vibration survey

CSC field hardware

Absenteeism/vacation

APPENDIX 2

Additional Payments for Shutdowns

The following arrangements will apply for T&I shutdowns as well as unplanned shutdowns/breakdowns that last for greater than 14 calendar days between feed out and feed in.

Contained within the annualised salary is an overtime payment. This equates to approximately 3 hours per week.

For T&I shutdowns, a designated shutdown period will be calculated based on 'oil out' to 'oil in' plus 7 calendar days either side (ie 14 total). For unplanned shutdowns payments outside of annualised salaries will occur where an unplanned shutdown lasts for greater than 14 calendar days between feed out and feed in.

During this designated shutdown period the Company will specify its skill and staffing requirements (numbers) to the work team. The team will make all reasonable attempts to provide the numbers sought and in the first instance the numbers will come from the team where the T&I is to occur. If more personnel are required than that team can provide, additional volunteers will be called for from other teams. Either party can terminate this arrangement at the conclusion of the agreement.

Payments over and above the 3 hours per week will be made if in any fortnightly period an employee's single time equivalent hours exceed the limit for that fortnight.

Payment will be calculated on an individual basis, but only for those hours worked in excess of the 3 hours per week, averaged over the fortnightly period.

For periods of less than a fortnight, hours will be pro-rated, annualised hours will be pro-rated at 3/7 hours per day.

Payment will be calculated at double time of the employee's base component of salary.

The following two examples illustrate how the arrangement will work.

Example 1

Assume designated shutdown period of 28 days ie 2 fortnightly periods.

Annualised overtime component within each fortnightly period is 6 hours ie 2 weeks x 3 hours per week.

Employee works additional hours (per week) as follows: 8 hours, 4 hours, 4 hours and 4 hours. Therefore total additional hours worked during the designated fortnightly periods of the shutdown period are 12 hours and 8 hours. Hours in excess of overtime component are 6 hours in first fortnightly period (ie 12 minus 6) and 2 in second fortnightly period (ie 8 minus 6).

Payment of 8 hours at double time on base rate of pay is made to employee.

Example 2

Assume designated shutdown period of 30 days

Annualised overtime component within each fortnightly period is 6 hours (ie 2 weeks x 3 hours per week) and 6/7 hours for the last 2 days (ie: 2 days x 3/7 hours per day) of the designated shutdown period.

Employee works additional hours as follows:

Nil (week 1),
Nil (week 2),
Nil (week 3),
Nil (week 4) and
4 hours (over last 2 days).

Hours for the last 2 days, the proration shows hours in excess of overtime as 3 1/7 (ie 4 minus 6/7).

Payment of overtime 3 1/7 hours at double time on base rate of pay is made to employee.

Employees assigned to work shut-down or start-up shifts will be paid a shift loading of 15% for afternoon shift (ie any shift scheduled to finish after 2000 hours and at or before midnight) and a shift loading of 30% for night shift (ie any shift scheduled to finish subsequent to midnight and at or before 0800 hours). Special shift loadings (ie 90%) do not apply.

APPENDIX 3

TRIAL CALL-IN SYSTEM

A revised call-in system will be trialed for a period of 16 weeks. At the completion of the trial, the performance of the new system will be reviewed by the Union and Company representatives. A further extension for a 12-month period can only be authorised by the agreement of both parties. If either party is unhappy with the trial call-in arrangement then further trials will take place by agreement of both parties.

Should the first extension occur, then the system will be reviewed on a 12 monthly basis to ensure it is delivering the required objectives for the business. If either party is dissatisfied with the arrangements, then further trials will take place by agreement of both parties.

The trial system will consist of the following:

A 16 week call-in roster for refinery coverage

An E&I technician will work #3 shift Monday to Friday in the Refinery and will be available for call-in assistance as nominated by the Refinery ASM

There will be no shift penalties paid for the #3 shift coverage under this call-in system
A schedule shall be produced by the Area Maintenance Planners for the

E&I technician on #3 shift and only the ASM is authorised to break this proposed work schedule.

All call-in requests are to be logged in the refinery call-in database per the existing system

At the end of each shift the E&I technician on shift is to advise progress against the work schedule and advise deviations.

Further discussions are to take place to resolve call-in coverage for LV/HV.

Suitable arrangements are to be put in place to manage the roster, cover absenteeism and manage the requirements of a 10-hour break.

If there is a need to call-in a second person to facilitate repairs, and provided approval is given by management, then the second person will be entitled to either payment at double time calculated on base rate of pay or time off in lieu at single time. (minimum 4 hours)

APPENDIX 4

E&I TECHNICIAN SALARIES ANNUALISED BREAKDOWN (January 1, 2003 - June 30, 2003)

Component	E&I L1	E&I L2 /Multi-Skilled Electrician L2	E&I L3	E&I L4
Base	47,757	52,311	54,964	56,599
Overtime	6,209	6,800	7,145	7,358
T & I	3,149	3,449	3,624	3,732
Allowances	3,658	3,658	3,658	3,683

Stand-by	4,924	5,026	5,083	5,119
Annual Leave Loading	1,137	1,232	1,289	1,324
Annualised Pay	66,834	72,476	75,763	77,815

APPENDIX 5

Team Leader Duties and Responsibilities

Attend all Area Meetings as requested

Attend Area weekly Planning & Scheduling meeting with Area Specialists, Dayworkers and Maintenance Planning Co-ordinators

Develop a weekly work schedule and submit to Planning & Scheduling Group (Reliability Dept) who will co-ordinate for overall Refinery Plan

Co-ordinate communication activities to all team members and customers

Ensure Area budget monitoring is understood by all team members on a monthly basis

Represents Area & attends morning Refinery Maintenance co-ordination meeting

Will carry out work under the direction of the Maintenance Planning & Scheduling Group (Reliability Department) as required

Ensure team functions are carried out safely & efficiently

Ensure that the Area Maintenance team adopts the principles of Maintenance Best Practice as outlined in the Reliability 2000+ project.

SIGNATORIES

SIGNED FOR AND ON BEHALF OF
CALTEX REFINERIES (NSW) PTY LTD

In the presence of

SIGNED FOR AND ON BEHALF OF
THE ELECTRICAL TRADES UNION
(NSW BRANCH)

In the presence of
