

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA06/194

**TITLE: Star Electrical Co Pty Ltd Commstar and Star Service
Enterprise Agreement 2005-2008**

I.R.C. NO: IRC6/1111

DATE APPROVED/COMMENCEMENT: 9 March 2006 / 9 March 2006

TERM: 30

**NEW AGREEMENT OR
VARIATION:** Replaces EA04/169.

GAZETTAL REFERENCE: 2 June 2006

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Star Electrical Co. Pty Ltd., who are engaged within the County of Cumberland and who fall within the coverage of the Electrical, Electronic and Communications Contracting Industry (State) Award.

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

STAR ELECTRICAL CO. Pty Ltd COMMSTAR AND STAR SERVICE ENTERPRISE AGREEMENT 2005-2008

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1. Introduction

This Agreement has been jointly developed by STAR ELECTRICAL CO. Pty Ltd, and its employees, with the purpose of developing and implementing workplace reform strategies so as to produce an 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 CO. Pty Ltd COMMSTAR AND STAR SERVICE ENTERPRISE AGREEMENT 2005-2008.

3. Definitions

For the Purpose of this Agreement:

- "Agreement" means this Enterprise Agreement.
- "Company" means STAR ELECTRICAL CO. Pty Ltd A.B.N No.65000218708
- "Service" any work performed by the company that is not covered by the company construction enterprise agreement.
- "County of Cumberland" as per the defined boundaries within the industry.
- "Employee" means an employee of the Company performing work within the scope of this Agreement.
- "Parent Award " means the Electrical Electronic and Communication Contracting Industry (State) Award.
- "Union" means the Electrical Trades Union of Australia, NSW Branch.

4. Objectives

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

- To ensure customer satisfaction in the provision of services.
- Increasing the competitiveness, productivity, efficiency and flexibility of the Company and its workforce.
- Creating a co-operative, safe and productive environment on the Company's projects.
- 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 Agreement for all employees.
- To substantially reduce disputation and eliminate lost time due to disputation

Employees are aware that the parties to this agreement acknowledge that to ensure the competitiveness, productivity and efficiency of the workforce a mechanism must exist to regular monitor employee's performance. This assessment may take place regardless of the companies workload. Outcomes of the assessment are to be made available to the employee and employees have the right to appeal the assessment at the time of the assessment. This system is to be transparent.

5. Parties Bound

This Agreement shall be binding upon:

- i) STAR ELECTRICAL CO. Pty Ltd, and
- ii) Electrical Trades Union of Australia, NSW Branch, and
- iii) All employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award,

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

6. Application of Agreement

If the Company has secured work outside of the County of Cumberland, an employee whom normally works within the County of Cumberland:

- i) Will be paid at the rates outlined in this agreement if specifically requested by the Company to work on that site.

- ii) May be offered work at that location at the rates that apply for that area and if applicable, taking into account clause 27, Distant Work.
- iii) May determine that redundancy would be more appropriate.

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

This agreement is made in good faith attempting to comply with any Federal or State Codes of Practice. If any clause is deemed non compliant then that clause shall have no effect and be deemed removed from the Agreement, however the parties agree to renegotiate the offending clause and with the approval of all parties seek rectification by an amended replacement agreement.

7. Date of Operation

This Agreement shall come into operation from date of ratification and remain in force until 30th September 2008.

8. No Extra Claims

The Employees 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 in relation to the above, until the Agreement's nominal expiry date has passed. Where any disagreement arises, the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

9. 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.

10. Conditions of Employment

- 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 tools and equipment supplied 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 4 of this Agreement
- All new employees (other than casuals) will be engaged on the basis of a 3-month probationary period, which shall count as service. The Company reserves the right to terminate a probationary employee at any time during this 3 month period subject to a week's notice or payment in lieu thereof.
- The Company's right to employ persons on a specified task and/or specified period basis is acknowledged.

- Clause 13.2 of the Parent Award has no application under this Agreement.
- Casual employees will be engaged in accordance with the provisions of Clause 8.2 of the Parent Award, with the exception that Clause 8.2.2 of the Parent Award has not application under this Agreement.

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 that it is in the best interests of both parties to achieve prompt resolution of disputes.

The most effective procedure to achieve this, is for the responsibility for resolution to remain as close to the source as is possible, it is with this uppermost in mind that the parties agree to strictly adhere to the dispute settlement procedure as follows;

- Procedure relating to a grievance of an individual employee:
 - (i) The employee is required to notify the Company (in writing or otherwise) as to the substance of the grievance, request a meeting with the Company for bilateral discussions and state the remedy sought.
 - (ii) A grievance must initially be dealt with as close to its source as possible, with graduate steps for further discussions with resolution at higher levels of authority (where appropriate).
 - (iii) Reasonable time limits must be allowed for discussions at each level of authority
 - (iv) If the dispute is not resolved in discussions, the Company must provide a response to the employee's grievance, including reasons for not implementing any proposed remedy.
 - (v) While this procedure is being followed, normal work must continue.
 - (vi) The employee may be represented by an industrial organization of employees that is entitled to represent the employee's industrial interests.
 - (vii) In the absence of agreement, either party may refer the matter to the Australian Industrial Relations Commission for conciliation.
 - (viii) The Australian Industrial Relations Commission may only arbitrate a dispute in respect of this Agreement where the Company agrees.
- Procedure for a dispute between the Company and the employees:
 - (i) A question, dispute or difficulty must initially be dealt with as close to its source as possible, with graduated steps for further discussions and resolution at higher levels of authority (where appropriate).
 - (ii) Reasonable time limits must be allowed for discussions at each level of authority.
 - (iii) While this procedure is being followed, normal work must continue.
 - (iv) The Company may be represented by a industrial organization of employers and the employees may be represented by an industrial organization of employees that is entitled to represent the employees' industrial interests for the purpose of each procedure.
 - (v) In the absence of agreement, either party may refer the matter to the Australian Industrial Relations Commission for conciliation.
 - (vi) The Australian Industrial Relations Commission may only arbitrate a dispute in respect of this Agreement where the Company agrees.

12. Consultative mechanism

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

13. Hours of Work

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

The parameters for ordinary hours for the purpose of this agreement shall be an average of 38 hours per week (as set out in Clause 15 Rostered Days Off) and shall be between 6.00am and 6.00pm 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.

An employees weekly ordinary hours of work can consist of both day work and shift work, provided that the appropriate shift allowance is paid for any shift in accordance with clause 21.6 of the Parent Award.

14. Rostered Days Off

The parties agree to increased flexibility with regard to the taking of RDO,s. RDO's may be staggered or rescheduled over the work cycle rather than on industry RDO's. By agreement RDO's may be banked to the limit of five days in any twelve month cycle. RDO's may not be paid out.

15. Wages

Wage rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the operative dates specified in Schedule A.

These wage increases shall 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 wages rates exceed the rates under this Award, employees shall be paid at the higher hourly rate.

The parties agree that apprenticeships and Traineeships are now competency based and therefore require individual assessment on an ongoing basis. Progression through the apprenticeship must meet the necessary academic and workplace competency standards as determined by the union, employer and relevant authority.

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

16. Productivity Allowance

A productivity allowance per hour work will be paid to employees engaged in any work covered under this agreement. This allowance will not be subject to penalty additions and shall be in lieu of all or any Parent Award disability allowances. It will be paid at the rate nominated in Schedule A

17. No disadvantage

No employee shall suffer a 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 income. Further, this assessment will be based on an ordinary 38-hour working week and no overtime shall be taken into account.

18. Superannuation

The Company will pay superannuation contributions into either the NESS Superannuation Scheme, EISS or the C+BUS Superannuation Fund for each employee. It is hereby agreed that either of these superannuation funds will be the sole funds utilised under this Agreement. The contribution rate shall be as required by the Superannuation Guarantee Legislation.

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

19. Redundancy

Redundancy will be paid strictly according to the provisions of the Electrical Electronic and Communications Contracting Industry State Award, with the exception that this Agreement shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.

The Company agrees to make contributions in respect of each Employee (excluding Apprentices and Trainees) up to the amount the employee would be entitled to receive under Clause 11.4.9 of the Parent Award. These redundancy contributions will be paid into the Mechanical Electrical Redundancy Trust ('MERT'). The contribution amount for each Employee (excluding Apprentices and Trainees) shall be based upon the employee's length of service and shall be capped at the employee's entitlement under Clause 11.4.9 of the Parent Award as applicable.

Once the employees entitlements under Clause 11.4.9 of the Parent Award has been reached, the Company agrees to contribute (\$20.00) twenty dollars per week per employee into the Mechanical Electrical Redundancy Trust ('MERT').

Employees (excluding Apprentices and Trainees) will be entitled to a redundancy benefit for each year of service with the Company being the greatest of the following amounts;

- (i) the amount to be contributed to MERT in accordance with this agreement; or
- (ii) the amount contributed by the Employer to MERT; or
- (iii) the amount prescribed by the relevant Industrial Award; or
- (iv) the amount prescribed or awarded by the relevant Industrial Relations Commission.

The amount of contributions paid to the MERT under paragraph (ii) shall be set off against any entitlement under paragraph (i), (iii) or (iv).

To remove any doubt, the amounts contributed by the employer are designed to only meet an employer's liabilities under clause 11.4.9 of the Parent Award.

The contribution shall be paid into MERT in accordance with the requirements of the MERT Trust Deed.

20. Income Protection Insurance

It is a term of the Agreement the Company will pay Top-up/24 Hour Employee Insurance (to a maximum of \$12.00, unless otherwise agreed) under the Electric Top Up Fund (or other agreed fund) from the date of agreement, within one month of agreement.

21. Clothing

Employees with the Company will be provided with the following clothing;

- (i) Two sets of shorts, overalls or trousers and shirts, or any combination of clothing as agreed between the employees and the Company which shall be replaced on an annual basis;
- (ii) Safety boots will be provided on commencement of employment if required and replaced on a fair wear and tear basis.

- (iii) A jumper, or in the case of employees engaged upon construction work, a blue jacket, which shall be replaced on a fair wear and tear basis.
- (iv) Where ever possible 'Australian Made' protective clothing will be issued.

22. Transfer of Labour

If a halt to productive work occurs which is not the fault or the responsibility of the Company, the parties agree that employees can be relocated to other unaffected areas to continue productive work or to other sites if work is available. Provided that employees will continue to be paid in accordance with this Agreement during such a temporary transfer.

23. Skills 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:

- i) Developing a more highly skilled and flexible workforce.
- ii) 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 skill 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.

Where, by agreement between the employee and employer, an employee undertakes training providing skills, which are not a company specific requirement, any time spent in the completion of this training shall be unpaid.

24. Wet Weather

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 affected by wet weather, all other employees not so affected shall continue working in accordance with award conditions, regardless that some employees may be entitled to cease work due to wet weather.

If a halt to productive work occurs due to inclement weather, the parties agree that employees may be relocated to other unaffected sites.

Where the above steps are not possible, affected 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.

25. Payment of Wages

Wages will be paid weekly by electronic funds transfer (EFT). The employer shall comply with all provisions in relation to the keeping of time and wage records and production of pay slips 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.

26. Travelling time and Fares

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

There will be no entitlement to excess fares when a person travels to and from work in a fully maintained company vehicle.

Where an employee has an entitlement to the average excess travelling time payment pursuant to sub-clause 4.4.2 or the Parent Award, the payment will be prescribed as by Schedule A.

27. Picnic Day

Employees picnic day will be recognized as a prescribed holiday for all weekly hire employees. Employees picnic day will be held on the first Monday in December. Proof of attendance at the picnic will be required.

28. Distant/ Away Work

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

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

29. Payroll Deductions

The Company agrees to make payroll deductions at the request of the employee.

30. Tools

The parties agree that a necessary precondition for a productive and efficient workforce is to ensure that employees maintain and are where possible provided with an adequate tool kit of tools.

In circumstances where the employees are required to supply their own tools and have them stolen, by no fault of their own, shall be compensated to a maximum of \$1,000.00.

This payment is subject to STAR ELECTRICAL CO. Pty Ltd being provided with an inventory of tools upon the commencement, which is audited monthly by the Project Manager. Details of both the initial inventory and subsequent audits are to be kept on site.

31. Australian communications Authority (ACA) License/Registration Allowance

Where an employee covered by this agreement is required under the ACA Cabling Provider Rules to hold and use a current license/registration in the course of their employment, the employer commits

to accepting all payments in relation to the training and or liability for the qualification used during the course of their employment with the company.

It is noted that in the fire protection, security and computer cabling industries there is a requirement under the cabling provider rules for all employees who work on services that connect (or are intended to connect) to the telecommunication network to be licensed / registered.

32. Safety and Compliance

The Company commits to make all management and employees aware of all the changes to the Occupational Health and Safety Act and Regulations. This should be done via training courses. The conducting of the training and or seminars shall be at times convenient to the company.

33. Quality Assurance

The parties endorse the underlying principles of the Company's Quality Management System, which seeks to ensure that its services are provided in a manner which best conforms to the requirements of the contract with its customer. This requires the Company to establish and maintain, implement, train and continuously improve its procedures and processes, and the employees to follow the procedures, document their compliance and participate in the improvement process. In particular, this will require employees to regularly and reliably fill out documentation and checklists to signify that work has been carried out in accordance with the customer's specific requirements. Where necessary, training will be provided in these activities.

34. On Call

Employees supplied with Company Service vehicles will be included on the on call roster.

The payment of fares as per Schedule A will be paid in lieu of on call allowance

35. Signatories

Signed for and on behalf of STAR ELECTRICAL CO. Pty Ltd

Signature Date

Witness Date

Signed for and on behalf of the Electrical Trades Union of Australia, New South Wales Branch

Signature Date

Witness Date

**STAR ELECTRICAL CO. PTY. LTD., COMMSTAR AND STAR SERVICE
ENTERPRISE AGREEMENT 2005 - 2008**

SCHEDULE A

Rates applying from the first full pay period on or after 1 October 2005

Classification	All Purpose hourly rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
Trade Assistant Grade 1	20.43	1.60	11.10	10.20
Trade Assistant Grade 2	21.51	1.70	11.80	10.20
Trade Assistant Grade 3	22.56	1.80	12.50	10.20
Trade Assistant Grade 4	23.62	1.90	13.20	10.20
Unlicenced Electrical Mechanic	25.16	2.00	13.80	10.20
Grade 5 Cert of regn	25.78	2.00	13.80	10.20
Licenced Electrical Mechanic (Grade 5)	26.31	2.00	13.80	10.20
Unlicenced Leading Hand	26.71	2.00	13.80	10.20
Licenced Leading Hand	27.87	2.00	13.80	10.20

Classification	Hourly Rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
1st Year Apprentice (Trainee)	9.11	1.05	5.60	10.20
2nd Year Apprentice (Trainee)	12.03	1.25	7.37	10.20
3rd Year Apprentice (Trainee)	16.69	1.55	10.28	10.20
4th Year Apprentice (Trainee)	19.05	1.70	11.73	10.20

**STAR ELECTRICAL CO. PTY. LTD., COMMSTAR AND STAR SERVICE
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SCHEDULE A

Rates applying from the first full pay period on or after 1 April 2006

Classification	All Purpose hourly rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
Trade Assistant Grade 1	20.83	1.60	11.10	10.20
Trade Assistant Grade 2	21.93	1.70	11.80	10.20
Trade Assistant Grade 3	23.00	1.80	12.50	10.20
Trade Assistant Grade 4	24.09	1.90	13.20	10.20
Unlicenced Electrical Mechanic	25.66	2.00	13.80	10.20
Grade 5 Cert of regn	26.28	2.00	13.80	10.20

Licenced Electrical Mechanic (Grade 5)	26.82	2.00	13.80	10.20
Unlicenced Leading Hand	27.24	2.00	13.80	10.20
Licenced Leading Hand	28.41	2.00	13.80	10.20

Classification	Hourly Rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
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1st Year Apprentice (Trainee)	9.11	1.05	5.60	10.20
2nd Year Apprentice (Trainee)	12.03	1.25	7.37	10.20
3rd Year Apprentice (Trainee)	16.69	1.55	10.28	10.20
4th Year Apprentice (Trainee)	19.05	1.70	11.73	10.20

**STAR ELECTRICAL CO. PTY. LTD., COMMSTAR AND STAR SERVICE
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SCHEDULE A

Rates applying from the first full pay period on or after 1 October 2006

Classification	All Purpose hourly rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
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Trade Assistant Grade 1	21.23	1.60	11.10	10.20
Trade Assistant Grade 2	22.36	1.70	11.80	10.20
Trade Assistant Grade 3	23.45	1.80	12.50	10.20
Trade Assistant Grade 4	24.55	1.90	13.20	10.20
Unlicenced Electrical Mechanic	26.15	2.00	13.80	10.20
Grade 5 Cert of regn	26.79	2.00	13.80	10.20
Licenced Electrical Mechanic (Grade 5)	27.34	2.00	13.80	10.20
Unlicenced Leading Hand	27.76	2.00	13.80	10.20
Licenced Leading Hand	28.96	2.00	13.80	10.20

Classification	Hourly Rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
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1st Year Apprentice (Trainee)	9.11	1.05	5.60	10.20
2nd Year Apprentice (Trainee)	12.03	1.25	7.37	10.20
3rd Year Apprentice (Trainee)	16.69	1.55	10.28	10.20
4th Year Apprentice (Trainee)	19.05	1.70	11.73	10.20

**STAR ELECTRICAL CO. PTY. LTD., COMMSTAR AND STAR SERVICE
ENTERPRISE AGREEMENT 2005 - 2008**

SCHEDULE A

Rates applying from the first full pay period on or after 1 April 2007

Classification	All Purpose hourly rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
Trade Assistant Grade 1	21.63	1.60	11.10	10.20
Trade Assistant Grade 2	22.78	1.70	11.80	10.20
Trade Assistant Grade 3	23.89	1.80	12.50	10.20
Trade Assistant Grade 4	25.01	1.90	13.20	10.20
Unlicenced Electrical Mechanic	26.64	2.00	13.80	10.20
Grade 5 Cert of regn	27.29	2.00	13.80	10.20
Licenced Electrical Mechanic (Grade 5)	27.85	2.00	13.80	10.20
Unlicenced Leading Hand	28.29	2.00	13.80	10.20
Licenced Leading Hand	29.51	2.00	13.80	10.20

Classification	Hourly Rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
1st Year Apprentice (Trainee)	9.11	1.05	5.60	10.20
2nd Year Apprentice (Trainee)	12.03	1.25	7.37	10.20
3rd Year Apprentice (Trainee)	16.69	1.55	10.28	10.20
4th Year Apprentice (Trainee)	19.05	1.70	11.73	10.20

**STAR ELECTRICAL CO. PTY. LTD., COMMSTAR AND STAR
SERVICE ENTERPRISE AGREEMENT 2005 - 2008**

SCHEDULE A

Rates applying from the first full pay period on or after 1 October 2007

Classification	All Purpose hourly rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
Trade Assistant Grade 1	22.03	1.60	11.10	10.20
Trade Assistant Grade 2	23.20	1.70	11.80	10.20
Trade Assistant Grade 3	24.33	1.80	12.50	10.20
Trade Assistant Grade 4	25.48	1.90	13.20	10.20
Unlicenced Electrical Mechanic	27.14	2.00	13.80	10.20

Grade 5 Cert of regn	27.80	2.00	13.80	10.20
Licenced Electrical Mechanic (Grade 5)	28.37	2.00	13.80	10.20
Unlicenced Leading Hand	28.31	2.00	13.80	10.20
Licenced Leading Hand	30.05	2.00	13.80	10.20

Classification	Hourly Rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
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1st Year Apprentice (Trainee)	9.11	1.05	5.60	10.20
2nd Year Apprentice (Trainee)	12.03	1.25	7.37	10.20
3rd Year Apprentice (Trainee)	16.69	1.55	10.28	10.20
4th Year Apprentice (Trainee)	19.05	1.70	11.73	10.20

**STAR ELECTRICAL CO. PTY. LTD., COMMSTAR AND STAR SERVICE
ENTERPRISE AGREEMENT 2005 - 2008**

SCHEDULE A

Rates applying from the first full pay period on or after 1 April 2008

Classification	All Purpose hourly rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
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Trade Assistant Grade 1	22.39	1.60	11.10	10.20
Trade Assistant Grade 2	23.57	1.70	11.80	10.20
Trade Assistant Grade 3	24.72	1.80	12.50	10.20
Trade Assistant Grade 4	25.88	1.90	13.20	10.20
Unlicenced Electrical Mechanic	27.57	2.25	13.80	10.20
Grade 5 Cert of regn	28.24	2.25	13.80	10.20
Licenced Electrical Mechanic (Grade 5)	28.82	2.25	13.80	10.20
Unlicenced Leading Hand	29.27	2.25	13.80	10.20
Licenced Leading Hand	30.53	2.25	13.80	10.20

Classification	Hourly Rate	Productivity Allowance	Travel Allowance Per Day	Fares Per Day
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1st Year Apprentice (Trainee)	9.11	1.05	5.60	10.20
2nd Year Apprentice (Trainee)	12.03	1.25	7.37	10.20
3rd Year Apprentice (Trainee)	16.69	1.55	10.28	10.20
4th Year Apprentice (Trainee)	19.05	1.70	11.73	10.20