

REGISTER OF
ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA97/92

TITLE: Hunter Water Corporation Employees' Enterprise Agreement 1996

I.R.C. NO: 97/878

DATE APPROVED/COMMENCEMENT: 25 March 1997

TERM: 31 May 1998

NEW AGREEMENT OR
VARIATION: New Replacing EA20/96

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 40

COVERAGE/DESCRIPTION OF

EMPLOYEES: To apply to all employees of the Hunter Water Corporation except for Professional Engineers.

PARTIES: Hunter Water Corporation -&- Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Construction, Forestry, Mining and Energy Union (New South Wales Branch), Electrical Trades Union of Australia, New South Wales Branch, Hunter Water Corporation Employees' Association



ENTERPRISE AGREEMENT

**“Hunter Water Corporation Employees’
Enterprise Agreement 1996**

between

Registered
Enterprise Agreement
Industrial Registrar

HUNTER WATER CORPORATION

and

**HUNTER WATER CORPORATION EMPLOYEES
ASSOCIATION**

**CONSTRUCTION, FORESTRY, MINING
& ENERGY UNION, CONSTRUCTION &
GENERAL DIVISION NSW DIVISIONAL BRANCH**

**AUTOMATIVE FOOD METALS, ENGINEERING
& PRINTING & KINDRED INDUSTRIES UNION**

**ELECTRICAL TRADES UNION OF AUSTRALIA
NSW BRANCH**

ENTERPRISE AGREEMENT

1. ARRANGEMENT

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1	Arrangement
2	Parties to the Agreement
3	Enterprise
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5	Compassionate Leave
6	Family Leave
7	Facilitative Provisions
8	Rostered Leave (38 hour week employees)
9	Rates of Pay and Allowances
10	Salary Packaging
11	Grievance Procedure
12	Disputes Procedure
13	Scope of Agreement
14	Term of Agreement

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Industrial Registrar

Schedules

- A1 Wage Rates Applicable from 31.5.96
- A2 Salary Rates Applicable from 31.5.96
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- B2 Salary Rates Applicable from 31.5.97
- C Allowances/Special Rates

2. 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 (an Enterprise employer), the employees, and the following industrial organisations of employees

- i. Hunter Water Corporation Employees' Association.
- ii. Construction, Forestry, Mining & Energy Union, Construction & General Division NSW Divisional Branch
- iii. Automotive, Food, Metals, Engineering and Printing and Kindred Industries Union.
- iv. Electrical Trades Union of Australia, NSW Branch.



3. ENTERPRISE

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

4. TRADES AND OCCUPATIONS

The Trades and Occupations subject to this Agreement are all classifications as prescribed by Schedules A & B of this Agreement.

5. COMPASSIONATE LEAVE

- i. In the case of death in the family (parent, step-parent, foster parent, spouse, de facto, child, foster child, brother, sister, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, stepchild, grandparent) of an employee, the employees shall be granted Leave with pay up to three (3) days.
- ii. Provided further, an employee shall be entitled to a maximum of a further two (2) days' leave without loss of pay on each occasion and on the production of satisfactory evidence of the death outside of Australia of an employee's relative as referred to in paragraph (i) above, and where such employee travels outside of Australia to attend the funeral.

6. FAMILY LEAVE

- i. The entitlement to special leave is replaced by an entitlement to family leave of 5 days per annum.
- ii. Family leave may be used for :-
 - (a) Personal carers leave
 - (b) Special leave

iii. The annual 5 days family leave entitlement is not cumulative and is capped as follows :-

- (a) *Personal Carers Leave* - up to 5 days per annum (with any residual balance from the 5 days being available for Special leave)
- (b) *Special Leave* - an employee may be granted special leave by the Managing Director in the case of pressing necessity without deduction from ordinary pay for period or periods not exceeding 2 1/2 days per annum.

Leave will be granted only in extraordinary or emergency circumstances where employees are forced to absent themselves from duty because of urgent pressing necessity and such leave as is granted will be limited to the time necessary to cover the immediate emergency. Any absence occasioned by personal exigencies, which might fairly be regarded as an obligation on the employee, rather than the employer, to make good, will be charged against the ordinary leave credits of the employee.

iv. Personal carers leave may only be used for illness of a family/household member where the illness is such as to require care by another person. A family/household member is a person who is :-

- (a) a spouse of the employee; or
- (b) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bonafide domestic basis although not legally married to that person: or
- (c) a child or an adult child (including an adopted child, a step child, a foster child or an ex-nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee: or
- (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis: or
- (e) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 - 1. "relative" means a person related by blood, marriage or affinity;
 - 2. "affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
 - 3. "household" means a family group living in the same domestic dwelling.

v. In the case of Personal carers leave, the Corporation may require an employee to produce a Medical Certificate stating that the illness is such as to require the care by another person.

- vii. Only one person can take Carer's leave for an ill person (eg only mother or father take time off to care for a sick child, not both parents).

7. FACILITATIVE PROVISIONS

i. Annual Leave

Subject to Section/Business Unit convenience and approval by the relevant Manager, up to 5 days annual leave may be taken in single or part days.

ii. Make-up Time

Subject to Section/Business Unit convenience and approval by the relevant Manager, an employee may take time off during ordinary hours and work these hours at a later time which falls during the spread of ordinary hours provided in the Award/Agreement at the ordinary rate of pay.

iii. Time off in lieu of pay for Overtime

Subject to Section/Business Unit convenience and approval by the relevant Manager, an employee may elect to take time off in lieu of being paid overtime. Such time off must be taken at times convenient to both parties.

Where this time off is taken during ordinary working hours the time off is calculated on a "one for one" basis. That is one hour off for each hour of overtime worked.

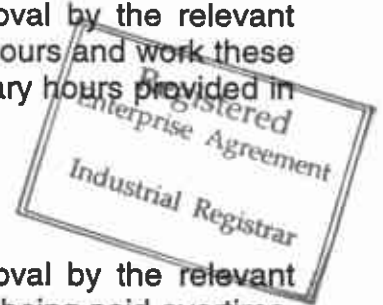
iv. Unpaid Leave for Family Purposes

An employee may elect, with the consent of the Corporation to take unpaid leave for the purpose of providing care to a family member who is ill.

8. ROSTERED LEAVE *(38 Hour Week Employees)*

i. Fixed and Regular Standard Roster Day Off

The ordinary working hours shall be worked as a nineteen (19) day four (4) week of eight (8) hours each on Monday to Friday inclusive, between the hours of 7.00 am and 5.00 pm as directed by the Corporation with .4 of one hour of each day worked accruing as an entitlement to take the standard roster day off (as adopted by the Building Trades Group) in each cycle as a day off paid for as though worked.



ii. **Fixed and Regular Alternate Roster Days Off**

Provided that to accommodate the service to be provided to the community, employees will, where necessary, take an agreed alternate day off so that the service is available each day Monday to Friday inclusive (Public Holidays excepted) that would be provided on an ordinary working day.

iii. **Flexible Arrangements (Employee Requests)**

In lieu of the employees scheduled roster day, the employee may take an alternate roster day off (subject at all times to section operational requirements) on any working day, within the same roster cycle, as may be mutually agreed between the employee and the supervisor on the job. Such agreement shall not unreasonably be withheld.

iv. **Flexible Arrangements (Management Requests)**

No arbitrary accrual of roster days will be permitted. Where work requirements do not allow the taking of a roster day as scheduled, the employee will have the option of taking an alternate day within the same roster period as agreed between the employee and his/her supervisor, (such agreement shall not unreasonably be withheld) or having the roster day banked to be taken at some future time.

Where roster days are banked, the Corporation will take all reasonable steps to ensure that the total roster days banked does not exceed 5 days. When the number of days banked reaches 5 days, the supervisor and the employee will agree, in writing, on the dates on which the 5 days will be taken in bulk prior to any further accruals becoming due.

At any time when the roster days banked in less than 5 days, those roster days may be taken at a time mutually agreed between the employees and his/her supervisor.

v. **Employees Recalled to Work on a Scheduled Roster Day Off**

An employee recalled to work on a roster day off without being notified prior to ceasing work on the last ordinary working day, shall be paid overtime rates for time worked as though the work had been performed on a Saturday. Payment for the roster day off is made separate and in addition to the payment made for overtime worked.

Where the standard roster day off or agreed rostered day prescribed by subparagraph (i) above falls on a Public Holiday, the next working day shall be taken in lieu of the rostered day off, provided that by agreement in special circumstances another day may be substituted in that or the next four (4) week cycle.



9. RATES OF PAY AND ALLOWANCES

Rates of pay and allowances shall be as prescribed by Schedules A, B and C of this Agreement.

10. SALARY PACKAGING

- i. Where the Corporation agrees, a salaried employee may elect to receive their salary as prescribed by the schedules attached to this agreement in a remuneration package for all ordinary time as follows:-
 - a) The benefit of:
 - a motor vehicle
 - any other benefit mutually agreed, and
 - b) An amount of salary equal to the difference between the employee's total package and the amount specified by the Corporation from time to time for the benefit received by the employee in respect to (a) above.
- ii. The Corporation will ensure that the structure of any agreed package complies with taxation and other relevant laws.
- iii. The agreement, the terms and conditions of which shall be in writing and signed by both the Corporation and the employee, shall detail the components of the total remuneration package. A copy of the agreement shall be made available to the employee and where authorised by the employee a copy shall be made available to the HWC Employees Association.
- iv. The configuration of the remuneration package shall remain in force for a period agreed between the employee and the Corporation.
- v. Where the provision of a motor vehicle for private usage forms part of the remuneration package, the basis for determining the benefit will be agreed and there will be an annual reconciliation of the benefit received by the employee at which time the balance required to be paid by either the Corporation or the employee will be determined.
- vi. Except for the provisions related to private use of motor vehicles prescribed by sub-clause (v) above, the Corporation will advise the employee in writing of the value of other benefits before the agreement is entered into.
- vii. Where, at the annual reconciliation the full amount allocated to a specific benefit has not been utilised, it will be paid as salary which will be subject to usual taxation requirements.



11. GRIEVANCE PROCEDURE - INDIVIDUAL EMPLOYEES

- i. An employee who has a grievance must notify the Corporation, in writing if requested, as to the substance of the grievance, request a meeting with the Corporation for bilateral discussions and state the remedy sought.
- ii. In the first instance, the employee must raise a grievance with the employee's immediate supervisor and if the matter is not settled at that level the grievance must be further discussed and resolution attempted at increasingly higher levels in the Corporation with final resolution being attempted between the Industrial Relations Manager, the Manager concerned and the employee.
- iii. Reasonable time will be allowed for discussion at each level of authority.
- iv. At the conclusion of the discussion, if the matter has not been resolved, the Corporation shall provide a response to the employee's grievance including reasons for not implementing the employee's proposed remedy.
- v. While this procedure is being followed normal work must continue.
- vi. The employee may be represented by an accredited representative of the Association/Union.



12. DISPUTES PROCEDURE

- i. If a question, dispute or difficulty arises between a group of employees and the Corporation the matter must first be raised with the immediate supervisor of the employees concerned in the dispute and if the matter is not resolved at that level the matter shall continue to be discussed between the employees and the next level of management in an endeavour to resolve the matter.
- ii. The Corporation may require the issues in dispute be advised in writing before discussion takes place on the matter.
- iii. A reasonable period of time shall be allowed for discussion to take place in an attempt to resolve the dispute.
- iv. If the matter is not resolved between representatives of the Corporation and the employees the matter may be notified to the Industrial Relations Commission for resolution in accordance with the Act.
- v. Whilst this procedure is being followed, normal work must continue.
- vi. The employees may be represented by an accredited representative of the Association/Union.

13. SCOPE OF AGREEMENT

This agreement shall be read in conjunction with :-

- i. Industrial Agreement No 7162 as varied by subsequent agreements; and Industrial Agreement No 8258
- ii. The Hunter District Water Board Salaried Employees Award
- iii. The Hunter Water Corporation Salaried Employees Special Conditions Agreement
- iv. The Hunter Water Corporation (Operations Employees) Annualised Wage Agreement 1995
- v. The Hunter Water Corporation (Operations Field Supervisors) Agreement 1995.
- vi. The Hunter Water Corporation Telemetry Systems Officers - Salaries and Promotions (State) Award.

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.




14. TERM OF AGREEMENT

This Agreement shall operate from the date of registration to 31 May 1998.


Signed for and on behalf
of the Hunter Water
Corporation Limited



Signed for and on behalf
of the Hunter Water
Corporation Employees'
Association

See 
K. Homark

Signed for and on behalf
of the Construction, Forestry,
Mining and Energy Union



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

Signed for and on behalf
of the Electrical Trades Union of
Australia, NSW Branch

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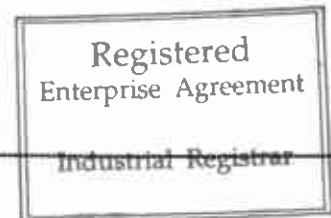
Signed for and on behalf
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See [Signature]
K. Homark

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A large, stylized handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to be "Paul [unclear]".

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[Signature]

Schedule A

A.1 Wage Rates

Registered
Enterprise Agreement
Industrial Registrar

- i. Rates of wages from 31.5.96 to 9.1.97:

Operations (to be read on conjunction with the Operations Employees Annualised Wage Agreement 1997)

	Base Annual Wage \$	Operations Roster Allowance \$	Total Annualised Wage \$	Bank of Excess Hours	Base Hourly Rate \$	Annualised Hourly Rate \$
1) Operations Employee Level 5						
Northern	31,505	20,815	52,320	819	15.88	26.38
Southern	31,505	23,451	54,956	914	15.88	27.71
Central	31,505	21,128	52,633	831	15.88	26.53
Port Stephens	N/A	N/A	N/A	N/A		
2) Operations Employee Level 4						
Northern	30,239	16,314	46,553	644	15.24	23.47
Southern	30,239	15,282	45,521	572	15.24	22.95
Central	30,239	14,091	44,330	524	15.24	22.35
Port Stephens	30,239	-	-	-	-	-
3) Operations Employee Level 3						
Northern	29,039	15,241	44,280	593	14.64	22.32
Southern	29,039	15,443	44,482	599	14.64	22.42
Central	29,039	19,185	48,224	758	14.64	24.31
Port Stephens	29,039	-	-	-	-	-
4) Operations Employee Level 2						
Northern	27,574	14,208	41,782	574	13.90	21.06
Southern	27,574	11,856	39,430	436	13.90	19.80
Central	27,574	11,604	39,178	419	13.90	19.75
Port Stephens	27,574	13,399	40,973	416	13.90	20.66
5) Operations Employee Level 1						
Northern	26,644	14,065	40,709	579	13.43	20.52
Southern	26,644	11,778	38,422	442	13.43	19.37
Central	26,644	11,540	38,184	426	13.43	19.25
Port Stephens	26,644	13,359	40,003	495	13.43	20.17
6) Operations Employee Trainee						
New	25,257	4,172	29,429	-	12.73	14.84

i.i Effective from 10.1.97 to 30.5.97.

Registered
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Industrial Registrar

	Base Annual Wage \$	Operations Roster Allowance \$	Total Annualised Wage \$	Bank of Excess Hours	Base Hourly Rate \$	Annualised Hourly Rate \$
1) Operations Employee Level 5	31,505	22,298	53,803	860	15.88	27.12
2) Operations Employee Level 4	30,239	15,030	45,269	547	15.24	22.82
3) Operations Employee Level 3	29,039	17,123	46,162	664	14.64	23.27
4) Operations Employee Level 2	27,574	15,155	42,729	589	13.90	21.54
Port Stephens	27,574	15,640	43,214	647	13.90	21.79
5) Operations Employee Level 1	26,644	15,049	41,693	589	13.43	21.02
Port Stephens	26,644	15,775	42,419	647	13.43	21.39
6) Operations Employee Trainee						
New	25,257	4,672	29,929	-	12.73	15.09

Operations Support Officers

Grade 1 \$29,821 per annum
Grade 2 \$33,836 per annum

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.

From
31.5.96

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Wastewater Treatment (weekly rates)

7	Trainee	467.50
8	Grade 1/1	481.50
9	Grade 1/2	489.40
10	Grade 2/1	497.40
11	Grade 2/2	506.30
12	Ganger 1	515.20
13	Ganger 2	534.60
14	Ganger 3	568.30

Water Resources (weekly rates)

Water Treatment Plant Attendants

15	Trainee	467.50
16	Grade 1	475.80
17	Grade 2	495.50
18	Grade 3	517.70

Maintenance Employee

19	Trainee	469.10
20	Grade 1	474.80
21	Grade 2	489.50
22	Grade 3	503.00
23	Ganger	534.60

Pump Station Attendants

24	Trainee	467.50
25	Grade 1	475.80
26	Grade 2	483.10
27	Grade 3	499.10
28	Grade 4	517.70

Mobile Equipment (weekly rate)

Plant Operators

29	Group A 1	473.30
30	Group A 2	479.40
31	Group B 1	485.10
32	Group B 2	491.10
33	Group C 1	497.10
34	Group C 2	503.10
35	Group D	536.70
36	Dual Qualified Operator	520.90



Motor Lorry Drivers

**From
31.5.96**

37	Up to 2 Tonnes.....	467.80
38	2 to 5 Tonnes.....	472.20
39	5 to 7 Tonnes.....	474.90
40	7 to 10 Tonnes.....	480.50
41	10 to 12 Tonnes.....	486.70

Stores (weekly rates)

General Stores and Clerical Employee

42	Trainee.....	467.50
43	Grade 1.....	492.70
44	Grade 2.....	496.40

Trades Groups (weekly rates)

Mechanical Trades

45	MT 1.....	554.30
46	MT 2.....	582.00
47	MT 3.....	609.70
48	Building Trades.....	554.20
	Bridge Carpenter	
	Carpenter	
	Painter	
	Plasterer	
49	Electrical Trades.....	
	Grade 1.....	554.30
	Grade 2.....	582.00
	Grade 3.....	609.70
	Grade 4.....	637.40
	Grade 5.....	665.20

Trades Assistants (weekly rates)

50	Trainee.....	462.80
51	ME 1.....	485.90
52	ME 2.....	509.10
53	Other than Elec/Mech Trades.....	462.80

Gauging and Inspection (weekly rates)

54	Trainee Gauging and Inspection Assistant.....	467.50
55	Gauging and Inspection Assistant.....	486.10
56	Gauging and Inspection Operation.....	538.40

Apprentice Tradesperson

57	1st Year	- 54% of the prescribed rate for a tradesperson
58	2nd Year	- 64% of the prescribed rate for a tradesperson
59	3rd Year	- 72% of the prescribed rate for a tradesperson
60	4th Year	- 80% of the prescribed rate for a tradesperson

(the above rates to be rounded off to the nearest 10 ¢)

From
31.5.96

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.



Miscellaneous (weekly rates)

61	Cleaner	459.80
62	Cleaner Head Office.....	485.50
63	Clerical/Operations.....	525.20
64	Construction Worker Group 1.....	460.40
65	Construction Worker Group 2.....	466.50
66	Construction Worker Group 3.....	470.30
67	Field Services Operator.....	501.70
68	Ganger Contracts.....	594.50
69	Ganger Stormwater Channels.....	540.60
70	Garage Attendant.....	469.70
71	Labourer General	457.70
72	Linesperson Electrical	495.10
73	Linesperson Electrical Special Rate	511.10
74	Maintenance Employee Stormwater Drainage.....	467.50
75	Meter Mechanic.....	485.40
76	Meter Mechanic Special Rate.....	554.20
77	Motor Bus Driver	485.00
78	Oiler Greaser.....	465.30
79	Supervisor Welder.....	508.00
80	Survey Field Hand.....	469.90
81	Welder - Pipeline.....	493.00

ii Industry Allowance

Employees engaged on any construction or maintenance work shall receive an allowance at the rate of \$17.50 per week or \$3.50 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 Agreement. 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.

iii Tool Allowance

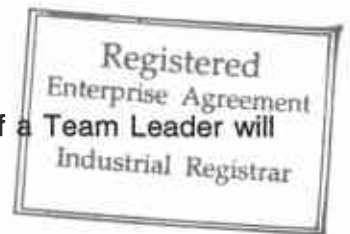
A tool allowance of \$18.20 per week shall be paid to all tradesperson and apprentices. This allowance shall form part of the rate of pay for all purposes and in the case of tradespersons, is incorporated in the schedule of rates of pay as listed in this clause.

iv Electrical Licence Allowance

In addition to the rates prescribed in this clause, Licensed Electrical Tradespersons shall be paid an allowance at the rate of \$22.30 per week to be included in the rate of pay for all purposes.

v Team Leader Allowance

Electrical trades personnel who are required to undertake the role of a Team Leader will be paid an all purpose allowance of \$33.40 pw whilst so engaged.



vi Gangers Major Plant Allowance

Where gangs include one or more major plant items as defined, a Ganger shall be paid \$2.17 for each day or part thereof.

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 item or each moving, stone crushing or sand getting equipment of 30 kW or more but shall not include lorries.

vii Service Increments prescribed by Industrial Agreement No 7162

Service increments are not payable to -

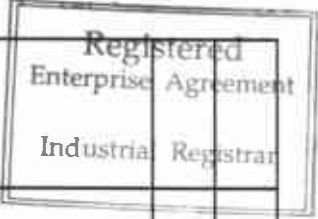
- (1) Mechanical Trades MT1, MT2 and MT3, or
- (2) Mechanical Trades Assistants ME1 and ME2,
- (3) Electrical Trades Grades 1 to 5.

A.2 SALARY RATES

(Effective from 31.5.96)

Basic Wages: \$121.40 per week

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
(i)		<i>Trainee Scale:</i>										
	1	Cadet	19,392	21,182	22,448	24,071	24,964	25,757	26,551	27,334	28,079	28,797
	2	Drafting Assistant	14,568	16,690	19,016	20,845	22,538	23,544	24,277	25,552	26,412	27,429
	3	Chemical Laboratory Assistant	18,974	20,799	22,494	24,277						
	4	Administrative Officer	14,557	17,142	19,536	21,418	23,249	24,252	24,904	26,216	26,921	27,389
			28,067	29,148	30,277	31,713	32,776					
	5	Technical Support Officers										
	a	General Scale	15,923	17,702	19,744	21,551	23,701	24,381	24,875	25,372	26,163	26,852
	b	Electrical	29,026	29,460								
	c	Senior Grade	29,026	29,460								
	6	Technical Officers, Architectural, Survey and/or Engineering Drafters and Engineering Surveyors										
	a	C Grade	28,563	29,921	31,156	32,427	33,868					
	b	B Grade	35,455	36,166	36,877	37,627	38,382	39,134				



Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	c	Special Grade	40,382									
	d	A Grade	41,278	41,873								
	7	Inspector - Plumbing	37,589	38,052	38,496	39,436	39,888	40,344				
(iii)		Supervisor - Day Labour										
	8	Overseer	31,826									
	9	Foreman -										
	a	Non-Trade Maintenance and/or Construction	33,559	33,992	34,835							
	b	Operations/Field Services Assistant	33,905	34,377	35,250							
	c	Trade Group 1	34,648	35,478								
	d	Trade Group 2	35,979	36,615								
	10	Inspector -										
	a	Grade 1	38,869									
	b	Grade 2	39,865									
	c	Grade 3	40,984									
	11	Head Gardener, Gauging & Inspection Officer	33,039	33,479	34,316							
	12	Stores Officer	29,496	30,868	31,873							
	13	Supervisor, Stores	33,727	35,272	36,947							

Registered
Enterprise Agreement
Industrial Registrar



Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	14	Stores & Materials Manager	42,890	45,227								
(iv)		Supervisor, or Specialist - Engineering Support:										
	15	Technical Officers, Architectural, Survey and/or Engineering Drafters and Engineering Surveyors										
	a	Level 1	42,594	43,391								
	b	Level 2	45,124									
(v)		Graduate Scale										
	16	Graduate Architect, Chemist, Surveyor										
	a	D Grade	29,110	30,099	31,877	33,606	35,331	37,227	38,966			
	b	C Grade	40,685	42,612	44,355							
	c	Special Grade	46,422	47,517	48,297							
	17	Legal Officer										
	a	Grade 1	34,103									
	b	Grade 2	37,052	38,939	41,014	42,914	44,833					
	c	Grade 3	47,814	48,834	50,526							
	18	Librarian										
	a	Graduate	27,343	28,453	29,951	31,332	32,754	34,349	35,799			

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	b	Senior Grade	36,982	38,162								
(vi)		Administrative Supervisor/Professional Specialist Manager										
	19	Grade 1	33,874	34,481	35,145	35,848						
	20	Grade 2	37,082	38,246	39,333	40,497						
	21	Grade 3	42,037	43,485	44,840	46,585						
	22	Grade 4	47,607	49,676	51,744	53,809						
	23	Grade 5	53,960	55,533	57,093							
	24	Grade 6	59,460	60,573								
	25	Grade 7	61,711	62,850								
	26 a	Manager, Central District										
	b	Director										
	c	Deputy General Manager										
	27	Safety Manager	46,830	48,369	49,908	51,659						
	a	Supervising Surveyor	51,658									
	28	Occupational Health Nurse-in-Charge	42,250									
	29	Occupational Health Nurse	33,165	33,871	34,569							
	30	Public Relations Officer	49,469									

Registered
Enterprise Agreement
Industrial Registrar

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	31	Publicity Officer	35,484	36,427	37,372	38,179						
	32	Senior Valuer	43,787	45,780	47,485	49,369						
	33	Technical Support Officer										
	a	Leading	31,760									
	b	Senior District Officer Survey	30,295									
	34	Secretary to Director	32,776	33,874	34,481							
(vii)		Computer Officer's Scale										
	35	Computer Systems Officer										
	a	Grade 1	26,234 <u>Level 11</u> 35,145	26,692 <u>Level 12</u> 35,848	27,350	28,399	29,739	30,868	31,873	32,646	33,874	34,481
	b	Grade 2	37,082	38,246	39,333	40,497	42,037	43,485	44,840			
	c	Grade 3	46,585	47,607	49,326	50,820						
	d	Grade 4	52,316	53,809								
	e	Assistant Manager Computer Services	55,291	56,813								
(viii)		Miscellaneous										
	36	Chauffeur - Official	31,771	32,271	32,574							

Registered
Enterprise Agreement
Industrial Registrar

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	37	Clerical Assistant	28,207	28,508								
	38	General Assistant - Tomago	28,587	29,063	29,597	30,106						
	39	Mail Room General Assistant	28,685	28,962								
		Operator	30,239									
	40	Illustrator	29,175	29,905	30,526							
	41	Chief Plumbing Inspector Senior Trade Waste	42,504									
		Superintendent of Plumbing	48,144									
	42	Library Technician	27,942	28,695	29,444	30,312						
	43	Multilith Operator - Junior	<u>16-17 yrs</u>	<u>17-18 yrs</u>								
			17,199	18,975								
		Multilith Operator	28,692	28,992								
		Multilith Operator - Leading	31,713	32,776								
	44	Reprographics Officer - Junior	<u>16-17 yrs</u>	<u>17-18 yrs</u>								
			17,199	18,975								
		Reprographics Officer - Grade 1	28,207	28,508								
		Reprographics Officer - Grade 2	29,018	29,983	30,930							
Group	Salary	Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10

Registered Enterprise Agreement Industrial Registrar

Code		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
d	Reprographics Supervisor	33,039	34,047	35,070									
45 a	Soils Laboratory Officer	26,093	27,469	29,202	30,930								
b	Senior Soils Laboratory Officer	33,039	33,479	34,316									
46	Sampling Officer	29,008	29,315										
47	Service Centre Operator including Assistant	32,058	32,351	32,655									
48	Word Processing Co-ordinator	31,873	32,776	33,593									
49	Trainer Water Supply Wastewater	38,869											

Registered
Enterprise Agreement
Industrial Registrar

From 31.5.96



DESCRIPTION	LEVEL 1 AMOUNT PER ANNUM \$	LEVEL 2 AMOUNT PER ANNUM \$
Telemetry System Officer		
Grade 1	37,627	38,869
Grade 2	39,333	40,984
Grade 3	42,612	
Grade 4	43,485	

Schedule B

Registered
Enterprise Agreement

Industrial Registrar

B.1 Wage Rates

Rates of wages from 31.5.97 shall be as follows:

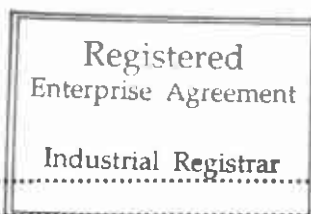
- i. Operations (to be read on conjunction with the Operations Employees Annualised Wage Agreement 1997)

	Base Annual Wage \$	Operations Roster Allowance \$	Total Annualised Wage \$	Bank of Excess Hours	Base Hourly Rate \$	Annualised Hourly Rate \$
1) Operations Employee Level 5	33,080	23,413	56,493	860	16.68	28.48
2) Operations Employee Level 4	31,751	15,782	47,533	547	16.01	23.96
3) Operations Employee Level 3	30,491	17,979	48,470	664	15.37	24.44
4) Operations Employee Level 2	28,953	15,913	44,866	589	14.60	22.62
Port Stephens	28,953	16,422	45,375	647	14.60	22.88
5) Operations Employee Level 1	27,976	15,801	43,777	589	14.10	22.07
Port Stephens	27,976	16,564	44,540	647	14.10	22.45
6) Operations Employee Trainee						
New	26,520	4,905	31,425	-	13.37	15.84

Operations Support Officers

Grade 1 \$31,312 per annum
Grade 2 \$35,279 per annum

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.



Wastewater Treatment (weekly rates)

	From <u>31.5.97</u>
7 Trainee	490.80
8 Grade 1/1	505.60
9 Grade 1/2	513.90
10 Grade 2/1	522.30
11 Grade 2/2	531.60
12 Ganger 1	541.00
13 Ganger 2	561.30
14 Ganger 3	596.70

Water Resources (weekly rates)

Water Treatment Plant Attendants

15 Trainee	490.80
16 Grade 1	499.50
17 Grade 2	520.30
18 Grade 3	543.50

Maintenance Employee

19 Trainee	492.60
20 Grade 1	498.60
21 Grade 2	514.00
22 Grade 3	528.10
23 Ganger	561.30

Pump Station Attendants

24 Trainee	490.80
25 Grade 1	499.50
26 Grade 2	507.30
27 Grade 3	524.00
28 Grade 4	543.50

Mobile Equipment (weekly rate)

Plant Operators

29 Group A 1	497.00
30 Group A 2	503.40
31 Group B 1	509.40
32 Group B 2	515.60
33 Group C 1	521.90
34 Group C 2	528.20
35 Group D	563.50
36 Dual Qualified Operator	547.00

Motor Lorry Drivers

37	Up to 2 Tonnes.....	491.20
38	2 to 5 Tonnes.....	495.80
39	5 to 7 Tonnes.....	498.70
40	7 to 10 Tonnes.....	504.50
41	10 to 12 Tonnes.....	511.00

Stores (weekly rates)*General Stores and Clerical Employee*

42	Trainee.....	490.80
43	Grade 1.....	517.30
44	Grade 2.....	521.30

Trades Groups (weekly rates)*Mechanical Trades*

45	MT 1.....	582.00
46	MT 2.....	611.10
47	MT 3.....	640.20
48	Building Trades.....	581.90
	Bridge Carpenter	
	Carpenter	
	Painter	
	Plasterer	
49	Electrical Trades.....	
	Grade 1.....	582.00
	Grade 2.....	611.10
	Grade 3.....	640.20
	Grade 4.....	669.30
	Grade 5.....	698.40

Trades Assistants (weekly rates)

50	Trainee.....	486.00
51	ME 1.....	510.30
52	ME 2.....	534.60
53	Other than Elec/Mech Trades.....	486.00

Gauging and Inspection (weekly rates)

54	Trainee Gauging and Inspection Assistant.....	490.80
55	Gauging and Inspection Assistant.....	510.50
56	Gauging and Inspection Operation.....	565.40

Apprentice Tradesperson

57	1st Year	- 54% of the prescribed rate for a tradesperson
58	2nd Year	- 64% of the prescribed rate for a tradesperson
59	3rd Year	- 72% of the prescribed rate for a tradesperson
60	4th Year	- 80% of the prescribed rate for a tradesperson

(the above rates to be rounded off to the nearest 10 ¢)

From
31.5.97

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.



Miscellaneous (weekly rates)

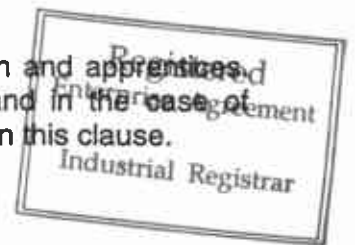
61	Cleaner	482.80
62	Cleaner Head Office.....	509.80
63	Clerical/Operations.....	551.50
64	Construction Worker Group 1.....	483.40
65	Construction Worker Group 2.....	489.80
66	Construction Worker Group 3.....	493.80
67	Field Services Operator.....	526.80
68	Ganger Contracts.....	624.20
69	Ganger Stormwater Channels.....	567.70
70	Garage Attendant.....	493.20
71	Labourer General	480.60
72	Linesperson Electrical	519.80
73	Linesperson Electrical Special Rate	536.70
74	Maintenance Employee Stormwater Drainage.....	490.80
75	Meter Mechanic.....	509.70
76	Meter Mechanic Special Rate.....	581.90
77	Motor Bus Driver	509.20
78	Oiler Greaser.....	488.50
79	Supervisor Welder.....	533.40
80	Survey Field Hand.....	493.40
81	Welder - Pipeline.....	517.60

ii Industry Allowance

Employees engaged on any construction or maintenance work shall receive an allowance at the rate of \$18.40 per week or \$3.68 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 Agreement. 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.

iii Tool Allowance

A tool allowance of \$19.10 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.



iv Electrical Licence Allowance

In addition to the rates prescribed in this clause, Licensed Electrical Tradespersons shall be paid an allowance at the rate of \$22.30 per week to be included in the rate of pay for all purposes.

v Team Leader Allowance

Electectrial Trades personnel who are required to undertake the role of team leader will be paid an all purpose allowance of \$35.10 pw whilst so engaged.

vi Gangers Major Plant Allowance

Where gangs include one or more major plant items as defined, a Ganger shall be paid \$2.28 for each day or part thereof.

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 item or each moving, stone crushing or sand getting equipment of 30 kW or more but shall not include lorries.

vii Service Increments prescribed by Industrial Agreements No 7162

Service increments are not payable to -

- (1) Mechanical Trades MT1, MT2, and MT3, or
- (2) Mechanical Trades Assistants ME1 and ME2
- (3) Electrical Trades grades 1 to 5.



B.2 SALARY RATES (Effective from 31.5.97)

Basic Wages: \$121.40 per week

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
(1)		<i>Trainee Scale:</i>										
	1	Cadet	20,362	22,241	23,570	25,275	26,212	27,045	27,879	28,701	29,483	30,237
	2	Drafting Assistant	15,296	17,525	19,967	21,887	23,665	24,721	25,491	26,830	27,733	28,800
	3	Chemical Laboratory Assistant	19,923	21,839	23,619	25,491						
	4	Administrative Officer	15,285 <u>Year 11</u> 29,470	17,999 <u>Year 12</u> 30,605	20,513 <u>Year 13</u> 31,791	22,489 <u>Year 14</u> 33,299	24,411 <u>Year 15</u> 34,415	25,465	26,149	27,527	28,267	28,758
	5	Technical Support Officers										
	a	General Scale	16,719	18,587	20,731	22,629	24,886	25,600	26,119	26,641	27,471	28,195
	b	Electrical	30,477	30,933								
	c	Senior Grade	30,477	30,933								
	6	Technical Officers, Architectural, Survey and/or Engineering Drafters and Engineering Surveyors										
	a	C Grade	29,991	31,417	32,714	34,048	35,561					
	b	B Grade	37,228	37,974	38,721	39,508	40,301	41,091				

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	c	Special Grade	42,401									
	d	A Grade	43,342	43,967								
	7	Inspector - Plumbing	39,468	39,955	40,421	41,408	41,882	42,361				
(iii)		Supervisor - Day Labour										
	8	Overseer	33,417									
	9	Foreman -										
	a	Non-Trade Maintenance and/or Construction	35,237	35,692	36,577							
	b	Operations/Field Services Assistant	35,600	36,096	37,013							
	c	Trade Group 1	36,380	37,252								
	d	Trade Group 2	37,778	38,446								
	10	Inspector -										
	a	Grade 1	40,812									
	b	Grade 2	41,858									
	c	Grade 3	43,033									
	11	Head Gardener, Gauging & Inspection Officer	34,691	35,153	36,032							
	12	Stores Officer	30,971	32,411	33,467							
	13	Supervisor, Stores	35,413	37,036	38,794							



Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	14	Stores & Materials Manager	45,035	47,488								
(iv)		Supervisor, or Specialist - Engineering Support:										
	15	Technical Officers, Architectural, Survey and/or Engineering Drafters and Engineering Surveyors										
	a	Level 1	44,724	45,561								
	b	Level 2	47,380									
(v)		Graduate Scale										
	16	Graduate Architect, Chemist, Surveyor										
	a	D Grade	30,566	31,604	33,471	35,286	37,098	39,088	40,914			
	b	C Grade	42,719	44,743	46,573							
	c	Special Grade										
	17	Legal Officer										
	a	Grade 1	35,808									
	b	Grade 2	38,905	40,886	43,065	45,060	47,075					
	c	Grade 3	50,205	51,276	53,052							
	18	Librarian										
	a	Graduate	28,710	29,876	31,449	32,899	34,392	36,066	37,589			

Registered
Enterprise Agreement

Industrial Registrar

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	b	Senior Grade	38,831	40,070								
(w)		Administrative Supervisor/Professional Specialist Manager										
	19	Grade 1	35,568	36,205	36,902	37,640						
	20	Grade 2	38,936	40,158	41,300	42,522						
	21	Grade 3	44,139	45,659	47,082	48,914						
	22	Grade 4	49,987	52,160	54,331	56,499						
	23	Grade 5	56,658	58,310	59,948							
	24	Grade 6	62,433	63,602								
	25	Grade 7	64,797	65,993								
	26	a Manager, Central District										
		b Director										
		c Deputy General Manager										
	27	Safety Manager	49,172	50,787	52,403	54,242						
		a Supervising Surveyor	54,241									
	28	Occupational Health Nurse-in-Charge	44,363									
	29	Occupational Health Nurse	34,823	35,565	36,297							
	30	Public Relations Officer	51,942									

Registered
Enterprise Agreement
Industrial Registrar

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	31	Publicity Officer	37,258	38,248	39,241	40,088						
	32	Senior Valuer	45,976	48,069	49,859	51,837						
	33	Technical Support Officer										
	a	Leading	33,348									
	b	Senior District Officer Survey	31,810									
	34	Secretary to Director	34,415	35,568	36,205							
(vii)		Computer Officer's Scale										
	35	Computer Systems Officer										
	a	Grade 1	27,546	28,027	28,718	29,819	31,226	32,411	33,467	34,278	35,568	36,205
			<u>Level 11</u> 36,902	<u>Level 12</u> 37,640								
	b	Grade 2	38,936	40,158	41,300	42,522	44,139	45,659	47,082			
	c	Grade 3	48,914	49,987	51,792	53,361						
	d	Grade 4	54,932	56,499								
	e	Assistant Manager Computer Services	58,056	59,654								
(viii)		Miscellaneous										
	36	Chauffeur - Official	33,360	33,885	34,203							

Registered
Enterprise Agreement
Industrial Registrar

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	37	Clerical Assistant	29,617	29,933								
	38	General Assistant - Tomago	30,016	30,516	31,077	31,611						
	39 a	Mail Room General Assistant	30,119	30,410								
	b	Operator	31,751									
	40	Illustrator	30,634	31,400	32,052							
	41 a	Chief Plumbing Inspector Senior Trade Waste	44,629									
	b	Superintendent of Plumbing	50,551									
	42	Library Technician	29,339	30,130	30,916	31,828						
	43 a	Multilith Operator - Junior	<u>16-17 yrs</u> 18,059	<u>17-18 yrs</u> 19,924								
	b	Multilith Operator	30,127	30,442								
	c	Multilith Operator - Leading	33,299	34,415								
	44 a	Reprographics Officer - Junior	<u>16-17 yrs</u> 18,059	<u>17-18 yrs</u> 19,924								
	b	Reprographics Officer - Grade 1	29,617	29,933								
	c	Reprographics Officer - Grade 2	30,469	31,482	32,477							

Registered
Enterprise Agreement
Industrial Registrar

Group	Salary Code	Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$
	d	Reprographics Supervisor	34,691	35,749	36,824							
	45 a	Soils Laboratory Officer	27,398	28,842	30,662	32,477						
	b	Senior Soils Laboratory Officer	34,691	35,153	36,032							
	46	Sampling Officer	30,458	30,781								
	47	Service Centre Operator including Assistant	33,661	33,969	34,288							
	48	Word Processing Co-ordinator	33,467	34,415	35,273							
	49	Trainer Water Supply Wastewater	40,812									

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FROM 31.5.97

DESCRIPTION	LEVEL 1 AMOUNT PER ANNUM \$	LEVEL 2 AMOUNT PER ANNUM \$
Telemetry System Officer		
Grade 1	39,508	40,812
Grade 2	41,300	43,033
Grade 3	44,743	
Grade 4	45,659	

SCHEDULE C

Allowances/Special Rates

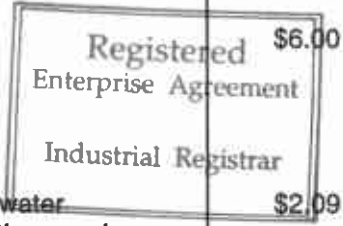
This Schedule shall be read and interpreted in conjunction with the corresponding clauses of Industrial Agreement No 7162 filed with the Industrial Registrar on 22 March 1984, Industrial Agreement No 8258 filed with the Industrial Registrar on 6 September 1989, and the Hunter District Water Board Salaried Employees Award.

			Rates Applicable	
			From 31.5.96	From 31.5.97
A. Industrial Agreement No 7162				
Clause 5 - Leading Hand Allowances				
Non trade	2-5 employees		\$16.30 pw	
	6-10 employees		\$23.10 pw	
	Over 10 employees		\$29.60 pw	
Building Trades	2-5 employees		\$27.00 pw	
	6-10 employees		\$33.40 pw	
	Over 10 employees		\$44.90 pw	
Clause 17 - Special Rates				
(i)	Wet work	(a) 1 st hour	\$1.69	\$1.77
		subsequent hours	\$0.39	\$0.41
		(b)	\$1.26	\$1.32
		(c)	\$4.66	\$4.89
(ii)	Dirty Work	(a)	\$1.26	\$1.32
		(c)	\$2.23	\$2.34
		(d)	\$1.43	\$1.50
		(e)	\$4.66	\$4.89
		(f)	\$1.32	\$1.39
		(g)	\$0.12	\$0.13
		(h)	\$4.14	\$4.35
(iii)	Hot places	(a)	\$0.41	\$0.43
		(b)	\$0.49	\$0.51
(iv)	Abrasive Blasting	(a)	\$2.23	\$2.34
		(b)	\$0.29	\$0.30
(v)	Explosives		\$0.96	\$1.01
(vi)	Handling Chemicals	(a) up to 4 hrs, per hour	\$0.36	\$0.38
		over 4 hrs, per day	\$2.43	\$2.55
		(b)	\$1.63	\$1.71
		(c)	\$0.41	\$0.43
		(d)	\$0.77	\$0.81
(vii)	Height Allowance	(a)	\$2.72	\$2.86
		(b) for 1 st 4 hrs	\$2.90	\$3.05
		subsequent hrs	\$0.57	\$0.60
		(b) 2	\$0.13	\$0.14
(viii)	Rock & Shale excavation		\$0.12	\$0.13
(ix)	Confined Space		\$0.49	\$0.51
(x)	Towing Allowance	(a)	\$2.90	\$3.04
		(b)	\$5.58	\$5.86
			Rates Applicable	

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Enterprise Agreement

Industrial Registrar

		From 31.5.96	From 31.5.97
(xi)	First Aid Allowance	\$0.79	\$0.83
(xii)	Spray Painting	\$2.02	\$2.12
(xiii)	Applying obnoxious substances		
	(a)	\$0.49	\$0.51
	(b)	\$0.35	\$0.37
	(c)	\$0.40	\$0.42
(xiv)	Slag Wool Allowance	\$0.49	\$0.51
(xv)	Hot Enamel Allowance	\$2.23	\$2.34
(xvi)	Rock Probing Machine Allowance	\$0.13	\$0.14
(xvii)	Scaffolding and Rigging Allowance	\$4.37	\$4.59
(xviii)	Wastewater Treatment Works Allowances	\$0.23	\$0.24
(xix)	Depth Money (a)	\$0.09	\$0.09
	(b)	\$0.12	\$0.13
(xx)	Fire Fighting Allowance	\$0.33	\$0.35
(xxi)	-		
(xxii)	Sauna Bathing Allowance		
	over 3 days pw	\$5.21	\$5.47
	less than 3 days pw	\$2.60	\$2.73
(xxiv)	Wastewater Operations Section Allowance	\$3.73	\$3.92
Clause 18 - Follow the Job	(i) (a)	\$13.07	\$13.72
	(iv)	\$13.07	\$13.72
Clause 19 - Depot Allowance	(a)	\$6.00	\$6.30
<u>B. Industrial Agreement No 8258</u>			
Clause 17A - District Allowances			
1 (d)	(i) Wastewater Operations work	\$2.09	\$2.19
	(ii) Other work	\$1.34	\$1.41
	(iii) Paid leave	\$1.71	\$1.80
<u>C. Hunter District Water Board Salaried Employees Award</u>			
Clause 6 - Incremental Progression			
(vi)	Cadet Scale		
	(g) 1 At home	\$156.40	\$164.20
	2 Away from home	\$198.80	\$208.70
	3 Dependent Spouse	\$227.30	\$238.70
	4 Each dependent child	\$14.30	\$15.00
Clause 12 - Allowances			
(ii)	Diving Allowances depth allowance per 0.3 metres	\$0.92	\$0.97
(v)	First Aid Allowance	\$1.67	\$1.75
(vi)	Floor Warden Allowance		
	(a) BECO	\$11.22	\$11.78
	(b) District Office	\$7.70	\$8.09
	(c) Floor Wardens	\$4.47	\$4.69



		Rates Applicable	
		From 31.5.96	From 31.5.97
(vii) Overseers Allowance	(a) Special Disability Allow	\$5.21	\$5.47
	(c) General Allowance	\$12.06	\$12.66
	Dirty Conditions	\$4.66	\$4.89
(ix) Sauna Bathing Allowance	Over 3 days pw	\$5.21	\$5.47
	Less than 3 days pw	\$2.60	\$2.73

Registered
Enterprise Agreement
Industrial Registrar