

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/77

TITLE: Hunter Water Corporation Employees Enterprise Agreement 1998

I.R.C. NO: 98/6555

DATE APPROVED/COMMENCEMENT: 18 December 1998

TERM: 31 May 2001

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

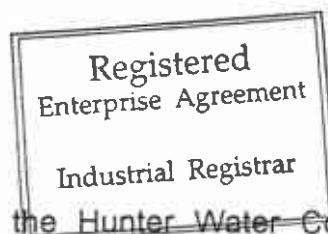
DATE TERMINATED:

NUMBER OF PAGES: 26

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees of the Hunter Water Corporation except for Professional Engineers

PARTIES: Hunter Water Corporation Limited -&- 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 and Hunter Water Corporation Employees' Association



ENTERPRISE AGREEMENT

**"Hunter Water Corporation Employees'
Enterprise Agreement 1998**

between

HUNTER WATER CORPORATION

and

**HUNTER WATER CORPORATION
EMPLOYEES ASSOCIATION (HWCEA)**

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

**AUTOMOTIVE FOOD METALS, ENGINEERING &
PRINTING & KINDRED INDUSTRIES UNION
(AFME&PKIU)**

**ELECTRICAL TRADES UNION OF AUSTRALIA
NSW BRANCH (ETU)**

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ENTERPRISE AGREEMENT

1. ARRANGEMENT

<u>Clause</u>	<u>Subject</u>
1	Arrangement
2	Preamble
3	Parties to the Agreement
4	Enterprise
5	Occupations
6	Pay Rates
7	Commitments
8	Disputes Procedure
9	Term of Agreement
10	Scope of Agreement

Schedules

- A Adjustments to Pay Rates
- B New Salaried Classification Structure
- C1 Wage Rates @ 30.5.98
- C2 Salary Rates @ 30.5.98
- D Allowances/Special Rates @ 30.5.98



2. PREAMBLE

This Agreement is in settlement of the first phase of enterprise bargaining between the parties, ie the Hunter Water Corporation (HWC), and the union parties, Hunter Water Corporation Employees' Association (HWCEA), Automotive Food Metals, Engineer & Printing & Kindred Industries Union (AFME & PKIU) and the Electrical Trades Union of Australia NSW Branch (ETU) and Construction, Forestry, Mining and Energy Union (CFMEU) Construction & General Division NSW Divisional Branch.

This phase involves increases in wages/salaries and allowances to the levels specified in Schedule A, attached.

The parties are committed to finalising arrangements as set out in Clause 7(a) and Clause 7 (b) of this Agreement as the second and third phases to the final settlement of rates, conditions of employment and classification structures.

3. PARTIES TO THE AGREEMENT

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

- i. HWCEA
- ii. CFMEU - Construction & General Division NSW Divisional Branch
- iii. AFME & PKIU
- iv. ETU.

4. ENTERPRISE

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

5. TRADES AND OCCUPATIONS

The Trades and Occupations subject to this Agreement are all classifications as prescribed by Schedules C1 and C2 of this Agreement.



6. PAY RATES

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

Schedule A details increases in rates of pay and allowances to apply for the period from 31.5.98 to the expiration of the nominal term of the Agreement on 31.5.2001. These pay increases represent full payment for all matters outlined in the agreement. No further pay claim can be made in respect to the implementation of the matters outlined in Clause 7a and 7b.

7. COMMITMENT

(a) Amalgamation of Awards/Agreements

The parties to this Agreement commit themselves to amalgamation of all awards/agreements noted in Clause 10 hereof into one single Conditions of Employment instrument to be registered in accordance with the Act.

The parties further commit themselves to implementing the new instrument by December 31 1998.

The process to progress the finalisation of amalgamating the Awards and Agreements shall be by Working Parties consisting of representatives of the Unions and representatives of HWC.

Should any difficulties arise during the course of negotiations the Dispute Procedures shall be followed within a time-frame necessary to facilitate finalising the matter by the nominated date, viz December 31, 1998.

(b) New Salaried Classification Structure

The HWC and the HWCEA commit themselves to finalising a new classification structure for salaried employees of HWC to be included in an instrument binding on HWC and HWCEA.

Those two parties agree to implement a new Salary Classification Structure by 31 May 1999. A draft proposal is attached in Schedule B as the basis for discussion.

The process to progress the finalisation of the new Salary Classification Structure shall be by Working Parties consisting of representatives from HWCEA and representatives of HWC.

Should any difficulties arise during the course of negotiations the Dispute Procedures shall be followed within a time frame necessary to facilitate finalising the matter by the nominated date, viz 31 May 1999.

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8. DISPUTES PROCEDURE

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

9. TERM OF THIS AGREEMENT

This Agreement shall operate from the date of registration and remain in force until 31 May 2001.

It shall be binding on the HWC, its employees and the HWCEA, AFME & PKIU, ETU and the CFMEU Construction & General Division NSW Divisional Branch.

10. 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.

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

Signed for and on behalf
of the Hunter Water
Corporation Limited



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



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



Signed for and on behalf
of the Australian Manufacturing
Workers Union (AMWU)

Signed for and on behalf
of the Communication,
Electrical & Plumbing Union
(CEPU) Electrical Division

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Schedule A

(Adjustments to Pay Rates)

1. (a) Wages
(As detailed in Schedule C1 attached).
- (b) Salaries
(As detailed in Schedule C2 attached).

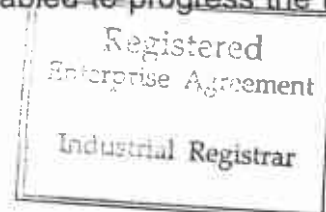
2. Allowances
(As detailed in Schedule D attached).

3. Rates of pay and allowances in 1 & 2 above will be increased by 4% from 31 May 1998.

4. Rates of pay and allowances calculated in 3 above will be increased by 4.5% from 31 May 1999.

5. Rates of pay and allowances calculated in 4 above will be increased by 2.5% from 31 May 2000.

6. Any Classification not listed in Schedules C1 and C2 (other than those on individual contract arrangements) shall be increased by the amounts as set out in 3, 4 and 5 above. These unlisted classifications and rates shall be tabled to progress the new Salary Classification Structure.



Schedule B

New Salaried Classification Structure

- All appointments to be made to a fixed salary point.
- Each position will be allocated to a salary point with a base salary level which matches the value of the job.
- The Salary Structure will provide for grading criteria based on generic descriptions and indicative tasks up to a specified level with positions above that level to be determined by Job Evaluation methodology.

Salary Points

		\$ pa
SP	1	17,500
SP	2	20,000
SP	3	22,500
SP	4	25,000
SP	5	27,500
SP	6	30,000
SP	7	32,500
SP	8	35,000
SP	9	37,500
SP	10	40,000
SP	11	42,500
SP	12	45,000
SP	13	47,500
SP	14	50,000
SP	15	52,500
SP	16	55,000
SP	17	57,500
SP	18	60,000
SP	19	62,500
SP	20	65,000

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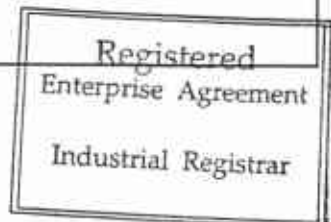
Schedule C1

(Wage Rates @ 30.5.98)

Operations employees

	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	17,632	49,383	627	16.01	24.91
3) Operations Employee Level 3	30,491	17,979	48,470	664	15.37	24.44
4) Operations Employee Level 2	28,953	17,148	46,101	667	14.60	23.25
Port Stephens	28,953	19,714	48,667	776	14.60	24.54
5) Operations Employee Level 1	27,976	17,410	45,386	667	14.10	22.89
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

Employees who are not appointed to the Operations Business Unit and are temporarily providing relief or acting on 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.



Operations Support Officers

Grade 1 \$31,312 per annum
Grade 2 \$35,529 per annum

Wastewater Treatment (weekly rates)

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

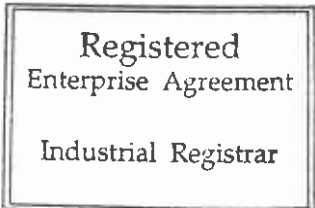
Gauging and Inspection (weekly rates)

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 ¢)



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

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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 \$23.90 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 team leader will be paid an all purpose allowance of \$35.10 pw whilst so engaged.

vi Gangers Major Plant Allowance

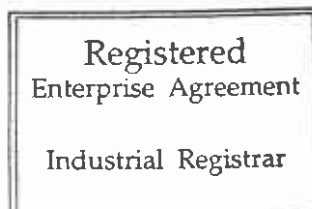
Where gangs include one or more major plant items as defined, a Ganger shall be paid \$2.28 for each day or part thereof.

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.



Schedule C2 (Salary Rates @ 30.5.98)

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)		Trainee Scale:											
	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											
		General Scale	16,719	18,587	20,731	22,629	24,886	25,600	26,119	26,641	27,471	28,195	
		Electrical	30,477	30,933									
		Senior Grade	30,477	30,933									
		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							
		Stores Officer	30,971	32,411	33,467							
		Supervisor, Stores	35,413	37,036	38,794							

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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								
(vi)		<i>Administrative Supervisor/Professional Specialist Manager</i>										
	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	34,803	35,565	36,297							
	30	Public Relations Officer	51,942									

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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 Level 11	28,027 Level 12	28,718	29,819	31,226	32,411	33,467	34,278	35,568	36,205
	b	Grade 2	36,902	37,640	41,300	42,522	44,139	45,659	47,082			
	c	Grade 3	38,936	40,158	51,792	53,361						
	d	Grade 4	48,914	49,987								
	e	Assistant Manager Computer Services	54,932	56,499								
			58,056	59,654								
(viii)		Miscellaneous										
	36	Chauffeur - Official	33,360	33,885	34,203							

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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	Multith Operator - Junior	<u>16-17 yrs</u> 18,059	<u>17-18 yrs</u> 19,924								
	b	Multith Operator	30,127	30,442								
	c	Multith Operator - Leading	33,299	34,415								
	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							

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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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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	

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Schedule D

(Allowances/Special Rates @ 30.5.98)

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
A. Industrial Agreement No 7162			
Clause 5 - Leading Hand Allowances			
Non trade	2-5 employees		\$17.10 pw
	6-10 employees		\$24.30 pw
	Over 10 employees		\$31.10 pw
Building Trades	2-5 employees		\$28.40 pw
	6-10 employees		\$35.10 pw
	Over 10 employees		\$47.10 pw
Clause 8 - Meal Allowances (e)			\$7.11
Clause 17 - Special Rates			
(i) Wet work	(a) 1 st hour		\$1.77
	subsequent hours		\$0.41
	(b)		\$1.32
	(c)		\$4.89
(ii) Dirty Work	(a)		\$1.32
	(c)		\$2.34
	(d)		\$1.50
	(e)		\$4.89
	(f)		\$1.39
	(g)		\$0.13
	(h)		\$4.35
(iii) Hot places	(a)		\$0.43
	(b)		\$0.51
(iv) Abrasive Blasting	(a)		\$2.34
	(b)		\$0.30
(v) Explosives			\$1.01
(vi) Handling Chemicals	(a) up to 4 hrs, per hour		\$0.38
	over 4 hrs, per day		\$2.55
	(b)		\$1.71
	(c)		\$0.43
	(d)		\$0.81
(vii) Height Allowance	(a)		\$2.86
	(b) for 1 st 4 hrs		\$3.05
	subsequent hrs		\$0.60
	(b) 2		\$0.14
(viii) Rock & Shale excavation			\$0.13
(ix) Confined Space			\$0.51
(x) Towing Allowance	(a)		\$3.04
	(b)		\$5.86

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



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

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