

ENTERPRISE AGREEMENT

NO: E.A. 50 /1992

DATE REGISTERED: 17-12-92

PRICE: \$ 48-00

# CARLTON AND UNITED BREWERIES (NSW) PTY. LIMITED

## ENTERPRISE AGREEMENT

An enterprise agreement made in pursuance of and in accordance with Sections 115-132 of the New South Wales Industrial Relations Act 1991.

### 1. TITLE

This agreement shall be known as the Carlton and United Breweries (NSW) Pty. Limited Enterprise Agreement 1992.

### 2. ARRANGEMENT

This agreement is arranged as follows:-

<u>Subject</u>	<u>Clause No.</u>
Arrangement	2
Commitments	11
Declaration	12
Duration	6
Grievance/Disputes Procedure	9
Incidence	4
Leave Reserved	13
Parties Involved	3
Relationship of Agreement to Parent Award	5
Single Bargaining Unit	7
Title	1
Wages and Allowances	10
Workplace Reform/Leading by Learning	8

### 3. PARTIES INVOLVED

This agreement involves:

- a) Carlton and United Breweries (NSW) Pty. Limited
- b) The organisations of employees listed below:
  - The Labor Council of New South Wales
  - Metals & Engineering Workers' Union
  - Federated Ironworkers' Association of Australia New South Wales Branch
  - The New South Wales Plumbers & Gasfitters Employees' Union.
  - Electrical Trades Union of Australia - New South Wales Branch
  - New South Wales Nurses Association
- c) All employees of Carlton and United Breweries (NSW) Pty. Limited who are engaged in any occupational classification specified in the Breweries, Maintenance Employees (State) Award; the Draughtsmen, Planners, Technical Officers, etc. (State) Award and the Occupational Health Nurses (State) Award and who are members of the employee organisations specified in sub-clause (b).

### 4. INCIDENCE

This agreement will apply to Carlton and United Breweries (NSW) Pty. Limited establishments at Kent Brewery in respect of all employees engaged in any of the occupational classifications specified in:-

- a) The Breweries, Maintenance Employees (State) Award
- b) The Draughtsmen, Planners, Technical Officers, etc. (State) Award
- c) The Occupational Health Nurses (State) Award

The purpose of this agreement is to partially regulate the terms and conditions of employment previously regulated by the above awards.

### 5. RELATIONSHIP OF AGREEMENT TO PARENT AWARD

This agreement shall be read and interpreted in conjunction with the Breweries, Maintenance Employees (State) Award, the Draughtsmen, Planners, Technical Officers, etc. (State) Award and the Occupational Health Nurses (State) Award as appropriate provided that to the extent of any inconsistency between those awards and this agreement the latter shall prevail.

## 6. DURATION

This agreement shall come into operation on the date of registration and shall remain in force for a period of 12 months subsequent to that date. A review of the operation of the agreement shall be made after six months.

## 7. SINGLE BARGAINING UNIT

For the purposes of negotiating this agreement, a single bargaining unit has been established. The Single Bargaining Unit is representative of those employees who are members of the unions specified in Clause 3 Parties Involved and whose conditions of employment are regulated by the awards specified in Clause 4 Incidence.

The Single Bargaining Unit operates under the auspices of the Labor Council of New South Wales.

## 8. WORKPLACE REFORM/LEADING BY LEARNING

The basis of workplace reform at Carlton and United Breweries (NSW) Pty. Limited shall be through the implementation of initiatives entitled "Leading by Learning" and recorded in the Development Agreement document (Annexure 1).

## 9. GRIEVANCE/DISPUTES PROCEDURES

The following procedures will be adopted for the resolution of any question, grievance, dispute or difficulty on site with the view to ensuring that the issues are resolved at the closest point to the workplace.

- a) Where an employee or group of employees have a grievance or dispute, they shall discuss the matter with their supervisor. If they so wish they may be accompanied by their union delegate. The parties will endeavour to resolve the matter within their authority limits.
- b) If the matter is not settled, the employee, accompanied by their union delegate, shall discuss the matter with the departmental head of that department.
- c) If the matter is not settled then the matter will be referred to more senior management, the executive members of the Shop Committee and the Industrial Relations Manager.
- d) If the matter is not settled then the matter will be referred to the relevant union official to take the matter up with the people mentioned in c).
- e) If the matter is not settled then the matter will be referred to the Labour Council of New South Wales.
- f) If the matter is not settled then the matter may be referred by either party to the Industrial Relations Commission of New South Wales.

- g) The process contained in points a) to f) should be completed within seven working days to prevent escalation of any dispute.
- h) Where an issue relates:
  - (i) to a question, dispute or difficulty concerning the interpretation, application or operation of the Award or this agreement; or
  - (ii) to alleged discrimination in employment within the meaning of the Anti-Discrimination Act 1977,then the process contained in points a) to f) shall be adopted as a means of resolving the issue.
- i) During any dispute or grievance the status quo existing immediately prior to the matter giving rise to the dispute being raised will remain in place. Work will proceed without stoppage or imposition of any ban, limitation or restriction and no industrial action will be taken without formal notification by either party of withdrawal from these proceedings.

## 10. WAGES AND ALLOWANCES

- (i) The rate of pay shall be the rate assigned to the relevant classification as set out in Annexure 2 - Wage Rates.
- (ii) Where applicable, employees shall be entitled to additional payments as set out in Annexure 3 - All Purpose Allowances. Such allowances shall be added to the classification rate of pay for the purposes of calculating overtime and leave payments.
- (iii) Where applicable, employees shall be entitled to additional payments as set out in Annexure 4 - Other Allowances.
- (iv) An employee shall receive an amount each week in respect of their service with the employer as provided in Annexure 5 - Service Increments.

## 11. COMMITMENTS

We undertake that during the period of operation of the agreement that:

- a) there will be no extra claims in relation to wages and conditions except in accordance with the State Wage Case or otherwise agreement between the parties.
- b) the terms and conditions of this agreement will not be used to base or progress a claim against any other organisation or employer.
- c) this agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings, or departures from the New South Wales Industrial Commission standards of hours of work, annual leave or long service leave.

## 12. DECLARATION

We declare that this Agreement:

- a) is not contrary to the public interests
- b) is not unfair, harsh or unconscionable
- c) was not entered into under duress by any party to it, and
- d) it is in the interests of the parties.

## 13. LEAVE RESERVED

Leave is reserved to the parties to raise with each other for determination the issues of wage rates, classification structures and career paths.

CARLTON AND UNITED BREWERIES (N.S.W) PTY LIMITED

ENTERPRISE AGREEMENT

IN WITNESS OF THEIR AGREEMENT the parties attach their signatures

SIGNED for and on behalf of )  
CARLTON & UNITED BREWERIES (NSW) )  
PTY LTD in the presence of: )  
..... *Ray Price* .....

..... *Alan Freeman* .....

SIGNED on behalf of )  
LABOR COUNCIL OF NSW in the )  
presence of: )  
..... *Kevin* .....

..... *[Signature]* .....

SIGNED for and on behalf of )  
METALS & ENGINEERING WORKERS' )  
UNION in the presence of: )  
..... *[Signature]* .....

..... *[Signature]* .....

SIGNED for and on behalf of )  
FEDERATED IRONWORKERS' )  
ASSOCIATION OF AUSTRALIA )  
in the presence of: )  
..... *[Signature]* .....

..... *[Signature]* .....

SIGNED for and on behalf of )  
PLUMBERS & GASFITTERS EMPLOYEES )  
UNION OF AUSTRALIA NEW SOUTH )  
WALES BRANCH in the presence of: )  
..... *[Signature]* .....

..... *[Signature]* .....

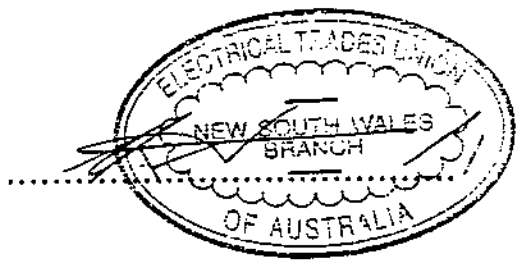
~~SIGNED for and on behalf of )  
BUILDING WORKERS' INDUSTRIAL UNION )  
OF AUSTRALIA - NEW SOUTH WALES )  
DIVISIONAL BRANCH in the presence of: )  
.....~~

~~..... *[Signature]* .....~~

SIGNED for and on behalf of )  
ELECTRICAL TRADES UNION OF )  
AUSTRALIA NEW SOUTH WALES BRANCH )

in the presence of: )

.....  
.....  
.....



SIGNED for and on behalf of )  
NEW SOUTH WALES NURSES )

ASSOCIATION in the presence of: )

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## ANNEXURE 1 TO ENTERPRISE AGREEMENT

### DEVELOPMENT AGREEMENT

#### 1. INTRODUCTION

The parties acknowledge the requirement for the creation of mutual trust, co-operation and common understanding.

It is the parties' desire to establish Carlton and United Breweries (NSW) Pty. Limited as a Learning Enterprise. That is, an enterprise where individuals, teams and the enterprise itself are continually learning and sharing in the development, transfer and use of knowledge and skills for the creation of a dynamic comparative advantage through continual improvement.

The practical application of these shared values will enable the total enterprise to:-

- meet existing and new customer demands
- effectively use existing and new technologies
- develop new work organisations
- change the balance of skills and knowledge

Critical to the achievement of Workplace Reform is the understanding and acceptance of meeting international standards of adaptability, reliability, improvement, service, productivity, innovation, customisation and leadership.

The purpose of this document is to establish a framework which will provide two-way communication, influence decision-making and allow the enterprise to utilise employee knowledge and experience constructively. The Company undertakes to supply adequate information and facilities to support the working of the Work Organisation Team.

The parties acknowledge an obligation to consult fully on all issues regarding the workplace reform process affecting the workforce, for example,

- the introduction of new technology
- a frank and open exchange of Company performance information

provided that the information is within the knowledge or jurisdiction of Carlton and United Breweries (NSW) Pty. Limited management personnel and is not commercially sensitive.

#### 2. SECURITY OF EMPLOYMENT

It is the shared objective of the parties that there shall be no involuntary redundancy of any employee covered by this agreement for a period of three years. Any workforce adjustments would be accommodated in the first instance by natural attrition, retirement or voluntary redundancy.

If there are to be any changes to employment levels then the parties will endeavour to resolve the issue by full consultation.

Both parties reserve the right to renegotiate the terms of this clause in the light of unforeseen economic or market circumstances.

It is agreed that the foregoing in no way alters the implementation of the Leading by Learning program.

### 3. OBJECTIVES

The parties will jointly work towards establishing Kent Brewery as a World Class Benchmark brewing enterprise. That is a low cost, competitive, profitable producer of high quality beers that are delivered on time to domestic and international customers.

In support of this objective the parties will:

- Develop dynamic establishment/manning levels that become and remain consistent with the objective of being a lead enterprise recognising the developing skills of the workforce.
- Develop a learning based work organisation.
- Introduce a skill formation program.
- Set and work toward the achievement of competitive benchmarks, with reference to international best practice. The relevant Topics Team will develop progressive interim targets related to Key Performance Indicators at the appropriate time.
- Develop new forms of work organisation.
- Ensure that previously agreed productivity improvement measures are implemented.
- Advance the philosophy and practice of the Value Adding Management practice across the enterprise.
- Develop dynamic career paths, which are consistent with the needs of industry generally, and the brewing industry specifically.
- Develop contemporary remuneration policies which recognise relevant skills and provide an incentive to continuous learning.
- Develop a workable disputes settlement procedure.
- Develop an Enterprise Agreement specific to Kent Brewery independent of the Brewers' Association of New South Wales or Tooheys Limited.

- Conduct negotiations, as and with a single bargaining unit, consistent with a recognition of the importance and need for a strong effective Shop Committee.

In pursuit of these objectives the parties accept that they will not be accompanied by negative cost offsets or trade offs.

#### 4. WORK ORGANISATION TEAM

##### a) Role

The role of the Work Organisation Team shall be to oversee the implementation of work and management practices that may alter as the result of seeking to make Kent Brewery an efficient and productive brewery by world class standards.

##### b) Representation

The Work Organisation Team shall be comprised of the following:

**Management** Up to six nominees.

**Unions** Consisting of the Chairman of the Shop Committee and five other members elected, by and from, the Shop Committee of which a quorum will be four members.

**Visitors** Any Union Official, Labor Council Official or Management representative who wishes to attend.

##### c) Meetings

The scheduling and conduct of Work Organisation Team and Topic Teams Task Forces will be arranged so as to not disadvantage either team members or the Company operations where practicable.

Recognition will be given to the difficulties experienced by shift work team members. Appropriate alternative arrangements will be made to accommodate these difficulties including but not limited to

- . the timing of meetings
- . alterations to shift
- . swapping shifts
- . payment at ordinary time for attendance at meetings outside of ordinary hours

provided that consideration is also given to the need or otherwise of covering a committee member's absence from the workplace when attending meetings or taking time off in lieu.

For the administration of the Work Organisation Team see Appendix 1.

- d) Provision is made for a Topics Team Task Force in consultation with the Work Organisation Team to establish sub-teams to investigate particular issues, e.g., those relating to a specific group of employees.

## 5. TOPIC TEAMS TASK FORCES

It is recognised by the parties that the exercise to be undertaken will require a great deal of information to be collated and disseminated. Therefore, the parties agree that, from time to time, it may be necessary to constitute Task Forces. These Task Forces will be given tasks, e.g., technology, organisation, people, etc.

The role of the Task Forces will be to gather information and make recommendations on their specific allocated duty. The information gathered, and any recommendations the task force may make, will then be forwarded to the Work Organisation Team, the Shop Committee and the Concept Team.

The composition of these task forces will be determined by the Work Organisation Team.

Team members shall receive appropriate training to enable them to perform to the best of their ability.

## 6. RESOURCES

The Work Organisation Team may determine, where necessary, approved external resources to be used to assist in, for example, skills assessment accreditation or any specific issue to be dealt with by a Task Force.

## 7. TRAINING

The Work Organisation Team will develop a comprehensive training policy and establish a training committee to oversee training related issues.

## 8. INFORMATION/SHOP COMMITTEE

The parties recognise an integral part of the process is to ensure that all groups of the workforce are kept up to date with the information and recommendations that are being discussed at the Work Organisation Team level.

From time to time the Work Organisation Team may arrange to address groups of employees or the whole group of employees to inform them of the status of workplace reform proceedings. Additionally, the Shop Committee may need to arrange meetings of employees to determine specific issues related to Workplace Reform. These meetings will be arranged with minimal disruption to operations.

9. INCIDENCE

This agreement applies to all classifications of personnel whose conditions of employment with Carlton and United Breweries (NSW) Pty. Limited are regulated by the following awards:-

Breweries, Maintenance Employees (State) Award  
Draughtsmen, Planners, Technical Officers, etc. (State) Award  
Occupational Health Nurses (State) Award

CARLTON AND UNITED BREWERIES (N.S.W) PTY LIMITED  
DEVELOPMENT AGREEMENT

IN WITNESS OF THEIR AGREEMENT the parties attach their signatures

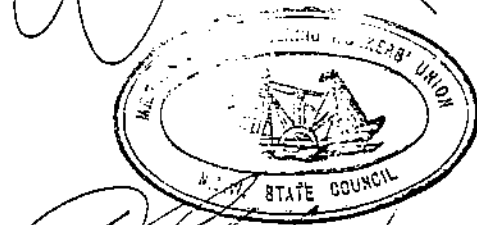
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CARLTON & UNITED BREWERIES (NSW) )  
PTY LTD in the presence of: )  
..... *Alan J. ...* .....

*Alan J. ...*  
.....

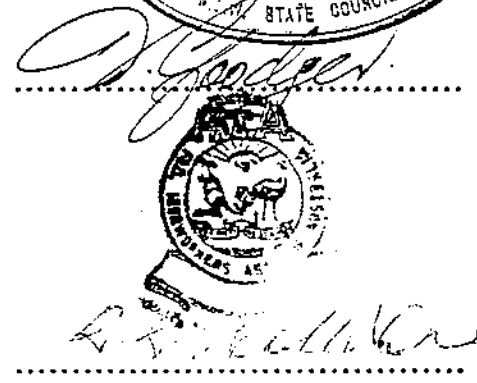
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presence of: )  
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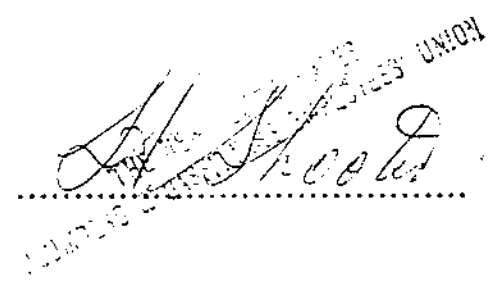
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..... *...* .....



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ASSOCIATION OF AUSTRALIA )  
in the presence of: )  
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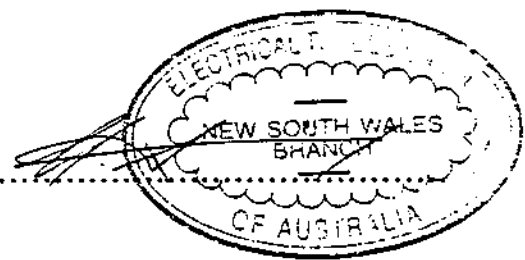
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ELECTRICAL TRADES UNION OF )  
AUSTRALIA NEW SOUTH WALES BRANCH )

in the presence of: )  
..... *[Signature]* )  
..... *1-10-92* )



SIGNED for and on behalf of )  
NEW SOUTH WALES NURSES )  
ASSOCIATION in the presence of: )

..... *[Signature]* )

..... *[Signature]*

## APPENDIX 1 TO DEVELOPMENT AGREEMENT

### WORK ORGANISATION TEAM

#### ADMINISTRATION

The positions and procedures of the Work Organisation Team shall be as follows:-

#### OFFICE BEARERS

##### (a) Chairperson

- (i) The Chairperson shall rotate between employee and employer representatives from the Work Organisation Team, nominated at three monthly intervals or such other period of time as may be determined.
- (ii) The duties of the Chairperson are to ensure:
  - nomination of meeting dates
  - calling of special meetings as required
  - maintenance of proper meeting procedures
  - validation of minutes of previous meetings.

##### (b) Minute Secretary

- (i) A Minute Secretary shall be appointed for the Work Organisation Team.
- (ii) The duties of the Secretary are:
  - To keep minutes of each meeting and provide a draft to all members within one week.
  - To submit draft minutes for approval to the following meeting. Approved minutes are to be posted on notice boards within two working days.
  - To receive agenda items up to five days prior to the next meeting and prepare and circulate agendas prior to each meeting.
  - To ensure venues are booked and in suitable order for meetings to proceed.

#### PROCEDURES

##### (a) Meetings

Meetings shall be held as required by the Team.



(b) **Minutes**

Minutes shall be kept of all the Team meetings and verified at subsequent meetings. The verified minutes shall be displayed on notice boards within two working days of verification. The minutes shall record:

- names of attendees
- agenda
- summary of discussion
- recommendations to Concept Team and the Shop Committee.

(c) Where issues arise which affect a particular union or unions, in the first instance those unions shall be brought together to consider the issue and/or be co-opted on the Work Organisation Team.

## ANNEXURE 2 TO ENTERPRISE AGREEMENT

### WAGE RATES

The rates of pay for adults shall be the rate hereinafter assigned to that classification:

Electrician Grade 1	525.70
Electrician Grade 2	545.80
Electrician Grade 3	571.10
Electrician Grade 4	607.10
Instrument Repairer	539.80
Instrument Tradesman Grade 1	545.80
Instrument Tradesman Grade 2	571.10
Instrument Tradesman Grade 3	626.80
Industrial Systems Tradesman	646.90
Electrical Assistant	462.90
Mechanical Tradesperson Special Class	561.60
Mechanical Assistant	462.90
Mechanical Assistant/Greaser	468.60
Mechanical Assistant/Storeman	474.80
Rigger	502.70
General Tradesman	525.70
Builders Labourer	462.90
Fireman	481.60
Fork Lift Driver	481.60
Greaser - Main Engine Room	456.60
Maintenance Apprentices	
1st Year (42% of Tradesman's rate)	220.80
2nd Year (55% of Tradesman's rate)	289.10
3rd Year (75% of Tradesman's rate)	394.30
4th Year (88% of Tradesman's rate)	462.60
Occupational Health Nurse	693.90
Senior Occupational Health Nurse in Charge	810.80
Draughtsman - Designing	
First Year	592.10
Second Year	613.20
Thereafter	634.30
Technical Assistant	
First Year	424.50
Second Year	445.90
Third Year	446.90
Fourth Year	454.80
Thereafter	477.20

Technician	
First Year	490.50
Second Year	507.20
Thereafter	525.70
Technical Officer	
First Year	538.60
Second Year	560.80
Thereafter	588.50

## ANNEXURE 3 TO ENTERPRISE AGREEMENT

### ALL PURPOSE ALLOWANCES

#### A. Shift Allowances

- (i) A shiftworker working on rostered shifts - \$37.80 per week.
- (ii) Provided that any employee working a rotating 7-day shift roster shall, in lieu of the above, receive \$50.90 per week.
- (iii) A shiftworker working on 12 hour rostered shifts - \$50.90 per week.
- (iv) A Laboratory employee on a rotating shift system shall, for work done during the ordinary hours of any such shift other than a Saturday, Sunday or holiday, be paid ordinary rates plus an additional 10% for a morning shift or an additional 20% for an afternoon shift or an additional 25% for a night shift.

#### B. Leading Hand Allowances

- (i) Leading Hands in charge of not less than 3 other employees and not more than 10 other employees - \$21.40 per week.
- (ii) Leading Hands in charge of more than 10 other employees - \$30.70 per week.

#### C. Miscellaneous Allowances

- (i) Employees qualified and authorised to act as first aid attendants - \$9.40 per week.
- (ii) Any employee who has been trained to use, and is required to use, battery-operated pedestrian forklift trucks in the course of their duties - \$7.45 per week.
- (iii) A forklift driver who has been trained to use, and who is required by the employer to use, hydraulic grab attachments on forklift trucks during the course of their duties - \$11.80 per week.
- (iv) A main engine room greaser employed as such who holds a first-class refrigeration engine driver's certificate - \$11.10 per week.
- (v) An electrical or instrument tradesperson who is the holder of a New South Wales electrician's licence:
  - 'A' Grade: \$21.90 per week
  - 'B' Grade: \$11.80 per week.

Provided that these amounts shall be varied in accordance with the appropriate provisions of the Electricians, &c. (State) Award as varied.

- (vi) A tradesperson required to perform welding duties, for which higher qualifications are necessary - \$13.90 per week.
- (vii) A plumber who may be required to act on their plumber's licence - \$21.66 per week. (Not cumulative with other licence payments.)
- (viii) A plumber who may be required to act on their drainer's licence - \$18.24 per week. (Not cumulative with other licence payments.)
- (ix) A plumber who may be required to act on their dual licence - \$28.88 per week. (Not cumulative with other licence payments.)
- (x) A plumber who may be required to act on their multi-licence - \$39.90 per week. (Not cumulative with other licence payments.)
- (xi) A plumber who may be required to compute quantities - \$14.06 per week.

Provided that the allowances prescribed in paragraphs (viii), (ix), (x), (xi) and (xii) shall be varied in accordance with the movement in appropriate provisions of the Plumbers and Gasfitters (State) Award, by multiplying the hourly rates in that award by 38 and rounding to the nearest cent.

- (xii) A qualified rigger who has obtained a certificate of competency as a scaffolder pursuant to the Construction Safety Act, 1912, and who may be required to erect scaffolding - \$13.90 per week.
- (xiii) A Fitter working in the Brewing and Services Department who has been trained in Pneumatics and Mechanical Seals as well as Motor and Pump Alignment technology and practice and who has received a qualification from a recognised training agency - \$14.10 per week.

Employees classified as Tradesperson Special Class are not eligible for this allowance.

- (xiv) A Fitter working in the Packaging Department who has been trained in Hydraulics and Pneumatics as well as Seaming technology and practice and who has received a qualification from a recognised training agency - \$14.10 per week.

Employees classified as Tradesperson Special Class shall not be eligible for this allowance.

D. Tool Allowance

- (i) A tool allowance of \$12.00 per week shall be paid to tradespersons and apprentices for tools not customarily provided by the employer but which are ordinarily required by them for the performance of their duties and are supplied by the employees, provided that the allowance is only paid whilst the employee maintains a specified list of tools.
  
- (ii) An employee receiving a tool allowance as prescribed in this award shall be indemnified by an insurance policy to a maximum of \$800.00 for the loss of tools by fire or theft whilst securely stored at the employer's direction in a room or building or workshop in the employer's premises, provided that each employee shall give to the employer a list of the tools they possess.

## ANNEXURE 4 TO ENTERPRISE AGREEMENT

### OTHER ALLOWANCES

- (i) An employee required to work overtime for 2 hours or more prior to a normal starting time or 2 hours or more at the end of a day or shift shall be paid a meal allowance of \$5.20 per meal.
- (ii) An employee who wears a uniform provided by the employer at all times whilst on duty and keeps it in an acceptable state of repair and cleanliness shall be paid an additional amount of \$6.00 per week when attending for duty.
- (iii) An employee who performs dirty work which a supervisor and the employee agree is of an unusually dirty or offensive nature shall be paid 38 cents per hour while so engaged.
- (iv) An employee who works in a compartment, space or place, the dimensions of which necessitate the employee working in a stooped or otherwise cramped position or without proper ventilation shall be paid 46 cents per hour while so engaged.
- (v) An employee working for more than one hour in the shade in places where the temperature is raised by artificial means to between 43.3 Celsius and 54.4 Celsius degrees shall be paid 38 cents per hour while so engaged.
- (vi) An employee working in cold cellars under refrigeration shall be paid 38 cents per hour while so engaged.
- (vii) An employee working on repairs to smoke boxes, fire boxes, furnaces or flues, of boilers shall be paid 8 cents per hour while so engaged.
- (viii) An employee working inside oil-fired boilers shall be paid 99 cents per hour while so engaged.
- (ix) An employee engaged in manually defrosting refrigeration coils with hand tools in cold cellars shall be paid 13 cents per hour extra whilst so engaged.
- (x) An employee engaged in either the preparation and/or the application of epoxy-based materials or materials of a like nature shall be paid 46 cents per hour extra.
- (xi) Employees required to use explosive-powered tools shall be paid 86 cents per day.
- (xii) A plumber or their assistant who is required to open up any soil pipe, waste or drain pipe conveying offensive materials shall be paid an additional \$4.20 per day or part of a day, provided that this amount shall be varied in accordance with the provisions of the Plumber's and Gasfitter's (State) Award.
- (xiii) A registration allowance of \$16.34 per week shall be paid to plumbers and/or licensed plumbers in addition to the ordinary rate of pay.

- (xiv) A painter required to work inside a beer cylinder, stout tun or pasteuriser or in fixtures or vessels of a like nature shall be paid at the rate of time and one-half and allowed fifteen (15) minutes spell in the fresh air at the end of each hour worked and shall be paid for the spell at ordinary rates.

This rate is fixed having regard to the particular disabilities encountered by painters and shall be paid in lieu of any other disability rates which would be applicable except as in subclause (xiii) of this Annexure which would be paid should epoxy based paint be used.

- (xv) A builder's labourer who is required to operate a jackhammer shall be paid \$9.40 per week.
- (xvi) A mechanical assistant who has demonstrated, to the employer's satisfaction, their additional competency in grinding work, shall be paid \$10.50 per week whilst employed to perform such work.
- (xvii) Unless otherwise indicated these rates shall be varied in accordance with the appropriate provisions of the Building Tradesmen (State) Construction Award.
- (xviii) Provided that an employee required to perform work of a nature that would attract a special rate under Clause 12, Special Rates, of the Building Tradesmen (State) Construction Award, not elsewhere specified in this clause, shall be paid the appropriate rate provided in that award.



ANNEXURE 5 TO ENTERPRISE AGREEMENT

SERVICE INCREMENTS

	<u>Service Allowance</u> <u>Per Week \$</u>
After 1st year of service	14.70
After 2nd year of service	16.60
After 3rd year of service	19.40
After 4th year of service	21.60
After 5th year of service and thereafter	24.00