

ENTERPRISE AGREEMENT

NO: E.A. 340 /1993

DATE REGISTERED: 12-11-93

PRICE: \$ 60.00

OXLEY ELECTRICITY AND WATER

CLASSIFICATIONS AND RATES OF PAY

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1. PARTIES TO THE AGREEMENT

An Enterprise Agreement, made in pursuance of the NSW Industrial Relations Act 1991 in accordance with the provisions of Sections 115-142 of the said Act, entered into between Oxley Electricity and Water of 47 High Street, Wauchope 2446, on the one part and the Municipal and Shire Council Employees' Union of Australia, New South Wales Branch and the Electrical Trades Union of Australia, New South Wales Branch on the other part.

It is agreed by the parties as follows.

2. TITLE OF AGREEMENT

This Agreement shall be known as the Oxley Electricity and Water Classifications and Rates of Pay Enterprise Agreement.

3. INTENTION

This Agreement shall define the classifications and rates of pay and other related matters agreed between the parties during negotiations to establish a restructured Agreement.

4. DURESS

This Agreement was not entered into under duress by any party to it.

5. INCIDENCE

This Agreement is to be read and interpreted in conjunction with the terms and conditions set out in Industrial Agreement No 8707, filed on 23 March 1992, pursuant to Section 11 of the Industrial Arbitration Act, 1940 provided that where there is any inconsistency this Agreement shall prevail to the extent of that inconsistency.

6. NOTATIONS

6.1 Calculation of Rates of Pay

The rates of pay set out in this Agreement include the Basic Wage of \$121.40 per week.

The said Basic Wage for all adults is the Basic Wage notified in the Industrial Gazette on 11 January 1989 and as contained in S.13(2) of the Industrial Relations Act, 1991.

6.2 Duties and Functions

The distributor may direct an employee to perform such duties and functions of, or incidental to, any classification contained within the Agreement and use such tools, plant and equipment provided the employee has the requisite qualifications, training and competence. Provided that where an employee is directed to perform work for which a lower rate of pay is prescribed than that of the employee's own appointed grade, the employee's rate of pay shall not, by reason of performing such work, be reduced.

7. DEFINITIONS

7.1 Switching

There will be differing levels of Switching Authorisations. Employees will be trained and authorised as required in accordance with the following schedules:

Schedule 1

To carry out switching as authorised up to and including 66 kV nominal voltage which is necessary for the work site on which the employee is working.

Schedule 2

To carry out switching as authorised up to and including 66 kV nominal voltage but excluding 132/66/33 kV substations.

Note: On-call staff shall continue to switch 66/33 kV equipment in 132/66/33 kV substations under emergency conditions.

Schedule 3

To carry out switching as authorised up to and including 132 kV nominal voltage.

The rates of pay will be subject to negotiation if the Commission's or other Agency's contract is withdrawn and all switching at Level 3 Authorisation becomes the distributor's responsibility.

7.2 Allocation and Scheduling of Work

Allocation and scheduling of work where listed as a principal duty is to provide for relatively minor organisational functions associated with the day-to-day distribution of work amongst a small group of lesser or equal employees engaged in a similar function. It is not intended that employees involved in the distribution of work be held accountable for levels of performance and skills, training and safety of other employees, nor be accountable for their actions in the performance of their jobs.

8. APPOINTMENTS AND GRADINGS

8.1 Appointments

Appointment to any of the classifications contained in this agreement shall, subject to the provisions of the Agreement, be as determined by the General Manager.

8.2 Substantial Duties

Subject to the provisions of this Agreement an employee shall be appointed to the Agreement classification which covers the employee's major and substantial duties and functions.

8.3 Gradings

8.3.1 Performance and Skills-based Progression

Progression to higher classifications and progression within a classification shall be subject to satisfactory service and performance assessment, the provisions of the Agreement and the employee having acquired the relevant skills and qualifications necessary for progression.

8.3.2 Age-based Progression

Where a classification has incremental scales relating to years of age, employees appointed to such classifications shall be paid not less than the rate prescribed for their age and shall progress automatically to any higher incremental level upon reaching the age prescribed for such increment.

8.3.3 Experienced-based Progression

Unless otherwise provided for in Clause 12 of this Agreement, employees appointed to the entry grade of a classification shall progress to the experience grade of that classification at the completion of 12 months satisfactory service and performance assessment.

8.3.4 Merit Appointments

Appointment of an employee to the merit grade of a classification shall be at the discretion of the General Manager and shall be subject to satisfactory service and performance assessment. The performance level which justified the merit appointment is expected to be maintained for the merit level to continue to apply.

9. OCCUPATIONAL MANUAL

9.1 Position Descriptions

An Occupational Manual to be read in conjunction with this Agreement shall be established to contain position descriptions setting out duties and pay codes for the various classifications and occupations.

9.2 Consultative Mechanisms

The Occupational Manual shall be developed through the consultative mechanisms in place at the Council and subsequent variations to the Manual shall be processed through such consultative mechanisms.

9.3 Minimum Requirements

The minimum qualifications, training requirements and skills required for appointment to and progression within a classification or occupation shall be as contained in the Occupational Manual.

9.4 Interim Period

In the interim period leading up to the establishment of the Occupational Manual, employees shall be appointed to the classifications as described in the Salary Structure adopted by the parties to this Agreement in November 1992.

10. TRAINING

10.1 Provision of Training

To ensure that employees have the skill, competence and training to perform the duties and functions of the various classifications and occupations, appropriate in-house training shall be provided by the distributor and undertaken by the employees.

10.2 External Training

Employees undertaking an approved external course of study shall be reimbursed for expenses incurred and time off duty in accordance with the distributor's Education Assistance Policy as adopted from time-to-time.

10.3 Availability of Training

An employee's progression within a classification or progression from one classification to another will not be withheld in the event of the distributor failing to make available requisite in-house training. Where an employee fails to undertake or complete requisite in-house or external training, each case will be considered on its merits concerning further progression. In such cases the General Manager shall determine the matter.

11. PERFORMANCE ASSESSMENT

11.1 Appointments and Progression

Appointment to and progression within the various grades and classifications of this Agreement shall be subject to satisfactory service and performance assessment.

11.2 Performance Measures

Performance assessment criteria and measures to be used in determining standards of performance shall be as developed through the consultative mechanisms in place and subsequent variations to the performance factors and standards shall be processed through such consultative mechanisms.

12. CLASSIFICATIONS

Description Pay Code

12.1 General Assistants

General Assistant G1	entry	8112
	experience	8121
	merit	8122
General Assistant G2	entry	8122
	experience	8131
	merit	8132

Progression to 8131 shall be at the completion of three (3) years satisfactory service and performance assessment.

General Assistant G3 Supervisory	entry	8132
	experience	8141
	merit	8142

Progression to 8141 shall be at the completion of three (3) years satisfactory service and performance assessment.

General Assistant G4 (Pole Inspector)	entry	8142
	experience	8151
	merit	8152

<u>Description</u>		<u>Pay Code</u>
General Assistant G3/G4 Plant Operator	entry	8132
	experience	8142
	merit	8151

General Assistant G4 Plant Operator	entry	8142
	experience	8151
	merit	8152

Progression to 8151 shall be at the completion of three (3) years satisfactory service and performance assessment.

General Assistant G5 Plant Operator	entry	8152
	experience	8161
	merit	8162

Progression to 8161 shall be at the completion of three (3) years satisfactory service and performance assessment.

General Assistant G4/G5 Meter Reading	entry	8151
	experience	8152
	merit	8161

Progression to 8152 shall be at the completion of three (3) years satisfactory service and performance assessment.

Employees not carrying out the duties of disconnection or restriction of supply (Electricity or Water respectively) to customers premises for non-payment of account or as otherwise required shall not progress to 8152.

General Assistant G2 Stores	entry	8122
	experience	8131
	merit	8132

<u>Description</u>		<u>Pay Code</u>
General Assistant G3/G4 Stores	entry	8132
	experience	8141
	experience +	8142
	merit	8151

Progression from 8141 to 8142 shall be after 12 months satisfactory service and performance assessment.

General Assistant G4 Stores	entry	8142
	experience	8151
	merit	8152

Progression to 8151 shall be at the completion of three (3) years satisfactory service and performance assessment.

General Assistant G5 Stores	entry	8152
	experience	8161
	merit	8162

Progression to 8161 shall be at the completion of three (3) years satisfactory service and performance assessment.

12.2

Water Operator

Water Operator W1 Mains	entry	8132
	experience	8141
	merit	8142

Progression to 8141 shall be at the completion of three (3) years satisfactory service and performance assessment.

Water Operator W2 Dam	entry	8142
	experience	8151
	merit	8152

Progression to 8151 shall be at the completion of three (3) years satisfactory service and performance assessment.

Water Operator W3 Mains Supervisor	entry	8151
	experience	8152
	merit	8161

Progression to 8152 shall be at the completion of three (3) years satisfactory service and performance assessment.

<u>Description</u>		<u>Pay Code</u>
Water Operator W4 Dam Supervisor	entry	8161
	experience	8162
	merit	8171

Progression to 8161 shall be at the completion of three (3) years satisfactory service and performance assessment.

12.3 Line Technician

Trainee Lineworker/Trainee Cable Jointer TL		8131
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Line Technician LT2/LT3	entry	8141
	experience	8151
	merit	8152

Line Technician LT4	entry	8161
	experience	8162
	merit	8171

Line Technician LT5	entry	8171
	experience	8172
	merit	8181

Line Technician LT6	entry	8181
	experience	8182
	merit	8191

Progression to 8182 shall be at the completion of three (3) years satisfactory service and performance assessment.

Line Technician LT7	entry	8182
	experience	8191
	merit	8192

Progression to 8191 shall be at the completion of three (3) years satisfactory service and performance assessment.

12.4 Apprentices

Description

Pay Code

12.4.1 Apprentices under 20 years of age

Apprentice	1st year	801
	2nd Year	805
	3rd Year	808
	4th Year	810

12.4.2 Apprentices 20 years of age or over

Apprentice	1st Year	804
	2nd Year	807
	3rd Year	809
	4th Year	812

12.5 Technician

Technician T4	Customer Service	entry	8161
	Metering	experience	8162
	Protection	merit	8171
	Substations		
	Communication		
	Distribution		

Progression to 8162 shall be at the completion of two (2) years satisfactory service and performance assessment.

Technician T5	Customer Service	entry	8172
	Metering	experience	8181
	Protection	merit	8182
	Substations		
	Communication		
	Distribution		

Technician T6	Customer Service	entry	8182
	Metering	experience	8191
	Protection	merit	8192
	Substations		
	Communication		

Technician T6A	Customer Service	entry	8191
		experience	8192
		merit	8241

<u>Description</u>			<u>Pay Code</u>
Technician T7	Metering	entry	8232
	Protection	experience	8241
	Substations	merit	8242
	Communication		
Technician T7A	Customer Service	entry	8241
	Substations	experience	8242
		merit	8251

Progression to 8242 shall be at the completion of three (3) years satisfactory service and performance assessment.

Technician T8	Metering	entry	8251
	Protection	experience	8252
	Substations	merit	8261
	Communication		

Technician T9	Metering	entry	8261
	Protection	experience	8262
	Substations	merit	8271
	Communication		

Technician T10	Metering	entry	8271
	Protection	experience	8272
	Communication	merit	8281

Technician T7/T8	Inspections	entry	8232
		experience	8241
		experience +	8242
		experience ++	8251
		merit	8252

Progression from 8241 to 8242 and thence to 8251 shall be at the completion of 12 months satisfactory service and performance assessment respectively.

Technician T8/T9	Inspections	entry	8252
		experience	8261
		experience +	8262
		merit	8271

Progression from 8261 to 8262 shall be at the completion of 12 months satisfactory service and performance assessment.

<u>Description</u>		<u>Pay Code</u>
Technician Ancillary Trades AT1		
Metal Fabricator	entry	8152
Carpenter	experience	8161
Automotive	merit	8162
Technician Ancillary Trades AT2		
Metal Fabricator	entry	8161
Carpenter	experience	8162
	merit	8171
Technician Ancillary Trades AT3		
Automotive	entry	8162
	experience	8171
	merit	8172
Technician Ancillary Trades AT4		
Metal Fabricator	entry	8172
Carpenter	experience	8181
	merit	8182
<p>Progression to 8181 shall be at the completion of three (3) years satisfactory service and performance assessment.</p>		
Technician Ancillary Trades AT4		
Automotive	entry	8172
	experience	8181
	merit	8182
Technician Ancillary Trades AT4/AT5		
Automotive	entry	8181
	experience	8182
	merit	8191
Technician Ancillary Trades AT5		
Carpenter	entry	8182
Automotive	experience	8191
	merit	8192

Progression to 8191 shall be at the completion of three (3) years satisfactory service and performance assessment.

<u>Description</u>		<u>Pay Code</u>
Technician T6/T7 Drafting (Area Staff)	entry	8222
	experience	8232
	merit	8241
Technician T7A/T8 Drafting (Area Staff)	entry	8242
	experience	8251
	merit	8252
Technician T8 Technical Officer	entry	8251
	experience	8252
	merit	8261
Technician T9 Technical Officer	entry	8261
	experience	8262
	merit	8271
Technician T10 Technical Officer	entry	8271
	experience	8272
	merit	8281
Technician T11 Technical Officer	entry	8282
	experience	8291
	merit	8292
Technician T5/T6 Stores Supervisor	entry	8221
	experience	8222
	merit	8231
Technician T6/T7 Stores Supervisor	entry	8232
	experience	8241
	merit	8242
Technician T8 Stores Supervisor	entry	8251
	experience	8252
	merit	8261
Technician LT8 Supervisor	entry	8241
	experience	8242
	merit	8251

<u>Description</u>		<u>Pay Code</u>
Technician LT9 Supervisor	entry	8251
	experience	8252
	merit	8261
Technician T8 Supervisor	entry	8251
	experience	8252
	merit	8261
Technician T9 Supervisor	entry	8261
	experience	8262
	merit	8271
Technician T10 Supervisor	entry	8311
	experience	8312
	merit	8321
Technician T11 Supervisor	entry	8322
	experience	8331
	merit	8332
Technician T12 Supervisor	entry	8232
	experience	8341
	merit	8342
Technician T13 Supervisor	entry	8342
	experience	8351
	merit	8352
Technician T5/T6 Drafting	entry	5212
	experience	5222
	merit	5231
Technician T7 Drafting	entry	5232
	experience	5241
	merit	5242
Technician T8 Drafting	entry	5251
	experience	5252
	merit	5261
Technician T9 Drafting	entry	5261
	experience	5262
	merit	5271

Description Pay Code

12.6 Officer

Officer O1	Engineering	entry	5262
	Administration	experience	5312
		merit	5322

Progression to 5312 shall be at the completion of three (3) years satisfactory service and performance assessment.

Officer O2	Engineering	entry	5322
	Administration	experience	5332
		merit	5342

Progression to 5332 shall be at the completion of three (3) years satisfactory service and performance assessment.

Officer O3	Engineering	entry	5342
	Administration	experience	5352
		merit	5362

Progression to 5352 shall be at the completion of three (3) years satisfactory service and performance assessment.

Officer O4	Engineering	entry	5362
	Administration	experience	5372
		merit	5382

Progression to 5372 shall be at the completion of three (3) years satisfactory service and performance assessment.

Officer O5	Administration	entry	5431
		experience	5441
		merit	5451

Progression to 5441 shall be at the completion of three (3) years satisfactory service and performance assessment.

12.7 Clerical Officer

Trainee Clerk	TC1 (at age 17)	501
	TC2 (at age 18)	504
	TC3 (at age 19)	507
	TC4 (at age 20)	510

<u>Description</u>		<u>Pay Code</u>
Clerical Assistant		513
Clerical Officer	C1	5131
	C2	5141
Clerical Officer	C3	entry 5151
		experience 5152
		merit 5161

Progression to 5152 shall be at the completion of two (2) years satisfactory service and performance assessment.

Clerical Officer	C4, C5, C6	entry 5162
		experience 5172
		experience + 5181
		experience ++ 5182
		merit 5191

Progression to 5172, 5181 and 5182 shall be at the completion of 12 months satisfactory service and performance assessment respectively.

Clerical Officer	C7	entry 5232
		experience 5241
		merit 5242
Clerical Officer	C8	entry 5251
		experience 5252
		merit 5261
Clerical Officer	C9	entry 5261
		experience 5262
		merit 5271

Progression to 5262 shall be at the completion of three (3) years satisfactory service and performance assessment.

	<u>Description</u>		<u>Pay Code</u>
8.7	<u>Professional</u>		
	Trainee Professional	School Leaver	
		TP1	507
		TP2	511
		TP3	5121
		TP4	5141
		TP5	5161
		TP6	5171

Appointees shall progress annually subject to satisfactory service and satisfactory completion of the course of study.

Trainee Professional	Mature Age	TP1	5141
		TP2	5161
		TP3	5171
		TP4	5171
		TP5	5171
		TP6	5171

Appointees shall progress annually subject to satisfactory service and satisfactory completion of the course of study.

Professional P1	Graduate	P1.1	5262
		P1.2	5281
		P1.3	5341
		P1.4	5361

Progression to P1.2, P1.3 and P1.4 shall be at the completion of 12 months satisfactory service and performance assessment respectively.

Progression to P2 shall be at the completion of 12 months satisfactory service as P1.4 subject to appropriate skills acquisition and performance assessment.

Professional P2	Experienced	entry	5411
		experience	5412
		merit	5431

Professional P3		entry	5431
		experience	5442
		merit	5461

Progression to 5442 shall be at the completion of three (3) years satisfactory service and performance assessment.

<u>Description</u>		<u>Pay Code</u>
Professional P4	entry	5461
	experience	5472
	merit	5491

Progression to 5472 shall be at the completion of three (3) years satisfactory service and performance assessment.

Professional P5	entry	5531
	experience	5542
	merit	5561

Progression to 5542 shall be at the completion of three (3) years satisfactory service and performance assessment.

Professional P6	entry	5561
	experience	5572
	merit	5581

Progression to 5572 shall be at the completion of three (3) years satisfactory service and performance assessment.

13. RATES OF PAY

13.1 Adult Employees

13.1.1 Category 1 - 35 Hour

LEVEL	SALARY
35/C1,L1.1	\$387.50
35/C1,L1.2	\$395.40
35/C1,L2.1	\$404.10
35/C1,L2.2	\$412.90
35/C1,L3.1	\$419.20
35/C1,L3.2	\$428.80
35/C1,L4.1	\$436.70
35/C1,L4.2	\$444.90
35/C1,L5.1	\$453.10
35/C1,L5.2	\$462.30
35/C1,L6.1	\$473.60
35/C1,L6.2	\$483.50
35/C1,L7.1	\$491.00
35/C1,L7.2	\$500.80
35/C1,L8.1	\$511.80
35/C1,L8.2	\$523.00
35/C1,L9.1	\$536.40
35/C1,L9.2	\$545.90

13.1.2 Category 2 - 35 Hour

LEVEL	SALARY
35/C2,L1.1	\$491.00
35/C2,L1.2	\$500.80
35/C2,L2.1	\$511.80
35/C2,L2.2	\$523.00
35/C2,L3.1	\$536.40
35/C2,L3.2	\$545.90
35/C2,L4.1	\$557.70
35/C2,L4.2	\$565.70
35/C2,L5.1	\$575.00
35/C2,L5.2	\$587.30
35/C2,L6.1	\$598.60
35/C2,L6.2	\$609.90
35/C2,L7.1	\$623.20
35/C2,L7.2	\$638.70
35/C2,L8.1	\$647.80
35/C2,L8.2	\$660.10
35/C2,L9.1	\$673.40
35/C2,L9.2	\$686.80
35/C2,L10.1	\$701.10
35/C2,L10.2	\$714.40

13.1.3 Category 3 - 35 Hour

LEVEL	SALARY
35/C3,L1.1	\$623.20
35/C3,L1.2	\$638.70
35/C3,L2.1	\$647.80
35/C3,L2.2	\$660.10
35/C3,L3.1	\$673.40
35/C3,L3.2	\$686.80
35/C3,L4.1	\$701.10
35/C3,L4.2	\$714.40
35/C3,L5.1	\$728.80
35/C3,L5.2	\$743.10
35/C3,L6.1	\$758.50
35/C3,L6.2	\$773.90
35/C3,L7.1	\$789.30
35/C3,L7.2	\$804.60
35/C3,L8.1	\$821.00
35/C3,L8.2	\$837.40
35/C3,L9.1	\$853.80
35/C3,L9.2	\$871.30

13.1.4 Category 4 - 35 Hour Only

LEVEL	SALARY
35/C4,L1.1	\$789.30
35/C4,L1.2	\$804.60
35/C4,L2.1	\$821.00
35/C4,L2.2	\$837.40
35/C4,L3.1	\$853.80
35/C4,L3.2	\$871.30
35/C4,L4.1	\$888.70
35/C4,L4.2	\$906.10
35/C4,L5.1	\$925.40
35/C4,L5.2	\$943.00
35/C4,L6.1	\$961.50
35/C4,L6.2	\$980.90
35/C4,L7.1	\$1000.40
35/C4,L7.2	\$1020.90
35/C4,L8.1	\$1041.40
35/C4,L8.2	\$1061.90
35/C4,L9.1	\$1083.40
35/C4,L9.2	\$1105.00

13.1.5 Category 5 - 35 Hour Only

LEVEL	SALARY
35/C5,L1.1	\$1000.40
35/C5,L1.2	\$1020.90
35/C5,L2.1	\$1041.40
35/C5,L2.2	\$1061.90
35/C5,L3.1	\$1083.40
35/C5,L3.2	\$1105.00
35/C5,L4.1	\$1127.50
35/C5,L4.2	\$1150.10
35/C5,L5.1	\$1172.60
35/C5,L5.2	\$1196.20
35/C5,L6.1	\$1219.80
35/C5,L6.2	\$1244.40
35/C5,L7.1	\$1269.00
35/C5,L7.2	\$1294.60
35/C5,L8.1	\$1320.20
35/C5,L8.2	\$1346.90
35/C5,L9.1	\$1373.50
35/C5,L9.2	\$1401.20

13.1.6 Category 1 - 38 Hour

LEVEL	SALARY
38/C1,L1.1	\$387.50
38/C1,L1.2	\$395.40
38/C1,L2.1	\$404.10
38/C1,L2.2	\$412.90
38/C1,L3.1	\$419.20
38/C1,L3.2	\$428.80
38/C1,L4.1	\$436.70
38/C1,L4.2	\$444.90
38/C1,L5.1	\$453.10
38/C1,L5.2	\$462.30
38/C1,L6.1	\$473.60
38/C1,L6.2	\$483.50
38/C1,L7.1	\$491.00
38/C1,L7.2	\$500.80
38/C1,L8.1	\$511.80
38/C1,L8.2	\$523.00
38/C1,L9.1	\$536.40
38/C1,L9.2	\$545.90
38/C1,L10.1	\$557.70
38/C1,L10.2	\$565.70

13.1.7 Category 2 - 38 Hour

LEVEL	SALARY
38/C2,L1.1	\$491.00
38/C2,L1.2	\$500.80
38/C2,L2.1	\$511.80
38/C2,L2.2	\$523.00
38/C2,L3.1	\$536.40
38/C2,L3.2	\$545.90
38/C2,L4.1	\$557.70
38/C2,L4.2	\$565.70
38/C2,L5.1	\$575.00
38/C2,L5.2	\$587.30
38/C2,L6.1	\$598.60
38/C2,L6.2	\$609.90
38/C2,L7.1	\$623.20
38/C2,L7.2	\$638.70
38/C2,L8.1	\$647.80
38/C2,L8.2	\$660.10
38/C2,L9.1	\$673.40
38/C2,L9.2	\$686.80
38/C2,L10.1	\$701.10
38/C2,L10.2	\$714.40

13.1.8 Category 3 - 38 Hour

LEVEL	SALARY
38/C3,L1.1	\$623.20
38/C3,L1.2	\$638.70
38/C3,L2.1	\$647.80
38/C3,L2.2	\$660.10
38/C3,L3.1	\$673.40
38/C3,L3.2	\$686.80
38/C3,L4.1	\$701.10
38/C3,L4.2	\$714.40
38/C3,L5.1	\$728.80
38/C3,L5.2	\$743.10
38/C3,L6.1	\$758.50
38/C3,L6.2	\$773.90
38/C3,L7.1	\$789.30
38/C3,L7.2	\$804.60
38/C3,L8.1	\$821.00
38/C3,L8.2	\$837.40
38/C3,L9.1	\$853.80
38/C3,L9.2	\$871.30

13.2 Trainees

13.2.1 35 Hours Per Week

LEVEL	RATE
501	\$223.50
502	\$234.70
503	\$246.00
504	\$258.30
505	\$271.60
506	\$285.00
507	\$299.30
508	\$314.70
509	\$338.30
510	\$351.60
511	\$363.90
512	\$382.30
513	\$387.50
514	\$395.40

13.2.2 38 Hours Per Week

LEVEL	RATE
801	\$223.50
802	\$234.70
803	\$246.00
804	\$258.30
805	\$271.60
806	\$285.00
807	\$299.30
808	\$314.70
809	\$338.30
810	\$351.60
811	\$363.90
812	\$382.30

14. ALLOWANCES INCLUDED

The rates of pay prescribed herein incorporate the following Allowances contained in Industrial Agreement No. 8707 and such allowances shall not additionally be applied:

- (a) Oxley County Council Allowance
- (b) Leading Hand Allowance
- (c) Electrical Qualification Payment

15. DISPUTES SETTLEMENT

15.1 Disputes Settlement

In the event of any dispute arising out of the provisions of this Agreement, the parties shall refer to the Disputes Settlement Clause of former Industrial Agreement No 8707 filed on 23 March 1992.

15.2 Private Arbitration

The parties to this Agreement agree that further negotiations shall occur in relation to the classifications of:-

Technician	-	Technical Officer
	-	T8-T9-T10 Trades
General Assistant	-	Stores

The parties further agree that should these matters remain unresolved, the decision of a private arbitrator shall be accepted by all parties without qualification.

16. ADJUSTMENTS TO RATES OF PAY

The parties to this Agreement agree that a variation to the Rates of Pay contained herein shall be processed pursuant to Section 125 of the Industrial Relations Act, 1991 to provide for the implementation of National/State Wage or other agreed increases during the term of this Agreement.

17. TERM

This Agreement shall take effect from date of registration and shall remain in force for a period of 12 months from that date unless varied or terminated earlier by the provisions provided by the Act.

18. DECLARATION OF AGREEMENT

Signed for and on behalf of Oxley Electricity and Water

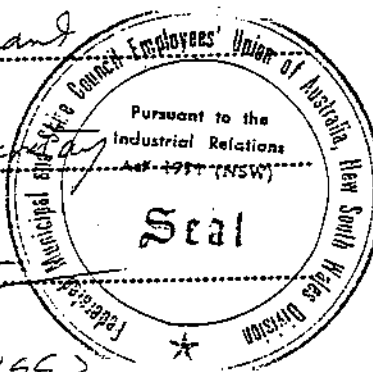
Signature *[Handwritten Signature]*
General Manager, Oxley Electricity and Water

Witness *S. M. Pike JP*

Date *24 June 1993*

Signed for and on behalf of the Municipal and Shire Council Employees' Union of Australia, New South Wales Branch

Signature *J. J. Merchant*
Position *General Secretary*
Witness *[Handwritten Signature]*
Date *23rd July 1993*



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

Signature *[Handwritten Signature]*
Position *Deputy Secretary*
Witness *[Handwritten Signature]*
Date *6th July 1993*