

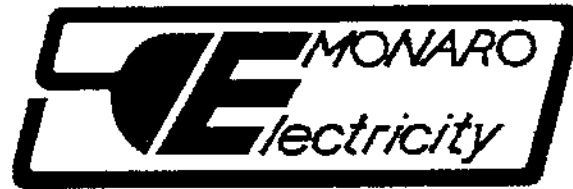
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ENTERPRISE AGREEMENT

NO: E.A. 362 /1993

DATE REGISTERED: 2/12/93

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MONARO ELECTRICITY

ENTERPRISE AGREEMENT

1993

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2. TITLE OF AGREEMENT

This Agreement shall be known as the 'Monaro Electricity Enterprise Agreement 1993'.

3. PARTIES

(a) The Parties to this Agreement are Monaro Electricity of 106 Sharp Street, Cooma and the Monaro Electricity Employees Works Committee.

(b) This Agreement covers employees and intending employees who are employed under the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State Award), covering all classifications of the abovementioned Awards.

(c) The Parties confirm that this Agreement was not entered under duress.

4. INCIDENCE AND DURATION

(a) This Agreement shall regulate partially the Terms and Conditions of Employment previously regulated by the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State) Award. Apart from Clauses specified in the Agreement all other clauses of the (Awards) shall apply.

(b) This Agreement shall be made for a period of 1 (one) year commencing from the date the Agreement is registered.

5. SETTLEMENT OF GRIEVANCES AND DISPUTES

Clause 35 Grievances and Disputes Settlement in the County Council (Electricity Undertakings) Conditions of Employment (State) Award shall apply.

6. PERFORMANCE BONUS

All employees shall be entitled to a \$500 (Five hundred dollars) bonus paid into their Monaro Electricity Sundry Debtor or Electricity Accounts. The bonus may also be paid through the payroll system, at the employee's discretion.

This bonus payment is for employees' past performance and for employees agreeing to enter into an Enterprise Agreement.

The Performance Bonus shall be available to employees annually each October, subject to a satisfactory performance review. The bonus shall be available on a pro rata basis for new and terminating employees.

7. RATES OF PAY ADJUSTMENT

In consideration of a 2 (Two) per cent increase in rates of pay (see Appendix 1) the following is agreed:

A. EMPLOYEES' PICNIC DAY [CLAUSE 13(i)c]

All employees covered by this Agreement shall take the Picnic Day Holiday on one of the working days falling between Christmas and New Years Day.

B. ANNUAL LEAVE LOADING [CLAUSE V]

- (i) This Agreement shall preclude the payment of Annual Leave Loading to employees except in accordance with the provisions set out below.
- (ii) All annual leave loading which has actually accrued, plus pro rata leave loading to 6th December, 1993 shall be paid to employees on the first pay period after the Agreement is registered.
- (iii) Annual Leave Loading shall not be paid for any annual leave which accrued on or after 6th December, 1993.
- (iv) Annual Leave Loading, whether on annual leave which has accrued or pro rata shall not be paid on resignation or termination of employment or for any other reason.

C. SPECIAL ALLOWANCES [CLAUSE NO. 6D(i) A - D]

The provisions of Clause 6D(i) A - D Special Allowances shall not apply to employees covered by this Agreement.

8. CLIMATIC ALLOWANCE

Climatic Allowance shall not apply to employees covered by this Agreement. (See Appendix 1).

9. CLOTHING ISSUE (SCHEDULE C PART 1)

All employees shall be entitled to a clothing issue, as specified in the Monaro Electricity Clothing Policy and Employee Issue List (November 1990).

10. PRODUCTIVITY MATRIX

(a) The Productivity Matrix shall be calculated using Appendix 2.

(b) Each point by which the Productivity Matrix is increased shall result in an increase in pay rates of 0.0483%.

(c) Rates of Pay shall be adjusted from the first pay period to commence on or after 1st July, 1994.

(d) Productivity Indicators

. Operating Cost per Customer

Total operating expenditure divided by the number of customers for the period excluding depreciation and interest.

. System Reliability

Average number of minutes that customer supply is interrupted for the year including planned and unplanned outages excluding all outages due to Pacific Power. Assumes normal weather conditions.

. Customer Satisfaction

Average of the customer satisfaction indices for business and domestic customers as determined by independent survey.

. Absenteeism

Average number of days lost per employee per year on sick leave and leave without pay.

(e) The Productivity indicators shall be updated quarterly and circulated to all work locations.

11. STATE WAGE CASE

If a State Wage Case is determined during the life of this Agreement it shall be dealt with according to the following options:-

- (a) Cost of living adjustment - any component of the State Wage increase which is identified in the decision as a cost of living adjustment shall be passed on to employees in full on the basis of any conditions imposed by the decision. This component of the increase shall be in addition to any increases rising as a result of this Agreement.
- (b) Productivity increase - any component of the State Wage increase which is in return for State or Industry wide productivity improvements or is based on enterprise level productivity increases shall be adjusted to avoid double counting.

12. FUTURE CONSIDERATIONS

Both parties agree to review the following issues during the term of the Agreement:

- 1. Sick leave.
- 2. Working hours.
- 3. Absenteeism.

13. NO EXTRA CLAIMS

No extra claims for additional pay or allowances will be made during the term of this Agreement.

APPENDIX 1

* Non payment of Leave Loading added to hourly rates of pay	1.35%
* Transfer of Employees Picnic Day to period between Christmas and New Year	.50%
* Non payment Special Allowance	15%
Total Increase in Rates of Pay	<u>2.00%</u>

CLIMATIC ALLOWANCE:

\$1.50 will be added to weekly Rates of Pay for employees working 35 hours per week.

and

\$1.575 for employees working 38 hours per week.

MONARO ELECTRICITY

APPENDIX 1 - RATES OF PAY

Effective from the first pay period after the date of registration of this agreement.

CLASSIFICATION	NEW RATE
Administrative Officers	
Grade 1	
1st Year	\$584.75
2nd Year	\$600.55
Grade 2	
1st Year	\$618.50
2nd Year	\$637.20
Grade 3	
1st Year	\$653.00
2nd Year	\$666.15
Grade 4	
1st Year	\$682.45
2nd Year	\$702.35
Grade 5	
1st Year	\$721.75
2nd Year	\$740.20
Grade 6	
1st Year	\$755.00
2nd Year	\$771.00
Grade 7	
1st Year	\$785.30
2nd Year	\$798.95
Grade 8	
1st Year	\$811.20
2nd Year	\$824.85
Grade 9	
1st Year	\$838.75
2nd Year	\$850.65
Grade 10	
1st Year	\$866.90
2nd Year	\$882.80

Grade 11.	
1st Year	\$898.80
2nd Year	\$914.00
Grade 12	
1st Year	\$929.70
2nd Year	\$945.40
<u>Clerical Officers</u>	
<u>(Trainees)</u>	
1st Year (at 17 years of age)	\$221.85
2nd Year (at 18 years of age)	\$253.05
3rd Year (at 19 years of age)	\$283.65
4th Year (at 20 years of age)	\$350.45
Grade 2	
1st Year (at 21 years of age)	\$395.75
2nd Year	\$411.45
3rd Year	\$424.80
4th Year	\$439.70
5th Year	\$455.50
6th Year	\$469.20
Grade 3	
1st Year	\$490.20
2nd Year	\$508.45
Grade 4	
1st Year	\$521.40
2nd Year	\$535.00
Grade 5	
1st Year	\$551.50
2nd Year	\$566.90
<u>Purchasing Officers</u>	
Grade 1	
1st Year	\$551.60
2nd Year	\$567.00
Grade 2	
1st Year	\$584.85
2nd Year	\$600.65
Grade 3	
1st Year	\$618.60
2nd Year	\$637.25

Grade 4	
1st Year	\$653.05
2nd Year	\$666.20
Grade 5	
1st Year	\$682.55
2nd Year	\$702.45
<u>Store Supervisors</u>	
Grade 1	
1st Year	\$455.60
2nd Year	\$469.25
3rd Year	\$490.25
4th Year	\$508.55
5th Year	\$521.50
6th Year	\$535.05
Grade 2	
1st Year	\$551.60
2nd Year	\$567.00
Grade 3	
1st Year	\$584.85
2nd Year	\$600.65
<u>Professional Engineers</u>	
Grade 1	
1st Year	\$605.65
2nd Year	\$651.05
3rd Year	\$695.40
4th Year	\$746.20
Grade 2	
1st Year	\$795.30
2nd Year	\$810.90
Grade 3	
1st Year	\$842.80
2nd Year	\$874.75
Grade 4	
1st Year	\$907.05
2nd Year	\$923.70
Grade 5	
1st Year	\$956.75
2nd Year	\$973.90

Grade 6	
1st Year	\$991.10
2nd Year	\$1,008.05
<u>Engineering Officers</u>	
Grade 1	
1st Year	\$578.55
2nd Year	\$593.10
Grade 2	
1st Year	\$605.65
2nd Year	\$621.80
Grade 3	
1st Year	\$636.45
2nd Year	\$651.05
Grade 4	
1st Year	\$668.00
2nd Year	\$679.00
Grade 5	
1st Year	\$695.40
2nd Year	\$709.10
Grade 6	
1st Year	\$724.90
2nd Year	\$746.20
Grade 7	
1st Year	\$761.00
2nd Year	\$777.95
Grade 8	
1st Year	\$795.30
2nd Year	\$810.90
Grade 9	
1st Year	\$827.00
2nd Year	\$842.80
<u>Superintendent</u>	
Grade 1	
1st Year	\$636.55
2nd Year	\$651.15
Grade 2	
1st Year	\$668.05
2nd Year	\$679.10

Grade 3	
1st Year	\$695.50
2nd Year	\$709.15
Grade 4	
1st Year	\$725.00
2nd Year	\$746.30
<u>Technical Officers</u>	
Grade 1	
1st Year	\$578.60
2nd Year	\$593.20
3rd Year	\$605.75
4th Year	\$621.85
Grade 2	
1st Year	\$636.55
2nd Year	\$651.15
Grade 3	
1st Year	\$668.05
2nd Year	\$679.10
Grade 4	
1st Year	\$695.50
2nd Year	\$709.15
<u>Foreman</u>	
Grade 1	
1st Year	\$558.40
2nd Year	\$570.45
Grade 2	
1st Year	\$578.60
2nd Year	\$593.20
Grade 3	
1st Year	\$605.75
2nd Year	\$621.80
<u>Cadet Engineers</u>	
1st Year (at 17)	\$301.40
2nd Year (at 18)	\$334.15
3rd Year (at 19)	\$363.60
4th Year (at 20)	\$393.20
5th Year (at 21)	\$451.75
6th Year	\$479.15

<u>Electrical Technicians</u>	
Grade 1	\$469.25
Grade 2	\$483.15
Grade 3	\$494.75
Grade 4	\$506.20
Grade 5	\$518.75
Grade 6	\$532.30
Grade 7	\$544.85
Grade 8	\$558.40
Grade 9	\$570.45
<u>Lineworker/Cable Jointers</u>	
Grade 1	\$438.95
Grade 2	\$461.30
Grade 3	\$481.00
Grade 4	\$493.65
Grade 5	\$512.40
Grade 6	\$522.90
<u>Electrical Worker</u>	
Grade 1	\$404.90
Grade 2	\$413.75
Grade 3	\$422.75
Grade 4	\$438.95
Grade 5	\$451.90
Grade 6	\$461.30
<u>Depot Officer</u>	
Grade 1	
1st Year	\$422.75
2nd Year	\$438.95
3rd Year	\$451.90
Grade 2	\$461.30
Grade 3	\$476.10
Grade 4	\$490.25
<u>Apprentices</u>	
(a) Indentured Apprentices	
1st Year	\$229.25
2nd Year	\$273.65
3rd Year	\$316.45
4th Year	\$358.50

(b) Trainee Apprentices	
1st Year	\$273.65
2nd Year	\$316.45
3rd Year	\$358.50
<u>Trainee Electrical Worker</u>	
at 17 years and under	\$221.90
at 18 years	\$263.65
<u>Probationary Lineworkers</u>	
	\$417.85
<u>Motor Mechanics</u>	
Grade 1	\$466.10
Grade 2	\$477.85
Grade 3	\$490.05
Grade 4	\$501.90
Grade 5	\$514.45
Grade 6	\$528.00

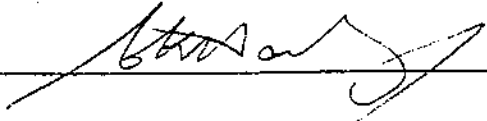
APPENDIX 2

MONARRO ELECTRICITY PRODUCTIVITY MATRIX

SYSTEM RELIABILITY	ABSENTEEISM	OPERATING COSTS	CUSTOMER SATISFACTION	PERFORMANCE
80.00	1.00	280	80.00	10
90.00	1.50	290	78.00	9
100.00	2.00	300	76.00	8
110.00	3.00	310	74.00	7
120.00	4.00	320	72.00	6
130.00	5.00	330	70.00	5
140.00	6.00	340	68.00	4
150.32	6.62	361	66.15	3
160.00	7.00	370	64.00	2
170.00	8.00	380	62.00	1
180.00	9.00	390	60.00	0
3	3	3	3	
5	8	30	5	
15	24	90	15	
144				
0.00%				SCORE WEIGHT VALUE
PERCENT				INDEX

SIGNED FOR AND ON BEHALF
OF MONARO ELECTRICITY

C.K. Hackney
General Manager

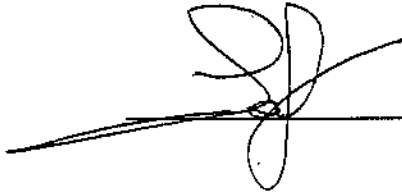


SIGNED BY THE MONARO
ELECTRICITY WORKS COMMITTEE

W. Power
Engineering Officer

W Power


T. Spencer
Apprentice Electrical
Technician



C. McFarlane
Clerical Officer

C. McFarlane

J. O'Neill
Foreman



J. Bedingfield
Line Worker

J Bedingfield

N. Blanch
Electrical Technician

N.A. Blanch

7th October 1993