

# ENTERPRISE AGREEMENT

NO: E.A. 221 /1994

DATE REGISTERED: 8-7-94

PRICE: \$ 50-00



## PCCC ELECTRICITY STATE ENTERPRISE AGREEMENT 1994

### 1. TITLE OF AGREEMENT

This Agreement shall be known as the PCCC Electricity State Enterprise Agreement 1994.

### 2. PARTIES TO THE AGREEMENT

The parties to the Agreement are PCCC Electricity 437 Peel Street, Tamworth NSW 2340 and the Federated Municipal & Shire Council Employees' Union (New South Wales Division) 235 Clarence Street, Sydney NSW 2000 and the Electrical Trades Union (New South Wales Branch) 36 Hutchinson Street, Surry Hills NSW 2010.

### 3. INTENTION

- (i) The parties to this Agreement are committed to the achievement of PCCC Electricity's "Performance Agreement" targets.
- (ii) This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.

The parties agree that any such increase in rates of pay shall be linked to PCCC Electricity's productivity improvement and that such pay increases will be in accordance with the methodology detailed in this Agreement and Schedule 'A' of this Agreement.

- (iii) The provisions of this Agreement to their extent, take precedence and override any provision of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State) Award or any other Award or Agreement dealing with the same matters, that apply to the parties to this Agreement.
- (iv) No employee shall suffer a reduction in their rates of pay as a result of the expiry of this Agreement.

### 4. DURESS

This Agreement has been entered into by the parties in good faith and without duress.

5. PAST PERFORMANCE

In recognition of each employee's contribution to PCCC Electricity's past performance (under PCCC Electricity's Performance Agreements) existing award weekly rates of pay and certain allowances will increase by 3.24 percent. The increased award weekly rates of pay (rounded upwards to the nearest dollar) and relevant allowances are set out in Table 1.

Such increases in rates of pay and allowances are effective from the commencement of this Agreement and are payable for all purposes.

6. PRODUCTIVITY

(i) In this clause, the following definitions apply:

"operating costs per customer" - operating costs per customer excluding interest and depreciation and including capitalised operating costs.

"customer satisfaction" - the average of the domestic and business customer satisfaction indicators.

Both definitions are based on PCCC Electricity's Performance Agreement definitions, and PCCC Electricity's performance in respect of these indicators will be as measured in accordance with the procedure outlined in PCCC Electricity's Performance Agreement.

(ii) In recognition of employees' contribution to PCCC's continuing productivity improvement, the Distributor is prepared to share any improvement in the "Operating Costs per Customer" figure with employees according to the productivity formula outlined in Schedule "A".

(iii) The productivity formula will measure defined performance indices for the financial year 1993/1994.

(iv) The scheme will rely primarily on improvements in the "operating costs per customer" indicator with the "customer satisfaction" measure acting as a plus or minus moderating indicator, as the basis for determining increases in the rates of pay.

These indicators will be applied in accordance with schedule "A" for the purpose of determining increases in rates of pay. Such increases to be effective from the first pay period to commence on or after PCCC Electricity's Performance Agreement figures for 1993/94 have been audited.

(v) Should a no change or negative result be obtained from the productivity calculations outlined in Schedule "A", no adjustment in rates of pay will occur.

Any past deficit in the productivity formula will need to be made up before any increase in rates of pay can occur.

- (vi) The parties agree that should circumstances arise (which are reasonably beyond the control of the employees), which adversely affects the performance indicators to a significant extent, then discussions will occur between the parties as to what, if any, allowance or variation should be incorporated into the model.

## 7. CONDITIONS OF EMPLOYMENT

### Annual Leave Loading

Weekly rates of pay and certain allowances will be increased by 1.35 per cent. The increased weekly rates of pay (rounded upwards to the nearest dollar) and relevant allowances are set out in Table 2.

Such increases in rates of pay and allowances are effective from the first pay period beginning on or after the commencement of this Agreement and are payable for all purposes, subject to the following conditions:

- (i) This Agreement shall preclude the payment of annual leave loading except as provided for by paragraph (ii).
- (ii) A payment, representing the loading on accrued annual leave, shall be paid to employees in the first pay period beginning on or after the commencement of this Agreement.

Such payment shall be calculated by determining an employee's accrued annual leave balance for which loading would have been paid up to the commencement of this Agreement (including any pro rata amount), and applying a monetary loading of seventeen and a half percent (17.5%) of the employee's ordinary rate of pay to the accrued balance.

### Employment Security

In the event that during the life of this Agreement there needs to be a reduction in the workforce, the parties agree that this is to be achieved by natural attrition or voluntary redundancy. If this is not achievable the parties agree to discuss this issue with the intention of resolving the matter. PCCC Electricity retains its rights in performance and disciplinary matters as a separate issue.

### Work Environment

- (i) Occupational Health and Safety

PCCC Electricity is committed to maintaining an accident-free and healthy workplace. This will be achieved by:-

- Implementation of appropriate health and safety procedures;
- Appropriate management practices;
- The active and constructive involvement of all employees; and
- Management and employee participation on Safety Committees.



- 4 -

At all times PCCC Electricity and employees will comply with the Occupational Health and Safety Act 1983.

PCCC Electricity will encourage employees to take a constructive role in promoting improvements in occupational health, safety and welfare to achieve a healthy and safe working environment.

(ii) **Equality of Employment**

The parties are committed to providing a work environment which promotes the achievement of equality of opportunity in employment without discriminating against employees.

8. **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 principles:

- (i) 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 paid to employees covered by this Agreement subject to any conditions imposed by the decision. The payment of any cost of living adjustment shall be in addition to rates of pay paid under this Agreement.
- (ii) Productivity increase - any component of the State Wage increase which is a productivity based or linked increase shall be discounted to the extent of any productivity payment made under this Agreement.

9. **TERM**

This Agreement shall commence on the date of registration and shall remain in force for a period of one (1) year unless varied or terminated as provided for by the Industrial Relations Act.

10. **FUTURE NEGOTIATIONS**

Within three months of registration of this Agreement the parties commit themselves to further negotiations with a view to further enhancing productivity and efficiency while ensuring fair and relevant conditions of employment within PCCC Electricity.

Specifically, but without limiting the agenda, the parties will discuss the following:

- Hours of work
- Sick leave
- On-call
- Formula for calculating the productivity gains for 1994/95.

11. SETTLEMENT OF GRIEVANCES AND DISPUTES

The parties to this Agreement shall, in respect of any grievance or dispute concerning the provisions or implementation of this agreement, observe and implement the Grievance and Dispute settlement procedure contained in Clause 35 of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award.

12. AREA AND INCIDENCE

This Agreement shall apply to and be binding on PCCC Electricity, the Federated Municipal and Shire Council Employees' Union (New South Wales Division) and the Electrical Trades Union (New South Wales Branch) and on all employees of PCCC Electricity employed under the provisions of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State) Award.

THE COMMON SEAL of PCCC ELECTRICITY was hereunto affixed on the <sup>6<sup>th</sup></sup> day of April 1994 in pursuance of a resolution passed by the Board on the twenty first day of February 1994

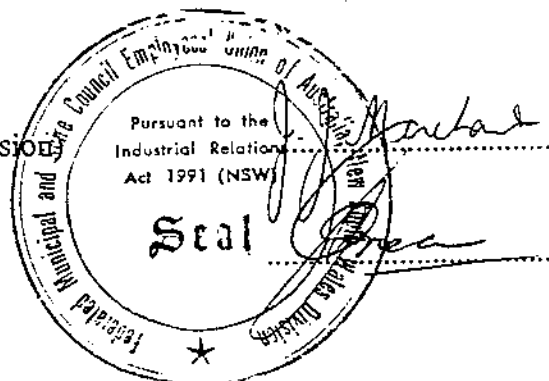
H.C. Hubbard  
Chairman  
[Signature]  
General Manager

Signed for and on behalf of  
Electrical Trades Union of Australia  
(New South Wales Branch) on 13-4-94

[Signature]  
Peter M. [Signature]

In the presence of

Signed for and on behalf of  
Federated Municipal and Shire Council  
Employees' Union (New South Wales Division)  
on 26-4-94



In the presence of

# SCHEDULE "A"

## PRODUCTIVITY FORMULA

$$PPI = \left( A_1 \left[ \frac{AR_o}{R_o} \right] + A_2 \left[ \frac{AR_A}{R_A} \right] \right) \left( 1 + W \left[ \frac{AC - PC}{PC} \right] \right)$$

Where	PPI	=	Productivity pay increase
	A <sub>1</sub>	=	% available pay rise – electricity supply – as per spreadsheet
	AR <sub>o</sub>	=	Actual reduction in operating costs per customer
	R <sub>o</sub>	=	Target reduction in operating costs per customer
	A <sub>2</sub>	=	% available pay rise – *ancillary – as per spreadsheet
	AR <sub>A</sub>	=	Actual surplus – *ancillary – activities
	R <sub>A</sub>	=	Target surplus – *ancillary – activities
	W	=	Customer satisfaction weighting factor
	AC	=	Actual averaged customer satisfaction index (Domestic and Business)
	PC	=	Previous customer satisfaction index

\* includes appliance retailing and repairs and private electrical installation contracting.

### Example

Possible scenario 1993/94

$$\begin{aligned}
 PPI &= \left( 1.75\% \left[ \frac{21.61}{21.61} \right] + 0.82\% \left[ \frac{288,000}{288,000} \right] \right) \left( 1 + 1 \left[ \frac{76.45 - 75.7}{75.7} \right] \right) \\
 &= (1.75\% + 0.82\%) (1.0099) \\
 &= 2.60\%
 \end{aligned}$$

**NOTE:** If AR<sub>o</sub> is larger/smaller % increase is larger/smaller  
 If AR<sub>A</sub> is larger/smaller % increase is larger/smaller  
 If AC is larger/smaller % increase is larger/smaller

PCCC Electricity

89/90 90/91 91/92 92/93 93/94 projected

a	Operation Cost per Customer	\$482.88	\$438.46	\$437.14	\$417.69	\$396.00
b	Reduction in Operation Cost per Customer	\$43.66	\$44.42	\$1.32	\$19.45	\$21.61
c	Customers	26257	26935	27451	28042	28430
d	Percentage Share of Savings	33.30%	33.30%	33.30%	33.30%	33.30%
e	Employees	270	264	254	245	242
f	Weeks per Year	52.2	52.2	52.2	52.2	52.2
g	Dollars per week per Employee	\$27.09	\$28.80	\$0.91	\$14.20	\$16.20
h	Shown as Percentage of Base Rate + On Costs	3.36%	3.49%	0.11%	1.59%	1.75%
i	Base Rate + On Costs (61%)	\$805.00	\$826.00	\$850.00	\$893.00	\$927.00

(R<sub>0</sub>)

(R<sub>1</sub>)

j	Cost savings * Customers	\$1,146,380.62	\$1,192,010.70	\$36,235.32	\$545,416.90	\$614,372.30
k	Times X 33.3%	\$381,744.75	\$396,939.56	\$12,066.36	\$181,623.83	\$204,585.98
l	Divided by Employees	\$1,413.87	\$1,503.56	\$47.51	\$741.32	\$845.40
m	Divided by weeks in a year	\$27.09	\$28.80	\$0.91	\$14.20	\$16.20
n	Percentage Value of Base Rate	3.36%	3.49%	0.11%	1.59%	1.75%

(R<sub>#</sub>)

o	ANCILLARY - (PROFIT)	\$187,000	\$301,000	\$316,000	\$209,000	\$288,000
p	Percentage Share of Savings	\$62,333	\$100,333	\$105,333	\$69,667	\$96,000
q	Divided by Employees	\$230.86	\$380.05	\$414.70	\$284.35	\$396.69
r	Divided by weeks in a year (52.2)	\$4.42	\$7.28	\$7.94	\$5.45	\$7.60
s	Percentage Value of Base Rate	0.55%	0.88%	0.93%	0.61%	0.82%
t	Total Savings/Profit	\$31.51	\$36.08	\$8.85	\$19.65	\$23.79

(R<sub>z</sub>)

u	Rate of increase	3.91%	4.37%	1.04%	2.20%	2.57%
v	> double check --->	3.91%	4.37%	1.04%	2.20%	2.57%

a=inp; b=newa-ol@a; c=inp; d=inp; e=inp; f=inp; g=((((b\*c)\*33.3)/e)/f); h=n; i=inp; j=b\*c; k=j/d; l=k/e; m=j\*f  
n=m/i; o=inp; p=o/3; q=p/e; r=q/f; s=r/i; t=r\*m; u=t/i; v=s+n;





TABLE 1

CLASSIFICATIONS AND RATES PER WEEK

CLASSIFICATION		RATES PER WEEK
<u>ADMINISTRATIVE OFFICERS</u>		
Grade 1	1st Year	\$591
	2nd Year	\$607
Grade 2	1st Year	\$625
	2nd Year	\$644
Grade 3	1st Year	\$660
	2nd Year	\$673
Grade 4	1st Year	\$690
	2nd Year	\$710
Grade 5	1st Year	\$729
	2nd Year	\$748
Grade 6	1st Year	\$763
	2nd Year	\$779
Grade 7	1st Year	\$794
	2nd Year	\$808
Grade 8	1st Year	\$820
	2nd Year	\$834
Grade 9	1st Year	\$848
	2nd Year	\$860
Grade 10	1st Year	\$876
	2nd Year	\$892
Grade 11	1st Year	\$909
	2nd Year	\$924
Grade 12	1st Year	\$940
	2nd Year	\$956

CLERICAL OFFICERS

Grade 1 (Trainees)	1st Year (at 17 years of age)	\$223
	2nd Year (at 18 years of age)	\$255
	3rd Year (at 19 years of age)	\$286
	4th Year (at 20 years of age)	\$354
Grade 2	1st Year (at 21 years of age)	\$400
	2nd Year	\$415
	3rd Year	\$429
	4th Year	\$444
	5th Year	\$460
	6th Year	\$474
Grade 3	1st Year	\$495
	2nd Year	\$514
Grade 4	1st Year	\$527
	2nd Year	\$540
Grade 5	1st Year	\$557
	2nd Year	\$573

PURCHASING OFFICERS

Grade 1	1st Year	\$557
	2nd Year	\$573
Grade 2	1st Year	\$591
	2nd Year	\$607
Grade 3	1st Year	\$625
	2nd Year	\$644
Grade 4	1st Year	\$660
	2nd Year	\$673
Grade 5	1st Year	\$690
	2nd Year	\$710

STORE SUPERVISORS

Grade 1	1st Year	\$460
	2nd Year	\$474
	3rd Year	\$495
	4th Year	\$514
	5th Year	\$527
	6th Year	\$540
Grade 2	1st Year	\$557
	2nd Year	\$573
Grade 3	1st Year	\$591
	2nd Year	\$607

PROFESSIONAL ENGINEERS

Grade 1	1st Year	\$612
	2nd Year	\$658
	3rd Year	\$703
	4th Year	\$754
Grade 2	1st Year	\$804
	2nd Year	\$820
Grade 3	1st Year	\$852
	2nd Year	\$884
Grade 4	1st Year	\$917
	2nd Year	\$934
Grade 5	1st Year	\$967
	2nd Year	\$985
Grade 6	1st Year	\$1,002
	2nd Year	\$1,019

ENGINEERING OFFICERS

Grade 1	1st Year	\$585
	2nd Year	\$599
Grade 2	1st Year	\$612
	2nd Year	\$628
Grade 3	1st Year	\$643
	2nd Year	\$658
Grade 4	1st Year	\$675
	2nd Year	\$686

ENGINEERING OFFICERS (Cont)

Grade 5	1st Year	\$703
	2nd Year	\$717
Grade 6	1st Year	\$733
	2nd Year	\$754
Grade 7	1st Year	\$769
	2nd Year	\$786
Grade 8	1st Year	\$804
	2nd Year	\$820
Grade 9	1st Year	\$836
	2nd Year	\$852

SUPERINTENDENT

Grade 1	1st Year	\$643
	2nd Year	\$658
Grade 2	1st Year	\$675
	2nd Year	\$686
Grade 3	1st Year	\$703
	2nd Year	\$717
Grade 4	1st Year	\$733
	2nd Year	\$754

TECHNICAL OFFICERS

Grade 1	1st Year	\$585
	2nd Year	\$599
	3rd Year	\$612
	4th Year	\$628
Grade 2	1st Year	\$643
	2nd Year	\$658
Grade 3	1st Year	\$675
	2nd Year	\$686
Grade 4	1st Year	\$703
	2nd Year	\$717

FOREMAN

Grade 1	1st Year	\$564
	2nd Year	\$576
Grade 2	1st Year	\$585
	2nd Year	\$599
Grade 3	1st Year	\$612
	2nd Year	\$628

CADET ENGINEERS

1st Year (at 17)	\$304
2nd Year (at 18)	\$337
3rd Year (at 19)	\$367
4th Year (at 20)	\$397
5th Year (at 21)	\$456
6th Year	\$484

ELECTRICAL TECHNICIANS

Grade 1	\$474
Grade 2	\$488
Grade 3	\$500
Grade 4	\$511
Grade 5	\$524
Grade 6	\$538
Grade 7	\$550
Grade 8	\$564
Grade 9	\$576

LINEWORKER/CABLE JOINTERS

Grade 1	\$443
Grade 2	\$466
Grade 3	\$486
Grade 4	\$499
Grade 5	\$518
Grade 6	\$528

ELECTRICAL WORKER

Grade 1	\$409
Grade 2	\$418
Grade 3	\$427
Grade 4	\$443
Grade 5	\$456
Grade 6	\$466

DEPOT OFFICER

Grade 1	1st Year	\$427
	2nd Year	\$443
	3rd Year	\$456
Grade 2		\$466
Grade 3		\$481
Grade 4		\$495

APPRENTICES

## (a) Indentured Apprentices

1st Year	\$231
2nd Year	\$276
3rd Year	\$319
4th Year	\$362

## (b) Trainee Apprentices

1st Year	\$276
2nd Year	\$319
3rd Year	\$362

TRAINEE ELECTRICAL WORKER

at 17 years and under	\$223
at 18 years	\$266

PROBATIONARY LINEWORKER/CABLE JOINTERS

\$422

CARPENTERS

Grade 1	\$471
Grade 2	\$483
Grade 3	\$495

LICENSED PLUMBERS

Grade 1	\$486
Grade 2	\$498
Grade 3	\$512

PAINTERS

Grade 1	\$471
Grade 2	\$483
Grade 3	\$495

FITTER MACHINISTS

Grade 1	\$471
Grade 2	\$483
Grade 3	\$495
Grade 4	\$507

WELDERS

Grade 1	\$471
Grade 2	\$483
Grade 3	\$495

MOTOR MECHANICS

Grade 1	\$471
Grade 2	\$483
Grade 3	\$495
Grade 4	\$507
Grade 5	\$520
Grade 6	\$533

LANDSCAPE GARDENERS

Rates per Week

Grade 1

\$432

ALLOWANCES

On Call - availability allowance	\$72.78	per week
On Call - Duty Officer	\$81.97	per week
Availability Allowance Officer-in-Charge	\$72.78	per week
Telephone Calls	\$27.67	per week
Shift Allowances (a) Afternoon	\$12.39	per shift
(b) Night	\$12.39	per shift
(c) Early Morning	\$5.78	per shift
First Aid Allowance	\$1.65	per day or per shift
Leading Hand Payment	\$30.35	per week
Explosives Allowance	\$ 8.88	per week
Aircraft Allowance	\$10.43	per day or part thereof

Special Allowances	Cents per Hour	
(a) Dirty Work		17
Wet Places		22
Oil		17
Air Compressor		22
Steam Cleaning		17
(b) Working at Heights		
3.5 metres		24
9.0 metres		29
Bosun's chair/swinging stage		34
(c) Power Tools		
Jack hammer/rock drill/ in charge air compressor		12
Chainsaw		24
Rocket firing/explosive equipment		12



## Special Allowances (Cont)

Cents per Hour

Rivet gun	11
Concrete saw	12
(d) Confined space	
Confined space etc	22
Underground/trenches	17

## Tool Allowances

Electrical Tradesman/Lineworker	\$6.19 per week
Metal Tradesmen	\$5.88 per week
Carpenters/Plumbers	\$8.88 per week
Painters	\$2.37 per week



TABLE 2

CLASSIFICATIONS AND RATES PER WEEK

CLASSIFICATION		RATES PER WEEK
<u>ADMINISTRATIVE OFFICERS</u>		
Grade 1	1st Year	\$599
	2nd Year	\$616
Grade 2	1st Year	\$634
	2nd Year	\$653
Grade 3	1st Year	\$669
	2nd Year	\$683
Grade 4	1st Year	\$700
	2nd Year	\$720
Grade 5	1st Year	\$739
	2nd Year	\$759
Grade 6	1st Year	\$774
	2nd Year	\$790
Grade 7	1st Year	\$805
	2nd Year	\$819
Grade 8	1st Year	\$832
	2nd Year	\$846
Grade 9	1st Year	\$860
	2nd Year	\$872
Grade 10	1st Year	\$888
	2nd Year	\$905
Grade 11	1st Year	\$922
	2nd Year	\$937
Grade 12	1st Year	\$953
	2nd Year	\$969

CLERICAL OFFICERS

Grade 1 (Trainees)	1st Year (at 17 years of age)	\$227
	2nd Year (at 18 years of age)	\$259
	3rd Year (at 19 years of age)	\$290
	4th Year (at 20 years of age)	\$359
Grade 2	1st Year (at 21 years of age)	\$406
	2nd Year	\$421
	3rd Year	\$435
	4th Year	\$450
	5th Year	\$467
	6th Year	\$481
Grade 3	1st Year	\$502
	2nd Year	\$521
Grade 4	1st Year	\$535
	2nd Year	\$548
Grade 5	1st Year	\$565
	2nd Year	\$581

PURCHASING OFFICERS

Grade 1	1st Year	\$565
	2nd Year	\$581
Grade 2	1st Year	\$599
	2nd Year	\$616
Grade 3	1st Year	\$634
	2nd Year	\$653
Grade 4	1st Year	\$669
	2nd Year	\$683
Grade 5	1st Year	\$700
	2nd Year	\$720

STORE SUPERVISORS

Grade 1	1st Year	\$467
	2nd Year	\$481
	3rd Year	\$502
	4th Year	\$521
	5th Year	\$535
	6th Year	\$548
Grade 2	1st Year	\$565
	2nd Year	\$581
Grade 3	1st Year	\$599
	2nd Year	\$616

PROFESSIONAL ENGINEERS

Grade 1	1st Year	\$621
	2nd Year	\$667
	3rd Year	\$713
	4th Year	\$765
Grade 2	1st Year	\$815
	2nd Year	\$832
Grade 3	1st Year	\$864
	2nd Year	\$896
Grade 4	1st Year	\$930
	2nd Year	\$947
Grade 5	1st Year	\$981
	2nd Year	\$999
Grade 6	1st Year	\$1,016
	2nd Year	\$1,033

ENGINEERING OFFICERS

Grade 1	1st Year	\$593
	2nd Year	\$608
Grade 2	1st Year	\$621
	2nd Year	\$637
Grade 3	1st Year	\$652
	2nd Year	\$667
Grade 4	1st Year	\$685
	2nd Year	\$696

ENGINEERING OFFICERS (Cont)

Grade 5	1st Year	\$713
	2nd Year	\$727
Grade 6	1st Year	\$743
	2nd Year	\$765
Grade 7	1st Year	\$780
	2nd Year	\$797
Grade 8	1st Year	\$815
	2nd Year	\$832
Grade 9	1st Year	\$848
	2nd Year	\$864

SUPERINTENDENT

Grade 1	1st Year	\$652
	2nd Year	\$667
Grade 2	1st Year	\$685
	2nd Year	\$696
Grade 3	1st Year	\$713
	2nd Year	\$727
Grade 4	1st Year	\$743
	2nd Year	\$765

TECHNICAL OFFICERS

Grade 1	1st Year	\$593
	2nd Year	\$608
	3rd Year	\$621
	4th Year	\$637
Grade 2	1st Year	\$652
	2nd Year	\$667
Grade 3	1st Year	\$685
	2nd Year	\$696
Grade 4	1st Year	\$713
	2nd Year	\$727

FOREMAN

Grade 1	1st Year	\$572
	2nd Year	\$584
Grade 2	1st Year	\$593
	2nd Year	\$608
Grade 3	1st Year	\$621
	2nd Year	\$637

CADET ENGINEERS

1st Year (at 17)	\$309
2nd Year (at 18)	\$342
3rd Year (at 19)	\$372
4th Year (at 20)	\$403
5th Year (at 21)	\$463
6th Year	\$491

ELECTRICAL TECHNICIANS

Grade 1	\$481
Grade 2	\$495
Grade 3	\$507
Grade 4	\$518
Grade 5	\$532
Grade 6	\$546
Grade 7	\$558
Grade 8	\$572
Grade 9	\$584

LINEWORKER/CABLE JOINTERS

Grade 1	\$449
Grade 2	\$473
Grade 3	\$493
Grade 4	\$506
Grade 5	\$525
Grade 6	\$536

ELECTRICAL WORKER

Grade 1	\$415
Grade 2	\$424
Grade 3	\$433
Grade 4	\$449
Grade 5	\$463
Grade 6	\$473

DEPOT OFFICER

Grade 1	1st Year	\$433
	2nd Year	\$449
	3rd Year	\$463
Grade 2		\$473
Grade 3		\$488
Grade 4		\$502

APPRENTICES

## (a) Indentured Apprentices

1st Year	\$235
2nd Year	\$280
3rd Year	\$324
4th Year	\$367

## (b) Trainee Apprentices

1st Year	\$280
2nd Year	\$324
3rd Year	\$367

TRAINEE ELECTRICAL WORKER

at 17 years and under	\$227
at 18 years	\$270

PROBATIONARY LINEWORKER/CABLE JOINTERS

\$428

CARPENTERS

Grade 1	\$478
Grade 2	\$490
Grade 3	\$502

LICENSED PLUMBERS

Grade 1	\$493
Grade 2	\$505
Grade 3	\$519

PAINTERS

Grade 1	\$478
Grade 2	\$490
Grade 3	\$502

FITTER MACHINISTS

Grade 1	\$478
Grade 2	\$490
Grade 3	\$502
Grade 4	\$514

WELDERS

Grade 1	\$478
Grade 2	\$490
Grade 3	\$502

MOTOR MECHANICS

Grade 1	\$478
Grade 2	\$490
Grade 3	\$502
Grade 4	\$514
Grade 5	\$528
Grade 6	\$541



LANDSCAPE GARDENERS

Grade 1

\$438

ALLOWANCES

On Call – availability allowance		\$73.76	per week
On Call – Duty Officer		\$83.08	per week
Availability Allowance Officer-in-Charge		\$73.76	per week
Telephone Calls		\$28.04	per week
Shift Allowances	(a) Afternoon	\$12.56	per shift
	(b) Night	\$12.56	per shift
	(c) Early Morning	\$5.86	per shift
First Aid Allowance		\$1.67	per day or per shift
Leading Hand Payment		\$30.76	per week
Explosives Allowance		\$ 9.00	per week
Aircraft Allowance		\$10.57	per day or part thereof

Special Allowances		Cents per Hour
(a) Dirty Work		17
Wet Places		22
Oil		17
Air Compressor		22
Steam Cleaning		17
(b) Working at Heights		
3.5 metres		24
9.0 metres		29
Bosun's chair/swinging stage		35
(c) Power Tools		
Jack hammer/rock drill/ in charge air compressor		13
Chainsaw		24
Rocket firing/explosive equipment		13

## Special Allowances (Cont)

Cents per Hour

Rivet gun	12
Concrete saw	13
(d) Confined space	
Confined space etc	22
Underground/trenches	17

## Tool Allowances

Electrical Tradesman/Lineworker	\$6.27 per week
Metal Tradesmen	\$5.96 per week
Carpenters/Plumbers	\$9.00 per week
Painters	\$2.40 per week