

ENTERPRISE AGREEMENT

NO: E.A. 378 /1994

DATE REGISTERED: 29-9-94

PRICE: \$ 44-00

STATE AGREEMENT

ENTERPRISE



AGREEMENT

Between

SOUTHERN RIVERINA ELECTRICITY AND WATER

and the

**EMPLOYEES OF
SOUTHERN RIVERINA ELECTRICITY AND WATER**

REPRESENTED BY

Electrical Trades Union of Australia

**Federated Municipal & Shire Council Employees Union of
Australia (NSW Division)**

24/3/94

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ENTERPRISE AGREEMENT

PRODUCTIVITY BARGAINING

1. TITLE OF AGREEMENT

This Agreement shall be known as the Southern Riverina Electricity and Water State Enterprise Agreement 1994.

2. PARTIES TO THE AGREEMENT

An enterprise agreement, pursuant to the NSW Industrial Relations Act 1991, in accordance with the provisions of s.115-142 of the Act, entered into between Southern Riverina Electricity and Water and

Electrical Trades Union of Australia
36-38 Hutchinson Street,
SURRY HILLS N.S.W. 2010

Federated Municipal & Shire Council Employees Union of Australia,
(NSW Division)
235-239 Clarence Street,
SYDNEY N.S.W. 2000

It is agreed by the parties as follows:

3. INTENTION

The S.R.E.W. State Enterprise Agreement 1994 is an integral part of achieving its goal of being the leading regional distributor of electricity and water services and the preferred energy supplier to our community by 1997. This Enterprise Agreement has the intent of:

- (i) The parties to this Agreement are committed to the achievement of S.R.E.W.'S "Performance Agreement" targets for Electricity and operating cost target for Water.
- (ii) This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.

The parties accept that any such increase in rates of pay shall be linked to the S.R.E.W. 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 Council (Electricity Undertakings) State Awards or any other Award or Agreement dealing with the same matters, that apply to the parties to this Agreement.

- (iv) Any matters not covered in this Agreement revert to the County Council's (Electricity Undertakings) State Awards or any other Award or Agreement dealing with the same matters that apply to the parties to this Agreement.
- (v) The Sick Leave provisions of the County Council (Electricity Undertakings) Conditions of Employment (State) Award apply provided that where an employee is absent up to 5 days per annum on account of sickness in the first year of employment and has not accumulated sufficient hours to meet that absence, they shall be paid for those hours from any balance remaining as at the first anniversary of employment.

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 S.R.E.W.'s past performance existing ordinary weekly award rates of pay will increase by 2.5 percent.

The rates of pay payable in accordance with this Clause shall take effect on and from the date of registration. Employees covered by this Agreement at the date of registration will be paid the rate of pay in accordance with this Clause from the beginning of the first pay period commencing on or after 1st November, 1993.

6. PRODUCTIVITY

Southern Riverina Electricity and Water agrees to pay to its employees a wage increase based on achieving target performance indicators for the period 1st July, 1993 to 30th June, 1994 for Electricity and 1st January 1994 to 30th June, 1994 for Water based on the following:-

- (i) In this clause, the following definition apply:

"operating costs per customer" - operating costs per customer excluding interest and depreciation and including capitalised operating costs.
(i.e. labour component of capital works)

- (ii) The parties agree that productivity improvements are critical to S.R.E.W. achieving Performance Agreement targets for Electricity, and operating cost target for Water.

While this Agreement depends on the measurement of the factor "operating costs per customer", it is understood by all parties that the achievement of this target will not be to the detriment of other S.R.E.W. performance agreements targets.

The contribution of staff to the achievement of these targets will be recognised through the implementation of a productivity linked pay scheme.

- (iii) The scheme will rely on improvements in the "operating costs per customer" indicator, as the basis for determining increases in the rates of pay.

This indicator will be applied in accordance with Schedule "A" for the purpose of determining increases in ordinary weekly award rates of pay.



GS

P.R. Hancock

- (iv) The parties agree that should extraordinary circumstances arise (which are reasonably beyond the control of the employees), which adversely affect the targets, then discussions will occur between the parties as to what, if any, allowance or variation should be incorporated into the model.
- (v) The productivity pay based increase will be paid as a percentage increase to wages effective on and from the date of registration. Employees covered by this Agreement at the date of registration will be paid the rate of pay in accordance with this Clause from the beginning of the first pay period commencing from 1st July, 1994 up to a 2% increase with any increase above 2% paid as a once only bonus.

The bonus payment for each employee is to be calculated by:

(Total Percentage Increase - 2.0%) X Annual Wage/Salary at 30th June 94)

The commencing level for the subsequent Agreement will be the target level for 1993/94 if a bonus payment is made.

- (vi) This increase will be in addition to increases provided by Clauses 5 and 7.
- (vii) The Productivity based increase will be due from the 1st pay period after 1st July 1994 and paid following finalisation of end of year financial results.

7. ANNUAL LEAVE LOADING ADJUSTMENT

On and from the day this Agreement is registered each employee's ordinary weekly award rate of pay shall be increased by 1.35% in consideration of the following:-

- i) From the day of Agreement registration employees will not be entitled to nor receive a loading on annual leave, presently 17.5%.
- ii) Each employee shall be paid annual leave loading in respect of accrued and pro rata annual leave to the day of registration at the rate of 16.15%.

Such payment shall be paid to employees in the first pay period commencing after registration.

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.

Handwritten signature: P.R. Hancock

9. TERM

This Agreement shall commence on the date of registration and shall remain in force for a period of 12 months unless varied or terminated as provided for by the Industrial Relations Act, 1991.

10. INCOMPLETE AWARD RESTRUCTURING

Electricians in the Water Supply Department for which Award Restructuring is incomplete at the date of registration of this Agreement shall have recognition of any subsequent concluded wage level under negotiations in progress at the 1st February, 1994, provided that the evaluation reached is comparable with that already done for other water employees.

11. FUTURE NEGOTIATIONS

The parties to this Agreement agree to commence negotiations on a new Agreement no later than 1st April, 1994, with the intention to agree to a matrix to apply for the period 1994/95 or amend the attached matrix to apply for this period.

The parties to this Agreement agree that any Award or working conditions, including sick leave, can be discussed in a future Enterprise Agreement.

12. CONSULTATIVE COMMITTEE

A Consultative Committee consisting of 4 management representatives and up to 9 employee representatives will meet at least quarterly or as required, for the consultation and negotiation on matters affecting the efficiency and productivity of the enterprise.

13. 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. Southern Riverina Electricity and Water retains its rights in performance and disciplinary matters.

14. WORK ENVIRONMENT

i) **Occupational Health & Safety**

Southern Riverina Electricity and Water is committed to maintaining an accident free and healthy workplace by:-

- a) Complying with the O.H. & S. Act 1983; and,
- b) Applying the S.R.E.W. Safety Policy.

ii) **Equality of Employment & Elimination of Discrimination**

The parties are committed to providing a work environment which promotes the achievement of equality and elimination of discrimination in employment by applying S.R.E.W. Equal Employment Opportunity Policy.

15. **BUDGET REVIEW**

The Consultative Committee will be provided with information for the purpose of reviewing actual performance to budget during the period of the enterprise agreement with a view to making recommendations on performance matters.

Management will provide on a monthly basis information to employees on operating cost performance sufficient to explain progress on the Enterprise Agreement targets.

16. **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 Council (Electricity Undertakings) Conditions of Employment State Award.

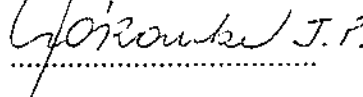
17. **AREA AND INCIDENCE**

This Agreement shall apply to and be binding on Southern Riverina Electricity and Water and all employees thereof, employed under the provisions of the County Councils (Electricity Undertakings) State Awards or any other Award or Agreement dealing with the same matters, that apply to the parties to this Agreement.

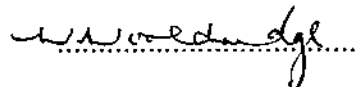
Signed and Sealed for and on behalf of
Southern Riverina Electricity and Water


.....
GENERAL MANAGER

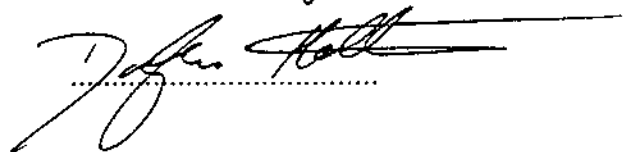
In the presence of


.....
J.P.

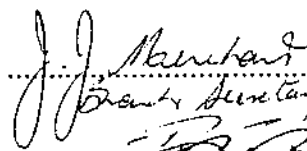
Signed and sealed for and on behalf of
Electrical Trades Union of Australia


.....

In the presence of


.....

Signed and sealed for and on behalf of
Federated Municipal & Shire Council Employees
Union of Australia, (NSW Division)


.....
Secretary

SCHEDULE A

COMMERCIAL IN CONFIDENCE

SOUTHERN RIVERINA ELECTRICITY & WATER					
1993/94 PRODUCTIVITY BASED SALARY/WAGE INCREASE TABLE					
COMBINED WATER & ELECTRICITY DEPARTMENTS					
Operating Costs \$/Customer		% Increase in Salary		Overall % Increase	
Electricity A	Water B	Electricity C	Water D	Electricity E	Water F
				68.00	32.00
387	197.0	0.0	0.00	0.00	0.00
386	196.6	0.14	0.14	0.10	0.05 July 93 Electricity
385	196.2	0.29	0.29	0.19	0.09 Jan 94 Water
384	195.8	0.43	0.43	0.29	0.14
383	195.4	0.57	0.57	0.39	0.18
382	195.0	0.71	0.71	0.49	0.23
381	194.6	0.86	0.86	0.58	0.27
380	194.3	1.00	1.00	0.68	0.32
379	193.9	1.14	1.14	0.78	0.37
378	193.5	1.29	1.29	0.87	0.41
377	193.1	1.43	1.43	0.97	0.46
376	192.7	1.57	1.57	1.07	0.50
375	192.3	1.71	1.71	1.17	0.55
374	191.9	1.86	1.86	1.26	0.59
373	191.5	2.0	2.0	1.36	0.64 Target Jun 94
372	191.21	2.14	2.14	1.46	0.69
371	190.7	2.29	2.29	1.55	0.73
370	190.3	2.43	2.43	1.65	0.78

Notes

1. This table is applied by taking the capitalised operating costs of each Department (columns A & B) and deriving the corresponding percentage increase in columns E & F. The figures from columns E and F are summated to give the overall increase to apply to all employees.

Water operating costs/customer based on 12 months of 1994. Operating costs for January to June 1994 to be multiplied by 2.

3. Data allowed in calculations:-

	Electricity	Water
Customers (Av)	28,915	24,578

Actual Capitalised Operating Costs

1992/93, 1993	\$10,785,000	\$4,623,000
1993/94, 1994	\$10,799,000	\$4,567,000

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
ADMINISTRATIVE OFFICER			
GRADE 1 1ST YEAR	571.80	586.10	594.00
GRADE 1 2ND YEAR	587.30	602.00	610.10
GRADE 2 1ST YEAR	604.90	620.00	628.40
GRADE 2 2ND YEAR	623.20	638.80	647.40
GRADE 3 1ST YEAR	638.70	654.70	663.50
GRADE 3 2ND YEAR	651.60	667.90	676.90
GRADE 4 1ST YEAR	667.60	684.30	693.50
GRADE 4 2ND YEAR	687.10	704.30	713.80
GRADE 5 1ST YEAR	706.10	723.80	733.60
GRADE 5 2ND YEAR	724.20	742.30	752.30
GRADE 6 1ST YEAR	738.70	757.20	767.40
GRADE 6 2ND YEAR	754.40	773.30	783.70
GRADE 7 1ST YEAR	768.40	787.60	798.20
GRADE 7 2ND YEAR	781.80	801.30	812.10
GRADE 8 1ST YEAR	793.80	813.60	824.60
GRADE 8 2ND YEAR	807.20	827.40	838.60
GRADE 9 1ST YEAR	820.80	841.30	852.70
GRADE 9 2ND YEAR	832.50	853.30	864.80
GRADE 10 1ST YEAR	848.40	869.60	881.30
GRADE 10 2ND YEAR	864.00	885.60	897.60
GRADE 11 1ST YEAR	879.70	901.70	913.90
GRADE 11 2ND YEAR	894.60	917.00	929.40
GRADE 12 1ST YEAR	910.00	932.80	945.40
GRADE 12 2ND YEAR	925.40	948.50	961.30

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
CLERICAL OFFICER			
GRADE 1 1ST YEAR	216.00	221.40	224.40
GRADE 1 2ND YEAR	246.60	252.80	256.20
GRADE 1 3RD YEAR	276.60	283.50	287.30
GRADE 1 4TH YEAR	342.10	350.70	355.40
GRADE 2 1ST YEAR	386.50	396.20	401.50
GRADE 2 2ND YEAR	401.90	411.90	417.50
GRADE 2 3RD YEAR	415.00	425.40	431.10
GRADE 2 4TH YEAR	429.60	440.30	446.20
GRADE 2 5TH YEAR	445.10	456.20	462.40
GRADE 2 6TH YEAR	458.50	470.00	476.30
GRADE 3 1ST YEAR	479.10	491.10	497.70
GRADE 3 2ND YEAR	497.00	509.40	516.30
GRADE 4 1ST YEAR	509.70	522.40	529.50
GRADE 4 2ND YEAR	523.00	536.10	543.30
GRADE 5 1ST YEAR	539.20	552.70	560.20
GRADE 5 2ND YEAR	554.30	568.20	575.90
PURCHASING OFFICER			
GRADE 1 1ST YEAR	539.20	552.70	560.20
GRADE 1 2ND YEAR	554.30	568.20	575.90
GRADE 2 1ST YEAR	571.80	586.10	594.00
GRADE 2 2ND YEAR	587.30	602.00	610.10
GRADE 3 1ST YEAR	604.90	620.00	628.40
GRADE 3 2ND YEAR	623.20	638.80	647.40
GRADE 4 1ST YEAR	638.70	654.70	663.50
GRADE 4 2ND YEAR	651.60	667.90	676.90
GRADE 5 1ST YEAR	667.60	684.30	693.50
GRADE 5 2ND YEAR	687.10	704.30	713.80

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
STORE SUPERVISOR			
GRADE 1 1ST YEAR	445.10	456.20	462.40
GRADE 1 2ND YEAR	458.50	470.00	476.30
GRADE 1 3RD YEAR	479.10	491.10	497.70
GRADE 1 4TH YEAR	497.00	509.40	516.30
GRADE 1 5TH YEAR	509.70	522.40	529.50
GRADE 1 6TH YEAR	523.00	536.10	543.30
GRADE 2 1ST YEAR	539.20	552.70	560.20
GRADE 2 2ND YEAR	554.30	568.20	575.90
GRADE 3 1ST YEAR	571.80	586.10	594.00
GRADE 3 2ND YEAR	587.30	602.00	610.10
PROFESSIONAL ENGINEERS			
GRADE 1 1ST YEAR	592.30	607.10	615.30
GRADE 1 2ND YEAR	636.80	652.70	661.50
GRADE 1 3RD YEAR	680.30	697.30	706.70
GRADE 1 4TH YEAR	730.10	748.40	758.50
GRADE 2 1ST YEAR	778.20	797.70	808.50
GRADE 2 2ND YEAR	793.50	813.30	824.30
GRADE 3 1ST YEAR	824.80	845.40	856.80
GRADE 3 2ND YEAR	856.10	877.50	889.30
GRADE 4 1ST YEAR	887.80	910.00	922.30
GRADE 4 2ND YEAR	904.10	926.70	939.20
GRADE 5 1ST YEAR	936.50	959.90	972.90
GRADE 5 2ND YEAR	953.30	977.10	990.30
GRADE 6 1ST YEAR	970.20	994.50	1007.90
GRADE 6 2ND YEAR	986.80	1011.50	1025.20

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
ENGINEERING OFFICERS			
GRADE 1 1ST YEAR	565.70	579.80	587.60
GRADE 1 2ND YEAR	580.00	594.50	602.50
GRADE 2 1ST YEAR	592.30	607.10	615.30
GRADE 2 2ND YEAR	608.10	623.30	631.70
GRADE 3 1ST YEAR	622.50	638.10	646.70
GRADE 3 2ND YEAR	636.80	652.70	661.50
GRADE 4 1ST YEAR	653.40	669.70	678.70
GRADE 4 2ND YEAR	664.20	680.80	690.00
GRADE 5 1ST YEAR	680.30	697.30	706.70
GRADE 5 2ND YEAR	693.70	711.00	720.60
GRADE 6 1ST YEAR	709.20	726.90	736.70
GRADE 6 2ND YEAR	730.10	748.40	758.50
GRADE 7 1ST YEAR	744.60	763.20	773.50
GRADE 7 2ND YEAR	761.20	780.20	790.70
GRADE 8 1ST YEAR	778.20	797.70	808.50
GRADE 8 2ND YEAR	793.50	813.30	824.30
GRADE 9 1ST YEAR	809.30	829.50	840.70
GRADE 9 2ND YEAR	824.80	845.40	856.80
SUPERINTENDENT			
GRADE 1 1ST YEAR	622.50	638.10	646.70
GRADE 1 2ND YEAR	636.80	652.70	661.50
GRADE 2 1ND YEAR	653.40	669.70	678.70
GRADE 2 2ND YEAR	664.20	680.80	690.00
GRADE 3 1ST YEAR	680.30	697.30	706.70
GRADE 3 2ND YEAR	693.70	711.00	720.60
GRADE 4 1ST YEAR	709.20	726.90	736.70
GRADE 4 2ND YEAR	730.10	748.40	758.50

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
TECHNICAL OFFICERS			
GRADE 1 1ST YEAR	565.70	579.80	587.60
GRADE 1 2ND YEAR	580.00	594.50	602.50
GRADE 1 3RD YEAR	592.30	607.10	615.30
GRADE 1 4TH YEAR	608.10	623.30	631.70
GRADE 2 1ST YEAR	622.50	638.10	646.70
GRADE 2 2ND YEAR	636.80	652.70	661.50
GRADE 3 1ST YEAR	653.40	669.70	678.70
GRADE 3 2ND YEAR	664.20	680.80	690.00
GRADE 4 1ST YEAR	680.30	697.30	706.70
GRADE 4 2ND YEAR	693.70	711.00	720.60
FOREMAN			
GRADE 1 1ST YEAR	545.90	559.50	567.10
GRADE 1 2ND YEAR	557.70	571.60	579.30
GRADE 2 1ST YEAR	565.70	579.80	587.60
GRADE 2 2ND YEAR	580.00	594.50	602.50
GRADE 3 1ST YEAR	592.30	607.10	615.30
GRADE 3 2ND YEAR	608.10	623.30	631.70
CADET ENGINEERS			
1ST YEAR	294.00	301.40	305.50
2ND YEAR	326.10	334.30	338.80
3RD YEAR	355.00	363.90	368.80
4TH YEAR	384.00	393.60	398.90
5TH YEAR	441.40	452.40	458.50
6TH YEAR	468.20	479.90	486.40

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
ELECTRICAL TECHNICIANS			
GRADE 1	458.50	470.00	476.30
GRADE 2	472.10	483.90	490.40
GRADE 3	483.50	495.60	502.30
GRADE 4	494.70	507.10	513.90
GRADE 5	507.00	519.70	526.70
GRADE 6	520.30	533.30	540.50
GRADE 7	532.60	545.90	553.30
GRADE 8	545.90	559.50	567.10
GRADE 9	557.70	571.60	579.30
LINEWORKER/CABLEJOINTER			
GRADE 1	428.80	439.50	445.40
GRADE 2	450.70	462.00	468.20
GRADE 3	470.00	481.80	488.30
GRADE 4	482.40	494.50	501.20
GRADE 5	500.80	513.30	520.20
GRADE 6	511.10	523.90	531.00
ELECTRICAL WORKER			
GRADE 1	395.40	405.30	410.80
GRADE 2	404.10	414.20	419.80
GRADE 3	412.90	423.20	428.90
GRADE 4	428.80	439.50	445.40
GRADE 5	441.50	452.50	458.60
GRADE 6	450.70	462.00	468.20
DEPOT OFFICER			
GRADE 1 1ST YEAR	412.90	423.20	428.90
GRADE 1 2ND YEAR	428.80	439.50	445.40
GRADE 1 3RD YEAR	441.50	452.50	458.60
GRADE 2	450.70	462.00	468.20
GRADE 3	465.20	476.80	483.20
GRADE 4	479.10	491.10	497.70

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
APPRENTICES			
<i>(A) INDENTURED</i>			
1ST YEAR	223.20	228.80	231.90
2ND YEAR	266.70	273.40	277.10
3RD YEAR	308.70	316.40	320.70
4TH YEAR	349.90	358.60	363.40
<i>(B) TRAINEE</i>			
1ST YEAR	266.70	273.40	277.10
2ND YEAR	308.70	316.40	320.70
3RD YEAR	349.90	358.60	363.40
TRAINEE ELECTRICAL WORKER			
AT 17 YEARS AND UNDER	216.00	221.40	224.40
AT 18 YEARS	256.90	263.30	266.90
PROBATIONARY LINEWORKER /CABLE JOINTER			
	408.10	418.30	423.90
CARPENTERS			
GRADE 1	455.40	466.80	473.10
GRADE 2	466.90	478.60	485.10
GRADE 3	478.90	490.90	497.50
LICENSED PLUMBERS			
GRADE 1	470.10	481.90	488.40
GRADE 2	481.80	493.80	500.50
GRADE 3	495.40	507.80	514.70

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
PAINTERS			
GRADE 1	455.40	466.80	473.10
GRADE 2	466.90	478.60	485.10
GRADE 3	478.50	490.50	497.10
FITTER MACHINISTS			
GRADE 1	455.40	466.80	473.10
GRADE 2	466.90	478.60	485.10
GRADE 3	478.90	490.90	497.50
GRADE 4	490.50	502.80	509.60
WELDERS			
GRADE 1	455.40	466.80	473.10
GRADE 2	466.90	478.60	485.10
GRADE 3	478.90	490.90	497.50
MOTOR MECHANICS			
GRADE 1	455.40	466.80	473.10
GRADE 2	466.90	478.60	485.10
GRADE 3	478.90	490.90	497.50
GRADE 4	490.50	502.80	509.60
GRADE 5	502.80	515.40	522.40
GRADE 6	516.10	529.00	536.10
LANDSCAPE GARDENERS			
GRADE 1	418.30	428.80	434.60

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
OPERATIONAL BAND LEVEL 1			
SALARY POINT 1	175.60	180.00	182.40
SALARY POINT 2	222.10	227.70	230.80
SALARY POINT 3	263.40	270.00	273.60
SALARY POINT 4	310.00	317.80	322.10
SALARY POINT 5	355.00	363.90	368.80
SALARY POINT 6	385.00	394.60	399.90
SALARY POINT 7	405.00	415.10	420.70
SALARY POINT 8	425.40	436.00	441.90
SALARY POINT 9	445.90	457.00	463.20
SALARY POINT 10	466.40	478.10	484.60
OPERATIONAL BAND LEVEL 2			
SALARY POINT 1	355.00	363.90	368.80
SALARY POINT 2	365.00	374.10	379.20
SALARY POINT 3	375.00	384.40	389.60
SALARY POINT 4	385.00	394.60	399.90
SALARY POINT 5	395.00	404.90	410.40
SALARY POINT 6	405.00	415.10	420.70
SALARY POINT 7	417.20	427.60	433.40
SALARY POINT 8	429.70	440.40	446.30
SALARY POINT 9	442.60	453.70	459.80
SALARY POINT 10	455.90	467.30	473.60
OPERATIONAL BAND LEVEL 3			
SALARY POINT 1	400.00	410.00	415.50
SALARY POINT 2	412.00	422.30	428.00
SALARY POINT 3	424.40	435.00	440.90
SALARY POINT 4	437.10	448.00	454.00
SALARY POINT 5	450.20	461.50	467.70
SALARY POINT 6	463.70	475.30	481.70
SALARY POINT 7	477.60	489.50	496.10
SALARY POINT 8	491.90	504.20	511.00
SALARY POINT 9	506.70	519.40	526.40
SALARY POINT 10	521.90	534.90	542.10

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
OPERATIONAL BAND LEVEL 4			
SALARY POINT 1	451.00	462.30	468.50
SALARY POINT 2	464.50	476.10	482.50
SALARY POINT 3	478.40	490.40	497.00
SALARY POINT 4	492.80	505.10	511.90
SALARY POINT 5	507.60	520.30	527.30
SALARY POINT 6	522.80	535.90	543.10
SALARY POINT 7	538.50	552.00	559.50
SALARY POINT 8	554.70	568.60	576.30
SALARY POINT 9	571.30	585.60	593.50
SALARY POINT 10	588.40	603.10	611.20
ADMIN. TECH. TRADES BAND LEVEL 1			
SALARY POINT 1	445.90	457.00	463.20
SALARY POINT 2	459.30	470.80	477.20
SALARY POINT 3	473.10	484.90	491.40
SALARY POINT 4	487.30	499.50	506.20
SALARY POINT 5	501.90	514.40	521.30
SALARY POINT 6	517.00	529.90	537.10
SALARY POINT 7	532.50	545.80	553.20
SALARY POINT 8	548.50	562.20	569.80
SALARY POINT 9	565.00	579.10	586.90
SALARY POINT 10	582.00	596.60	604.70
ADMIN. TECH. TRADES BAND LEVEL 2			
SALARY POINT 1	512.50	525.30	532.40
SALARY POINT 2	527.90	541.10	548.40
SALARY POINT 3	543.70	557.30	564.80
SALARY POINT 4	560.00	574.00	581.70
SALARY POINT 5	576.80	591.20	599.20
SALARY POINT 6	594.10	609.00	617.20
SALARY POINT 7	611.90	627.20	635.70
SALARY POINT 8	630.30	646.10	654.80
SALARY POINT 9	649.20	665.40	674.40
SALARY POINT 10	668.70	685.40	694.70

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
ADMIN. TECH. TRADES BAND LEVEL 3			
SALARY POINT 1	615.00	630.40	638.90
SALARY POINT 2	633.50	649.30	658.10
SALARY POINT 3	652.50	668.80	677.80
SALARY POINT 4	672.10	688.90	698.20
SALARY POINT 5	692.30	709.60	719.20
SALARY POINT 6	713.10	730.90	740.80
SALARY POINT 7	734.50	752.90	763.10
SALARY POINT 8	756.50	775.40	785.90
SALARY POINT 9	779.20	798.70	809.50
SALARY POINT 10	802.60	822.70	833.80
PROFESSIONAL BAND LEVEL 1			
SALARY POINT 1	512.50	525.30	532.40
SALARY POINT 2	527.90	541.10	548.40
SALARY POINT 3	543.70	557.30	564.80
SALARY POINT 4	560.00	574.00	581.70
SALARY POINT 5	576.80	591.20	599.20
SALARY POINT 6	594.10	609.00	617.20
SALARY POINT 7	611.90	627.20	635.70
SALARY POINT 8	630.30	646.10	654.80
SALARY POINT 9	649.20	665.40	674.40
SALARY POINT 10	668.70	685.40	694.70
PROFESSIONAL BAND LEVEL 2			
SALARY POINT 1	615.00	630.40	638.90
SALARY POINT 2	633.50	649.30	658.10
SALARY POINT 3	652.50	668.80	677.80
SALARY POINT 4	672.10	688.90	698.20
SALARY POINT 5	692.30	709.60	719.20
SALARY POINT 6	713.10	730.90	740.80
SALARY POINT 7	734.50	752.90	763.10
SALARY POINT 8	756.50	775.40	785.90
SALARY POINT 9	779.20	798.70	809.50
SALARY POINT 10	802.60	822.70	833.80

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
PROFESSIONAL BAND LEVEL 3			
SALARY POINT 1	717.50	735.40	745.30
SALARY POINT 2	739.00	757.50	767.70
SALARY POINT 3	761.20	780.20	790.70
SALARY POINT 4	784.00	803.60	814.40
SALARY POINT 5	807.50	827.70	838.90
SALARY POINT 6	831.70	852.50	864.00
SALARY POINT 7	856.70	878.10	890.00
SALARY POINT 8	882.40	904.50	916.70
SALARY POINT 9	908.90	931.60	944.20
SALARY POINT 10	936.20	959.60	972.60
PROFESSIONAL BAND LEVEL 4			
SALARY POINT 1	871.30	893.10	905.20
SALARY POINT 2	897.40	919.80	932.20
SALARY POINT 3	924.30	947.40	960.20
SALARY POINT 4	952.00	975.80	989.00
SALARY POINT 5	980.60	1005.10	1018.70
SALARY POINT 6	1010.00	1035.30	1049.30
SALARY POINT 7	1040.30	1066.30	1080.70
SALARY POINT 8	1071.50	1098.30	1113.10
SALARY POINT 9	1103.60	1131.20	1146.50
SALARY POINT 10	1136.70	1165.10	1180.80
EXECUTIVE BAND LEVEL 1			
SALARY POINT 1	820.00	840.50	851.80
SALARY POINT 2	844.60	865.70	877.40
SALARY POINT 3	869.90	891.60	903.60
SALARY POINT 4	896.00	918.40	930.80
SALARY POINT 5	922.90	946.00	958.80
SALARY POINT 6	950.60	974.40	987.60
SALARY POINT 7	979.10	1003.60	1017.10
SALARY POINT 8	1008.50	1033.70	1047.70
SALARY POINT 9	1038.80	1064.80	1079.20
SALARY POINT 10	1070.00	1096.80	1111.60

ENTERPRISE AGREEMENT SALARY AND WAGE INCREASES

CLASSIFICATION	CURRENT RATE	2.5%	1.35%
EXECUTIVE BAND LEVEL 2			
SALARY POINT 1	1025.00	1050.60	1064.80
SALARY POINT 2	1055.80	1082.20	1096.80
SALARY POINT 3	1087.50	1114.70	1129.70
SALARY POINT 4	1120.10	1148.10	1163.60
SALARY POINT 5	1153.70	1182.50	1198.50
SALARY POINT 6	1188.30	1218.00	1234.40
SALARY POINT 7	1223.90	1254.50	1271.40
SALARY POINT 8	1260.60	1292.10	1309.50
SALARY POINT 9	1298.40	1330.90	1348.90
SALARY POINT 10	1337.40	1370.80	1389.30
EXECUTIVE BAND LEVEL 3			
SALARY POINT 1	1281.30	1313.30	1331.00
SALARY POINT 2	1319.70	1352.70	1371.00
SALARY POINT 3	1359.30	1393.30	1412.10
SALARY POINT 4	1400.10	1435.10	1454.50
SALARY POINT 5	1442.10	1478.20	1498.20
SALARY POINT 6	1485.40	1522.50	1543.10
SALARY POINT 7	1530.00	1568.30	1589.50
SALARY POINT 8	1575.90	1615.30	1637.10
SALARY POINT 9	1623.20	1663.80	1686.30
SALARY POINT 10	1671.90	1713.70	1736.80
EXECUTIVE BAND LEVEL 4			
SALARY POINT 1	1537.50	1575.90	1597.20
SALARY POINT 2	1583.60	1623.20	1645.10
SALARY POINT 3	1631.10	1671.90	1694.50
SALARY POINT 4	1680.00	1722.00	1745.20
SALARY POINT 5	1730.40	1773.70	1797.60
SALARY POINT 6	1782.30	1826.90	1851.60
SALARY POINT 7	1835.80	1881.70	1907.10
SALARY POINT 8	1890.90	1938.20	1964.40
SALARY POINT 9	1947.60	1996.30	2023.30
SALARY POINT 10	2006.00	2056.20	2084.00