

ENTERPRISE AGREEMENT

NO: E.A. 380 /1994

DATE REGISTERED: 29-9-94

PRICE: \$ 30-00

AGREEMENT

Enterprise Agreement Productivity Bargaining

1.0 TITLE OF AGREEMENT

This Agreement shall be known as the

OPHIR ELECTRICITY ENTERPRISE AGREEMENT 1994

2.0 PARTIES TO THE AGREEMENT

An Enterprise Agreement, pursuant to the New South Wales Industrial Relations Act 1991, in accordance with the provisions of s.115-142 of the Act, entered into between:

Ophir Electricity

*Cnr. Kite Street & Lords Place,
ORANGE. NSW 2800*

*Electrical Trade Union of Australia
(N.S.W. Branch)*

*36 - 38 Hutchinson Street,
SURRY HILLS. NSW 2010*

*The Federated Municipal and Shire
Council Employees' Union of Australia
(N.S.W. Division)*

*Local Government House,
235 - 239 Clarence Street,
SYDNEY. NSW 2000*

3.0 INTENTION

3.1 Statement of Intent - Ophir Electricity

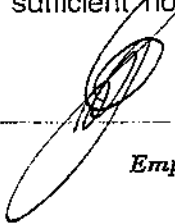
1. It is the intention of management to approach the negotiations towards an enterprise agreement for Ophir Electricity and its employees in a flexible, co-operative and mature manner.
2. Management representatives on the Enterprise Bargaining Workplace/ Consultative Committee are also employees of Ophir Electricity.
3. Management acknowledge that the principle objectives of enterprise bargaining are to:
 - (a) To improve productivity in the workplace.
 - (b) To improve customer service and satisfaction with Ophir Electricity as a business.
 - (c) To provide better wages and salaries to all employees in exchange for improved productivity and service leading to cost reductions.
 - (d) To improve working conditions.
 - (e) To improve efficiency of work practices.
 - (f) To improve the general industrial relations climate at Ophir Electricity.
 - (g) To preserve employees' job security.
4. Management acknowledge and have a commitment to:

- (a) Key values, such as teamwork, results orientation, open communication, consultation, fairness and equity, recognition and reward for achievement.
 - (b) Maintaining an accident free and healthy workplace.
 - (c) To increased productivity and controlling costs.
 - (d) Best available service to customers.
 - (e) Making Ophir Electricity industry competitive.
 - (f) To best practice.
 - (g) Enhancement of job satisfaction.
 - (h) Employee training and development.
5. Management acknowledge that problems may occur with the initial or subsequent enterprise agreements which are outside the control of any of the parties and undertake to use our best endeavours to amend, discount and/or resolve any such problems to ensure that the principle objective/s of the agreement continue.
6. Management has a responsibility to ensure the continued viability of Ophir Electricity as a business and will attempt to present at all times a balanced view of the objectives of the business and its employees. The balanced view will include the contribution to productivity improvement by the parties and the distribution of the rewards from such improvement which should reasonably be passed onto the parties.

3.2 Statement of Intent - All Parties

- 3.2.1 The parties to this Agreement are committed to the achievement of Ophir Electricity's 1993/94 and 1994/95 Performance Agreement Targets.
- 3.2.2 The parties to this Agreement are committed to the achievement of Ophir Electricity's Corporate Objectives and Strategies.
- 3.2.3 The parties to this Agreement are committed to the achievement of continuous improvement at Ophir Electricity.
- 3.2.4 This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.
- 3.2.5 The parties agree that increases in rates of pay shall be linked to Ophir Electricity's productivity improvement which for the purpose of this Agreement shall be the achievement of the Performance Agreements Targets identified in the Productivity Improvement matrix [Refer Schedule 1] attached to this Agreement.
- 3.2.6 The provisions of this Agreement take precedence and override any provisions of the County Councils (Electricity Undertakings) Conditions of Employment Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay State Awards dealing with the same matters.

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 five (5) days per annum on account of sickness in the first year of employment and has not accumulated sufficient hours to

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meet that absence, they shall be paid for those hours from any balance remaining as at the first anniversary of employment.

- 3.2.7 No employee shall suffer a reduction in rates of pay or conditions of employment as a result of the expiry of this Agreement.
- 3.2.8 To maintain the use of the Joint Consultative Committee to resolve matters involving changes to the organisation and/or performance of work within Ophir Electricity.

4.0 DURESS

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

5.0 PAST PERFORMANCE

In recognition of each employee's contribution to Ophir Electricity's past performance (under the Performance Agreements) existing ordinary Award rates of pay will increase by three percent (3%) as detailed in *Schedule 2*.

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.

6.0 PRODUCTIVITY

6.1 In this clause, the following definitions apply:

Primary Measurement Indicator

'Operating Costs per Customer'	Operating Costs per Customer Excluding Interest and Depreciation, Including Capitalised Operating Costs (without Inflation but including Average Customer Growth)
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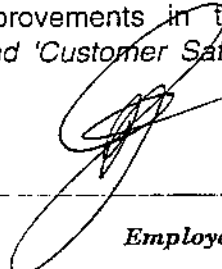
Moderating Measurement Indicators

'Absenteeism'	Average of Sick Days, Leave Without Pay Days per Employee per Year
'Accident Time Lost'	Number of Days Lost per Year as a result of compensatable injuries
'Customer Satisfaction'	The average of the Domestic and Business Customer Satisfaction Indices

6.2 The parties agree that productivity improvements are critical to Ophir Electricity achieving Performance Agreement targets.

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

6.3 The scheme will rely primarily on improvements in the 'Operating Costs per Customer' as defined, being the Primary Indicator and improvements in the Moderating Indicators of 'Absenteeism', 'Accident Lost Time' and 'Customer Satisfaction', as defined.

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These indicators will be applied in accordance with 'Schedule 1' for the purpose of determining increases in rates of pay.

In determining the increases in rates of pay under this Clause the parties agree:

- 6.3.1 That the increase for productivity improvement for the year ended 30th June 1994, shall be three percent (3%) subject to any increase in productivity above three percent (3%) being carried forward as a credit towards productivity improvement in the year end 30th June 1995.
- 6.3.2 That the productivity improvement to be achieved for the year ended 30th June 1995, includes productivity, or the mix of productivity under the several indicators, above the past productivity base as at the 30th June 1993.
- 6.3.3 The productivity improvement matrix and the measurement of that matrix at any one time or period is based on the *mix* of Primary and Moderating Indicators to provide the resultant sum of increases to apply to hourly and weekly rates of pay, *subject* to there being no reduction in hourly and weekly rates of pay if the sum of the *mix* of those indicators at any one time or period being in the negative.
- 6.4 The parties agree that should circumstances arise (which are reasonably beyond the control of the employees), which adversely affect the Performance Indicators, then discussions will occur between the parties as to what, if any, allowance or variation should be incorporated into the Productivity Improvement matrix.

7.0 ANNUAL LEAVE LOADING

The parties agree that in lieu of the continued payment of annual leave loading in accordance with the relevant Awards, that such loading be incorporated in the hourly and weekly rates of pay and relevant allowances identified in 'Schedule 2' by increasing the hourly, weekly rates of pay and relevant allowances by 1.35%.

Such increases in rates of pay and allowances are effective from the first pay period commencing on or after the 25th June 1994, and are payable for all purposes, subject to the following conditions:

- 7.1 This Agreement shall preclude the payment of annual leave loading except as provided for by paragraph 7.2.
- 7.2 A payment representing the loading on all accrued and pro-rata leave, currently subject to annual leave loading, shall be paid to employees in the first pay period commencing on or after the 25th June 1994, on all such leave to the 24th June 1994.

8.0 CONDITIONS OF EMPLOYMENT

8.1 Hours of Work - Head Office Cleaner

It is agreed that the hours of work for the head office cleaner shall be thirty (30) hours per week as a continuous shift Monday to Friday, 4.30 p.m. to 10.30 p.m.

Provided that on the next following day of a scheduled monthly meeting of the board, the hours will be worked in two shifts being:

First Shift

5.45 a.m. to 8.15 a.m.

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Second Shift 4.30 p.m. to 8.00 p.m.

8.2 Rate of Pay - Head Office Cleaner

The weekly ordinary rate of pay for the Head Office Cleaner working thirty (30) hours per week as set out in clause 8.1 of this Agreement shall be \$394.40 per week.

The hourly ordinary rate under this clause shall be \$13.15.

The rates of pay set out in this clause are inclusive of pay adjustments under clauses 5 and 6.3 of this agreement as well as the payment in lieu of the annual leave loading specified in Clause 7, and the shift allowances specified in the award.

The weekly rate shall be adjusted at the cleaner's anniversary date, being 4th January 1995, to \$403.05 to recognise the increment due at that time, and shall be further adjusted by the percentage increase to be applied to all staff as a result of any productivity improvement for the year ended 30th June 1995, as specified in Clause 6.3.2.

8.3 The parties agree that the variation in working hours as set out above will apply to the current occupant of the position only and that in the event of a new or additional employee to the position, the arrangement will be the subject of further negotiation between the parties.

9.0 SECURITY OF EMPLOYMENT

In the event that during the life of this Agreement there needs to be a reduction in the number of employees directly employed by Ophir Electricity, the parties agree that this is to be achieved by natural attrition or voluntary redundancy in the first instance, or if this is not achievable the parties agree to discuss such reductions with the intention of resolution.

Ophir Electricity retains its rights in performance and disciplinary matters as a separate issue.

10.0 WORK ENVIRONMENT

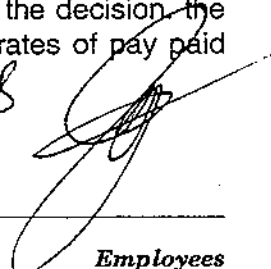
The parties agree to comply with the requirements of the Occupational Health and Safety Act 1983.

The parties are committed to complying with relevant Equal Employment Opportunity legislation as it applies to Ophir Electricity.

11.0 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:

11.1 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.

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11.2 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.

12.0 TERM OF AGREEMENT

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, 1991.

13.0 FUTURE NEGOTIATIONS

The parties to this Agreement agree to commence negotiations on a new Agreement no later than the 1st March 1995.

The parties agree to continue the Workplace/Consultative Committee to encourage and facilitate discussion on, but not limited to, matters of workplace reform, employment and industrial relations.

These matters will include:

13.1 Sick Leave

14.0 SETTLEMENT OF GRIEVANCES AND DISPUTES

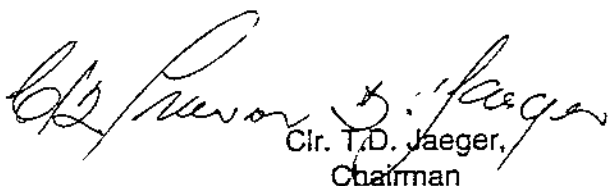
The parties to this Agreement shall, in respect of any grievance or dispute concerning the provisions or implementation of this agreement, observe and implement the Grievance and Dispute Settlement Procedure contained in Clause 35 of the County Council (Electricity Undertakings) Conditions of Employment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

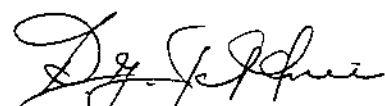
15.0 AREA AND INCIDENCE

This Agreement shall apply to and be binding on Ophir Electricity and all employees thereof, employed under the provisions of the County Councils (Electricity Undertakings) State Awards.

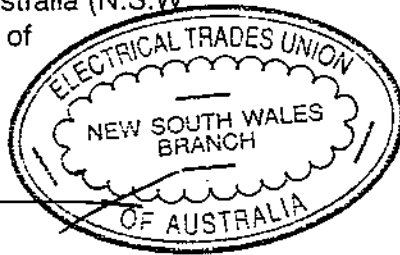
In addition this Agreement will apply to all employees engaged under contracts of Employment under the provisions of the Electricity Act 1945 (1946 No. 13 as amended) or other relevant Act applying to Ophir Electricity.

Signed and sealed for and on behalf of
Ophir Electricity on the 17TH day of MAR,
1994.


Chr. T.D. Jaeger,
Chairman


B.G. Jeffriess,
General Manager

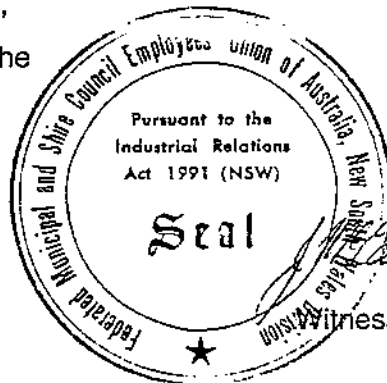
Signed and sealed for and on behalf of the Electrical Trade Union of Australia (N.S.W. Branch) on the 19th day of May 1994



[Signature]
General Secretary.

[Signature]
Witness

Signed and sealed for and on behalf of the Federated Municipal Council Employees' Union of Australia (N.S.W. Division) on the 14 day of May 1994



[Signature]
General Secretary

[Signature]
Witness

Attachments:

Schedule 1 Productivity Improvement Matrix

Schedule 2 Rates of Pay and Allowances subject to adjustment for all classifications prior to Enterprise Agreement

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OPHIR ELECTRICITY ENTERPRISE AGREEMENT 1994
PRODUCTIVITY IMPROVEMENT MATRIX

Productivity Improvement	Total Productivity Improvement/Reduction Value + or -	Operating Costs per Customer		Absenteeism		Accident Lost Time		Customer Satisfaction		Total Productivity Improvement/Reduction Value + or -
	%	Value + or -	Indicator	Value + or -	Indicator	Value + or -	Indicator	Value + or -	Indicator	%
		%	\$	%	Av Days Lost/Employee	%	Days Lost Per Year	%	%	
Increase No 2 - 01.07.1995	9.00	5.40	327.81	1.35	4.50	1.35	45.00	0.90	77.95	9.00
	8.80	5.28	328.47	1.32	4.60	1.32	45.50	0.88	77.90	8.80
	8.60	5.16	329.13	1.29	4.70	1.29	46.00	0.86	77.85	8.60
	8.40	5.04	329.79	1.26	4.80	1.26	46.50	0.84	77.80	8.40
	8.20	4.92	330.45	1.23	4.90	1.23	47.00	0.82	77.75	8.20
	8.00	4.80	331.11	1.20	5.00	1.20	47.50	0.80	77.70	8.00
	7.80	4.68	331.77	1.17	5.10	1.17	48.00	0.78	77.65	7.80
	7.60	4.56	332.43	1.14	5.20	1.14	48.50	0.76	77.60	7.60
	7.40	4.44	333.09	1.11	5.30	1.11	49.00	0.74	77.55	7.40
	7.20	4.32	333.75	1.08	5.40	1.08	49.50	0.72	77.50	7.20
	7.00	4.20	334.42	1.05	5.50	1.05	50.00	0.70	77.45	7.00
	6.80	4.08	335.09	1.02	5.60	1.02	50.50	0.68	77.40	6.80
	6.60	3.96	335.75	0.99	5.70	0.99	51.00	0.66	77.35	6.60
	6.40	3.84	336.41	0.96	5.80	0.96	51.50	0.64	77.30	6.40
	6.20	3.72	337.08	0.93	5.90	0.93	52.00	0.62	77.25	6.20
Increase No. 1 - 01.07.1994	6.00	3.60	337.75	0.90	6.00	0.90	52.50	0.60	77.20	6.00
	5.80	3.48	338.42	0.87	6.10	0.87	53.00	0.58	77.15	5.80
	5.60	3.36	339.08	0.84	6.20	0.84	53.50	0.56	77.10	5.60
	5.40	3.24	339.74	0.81	6.30	0.81	54.00	0.54	77.05	5.40
	5.20	3.12	340.41	0.78	6.40	0.78	54.50	0.52	77.00	5.20
	5.00	3.00	341.07	0.75	6.50	0.75	55.00	0.50	76.95	5.00
	4.80	2.88	341.74	0.72	6.60	0.72	55.50	0.48	76.90	4.80
	4.60	2.76	342.41	0.69	6.70	0.69	56.00	0.46	76.85	4.60
	4.40	2.64	343.07	0.66	6.80	0.66	56.50	0.44	76.80	4.40
	4.20	2.52	343.73	0.63	6.90	0.63	57.00	0.42	76.75	4.20
	4.00	2.40	344.40	0.60	7.00	0.60	57.50	0.40	76.70	4.00
	3.80	2.28	345.07	0.57	7.10	0.57	58.00	0.38	76.65	3.80
	3.60	2.16	345.73	0.54	7.20	0.54	58.50	0.36	76.60	3.60
	3.40	2.04	346.39	0.51	7.30	0.51	59.00	0.34	76.55	3.40
	3.20	1.92	347.06	0.48	7.40	0.48	59.50	0.32	76.50	3.20
Past Productivity Base 30.06.1993	3.00	1.80	347.73	0.45	7.50	0.45	60.00	0.30	76.45	3.00
	0.20	0.12	348.40	0.03	7.60	0.03	60.50	0.02	76.40	0.20
	0.40	0.24	349.07	0.06	7.70	0.06	61.00	0.04	76.35	0.40
	0.60	0.36	349.73	0.09	7.80	0.09	61.50	0.06	76.30	0.60
	0.80	0.48	350.39	0.12	7.90	0.12	62.00	0.08	76.25	0.80
	1.00	0.60	351.06	0.15	8.00	0.15	62.50	0.10	76.20	1.00
	1.20	0.72	351.73	0.18	8.10	0.18	63.00	0.12	76.15	1.20
	1.40	0.84	352.39	0.21	8.20	0.21	63.50	0.14	76.10	1.40
	1.60	0.96	353.05	0.24	8.30	0.24	64.00	0.16	76.05	1.60
	1.80	1.08	353.72	0.27	8.40	0.27	64.50	0.18	76.00	1.80
	2.00	1.20	354.39	0.30	8.50	0.30	65.00	0.20	75.95	2.00
	2.20	1.32	355.05	0.33	8.60	0.33	65.50	0.22	75.90	2.20
	2.40	1.44	355.71	0.36	8.70	0.36	66.00	0.24	75.85	2.40
	2.60	1.56	356.38	0.39	8.80	0.39	66.50	0.26	75.80	2.60
	2.80	1.68	357.05	0.42	8.90	0.42	67.00	0.28	75.75	2.80
	3.00	1.80	357.71	0.45	9.00	0.45	67.50	0.30	75.70	3.00

Indicator	Weighting - %
Operating Costs per Customer	60
Absenteeism	15
Accident Lost Time	15
Customer Satisfaction	10

Notes: Base Year Operating Cost per Customer and Customer Satisfaction Indices adjusted to take account of variables in measurement.

The productivity improvement matrix and the measurement of that matrix at any one time or period is based on the mix of Primary and Moderating Indicators to provide the resultant sum of increases to apply to hourly and weekly rates of pay, subject to there being no reduction in hourly and weekly rates of pay if the sum of the mix of these indicators at any one time or period being in the negative.

OPHIR ELECTRICITY ENTERPRISE AGREEMENT 1994
RATES OF PAY & ALLOWANCES

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 01.11.93 + 3.00%	Annual Leave Loading 25.06.1994 + 1.35%	Productivity Increase 01.07.1994 + 3.00%
			\$	\$	\$	\$
Administrative Officer	1	1	571.80	589.00	597.00	614.90
		2	587.30	604.90	613.10	631.50
	2	1	604.90	623.00	631.40	650.30
		2	623.20	641.90	650.60	670.10
	3	1	638.70	657.90	666.80	686.80
		2	651.60	671.10	680.20	700.60
	4	1	667.60	687.60	696.90	717.80
		2	687.10	707.70	717.30	738.80
	5	1	706.10	727.30	737.10	759.20
		2	724.20	745.90	756.00	778.70
	6	1	738.70	760.90	771.20	794.30
		2	754.40	777.00	787.50	811.10
	7	1	768.40	791.50	802.20	826.30
		2	781.80	805.30	816.20	840.70
	8	1	793.80	817.60	828.60	853.50
		2	807.20	831.40	842.60	867.90
	9	1	820.80	845.40	856.80	882.50
		2	832.50	857.50	869.10	895.20
	10	1	848.40	873.90	885.70	912.30
		2	864.00	889.90	901.90	929.00
	11	1	879.70	906.10	918.30	945.80
		2	894.60	921.40	933.80	961.80
	12	1	910.00	937.30	950.00	978.50
		2	925.40	953.20	966.10	995.10
Clerical Officer	1	1	216.00	222.50	225.50	232.30
		2	246.60	254.00	257.40	265.10
		3	276.60	284.90	288.70	297.40
		4	342.10	352.40	357.20	367.90
	2	1	386.50	398.10	403.50	415.60
		2	401.90	414.00	419.60	432.20
		3	415.00	427.50	433.30	446.30
		4	429.60	442.50	448.50	462.00
		5	445.10	458.50	464.70	478.60
		6	458.50	472.30	478.70	493.10
	3	1	479.10	493.50	500.20	515.20
		2	497.00	511.90	518.80	534.40
	4	1	509.70	525.00	532.10	548.10
		2	523.00	538.70	546.00	562.40
	5	1	539.20	555.40	562.90	579.80
		2	554.30	570.90	578.60	596.00

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 01.11.93 + 3.00%	Annual Leave Loading 25.06.1994 + 1.35%	Productivity Increase 01.07.1994 + 3.00%
			\$	\$	\$	\$
Purchasing Officer	1	1	539.20	555.40	562.90	579.80
		2	554.30	570.90	578.60	596.00
	2	1	571.80	589.00	597.00	614.90
		2	587.30	604.90	613.10	631.50
	3	1	604.90	623.00	631.40	650.30
		2	623.20	641.90	650.60	670.10
	4	1	638.70	657.90	666.80	686.80
		2	651.60	671.10	680.20	700.60
	5	1	667.60	687.60	696.90	717.80
		2	687.10	707.70	717.30	738.80
Store Supervisor	1	1	445.10	458.50	464.70	478.60
		2	458.50	472.30	478.70	493.10
		3	479.10	493.50	500.20	515.20
		4	497.00	511.90	518.80	534.40
		5	509.70	525.00	532.10	548.10
		6	523.00	538.70	546.00	562.40
	2	1	539.20	555.40	562.90	579.80
		2	554.30	570.90	578.60	596.00
	3	1	571.80	589.00	597.00	614.90
		2	587.30	604.90	613.10	631.50
Professional Engineer	1	1	592.30	610.10	618.30	636.80
		2	636.80	655.90	664.80	684.70
		3	680.30	700.70	710.20	731.50
		4	730.10	752.00	762.20	785.10
	2	1	778.20	801.50	812.30	836.70
		2	793.50	817.30	828.30	853.10
	3	1	824.80	849.50	861.00	886.80
		2	856.10	881.80	893.70	920.50
	4	1	887.80	914.40	926.70	954.50
		2	904.10	931.20	943.80	972.10
	5	1	936.50	964.60	977.60	1,006.90
		2	953.30	981.90	995.20	1,025.10
	6	1	970.20	999.30	1,012.80	1,043.20
		2	986.80	1,016.40	1,030.10	1,061.00
Engineering Officer	1	1	565.70	582.70	590.60	608.30
		2	580.00	597.40	605.50	623.70
	2	1	592.30	610.10	618.30	636.80
		2	608.10	626.30	634.80	653.80
	3	1	622.50	641.20	649.90	669.40
		2	636.80	655.90	664.80	684.70
	4	1	653.40	673.00	682.10	702.60
		2	664.20	684.10	693.30	714.10
	5	1	680.30	700.70	710.20	731.50
		2	693.70	714.50	724.10	745.80
	6	1	709.20	730.50	740.40	762.60
		2	730.10	752.00	762.20	785.10
	7	1	744.60	766.90	777.30	800.60
		2	761.20	784.00	794.60	818.40
	8	1	778.20	801.50	812.30	836.70
		2	793.50	817.30	828.30	853.10
	9	1	809.30	833.60	844.90	870.20
		2	824.80	849.50	861.00	886.80

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 01.11.93 + 3.00%	Annual Leave Loading 25.06.1994 + 1.35%	Productivity Increase 01.07.1994 + 3.00%	
			\$	\$	\$	\$	
Superintendent	1	1	622.50	641.20	649.90	669.40	
		2	636.80	655.90	664.80	684.70	
	2	1	653.40	673.00	682.10	702.60	
		2	664.20	684.10	693.30	714.10	
	3	1	680.30	700.70	710.20	731.50	
		2	693.70	714.50	724.10	745.80	
	4	1	709.20	730.50	740.40	762.60	
		2	730.10	752.00	762.20	785.10	
Technical Officer	1	1	565.70	582.70	590.60	608.30	
		2	580.00	597.40	605.50	623.70	
		3	592.30	610.10	618.30	636.80	
		4	608.10	626.30	634.80	653.80	
	2	1	622.50	641.20	649.90	669.40	
		2	636.80	655.90	664.80	684.70	
	3	1	653.40	673.00	682.10	702.60	
		2	664.20	684.10	693.30	714.10	
	4	1	680.30	700.70	710.20	731.50	
		2	693.70	714.50	724.10	745.80	
	Foreman	1	1	545.90	562.30	569.90	587.00
			2	557.70	574.40	582.20	599.70
2		1	565.70	582.70	590.60	608.30	
		2	580.00	597.40	605.50	623.70	
3		1	592.30	610.10	618.30	636.80	
	2	608.10	626.30	634.80	653.80		
Cadet Engineer		1	294.00	302.80	306.90	316.10	
		2	326.10	335.90	340.40	350.60	
		3	355.00	365.70	370.60	381.70	
		4	384.00	395.50	400.80	412.80	
		5	441.40	454.60	460.70	474.50	
		6	468.20	482.20	488.70	503.40	
Electrical Technician		1	458.50	472.30	478.70	493.10	
		2	472.10	486.30	492.90	507.70	
		3	483.50	498.00	504.70	519.80	
		4	494.70	509.50	516.40	531.90	
		5	507.00	522.20	529.20	545.10	
		6	520.30	535.90	543.10	559.40	
		7	532.60	548.60	556.00	572.70	
		8	545.90	562.30	569.90	587.00	
		9	557.70	574.40	582.20	599.70	
Lineworker/Cable Jointer		1	428.80	441.70	447.70	461.10	
		2	450.70	464.20	470.50	484.60	
		3	470.00	484.10	490.60	505.30	
		4	482.40	496.90	503.60	518.70	
		5	500.80	515.80	522.80	538.50	
		6	511.10	526.40	533.50	549.50	

Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect	Annual Leave Loading	Productivity Increase
			31.10.1993	to 01.11.93 + 3.00%	25.06.1994 + 1.35%	01.07.1994 + 3.00%
			\$	\$	\$	\$
Electrical Worker	1		395.40	407.30	412.80	425.20
	2		404.10	416.20	421.80	434.50
	3		412.90	425.30	431.00	443.90
	4		428.80	441.70	447.70	461.10
	5		441.50	454.70	460.80	474.60
	6		450.70	464.20	470.50	484.60
Depot Officer	1	1	412.90	425.30	431.00	443.90
		2	428.80	441.70	447.70	461.10
		3	441.50	454.70	460.80	474.60
	2	1	450.70	464.20	470.50	484.60
	3	1	465.20	479.20	485.70	500.30
	4	1	479.10	493.50	500.20	515.20
Apprentices (Indentured)		1	223.20	229.90	233.00	240.00
		2	266.70	274.70	278.40	286.80
		3	308.70	318.00	322.30	332.00
		4	349.90	360.40	365.30	376.30
Trainee Apprentice		1	266.70	274.70	278.40	286.80
		2	308.70	318.00	322.30	332.00
		3	349.90	360.40	365.30	376.30
Trainee Electrical Worker	At 17 18	and	216.00	222.50	225.50	232.30
			256.90	264.60	268.20	276.20
Probationary Lineworker	1		408.10	420.30	426.00	438.80
Carpenter	1		455.40	469.10	475.40	489.70
	2		466.90	480.90	487.40	502.00
	3		478.90	493.30	500.00	515.00
Licenced Plumber	1		470.10	484.20	490.70	505.40
	2		481.80	496.30	503.00	518.10
	3		495.40	510.30	517.20	532.70
Painter	1		455.40	469.10	475.40	489.70
	2		466.90	480.90	487.40	502.00
	3		478.90	493.30	500.00	515.00
Fitter Machinist	1		455.40	469.10	475.40	489.70
	2		466.90	480.90	487.40	502.00
	3		478.90	493.30	500.00	515.00
	4		490.50	505.20	512.00	527.40
Welder	1		455.40	469.10	475.40	489.70
	2		466.90	480.90	487.40	502.00
	3		478.90	493.30	500.00	515.00

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 01.11.93 + 3.00%	Annual Leave Loading 25.06.1994 + 1.35%	Productivity Increase 01.07.1994 + 3.00%
			\$	\$	\$	\$
Motor Mechanic	1		455.40	469.10	475.40	489.70
	2		466.90	480.90	487.40	502.00
	3		478.90	493.30	500.00	515.00
	4		490.50	505.20	512.00	527.40
	5		502.80	517.90	524.90	540.60
	6		516.10	531.60	538.80	555.00
Landscape Gardener	1		418.30	430.80	436.60	449.70

Classification	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 01.11.93 + 3.00%	Annual Leave Loading 25.06.1994 + 1.35%	Productivity Increase 01.07.1994 + 3.00%
	\$	\$	\$	\$
Executive Support Officer				
Manager Administrative Services	1,165.45	1,200.40	1,216.60	1,253.10
Executive Engineer	1,086.80	1,119.40	1,134.50	1,168.60
Finance Manager	960.85	989.70	1,003.00	1,033.10
Corporate Services Manager	940.35	968.60	981.60	1,011.10
Technical Supervisory Staff				
Orange Depot Superintendent	999.20	1,029.20	1,043.10	1,074.40
Relieving Orange Depot Superinten	960.44	989.30	1,002.60	1,032.70
Orange Workshop Superintendent	831.97	856.90	868.50	894.60
Blayney Depot Superintendent	755.36	778.00	788.50	812.20
Molong Depot Superintendent	767.12	790.10	800.80	824.80

Classification	Current Annual Award Rate 31.10.1993	Past Productivity Increase Retrospect to 01.11.93 + 3.00%	Annual Leave Loading 25.06.1994 + 1.35%	Productivity Increase 01.07.1994 + 3.00%
	\$	\$	\$	\$
General Manager	77,750.00	80,082.50	81,163.60	83,598.50
Assistant General Manager	69,976.00	72,075.30	73,048.30	75,239.70

Allowances	Current Weekly Award Rate 31.10.1993 \$	Past Productivity Increase Retrospect to 01.11.93 + 3.00% \$	Annual Leave Loading 25.06.1994 + 1.35% \$	Productivity Increase 01.07.1994 + 3.00% \$
On Call - Availability	70.50	72.60	73.60	75.80
On Call - Duty Officer	79.40	81.80	82.90	85.40
Availability Allowance Officer in Charge	70.50	72.60	73.60	75.80
Shift Allowances				
(a) Afternoon	12.00/shift	12.40	12.50	12.90
(b) Night	12.00/shift	12.40	12.50	12.90
(c) Early Morning	5.60/shift	5.80	5.90	6.00
(i) Living Away Allowance	9.30/night	9.60	9.70	10.00
(ii) Camping Allowance	18.00/night	18.50	18.80	19.40
First Aid Allowance	1.60/day or shift	1.70	1.70	1.70
Leading Hand Payment	29.40/week	30.30	30.70	31.60
Explosives Allowance	8.60/week	8.90	9.00	9.30
Aircraft Allowance	10.10/day or part	10.40	10.50	10.90
Special Allowances				
(a) Dirty Work				
Wet Places	0.16/hour	0.16	0.16	0.16
Oil	0.21/hour	0.22	0.22	0.23
Air Compressor	0.16/hour	0.16	0.16	0.16
Steam Cleaning	0.21/hour	0.22	0.22	0.23
	0.16/hour	0.16	0.16	0.16
(b) Working at Heights				
3.5 metres	0.23/hour	0.24	0.24	0.25
9.0 metres	0.28/hour	0.29	0.29	0.30
Bosun's Chair/ Swinging Stage	0.33/hour	0.34	0.34	0.35
(c) Power Tools				
Jack Hammer/rock drill/ in charge air compressor	0.12/hour	0.12	0.12	0.12
Chainsaw	0.23/hour	0.24	0.24	0.25
Rocket firing/explosive equipment	0.12/hour	0.12	0.12	0.12
Rivet gun	0.11/hour	0.11	0.11	0.11
Concrete saw	0.12/hour	0.12	0.12	0.12
(d) Confined space				
Confined space, etc	0.21/hour	0.22	0.22	0.23
Underground/trenches	0.16/hour	0.16	0.16	0.16