

ENTERPRISE AGREEMENT

NO: E.A. 381 /1994

DATE REGISTERED: 29-9-94

PRICE: \$ 24-00

SOUTHERN MITCHELL ELECTRICITY
STATE ENTERPRISE AGREEMENT, 1994

1. TITLE OF AGREEMENT

This Agreement shall be known as the Southern Mitchell Electricity State Enterprise Agreement, 1994.

2. PARTIES TO THE AGREEMENT

An Enterprise Agreement, pursuant to the N.S.W. Industrial Relations Act 1991, in accordance with the provisions of s. 155-142 of the Act, entered into between Southern Mitchell Electricity of Russell Street, Bathurst N.S.W. and:

1. The Electrical Trades Union of Australia, NSW Branch, 36-38 Hutchinson Street, Surry Hills, N.S.W. 2010,
2. The Federated Municipal and Shire Council Employees' Union of Australia (N.S.W. Division) 235-239 Clarence Street, Sydney, N.S.W. 2000.

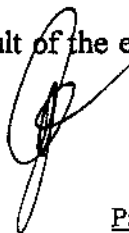
It is agreed between the parties as follows:

3. INTENTION

- (a) The parties to this Agreement are committed to the achievement of Southern Mitchell Electricity's 1993/94 and 1994/95 Performance Agreement targets.
- (b) The parties to this Agreement are committed to the achievement of Southern Mitchell Electricity's corporate objectives and strategies.
- (c) The parties to this Agreement are committed to the achievement of continuous improvement at Southern Mitchell Electricity.
- (d) This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.
- (e) The parties agree that increases in rates of pay shall be linked to Southern Mitchell Electricity's productivity improvement which for the purpose of this Agreement shall be the achievement of the distributor's performance agreement targets.
- (f) The provisions of this Agreement take precedence and override any provision 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 matter/s.

The Sick Leave provision 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.

- (g) No employee shall suffer a reduction in rates of pay as a result of the expiry of this Agreement.

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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 the achievement of Southern Mitchell Electricity's performance agreement targets and the productivity improvements achieved by the employees, existing ordinary award weekly rates of pay will be increased by three (3) 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.

The ordinary weekly rates of pay, increased pursuant to this Clause, are set out in Schedule One of this Agreement.

6. **PRODUCTIVITY**

(a) In recognition of the employee's contribution to Southern Mitchell Electricity achieving its 1993/94 performance agreement targets, the ordinary weekly rates of pay set in Schedule One of this Agreement shall be increased by two and one quarter (2.25) percent effective 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 to commence on or after 1st July, 1994.

(b) In recognition of the employees contribution to Southern Mitchell Electricity achieving its 1994/95 performance agreement target of Operating Costs Per Customer, excluding interest and depreciation and including capitalised operating costs, the ordinary weekly rates of pay increased pursuant to sub-clause (a) of this clause shall be increased by two and one quarter (2.25) percent effective from the beginning of the first pay period to commence after 1st July, 1995.

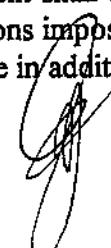
(c) The reference to Performance Agreement targets is a reference to the targets contained in Southern Mitchell Electricity's Performance Agreement with the Minister for Energy.

(d) The parties agree that the pay increases agreed under this clause shall not be discounted or reduced if any of the distributor's performance agreement targets are not achieved through no fault of the employees.

7. **NATIONAL WAGE CASE**

If a State Wage Case is determined during the life of this Agreement, it shall be applied as follows:

(a) Cost of living adjustment - Any component of the State Wage Case 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 a cost of living adjustment shall be in addition to the rates of pay paid under this Agreement.

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7. NATIONAL WAGE CASE (Cont'd)

- (b) Productivity increase - Any component of the State Wage Case increase which is a productivity based or linked increase shall be discounted to the extent of any productivity payment made under this Agreement.

8. IN-HOUSE BENEFIT - ELECTRICITY ACCOUNT

An employee may elect in any year, in respect of any pay increase payable pursuant to this Agreement, to receive an in-house benefit in the form of a reduction in their electricity accounts up to the value of \$500.00 per annum in lieu of receiving the equivalent amount (\$500) in wages under this Agreement.

9. ANNUAL LEAVE LOADING

Weekly rates of pay and certain allowances will be increased by 1.35 per cent. The increased weekly rates of pay and relevant allowances are included in the rates of pay set out in Schedule One.

Such increased in rates of pay and allowances are effective from the first pay period commencing on or after 1st July, 1994 and are payable for all purposes, subject to the following conditions:

- (a) This Agreement shall preclude the payment of annual leave loading except as provided for by paragraph (b).
- (b) A payment, representing the loading on accrued annual leave, shall be paid to employees in the first pay period commencing on or after 1st July, 1994.

Such payment shall be calculated by determining an employee's accrued annual leave balance for which loading would have been paid prior to this Agreement (i.e. up to and including 30th June, 1994), including any pro rate amount, and applying a monetary rate of pay to the accrued balance.

10. SECURITY OF EMPLOYMENT

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 in the first instance. If this is not achievable the parties agree to discuss this issue with the intention of resolving the matter. Southern Mitchell Electricity retains its rights in performance and disciplinary matter as separate issues.

11. WORK ENVIRONMENT

Both the employees and the employer agree to comply with the requirements of the Occupational Health and Safety Act, 1983. The parties are also committed to complying with relevant Equal Employment Opportunity legislation as it applies to Southern Mitchell Electricity.

12. TERM

This Agreement shall commence on the date of registration and shall remain in force for a period of one year unless varied or terminated pursuant to the Industrial Relations Act, 1991.

13. FUTURE NEGOTIATIONS

If it is agreed that the parties to this Agreement will commence negotiations concerning a new Agreement no later than 1st March, 1995.

In this context, the parties recognise that the matters that can be discussed are unlimited, however the parties agree to discuss the following matters:

- (a) Alternative methods of taking Rostered Days Off (RDO's).
- (b) The payment of time in lieu of overtime.
- (c) Alternative provisions to those contained in the County Councils (Electricity Undertakings) Awards.
- (d) Work and management practices and continuous improvement within Southern Mitchell Electricity.
- (e) Transfer of cost of Award picnic day.
- (f) Sick Leave.

14. CONSULTATIVE PROCESS

The parties agree to establish a consultative committee comprising agreed numbers of employee and employer representatives.

The consultative committee shall review work and management practices with a view to enhancing efficiency and improving service and productivity.

The review process will include the development of strategies for productivity improvement for inclusion in the next enterprise agreement.

15. SETTLEMENT OF INDUSTRIAL 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 Award.

16. AREA AND INCIDENCE

This Agreement shall apply to and be binding on Southern Mitchell Electricity and all employees thereof, employed under the terms and conditions of the County Councils (Electricity Undertakings) Classifications and Rates of Pay and Conditions of Employment State Awards.

Signed and sealed for and on behalf of
Southern Mitchell Electricity

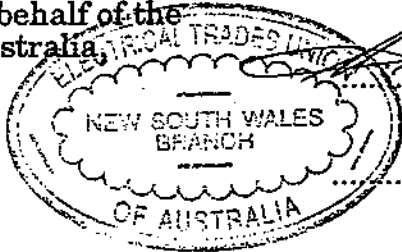
27th May 1994

[Signature]
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In the presence of

Grace Harvey
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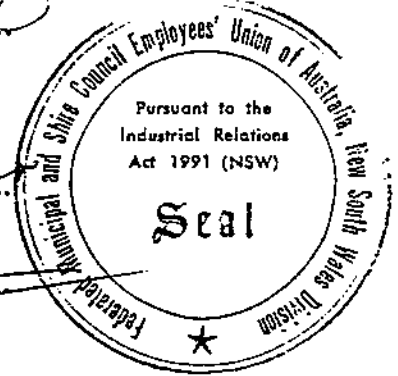
Signed and sealed for and on behalf of the
Electrical Trades Union of Australia,
N.S.W. Branch



In the presence of

[Signature]
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Signed and sealed for and on behalf of the
Federated Municipal and Shire Council
Employees Union, N.S.W. Division



In the presence of

[Signature]
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SOUTHERN MITCHELL ELECTRICITY ENTERPRISE AGREEMENT 1994
RATES OF PAY AND ALLOWANCES

Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect	Annual Leave Loading	Productivity Increase	Productivity Increase
			31.10.1993	to 01.11.93	4.7.1994	4.7.1994	3.7.1995
			\$	\$	\$	\$	\$
Administrative Officer	1	1	571.80	589.00	597.00	610.40	624.10
		2	587.30	604.90	613.10	626.90	641.00
	2	1	604.90	623.00	631.40	645.60	660.10
		2	623.20	641.90	650.60	665.20	680.20
	3	1	638.70	657.90	666.80	681.80	697.10
		2	651.60	671.10	680.20	695.50	711.10
	4	1	667.60	687.60	696.90	712.60	728.60
		2	687.10	707.70	717.30	733.40	749.90
	5	1	706.10	727.30	737.10	753.70	770.70
		2	724.20	745.90	756.00	773.00	790.40
	6	1	738.70	760.90	771.20	788.60	806.30
		2	754.40	777.00	787.50	805.20	823.30
	7	1	768.40	791.50	802.20	820.20	838.70
		2	781.80	805.30	816.20	834.60	853.40
	8	1	793.80	817.60	828.60	847.20	866.30
		2	807.20	831.40	842.60	861.60	881.00
	9	1	820.80	845.40	856.80	876.10	895.80
		2	832.50	857.50	869.10	888.70	908.70
	10	1	848.40	873.90	885.70	905.60	926.00
		2	864.00	889.90	901.90	922.20	942.90
	11	1	879.70	906.10	918.30	939.00	960.10
		2	894.60	921.40	933.80	954.80	976.30
	12	1	910.00	937.30	950.00	971.40	993.30
		2	925.40	953.20	966.10	987.80	1,010.00
Clerical Officer	1	1	216.00	222.50	225.50	230.60	235.80
		2	246.60	254.00	257.40	263.20	269.10
		3	276.60	284.90	288.70	295.20	301.80
		4	342.10	352.40	357.20	365.20	373.40
	2	1	386.50	398.10	403.50	412.60	421.90
		2	401.90	414.00	419.60	429.00	438.70
		3	415.00	427.50	433.30	443.00	453.00
		4	429.60	442.50	448.50	458.60	468.90
		5	445.10	458.50	464.70	475.20	485.90
		6	458.50	472.30	478.70	489.50	500.50
	3	1	479.10	493.50	500.20	511.50	523.00
		2	497.00	511.90	518.80	530.50	542.40
	4	1	509.70	525.00	532.10	544.10	556.30
		2	523.00	538.70	546.00	558.30	570.90
	5	1	539.20	555.40	562.90	575.60	588.60
		2	554.30	570.90	578.60	591.60	604.90

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Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect	Annual Leave Loading	Productivity Increase	Productivity Increase
			31.10.1993	to 01.11.93	4.7.1994	4.7.1994	3.7.1995
			\$	\$	\$	\$	\$
Purchasing Officer	1	1	539.20	555.40	562.90	575.60	588.60
		2	554.30	570.90	578.60	591.60	604.90
	2	1	571.80	589.00	597.00	610.40	624.10
		2	587.30	604.90	613.10	626.90	641.00
	3	1	604.90	623.00	631.40	645.60	660.10
		2	623.20	641.90	650.60	665.20	680.20
	4	1	638.70	657.90	666.80	681.80	697.10
		2	651.60	671.10	680.20	695.50	711.10
	5	1	667.60	687.60	696.90	712.60	728.60
		2	687.10	707.70	717.30	733.40	749.90
Store Supervisor	1	1	445.10	458.50	464.70	475.20	485.90
		2	458.50	472.30	478.70	489.50	500.50
		3	479.10	493.50	500.20	511.50	523.00
		4	497.00	511.90	518.80	530.50	542.40
		5	509.70	525.00	532.10	544.10	556.30
		6	523.00	538.70	546.00	558.30	570.90
	2	1	539.20	555.40	562.90	575.60	588.60
		2	554.30	570.90	578.60	591.60	604.90
	3	1	571.80	589.00	597.00	610.40	624.10
		2	587.30	604.90	613.10	626.90	641.00
Professional Engineer	1	1	592.30	610.10	618.30	632.20	646.40
		2	636.80	655.90	664.80	679.80	695.10
		3	680.30	700.70	710.20	726.20	742.50
		4	730.10	752.00	762.20	779.30	796.80
	2	1	778.20	801.50	812.30	830.60	849.30
		2	793.50	817.30	828.30	846.90	866.00
	3	1	824.80	849.50	861.00	880.40	900.20
		2	856.10	881.80	893.70	913.80	934.40
	4	1	887.80	914.40	926.70	947.60	968.90
		2	904.10	931.20	943.80	965.00	986.70
	5	1	936.50	964.60	977.60	999.60	1,022.10
		2	953.30	981.90	995.20	1,017.60	1,040.50
	6	1	970.20	999.30	1,012.80	1,035.60	1,058.90
		2	986.80	1016.40	1,030.10	1,053.30	1,077.00

SOUTHERN MITCHELL ELECTRICITY ENTERPRISE AGREEMENT 1994
RATES OF PAY AND ALLOWANCES

Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect	Annual Leave Loading	Productivity Increase	Productivity Increase
			31.10.1993	to 01.11.93	4.7.1994	4.7.1994	3.7.1995
			\$	\$	\$	\$	\$
Engineering Officer	1	1	565.70	582.70	590.60	603.90	617.50
		2	580.00	597.40	605.50	619.10	633.00
	2	1	592.30	610.10	618.30	632.20	646.40
		2	608.10	626.30	634.80	649.10	663.70
	3	1	622.50	641.20	649.90	664.50	679.50
		2	636.80	655.90	664.80	679.80	695.10
	4	1	653.40	673.00	682.10	697.40	713.10
		2	664.20	684.10	693.30	708.90	724.90
	5	1	680.30	700.70	710.20	726.20	742.50
		2	693.70	714.50	724.10	740.40	757.10
	6	1	709.20	730.50	740.40	757.10	774.10
		2	730.10	752.00	762.20	779.30	796.80
	7	1	744.60	766.90	777.30	794.80	812.70
		2	761.20	784.00	794.60	812.50	830.80
	8	1	778.20	801.50	812.30	830.60	849.30
		2	793.50	817.30	828.30	846.90	866.00
	9	1	809.30	833.60	844.90	863.90	883.30
		2	824.80	849.50	861.00	880.40	900.20
Superintendent	1	1	622.50	641.20	649.90	664.50	679.50
		2	636.80	655.90	664.80	679.80	695.10
	2	1	653.40	673.00	682.10	697.40	713.10
		2	664.20	684.10	693.30	708.90	724.90
	3	1	680.30	700.70	710.20	726.20	742.50
		2	693.70	714.50	724.10	740.40	757.10
	4	1	709.20	730.50	740.40	757.10	774.10
		2	730.10	752.00	762.20	779.30	796.80
Technical Officer	1	1	565.70	582.70	590.60	603.90	617.50
		2	580.00	597.40	605.50	619.10	633.00
		3	592.30	610.10	618.30	632.20	646.40
		4	608.10	626.30	634.80	649.10	663.70
	2	1	622.50	641.20	649.90	664.50	679.50
		2	636.80	655.90	664.80	679.80	695.10
	3	1	653.40	673.00	682.10	697.40	713.10
		2	664.20	684.10	693.30	708.90	724.90
	4	1	680.30	700.70	710.20	726.20	742.50
		2	693.70	714.50	724.10	740.40	757.10

SOUTHERN MITCHELL ELECTRICITY ENTERPRISE AGREEMENT 1994
RATES OF PAY AND ALLOWANCES

Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect to 01.11.93	Annual Leave Loading 4.7.1994	Productivity Increase 4.7.1994	Productivity Increase 3.7.1995
			31.10.1993	to 01.11.93	4.7.1994	4.7.1994	3.7.1995
			\$	\$	\$	\$	\$
Depot Officer	1	1	412.90	425.30	431.00	440.70	450.60
		2	428.80	441.70	447.70	457.80	468.10
		3	441.50	454.70	460.80	471.20	481.80
	2	1	450.70	464.20	470.50	481.10	491.90
		3	465.20	479.20	485.70	496.60	507.80
	4	1	479.10	493.50	500.20	511.50	523.00
	Apprentices Indentured		1	223.20	229.90	233.00	238.20
2			266.70	274.70	278.40	284.70	291.10
3			308.70	318.00	322.30	329.60	337.00
4			349.90	360.40	365.30	373.50	381.90
Trainee Apprentice		1	266.70	274.70	278.40	284.70	291.10
		2	308.70	318.00	322.30	329.60	337.00
		3	349.90	360.40	365.30	373.50	381.90
Trainee Electrical Worker	At 17 and 18		216.00	222.50	225.50	230.60	235.80
			256.90	264.60	268.20	274.20	280.40
Probationary Lineworker		1	408.10	420.30	426.00	435.60	445.40
Carpenter		1	455.40	469.10	475.40	486.10	497.00
		2	466.90	480.90	487.40	498.40	509.60
		3	478.90	493.30	500.00	511.30	522.80
Licenced Plumber		1	470.10	484.20	490.70	501.70	513.00
		2	481.80	496.30	503.00	514.30	525.90
		3	495.40	510.30	517.20	528.80	540.70
Painter		1	455.40	469.10	475.40	486.10	497.00
		2	466.90	480.90	487.40	498.40	509.60
		3	478.90	493.30	500.00	511.30	522.80
Flitter Machinist		1	455.40	469.10	475.40	486.10	497.00
		2	466.90	480.90	487.40	498.40	509.60
		3	478.90	493.30	500.00	511.30	522.80
		4	490.50	505.20	512.00	523.50	535.30
Welder		1	455.40	469.10	475.40	486.10	497.00
		2	466.90	480.90	487.40	498.40	509.60
		3	478.90	493.30	500.00	511.30	522.80

**SOUTHERN MITCHELL ELECTRICITY ENTERPRISE AGREEMENT 1994
RATES OF PAY AND ALLOWANCES**

Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect to 01.11.93	Annual Leave Loading	Productivity Increase	Productivity Increase
			31.10.1993	3.00%	4.7.1994 1.35%	4.7.1994 2.25%	3.7.1995 2.25%
			\$	\$	\$	\$	\$
Motor Mechanic	1		455.40	469.10	475.40	486.10	497.00
	2		466.90	480.90	487.40	498.40	509.60
	3		478.90	493.30	500.00	511.30	522.80
	4		490.50	505.20	512.00	523.50	535.30
	5		502.80	517.90	524.90	536.70	548.80
	6		516.10	531.60	538.80	550.90	563.30
Landscape Gardener	1		418.30	430.80	436.60	446.40	456.40
Executive Support Officer			1,176.30	1,211.60	1,228.00	1,255.60	1,283.90
Executive Engineer Corporate Services Manager			1,176.30	1,211.60	1,228.00	1,255.60	1,283.90

RATES OF PAY AND ALLOWANCES

Allowances	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 1.11.1993 3.00%	Productivity Increase 4.7.1994 2.25%	Productivity Increase 3.7.1995 2.25%
Leading Hand Payment	29.40	30.30	31.00	31.70
Shared O.C. 2	11.75	12.10	12.37	12.65
Shared Duty Officer	19.85	20.45	20.90	21.38
Shared O.C. 4	23.50	24.20	24.73	25.30
On Call - Duty Officer	79.40	81.80	83.60	85.50
Availability - OIC	70.50	72.60	74.20	75.90
On Call - Availability	70.50	72.60	74.20	75.90
Shared D.O / On Call	31.60	32.55	33.27	34.02
Shared On Call S/By	35.25	36.30	37.10	37.95
Shared O.I.C. 4	17.62	18.15	18.55	18.98

Allowances	Current Daily Award Rate 31.10.1993	Past Productivity Increase Retrospect to 1.11.1993 3.00%	Productivity Increase 4.7.1994 2.25%	Productivity Increase 3.7.1995 2.25%
Duty Officer - Day	15.88	16.36	16.72	17.10
Duty Officer - Sat/Sun	19.85	20.45	20.90	21.38
On Call - Day	14.10	14.52	14.84	15.17
On Call - Sat/Sun	17.62	18.15	18.55	18.98