

ENTERPRISE AGREEMENT

NO: E.A. 382 /1994

DATE REGISTERED: 29-994

PRICE: \$ 58-00

SOUTHERN TABLELANDS ELECTRICITY

STATE ENTERPRISE AGREEMENT 1994

SOUTHERN TABLELANDS ELECTRICITY STATE ENTERPRISE
AGREEMENT 1994

1. Title of Agreement

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

2. Parties to the Agreement

An enterprise agreement, made in pursuance of the N.S.W. Industrial Relations Act 1991, in accordance with the provision of S 115.142 of the Act, entered into between Southern Tablelands Electricity, P.O. Box 246, GOULBURN NSW 2580 and:

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

It is agreed between the parties as follows:

3. Intention

- 3.1. The parties to this agreement shall be aware and work towards:
- (a) ensuring the activities of Southern Tablelands Electricity are carried out properly and efficiently and in accordance with sound commercial practice,
 - (b) ensuring the mission of Southern Tablelands Electricity for a safe, reliable and adequate supply of electricity as economically as possible is provided to the people of the Southern Tablelands and to industry, commerce and rural enterprises in the Board's area.
 - (c) ensuring employees are provided with an environment which encourages high standards of training, productivity, motivation and individual achievement.
 - (d) being committed to the achievement of Southern Tablelands Electricity's "Performance Agreement" targets in 1993/94 and 1994/95.

- (e) being committed to the requirements of the Occupational Health and Safety Act 1983 and the Equal Employment Opportunity legislation.
- 3.2.
- (a) This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.
 - (b) The parties accept that any increase in rates of pay shall be linked to Southern Tablelands Electricity's productivity improvement and that such pay increases will be in accordance with the methodology detailed in this agreement.
 - (c) No employee shall suffer a reduction in rates of pay as a result of the expiring of this Agreement.
 - (d) The County Councils (Electricity Undertakings) Conditions of Employment and Classification and Rates of Pay State Awards shall be read in conjunction with this Agreement. Where any terms of those Awards is inconsistent with the term of this Agreement, this Agreement shall prevail.

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.

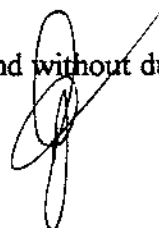
3.3 State Wage Case

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

4. Duress

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

PHH *GS* 

5. Past Performance

In recognition of each employee's contribution to the Southern Tablelands Electricity's past performance (under the S.T.E.'s Performance Agreements) existing rates of pay will increase by three (3) percent as per Schedule One.

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 21 November, 1993.

6. Productivity

6.1 In this Clause Operating Costs per Customer will mean:

Operating Costs per customer excluding interest and depreciation and including capitalised operating costs.


This definition is based upon the Performance Agreement definition, and Southern Tablelands Electricity's performance in respect of this indicator will be measured in accordance with the procedure outlined in such Performance Agreement.


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

6.3 An additional three and one half (3.5%) percent shall be effective on and from the date of registration. Employees covered by this Agreement at the date of registration will be paid the increase in accordance with the clause effective from 1st July, 1994 based upon Southern Tablelands Electricity attaining operation costs for 1993/94 of \$384 per customer. The ordinary weekly rates of pay set out on Schedule One of the Agreement will be increased as set out in Schedule Two.

6.4 Any variation to the operating costs reaching \$384 to be adjusted in the 1995/96 Enterprise Agreement by up to 1 per cent up or down in accordance with the matrix as set out on Schedule Three.

6.5 Any further productivity payments relating to the 1994/95 year and payable in 1995/96 shall be calculated on a matrix of targets based upon the Southern Tablelands Electricity Estimates for 1994/95 and the Performance Agreement with the Minister for Energy. The parties agree to finalise the targets by 30th September, 1994 and finalise the Agreement on a matrix and the operative date of any productivity based pay increase relating to the 1994/95 year.

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The parties further agree to incorporate this matrix and productivity payments arising out of the matrix in the Agreement replacing this Agreement.

- 6.6 A Procedures and Work Practices Committee comprising employee and management representatives will be formed to further the objective of improved work practices and productivity.
- 6.7 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 occur in respect of the operating cost target.

7. No Extra Claims

No extra claims for additional pay or allowances shall be made during the term of this Agreement, except where consistent with the provisions of this Agreement.

8. 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.

9. Term

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

10. Future Negotiations

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

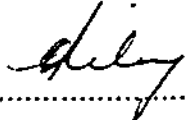
The parties agree that the matters that can be discussed are unlimited; however the parties agree to consider alternative provisions to those contained in the County Councils (Electricity Undertakings) Conditions of Employment Award and work with management in achieving continuous improvement within S.T.E.

11. Area and Incidence

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

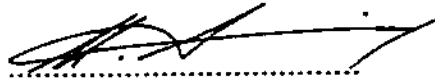
Signed for and on behalf of
Southern Tablelands Electricity

13th May 1994
In the presence of


.....
P. Highty J. P.
.....

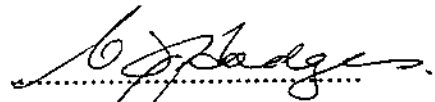

Signed for and on behalf of
Electrical Trades Union of Australia
(NSW Branch)

6th June 1994
In the presence of


.....
C. S. Harris J. P.
.....

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

8th June 1994
In the presence of


.....

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SCHEDULE ONE

SOUTHERN TABLELANDS ELECTRICITY STATE ENTERPRISE
AGREEMENT 1994

MONETARY RATES

The following rates of pay take effect on and from 1st November, 1993.

Table 1 - Classifications and Rate per Week

<u>Classification</u>	<u>Rates per Week</u>
	S

ADMINISTRATIVE OFFICERS

Grade 1

1st Year	\$589.00
2nd Year	\$605.00

Grade 2

1st Year	\$623.10
2nd Year	\$641.90

Grade 3

1st Year	\$657.90
2nd Year	\$671.20

Grade 4

1st Year	\$687.70
2nd Year	\$707.80

Grade 5

1st Year	\$727.30
2nd Year	\$746.00

Grade 6

1st Year	\$760.90
2nd Year	\$777.10

ADMINISTRATIVE OFFICERS

Grade 7

1st Year	\$791.50
2nd Year	\$805.30

Grade 8

1st Year	\$817.70
2nd Year	\$831.50

Grade 9

1st Year	\$845.50
2nd Year	\$857.50

Grade 10

1st Year	\$873.90
2nd Year	\$890.00

Grade 11

1st Year	\$906.10
2nd Year	\$921.50

Grade 12

1st Year	\$937.30
2nd Year	\$953.20

CLERICAL OFFICERS

Grade 1 (Trainees)

1st Year (at 17 years of age)	\$222.50
2nd Year (at 18 years of age)	\$254.00
3rd Year (at 19 years of age)	\$284.90
4th Year (at 20 years of age)	\$352.40

CLERICAL OFFICERS

Grade 2

1st Year (at 21 years of age)	\$398.10
2nd Year	\$414.00
3rd Year	\$427.50
4th Year	\$442.50
5th Year	\$458.50
6th Year	\$472.30

Grade 3

1st Year	\$493.50
2nd Year	\$512.00

Grade 4

1st Year	\$525.00
2nd Year	\$538.70

Grade 5

1st Year	\$555.40
2nd Year	\$571.00

PURCHASING OFFICERS

Grade 1

1st Year	\$555.40
2nd Year	\$571.00

Grade 2

1st Year	\$589.00
2nd Year	\$605.00

Grade 3

1st Year	\$623.10
2nd Year	\$641.90

PURCHASING OFFICERS

Grade 4

1st Year	\$657.90
2nd Year	\$671.20

Grade 5

1st Year	\$687.70
2nd Year	\$707.80

STORE SUPERVISORS

Grade 1

1st Year	\$458.50
2nd Year	\$472.30
3rd Year	\$493.50
4th Year	\$512.00
5th Year	\$525.00
6th Year	\$538.70

Grade 2

1st Year	\$555.40
2nd Year	\$571.00

Grade 3

1st Year	\$589.00
2nd Year	\$605.00

EXECUTIVE SUPPORT OFFICERS

RATE PER ANNUM

Range:

\$44,075 to 87.5% of award
salary for General
Manager of Council

PROFESSIONAL ENGINEERS

Grade 1

1st Year	\$610.10
2nd Year	\$655.90
3rd Year	\$700.80
4th Year	\$752.00

Grade 2

1st Year	\$801.60
2nd Year	\$817.40

Grade 3

1st Year	\$849.60
2nd Year	\$881.80

Grade 4

1st Year	\$914.50
2nd Year	\$931.30

Grade 5

1st Year	\$964.60
2nd Year	\$981.90

Grade 6

1st Year	\$ 999.40
2nd Year	\$1016.40

ENGINEERING OFFICERS

Grade 1

1st Year	\$582.70
2nd Year	\$597.40

ENGINEERING OFFICERS

Grade 2

1st Year	\$610.10
2nd Year	\$626.40

Grade 3

1st Year	\$641.20
2nd Year	\$655.90

Grade 4

1st Year	\$673.00
2nd Year	\$684.20

Grade 5

1st Year	\$700.80
2nd Year	\$714.60

Grade 6

1st Year	\$730.50
2nd Year	\$752.00

Grade 7

1st Year	\$767.00
2nd Year	\$784.10

Grade 8

1st Year	\$801.60
2nd Year	\$817.40

Grade 9

1st Year	\$833.60
2nd Year	\$849.60

SUPERINTENDENT

Grade 1

1st Year	\$641.20
2nd Year	\$655.90

Grade 2

1st Year	\$673.00
2nd Year	\$684.20

Grade 3

1st Year	\$700.80
2nd Year	\$714.60

Grade 4

1st Year	\$730.50
2nd Year	\$752.00

TECHNICAL OFFICERS

Grade 1

1st Year	\$582.70
2nd Year	\$597.40
3rd Year	\$610.10
4th Year	\$626.40

Grade 2

1st Year	\$641.20
2nd Year	\$655.90

Grade 3

1st Year	\$673.00
2nd Year	\$684.20

Grade 4

1st Year	\$700.80
2nd Year	\$714.60

FOREMAN

Grade 1

1st Year	\$562.30
2nd Year	\$574.50

Grade 2

1st Year	\$582.70
2nd Year	\$597.40

Grade 3

1st Year	\$610.10
2nd Year	\$626.40

CADET ENGINEERS

1st Year (at 17)	\$302.90
2nd Year (at 18)	\$335.90
3rd Year (at 19)	\$365.70
4th Year (at 20)	\$395.60
5th Year (at 21)	\$454.70
6th Year	\$482.30

ELECTRICAL TECHNICIANS

Grade 1	\$472.30
Grade 2	\$486.30
Grade 3	\$498.10
Grade 4	\$509.60
Grade 5	\$522.30
Grade 6	\$536.00
Grade 7	\$548.60
Grade 8	\$562.30
Grade 9	\$574.50

LINeworker/CABLE JOINTERS

Grade 1	\$441.70
Grade 2	\$464.30
Grade 3	\$484.10
Grade 4	\$496.90
Grade 5	\$515.90
Grade 6	\$526.50

ELECTRICAL WORKER

Grade 1	\$407.30
Grade 2	\$416.30
Grade 3	\$425.30
Grade 4	\$441.70
Grade 5	\$454.80
Grade 6	\$464.30

DEPOT OFFICER

Grade 1	
1st Year	\$425.30
2nd Year	\$441.70
3rd Year	\$454.80
Grade 2	\$464.30
Grade 3	\$479.20
Grade 4	\$493.50

APPRENTICES

(a) Indentured Apprentices

1st Year	\$229.90
2nd Year	\$274.70
3rd Year	\$318.00
4th Year	\$360.40

(b) Trainee Apprentices

1st Year	\$274.70
2nd Year	\$318.00
3rd Year	\$360.40

TRAINEE ELECTRICAL WORKER

at 17 years and under	\$222.50
at 18 years	\$264.70

PROBATIONARY LINEWORKER/CABLE JOINTERS

\$420.40

CARPENTERS

Grade 1	\$469.10
Grade 2	\$481.00
Grade 3	\$493.30

LICENSED PLUMBERS

Grade 1	\$484.20
Grade 2	\$496.30
Grade 3	\$510.30

PAINTERS

Grade 1	\$469.10
Grade 2	\$481.00
Grade 3	\$493.30

FITTER MACHINISTS

Grade 1	\$469.10
Grade 2	\$481.00
Grade 3	\$493.30
Grade 4	\$505.30

WELDERS

Grade 1	\$469.10
Grade 2	\$481.00
Grade 3	\$493.30

MOTOR MECHANICS

Grade 1	\$469.10
Grade 2	\$481.00
Grade 3	\$493.30
Grade 4	\$505.30
Grade 5	\$517.90
Grade 6	\$531.60

LANDSCAPE GARDENERS

Grade 1	\$430.90
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SCHEDULE TWO

SOUTHERN TABLELANDS ELECTRICITY STATE ENTERPRISE
AGREEMENT 1994

MONETARY RATES

The following rates of pay take effect on and from 1st July, 1994.

Classifications and Rate per Week

Classification Rates per Week
\$

ADMINISTRATIVE OFFICERS

Grade 1

1st Year	\$609.70
2nd Year	\$626.20

Grade 2

1st Year	\$644.90
2nd Year	\$664.40

Grade 3

1st Year	\$681.00
2nd Year	\$694.70

Grade 4

1st Year	\$711.80
2nd Year	\$732.60

Grade 5

1st Year	\$752.80
2nd Year	\$772.20

Grade 6

1st Year	\$787.60
2nd Year	\$804.30

ADMINISTRATIVE OFFICERS

Grade 7

1st Year	\$819.20
2nd Year	\$833.50

Grade 8

1st Year	\$846.40
2nd Year	\$860.60

Grade 9

1st Year	\$875.10
2nd Year	\$887.60

Grade 10

1st Year	\$904.50
2nd Year	\$921.20

Grade 11

1st Year	\$937.90
2nd Year	\$953.80

Grade 12

1st Year	\$970.10
2nd Year	\$986.60

CLERICAL OFFICERS

Grade 1 (Trainees)

1st Year (at 17 years of age)	\$230.30
2nd Year (at 18 years of age)	\$262.90
3rd Year (at 19 years of age)	\$294.90
4th Year (at 20 years of age)	\$364.80

CLERICAL OFFICERS

Grade 2

1st Year (at 21 years of age)	\$412.10
2nd Year	\$428.50
3rd Year	\$442.50
4th Year	\$458.00
5th Year	\$474.60
6th Year	\$488.90

Grade 3

1st Year	\$510.80
2nd Year	\$530.00

Grade 4

1st Year	\$543.40
2nd Year	\$557.60

Grade 5

1st Year	\$574.90
2nd Year	\$591.00

PURCHASING OFFICERS

Grade 1

1st Year	\$574.90
2nd Year	\$591.00

Grade 2

1st Year	\$609.70
2nd Year	\$626.20

Grade 3

1st Year	\$644.90
2nd Year	\$664.40

PURCHASING OFFICERS

Grade 4

1st Year	\$681.00
2nd Year	\$694.70

Grade 5

1st Year	\$711.80
2nd Year	\$732.60

STORE SUPERVISORS

Grade 1

1st Year	\$474.00
2nd Year	\$488.90
3rd Year	\$510.80
4th Year	\$530.00
5th Year	\$543.40
6th Year	\$557.60

Grade 2

1st Year	\$574.90
2nd Year	\$591.00

Grade 3

1st Year	\$609.70
2nd Year	\$626.20

EXECUTIVE SUPPORT OFFICERS

RATE PER ANNUM

Range:

\$44,075 to 87.5% of award
salary for General
Manager of Council

PROFESSIONAL ENGINEERS

Grade 1

1st Year	\$631.50
2nd Year	\$678.90
3rd Year	\$725.40
4th Year	\$778.40

Grade 2

1st Year	\$829.70
2nd Year	\$846.00

Grade 3

1st Year	\$879.40
2nd Year	\$912.70

Grade 4

1st Year	\$946.50
2nd Year	\$963.90

Grade 5

1st Year	\$ 998.10
2nd Year	\$1016.30

Grade 6

1st Year	\$1034.40
2nd Year	\$1052.00

ENGINEERING OFFICERS

Grade 1

1st Year	\$603.10
2nd Year	\$618.30

ENGINEERING OFFICERS

Grade 2

1st Year	\$631.50
2nd Year	\$648.40

Grade 3

1st Year	\$663.70
2nd Year	\$678.90

Grade 4

1st Year	\$696.60
2nd Year	\$708.20

Grade 5

1st Year	\$725.40
2nd Year	\$739.70

Grade 6

1st Year	\$756.10
2nd Year	\$778.40

Grade 7

1st Year	\$793.90
2nd Year	\$811.60

Grade 8

1st Year	\$829.70
2nd Year	\$846.00

Grade 9

1st Year	\$862.80
2nd Year	\$879.40

SUPERINTENDENT

Grade 1

1st Year	\$663.70
2nd Year	\$678.90

Grade 2

1st Year	\$696.60
2nd Year	\$708.20

Grade 3

1st Year	\$725.40
2nd Year	\$739.70

Grade 4

1st Year	\$756.10
2nd Year	\$778.40

TECHNICAL OFFICERS

Grade 1

1st Year	\$603.10
2nd Year	\$618.30
3rd Year	\$631.50
4th Year	\$648.40

Grade 2

1st Year	\$663.70
2nd Year	\$678.90

Grade 3

1st Year	\$696.60
2nd Year	\$708.20

TECHNICAL OFFICERS

Grade 4

1st Year	\$725.40
2nd Year	\$739.70

FOREMAN

Grade 1

1st Year	\$582.00
2nd Year	\$594.60

Grade 2

1st Year	\$603.10
2nd Year	\$618.30

Grade 3

1st Year	\$631.50
2nd Year	\$648.40

CADET ENGINEERS

1st Year (at 17)	\$313.50
2nd Year (at 18)	\$347.70
3rd Year (at 19)	\$378.50
4th Year (at 20)	\$409.50
5th Year (at 21)	\$470.70
6th Year	\$499.20

ELECTRICAL TECHNICIANS

Grade 1	\$488.90
Grade 2	\$503.40
Grade 3	\$515.60
Grade 4	\$527.50
Grade 5	\$540.60
Grade 6	\$554.80
Grade 7	\$567.80
Grade 8	\$582.00
Grade 9	\$594.60

LINEWORKER/CABLE JOINTERS

Grade 1	\$457.20
Grade 2	\$480.60
Grade 3	\$501.10
Grade 4	\$514.30
Grade 5	\$534.00
Grade 6	\$545.00

ELECTRICAL WORKER

Grade 1	\$421.60
Grade 2	\$430.90
Grade 3	\$440.20
Grade 4	\$457.20
Grade 5	\$470.80
Grade 6	\$480.60

DEPOT OFFICER

Grade 1	
1st Year	\$440.20
2nd Year	\$457.20
3rd Year	\$470.80
Grade 2	\$480.60
Grade 3	\$496.00
Grade 4	\$510.80

APPRENTICES

(a) Indentured Apprentices

1st Year	\$238.00
2nd Year	\$284.40
3rd Year	\$329.20
4th Year	\$373.10

(b) Trainee Apprentices

1st Year	\$284.40
2nd Year	\$329.20
3rd Year	\$373.10

TRAINEE ELECTRICAL WORKER

at 17 years and under	\$230.30
at 18 years	\$274.00

PROBATIONARY LINEWORKER/CABLE JOINTERS

\$435.20

CARPENTERS

Grade 1	\$485.60
Grade 2	\$497.90
Grade 3	\$510.60

LICENSED PLUMBERS

Grade 1	\$501.20
Grade 2	\$513.70
Grade 3	\$528.20

PAINTERS

Grade 1	\$485.60
Grade 2	\$497.90
Grade 3	\$510.60

FITTER MACHINISTS

Grade 1	\$485.60
Grade 2	\$497.90
Grade 3	\$510.60
Grade 4	\$523.00

WELDERS

Grade 1	\$485.60
Grade 2	\$497.90
Grade 3	\$510.60

MOTOR MECHANICS

Grade 1	\$485.60
Grade 2	\$497.90
Grade 3	\$510.60
Grade 4	\$523.00
Grade 5	\$536.10
Grade 6	\$550.20

LANDSCAPE GARDENERS

Grade 1	\$446.00
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SCHEDULE THREE
SOUTHERN TABLELANDS ELECTRICITY STATE ENTERPRISE
AGREEMENT 1994

Reference Clause 6.4 Variation to the Operating Costs reaching \$384 for 1993/94 to be adjusted in the 1995/96 Enterprise Agreement.

Operating Costs per customer as per the Performance Agreement for 1993/94 excluding interest and depreciation and including capitalised operating costs.

Maximum adjustment up or down one per cent (1%)

CALCULATIONS

1992/93 O/C	\$408	1.0	
Agreed Target	<u>\$384</u>	---	= 0.042
	\$ 24	24	
If target improved	\$384		
	<u>\$360</u>		
	\$ 24		

REDUCTION IN
1995/96 IF \$384
IS NOT ACHIEVED

ADDITIONAL AMOUNT
IN 1995/96 IF \$384
IS ACHIEVED

\$408	1.0%	1.008	\$383	.042
\$407		0.966	\$382	.084
\$406		0.924	\$381	.126
\$405		0.882	\$380	.168
\$404		0.840	\$379	.210
\$403		0.798	\$378	.252
\$402		0.756	\$377	.294
\$401		0.714	\$376	.336
\$400		0.672	\$375	.378
\$399		0.630	\$374	.420
\$398		0.588	\$373	.462
\$397		0.546	\$372	.504
\$396		0.504	\$371	.546
\$395		0.462	\$370	.588
\$394		0.420	\$369	.630
\$393		0.378	\$368	.672
\$392		0.336	\$367	.714
\$391		0.294	\$366	.756
\$390		0.252	\$365	.798
\$389		0.210	\$364	.840
\$388		0.168	\$363	.882
\$387		0.126	\$362	.924
\$386		0.084	\$361	.966
\$385		0.042	\$360	1.0%
\$384		0.0		1.008