

ENTERPRISE AGREEMENT

NO: E.A. 384 /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 Ulan Electric 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:

Ulan Electricity	based at	102 Herbert Street GULGONG NSW 2852
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Electrical Trades Union of Australia, (New South Wales Branch)		36-38 Hutchinson Street SURRY HILLS NSW 2010
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The Federated Municipal and Shire Council Employees' Union of Australia (New South Wales Division)		Local Government House 235-239 Clarence Street SYDNEY NSW 2000
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3.0 INTENTION

3.1 Statement of Intent - Ulan Electric

1. It is the intention of management to approach the negotiations towards an enterprise agreement for Ulan Electric and its employees in a flexible, cooperative and mature manner.
2. Management representatives on the Enterprise Bargaining Workplace/Consultative Committee are also employees of Ulan Electric.
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 Ulan Electric 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 Ulan Electric
 - (g) To preserve employees' job security

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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 Ulan Electric 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 objectives of the agreement continue.

6. Management has a responsibility to ensure the continued viability of Ulan Electric 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 Ulan Electric's 1993/94 and 1994/95 Performance Agreement Targets.
- 3.2.2 The parties to this Agreement are committed to the achievement of Ulan Electric's Corporate Objectives and Strategies.
- 3.2.3 The parties to this Agreement are committed to the achievement of continuous improvement at Ulan Electric.
- 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 This agreement shall be read in conjunction with the County Council (Electricity Undertakings) Conditions of Employment (State) Award and the County Council (Electricity Undertakings) Classifications and Rates of Pay (State) Award and shall take precedence in any areas of inconsistency.
- 3.2.6 The increases to the rates of pay contained in clauses 5 and 6 and Schedule A of this agreement 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 clauses 5 and 6 and Schedule A on and from 1 November 1993 or the date of employment, whichever is the later.

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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 Ulan Electric's past performance (under the Performance Agreements) existing rates of pay will increase by three percent (3%)

Such increase in rates of pay 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, unauthorised 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 Ulan Electric 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.

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

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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 a minimum three percent (3%) subject to any increase in productivity above three percent (3%) being paid in accordance with the measurements outlined in the matrix set out in the attached Schedule A. This increase in rates of pay 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 July, 1994.
- 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, and shall provide for a minimum 3% wage increase no later than 1st July 1995.
- 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.
- 6.4 No employee shall suffer a reduction in hourly and weekly rates of pay if the sum of the mix of those indicators at any one time or period in the negative or as a result of the expiry of this agreement.
- 6.5 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 all purpose hourly and weekly rates of pay and relevant allowances identified in 'Schedule 2' by increasing the hourly, weekly rates of pay and work related allowances by 1.35%.

Such increases in rates of pay and allowances are effective from the first pay period commencing on or after the 1st July 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 leave, and pro rata leave currently subject to annual leave loading, shall be paid to employees in the first pay period commencing on or after 1st July 1994.

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8. LONG SERVICE LEAVE

The provisions of the Award will continue to apply, except that, where an entitlement of long service leave becomes due during the term of the agreement, half the difference between the entitlement then due and the pro rata balance at the commencement of the agreement will be taken before the next entitlement becomes due. Provided that an employee will not be required to reduce their entitlement to less than (13) thirteen weeks.

9. 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 Ulan Electric, the parties agree that this can only be achieved by natural attrition or voluntary redundancy.

Ulan Electric retains its rights in performance and disciplinary matters as a separate issue.

10. SAFETY - PENALTIES

Where after reasonable warning by a supervisor, an employee neglects or fails:

- (i) to wear adequate protective clothing, including goggles, sunhats, hard hats, work gloves, ear muffs and sunglasses in accordance with Ulan Electric's policy on such matters;
- (ii) to exhibit due regard to accepted safe work practices; and or
- (iii) to apply sunscreens in accordance with the manufacturer's specifications;

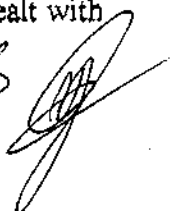
he or she shall be treated as having failed to properly present for duty and will be directed to leave his or her place of work for the balance of his or her shift, for which payment will not be made.

11. WORK ENVIRONMENT

The parties agree to comply with the requirements of the Occupational Health and Safety Act 1983, as amended from time to time.

12. 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:

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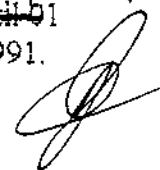
12.1 Cost of Living Adjustment - any component of the State Wage increase which is identified in the decision as a cost of living adjustment shall be paid to employees covered by this Agreement subject to any conditions imposed by the decision. The payment of any cost of living adjustment shall be in addition to rates of pay paid under this Agreement.

12.2 Productivity Increase - any component of the Stage Wage increase which is a productivity based or linked increase shall be discounted to the extent of any productivity payment made under this Agreement.

13.0 TERM OF AGREEMENT

This Agreement shall commence on the date of registration and shall remain in force ^{for a period of} ~~until~~ ⁵¹ ~~July 1995~~ unless varied or terminated as provided for by the Industrial Relations Act, 1991.
12 months

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14.0 FUTURE NEGOTIATIONS

The parties to this Agreement agree to commence negotiations on a new Agreement no later than the 1st October 1994.

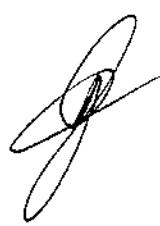
The parties agree to continue the Workplace/Consultative Committee to encourage and facilitate discussion on, but not limited to, matters of workplace reform employment and industrial relations.

15.0 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.

15A SICK LEAVE

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.

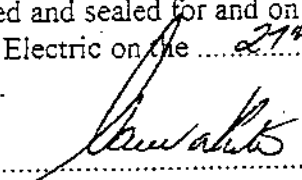
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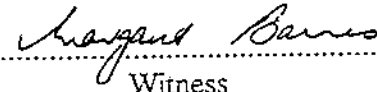
16.0 AREA AND INCIDENCE

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

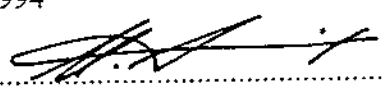
In addition this Agreement will apply to all employees engaged under contracts of Employment under the provisions of the Electricity Act 1945 (1946 No. 13 as amended) or other relevant Act applying to Ulan Electric.

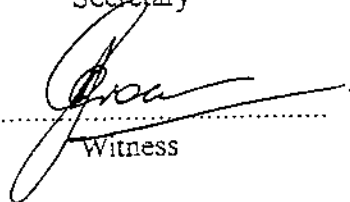
Signed and sealed for and on behalf of
Ulan Electric on the 21st day of May
1994.

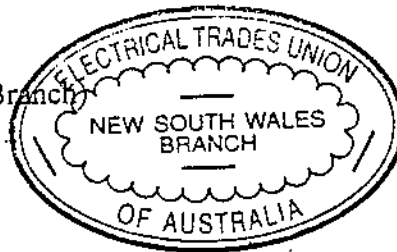

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General Manager


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Witness

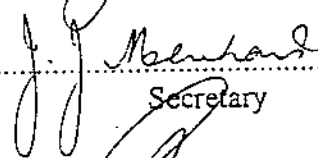
Signed and sealed for and on behalf of the
Electrical Trades Union of Australia (NSW Branch)
on the 15TH day of JUNE
1994

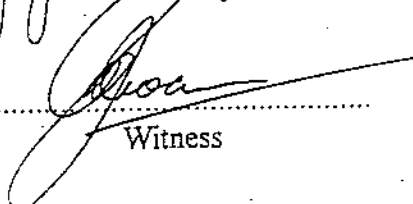

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Secretary


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Witness



Signed and sealed for and on behalf of the
Federated Municipal Council Employees' Union
of Australia (NSW) Division) on the 14th
day of June 1994


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Secretary


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Witness



ULAN 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 Av Days Lost/Employee	Value + or - %	Indicator Days Lost/Year	Value + or - %	Indicator %	
Increase No 2	6.00	394.20	3.60	5.80	0.90	5.80	0.90	200.00	0.60	69.60	6.00
01.07.95	5.70	396.46	3.42	5.82	0.86	5.82	0.86	202.80	0.57	69.57	5.70
	5.40	398.66	3.24	5.84	0.81	5.84	0.81	205.60	0.54	69.54	5.40
	5.10	400.86	3.06	5.86	0.77	5.86	0.77	208.40	0.51	69.51	5.10
	4.80	403.06	2.88	5.88	0.72	5.88	0.72	211.20	0.48	69.48	4.80
	4.50	405.26	2.70	5.90	0.68	5.90	0.68	214.00	0.45	69.45	4.50
	4.20	407.46	2.52	5.92	0.63	5.92	0.63	216.80	0.42	69.42	4.20
	3.90	409.66	2.34	5.94	0.59	5.94	0.59	219.60	0.39	69.39	3.90
	3.60	411.86	2.16	5.96	0.54	5.96	0.54	222.40	0.36	69.36	3.60
	3.30	414.06	1.98	5.98	0.50	5.98	0.50	225.20	0.33	69.33	3.30
Increase No 1	3.00	416.26	1.80	6.00	0.45	6.00	0.45	228.00	0.30	69.30	3.00
01.07.94	2.70	416.63	1.62	6.05	0.41	6.05	0.41	230.80	0.27	69.27	2.70
	2.40	417.01	1.44	6.10	0.36	6.10	0.36	233.60	0.24	69.24	2.40
	2.10	417.38	1.26	6.15	0.32	6.15	0.32	236.40	0.21	69.21	2.10
	1.80	417.76	1.08	6.20	0.27	6.20	0.27	239.20	0.18	69.18	1.80
	1.50	418.13	0.90	6.25	0.23	6.25	0.23	242.00	0.15	69.15	1.50
	1.20	418.50	0.72	6.30	0.18	6.30	0.18	244.80	0.12	69.12	1.20
	0.90	418.88	0.54	6.35	0.14	6.35	0.14	247.60	0.09	69.09	0.90
	0.60	419.25	0.36	6.40	0.09	6.40	0.09	250.40	0.06	69.06	0.60
	0.30	419.63	0.18	6.45	0.05	6.45	0.05	253.20	0.03	69.03	0.30
	0.00	420.00	0.00	6.50	0.00	6.50	0.00	256.00	0.00	69.00	0.00
Base 30.06.93		413.81		5.50		5.50		256.00		69.00	

NOTE: Base equates to existing salary plus 3.00% for past productivity gains.

Performance Indicator Operating Cost per customer

Derived from data contained in the annual accounts and annual report

Customers

Average number of customers refer annual report.

Sum of

Total Customers at start of year

Total customers at end of year

divided by 2.

Operating Costs refer Statement of Income and Expenditure

Total Operating Costs less Depreciation and Interest.

This is the same as the sum of -

Subtransmission and Distribution Expenses

Customer Service and Administration Expense

Sundries.

But should be defined in the other way because of impending changes to the Code of Accounting Practice.

Capitalised Operating Costs as reported in the notes to the financial statements, specifically detail of capital expenditure.

The Sum of

Direct Labour Expense

Labour on-costs - specifically employee entitlement and superannuation cost

Other overheads - specifically labour related overheads, technical overheads and stores overheads.

CPI Indices - as included in the Performance Agreement and provided by the Office of Energy on an annual basis. These are related to the CPI - Capital Cities - Sydney Index.

PERFORMANCE INDICATORS	ACTUAL RESULTS FINANCIAL YEAR						PROJECTED	TARGET
	1987/88	1988/89	1989/90	1990/91	1991/92	1992/93	ACTUAL	YEAR
	1993/94	1994/95						
CPI Indices	85.5	92.5	100	104.9	106.7	107.7	110.6	114.1
4A Operating Costs per Customer (excl. Depn & Int)								
Customer Numbers								
* Residential	11,262	11,472	11,819	12,396	12,651			
Domestic						6,542		
Rural						6,353		
* Commercial	1,321	1,358	1,413	1,514	1,534	1,549		
* Industrial	32	34	35	42	41			
<10MW max. demand						45		
>10MW max. demand						1		
* Other	7	7	7	7	7	7		
Total Customer No.	12,622	12,871	13,274	13,959	14,233	14,497	0	0
Average Customer Nos.		12746.50	13072.50	13616.50	14096.00	14365.00	14783.50	15000.00
	\$	\$	\$	\$	\$	\$	\$	\$
Total Operating Costs		5,778	6,103	6,074	6,796	6,829	7,329	7,420
Less Depreciation	1,559	977	1,094	1,203	1,682	1,673	1,971	2,246
Interest	1,075	1,044	855	485	319	271	105	71
Controllable Operating Costs	(2,634)	3,757	4,154	4,366	4,795	4,885	5,253	5,103
Costs in 1994/95								
Total Operating Costs	0	7,127	6,964	6,607	7,267	7,235	7,561	7,420
Less Depreciation	2,080	1,205	1,248	1,309	1,799	1,772	2,033	2,246
Interest	1,435	1,296	975	528	341	287	108	71
Controllable Operating Costs	(3,515)	4,634	4,740	4,771	5,128	5,175	5,419	5,103
OCCE		\$363.58	\$362.57	\$350.36	\$363.76	\$360.27	\$366.57	\$340.20
4B Operating Costs per Customer (excl Depn & Int. incl Capitalised Operating Costs)	\$	\$	\$	\$	\$	\$	\$	\$
Direct Labour (Capital)	NA	NA	NA	254	284	251	241	257
Labour On-Costs (Capital)	NA	NA	NA		108	83	96	105
Other Overheads (Capital)	NA	NA	NA	451	444	392	375	448
Capitalised Operating Costs	NA	NA	NA	705	836	726	712	810
Costs in 1994/95								
Direct Labour (Capital)				276	304	266	249	257
Labour On-Costs (Capital)				0	115	88	99	105
Other Overheads (Capital)				491	475	415	387	448
Capitalised Operating Costs				767	894	769	735	810
Add Controllable Operating Costs	(3,515)	4,634	4,740	4,771	5,128	5,175	5,419	5,103
Contr. Operable and Capitalised Operating Costs	(3,515)	4,634	4,740	5,537	6,022	5,944	6,154	5,913
OCCE		\$363.58	\$362.57	\$406.68	\$427.18	\$413.81	\$416.26	\$394.20
5 Debt Equity	\$	\$	\$	\$	\$	\$	\$	\$
Interest Bearing Debt	8,465	7,446	5,499	3,018	2,125	1,081	908	851
Equity = Net Assets	14,776	16,987	21,604	24,797	27,967	49,133	60,327	66,729
Debt Equity %	57.28885	43.83352	25.45362	12.17083	7.59824	2.20015	1.50513	1.27531

ULAN ELECTRICITY ENTERPRISE AGREEMENT 1994

RATES OF PAY & ALLOWANCES

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 08.11.93 + 0.03	Annual Leave Loading 04.07.1994 + 1.35%	Productivity Increase 04.07.1994 + 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

Schedule A

Classification	Grade	Year	Current Weekly Award Rate	Past Productivity Increase Retrospect	Annual Leave Loading	Productivity Increase	
			31.10.1993	to 08.11.93	04.07.1994	04.07.1994	
			\$	+ 0.03 \$	+ 1.35% \$	+ 3.00% \$	
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	1006.90	
		2	953.30	981.90	995.20	1025.10	
6		1	970.20	999.30	1012.80	1043.20	
		2	986.80	1016.40	1030.10	1061.00	
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	

Schedule A

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 08.11.93 + 0.03	Annual Leave Loading 04.07.1994 + 1.35%	Productivity Increase 04.07.1994 + 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	
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

Schedule A

Classification	Grade	Year	Current Weekly Award Rate 31.10.1993	Past Productivity Increase Retrospect to 08.11.93	Annual Leave Loading 04.07.1994	Productivity Increase 04.07.1994
			\$	+ 0.03 \$	+ 1.35% \$	+ 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
Apprentice (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
Apprentice (Trainee)		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 Wkr	At 17	and	216.00	222.50	225.50	232.30
	18		256.90	264.60	268.20	276.20
Probationary Lineworker	1		408.10	420.30	426.00	438.80
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

Schedule A

Allowances		Current Weekly Award Rate	Past Productivity Increase Retrospect	Annual Leave Loading	Productivity Increase
		31.10.1993	to 08.11.93 + 0.03	04.07.1994 + 1.35%	04.07.1994 + 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
Officer in Charge		70.50	72.60	73.60	75.80
Living Away Allowance	\$/night	9.30	9.60	9.70	10.00
Camping Allowance	\$/night	18.00	18.50	18.80	19.40
First Aid Allowance	\$/day	1.60	1.70	1.70	1.70
Leading Hand	\$/week	29.40	30.30	30.70	31.60
Explosives Allow.	\$/week	8.60	8.90	9.00	9.30
Aircraft Allow.	\$/day or part	10.10	10.40	10.50	10.90
Special Allowances					
(a) Dirty Work	\$/hour	0.16	0.16	0.16	0.16
Wet Places	\$/hour	0.21	0.22	0.22	0.23
Oil	\$/hour	0.16	0.16	0.16	0.16
Air Compressor	\$/hour	0.21	0.22	0.22	0.23
Steam Cleaning	\$/hour	0.16	0.16	0.16	0.16
(b) Working at Heights					
3.5 metres	\$/hour	0.23	0.24	0.24	0.25
9.0 metres	\$/hour	0.28	0.29	0.29	0.30
Bosun's Chair/ Swinging Stage	\$/hour	0.33	0.34	0.34	0.35
(c) Power Tools					
Jack Hammer/rock drill/in charge air compressor	\$/hour	0.12	0.12	0.12	0.12
Chainsaw	\$/hour	0.23	0.24	0.24	0.25
Rocket firing/ explos. equipment	\$/hour	0.12	0.12	0.12	0.12
Rivet gun	\$/hour	0.11	0.11	0.11	0.11
Concrete saw	\$/hour	0.12	0.12	0.12	0.12
(d) Confined space					
Confined space, etc	\$/hour	0.21	0.22	0.22	0.23
Underground/trenche	\$/hour	0.16	0.16	0.16	0.16