

ENTERPRISE AGREEMENT

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Lord Howe Island Board

Enterprise Agreement

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Definitions

"Administrative Staff" means staff who are employed by the Board in a position where the ordinary full time hours are 140 per four week settlement period.

"Board" means the Lord Howe Island Board.

"Casual staff" means staff who are engaged on an hourly basis and paid as such. Casual staff includes permanent staff who are engaged at weekends or on public holidays to perform work which is not in the course of their normal duties or normal hours of work.

"Credit hours" is the difference between the number of hours worked and contract hours, where the number of hours worked in a settlement period is more than contract hours.

"Debit hours" is the difference between the number of hours worked and contract hours where the number of hours worked in a settlement period is less than contract hours.

"Manager" means the Manager/Executive Officer of the Lord Howe Island Board.

"Outdoor Staff" means staff who are employed by the Board in a position where the ordinary full time hours are 38 per week.

"Staff" means and includes all persons employed from time to time by the Lord Howe Island Board under the provisions of the Lord Howe Island Act 1953, in one of the trades or occupations listed in Appendix 1. The Manager/Executive Officer, Palm Business Manager, Secretary and Administrative Officer are not considered to be staff for the purpose of this Agreement.

3. Parties to the Agreement

This Enterprise Agreement, made pursuant to the provisions of sections 115-145 of the Industrial Relations Act 1991, was entered into between:

- * The Lord Howe Island Board;
- and
- * The Lord Howe Island Board Staff Works Committee.

4. Title of the Agreement

This Agreement will be known as the Lord Howe Island Board Enterprise Agreement.

5. Intention

(i) This Agreement applies to staff who are employed to work on Lord Howe Island.

(ii) The purpose of this Agreement is to fully regulate the terms and conditions of employment of staff with the exception of the Senior Electrical Officer. This Agreement will only partially regulate the terms and conditions of employment of the Senior Electrical Officer.

(iii) The parties agree to work cooperatively to ensure that this Agreement enables:

- (a) Absenteeism to be reduced by 10%. Reductions or increases in absenteeism will be measured by reference to the average amount of sick leave taken over the past two financial years (1992/93, 1993/94).
- (b) Performance management to be implemented to the stage where all staff are operating under a performance management system within 12 months of the registration of this Agreement.
- (c) The parties to work cooperatively to utilise multi-skilling and develop more efficient work systems and practices.
- (d) The Board to maintain an appropriate level of service to the island community and tourist industry during the life of this Agreement.

(iv) The Manager and works committee will provide a report to the Board detailing whether the above performance targets have been met. Such report will be provided to the Board in time for the first Board meeting 12 months after the registration of this Agreement.

6. Incidence

(i) This Agreement will prevail over the following industrial agreements which apply to staff:

- * Employees, Lord Howe Island Board Agreement - an agreement made on 24 April 1980 between the Board and the Amalgamated Metal Workers and Shipwrights Union and the Federated Engine Drivers and Firemen's Association.
- * Administrative Staff, Lord Howe Island Board Agreement - an agreement made on 16 July 1981 between the Board and the Public Service Association of NSW.

(ii) This Agreement will regulate the terms and conditions of employment of the Senior Electrical Officer, except conditions relating to:

- * payment for overtime;
- * annual leave; and
- * payment of the call out allowance.

These conditions (subject to the Annual Holidays Act) are regulated by an employment contract between the Senior Electrical Officer and the Lord Howe Island Board.

Period of Operation

- (i) The term of this Agreement will from the date of registration until 30 June 1996.
- (ii) This Agreement can only be terminated at or after 30 June 1996 by one of the parties giving at least 3 months' notice of intention to terminate to the other party.

8. Multi-skilling and Staff Flexibility

- (i) Staff may be directed to perform any work in any area of the Board's operations which is within their competence.
- (ii) Staff training will be used to promote greater flexibility and multi-skilling.

9. Salaries

- (i) The rates of pay in Salary Points 1-14 prescribed by this Agreement include payment for annual leave loading (based on an annual leave entitlement of 4 weeks per year) and the Island Disability Allowance.
- (ii) The rates of pay in Salary Points 15-24 include payment for annual leave loading (based on an annual entitlement of 5 weeks per year) and the Island Disability Allowance.

Salary Point	Salary	Salary Point	Salary
1	23,686	13	33,913
2	24,750	14	34,884
3	25,363	15	36,917
4	26,045	16	38,003
5	26,304	17	42,642
6	27,448	18	44,371
7	27,911	19	45,746
8	28,697	20	47,269
9	29,243	21	50,297
10	30,518	22	51,763
11	31,974	23	54,272
12	33,203	24	56,527

Appointment

(i) The Board may appoint a person to any salary level within the salary range. In determining commencing salary regard will be had to:

- (a) the person's skills, experience and qualifications;
- (b) the rate required to attract the person; and
- (c) the remuneration of existing staff performing similar work.

(ii) On appointment a staff member will be advised of his/her commencing salary rate and of any salary increments to which he/she may be entitled to.

(iii) Transitional arrangements for existing staff are contained in Appendix 2.

11. Salary Progression

(i) The payment of annual salary increments will be subject to approval by the Manager following the recommendation of the supervisor.

(ii) Annual salary increments will be paid providing the Manager is satisfied with the conduct and manner of performance of duties of the member of staff concerned.

12. Salary Adjustment

(i) The salary points and salaries paid to all staff are to be increased by 3% from the first pay period on or after 1 November 1994.

13. Island Disability Allowance

(i) All staff are entitled to payment of a disability allowance. The allowance is compensation for the high cost of living and isolation.

(ii) The allowance is \$1,100 per annum.

(iii) On the date this Agreement is registered the allowance will be incorporated into all salary rates (see section 9 "Salaries" of this Agreement).

14. Disability Allowance (Commonwealth District Allowance)

(i) Except as provided for in this clause, no staff are entitled to payment of the Disability Allowance which is equivalent to the Commonwealth District Allowance.

(ii) Staff who at the date of registration of this Agreement are receiving the Disability Allowance equivalent to the Commonwealth District Allowance, will continue to receive it on a personal basis. However, the amount of the allowance will be discounted by \$1,063.

(iii) The Disability Allowance will no longer be adjusted.

Higher Duties Allowance

- (i) Staff who are directed to perform the duties of a higher position for at least 5 consecutive working days will be paid an allowance.
- (ii) The allowance is to be a proportion of the difference between the staff member's salary and the minimum salary of the higher position.
- (iii) In each instance, the proportion paid will be discussed with the staff member prior to undertaking the higher duties.

16. Boot Allowances

- (i) Staff who are regularly directed to work in the permanent park preserve will be entitled to a hiking boot allowance of up to \$100.
- (ii) Staff who are regularly directed to undertake tree climbing for the purposes of research will be entitled to a climbing boot allowance of up to \$25.
- (iii) The allowances will be payable on production of a receipt and on condemnation of the previous pair of boots.

17. Special Duties Allowance

- (i) A special duties allowance will be paid to staff who perform duties which require special training, such as: abseiling; tree climbing for the purpose of tree surgery or research; and rescue of tourists from difficult locations.
- (ii) The special duties allowance is \$15 per day.
- (iii) The allowance will only be payable to staff who are directed to, and who actually perform the special duties.

18. Travel Allowances

Staff who undertake approved travel are entitled to payment of a travel allowance to cover the costs of accommodation, meals and incidentals as follows:

- (i) For approved travel involving an overnight stay:

Capital Cities and Canberra	\$153.75 per day
Elsewhere	\$109.50 per day

or reasonable actual necessary expenditure for meals and accommodation together with incidental expenses for Capital Cities and Canberra of \$6.40 per day and elsewhere of \$8.00 per day.

For approved travel involving an overnight stay when accommodation is provided:

expenses reasonably incurred and paid a daily allowance of

Capital Cities and Canberra	\$6.40 per day
Elsewhere	\$8.00 per day

(iii) For approved travel involving no overnight stay:

Meals

Breakfast \$8.60 when required to commence travel before 6.00am.

Lunch \$11.15 or the additional expense, whichever is the lesser, when staff are unavoidably put to additional expense.

Dinner \$20.25 when required to work or travel beyond 6.30pm.

19. Adjustment of Allowances

The boot allowances, special duties allowance, and travel allowances may be adjusted from time to time, provided that both parties agree to such adjustments.

20. Hours

Part 1 - Administrative Staff

(i) The business hours of the Board are from 8.30am to 4.30pm Monday to Friday. The hours of work for administrative staff will be arranged to ensure that an adequate level of service is maintained during business hours.

(ii) The ordinary hours of work for administrative staff shall be 140 per 4 week settlement period.

Hours shall be worked under the following flexible hours arrangements:

(iii) Hours may be worked from Monday to Friday between 7.00am and 6.00pm. Time will not be credited for work performed outside this bandwidth.

(iv) Staff must work core times between 9.30am and 11.30am and between 2.00pm and 3.00pm.

(v) If staff commence duty after the commencement of core time they must apply for an appropriate amount of annual leave (minimum of a ¼ day). If staff have no annual leave they must apply for leave without pay (minimum of a ¼ day).

(vi) Staff must take a lunch break of at least 30 minutes, however staff may take a break of up to 2 hours. A staff member may only take a lunch break of more than 1 hour with the prior approval of his/her supervisor.

(vii) Generally an individual may select start and finishing times, however where it is necessary the Manager may direct staff to work for 7 hours on a particular day and also direct staff to start and finish at particular times within the bandwidth on that day.

(viii) Staff may work for more than 7 hours per day, where work is available which can be performed at the convenience of the Board. Staff may also work for less than 7 hours on a particular day.

(ix) At the end of the settlement period, credit hours accumulated in excess of 10 are forfeited.

(x) At the end of the settlement period, debit hours accumulated in excess of 10 are debited against recreation leave or if staff have no recreation leave shall be taken as leave without pay.

(xi) Generally a staff member may, with the approval of his/her supervisor, take 7 hours of flexileave in a settlement period. Such flexileave may be taken as either 1 day or 2 half days.

(xii) A half day may only be taken off either before 3½ hours are worked during the bandwidth or after 3½ hours are worked during the bandwidth.

(xiii) Flexileave may be taken before or after a period of annual leave but may not be taken during a period of annual leave.

(xiv) A staff member must have the approval of his/her supervisor prior to taking flexileave. The supervisor may refuse any request for flexileave.

(xv) The Manager may direct a staff member to work under a standard hours arrangement (7 hours per day with established commencing and finishing times) where it is evident that the staff member is not observing the hours arrangements established under this Agreement or any associated administrative instructions.

(xvi) Where staff give notice of resignation or retirement they should take all reasonable steps to eliminate any accumulated credit or debit hours. No compensation will be paid for any accumulated credit hours on the last day of service. Where staff have accumulated debit hours at the completion of the last day of service any monies owing shall be debited accordingly.

Part 2 - Outdoor Staff

(i) The ordinary hours of work for outdoor staff shall be 38 per week worked from Monday to Friday. Eight hours shall be worked per day with 0.4 of one hour accruing toward one rostered day off in each four week period.

(ii) Hours will usually be worked from 7.00am to 3.30pm. By mutual agreement between the Manager and staff starting and ceasing times may be varied.

(iii) Staff are entitled to a paid morning tea-break of not more than 20 minutes to be taken at the work site, being the place where work is conducted at the time of the break. Staff are entitled to an unpaid lunch break of 30 minutes.

(iv) The Board will provide appropriate utensils (such as eskies and thermoses), to enable staff to take their tea or lunch breaks at the work site.

(v) Days off for all staff shall be rostered over each 4 week period. In drawing up the roster regard shall be had to the work programs being undertaken, the needs of the Board and the needs of the staff.

(vi) Through consultation with the supervisor a staff member may alter his/her rostered day off. Rostered days off may only be altered if doing so involves no additional costs to the Board and causes no disruption to work programs.

(vii) Staff may accumulate up to 3 rostered days off.

21. Overtime

(i) Administrative staff will be entitled to payment of overtime, where they are directed to work hours which fall outside the bandwidth.

(ii) Outdoor staff will be entitled to payment of overtime, where they are directed to work hours in excess of ordinary hours.

(iii) Overtime will be paid for at the rate of time and a half for the first two hours and double time for all hours worked thereafter. These rates apply on weekdays, weekends and public holidays to overtime which is rostered outside of ordinary hours (or the bandwidth) or at weekends, or where overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary hours (or the bandwidth).

(iv) Staff who commence working overtime will be paid a minimum of 1 hour at overtime rates.

(v) A staff member who is called back to work for the purpose of working overtime shall be paid for 4 hours at his/her ordinary rate of pay, provided that any hours worked in excess of 4 shall be paid at overtime rates.

(vi) Staff are entitled to at least ten consecutive hours off duty between completing overtime on one day and commencing ordinary work on the next day. If staff are directed to resume or continue work without having had ten consecutive hours off duty, they shall be paid at overtime rates until they are released from duty. Staff shall suffer no loss of pay for ordinary working time which occurs during any absence which is being taken for the purpose of ensuring a ten hour break.

(vii) Staff shall not be entitled to compensation for overtime if it is customary for staff to return to work to perform a specific job outside ordinary working hours.

22.

Time in Lieu

By agreement between the Manager and staff, overtime may be taken as time off in lieu. Time off in lieu will be given at the rate of time for time (ie one hour of overtime may be compensated for by allowing one hour off work). Such time off is to be taken within a week of accrual, however with the approval of the supervisor time off may be taken at a later date.

23.

Public Holidays

Staff are entitled to the following public holidays: New Years Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Bank Holiday, Labour Day, Christmas Day, Boxing Day, and any other proclaimed holiday for NSW. Provided that Bank Holiday shall be taken as an additional day of leave between Boxing Day and New Years Day.

24.

Annual Leave

- (i) Staff are entitled to annual leave of twenty working days per annum.
- (ii) Annual leave accrues at the rate of 1 2/3 days per month. Leave entitlements are based only on completed months of service.
- (iii) Staff may accrue up to 40 days annual leave. Subject to the provisions of the Annual Holidays Act 1944, any annual leave accrued beyond 40 days (as at 30 November of any year) will be forfeited.
- (iv) Staff who are entitled to an additional week of leave may accrue up to 50 days of annual leave. Subject to the provisions of the Annual Holidays Act 1944, any annual leave accrued beyond 50 days (as at 30 November of any year) will be forfeited.
- (v) If the Manager is satisfied that a staff member has been prevented from taking annual leave due to work commitments, the Manager may allow staff to accumulate annual leave in excess of 40 or 50 working days.
- (vi) Subject to the provisions of the Annual Holidays Act 1944, upon resignation, retirement or termination of services a staff member who has acquired a right to annual leave is entitled to be paid the monetary value of that leave.
- (vii) Where a staff member who has acquired a right to annual leave dies, an appropriate relative of that staff member is entitled to receive the monetary value of the leave due.
- (viii) Annual leave loading is not payable (see section 9 "Salaries" of this Agreement).

25.

Additional Leave

The Deputy Manager, Nursery Manager and Works Manager are entitled to an additional 5 days of annual leave as compensation for work performed on weekends and work otherwise performed outside of ordinary hours of employment.

Sick Leave

(i) Staff are entitled to 15 working days paid sick leave per calendar year. The full annual entitlement is available from 1 January each year.

(ii) Unused entitlements are fully cumulative.

(iii) Staff who first commence working with the Board after 1 January will have their annual grant reduced proportionately by applying the following formula:

No. of whole months remaining in year ÷ 12 x annual entitlement;

provided that where a staff member is absent on account of illness in the first year of employment he or she shall be granted a minimum of five days of sick leave. Where sick leave granted is more than the staff member's first year entitlement (calculated using the above formula) the excess shall be offset by a corresponding reduction in sick leave granted at the start of the next calendar year.

(iv) Generally, the maximum amount of paid sick leave that may be granted during the first 3 months of employment is 5 days. Any sick leave granted during the first 3 months of employment must be supported by a medical certificate.

(v) Staff who are absent from duty because of illness will report the absence not later than 1 hour after normal commencing time.

(vi) Staff are allowed 3 days absence on sick leave during any calendar year unsupported by a medical certificate. Any further absence(s) must be supported by a medical certificate.

(vii) In exceptional circumstances the Board may grant staff additional sick leave.

Short Leave

The Board may in the case of pressing necessity, grant staff short leave as follows:

- (a) during the first 12 months service, 2½ working days; or
- (b) after completion of 12 months service, 5 working days in any period of two years; or
- (c) the period calculated by allowing 1 day for each completed year of service and then deducting any short leave previously granted to the staff member;

whichever is the greater.

Special Leave

(i) The Board may grant staff special leave for the purposes of attending examinations, attending court in answer to a jury summons, or attending court as a witness for the Crown.

(ii) The Board may also grant staff special leave in other circumstances.

29. Leave Without Pay

(i) The Board may grant staff leave without pay in appropriate circumstances. Once leave without pay is commenced it will continue until resumption of duty.

30. Long Service Leave

(i) Staff are entitled to credits for long service leave after completion of service as set out below:

- (a) after 10 years service to 44 working days; and
- (b) for service beyond 10 years to leave based on 0.2108 working days accrued per week (0.0422 per working day) for service after 10 years.

(ii) Long service leave may only be taken at times mutually agreed between staff and the Board.

(iii) A staff member who is entitled to long service leave will upon the termination of his/her services be paid in lieu of such leave the money value of the leave due.

(iv) Where a member of staff is entitled to long service leave and dies, an appropriate relative of the staff member will be entitled to receive the money value of the leave not taken or not completed, computed at the rate of salary the staff member received at the time of his\her death.

(v) If the services of a staff member with at least 5 years service and less than 10 years service are terminated by either the Board for any reason other than for serious and intentional misconduct, or by the staff member on account of illness or incapacity, the staff member is entitled to:

- (a) for 5 years service to leave of 22 working days;
- (b) for service after 5 years, to additional leave based on 0.0843 working days accrued per week (0.0169 per working day) for service after 5 years.

31. Maternity Leave

(i) All female staff, excluding casual staff, shall be entitled to unpaid maternity leave of:

- (a) up to 9 weeks before the expected date of birth of the child; and
- (b) up to 12 months after the actual date of birth of the child.

(ii) A female staff member who prior to the expected date of birth has completed 40 weeks continuous service, either full or part time, will be eligible for up to 9 weeks paid leave from the date maternity leave commences.

32. Paternity Leave

(i) Staff are entitled to paternity leave as follows:

- (a) 1 week of unpaid leave from the date of birth of the child; and
- (b) with the consent of the Board, where the staff member is to be the primary care-giver;
 - (i) up to 51 weeks unpaid leave on a full time basis; or
 - (ii) up to a maximum of 103 weeks unpaid leave on a part time basis; or
 - (iii) a combination of full time and part time leave provided that the period of leave taken does not exceed the equivalent of 12 months full time leave.

33. Study Time

The Board may grant study time to staff. The decision as to whether or not study time will be granted is entirely at the discretion of the Board.

34. Adoption Leave

Staff are entitled to Adoption Leave in accordance with the provisions of the Industrial Relations Act 1991. The Board may also grant staff up to three weeks paid adoption leave.

35. Part-time Work

Staff who are engaged on a part-time basis will be granted leave and other entitlements on a pro-rata basis.

36. Semi-Official Telephone Subsidy

(i) Where it is considered essential that a staff member be able to be contacted or required to contact others in connection with the duties of his/her position outside normal working hours, the Board may approve of payment of a telephone subsidy.

(ii) In all cases the Board will determine the extent of the subsidy.

37. Conditions for Relocated Staff

(i) The Board will provide assistance to staff who must relocate to the island to take up a temporary appointment.

(ii) The Board will meet the following costs associated with relocation:

- (a) Reasonable costs associated with the removal of personal or household effects (excluding vehicles) to the island and/or to a place of storage on the mainland.

- (b) Reasonable storage costs for furniture or household effects for the term of employment.
- (c) Costs of insuring furniture, personal or household effects kept on the mainland or on the island, up to a value of \$100,000.

(iii) The Board will pay the costs of air travel to Sydney or Brisbane for a staff member and his/her dependants who have relocated (or are relocating) to the island in the following circumstances:

- (a) Air travel to the island when taking up a temporary appointment.
- (b) Air travel to the mainland after completing a temporary appointment.
- (c) After each completed year of service, one return flight to the mainland (which must be taken within 12 months, and which staff will only be entitled to while they continue in employment).
- (d) To attend the funeral of a close relative (of either the staff member or a dependant), or where a close relative is critically ill.

(iv) This clause shall not affect the entitlements of relocated staff who were employed by the Board prior to the registration of this Agreement.

(v) In this clause "dependant" is generally defined as a staff member's child or partner. However, having regard to the particular circumstances that may arise, the Board may recognise other "dependants".

(vi) In this clause "close relative" means partner, parent, child, brother or sister. However, having regard to the particular circumstances that may arise, the Board may recognise other "close relatives".

(vii) Where appropriate, the Board will provide relocated staff with accommodation. The Board will determine the weekly rent payable for accommodation. Rents may be adjusted by the Board from time to time.

38. Casual Employment

(i) The hourly rate for casuals will be the minimum salary rate for the position divided by 52.17857 divided by the number of ordinary full-time hours for the position. 4/48ths will be added to the hourly rate in lieu of leave.

(ii) Casuals who are engaged on weekends or public holidays shall be paid the hourly rate plus a loading of 20% plus 4/48ths in lieu of leave.

(iii) Casual staff are not entitled to any forms of leave specified in the Agreement, except for long service leave in accordance with the Long Service Leave Act, 1955.

Termination of Employment

(i) Two weeks notice or payment in lieu of notice applies to permanent and temporary staff.

(ii) However, in cases of serious or wilful misconduct the Manager may waive notice and no payment in lieu will be due to the staff member.

40.**Training**

The parties agree to establish a training committee to identify training needs, investigate training programs, and manage the training budget.

41.**Consultation**

(i) The parties agree to continued consultation to ensure that the implementation of this Agreement realises improvements in service delivery, productivity, efficiency and job satisfaction.

(ii) This Agreement will be monitored by the Lord Howe Island Board Staff Works Committee and management representatives. The parties will meet as necessary to resolve any difficulties which may arise with the implementation or operation of this Agreement and to discuss possible future improvements.

42.**Grievance and Disputes Procedure**

(i) When any grievance or dispute arises at the workplace the staff concerned will take the matter up with their immediate supervisor. The supervisor is to be given the opportunity to investigate the matter and provide a response to the dispute or grievance. The supervisor will advise the staff concerned of the time by which an answer will be provided.

(ii) If the grievance or dispute is not resolved between the staff and their immediate supervisor, or where the matter is of such a nature that direct discussion between the staff and their supervisor would not be appropriate, the staff shall notify a suitable staff representative who shall then take the matter up with the Manager.

(iii) If the grievance or dispute remains unresolved, the Manager will provide a written response to the grievance which includes reasons for not implementing any proposed remedy. At this stage the parties agree that it may be referred to an appropriate independent arbitrator or mediator or to the Industrial Relations Commission.

(iv) Nothing contained in these procedures will preclude the parties from entering into direct negotiations on any matter.

(v) Whilst these procedures or negotiations are continuing no stoppage of work or any other form of limitation of work shall be applied.

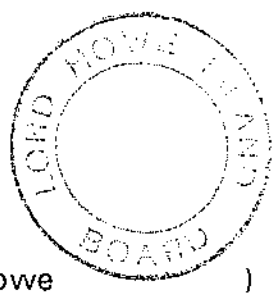
(vi) The parties reserve the right to vary this procedure where it is considered that a safety factor is involved.

Declaration

The parties to this Agreement declare that this Agreement is the outcome of negotiations freely entered into by the parties and that the Agreement was not entered into by either party under duress.

This Agreement is made at Lord Howe Island on 31 day of August 1994.

Signed for and on behalf of the Lord Howe Island Board by:



Ms V Ingram, Chairperson, Lord Howe Island Board.

V Ingram

Balreen Ryan
Witness

and

Signed for and on behalf of the The Lord Howe Island Board Staff Works Committee by:

Mr D Hiscox, Chairperson, The Lord Howe Island Board Staff Works Committee

D Hiscox

Ed
Witness

Mr G Higgins, The Lord Howe Island Board Staff Works Committee

G Higgins

Ed
Witness

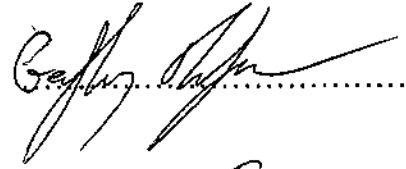
Mr G Nicholls, The Lord Howe Island Board Staff Works Committee

G Nicholls

Ed
Witness

Mr G Thompson, The Lord Howe
Island Board Staff Works Committee

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Mr M Walton, The Lord Howe
Island Board Staff Works Committee

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Witness

The trades and occupations covered by this Agreement are as follows:

- * Accountant
- * Cleaner
- * Clerical Assistant
- * Clerical Officer
- * Clerk
- * Electrical officer
- * Foreman
- * Gardener
- * Labourer
- * Leading Hand
- * Nursery Manager
- * Ranger
- * Shop Assistant
- * Stores Officer
- * Surveyor
- * Tradesperson
- * Works Manager
- * Painter

Appendix 2
Transitional Arrangements

Position	Current Salary Range	New Salary Range (salary points)	Salary on Transition (salary point)
Deputy Manager/ Accountant	43,459 44,682 46,506 47,892	50,297 (21) 51,763 (22) 54,272 (23) 56,527 (24)	54,272 (23)
Senior Electrical Officer	39,400 40,767 43,642	42,642 (17) 44,371 (18) 47,269 (20)	47,269 (20)
Nursery Manager	33,853 34,880	36,917 (15) 38,003 (16)	38,003 (16)
Works Manager	32,952 34,208	36,917 (15) 38,003 (16)	38,003 (16)
Assistant Works Manager	29,277 30,443	31,974 (11) 33,203 (12)	33,203 (12)
Nursery Foreman	30,443	31,974 (11) 33,203 (12)	33,203 (12)
Surveyor	27,896	30,518 (10)	30,518 (10)
Surveyors Assistant	27,366	30,518 (10)	30,518 (10)
Field Officer Grade 3	26,168 + 9.94 per week	28,697 (8) 29,243 (9)	28,697 (8)* 29,243 (9)*
Stores Officer	25,422 26,168	27,911 (7) 28,697 (8)	28,697 (8)
Clerk - Administration	25,422 26,168	27,911 (7) 28,697 (8)	28,697 (8)
Ranger in Charge	30,443	30,518 (10) 31,974 (11) 33,203 (12) 33,913 (13) 34,884 (14)	33,203 (12)
Field Officer Grade 2	23,898 24,983	26,304 (5) 27,448 (6) 27,911 (7)	26,304 (5)* 27,448 (6)*
Painter	23,652	26,045 (4)	26,045 (4)

Position	Current Salary Range	New Salary Range (salary points)	Salary on Transition (salary point)
Field Officer Grade 1	22,207 23,005	23,686 (1) 24,750 (2) 25,363 (3)	24,750 (2)* 25,363 (3)*
Leading Hand Nursery		28,697 (8) 29,243 (9)	28,697 (8)
Trainee Ranger	18,666 21,847 22,606 23,236	23,686 (1) 24,750 (2) 25,363 (3)	
CASUALS			
Liquor Store OIC	25,422	27,911 (7)	27,911 (7)
Liquor Store Assistant	22,423	24,750 (2)	24,750 (2)
Visitors Centre Staff	22,423	24,750 (2)	24,750 (2)
Clerical Assistant	18,664	24,750 (2)	24,750 (2)
Cleaner	19,024	23,686 (1) 24,750 (2)	23,686 (1)* 24,750 (2)*
Hospital Clerical Assistant	18,664	24,750 (2)	24,750 (2)
Field Officer Grade 1	21,414	23,686 (1)	23,686 (1)

* Transition rates vary between staff.

Note: Transition rates for seconded staff do not include the Commonwealth District Allowance as per clause 14(ii).