

# ENTERPRISE AGREEMENT

NO: E.A. 8 /1995

DATE REGISTERED: 6-1-95

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**Pasminco Metals - Sulphide**

# **Enterprise Agreement**

**1994**

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# 1 Title

This agreement is to be referred to as the Pasminco Metals - Sulphide Enterprise Agreement, 1994.

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### **3** *Parties Bound*

This Agreement will apply to and be binding upon Pasminco Metals - Sulphide Pty Limited engaged in the Smelting Process at Main Road, Boolaroo, New South Wales (referred to as the Company), its employees and the Federated Ironworkers Association (New South Wales Branch), Australasian Society of Engineers, Automotive Metals and Engineering Union and the Electrical Trades Union of Australia (New South Wales Branch).

### **4** *Relationship to Parent Award*

The Agreement shall be read in conjunction with the Pasminco Metals - Sulphide Employees (State) Award, but will supersede and have precedence over the Award in all areas covered by this Agreement.

### **5** *Date and Period of Operation*

This Agreement shall commence operation for a period of twelve months from the date of registration.

### **6** *Aim of Agreement*

- a) The parties of this Agreement recognise the need to develop through the process of consultation and participation a viable and competitive enterprise in a highly competitive international market.
- b) This objective can only be achieved by:
  - i) developing a new enterprise culture that treats all employees equally;
  - ii) maximising the efficiency and prosperity of the organisation for the benefit of employees, shareholders, customers and the community;
  - iii) developing the most productive, cooperative and harmonious working relationship possible.
- c) To achieve these objectives the parties agree:
  - i) to organise work in a fully flexible manner within the operational requirements of the site;
  - ii) to undertake any duties required subject to their skill, knowledge and competence as well as any licensing requirements;
  - iii) subject to two (ii) above there will be no demarcation between employees on the site;
  - iv) to constantly seek improvement in efficiency, quality, safety, health, housekeeping and the environment;
  - v) to develop and promote trust and motivation within the site through honesty and mutual respect.



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## 7 *Demarcation*

It is the intent of the Agreement to create an environment which encourages and supports a highly skilled and committed workforce where participation and development of employees will be a priority for the betterment of the individual and the business.

To this end, work will be organised to maximise the flexibility of the workforce and enable employees to work to the limit of their skills and capabilities.

There will be no artificial barriers preventing employees from performing all tasks in which they have been trained.

The focus of all work undertaken on this site will be based on the 'SELL' principle in that provided it is Safe, Efficient, Logical and Legal for an employee to perform a particular task, then nothing contained within this Agreement shall prevent that employee from performing that task.

## 8 *Casual and Part-Time Employment*

Casual employees will be paid at the Base Annual Salary Rate according to their grading plus a loading of 15%. Casual employees will be paid at the appropriate hourly rate for all time worked. Any hours in excess of eight hours per day, or 38 hours within any one week, will be paid at overtime rates.

Permanent part-time employees will be paid monthly at the Base Annual Salary Rate according to their grade. Permanent part-time employees will be paid at the appropriate hourly rate for all time worked. Any hours in excess of eight hours per day or 38 hours within any one week will be paid at overtime rates. Permanent part-time employees will be entitled to annual leave, sick leave and long service leave.

## 9 *Fixed Term Employment*

Fixed term employees will be paid monthly the Base Annual Salary for the appropriate job grade, plus the base overtime hours for the work team that they are allocated to. Fixed term employees will be expected to work overtime in accordance with the overtime roster established by their work team.



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## *10 Hours of Duty*

An average of 38 hours per week is worked over a fifty-two (52) week period. Work patterns covering both day work and shift work, including starting and finishing times, may be changed to suit the requirements of the plant or sections of the plant.

Changes to work patterns will be subject to:

- i) consultation and mutual agreement between the parties;
- ii) being guided by Occupational Health and Safety considerations.

## *11 Shift Penalties*

### **Shift Allowances**

Shift allowances, as set out in Schedule A, for day shift, afternoon shift and night shift will be calculated to form a component of the annualised salary for employees on 12 hour shift rosters and 8 hour shift rosters.

### **Weekend Penalties Rate**

Shift workers rostered to work normal shift on a Saturday will be paid at the rate of time and a half of the base salary rate, which will form part of the calculation of the shift component of the annual salary.

Shift workers rostered to work a normal shift on a Sunday will be paid at the rate of double time of the base salary rate, which will form part of the calculation of the shift component of the annual salary.

## *12 Plant Coverage*

All employees covered by the terms of this Agreement are required to be available to work a reasonable amount of unrostered hours for the purposes of replacing absent team members, completion of jobs, attending call-outs, meeting production requirements and other similar requirements as determined by the team and supervisor.

Where extraordinary or unplanned circumstances occur that cause employees to work significant additional unrostered hours, reasonable time off in lieu will be granted as detailed within Clause 15 of this Agreement.

It is the intent of this Agreement to have people minimise the number of hours needed to be worked in excess of the standard rosters, provided that the integrity of the site operations are maintained.

Maintenance work teams will be responsible for out of hours coverage of their own work area during the week, with the team and supervisor making the arrangement as required.



### *13 Contract of Employment*

For employees covered by this Agreement, other than casual and part-time employees, employment shall be on a monthly basis.

In regard to the termination of the contract of employment, the condition of the parent award will apply as to the giving and or receiving of notice. However, where one week's notice appears it will be substituted by one month's notice for the term of this Agreement.

### *14 Time and Payment of Salary*

All employees will be paid by direct deposit into a Bank, Building Society, or the Hunter United Credit Union on a monthly basis.

The monthly pay period will run for the full calendar month, with each pay period closing on the last day of the month. However, payments outside the annual salary will only be included up to the 15th day of each month. Claims outside the annual salary after the 15th day will be included in the next monthly pay.

The Company will:

- a) deposit employee's salary into their account no later than the last Wednesday of each calendar month;
- b) provide each employee with a full account in writing of the total amount of pay to which the employee is entitled, details of all deductions made and the total net amount paid will be shown;
- c) provide financial advice and counselling to those employees who have difficulty in adjusting to the new pay arrangements;
- d) offer employees the option of receiving a weekly advance on their annual salary with the full monthly salary, less advances, being paid on the last Wednesday of the month.

### *15 Retrospectivity/Backdating Wages and Salary Payments*

"The rates of pay contained in schedule 'A' to 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 that schedule 'A' on and from 19th of September 1994 or the date of employment, whichever is the later."



## 16 *Remuneration*

### Annual Salary

All permanent full-time employees and fixed term employees will be paid an annualised salary which is inclusive of the base salary, shift premiums (where applicable), overtime and allowances as detailed within this document.

The detail as to the amount of annual salary applicable to job grades are detailed within the Schedules (A) attached to this document.

An additional % increase, corresponding to the general December increase to all Pasmenco Metals - Sulphide staff, will be concurrently granted to all employees covered by this Agreement.

All references to payment of overtime contained within the Sulphide Corporation Pty Limited Employees (State) Award have been incorporated into the overtime component contained in the annualised salaries detailed within the attached schedules.

## 17 *Time Off in Lieu*

Where employees work significant unrostered hours in addition to those that have been incorporated into the annual salary for overtime, there will be the availability of time off in lieu at the discretion of the work team in consultation with the Superintendent.

The calculation of time off in lieu will be on the basis of 1.8 times the hours worked above the average overtime component for individuals within the work team.

It is recommended that overtime be reviewed over a 3 month period, as a minimum, and should Time Off in Lieu be warranted then this must be taken within the following 3 months unless the team and the Superintendent agree to alternative arrangements.

Time off in lieu will be taken at a mutually convenient time, agreed to between the work team and the Superintendent.

## 18 *Safety Net Provisions*

For the first 26 weeks of this Agreement there shall exist a safety net provision for each Superintendent work team, which will be reviewed by the parties periodically during the term of this Agreement..

The basis of this provision is to make available a safety net for those Superintendent Work Teams where every member of the team exceeds the overtime component built into the annual salary when averaged over the 26 week period.





Activation of this safety net provision by any Superintendent Work Team will entitle the members of the team to time off in lieu up to the average hours worked in excess of the overtime component, for that work team.

The calculation of time off in lieu will be on the basis of 1.8 times the hours worked above the average overtime component for the work team.

Overtime hours which are covered by other conditions and payments within this Agreement and time off in lieu, which is taken outside the safety net, will not be included for the purposes of the safety net calculations.

Time off in lieu under the safety net provision will be taken at a mutually convenient time, as agreed to by the team and the Superintendent.

At the completion of the 26 week period, average hours worked in excess of the overtime component will continue to be available under Section 17 Time Off in Lieu of this Agreement.

## *19 Rest Periods*

Work teams, in consultation with the superintendent, will arrange overtime wherever reasonably practicable so that employees have at least ten consecutive hours (eight hours in the case of shift workers) off duty between the work of successive days.

Should the work team and superintendent require an employee to return to work before ten hours (eight hours for shift workers) has elapsed, the employee will be credited with overtime on the basis of number of hours until the employee has had a 10 hour (8 hour) break from work, times 1.8. This calculation will be used for determining allocation of time off in lieu.

Employees have the right, under the terms of the parent award, to decline to return to work before he/she has had their 10 hour (8 hour) break.

## *20 Public Holidays*

Shift Workers who, as part of their standard shift rosters are required to work on public holidays, will have an annual amount (calculated on individual hourly rate) incorporated into their annual salary for public holidays, as recognised by the Parent Award.

This amount will be based on the following calculation:

**For 12 hour Shift Rosters**

6.2 days @ 18 hours worked plus 5.1 days @ 8 hours rostered off.

**For 8 hour shift rosters**

8.5 days @ 12 hours worked plus 2.8 days @ 8 hours rostered off.



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## *21 Meal Allowance*

All employees will be entitled to an annual amount as detailed in Schedule A for overtime meals. This will be paid as an allowance each pay period, for the purpose of purchasing a meal when required to work overtime.

## *22 Mixed Functions*

All process operators and non-trade employees will be entitled to an annual payment, as detailed in Schedule A, for working outside of their Job Grade. This payment shall be a component of the employee's overall annualised salary.

The requirement to work outside of an employee job grade will be on the basis that it is safe, efficient, logical and legal for the employee to do so.

Should an employee be required to work in a higher job grade for a period of three (3) months or more, that employee will be temporarily reclassified to that higher grade whilst he/she continues to perform the function of that higher grade.

No employee will be required to work outside his/her job grade if, in the opinion of the work team and the Superintendent, there are good reasons for that employee not to do so.

## *23 Standby Payments*

Where for plant or maintenance coverage there is a requirement for a roster to be implemented, it is a condition of the Agreement that all employees which the roster covers participate in the roster.

### **Process / Services**

Employees whose Shift Roster arrangement require them to be on a Standby Roster for plant coverage purposes, will receive an amount as detailed in Schedule A, for being on such a roster. The duration of the standby roster will be of one and a half hour duration, one hour before and half an hour after the change of shift time of the particular roster.

This payment shall be a component of the employee's annualised salary for those required to be on such a roster.

### **Shift Tradespersons**

Shift tradesperson whose Shift Roster arrangement require them to be on a Standby Roster for plant coverage (as detailed above) will claim an amount for each shift on standby on the basis of the amount detailed in Schedule A for Standby Payment - Shift Tradesperson.



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## 24 *Plant Rosters*

Maintenance employees covered by the Weekend Duty Roster will be rostered for work as per the following frequency:

Electrical Tradespersons approx 3 weekends per year  
Mechanical Tradesperson (Fitting) approx 2 weekends per year  
Mechanical Tradesperson (Boilermaking) approx 4 weekends per year  
Riggers approx 4 weekends per year

In the case of Riggers, contractors will be used in the short term to cover any short fall in the roster due to current rigging numbers. In the longer term additional Riggers will be trained to supplement the roster.

Payment for the Weekend Duty Roster will be as per Schedule A attached to this Agreement.

Nothing contained within this Agreement will prevent employees from swapping or giving away their allocation of time on the roster, subject to the employee making suitable alternative arrangements with another employee to work his/her rostered time.

## 25 *Telephone Allowance*

All employees who are required to be on a roster, either standby or weekend duty, in order to maintain the plants integrity will be entitled to a telephone allowance so they can be contacted should the need arise.

This payment will be based on the annual rental as charged by the appropriate telephone instrumentality plus an allowance of 100 calls at the appropriate call allowance for a local call from a private telephone, as determined by the appropriate telephone instrumentality, determined in December of each year and will be paid in advance for the following year.

In addition to those amounts, the Company will pay the connection/reconnection fees, as charged by a telephone instrumentality, for the provision of a telephone service for those employees who meet the above requirements.

Reference to annual rental and call allowance referred to above are related to a fixed telephone connection to a private dwelling and do not refer to any other arrangements (ie mobile phones) that employees may wish to make.

## 26 *Illness & Injury Salary Maintenance*

From the date of registration of this Agreement, the existing sick leave provisions of the Sulphide Corporation Pty Limited Employees' (State) Award will cease to apply and all employees will be entitled to the same condition as apply to Staff employed on the site.

The details of the Staff Illness & Injury Salary Maintenance Policy are:

- i) An employee, upon commencement of employment, is entitled to a minimum of two months, within each calendar year, off work as a result of genuine personal illness or injury, provided he/she can produce appropriate medical certification as proof of such illness or injury. Further periods of salary maintenance may also be granted at the discretion of the General Manager.
- ii) Any claim for salary maintenance which exceeds one day will require a medical certificate from a registered medical practitioner or dentist. Failure to meet this requirement will void any payment for salary maintenance.
- iii) All payment for illness or injury will be at the employee's annualised salary and the total number of hours paid will be recorded against the employee's personal record.

## 27 *Annual Leave*

For the purpose of annual leave calculations for employees covered by this Agreement, reference shall be made to the Annual Holiday Act of NSW 1944 as amended and the Sulphide Corporation Pty Limited Employees' (State) Award.

For those employees on a 12 hour shift roster, the 25 days referred to in the Parent Award will be substituted by 204 hours leave per annum for the term of this Agreement.

Payment for Annual Leave under this Agreement shall be on the basis that all leave accrued prior to registration of this Agreement will be paid under the terms of the existing Parent Award, and all leave accrued following registration of the agreement will be paid at the annualised salary rate.



*Handwritten initials:*  
MB  
JJ  
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## *28 Annual Leave Loading*

For employees (other than seven day shift workers) covered by this Agreement, an Annual Leave Loading will apply and will be calculated on the basis of 20 percent of the annual leave entitlement at the base annual salary, including any overaward payments plus the relevant overtime component and will form a component of the annualised salary.

Seven day shift workers will be paid "as if worked" in accordance with the roster in substitution of the annual leave loading.

## *29 Long Service Leave*

Long Service Leave entitlement will accrue in accordance with the provision of the NSW Long Service Leave Act, 1955, as amended.

Payments for Long Service Leave will be based on the employee's annualised salary excluding Shift Penalties as defined by this Agreement.

Any unused balances of Long Service Leave will be paid out on this basis upon resignation, retirement or disablement or paid to the estate of the employee upon death in service.

## *30 Workers Compensation*

Administration of Workers' Compensation under this Agreement will be in accordance with the NSW Workers' Compensation Act, 1987, as amended.

An employee who, during the course of employment, injures him/herself which results in the employee losing time off work, and provided that the claim for Workers' compensation is admitted by the Insurance Company, the employee will continue to be paid his/her annual salary for the period of time lost due to that injury.

## *31 Parental Leave*

All employees are entitled to maternity, paternity or adoption leave in accordance with the provisions of the NSW Industrial Relations Act, 1991, as amended.



## 32 Industrial Disputes Procedure

The following is the procedure to be followed by employees, Union Officials or Delegates relating to industrial or safety grievances:

- i) Employee to discuss the grievance with his/her supervisor.
- ii) Employee to discuss the grievance with his/her superintendent.
- iii) Employee to discuss the grievance with the department manager and delegate if so desired.
- iv) Employee to discuss the grievance with the Employee Resources department and a Union representative if so desired.
- v) If the employee is still not satisfied, he/she may refer the grievance to his/her Union Organiser.
- vi) Union Organiser to discuss the grievance with the Employee Resources department.
- vii) If a dispute resulting from this Agreement cannot be resolved, the Steering Committee will be reconvened to discuss the issue(s) and make a recommendation in an effort to resolve the dispute.
- viii) Whenever a matter cannot be resolved by discussion, members of the Union shall not participate in any industrial action, but the matter shall be referred to the Industrial Registrar for determination by a member of the Industrial Commission of NSW or directed by it and subject to an appeal under the Industrial Relations Act, 1991, as amended.
- ix) Arrangement of Union meetings will be on the basis of the following agenda:

Day workers	During midday meal break or at end of day
Day Shift	Before commencement of shift
Night Shift	After completion of shift
Afternoon shift	Before commencement of shift

These times shall apply unless varied by mutual agreement.

If a meeting runs into the ordinary working time of the relieving shift then the provisions of Custom and Practice - Shift Workers Relief Man Failing to Attend for Duty shall apply.

## 33 Apprentices

Apprentices employed by the Company under the terms of this Agreement will be paid the following percentages of the Mechanical Tradespersons base salary:

1st Year	45%
2nd Year	60%
3rd Year	75%
4th Year	90%

In addition to this payment, apprentices will also be paid the above percentage of the overtime component allocated to the maintenance work teams.



## 34 *Tradesperson Operators*

Employees covered by Process Operator's Pay Schedule of this Agreement and who are able to provide proof to the satisfaction of the Company that they possess a trade skill based upon successful completion of an approved trade course in the trades listed below, will be paid an additional amount for the utilisation of those trade skills.

Fitting and Turning  
Fitting and Welding  
Boilermaking  
Electrician  
Plumbing (Acid Plant only)

The utilisation of Tradesperson Operator skills will predominantly be associated with their process operator job grade. On occasions, they may be utilised to work with a maintenance work team to shorten the duration of plant down time or for training or skills identification purposes.

It is not the intention of this Agreement for Tradesperson Operators to replace Tradespersons on maintenance work team functions.

This payment, as listed in Schedule A of this Agreement, will form a component of the employee's base salary and will be used for the calculation of the annualised salary.

## 35 *Separate Study Items*

The parties to this document agree that the items listed below will be reviewed by a sub-committee of the steering committee.

- Campaign and Mini Shutdowns
- Tradesperson Grading Scheme
- Operator Modular Scheme

This review will be performed during the term of this Agreement for inclusion into the next Agreement.

## 36 *Productivity Measures*

During the term of this Agreement the following productivity measures will be monitored and the details will be briefed on a six monthly basis:

- Operating costs in dollars per tonne of metal products (refined zinc and lead bullion)
- Plant utilisation - ISF, Sintering
- Absenteeism
- Cost of Contractors

### 37 No Extra Claims

Subject to the provisions of the Industrial Relations Act 1991, that shall apply, it is a term of this Agreement that the Unions party to this Agreement undertake that for the period of this Agreement, agree that they will not make any extra claims award or overaward.

### 38 Signatories

The parties to this Agreement declare that it was not entered into under duress.

Signed for and on behalf of  
Pasminco Metals - Sulphide



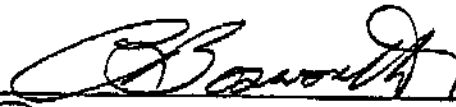
27 / 10 / 94

Signed for and on behalf of  
Federated Ironworkers Association  
(New South Wales Branch)



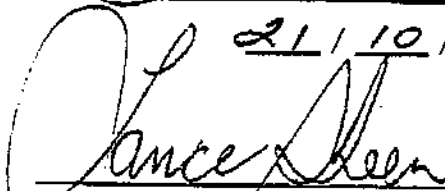
19 / 10 / 94

Signed for and on behalf of  
Australian Society of Engineers  
*Australasian*



21 / 10 / 94

Signed for and on behalf of  
Automotive Metals and Engineering  
Union

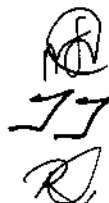


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Signed for and on behalf of  
The Electrical Trades Union of  
Australia (New South Wales Branch)



21 / 10 / 94





**ANNUAL SALARY SCHEDULE "A"**

<b>1 Shift Allowances</b>		
12 Hour Rosters	Day	\$6.09
	Night	\$18.31
8 Hour Rosters	Afternoon	\$10.17
	Night	\$14.23
<b>2 Meal Allowances</b>		\$285 per annum
<b>3 Mixed Function</b>		\$540 per annum
<b>4 Standby Payment</b>		
Process		\$294 per annum
Shift Tradesperson		\$15.75 per standby
<b>5 Weekend Duty Roster</b>		\$131.25 per day
<b>6 Operator Tradesperson</b>		\$60 per week
<b>7 Travel Allowance</b>		48c per kilometre
<b>8 Clean Out Day Payment</b>		\$189 per day worked
<b>9 Meetings (Improvement, SOP, etc)</b>		
Outside normal working hours		
Process		\$88.20 per meeting attended
Maintenance		\$99.75 per meeting attended

**SALARY SCHEDULE - PROCESS OPERATORS DAY WORKERS**

GRADE	BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	MIXED FUNCTIONS	ANNUAL SALARY
GRADE 1	\$21 616	\$3 982	\$394	\$540	\$26 532
GRADE 1 +MS	\$22 020	\$4 056	\$401	\$540	\$27 017
GRADE 2	\$22 386	\$4 124	\$408	\$540	\$27 458
GRADE 2 +MS	\$22 790	\$4 198	\$415	\$540	\$27 943
GRADE 3	\$23 183	\$4 271	\$422	\$540	\$28 416
GRADE 3 +MS	\$23 587	\$4 345	\$430	\$540	\$28 902
GRADE 4	\$23 986	\$4 418	\$437	\$540	\$29 381
GRADE 4 +MS	\$24 390	\$4 493	\$444	\$540	\$29 867
GRADE 5	\$24 919	\$4 590	\$454	\$540	\$30 503
GRADE 5 +MS	\$25 323	\$4 665	\$461	\$540	\$30 989
GRADE 6	\$25 575	\$4 711	\$466	\$540	\$31 292
GRADE 6 +MS	\$25 979	\$4 786	\$473	\$540	\$31 778

MS = MULTI SKILLING

# SALARY SCHEDULE - PROCESS OPERATORS 12 HOUR SHIFTS

GRADE	BASE SALARY	SHIFT LOADING 12 HR SHIFTS	OVERTIME COMPONENT DAYWORK	PUBLIC HOLIDAYS	STANDBY ALLOWANCE	MIXED FUNCTIONS	ANNUAL SALARY
GRADE 1	\$21 616	\$7 340	\$7 964	\$1 667	\$294	\$540	\$39 421
GRADE 1 +MS	\$22 020	\$7 436	\$8 113	\$1 698	\$294	\$540	\$40 101
GRADE 2	\$22 386	\$7 522	\$8 247	\$1 727	\$294	\$540	\$40 716
GRADE 2 +MS	\$22 790	\$7 618	\$8 396	\$1 758	\$294	\$540	\$41 396
GRADE 3	\$23 183	\$7 711	\$8 541	\$1 788	\$294	\$540	\$42 057
GRADE 3 +MS	\$23 587	\$7 807	\$8 690	\$1 819	\$294	\$540	\$42 737
GRADE 4	\$23 986	\$7 901	\$8 837	\$1 850	\$294	\$540	\$43 408
GRADE 4 +MS	\$24 390	\$7 997	\$8 986	\$1 881	\$294	\$540	\$44 088
GRADE 5	\$24 919	\$8 122	\$9 181	\$1 922	\$294	\$540	\$44 978
GRADE 5 +MS	\$25 323	\$8 218	\$9 330	\$ 1953	\$294	\$540	\$45 658
GRADE 6	\$25 575	\$8 278	\$9 422	\$1 972	\$294	\$540	\$46 081
GRADE 6 +MS	\$25 979	\$8 373	\$9 571	\$2 004	\$294	\$540	\$46 761

MS = MULTI SKILLING

# SALARY SCHEDULE - PROCESS OPERATORS

(8 HOUR SEVEN DAY DAYWORK)

GRADE	BASE SALARY	SHIFT LOADING 12HR SHIFTS	OVERTIME COMPONENT DAYWORK	PUBLIC HOLIDAYS	MIXED FUNCTIONS	ANNUAL SALARY
GRADE 1	\$21 616	\$5 269	\$5 404	\$1 293	\$540	\$34 122
GRADE 1 +MS	\$22 020	\$5 367	\$5 505	\$1 317	\$540	\$34 749
GRADE 2	\$22 386	\$5 457	\$5 597	\$1 339	\$540	\$35 318
GRADE 2 +MS	\$22 790	\$5 555	\$5 698	\$1 363	\$540	\$35 946
GRADE 3	\$23 183	\$5 651	\$5 796	\$1 387	\$540	\$36 556
GRADE 3 +MS	\$23 587	\$5 749	\$5 897	\$1 411	\$540	\$37 184
GRADE 4	\$23 986	\$5 847	\$5 997	\$1 435	\$540	\$37 804
GRADE 4 +MS	\$24 390	\$5 945	\$6 098	\$1 459	\$540	\$38 431
GRADE 5	\$24 919	\$6 074	\$6 230	\$1 490	\$540	\$39 253
GRADE 5 +MS	\$25 323	\$6 172	\$6 331	\$1 515	\$540	\$39 881
GRADE 6	\$25 575	\$6 234	\$6 394	\$1 530	\$540	\$40 272
GRADE 6 +MS	\$25 979	\$6 332	\$6 495	\$1 554	\$540	\$40 900

MS = MULTI SKILLING

PASMINCO METALS - SULPHIDE

**SALARY SCHEDULE - MAINTENANCE (FIMEE) DAY WORKERS**

(ON ROSTER)

GRADE	BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	MIXED FUNCTIONS	STANDBY ROSTER	ANNUAL SALARY
GRADE 1	\$21 616	\$6 257	\$429	\$540	\$294	\$29 136
GRADE 1 +MS	\$22 020	\$6 374	\$437	\$540	\$294	\$29 665
GRADE 2	\$22 386	\$6 480	\$444	\$540	\$294	\$30 144
GRADE 2 +MS	\$22 790	\$6 597	\$452	\$540	\$294	\$30 673
GRADE 3	\$23 183	\$6 711	\$460	\$540	\$294	\$31 188
GRADE 3 +MS	\$23 587	\$6 828	\$468	\$540	\$294	\$31 717
GRADE 4	\$23 986	\$6 943	\$476	\$540	\$294	\$32 239
GRADE 4 +MS	\$24 390	\$7 060	\$484	\$540	\$294	\$32 768
GRADE 5	\$24 919	\$7 213	\$494	\$540	\$294	\$33 461
GRADE 5 +MS	\$25 323	\$7 330	\$502	\$540	\$294	\$33 990
GRADE 6	\$25 575	\$7 403	\$507	\$540	\$294	\$34 320
GRADE 6 +MS	\$25 979	\$7 520	\$515	\$540	\$294	\$34 849

MS = MULTI SKILLING

## SALARY SCHEDULE - MAINTENANCE (FIMEE) DAY WORKERS (NOT ON ROSTER)

GRADE	BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	MIXED FUNCTIONS	ANNUAL SALARY
GRADE 1	\$21 616	\$6 257	\$429	\$540	\$28 842
GRADE 1 +MS	\$22 020	\$6 374	\$437	\$540	\$29 371
GRADE 2	\$22 386	\$6 480	\$444	\$540	\$29 850
GRADE 2 +MS	\$22 790	\$6 597	\$452	\$540	\$30 379
GRADE 3	\$23 183	\$6 711	\$460	\$540	\$30 894
GRADE 3 +MS	\$23 587	\$6 828	\$468	\$540	\$31 423
GRADE 4	\$23 986	\$6 943	\$476	\$540	\$31 945
GRADE 4 +MS	\$24 390	\$7 060	\$484	\$540	\$32 474
GRADE 5	\$24 919	\$7 213	\$494	\$540	\$33 167
GRADE 5 +MS	\$25 323	\$7 330	\$502	\$540	\$33 696
GRADE 6	\$25 575	\$7 403	\$507	\$540	\$34 026
GRADE 6 +MS	\$25 979	\$7 520	\$515	\$540	\$34 555

MS = MULTI SKILLING

# SALARY SCHEDULE - MAINTENANCE TRADESPERSONS DAY WORKERS (ON ROSTER)

CLASSIFICATION	BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	ANNUAL SALARY
MECHANICAL				
BASE	\$27 229	\$7 882	\$540	\$35 945
LEVEL 1	\$27 775	\$8 040	\$551	\$36 660
LEVEL 2	\$28 321	\$8 198	\$562	\$37 375
LEVEL 3	\$28 867	\$8 356	\$573	\$38 090
ELECTRICAL				
FITTER/MECHANIC				
LEVEL 1	\$28 163	\$8 152	\$559	\$37 168
LEVEL 2	\$28 709	\$8 311	\$570	\$37 883
LEVEL 3	\$29 255	\$8 469	\$580	\$38 598
TECHNICIAN				
LEVEL 1	\$29 599	\$8 568	\$587	\$39 048
LEVEL 2	\$30 145	\$8 726	\$598	\$39 763
LEVEL 3	\$30 691	\$8 884	\$609	\$40 478
TECHNICIAN GRAD				
LEVEL 1	\$31 237	\$9 042	\$620	\$41 193
LEVEL 2	\$30 472	\$8 821	\$605	\$40 191
LEVEL 3	\$31 018	\$8 979	\$615	\$40 906
	\$31 564	\$9 137	\$626	\$41 621
	\$32 110	\$9 295	\$637	\$42 336

PASMINCO METALS - SULPHIDE

**SALARY SCHEDULE - MAINTENANCE TRADESPERSONS DAY WORKERS**  
(ON ROSTER)

CLASSIFICATION	BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	ANNUAL SALARY
BUILDING				
BRICKLAYER				
LEVEL 1	\$27 076	\$7 838	\$537	\$35 745
LEVEL 2	\$27 622	\$7 996	\$548	\$36 460
LEVEL 3	\$28 168	\$8 154	\$559	\$37 175
	\$28 714	\$8 312	\$570	\$37 890
BRICKLAYER ON REFRACTORY				
LEVEL 1	\$27 824	\$8 054	\$552	\$36 724
LEVEL 2	\$28 370	\$8 212	\$563	\$37 439
LEVEL 3	\$28 916	\$8 370	\$574	\$38 154
	\$29 462	\$8 528	\$584	\$38 869
CARPENTER				
LEVEL 1	\$27 032	\$7 825	\$536	\$35 687
LEVEL 2	\$27 578	\$7 983	\$547	\$36 402
LEVEL 3	\$28 124	\$8 141	\$558	\$37 117
	\$28 670	\$8 299	\$569	\$37 832



# SALARY SCHEDULE - MAINTENANCE TRADESPERSONS DAY WORKERS (ON ROSTER)

CLASSIFICATION	BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	ANNUAL SALARY
PAINTER	\$26 355	\$7 629	\$523	\$34 801
LEVEL 1	\$26 901	\$7 787	\$534	\$35 516
LEVEL 2	\$27 447	\$7 945	\$544	\$36 231
LEVEL 3	\$27 993	\$8 103	\$555	\$36 946
LEADBURNER	\$28 894	\$8 364	\$573	\$38 125
LEVEL 1	\$29 440	\$8 522	\$584	\$38 840
LEVEL 2	\$29 986	\$8 680	\$595	\$39 555
LEVEL 3	\$30 532	\$8 838	\$606	\$40 270
PLUMBER	\$27 966	\$8 095	\$555	\$36 910
LEVEL 1	\$28 512	\$8 253	\$566	\$37 625
LEVEL 2	\$29 058	\$8 412	\$576	\$38 340
LEVEL 3	\$29 604	\$8 570	\$587	\$39 055
SIGNWRITER	\$26 906	\$7 789	\$534	\$35 524
LEVEL 1	\$27 453	\$7 947	\$545	\$36 239
LEVEL 2	\$27 999	\$8 105	\$555	\$36 953
LEVEL 3	\$28 545	\$8 263	\$566	\$37 668

# SALARY SCHEDULE - APPRENTICE TRADESPERSONS DAY WORKERS

(NOT ON ROSTER)

CLASSIFICATION		BASE SALARY	OVERTIME COMPONENT DAYWORK	ANNUAL LEAVE LOADING	ANNUAL SALARY
MECHANICAL					
BASE	AWARD	\$22 009			
	OVERAWARD	\$5 220			
FIRST YEAR	4	\$11 052	\$1 440	\$192	\$12 684
SECOND YEAR	6	\$14 980	\$2 602	\$270	\$17 853
THIRD YEAR	7	\$19 221	\$4 173	\$360	\$23 754
FOURTH YEAR	9	\$23 410	\$6 099	\$454	\$29 963
		\$23 451	\$6 110	\$455	\$30 015
		\$24 506	\$6 384	\$475	\$31 366