

**STATE RAIL AUTHORITY OF
NEW SOUTH WALES**

- STATE -

ENTERPRISE AGREEMENT, 1994

PART 2

**COMMON PAY POINTS SYSTEM &
RATES OF PAY**

January 1995

COMMON PAY POINTS SYSTEM AND RATES OF PAY

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COMMON PAY POINTS SYSTEM AND RATES OF PAY

INTRODUCTION

FOREWORD

The Structural Efficiency Stage Two Agreement - State Awards - of 9 July, 1990 formalised the process to be pursued in relation to classification restructuring and job redesign and gave commitment to the introduction of a single pay scale consisting of no more than 200 pay points.

The State Rail Authority of New South Wales Enterprise Agreement, 1992 (EBA1) was certified by the Australian Industrial Relations Commission on 25 November 1992. That agreement covers federal award employees (representing approximately 97% of State Rail's workforce).

To facilitate extension of the process to state award employees a series of meetings was held between State Rail, the Labor Council of NSW and relevant State registered unions during the period December 1992 - March 1994.

At those meetings it was agreed that the state agreement should mirror the terms and conditions of the federal agreement.

On 4 November, 1994 the Australian Industrial Relations Commission certified the State Rail Authority of New South Wales Enterprise Agreement, 1994 (EBA2) which resulted in a further 3.0% increase in award rates, payable from 1 October, 1994.

The salary and wage rates included herein have been adjusted to reflect both EBA1 increases (4.5%), together with the EBA2 increase (3.0%).

BACKGROUND

In developing the pay points system, the agreed approach was to use selected pay rates of key classifications which keeps broadbanding costs to a minimum. In line with the SEP Agreement of 9 July, 1990 the cost associated with implementing this approach was by State Rail.

The common pay points system is the culmination of Structural Efficiency and Enterprise Bargaining negotiations and is a feature of State Rail's Enterprise Agreement, 1992.

This document incorporates details of the pay points system and associated pay rates covering all state award employees.

In conjunction with the document titled "Part 3: Classification Structures and Work Level Descriptions" it has been developed to clarify the agreed pay rates and structures and provide the framework for the design and evaluation of jobs within the Business Groups.

It is to be read in conjunction with State Rail's Enterprise Agreement, 1994.

PAY SCALE

The pay scale comprises 104 common salary points and 46 common wage points. These points were arrived at after careful analysis and refinement of the various pay structures. Every attempt was made to adopt common pay points where the rates were approximately the same. Where adjustments were made, the higher rates were adopted.

Whilst all state award employees are wages staff, some supervisory staff are paid at the equivalent salaried rate.

The following principles were applied:-

- There should not be too many pay points. A smaller number of pay points will make payroll calculations simpler. There needs to be reasonable gaps between pay points to provide financial incentive.
- Appropriate relativities of work value need to be maintained.

As agreed between the parties, pay rates included in the scale comprise:-

basic wage
margin for skill (where applicable)
one ninth loading (where applicable)
special allowance (where applicable)
additional loading (where applicable)
tradesman's allowance (where applicable)
over-award payment (where applicable)

and exclude:-

industry allowance
tool allowance (where applicable)
licence allowances (where applicable)
disability allowances (where applicable)

For pay purposes excluded allowances will be added on to the pay point where applicable for positions which attract those allowances.

Details of allowances and additional amounts are included in Attachments A, B and C of the Pay Points, Classifications and Wages Schedule.

APPRENTICES AND JUNIORS

The pay scale excludes rates for Apprentices and Juniors. The pay rates for these classifications are based on a percentage of adult rates.

TRANSITION

1. The parties agree to implement transition to the new pay point structure as outlined herewith on the basis of the following principles:-
 - 1.1 That upon certification of the State Rail Authority of New South Wales - State - Enterprise Agreement, 1994 all existing employees will transfer, to the new structure at their substantive rate of pay. Initial movement will be on the basis of current classification linked to the appropriate broadbanded pay point as outlined in the Pay Points, Classifications and Wages Schedule of the Common Pay Points System.
 - 1.2 That for a period of 12 months from the date of certification of the State Rail Authority of New South Wales - State - Enterprise Agreement, 1994 persons who would be entitled to incremental increases pursuant to awards prevailing in relation to the State Rail Authority of New South Wales will, as and when such increase would have otherwise occurred, progress to a pay point at least equal to that which they otherwise would be entitled to, but for certification of the agreement.

This situation is to be fully reviewed 9 months into the agreement. The parties may agree to extend this period for a further 12 months, but no longer.
 - 1.3 Further movement will be dependent upon job redesign/evaluation and performance review (refer "Part 3: Classification Structures and Work Level Descriptions").
2. The parties agree that the State Rail Authority of New South Wales - State - Enterprise Agreement, 1994 is entered into on the basis that entering of such does not prejudice any rights pursuant to the Industrial Relations Act 1991, (NSW) and that all such rights are hereby reserved.

STATE RAIL AUTHORITY OF NEW SOUTH WALES

COMMON PAY POINTS SYSTEM

WAGES GRADES

PAY POINTS, CLASSIFICATIONS AND WAGES

<u>PAY POINT</u>	<u>INTERIM POSITIONS & CLASSES</u>	<u>WAGE PER WEEK</u>
1		320.30
2		370.15
3	TRADING AND CATERING WAGE LEVEL 1 Bookstall Assistant Cafeteria Assistant, Food Lounge Canteen Assistant Cleaner Counterhand, Country Refreshment Rooms Housemaid/Laundress Country Refreshment Rooms Linen Maid Pantry Maid Sales Assistant Sales Assistant, Bookstalls Sandwichmaker	376.50
4	TRADING AND CATERING WAGE LEVEL 2 Barman/Barmaid, Country Refreshment Rooms Cashier, Class 2 Kitchenman Senior Canteen Assistant, Class 2 Steward/Stewardess, Train Catering	385.05

6	TRADING AND CATERING WAGE LEVEL 8	393.30
	Bar Attendant, Cocktail Lounge Bar Attendant, Train Catering Grill Cook, Food Lounge Second Cook, Elsewhere, except Train Catering, where two cooks are usually employed Second Cook, Train Catering, Dining Car Third Cook, Elsewhere, except Train Catering, where three cooks are usually employed	
7		394.40
8		397.95
9	TRADING AND CATERING WAGE LEVEL 9	406.60
	Butcher, Class 1 Fourth Cook, Main Kitchen, Food Lounge, Pie Room Second Cook, Elsewhere, except Train Catering where three cooks are usually employed Senior Grill Cook, Food Lounge	
	TRADING AND CATERING WAGE LEVEL 10	
	First Cook, Elsewhere, except Train Catering, where one or two cooks are usually employed First Cook, Train Catering, Dining Car Piemaker, Main Kitchen, Food Lounge, Pie Room Senior Butcher, Main Kitchen, Food Lounge, Pie Room Third Cook, Main Kitchen, Food Lounge, Pie Room	
10	TRADING AND CATERING WAGE LEVEL 11	410.35
	First Cook, Elsewhere, except Train Catering, where three cooks are usually employed Second Cook, Main Kitchen, Food Lounge, Pie Room Senior Piemaker, Main Kitchen, Food Lounge, Pie Room	
11		416.45
12	TRADING AND CATERING WAGE LEVEL 12	422.20
	First Cook, Main Kitchen, Food Lounge, Pie Room	
13		425.70

14 TRADING AND CATERING 430.30
WAGE LEVEL 13

Kitchen Supervisor

15 434.90

16 Diamond Drill Operator's Assistant (Construction) 439.50

17 CONSTRUCTION - CYLINDER SINKING 444.15

Man working in cylinders or caissons without air pressure excavating earth other than rock, concrete, sandstone and/or strata other than earth less than 20 feet deep (3.75 cents per hour extra for each additional 20 feet of depth or part thereof)

Man working in cylinders or caissons with air pressure in earth other than rock concrete, sandstone and/or strata other than earth less than 20 feet deep (22 cents per shift extra for each additional 20 feet of depth or part thereof)

UNDERGROUND AND TRENCH EXCAVATION

Trench labourer - excavating: from 3 feet to 10 feet deep (when required to use pneumatic machines shall be paid at least Machineman's rate)

CONSTRUCTION WORKER - GROUP 1

Adzeman, Augerman or Sawman

Axeman

Bridge Carpenter's Labourer (including demolition work)

Bridge Foundations - labourer engaged in boring for - except machineman

Camp and/or amenities attendant, sanitary and/or garbage labour

Carpenter's Labourer

Clerical work - labourer

Compressed and/or Mastic Asphalt Labourer: Caulker:

Labourer tarring bridge and/or other woodwork

Diver's Pumper

Fencer

Flagman

Forest devil - labourer

General labourer - not otherwise, classified

Labourer - bending reinforcing steel

Labourer, loading, unloading and/or stacking materials other than cement

Machineman's Assistant

Motor and/or pump attendant

Overhead bridges - labourer erecting

Pile driver - top man

Pile pointer, ringer and/or shoer

Scabbler

Timberman's offsider and/or dollyman

Tipman

Tradesman's labourer - on construction work

Watchman - casual

17	PLATELAYING ON CONSTRUCTION FOR LIVE ROADS - GROUP A	444.15
	Back Bolter Boxer up Brakesman, spragger or spragsman Cutting and/or breaker - rails Fettler Heelman Jackman - two to be paid alike Labourer erecting stanchions for overhead wiring Labourer - Rail pressing Labourer - Rerailing and/or resleeping Labourer in straightening gang Leverman Linker-in Punchman, hydraulic and/or crowman Sleeper spacer and squarer	
18	CYLINDER SINKING	448.75
	Air lock attendant (Construction)	
19	PLATELAYING ON CONSTRUCTION FOR LIVE ROADS - GROUP B	453.45
	Fastener - Fisher Up and/or Ratchet Borer Rail Welder's Assistant	
20	Diamond Drill Operator (Construction)	462.70
21	PLATELAYING ON CONSTRUCTION FOR LIVE ROADS - GROUP C	468.95
	Lifting Ganger's Offsider Rail Welder	
	UNDERGROUND AND TRENCH EXCAVATION	
	Trench Labourer - Excavating from 10 feet to 20 feet deep	
	CONCRETE CONSTRUCTION	
	Cement Gun Operator - Dry Cement Gun Operator - Wet Concrete worker - including floater, form erector and/or stripper, jazzerman and/or tamperman, concrete cutting and/or drilling machine operator, kerb and/or gutter layer Labourer bending reinforcing steel to pattern or plan Pressure Grouter's Assistant	

21	CONSTRUCTION WORKER - GROUP 2	468.95
	Barring down labourer Bricklayer's labourer Cement labourer loading, unloading and /or stacking Crane Chaser Erector structural steel Machine drill and/or tool sharpener Machineman and/or pneumatic pickman and/or tamperman Pegman and/or employee boning Pipelayer and/or joiner - cast iron or steel earthenware, asbestos etc. Powderman's assistant Rigger's assistant and/or hemp rope splicer Storeman Timberman - up to 20 feet in depth	
22	CONSTRUCTION WORKER - OTHER	471.95
	Diver's Attendant (Six hour Day) CONCRETE CONSTRUCTION Prestressed concrete maker	
23		474.75
24	BUILDING TRADES (MAINTENANCE)	481.65
	Bricklayer Carpenter & Joiner Painter Plasterer & Fibrous Plaster Fixer Tilelayer BUILDING TRADES (CONSTRUCTION) Bricklayer Bridge Carpenter Carpenter & Joiner Painter Plasterer & Fibrous Plaster Fixer Tilelayer CONSTRUCTION - CYLINDER SINKING Man working in cylinders or caissons with air pressure in rock, concrete, sandstone and/or strata other than earth less than 20 feet deep (22 cents per shift extra for each additional 20 feet of depth or part thereof)	
25	Operator of Proline Special Borer (Construction)	485.85
	BUILDING TRADES (MAINTENANCE) Drainer (Not Licenced) Plumber & Gasfitter	

25	BUILDING TRADES (CONSTRUCTION) Plumber & Gasfitter BUILDING TRADESPERSON EMPLOYED ON LARGE CONSTRUCTION PROJECTS Carpenter and Joiner Bricklayer Bridge Carpenter Painter Plasterer and Fibrous Plaster Fixer UNDERGROUND AND TRENCH EXCAVATION Trench Labourer - excavating from 20 feet to 40 feet deep Tunnel Miner - assisting All other labour in Tunnel Crew CONCRETE CONSTRUCTION Cement gun operator - wet - underground Concrete finisher Labourer placing and/or tack welding reinforcing steel Pressure grouter CONSTRUCTION WORKER - GROUP 3 Augerman - pneumatic or electrically powered augers and/or timber boring machines Concrete Pump Operator Pile Driver Powderman Scaffolder (certificated) Timberman - over 20 feet in depth Wire rope splicer (not being a certificated rigger)	485.85
26	Plumber Examining Electric Car Workshops Chullora TRADESMEN EMPLOYED ON LARGE CONSTRUCTION PROJECTS Plumber	490.50
27	BUILDING TRADES (MAINTENANCE) Signwriter BUILDING TRADES (CONSTRUCTION) Signwriter Tilelayer	493.05
28	Employees required to apply by brush or spray a second or third coat of paint on the steelwork of the Hawkesbury River Bridge - (Construction) Operator of Mobile Track Drill (Crawlair), (Independent rotation capable of boring up to 6" dia. blast holes, operated by Compressor) - (Construction)	499.65

28	CONCRETE CONSTRUCTION Cement gun Operator - Dry - Underground CONSTRUCTION WORKER - GROUP 4 Dogman Drainer (as defined) Pile Driver - loading on sheer legs or pile frames up to 30 tons lift Rigger (certificated) and wire rope splicer	499.65
29	CONSTRUCTION WORKER - OTHER Pile Driver - loading on sheer legs or pile frame over 30 ton lift	505.40
30		508.90
31		510.80
32	UNDERGROUND AND TRENCH EXCAVATION Shaft miner Tunnel miner	515.20
33	CONSTRUCTION WORKER - OTHER Diver (Six hour Day) GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION Ganger in charge of a gang which includes up to 9 men	525.75
34	GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION Ganger in charge of a gang which includes from 10 to 15 men	532.10
35		536.70

36	GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION	546.00
	Ganger in charge of a gang which includes 16 men or more Ganger general erecting, irrespective of number of men supervised	
37	GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION	555.20
	Ganger - Platelaying Permanent Way - in charge of less than 12 men Ganger - Platelaying Permanent Way - in charge of 12 men or more Ganger - Tunnel, drive or shaft in charge of less than 12 men Ganger - Tunnel, drive or shaft in charge of 12 men or more	
38		559.00
39		564.45
40		575.15
41		578.35
42		583.00
43		592.20
44		601.45
45		610.80
46		624.65

TRADING AND CATERING

JUNIOR EMPLOYEES

	PER WEEK \$	FULL-TIME cph	CASUAL cph	PART-DAY cph
Junior Assistant under 17 years of age	237.35	624.61	749.53	702.68
Junior Assistant 17 and under 18 years	275.00	723.68	868.42	814.16
Junior Assistant 18 and under 19 years	296.25	779.61	935.53	877.05
Junior Assistant 19 and under 20 years	317.60	835.79	1002.95	940.26
Junior Assistant 20 and under 21 years (with less than 12 months service)	338.85	891.71	1070.05	1003.18
Junior Assistant 20 and under 21 years (with 12 months service)	343.75	904.61	1085.53	1017.68

The actual rate of pay per day shall be calculated to the nearest 5 cents per week, and any broken parts of 5 cents in the result not exceeding 2.5 cents is to be disregarded.

Where a junior employee is unable to live with his or her parents or guardians on account of the location of his or her work and is not entitled to expenses, s/he shall be paid at the rate not less than that herein prescribed for a junior employee at eighteen years of age.

PART-DAY EMPLOYEES

Part-day employees may be employed for a continuous shift of not less than two hours and not more than six hours daily, excluding a meal interval of not more than 30 minutes which shall not count as working time.

Part-day employees shall be paid at the hourly rates equivalent to the rates prescribed for their respective classifications plus twelve and one half per cent. The additional twelve and one half per cent shall count for all purposes of this agreement.

CASUAL EMPLOYEES

Casual employees shall be paid at the hourly rates equivalent to the rates for their respective classifications plus twenty per cent. The additional twenty per cent shall count for all purposes of this agreement.

ALLOWANCES, ETC

BUILDING TRADES MAINTENANCE STAFF

INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC	INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC
1	Basic Wage from 10.06.1990	\$121.40			
4(ii)	Overtime: meal allowance (29.09.91)	\$ 6.90			
5	25.10.92		13	Living Allowances: (from 16.2.92)	
(iii)	leadburning	47.00 cph	(a)	Van provided etc. - in camp -	\$12.25
(iv)	acting on licence allowance		(b)	daily rate-(from 16.2.92) first 4 weeks-	\$74.90
(a)	Plumber's licence	58.00 cph		Break up -	
(b)	Gasfitter's licence	58.00 cph		breakfast/dinner	\$ 9.30
(c)	Drainer's licence	49.00 cph		tea	\$13.40
(d)	Plumber's and Gasfitter's licence	78.00 cph		bed	\$42.90
(e)	Plumber's & Drainer's licence	78.00 cph		After 4 weeks -	\$65.80
(f)	Gasfitter's and Drainer's licence	78.00 cph		Break up -	
(g)	Plumber's, Gasfitter's and Drainer's licence	108.00 cph		breakfast/dinner	\$ 8.80
(h)	Pressure Welding Certificate	34.00 cph		tea	\$10.90
(v)	Registration allowance	45.00 cph		bed	\$37.30
7	Special Rates: (from 25.10.92)		(ii)	meal away from home station	\$ 6.90
(i)	Tunnels (by approval)	33.00 cph	14	Inducement Allowances: As Federal Wages Maintenance Grades	
(ii)	Wet places	37.00 cph	<hr/>		
(iii)	Chokeages	\$ 4.23/day	LEADING HANDS (25.10.92)		
(iv)	Boilers, flues, etc.	\$ 1.09/day		When in charge of not less than three employees and not more than ten employees.	\$19.05/wk
(v)	Swing scaffold (first 4 hour) each hour thereafter	\$ 2.64 54.00 cph		When in charge of more than ten employees and not more than twenty employees.	\$28.50/wk
	Plasterers (extra)	11.00 cph		When in charge of more than twenty employees.	\$36.20/wk
(vi)	Charcoal (loose material)	45.00 cph	<hr/>		
(vii)	Hot Work - 46-54 degrees C exceeding 54 degrees C	37.00 cph 45.00 cph	TOOL ALLOWANCE (29.09.91)		
(viii)	Confined space	45.00 cph		Bricklayer	\$11.90/wk
(ix)	Roof repairs	45.00 cph		Carpenter & Joiner	\$16.50/wk
(x)	Explosive power tool	86¢/day		Painter	\$ 4.10/wk
(xi)	High structure no support	34.00 cph		Signwriter	\$ 4.10/wk
(ii)	Oxy-elec. welding certificate	31.00 cph		Tilelayer	\$11.90/wk
(xiii)	Spray painting (no booth)	37.00 cph		Plasterer & Fibrous Plaster Fixer	\$13.60/wk
(xiv)	Computing quantities	\$ 2.64/day		Plumber & Gasfitter	\$16.50/wk
(xv)	Prepare epoxy material	45.00 cph		Plumber Examining Electric Car Workshops Chullora	\$16.50/wk
	Prepare air cond. out	29.00 cph			
	Prepare other men working near	37.00 cph			
(xvi)	Cleaning brickwork	34.00 cph			
(xvii)	Non-standard bricklaying:				
	over 5.5 kg - under 9 kg	37.00 cph			
	9 kg up to 18 kg	65.00 cph			
	over 18 kg	92.00 cph			
(xviii)	Plumber elec. welding	11.00 cph			
(xix)	Asbestos	45.00 cph			
(xx)	Bagging	34.00 cph			
(xxi)	Second hand timber	\$ 1.42/day			
(xxii)	Marking - Setting out	\$13.90/week			
(xxiv)	Illawarra Electrification	50.00 cph			

ALLOWANCES, ETC

BUILDING TRADES MAINTENANCE STAFF

INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC	INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC
1	Basic Wage from 10.06.1990	\$121.40			
4(ii)	Overtime: meal allowance (15.11.92)	\$ 7.10			
5	<u>25.10.92</u>		13	Living Allowances: (from 16.2.92)	
(iii)	leadburning	47.00 cph	(a)	Van provided etc. - in camp -	\$12.25
(iv)	acting on licence allowance		(b)	daily rate-(from 16.2.92) first 4 weeks-	\$74.90
(a)	Plumber's licence	58.00 cph		Break up -	
(b)	Gasfitter's licence	58.00 cph		breakfast/dinner	\$ 9.30
(c)	Drainer's licence	49.00 cph		tea	\$13.40
(d)	Plumber's and Gasfitter's licence	78.00 cph		bed	\$42.90
(e)	Plumber's & Drainer's licence	78.00 cph		After 4 weeks -	\$65.80
(f)	Gasfitter's and Drainer's licence	78.00 cph		Break up -	
(g)	Plumber's, Gasfitter's and Drainer's licence	108.00 cph		breakfast/dinner	\$ 8.80
(h)	Pressure Welding Certificate	34.00 cph		tea	\$10.90
(v)	Registration allowance	45.00 cph		bed	\$37.30
7	Special Rates: (from 25.10.92)			(ii) meal away from home station	\$ 6.90
(i)	Tunnels (by approval)	33.00 cph	14	Inducement Allowances: As Federal Wages Maintenance Grades	
(ii)	Wet places	37.00 cph			
(iii)	Chokeages	\$ 4.23/day			
(iv)	Boilers, flues, etc.	\$ 1.09/day			
(v)	Swing scaffold (first 4 hour) each hour thereafter	\$ 2.64 54.00 cph			
	Plasterers (extra)	11.00 cph			
(vi)	Charcoal (loose material)	45.00 cph			
(vii)	Hot Work - 46-54 degrees C exceeding 54 degrees C	37.00 cph 45.00 cph			
(viii)	Confined space	45.00 cph			
(ix)	Roof repairs	45.00 cph			
(x)	Explosive power tool	86 ^c /day			
(xi)	High structure no support	34.00 cph			
(ii)	Oxy-elec. welding certificate	31.00 cph			
(xiii)	Spray painting (no booth)	37.00 cph			
(xiv)	Computing quantities	\$ 2.64/day			
(xv)	Prepare epoxy material	45.00 cph			
	Prepare air cond. out	29.00 cph			
	Prepare other men working near	37.00 cph			
(xvi)	Cleaning brickwork	34.00 cph			
(xvii)	Non-standard bricklaying: over 5.5 kg - under 9 kg 9 kg up to 18 kg over 18 kg	37.00 cph 65.00 cph 92.00 cph			
(xviii)	Plumber elec. welding	11.00 cph			
(xix)	Asbestos	45.00 cph			
(xx)	Bagging	34.00 cph			
(xxi)	Second hand timber	\$ 1.42/day			
(xxii)	Marking - Setting out	\$13.90/week			
(xxiv)	Illawarra Electrification	50.00 cph			
				LEADING HANDS (25.10.92)	
				When in charge of not less than three employees and not more than ten employees.	\$19.05/wk
				When in charge of more than ten employees and not more than twenty employees.	\$28.50/wk
				When in charge of more than twenty employees.	\$36.20/wk
				TOOL ALLOWANCE (15.11.92)	
				Bricklayer	\$12.00/wk
				Carpenter & Joiner	\$16.70/wk
				Painter	\$ 4.10/wk
				Signwriter	\$ 4.10/wk
				Tilelayer	\$12.00/wk
				Plasterer & Fibrous Plaster Fixer	\$13.80/wk
				Plumber & Gasfitter	\$16.70/wk
				Plumber Examining Electric Car Workshops Chullora	\$16.70/wk

ALLOWANCES, ETC

BUILDING TRADES CONSTRUCTION STAFF

INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC	INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC
1	Basic Wage from 10.06.1990	\$121.40			
5(ii)	Overtime: meal allowance (15.11.92)	\$ 7.10			
6	<u>25.10.92</u> (iii) leadburning (iv) acting on licence allowance (a) Plumber's licence (b) Gasfitter's licence (c) Drainer's licence (d) Plumber's and Gasfitter's licence (e) Plumber's & Drainer's licence (f) Gasfitter's and Drainer's licence (g) Plumber's, Gasfitter's and Drainer's licence (h) Pressure Welding Certificate (v) Registration allowance	47.00 cph 58.00 cph 58.00 cph 49.00 cph 78.00 cph 78.00 cph 78.00 cph 108.00 cph 34.00 cph 45.00 cph	11	Travelling Time and Fares (ii) Fares refunded in excess of less than one week cases	\$1.00/week in excess of 20 ^c /day
			12	Distant jobs: (From 15.11.92) (iii) (c) transporting tools (iv) camping allowance (v) board allowance no camp (viii) travel distant job, meal allowance	\$ 12.70/day \$ 12.90/day \$264.40/week \$ 7.10
			13	Inducement Allowances: married employee	5 ^c per day + 15 ^c /day
8	Special Rates: (from 25.10.92) (i) High places (7.62 metres) each additional 3.048 metres (ii) Chimneys etc. each further 15.24 metres (iv) Second hand timber (v) Wet places (vi) Chokeages (vii) Swing scaffold first 4 hours each hour thereafter Plasterers (extra) (viii) Charcoal (loose material) (ix) Hot work - 45-54 degrees C exceeding 54 degrees C (x) Confined space (xi) Roof repairs (xii) Explosive power tool (xiii) High structure no support (xiv) Spray painting (xv) Computing quantities (xvi) First Aid (xvii) Prepare epoxy material prepare air cond. out prepare other men working near (xviii) Marking - setting out (xix) Cleaning brickwork (xx) Non-standard bricklaying: over 5.5kg - under 9 kg 9 kg up to 18 kg over 18 kg (xxi) Asbestos (xxii) Bagging brickwork	37.00 cph 9.00 cph 37.00 cph 37.00 cph \$ 1.42/day 37.00 cph \$ 4.23/day \$ 2.64 54.00 cph 11.00 cph 45.00 cph 37.00 cph 45.00 cph 45.00 cph 86 ^c /day 34.00 cph 37.00 cph \$ 2.64/day \$ 1.56/day 45.00 cph 29.00 cph 37.00 cph \$13.90/week 34.00 cph 37.00 cph 65.00 cph 92.00cph 45.00cph 34.00 cph		CHARGE HANDS (25.10.92) When in charge of not less than one and not more than nine employees. When in charge of ten and not more than fifteen employees. When in charge of sixteen or more employees.	\$58.65/wk \$68.45/wk \$78.30/wk
				TOOL ALLOWANCE (15.11.92) Bricklayer Tilelayer Bridge Carpenter Carpenter & Joiner Painter Signwriter Plasterer & Fibrous Plaster Fixer Plumber & Gasfitter	\$12.00/wk \$12.00/wk \$16.70/wk \$16.70/wk \$ 4.10/wk \$ 4.10/wk \$13.80/wk \$16.70/wk

ALLOWANCES, ETC

BUILDING TRADES CONSTRUCTION STAFF

INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC	INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC
1	Basic Wage from 10.06.1990	\$121.40			
5(ii)	Overtime: meal allowance (24.10.93)	\$ 7.30			
6	<u>25.10.92</u>		11	Travelling Time and Fares	\$1.00/week
(iii)	leadburning	47.00 cph	(ii)	Fares refunded in excess of less than one week cases	in excess of 20 ^c /day
(iv)	acting on licence allowance				
(a)	Plumber's licence	58.00 cph	12	Distant jobs: (From 24.10.93)	
(b)	Gasfitter's licence	58.00 cph	(iii) (c)	transporting tools	\$ 12.90/day
(c)	Drainer's licence	49.00 cph	(iv)	camping allowance	\$ 12.90/day
(d)	Plumber's and Gasfitter's licence	78.00 cph	(v)	board allowance no camp	\$264.40/week
(e)	Plumber's & Drainer's licence	78.00 cph	(viii)	travel distant job, meal allowance	\$ 7.30
(f)	Gasfitter's and Drainer's licence	78.00 cph			
(g)	Plumber's, Gasfitter's and Drainer's licence	108.00 cph	13	Inducement Allowances: married employee	5 ^c per day + 15 ^c /day
(h)	Pressure Welding Certificate	34.00 cph			
(v)	Registration allowance	45.00 cph			
8	Special Rates: (from 25.10.92)			CHARGE HANDS (25.10.92)	
(i)	High places (7.62 metres) each additional 3.048 metres	37.00 cph 9.00 cph		When in charge of not less than one and not more than nine employees.	\$58.65/wk
(ii)	Chimneys etc. each further 15.24 metres	37.00 cph 37.00 cph		When in charge of ten and not more than fifteen employees.	\$68.45/wk
(iv)	Second hand timber	\$ 1.42/day		When in charge of sixteen or more employees.	\$78.30/wk
(v)	Wet places	37.00 cph			
(vi)	Chokeages	\$ 4.23/day			
(vii)	Swing scaffold first 4 hours each hour thereafter	\$ 2.64 54.00 cph			
	Plasterers (extra)	11.00 cph			
(viii)	Charcoal (loose material)	45.00 cph			
(ix)	Hot work - 45-54 degrees C exceeding 54 degrees C	37.00 cph 45.00 cph			
(x)	Confined space	45.00 cph		TOOL ALLOWANCE (24.10.93)	
(xi)	Roof repairs	45.00 cph		Bricklayer	\$12.20/wk
(xii)	Explosive power tool	86 ^c /day		Tilelayer	\$12.20/wk
(xiii)	High structure no support	34.00 cph		Bridge Carpenter	\$17.00/wk
(xiv)	Spray painting	37.00 cph		Carpenter & Joiner	\$17.00/wk
(xv)	Computing quantities	\$ 2.64/day		Painter	\$ 4.20/wk
(xvi)	First Aid	\$ 1.56/day		Signwriter	\$ 4.20/wk
(xvii)	Prepare epoxy material	45.00 cph		Plasterer & Fibrous Plaster Fixer	\$14.10/wk
	prepare air cond. out	29.00 cph		Plumber & Gasfitter	\$17.00/wk
	prepare other men working near	37.00 cph			
(xviii)	Marking - setting out	\$13.90/week			
(xix)	Cleaning brickwork	34.00 cph			
(xx)	Non-standard bricklaying:				
	over 5.5kg - under 9 kg	37.00 cph			
	9 kg up to 18 kg	65.00 cph			
	over 18 kg	92.00cph			
(xxi)	Asbestos	45.00cph			
(xxii)	Bagging brickwork	34.00 cph			

ALLOWANCES, ETC

BUILDING TRADES CONSTRUCTION STAFF

INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC	INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC
1	Basic Wage from 10.06.1990	\$121.40	23	Country Work (From 09.09.90)	
4	Special Rates: (25.10.92) (i) (a) general disability leading hand	\$ 16.00/week 42.11cph \$ 14.15/week 37.24 cph		(iv) Living allowance (v) Living allowance maximum (vii) Meal while travelling Bed while travelling (viii) (b) (i) weekend allowance	\$264.40/week \$264.40/week \$ 6.60 \$ 37.80 \$ 29.00
5	Allowances: (25.10.92) (i) Working in the rain (ii) (a) (I) Wet places (4) Work in water over over 45.72 cm over 91.44 cm (b) Work in a slurry (iii) Distant places (iv) Height money	\$ 1.83/day 32.00 cph \$ 2.43/day \$ 2.94/day 37.00 cph 77.00 ^c /day 37.00 cph	24	First Aid: from 25.10.92 (v) First Aid Attendant	\$ 1.56/day
16	Meal Allowance: (from 09.09.90) First meal Subsequent meals	\$ 6.60 \$ 5.50		ALLOWANCES NOT CONTAINED IN AWARD BUT PAID BY APPROVAL:	
21	Camping Area: (from 09.09.90) (xvii) foodstuff advance (maximum) (xviii) (a) camping allowance (b) (i) weekend allowance	\$ 26.80 \$ 10.30 \$ 29.00		Confined space Using explosive power tool Use/prepare epoxy materials Employee in close proximity Handling non-standard bricks: over 5.5 kg and under 9 kg 9 kg and up to 18 kg over 18 kg Roof repairs Cleaning brickwork Swing scaffold, first 4 hours each hour thereafter Hot work: 46-54 degrees C over 54 degrees C Handling loose materials Dirty work (claims to be submitted) Asbestos materials Work in quarries	45.00 cph 86.00 ^c /day 45.00 cph 37.00 cph 37.00 cph 37.00 cph 37.00 cph 37.00 cph 45.00 cph 45.00 cph 45.00 cph 34.00 cph \$ 2.64 54.00 cph 37.00 cph 45.00 cph 45.00 cph ----- 45.00 cph 58.00 cph
22	Fares and Travelling Time: Refund in excess of Maximum where camp provided	\$ 1.00/week 20.00 ^c /day \$ 2.40/week			
	Construction staff working east of Allens Creek Box Cringilla	58.00 cph			

ALLOWANCES, ETC

BUILDING TRADES CONSTRUCTION STAFF

INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC	INTERIM AWARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC
1	Basic Wage from 10.06.1990	\$121.40	23	Country Work (From 21.11.93)	
4	Special Rates: (25.10.92)		(iv)	Living allowance	\$264.40/week
	(i) (a) general disability	\$ 16.00/week	(v)	Living allowance maximum	\$264.40/week
		42.11cph	(vii)	Meal while travelling	\$ 7.30
	leading hand	\$ 14.15/week		Bed while travelling	\$ 37.80
		37.24 cph	(viii)	(b) (i) weekend allowance	\$ 31.80
5	Allowances: (25.10.92)		24	First Aid: from 25.10.92	
	(i) Working in the rain	\$ 1.83/day	(v)	First Aid Attendant	\$ 1.56/day
	(ii) (a) (1) Wet places	32.00 cph	ALLOWANCES NOT CONTAINED IN AWARD BUT PAID BY APPROVAL:		
	(4) Work in water over		Confined space	45.00 cph	
	over 45.72 cm	\$ 2.43/day	Using explosive power tool	86.00 ^c /day	
	over 91.44 cm	\$ 2.94/day	Use/prepare epoxy materials	45.00 cph	
	(b) Work in a slurry	37.00 cph	Employee in close proximity	37.00 cph	
	(iii) Distant places	77.00 ^c /day	Handling non-standard bricks:		
	(iv) Height money	37.00 cph	over 5.5 kg and under 9 kg	37.00 cph	
16	Meal Allowance: (from 21.11.93)		9 kg and up to 18 kg	65.00 cph	
	First meal	\$ 7.30	over 18 kg	92.00 cph	
	Subsequent meals	\$ 6.20	Roof repairs	45.00 cph	
21	Camping Area: (from 21.11.93)		Cleaning brickwork	34.00 cph	
	(xvii) foodstuff advance (maximum)	\$ 28.50	Swing scaffold, first 4 hours	\$ 2.64	
	(xviii) (a) camping allowance	\$ 10.60	each hour thereafter	54.00 cph	
	(b) (i) weekend allowance	\$ 31.80	Hot work: 46-54 degrees C	37.00 cph	
22	Fares and Travelling Time:	\$ 1.00/week	over 54 degrees C	45.00 cph	
	Refund in excess of	20.00 ^c /day	Handling loose materials	45.00 cph	
	Maximum where camp provided	\$ 2.40/week	Dirty work (claims to be submitted)	---	
			Asbestos materials	45.00 cph	
			Work in quarries	58.00 cph	
	Construction staff working east of Allens Creek Box Cringilla	58.00 cph			

STATE RAIL AUTHORITY OF NEW SOUTH WALES
COMMON PAY POINTS SYSTEM

WAGES SUPERVISORY GRADES
(SALARY BASIS)

PAY POINTS, CLASSIFICATIONS AND SALARIES

<u>PAY POINT</u>	<u>INTERIM POSITIONS & CLASSES</u>	<u>SALARY PER ANNUM</u>
36	Construction Foreman Grade 1, 1st year Superintending Officer, 1st year	32,191
37	Construction Foreman Grade 1, 2nd year Superintending Officer, 2nd year	32,582
38	Construction Foreman Grade 1, 3rd year Superintending Officer, 3rd year	32,859
39		33,052
40		33,294
41	Construction Foreman Grade 2, 1st year	33,579
42	Construction Foreman Grade 2, 2nd year Construction Foreman Grade 2, 3rd year	34,241
43		34,513
44		34,649
45		34,789
46		35,188
47	Senior Construction Foreman, 1st year	35,314
48		35,581
49	Senior Construction Foreman, 2nd year	35,804
50	Senior Construction Foreman, 3rd year	36,019

Note: Pay Points outside the range 36 - 50 are not applicable.

ALLOWANCES, ETC

ATTACHMENT B

SUPERVISORY OFFICERS AND GANGERS ON CONSTRUCTION

INTERIM WARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC.
	Basic Wage (from 01.09.91)	\$121.40 pw
	PART 1 - APPLYING TO GANGERS (From 25.10.92)	\$ 16.00 pw
(i)	General disability	42.11 cph
(ii)	Inclement weather (from 25.10.92)	\$ 18.69 pw 49.18 cph
	NOTE: - The above two allowances are to be included in the total hourly rates.	
	Allowances to Gangers other than Platelaying or General Erecting where Gangs have:	
	Up to 3 major plant items	\$ 2.13/day
	4 to 5 major plant items	\$ 3.55/day
	6 or more major plant items	\$ 5.68/day
	From 25.10.92	
(i)	Working in the rain	\$ 1.83/day
(ii) (a) (1)	Wet places and slurry	37.00 cph
(ii) (a) (4)	Work in water - Over 45.72 centimetres	\$ 2.43/day
	Over 91.44 centimetres	\$ 2.94/day
(ii) (b)	Work in slurry	37.00 cph
(iii)	Height money	37.00 cph
	PART II - APPLYING TO SUPERVISORY STAFF (From 25.10.92)	
(i)	Wet places	37.00 cph
(ii)	In rain	\$ 1.83/day
(iii)	Powdered Ash	38.00 cph
	PART III - APPLYING TO EMPLOYEES UNDER PARTS I AND II OF THE AWARD (From 25.10.92)	
	Basic Wage (from 25.10.92)	\$121.40pw
	from 01.09.91	
(iv)	Country Work	\$264.40pw
(vii)	Country Work	\$ 6.60 meal \$ 37.80 bed
(x)	(i) Weekend Leave	\$ 29.00

ALLOWANCES, ETC

ATTACHMENT B

SUPERVISORY OFFICERS AND GANGERS ON CONSTRUCTION

INTERIM WARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC.
	Basic Wage (from 01.09.91)	\$121.40 pw
	PART 1 - APPLYING TO GANGERS (From 25.10.92)	\$ 16.00 pw
(i)	General disability	42.11 cph
(ii)	Incliment weather (from 25.10.92)	\$ 18.69 pw 49.18 cph
	NOTE: - The above two allowances are to be included in the total hourly rates.	
	Allowances to Gangers other than Platelaying or General Erecting where Gangs have:	
	Up to 3 major plant items	\$ 2.13/day
	4 to 5 major plant items	\$ 3.55/day
	6 or more major plant items	\$ 5.68/day
	From 25.10.92	
(i)	Working in the rain	\$ 1.83/day
(ii) (a) (1)	Wet places and slurry	37.00 cph
(ii) (a) (4)	Work in water - Over 45.72 centimetres Over 91.44 centimetres	\$ 2.43/day \$ 2.94/day
(ii) (b)	Work in slurry	37.00 cph
(iii)	Height money	37.00 cph
	PART II - APPLYING TO SUPERVISORY STAFF (From 25.10.92)	
(i)	Wet places	37.00 cph
(ii)	In rain	\$ 1.83/day
(iii)	Powdered Ash	38.00 cph
	PART III - APPLYING TO EMPLOYEES UNDER PARTS I AND II OF THE AWARD	
	Basic Wage (from 25.10.92)	\$121.40pw
	from 21.11.93	
(iv)	Country Work	\$264.40pw
(v)	Country Work	\$ 7.30 meal \$ 37.80 bed
(x)	(i) Weekend Leave	\$ 31.80

ALLOWANCES, ETC

SUPERVISORY OFFICERS AND GANGERS ON CONSTRUCTION

INTERIM WARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC.
5	EXPENSES - Staff Officer (from 01.09.91)	
	For each complete day when sleeping accommodation is not provided.	\$ 70.40
	For each complete day when sleeping accommodation is provided	\$ 36.70
	For a period covering two ordinary meal times	\$ 12.50
	For a period covering three ordinary meal times	\$ 24.40
(ii) (a)	Camping Area Camping allowance (from 09.09.90)	\$ 10.30/day
2 (ii) (b) (i) (xviii)	Return home for weekend (from 09.09.90)	\$ 29.00
	Foodstuff advance (max)	\$ 26.80
	Meal allowance:- (from 09.09.90)	
	First meal	\$ 6.60
	Subsequent meals	\$ 5.50
3 (ii)	First Aid: First Aid Duty (from 25.10.92)	\$ 1.56/day
	Superintending Officers (from 09.09.90)	
	Meal allowance - 1st subsequent	\$ 6.60 \$ 5.50
	Working in rain (from 25.10.92)	\$ 1.83/day
	First Aid Duty	\$ 1.56/day

ALLOWANCES, ETC

SUPERVISORY OFFICERS AND GANGERS ON CONSTRUCTION

INTERIM WARD CLAUSE NUMBER	HEADING AND DETAIL	CURRENT ALLOWANCE RATE, ETC.
	EXPENSES - Staff Officer (from 01.09.91)	
	For each complete day when sleeping accommodation is not provided.	\$ 70.40
	For each complete day when sleeping accommodation is provided	\$ 36.70
	For a period covering two ordinary meal times	\$ 12.50
	For a period covering three ordinary meal times	\$ 24.40
(ii)	Camping Area	
(i)	Camping allowance (from 23.11.93)	\$ 10.60/day
(ii) (b) (i)	Return home for weekend (from 23.11.93)	\$ 31.80
xviii)	Foodstuff advance (max)	\$ 28.50
	Meal allowance:- (from 09.09.90)	
	First meal	\$ 7.30
	Subsequent meals	\$ 6.20
(ii)	First Aid: First Aid Duty (from 25.10.92)	\$ 1.56/day
	Superintending Officers (from 23.11.93)	
	Meal allowance - 1st	\$ 7.30
	subsequent	\$ 6.20
	Working in rain (from 25.10.92)	\$ 1.83/day
	First Aid Duty	\$ 1.56/day

**TRANSITION OF AWARD CLASSIFICATIONS
TO
COMMON PAY POINTS SYSTEM**

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
BUILDING TRADES - CONSTRUCTION STAFF AWARD**

Classification	Pay Point No.	New Rate \$ P.W.	Tool Allow. \$ P.W.	Indus. Allow. \$ P.W.
Bricklayer	24	481.65	12.20	17.45
Bridge Carpenter	24	481.65	17.00	17.45
Carpenter and Joiner	24	481.65	17.00	17.45
Painter	24	481.65	4.20	17.45
Signwriter	27	493.05	4.20	17.45
Plasterer and Fibrous Plaster Fixer	24	481.65	14.10	17.45
Plumber and Gasfitter	25	485.85	17.00	17.45
Tilelayer	24	481.65	12.20	17.45

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
BUILDING TRADES - MAINTENANCE STAFF AWARD**

Classification	Pay Point No.	New Rate \$ P.W.	Tool Allow. \$ P.W.	Indus. Allow. \$ P.W.
Plumber Examining	26	490.50	17.00	17.45
Bricklayer	24	481.65	12.20	17.45
Carpenter and Joiner	24	481.65	17.00	17.45
Painter	24	481.65	4.20	17.45
Signwriter	27	493.05	4.20	17.45
Plasterer and Fibrous Plaster Fixer	24	481.65	14.10	17.45
Plumber and Gasfitter	25	485.85	17.00	17.45
Tilelayer	24	481.65	12.20	17.45
Drainer (Not Licenced)	25	485.85	17.00	17.45
Plumber Examining Elec. Car W/shops Chullora	26	490.50	17.00	17.45

STATE RAIL AUTHORITY OF NEW SOUTH WALES
BUILDING TRADESPERSONS ON LARGE CONSTRUCTION PROJECTS

Classification	Pay Point No.	New Rate \$ P.W.	Tool Allow. \$ P.W.	Indus. Allow. \$ P.W.	Special Allow. \$ P.W.
Bricklayer	25	485.85	12.20	17.45	7.70
Bridge Carpenter	25	485.85	17.00	17.45	7.70
Carpenter and Joiner	25	485.85	17.00	17.45	7.70
Painter	25	485.85	4.20	17.45	7.70
Plasterer and Fibrous Plaster Fixer	25	485.85	14.10	17.45	7.70
Plumber and Gasfitter	26	490.50	17.00	17.45	7.70

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
GANGERS ON CONSTRUCTION AWARD**

Classification:	Pay Point No.	New Rate \$ P.W.	General Disability \$ P.W.	Inclement Weather \$ P.W.	Indus. Allow. \$ P.W.
Ganger in charge of a gang which includes					
Up to 9 men	33	525.75	16.00	18.69	17.30
From 10 to 15 men	34	532.10	16.00	18.69	17.30
16 men or more	36	546.00	16.00	18.69	17.30

STATE RAIL AUTHORITY OF NEW SOUTH WALES
GANGERS ON CONSTRUCTION AWARD

Classification:	Pay Point No.	New Rate \$ P.W.	General Disability \$ P.W.	Increment Weather \$ P.W.	Indus. Allow. \$ P.W.
Ganger - Platelaying Permanent Way - In charge of less than 12 men	37	555.20	16.00	18.69	17.30
Ganger - Platelaying Permanent Way - In charge of 12 men or more	37	555.20	16.00	18.69	17.30
Ganger - Tunnel, drive or shaft In charge of less than 12 men	37	555.20	16.00	18.69	17.30
Ganger - Tunnel, drive or shaft In charge of 12 men or more	37	555.20	16.00	18.69	17.30
Ganger general erecting, irrespective of number of men supervised	36	546.00	16.00	18.69	17.30

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
TRADING AND CATERING SERVICES WAGES AWARD**

Wage Level	Pay Point No.	New Rate \$ P.W.	Indus. Allow. \$ P.W.
1	3	376.50	28.00
2	4	385.05	28.00
3	4	385.05	28.00
4	4	385.05	28.00
5	5	388.65	28.00
6	5	388.65	28.00
7	6	393.30	28.00
8	6	393.30	28.00
9	9	406.60	28.00
10	9	406.60	28.00
11	10	410.35	28.00
12	12	422.20	28.00
13	14	430.30	28.00

**SUPERVISORY OFFICERS ON CONSTRUCTION AWARD
(SALARY BASIS)**

Classification:	Pay Point No.	New Rate \$ P.A.	Indus. Allow. \$ P.A.
Construction Foreman Grade 1, 1st year	36	32,191	1,461
Construction Foreman Grade 1, 2nd year	37	32,582	1,461
Construction Foreman Grade 1, 3rd year	38	32,859	1,461
Senior Construction Foreman, 1st year	47	35,314	1,461
Superintending Officer 1st year	36	32,191	1,461
Construction Foreman Grade 2, 1st year	41	33,579	1,461
Construction Foreman Grade 2, 2nd year	42	34,241	1,461
Construction Foreman Grade 2, 3rd year	42	34,241	1,461
Senior Construction Foreman, 2nd year	49	35,804	1,461
Superintending Officer 2nd year	37	32,582	1,461
Senior Construction Foreman, 3rd year	50	36,019	1,461
Superintending Officer 3rd year	38	32,859	1,461

APPENDICES

THE PAY STRUCTURES, COMMON PAY POINTS SCHEDULES AND CLASSIFICATION STRUCTURES INCLUDED HEREIN ARE SIMILAR TO THOSE CONTAINED IN THE STATE RAIL SALARIES AND WAGES (INTERIM) AWARD, 1992 (PART 2) WHICH RELATES TO EMPLOYEES WITH FEDERAL AWARD COVERAGE.

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED PAY STRUCTURES
WAGES GRADES**

PAY POINT	%	WEEKLY ENGINEERING RATE	INFRASTRUCTURE	OPERATIONS
		\$	\$	\$
1	69.2	320.30		320.30
2	80.0	370.15	370.15	370.15
3	81.4	376.50		376.50
4	83.2	385.05	385.05	
5	84.0	388.65	388.65	388.65
6	85.0	393.30	393.30	
7	85.2	394.40	394.40	394.40
8	86.0	397.95	397.95	
9	87.9	406.60	406.60	406.60
10	88.7	410.35		410.35
11	90.0	416.45	416.45	416.45
12	91.2	422.20		422.20
13	92.0	425.70	425.70	
14	93.0	430.30		430.30
15	94.0	434.90	434.90	434.90
16	95.0	439.50	439.50	
17	96.0	444.15	444.15	
18	97.0	448.75		448.75
19	98.0	453.45	453.45	
20	100.0	462.70	462.70	462.70
21	101.4	468.95		468.95
22	102.0	471.95	471.95	
23	102.6	474.75	474.75	474.75
24	104.1	481.65	481.65	481.65
25	105.0	485.85	485.85	
26	106.0	490.50	490.50	
27	106.6	493.05		493.05
28	108.0	499.65	499.65	
29	109.2	505.40		505.40
30	110.0	508.90	508.90	
31	110.4	510.80	510.80	
32	111.4	515.20		515.20
33	113.6	525.75	525.75	525.75
34	115.0	532.10	532.10	
35	116.0	536.70	536.70	536.70

PAY POINT	%	WEEKLY ENGINEERING		INFRASTRUCTURE	OPERATIONS
		RATE			
		\$	\$	\$	\$
36	118.0	546.00		546.00	
37	120.0	555.20		555.20	
38	120.8	559.00			559.00
39	122.0	564.45		564.45	
40	124.3	575.15		575.15	575.15
41	125.0	578.35	578.35		
42	126.0	583.00		583.00	
43	128.0	592.20		592.20	
44	130.0	601.45	601.45	601.45	
45	132.0	610.80		610.80	
46	135.0	624.65	624.65		

- NOTE:
1. The % figures relate to the weekly rate expressed as a percentage of the base trade rate.
 2. Wage rates are **INCLUSIVE** of basic wage, margin for skill (where applicable), special allowance (where applicable), additional loading (where applicable), tradesman's allowance (where applicable), over award payment (where applicable) but **EXCLUSIVE** of industry allowance, tool allowance (where applicable), licence allowances (where applicable), disability allowances (where applicable) and one ninth casual loading for construction workers (where applicable).

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED PAY STRUCTURES
SALARIED GRADES**

PAY POINT	ANNUAL RATE	PROF	ENG	INFRA
	\$	\$	\$	\$
1	21334			
2	22080			
3	23064			23064
4	23314	23314		
5	23633			23633
6	23961			
7	24346			24346
8	24810			24810
9	24863	24863		
10	24976			
11	25227			
12	25457			
13	25813			25813
14	26046	26046		
15	26372			26372
16	26673	26673		
17	26962			26962
18	27318	27318		27318
19	27435			
20	27957			27957
21	28105	28105		
22	28563			
23	28727	28727		
24	28987			28987
25	29130			
26	29432			
27	29543	29543		29543
28	29879			
29	30083			
30	30342	30342		30342
31	30766			
32	31185	31185		
33	31356	31356	31356	31356
34	31756	31756		
35	31932			
36	32191			32191
37	32582	32582	32582	32582
38	32859	32859		32859
39	33052			
40	33294			

PAY POINT	ANNUAL RATE \$	PROF \$	ENG \$	INFRA \$
41	33579			
42	34241	34241		34241
43	34513			
44	34649			34649
45	34789			
46	35188			
47	35314	35314		
48	35581	35581		35581
49	35804			
50	36019	36019		
51	36594	36594		36594
52	37174			
53	37421		37421	37421
54	37633	37633		
55	37985	37985	37985	37985
56	38151			
57	38216			
58	38934	38934	38934	
59	39183			
60	39519			39519
61	40141	40141		
62	40430			40430
63	41125			
64	41394	41394		
65	41733			41733
66	42044			
67	42427			42427
68	43193			
69	43557	43557		43557
70	44006			
71	45035	45035		
72	45272			
73	46518	46518		
74	47997	47997		
75	49278			
76	50171	50171		
77	50571			
78	51839	51839		
79	53222	53222		
80	53532			
81	54803			
82	55505	55505		
83	56655	56655		
84	57877	57877		
85	58737	58737		

PAY POINT	ANNUAL RATE \$	PROF \$	ENG \$	INFRA \$
86	58827			
87	60313	60313		
88	61366	61366		
89	62960			
90	64126			
91	65818			
92	67085			
93	68886			
94	70266			
95	72174			
96	73651			
97	75666			
98	77253			
99	79374			
100	81067			
101	83288			
102	85089			
103	87421			
104	89326			

NOTE: Salary rates are based on the Award Rate and are **EXCLUSIVE** of Industry Allowance.

STATE RAIL AUTHORITY OF NEW SOUTH WALES
COMMON WAGE POINTS

COMMON WAGE POINT	\$ PER WEEK (a)	COMMON WAGE POINT	\$ PER WEEK (a)
1	320.30	24	481.65
2	370.15	25	485.85
3	376.50	26	490.50
4	385.05	27	493.05
5	388.65	28	499.65
6	393.30	29	505.40
7	394.40	30	508.90
8	397.95	31	510.80
9	406.60	32	515.20
10	410.35	33	525.75
11	416.45	34	532.10
12	422.20	35	536.70
13	425.70	36	546.00
14	430.30	37	555.20
15	434.90	38	559.00
16	439.50	39	564.45
17	444.15	40	575.15
18	448.75	41	578.35
19	453.45	42	583.00
20	462.70	43	592.20
21	468.95	44	601.45
22	471.95	45	610.80
23	474.75	46	624.65

(a) Wage rates are **INCLUSIVE** of basic wage, margin for skill (where applicable), special allowance (where applicable), additional loading (where applicable), tradesman's allowance (where applicable), over award payment (where applicable) but **EXCLUSIVE** of industry allowance, tool allowance (where applicable), licence allowances (where applicable), disability allowances (where applicable) and one ninth casual loading for construction workers (where applicable).

STATE RAIL AUTHORITY OF NEW SOUTH WALES

COMMON SALARY POINTS

COMMON SALARY POINT	\$ PER ANNUM (a)	COMMON SALARY POINT	\$ PER ANNUM (a)
1	21334	53	37421
2	22080	54	37633
3	23064	55	37985
4	23314	56	38151
5	23633	57	38216
6	23961	58	38934
7	24346	59	39183
8	24810	60	39519
9	24863	61	40141
10	24976	62	40430
11	25227	63	41125
12	25457	64	41394
13	25813	65	41733
14	26046	66	42044
15	26372	67	42427
16	26673	68	43193
17	26962	69	43557
18	27318	70	44006
19	27435	71	45035
20	27957	72	45272
21	28105	73	46518
22	28563	74	47997
23	28727	75	49278
24	28987	76	50171
25	29130	77	50571
26	29432	78	51839
27	29543	79	53222
28	29879	80	53532
29	30083	81	54803
30	30342	82	55505
31	30766	83	56655
32	31185	84	57877
33	31356	85	58737
34	31756	86	58827
35	31932	87	60313
36	32191	88	61366
37	32582	89	62960
38	32859	90	64126
39	33052	91	65818
40	33294	92	67085
41	33579	93	68886
42	34241	94	70266
43	34513	95	72174
44	34649	96	73651
45	34789	97	75666
46	35188	98	77253
47	35314	99	79374
48	35581	100	81067
49	35804	101	83288
50	36019	102	85089
51	36594	103	87421
52	37174	104	89326

(a) Salary rates are **EXCLUSIVE** of Industry Allowance.

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED CLASSIFICATION STRUCTURE
ENGINEERING STREAM
WAGES GRADES**

LEVEL	\$ PER WEEK	%
EO 1	370.15	80.0
EO 2	393.30	85.0
EO 3	416.45	90.0
EO 4	439.50	95.0
EO 5i	462.70	100.0
EO 5ii	474.75	102.6
EO 6	485.85	105.0
EO 7	508.90	110.0
EO 8	532.10	115.0
EO 9	578.35	125.0
EO 10	601.45	130.0
EO 11	624.65	135.0

- Note:*
1. Classifications and rates applicable to Salaried Technical and Supervisory grades are included in the Professional and Technical Stream.
 2. Wage rates are **INCLUSIVE** of basic wage, margin for skill (where applicable), special allowance (where applicable), additional loading (where applicable), tradesman's allowance (where applicable), over award payment (where applicable) but **EXCLUSIVE** of industry allowance, tool allowance (where applicable), licence allowances (where applicable) and disability allowances (where applicable).

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED CLASSIFICATION STRUCTURE
PROFESSIONAL/TECHNICAL/SPECIALIST STREAM**

LEVEL		\$PER ANNUM
1	(i)	24,346(a)
	(ii)	24,863
	(iii)	26,046
	(iv)	26,673
	(v)	27,318
	(vi)	28,105
	(vii)	28,727
2	(i)	24,863(b)
	(ii)	26,046
	(iii)	26,673
	(iv)	27,318
	(v)	28,105
	(vi)	28,727
	(vii)	29,543
	(viii)	30,342
	(ix)	31,185
	(x)	31,356
	(xi)	31,756
	(xii)	32,582
	(xiii)	32,859
	(xiv)	34,241
	(xv)	35,314
	(xvi)	35,581
	(xvii)	36,019
3	(i)	36,594
	(ii)	37,633
	(iii)	37,985
	(iv)	38,934
	(v)	40,141
	(vi)	41,394
4	(i)	43,557
	(ii)	45,035
	(iii)	46,518
	(iv)	47,997
5	(i)	50,171
	(ii)	51,839
	(iii)	53,222
	(iv)	55,505
	(v)	56,655
6	(i)	57,877
	(ii)	58,737
	(iii)	60,313
	(iv)	61,366

(a) Entry point for adult cadets and other officers not fully qualified.

(b) Entry point for qualified officers.

NOTE: Salary rates are based on the Award Rate and are EXCLUSIVE of Industry Allowance.

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED CLASSIFICATION STRUCTURE
INFRASTRUCTURE STREAM (a)
WAGES GRADES**

LEVEL		\$ PER WEEK	%
1 A	(i)	388.65	84.0
	(ii)	397.95	86.0
	(iii)	406.60	87.9
1 B	(i)	416.45	90.0
	(ii)	425.70	92.0
	(iii)	434.90	94.0
1 C	(i)	444.15	96.0
	(ii)	453.45	98.0
	(iii)	462.70	100.0
	(iv)	471.95	102.0
2	(i)	481.65	104.1
	(ii)	490.50	106.0
	(iii)	499.65	108.0
	(iv)	508.90	110.0
	(v)	510.80	110.4
	(vi)	525.75	113.6
	(vii)	536.70	116.0
	(viii)	546.00	118.0
	(ix)	555.20	120.0
	(x)	564.45	122.0
	(xi)	575.15	124.3
	(xii)	583.00	126.0
	(xiii)	592.20	128.0
	(xiv)	601.45	130.0
	(xv)	610.80	132.0

(a) Includes Stores Distribution.

NOTE: Wage rates are **INCLUSIVE** of basic wage, margin for skill (where applicable), special allowance (where applicable), additional loading (where applicable), tradesman's allowance (where applicable), over award payment (where applicable) but **EXCLUSIVE** of industry allowance, tool allowance (where applicable), licence allowances (where applicable), disability allowances (where applicable) and one ninth casual loading for construction workers (where applicable).

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED CLASSIFICATION STRUCTURE
INFRASTRUCTURE STREAM (a)
SALARIED GRADES**

LEVEL		\$PER ANNUM
2	(i)	23,064
	(ii)	23,633
	(iii)	24,346
	(iv)	24,863
	(v)	25,813
	(vi)	26,372
	(vii)	26,962
	(viii)	27,318
	(ix)	27,957
3	(i)	28,987
	(ii)	29,543
	(iii)	30,342
	(iv)	31,356
	(v)	32,191
	(vi)	33,294
	(vii)	34,241
	(viii)	34,649
	(ix)	35,581
	(x)	36,594
	(xi)	37,421
	(xii)	37,985
	(xiii)	39,519
	(xiv)	40,430
	(xv)	41,733
	(xvi)	42,427
	(xvii)	43,557
4	(b)	

(a) Includes Stores Distribution.

(b) Refer rates applicable to Levels 4-6 of the Professional/ Technical/ Specialist Stream.

NOTE: Salary rates are based on the Award Rate and are EXCLUSIVE of Industry Allowance.

**STATE RAIL AUTHORITY OF NEW SOUTH WALES
PROPOSED CLASSIFICATION STRUCTURE
OPERATIONS STREAM
WAGES GRADES**

LEVEL	\$ PER WEEK					
	DIVISION 1		DIVISION 2		DIVISION 3	
1	(i)	320.30	(i)	370.15		
			(ii)	376.50		
			(iii)	388.65		
2	(i)	394.40	(i)	410.35		
	(ii)	406.60	(ii)	416.45		
			(iii)	434.90	(i)	416.45
					(ii)	422.20
					(iii)	434.90
					(iv)	439.50
3	(i)	430.30	(i)	462.70		
	(ii)	434.90	(ii)	474.75		
	(iii)	439.50	(iii)	481.65	(i)	468.95
	(iv)	448.75	(iv)	493.05	(ii)	471.95
	(v)	462.70	(v)	499.65	(iii)	493.05
	(vi)	474.75	(vi)	508.90	(iv)	515.20
4	(i)	532.10	(i)	575.15		
	(ii)	536.70	(ii)	601.45		
	(iii)	546.00				
	(iv)	555.20				
	(v)	564.45				

NOTE: Wage rates are **INCLUSIVE** of basic wage, margin for skill (where applicable), special allowance (where applicable), additional loading (where applicable), tradesman's allowance (where applicable), over award payment (where applicable) but **EXCLUSIVE** of industry allowance, tool allowance (where applicable), licence allowances (where applicable), disability allowances (where applicable) and one ninth casual loading for construction workers (where applicable).