

ENTERPRISE AGREEMENT

NO: E.A. 276 /1995

DATE REGISTERED: 8-8-95

PRICE: \$ 28 - 00

ENTERPRISE AGREEMENT

1994/95

Amendments to Original Agreement

1. TITLE OF AGREEMENT

2nd paragraph now reads:

"This Agreement replaces the previous Agreement entitled "New England Enterprise Agreement 1993".

2. PRODUCTIVITY

C PRODUCTIVITY MATRIX

This section has been expanded to clarify the methodology to be adopted to determine increases in the rates of pay.

3. LONG SERVICE BONUS

Paragraph b(iv) amended to include reference to Annual Holidays Act, 1944.

4. ALLOWANCES

Additional sections added to clarify the date upon which the appropriate rates of pay as detailed in Appendix 1 will be paid.

5. FAMILY SICKNESS LEAVE

Section added as follows:

"Each employee is guaranteed a minimum of one week's sick leave on full pay as required by Section 122 of the Industrial Relations Act 1991".

 M. PS



ENTERPRISE AGREEMENT

PARTIES TO THE AGREEMENT

An enterprise agreement, made in pursuance of the NSW Industrial Relations Act 1991, in accordance with the provisions of s.115-142 of the Act, entered into between New England Electricity, PO Box 538, Armidale NSW 2350 and the Electrical Trades Union NSW Branch and the Federated Municipal & Shire Council Employees' Union.

It is agreed by the parties as follows:

1. Title of Agreement

This Agreement shall be known as the New England Electricity Enterprise Agreement 1994.

This Agreement replaces the previous Agreement entitled "*New England Electricity Enterprise Agreement 1993*".

2. Purpose of the Enterprise Agreement

To improve the performance of New England Electricity by assisting in achieving the critical success factors such as lower costs, improved quality, excellent service delivery and increased productivity, whilst at the same time recognising the contribution of all employees to the improved performance.

3. Incidence

The Agreement shall regulate partially the terms and conditions of employment previously regulated by the County Councils (Electricity Undertakings) Conditions of Employment State Award and County Councils (Electricity Undertakings) Classifications and Rates of Pay State Award. Apart from Clauses specified in this Agreement all other clauses of the Awards shall apply.

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

No employee shall suffer any reduction in pay rates as a result of the expiry of this Agreement.

4. Intention

A. The parties to this Agreement are committed to the achievement of the targets contained in the productivity matrix.

B. This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.

The parties accept that any increases in rates of pay shall be linked to New England Electricity's productivity improvement and that such pay increases will be in accordance with the methodology detailed in this Agreement.

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Enterprise Agreement 1994

C. The provisions of this Agreement take precedence and override any provision of the County Councils (Electricity Undertakings) State Awards or any other Award or Agreement dealing with the same matters, that apply to the parties to this Agreement.

5. **Duress**

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

6. **Productivity**

A. The parties agree that productivity improvements are critical to New England Electricity achieving Performance Agreement targets.

The contribution of staff to the achievements of these targets will be recognised through the implementation of a productivity linked pay scheme.

B. The more detailed definitions of each performance indicator are:

- **Reliability of Supply** - the average number of minutes duration per customer per year due both to planned and unplanned interruptions, excluding all outages due to Pacific Power.
- **Customer Satisfaction** - measured by the average of the domestic and business customer satisfaction indices from the independent REARK customer surveys.
- **Absenteeism** - measured by the average number of days sick leave per employee per year that is not covered by a doctor's certificate.
- **Lost Time Accidents** - measured by the average number of days lost due to accidents per employee per year. Lost time that is classified by New England Electricity's workers' compensation insurer as a recurrence of a previous injury will not be included.
- **Operating Cost per Customer** - measured by the operating costs (excluding depreciation and interest but including capitalised operating costs) per customer in real terms (Performance Indicator 4B from Year 6 Performance Agreement).
- **Sales per Employee** - measured by the yearly sales in MWh divided by the number of employees.

The number of customers and the number of employees are calculated as follows:

- * **Number of Customers**
The average of the number of customers on the first and last days of the financial year.
- * **Number of Employees**
The average of the number of employees on the last day of each month.



Enterprise Agreement 1994

- C. The above six performance indicators form the basis of the productivity matrix as detailed in Schedule "A".

The matrix contains ten levels of performance for each indicator and the commencing level at 1st July, 1994 for each indicator is performance level "3".

Each indicator is assigned a weight in the matrix and the score multiplied by the weight determines the contribution of any indicator to the total index. For example reliability with a score of three and a weight of five gives a value of fifteen.

The individual values are summated to give a commencing index of 225 at 1st July, 1994.

Each point by which the total index has increased above 225 by 30th June, 1995 will result in an increase of 0.02% in the rates of pay and allowances above the levels detailed in Appendix 1 (refer to Clause 9 for explanation of pay rates in Appendix 1).

Any consequent increase in rates of pay and allowances will take effect from the first pay period to commence on or after 1st July, 1995.

If the actual results for an indicator fall between two performance levels, the performance level to be used to determine the increase in the index will be calculated on a pro rata basis.

- D. The basis of the productivity matrix is that achievement of all level 5 performance indicators will result in a 3% increase in rates of pay. The actual increase in rates of pay will vary between 0% and 10.5% and will be dependent upon the level achieved for each indicator.

Two of the level 5 targets (ie customer satisfaction and operating cost per customer) together account for 73.3% of the total weighting and are the same targets that are incorporated in the current Performance Agreement.

If the equivalent of performance level 5 is achieved and the CPI is significantly more than 3% then the resultant increase in rates of pay will be further negotiated. The parties agree that the Unions reserve the right to discuss economic adjustments during the life of this Agreement.

- E. The productivity indicators will be updated monthly (with the exception of Customer Satisfaction) and circulated to all work locations.

- F. The parties agree that should circumstances arise (which are reasonably beyond the control of the employees), which adversely affect the performance indicators, then discussions will occur between the parties as to what, if any, allowance or variation should be incorporated into the model.

 m. R

Enterprise Agreement 1994

7. Conditions of Employment

This Agreement replaces the previous 1993 Enterprise Agreement and incorporates the following clauses (a), (b) and (c) from that previous Agreement.

A. Ordinary Hours of Work - Day Workers (Clause 6 (iii)(b)).

The following provisions will only apply between 6.00am and 6.00pm.

The intent of this clause is to provide for more flexible working hours.

The nature of work at New England Electricity is such that much of the work is located at a considerable distance from the depot. A number of employees commonly travel up to two hours per day to and from their work location. This clause will allow those employees who wish to avail themselves of the opportunity, to work 76 hours per fortnight but not equally spread over nine days as at present.

By mutual agreement between New England Electricity and the work crew concerned, when employees are working at a considerable distance from the depot the crew may work a longer day instead of the normal nine day fortnight hours of 8.44 hours per day, subject to the following conditions:

- i) Employee's ordinary hours of work for each day shall be determined at the beginning of each pay period by agreement between New England Electricity and all members of the work crew. In the event that no agreement can be reached between New England Electricity and the employees concerned, employees shall work their normal hours of work.
- ii) The alteration to working hours will not apply to weekends, public holidays or rostered days off.
- iii) Once the ordinary hours of work for a specific day have been agreed between the work crew and their supervisor, any further work that may be requested by the Supervisor/Duty Officer will be considered to be overtime and paid accordingly. Furthermore, such overtime shall be worked subject to agreement between the work crew and the Supervisor/Duty Officer.
- iv) In those circumstances where employees have worked one or more longer days during the pay period and they intend to finish work earlier on the Thursday preceding the "rostered day off" on the Friday, their supervisor is to ensure that they are employed productively on work that is less than 10km from the depot for that "shorter than normal" Thursday.

A. Annual Leave Loading (Clause 15(v))

The annual leave loading of 17.5% has been annualised and incorporated into the rates of pay as a loading of 1.35%. This Agreement shall preclude the payment of annual leave loading as provided by the County Councils (Electricity Undertakings) Conditions of Employment Award.

B. Award Holiday (Clause 13(i)(b))

The credit of one half day's leave to each employee's annual leave register for either the Armidale or Walcha Cup has been forfeited and instead incorporated into the rates of pay.

 M. RS

Enterprise Agreement 1994

8. Long Service Bonus Payment

- a) A bonus payment to be made to all long serving employees (with the exception of senior management). Prior service with another electricity supply authority will be recognised in calculating length of service.

The bonus payment is in recognition of the additional contribution made to New England Electricity by those employees with long service whose skills acquired during the service period will be essential for the continuous improvement in performance of this organisation.

A bonus will be paid to those employees with long service in accordance with the following rules:

- i) Employees with a service period of twenty or more years, as at the 30th June, 1995 will be given a bonus payment of \$400 as a credit on their first electricity account after 30th June, 1995.

Such payment will be reduced by \$80 for each day in excess of three days taken as uncertified sick leave during the financial year 1994/95.

- ii) Employees with a service period of between ten and nineteen years, as at 30th June, 1995, will be given a bonus payment of \$200 as a credit on their first electricity account after 30th June, 1995.

Such payment will be reduced by \$40 for each day in excess of three days taken as uncertified sick leave during the financial year 1994/95.

- iii) Existing employees with a service period of between five and nine years as at the 30th June, 1995 will be given a bonus payment of \$100 as a credit on their first electricity account after 30th June, 1995.

Such payment will be reduced by \$20 for each day in excess of three days taken as uncertified sick leave during the financial year 1994/95.

Those existing employees who have not attained five years service as at 30th June, 1995 will be entitled to the bonus payment at the end of the financial year in which they reach five year's service.

Future employees will not be entitled to a long service bonus until ten year's service has been reached.

A long service bonus will be paid in accordance with the above clauses for each year that an Enterprise Agreement continues.

For the purpose of calculating the bonus payment for this first year of the payment of a bonus, any sick leave taken before 1st October, 1994 will not be counted.

- b) In exchange for the long service bonus the following matters are agreed:



Enterprise Agreement 1994

- i) Employees with the dual qualifications as both lineworker and electrical technician may be transferred between the Overhead Mains Section in Armidale and the Distribution Services Section according to the workload of the two Sections.
- Apprentices on completion of their apprenticeship and holding the dual qualifications of a lineworker and electrical technician will be rotated between the Overhead Mains Section in Armidale and the Distribution Services Section according to a published roster. The roster may not always be strictly followed as the workload of the two Sections change.
- ii) During wet weather all employees will be engaged on meaningful work as directed by their supervisor.
- iii) New England Electricity will not be liable for the payment of RTA drivers' licenses as required by Clause 21 of the County Councils (Electricity Undertakings) Conditions of Employment Award.
- iv) Subject to Annual Holidays Act, 1944, annual leave will be required to be taken as follows:
- Up to a maximum total period of two weeks can be taken in any combination of lots of one, two, three and four days at a time.
 - The remainder of the four weeks annual leave must be taken in lots of a minimum of one week at a time. "One Week" is defined as any five weekdays taken consecutively. For example "one week" could consist of a public holiday (on a Monday through to Friday), a rostered day off and three other working days.
- v) Reduction in the minimum payment for recall to work from four hours to two hours at double time (refer Clause 10(v)(b) of the County Councils (Electricity Undertakings) Conditions of Employment Award).

9. Allowances

Delete all allowances contained in the Rates of Pay Award - Clause 6(d) Special Allowances and instead increase pay rates as follows to the levels shown in Appendix 1.

* Electrical Worker (Pole Inspector)	1.0%
* All other Electrical Workers	0.6%
* Lineworkers	0.6%
* Electrical Technicians	0.6%
* Apprentices	0.6%

The rates of pay contained in Appendix 1 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 Appendix 1 on and from 10th December, 1994 or the date of employment, whichever is the later.

The rates of pay contained in Appendix 1 and the payment for the period preceding the registration of this agreement are to be paid in the first pay period following registration of this agreement.



Enterprise Agreement 1994

10. Family Sickness Leave

Leave will be granted for family sickness. Family is defined as immediate family of spouse and children. Such leave will be deducted from sick leave entitlements subject to

- (i) Supporting documentation such as a doctors bill/certificate or a statutory declaration.
- (ii) Each employee is guaranteed a minimum of one week's sick leave on full pay as required by Section 122 of the Industrial Relations Act, 1991.

In consideration for the granting of this family sickness leave all employees who take personal sick leave on a day immediately before or after a public holiday or RDO or immediately preceding annual leave shall be required to produce a medical certificate for such period of absence.

11. First Aid Allowance

The allowance paid to employees who are holders of a first aid certificate will be increased from \$2 to \$3 per week.

12. State Wage Case

If a State Wage Case is determined during the life of this Agreement it shall be dealt with according to the following options:

- a) **Cost of Living Adjustment** - any component of the State Wage increase which is identified in the decision as a cost of living adjustment shall be passed on to employees in full on the basis of any conditions imposed by the decision. This component of the increase shall be in addition to any increases arising as a result of this Agreement. Any adjustment will be made to the rates of pay and allowances as detailed in Appendix 1.
- b) **Productivity Increase** - any component of the State Wage increase which is in return for productivity improvements or is based on enterprise level productivity increases shall be adjusted to avoid double counting in respect of productivity based pay increases provided under this Agreement and the State Wage Case.

13. Settlement of Grievances and Disputes

Clause 35 Grievances and Disputes Settlement in the County Council (Electricity Undertakings) Conditions of Employment (State) Award shall apply.

14. Term

This Agreement shall operate from the date of registration and shall remain in force for a period of one year unless varied or terminated in accordance with the provisions of the NSW Industrial Relations Act, 1991.

In July 1995 the parties shall meet and discuss a renewal of the Agreement including a review of the productivity indicators, forecast movement in the indicators and the development of a productivity matrix for the ensuing twelve months.

15. No Extra Claims

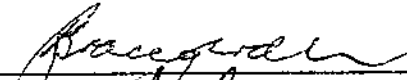
No extra claims for additional pay or allowances shall be made during the term of this Agreement, except where consistent with the provisions of this Agreement.

 M. RS

New England Electricity
Enterprise Agreement 1994 continued

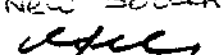
Signed for and on behalf of New England
Electricity


in the presence of



R. Stephen

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

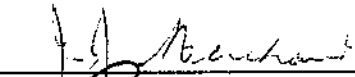
New South Wales
in the presence of 




Peter McKenna

Signed for and on behalf of Federated
Municipal and Shire Council Employees'
Union, NSW Division

New South Wales
in the presence of





SCHEDULE A
 NEW ENGLAND ELECTRICITY
 PRODUCTIVITY MATRIX

Reliability	Customer Satisfaction	Employee Absenteeism	Lost Time Accidents	Op Cost Per Cust	Mwh per Employee		Performance
80	76.75	2.5	0.15	335	1790		10
100	76.5	2.6	0.2	345	1750		9
120	76.25	2.7	0.25	355	1710		8
140	76	2.8	0.3	365	1670		7
160	75.75	2.9	0.35	375	1630		6
180	75.5	3	0.4	384	1592		5
200	75.25	3.1	0.48	397	1550		4
220	75	3.18	0.57	410	1509		3
260	74	3.4	0.7	420	1450		2
300	73	3.6	0.8	430	1400		1
340	72	3.8	0.9	440	1350		0
3	3	3	3	3	3		Score
5	10	5	5	45	5		Weight
15	30	15	15	135	15		Value
						225	Index

Each point by which the Productivity Index is increased shall result in an across the board increase in pay rates of 0.02%

M. B.

APPENDIX 1

NEW ENGLAND ELECTRICITY

*Rates of Pay - To be paid from 10th December, 1994 (refer to Clause 9 for details).
 Rates of Pay shown below will form base for further increases from 1st July, 1995 according to
 outcome of productivity matrix (refer Clause 6).*

Classification	Description	\$ per Week
0001	Electrical Apprentice 1st Year	238.00
0002	Electrical Apprentice 2nd Year	284.20
0003	Electrical Apprentice 3rd Year	329.00
0004	Electrical Apprentice 4th Year	372.90
0005	Electrical Apprentice 2nd Yr (POO)	313.60
0006	Electrical Apprentice 3rd Yr (POO)	358.40
0007	Electrical Apprentice 4th Yr (POO)	402.20
0011	Trainee Apprentice, 1st Year	284.20
0012	Trainee Apprentice, 2nd Year	329.00
0013	Trainee Apprentice, 3rd Year	372.90
0014	Trainee Apprentice 3rd Year (POO)	402.20
0021	Electrical Worker, Grade 1	421.50
0024	Electrical Worker, Grade 4 (Pinsp)	458.80
0025	Electrical Worker, Grade 5 (Pinsp)	472.30
0032	Electrical Worker, Grade 2	430.60
0043	Electrical Worker, Grade 3	441.10
0054	Electrical Worker, Grade 4	457.00
0055	Electrical Worker, Grade 4 (LH)	488.20
0065	Electrical Worker, Grade 5	470.50
0066	Electrical Worker, Grade 5 (LH)	501.70
0076	Electrical Worker, Grade 6	480.30
0077	Electrical Worker, Grade 6 (LH)	511.50
0078	Electrical Worker (POO)	488.60
0080	Depot Officer Grade 1/1	437.40
0081	Depot Officer Grade 1/2	454.20
0082	Depot Officer Grade 1/3	467.60
0083	Depot Officer Grade 2	477.40
0084	Depot Officer Grade 3	492.80
0085	Depot Officer Grade 4	507.40
0087	Trainee Electrical Worker (17)	230.20
0088	Trainee Electrical Worker (18)	273.80
0101	Electrical Technician, 1	488.60
0112	Electrical Technician, 2	503.00
0123	Electrical Technician, 3	515.20

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Classification	Description	\$ per Week
0124	Electrical Technician, 3 (LH)	546.40
0134	Electrical Technician, 4	527.10
0135	Electrical Technician, 4 (LH)	558.30
0145	Electrical Technician, 5	540.30
0146	Electrical Technician, 5 (LH)	571.50
0178	Electrical Technician, 8	581.70
0179	Electrical Technician, 8 (LH)	612.90
0189	Electrical Technician, 9	594.30
0190	Electrical Technician, 9 (LH)	625.50
0211	L'Worker/Cable Jointer, 1	457.00
0222	L'Worker/Cable Jointer, 2	480.30
0233	L'Worker/Cable Jointer, 3	500.80
0244	L'Worker/Cable Jointer, 4	514.00
0245	L'Worker/Cable Jointer, 4 (LH)	545.20
0255	L'Worker/Cable Jointer, 5	533.70
0256	L'Worker/Cable Jointer, 5 (LH)	564.90
0266	L'Worker/Cable Jointer, 6	544.60
0267	L'Worker/Cable Jointer, 6 (LH)	575.80
0280	Prob. Lineworker/Cable Jointer	434.90
0301	Carpenter, Grade 1	482.40
0312	Carpenter, Grade 2	494.50
0323	Carpenter, Grade 3	507.20
0401	Licensed Plumber, Grade 1	497.90
0412	Licensed Plumber, Grade 2	510.30
0423	Licensed Plumber, Grade 3	524.70
0501	Painter, Grade 1	482.40
0512	Painter, Grade 2	494.50
0523	Painter, Grade 3	507.20
0601	Fitter Machinist, Grade 1	482.40
0612	Fitter Machinist, Grade 2	494.50
0623	Fitter Machinist, Grade 3	507.20
0634	Fitter Machinist, Grade 4	519.60
0701	Welder, Grade 1	482.40
0712	Welder, Grade 2	494.50
0723	Welder, Grade 3	507.20
0801	Motor Mechanic, Grade 1	482.40
0812	Motor Mechanic, Grade 2	494.50
0823	Motor Mechanic, Grade 3	507.20
0834	Motor Mechanic, Grade 4	519.60
0845	Motor Mechanic, Grade 5	532.60
0856	Motor Mechanic, Grade 6	546.60
0900	Landscape Gardener, Grade 1	433.10
Administrative and Clerical Division		
1011	Administrative Officer Grade 1/1	605.60
1012	Administrative Officer Grade 1/2	622.00

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Classification	Description	\$ per Week
1021	Administrative Officer Grade 2/1	640.60
1022	Administrative Officer Grade 2/2	660.10
1031	Administrative Officer Grade 3/1	676.50
1032	Administrative Officer Grade 3/2	690.10
1041	Administrative Officer Grade 4/1	707.00
1042	Administrative Officer Grade 4/2	727.70
1051	Administrative Officer Grade 5/1	747.80
1052	Administrative Officer Grade 5/2	767.00
1061	Administrative Officer Grade 6/1	782.40
1062	Administrative Officer Grade 6/2	799.00
1071	Administrative Officer Grade 7/1	813.80
1072	Administrative Officer Grade 7/2	828.00
1081	Administrative Officer Grade 8/1	840.70
1082	Administrative Officer Grade 8/2	854.90
1091	Administrative Officer Grade 9/1	869.30
1092	Administrative Officer Grade 9/2	881.60
1101	Administrative Officer Grade 10/1	898.50
1102	Administrative Officer Grade 10/2	915.00
1111	Administrative Officer Grade 11/11	931.60
1112	Administrative Officer Grade 11/2	947.40
1121	Administrative Officer Grade 12/1	963.70
1122	Administrative Officer Grade 12/2	980.10
1211	Clerical Officer 1/1 at 17 Yrs	228.80
1212	Clerical Officer 1/2 at 18 Yrs	261.20
1213	Clerical Officer 1/3 at 19 Yrs	293.00
1214	Clerical Officer 1/4 at 20 Yrs	362.30
1221	Clerical Officer Grade 2/1	409.40
1222	Clerical Officer Grade 2/2	425.70
1223	Clerical Officer Grade 2/3 (Casual)	565.70
1230	Clerical Officer Grade 2/4 (Casual)	546.10
1231	Clerical Officer Grade 2/3	439.50
1232	Clerical Officer Grade 2/4	455.00
1241	Clerical Officer Grade 2/5	471.40
1242	Clerical Officer Grade 2/6	485.60
1251	Clerical Officer Grade 3/1	507.40
1252	Clerical Officer Grade 3/2	526.40
1261	Clerical Officer Grade 4/1	539.80
1262	Clerical Officer Grade 4/2	554.00
1271	Clerical Officer Grade 5/1	571.10
1272	Clerical Officer Grade 5/2	587.10
1311	Purchasing Officer Grade 1/1	571.10
1312	Purchasing Officer Grade 1/2	587.10
1321	Purchasing Officer Grade 2/1	605.60
1322	Purchasing Officer Grade 2/2	622.00
1331	Purchasing Officer Grade 3/1	640.60

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Classification	Description	\$ per Week
1332	Purchasing Officer Grade 3/2	660.10
1341	Purchasing Officer Grade 4/1	676.50
1342	Purchasing Officer Grade 4/2	690.10
1351	Purchasing Officer Grade 5/1	707.00
1352	Purchasing Officer Grade 5/2	727.70
1411	Stores Supervisors Grade 1/1	471.40
1412	Stores Supervisors Grade 1/2	485.60
1421	Stores Supervisors Grade 1/3	507.40
1422	Stores Supervisors Grade 1/4	526.40
1431	Stores Supervisors Grade 1/5	539.80
1432	Stores Supervisors Grade 1/6	554.00
1441	Stores Supervisors Grade 2/1	571.10
1442	Stores Supervisors Grade 2/2	587.10
1451	Stores Supervisors Grade 3/1	605.60
1452	Stores Supervisors Grade 3/2	622.00
Professional and Technical Division		
1511	Engineering Officer Grade 1/1	599.20
1512	Engineering Officer Grade 1/2	614.30
1521	Engineering Officer Grade 2/1	627.30
1522	Engineering Officer Grade 2/2	644.10
1531	Engineering Officer Grade 3/1	659.30
1532	Engineering Officer Grade 3/2	674.30
1541	Engineering Officer Grade 4/1	692.00
1542	Engineering Officer Grade 4/2	703.50
1551	Engineering Officer Grade 5/1	720.60
1552	Engineering Officer Grade 5/2	734.70
1561	Engineering Officer Grade 6/1	751.10
1562	Engineering Officer Grade 6/2	773.20
1571	Engineering Officer Grade 7/1	788.60
1572	Engineering Officer Grade 7/2	806.20
1581	Engineering Officer Grade 8/1	824.20
1582	Engineering Officer Grade 8/2	840.40
1591	Engineering Officer Grade 9/1	857.10
1592	Engineering Officer Grade 9/2	873.50
1711	Professional Engineer Grade 1/1	627.30
1712	Professional Engineer Grade 1/2	674.40
1713	Professional Engineer Grade 1/3	720.60
1714	Professional Engineer Grade 1/4	773.20
1721	Professional Engineer Grade 2/1	824.20
1722	Professional Engineer Grade 2/2	840.40
1731	Professional Engineer Grade 3/1	873.50
1732	Professional Engineer Grade 3/2	906.70
1741	Professional Engineer Grade 4/1	940.30
1742	Professional Engineer Grade 4/2	957.50

P.M. 18

Classification	Description	\$ per Week
1751	Professional Engineer Grade 5/1	991.80
1752	Professional Engineer Grade 5/2	1009.60
1761	Professional Engineer Grade 6/1	1027.60
1762	Professional Engineer Grade 6/2	1045.10
1801	Cadet Engineer 1st Year at 17	311.10
1802	Cadet Engineer 2nd Year at 18	345.40
1803	Cadet Engineer 3rd Year at 19	376.00
1804	Cadet Engineer 4th Year at 20	406.70
1805	Cadet Engineer 5th Year at 21	467.50
1806	Cadet Engineer 6th Year	495.90
1911	Foreman Grade 1, 1st Year	578.20
1912	Foreman Grade 1, 2nd Year	590.70
1921	Foreman Grade 2, 1st Year	599.20
1922	Foreman Grade 2, 2nd Year	614.30
1931	Foreman Grade 3, 2nd Year	644.10
1932	Foreman Grade 3, 2nd Year	659.30
2011	Superintendent, Grade 1/1	659.30
2012	Superintendent, Grade 1/2	674.40
2021	Superintendent, Grade 2/1	692.00
2022	Superintendent, Grade 2/2	703.50
2031	Superintendent, Grade 3/1	720.60
2032	Superintendent, Grade 3/2	734.70
2041	Superintendent, Grade 4/1	751.10
2042	Superintendent, Grade 4/2	773.20
2311	Technical Officer, Grade 1/1	599.20
2312	Technical Officer, Grade 1/2	614.30
2321	Technical Officer, Grade 1/3	627.30
2322	Technical Officer, Grade 1/4	644.10
2331	Technical Officer, Grade 2/1	659.30
2332	Technical Officer, Grade 2/2	674.40
2341	Technical Officer, Grade 3/1	692.00
2342	Technical Officer, Grade 3/2	703.50
2351	Technical Officer, Grade 4/1	720.60
2352	Technical Officer, Grade 4/2	734.70
	Other Allowances	
	Leading Hand	31.20
	On Call	74.80
	Duty Officer	84.20

 M. B.