

ENTERPRISE AGREEMENT

NO: E.A. 395 /1995

DATE REGISTERED: 20-11-95

PRICE: \$ 52-00



PCCC ELECTRICITY STATE ENTERPRISE AGREEMENT 1995

1 TITLE OF AGREEMENT

This Agreement shall be known as the PCCC Electricity State Enterprise Agreement 1995.

2 PARTIES TO THE AGREEMENT

The parties to the Agreement are PCCC Electricity, 437 Peel Street, Tamworth, NSW 2340 and the Electrical Trades Union (New South Wales Branch) 36 Hutchinson Street, Surry Hills, NSW 2010 and The Federated Municipal and Shire Council Employees' Union of Australia (New South Wales Division) of 235 Clarence Street, Sydney NSW 2000.

3 INTENTION

- i The parties acknowledge that the PCCC Electricity State Enterprise Agreement 1994 (No. EA 221/94) applicable to this enterprise will be terminated in accordance with the Industrial Relations Act 1991 upon the registration of this Agreement.
- ii The parties to this Agreement are committed to the achievement of PCCC Electricity's "Performance Agreement" targets.
- iii This Agreement details the method by which increases in rates of pay, based on productivity improvements, may occur for employees.

The parties agree that any such increase in rates of pay shall be linked to PCCC Electricity's productivity improvement and that such pay increases will be in accordance with the methodology detailed in this Agreement and Schedule "A" of this Agreement.

The rates of pay applicable at commencement of this Agreement are as outlined in Table 3.

Increases to the rates of pay in Table 3 shall be calculated in accordance with the formula specified in Schedule A and become effective from the first pay period to commence on or after PCCC Electricity's Performance Agreement figures for 1994/95 have been audited. All calculations will be based on rates of pay applying at the operative date, with any bonus payment being paid on a pro rata basis for employees who commenced or terminated during the financial year 1994/95.

- iv The provisions of this Agreement to their extent, take precedence and override any provision of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State) Award or any other Award or Agreement dealing with the same matters, that apply to the parties to this Agreement.
- v No employee shall suffer a reduction in their rates of pay as a result of the expiry of this Agreement.

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P.R. Hancock

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4 DURESS

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

5 PRODUCTIVITY AND CPI

i In this clause, the following definitions apply:

“Operating cost per customer” excludes interest and depreciation, but includes capitalised operating cost.

“Customer satisfaction index” is the average of the domestic and business customer satisfaction indicators as published periodically by Reark.

“Profit” refers to the operating profit as calculated in the general ledger for the showroom and Tamworth installation sections. The showroom includes all showrooms and the Tamworth small appliances section located in Ray Walsh House. The Tamworth installation section includes the service fitting and major appliance sections.

“CPI” refers to the index published by the Bureau of Statistics for the Sydney Consumer Price Index, and refers to price movements in the period 30 June 1994 to 30 June 1995.

The definitions are based on PCCC Electricity’s Performance Agreement definitions, and measurement of these indicators will be in accordance with the procedure outlined in the Performance Agreement.

- ii In recognition of employees’ contribution to PCCC’s continuing productivity improvement, PCCC Electricity is prepared to share “profit” and improvements in “operating cost per customer” with employees according to the formulae outlined in Schedule “A”.
- iii In recognition of the eroding effect inflation has on real income, PCCC Electricity is prepared to adjust wages outcomes with a percentage of the published CPI movement according to the formulae in Schedule “A”.
- iv In recognition of the importance of customer satisfaction to PCCC Electricity, all wages outcomes will be modified by the “customer satisfaction indicator” acting as a plus or minus moderator.
- v Should a zero or negative result be obtained from the profit or productivity calculations outlined in Schedule “A”, no adjustments for productivity or profit will occur.

Any past deficit in the productivity component of the formula will need to be made up before any increase in rates of pay based on productivity can occur.

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

6 CONDITIONS OF EMPLOYMENT

(1) Work Environment

i Occupational Health and Safety

PCCC Electricity is committed to maintaining an accident-free and healthy workplace. This will be achieved by:-

- Implementation of appropriate health and safety procedures;
- Appropriate management practices;
- The active and constructive involvement of all employees; and
- Management and employee participation on Safety Committees.

At all times PCCC Electricity and employees will comply with the Occupational Health and Safety Act 1983.

PCCC Electricity will encourage employees to take a constructive role in promoting improvements in Occupational Health, Safety and Welfare to achieve a healthy and safe working environment.

ii Equality of Employment

The parties are committed to providing a work environment which promotes the achievement of equality of opportunity in employment without discriminating against employees.

(2) Employment Security

In the event that during the life of this Agreement there needs to be a reduction in the workforce, the parties agree that this is to be achieved by natural attrition. If this is not achievable the parties agree to discuss this issue with the intention of resolving the matter. PCCC Electricity retains its rights in performance and disciplinary matters as a separate issue.

In the event of restructure of PCCC Electricity, no employee shall be disadvantaged in relation to rates of pay and conditions of employment applicable to like classifications that may arise out of such change. Further, conditions relating to transfers of staff will be the subject of negotiation between the parties to this Agreement prior to any transfers taking place, in particular, provisions relating to gradings, relocation costs, temporary accommodation and recovery of financial losses associated with sale and purchase of residence.

The parties agree that in the event of the foreshadowing of significant change to the franchise boundaries of PCCC Electricity its employees and/or the electricity distribution industry in New South Wales, the employer shall provide a professional change counselling service to employees. Such service will be in the form of voluntary workshops/seminars.

(3) Second Tier Agreement

An Agreement dated 2 March 1988 between Peel–Cunningham County Council, the Federated Municipal and Shire Council Employees' Union of Australia, New South Wales Division and the Electrical Trades Union of Australia, New South Wales Branch and known as the second tier Agreement is hereby rescinded but the following clauses remain in force:

- (a) PCCC Electricity retains the right to use private contractors when it is deemed necessary. Contract services will be used where:
- i specific expertise, not available in the PCCC Electricity workforce, is required. As far as possible, where recurring work requires this expertise, efforts will be made to obtain it by training, retaining and/or reorganising of existing employees.
 - ii Work results in non-recurring peak loads which are beyond the capacity of PCCC Electricity's workforce to complete with reasonable overtime.

Use of contractors will not be allowed to cause any threat to job security.

Communication with employees is most important. PCCC Electricity recognises that decisions in this area should be taken in cognisance of the legitimate concerns of unions and employees. PCCC Electricity undertakes to discuss with relevant unions the use of contractors and the reasons for doing so as part of its decision making process.

(4) Nine Day Fortnight

i Basic Principle

A nine-day fortnight arrangement can only work with the clear understanding and agreement of all concerned that it will not adversely affect the standard and cost of service to PCCC Electricity's customers.

ii Co-Operation and Supervision

Employees are at all times obliged to follow the reasonable directions given by their supervisor regarding hours and days of attendance. Temporary absences of other staff, sudden changes to work load, emergencies, etc, can cause the work load to change. A nine-day fortnight arrangement cannot be so inflexible as to cause disruption to work flow, or to inconvenience our customers.

Consequently, there must be co-operation between staff and management in planning working day rosters, so that adequate resources are available at all times to serve our customers, as well as serving the needs of other sections of the organisation.

iii Eligibility

Some employees are currently not eligible to work a nine-day fortnight, and situations may arise where the application of the nine-day fortnight to certain positions creates difficulties in achieving efficiency in the operation of PCCC Electricity. Alternatively, conditions may arise whereby staff currently ineligible may be able to demonstrate eligibility without compromising efficiency or operating cost.

In such cases, changes will only be made following negotiation between the parties to the Agreement.

iv Temporary Suspension of Nine-day Fortnight

Circumstances may arise from time to time whereby it may be appropriate to suspend, in consultation with staff, the nine-day fortnight arrangement for a particular section. This might arise, for example, if a particular section is required to work extensive overtime, including their RDOs.

v Working RDO

Where staff are directed to work their RDO, they may either:

- (a) Take a day off, as mutually arranged, in lieu of their rostered day, before their next rostered day becomes due, or
- (b) Be paid for the rostered day at overtime rates (ie time-and-a-half for the first two hours, and then double time).

While staff are not compelled to always work their RDO, they are expected to comply with reasonable requests to do so, ie an employee cannot refuse all requests to work their RDO.

Where an employee opts to be paid overtime for voluntarily working an RDO, it will require special approval to take leave during the following fortnight. Exceptions to this are bereavement leave, special leave (eg military leave), or special leave to attend approved training courses. If a day off is required during the following fortnight, then the RDO worked must be used.

Where an employee elects to be paid for an RDO worked, and an unforeseen event occurs during the following fortnight that necessitates the taking of leave, the following RDO is to be exchanged for (the first day of) any such leave.

The prior approval of the supervisor is always required when arranging any period of absence.

vi Deferral of RDO

There may be occasions where it is not convenient to take an RDO during the following fortnight. In such cases, the Divisional Manager may approve the deferment of such RDO until it is convenient to take it. Where more than one RDO has been accumulated, such accumulated RDOs shall be taken before any discretionary leave. (Discretionary leave is annual, long service or leave-in-lieu).

In some cases, an employee may wish to defer an RDO to a more convenient time. Whether because of pressure of work or to suit the employee, such deferral may only be carried out with the prior approval of the supervisor.

vii Scheduling of RDO

Scheduling of RDOs shall be arranged so as to minimise disruption to the workflow in each section. While alternating Fridays and Mondays are preferred, it may be necessary in a particular section to schedule any day in a two-week cycle.

The actual day off will be as determined by the supervisor of each section (after negotiation with staff) in a roster prepared and circulated at least three weeks in advance.

viii Public Holidays

If a public holiday occurs on a normal RDO, the employee who would normally be rostered off, will be re-rostered, as mutually agreed, to an alternative day off during the following fortnight.

ix Apprentices Attending Trade Courses

Where apprentices attend their approved TAFE trade course, and the TAFE timetable requires attendance on an RDO, the RDO is to be re-scheduled, as mutually agreed, to an alternative day off during the following fortnight.

x Hours of Work

The hours of work are arranged to enable the normal fortnightly hours to be accumulated over 9 days instead of 10.

The standard hours of work shall therefore be as follows:

35-hour staff	-	7 hours 46 minutes per day
38-hour staff	-	8 hours 26 minutes per day

xi Leave

For those working a nine-day fortnight, annual, sick and long service leave records will reflect this. While total hours accumulated does not vary, the number of days does. For example, a person with 10 days annual leave due under a ten-day fortnight arrangement would have 9 days leave under a nine-day fortnight arrangement. The effect is the same – the employee is entitled to 70 or 76 hours (as appropriate) leave either way, or to put it another way, is entitled to a fortnight.

For the purposes of all forms of leave, an RDO is treated as a Saturday. It is therefore not necessary to include a scheduled RDO in a leave application. Similarly, special leave approved for jury service, compassionate reasons, etc, shall treat the time off taken on the RDO as if it occurred on a Saturday.

It is not permissible for an employee to re-schedule an RDO to avoid using it during a period of special leave.

xii Higher Duty Claims

Where an employee carries out higher grade relief of another employee, the employee shall not be entitled to claim higher duties allowance for working on the RDO of the higher graded employee, except where the period of relief exceeds three days.

An employee carrying out higher grade relief may, (at the discretion of his supervisor), take a normal RDO as originally rostered, or may be required to assume the working roster of the employee being relieved.

(5) Conversion of Overtime to Leave

- i An employee shall have the choice of being paid for overtime worked or taking leave, without deduction from pay, equal to the ordinary time equivalent of the overtime payment provided for in the award.
- ii The maximum amount of leave that an employee can accumulate in this way shall not exceed five days at any time.
- iii This arrangement shall not apply to “Deferred Lunch” breaks, travelling time or the like.
- iv Amounts of less than six (6) hours overtime worked in any one day shall be paid for in full or fully converted to leave.
- v Such accrued leave shall be taken as mutually arranged between employees and their supervisors.
- vi A register shall be maintained by the Pay Office, who shall record from the time sheets the leave equivalent of overtime worked when an employee elects to convert overtime to leave, and such leave that is subsequently taken.

- vii When an employee elects to convert overtime to accrued leave the time sheet shall be endorsed in bold print "Credit leave in lieu of payment for overtime".
- viii Applications to take leave accrued in this way shall be recorded on standard time sheets endorsed "Debit leave in lieu of overtime payment" and allocated to job number 497. These time sheets are to be forwarded to the Paymaster at the time the leave is taken together with the other working time sheets for that day.
- ix Special Allowances applicable to overtime work (eg meal allowance) shall be claimed for in the normal manner and will be paid in the usual way.
- x Overtime worked when working in a "Higher Duty" capacity will not attract the higher rate of pay when the equivalent leave is subsequently taken; ie the employee's normal rate of pay at the time the leave is taken will apply. (An employee working overtime in a "Higher Duty" capacity can, of course, choose to be paid).

(6) Long Service Leave

Long Service Leave may be taken at half pay, subject to the following conditions:

- i The period of absence must be for at least two weeks
- ii Half the period absent will be deemed to be unpaid.
- iii Half the period absent will be deleted from total length of service.
- iv Award entitlements will not accrue during the period of unpaid absence.
- v PCCC Electricity and employee contributions to superannuation will be subject to the provisions of the State Authorities Superannuation Act.
- vi The Superannuation Board will be notified of all periods of unpaid absence.

(7) Untaken Sick Leave

As an extension of the payment of sick leave on termination of service, as provided in the County Council (Electricity Undertakings) Conditions of Employment (State) Award, employees will be paid, at their ordinary rate of pay, for accrued untaken sick leave on Death, Retirement, Resignation or Discharge (other than for misconduct) on the following basis:

After a total of 10 years service with PCCC Electricity (Formerly Peel-Cunningham County Council)	25% of amount due
After a total of 15 years service with PCCC Electricity (Formerly Peel-Cunningham County Council)	50% of amount due

After a total of 20 years service with PCCC Electricity
(Formerly Peel-Cunningham County Council) 75% of amount due

After a total of 25 years service with PCCC Electricity
(Formerly Peel-Cunningham County Council) 100% of amount due

Note 1: This policy does not negate the provisions of Clause 14, Sub Clause iv of the Award

Note 2: This policy is subject to the provisions of the Industrial Relations (Sick Leave) Amendment Act 1992

(8) Bereavement Leave

In the event of the death of a member of an employee's family or a relative or person in respect of whom an employee holds a close affinity, the employee, subject to providing evidence satisfactory to the divisional manager of such relationship and death, shall be entitled to bereavement leave as follows:

- i Any unworked part of an ordinary working day or rostered shift without loss of pay during which the employee was notified of such death and thereupon was allowed to cease work; and/or
- ii Up to a further two ordinary working days or ordinary shifts without loss of pay.

(9) Annual Leave


- i In recognition of previous negotiations, this Agreement shall preclude the payment of annual leave loading.
- ii Annual leave may be taken in single day periods subject to the approval of the Department Supervisor.
- iii Employees may accrue annual leave entitlements up to a maximum of 23 days at any time unless otherwise approved.

(10) Family Leave

1 *Use of Sick Leave*

- 1.1 An employee with responsibilities in relation to a class of person set out in 1.3(ii) who needs their care and support shall be entitled to use, in accordance with this subclause, any sick leave entitlement which accrues after the date of registration of this Agreement for absences to provide care and support for such persons when they are ill.

Provided that a minimum of five days of an employee's sick leave credit in any year of service are reserved to be used as sick leave rather than family leave.

P.R. Hancock 

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- 1.2 The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned.
- 1.3 The entitlement to use sick leave in accordance with this subclause is subject to:
- i the employee being responsible for the care and support of the person concerned; and
 - ii the person concerned being:
 - (a) a spouse of the employee; or
 - (b) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
 - (c) a child or an adult child (including an adopted child, a step child, a foster child or an ex-nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
 - (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - (e) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 - 1 "relative" means a person related by blood, marriage or affinity;
 - 2 "Affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
 - 3 "household" means a family group living in the same domestic dwelling.
- 1.4 An employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

2 *Unpaid leave for family purpose*

2.1 An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a class of person set out in 1.3(ii) above who is ill.

3 *Annual leave [see previous clause 6(9)]*

4 *Time off in lieu of payment for overtime [see previous clause 6(5)]*

5 *Make-up time*

5.1 An employee may elect, with the consent of their employer, to work "make-up time", under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award, at the ordinary rate of pay.

7 **SPECIAL AGREEMENTS**

This Enterprise Agreement includes two (2) special workplace agreements entitled:

- (a) Memorandum of Agreement – System Supervisors Team (as per Schedule B) and
- (b) Memorandum of Agreement – Installation Inspectors (as per Schedule C).

8 **TERM**

This Agreement shall commence on the date of registration and shall remain in force for a period of one (1) year unless varied or terminated as provided for by the Industrial Relations Act.

9 **FUTURE NEGOTIATIONS**

Within three months of registration of this Agreement the parties commit themselves to further negotiations with a view to further enhancing productivity and efficiency while ensuring fair and relevant conditions of employment within PCCC Electricity.


10 **SETTLEMENT OF GRIEVANCES AND DISPUTES**

The parties to this Agreement shall, in respect of any grievance or dispute concerning the provisions or implementation of this agreement, observe and implement the Grievance and Dispute settlement procedure contained in Clause 35 of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award.


11 AREA AND INCIDENCE

This Agreement shall apply to and be binding on PCCC Electricity, the Federated Municipal and Shire Council Employees' Union of Australia (New South Wales Division) and the Electrical Trades Union (New South Wales Branch) and on all employees of PCCC Electricity employed under the provisions of the County Councils (Electricity Undertakings) Conditions of Employment (State) Award and the County Councils (Electricity Undertakings) Classifications and Rates of Pay (State) Award.

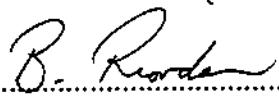
Signed for and on behalf of
PCCC Electricity on 8/6/95


.....
General Manager

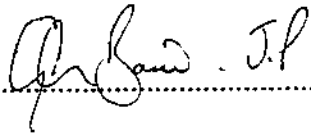
In the presence of


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JP.

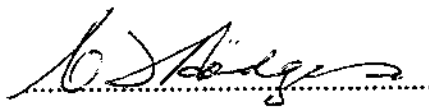
Signed for and on behalf of
Electrical Trades Union of Australia
(New South Wales Branch) on 1/9/95.


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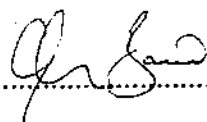
In the presence of


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Signed for and on behalf of
Federated Municipal and Shire
Council Employees' Union of
Australia (New South Wales
Division) on 25/9/95


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In the presence of


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SCHEDULE A

ENTERPRISE AGREEMENT - CALCULATION OF WAGES OUTCOMES

PRODUCTIVITY AND CPI FORMULAE

PART A - Operational Employees

$$PI_a = \left[(A \times CPI) + \left(\frac{B \times Occ \times D \times 100}{H \times 52.2 \times F_o} \right) \right] \left[1 + W \left(\frac{AC-PC}{PC} \right) \right]$$

$$PI_o = PI_a \times f(M)$$

$$\text{and } H = \frac{G}{F_t \times 52.2}$$

where	PI_a	=	Percentage pay increase unweighted by bonus loading
	PI_o	=	Total percentage pay increase
	A	=	Base percentage of CPI = 90%
	CPI	=	Sydney CPI movement 30/6/94 to 30/6/95
	B	=	Percentage share of cost saving pool = 10%
	Occ	=	Reduction in operating cost per customer between 30/6/95 and 30/6/94 in 1994/95 dollars
	D	=	Number of customers as at 30/6/95
	H	=	Base wage rate including on-costs
	F_o	=	Number of operational employees as at 30/6/95
	W	=	Customer satisfaction weighting index = 1
	AC	=	Actual average customer satisfaction index 1995
	PC	=	Previous average customer satisfaction index = 75.75
	G	=	Total wages bill, including on-costs
	F_t	=	Total number of employees as at 30/6/95
	M	=	Percentage loading on bonus = 20%
	$f(M)$	=	$(PI_a - CPI) \times M$ for positive $(PI_a - CPI)$ where $(PI_a - CPI) = \text{bonus}$

This means that any percentage result above the CPI is paid as a cash bonus, with a percentage loading (M) on any bonus (in recognition of the saving to PCCC Electricity inherent in paying bonuses in the form of a credit to the employee's electricity account).

Part B - Ancillary Employees

Showroom

$$PI_s = \left[(N \times CPI) + \left(\frac{O \times P_s \times 100}{H \times 52.2 \times F_s} \right) \right] \left[1 + W \left(\frac{AC-PC}{PC} \right) \right] [f(M)]$$

where PI_s = Total percentage pay increase
 N = Base percentage of CPI = 100%
 O = Percentage share of profit = 3%
 P_s = Showroom profit for 1994/95
 F_s = Number of showroom employees as at 30/6/95

Installation/Service

$$PI_i = \left[(T \times CPI) + \left(\frac{U \times P_i \times 100}{H \times 52.2 \times F_i} \right) \right] \left[1 + W \left(\frac{AC-PC}{PC} \right) \right] [f(M)]$$

where PI_i = Total percentage pay increase
 T = Base percentage of CPI = 100%
 U = Percentage share of profit = 10%
 P_i = Installation/Service profit for 1994/95
 F_i = Number of installation/service employees as at 30/6/95



SCHEDULE B

SYSTEM SUPERVISORS' TEAM

In return for PCCC Electricity paying a System supervisors' team allowance and a scale of charges in accordance with the Schedule attached, the Duty Officers agree to:

- a Work as a System Supervisors' Team, severally or jointly (depending on the circumstances) exercising the authority vested in the Duty Officer from time to time.
- b Allow the installation of telephones, alarms, computer and facsimile equipment, radio equipment and aerials, cabling and other equipment required from time to time, in their homes, for the purpose of exercising their duty as a member of the System Supervisors' Team, and providing space for operating this equipment. PCCC Electricity shall remove all equipment and restore the residence to a condition as if the equipment was not installed, if an officer ceases to be a Duty Officer.
- c Carry at all times, when not on duty, and within PCCC Electricity's district, a suitable mobile telephone supplied by PCCC Electricity.
- d During emergencies, when requested by the Duty Officer, travel to the System Control Centre to render assistance, and to exercise the authority of a Duty Officer. In such circumstances, overtime would be payable as if the officer concerned was on-call that week.
- e Co-operate with each other to share and exercise responsibility during emergency conditions, so as to maximise the benefit to PCCC Electricity's customers.
- f Provide advice and training to other staff as required from time to time.

This agreement may be terminated with 1 month's written notice by PCCC Electricity if one or more of the above conditions are not being satisfactorily fulfilled, or by the officers if they are not satisfied with it for any reason.

In the event of one officer ceasing to be a Duty Officer, PCCC Electricity reserves the right to re-negotiate the Agreement.

This Agreement commences on the first pay period on or after 1 April 1995.



SCHEDULE

PART A Duty Officers' allowances and general operational work shall be paid as per the award.

PART B Scale of charges for attending to calls:

1 No action taken or no advice given

e.g., passing on telephone calls, answering general enquiries from the public, and logging movements of on-call staff

- \$5.00 per incident

2 Taking action or providing advice

e.g., calling out staff, providing technical advice to a customer

- \$12.50 per incident

3 System Supervisors' Team Allowance

- \$40.00 per week

All charges and allowances to be adjusted annually in line with the movement of wages and salaries as negotiated under the Enterprise Agreement

SCHEDULE C

SELF-DIRECTED WORK TEAM – INSPECTIONS

This Agreement refers to an arrangement whereby, in return for PCCC Electricity altering the classification of Darrell Keith Hardy, Raymond George Duncan and Gregory Keith Wilkinson from that existing as of 25 March 1994, to that determined in Schedule C1 of this Agreement, the three officers agree to:

- a. Work as a self-directed work team, jointly exercising the authority that would otherwise be vested in a Senior Installation Inspector.
- b. Share equally the manning of the office, and all of the duties associated with such manning, including advising customers and contractors, giving rulings, and managing the filing systems and computer data bases.
- c. Communicate effectively with each other to ensure consistency of rulings and interpretations and advice to customers and management. Rulings will only be sought from Management when a decision cannot be made after discussing the matter.
- d. Co-operate effectively with each other, customers and management to ensure, as far as is practicable, harmonious relationships.
- e. Establish and maintain a leave roster. All leave applications are to be entered upon the leave roster and agreed between the three officers before on-forwarding to management for approval.
- f. Stagger leave applications to ensure that sufficient staff are available to meet work requirements.
- g. Effectively supervise junior staff carrying out inspection duties.
- h. Train other staff in inspection methods as required.

This Agreement may be terminated with 1 month's notice by PCCC Electricity on the one hand if one or more of the above conditions are not being satisfactorily fulfilled, or by the three officers if they are not satisfied with it for any reason. In the event of one officer withdrawing from the Agreement, or if one officer is not fulfilling the above conditions in a satisfactory manner, PCCC Electricity reserves the right to re-negotiate this Agreement to exclude the officer concerned, and/or to include any other officer who, it is agreed by the remaining parties, may satisfactorily become party to a new Agreement.

In the event of termination of the Agreement, the officers concerned will revert to the classification held prior to the commencement of this Agreement. If one officer ceases to be a party to the Agreement, the classification of that officer will revert to the classification held by that officer prior to the commencement of this Agreement.

SCHEDULE C1 – CLASSIFICATIONS

Effective:	28 March 1994	-	Technical Officer Grade 2 Year 1
	28 March 1995	-	Technical Officer Grade 2 Year 2
Beyond	28 March 1996	-	Classifications will be subject to the normal review process of PCCC Electricity

EFFECTIVE
AS FROM
20.10.94



TABLE 3

CLASSIFICATIONS AND RATES PER WEEK

CLASSIFICATION		RATES PER WEEK
<u>ADMINISTRATIVE OFFICERS</u>		
Grade 1	1st Year	\$609.20
	2nd Year	\$626.50
Grade 2	1st Year	\$644.80
	2nd Year	\$664.10
Grade 3	1st Year	\$680.40
	2nd Year	\$694.60
Grade 4	1st Year	\$711.90
	2nd Year	\$732.20
Grade 5	1st Year	\$751.60
	2nd Year	\$771.90
Grade 6	1st Year	\$787.20
	2nd Year	\$803.40
Grade 7	1st Year	\$818.70
	2nd Year	\$832.90
Grade 8	1st Year	\$846.10
	2nd Year	\$860.40
Grade 9	1st Year	\$874.60
	2nd Year	\$886.80
Grade 10	1st Year	\$903.10
	2nd Year	\$920.40
Grade 11	1st Year	\$937.70
	2nd Year	\$952.90
Grade 12	1st Year	\$969.20
	2nd Year	\$985.50

P. R. Hancock *CB*

K.W

CLERICAL OFFICERS

Grade 1 (Trainees)	1st Year (at 17 years of age)	\$230.90
	2nd Year (at 18 years of age)	\$263.40
	3rd Year (at 19 years of age)	\$294.90
	4th Year (at 20 years of age)	\$365.10
Grade 2	1st Year (at 21 years of age)	\$412.90
	2nd Year	\$428.20
	3rd Year	\$442.40
	4th Year	\$457.70
	5th Year	\$474.90
	6th Year	\$489.20
Grade 3	1st Year	\$510.50
	2nd Year	\$529.90
Grade 4	1st Year	\$544.10
	2nd Year	\$557.30
Grade 5	1st Year	\$574.60
	2nd Year	\$590.90

PURCHASING OFFICERS

Grade 1	1st Year	\$574.60
	2nd Year	\$590.90
Grade 2	1st Year	\$609.20
	2nd Year	\$626.50
Grade 3	1st Year	\$644.80
	2nd Year	\$664.10
Grade 4	1st Year	\$680.40
	2nd Year	\$694.60
Grade 5	1st Year	\$711.90
	2nd Year	\$732.20

P.R. Horwood *QB*

STORE SUPERVISORS

Grade 1	1st Year	\$474.90
	2nd Year	\$489.20
	3rd Year	\$510.50
	4th Year	\$529.90
	5th Year	\$544.10
	6th Year	\$557.30
Grade 2	1st Year	\$574.60
	2nd Year	\$590.90
Grade 3	1st Year	\$609.20
	2nd Year	\$626.50

PROFESSIONAL ENGINEERS

Grade 1	1st Year	\$631.60
	2nd Year	\$678.30
	3rd Year	\$725.10
	4th Year	\$778.00
Grade 2	1st Year	\$828.90
	2nd Year	\$846.10
Grade 3	1st Year	\$878.70
	2nd Year	\$911.20
Grade 4	1st Year	\$945.80
	2nd Year	\$963.10
Grade 5	1st Year	\$997.70
	2nd Year	\$1016.00
Grade 6	1st Year	\$1033.30
	2nd Year	\$1050.60

ENGINEERING OFFICERS

Grade 1	1st Year	\$603.10
	2nd Year	\$618.30
Grade 2	1st Year	\$631.60
	2nd Year	\$647.80
Grade 3	1st Year	\$663.10
	2nd Year	\$678.30
Grade 4	1st Year	\$696.60
	2nd Year	\$707.80

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P.R. Hancock - B

ENGINEERING OFFICERS (Cont)

Grade 5	1st Year	\$725.10
	2nd Year	\$739.40
Grade 6	1st Year	\$755.60
	2nd Year	\$778.00
Grade 7	1st Year	\$793.30
	2nd Year	\$810.50
Grade 8	1st Year	\$828.90
	2nd Year	\$846.10
Grade 9	1st Year	\$862.40
	2nd Year	\$878.70

SUPERINTENDENT

Grade 1	1st Year	\$663.10
	2nd Year	\$678.30
Grade 2	1st Year	\$696.60
	2nd Year	\$707.80
Grade 3	1st Year	\$725.10
	2nd Year	\$739.40
Grade 4	1st Year	\$755.60
	2nd Year	\$778.00

TECHNICAL OFFICERS

Grade 1	1st Year	\$603.10
	2nd Year	\$618.30
	3rd Year	\$631.60
	4th Year	\$647.80
Grade 2	1st Year	\$663.10
	2nd Year	\$678.30
Grade 3	1st Year	\$696.60
	2nd Year	\$707.80
Grade 4	1st Year	\$725.10
	2nd Year	\$739.40

P.R. Hancock CB

HW

FOREMAN

Grade 1	1st Year	\$581.70
	2nd Year	\$593.90
Grade 2	1st Year	\$603.10
	2nd Year	\$618.30
Grade 3	1st Year	\$631.60
	2nd Year	\$647.80

CADET ENGINEERS

1st Year (at 17)	\$314.30
2nd Year (at 18)	\$347.80
3rd Year (at 19)	\$378.30
4th Year (at 20)	\$409.90
5th Year (at 21)	\$470.90
6th Year	\$499.40

ELECTRICAL TECHNICIANS

Grade 1	\$489.20
Grade 2	\$503.40
Grade 3	\$515.60
Grade 4	\$526.80
Grade 5	\$541.00
Grade 6	\$555.30
Grade 7	\$567.50
Grade 8	\$581.70
Grade 9	\$593.90

LINEWORKER/CABLE JOINTERS

Grade 1	\$456.60
Grade 2	\$481.00
Grade 3	\$501.40
Grade 4	\$514.60
Grade 5	\$533.90
Grade 6	\$545.10

P.R. Hancock , *GB*

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ELECTRICAL WORKER

Grade 1	\$422.10
Grade 2	\$431.20
Grade 3	\$440.40
Grade 4	\$456.60
Grade 5	\$470.90
Grade 6	\$481.00

DEPOT OFFICER

Grade 1	1st Year	\$440.40
	2nd Year	\$456.60
	3rd Year	\$470.90
Grade 2		\$481.00
Grade 3		\$496.30
Grade 4		\$510.50

APPRENTICES

(a) Indentured Apprentices

1st Year	\$239.00
2nd Year	\$284.80
3rd Year	\$329.50
4th Year	\$373.20

(b) Trainee Apprentices

1st Year	\$284.80
2nd Year	\$329.50
3rd Year	\$373.20

TRAINEE ELECTRICAL WORKER

at 17 years and under	\$230.90
at 18 years	\$274.60

PROBATIONARY LINEWORKER/CABLE JOINTERS

\$435.30

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CARPENTERS

Grade 1	\$486.10
Grade 2	\$498.30
Grade 3	\$510.50

LICENSED PLUMBERS

Grade 1	\$501.40
Grade 2	\$513.60
Grade 3	\$527.80

PAINTERS

Grade 1	\$486.10
Grade 2	\$498.30
Grade 3	\$510.50

FITTER MACHINISTS

Grade 1	\$486.10
Grade 2	\$498.30
Grade 3	\$510.50
Grade 4	\$522.70

WELDERS

Grade 1	\$486.10
Grade 2	\$498.30
Grade 3	\$510.50

MOTOR MECHANICS

Grade 1	\$486.10
Grade 2	\$498.30
Grade 3	\$510.50
Grade 4	\$522.70
Grade 5	\$537.00
Grade 6	\$550.20

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LANDSCAPE GARDENERS

Grade 1

\$445.50

ALLOWANCES

On Call - availability allowance	\$75.00	per week
On Call - Duty Officer	\$84.50	per week
Availability Allowance Officer-in-Charge	\$75.00	per week
Telephone Calls	\$28.50	per week
Shift Allowances (a) Afternoon	\$12.80	per shift
(b) Night	\$12.80	per shift
(c) Early Morning	\$6.00	per shift
First Aid Allowance	\$1.70	per day or per shift
Leading Hand Payment	\$31.30	per week
Explosives Allowance	\$ 9.20	per week
Aircraft Allowance	\$10.80	per day or part thereof

Special Allowances	Cents per Hour
(a) Dirty Work	17
Wet Places	22
Oil	17
Air Compressor	22
Steam Cleaning	17
(b) Working at Heights	
3.5 metres	24
9.0 metres	30
Bosun's chair/swinging stage	36
(c) Power Tools	
Jack hammer/rock drill/ in charge air compressor	13
Chainsaw	24
Rocket firing/explosive equipment	13

dw

P.R. Hancock, OS

Special Allowances (Cont)	Cents per Hour
Rivet gun	12
Concrete saw	13
(d) Confined space	
Confined space etc	22
Underground/trenches	17
Tool Allowances	
Electrical Tradesman/Lineworker	\$6.40 per week
Metal Tradesmen	\$6.10 per week
Carpenters/Plumbers	\$9.20 per week
Painters	\$2.40 per week

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P.R. Hancock -

CB