

# ENTERPRISE AGREEMENT

NO: E.A.V 147 /1996

DATE REGISTERED: 30-5-96

PRICE: \$ 60-00

**STATE RAIL AUTHORITY OF  
NEW SOUTH WALES**

**STATE (VARIATION)**

**ENTERPRISE AGREEMENT, 1996**

**February 1996**

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# PART A

1. TITLE

This Agreement shall be known as the State Rail Authority of New South Wales State (Variation) Enterprise Agreement, 1996.

2. STATEMENT - VARIATION

This Agreement shall be read in conjunction with the State Rail Authority of New South Wales - State - Enterprise Agreement, 1995 (EA 242/95) provided that where any inconsistency arises, this Variation Agreement shall prevail to the extent of that inconsistency.

3. PARTIES TO THE AGREEMENT


The parties to the Agreement shall be:-

- a. The State Rail Authority of New South Wales in respect of the Authorities' enterprise conducted in its offices throughout the State of New South Wales, and
- b. The following industrial organisations of employees:-
  - The AWU - FIME Amalgamated Union, New South Wales
  - The Building Workers' Industrial Union of Australia, New South Wales Branch
  - The Operative Painters and Decorator's Union of Australia, New South Wales Branch
  - The New South Wales Plumbers and Gasfitters Employees' Union
  - Operative Plasterers Plaster Workers' Federation of Australia, New South Wales Branch
  - The Australian Rail, Tram and Bus Industry Union, New South Wales

4. PARTIES BOUND BY THE AGREEMENT

This Agreement shall be binding on:-

- a. The State Rail Authority of New South Wales.
- b. Any person employed in any capacity within the jurisdiction of the :-
  - Government Railways (Permanent Way) Conciliation Committee
  - Government Railways (Building Trades) Conciliation Committee
  - Government Railways (Loco and Stores) Conciliation Committee
  - And identified in Part 2 of the State Rail Authority of New South Wales - State - Enterprise Agreement, 1995.



- c. The following industrial organisations of employees and its officers and members:-
- The AWU - FIME Amalgamated Union, New South Wales
  - The Building Workers' Industrial Union of Australia, New South Wales Branch
  - The Operative Painters and Decorator's Union of Australia, New South Wales Branch
  - The New South Wales Plumbers and Gasfitters Employees' Union
  - Operative Plasterers Plaster Workers' Federation of Australia, New South Wales Branch
  - The Australian Rail, Tram and Bus Industry Union, New South Wales

5. NOMINAL TERM

This Agreement shall take effect from the date of registration and operate from the beginning of the first pay period on or after that date and remain in force until 11 July, 1996.

6. SINGLE BARGAINING UNIT

In order to negotiate enterprise agreements, a single bargaining unit has been established comprising representatives of State Rail Authority unions and the State Rail Authority at the organisational level. The single bargaining unit will be not more than 6 representatives of the State Rail Authority and 6 representatives from the trade union movement.

7. NOT ENTERED UNDER DURESS

The parties declare that the Enterprise Agreement was not entered into under duress.

8. NATIONAL STANDARDS

This Agreement does not involve a reduction in ordinary time earnings or departures from Commission standards of hours of work, annual leave with pay or long service leave with pay or parental leave.

9. AVOIDANCE OF INDUSTRIAL DISPUTES

The procedure for the settlement of disputes for parties subject to the Enterprise Agreement shall be determined in "Annexure A" (attached hereto) in the Agreement dated 31 July, 1981 or as amended between the State Rail Authority and the Labor Council of New South Wales.

The procedure for the settlement of disputes for individual employees subject to the Enterprise Agreement, shall be as expressed in "Annexure B" (Dispute Settlement Procedures - Individual Employee) attached hereto.

## 10. WAGE INCREASES

Two wage adjustments will be provided for in this Agreement, as set out below:-

- 3% payable from the date of certification of this Agreement (as expressed in Schedule "A").

This increase recognises the unions' preparedness to enter into discussions with a view to the parties agreeing to satisfactory outcomes for each of the identified items set out in Part "B" of this Agreement.

- 3% payable from 1 June, 1996 (as expressed in Schedule "B").

This increase will recognise:-

- Union and staff co-operation with the restructuring of SRA; and
- Agreement to new organisational structures, including appropriate resourcing and working arrangements, which will permit the new entities to be established from 1 July, 1996 as efficient and competitive organisations.

## 11. AIM OF AGREEMENT

The aim of this Agreement is to provide the vehicle for wage increases for SRA staff which deliver genuine efficiencies and ongoing co-operation with the restructuring reform that will ensure the new organisations are able to effectively compete in their new competitive environments.

## 12. PRINCIPLES OF AGREEMENT

The parties agree that:-

- The restructuring of the SRA into separate Business Entities can be achieved most effectively through management, unions and staff working co-operatively together.
- To ensure ongoing participation of unions and staff in all phases of the restructuring process, appropriate consultative mechanisms will be put in place forthwith.
- Transitional arrangements covering such issues as recruitment, staff transfers, appeal rights, entitlements, policies, redeployment and retraining etc, need to be agreed immediately to govern the movement of staff throughout the restructuring process.

These transitional arrangements will be determined through the consultative machinery.



- The restructuring process should be undertaken free from industrial disputation.

To this end, the SRA agrees that during the restructure, no unilateral action will be taken by management in respect to any changes to the current structure or employee conditions without recourse to the consultative process.

For their part, the Unions commit themselves to strictly comply with the current Dispute Settlement Procedures to avoid the incidence of industrial disputation during the restructuring process.

Where agreement cannot be reached during the restructuring process, the parties may utilise Step 5 of the abovementioned procedures.

- The new Business Entities must be established to allow them to successfully withstand contestability of services and to compete effectively from the commencement of their operations.

To enable this to occur, the parties will commence discussions at the Business Unit level as soon as possible on:-

- \* streamlined organisational structures
- \* appropriate staffing levels
- \* working arrangements which complement the competitive business needs of the new organisations
- \* rationalisation of corporate functions
- \* accelerated work and job redesign
- \* training to develop a more highly skilled and flexible workforce.

The outcome of these negotiations, will be incorporated, where appropriate, into an individual enterprise agreement for each Business Entity to be effective from 1 July 1996.

### 13. CONSULTATIVE STRUCTURES

To facilitate the process for restructuring State Rail, the following arrangements as reflected in the attached chart [Attachment A]) will apply:

- Executive Steering Committee

This will consist of the Chief Executive, Business Entity Heads along with appropriate union representatives nominated by the Labor Council of NSW.

The role of the Committee will focus on overseeing and providing direction on the restructuring process. The frequency of the meetings will be determined.

- Transitional Arrangements Consultative Committee

This Committee will comprise Human Resource and Industrial Relations representatives from Corporate and Business Entities and an official from each union.

The role of this Committee will be to ensure that all arrangements associated with the transition of staff to the proposed Business Entities are formalised and integrated. Issues to be addressed by this Committee will include superannuation, travel arrangements, transfers, redeployment and associated personnel matters. This Committee will fulfil the first phase of the proposed restructure and focus on the overall movement of staff.

- Separate Business Entity Restructuring Committees

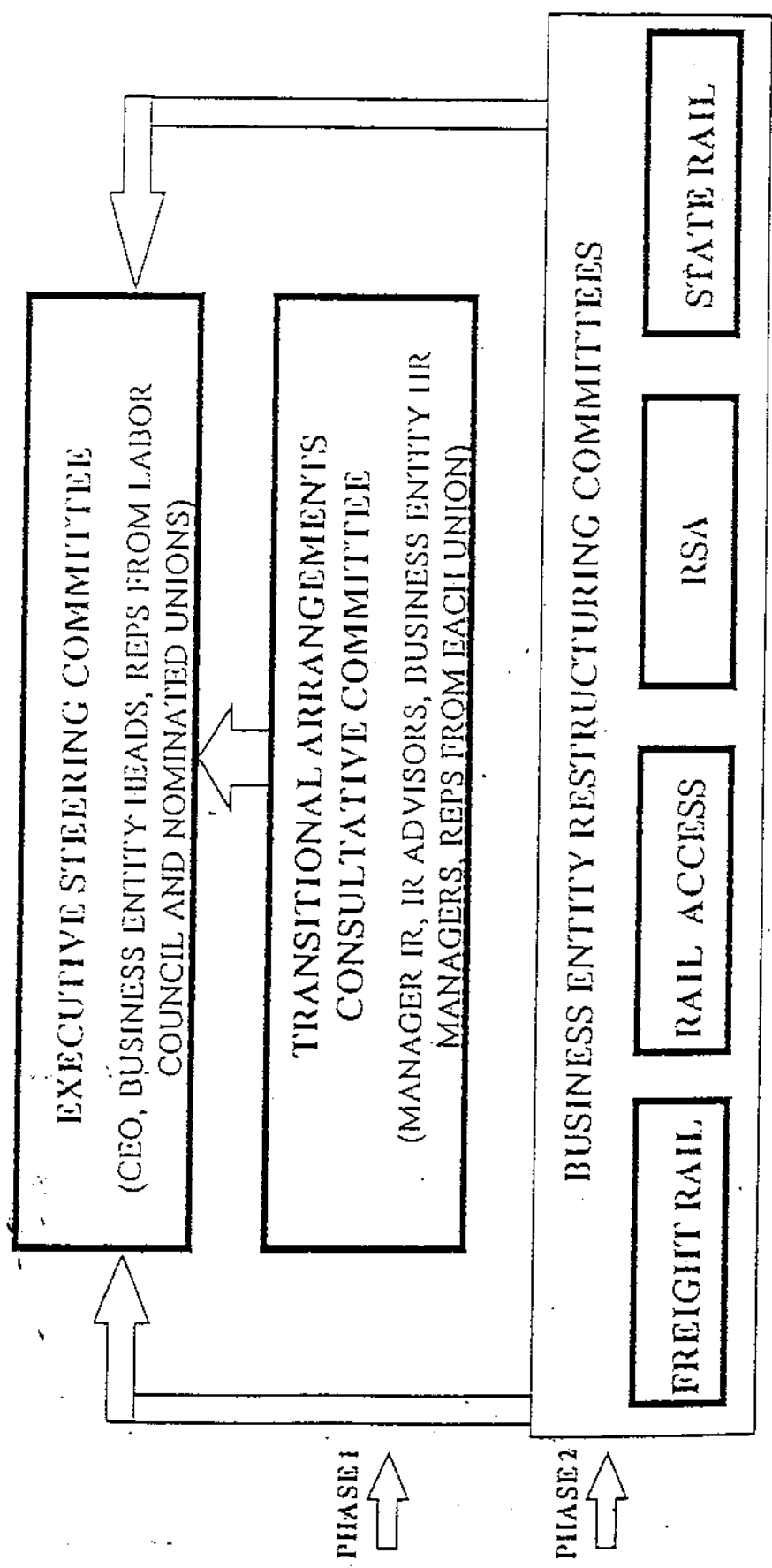
Each of the proposed Rail Transport Business Entities (ie. Freight Rail, Rail Access, Railway Services, State Rail) will be responsible for determining their respective organisational structures and staffing requirements, together with appropriate future working arrangements.

These Committees will comprise senior management representatives and union officials and will focus on phase two of the restructuring process (ie. organisational design, staffing levels and working arrangements).

These Committees will be autonomous and report to the Executive Steering Committee.

It is intended that these proposed consultative structures will be consistent with, and complementary to, any other consultative machinery that is established by the Government to address restructuring issues.

# STRUCTURE FOR CONSULTATIVE PROCESS FOR RESTRUCTURE OF THE STATE RAIL AUTHORITY



ANNEXURE "A"

**STATE RAIL**

**DISPUTE SETTLEMENT PROCEDURE  
PARTIES**

DISPUTES SETTLEMENT PROCEDURE

1. Any grievance claim or dispute which arises shall, subject to the Authority delegation of the supervisor concerned and provided the grievance, claim or dispute relates to a local matter only and its resolution will not have a repercussive impact at other locations, be settled where possible at the work place between the employees concerned and their immediate supervisor.
2. If the problem is not resolved at this level, it is to be discussed between the employees concerned, the accredited local union representative and the local controlling officer.
3. Should the problem be incapable of resolution at the local level the S.R.A. and the Union involved will confer and prompt arrangements shall be made for accredited representatives of the Union to discuss the matter with the line manager or his representative, together with officers of the Industrial and/or Personnel Sections.
4. If the problem remains unresolved, the Deputy Chief Executive (Industrial Relations) and the President or Secretary of the State or Federal Branch of the Union concerned or their nominee, whichever is appropriate, should confer and take appropriate action to arrive at an agreement on the matters in dispute.
5. At any stage of the procedures, the parties may, by agreement, seek the assistance of a member of the appropriate industrial tribunal or a mutually acceptable neutral arbitrator for the purpose of endeavouring to conciliate or, by agreement, arbitrate on the matter.
6. In the event of failure to resolve the matters by steps (1) to (5) and where the parties are unable to agree that the matters be determined by the appropriate industrial tribunal, the Union or Unions concerned, before taking any action which would affect the operation of the service or members of other Unions, shall forthwith notify the Labor Council of the existence of the dispute, following upon which a cooling-off period of 72 hours, excluding weekends and public holidays, shall apply to enable the Council to assist in the resolution of the dispute. A copy of the notification shall be forwarded to the State Rail Authority.
7. During the progress of all steps (1) to (6), as indicated above, except where there is a bona fide safety issue involved, work shall continue as normal.
8. Should a dispute still remain after the above procedures have been followed, either party shall be free to take the course they consider appropriate.

- 9. Where a Union lodges a claim or is in dispute with the S.R.A. over the claim, the parties shall follow the procedures set out herein.
- 10. In the event of any breach or threatened breach of the procedures outlined in steps (1) to (6) by either party or in the event of a dispute existing, the Labor Council and the State Rail Authority will confer immediately and take whatever action is necessary to resolve the matter.
- 11. In the event of a demarcation dispute arising, the above procedures shall be observed and work shall continue as normal where it is agreed there is an existing custom, otherwise work shall be continued at the instruction of the Authority.
- 12. Stoppages directed by the Labor Council of New South Wales or the A.C.T.U. and generally applying in industry are exempted from this provision.
- 13. Nothing contained herein shall preclude either the S.R.A. or the Labor Council from entering into direct negotiations on any matter.

This is Annexure "A" referred to in the attached agreement dated the  
day of \_\_\_\_\_, 1981.

Signed for and on behalf of  
the Labor Council of New South Wales;

and

signed for and on behalf of the  
Building Workers' Industrial Union  
of Australia, New South Wales Branch;

and

signed for and on behalf of the  
Operative Painters and Decorators Union  
of Australia, New South Wales Branch;

and

signed for and on behalf of the  
Operative Plasterers and Plaster  
Workers Federation of Australia,  
New South Wales Branch;

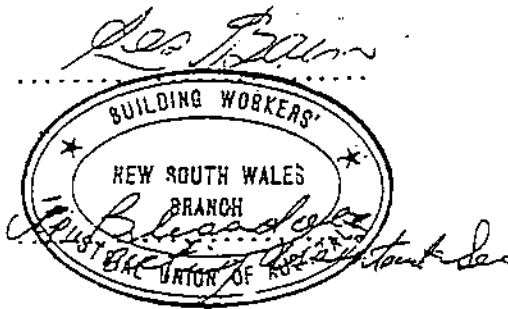
and

signed for and on behalf of the  
New South Wales Plumbers and  
Gasfitters Employees' Union;

and

signed for and on behalf of the  
Australian Railways Union, New  
South Wales Branch;

and



.....  
*B Bourne*

.....  
*S. Collins*

.....  
*Reynolds*

.....  
*W. L. ...*

**ANNEXURE "B"**

**STATE RAIL**

**DISPUTE SETTLEMENT PROCEDURE  
INDIVIDUAL EMPLOYEE**

## DISPUTE SETTLEMENT PROCEDURES - INDIVIDUAL EMPLOYEE

1. Any grievance, claim or dispute which arises shall, subject to the Authority delegation of the supervisor concerned and provided the grievance, claim or dispute relates to a local matter only and its resolution will not have a repercussive impact on other locations, be settled where possible at the work place between the employee concerned and their immediate supervisor.
2. If the problem is not resolved at this level, it is to be discussed between the employee concerned and the local controlling officer.
3. Should the problem be incapable of resolution at the local level, the employee concerned with the line manager or his/her representative, together with officers of the Industrial and/or Human Resource sections, will discuss the matter with a view to resolving the problem.
4. If the problem remains unresolved, the appropriate Group General Manager should be notified in writing of the existence of a dispute and the Group General Manager or his/her nominee, shall confer with the employee in order that appropriate action be taken to resolve the matter in dispute.
5. The parties at any stage of the procedures may, by agreement, seek the assistance of a mutually acceptable neutral arbitrator for the purpose of endeavouring to conciliate or, by agreement, arbitrate on the matter.

Alternatively, recourse is available to the Corporate General Manager, Human Resources (or his/her nominee) or the Secretary of the Authority for assistance in resolution of the dispute

6. During the progress of all Steps (1) to (5), as indicated above, except where there is a bona fide safety issue involved, work shall continue as normal.
7. Should a dispute still remain after the above procedures have been followed, without having been referred to the Industrial Relations Commission of New South Wales such body will determine the matter.
8. In the event of a demarcation dispute arising, the above procedures shall be observed and work shall continue as normal where it is agreed there is an existing custom; otherwise work shall be continued at the direction of the Authority.



# PART B

## STATE RAIL AUTHORITY OF NSW REFORM INITIATIVES

### 1. BEST PRACTICE AND CONTINUOUS IMPROVEMENT

State Rail's future reform strategy is to focus on growing the business and improving productivity, and this and future enterprise agreements must support this strategy by rewarding employees for their commitment to and achievement of best industry practice. This in turn will build a stronger partnership between management, unions and staff and complement our values of quality, ethics, environment and safety. Therefore, the parties to this agreement commit themselves to the achievement of best practice and continuous improvement.

### 2. PERFORMANCE INDICATORS AND ACHIEVEMENT OF PERFORMANCE STANDARDS

In order to meet State Rail's mission of:

- delivering customer satisfaction;
- fostering a culture and management style that supports this commitment to customer service;
- having a highly motivated, skilled staff with flexible working arrangements; and
- developing an open, consultative communication framework.

the parties to this agreement will maintain their commitment to the identification of performance indicators and achievement of performance standards in key result areas within State Rail.

### 3. WORK & JOB REDESIGN

Consistent with the framework of this agreement, the parties acknowledge and agree that the Work & Job Redesign projects proposed for operational or organisational units within State Rail may involve:

- the negotiation and making of further agreements between the parties at the Business Unit level
- each agreement will apply only within one operational or organisational unit
- if an agreement contains terms inconsistent with the terms of one or more awards in force, it will be submitted to the Industrial Relations Commission of New South Wales for certification pursuant to the provisions of the Industrial Relations Act, 1991, (NSW)

- upon certification, the agreement will prevail over the inconsistent award terms, by operation of the Act
- where like classifications are identified across Business Groups, unless otherwise agreed, consistency of pay rates are to be maintained during the life of this agreement

#### 4. REVIEW OF CLASSIFICATION STRUCTURES AND ADOPTION OF COMPETENCY BASED STRUCTURES

The parties are committed to completing a review of classification structures contained within the State Rail Authority of NSW - State - Enterprise Agreement, 1995 (Parts 2 and 3) during the period of operation of this agreement. This will provide the framework to develop, finalise and introduce relevant and appropriate competency based structures for State Rail employees, adopt appropriate common pay points in the pay structures, and facilitate Work and Job Redesign and position evaluation.

#### 5. JOB EVALUATION

The parties agree to examine and develop appropriate evaluation systems for salaried and wages grades within classification streams (eg. administrative, professional, engineering, infrastructure, operations).

#### 6. PERFORMANCE MANAGEMENT

In line with State Rail's commercial objectives a performance management assessment system will be jointly developed initially for middle management. It is intended that this system will be trialed on a pilot basis if necessary. A review will take place as to its appropriateness.

#### 7. TECHNOLOGICAL CHANGE

The parties acknowledge that associated with State Rail's reform program changes in technology will take place. In this regard the normal consultative process between the parties will be observed.

In particular, optimisation of the introduction of Mincom Information Management System (MIMS) software which will be implemented as part of the Business Information Systems Project is an essential element of the change program.

Recognition of significant changes associated with advanced technology will be addressed under the principles of work and job redesign.

#### 8. DIRECT APPOINTMENT OF EMPLOYEES

The parties are committed to effecting the direct appointment to a vacant position of those employees who have acted in that position in excess of 3 continuous years as at 1 September, 1995 and who are suitably qualified and fulfil the essential requirements of that vacant position.

The parties will continue to discuss arrangements in respect of appointment of employees who have been acting on a long-term basis of less than 3 years in higher grade vacant positions.

#### 9. REVIEW OF DIRECT APPOINTMENT CRITERIA

The parties will review the current wage movement percentage criterion in relation to direct appointments of employees affected by Work & Job Redesign projects to facilitate the expeditious filling of restructured positions.

#### 10. SENIOR OFFICER CLASSIFICATIONS

The classification structures contained within the State Rail Authority of NSW - State - Enterprise Agreement, 1995 (Parts 2 and 3) will be extended to encompass all Senior Officer classifications as contained within the abovementioned Agreement.

#### 11. PART-TIME, TEMPORARY & CASUAL EMPLOYMENT

The parties agree to examine the need to extend these forms of employment throughout State Rail, where appropriate, to ensure all areas of the Authority have the ability to use these flexible methods of working where it is mutually agreed between the parties that a need exists.

#### 12. LIVING AWAY FROM HOME ALLOWANCE

The current living away from home allowance award entitlements for all staff will prevail. However, the Authority has received concerns from relevant statutory bodies about possible fraudulent practice due to inadequate verification of claims.

Investigations are continuing and the parties agree to develop procedures to ensure a process is implemented to alleviate the concerns raised regarding the bed component of the allowance for overnight stays.

#### 13. ON-CALL ALLOWANCE

During the life of this agreement the parties are committed to the establishment of a working party to examine the on-call provisions of relevant awards, with a view to introducing measures to provide consistency as to quantum and eligibility.

14. CLOSEDOWNS

The parties agree to develop and implement standard shutdown/commissioning provisions for all staff including the payment of overtime and rest clauses.

This will ensure overtime payments are made on an equitable basis, in accordance with standard procedures.

15. REDUCTION OF LEAVE LIABILITY - CASH PAYMENT OF PUBLIC HOLIDAYS

The parties acknowledge that a process is required in order to reduce State Rail's leave liability.

Therefore, the parties agree to review the current arrangements regarding accumulation and subsequent clearance/payment of Public Holidays.

Accordingly, as from 1 January, 1996 an agreed staged process to reduce State Rail's Public Holidays liability will be implemented.

16. REDUCTION OF LEAVE LIABILITY-CLEARANCE/CASH PAYMENT OF ACCUMULATED PUBLIC HOLIDAYS

The parties acknowledge that a process is required in order to reduce State Rail's leave liability.

Accordingly, the parties will develop an agreed policy which will facilitate the progressive elimination of State Rail's accrued Public Holiday liability over the next 5 years.

17. REDUCTION OF LEAVE LIABILITY - ANNUAL LEAVE

The parties will develop an agreed policy which will facilitate the staged reduction of State Rail's accumulated Annual Leave Liability.

18. REVIEW OF ROSTERING ARRANGEMENTS

State Rail has an array of different rostering arrangements. It is agreed that these arrangements will be jointly reviewed with a view to achieving a more efficient and productive workforce.

19. OCCUPATIONAL HEALTH & SAFETY

The parties to this agreement are committed to working together to develop and implement strategies to reduce the incidence and thereby the cost of workplace injuries and illness in State Rail by:-

- implementing quality occupational health & safety systems
- facilitating the timely return to work of injured employees on approved rehabilitation programs
- following agreed practices and procedures in submitting claims

#### 20. HOME BASED WORK

Where appropriate, the parties to this agreement will examine the feasibility of introducing home based work in the respective business entities.

#### 21. SUPERANNUATION

The parties to this agreement will develop an arrangement to enable the SRA to make additional optional contributions to First State Super on behalf of employees, in accordance with the relevant legislation.

#### 22. NO EXTRA CLAIMS

It is a condition of this Agreement that there will be no further claims for wage or salary increases during the period of operation of this Agreement, except where consistent with current or future State Wage Case decisions handed down and in cases of completed Work and Job Redesign Projects.

***SCHEDULE A***

***SALARY & WAGE POINTS***

# STATE RAIL AUTHORITY OF NEW SOUTH WALES

## SALARY POINTS

| SALARY POINT<br>NUMBER | \$ PER ANNUM (a) |
|------------------------|------------------|
| 36                     | 33157            |
| 37                     | 33559            |
| 38                     | 33845            |
| 39                     | 34044            |
| 40                     | 34293            |
| 41                     | 34586            |
| 42                     | 35268            |
| 43                     | 35548            |
| 44                     | 35688            |
| 45                     | 35833            |
| 46                     | 36244            |
| 47                     | 36373            |
| 48                     | 36648            |
| 49                     | 36878            |
| 50                     | 37100            |
| 51                     | 37692            |
| 52                     | 38289            |

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

*Note: Pay Points outside the range of 36 - 52 are not applicable.*



February 1996

## STATE RAIL AUTHORITY OF NEW SOUTH WALES

### WAGE POINTS

| WAGE POINT NUMBER | \$ PER WEEK (a) | WAGE POINT NUMBER | \$ PER WEEK (a) |
|-------------------|-----------------|-------------------|-----------------|
| 1                 | 329.90          | 24                | 496.10          |
| 2                 | 381.25          | 25                | 500.45          |
| 3                 | 387.80          | 26                | 505.20          |
| 4                 | 396.60          | 27                | 507.85          |
| 5                 | 400.30          | 28                | 514.65          |
| 6                 | 405.10          | 29                | 520.55          |
| 7                 | 406.25          | 30                | 524.15          |
| 8                 | 409.90          | 31                | 526.10          |
| 9                 | 418.80          | 32                | 530.65          |
| 10                | 422.65          | 33                | 541.50          |
| 11                | 428.95          | 34                | 548.05          |
| 12                | 434.85          | 35                | 552.80          |
| 13                | 438.45          | 36                | 562.40          |
| 14                | 443.20          | 37                | 571.85          |
| 15                | 447.95          | 38                | 575.75          |
| 16                | 452.70          | 39                | 581.40          |
| 17                | 457.45          | 40                | 592.40          |
| 18                | 462.20          | 41                | 595.70          |
| 19                | 467.05          | 42                | 600.50          |
| 20                | 476.60          | 43                | 609.95          |
| 21                | 483.00          | 44                | 619.50          |
| 22                | 486.10          | 45                | 629.10          |
| 23                | 489.00          | 46                | 643.40          |

(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.

**SCHEDULE B**

**SALARY & WAGE POINTS**

June 1996

## STATE RAIL AUTHORITY OF NEW SOUTH WALES

### SALARY POINTS

| SALARY POINT<br>NUMBER | \$ PER ANNUM (a) |
|------------------------|------------------|
| 36                     | 34152            |
| 37                     | 34566            |
| 38                     | 34860            |
| 39                     | 35065            |
| 40                     | 35322            |
| 41                     | 35624            |
| 42                     | 36326            |
| 43                     | 36614            |
| 44                     | 36759            |
| 45                     | 36908            |
| 46                     | 37331            |
| 47                     | 37464            |
| 48                     | 37747            |
| 49                     | 37984            |
| 50                     | 38213            |
| 51                     | 38823            |
| 52                     | 39438            |

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

*Note: - Pay Points outside the range of 36 - 52 are not applicable.*

June 1996

## STATE RAIL AUTHORITY OF NEW SOUTH WALES

### WAGE POINTS

| WAGE POINT NUMBER | \$ PER WEEK (a) | WAGE POINT NUMBER | \$ PER WEEK (a) |
|-------------------|-----------------|-------------------|-----------------|
| 1                 | 339.80          | 24                | 511.00          |
| 2                 | 392.70          | 25                | 515.45          |
| 3                 | 399.45          | 26                | 520.35          |
| 4                 | 408.50          | 27                | 523.10          |
| 5                 | 412.30          | 28                | 530.10          |
| 6                 | 417.25          | 29                | 536.15          |
| 7                 | 418.45          | 30                | 539.85          |
| 8                 | 422.20          | 31                | 541.90          |
| 9                 | 431.35          | 32                | 546.55          |
| 10                | 435.35          | 33                | 557.75          |
| 11                | 441.80          | 34                | 564.50          |
| 12                | 447.90          | 35                | 569.40          |
| 13                | 451.60          | 36                | 579.25          |
| 14                | 456.50          | 37                | 589.00          |
| 15                | 461.40          | 38                | 593.00          |
| 16                | 466.30          | 39                | 598.85          |
| 17                | 471.15          | 40                | 610.15          |
| 18                | 476.05          | 41                | 613.55          |
| 19                | 481.05          | 42                | 618.50          |
| 20                | 490.90          | 43                | 628.25          |
| 21                | 497.50          | 44                | 638.10          |
| 22                | 500.70          | 45                | 647.95          |
| 23                | 503.65          | 46                | 662.70          |

- (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.

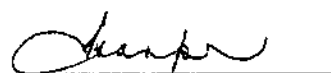
# ***SIGNATORIES***

The parties to this Agreement are committed to the provisions outlined in this Agreement.

In witness whereof the parties hereto have duly executed this Agreement, dated the

THIRTEENTH day of MARCH 1996.

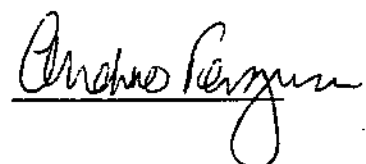
This composite agreement is signed for and on behalf of the State Rail Authority of New South Wales



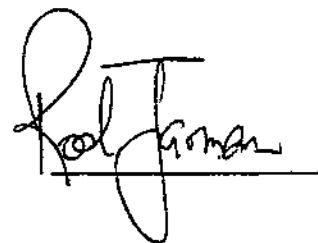
This composite agreement is signed for and on behalf of the AWU - FIME Amalgamated Union, New South Wales Branch



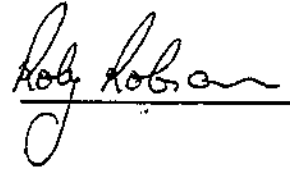
This composite agreement is signed for and on behalf of the Building Workers' Industrial Union of Australia, New South Wales Branch



This composite agreement is signed for and on behalf of the Operative Painters and Decorator's Union of Australia, New South Wales Branch

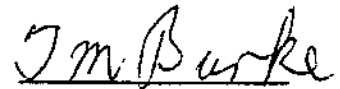


**This composite agreement is  
signed for and on behalf of  
the New South Wales Plumbers and  
Gasfitters Employees' Union**



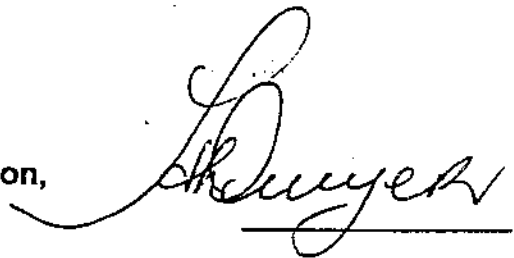
Rob Loban

**This composite agreement is  
signed for and on behalf of  
the Operative Plasterers Plaster Workers' Federation  
of Australia, New South Wales Branch**



Jm Burke

**This composite agreement is  
signed for and on behalf of  
The Australian Rail, Tram and Bus Industry Union,  
New South Wales**



Dwyer

**This composite agreement is  
signed for an on behalf of  
the Labour Council of New South Wales**



N. Lewocki