

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA00/147**

**TITLE: R G Ladd Electrical Pty Ltd Enterprise Agreement, 2000-2002**

**I.R.C. NO:** 2000/147  
**DATE APPROVED/COMMENCEMENT:** 11 February 2000  
**TERM:** 30 September 2002  
**NEW AGREEMENT OR VARIATION:** New  
**GAZETTAL REFERENCE:** 28 July, 2000  
**DATE TERMINATED:**  
**NUMBER OF PAGES:** 15

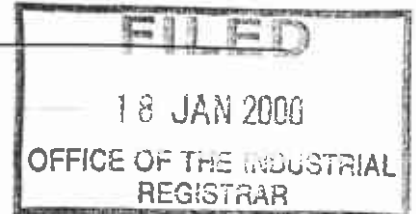
**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** It applies to all employees of the Company who are engaged pursuant to the Parent Award and who are engaged upon construction work within the County of Cumberland

**PARTIES:** Electrical Trades Union of Australia, New South Wales Branch -&- R G Ladd Pty Ltd



**R G LADD ELECTRICAL PTY LTD  
ENTERPRISE AGREEMENT, 2000-2002**



**1. INTRODUCTION**

This Agreement has been jointly developed by R G Ladd Electrical Pty Ltd, its employees and the Electrical Trades Union Australia NSW Divisional Branch with the purpose of developing and implementing workplace reform strategies so as to produce a continuous improvement environment aimed directly at improving the competitiveness of the Company within the marketplace, thus delivering projects on time and within budget along with job satisfaction and security for employees.

**2. TITLE**

This Agreement shall be known as the R G Ladd Electrical Pty Ltd Enterprise Agreement, 2000-2002.

**3. DEFINITIONS**

For the purpose of this Agreement:

- "Agreement" means this Enterprise Agreement.
- "Company" means R G Ladd Electrical Pty Ltd.
- "Construction Work" has the same definition as contained in the Parent Award.
- "County of Cumberland" is shown on the attached map.
- "Employee" means an employee of the Company performing work within the scope of this Agreement.
- "NECA" means the National Electrical Contractors Association.
- "Parent Award" means the Electrical Contracting Industry (State) Award 1992.
- "Union" means the Electrical Trades Union Australia NSW Divisional Branch (ETU)

**4. OBJECTIVES**

The parties to this Agreement are committed to the following shared objectives:

- To ensure customer satisfaction in the provision of services.
- Increasing the competitiveness, productivity, efficiency and flexibility of the Company and its workforce.
- Creating a co-operative, safe and productive environment on the Company's projects.
- Continuing the development of more flexible, efficient and adaptable management and work practices.
- Establishing and developing better and more effective communication and consultation between the Company and employees.
- To foster a commitment to the Company's Quality Management System.
- Improving job security and the working environment.



- To provide for the use of the full range of skills and knowledge held by employees.
- To implement a training skills enhancement program consistent with the provisions of the Parent Award and this Agreement for all employees.
- To substantially reduce disputation and eventually eliminate lost time due to disputation.

**5. PARTIES BOUND**

This Agreement shall be binding upon:

- a) R G Ladd Electrical Pty Ltd; and
- b) All employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award; and
- c) The Electrical Trades Union Australia NSW Divisional Branch

**6. APPLICATION OF AGREEMENT**

This Agreement applies to the Company in respect of all employees who are engaged pursuant to the Parent Award and who are engaged upon construction work within the County of Cumberland.

Where there is any inconsistency between this Agreement and the Parent Award, the Agreement shall prevail to the extent of the inconsistency.

**7. DATE AND PERIOD OF OPERATION**

This Agreement shall come into operation from the date of certification and remain in force until 30 September, 2002.

The parties to this Agreement shall continuously monitor the application of the Agreement via a Consultative Committee.

**8. NO EXTRA CLAIMS**

The Employees and the Union shall not pursue any extra claims, either Award or over Award for the life of the Agreement. Without limiting the generality of the foregoing, there shall be no industrial action for the purpose of supporting or advancing claims against the company until the Agreement's nominal expiry date has passed. Where any disagreement arises, the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

**9. NOT TO BE USED AS A PRECEDENT**

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other State, Territory, Division, Plant or Enterprise.

**10. CONDITIONS OF EMPLOYMENT**

- a) It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that an employee:
  - i) properly use and maintain all appropriate protective clothing and tools and equipment provided by the Company for specified circumstances; and
  - ii) use any technology and perform any duties which are within the limits of the employee's skill, competence and training; and

Registered  
Enterprise Agreement  
Industrial Registrar  
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- d) Whilst the above procedure is being effected, work shall continue normally.
- e) All recommendations, orders and/or directions of the Australian Industrial Relations Commission shall be strictly observed by all parties subject to the industrial rights of the parties.

## 12. CONSULTATIVE MECHANISM

The parties agree that a precondition for the effective operation of the Agreement is the establishment of consultative mechanisms with the Company. To this end, a Consultative Committee, comprising of Company appointed representatives and employee elected representatives shall be established and maintained. The purpose of the Consultative Committee shall be to consult, develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 4 of this Agreement.

## 13. HOURS OF WORK

The parties agree that the current working arrangements for hours of work provisions (including, but not limited to, the daily maximum ordinary hours, work cycles and the taking of meal breaks and rest periods) may be altered during the life of this Agreement following consultation and agreement between the Company and the majority of affected site personnel so as to provide greater flexibility and to meet project and/or shift work or operational requirements. The criteria that will be used in assessing the desirability of proposed changes to hours of work will include the impact on efficiency, operational and project requirements, productivity, quality and quality of life.

The parameters for ordinary hours for the purpose of this Agreement shall be an average of 38 hours per week and shall be between 6.00am and 6.00pm on any or all of the days Monday to Friday. The ordinary hours of work shall be worked continuously except for meal breaks. Different methods of implementation of the hours of work may be applied to various groups or sections of employees by agreement.

Staggered starting and finishing times may be introduced by agreement with employees at the site to help overcome any problems or potential delays. As a consequence, breaks taken during the course of the day shall also be staggered.

An employee's weekly ordinary hours of work can consist of both day work and shift work, provided that the appropriate shift allowance is paid for any shift work in accordance with sub-clause 22.6 of the Parent Award.

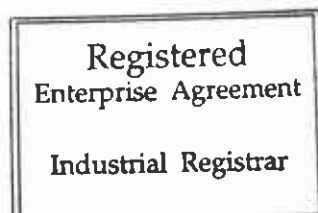
### Shift Work

The above flexible hours of work provisions will also apply to shift work as defined by the Parent Award.

### Rostered Days Off (RDO's)

The parties agree to increased flexibility with regard to the taking of RDO's. RDO's may be rescheduled or staggered over the work cycle rather than on industry RDO days.

By agreement between the Company and an employee, RDO's may be banked to a maximum of five (5). Records of each employee's RDO status will be kept by the Company and made available to the employee upon request.



**Starting**

Employees shall be at the nearest gang box or site shed dressed and equipped and ready to commence work at the work start time. Wash up time shall occur after the finish time.

**14. WAGES**

Wage rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the first full pay period to commence on or after the dates specified in Schedule A.

These wage increases will be in lieu of any other increases granted by the Australian Industrial Relations Commission during the term of this Agreement except that should the Parent Award's all purpose hourly wage rates exceed the rates under this Agreement, employees shall be paid at the higher hourly rate.

Expense related allowances, with the exception of the excess fares allowance, will be paid in accordance with the Parent Award and varied as the Parent Award is varied.

**15. PRODUCTIVITY ALLOWANCE**

A productivity allowance per hour worked will be paid to employees engaged upon construction work upon commencement of this Agreement. This allowance will not be subject to penalty addition and shall be in lieu of all or any Parent Award disability allowances, with the exception of the multi-storey allowance.

Apprentices appointed prior to the date of agreement shall have their entitlement to productivity allowance fixed at that which was applicable immediately prior to the date of agreement, for the remainder of their apprenticeship. This amount shall not be less than \$0.50 per hour.

Apprentices appointed after the date of agreement shall be entitled to a productivity allowance of \$0.50 per hour, with this rate remaining fixed for the duration of his/her apprenticeship.

It is the intention of all parties to this agreement that productivity allowances for apprentices of above \$0.50 per hour shall be eliminated by the year 2002, and that during the interim period, the parties will work towards achieving a recommended employment ratio of apprentices engaged on construction work of not less than one apprentice to five tradespeople.

Site/project allowances will be paid in addition to the productivity allowance only under one of the following circumstances:

- a) Where such an allowance is awarded by the Industrial Relations Commission; or
- b) Where such an allowance is required by a site condition specified at the time of the tender. It is incumbent upon the Company to enquire of the head contractor/client at the time of the tender whether a site/project allowance is required to be paid and in particular whether it is required to be paid in accordance with the Construction Industry Site Allowance Matrix; or
- c) Where a contract between the employer and the head contractor/client does not contain provision for a site allowance; but
  - i) After the contract is made the head contractor/client makes an agreement under which a site allowance is payable; and



- ii) The head contractor/client agrees in writing to reimburse the employer the full cost of the said allowance.

**16. NO DISADVANTAGE**

No employee shall suffer an overall reduction in pay as a result of the making of this Agreement. The components used to determine if any financial disadvantage has occurred are wage rates, productivity allowance and excess fares and travel time only. Site allowance, superannuation, redundancy and top-up/24 hour employee insurance contributions will not form part of an employee pay for this purpose. Further, this assessment will be based on an ordinary 38 hour working week and no overtime shall be taken into account.

**17. SUPERANNUATION**

The Company will pay superannuation contributions into the NESS No.1 Superannuation Scheme (or C+BUS where appropriate) for each employee. It is hereby agreed that this superannuation fund will be the sole fund utilised under this agreement. The contribution rate shall be as required by the Superannuation Guarantee Legislation, provided that the weekly minimum contribution for all employees, except apprentices and trainees, will be \$60 per week worked.

All superannuation contributions will be paid monthly as required by the Trust Deed.

**18. REDUNDANCY**

Redundancy will be paid strictly according to the provisions of the Electrical Contracting Industry Redundancy and Technological Change (State) Award with the exception that this award shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.

Upon commencement of this Agreement, the Company will make contributions to MERT on behalf of employees (other than apprentices and trainees) engaged upon construction work at the following rates:

- From date of agreement, at the rate of \$47.50 per week worked;
- From 1 April 2000, at the rate of \$50.00 per week worked;
- From 1 October 2000, at the rate of \$52.50 per week worked;
- From 1 April 2001, at the rate of \$55.00 per week worked;
- From 1 October 2001, at the rate of 57.50 per week worked;
- From 1 April 2002, at the rate of \$60.00 per week worked.

**19. TOP-UP/24 HOUR INCOME ACCIDENT PROTECTION INSURANCE**

It is a term of the Agreement the Company will pay Top-Up/24 Hour Employee Insurance under the WageCover or other agreed scheme from the date of commencement of the Agreement.

**20. CLOTHING**

Employees after 152 hours employment with the Company will be supplied with:

- a) Two sets of shorts, overalls or trousers bib and brace, or any combination of clothing as agreed between the employees and the Company which shall be replaced on a fair wear and tear basis;
- b) Safety boots will be provided on commencement of employment and replaced on a fair wear and tear basis.
- c) A jumper, or in the case of employees engaged upon construction work a blue jacket, which shall be replaced on a fair wear and tear basis.

**21. TRANSFER OF LABOUR**

If a halt to productive work occurs which is not the fault or the responsibility of the Company, the parties agree that employees can be relocated to other unaffected areas to continue productive work or to other sites if work is available. Provided that employees will continue to be paid in accordance with this Agreement during such a temporary transfer.

**22. SKILL DEVELOPMENT**

The Company acknowledges the changing pace of technology in the electrical contracting industry and the need for employees to understand those changes and have the necessary skill requirements to keep the Company at the forefront of the industry.

The parties to this Agreement recognise that in order to increase the efficiency, productivity and competitiveness of the Company, a commitment to training and skill development is required. Accordingly, the parties commit themselves to:

- a) Developing a more highly skilled and flexible workforce.
- b) Providing employees with career opportunities through appropriate training to acquire the additional skills as required by the Company.

Taking into account:

- The current and future skill needs of the Company.
- The size, structure and nature of the Company.
- The need to develop vocational skills relevant to the Company and the Electrical Contracting Industry.

Where, by agreement between the employee and employer, an employee undertakes training providing skills which are not a company specific requirement, any time spent in the completion of this training shall be unpaid.

**23. WET WEATHER PROCEDURE**

In the event of wet weather, work in the open will continue until the particular work in hand can no longer be done safely and efficiently.

Whilst it is raining, employees will be required to:

- Continue to work under cover or relocate to alternative work under cover, on site.
- Obtain materials and services for employees working under cover where there is only minimal exposure to inclement weather.
- When required, perform emergency and safety work. In addition, work on unexpected breakdowns which can be corrected in limited time duration.

Should a portion of the project be affected by wet weather, all other employees not so affected shall continue working in accordance with award conditions, regardless that some employees may be entitled to cease work due to wet weather.

If a halt to productive work occurs due to inclement weather, the parties agree that employees may be relocated to other unaffected sites.



**30. TOOLS**

The parties agree that a necessary precondition for a productive and efficient workforce is to ensure that employees maintain and provide an adequate kit of tools.

A priority for the consultative committee is to develop an agreed tool list for employees consistent with the nature of work undertaken by the Company.

**31. SUPPLEMENTARY LABOUR**

The parties agree that when necessary to meet short term peak work requirements additional labour resources are able to be sourced from Labour Hire Companies who have an enterprise agreement with the union signatory to this Agreement.

**32. GROUP TRAINING COMPANIES**

The Company when hiring apprentices or trainees from a Group Training Company shall advise the Group Training Company in writing before hiring that:

- They have an enterprise agreement with the Union; and
- The apprentices and trainees hired to the company shall be paid at least the rates and conditions of this Agreement; and
- The Group Training Company shall be notified if a site/project allowance is payable.

**33. COMPANY SPECIFIC CLAUSE**

All employees agree to abide by the company's OH & S Manual Safety Plan.

All employees acknowledge the likelihood of the necessity for annual leave to be taken during the Olympics.

**34. RENEWAL OF AGREEMENT**

Discussions will take place no later than 8 weeks prior to the expiry of this Agreement to renegotiate a future agreement.





35. SIGNATORIES

Signed by:

R. May

Date:

14-1-00

For and on behalf of R G Ladd Electrical Pty Ltd.

Signed by:

B. RL

Date:

18.1.00

For and on behalf of the Electrical Trades Union Australia NSW Divisional Branch.



**SCHEDULE A**

Rates applying from 17<sup>th</sup> January 2000.

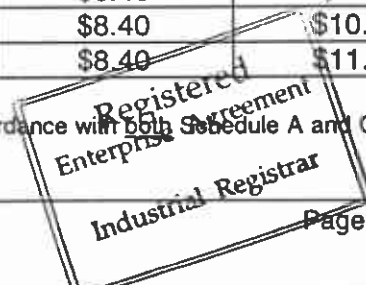
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$15.12	\$1.60	\$8.40	\$10.10
Grade 2	\$15.92	\$1.70	\$8.40	\$10.70
Grade 3	\$16.70	\$1.80	\$8.40	\$11.30
Grade 4	\$17.49	\$1.90	\$8.40	\$12.00
Grade 5 unlicensed	\$18.62	\$2.00	\$8.40	\$12.60
Grade 5 cert of regn	\$19.08	\$2.00	\$8.40	\$12.60
Grade 5 qual super	\$19.48	\$2.00	\$8.40	\$12.60
Grade 5 unlic l/hand	\$19.77	\$2.00	\$8.40	\$12.60
Grade 5 lic l/hand	\$20.62	\$2.00	\$8.40	\$12.60
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$7.51	\$0.50	\$8.40	\$5.08
Indentured 2 <sup>nd</sup> year	\$9.92	\$0.50	\$8.40	\$6.69
Indentured 3 <sup>rd</sup> year	\$13.77	\$0.50	\$8.40	\$9.32
Indentured 4 <sup>th</sup> year	\$15.71	\$0.50	\$8.40	\$10.64
Trainee 1 <sup>st</sup> year	\$8.46	\$0.50	\$8.40	\$5.72
Trainee 2 <sup>nd</sup> year	\$11.14	\$0.50	\$8.40	\$6.91
Trainee 3 <sup>rd</sup> year	\$15.07	\$0.50	\$8.40	\$10.20
Trainee 4 <sup>th</sup> year	\$16.48	\$0.50	\$8.40	\$11.15

\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

Rates applying from the first full pay period on or after 1 April, 2000\*

Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$15.50	\$1.60	\$8.40	\$10.10
Grade 2	\$16.32	\$1.70	\$8.40	\$10.70
Grade 3	\$17.11	\$1.80	\$8.40	\$11.30
Grade 4	\$17.92	\$1.90	\$8.40	\$12.00
Grade 5 unlicensed	\$19.09	\$2.00	\$8.40	\$12.60
Grade 5 cert of regn	\$19.55	\$2.00	\$8.40	\$12.60
Grade 5 qual super	\$19.96	\$2.00	\$8.40	\$12.60
Grade 5 unlic l/hand	\$20.27	\$2.00	\$8.40	\$12.60
Grade 5 lic l/hand	\$21.14	\$2.00	\$8.40	\$12.60
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$7.70	\$0.50	\$8.40	\$5.08
Indentured 2 <sup>nd</sup> year	\$10.17	\$0.50	\$8.40	\$6.69
Indentured 3 <sup>rd</sup> year	\$14.11	\$0.50	\$8.40	\$9.32
Indentured 4 <sup>th</sup> year	\$16.11	\$0.50	\$8.40	\$10.64
Trainee 1 <sup>st</sup> year	\$8.67	\$0.50	\$8.40	\$5.72
Trainee 2 <sup>nd</sup> year	\$11.42	\$0.50	\$8.40	\$6.91
Trainee 3 <sup>rd</sup> year	\$15.44	\$0.50	\$8.40	\$10.20
Trainee 4 <sup>th</sup> year	\$16.89	\$0.50	\$8.40	\$11.15

\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement



**SCHEDULE A**

Rates applying from the first full pay period on or after 1 October 2000\*

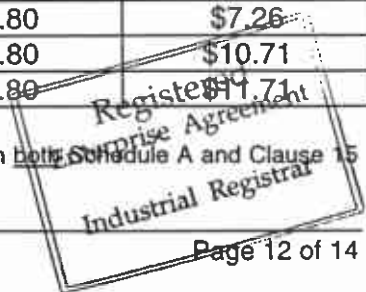
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$15.88	\$1.60	\$8.80	\$10.60
Grade 2	\$16.72	\$1.70	\$8.80	\$11.20
Grade 3	\$17.54	\$1.80	\$8.80	\$11.90
Grade 4	\$18.37	\$1.90	\$8.80	\$12.60
Grade 5 unlicensed	\$19.57	\$2.00	\$8.80	\$13.20
Grade 5 cert of regn	\$20.04	\$2.00	\$8.80	\$13.20
Grade 5 qual super	\$20.46	\$2.00	\$8.80	\$13.20
Grade 5 unlic l/hand	\$20.77	\$2.00	\$8.80	\$13.20
Grade 5 lic l/hand	\$21.67	\$2.00	\$8.80	\$13.20
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$7.89	\$0.50	\$8.80	\$5.33
Indentured 2 <sup>nd</sup> year	\$10.42	\$0.50	\$8.80	\$7.02
Indentured 3 <sup>rd</sup> year	\$14.46	\$0.50	\$8.80	\$9.79
Indentured 4 <sup>th</sup> year	\$16.51	\$0.50	\$8.80	\$11.17
Trainee 1 <sup>st</sup> year	\$8.88	\$0.50	\$8.80	\$6.00
Trainee 2 <sup>nd</sup> year	\$11.71	\$0.50	\$8.80	\$7.26
Trainee 3 <sup>rd</sup> year	\$15.83	\$0.50	\$8.80	\$10.71
Trainee 4 <sup>th</sup> year	\$17.32	\$0.50	\$8.80	\$11.71

\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

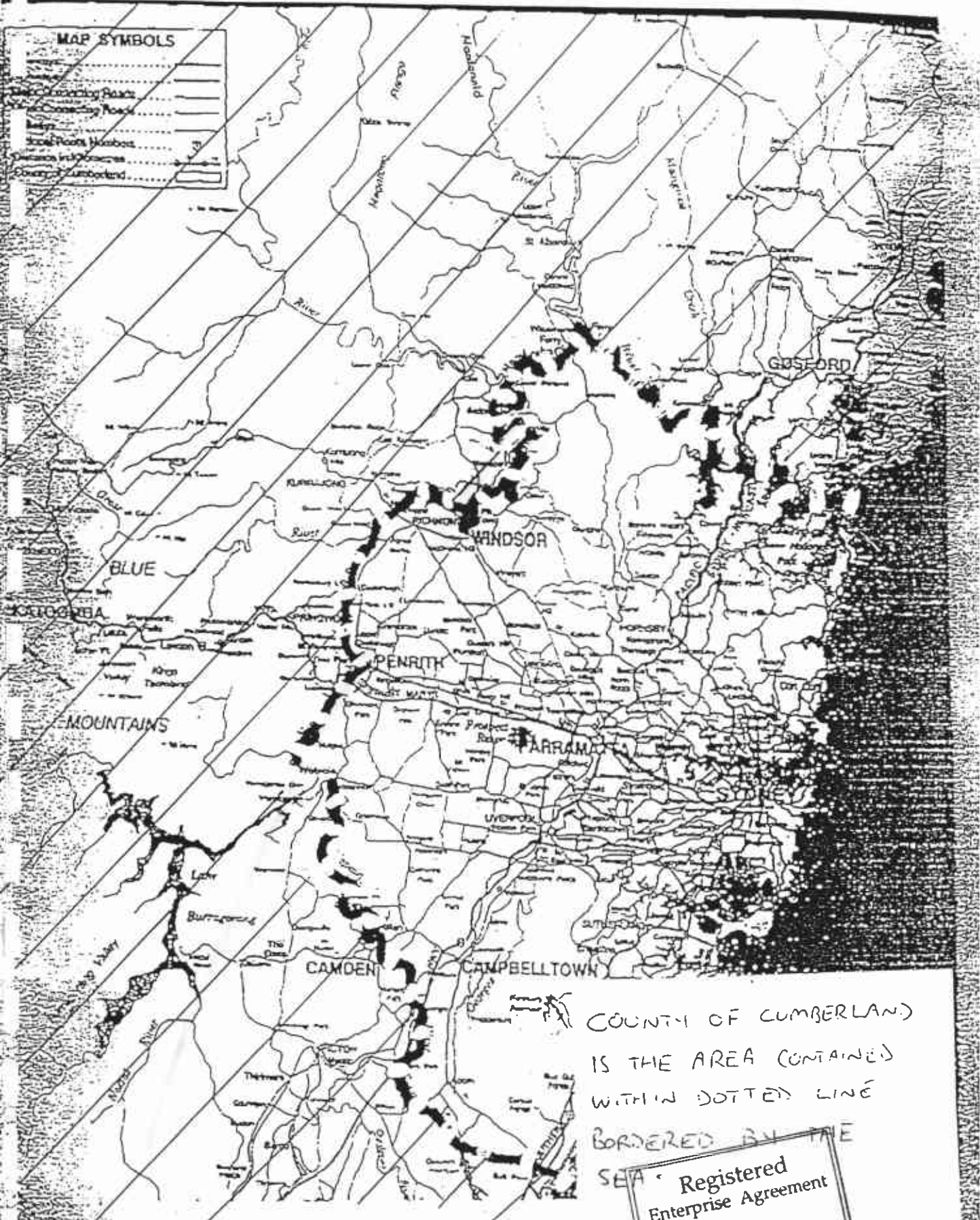
Rates applying from the first full pay period on or after 1 April, 2001\*

Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Daily Average Excess Travel Time
Grade 1	\$16.28	\$1.60	\$8.80	\$10.60
Grade 2	\$17.14	\$1.70	\$8.80	\$11.20
Grade 3	\$17.98	\$1.80	\$8.80	\$11.90
Grade 4	\$18.83	\$1.90	\$8.80	\$12.60
Grade 5 unlicensed	\$20.06	\$2.00	\$8.80	\$13.20
Grade 5 cert of regn	\$20.54	\$2.00	\$8.80	\$13.20
Grade 5 qual super	\$20.97	\$2.00	\$8.80	\$13.20
Grade 5 unlic l/hand	\$21.29	\$2.00	\$8.80	\$13.20
Grade 5 lic l/hand	\$22.21	\$2.00	\$8.80	\$13.20
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$8.09	\$0.50	\$8.80	\$5.33
Indentured 2 <sup>nd</sup> year	\$10.68	\$0.50	\$8.80	\$7.02
Indentured 3 <sup>rd</sup> year	\$14.82	\$0.50	\$8.80	\$9.79
Indentured 4 <sup>th</sup> year	\$16.92	\$0.50	\$8.80	\$11.17
Trainee 1 <sup>st</sup> year	\$9.11	\$0.50	\$8.80	\$6.00
Trainee 2 <sup>nd</sup> year	\$12.00	\$0.50	\$8.80	\$7.26
Trainee 3 <sup>rd</sup> year	\$16.23	\$0.50	\$8.80	\$10.71
Trainee 4 <sup>th</sup> year	\$17.75	\$0.50	\$8.80	\$11.71

\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement



MAP - COUNTY OF CUMBERLAND



COUNTY OF CUMBERLAND  
IS THE AREA CONTAINED  
WITHIN DOTTED LINE  
BORDERED BY THE  
SEA

Registered  
Enterprise Agreement  
Industrial Registrar

<b>SCHEDULE A</b>				
<b>Rates applying from the first full pay period on or after 1 October 2001*</b>				
<b>Classification</b>	<b>All-Purpose hourly rate</b>	<b>Productivity Allowance per hour worked</b>	<b>Daily Average Excess Fares Allowance</b>	<b>Daily Average Excess Travel Time</b>
Grade 1	\$16.69	\$1.60	\$9.20	\$11.10
Grade 2	\$17.57	\$1.70	\$9.20	\$11.80
Grade 3	\$18.43	\$1.80	\$9.20	\$12.50
Grade 4	\$19.30	\$1.90	\$9.20	\$13.20
Grade 5 unlicensed	\$20.56	\$2.00	\$9.20	\$13.80
Grade 5 cert of regn	\$21.06	\$2.00	\$9.20	\$13.80
Grade 5 qual super	\$21.50	\$2.00	\$9.20	\$13.80
Grade 5 unlic l/hand	\$21.82	\$2.00	\$9.20	\$13.80
Grade 5 lic l/hand	\$22.76	\$2.00	\$9.20	\$13.80
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$8.29	\$0.50	\$9.20	\$5.60
Indentured 2 <sup>nd</sup> year	\$10.95	\$0.50	\$9.20	\$7.37
Indentured 3 <sup>rd</sup> year	\$15.19	\$0.50	\$9.20	\$10.28
Indentured 4 <sup>th</sup> year	\$17.34	\$0.50	\$9.20	\$11.73
Trainee 1 <sup>st</sup> year	\$9.33	\$0.50	\$9.20	\$6.30
Trainee 2 <sup>nd</sup> year	\$12.30	\$0.50	\$9.20	\$7.62
Trainee 3 <sup>rd</sup> year	\$16.63	\$0.50	\$9.20	\$11.25
Trainee 4 <sup>th</sup> year	\$18.19	\$0.50	\$9.20	\$12.30

\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

<b>Rates applying from the first full pay period on or after 1 April, 2002*</b>				
<b>Classification</b>	<b>All-Purpose hourly rate</b>	<b>Productivity Allowance per hour worked</b>	<b>Daily Average Excess Fares Allowance</b>	<b>Daily Average Excess Travel Time</b>
Grade 1	\$17.11	\$1.60	\$9.20	\$11.10
Grade 2	\$18.01	\$1.70	\$9.20	\$11.80
Grade 3	\$18.89	\$1.80	\$9.20	\$12.50
Grade 4	\$19.78	\$1.90	\$9.20	\$13.20
Grade 5 unlicensed	\$21.07	\$2.00	\$9.20	\$13.80
Grade 5 cert of regn	\$21.58	\$2.00	\$9.20	\$13.80
Grade 5 qual super	\$22.03	\$2.00	\$9.20	\$13.80
Grade 5 unlic l/hand	\$22.37	\$2.00	\$9.20	\$13.80
Grade 5 lic l/hand	\$23.33	\$2.00	\$9.20	\$13.80
<b>APPRENTICES</b>				
Indentured 1 <sup>st</sup> year	\$8.50	\$0.50	\$9.20	\$5.60
Indentured 2 <sup>nd</sup> year	\$11.23	\$0.50	\$9.20	\$7.37
Indentured 3 <sup>rd</sup> year	\$15.57	\$0.50	\$9.20	\$10.28
Indentured 4 <sup>th</sup> year	\$17.78	\$0.50	\$9.20	\$11.73
Trainee 1 <sup>st</sup> year	\$9.57	\$0.50	\$9.20	\$6.30
Trainee 2 <sup>nd</sup> year	\$12.61	\$0.50	\$9.20	\$7.62
Trainee 3 <sup>rd</sup> year	\$17.05	\$0.50	\$9.20	\$11.25
Trainee 4 <sup>th</sup> year	\$18.65	\$0.50	\$9.20	\$12.30

\* NB: Productivity Allowance for Apprentices to be calculated in accordance with both Schedule A and Clause 15 of the Agreement

