

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA04/255

TITLE: Extreme Fire Solution, Electrical Contracts Division Agreement for Sydney

I.R.C. NO: IRC4/2794

DATE APPROVED/COMMENCEMENT: 13 July 2004

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 1 October 2004

DATE TERMINATED:

NUMBER OF PAGES: 23

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all permanent employees of the Extreme Fire Solutions, Electrical Contracts Division in Sydney and Management of Extreme Fire Solutions Electrical Contract Division, who fall within the coverage of the Electrical, Electronic and Communications Contracting Industry (State) Award

PARTIES: Extreme Fire Solutions & Electrical Services -&- Michael Clatworth, Denes Labanc, Stefce Risteski, Daniel Wilesmith, Michael Woodbridge

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AGREEMENT FOR SYDNEY**

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PART A

FORMALITIES

1. Title

This Agreement shall be known as the Extreme Fire Solution, Electrical Contracts Division Agreement for Sydney.

2. Agreement Identity

This Agreement was made for Extreme Fire Solutions, Electrical Contracts Division located in Sydney.

3. Parties Bound

This Agreement shall include all permanent employees of the Extreme Fire Solutions, Electrical Contracts Division in Sydney and Management of Extreme Fire Solutions Electrical Contract Division.

4. Date and Period of Operation

This Agreement shall commence on date of approval by the commissioner for a period of 24 months.

The Agreement shall be monitored and reviewed by all parties forming this Agreement to ensure it's effective implementation and that continued efficiencies are gained from the Agreement.

5. Relationship to Parent Award

The Agreement shall operate in conjunction with the Electrical, Electronic and Communication Contracting Industry (State) Award, 15/09/00, New South Wales.

Where there is any inconsistency between this Agreement and the parent award, this Agreement shall take precedence to the extent of the inconsistency.

Persons working under this Agreement are Electrical Tradespersons, Electrical Trades Assistants and Apprentices.

6. Aims of the Agreement

The objectives of the Agreement are:

To create and maintain a profitable, professional, multi-skilled, and technically advanced team that leads the industry in supplying and installing fire alarm equipment.

To carry out the above objective to the highest levels of integrity, reliability and quality possible, with a view to achieve "zero defects" status.

To implement a system of rewards for the successful performance of the division.

To embrace the principles and practices of equal opportunity.

7. Definitions

'Electrical Life Safety System'

An Electrical Life Safety System includes:

Fire Alarm System

Gas Detection System

Emergency Warning and Intercommunication System

AS1668 Control System (Fire Fan Controls)

Access Control System

Fire Pump Controls and Wiring

Gas Suppression Controls

Emergency and Exit Lighting

8. New Employees - (Three Months Probationary Period)

The parties agree that any permanent employee who is engaged by the employer during the term of Agreement shall become a party to the Agreement. The new employee shall, as from the date of permanent employment, be entitled to all benefits and be bound by all obligations, under the Agreement. All new employee shall be engaged on a three months probationary period.

9. Agreement to be Displayed

All employed bound by this Agreement shall be provided with a copy. The employer shall make the Agreement accessible to all parties bound by the Agreement.

10. Occupational Health and Safety

The company accepts its overall responsibility as an employer in respect of Occupational Health and Safety (O.H.& S.). In the spirit of this Agreement, it is recognised that everybody at the work place has a responsibility to contribute towards achieving a safe working environment and the use of safe working methods. Further, the parties are committed to:

- (i) The further development and implementation of the Extreme Fire Solutions O.H.& S. Policy through the consultative process outlined in this Agreement.
- (ii) Adherence to applicable State regulations and legislation as a minimum standard of O.H.& S.
- (iii) Ensuring that no employee is required to carry out work that is not safe, or is not in a safe environment.
- (iv) Ensuring that if any O.H.& S. issue is raised in an area, no work proceeds in that the Management declares area until it safe.
- (v) Where practical, the employees in that area will be relocated to a safe area where productive work can be undertaken.
- (vi) The use, possession, and/or distribution of illegal drugs during working hours will not be tolerated under the Agreement.

Working under the influence of alcohol is prohibited.

Non-compliance with the above may result in termination of employment.

11. Precedence

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other division, plant or enterprise of Extreme Fire Solutions

PART B

PERFORMANCE MEASURES

The parties to this Agreement recognise that in order to achieve the objectives of this Agreement it is a requirement to develop productivity and efficiency improvements for the benefit of the company and the employees.

12. Quality Assurance

The parties are committed to the implementation and maintenance of Quality Assurance in accordance with the relevant standards.

Measurement of Quality level will be obtained through skill audits, numbers of rejects, rework and entries in the non-conformance log.

Quality assurance at the installation and commissioning stages is the responsibility of the team running the job.

13. Productivity and Efficiency

The parties are committed through consultation to implement workplace practices so as to provide for more flexible working arrangements, which improve efficiency and productivity, enhance skills and job satisfaction and assist positively in ensuring that the division becomes more efficient and profitable.

Electronic Funds Transfer of wages shall continue, as is current practice, with pay slips individually mailed out.

Rostered Days Off

Thirteen (13) R.D.O.'s per year are accrued; however they are to be taken at dates negotiated between an individual and the company. For example, instead of all employees being off on one day, we may go half and half. Either party relating to a change in R.D.O. dates would give Four (4) days notice. or

Get paid for 40 hour that you work each week instead of 38 hours, working the 40 hours and accruing the 2 hours for your RDO. If you decide to get paid the 40 hours you will receive overtime at the double time instead of time and half for the first two hours and then double time.

Inclement Weather Provisions

Call out (Service Work)

All call out after hours will be paid at a minimum of four hours pay at double time rates.

PART C

REMUNERATION

14. Employment Classification Levels

Rates of pay and qualifications for each classification level are contained in "Appendix A"

The Extreme Fire Solutions, Sydney Contracts Division Enterprise Agreement provides for two (2) levels of Electrical Tradesperson and then seven (7) levels of Fire Alarm Tradespersons. A full description of each classification is included in Appendix 'A'.

Level '1' to Level '4' is a target that could be reached by all tradesmen with appropriate aptitude, study, training and experience.

Levels '5' and above replace the Leading Hand levels specified in the Award. Leading Hand allowances as specified in the Award do not apply.

Level '5' and above can also be achieved with aptitude, study and training, but also attracts responsibility and requires man management and project management skills.

It is the prerogative of the Company to decide how many persons at Levels '5', '6', '7', '8' and '9' are required in order to run an efficient business.

Once a person attains Level '5' or above, they shall stay at this level provided they continue to perform the job skills and take the responsibilities that go with the classification level.

Descriptions of classifications shall be amended in line with renegotiation of the Agreement on an ongoing basis to reflect technological and work practice changes within the Company.

Level '1' requires minimum tool requirements as per the Electricians Award. Level '2' and above carry additional hand tool requirements in order to carry out Fire Alarm works.

The Tool List provided shall be maintained by the employee at their own cost. Personal tools can be stored in a company tool box and will be insured by the company whilst stored.

Employees on Level '5' and above will, as part of their normal duties, be required to pick up equipment and document project and employee information outside of normal hours. The rate of pay for Level '5' and above compensates for this additional work and responsibility.

PART D

GENERAL CONDITIONS

15. General Employment Conditions

The following general conditions are expected to be observed.

- (i) that employees are not absent from their job site without prior approval of the supervisor.
- (ii) that employees act and dress in a professional manner in the presence of a client and that employees shall not discredit the Company in any way in the presence of a client.
- (iii) that employees to the full extent of their training and ability endeavour to ensure total customer satisfaction.
- (iv) that employees are self motivated, work without supervision in self directed teams where appropriate and when required order their own materials.
- (v) that employees maintain Company vehicles in a clean and tidy state at all times and have assigned vehicles regularly serviced and repaired in accordance with log books of vehicle.
- (vi) that employees maintain Company issued tools and equipment in an operating and functional manner and report all faults and breakages to management.

16. Termination of Employment

- (i) Termination of employees will be governed by Company Disciplinary Action Procedures, which allows for procedural fairness, counselling where appropriate and a formal warning system.

Minor offences will incur an initial verbal warning, then two (2) written warnings and finally termination of employment.

Serious or major offences will incur an initial verbal warning, then one (1) written warning and finally termination of employment.

It is agreed that the following offences may warrant an official written warning with repeated offences leading to termination:

Poor time keeping

- Below average work output
- Excessive absenteeism
- Untrades man like work
- Absence from site without proper approval
- Horseplay and skylarking

The following offences may render an employee liable to instant dismissal:

- Consumption or possession of illegal drugs or alcohol on site
- Abusive or obstructive attitude to clients
- Falsification of Quality Assurance / Commissioning documentation
- Failure to re-instate a live Fire Alarm System without prior approval of superior
- Breach of Health and Safety requirements

- (ii) It is agreed that retrenchment of employees due to shortage of work may occur as conditions warrant such action.
- (iii) Full consultation with the employee representatives will take place prior to any retrenchments with a view to minimising or alternatively eliminating such action.
- (iv) Redundancy payments will be in accordance with the following Table "Redundancy Pay".

It is accepted that some projects will require payments into a redundancy fund in order to comply with that project's site agreement.

Where a project specifically overrides this agreement's provision to the extent that redundancy payments must be paid on a weekly basis, irrespective of this agreement's provision, then these payments will be made.

REDUNDANCY PAY

In addition to the period of notice prescribed for original termination, an employee whose employment is terminated, except for malingering, inefficiency or neglect of duty, shall be entitled to the following amount of redundancy pay in respect of a continuous period of service.

Years of Service	If employee is under 45 years age	If employee is 45 yrs of age or more
Less than one year	Nil	Nil
At completion of one year	4 weeks	5 weeks
At completion of two years	7 weeks	8.75 weeks
At completion of three years	10 weeks	12.5 weeks
At completion of four years	12 weeks	15 weeks
At completion of five years	14 weeks	17.5 weeks
At completion of six years	16 weeks	20 weeks

"Week's Pay" means the ordinary time gross all purpose rate of pay for the employee concerned at the date of termination.

Provided that the redundancy payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

Clause 11.4.9 of the Electrical, Electronic and Communication Contracting Industry State Award shall not apply.

Redundancy will be paid even if the number of employees falls below 15.

17. Dispute Settlement Procedure

In accordance with section 31 clauses 1 to 4 of the Electrical, Electronic and Communication Contracting Industry State Award.

The following procedures are designed to assist in the resolution of grievances and disputes by consultation without confrontation or interruption of work.

The employee and the company shall make themselves available for consultation.

The earliest possible advice shall be given on any issue or problem that may give rise to grievance or dispute.

Resolution of grievances shall generally commence with discussions between the company and the employee.

Throughout all discussions sensible time limits shall be allowed. At any stage of the procedures, the parties may jointly or individually seek the assistance of the N.S.W. Industrial Relations Commission, which shall endeavour to resolve the issue between the parties by conciliation or arbitration.

Without prejudice to either party, and except where a bona fide safety issue is involved, work shall continue while matters are negotiated in good faith.

18. Site / Productivity Allowances

Where a project has a Site / Productivity allowance that is paid to cover site specific difficulties or conditions that payment shall be made on top of the rates in the wage scale table.

Multi Story Allowance will be paid as per award.

PART E

DECLARATION AND SIGNATORIES

19. Declaration

Extreme Fire Solutions declare that this Agreement:

Is not contrary to public interest

Is not unfair, harsh and unconscionable

Was at no stage entered into under duress

Reflects the interests and desires of both parties

20. Future Negotiations

The parties agree to commence negotiations on a new agreement no later than two (2) months prior to the end of this Agreement.

21. Signatories

This Agreement is made on

The (day) of(month) (year).
Review Date is twenty four months from the date above.

Print Name of Employee	Signed of Employee
1.
2.
3.
4.
5.
6.
7.
8.

Signed for and on behalf of:

.....
Extreme Fire Solutions

APPENDIX A
CLASSIFICATION OF LEVELS

Level '1'

Description / Duties

Electrical Tradesperson - Casual

Qualifications / Training

Electrical Trade Course

Other Payments - As Per State Electricians Award

Licence Allowance

Fares

Travelling Time

Contract of Employment

Casual Electrician

State Electrician Award

Minimum Personal Tool Requirement

As per State Electricians Award

Pay Rate

Hourly Rate: As per Award

Fares: As per Award

Travelling Time .8hr/day @: As per Award

Level '2'

Description / Duties

Electrical Tradesperson - Permanent

The person must have completed three (3) months casual employment

The person must be capable of and carry out the installation of electrical Life Safety Systems with minimum supervision.

The person will be required to work without direct supervision and must be capable of organising themselves and at least one (1) other person.

The person must be capable of training and apprentice.

Qualifications / Training

Electrical Traded Course

Other Payments As Per Extreme Fire Solutions Enterprise Agreement

Licence Allowance - As per Award

Fares: As per Award

Travelling Time .8hr/day @: As per Award

Contract Of Employment

Extreme Fire Solutions, Agreement.

MINIMUM TOOL REQUIREMENTS

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw
Hack Saw Blade Holder
Cable Stripper
Conduit Cutters
Combination Pliers - (Crescent or similar) Insulated
Long Nose Pliers - Insulated
Side Cutters -Insulated
6" Shifting Spanner
8" Shifting Spanner
Multigrips
Cold Chisel
6 metre Tape Measure
Chalk Line
Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.

Grade 7.

Level ' 3'

Description / Duties

Fire Alarm Worker - Permanent

The person must have completed at least three (3) months permanent employment or served an Electrical Apprenticeship with Extreme Fire Solutions.

The person must be capable of and carry out the installation of Electrical Life Safety Systems with minimum supervision.

The person will be required to work without direct supervision and must be capable of organising themselves and at least one (1) other person.

The person should be capable of interpreting AS1670 and AS2220.

The person must be capable of selecting the correct type of Fire Detector or Speaker for the environment in which the detector / speaker is to be installed.

The person must be capable of training an apprentice.

The person must be capable of installing Addressable, 8 to 64 zone panels or Evacuation Systems with limited supervision by a Level 4 or higher.

Qualifications / Training

Electrical Trades Course

Extreme Fire Solutions Detector Selection Course

Other Payments - As Per Extreme Fire Solutions Agreement

Licence Allowance - As per Award

Fares: - As per Award

Travelling Time .8hr/day @: As per Award

Contract Of Employment

Extreme Fire Solutions, Agreement.

MINIMUM TOOL REQUIREMENTS

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder

Cable Stripper

Conduit Cutters

Combination Pliers - (Crescent or similar) Insulated

Long Nose Pliers - Insulated

Side Cutters - Insulated

6" Shifting Spanner

8" Shifting Spanner

Multigrips

Cold Chisel

6 metre Tape Measure

Chalk Line

Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
Grade 7.

Level '4'

Description / Duties

Fire Alarm Worker - Permanent
Technical Level 1

The person must have completed at least one (1) year of permanent employment or served an Electrical Apprenticeship with Extreme Fire Solutions, plus nine (9) months as a tradesperson.

The person must be capable of and carry out the installation of Electrical Life Safety Systems with minimum supervision.

The person will be required to work without direct supervision and must be capable of organising themselves and at least one (1) other person.

The person must have a firm understanding of AS1670 and AS2220.

The person must be capable of selecting the correct type of Fire Detector or Speaker for the hazard and environment in which the unit is to be installed.

The person shall be capable of installing Addressable, 8 to 64 zone panels and Evacuation Systems, ready for commissioning without direct supervision. The person shall have hands on project experience on all of the above systems.

The person shall be capable of 'fault finding' on all of the above systems down to printed circuit board level.

The person shall be capable of directing others in 'Fault Finding' procedures.

The person shall be capable of programming 8 To 64 zone panels and Evacuation Systems.

Qualifications / Training

Electrical Trades Course Or Licence

Extreme Fire Solutions Detector Selection Course

Extreme Fire Solutions As1670 Design Course

Extreme Fire Solutions As2220 Design Course

Other Payments As Per Extreme Fire Solutions Agreement

Fares: As per Award

Travelling Time .8hr/day @: As per Award

Contract Of Employment

Extreme Fire Solutions, Enterprise Agreement.

Minimum Tool Requirements

Insulated Screw Driver Set
Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder

Cable Stripper

Conduit Cutters

Combination Pliers - (Crescent or similar) Insulated

Long Nose Pliers - Insulated

Side Cutters - Insulated

6" Shifting Spanner

8" Shifting Spanner

Multigrips

Cold Chisel

6 metre Tape Measure

Chalk Line

Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
Grade 8.

Level '5'

Description / Duties

Fire Alarm Worker - Permanent

Supervision Level 1

The person must have completed at least six (6) months of permanent employment or served an Electrical Apprenticeship and one (1) year as a Tradesperson.

The person must be capable of and carry out the installation of Electrical Life Safety Systems with minimum input from a Level 8, 9 or Project Manager.

The person will be required to work on a number of large projects, taking lead responsibility over other employees on site.

The person would be required to organise other employees on the site with regard to their daily work requirements.

The person shall be responsible for organising materials, equipment and Plant for the site, either through the foreman or direct through suppliers.

Where the person is working on a major project, the person shall be responsible for co-ordinating with other trades and the builder.

Where necessary, the person shall attend site meetings for the foreman or project manager.

The person shall be capable of directing others in 'Fault Finding' procedures.

Qualifications / Training

Electrical Trades Course Or Licence

Extreme Fire Solutions Detector Selection Course

Extreme Fire Solutions As1670 Design Course

Extreme Fire Solutions As2220 Design Course

Other Payments - As Per Extreme Fire Solutions Agreement

Fares: - As per Award

Travelling Time .8hr/day @: As per Award

Contract Of Employment

Extreme Fire Solutions, Agreement.

Minimum Tool Requirements

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder

Cable Stripper

Conduit Cutters

Combination Pliers - (Crescent or similar) Insulated

Long Nose Pliers - Insulated

Side Cutters - Insulated

6" Shifting Spanner

8" Shifting Spanner

Multigrips

Cold Chisel

6 metre Tape Measure

Chalk Line

Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
Grade 9.

Level '6'

Description / Duties

Fire Alarm Worker - Permanent TECHNICAL & SUPERVISORY LEVEL 1

The person must have completed at least eighteen (18) months of permanent employment with Extreme Fire Solutions or completed twelve (12) months as a Tradesman, having served their apprenticeship with Extreme Fire Solutions.

The person must be capable of and carry out the installation of Electrical Life Safety Systems with minimum input from a Level 9 or Project Manager.

The person will be required to work on a number of projects, taking lead responsibility over other employees on site.

The person would be required to organise other employees on the site with regard to their daily work requirements.

The person shall be responsible for organising materials, equipment and Plant for the site, either through the foreman or direct through suppliers.

Where the person is working on a major project, the person shall be responsible for co-ordinating with other trades and the builder.

Where necessary, the person shall attend site meetings for the foreman or project manager.

The person must have a firm understanding of AS1670 and AS2220.

The person must be capable of selecting the correct type of Fire Detector or Speaker for the hazard and environment in which the unit is to be installed.

The person must be capable of installing Addressable 8 to 64 zone panels and Evacuation Systems, ready for commissioning. The person shall have hands on project experience on all of the above systems.

The person shall be capable of 'fault finding' on all the above systems down to printed circuit board level.

The person shall be capable of directing others in 'Fault Finding' procedures.

Qualifications / Training

Electrical Trades Course Or Licence

Extreme Fire Solutions Detector Selection Course

Extreme Fire Solutions As1670 Design Course

Extreme Fire Solutions As2220 Design Course

Extreme Fire Solutions Addressable Installation Course

Other Payments - As Per Extreme Fire Solutions Agreement

Fares: As per Award

Travelling Time .8hr/day @: As per Award

Contract of Employment

Extreme Fire Solutions, Agreement.

Minimum Tool Requirements

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder

Cable Stripper

Conduit Cutters

Combination Pliers - (Crescent or similar) - Insulated

Long Nose Pliers - Insulated

Side Cutters - Insulated

6" Shifting Spanner

8" Shifting Spanner

Multigrips

Cold Chisel

6 metre Tape Measure

Chalk Line

Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
Grade 9.

Level '7'

Description / Duties

Fire Alarm Worker - Permanent
Technical Level 2

The person must have completed at least three (3) years of permanent employment or completed two (2) years as a Tradesman, having served their apprenticeship with Extreme Fire Solutions.

The person must have a firm understanding of AS1670, AS2220, AS1668 and the Building Code of Australia.

The person must be capable of selecting the correct type of Fire Detector or Speaker for the environment and hazard in which the unit is to be installed.

The person must be capable of installing Addressable, 8 to 64 zone panels and Evacuation Systems, ready for commissioning. The person shall have hands on project experience on all of the above systems.

The person shall be capable of 'fault finding' on all the above systems down to printed circuit board level.

The person shall be capable of directing others in 'Fault Finding' procedures.

The person shall be required to perform Program changes to Addressable

The person shall be capable of programming 8 TO 64 Zone Fire Alarm Systems and Evacuation Systems.

The person shall be capable of modifying Circuit Boards and Fire Panel hardware, with either verbal direction or schematic diagram information being provided by a Designer or Manufacturer.

Qualifications / Training

Electrical Trades Course

Extreme Fire Solutions Detector Selection Course

Extreme Fire Solutions As1670 Design Course

Extreme Fire Solutions As2220 Design Course

Electrician's Licence

Extreme Fire Solutions Addressable Install Course

Other Payments

Fares: - As per Award

Travelling Time .8hr/day @: As per Award

Contract Of Employment

Extreme Fire Solutions, Agreement.

Minimum Tool Requirements

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder

Cable Stripper

Conduit Cutters

Combination Pliers - (Crescent or similar) - Insulated

Long Nose Pliers - Insulated

Side Cutters - Insulated

6" Shifting Spanner

8" Shifting Spanner

Multigrips

Cold Chisel

6 metre Tape Measure

Chalk Line

Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
Grade 9

Level '8'

Description / Duties

Fire Alarm Worker - Permanent Supervisory - Level 2

The person must have completed at least two (2) years of permanent employment with Extreme Fire Solutions or have completed two (2) years as a Tradesman, having served their apprenticeship with Extreme Fire Solutions.

The person must be capable of and carry out the installation of Electrical Life Safety Systems without input from a foreman.

A Supervisory Level employee would more often work on major projects and may report directly to a project manager.

The Supervisory Level 2 employee's role is to provide support to both the foreman and project manager by supervising more than their own project.

The person would be required to organise other employees on their project as well as other employees on projects on which they are not working.

The person shall be responsible for organising materials, equipment and Plant for the site; in most cases through the suppliers.

The person shall be required to prepare programs for major projects and ensure that these programs are met.

The person shall be required to provide estimates of time and quantities of materials required in order to price variations to the work.

The person shall attend site meetings as required and provide a back-up role should the Foreman be on Leave, Sick or similarly indisposed for any time period.

The person shall be required to carry out commissioning of all projects that he works on without input from the foreman, designer or project manager.

The person must have a firm understanding of AS1670, AS2220, AS1668.

The person must be capable of selecting the correct type of Fire Detector or Speaker for the environment and hazard in which the unit is to be installed.

The person must be capable of installing Addressable, 8 to 64 zone panels and Evacuation Systems and be capable of fully commissioning the same with full programming of Addressable Systems carried out by the Design Engineer prior to commissioning commencement.

The person shall have hands on project experience on all of the above systems.

The person shall be capable of 'fault finding' on all the above systems down to printed circuit board level.

The person shall be capable of directing others in 'Fault Finding' procedures.

The person shall be required to perform Program changes to Addressable

The person shall be capable of programming 8 To 64 Zone Fire Alarm Systems and Evacuation Systems.

Qualifications / Training

Electrical Trades Course

Electrician's Licence

Extreme Fire Solutions Detector Selection Course

Extreme Fire Solutions As1670 Design Course

Extreme Fire Solutions As2220 Design Course

Extreme Fire Solutions Addressable Installation Course

Extreme Fire Solutions Addressable Basic Programming Course

Extreme Fire Solutions 1668 Design Course

Fire Technology Course (TAFE)

Other Payments

Fares: As per Award

Travelling Time .8hr/day @: - As per Award

Contract Of Employment

Extreme Fire Solutions, - Agreement.

Minimum Tool Requirements

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder

Cable Stripper

Conduit Cutters

Combination Pliers - (Crescent or similar) - Insulated

Long Nose Pliers - Insulated

Side Cutters - Insulated

6" Shifting Spanner

8" Shifting Spanner

Multigrips

Cold Chisel

6 metre Tape Measure

Chalk Line

Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
Grade 9.

Level '9'

Description / Duties

Fire Alarm Worker - Permanent
Foreman

The person must have completed at least three (3) years of permanent employment with Extreme Fire Solutions or have completed three (3) years as a tradesman, having served their apprenticeship with Extreme Fire Solutions. A period of at least one (1) year must be served as a Level 8.

The person must be capable of and carry out the installation of Electrical Life Safety Systems in line with direction from a project manager.

The foreman shall be responsible for supervision over a team of employees, working on numerous projects, ensuring maximum productivity from all employees within the team.

The Foreman's role is to provide support to the Project Manager and Contracts Manager.

The foreman will be responsible for co-ordinating manpower, materials, equipment and plant for numerous sites. Co-ordination of manpower shall be made in conjunction with the Project Manager.

The foreman shall be required to provide estimates of labour and materials in order to price variations to the work.

The foreman shall meet with builders, clients and other trades representatives to co-ordinate system installations.

The foreman is required to provide a back-up role should the project manager be on leave, sick or similarly indisposed for any time period.

The foreman shall be required to carry out commissioning of all projects under his supervision without support from a Designer or Project Manager.

The foreman must have a firm understanding of AS1670, AS2220, AS1668.

The person must be capable of selecting the correct type of fire detector or speaker for the environment and hazard in which the unit is to be installed.

The person shall be capable of installing and directing others in the installation of Addressable, 8 zone panel to 64 zone panels and Evacuation Systems.

The person shall be capable of directing others in 'Fault Finding' procedures.

The foreman shall be required to perform basic program changes to Addressable

The person shall be capable of programming 8 zone panel to 64 zone panels Systems and Evacuation Systems.

Qualifications / Training

Electrical Trades Course

Electrician's Licence

Extreme Fire Solutions Detector Selection Course

Extreme Fire Solutions As1670 Design Course

Extreme Fire Solutions As2220 Design Course

Extreme Fire Solutions Addressable Installation Course

Extreme Fire Solutions Addressable Basic Programming Course

Extreme Fire Solutions Team Leader Course

Extreme Fire Solutions 1668 Design Course

Fire Technology Course (TAFE)

Other Payments

Fares: - As per Award

Travelling Time .8hr/day @: As per Award

Contract of Employment

Extreme Fire Solutions, Agreement

Minimum Tool Requirements

Insulated Screw Driver Set

Terminal Screw Driver

Claw Hammer

Multimeter-Fluke 75 Digital or equivalent

Hit Gun

Engineer's File

Hack Saw

Hack Saw Blade Holder
 Cable Stripper
 Conduit Cutters
 Combination Pliers - (Crescent or similar) - Insulated
 Long Nose Pliers - Insulated
 Side Cutters - Insulated
 6" Shifting Spanner
 8" Shifting Spanner
 Multigrips
 Cold Chisel
 6 metre Tape Measure
 Chalk Line
 Fluid Level

NOTE 1:

* Equivalent wage scale as per N.S.W. Award Classification.
 Grade 10.

APPENDIX 'A'

On Signing

Classification	Unlicensed Hourly Rate \$	Licensed Hourly Rate \$	Fares/Day \$
Level 1	18.00	N/A	13.00
Level 2	18.50	19.00	13.00
Level 3	19.50	20.00	13.00
Level 4	20.50	21.00	13.00
Level 5	21.50	22.00	13.00
Level 6	22.50	23.00	13.00
Level 7	N/A	24.00	13.00
Level 8	N/A	25.00	13.00
Level 9	N/A	26.00	13.00

Indentured Apprentices

Rate	1st Year	2nd Year	3rd Year	4th Year
Hourly	\$8.75	\$11.55	\$16.05	\$18.35
Fares / Day	\$13.00	\$13.00	\$13.00	\$13.00

Note: The above rates are inclusive of tool allowance, electrical traded special allowance, supplementary pay and construction work allowance which make up the current base rate of pay under the State Electricians Pay Scale.

Site Allowances are covered in Clause 18.