

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA04/5

**TITLE:** Rocla Quarry Products NSW Enterprise Bargaining Agreement 2003

**I.R.C. NO:** IRC3/6626

**DATE APPROVED/COMMENCEMENT:** Approved 27 November 2003/Commenced 15 February 2003

**TERM:** 24

**NEW AGREEMENT OR  
VARIATION:** Replaces EA01/276

**GAZETTAL REFERENCE:** 13 February 2004

**DATE TERMINATED:**

**NUMBER OF PAGES:** 11

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** The agreement applies to all employees of Rocla Ltd trading as Rocla Quarry Products, located at Captain Cook Drive, Kurnell NSW 2231 who are engaged by the ancillary quarry sites in NSW operated by the Company and who fall within the coverag of the Quarrying Industry (State) Award

**PARTIES:** Rocla Ltd t/as Rocla Quarry Products -&- The Australian Workers' Union, New South Wales

# **Rocla Quarry Products NSW Enterprise Bargaining Agreement 2003**

## **1. Title**

This agreement shall be known as the Rocla Quarry Products NSW Enterprise Bargaining Agreement 2003.

## **2. Arrangement**

This agreement is arranged as follows:

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## **3. Application**

This agreement applies to all employees of Rocla Ltd trading as Rocla Quarry Products, who are bound by the terms of the Quarrying Industry (State) Award and ancillary quarry sites in NSW operated by the company.

## **4. Parties Bound**

Parties to this agreement are:

- (i) The Australian Workers' Union, New South Wales, representing all employees of Rocla Ltd engaged in any of the occupations, industries or callings specified in the Quarrying Industry (State) Award.
- (ii) Rocla Ltd trading as Rocla Quarry Products at Kurnell, Windsor, Bell, Raymond Terrace and Calga.

## 5. Objectives and Benefits of the Award

This agreement is intended to aid and encourage the implementation of changes in work practices and the way in which work is organised in the company. The parties recognise that an important factor in achieving these objectives is the development of a workplace environment which supports the participation of employees in the development of improved productivity and flexibility of all operations.

It is expected that the gains resulting from the application of this agreement will be of a wide nature, affecting production cost, market share, customer service and profit contribution.

## 6. Date and Period of Operation

This agreement shall have effect from the 15th February 2003 and shall operate from this date and shall remain in force until 15th February 2005.

The agreement shall not be varied except by mutual consent of the parties. The union undertakes not to pursue any extra claims, award or over-award, during the period of operation of this agreement, provided that the rates shall not fall below the award rates for ordinary time.

## 7. Relationship to Parent Award

This agreement shall be read and interpreted wholly in conjunction with the Quarrying Industry (State) Award and the previous enterprise agreements, provided that where there is any inconsistency, this agreement shall prevail to the extent of the inconsistency.

## 8. Wage Rates

Base rates of pay and other rates and allowances shall be increased under this agreement as set out in Appendix C as follows:

First increase of 4%	In the hourly rate and allowances from the first pay period on or after 15th February 2003
Second increase of 4%	In the hourly rate and allowances from the first pay period on or after 15th February 2004 (dependent on productivity measures - refer to A Appendix)

## 9. Picnic Day

Rocla shall recognise the first Monday in December instead of Easter Saturday as the "AWU picnic day".

## 10. Superannuation "Salary Sacrifice"

Additional contributions to superannuation

- (a) Notwithstanding any other provisions of the agreement, an employee may, by mutual agreement with the Company, request:

That benefits in the form of additional superannuation contributions be provided; and

That their pay under the award/agreement be reduced by an amount equivalent to that paid as additional superannuation contributions.

- (b) The maximum additional superannuation contribution that can be made is the lesser of:

The difference between the employee's award rate of pay and ordinary time earnings.

- (c) Any additional superannuation contribution the employer, on behalf of the employee, makes under sub clause a above, will be paid to the Fund to which the employer pays Superannuation Guarantee Contributions for that employee.

- (d) The form of any request under sub-clause a above, will be as prescribed by the company.
- (e) An employee may withdraw from receiving additional superannuation contributions at times prescribed by the company by completing a form as prescribed by the company. In such a case, the employee will receive his or her full pay payable under clause 8 of the agreement.
- (f) The total benefits and pay received under sub clause a above will not be of a lesser value than the pay payable to the employee under clause 8 of the agreement.
- (g) An employee who elects to enter the arrangement embodied in sub-clause a above, will receive the benefits of this arrangement in lieu of the pay due under clause 8 when on paid leave.
- (h) All other entitlements, including termination payments, will be based on the appropriate pay before entering the arrangement embodied in sub clause a above.
- (i) The company may amend or withdraw the benefits provided by this clause in the event of changes in Government legislation which affect the status (taxation or otherwise) of contributions paid under sub clause a above, following consultation with the unions respondents to this Agreement.
- (j) The administrative costs of salary packaging will be at the participating employee's expense.

### **11. Avoidance of Industrial Disputes**

The parties to this agreement undertake to observe the procedure for the avoidance of industrial disputes contained in the parent award, that is clause 3.5 of the Quarrying Industry (State) Award.

In addition, the parties agree that in the event of a dispute, they will act promptly in seeking a resolution and prior to any matter being brought to the Industrial Relations Commission of New South Wales, it will be submitted to a disputes committee. The membership of this committee may be varied to suit the circumstances, but will comprise at least one official from the union concerned and one senior company officer. While this procedure is being followed, work will continue normally.

### **12. Drug & Alcohol Policy**

During the first 12 months of the implementation of this agreement both parties agree to constructing and implementing a suitable drug and alcohol policy for all Rocla Kurnell quarry sites and the conditions of that policy will be the basis for which drugs and alcohol will be monitored on these sites.

### **13. Annual Leave**

- (i) Employees, other than seven day shift workers - see *Annual Holidays Act 1944*.

In addition to the leave provided for by the said Act, seven dayshift workers who are rostered to work regularly on Sundays and holidays shall be allowed an additional one week's leave provided that if, during the year of employment, an employee has served for only a portion of it as a seven day shift worker, the additional leave shall be one day for every 36 ordinary shifts worked as a seven day shift worker.

- (ii) In lime making operations, an employee with 12 months continuous service who is employed for part of the 12 month period as a seven day shift worker under this award, shall be entitled to have the leave prescribed by the said Act increased by a half day for each month they are employed continuously as aforesaid.

In this sub-clause, reference to one week and one day shall include holidays and non-working days.

### **14. Annual Leave Loading**

- (i) In this clause, the *Annual Holidays Act 1944* is referred to as "the Act".

- (ii) Before an employee is given and takes their annual leave or where, by agreement between the employer and employee, the annual leave is given and taken in more than one separate period, then before each of such separate periods the employer shall pay the employee a loading determined in accordance with this clause. (Note: The obligation to pay in advance does not apply where an employee takes annual leave wholly or partly in advance.)
- (iii) The loading is payable in addition to the pay for the period of leave given and taken and due to the employee under the Act and this award.
- (iv) The loading is to be calculated in relation to any period of annual leave to which the employee becomes entitled under the Act and this award or, where such leave is given in separate periods, then in relation to each period.
- (v) The loading is the amount payable for the period or the separate period, as the case may be, stated in sub-clause iv of this clause, at the rate per week of 17.5 per cent of the appropriate ordinary weekly time rate of pay prescribed by this award, for the classification in which the employee was employed immediately before commencing annual leave, excluding any other allowances, penalty rates, shift allowances, overtime or any other payments prescribed by this award.
- (vi) No loading is payable to an employee who takes annual leave wholly or partly in advance, provided that, if the employment of such an employee continues until the day when they would have become entitled under the Act to annual leave, the loading then becomes payable in respect of the period of such leave and is to be calculated in accordance with sub-clause v of this clause, applying the award rates of wages payable on that day.
- (vii) Where, in accordance with the Act, the employer's establishment or part of it is temporarily closed down for the purpose of giving annual leave or leave without pay to the employees concerned:
  - (a) An employee who is entitled under the Act to annual leave and who is given and takes such leave shall be paid the loading calculated in accordance with sub-clause v of this clause.
  - (b) An employee who is not entitled under the Act to annual leave and who is given and takes leave without pay shall be paid, in addition to the amount payable to them under the Act, such proportion of the loading that would have been payable to them under this clause if they had become entitled to an annual holiday prior to the closedown as their qualifying period of employment in completed weeks bears to 52.
- (viii) Where the employment of an employee is terminated for a cause other than misconduct and at the time of the termination the employee has not been given and has not taken the whole of the annual leave to which they became entitled, they shall be paid a loading calculated in accordance with sub-clause v of this clause for the period not taken.

Except as provided by the above paragraph of this sub-clause, no loading is payable on the termination of an employee's employment.

- (ix) This clause extends to an employee who is given and takes annual leave and who would have worked as a shift worker if they had not been on leave provided that if the amount to which the employee would have been entitled by way of shift work allowances and/or weekend penalty rates for the ordinary time (not including time on a public holiday) which the employee would have worked during the period of the leave exceeds the loading calculated in accordance with this clause, then that amount shall be paid to the employee in lieu of the loading.

## **15. Long Service Leave**

See *Long Service Leave Act 1955*.

## **16. Bereavement Leave**

- (i) An employee, other than a casual employee, shall be entitled to up to two days bereavement leave without deduction of pay on each occasion of the death of a person prescribed in sub-clause iii of this clause.
- (ii) The employee must notify the employer as soon as practicable of the intention to take bereavement leave and will provide to the satisfaction of the employer proof of death.
- (iii) Bereavement leave shall be available to the employee in respect to the death of a person prescribed for the purposes of personal carer's leave as set out in subparagraph 3 of section b of sub-clause i of clause 18, Personal Carer's Leave, provided that for the purpose of bereavement leave, the employee need not have been responsible for the care of the person concerned.
- (iv) An employee shall not be entitled to bereavement leave under this clause during any period in respect of which the employee has been granted other leave.
- (v) Bereavement leave may be taken in conjunction with the other leave available under sub-clauses ii, iii, iv, v and vi of the said clause 18. In determining such a request the employer will give special consideration to the circumstances of the employee and the reasonable operational requirements of the business.

## **17. Sick Leave**

- (i) Weekly employees shall, subject to the production of a medical certificate or other evidence satisfactory to the employer (which may include a statutory declaration), be entitled to ten days' sick leave during the first and subsequent years of service of full pay, provided that a statutory declaration shall be sufficient proof of sickness in respect of the first two single days' absence of an employee in any year.
- (ii) The employee shall, unless it is not reasonably practicable to do so (proof whereof shall be on the employee), make every effort to notify the employer of their normal starting time on the same day of their absence, but in any circumstances within 4 hours of their normal starting time.
- (iii) The payment for any absence on sick leave in accordance with this clause during the first three months of employment of any employee may be withheld by the employer until the employee completes such three months of employment, at which time the payment shall be made.
- (iv) An employee shall not be entitled to sick leave for any period in respect of which such employee is entitled to workers' compensation.
- (v) If the full period of sick leave is not taken in any year, the whole or any un-taken portion shall be cumulative from year to year.
- (vi) If an award holiday occurs during an employee's absence on sick leave, then such award holiday shall not be counted as sick leave.
- (vii) Service with the employer before the date of coming into force of this award shall be counted as service for the purpose of qualifying thereunder.
- (viii) Where an employee is ill or incapacitated within the meaning of this clause on their rostered day of shift off, they shall not be entitled to sick pay on that day nor shall their sick leave entitlement be reduced as a result of such illness or incapacity.

## **18. Personal Carers' Leave**

- (i) Use of sick leave

An employee, other than a casual employee, with responsibilities in relation to a class of person set out in paragraph ii of this sub-clause, who needs the employee's care and support, shall be entitled to use, in

accordance with this sub-clause, any current or accrued sick leave entitlement provided for in clause 17, Sick Leave, for absences to provide care and support for such persons when they are ill. Such leave may be taken for part of a single day.

The employee shall, if required, establish either by production of a medical certificate or statutory declaration, illness of the person concerned and that the illness is such as to require care by another person. In normal circumstances, an employee must not take carer's leave under this sub-clause where another person has taken leave to care for the same person.

(ii) The entitlement to use sick leave in accordance with this sub-clause is subject to:

(a) The employee being responsible for the care of the person concerned, and

(b) The person concerned being:

1. A spouse of the employee, or
2. A de facto spouse who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person, or
3. A child or an adult child (including an adopted child, a stepchild, a foster child or an ex-nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee, or spouse or de facto spouse of the employee, or
4. A same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis, or
5. A relative of the employee who is a member of the same household where, for the purposes of this paragraph:

"Relative" means a person related by blood, marriage or affinity,

"Affinity" means a relationship that one spouse, because of marriage, has to blood relatives of other, and

"Household" means a family group living in the same domestic dwelling.

An employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone is such absence at the first opportunity on the day of absence.

(iii) Unpaid leave for family purpose

An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a member of a class of person as set out in paragraph ii of sub-clause 1 of this clause, who is ill.

(iv) Annual leave

An employee may elect, with the consent of the employer, subject to the *Annual Holidays Act 1944*, to take annual leave not exceeding five days in single-day periods, or part thereof, in any calendar year at a time or times agreed by the parties.

Access to annual leave shall be exclusive of any shutdown period provided for elsewhere under this award.

An employee and employer may agree to defer payment of the annual leave loading in respect of single-day absences until at least five consecutive annual leave days are taken.

(v) Time off in lieu of payment of overtime

An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer within 12 months of the said election.

Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is, an hour for each hour worked.

If, having elected to take time as leave, the leave is not taken for whatever reason, payment for time accrued at overtime rates shall be made at the expiry of the 12 month period or on termination.

Where no election is made the employee shall be paid overtime rates in accordance with the award.

(vi) Make up time

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

An employee on shift work may elect, with the consent of the employer, to work "make up time" (under which the employee takes time off ordinary hours and works those hours at a later time), at the shift work rate which would have been applicable to the hours taken off.

(vii) Rostered days off

An employee may elect, with the consent of the employer, to take a rostered day off at any time.

An employee may elect, with the consent of the employer, to take rostered days off in part day amounts.

An employee may elect, with the consent of the employer, to accrue some or all rostered days off for the purpose of creating a bank to be drawn upon at a time mutually agreed between the employer and employee, or subject to reasonable notice by the employee or the employer.

This sub-clause is subject to the employer informing each union which is both party to the award and which has members employed at the particular enterprise of its intention to introduce an enterprise system of RDO flexibility, and providing a reasonable opportunity for the union(s) to participate in negotiations.

## 19. Delegates

(i) An employee appointed delegate in a quarry in which they are employed shall, upon notification thereof to the employer, be recognised as the accredited representative of the union to which they belong. An accredited delegate shall be allowed reasonable time during working hours to interview the employer or their representative on matters affecting employees whom they represent.

(ii) Subject to the prior approval of the employer, an accredited delegate shall be allowed a reasonable period of time during working hours to interview a duly accredited union official of the union to which they belong on legitimate union business.

(iii) Notice board

The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in the quarry so that it will be reasonably accessible to all employees working under the award.



Accredited union representatives shall be permitted to put on the notice board(s) union notices, signed or countersigned by the representative posting them. Any notice posted on such board not so signed or countersigned may be removed by an accredited union representative or by the employer.

## **20. Right of Entry**

The right of entry to a workplace by an officer of a recognised industrial organisation of employees shall be in accordance with the provisions of Chapter 5, Part 7 of the *Industrial Relations Act 1996*.

## **21. Anti-Discrimination**

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996*, to prevent and eliminate discrimination in the workplace on the grounds of race, sex, marital status, disability, homosexuality, transgender identity and age.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfillment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
  - (a) Any conduct or act which is specifically exempted from anti-discrimination legislation.
  - (b) Offering or providing junior rates of pay to persons under 21 years of age.
  - (c) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*.
  - (d) A party to this award from pursuing matters of unlawful discrimination in any state or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

## **22. Use of Precedent Prohibited**

This agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

## **23. No Duress**

This agreement is made with neither party under duress.

## **24. Signatories**

Signed for and on behalf of:

Name

Rocla Ltd t/a Rocla Quarry Products

Witness

Date

Signed for and on behalf of:

Name

The Australian Workers' Union, New South Wales

Witness

Date

## **APPENDIX A**

### **PRODUCTIVITY GAINS AND MEASURES**

This appendix details the agreement reached by negotiations between parties to achieve real gains in productivity, efficiency and flexibility at Rocla Quarry Products Operations, covered by the Quarrying Industry (State) Award and for which the wage increases in Clause 8 of this agreement are payable, upon registration by the industrial registrar of New South Wales.

(1) Major change areas

The agreement is based on the implementation of change in three main areas, they are:

- (a) The development of additional flexibility in daily work patterns and practices.
- (b) The continued operation of a continuous Improvement Process (CIP) which seeks to involve employees in problem solving and developing improvements in work methods and practices.
- (c) In consultation with employees, the establishment of a set of performance measures which provide a reliable indicator of the effect of the CIP on overall business results.

The parties recognise that the achievement of many of the changes contained in this overall plan may require further investment by the company in training and development programs for employees.

In addition to this skills training, the company accepts the need to provide training in non-operational areas, such as TQM practices, problem solving and communications, that may be necessary to the development of multi-skilled teams.

(2) Flexible Operations

In addition to the improvements agreed in the previous enterprise bargaining agreements, the following improved flexibilities have been agreed.

- (i) All employees to focus on customer satisfaction including but not limited to:-
  - Duration of customer's truck in quarry.
  - Complaint of contaminated loads.
  - Accurate Paperwork
- (ii) Toolbox meetings to take place at the end of a shift, with no loss of productivity.
- (iii) All other provisions in prior EBA's and site agreements are to remain in place.

- (iv) All employees to undertake appropriate training to achieve competency standards.
- (v) Employees to temporarily transfer to other Rocla quarry sites with agreement of individuals.
- (vi) If the company decides on the need to initiate 24 hour operations due to plant relocation, it will be done so by consultation and agreement with the employees. The company may utilise 24 hour operations by way of casual employees and/or contract workers for a specified period of time.

(3) Performance measures

Measures to monitor productivity shall be established through a consultative process between Rocla and Employees. Benchmarks and productivity targets shall be set in the same manner and plans established and agreed to achieve sufficient productivity improvement in the performance of Rocla's quarrying operations to enable payment of the second wage increase based on an equitable sharing of productivity improvements.

In addition to previous productivity measures, plans shall be established and agreed to improve the Key areas of customer satisfaction (in terms of minimising the number of contaminated loads) and minimising time customers' vehicles are in the quarries waiting to be loaded.

During the course of this agreement it is acknowledged that some initial plans may have to be adjusted as a result of changed circumstances in production at some quarries that are outside the control of Employees.

## **APPENDIX B**

### **REDUNDANCY**

(1) Redundancy

In the event that the company have identified the need to initiate redundancies they will do so by consultation with union representatives on site and/or the relevant union official/

The company will at first call for expressions of interest keeping in mind the company's requirements to maintain the skills and experience which are essential to the ongoing viability of the company.

The company will provide time off without penalty in the event that the redundant employee needs to attend employment interviews during the notice period.

(2) Severance pay

Where an employee is to be terminated in accordance with the above redundancy clause, the company shall pay the following severance pay in respect of a continuous period of service.

- (a) If an employee is under 45 years of age, the company shall pay in accordance with the following scale:

Years of service	45 years of age and entitlement
Less than 1 year	Nil
1 year and less than 2 years	4 weeks pay
2 years and less than 3 years	7 weeks pay
3 years and less than 4 years	10 weeks pay
4 years and less than 5 years	12 weeks pay
5 years and less than 6 years	14 weeks pay
6 years and less than 7 years	16 weeks pay

- (b) Where an employee is 45 years old or over, the entitlement shall be in accordance with the following scale:

Years of service	45 years of age and entitlement
Less than 1 year	Nil
1 year and less than 2 years	5 weeks pay
2 years and less than 3 years	8.75 weeks pay
3 years and less than 4 years	12.5 weeks pay
4 years and less than 5 years	15 weeks pay
5 years and less than 6 years	17.5 weeks pay
6 years and less than 7 years	20 weeks pay

In addition to the above-mentioned scales for each completed year of service, 7 years of more, an employee shall receive 2 weeks pay per completed year of service subject to no employee receiving more than 52 weeks pay in total.

"Weeks pay" means the all purpose rate for the employee concerned at the date of termination and shall include, in addition to the ordinary rate of pay, over award payments, shift penalties and allowances paid in accordance with clause 8 of the agreement.

## APPENDIX C

### RATES AND OTHER ALLOWANCES

Description	2002 weekly rate (base rate)	2003 rate (+4% Feb 2003)	2004 rate (+4% Feb 2004)
<b>Quarry worker grade</b>			
1	\$577.55	\$600.65	\$624.68
2	\$608.29	\$632.62	\$657.93
3	\$636.86	\$662.34	\$688.83
4	\$663.03	\$689.55	\$717.13
5	\$677.31	\$704.41	\$732.58
6	\$691.60	\$719.26	\$748.03
7	\$703.03	\$731.15	\$760.39
<b>Quarry tradesman</b>			
1	\$691.60	\$719.26	\$748.03
2	\$715.03	\$743.63	\$773.37
3	\$718.57	\$747.31	\$777.20
4	\$741.99	\$771.67	\$802.54
5	\$800.05	\$832.05	\$865.33

Rates and allowances	Unit	Award clause	1999 (base)	2001 (+4%)	2002 (+3%)	2003 (+4%)	2004 (+4%)
In charge of plant	Week	3.1(5)(a)	\$10.57	\$10.99	\$11.32	\$11.77	\$12.24
Leading hand		3.1(5)(a)					
2-5 employees	Week		\$15.60	\$16.22	\$16.71	\$17.38	\$18.08
6-10 employees	Week		\$21.95	\$22.83	\$23.51	\$24.45	\$25.43
11-20 employees	Week		\$31.30	\$32.55	\$33.53	\$34.87	\$36.26
>20 employees	Week		\$39.70	\$41.29	\$42.53	\$44.23	\$46.00
Confined space	Hour	3.1(6)(a)	\$0.47	\$0.49	\$0.50	\$0.52	\$0.54
Dirty work	Hour	3.1(6)(b)	\$0.36	\$0.37	\$0.38	\$0.40	\$0.42
Height money	Hour	3.1(6)(c)	\$0.26	\$0.27	\$0.28	\$0.29	\$0.30
Hot places 46°-54°C	Hour	3.1(6)(d)	\$0.35	\$0.36	\$0.37	\$0.38	0.40
Hot places > 54°C	Hour	3.1(6)(d)	\$0.47	\$0.49	\$0.50	\$0.52	\$0.54
Tools	Week	3.3(1)	\$11.50	\$11.96	\$12.32	\$12.81	\$13.32
First aid	Day	3.4(2)	\$1.71	\$1.78	\$1.83	\$1.90	\$1.98
Meal allowance	Meal	3.5(6)(b)	\$8.40	\$8.74	\$9.00	\$9.36	\$9.73
Motor vehicle usage	Km	3.5(7)	\$0.40	\$0.42	\$0.43	\$0.45	\$0.47
Fares	Day	3.5(8)	\$4.40	\$4.58	\$4.72	\$4.91	\$5.11