

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/191

TITLE: Incitec Pivot Ltd - Newcastle Manufacturing Enterprise Agreement 2004

I.R.C. NO: IRC5/2507

DATE APPROVED/COMMENCEMENT: 24 May 2005 / 24 May 2005

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**NEW AGREEMENT OR
VARIATION:** Replaces EA03/22.

GAZETTAL REFERENCE: 12 August 2005

DATE TERMINATED:

NUMBER OF PAGES: 30

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all production and maintenance employees employed by Incited Pivot Ltd, located at the Kooragang Island and Cockle Creek Sites (the agreement does not apply to staff positions) who fall within the coverage of the Incitec Ltd NSW Manufacturing Award 1994.

PARTIES: Incitec Pivot Ltd -&- the Electrical Trades Union of Australia, New South Wales Branch, The Australian Workers' Union, New South Wales

INCITEC PIVOT LIMITED - NEWCASTLE MANUFACTURING ENTERPRISE AGREEMENT 2004 - 2007

1. Title

This Agreement shall be known as the Incitec Pivot Ltd - Newcastle Manufacturing Enterprise Agreement 2004.

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3. Commitment to Improving Productivity and Workplace Reform

It is the objective of the parties to make the Incitec Pivot's Newcastle manufacturing sites at Cockle Creek and Kooragang Island a highly competitive manufacturer, and model industrial sites excelling in safety, environment, productivity, quality, flexibility, communication and commitment.

We are committed to creating an environment which encourages and supports the development of a highly skilled and flexible workforce and where employee participation is a priority for the betterment of the individual and the business.

We are committed to reorganising work and management processes to improve the efficiency, profitability and competitive position of the sites whilst enhancing the career opportunities and job security of the employees.

Work will be organised to maximise the flexibility of the workforce and enable employees to work to the limits of their skills and capabilities. There will be no artificial barriers preventing employees from performing tasks in which they have been trained.

We are committed to the Cockle Creek and Kooragang Island sites achieving the status of being "Continuous Improvement Sites" as measured by Key Performance Indicators (KPI's).

As changes and improvements are identified, the parties will implement the change through a process of consultation.

4. Application

This Agreement shall apply to manufacturing operations at the establishments of Incitec Pivot Limited - Cockle Creek, located at Main Road, Cockle Creek, and Kooragang Island, located on Herron road, Kooragang Island.

5. Parties Bound

This Agreement shall be binding upon:

- (1) Incitec Pivot Limited & Incitec Fertilisers Limited - Cockle Creek and Kooragang Island Manufacturing
- (2) Australian Workers Union
- (3) Electrical Trades Union of Australia (NSW Branch)

and all employees, employed by the Company, who are eligible to be members of any of the above unions.

This Agreement does not apply to employees in staff positions, whether they are members of a Union or not.

6. Relationship to Parent Award

This Agreement shall be read in conjunction with the Incitec Ltd NSW Manufacturing Award 1994 provided that where there is any inconsistency this Agreement shall take precedence to the extent of the inconsistency.

7. Salary Increases

Unless otherwise stated in this agreement the following wage increases will apply:

At Kooragang Island from the first full pay period on or after;

Year 1	1/4/04 = 3.5%
Year 2 -	1/4/05 = 3.5%
Year 3 -	1/4/06 = 4.0%

At Cockle Creek from the first full pay period on or after;

Year 1	1/1/05 = 2.0%
Year 2 -	1/4/05 = 3.5%
Year 3 -	1/4/06 = 4.0%

There shall be no further wage increases for the life of this Agreement. A revised salary schedule is contained in Appendix 1.

8. Date and Period of Operation

This Agreement shall rescind and replace the terms and conditions of employment regulated by the Cockle Creek Enterprise Agreement 2002, and the Kooragang Island Enterprise Agreement 2002, and shall come into operation after certification by the Industrial Relations Commission of New South Wales. It shall remain in force until 31 March 2007.

The parties agree that no later than four (4) months prior to the expiration of this Agreement, discussions shall commence regarding the desirability and content of a future Agreement.

9. Manufacturing Continuous Improvement Process

The purpose of the continuous improvement process is to :

Improve communications and understanding of key business issues and measures in the pasture and cropping businesses.

Assist the company in manufacturing and supplying high quality products and in providing excellent customer service whilst conforming with site safety, health and environment requirements

Create a workplace climate that nurtures mutual trust, respect, teamwork, personal growth, pride in performance and enjoyment and that supports the Agreement to improve workplace productivity and flexibility.

Ensure that the sites manufacturing processes and activities keeps pace with the changing demands of the market place.

Contribute to site strategies that improve site profitability.

10. Skills and Competency Development

The ongoing development of appropriate skills and competency is required to enable continued improvement in business performance. The attached grading structures in Appendices 2,3 & 4 identify a clear and logical process for developing the necessary skills required in each stream.

Skill Development will be managed with the introduction of the Learning Unit self paced training system. This system will be used in each section as a guide for personnel to achieve the necessary skills for each Level. It is anticipated that this system will be implemented progressively over both sites during the life of this agreement. Under the Learning Unit system competency of skills will be assessed by the Line Manager or appointed assessor. Learning outcomes and objectives will be clearly defined in the Learning Unit documentation.

A common sense approach will be taken when planning training to maximise opportunities to train employees in ordinary hours.

11. Flexibility Across Sites

Flexibility of manufacturing employees to work across the two manufacturing sites is critical to the effective operation of our manufacturing strategy.

Employees agree to the concept of being available to work on either manufacturing site subject to consultation and having received reasonable notice in accordance with the examples detailed below for maintenance and process employees, except in the case of voluntary overtime.

Where an employee travels from their home/home site to another site the employee will either be provided with transportation or paid the mileage allowance in Appendix 1 where they use their own private motor vehicle.

In regard to maintenance employees an example of across site flexibility is where the respective maintenance teams are available to work across sites if required to assist in situations of plant breakdowns, or where specialist skills are required, personnel safety and threat to the environment.

In regard to production employees an example of across site flexibility is where the respective production teams are available to work across sites if required to assist in emergency situations such as significant plant breakdowns, where personnel safety and/or a threat to the environment exists or situations where employees at the home site can not be gainfully employed due to circumstances beyond the control of management.

12. Guaranteed Response System - KI

The KI Process Technicians and Coordinators recognise the need to support continuous plant operations and will provide a guaranteed response system (GRS) that meets the needs of the business.

It is recognised by the parties that the current GRS does not provide the level of cover required by the business to operate efficiently. The parties are committed to implementing a robust GRS where the shift teams will maintain their own coverage/call in rosters, ensuring an agreed complement of employees is available to safely meet the production requirements of the business.

The principles of the new GRS, listed below, will be fleshed out by the KI Consultative Group by 1/9/05 and reviewed after employee's skill levels reach the required level.

A commitment is given to complete the review and implement an effective GRS by no later than 6 months after the ratification of this agreement.

GRS Principles

Shift employees commit to attaining the required skill standard to ensure GRS coverage. The company commits to providing the training resource reasonably required to allow employees to achieve the required skill standard.

The shift teams will maintain their own call in/coverage rosters, ensuring an agreed complement of employees is available to safely meet the needs of the business, including the unloading of acid and rock boats.

Pre-paid overtime hours will be worked as required and managed by the work group.

The Shift Team shall utilise the provisions of Pre-paid Hours to call in a replacement employee, where required, to ensure the continued operation of all plants.

A common sense approach will be adopted by management in consultation with the Shift Teams in any decision to cover long term absences with the demands on the plant and safety considerations being taken into account at that time.

The responsibility to call in employees shall reside with each respective Shift Team. The Co-ordinator or his representative will make contact with the required employees.

Maintenance teams recognise the need to support continuous plant operations with a viable maintenance service. A guaranteed response system is instituted, with the use of pagers/mobile phones, to ensure the out of hours availability of maintenance personnel.

13. Hours of Work

General Hours of Work

Hours of work will be determined by consultation, taking due account of the needs of the business provided that an average of 38 hours per week will be worked over a fifty two (52) week period between 6.00 am and 6.00 p.m.

Business requirements currently determine the need to operate the respective plants 24 hours a day, 7 days a week during the season and reverting back to a 5 day a week operation during the off season.

Meal Breaks

Employees working day work pattern will be allowed a 30 minute unpaid meal break.

Employees working shift work pattern will be allowed a 20 minute paid meal break.

Morning tea and meal breaks are taken when convenient to the team activities and may be staggered to ensure continuous production.

14. Work Patterns

Work patterns (both Day work and Shift work), including starting and finishing times may be varied to suit the requirements of the Plant or sections of the Plant. Fertiliser manufacture is a seasonal activity requiring work pattern flexibility to meet the needs of the business. Changes to work patterns will be subject to;

1. Consultation between the parties and/or where a change in shift work schedules is to occur, a minimum of 4 weeks notice shall be given.
2. Being guided by Occupational Health Safety and Environment considerations.

15. Remuneration

Kooragang Island

Process Technicians at Kooragang Island are paid an annual rate which is inclusive of the base salary, shift premiums and all allowances and additional payments and partially prepaid overtime but which is exclusive of overtime related allowances. Refer to Appendix 1.

A 55.79 % Shift loading applies for working 24 hour,7 day continuous shifts. A 10 % shift loading applies for working 5 day non continuous shifts.

A prepaid number of overtime hours are built into the annual rates but are exclusive of overtime related allowances. The prepaid number of overtime hours for teams is as follows:

Day work Pattern -

250 paid Hours (Team Members)

500 paid Hours (Coordinator Level)

Shift work Pattern -

200 paid Hours (Team Members)

350 paid Hours (Coordinator Level)

For the duration of this agreement a trial will be run where overtime will be paid at the appropriate overtime hourly rate to Technicians only after the Technician has reached the pre-paid number of hours. The principle of all employees on shift having to work their prepaid overtime hours remains. Management reserves the right to offer paid overtime at its discretion.

It is agreed the prepaid number of hours have been reached and monthly overtime payments will commence as follows:

Day work

Overtime hours worked in excess of two hundred and fifty (250) paid hours will attract monthly overtime payments.

In addition this recognises two hundred and fifty (250) paid hours per annum for the 0.8 hours per day overtime built into the Co-ordinator's roster.

Shiftwork production

Overtime hours worked in excess of two hundred (200) paid hours will attract monthly overtime payments.

This recognises one hundred and fifty (150) paid hours per annum for the 0.5 hours per day overtime built into the Coordinator's roster.

Maintenance Technicians at Kooragang Island are paid an annual rate which is inclusive of base salary and all allowances and additional payments, including overtime related allowances.

Where work requirements result in a temporary maintenance shift roster being introduced for more than one week (i.e. 38 hours), Maintenance Technicians who work the shift roster will be paid shift allowance of 10% of salary for the whole of the period on shift roster provided each Maintenance Technician works not less than one week (i.e. 38 hours) each time.

Cockle Creek

Process Technicians and Maintenance Technicians at Cockle Creek are paid a base salary and where applicable shift premiums overtime payments and allowances.

In addition to the rates in Appendix 1 a 34.7% Shift loading applies for working 24 hour,7 day continuous shifts. A 10% shift loading applies for working 5 day non continuous shifts.

Annual base rates payable are as set out in the attached Appendix 1.

A monthly time sheet is completed by each team member detailing the applicable overtime, call-ins, mileage allowances, phone allowances and credit leave, all forms of leave etc. The line manager approves any overtime claims.

16. Overtime

Unless otherwise provided for in this agreement worked overtime shall be paid as per the following:

Overtime commences after the ordinary number of hours scheduled for each day have been worked.

Overtime shall be paid for day workers at the rate of one and a half times for the first two (2) hours and double-time thereafter, except in the case of a call-in to work when the rate shall be double-time.

Overtime shall be paid for shift workers at the rate of double-time.

An employee called-in to work overtime shall be paid for a minimum of four (4) hours work at the appropriate rate, providing the employee completes the work required.

Additional work, relating to the mobilisation of the plant or equipment, due to original failure(s) will not incur an additional call-in.

An employee called-in to work overtime shall be paid a phone allowance (where no company provided phone) and a mileage allowance as set out in Appendix 1 for the use of his/her telephone and own private vehicle where the call-in involves an additional separate journey to and from the site.

An employee required to work on a day or shift that he/she is not rostered to work shall be paid for a minimum of four (4) hours work at the appropriate rate providing that any employee who fails to complete the work required shall be paid for such time actually worked.

Where an employee is called-in to work:

Ten Hour Break

There must be a ten hour break, without loss of pay, between shifts as a rest period. If it is necessary to return to work before this break has been taken, then double the ordinary hourly rate shall be paid until the 10 hour break is taken.

Maintenance employees shall be entitled to a reasonable rest period as determined by his/her team irrespective of the day or timing of the work where he/she works in the Maintenance team.

Call-ins before normal starting time which run into ordinary hours, require the provision of a "meal only" ticket.

Where a shift is worked by arrangements between Technicians themselves, then eight hours will substitute for ten

Meal Hours and Meal Tickets

An employee required to work overtime for more than one and a half hours after their ordinary ceasing time shall be provided free of cost with a meal or allocated a meal ticket. The value of the meal ticket shall be as set out in Schedule 1. If the work extends for more than four (4) hours after ordinary ceasing time, the employee shall be provided with a second meal or allocated a meal ticket if he so chooses.

If any Technician becomes entitled to a third or subsequent meal they shall be supplied with a paid meal allowance on each occasion.

Technicians required to work overtime for more than one-and-a-half hours but less than four hours shall be allowed a crib break of twenty (20) minutes and if required to work overtime for more than four (4) hours a second twenty minute crib break at the expiration of the four (4) hours. Crib breaks shall be paid for at the appropriate rate of pay.

17. Annual Leave

Annual Leave (Process)

Technicians are entitled to 152 hours paid annual leave working day and non-continuous shifts and 190 hours paid annual leave each completed year working 24 hours a day, 7 day a week continuous shifts from the anniversary of the date of commencement of their employment.

Technicians who are rostered to work a combination of seven-day and five-day shiftwork for the year, including Sundays and holidays, will accrue annual leave at the respective accrual rate.

All leave is to recorded and authorised through HR Assist.

Annual leave loading of 17.5% or the shift loading, whichever is the greater will be paid to Technicians when annual leave is actually taken.

Long Service Leave (KI Process only)

If leave of more than four (4) weeks is required, the amount of prepaid overtime required to work would be reduced by: Number of overtime hours per Year, divided by fifty two (52) times the number of weeks taken.

Annual Leave (Maintenance)

Maintenance Technicians are entitled to 152 hours Annual leave each year from the anniversary of the date of commencement of their employment.

When Annual leave is taken, ordinary hours are deducted from their entitlement for each day taken. A record is required to record the taking of any leave.

Annual leave loading of 17.5% will be paid to Maintenance Technicians once annually in the December pay.

18. Public Holidays

Shall be those gazetted as a public holiday in Newcastle in the State of New South Wales which a full-time employee under this agreement is entitled to without loss of pay.

In addition to the public holidays prescribed full-time employees are entitled to one additional public holiday without loss of pay. The additional public holiday which applies is the Picnic Day holiday which shall be credited to each employee as a day in lieu on the first day of January each year.

Where a shiftwork employee is rostered to work and does work on a public holiday, additional hours will be credited to Credit Leave to take his/her total rate for hours worked to a total of two-and-one-half times ordinary rate of pay, except for Good Friday and 25 December when total rate will be triple time ordinary base rate.

Where a shiftwork employee is rostered not to work on a public holiday, ordinary hours will be credited to Credit Leave.

19. Credit Leave

Credit leave entitlement will accrue in accordance with Clause 18 Public Holidays.

Credit leave will be added to entitlements at the end of each pay month using monthly timesheets.

Accumulated credit leave may be cashed in at any time (on an hour for hour basis) using the monthly allowances timesheet or taken off as leave (on a shift penalty basis).

Accumulated credit leave may only be taken as leave when a spare person is available to cover the absence.

Credit leave may not be taken if overtime costs will be incurred.

Accumulated Credit Leave in excess of 72 hours as at the 1st of December each year will be paid out at the employee's annual rate in the December pay.

Accumulated Credit Leave will be paid out at the employee's normal rate upon resignation, retrenchment, retirement or disablement, or paid to the employee's estate upon death in service.

20. Frozen Sick Leave

Sick leave entitlements accrued under previous Industrial Agreements was "frozen" as follows:

Cockle Creek Enterprise Agreement, 2002 - 18 May, 1992;

Kooragang Island Enterprise Agreement, 2002 - 9 June, 1992 for maintenance employees and 16 September 1992 for production employees.

The accrued cash value of each applicable employee's accumulated "frozen" sick leave shall be increased by the same percentage increase applied to salaries each year.

Accumulated frozen sick leave will be paid to an employee only in the following circumstances:

early retirement owing to permanent incapacity through ill health;

retirement after reaching age 55 provided the employee signs a declaration that he/she is retiring permanently from the workforce;

redundancy;

death, in which case payment will be made to the employee's estate.

In respect of KI production employees - If sick leave of more than four (4) weeks is needed, the amount of prepaid overtime required to work would be reduced by: Number of overtime hours per Year, divided by fifty two (52) times the number of weeks sick.

21. Leisure Days

For production and maintenance employees at Cockle Creek and maintenance employees at Kooragang Island and provided that an average of 38 hours per week will be worked over a 52 week period, employees are entitled to take one (1) leisure day off per calendar month to a maximum of twelve (12) per year whilst ensuring that the requirements of their area continues to be met.

Leisure days off will be incorporated in the shift roster for Process Technicians at Cockle Creek on shift work.

Untaken rostered days at the end of the year (September 30) will be payed out at the employee's ordinary rate.

Co-ordinators will be responsible for coordinating the taking of each teams' leisure days.

Shift production employees at Kooragang Island do not receive leisure days as it is incorporated into the shift penalty.

22. Redundancy

The provisions of the Incitec Pivot Limited Redundancy Policy will apply to all employees in the event of any redundancy situation arising.

The benefits applicable to employees are as follows:

Incitec Redundancy Standard - Applicable to employees with less than thirteen years service and a start date prior to 30th October 2000.

A minimum period of notice of 1 month (or pay in lieu). Longer notice should be given wherever possible.

An upfront payment of 3 times normal notice period.

Severance payment will be calculated on the basis of 3 weeks pay for each year of service pro-rated on a quarterly basis, and not more than 60 weeks pay.

Payment of all statutory entitlements including accrued annual leave, annual leave loading, 'frozen sick' leave and Long Service Leave. Pro-rata long service leave will be paid after five years service to redundant employees.

Superannuation entitlements as at last day of service.

The company will provide outplacement assistance at a suitable level. The type and level of assistance will be appropriate to the needs of the redundant employee.

OR

ORICA Redundancy Standard - Applicable to employees with greater than thirteen years service or start date after 30th October 2000.

A minimum period of notice of 8 weeks (or pay in lieu). Longer notice should be given wherever possible.

Severance payment will be calculated on the basis of 4 weeks pay for each year of service pro-rated on a quarterly basis, with the total being not less than 12 weeks and not more than 80 weeks. pay.

Payment of all statutory entitlements including accrued annual leave, annual leave loading, 'frozen sick' leave and Long Service Leave. Pro-rata long service leave will be paid after five years service to redundant employees.

Superannuation entitlements as at last day of service.

The company will provide outplacement assistance at a suitable level. The type and level of assistance will be appropriate to the needs of the redundant employee.

23. Dispute Handling Procedure

Disputes arising on site will be dealt with on all occasions in accordance with the following procedure.

As soon as is practicable after a dispute or claim has arisen, the employee, or group of employees concerned, will take the matter up with their immediate coordinator affording the opportunity to remedy the cause of the dispute or claim.

Where any such attempt at settlement has failed, or where the dispute or claim is of such nature that a direct discussion between the employee and their immediate coordinator would be inappropriate, the employee/s shall forthwith take the matter up with the employer or a representative of the employer. The employee/s may elect to be accompanied by a duly authorised representative of their union.

The Company shall reply within twenty four (24) hours.

If the matter is not settled it shall be submitted to the New South Wales Industrial Commission which shall endeavour to resolve the issue between the parties by conciliation.

Without prejudice to any party, work should continue while the matter/s in dispute are being dealt with.

In the event of any alleged serious safety issue, the Company shall immediately investigate the allegation in consultation with Union officials and/or the chairperson of the Safety Committee and/or competent safety advisers - as agreed between the parties to this Agreement.

No strike action will be taken in contravention of this procedure.

24. Authorised Trade Union Training

An employee, nominated by his/her union to attend authorised Trade Union training courses, will be granted leave where his/her attendance will result in no interruption and no additional cost to Company operating requirements.

The Newcastle Manufacturing Manager will use his/her discretion in determining the amount of leave to be granted.

25. Full Time Employees

The company confirms its commitment to maintaining full time employment. Shift teams required to efficiently operate the plants will be staffed by full time employees. The parties understand however that the nature of the company's business is highly seasonal and is also dependant on climatic conditions. This seasonal nature requires the use of casuals to complement the company's full time workforce.

At Cockle Creek the current business configuration (24/7 operation) requires a maximum of 3 employees per shift (inclusive of 1 Co-ordinator) and two holiday relief. Leisure day cover for operators at Cockle Creek will be covered by casuals as required, and for Coordinators, by the Day Coordinator. This configuration may be restructured in line with business requirements. At Kooragang Island the current business configuration (24/7 operation) requires a maximum of 4 employees per shift (inclusive of 1 Co-ordinator and 1 casual) and holiday relief. This configuration may be restructured in line with business requirements.

26. No Extra Claims

The parties agree that this agreement is in settlement of all enterprise bargaining claims for the life of this agreement, and that there will be no extra claims whatsoever for the duration of the agreement

27. Signatories and Declaration

The parties to this Agreement declare that it was not entered into under duress.

SIGNED for and on behalf of) _____
 INCITEC PIVOT LIMITED - NEWCASTLE) _____
) 6/5/2005

SIGNED for and on behalf of) _____
 AUSTRALIAN WORKERS UNION) _____
) 9/5/2005

SIGNED for and on behalf of) _____
 THE ELECTRICAL TRADES UNION) _____
 OF AUSTRALIA (NSW BRANCH)) 11/5/2005

APPENDIX 1

PROCESS AND MAINTENANCE TECHNICIAN

SALARY STRUCTURE

The annual rates payable shall be as set out below:

Cockle Creek Process - Base salary

Process Grades	Current Base Salary	1/1/05	1/4/05	1/4/06
*Co-ordinator	\$48,146	\$49,108	\$50,826	\$52,859
Level 3	\$38,597	\$39,368	\$40,745	\$42,375
Level 2	\$34,019	\$34,699	\$35,913	\$37,350
Level 1	\$31,944	\$32,582	\$33,722	\$35,071
Trainee	\$29,994	\$30,593	\$31,663	\$32,930

Kooragang Island Process - Base salary only

Process Grades	Current Base Salary	+ 3.5% from 1/4/04	# New Structure from 1/1/05	Salary on transition to new structure	1/4/05	1/4/06
*Co-ordinator 1	\$39,358	\$40,735	Co-ordinator	\$46,326	\$47,948	\$49,865
Level 4	\$36,792	\$38,079	Senior Technician	\$39,771	\$41,162	\$42,809
Level 3	\$35,795	\$37,047	(L3 absorbed into Senior Technician)	-	-	-
Level 2	\$34,812	\$36,030	L2 Technician	\$36,030	\$37,291	\$38,783
Level 1	\$33,985	\$35,174	L1 Technician	\$35,174	\$36,405	\$37,861
Trainee	\$32,615	\$33,756	Trainee	\$33,756	\$34,938	\$36,335

* Shift position, by appointment only, 1 Co-ordinator position per shift, accountable for managing entire shift.

On 1/1/05 the KI employees will transition to the new classification structure and rates of pay. A skills gap analysis will be conducted for each employee. If skill gaps are identified an individual training plan will be developed and implemented. This position will be reviewed on 31/7/05 with ongoing payment conditional upon Plant Technicians making themselves available for training when required.

Newcastle Engineering

Grade		1/4/04	1/1/05	1/4/05	1/4/06
T10	Present incumbent only	\$85,951	\$85,951	\$88,959	\$92,518
T9	Present incumbent only	\$82,104	\$82,104	\$84,978	\$88,377
T8	Progression terminates at T8		\$54,672	\$54,672	\$56,858
T7			\$52,000	\$52,000	\$54,080
T6			\$49,000	\$49,000	\$50,960
T5	Trade Qualifications Entry		\$43,000	\$43,000	\$44,720
NT4			\$39,368	\$40,745	\$42,375
NT3			\$34,699	\$35,913	\$37,350
NT2			\$32,582	\$33,722	\$35,071

Given the significant cost associated with the proposal there will be no additional wage increase for levels T5 to T8 inclusive until 1/4/06.

Maintenance Technicians will not be able to advance to either Grade 9 or 10 after the implementation of the 2004 IPL Newcastle Manufacturing EBA.

1. Phone Allowance

The phone allowance shall be \$3.50 (increased annually).

2. Mileage Allowance

The mileage allowance shall be \$0.63 (increased annually) per kilometre.

3. Meal Tickets

The value of a Meal Ticket shall be \$9.90 (increased annually).

APPENDIX 2

CLASSIFICATION STRUCTURE - PRODUCTION AT COCKLE CREEK

Application

This Appendix shall only apply to Process Technicians at Cockle Creek only .

Intention

The aim of Newcastle Manufacturing is to develop a highly skilled, dedicated and motivated team of people with a totally flexible approach to Newcastle based manufacturing activities who will strive to continually improve our operation to ensure that we maintain our competitive advantages in quality, service and cost.

Classification

Process Stream Plant Technicians will be employed under one of the following grades:

Trainee

Entry grade into Process Stream. A newly appointed Technician who works in a Process Team to the full extent of his/her skill and competence, including any incidental and peripheral work, depending on level of competence possessed.

The Trainee will serve a probationary period of 3 months. During this time he/she will go through the production induction procedure and plant training. Training will be in the form of on the job experience, procedure training and completion of allocated self paced Learning Units including basis hand tools.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Occupational health, Safety, Environmental Control and Customer Service.

Level 1

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 1. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 2

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 3

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed. It is expected that all process employees will acquire this level of competency within 12 months of beginning employment with the company.

Process Coordinator Level

A Technician who has had at least 12 months experience as a Plant Technician Level 3 and meets the requirements of the key skills listed or a person from another business or industry who has competence in SH&E, Process understanding (including Manufacturing performance, costs awareness and quality), People Management (including team leadership, training) and computer skills and must meet the requirements of a L3 Technician within 12 months. This position is a Plant Management appointment.

Key Skills

Trainee

Drivers licence

Front End Loader Ticket

Fork Lift Ticket

Non Technical inspections off Mobile Equipment inspection

Demonstrated ability to satisfy requirements of new starter induction program including

Safety awareness (Policy, Charter etc)

Use of basic hand tools

Plant Process and Equipment Basics

Complete audits (such as UAP's) and actively participate all safety programs.

Demonstrate ability to understand, follow and create JSA

Authorised as a Clearance Receiver.

Undertake skill development for Level 1 tasks

Complete the Learning Unit for Trainee in the G&A

Level 1

Continued demonstration of trainee skills

Demonstrated ability to perform duties of beltman, including:

Demonstrated knowledge and understanding of the distribution belt systems in Shed 2,3 and 4.

Knowledge of Shed Maps and the effect of position belt scrapers in the sheds.

Demonstrated knowledge and understanding of the Granulation Circuit

Know and identify all belts

Know and demonstrate the safe cleaning method and frequency of all bets

Know and demonstrate screen operations including

Cleaning

Gap Setting

Tension Settings

Knowledge and understanding of Conditioner and Disintegrator operation including

Wear indicators

Cleaning

Satisfactorily completed all Critical Procedure Training

Obtained First Aid Certificate

Completed Confined Space Training to VETAB standards

Completed Incitec CVE procedure and demonstrated ability to perform duties of "Standby Person".

Demonstrated understanding of isolation procedures and ability to isolate when required for basic tasks.

Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Independent Co-ordinator and Plant Manager.

Satisfactorily complete the Learning Unit for Level 1 or demonstrated equivalent competency from another industry

Level 2

Continued demonstration of ability to conduct all Level 1 requirements

Demonstrated ability to select and load raw materials to G & A including Sand, Sulphur, Spillage and trial materials as required.

Basic understanding of scrubber systems, ability to demonstrate knowledge and understanding of Process flows

Kimre Pad (Cleaning, replacement, System dP)

Tank 8 and 9 levels, Road Sump and interaction of these with the process

Environmental controls (Basic knowledge) including process flow of waste / water run off including Stormwater systems

Taking samples from scrubber area

Conduct Hygiene Scrubber Pressure Survey

Conduct Drager tests for 'F' in the plant

Computer skills including basic use of Intranet to locate company documentation such as performance indicators, payroll and quality documents.

SAP Training complete. Demonstrated ability to complete a Notification.

SCAN Operation, able to

Locate Scrubber information

Navigate around SCAN Screens

Knowledge of Key Quality Work Instructions for Fertiliser manufacture

Able to safely unload Hypo and Caustic deliveries

Understands PMP system and uses the system to raise plant modifications when required.

Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Independent Co-ordinator and Plant Manager.

Satisfactorily complete the Learning Unit for Level 2, or demonstrated equivalent competency from another industry.

Level 3

Continued demonstration of ability to conduct all Level 1, and 2 requirements.

Demonstrated detailed knowledge and understanding of scan operations including

Primary Screen Ratio

Effluent to mixer

A/R Ratio

Attack Strength

Acid SG

Process flows

Scrubber operation

Environmental requirements - alarm status and actions (troubleshooting)

Understands quality system including Auto Sampler, Sampling Requirements and sampling processes.

Understands laboratory processes and the impact of these on plant operating strategy.

Detailed knowledge of safety systems such as JSA's, Isolation Procedures and Confined Space Entry requirements

Demonstrated participation in reviewing and keeping up to date documentation

Demonstrated knowledge and understanding of Cold Work Clearance procedures with ability to:

Issue clearance as Authorised

Isolate for specific tasks as Authorised for minor or basic tasks

Return to service at completion of work.

Understand customer base and complete at least 1 customer visit.

Ability to operate the plant consistently and efficiently to satisfy all quality requirements for fertiliser manufacture

Demonstrated ability to control raw materials (Acid and Rock) to ensure plant efficiency is maintained

Full demonstrated knowledge and understanding of the Scrubbers, Hygiene, Stormwater and road sump operations

Demonstrated use of Prodlab software to view sample results and initiate corrective actions

Trained in Hot Work Clearance and demonstrated ability to issue clearances within Authorisation.

PMP system use

Knowledge of plant raw material stocks management systems, Hypo, Caustic, Sand, Biorand, Oleic Acid, Sulfuric Acid.

Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Independent Co-ordinator and Plant Manager

Satisfactorily complete the Learning Unit for Level 4, or demonstrated equivalent competency from another industry

Co-Ordinator Level

Continued demonstration of ability to conduct all Level 1, 2, 3 requirements

Demonstrated ability to manage plant operations to ensure

Plant SH&E standards are maintained or exceeded

All quality requirements are maintained

All requirements of Level 1,2 and 3 positions are being satisfied

Identify potential maintenance concerns with maintenance department. Demonstrated through use of SAP to raise notifications

Attendance at Maintenance planning and reliability meetings

Annual Shutdown participation

PMP system use by self and team members

Maintain Plant and Personnel productivity as per Position Description

Identify Team development requirements

Develop training plans for team members

Participate in training programs

Arrange all mandatory team training requirements

Ensure manning requirements are maintained to achieve safe and efficient plant operation (AL/RDO/O/Time)

Accurately complete shift log and delay recording

Issue clearances for CVE

Demonstrate knowledge and understanding of site emergency plan and procedures

Ensure team members satisfy requirements for SH&E meeting attendance

Undertake training and development for leadership skills as required.

Demonstrated knowledge and understanding of the Shermis system with all incidents and accidents investigated and recorded according to company requirements.

Produce shed maps in line with quality system requirements

Continue to develop skills and capability to operate scan system. Demonstrate ability to relieve or operate scan for entire shift when required.

Identify opportunities for improving team performance. Participate in regular reviews of team outcomes and develop plans for team improvement.

Completion of the Learning Unit for Co-Ordinator G&A.

Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Site Manager.

APPENDIX 3

CLASSIFICATION STRUCTURE - PRODUCTION AT KOORAGANG ISLAND

Application

This Appendix shall apply to Process Technicians at KI manufacturing from 1/1/05 as a result of the transition from the old structure to the new structure.

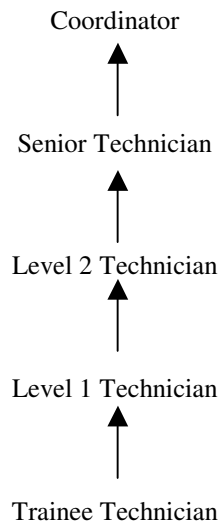
Intention

The aim of Newcastle Manufacturing is to develop an optimally sized, highly skilled, dedicated and motivated team of people with a totally flexible approach to Newcastle manufacturing activities who strive to continually improve our operation to ensure that we maintain our competitive advantages in quality, service and cost.

Classification

Technicians employed in the Fertiliser Operations area are to operate and maintain the plant to the full extent of their skills and competence under one of the following grades. The Technician serves a probationary period of three (3) months before permanent employment is confirmed. During the probationary period employment may be terminated with one (1) week's notice.

The progression scheme is:



It is the intent of the progression scheme at KI Fertiliser Manufacturing to have personnel highly skilled and competent in their job so as to deliver the business objective. To maintain this competence it is required that periodic re-assessment and refresher training occur.

The progression through the levels will be a combination of the following assessments:

1. Regulatory Requirements i.e. fork lift ticket or boiler ticket if required
2. Competency Based Learning - Learning Units
3. Company Skills Training - Lotus, SAP, HRassist
4. Department Skills Training - Work Instructions, JSA

The progression through the levels will be competency based and self paced. Meaning, if a technician acquires the skills to move to the next level and is assessed as competent, then progression will occur. If a technician is assessed as not competent, then a development plan will be implemented by his Coordinator with the

assistance of the Systems & Learning Facilitator. The only time based link will be with a Trainee who will have to serve a 3 month probation period and be assessed as competent before he/she can progress to the next level.

There will be a re-assessment process in place to ensure that Technician competency is maintained. This re-assessment will take place for individuals on a 2 yearly basis. The process will require the Technician to demonstrate competency in one (1) Learning Unit from each grade level up to and including that persons' highest grade. The Learning Units will be randomly selected. Refresher training will occur if required.

Trainee Technician

Is a new starter will possess or acquire in an agreed timeframe, a Fork Lift Truck, Front End Loader and a Boiler Attendant Ticket.

It would be advantageous to have skills in CVE Standby Man, Material Handling, Basic Computer.

Before the Trainee goes on to the plant he/she must complete:

1. Site Induction (including lanyards, stop buttons, safety showers, communication systems).
2. Site Emergency Training
3. SH & E Learning Unit

The Development Plan for the Trainee will include:

1. TAB training
2. Fire & SCBA Training
3. Fertiliser Manufacturing Trainee Learning Unit. It will include:
 - Rockmill Overview
 - GGP Overview
 - Tank Storage Overview
 - Site Services Overview or Shipping Overview

This training process is to occur and be completed within the 3 month probation period.

Demonstrated Behaviours

1. SH&E
 - Take a proactive role on SH&E by participating in safety meetings, safety observations (TAB), Effluent and Environmental Issues.
 - Performs housekeeping duties when required.
2. Communication
 - Have open communications both within teams and between teams.
3. Teamwork
 - Gets involved in the immediate team and supports team decisions

Willingly takes on team responsibilities

Treats team members with respect

Works collaboratively with other to develop ideas and solutions

Skills Assessment

For a trainee to progress to the next level he/she must obtain specific skills from the list of skills for this level and must have completed and been signed off as competent in the relevant Learning Units for this level.

Assessment

Skill Description	Competence	Date
Site Induction		
Site Emergency Training		
SH & E Learning Unit		
TAB training		
Fire & SCBA Training		
Emergency procedures		
GGP and RM Plant Overview		
SH&E		
Mobile equip Permits		
Basic hand tools		
Rock inloading		

Level 1 Technician

This is a Trainee that has been assessed as competent in the preceding level and has completed all the competencies for Level 1 Technician.

Demonstrated Behaviours

SH&E

Take a proactive role on Safety, Effluent and Environmental Issues ie: Identify problems and initiate solutions.

Housekeeping

Participates in housekeeping and SH&E audits.

Communication and/Training

Have open communications both within teams and between teams.

Undertakes a personal development plan to improve operator skills

Teamwork

Gets involved in the immediate team and supports team decisions

Willingly takes on team responsibilities

Treats team members with respect

Works collaboratively with other to develop ideas and solutions

Accepts the ideas of others for the good of the team result

Provides feedback to team members

Skills Assessment

For a Level 1 Technician to progress to the next level he/she must obtain specific skills from the list of skills for this level and must have completed and been signed off as competent in the relevant Learning Units for this level and all previous levels.

Assessment

Skill Description	Competence	Date
Acid importing (valves, samples)		
SAP Notifications		
Materials Handling (S,GGP,Trace,wax,rock)		
GGP Scrubber Area		
Trace Element Plant		

Level 2 Technician

A Technician who is competent in all previous levels and has completed all competencies for the Level 2 Technician role.

Demonstrated Behaviours

1. Measures and Targets

Strives to meet MOR and Uptime requirements

Support service and quality initiatives undertaken by the company and be responsible for customer service in their area of work.

2. Quality Responsibilities

Ensures quality products are produced at all times adhering to company quality procedures.

3. SH & E

Understands and follows company procedures in relation to the environment.

4. Communication and Training

Have open communications both within teams and between teams.

Undertakes a personal development plan to improve operator skills

5. Teamwork

Voluntarily passes on and shares all relevant and useful information

Willingly commits to actions and delivers outcomes

Actively supports team decisions

Gets others to participate in and contribute to team processes

Learn from others

Provides feedback to others.

Skills Assessment

For a Level 2 Technician to progress to the next level he/she must obtain specific skills from the list of skills for this level and must have completed and been signed off as competent in the relevant Learning Units for this level and all previous levels.

Assessment

Skill Description	Competence	Date
Clearance Receiving		
Site Services (RM Bins,GGP belts&bays)		
GGP and RM Granulation (sampling&analysis, rounds)		
AN Effluent Ops		
Wax Plant Ops		
Conditioning plant		

Senior Technician

A Senior Technician who is competent in all previous levels and has completed all competencies for the Senior Technician role.

Demonstrated Behaviours

1. Problem Solving

Methodically define operational problems

Identify and select appropriate solutions

Implement solutions

2. Training

Encourage all team members to train up to their potential

Actively improve personal and Team skills, knowledge and flexibility

Where skills permit, rotate all jobs within team

3. Team Member development

Participate in the development of team members

4. Manages Raw Material Supplies

Liaison with raw material suppliers.

5. Teamwork

Actively looks for ideas and opinions from others to help form decisions and make plans

Encourages all team members to contribute to the group processes or decisions

Seeks input and feedback from others

Skills Assessment

For a Senior Technician to progress to the next level he/she must obtain specific skills from the list of skills for this level and must have completed and been signed off as competent in the relevant Learning Units for this level and all previous levels.

Assessment

Skill Description	Competence	Date
Boiler Operations		
Hot work, Cold Work Clearance Issuing		
Acid System Management		
Raw material Logistics		
Control Room Ops (G&P&BM)		
Wharf Unloading		

Coordinator

A person who is competent in all previous levels and has completed all competencies for the Coordinator role, or who has demonstrated Coordinator experience from another employer.

Skills Assessment

For a person to be appointed to this level he/she must obtain specific skills from the list of skills for this level and must have completed and been signed off as competent in the relevant Learning Units for this level and all previous levels. Alternatively, the appointed person will have coordinator experience from another business or industry and be required to obtain plant specific skills in a reasonable period of time.

Demonstrated Behaviours

1. Leadership
 - Lead team by example
 - Communicate company goals, targets and objectives
 - Promote corporate "Good to Great" business behaviours
2. Problem Solving
 - Methodically define operational problems
 - Identify and select appropriate solutions
 - Implement solutions
3. Training
 - Encourage all team members to train up to their potential
 - Improve Team skills, knowledge and flexibility
 - Support systems and training development activities

4. Team Member development
Develop and implement team members development plans
5. Manages Raw Material Supplies
Arrange raw material supplies.
6. Teamwork
Actively looks for ideas and opinions from others to help form decisions and make plans
Encourages all team members to contribute to the group processes or decisions
Seeks input and feedback from others.

Skill Description	Competence	Date
SAP Reservations (stores and Work Orders)		
CVE, Hot Work and Cold Work Clearance Issuing		
PRS		
Time Keeping (time sheet sign offs)		
Ariba		
Shermis		
Wharf Authorisations		

APPENDIX 4

CLASSIFICATION STRUCTURE - ENGINEERING COCKLE CREEK and KOORAGANG ISLAND

1. Application

This division shall only apply to Instrument/Electrical & Mechanical, Trades Streams - Maintenance Technicians at Cockle Creek and Kooragang Island.

2. Intention

Our aim for the Engineering Department is to develop a highly-skilled, dedicated and motivated team of people with a totally flexible approach to Newcastle manufacturing activities who will strive to continually improve our operation to ensure that we maintain our competitive advantage in quality service and costs.

3. Classification

3.1 Mechanical Trades Stream

Grade T5

Entry grade for Mechanical Tradesman. A newly appointed Technician who possesses a Mechanical Trades Certificate and who works in a Maintenance Team to the full extent of his/her skill and competence, including any incidental and peripheral work depending on the level of knowledge and competency possessed and must gain skills required for Level 1 Technician.

The Technician will serve a probationary period of 3 months. During this time he/she will go through the maintenance induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Grade T6

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Grade T7

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Grade T8

A Technician who has been assessed as competent and is self motivated carrying out co-ordination of his /her own weekly tasks within the Engineering department and who satisfies all the Key Skill requirements outlined for Level 4. The Technician works in an Engineering team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed

3.2 Instrument/Electrical Trades Stream

Grade T6

Entry grade for an Electrical Tradesman. A newly appointed Technician who possesses an Electrical Trades Certificate and a Qualified Supervisor Certificate who works in a Maintenance Team to the full extent of his/her skill and competence, including any incidental and peripheral work depending on level of competence.

The Technician will serve a probationary period of 3 months. During this time he/she will go through the maintenance induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Grade T7

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Grade T8

A Technician who has been assessed as competent and is self motivated carrying out co-ordination of his/her own weekly tasks within the Engineering department and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in an Engineering Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

3.3 Mechanical Non Trades Stream

NT 2

Entry grade into Non Trades Stream. A newly appointed Technician who works in the Maintenance Team to the full extent of their skill and competence, including any incidental and peripheral work, depending on level of competence possessed, and must gain skills required for Level 1.

The Technician will serve a probationary period of 3 months. During this time he/she will go through the maintenance induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

NT 3

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

NT 4

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

4. Key Skills

4.1 Mechanical Stream

T 5

Perform mechanical tasks to level of trade skills

Perform structural work to standard attained by the completion of Year 1 of Welding Electric Arc Course No. 0278

Administration - use timesheets, cost codes, record work performed, learn, know and work to plant procedures and policies

Obtain knowledge of plant process and despatch operations

Carry out minor mechanical repairs of Mobile Equipment

Hold Fork Lift truck licence within 3 months of commencement of employment.

Hold crane drivers permit train and pass test

Hold Crane Chasers licence within 3 months of commencement of employment

T 6

In addition to Level 1 skills the Level2 Technician:

Hold WorkCover Authority explosive powered tools licence

Hold WorkCover Authority crane driver licence class 12c

Hold St. Johns First Aid Certificate

Carry out structural work to level attained with completion of Welding Electric Arc Course No. 0278

Administration - raise work orders, raise requisitions, raise information reports, requisition job materials, participate in daily job leadership.

Plant Process - knowledge and understanding of: grinding/inloading, acidulation, product distribution, site services

T 7

In addition to Level 2 skills the Level 3 Technician:

Use and work on site computers (Eng./Stores)

Hold Restricted electrical licence and carry out work in accordance with the licence.

Arrange, organise, control or carry out individual tasks or small projects.

T 8

In addition to Level 3 skills the Level 4 Technician:

Sort and distribute PM's weekly

Maintain backlog

Co-ordinate shutdown work in Superphosphate, Despatch & Bagging Plants

Obtain quotations

Supervise & assist contractors working on site

Order spare parts from outside suppliers

Ensure Engineering work is carried out in compliance of SH&E standards & procedures

Compile & write monthly team report

Complete work orders & return to originator

Organise overtime when required maintain overtime records

Update & revise P.M's.

Hire in equipment as required

Organise external repairs of equipment when required

Maintain spares & ensure availability when required

Maintain housekeeping of workshop & maintenance work site

4.2 Instrument/Electrical Stream.

T 6

Hold Fork lift Truck licence within 3 months of commencement of employment

Obtain Crane Chasers permit.

Hold Elect. A Grade licence - Qualified Supervisor Certificate

Hold Electrical Trade Certificate

Perform all elect/inst. work to level of trade skills, on equipment incl. motor installations

Administration - use timesheets, costs codes, record work performed, learn, know & work to plant policies & procedures

Mobile Equipment - carry out minor repairs

T 7

In addition to Level 1 skills the Level 2 Technician:

Hold St. Johns First Aid Certificate

Hold Electrical Instrument Technician Certificate

Hold High Voltage Operator's Certificate

Hold Explosive Power Tool licence

Hold Crane Chasers licence

Administration - raise work orders, raise requisitions, raise information reports, requisition job materials, participate in daily job leadership

Carry out fabrication work to level of module NBB09

Plant Process - knowledge & understanding of:

Grinding/Inloading, Acidulation, Product Distribution, Site Services

T 8

In addition to Level 2 skills the Level 3 Technician:

Sort and distribute PM's weekly

Maintain backlog

Co-ordinate shutdown work in Superphosphate, Despatch & Bagging Plants

Obtain quotations

Supervise & assist contractors working on site

Order spare parts from outside suppliers

Ensure Engineering work is carried out in compliance of SH&E standards & procedures
Compile & write monthly team report

Complete work orders & return to originator

Organise overtime when required maintain overtime records

Update & revise P.M's.

Hire in equipment as required

Organise external repairs of equipment when required

Maintain spares & ensure availability when required

Maintain housekeeping of workshop & maintenance work site

Use and work on site computers (Eng./Stores)

Arrange, organise, control or carry out individual tasks or projects

4.3 Mechanical Non Trades Stream

NT 2

Perform gardening tasks to level of WEA Gardening Certificate.

Administration - use timesheets, cost codes, record work performed, learn, know, and work to plant procedures and policies.

Obtain local knowledge of environment.

Hold Fork Lift truck licence within 3 months of commencement of employment.

Hold Crane drivers permit.

Hold Crane Chasers permit.

Hold Skid Steer licence within 3 months of commencement of employment.

Learn and understand Lube systems and PM's, and carry out lube tasks.

NT 3

In addition to Level 1 skills, the Technician shall ;

Hold Crane Chasers licence

Hold Work Cover Authority crane driver licence class 12c

Hold St. Johns First Aid Certificate

Administration - raise work orders, raise requisitions, raise information reports, requisition job materials, participate in daily job leadership.

Pass basic hand tools course - perform and use tools to this standard.

Complete Welding and Thermal Cutting Course NBB09

Obtain Explosive power tool licence.

NT 4

In addition to Level 2 skills, the Technician shall ;

Carry out work using Welding and Thermal Cutting skills

Use and work on site computers (Eng/Stores).

Arrange, organise, control or carry out individual tasks or small projects in gardening and lubrication.

Carry out work using explosive power tools.

Maintain general store stock levels

Maintain lubrication systems.

Order spare parts from outside suppliers and maintain lube stock levels.

Provide and manage an efficient Engineering Stores System (Inc Tool and Oil Store)

Provide security to all engineering stores and workshop (including Tool and Oil Stores)

Provide special shutdown supply service

Participate in Bi-Annual stock take

Actively participate in stores quality inspection procedure

Conduct and report on random stock check of critical spares

Review slow moving or dead stock

Work with Line Managers and customers to establish service level agreements

Support plant trouble shooting issues.

5. Summary of Certificates

Fork Lift Truck Certificate (Type 19)
Crane Chasers certificate
Crane Drivers certificate (Class 12c)
Explosive Power Tools licence
Electric Arc Welding Course No. 0278
Welding and Thermal Cutting Course No. NBB09
Qualified Supervisors Certificate (Electrician)
High Voltage Operator's Certificate
Electrical Instrument Technician's Certificate
Rigging Certificate
Scaffolders Certificate
St - Johns First Aid Certificate.
Restricted Electrical Licence (Connect/Disconnect Motors)
WEA Gardening Certificate 8D405D
T.A.F.E. Basic Hand Tool Module
Skid Steer licence