

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/295

**TITLE: Illawarra Industrial Instrumentation Pty Ltd Electrical
Construction Enterprise Agreement 2005-2008**

I.R.C. NO: IRC5/4728

DATE APPROVED/COMMENCEMENT: 13 October 2005 / 13 October 2005

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**NEW AGREEMENT OR
VARIATION:** Replaces EA00/213.

GAZETTAL REFERENCE: 4 November 2005
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COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Illawarra Industrial Instrumentation Pty Ltd, located at 6, Waverley Drive, Unanderra NSW 2526, who are engaged upon construction work within the Illawarra Region, this includes both wages and supervisory staff in summary this includes: Electricians, Senior Electricians, Technicians, Senior Technicians, Site and Service Supervisors, who fall within the coverage of the Electrical, Electronic, and Communications Contracting Industry (State) Award.

PARTIES: Illawarra Industrial Instrumentation -&- Scott Allen, Darren Bain, Michael Bill, James Brown, Scott Cooper, Sreven Dennis, Paul Farrington, Paul Fleming, Wayne Gant, Andrew Garkut, Kenneth Harper, Peter Harper, Brett Heycox, Danny Hol, Robert Jones, Gary Knell, Chris Lewis, Stephen McCormack, Paul Mears, Michael Morgan, Shane Murray, Andrew Smith, Darren Temple, Stephen Tully, Graham Van Niekerk

**ILLAWARRA INDUSTRIAL INSTRUMENTATION PTY LTD
ELECTRICAL CONSTRUCTION ENTERPRISE AGREEMENT 2005-
2008**

Employee Name

Employee Signature

Electrical Trades Union (NSW)

Gary Harding - Managing Director

Steve Headington - Site Services Manager

Document Identification

Document Name : Electrical Enterprise Agreement

Attachments - Pay rates (EBA 2005).

Revision History

A	10 May, 2005	Initial Generation
B	4 June, 2005	Updated after review
C	22 June, 2005	Draft Issue
1	31 June, 2005	Issue for Final Submission.
2	7 Sept, 2005	Updated with Appendix A as a word document for submission to the industrial Commission.
3	13 Oct, 2005	Updated to include ETU as a signatory

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AGREEMENT

1.0. Introduction

1.1 Purpose

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

1.2 Title

This Agreement shall be known as the Illawarra Industrial Instrumentation Pty Ltd Electrical Construction Enterprise Agreement 2005-2008.

1.3 Definitions

For the Purpose of this Agreement:

"Agreement" means this Enterprise Agreement.

"Company" means "Illawarra Industrial Instrumentation Pty Ltd" (ABN 74-003-283-805).

"Construction Work" has the same definition as contained in the Parent Award.

"Illawarra Region" is deemed to be the area bound by, and inclusive of Kiama in the South, Stanwell Park in the North and the escarpment to the West.

"Employee" means an employee of the Company performing work within the scope of this Agreement.

"Parent Award" means the Electrical, Electronic and Communications Contracting Industry (State) Award.

"Union" means the Electrical Trades Union of Australia, New South Wales Branch.

Industrial Relations Commission means Industrial Relations Commission on NSW.

1.3.1 Construction Work (State award definition):

Means all work performed under this award in connection with the erection, repair, renovation, maintenance, ornamentation or demolition of buildings or structures, including the making, assembling or fixing of woodwork and fittings in connection therewith, the making, preparing, assembling and fixing of any material necessitating the use of tradesperson's tools or machines including all work performed by stonemasonry classifications and the prefabricating of a building in an open yard.

For the purpose of this definition "maintenance" is confined to persons employed by building and construction industry employers respondent to this award.

1.4 Objectives

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

To ensure customer satisfaction in the provision of services.

Increasing the competitiveness, productivity, efficiency, and flexibility of the Company and its workforce.

Creating a co-operative, safe and productive environment on the Company's projects. Continuing the development of more flexible, efficient, and adaptable management and work practices.

Establishing and developing better and more effective communication and consultation between the Company and employee.

To foster a commitment to the Company's Quality Management and OH&S Systems.

Improving job security and the working environment.

To provide for the use of the full range of skills and knowledge held by employees.

To implement a training skills enhancement program consistent with the provisions of the Parent Award and this Agreement for all employees.

To substantially reduce disputation and eliminate lost time due to disputation.

1.5 Parties Bound

This Agreement shall be binding upon:

- a) Illawarra Industrial Instrumentation Pty Ltd, and
- b) All employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award.

1.6 No Extra Claims

No party in this EBA shall pursue any extra claims, either Award or over Award for the life of the Agreement. Without limiting the generality of the foregoing, there shall be no industrial action for the purpose of supporting or advancing claims against the Company until the Agreement's nominated expiry date has passed. Where any disagreement arises, the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

1.7 Not to be Used as a Precedent

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

1.8 No Disadvantage

No employee shall suffer a reduction in pay as a result of the making of this Agreement. The components used to determine if any financial disadvantage has occurred are wage rates, productivity allowance and excess fares and travel time only. Site allowance, superannuation, redundancy, and top-up/24 hour employee insurance contributions will not form part of an employee's income. Further, this assessment will be based on an ordinary 36 hour working week and no overtime shall be taken into account.

2.0. Agreement Maintenance

2.1 General

The parties to this Agreement shall continuously monitor the application of the Agreement. A formal review with all staff covered by this EBA will be held every 6 months to consider any issues.

So as not to require re-registration of the Agreement, any agreed changes will be issued as addendums.

If any changes are required, formal voting will take place in line with the statutory requirements.

2.2 Application of Agreement

2.2.1 Employees Covered

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

This includes both wages and supervisory staff. In summary this includes;

Electricians

Senior Electricians

Technicians

Senior Technicians

Site and Service Supervisors

The site services manager is linked to this EBA in all conditions, but does not form part of the voting entity.

2.2.2 Work Outside the Area

If the Company has secured work outside of the Illawarra Region, an employee:

- a) Will be paid a minimum of the rates outlined in this agreement if specifically requested by the Company to work on that site.

Where there is another ETU/NECA based agreement with higher rates and conditions, the higher rate EBA will apply.

Where there are different conditions, the employee may decide which EBA will apply, but only one agreement shall apply.

- b) May be offered work at that location at the rates that apply for that area and if applicable, taking into account Clause 27, Distant Work.
- c) If no other work is available, may determine that redundancy would be more appropriate.
- d) Where there is any inconsistency between this Agreement and the Parent Award, this Agreement shall prevail to the extent of the inconsistency.
- e) The agreement will apply automatically to all new employees.

2.2.3 Supplementary Labour

The parties agree that when necessary to meet short-term peak work requirements, additional labour resources will be sourced from agreed bona fide Labour Hire Companies.

The Company agrees to promote the use of companies who meet as a minimum the wages of this agreement, while ensuring profitability is maintained.

2.3 Date & Period of Operation

This agreement shall come into operation from the date of certification and remain in force until 31 September 2008.

2.4 Renewal of Agreement

Discussions will take place no later than 12 weeks prior to the expiry of this Agreement to renegotiate a future agreement.

The intention is to have the new agreement signed off a minimum of 8 weeks prior to this one running out.

The approach the Company would take is that without notice of pay increases and the ability to plan these into rate offerings to customers, future increases in pays will be delayed 8 weeks from any EBA signature.

2.5 Group Training Companies

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

We have an enterprise agreement that needs to be met; and

The apprentices and trainees hired to the Company shall be paid at least the rates and conditions of this Agreement; and

The Group Training Company shall be notified if a site allowance/project allowance is payable.

2.6 Consultative Mechanism

The parties agree that a precondition for the effective operation of the Agreement is the establishment of consultative mechanisms with the Company. This consultation may be to the group as a whole, or if elected by members, a consultative committee.

The purpose of the consultation shall be to develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 1.4 of this Agreement.

Officers of the Union shall have a standing invitation to attend any such meeting should any employee covered by this EBA request this.

2.7 Dispute Settlement Procedure

The parties agree that one of the fundamental objectives of this Agreement is to eliminate lost time in the event of a dispute. Further that it is in the best interests of both parties to achieve prompt resolution of disputes.

The most effective procedure to achieve this, is for the responsibility for resolution to remain as close to the source as is possible, it is with this uppermost in mind that the parties agree to strictly adhere to the dispute settlement procedure as follows:

- a) The employee/s or accredited employees representative wishing to raise any matter affecting the employee/s shall:
 - i. Initially raise the matter with the employee/s immediate supervisor/foreperson. If agreement is not reached at this level, the employee/s or representatives shall, then;
 - ii. Raise the matter with the Company Manager or his representative. If agreement is not reached at this level and an employee representative has been involved, the employee representative will then;
 - iii. Be provided with telephone facilities to speak to any official of the Union or other authority and request representation at a further conference to be held at a date and time mutually acceptable.
- b) If the Company has an issue with the general application of the EBA or issues with overall conditions which are outside of normal management of staff, then management will use the consultation facility within the EBA.

- c) Should negotiations as prescribed in (a) or (b) above fail, the matter (where appropriate), shall be referred to the Director of the Company and key interested parties within five working days.

The key parties may include the National Electrical Contractors Association and the State Secretary of the Union covering the employee should the issue have any direct impact to these groups.

If the dispute directly involves a customer's site, the customer may be included as a key party.

- d) In the absence of agreement, either party may refer the matter to the Industrial Relations Commission for resolution by conciliation and/or arbitration.
- e) Whilst the above procedure is being affected, work shall continue normally.
- f) All recommendations, orders, and/or directions of the Industrial Relations Commission of NSW shall be strictly observed by all parties subject to the industrial rights of the parties.

3.0. Conditions of Employment

3.1 General

- a) It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that an employee:
- i. Properly use and maintain all appropriate protective clothing and tools and equipment supplied by the Company for specified circumstances; and
 - ii. Work reasonable overtime if requested by the Company. This may require work any day of the 7-day week. Overtime will be paid on the appropriate award conditions with the hourly rates of this EBA applying; and
 - iii. Use any technology and perform any duties which are within the limits of the employee's skill, competency and training; and
 - iv. Provide accurate and timely completion of documentation required by the Company especially relative to timesheets, QA and safety documentation; and
 - v. Understand that termination of employment will be based on job requirements and skills and that the principle of "last on - first off" will not apply. It is the needs and requirements of the Company, together with the efforts, skills and abilities of the employee which will be the determining factors regarding the retrenchment of employees. However, where efforts, skills and abilities are equal then seniority shall take precedence; and
 - vi. Maintain commitment to, and comply with the Company's directions (consistent with the objectives of the Agreement) with respect to, safety, quality, site cleanliness and waste management; and
 - vii. Provide and maintain an adequate kit of tools in accordance with Parent Award requirements; and
 - viii. Be committed to the objectives in Clause 1.4 of this Agreement; and
 - ix. Comply to the Company's code of ethics.
- b) All new employees (other than casuals) will be engaged on the basis of a 3-month probationary period, which shall count as service. The Company reserves the right to terminate a probationary

employee at any time during this 3-month period subject to a week's notice or payment in lieu thereof.

- c) The Company's right to employ persons on a specified task and/or specified period basis is acknowledged.

3.2 Anti Discrimination

- a) It is the intention of the parties to seek to achieve the object in Section 3 (f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, sexuality, age, marital status, pregnancy, parenthood, breastfeeding, impairment, trade union or employer association, religious belief or activity, political opinion, affiliation or activity, irrelevant medical record or irrelevant criminal record.
- b) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because that employee has made, or may make, or has been involved in a complaint of unlawful discrimination or harassment.

3.3 Code of Conduct

3.3.1 Company's Code of Conduct

The Company has generated a code of conduct for employees. It is not part of this EBA but note that it is mandatory for all employees to comply to this code.

Signing this EBA indicates that the code of conduct has been read by the employee.

3.3.2 Site Specific Codes

There are site agreements and similar codes with several companies for performing work on these sites. These usually involve an agreement to work to their safety systems, code of ethics and general professional approach. In nearly all cases our code of ethics will cover these sites.

Where there are any specific conditions it is up to the Company to notify the employee and the employee must work to these conditions.

Also note that some agreements include secrecy agreements which restrict our Company distributing sensitive information. The Company will make personnel aware of any such agreements.

3.4 Distant/Away Work

Where an employee volunteers to be transferred to a distant site, they shall not be entitled to living away allowances or travel expenses. Where an employee is specifically requested to transfer to a distant site, they shall be entitled to living away allowances.

All arrangements regarding distant sites shall be formalised in writing and witnessed by another employee. The selection of employees for away work shall be solely at the discretion of the Company.

4.0. Hours of Work

4.1 General

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

The criteria that will be used in assessing the desirability of proposed changes to hours of work will include the impact on efficiency, operational and project requirements, productivity, quality of work and quality of life.

The parameters for ordinary hours for the purpose of this Agreement shall be an average of 36 hours per week and shall be between 6.00am and 6.00pm on any or all of the days Monday to Friday. The ordinary hours of work shall be worked continuously except for meal breaks. Different methods of implementation of the hours of work may be applied to various groups or sections of employees by agreement.

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

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

4.1.1 Shift Work

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

4.1.2 Rostered Days Off (RDO's)

The parties agree to increased flexibility with regard to the taking of RDO's. RDO's may be rescheduled or staggered over the work cycle rather than on industry RDO days. By agreement between the Company and an employee, RDO's may be banked to a maximum of five (5).

4.1.3 Starting

When starting on site, employees shall be at the nearest gang box or site shed dressed and equipped and ready to commence work at the work start time.

When starting from the office employees shall be in the workshop dressed and equipped and ready to commence work and/or be taken to site at the nominated work start time.

It is the responsibility of each employee to be aware of the conditions and allowances for stopping and starting work and meal breaks.

4.1.4 Minimum Break

The minimum break from end of work to the start of work is 8 hours. This is designed for shutdown work or callouts, and the Company cannot insist on imposing this requirement on concurrent days.

4.2 Overtime

The construction industry is an environment where overtime is essential to meet project schedules and meet shutdown targets.

All employees must make themselves available for a reasonable level of overtime so the Company can meet its obligations for the work required.

Some guidelines of where the Company can expect staff not to be available for overtime is:

Where an employee has already worked 60 hours in the past 7 calendar days.

Where an employee has continuously worked for greater than 55 hours/week in the last 4 weeks.

The total for the year exceeds 180 hours.

Exceeding any of these limits will mean the employee has exceeded reasonable availability.

4.3 After Hours Response

The Company has been successful in winning work involving after hours support and response. This includes a need for personnel to be on call.

An on call allowance is paid as per Appendix A. Any callout is paid as per award conditions or this EBA.

While it is expected that personnel support this activity in making themselves available for a callout roster, it is not mandatory. Being available will spread the load over more staff, hence lowering any inconvenience.

4.4 Time in Lieu

Time in lieu is available as per the award conditions.

Rules applicable to time in lieu are as follows:

- a) The employee must flag a wish to accrue time in lieu and when they can work, or when asked to work additional time they can request it be credited to time in lieu.
- b) The Company has the right to nominate if this is acceptable.
- c) All time must be logged onto time sheets for the actual hours worked including showing the hours booked to time in lieu.
- d) The Company cannot force an employee to work overtime as time in lieu.
- e) The Company can force an employee to take any accrued time in lieu off, especially if there is not sufficient work to go on with.
- f) Time in lieu can be accumulated for a maximum total time of 3 days unless specifically agreed by the Company.
- g) The taking of time in lieu hours is the same as annual leave and must be formally applied for and approved. The disruption of work due to staggered days worked is a concern and time in lieu needs to be coordinated with work needs.
- h) Time in lieu is paid at single time rates i.e. employees accrue the physical hours worked.

5.0. Skill Development

5.1 General

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

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

- a) Developing a more highly skilled and flexible workforce.

- b) Providing employees with career opportunities through appropriate training to acquire the additional skills as required by the Company.

Taking into account:

The current and future skill needs of the Company.

The size, structure, and nature of the Company.

The need to develop vocational skills relevant to the Company and the Electrical Contracting Industry.

5.2 Company Supported Training

The Company will participate in assistance in training costs and/or hours should an employee wish to acquire more formal skills, and that employee has shown a willingness to use such skills. The skills must relate to the Company's activities i.e. be of some mutual benefit.

Where the course has significant benefit and it would be reasonable to assume a higher remuneration on completion, a development plan will be established which would detail out the outcomes required to achieve the higher wage.

5.2.1 Formal Courses e.g TAFE

Where the Company pays for any training fees/costs and the employee fails to complete the agreed training, the repayment of the costs to the Company will be negotiated or the person may undertake the same course at their cost.

The conditions must be agreed and documented before the training is undertaken.

5.2.2 Cadetship

The Company do offer cadetships in some areas. These cadetships provide all the time off and TAFE/University costs to complete the courses. For the Company these costs are recovered through either cadet wages and/or an employment contract after completion of the course where there is a phasing in of the higher rates of pay.

Performance criteria are required for acceptance and continuity of the cadetships.

6.0. Remuneration

6.1 Wages

Wage rates for employees shall be as prescribed in Schedule A. These wage rates are effective from the dates specified in Schedule A.

These wage increases shall not be affected by any other increases granted by the Industrial Relations Commission of New South Wales during the term of this Agreement except that should the Parent Award's all purpose hourly wage rates exceed the rates under this Award, employees shall be paid at the higher hourly rate.

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

6.2 Allowances

There is a productivity allowance included in this EBA which encompasses the BSL site allowance.

Where site contracts have specific additional allowances which exceed the above productivity allowance, these will be paid in accordance with the site contracts. Unless stated within the site agreements, the higher allowance between these EBA allowances and the specific site allowances will be paid i.e. they are not supplementary unless specified.

6.3 Superannuation

The Company will pay superannuation contributions into either the NESS Superannuation Scheme, the C+BUS Superannuation Fund or other mutually agreed compliant fund for each employee.

The contribution rate shall be as required by the Superannuation Guarantee Legislation, provided that the weekly minimum contribution for all employees, except apprentices and trainees, will be \$60.00 per week worked. All superannuation contributions will be paid monthly as required by the Trust Deed.

6.4 Redundancy Scheme

Redundancy will be paid strictly according to the provisions of the Parent Award with the exception that this agreement shall apply, notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour.

Where any legal obligation exceeds that recoverable under Mert, the Company will make up the difference.

6.5 24 Hour Insurance Cover

24 Hour top up insurance cover is included in the remuneration package.

6.6 Profit Sharing

Profit sharing will be maintained in line with the Company's policy. The system is geared towards returning a profit share for long term employees.

At the commencement of this agreement the sharing is 30% of net profit after all capital investments.

6.7 20% Leave Loading

The Company will pay 20% leave loading on annual leave taken while in the employment of the Company or in the event of retrenchment or dismissal.

6.8 Fares & Travelling Allowances

Employees will be paid an excess fares allowance as prescribed by Schedule A per day where they have an entitlement to this allowance under the Parent Award.

Where an employee has an entitlement to the average excess travelling time payment pursuant to Sub clause 4.4.2 or the Parent Award, the payment will be prescribed as by Schedule A.

Both allowances are fixed for the life of the Agreement.

The payment of travel allowances will be made in accordance with the table below.

These allowances are for true stop and start on site and the employee must be on site ready to work at the required time.

6.8.1 Definitions of Starting

The following definitions are to be applied to the Agreement.

Office Start

Employee stops and starts from the office.

Employee arranges own transport and travels from home in their own time to be at the office ready for work at the required time.

If work is to be performed on site, then the Company will arrange travel both with respect to the vehicle and paying for the travel time as part of the normal hourly rate.

On Site Start

The Company pays the site/travel allowance and work commences on site.

Employee arranges own transport and travels from home in their own time to be at the nominated site ready for work at the required time.

Office Pre-Start

Employees make their own way to the office with sufficient time to get transported to site and start at the required time.

The Company will provide transport to site for commencement of work on site at the normal start time.

Travel allowance is paid. Some travel time may be paid if the site is above normal travel limits (see later).

6.8.2 Application of Travel Allowances for Stop/Start on Site

For any travel immediately in the Illawarra area, the travel allowance covers the time and costs for the employee to get to site for a starting time as required. The Illawarra is deemed to be bound by, and inclusive of Kiama in the South, Stanwell Park in the North and the escarpment to the West.

Where one-way travel time exceeds 45 minutes in duration, the Company will:

- a) Additionally pay single time rate for the extra travel up to a maximum of 75 minutes, after which over-time would be applicable or the site hours reduced.
- b) Plus provide the transport to site by way of Company vehicle.

6.8.3 Distant Work - Allowances as at 1/10/2005

Includes GST component)

Accommodation (non-city)

Hotel Accommodation or set fee per day.

\$ 55/day

Accommodation (city i.e. Sydney Metropolitan, Newcastle)

Paid by company.

Meals

Paid for at Hotel or set fee per day.

\$ 35/day

Drinks

Own account.

Laundry

Own account unless hours work exceed 55 hours/week.

Transport

Company provided to/from work or agreed cost for own use.

Site Allowance

To cover incidentals like phone calls.

\$20/day

6.9 Payment of Wages

Wages will be paid weekly by electronic funds transfer (EFT). The employer shall comply with all provisions in relation to the keeping of time and wage records and production of payslips in accordance with the *Industrial Relations Act 1996*.

Each employee is responsible for the accurate and timely production and provision of time sheets and production records.

Leave loading will normally be applied at the time when the leave is taken.

6.10 Union Dues

The Company agrees to make payroll deductions at the request of the employee for union dues during the life of the Agreement.

The Company would prefer EFT direct debit facilities.

7.0. Company Supply

7.1 Clothing

Immediately on start the Company will provide the relevant safety equipment. It is up to the employee to ensure that this equipment is suitable, in good order and if there are compliance dates, that equipment is replaced within this time requirement.

Permanent employees after 152 hours of employment with the Company will be supplied with:

- a) Two sets of overalls or trousers bib and brace, or any combination of clothing as agreed between the employees and the Company.
- b) Safety boots.
- c) A jumper, or in the case of employees engaged upon construction work, a bluey jacket.

This clothing will be replaced on a fair wear and tear basis.

Where specific site conditions/contracts require clothing, the Company will apply this after the hours nominated in these agreements.

7.2 Tools

As part of the employees wage, they receive a tool allowance. We have included in Appendix B a list of tools which an employee should own and maintain on a personal basis.

For apprentices we have a scheme where they can pay off the tools required.

8.0. Performance

The Company is committed to improving performance in all aspects of its operations. Each section has Key Performance Indicators (KPI's), which provide the core performance criteria for employee acceptable performance review. The skills an employee has, and their attitude is assessed during job reviews.

The main KPI's include the following:

- a) Amount of rework required
- b) Defects from the work performed
- c) Productivity
- d) Quality of work
- e) Occupational Health and Safety
- f) Lost time
- g) Absenteeism

The Company will monitor the performance on a continual basis and carry out a formal job review at a minimum of every 12 months.

The performance will be the basis for advancement to the grade and any over award payments. Increases in remuneration/grades follow meeting acceptable levels in the KPI's, displaying technical competence and meeting the mandatory skill levels of each grade.

Should the employee consider the assessment unfair and it is affecting the remuneration received, they should initially approach their Supervisor. If no satisfaction is received they should put their concerns in writing to the most senior staff member above their position.

Where conduct/performance is unacceptable the Company will adopt the following approach.

8.1 Counselling

Initially a counselling stage will occur where the employee will have a verbal meeting where the problem is discussed. This step in the process is designed to ensure that the employee is aware of the problem and give them an opportunity to review if there are any reasons for it, and if the Company can assist them to avoid further instances of the unacceptable performance.

The review will be conducted by the person's immediate manager.

The employees have the right to defend themselves, including calling on any witnesses or requesting assistance from other people.

This review is to be recorded and the problem, resolution and follow up requirements documented to the employees file. This will include any comments made by the employee and any actions promised by the Company.

8.2 Written Warning

Should the conduct/performance not improve following the earlier counselling session, a second interview will be held with the section's manager.

The employee has the right to have higher management at this meeting and be given every opportunity to defend themselves on the claim.

A written warning will be issued to the employee and a copy filed on their personnel records. The Company has the right to request that this copy be signed by the employee. This written warning must be signed by the engineering manager or higher.

The employee can submit a reply to this letter within 2 working days. The Company will sign for receipt of this by way of signing the letter and handing a copy of this back to the employee. This will also be included in the employees personnel file.

8.3 Third Stage

There are two paths available depending on the type and level of problem.

The Company has the right to either terminate employment or, where the employee is getting paid a higher grade, then to offer continued employment at the lower grade.

It is solely up to the Company which option is taken.

8.3.1 Termination

The employee will have an interview with a minimum of the employee's immediate supervisor, the next level manager, and one manager familiar with the employees work.

The employee will be given every opportunity to defend themselves with the assistance of any other person requested by the employee. Any defence will be documented.

The Company will consider any matters raised by the employee and where any investigation is warranted, carry out the investigation by agreed personnel. The employee has the right to ask higher managers to conduct this.

8.3.2 Downgrading

As long as the employee will not be paid less than an award condition for the work performed, there is an opportunity to reduce the grade and/or any additional non-award/EBA payments as an interim solution.

Generally this will only be used where the conduct performance is unacceptable but either the overall performance is acceptable at a lower grade, or the Company considers that there is an identified path to resolving the issue and the employee has made attempts for rectification.

In this situation the employee must be given the reasons in writing and this letter must clearly nominate if the grade reduction will make their performance acceptable, or this is an extra stage in trying to get an acceptable performance.

The conditions are the same as for written warning.

8.4 Immediate Dismissal

The Company may exercise their right to immediately dismiss any employee without the consultative process for;

- a) Dishonesty including theft.

- b) Repeatedly turning up unfit for work where it is self inflicted and the agreed counselling has not been attended/performed.
- c) Wilful negligence in safety procedures.
- d) Fighting.
- e) Wilful misuse of the Company's equipment, materials, or property.
- f) Refusal of duty. Where this is on a safety issue the Company will respect the employees decision so any refusal for this reason must be made in writing including the appropriate safety report completed.
- g) Serious neglect of duty.
- h) Malingering.
- i) Gross insubordination or abuse.
- j) Extreme inefficiency, incompetence or disobedience.

9.0. Appendix A

	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP	Total	Excess Travel Fares	Time	Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER
Current - As at 1/4/2005 - 36hr												
Grade 1	\$18.27	\$0.32	\$18.59	\$2.00	\$20.59	8.80	11.23	741.24	841.41	57.50	65.00	\$60.23
Grade 2	\$19.23	\$0.32	\$19.55	\$2.00	\$21.55	8.80	11.81	775.80	878.86	57.50	65.00	\$63.34
Grade 3	\$20.16	\$0.32	\$20.48	\$2.00	\$22.48	8.80	12.37	809.28	915.15	57.50	65.00	\$66.36
Grade 4	\$21.10	\$0.32	\$21.42	\$2.00	\$23.42	9.60	14.40	843.12	963.12	57.50	65.00	\$69.40
Grade 5 Unlicensed	\$22.05	\$0.32	\$22.37	\$2.00	\$24.37	9.60	14.40	877.32	997.32	57.50	65.00	\$72.48
Grade 5 Cert. of Reg'n	\$23.04	\$0.32	\$23.36	\$2.00	\$25.36	9.60	14.40	912.96	1,032.96	57.50	65.00	\$75.69
Grade 5 Qual. Super.	\$23.51	\$0.32	\$23.83	\$2.00	\$25.83	9.60	14.40	929.88	1,049.88	57.50	65.00	\$77.21
Grade 5 Unlic. L/hand	\$23.92	\$0.32	\$24.24	\$2.00	\$26.24	9.60	14.40	944.64	1,064.64	57.50	65.00	\$78.54
Grade 5 Lic. L/Hand	\$24.91	\$0.32	\$25.23	\$2.00	\$27.23	9.60	14.40	980.28	1,100.28	57.50	65.00	\$81.75
Grade 6	\$24.48	\$0.32	\$24.80	\$2.00	\$26.80	9.60	14.40	964.80	1,084.80	57.50	65.00	\$80.35
Grade 7	\$26.35	\$0.32	\$26.67	\$2.00	\$28.67	9.60	14.40	1,032.12	1,152.12	57.50	65.00	\$86.41
Grade 8	\$28.25	\$0.32	\$28.57	\$2.00	\$30.57	9.60	14.40	1,100.52	1,220.52	57.50	65.00	\$92.57
Grade 9	\$29.20	\$0.32	\$29.52	\$2.00	\$31.52	9.60	14.40	1,134.72	1,254.72	57.50	65.00	\$95.64
Grade 10	\$32.05	\$0.32	\$32.37	\$2.00	\$34.37	9.60	14.40	1,237.32	1,357.32	57.50	65.00	\$104.88
Supervisor - linked to grade 10 based on responsibility and performance												
Apprentices												
Indent. 1st Year	\$10.33	\$0.32	\$10.65	\$1.00	\$11.65	8.80	6.44	419.40	495.58		0.00	\$34.51
Indent. 2nd Year	\$13.74	\$0.32	\$14.06	\$1.00	\$15.06	8.80	8.50	542.16	628.64		0.00	\$45.55
Indent. 3rd Year	\$19.20	\$0.32	\$19.52	\$1.00	\$20.52	8.80	11.80	738.72	841.70		0.00	\$63.24
Indent. 4th Year	\$21.97	\$0.32	\$22.29	\$1.00	\$23.29	8.80	13.47	838.44	949.79		0.00	\$72.22
Trainee. 1st Year	\$11.67	\$0.32	\$11.99	\$1.00	\$12.99	8.80	7.25	467.64	547.87		0.00	\$38.85
Trainee. 2nd Year	\$15.49	\$0.32	\$15.81	\$1.00	\$16.81	8.80	9.55	605.16	696.93		0.00	\$51.22
Trainee. 3rd Year	\$21.06	\$0.32	\$21.38	\$1.00	\$22.38	8.80	12.92	805.68	914.28		0.00	\$69.27
Trainee. 4th Year	\$23.07	\$0.32	\$23.39	\$1.00	\$24.39	8.80	14.13	878.04	992.71		0.00	\$75.78
As at 1/10/2005												
	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP	Total	Excess Travel Fares	Time	Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER
	Increase	2.30%										
Grade 1	\$18.69	\$0.32	\$19.01	\$2.00	\$21.01	8.80	11.23	756.37	856.54	57.50	65.00	\$61.59
Grade 2	\$19.67	\$0.32	\$19.99	\$2.00	\$21.99	8.80	11.81	791.72	894.78	57.50	65.00	\$64.78
Grade 3	\$20.62	\$0.32	\$20.94	\$2.00	\$22.94	8.80	12.37	825.97	931.84	57.50	65.00	\$67.86
Grade 4	\$21.59	\$0.32	\$21.91	\$2.00	\$23.91	9.60	14.40	860.59	980.59	57.50	65.00	\$70.97

Grade 5 Unlicensed	\$22.56	\$0.32	\$22.88	\$2.00	\$24.88	9.60	14.40	895.58	1,015.58	57.50	65.00	\$74.12
Grade 5 Cert. of Reg'n	\$23.57	\$0.32	\$23.89	\$2.00	\$25.89	9.60	14.40	932.04	1,052.04	57.50	65.00	\$77.40
Grade 5 Qual. Super.	\$24.05	\$0.32	\$24.37	\$2.00	\$26.37	9.60	14.40	949.35	1,069.35	57.50	65.00	\$78.96
Grade 5 Unlic. L/hand	\$24.47	\$0.32	\$24.79	\$2.00	\$26.79	9.60	14.40	964.45	1,084.45	57.50	65.00	\$80.32
Grade 5 Lic. L/Hand	\$25.48	\$0.32	\$25.80	\$2.00	\$27.80	9.60	14.40	1,000.91	1,120.91	57.50	65.00	\$83.60
Grade 6	\$25.04	\$0.32	\$25.36	\$2.00	\$27.36	9.60	14.40	985.07	1,105.07	57.50	65.00	\$82.18
Grade 7	\$26.96	\$0.32	\$27.28	\$2.00	\$29.28	9.60	14.40	1,053.94	1,173.94	57.50	65.00	\$88.37
Grade 8	\$28.90	\$0.32	\$29.22	\$2.00	\$31.22	9.60	14.40	1,123.91	1,243.91	57.50	65.00	\$94.67
Grade 9	\$29.87	\$0.32	\$30.19	\$2.00	\$32.19	9.60	14.40	1,158.90	1,278.90	57.50	65.00	\$97.82
Grade 10	\$32.79	\$0.32	\$33.11	\$2.00	\$36.54	9.60	14.40	1,315.51	1,435.51	57.50	65.00	\$107.27
Apprentices												
Indent. 1st Year	\$10.57	\$0.32	\$10.89	\$1.00	\$11.89	8.80	6.56	427.95	504.77		0.00	\$35.28
Indent. 2nd Year	\$14.06	\$0.32	\$14.38	\$1.00	\$15.38	8.80	8.67	553.54	640.86		0.00	\$46.58
Indent. 3rd Year	\$19.64	\$0.32	\$19.96	\$1.00	\$20.96	8.80	12.03	754.62	858.78		0.00	\$64.68
Indent. 4th Year	\$22.48	\$0.32	\$22.80	\$1.00	\$23.80	8.80	13.74	856.63	969.33		0.00	\$73.86
Trainee. 1st Year	\$11.94	\$0.32	\$12.26	\$1.00	\$13.26	8.80	7.39	477.30	558.25		0.00	\$39.72
Trainee. 2nd Year	\$15.85	\$0.32	\$16.17	\$1.00	\$17.17	8.80	9.74	617.99	710.71		0.00	\$52.38
Trainee. 3rd Year	\$21.54	\$0.32	\$21.86	\$1.00	\$22.86	8.80	13.18	823.12	933.01		0.00	\$70.84
Trainee. 4th Year	\$23.60	\$0.32	\$23.92	\$1.00	\$24.92	8.80	14.42	897.14	1,013.23		0.00	\$77.50

	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP Yearly inc.	Total	Excess Travel Fares	Time	Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER
As at 1/4/2006	Increase	2.30%			4.65%							
Grade 1	\$19.12	\$0.32	\$19.44	\$2.00	\$21.44	8.80	11.23	771.84	872.02	57.50	65.00	\$62.99
Grade 2	\$20.12	\$0.32	\$20.44	\$2.00	\$22.44	8.80	11.81	808.01	911.07	57.50	65.00	\$66.24
Grade 3	\$21.10	\$0.32	\$21.42	\$2.00	\$23.42	8.80	12.37	843.05	948.92	57.50	65.00	\$69.39
Grade 4	\$22.08	\$0.32	\$22.40	\$2.00	\$24.40	9.60	14.40	878.46	998.46	57.50	65.00	\$72.58
Grade 5 Unlicensed	\$23.08	\$0.32	\$23.40	\$2.00	\$25.40	9.60	14.40	914.25	1,034.25	57.50	65.00	\$75.80
Grade 5 Cert. of Reg'n	\$24.11	\$0.32	\$24.43	\$2.00	\$26.43	9.60	14.40	951.55	1,071.55	57.50	65.00	\$79.16
Grade 5 Qual. Super.	\$24.60	\$0.32	\$24.92	\$2.00	\$26.92	9.60	14.40	969.26	1,089.26	57.50	65.00	\$80.75
Grade 5 Unlic. L/hand	\$25.03	\$0.32	\$25.35	\$2.00	\$27.35	9.60	14.40	984.71	1,104.71	57.50	65.00	\$82.14
Grade 5 Lic. L/Hand	\$26.07	\$0.32	\$26.39	\$2.00	\$28.39	9.60	14.40	1,022.01	1,142.01	57.50	65.00	\$85.50
Grade 6	\$25.62	\$0.32	\$25.94	\$2.00	\$27.94	9.60	14.40	1,005.81	1,125.81	57.50	65.00	\$84.04
Grade 7	\$27.58	\$0.32	\$27.90	\$2.00	\$29.90	9.60	14.40	1,076.26	1,196.26	57.50	65.00	\$90.38
Grade 8	\$29.56	\$0.32	\$29.88	\$2.00	\$31.88	9.60	14.40	1,147.84	1,267.84	57.50	65.00	\$96.83
Grade 9	\$30.56	\$0.32	\$30.88	\$2.00	\$32.88	9.60	14.40	1,183.63	1,303.63	57.50	65.00	\$100.05
Grade 10	\$33.54	\$0.32	\$33.86	\$2.00	\$37.32	9.60	14.40	1,343.58	1,463.58	57.50	65.00	\$109.71

Apprentices

Indent. 1st Year	\$10.81	\$0.32	\$11.13	\$1.00	\$12.13	8.80	6.56	436.70	513.50	0.00	\$36.06
Indent. 2nd Year	\$14.38	\$0.32	\$14.70	\$1.00	\$15.70	8.80	8.66	565.18	652.49	0.00	\$47.63
Indent. 3rd Year	\$20.09	\$0.32	\$20.41	\$1.00	\$21.41	8.80	12.03	770.88	875.04	0.00	\$66.14
Indent. 4th Year	\$22.99	\$0.32	\$23.31	\$1.00	\$24.31	8.80	13.74	875.24	987.94	0.00	\$75.53
Trainee. 1st Year	\$12.21	\$0.32	\$12.53	\$1.00	\$13.53	8.80	7.39	487.19	568.12	0.00	\$40.61
Trainee. 2nd Year	\$16.21	\$0.32	\$16.53	\$1.00	\$17.53	8.80	9.74	631.11	723.82	0.00	\$53.56
Trainee. 3rd Year	\$22.04	\$0.32	\$22.36	\$1.00	\$23.36	8.80	13.18	840.96	950.85	0.00	\$72.45
Trainee. 4th Year	\$24.14	\$0.32	\$24.46	\$1.00	\$25.46	8.80	14.42	916.68	1,032.78	0.00	\$79.26

	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP	Total	Excess Travel Fares	Time	Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER
As at 1/10/2006	Increase	2.30%										
Grade 1	\$19.56	\$0.32	\$19.88	\$2.00	\$21.88	8.80	11.23	787.67	887.85	57.50	65.00	\$64.41
Grade 2	\$20.59	\$0.32	\$20.91	\$2.00	\$22.91	8.80	11.81	824.67	927.73	57.50	65.00	\$67.74
Grade 3	\$21.58	\$0.32	\$21.90	\$2.00	\$23.90	8.80	12.37	860.52	966.39	57.50	65.00	\$70.97
Grade 4	\$22.59	\$0.32	\$22.91	\$2.00	\$24.91	9.60	14.40	896.75	1,016.75	57.50	65.00	\$74.23
Grade 5 Unlicensed	\$23.61	\$0.32	\$23.93	\$2.00	\$25.93	9.60	14.40	933.36	1,053.36	57.50	65.00	\$77.52
Grade 5 Cert. of Reg'n	\$24.67	\$0.32	\$24.99	\$2.00	\$26.99	9.60	14.40	971.52	1,091.52	57.50	65.00	\$80.96
Grade 5 Qual. Super.	\$25.17	\$0.32	\$25.49	\$2.00	\$27.49	9.60	14.40	989.63	1,109.63	57.50	65.00	\$82.59
Grade 5 Unlic. L/hand	\$25.61	\$0.32	\$25.93	\$2.00	\$27.93	9.60	14.40	1,005.43	1,125.43	57.50	65.00	\$84.01
Grade 5 Lic. L/Hand	\$26.67	\$0.32	\$26.99	\$2.00	\$28.99	9.60	14.40	1,043.59	1,163.59	57.50	65.00	\$87.44
Grade 6	\$26.21	\$0.32	\$26.53	\$2.00	\$28.53	9.60	14.40	1,027.02	1,147.02	57.50	65.00	\$85.95
Grade 7	\$28.21	\$0.32	\$28.53	\$2.00	\$30.53	9.60	14.40	1,099.09	1,219.09	57.50	65.00	\$92.44
Grade 8	\$30.24	\$0.32	\$30.56	\$2.00	\$32.56	9.60	14.40	1,172.32	1,292.32	57.50	65.00	\$99.03
Grade 9	\$31.26	\$0.32	\$31.58	\$2.00	\$33.58	9.60	14.40	1,208.93	1,328.93	57.50	65.00	\$102.32
Grade 10	\$34.31	\$0.32	\$34.63	\$2.00	\$38.12	9.60	14.40	1,372.30	1,492.30	57.50	65.00	\$112.21
Apprentices												
Indent. 1st Year	\$11.06	\$0.32	\$11.38	\$1.00	\$12.38	8.80	6.56	445.65	522.44	0.00	\$36.87	
Indent. 2nd Year	\$14.71	\$0.32	\$15.03	\$1.00	\$16.03	8.80	8.66	577.08	664.39	0.00	\$48.70	
Indent. 3rd Year	\$20.56	\$0.32	\$20.88	\$1.00	\$21.88	8.80	12.03	787.52	891.67	0.00	\$67.64	
Indent. 4th Year	\$23.52	\$0.32	\$23.84	\$1.00	\$24.84	8.80	13.74	894.28	1,006.98	0.00	\$77.25	
Trainee. 1st Year	\$12.49	\$0.32	\$12.81	\$1.00	\$13.81	8.80	7.38	497.30	578.22	0.00	\$41.52	
Trainee. 2nd Year	\$16.58	\$0.32	\$16.90	\$1.00	\$17.90	8.80	9.74	644.53	737.24	0.00	\$54.77	
Trainee. 3rd Year	\$22.55	\$0.32	\$22.87	\$1.00	\$23.87	8.80	13.18	859.21	969.10	0.00	\$74.09	
Trainee. 4th Year	\$24.70	\$0.32	\$25.02	\$1.00	\$26.02	8.80	14.42	936.67	1,052.77	0.00	\$81.06	

	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP Yearly inc.	Total	Excess Travel Fares Time		Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER
As at 1/4/2007	Increase	2.30%			4.65%							
Grade 1	\$20.01	\$0.32	\$20.33	\$2.00	\$22.33	8.80	11.23	803.87	904.04	57.50	70.00	\$65.87
Grade 2	\$21.06	\$0.32	\$21.38	\$2.00	\$23.38	8.80	11.81	841.72	944.78	57.50	70.00	\$69.27
Grade 3	\$22.08	\$0.32	\$22.40	\$2.00	\$24.40	8.80	12.37	878.39	984.26	57.50	70.00	\$72.58
Grade 4	\$23.11	\$0.32	\$23.43	\$2.00	\$25.43	9.60	14.40	915.45	1,035.45	57.50	70.00	\$75.91
Grade 5 Unlicensed	\$24.15	\$0.32	\$24.47	\$2.00	\$26.47	9.60	14.40	952.91	1,072.91	57.50	70.00	\$79.28
Grade 5 Cert. of Reg'n	\$25.23	\$0.32	\$25.55	\$2.00	\$27.55	9.60	14.40	991.94	1,111.94	57.50	70.00	\$82.79
Grade 5 Qual. Super.	\$25.75	\$0.32	\$26.07	\$2.00	\$28.07	9.60	14.40	1,010.47	1,130.47	57.50	70.00	\$84.46
Grade 5 Unlic. L/hand	\$26.20	\$0.32	\$26.52	\$2.00	\$28.52	9.60	14.40	1,026.64	1,146.64	57.50	70.00	\$85.92
Grade 5 Lic. L/Hand	\$27.28	\$0.32	\$27.60	\$2.00	\$29.60	9.60	14.40	1,065.67	1,185.67	57.50	70.00	\$89.43
Grade 6	\$26.81	\$0.32	\$27.13	\$2.00	\$29.13	9.60	14.40	1,048.72	1,168.72	57.50	70.00	\$87.90
Grade 7	\$28.86	\$0.32	\$29.18	\$2.00	\$31.18	9.60	14.40	1,122.45	1,242.45	57.50	70.00	\$94.54
Grade 8	\$30.94	\$0.32	\$31.26	\$2.00	\$33.26	9.60	14.40	1,197.36	1,317.36	57.50	70.00	\$101.28
Grade 9	\$31.98	\$0.32	\$32.30	\$2.00	\$34.30	9.60	14.40	1,234.82	1,354.82	57.50	70.00	\$104.65
Grade 10	\$35.10	\$0.32	\$35.42	\$2.00	\$38.94	9.60	14.40	1,401.69	1,521.69	57.50	70.00	\$114.77
Apprentices												
Indent. 1st Year	\$11.31	\$0.32	\$11.63	\$1.00	\$12.63	8.80	6.56	454.81	531.59		0.00	\$37.69
Indent. 2nd Year	\$15.05	\$0.32	\$15.37	\$1.00	\$16.37	8.80	8.66	589.26	676.56		0.00	\$49.79
Indent. 3rd Year	\$21.03	\$0.32	\$21.35	\$1.00	\$22.35	8.80	12.03	804.54	908.69		0.00	\$69.17
Indent. 4th Year	\$24.06	\$0.32	\$24.38	\$1.00	\$25.38	8.80	13.74	913.75	1,026.45		0.00	\$79.00
Trainee. 1st Year	\$12.78	\$0.32	\$13.10	\$1.00	\$14.10	8.80	7.38	507.65	588.56		0.00	\$42.45
Trainee. 2nd Year	\$16.97	\$0.32	\$17.29	\$1.00	\$18.29	8.80	9.74	658.26	750.96		0.00	\$56.00
Trainee. 3rd Year	\$23.07	\$0.32	\$23.39	\$1.00	\$24.39	8.80	13.18	877.87	987.76		0.00	\$75.77
Trainee. 4th Year	\$25.27	\$0.32	\$25.59	\$1.00	\$26.59	8.80	14.42	957.12	1,073.22		0.00	\$82.90

	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP	Total	Excess Travel Fares Time		Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER
As at 1/10/2007	Increase	2.30%										
Grade 1	\$20.47	\$0.00	\$20.47	\$2.00	\$22.47	8.80	11.23	808.92	909.09	57.50	70.00	\$66.32
Grade 2	\$21.55	\$0.00	\$21.55	\$2.00	\$23.55	8.80	11.81	847.64	950.70	57.50	70.00	\$69.81
Grade 3	\$22.59	\$0.00	\$22.59	\$2.00	\$24.59	8.80	12.37	885.15	991.02	57.50	70.00	\$73.18
Grade 4	\$23.64	\$0.00	\$23.64	\$2.00	\$25.64	9.60	14.40	923.07	1,043.07	57.50	70.00	\$76.60
Grade 5 Unlicensed	\$24.71	\$0.00	\$24.71	\$2.00	\$26.71	9.60	14.40	961.38	1,081.38	57.50	70.00	\$80.04
Grade 5 Cert. of Reg'n	\$25.81	\$0.00	\$25.81	\$2.00	\$27.81	9.60	14.40	1,001.32	1,121.32	57.50	70.00	\$83.64

Grade 5 Qual. Super.	\$26.34	\$0.00	\$26.34	\$2.00	\$28.34	9.60	14.40	1,020.27	1,140.27	57.50	70.00	\$85.34
Grade 5 Unlic. L/hand	\$26.80	\$0.00	\$26.80	\$2.00	\$28.80	9.60	14.40	1,036.81	1,156.81	57.50	70.00	\$86.83
Grade 5 Lic. L/Hand	\$27.91	\$0.00	\$27.91	\$2.00	\$29.91	9.60	14.40	1,076.74	1,196.74	57.50	70.00	\$90.43
Grade 6	\$27.43	\$0.00	\$27.43	\$2.00	\$29.43	9.60	14.40	1,059.40	1,179.40	57.50	70.00	\$88.87
Grade 7	\$29.52	\$0.00	\$29.52	\$2.00	\$31.52	9.60	14.40	1,134.82	1,254.82	57.50	70.00	\$95.65
Grade 8	\$31.65	\$0.00	\$31.65	\$2.00	\$33.65	9.60	14.40	1,211.46	1,331.46	57.50	70.00	\$102.55
Grade 9	\$32.72	\$0.00	\$32.72	\$2.00	\$34.72	9.60	14.40	1,249.78	1,369.78	57.50	70.00	\$106.00
Grade 10	\$35.91	\$0.00	\$35.91	\$2.00	\$39.41	9.60	14.40	1,418.67	1,538.67	57.50	70.00	\$116.35
Apprentices												
Indent. 1st Year	\$11.57	\$0.00	\$11.57	\$1.00	\$12.57	8.80	8.42	452.66	538.74		0.00	\$37.50
Indent. 2nd Year	\$15.39	\$0.00	\$15.39	\$1.00	\$16.39	8.80	11.76	590.20	693.00		0.00	\$49.88
Indent. 3rd Year	\$21.51	\$0.00	\$21.51	\$1.00	\$22.51	8.80	13.46	810.43	921.71		0.00	\$69.70
Indent. 4th Year	\$24.62	\$0.00	\$24.62	\$1.00	\$25.62	8.80	7.15	922.16	1,001.90		0.00	\$79.75
Trainee. 1st Year	\$13.08	\$0.00	\$13.08	\$1.00	\$14.08	8.80	9.49	506.71	598.15		0.00	\$42.36
Trainee. 2nd Year	\$17.36	\$0.00	\$17.36	\$1.00	\$18.36	8.80	12.90	660.79	769.28		0.00	\$56.23
Trainee. 3rd Year	\$23.60	\$0.00	\$23.60	\$1.00	\$24.60	8.80	14.13	885.45	1,000.10		0.00	\$76.45
Trainee. 4th Year	\$25.85	\$0.00	\$25.85	\$1.00	\$26.85	8.80	0.00	966.53	1,010.53		0.00	\$83.75

	All Purpose Rate Ex Tool	Tool Allow	Hourly Rate	Allowances Productivity/BHP Yearly inc.	Total	Excess Travel Fares	Time	Per Week Excl F&T	Incl F&T	CTAS Per month	Mert Per week	SUPER SUPER
As at 1/4/2008	Increase	2.30%			4.65%							
Grade 1	\$20.94	\$0.00	\$20.94	\$2.00	\$22.94	8.80	11.23	825.87	926.04	57.50	70.00	\$67.85
Grade 2	\$22.04	\$0.00	\$22.04	\$2.00	\$24.04	8.80	11.81	865.48	968.54	57.50	70.00	\$71.41
Grade 3	\$23.11	\$0.00	\$23.11	\$2.00	\$25.11	8.80	12.37	903.85	1,009.72	57.50	70.00	\$74.87
Grade 4	\$24.18	\$0.00	\$24.18	\$2.00	\$26.18	9.60	14.40	942.64	1,062.64	57.50	70.00	\$78.36
Grade 5 Unlicensed	\$25.27	\$0.00	\$25.27	\$2.00	\$27.27	9.60	14.40	981.84	1,101.84	57.50	70.00	\$81.89
Grade 5 Cert. of Reg'n	\$26.41	\$0.00	\$26.41	\$2.00	\$28.41	9.60	14.40	1,022.69	1,142.69	57.50	70.00	\$85.56
Grade 5 Qual. Super.	\$26.95	\$0.00	\$26.95	\$2.00	\$28.95	9.60	14.40	1,042.08	1,162.08	57.50	70.00	\$87.31
Grade 5 Unlic. L/hand	\$27.42	\$0.00	\$27.42	\$2.00	\$29.42	9.60	14.40	1,059.00	1,179.00	57.50	70.00	\$88.83
Grade 5 Lic. L/Hand	\$28.55	\$0.00	\$28.55	\$2.00	\$30.55	9.60	14.40	1,099.85	1,219.85	57.50	70.00	\$92.51
Grade 6	\$28.06	\$0.00	\$28.06	\$2.00	\$30.06	9.60	14.40	1,082.11	1,202.11	57.50	70.00	\$90.91
Grade 7	\$30.20	\$0.00	\$30.20	\$2.00	\$32.20	9.60	14.40	1,159.27	1,279.27	57.50	70.00	\$97.85
Grade 8	\$32.38	\$0.00	\$32.38	\$2.00	\$34.38	9.60	14.40	1,237.67	1,357.67	57.50	70.00	\$104.91
Grade 9	\$33.47	\$0.00	\$33.47	\$2.00	\$35.47	9.60	14.40	1,276.87	1,396.87	57.50	70.00	\$108.44
Grade 10	\$36.74	\$0.00	\$36.74	\$2.00	\$40.26	9.60	14.40	1,449.42	1,569.42	57.50	70.00	\$119.02
Apprentices												
Indent. 1st Year	\$11.84	\$0.00	\$11.84	\$1.00	\$12.84	8.80	8.42	462.24	548.32		0.00	\$38.36

Indent. 2nd Year	\$15.75	\$0.00	\$15.75	\$1.00	\$16.75	8.80	11.76	602.95	705.75	0.00	\$51.03
Indent. 3rd Year	\$22.01	\$0.00	\$22.01	\$1.00	\$23.01	8.80	13.46	828.24	939.53	0.00	\$71.30
Indent. 4th Year	\$25.18	\$0.00	\$25.18	\$1.00	\$26.18	8.80	7.15	942.54	1,022.28	0.00	\$81.59
Trainee. 1st Year	\$13.38	\$0.00	\$13.38	\$1.00	\$14.38	8.80	9.49	517.53	608.97	0.00	\$43.34
Trainee. 2nd Year	\$17.75	\$0.00	\$17.75	\$1.00	\$18.75	8.80	12.90	675.16	783.65	0.00	\$57.52
Trainee. 3rd Year	\$24.14	\$0.00	\$24.14	\$1.00	\$25.14	8.80	14.13	904.99	1,019.64	0.00	\$78.21
Trainee. 4th Year	\$26.44	\$0.00	\$26.44	\$1.00	\$27.44	8.80	0.00	987.93	1,031.93	0.00	\$85.67
Total increase for 3 years					14.62%						