

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA98/87

TITLE: Railway Services Authority of NSW State Enterprise Agreement 1997

I.R.C. NO: 98/688

DATE APPROVED/COMMENCEMENT: 4 March 1998

TERM: 12 months

**NEW AGREEMENT OR
VARIATION: New. Replaces EA147/96 (variation) & EA 242/95**

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 43

COVERAGE/DESCRIPTION OF

EMPLOYEES: Wages and Salaried staff engaged in the classifications set out in Section 2 of this agreement

PARTIES: Railway Services Authority of New South Wales -&- Construction, Forestry, Mining and Energy Union (New South Wales Branch), The Australian Rail, Tram and Bus Industry Union, New South Wales, The Australian Workers' Union, New South Wales and The New South Wales Plumbers and Gasfitters Employees' Union



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**RAILWAY SERVICES AUTHORITY OF NSW
STATE
ENTERPRISE AGREEMENT**

1997

Industrial Commission
Cor. Bauer, J. 18/9/88
Railway Services Authority of NSW State
Enterprise Agreement 1997 - Affiliated SRA.
for approval. Exhibit 1 Mr. P. P. P. P.
4.23.98 D. M. M.
Associate.

Railway Services Authority of NSW State Enterprise Agreement 1997.

1. TITLE

This agreement shall be known as the Railway Services Authority of NSW State Enterprise Agreement 1997.



2. INTRODUCTION

The package of measures contained in this agreement recognises the unique circumstances of the Railway Services Authority of NSW (RSA) resulting from the NSW Rail Reform which commenced on 1 July 1996.

The agreement reflects the joint approach to be taken by the parties to meet these challenges and the need for the development of best practice in all work which RSA undertakes.

Consistent with this approach, the parties have committed to maximising consultation and participation in the development and implementation of initiatives to address the challenges which will arise over the life of this agreement.

In particular this agreement acknowledges that:

- RSA operates under Deeds of Agreement with the Rail Access Corporation which will move progressively, in accordance with Government policy, to a fully contestable environment.
- There are a number of existing projects, including Work and Job Redesign, the introduction of a new Management Information System and a joint Rail Access Corporation/Railway Services Authority Benchmarking exercise, which are the subject of consultation between the parties and upon which this agreement will build;
- RSA is a new organisation which will require continuing workplace change with improved productivity and quality, the achievement of which will secure the future of the business and provide job security for its employees. This will lead to the need for initiatives which cannot be presently detailed. The parties will therefore co-operate, and consultatively develop strategies to address such initiatives as they arise;
- The processes and practices that the Agreement contains are fundamental to the development of Best Practice in the reform environment;
- RSA is a diverse organisation and different methodologies may be required within and between its Divisions to develop and implement best practice and/or productivity measures.

- It is the responsibility of management to pursue the initiatives specified and once developed, the union parties and employees will positively contribute towards, and not unreasonably inhibit, the implementation of those initiatives;

3. ARRANGEMENT

SECTION 1 GENERAL

Clause no.	Subject
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5.	Previous Awards and Agreements
6.	Term Of Agreement
7.	Definitions
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9.	Wages And Salaries
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23.	Accrued Annual Leave
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26.	Personal/Carer's Leave
27.	Accrued Day Off
28.	Special Leave
29.	Ordinary Hours - General Conditions
30.	Saturday Time
31.	Excess Travelling Time
32.	Travelling and Incidental Expenses
33.	Disputes Resolution
34.	Leave Reserved
35.	No Extra Claims



SECTION 2 COMMON PAY POINTS SYSTEM AND RATES OF PAY

4. PARTIES BOUND

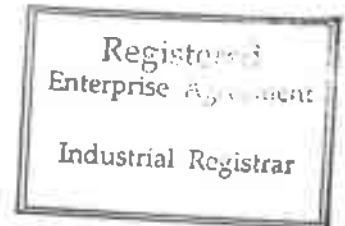
This Agreement is made in settlement of the claims of the Unions and is binding on the Railway Services Authority of New South Wales and the following unions and the officers, employees and members employed by the Railway Services Authority of New South Wales.

Australian Rail, Tram & Bus Industry Union, New South Wales.

Australian Workers' Union (New South Wales).

New South Wales Plumbers and Gasfitters Employees Union

Construction Forestry Mining Energy Union (NSW Branch)



5. PREVIOUS AWARDS AND AGREEMENTS

To the extent of any inconsistency this Agreement replaces all Awards and registered industrial Agreements previously applying to the Railway Services Authority of New South Wales.

6. TERM OF AGREEMENT:

This Agreement shall come into operation from the date of certification by the Industrial Relations Commission of New South Wales and shall remain in force until one (1) year after certification.

The parties will during the life of this agreement develop a subsequent Agreement for RSA. Subject to the provisions below, the nominal expiry date of this agreement shall become the operative date for the ensuing RSA Certified Agreement.

Provided that if the RSA believes the unions have unnecessarily delayed settlement of the ensuing enterprise agreement, it may refer this issue to an agreed third party for relief from this obligation. The parties agree in advance to accept the outcome of any such reference.

7. DEFINITIONS

'Employer', 'Railway Services' and 'RSA' mean the Railway Services Authority of New South Wales.

'Employee' means an employee of the Railway Services Authority of New South Wales.

'The Commission' shall mean the Industrial Relations Commission of New South Wales.

A 'shift' is a turn of duty during which some actual work is performed.

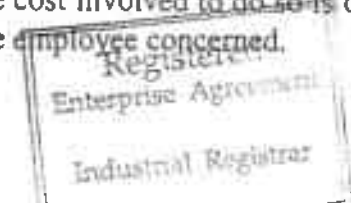
A 'shiftworker' means an employee whose ordinary working regularly (day to day) provides for work being performed during hours which result in a shiftwork entitlement or whose ordinary hours of work are regularly rostered to incorporate weekend (ie Saturday and Sunday) working.

'Partner' means a spouse/partner, or de facto partner, living with the employee on a domestic basis.

'Saturday' means the period between 12 midnight Friday and 12 midnight Saturday.

'Sunday' means the period between 12 midnight Saturday and 12 midnight Sunday.

The expressions "as far as practicable", and "where practicable" mean that the employer is obliged to comply with the relevant prescription unless the cost involved to do so is out of all proportion to the good that would be bestowed upon the employee concerned.



8. EXCLUSION OF COMPETITIVE TENDERING

This agreement shall operate to the exclusion of competitively-tendered projects, for which agreements shall be negotiated.

9. WAGES AND SALARIES:

From the date of certification of this Agreement, wages and salaries payable to employees of the Railway Services Authority engaged in the classifications contained in Section 2 shall apply..

10. CONDITIONS OF EMPLOYMENT AND ALLOWANCES

(i) This Agreement shall be read in conjunction with the following Awards to determine the conditions of employment and applicable allowances payable to employees covered under Section 2:

- Public Transport Commission of New South Wales (Construction) Award
- Government Railways (Building Trades - Construction Staff) Award
- Government Railways (Building Trades - Maintenance Staff) Award
- Public Transport Commission of New South Wales - Clerks, Supervisory Officers and Gangers on Construction etc. Works (Permanent Way Wages Staff) Award
- Government Railways (Building Trades-Maintenance Staff)- 1994 Expense Related Allowances Award
- Government Railways (Building Trades-Construction Staff)-1994 Expense Related Allowances Award
- Public Transport Commission of New South Wales (Construction)(Expense Related Allowances)Award

(ii) The Allowances contained in Part 2 of this agreement are not cumulative.

(iii) Unless otherwise stated allowances herein contained shall be paid subject to the following conditions:-

(a) Only one allowance shall be paid at any one time for the same work.

(b) If two allowances are applicable to any work then the higher amount shall be paid. Provided that this sub-clause shall not apply to height money, wet work or confined space, the rates for which are cumulative.

In the event where any inconsistency arises, this Agreement shall prevail to the extent of that inconsistency.



11. INDUSTRY ALLOWANCE

(i) Employees who are ready, willing and available to perform the full range of functions of their employment will be paid an allowance as follows :

(a) Supervisory Officers and Gangers on Construction \$1628 per annum

(b) Construction Workers \$19.30 per week

(c) Building Trades Construction \$19.40 per week

(d) Building Trades Maintenance \$19.40 per week

(ii) The Authority shall be entitled to withdraw the payment of this allowance in respect of any employee who applies a ban, or limitation on the performance of work in contravention of clause 31 of this agreement.

12. CONSULTATIVE ARRANGEMENTS

The following consultative arrangements shall apply for the life of this agreement.

(i) An RSA Consultative Committee comprising of representation from each union signatory to this agreement, and management representation from both the Corporate and Divisional levels of RSA.

This Committee will meet on a regular basis, as determined by the parties and will have general oversight of this Agreement.

It will also be the body through which matters affecting RSA in its entirety are addressed during the life of the agreement.

(ii) Divisional Consultative Committees comprising representation from each union, signatory to this Agreement which has members employed in the Division and management representatives from within the Division.

These committees will meet as required by the parties and will deal with matters pertaining to that Division.

The parties will identify appropriate and suitable training that may be undertaken by the Union nominated members on the Divisional Consultative Committees which will properly equip them for their role on these bodies. Any agreed training will be undertaken as normal work ensuring that individual employees do not suffer a reduction in wages or salary that they otherwise would be entitled under normal rostered working.

(iii) **Technological Change**

During the term of this agreement the parties will review the existing consultative procedure for the introduction and use of new technology. This review will ensure that such procedures are relevant to the enterprise and if necessary an improved or revised procedure will be developed.

(iv) In addition to the consultative arrangements set out above, the arrangements in clause 12 shall apply to best practice initiatives under this agreement.



13. BEST PRACTICE

(i) **Introduction**

The parties are committed to working co-operatively to improve efficiencies, productivity and quality equal to benchmarks established through "best practice projects".

The parties agree to the introduction of Best Practice programmes throughout RSA which will achieve the following:

- Improvements in cost, quality and delivery
- Closer links to customers
- Closer relationship with suppliers
- Effective use of technology
- A less hierarchal organisation
- Continuous learning, teamwork, participation and flexibility within the workforce

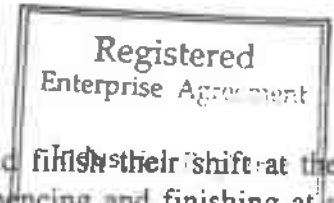
14. PAYMENT OF WAGES

Payment of wages shall be by electronic funds transfer. In cases where hardship may occur due to inaccessibility of facilities consideration will be given to payment by cheque.

15. HEALTH AND SAFETY

RSA is committed to operating and providing a safe and healthy workplace. In consultation with employees and unions a review of the existing health and safety policy will be undertaken to ensure it is relevant within the restructure of the enterprise.

The New South Wales Occupational Health and Safety Act 1983 provides for the establishment of occupational health and safety committees. RSA will encourage the setting up of such committees as part of the review and development of its OH&S policies.



16. START AND FINISH AT WORKSITE

In order to maximise efficiency, employees will commence and finish their shift at the worksite when it is determined to be more efficient than commencing and finishing at a location other than the worksite. Employees engaged on major periodic maintenance, project work or construction work may be required to commence and finish their shift at the worksite.

- (i) For the purposes of this clause, employees who operate from a depot located within the County of Cumberland, Northumberland, or Camden, may be required to commence and finish at the worksite within the bounds of those Counties.
- (ii) Where a Division of RSA has a depot located within the city of Penrith, Newcastle, or Campbelltown, employees who operate out of that depot may be required to commence and finish at a worksite located within a 50 kilometre radius from the principal post office of the relevant city.
- (iii) Where a Division of RSA has a depot located outside of the areas mentioned in 15.(i) and 15.(ii) above, employees who operate from such a depot may be required to commence and finish at a worksite within a 50 kilometre radius from that depot.
- (iv) When employees are working at a location which requires them to temporarily live away from home, they may be required to start and finish at a worksite located within a 50 kilometre radius from their temporary place of residence.
- (v) Employees who are required to start and finish at the worksite in accordance with the above provisions will receive an allowance of \$11.80 per day for each day they are required to start and finish at the worksite. Where it takes longer than one hour to reach, or return from the worksite, the time in excess of one hour shall be paid for at ordinary rates of pay.
- (vi) In instances where Public transport is not available, or it is impracticable for the employee to travel to the worksite by their own means, the employer will provide transport. In such cases the payments identified in clause 16.(v) will still apply. The employer may allocate a pick-up and set down point for the purpose of this provision..
- (vii) When employees are required to commence and finish a shift at the worksite in accordance with the provisions of this part of the Agreement, the employer will supply amenities commensurate with the Workcover Authority of NSW 'Amenities for Construction Work' Code of Practice.

17. SUPPLEMENTARY LABOUR

The parties recognise there may be a genuine need in periods of peak production and/or specific skill shortages to supplement labour in order to complete critical elements of work. Supplementary labour will be used for major periodic maintenance, construction, new works, project type work, and the Workshops, provided there is prior consultation and there is a genuine need.

Where supplementary labour is engaged, wage rates and loading percentages no less than those applicable to RSA employees in the relevant classification and location will be applied.

Supplementary labour will only be introduced in the Workshops when all alternative employment options have been exhausted, and only by agreement of all the parties. All parties agree to act in good faith to facilitate the above provision.

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18. SICK LEAVE

- (i) Sick leave on full pay accrues to an employee at the rates prescribed in clause 9 of this award and any such accrued leave which is not taken is cumulative.
- (ii) Employees are required to provide medical certificates when sick leave:
- exceeds three consecutive working days
 - occurs immediately before and after book-off days (including weekends)
 - joins public and bank holidays, picnic day and book-off days. (The requirement for certificates when absences join book-off days does not apply to Monday to Friday workers)
- (iii) Subject to the provisions of clause 19 Absence Control, employees are entitled to a maximum of six days of total sick leave entitlements in any one year as uncertified absences.

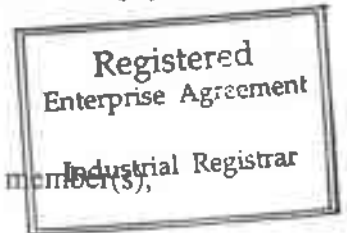
19. ABSENCE CONTROL

To better manage the level of absenteeism the parties agree to implement absence control guidelines.

An Employee who takes eight days or four absences or more for sick leave for personal and/or family leave purposes, over any one calendar year will have their attendance record reviewed.

The review will consider:

- the number of days and absences in the past 12 months with or without medical certificates,
- the employee's sick/family leave the past two years (or maximum record as contained in Rail Services' HR database);
- the employee's lost time due to personal illness or family leave where sick pay was not claimed
- periods of leave adjoining illness,.
- the nature of the illness/illnesses of the employee and/or the family member(s),
- any consistency in the pattern of absences. This would include such things as the day of the week, an attachment to RDO's, weekends or public holidays.



If the line manager/supervisor is aware of any special circumstances concerning the employee, or the employee's family member(s) (eg. serious illness), then no further action is required, otherwise the employee is counselled in relation to the excessive absences and placed on periodic review.

COUNSELLING

At all counselling sessions, including any formal warning, employees will be invited and entitled if they so choose, to select any person to attend and act as their adviser at the counselling session (the person selected may be a union representative).

Management will provide as reasonable notice of the meeting as would enable an adviser to attend.

Counselling is to include such topics as the nature and cause of the absences, the opportunity to discuss any health problems, and provision of advice about the Employee Assistance Program.

As part of this counselling the line manager/supervisor and the employee should reach agreement in writing on a reasonable period over which the employee's attendance will be reviewed, the actions to be taken and the level of improvement expected.

MEDICAL CERTIFICATES REQUIRED

If there is no satisfactory improvement in attendance at the conclusion of the review period, the employee is further counselled and advised in writing that for all subsequent absences:

- if the absence is caused by personal illness, medical certificates will be required, or

- if the absence is caused through the need to provide care and support to a family member, evidence must be produced which demonstrates:

the employee is/was the person responsible, at the time of the absence, for providing care and support to the family member concerned, and the employee provided that care and support.

FORMAL WARNING

If, at the conclusion of the further review period, the employee's attendance remains unsatisfactory, the line manager/supervisor will arrange a final counselling session. After reviewing the employee's attendance record, the counselling session should conclude with a documented agreement on the length of a final review period and what is expected of the employee during that period. The documentation should include a formal warning to the employee disciplinary action may be taken in the event that attendance remains unsatisfactory.

In the event of absence on account of personal illness, the employee may be required to attend an RSA-nominated doctor. In such instances the RSA will ensure that the employee is directed to a nominated doctor located within a reasonable distance from the employee's residence. The opinion of the RSA-nominated doctor will be considered conclusive unless the absence is for an extended period and contrary medical evidence is supplied.

Failure to attend medical examination will result in the forfeiture of sick leave payment (repeated failure will result in disciplinary action).

It is the responsibility of the supervisor/manager to arrange the appointment with the nominated RSA doctor while the employee is absent. All consultation costs are met by Rail Services.

20. TRADE UNION TRAINING LEAVE

Employees who are union members may take up to six days per year leave from ordinary duties to attend trade union training courses. Leave is paid at ordinary time earnings, and is allowed when operating constraints permit employees to be released.

Applications to attend these training courses are supported by a statement from the relevant union indicating the relevance of the training to the union and the employee.

Employees are not entitled to expense allowances or penalty rates during training. Higher duty payments are only made when employees would have been acting in higher grades.

21. APPRENTICES

The engagement of apprentices is governed by the New South Wales Industrial and Commercial Training Act.

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attendance remains

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22. ANNUAL LEAVE

- (i) An employee shall be given as nearly as possible three months notice of the date of which their annual holidays are to commence.
- (ii) Any employee who is regularly a shiftworker when proceeding on annual leave, shall be paid a loading at the rate of 20% of the appropriate wage rate in addition to payment for such leave of absence.
- (iii) Any other employee when proceeding on annual leave, shall be paid a loading at the rate of 17.5% of the appropriate wage rate in addition to payment for such leave of absence.
- (iv) Employees who only work shiftwork intermittently when proceeding on annual leave shall be paid a loading of 20% only where they have qualified for such payment by virtue of having worked six months out of the previous twelve immediately prior to commencing annual leave.
- (v) An employee shall not receive leave loading calculated on a salary greater than \$69,733 per annum.
- (vi) The Authority may close down operations for the purpose of annual leave. In so doing the Authority must provide work for employees with insufficient leave or allow them to take leave without pay.
- (vii) Excepting where employees are working to a roster they shall not be required to commence duty before 0600 on the day following the last day of their annual holidays.
- (viii) Gazetted public holidays occurring during the clearance of annual leave shall be treated as additional to the quantum of annual leave being cleared.
- (ix) To ensure that leave is cleared annually at a time mutually acceptable to Employees and RSA, a schedule detailing the leave arrangements for next calendar year will be established.

This schedule will be developed consultatively by RSA and employees within each area with regard to the commercial requirements of RSA and employees commitments. This schedule should be finalised by November of each calendar year for the proceeding year.

In special circumstances an employee, by arrangement with their manager may retain a years leave, and clear their current and accrued years leave in a single year.

23. ACCRUED ANNUAL LEAVE

In the past it was possible for employees to accrue their Annual Leave. This accrued annual leave now represents a significant monetary liability to RSA. The parties agree to reduce this liability by implementing the following procedures.

- (i) Employees who have more than a single years annual leave accrued will be notified by RSA of the requirement to clear such excess accrual .
- (a) Employees may nominate to clear their accrued annual leave by;
- (1) taking leave,
 - (2) accepting a cash payment in lieu of leave, or;
 - (3) a combination of these methods.



If employees nominate to take all or part of their leave, then, in consultation with their manager a timetable should be developed for clearance of leave. This timetable must have regard for the employees requirements and the requirements of the business. The maximum period for the clearance, (whether taken or paid out or by an alternate method) is 3 years.

Leave is reserved to consider any other proposal to reduce RSA accrued annual leave liability during the life of this agreement. Such consideration will include an examination of the feasibility of contributing to a superannuation fund.

24. PUBLIC HOLIDAYS AND BANK HOLIDAY

(i) Entitlement

Subject to the provisions of this clause, employees shall be granted one day's leave of absence with full pay for any ordinary rostered day, which may be gazetted from time to time by the NSW Government as a Public Holiday or Bank Holiday, (which occurs on a Monday to Friday).

(ii) Non-Entitlement

Employees will not be entitled to a bank or gazetted public holiday where it occurs under the following circumstances:-

- (a) During approved leave of absence without pay exceeding 1 month.
- (b) During Long Service Leave at full or half rates.
- (c) Where an employee is absent without leave on the last working day before and the first working day after the bank or public holiday.
- (d) When an employee is rostered to work on the holiday and is absent without leave.
- (e) When an employee is on strike or is suspended.

(iii) Rostered Day Off Falling On A Public Or Bank Holiday

Where employees do not work on a bank or public holiday and where the holiday is due they shall receive payment of the monetary value of the day.

(iv) Payment For Work On A Bank Or Public Holiday

- (a) Subject to a maximum payment of double-time, employees required to work between the hours of 0001 and 2400 on bank and public holidays shall be paid half time extra.
- (b) The public holiday penalty also applies to overtime working; provided no more than double time may be paid to any portion of the shift (which falls on the public holiday).

(v) Accrual Of Public Or Bank Holiday

Employees required to work on a public or bank holiday shall be entitled to accrue a public or bank holiday where they sign on for work commencing between 0001 and 2400 on the day.

(vi) Election After Accruing A Public Or Bank Holiday

When employees actually work on a public or bank holiday they shall elect to either:

- (a) Receive payment of the monetary value of the day; or
- (b) Credit of the day to be cleared within 12 months or with annual leave.

(vii) Entitlement To Public Holidays Occurring On A Saturday

The following identifies those employees who are entitled to Public Holidays occurring on a Saturday which may be gazetted from time to time by the NSW Government.

- (a) Callings whose ordinary hours of labour provide for five or less shifts each week and who are rostered to work part of their ordinary hours commencing on at least one Saturday in the pay period during which the holiday falls.
- (b) Callings whose ordinary hours of labour provide for more than five shifts in either week of the pay period in which the holiday falls.
- (c) Employees who perform work on a Saturday public holiday shall be paid Saturday penalty as well as the public holiday penalty subject to a maximum payment of double-time for any part of the Saturday as is worked.

25. PICNIC DAY

Where practicable an employee shall be granted a paid days leave, each calendar year to attend an approved picnic day subject to the following conditions:-



- (i) Where an employee is required by the employer to work on this day they shall be granted the option of either being granted a paid days leave at another time or monetary value for the day.
- (ii) The employer may require from an employee evidence of attendance or desired attendance at the picnic. The production of the butt of a picnic ticket purchased for the picnic shall be sufficient evidence to satisfy this requirement. If the butt is not produced the employer is not required to provide payment nor a day in lieu for the picnic.
- (iii) An employee who does not have a ticket for the picnic and is not required by the employer to work in the area in which they are normally employed on the picnic day, shall be provided with alternative duties on that day and shall not be entitled to a day's leave in lieu. Such duties are to be at the discretion of the employer.
- (iv) Picnics are to be arranged and held by properly constituted Picnic committees. Picnics may be arranged and held between the 1st December and 31st January, or where a picnic is not so organised, it shall be deemed to fall on 24th December.
- (v) Where a picnic is so organised and tickets sold but occurs outside the provision contained in paragraph 25(iv), 24th December shall be regarded as the Picnic Day.

26. PERSONAL/CARER'S LEAVE

- (i) For the purpose of this clause:

Family means:

- (a) a spouse of the employee; or
- (b) a defacto spouse, who, in relation to a person, is a person of the opposite sex to the employee who lives with the employee as the husband or wife of the employee on a bona fide domestic basis although not legally married to the employee; or
- (c) a child or an adult child (including an adopted child, a foster child or an ex nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild, or sibling of the employee or spouse or de facto spouse of the employee; or
- (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide basis; or
- (e) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 1. 'relative' means a person related by blood, marriage or affinity;
 2. 'affinity' means a relationship that one spouse because of marriage has to blood relatives of the other; and



3. 'household' means a family group living in the same domestic dwelling

Current Year's Sick Leave Entitlement means:

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The balance of any untaken sick leave available from the employee's industrial register

- (ii) An employee with responsibilities in relation to their family members who need their care and support shall be entitled to use their current year's sick leave entitlement to provide care and support for such persons when they are ill.
- (iii) In normal circumstances, an employee shall not take carer's leave under this clause where another person has taken leave to care for the same person.
- (iv) The entitlement to use sick leave in accordance with this clause is subject to:
 - (a) Compliance with RSA procedures on sick leave in force at the time; and
 - (b) Employees being able to demonstrate if required, that they have the responsibility for care and support of the person concerned and/or that the sick leave is required because of the illness of the family member.
- (v) The employee shall, wherever practicable, give the Authority notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave and the estimated length of the absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify their manager in accordance with the requirements of the work location.
- (vi) Where the provisions of paragraphs 26.(iv) or 26.(v) are not observed, the employee shall be deemed to be absent without leave.

27. ACCRUED DAY OFF

(i) Definition:-

"Accrued Day Off", (ADO), for the purposes of this Agreement, is the week day, not being a holiday, that an employee has off duty when working in accordance with an average weekly hours system.

(ii) Clearance:-

- (a) Method A - By fixing one week day as an ADO on which all employees will be off duty during a particular work cycle, at a specific work location.
- (b) Method B - By rostering employees off work on various days of the week during a particular work cycle so that each employee has a day off duty when working in accordance with an average weekly hours system.

- (c) Method C - Where work requirements preclude employees from clearing an ADO in accordance with the foregoing and where mutual agreement is reached, employees shall be entitled to accumulate up to a maximum of 5 ADO's to be cleared either singularly or in a "block" at the discretion of the Authority, provided that such arrangement will not incur additional costs to the Authority by reason of providing relief or the working of overtime.



- (iii) General:-

The ADO shall be of at least 24 hours duration, with every effort being made to permit a period of 32 hours between the time the employee signed off until the employee signed on again, for ordinary hours of duty.

- (iv) Working on an Accrued Day Off:-

- (a) An employee who works on an ADO shall be provided with an agreed day off in lieu in the same cycle, or the following cycle, which is to be determined before the ADO is worked.

Where the necessity to work an ADO is a result of an 'emergency' the agreement as to a day off in lieu may be reached subsequent to the working but still within the time parameters of the preceding paragraph.

- (b) If the employer is unable to provide a day off in lieu then normal overtime rates shall apply.

28. SPECIAL LEAVE

Special Leave is paid leave which enables employees to participate in community activities, or to deal with public emergencies. It covers special situations not catered for by other forms of leave.

Special Leave does not accumulate from year to year but does count as service for all purposes. Public Holidays are not recredited if they fall during special leave.

Special Leave must be applied for in advance if possible and the application must be supported with appropriate documentation.

- (i) Bereavement Leave

Employees are eligible for two days special leave when their partner or a family member dies. A family member is an employee's or their partner's:

- parent, brother, sister, child
- grandparent, great-grandmother, grandchild

Employees provide evidence of the death and their relationship with the deceased.

Bereavement leave is not available to employees who are already on leave during the period of mourning.



(ii) Blood Donations

Special leave including travelling time is granted to employees to donate blood. Employees are expected to attend the donation point nearest their work location.

Employees are not released during working hours if they have to be relieved.

(iii) Bone Marrow Donations

RSA Employees are granted up to five days special leave to donate bone marrow.

(iv) Court Appearances

Employees are granted special leave to attend court as official or private witnesses for RSA, the Police or the Crown. Travelling time and expenses are allowed if employees are acting as official witnesses.

When acting as private witness for RSA, the Police or Crown, employees may apply to the court for additional expenses incurred by them. If employees are called as witnesses for other than RSA, the Police or the Crown they are not entitled to special leave. Employees may apply to the court or solicitors for compensation for lost income and expenses.

(v) Elections

Employees appointed as Returning Officers by the State Electoral Office are eligible for up to seven weeks special leave to carry out their duties.

Employees who seek election in local, state or federal elections are not eligible for special leave.

(vi) Jury Duty

Employees on jury duty are entitled to special leave for the time they are at court. They receive a fee from the court and RSA will reimburse the employee the difference between the court fee and their ordinary rate of pay.

(vii) Military Duty

Employees are entitled to special leave of up to four weeks each financial year if they are members of the Defence Force Reserve. The leave is provided for participation in military exercises and training.

(viii) National Aborigines Day

Aboriginal employees are allowed one day's special leave to attend National Aborigines Day celebrations. If this day falls on an RDO/ADO, it is treated as a public holiday for pay purposes. The RDO/ADO is not recredited.

(ix) Natural Disasters

Employees who are unable to attend work because of a natural disaster (eg. flood or bushfire) are eligible for paid special leave, if work was available.

Employees provide satisfactory evidence of their inability to attend work (including details of alternative routes to work, if any).



(x) Naturalisation

Employees are granted special leave including travelling time to attend their naturalisation ceremony.

(xi) NSW Transport Institute Band

Members of the Transport Institute Band may be released from duty to perform at official functions.

(xii) Olympic, Disabled Olympics or Commonwealth Games

Employees are eligible for special leave of up to four weeks to compete in or officiate at the Olympic, Disabled Olympic or Commonwealth Games.

(xiii) Retirement Seminars

Employees approaching retirement are entitled to one days special leave to attend retirement planning seminars conducted by the State Superannuation Investment and Management Corporation.

(xiv) State Emergencies

Employees may be granted leave to attend emergencies as a member of the State Emergency Services (SES) or a fire brigade. Employees must notify their managers of the emergency as soon as possible. Applications for State Emergency leave must be supported in writing by an Emergency Services Supervisor or Fire Chief.

Employees are eligible for up to 14 days special leave each year to attend training courses and conferences which are part of their SES or Fire Brigade duties. Employees apply to their managers before they take leave.

29. ORDINARY HOURS - GENERAL CONDITIONS

(Note: General Conditions are to be read in conjunction with specific conditions contained in the various sections of this agreement.)

- (i) Except as otherwise provided for herein, the ordinary hours of labour shall be 76 hours per fortnight divided into not more than 10 shifts.
- (ii) Ordinary hours may be worked in shifts of up to 12 hours, without attracting overtime penalties, provided that when it is proposed to alter the current length of shift or remove overtime penalties it shall be subject to the mutual agreement of RSA and the relevant unions and a majority of their membership within the area concerned, subject to the following criteria:-
 - Occupational Health and Safety issues (including the ACTU Code of Conduct on 12 hour shifts).
 - Monitoring on health subsequent to implementation
 - Suitable rostering arrangements being made; and
 - Proper supervision being provided.
- (iii) Ordinary hours may be worked to provide for 152 hours work in a four week work cycle to enable employees to have an additional day off during the cycle by accruing additional working time on other working days. Payment in these circumstances shall be made on an averaging basis of 76 ordinary hours a fortnight.



30. SATURDAY TIME

All ordinary hours worked on a Saturday shall be paid at the rate of time and one half.

31. EXCESS TRAVELLING TIME

- (i) All time occupied by employees travelling on duty, shall be paid for on the basis of actual time spent travelling, inclusive of up to a maximum of 2 hours for any intermediate waiting time, subject to a maximum payment of 12 hours in each 24 hour period. Where a berth is provided the maximum shall be 8 hours.

The said 24 hours shall count from time travel first commenced on a particular day. Provided that payment for any journey which exceeds 12 hours shall not be less than the working time lost on the day through travelling plus payment for the travelling time up to 8 hours.

- (ii) Employees who are required for an extensive period (12 hours) without being provided with a sleeping berth and arriving at the destination within 4 hours of the commencing

time of the rostered shift and where the nature of the work permits, shall be allowed up to 8 hours rest. Any part of the 8 hours which extends into the working shift shall be paid for at single rate subject to a maximum payment of 4 hours.

(iii) Employees shall not be entitled to payment for any travelling or resting time as prescribed herein where:-

- Transferred from home station at own request, excepting on promotion.
- Transferred due to strike conditions

(iv) Where payment for travel time is provided for herein, the rate shall be ordinary time except on Sundays when the rate shall be time and one half.

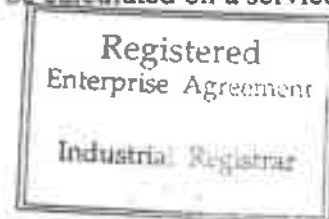
32. TRAVELLING AND INCIDENTAL EXPENSES

(i) Employees, unless otherwise provided for herein, who have been required to undertake work temporarily at a location away from their home station and/or residence, which does not permit them to return to their home station and/or residence daily, shall be paid expenses at the following rates:-

Amount Per Day \$88.20

Where incomplete days are involved, reimbursement shall be calculated on a service basis as follows:-

Breakfast	\$10.70
Lunch	\$10.70
Dinner	\$15.70
Bed	\$51.10



Employees working on a non-shiftwork roster, shall receive the expenses shown above, for the first 4 weeks, whilst at the same place, or for the first 5 weeks if working to a shiftwork roster, at the same place.

Thereafter the following rates shall apply:-

Amount per day \$77.40

Where incomplete days are involved, reimbursement shall be calculated on a service basis as follows:-

Breakfast	\$12.20
Lunch	\$10.20
Dinner	\$12.60
Bed	\$44.40

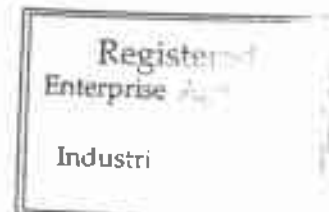
(ii) Service entitlements shall be calculated as follows:-

Breakfast	Depart home station before 0700 or return thereto after 0800
Lunch	Depart home station before 1300 or return thereto after 1400
Dinner	Depart home station before 1830 or return thereto after 1830

Bed - Depart home station before 0100 or return thereto after 0100

(iii) Employees who, because of the nature of the work, are required to camp shall be paid an allowance of \$12.70 per day for every day required to remain in camp. Provided that where travel commences before midnight such day shall be regarded as being in camp.

(iv) Employees who are relieving for holidays for periods of not less than 2 weeks or who are transferred temporarily from their home station to another place and the said transfer or holiday relief necessitates their living temporarily away from their regular place of residence they shall be granted an allowance at the rate of \$396.90 per week of 7 days. Existing practices in the making of temporary transfers shall not be altered merely in consequence of this provision.



33. DISPUTES RESOLUTION

- (i) Any grievance, claim or dispute which arises shall, subject to the Authority delegation of the supervisor concerned and provided the grievance, claim or dispute relates to a local matter only and its resolution will not have a repercussive impact at other locations, be settled where possible at the work place between the employees concerned and their immediate supervisor.
- (ii) If the problem is not resolved at this level, it is to be discussed between the employees concerned, the accredited local union representative and the local controlling officer.
- (iii) Should the problem be incapable of resolution at the local level the RSA Division and the Union involved will confer and prompt arrangements shall be made for accredited representatives of the Union to discuss the matter with the line manager or their representatives; or their representative, together with Human Resources officers of the Division.
- (iv) If the problem remains unresolved, the Director Human Resources and the President or Secretary of the State or Federal Branch of the Union concerned or their nominee, whichever is appropriate, should confer and take appropriate action to arrive at an agreement on the matters in dispute.
- (v) At any stage of the procedures, the parties may, by agreement, seek the assistance of a member of the appropriate industrial tribunal or a mutually acceptable neutral arbitrator for the purpose of endeavouring to conciliate or, by agreement, arbitrate on the matter.
- (vi) In the event of failure to resolve the matters by steps (i) to (v) and where the parties are unable to agree that the matters be determined by the appropriate industrial tribunal, the Union or Unions concerned, before taking any action which would affect the operation of the service or members of other Unions, shall forthwith notify the Labor Council of the existence of the dispute, following upon which a cooling-off period of 72 hours, excluding weekends and public holidays, shall apply to enable the Council to assist in the resolution of the dispute. A copy of the notification shall be forwarded to the Railway Services Authority.

- (vii) During the progress of all steps (i) to (vi), as indicated above, except where there is a bona fide safety issue involved, work shall continue as normal.
- (viii) Should a dispute still remain after the above procedures have been followed, either party shall be free to take the course they consider, including referral to the Industrial Relations Commission of New South Wales.
- (ix) Where a Union lodges a claim or is in dispute with the RSA over the claim, the parties shall follow the procedures set out herein.
- (x) In the event of any breach or threatened breach of the procedures outlined in steps (i) to (vi) by either party or in the event of a dispute existing, the Labor Council and the Railway Services Authority will confer immediately and take whatever action is necessary to resolve the matter.
- (xi) In the event of a demarcation dispute arising, the above procedures shall be observed and work shall continue as normal where it is agreed there is an existing custom, otherwise work shall be continued at the instruction of the Authority.
- (xii) Stoppages directed by the Labor Council of New South Wales or the A.C.T.U and generally applying in industry are exempted from this provision.
- (xiii) Nothing contained herein shall preclude either the RSA or the Labor Council from entering into direct negotiations on any matter.



34. LEAVE RESERVED

The following items will be addressed during the currency of the agreement:-

- Shift Work Arrangements
 - Single set of definitions and allowances
 - 'Rostering
- Training and Development
- Consolidation of Disability Payments
- Remuneration packages
- Hours of Work
- Call-out Provisions
- Performance Management
- Part-time work Opportunities
- Job Sharing
- Positions to be made part-time rather than abolished
- Acting in higher grade after five days
- Teleworking
- Inclement weather provisions
- Private use of vehicles

- Start and Finish at the Worksite
- Accrued sick leave
- Redundancy

35. NO EXTRA CLAIMS

It is a condition of this Agreement that there will be no further claims for wage or salary increases during the period of operation of this Agreement, except where consistent with current or future State Wage Case decisions handed down and in cases of completed Work and Job Redesign Projects



The parties to this Agreement are committed to the provisions outlined in this Agreement.

In witness whereof the parties hereto have duly executed this Agreement, dated the

Second day of *December*



This composite agreement is signed for and on behalf of the Railway Services Authority

[Handwritten signature]

This composite agreement is signed for and on behalf of the Australian Workers' Union New South Wales ~~(Branch)~~

[Handwritten signature]

This composite agreement is signed for and on behalf of the Construction Forestry Mining Energy Union (NSW BRANCH)

[Handwritten signature]

This composite agreement is signed for and on behalf of ~~Communications, Electrical, Electrical, Energy, Information, Postal, Plumbing and Allied Services Union of Australia~~ ELECTRICAL TRADES UNION OF AUSTRALIA, N.S.W. BRANCH.

[Handwritten signature]

This composite agreement is signed for and on behalf of The Australian Rail, Tram and Bus Industry Union, New South Wales

[Handwritten signature]



CEPU
PLUMBING DIVISION
NSW BRANCH

25 b

#2

Branch Secretary: Phil Darby
Level 1,
377 Sussex Street
Sydney NSW 2000
Ph: (02) 9283 6300
Fax: (02) 9283 6222

4 March, 1998

Industrial Commission
Cor. Bauer, J. *RC 9/6/88*
Railway Services Authority of NSW State
Enterprise Agreement 1997 - affixed by SRA
of NSW for approval Exhibit 2 Mr Swift
4 231 98 D. Martin
Associate.

The Honourable Mr Justice H Bauer
Industrial Relations Commission of New South Wales
50 Phillip Street
SYDNEY NSW 2000



Your Honour

The Enterprise Agreement before you for certification contains an error.

On page 25, the signatory page, the Electrical Trades Union of Australia, New South Wales, is listed as a respondent in lieu of the New South Wales Plumbers and Gasfitters Employees Union.

We request that the Enterprise Agreement be certified with this correction and that this letter be filed in replacement to the page listing the Electrical Trades Union as respondents to the Enterprise Agreement.

Yours faithfully
NEW SOUTH WALES PLUMBERS AND GASFITTERS EMPLOYEES UNION

Phillip Darby
Secretary

PARRAMATTA OFFICE

Organiser: Barry Brown 0419 694 946
Assistant Secretary: Warren West
81 George Street
Parramatta NSW 2150
Ph: (02) 9893 8455
Fax: (02) 9633 9636

WOLLONGONG OFFICE

Level 2,
63 Market Street
Wollongong NSW 2500
Ph: (02) 4229 8711
Fax: (02) 4228 5636

NEWCASTLE OFFICE

Sub Branch Secretary: Steve McCarney 018 682 335
Suite 305, Ironworkers Centre
161 Maitland Road
Mayfield NSW 2304
Ph: (02) 4968 0933
Fax: (02) 4968 0955



RAILWAY SERVICES AUTHORITY OF NSW

STATE

ENTERPRISE AGREEMENT

1997

SECTION 2

**COMMON PAY POINTS SYSTEM & RATES
OF PAY**

NOVEMBER 1997

PAY SCALE

As agreed between the parties, pay rates included in the scale comprise:-

basic wage
margin for skill (where applicable)
one ninth loading (where applicable)
special allowance (where applicable)
additional loading (where applicable)
tradesman's allowance (where applicable)
over-award payment (where applicable)



and exclude:-

industry allowance
tool allowances (where applicable)
licence allowance (where applicable)
disability allowances (where applicable)

For pay purposes excluded allowances will be added on to the pay point where applicable for positions which attract those allowances.

Details of allowances and additional amounts are included in the Pay Points, Classifications and Wages Schedule.

APPRENTICES AND JUNIORS

The pay scale excludes rates for Apprentices and Juniors. The pay rates for these classifications are based on a percentage of adult rates.

STATE RAIL AUTHORITY OF NEW SOUTH WALES

WAGES GRADES - WAGE POINTS



WAGE POINT NUMBER	\$ PER WEEK (a)	WAGE POINT NUMBER	\$ PER WEEK (a)
1	356.80	24	536.60
2	412.30	25	541.20
3	419.40	26	546.40
4	428.90	27	549.30
5	432.90	28	556.60
6	438.10	29	563.00
7	439.40	30	566.80
8	443.30	31	569.00
9	452.90	32	573.90
10	457.10	33	585.60
11	463.90	34	592.70
12	470.30	35	597.90
13	474.20	36	608.20
14	479.30	37	618.50
15	484.50	38	622.70
16	489.60	39	628.80
17	494.70	40	640.70
18	499.90	41	644.20
19	505.10	42	649.40
20	515.40	43	659.70
21	522.40	44	670.00
22	525.70	45	680.30
23	528.80	46	695.80

- a) Wage rates are **INCLUSIVE** of basic wage, margin for skill (where applicable), special allowance (where applicable), additional loading (where applicable), additional loading (where applicable) but **EXCLUSIVE** of industry allowance, tool allowance (where applicable), licence allowances (where applicable), disability allowances (where applicable) and one ninth casual loading for construction workers where applicable.

RAILWAY SERVICES AUTHORITY OF NEW SOUTH WALES

COMMON PAY POINTS SYSTEM

WAGES GRADES

PAY POINTS, CLASSIFICATIONS AND WAGES

PAY POINT	POSITION & CLASSES	WAGE PER WEEK
1		336.30
2		388.70
3		395.30
4		404.30
5		408.10
6		413.00
7		414.10
8		417.80
9		426.90
10		430.90
11		437.30
12		443.30
13		447.00
14		451.80
15		456.60
16	Diamond Drill Operator's Assistant (Construction)	461.50
17.	CONSTRUCTION - CYLINDER SINKING	466.40

Man working in cylinders or caissons without air pressure excavating earth other than rock, concrete, sandstone and/or strata other than earth less than 20 feet deep (4 cents per Hour extra for each additional 20 feet of depth or part thereof)

Man working in cylinders or caissons with air pressure in earth other than rock concrete, sandstone and/or strata other than earth less than 20 feet deep (23 cents per shift extra for each additional 20 feet of depth or part thereof)

UNDERGROUND AND TRENCH EXCAVATION

Trench labourer - excavating: from 3 feet to 10 feet deep (when required to use pneumatic machines shall be paid at least Machineman's rate)

CONSTRUCTION WORKER - GROUP I

Adzeman, Augerman or Sawman
Axeman
Bridge Carpenter's Labourer (including demolition work)
Bridge Foundations - labourer engaged in boring for - except machineman
Camp and/or amenities attendant, sanitary and/or garbage labour
Carpenter's Labourer
Clerical work - labourer
Compressed and/or Mastic Asphalt Labourer: Caulker:
Labourer tarring bridge and/or other woodwork
Diver's Pumper
Fencer
Flagman
Forest devil - labourer
General labourer - not otherwise, classified
Labourer - bending reinforcing steel
Labourer, loading, unloading and/or stacking materials other than cement
Machineman's Assistant
Motor and/or pump attendant
Overhead bridges - labourer erecting
Pile driver - top man
Pile pointer, ringer and/or shoer
Scabber
Timberman's offsider and/or dollyman
Tipman
Tradesman's labourer - on construction work
Watchman - casual



**PLATELAYING ON CONSTRUCTION FOR LIVE ROADS -
GROUP A**

Back Bolter
Boxer up
Brakesman, spragger or spragsman
Cutting and/or breaker - rails
Fettler
Heelman
Jackman - two to be paid alike
Labourer erecting stanchions for overhead wiring
Labourer - Rail pressing
Labourer - Rerailing and/or resleepering
Labourer in straightening gang
Leverman
Linker-in
Punchman, hydraulic and/or crowman
Sleeper spacer and squarer

18	CYLINDER SINKING Air lock attendant (Construction)	471.20
19	PLATELAYING ON CONSTRUCTION FOR LIVE ROADS - GROUP B Fastener - Fisher Up and/or Ratchet Borer Rail Welder's Assistant	476.10
20	Diamond Drill Operator (Construction)	485.80
21	PLATELAYING ON CONSTRUCTION FOR LIVE ROADS - GROUP C Lifting Ganger's Offsider Rail Welder	492.40
	UNDERGROUND AND TRENCH EXAVATION Trench Labourer - Excavating from 10 feet to 20 feet deep	
	CONCRETE CONSTRUCTION Cement Gun Operator - Dry Cement Gun Operator - Wet Concrete worker - including floater, form erector and/or stripper, jazzerman and/or tamperman, concrete cutting and/or drilling machine operator, kerb and/or gutter layer Labourer bending reinforcing steel to pattern or plan Pressure Grouter's Assistant	
	CONSTRUCTION WORKER - GROUP 2 Barring down labourer Bricklayer's labourer Cement labourer loading, unloading and/or stacking Crane Chaser Erector structural steel Machine drill and/or tool sharpener Machineman and/or pneumatic pickman and/or tamperman Pegman and/or employee boning Pipelayer and/or jointer - cast iron or steel earthenware, asbestos etc. Powderman's assistant Rigger's Assistant and/or hemp rope splicer Storeman Timberman - up to 20 feet in depth	
22	CONSTRUCTION WORKER - OTHER	495.50



Diver's Attendant (Six hour day)

CONCRETE CONSTRUCTION

Prestressed concrete maker

23 498.50

24 **BUILDING TRADES (MAINTENANCE)** 505.70

Bricklayer

Carpenter & Joiner

Painter

Plasterer & Fibrous Plaster Fixer

Tilelayer

BUILDING TRADES (CONSTRUCTION)

Bricklayer

Bridge Carpenter

Carpenter & Joiner

Painter

Plasterer & Fibrous Plaster Fixer

Tilelayer

CONSTRUCTION - CYLINDER SINKING

Man working in cylinders or caissons with air pressure in rock, concrete, sandstone and/or strata other than earth less than 20 feet deep (23 cents per shift extra for each additional 20 feet of depth or part thereof),

25 Operator of Proline Special Borer (Construction) 510.10

BUILDING TRADES (MAINTENANCE)

Drainer (Not Licensed)

Plumber & Gasfitter

BUILDING TRADES (CONSTRUCTION)

Plumber & Gasfitter

BUILDING TRADEPERSON EMPLOYED ON LARGE CONSTRUCTION PROJECTS

Carpenter and Joiner

Bricklayer

Bridge Carpenter



Painter
Plasterer and Fibrous Plaster Fixer

UNDERGROUND AND TRENCH EXCAVATION

Trench Labourer - excavating from 20 feet to 40 feet deep
Tunnel Miner - assisting
All other labour in Tunnel Crew



CONCRETE CONSTRUCTION

Cement gun operator - wet - underground
Concrete finisher
Labourer placing and/or tack welding reinforcing steel
Pressure grouter

CONSTRUCTION WORKER - GROUP 3

Augerman - pneumatic or electrically powered augers and/or timber boring machines
Concrete Pump Operator
Pile Driver
Powderman
Scaffolder (certificated)
Timberman - over 20 feet in depth
Wire rope splicer (not being a certified rigger)

26 Plumber Examining Electric Car Workshops Chullora 515.00

TRADESMEN EMPLOYED ON LARGE CONSTRUCTION PROJECTS

Plumber

27 **BUILDING TRADES (MAINTENANCE)** 517.70

Signwriter

BUILDING TRADES (CONSTRUCTION)

Signwriter
Tilelayer

28 Employees required to apply by brush or spray a second or third coat of paint on the steelwork of the Hawkesbury River Bridge - (Construction) 524.60
Operator of Mobile Track Drill (Crawlair), (Independent rotation capable of boring up to 6" dia. blast holes, operated by Compressor) - (Construction)

CONCRETE CONSTRUCTION

Cement gun Operator - Dry - Underground

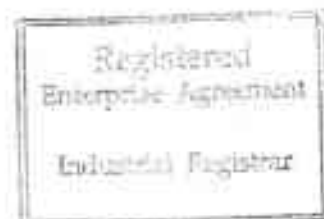
CONSTRUCTION WORKER - GROUP 4

Dogman

Drainer (as defined)

Pile Driver - loading on sheer legs or pile frames up to 30 tons lift

Rigger (certificated) and wire rope splicer

29 **CONSTRUCTION WORKER - OTHER** 530.70

30 534.40

31 536.30

32 **UNDERGROUND AND TRENCH EXCAVATION** 541.00

Shaft Miner

Tunnel Miner

33 **CONSTRUCTION WORKER - OTHER** 552.00

Diver (Six hour day)

GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION

Ganger in charge of a gang which includes up to 9 men

34 **GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION** 558.70

Ganger in charge of a gang which includes from 10 to 15 men

35 563.50

36 **GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION** 573.30Ganger in charge of a gang which includes 16 men or more
Ganger general erecting, irrespective of number of men supervised37 **GANGERS, SUPERVISING OFFICERS ON CONSTRUCTION** 583.00

Ganger - Platelaying permanent Way - in charge of less

than 12 men
 Ganger - Platelaying Permanent Way - in charge of 12 men
 or more
 Ganger - Tunnel, drive or shaft in charge of less than 12
 men
 Ganger - Tunnel, drive or shaft in charge of 12 men or
 more



38	587.00
39	592.70
40	603.90
41	607.30
42	612.20
43	621.80
44	631.50
45	641.30
46	655.90



ALLOWANCES

BUILDING TRADES CONSTRUCTION STAFF

GENERAL DISABILITY	\$16.80 PER WEEK
LEADBURNING	49.00 CPH
LEADING HAND	\$16.60 PER WEEK
PLUMBER'S LICENCE	64.00 CPH
GASFITTER'S LICENCE	64.00 CPH
DRAINER'S LICENCE	55.00 CPH
PLUMBER'S & GASFITTER'S LICENCE	86.00 CPH
PLUMBER'S & DRAINER'S LICENCE	86.00 CPH
GASFITTER'S & DRAINER'S LICENCE	86.00 CPH
PLUMBER'S, GASFITTER'S & DRAINER'S LICENCE	119.00 CPH
PRESSURE WELDING CERTIFICATE	36.00 CPH
REGISTRATION ALLOWANCE	48.00 CPH
SECONDHAND TIMBER	\$1.49 PER DAY
CHOKEAGES	\$4.49 PER DAY
EXPLOSIVE POWER TOOL	\$0.90 PER DAY
COMPUTING QUANTITIES	\$2.77 PER DAY
FIRST AID	\$1.64 PER DAY
HIGH PLACES (7.62 METRES)	39.00 CPH
EACH ADDITIONAL 3.048 METRES	9.00 CPH
CHIMNEYS ETC	39.00 CPH
EACH FURTHER 15.24 METRES	39.00
WET PLACES	39.00 CPH
WORKING IN THE RAIN	\$1.90 PER DAY
WORK IN WATER	
OVER 45.72 CM	\$2.60 PER DAY
OVER 91.44 CM	\$3.10 PER DAY
WORK IN A SLURRY	39.00 CPH
OVERTIME MEAL ALLOWANCE	\$7.30
SWING SCAFFOLD FIRST 4 HOURS	\$2.77
EACH HOUR THEREAFTER	57.00 CPH
PLASTERERS (EXTRA)	12.00 CPH
CHARCOAL (LOOSE MATERIAL)	47.00 CPH
HOT WORK 46-54 DEGREES C	39.00 CPH
EXCEEDING 54 DEGREES C	47.00 CPH
WORK IN QUARRIES	60.00CPH
CONFINED SPACE	47.00 CPH
HANDLING LOOSE MATERIALS	60.00 CPH
ROOF REPAIRS	47.00 CPH
HIGH STRUCTURE NO SUPPORT	36.00 CPH
DISTANT PLACES	\$0.80 PER DAY
HEIGHT MONEY	40.00 CPH
SPRAYPAINTING	39.00 CPH
PREPARE EPOXY MATERIAL	47.00 CPH
PREPARE AID CONDT. OUT	30.00 CPH

PREPARE OTHER MEN WORKING NEAR	39.00 CPH
CLEANING BRICKWORK	36.00 CPH
NON STANDARD BRICKLAYING	
OVER 5.5 kg - UNDER 9 kg	39.00 CPH
9 kg UP TO 18 kg	68.00 CPH
OVER 18 kg	97.00 CPH
ASBESTOS	47.00 CPH
BAGGING BRICKWORK	36.00 CPH
MARKING - SETTING OUT	\$15.38 PER WEEK
INDUCEMENT ALLOWANCE	5 C/DAY
MARRIED EMPLOYEE	+ 15 C/DAY
DISTANT JOBS / COUNTRY WORK	
TRANSPORTING TOOLS	\$12.90 PER DAY
TRAVEL DISTANT JOB MEAL ALLOWANCE	\$7.50
CAMPING AREA	
FOODSTUFF ADVANCE MAXIMUM	\$28.50
CHARGE HANDS	
When in charge not less than one and not more than nine employees	\$68.60 PER WEEK
When in charge of ten and not more than fifteen employees	\$80.10 PER WEEK
When in charge of sixteen or more employees	\$91.60 PER WEEK
TOOL ALLOWANCES	
BRICKLAYER	\$14.10 PER WEEK
TILELAYER	\$14.10 PER WEEK
BRIDGE CARPENTER	\$19.60 PER WEEK
CARPENTER & JOINER	\$19.60 PER WEEK
PAINTER	\$4.80 PER WEEK
SIGNWRITER	\$4.80 PER WEEK
PLASTERER & FIBROUS PLASTER FIXER	\$12.20 PER WEEK
PLUMBER & GASFITTER	\$19.60 PER WEEK

Registered
Enterprise Agreement

Industrial

ALLOWANCES

BUILDING TRADES MAINTENANCE STAFF



OVERTIME MEAL ALLOWANCE	\$7.50 PER WEEK
LEADBURNING	49.00 CPH
ACTING ON LICENCE ALLOWANCE	
PLUMBER'S LICENCE	64.00 CPH
GASFITTER'S LICENCE	64.00 CPH
DRAINER'S LICENCE	55.00 CPH
PLUMBER'S AND GASFITTER'S LICENCE	86.00 CPH
PLUMBER'S AND DRAINER'S LICENCE	86.00 CPH
GASFITTER'S AND DRAINER'S LICENCE	86.00 CPH
PLUMBER'S, GASFITTER'S AND DRAINER'S LICENCE	119.00 CPH
PRESSURE WELDING CERTIFICATE	36.00 CPH
REGISTRATION ALLOWANCE	48.00 CPH
SPECIAL RATES	
TUNNELS (BY APPROVAL)	35.00 CPH
WET PLACES	39.00 CPH
CHOKEAGES	\$4.49 PER DAY
BOILERS, FLUES ETC.	\$1.10 PER DAY
SWING SCAFFOLD (FIRST 4 HOURS)	\$2.77
EACH HOUR THEREAFTER	57.00 CPH
PLASTERERS (EXTRA)	12.00 CPH
CHARCOAL (LOOSE MATERIAL)	47.00 CPH
HOT WORK - 46-54 DEGREES C	39.00 CPH
EXCEEDING 54 DEGREES C	47.00 CPH
CONFINED SPACE	47.00 CPH
ROOF REPAIRS	47.00 CPH
EXPLOSIVE POWER TOOL	96.00 CPDAY
HIGH STRUCTURE NO SUPPORT	36.00 CPH
OXY-ELEC, WELDING CERTIFICATE	31.00 CPH
SPRAY PAINTING (NO BOOTH)	40.00 CPH
COMPUTING QUANTITIES	\$2.77 PER DAY
PREPARE EPOXY MATERIAL	47.00 CPD
PREPARE AIR CONDT.OUT	30.00CPH
PREPARE OTHER MEN WORKING NEAR	39.00 CPH
CLEANING BRICKWORK	36.00 CPH
NON-STANDARD BRICKLAYING	
OVER 5.5 KG - UNDER 9KG	39.00 CPH
9 KG UP TO 18 KG	68.00 CPH
OVER 18 KG	97.00 CPG
ASBESTOS	47.00 CPH
BAGGING	36.00 CPH
SECOND HAND TIMBER	\$1.49 PER DAY
MARKING - SETTING OUT	\$15.38 PER WEEK
ILLAWARRA ELECTRIFICATION	53.00 CPH

LEADING HANDS

When in charge of not less than three employees and not more than 10 employees \$22.30

When in charge of more than 10 employees and not more than 20 employees \$33.30

When in charge of more than 20 employees \$\$42.30

TOOL ALLOWANCE

BRICKLAYER \$14.10 PER WEEK

CARPENTER AND JOINER \$19.60 PER WEEK

PAINTER \$4.80 PER WEEK

SIGNWRITER \$4.80 PER WEEK

TILELAYER \$14.10 PER WEEK

PLASTERER AND FIBROUS PLASTER FIXER \$16.20 PER WEEK

PLUMBER AND GASFITTER \$19.60

PLUMBER EXAMINING ELECTRIC CAR WORKSHOPS \$19.60

CHULLORA



RAILWAY SERVICES AUTHORITY OF NEW SOUTH WALES**SALARY POINTS**

SALARY POINT NUMBER	\$ PER ANNUM (a)
36	35860
37	36294
38	36603
39	36818
40	37088
41	37405
42	38142
43	38445
44	38597
45	38753
46	39198
47	39337
48	39634
49	39883
50	40124



(a) Salary rates are **EXCLUSIVE** of Industry Allowance.

Note: Pay Points outside the range of 36-50 are not applicable

RAILWAY SERVICES AUTHORITY OF NEW SOUTH WALES

COMMON PAY POINTS SYSTEM

WAGES SUPERVISORY GRADES (SALARY BASIS)



PAY POINTS, CLASSIFICATIONS AND SALARIES

PAY POINT	INTERIM POSITIONS & CLASSES	SALARY PER ANNUM
36	Construction Foreman Grade 1, 1st year Superintending Officer, 1 year	35,860
37	Construction Foreman Grade 1, 2nd year Superintending Officer, 2nd year	36,294
38	Construction foreman Grade 1, 3rd year Superintending Officer, 3rd year	36,603
39		36,818
40		37,088
41	Construction Foreman Grade 2, 1st year	37,405
42	Construction Foreman Grade 2, 2nd year Construction Foreman Grade 2, 3rd year	38,142
43		38,445
44		38,597
45		38,753
46		39,198
47	Senior Construction Foreman, 1st year	39,337
48		39,634
49	Senior Construction Foreman, 2nd year	39,883
50	Senior construction foreman, 3rd year	40,124

Note: Pay points outside the range 36-50 are not applicable

ALLOWANCES

SUPERVISORY OFFICERS AND GANGERS ON CONSTRUCTION

1. GANGERS

GENERAL DISABILITY	\$16.80 PER WEEK 44.00 CPH
INCLEMENT WEATHER	\$19.62 PER WEEK 51.63CPH



NOTE: THE ABOVE TWO ALLOWANCES ARE TO BE INCLUDED IN THE TOTAL HOURLY RATES

WORKING IN THE RAIN	\$1.92 PER DAY
WET PLACES AND SLURRY WORK IN WATER	39.00 CPH
OVER 45.72 CENTIMETRES	\$2.55 PER DAY
OVER 91.44 CENTIMETRES	\$3.09 PER DAY
WORK IN SLURRY	39.00 CPH
HEIGHT MONEY	39.00 CPH
FIRST AID DUTY	\$1.64 PER DAY

2. SUPERVISORY STAFF

WET PLACES	39.00 CPH
IN RAIN	\$1.92 PER DAY
POWDERED ASH	40.00 CPH
FIRST AID DUTY	\$1.64 PER DAY