

## **REGISTER OF ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA06/96

**TITLE:** Heyday Group Services Enterprise Agreement 2005-2008

**I.R.C. NO:** IRC6/963

**DATE APPROVED/COMMENCEMENT:** 3 March 2006 / 3 March 2006

**TERM:** 31

**NEW AGREEMENT OR  
VARIATION:** New.

**GAZETTAL REFERENCE:** 17 March 2006

**DATE TERMINATED:**

**NUMBER OF PAGES:** 14

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** The agreement applies to all divisional employees employed by Heyday Group Pty Ltd, located at 9 Waterloo Road, North Ryde NSW 2113, who are engaged within the county of Cumberland and who fall within the coverage of the Electrical, Electronic and Communications Contracting Industry (State) Award.

**PARTIES:** Heyday Group Pty Ltd -&- the Electrical Trades Union of Australia, New South Wales Branch

# Heyday Group Sydney CC Service Division, Heyday Electrics Minor Projects Division & Heyday Fire Technologies Service Division Enterprise Agreement 2005 - 2008

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## 1. Introduction

This Agreement has been jointly developed by Heyday Group, its Sydney ACC Service, Heyday Electrics Minor Projects and Heyday Fire Technologies Service Division employees and the Electrical Trades Union of Australia, New South Wales Branch, with the purpose of developing and implementing workplace reform strategies so as to produce an 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.

## 2. Title

This Agreement shall be known as the Heyday Group Service Enterprise Agreement 2005- 2008.

## 3. Definitions

For the Purpose of this Agreement:

- "Agreement" means this Enterprise Agreement.
- "Company" means Heyday Group Pty Ltd, (ABN 84 096 439 191)
- "Service" any work that is performed by the employees of Heyday Electrics Minor Projects, ACC Service and Heyday Fire Service divisions of Heyday Group.
- "County of Cumberland" as per the defined boundaries within the industry.
- "Employee" means an employee of the Company Divisions performing work within the scope of this Agreement.
- "Parent Award" means the Electrical Electronic and Communication Contracting Industry (State) Award.
- "Parties" means the company and employees.
- "Union" means the Electrical Trades Union of Australia, New South Wales Branch.

## 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 employees.
- To foster a commitment to the Company's Quality Management System
- 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 ensure that the Company's industrial arrangements and practices are, at all times, compliant with the Workplace Relations Act 1996, the National Code or Practice for the Building and Construction Industry and the Commonwealth Implementation Guidelines for the National Code of Practice.

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

Employees are aware that the parties to this agreement acknowledge that to ensure the competitiveness, productivity and efficiency of the workforce a mechanism must exist to regular monitor employee's performance. This assessment may take place regardless of the company's workload. Outcomes of the assessment are to be made available to the employee and employees have the right to appeal the assessment at the time of the assessment. This system is to be transparent.

## **5. Parties Bound**

This Agreement shall be binding upon:

- i) ACC Service, Heyday Electrics Minor Projects and Heyday Fire Technologies Service Divisions of Heyday Group Pty Ltd
- ii) The Union; and
- iii) All employees whether members of the Union or not, engaged in any of the occupations, industries or callings specified in the Parent Award.

This Agreement applies to the Company in respect to all division employees who are engaged pursuant to the Parent Award and who are engaged within the County of Cumberland.

## **6. Application of Agreement**

If the Company has secured work outside of the County of Cumberland, an employee whom normally works within the County of Cumberland:

- i) Will be paid at the rates outlined in this agreement if specifically requested by the Company to work on that site.
- ii) 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.
- iii) May determine that redundancy would be more appropriate.
- iv) It is acknowledged that from time to time, employees of the Company who have been employed to work in the Service Division as defined by this Agreement and are employed under this Agreement may be requested to temporarily transfer to construction work. After 3 weeks of continuous employment on construction work, the employee shall be paid the construction EBA rates of pay.

It is expressly agreed that the rates, terms and conditions of this Agreement will continue to apply to those employees whilst they are temporarily engaged in construction work.

Where there is any inconsistency between this Agreement and the Parent Award, the Agreement shall prevail to the extent of the inconsistency.

This Agreement is made in good faith attempting to comply with any Federal or State Codes of Practice. If any Clause is deemed non compliant then that clause shall have no effect and deemed removed from the Agreement, however, the parties agree to amend the offending clause in accordance with Department of Employment and Workplace Relations Guidelines.

## **7. Date of Operation**

This Agreement shall come into operation from the date of ratification by the IRC and remain in force until 30 October 2008.

## **8. No Extra Claims**

The Employees or their nominated representative shall not 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 in relation to the above, until the Agreement's nominal expiry date has passed. Where any disagreement arises, the parties shall follow the Dispute Settlement Procedure contained in this Agreement.

**9. 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.

**10. Conditions of Employment**

It is a term and condition of employment and of the obligations and rights occurring under this Agreement, that all employees:

- i) properly use and maintain all appropriate protective clothing and tools and equipment supplied by the Company for specified circumstances; and
- ii) use any technology and perform any duties which are within the limits of the employee's skill, competence and training; and
- iii) Understand that termination of employment in cases involving retrenchment 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
- iv) 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
- v) provide and maintain an adequate kit of tools in accordance with Parent Award requirements; and
- vi) be committed to the objectives in Clause 4 of this Agreement
- vii) be available by consultation with individuals for inclusion in the on-call roster, if the minimum level of participants cannot be maintained, then a company roster will be implemented and adhered to by all employees.

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.

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

Clauses 13.2 and 20.2.1 of the Parent Award has no application under this Agreement.

Casual employees will be engaged in accordance with the provisions of clause 8.2 of the Parent Award, with the exception that Clause 8.2.2 of the Parent Award has no application under this Agreement.

**11. Anti Discrimination**

- i) 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, material status, disability, homosexuality, transgender identity and age or responsibilities as a carer.
- ii) It follows that in fulfilling their obligations under the dispute resolution procedure set out in this agreement the parties have obligations to take all necessary steps to ensure that the operation of the provisions of this agreement are not directly or indirectly discriminatory in their effect.
- iii) Under the *Anti-Discrimination Act* 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint or unlawful discrimination or harassment.

Nothing in this clause is to be taken to affect:-

- i) any conduct or act which is specifically exempted from anti-discrimination legislation
- ii) offering or providing junior rates of pay to persons under 21 years of age
- iii) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti Discrimination Act 1977*
- iv) a party to this agreement from pursuing matters of unlawful discrimination in any State or Federal jurisdiction

This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

## **12. 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) Procedure relating to a grievance of an individual employee:
  - (i) The employee is required to notify the Company (in writing or otherwise) as to the substance of the grievance, request a meeting with the Company for bilateral discussions and state the remedy sought.
  - (ii) A grievance must initially be dealt with as close to its source as possible, with graduated steps for further discussions with resolution at higher levels of authority (where appropriate).
  - (iii) Reasonable time limits must be allowed for discussions at each level of authority.
  - (iv) If the dispute is not resolved in discussions, the Company must provide a response to the employees grievance, including reasons for not implementing any proposed remedy.
  - (v) While this procedure is being followed, normal work must continue.
  - (vi) The employee may be represented by an industrial organisation of employees that is entitled to represent the employee's industrial interests.
  - (vii) In the absence of agreement, either party may refer the matter to the Industrial Relations Commission of NSW for conciliation.
  - (viii) The Industrial Relations Commission of NSW may only arbitrate a dispute in respect of this Agreement where the company agrees.
- (b) Procedure for a dispute between the Company and the employees:
  - (i) A question, dispute or difficulty must initially be dealt with as close to its source as possible with graduated steps for further discussions and resolution at higher levels of authority (where appropriate)
  - (ii) Reasonable time limits must be allowed for discussions at each level of authority

- (iii) While this procedure is being followed, normal work must continue
- (iv) The Company may be represented by an industrial organisation of employers and the employees may be represented by an industrial organisation of employees that is entitled to represent the employees' industrial interests for the purposes of each procedure
- (v) In the absence of agreement, either party may refer the matter to the Industrial Relations Commission of NSW for conciliation.
- (vi) The Industrial Relations Commission of NSW may only arbitrate a dispute in respect of this Agreement where the Company agrees.

### **13. Consultative mechanism**

The parties agree that a precondition for the effective operation of the Agreement is the establishment of consultative mechanisms with the Company. To this end, a Consultative Committee, comprising of Company appointed representatives and employee elected representatives should be established and maintained. Officers of the Union shall have a standing invitation to attend any such meeting. The purpose of the Consultative Committee shall be to consult, develop, recommend and assist to implement strategies and measures designed to achieve the objectives outlined under Clause 4 of this Agreement.

### **14. Hours of Work**

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 the 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 change in hours of work will include the impact on efficiency operational and project requirements, productivity and quality of life. Employees shall be dressed and ready to commence work at the work start time. Clean up shall occur after the finish time.

The parameters for ordinary hours for the purpose of this agreement shall be an average of 38 hours per week (as set out in Clause 18 of the Parent Award) 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.

An employee's weekly ordinary hours of work can consist of both day work and shift work with appropriate shift allowances paid for any shift work in accordance with clause 21.6 of the Parent Award.

### **15. Rostered Days Off**

The parties agree to increased flexibility with regard to the taking of RDO's. RDO's may be staggered or rescheduled over the work cycle rather than on industry RDO's. By agreement RDO's may be banked to the limit of eight (8) days in any twelve (12) month cycle.

Where there is an agreed emergency or a special client need and subject to the agreement of applicable employees, limited work may be carried out on No Work Weekends and adjacent fixed RDO's unless impracticable. The company shall give three days notice of any such need for work so as to ensure appropriate consultation.

### **16. Wages**

The wage rates contained in Schedule A of this Agreement shall be paid to employees and only the wage rates contained in Schedule A of this Agreement will apply to employees. The Company may agree to payments in addition to the wage rates contained in Schedule A of this Agreement; however such additional payments shall only apply where the payments are required by contract condition specified at the time of tender for a particular project/site. If there are no additional payments specified

at the time of tender for the project/site then the employer will have absolutely no obligations to make such additional payments and employees (or their nominated representative) shall have no right to make claims for such additional payments to be made.

These wage increases contained in Schedule A of this Agreement shall be in lieu of any other increases granted by the Australian Industrial Relations Commission, Australian Fair Pay Commission and/or the Industrial Relations Commission of New South Wales during the term of this Agreement except that should the Parent Award's all purpose hourly wages rates exceed the rates under this Award, employees shall be paid at the higher hourly rate.

The parties agree that apprenticeships and Traineeships are now competency based and therefore require individual assessment on an ongoing basis.

Progression through the apprenticeship must meet the necessary academic and workplace competency standards as determined by the employer and the NSW Department of Education and Training.

#### **17. Productivity Allowance**

A productivity allowance per hour worked will be paid to division employees engaged in any work covered under this agreement. This allowance will not be subject to penalty addition and shall be in lieu of all or any Parent Award disability allowances, with the exception of multi storey allowance. It will be paid in accordance with Schedule A of this agreement.

Site/Project Allowances will be paid in addition to the productivity allowance where such an addition is either:

- i) Where such an allowance is required by a site condition specified at the time of tender is incumbent upon the company to enquire of the Head Contractor/Client at the time of tender whether a site/project allowance is required to be paid and in particular whether it is required to be paid in accordance with the Construction Industry Site Allowance Matrix or;
- ii) If the Contract between the Employer and the Head Contractor/Client does not contain provision for a site allowance and after the contract is made the head contractor makes an agreement under which a site allowance is payable, then the head contractor should then agree in writing to reimburse the employer the full cost of the said allowance.

#### **18. No disadvantage**

No employee shall suffer a reduction in hourly all purpose pay rate as a result of the making of this Agreement.

#### **19. Superannuation**

All superannuation contributions will be paid monthly at the contribution rate required by the Superannuation Guarantee Legislation. Higher contribution rates may be made by salary sacrifice if specified in writing by the employee.

#### **20. Redundancy**

- a) Redundancy will be paid strictly according to the provisions of the Parent Award with the exception that the Parent Award shall apply notwithstanding that employment is terminated by the Company due to the ordinary and customary turnover of labour. All award entitlements are to be paid into the MERT redundancy scheme.
- b) The Company will make contributions to MERT on behalf of employees (other than apprentices and trainees) who have achieved the max redundancy level under the award (age 45 years and 6 years service). This contribution rate of \$20 per week worked shall be fixed for the life of this agreement. Contributions shall be made for all weeks worked and all periods of authorised leave.



- c) Where an employee terminates his employment with Heyday and is reinstated within a twelve month period, the employee's service in regard to redundancy will not commence until twelve months has elapsed from the date of the employment separation and the employee shall not receive any payments in accordance with clause a) and b) above until twelve months has elapsed from the date of the employment separation.

## **21. Top Up**

It is a term of the Agreement the Company will pay Top-up/24 Hour Employee Insurance (to a maximum of \$12.00, unless otherwise agreed) under the Electric Top Up fund or other fund from the date of agreement. Upon request from an employee, the company will provide documentary evidence that the company has taken out a policy with the relevant scheme.

## **22. Clothing**

Employees with the Company will be provided with the following clothing:

- i) Five shirts, five sets of shorts, overalls or trousers, or any combination of clothing as agreed between the employees and the Company which shall be replaced on an annual basis;
- ii) A jumper, or a bluey jacket, which shall be replaced on a fair wear and tear basis.
- iii) Where ever possible 'Australian Made' protective clothing will be issued.

Safety boots will be provided on commencement of employment, if required and replaced on a fair wear and tear basis.

## **23. Transfer of Labour**

If a halt to productive work occurs which is not the fault or the responsibility of the Company, the parties agree that employees can be relocated to other unaffected areas to continue productive work or to other sites if work is available. Provided that employees will continue to be paid in accordance with this Agreement during such a temporary transfer.

## **24. Skills Development**

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:

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

Where, by agreement between the employee and employer, an employee undertakes training providing skills, which are not a company specific requirement, any time spent in the completion of this training shall be unpaid.

## **25. Wet Weather**

In the event of wet weather, work in the open will continue until the particular work in hand can no longer be done safely and efficiently.

Whilst it is raining, employees will be required to:

Continue to work under cover or relocate to alternative work under cover, on site.

Obtain materials and services for employees working under cover where there is only minimal exposure to inclement weather.

When required, perform emergency and safety work. In addition, work on unexpected breakdowns, which can be corrected in limited time duration.

Should a portion of the project be affected by wet weather, all other employees not so affected shall continue working in accordance with award conditions, regardless that some employees may be entitled to cease work due to wet weather.

If a halt to productive work occurs due to inclement weather, the parties agree that employees may be relocated to other unaffected sites.

Where the above steps are not possible, affected employees may be required to attend tool box meetings, work planning sessions or skills development activities, all of which will count as productive time for payment purposes.

## **26. 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 pay slips in accordance with the *Workplace Relations Act 1996*.

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

## **27. Travelling Time and Fares**

Employees will be paid an excess fares allowance as prescribed by Schedule A per day where they have 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.

## **28. On Call Allowance**

Employees included on the on-call roster will be paid a \$200.00 allowance for the week they are required to be "on-call".

## **29. Heyday Picnic Day**

All Division employees will be granted a days paid leave on the First Tuesday in December to attend the Picnic Day, provided they have purchased a ticket to the picnic as proof of attendance.

**30. 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. The living away allowance for the term of this agreement shall be \$110.00 per working day.

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.

**31. Payroll Deductions**

The Company agrees to continue its long standing policy of making deductions at the request of the employee for Medical Benefits Funds, salary sacrifice superannuation contributions and other contributions related to their employment in the Electrical Contracting Industry.

**32. Tools**

The parties agree that a necessary precondition for a productive and efficient workforce is to ensure that employees maintain and are where possible provided with an adequate kit of tools.

In circumstances where the employees are required to supply their own tools and have them stolen, by no fault of their own, shall be compensated to a maximum of \$1,000.00.

**33. Australian Communications Authority (ACA) Licence/Registration Allowance**

Where an employee covered by this agreement is required under the ACA Cabling Provider Rules to hold and use a current licence/registration in the course of their employment, the employer commits to accepting all payments in relation to the training and or liability for the qualification used during the course of their employment with the company.

It is noted that in the fire protection, security and computer cabling industries there is a requirement under the cabling provider rules for all employees who work on services that connect (or are intended to connect) to the telecommunication network to be licensed / registered.

**34. Safety and Compliance**

The Company commits to make all management and employees aware of all the changes to the Occupational Health and Safety Act and Regulations. This should be done via training courses and or union seminars. The conducting of the training and or seminars shall be at times convenient to the company.

**35. No Smoking**

Smoking is not allowed in any site offices, mess/change sheds or sanitary facilities; or any other amenities where appropriate signage is displayed.

Smoking is not allowed within the confines or the premises of clients/customers or in any Company vehicles.

**36. Mobile Telephones**

Subject to other express individual written authorisation by the Company, personal mobile telephones are to be switched off during normal working time and are to only be used during unpaid breaks.

Personal calls are not to be received or made on Company mobile telephones during working time unless prior express individual written authorisation from the Company is first obtained.

An employee agrees to reimburse the Company for any personal calls made by the employee on Company mobile telephone(s). An employee authorises the Company to deduct from any wages or entitlements payable or owing to the employee any costs incurred by the employee on Company mobile telephone(s) as a result of the employee making personal calls.

**37. Quality Assurance**

The parties endorse the underlying principles of the Company's Quality Management System, which seeks to ensure that its services are provided in a manner which best conforms to the requirements of the contract with its customer. This requires the Company to establish and maintain, implement, train and continuously improve its procedures and processes, and the employees to follow the procedures, document their compliance and participate in the improvement process. In particular, this will require employees to regularly and reliably fill out documentation and checklists to signify that work has been carried out in accordance with the customer's specific requirements. Where necessary, training will be provided in these activities.

**38. Signatories**

Signed for and on behalf of Heyday Group Pty Ltd:

Signature

Date

Witness Signature

Date

Signed for and on behalf of the Electrical Trades Union Of Australia, New South Wales Branch.

Signature

Date

Witness Signature

Date

## SCHEDULE A

Rates applying from the first full pay period on or after ratification by IRC.				
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Grade 1	\$ 20.43	\$ 1.60	\$ 10.20	\$ 11.10
Grade 2	\$ 21.51	\$ 1.70	\$ 10.20	\$ 11.80
Grade 3	\$ 22.56	\$ 1.80	\$ 10.20	\$ 12.50
Grade 4	\$ 23.62	\$ 1.90	\$ 10.20	\$ 13.20
Grade 5 unlicensed	\$ 25.16	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 cert of regn	\$ 25.78	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 qual super	\$ 26.31	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 unlic l/hand	\$ 26.71	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 lic l/hand	\$ 27.87	\$ 2.00	\$ 10.20	\$ 13.80
<b>APPRENTICES</b>				
Indentured 1st year	\$ 9.11	\$ 1.05	\$ 10.20	\$ 5.60
Indentured 2nd year	\$ 12.03	\$ 1.25	\$ 10.20	\$ 7.37
Indentured 3rd year	\$ 16.69	\$ 1.55	\$ 10.20	\$ 10.28
Indentured 4th year	\$ 19.05	\$ 1.70	\$ 10.20	\$ 11.73

Rates applying from the first full pay period on or after 1 April 2006				
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Grade 1	\$ 20.83	\$ 1.60	\$ 10.20	\$ 11.10
Grade 2	\$ 21.93	\$ 1.70	\$ 10.20	\$ 11.80
Grade 3	\$ 23.00	\$ 1.80	\$ 10.20	\$ 12.50
Grade 4	\$ 24.09	\$ 1.90	\$ 10.20	\$ 13.20
Grade 5 unlicensed	\$ 25.66	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 cert of regn	\$ 26.28	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 qual super	\$ 26.82	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 unlic l/hand	\$ 27.24	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 lic l/hand	\$ 28.41	\$ 2.00	\$ 10.20	\$ 13.80
<b>APPRENTICES</b>				
Indentured 1st year	\$ 9.11	\$ 1.05	\$ 10.20	\$ 5.60
Indentured 2nd year	\$ 12.03	\$ 1.25	\$ 10.20	\$ 7.37
Indentured 3rd year	\$ 16.69	\$ 1.55	\$ 10.20	\$ 10.28
Indentured 4th year	\$ 19.05	\$ 1.70	\$ 10.20	\$ 11.73

Rates applying from the first full pay period on or after 1 October 2006				
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Grade 1	\$ 21.23	\$ 1.60	\$ 10.20	\$ 11.10
Grade 2	\$ 22.36	\$ 1.70	\$ 10.20	\$ 11.80
Grade 3	\$ 23.45	\$ 1.80	\$ 10.20	\$ 12.50
Grade 4	\$ 24.55	\$ 1.90	\$ 10.20	\$ 13.20
Grade 5 unlicensed	\$ 26.15	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 cert of regn	\$ 26.79	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 qual super	\$ 27.34	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 unlic l/hand	\$ 27.76	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 lic l/hand	\$ 28.96	\$ 2.00	\$ 10.20	\$ 13.80
<b>APPRENTICES</b>				
Indentured 1st year	\$ 9.11	\$ 1.05	\$ 10.20	\$ 5.60
Indentured 2nd year	\$ 12.03	\$ 1.25	\$ 10.20	\$ 7.37
Indentured 3rd year	\$ 16.69	\$ 1.55	\$ 10.20	\$ 10.28
Indentured 4th year	\$ 19.05	\$ 1.70	\$ 10.20	\$ 11.73

Rates applying from the first full pay period on or after 1 April 2007				
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Grade 1	\$ 21.63	\$ 1.60	\$ 10.20	\$ 11.10
Grade 2	\$ 22.78	\$ 1.70	\$ 10.20	\$ 11.80
Grade 3	\$ 23.89	\$ 1.80	\$ 10.20	\$ 12.50
Grade 4	\$ 25.01	\$ 1.90	\$ 10.20	\$ 13.20
Grade 5 unlicensed	\$ 26.64	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 cert of regn	\$ 27.29	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 qual super	\$ 27.85	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 unlic l/hand	\$ 28.29	\$ 2.00	\$ 10.20	\$ 13.80
Grade 5 lic l/hand	\$ 29.51	\$ 2.00	\$ 10.20	\$ 13.80
<b>APPRENTICES</b>				
Indentured 1st year	\$ 9.11	\$ 1.05	\$ 10.20	\$ 5.60
Indentured 2nd year	\$ 12.03	\$ 1.25	\$ 10.20	\$ 7.37
Indentured 3rd year	\$ 16.69	\$ 1.55	\$ 10.20	\$ 10.28
Indentured 4th year	\$ 19.05	\$ 1.70	\$ 10.20	\$ 11.73

Rates applying from the first full pay period on or after 1 October 2007				
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Grade 1	\$ 22.03	\$ 1.60	\$ 12.00	\$ 12.78
Grade 2	\$ 23.20	\$ 1.70	\$ 12.00	\$ 13.55
Grade 3	\$ 24.33	\$ 1.80	\$ 12.00	\$ 14.37
Grade 4	\$ 25.48	\$ 1.90	\$ 12.00	\$ 15.24
Grade 5 unlicensed	\$ 27.14	\$ 2.00	\$ 12.00	\$ 16.00
Grade 5 cert of regn	\$ 27.80	\$ 2.00	\$ 12.00	\$ 16.00
Grade 5 qual super	\$ 28.37	\$ 2.00	\$ 12.00	\$ 16.00
Grade 5 unlic l/hand	\$ 28.81	\$ 2.00	\$ 12.00	\$ 16.00
Grade 5 lic l/hand	\$ 30.05	\$ 2.00	\$ 12.00	\$ 16.00
<b>APPRENTICES</b>				
Indentured 1st year	\$ 9.11	\$ 1.05	\$ 10.20	\$ 5.60
Indentured 2nd year	\$ 12.03	\$ 1.25	\$ 10.20	\$ 7.37
Indentured 3rd year	\$ 16.69	\$ 1.55	\$ 10.20	\$ 10.28
Indentured 4th year	\$ 19.05	\$ 1.70	\$ 10.20	\$ 11.73

Rates applying from the first full pay period on or after 1 April 2008				
Classification	All-Purpose hourly rate	Productivity Allowance per hour worked	Daily Average Excess Fares Allowance	Excess Travel
Grade 1	\$ 22.39	\$ 1.60	\$ 12.00	\$ 12.78
Grade 2	\$ 23.57	\$ 1.70	\$ 12.00	\$ 13.55
Grade 3	\$ 24.72	\$ 1.80	\$ 12.00	\$ 14.37
Grade 4	\$ 25.88	\$ 1.90	\$ 12.00	\$ 15.24
Grade 5 unlicensed	\$ 27.57	\$ 2.25	\$ 12.00	\$ 16.00
Grade 5 cert of regn	\$ 28.24	\$ 2.25	\$ 12.00	\$ 16.00
Grade 5 qual super	\$ 28.82	\$ 2.25	\$ 12.00	\$ 16.00
Grade 5 unlic l/hand	\$ 29.27	\$ 2.25	\$ 12.00	\$ 16.00
Grade 5 lic l/hand	\$ 30.53	\$ 2.25	\$ 12.00	\$ 16.00
<b>APPRENTICES</b>				
Indentured 1st year	\$ 9.11	\$ 1.05	\$ 10.20	\$ 5.60
Indentured 2nd year	\$ 12.03	\$ 1.25	\$ 10.20	\$ 7.37
Indentured 3rd year	\$ 16.69	\$ 1.55	\$ 10.20	\$ 10.28
Indentured 4th year	\$ 19.05	\$ 1.70	\$ 10.20	\$ 11.73