

# ENTERPRISE AGREEMENT

NO. EA 98/161  
.....

DATE REGISTERED 14-5-98  
.....

PRICE \$ 52-00  
.....

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA98/161**

**TITLE: Murrumbidgee Irrigation Wages Staff Enterprise Agreement 1998**

**I.R.C. NO: 98/1990**

**DATE APPROVED/COMMENCEMENT: 14 May 1998**

**TERM: 12 months**

**NEW AGREEMENT OR  
VARIATION: New. Replaces EA 96/341**

**GAZETTAL REFERENCE:**

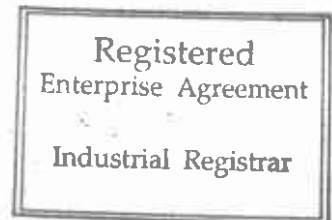
**DATE TERMINATED: 14 May 1998**

**NUMBER OF PAGES: 26**

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES: Applies to wages staff employed by Murrumbidgee Irrigation Corporation, in the Murrumbidgee Irrigation Areas and Districts.**

**PARTIES: Murrumbidgee Irrigation Corporation -&- Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Construction, Forestry, Mining and Energy Union (New South Wales Branch), Electrical Trades Union of Australia, New South Wales Branch, The Australian Workers' Union, New South Wales, Transport Workers' Union of Australia, New South Wales Branch**





**ENTERPRISE AGREEMENT**

for

**MURRUMBIDGEE IRRIGATION Corporation**

**WAGES EMPLOYEES**



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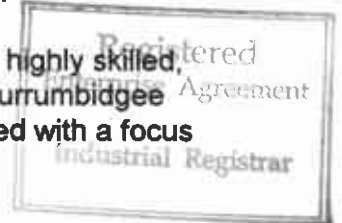
## 1. TITLE

This Agreement shall be known as the "Murrumbidgee Irrigation Wages Staff Enterprise Agreement 1998".

## 2. PREAMBLE

Murrumbidgee Irrigation's function is to provide irrigation water and drainage supplies and a range of business services to rural enterprises, government, industry and individuals. To achieve our fundamental business goals we must conduct normal routine activities in appropriate ways to meet the expectations of our customers.

Murrumbidgee Irrigation, as the employer, is committed to maintaining a highly skilled, motivated and professional workforce, focused on our core business. Murrumbidgee Irrigation is prepared to reward staff for efficient, productive effort coupled with a focus on customer service and business and personal integrity.



## 3. OBJECTIVES

The parties agree that the objectives of this Agreement are:

3.1 To continue to lay the foundation for maximum flexibility in the day to day work of Murrumbidgee Irrigation to maximise operational efficiency as well as to take account of the seasonality of work in the business

3.2 To continue to develop the provision of cost effective services to the customers of Murrumbidgee Irrigation. As such, the parties recognise the need for a viable, efficient organisation with a sustainable capacity to provide cost efficient services to the rural community on which it will depend for its revenue

3.3 To promote and firmly commit to the development of effective enterprise agreements relevant to the needs and circumstances of the business of Murrumbidgee Irrigation.

3.4 To contribute to achieving a safe, harmonious work place where staff are provided with more secure and rewarding employment.

#### **4. SCOPE, APPLICATION AND PARTIES BOUND**

4.1 This Agreement provides arrangements for wages staff presently employed by Murrumbidgee Irrigation Corporation, in the Murrumbidgee Irrigation Areas & Districts.

4.2 Murrumbidgee Irrigation Corporation, a Statutory State Owned Corporation established under the Irrigation Corporations Act 1994 is the employer party bound by this Agreement.

4.3 The Unions party to this Agreement are;

Australian Workers Union, New South Wales  
The Transport Workers Union of Australia New South Wales  
Construction, Forestry, Mining, Energy Union, onstruction and  
NSW Divisional Branch  
Automotive, Food, Metals, Engineering and Printing Kindred Industries Union,  
New South Wales Branch  
The Electrical Trades Union of Australia, New South Wales Branch

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General Division,

4.4 In accordance with Section 40 of the Industrial Relations Act 1996, NSW, this Agreement shall be binding upon each person employed from time to time by Murrumbidgee Irrigation in a trade or occupation covered by the Awards indicated in Schedule 1 of this Agreement.

#### **5. DATE AND PERIOD OF OPERATION**

This Agreement shall come into force upon registration and shall operate for a period of twelve months.

#### **6. RELATIONSHIPS TO PREVIOUS AWARDS**

This Agreement replaces or supersedes the clauses dealing with wage rates, family leave and uniforms in the Awards mentioned in Schedule 1

#### **7. AGREEMENT TO BE DISPLAYED**

This Agreement shall apply to all staff covered under the Awards listed in Schedule 1 save and except for those matters dealt with in this Agreement. Where the terms of the Awards are in conflict, the terms of this Agreement shall prevail

## 8. ENTERPRISE NEGOTIATION WORKING COMMITTEE

8.1 The existing Workplace Enterprise Negotiation Working Committee, formed pursuant to the terms of the 'Interim Murrumbidgee Irrigation Wages Staff Enterprise Agreement 1994' shall continue to develop and negotiate the specific issues listed at 8.2. The agreed positions reached will form the basis for the next agreement.

8.2 The committee is expected to negotiate in good faith to reach agreed positions on the following issues;

Flexibility of hours

Broad Banding of pay scales and adoption of an enterprise wide job classification structure

Performance management and Job Evaluation

Structured competency based training programs

Work/Family responsibility, salary packaging and employment benefits

Annualised wage and allowance rates

Connection of annual pay scales to training achievements and work place performance

Workplace consultation

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The parties will endeavour to come to an agreed position on these issues by no later than the expiry date of this Agreement

8.3 Unions party to this Agreement and the Board of Directors of Murrumbidgee Irrigation Corporation undertake to facilitate, encourage and not discourage or interfere with the good faith negotiating of the committee at the work place level. It is however recognised that both the Board and Unions will have a role in approving of the negotiation outcomes.

## 9. WAGES

9.1 Pay increases will apply as a consequence of this Agreement

9.2 Common Wage Points base pay rates for each classification applying to staff covered by this Agreement will be increased on registration of the Agreement as set out in Clause 9.3. ( See Schedule 2 for Common Wage Point rates and Award Classification Common Wage Points )

9.3 Common Wage Points base pay rates effective as at 1 July, 1997 shall be increased by 4%. The resultant base pay rates shall be increased by a further 2%.

9.4 Staff covered by this Agreement will be entitled to a lump sum payment which would be the equivalent of a 4% increase in base rates of pay from the first pay period to commence on or after 1 July, 1997 plus a 2% increase in base rates of pay from the first pay period to commence on or after 1 January, 1998, to the date of registration. This payment will be paid in consideration of the acceptance of this agreement.

9.5 No adjustment to award allowances will be made as part of this Agreement

**10 FAMILY LEAVE**

**10.1 Additional Leave**

10.1.1 This agreement will provide additional family leave of 2 days per annum commencing on 1st January in each year. The additional 2 days family leave will not accumulate from year to year. This leave is additional to the Personal/Carer's Leave provided for in Clause 10.2 to 10.4 of this Agreement.

**10.2 Use of Sick Leave**

10.2.1 An employee with responsibilities in relation to a class of person set out in 10.2.3(ii) who needs their care and support shall be entitled to use, in accordance with this subclause, any Sick Leave entitlement which accrues after 1.1.96 for absences to provide care and support for such persons where they are ill.



10.2.2 The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned.

10.2.3 The entitlement to use Sick Leave in accordance with this subclause is subject to;

- i the employee being responsible for the care and support of the person concerned, and
- ii the person concerned being -

a spouse of the employee; or  
 a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or

a child or an adult child (including an adopted child, a step 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

a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or

a relative of the employee who is a member of the same household, where for the purpose of this paragraph:

'relative' means a person related by blood, marriage or affinity;

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

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



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

### 10.3 Unpaid Leave for Family Purpose

10.3.1 The employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a ~~class of~~ person set out in 10.2.3(ii) above who is ill.

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### 10.4 Annual Leave

10.4.1 To give effect to this Clause, but subject to the Annual Holidays Act 1944, an employee may elect, with the consent of the employer, to take annual leave not exceeding five days in any calendar year at a time or times agreed by the parties.

### 10.5 Grievance Process

10.5.1 In the event of any dispute arising in connection with any part of this clause, such dispute shall be processed in accordance with the dispute settlement provisions of this award.

## 11. UNIFORMS

11.1 The Corporation will provide, free of cost to staff, a uniform which they shall be required to wear in the course of their employment. The Corporation will replace any item of uniform that is lost or damaged where the loss or damage arises out of the staff members work

11.2 Staff will be required to launder the uniform at their cost and will be expected to present for work in a neat and tidy manner.

11.3 The items of uniform to be supplied shall consist of;

- (i) 5 pair of trousers; or  
5 pair of shorts; or  
5 pair of overalls
- (ii) 5 pair of long sleeve shirts with logo; or  
5 pair of short sleeve shirts with logo
- (iii) 2 fleecy windcheaters with logo
- (iv) 1 jacket with logo
- (v) 1 Boomerang crush hat with logo

## 12. GRIEVANCE PROCEDURE

12.1 In the event of a dispute arising between employer and employee(s), any matter which remains in dispute after it has been considered jointly by the appropriate supervisor and by the employee(s) concerned shall be examined by the responsible Manager and a reply provided to the supervisor and employee within two days.

12.2 If the dispute remains unsettled the responsible Manager shall ensure that the matter is recorded in writing in pertinent detail, while the employee(s) may notify either the workplace committee and/or representatives of a Union of the nature and details of the matter in dispute.

12.3 If the dispute thereafter remains unresolved the question shall be discussed between the Chief Executive Officer and the Union both of whom shall take all reasonable steps to settle the dispute.

12.4 If the dispute remains unsettled the matter shall be notified to the NSW Industrial Relations Commission.

12.5 While the procedures specified herein are being followed all work shall continue normally

12.6 The ultimate terms of settlement of the dispute shall not be affected in any way, nor shall the rights of any person involved in the dispute be affected or prejudiced by the fact that normal work has continued without interruption

12.7 If the dispute concerns questions of safety, it shall be immediately referred to the responsible Manager, the Supervisor and Safety Committee which shall consider and resolve the matter forthwith.

## 13. DECLARATION

This Agreement was negotiated between all the parties through discussion and it represents the agreed compromises of all the parties given the circumstances and is thus entered into without duress.

## 14. FUTURE NEGOTIATION

The parties agree to commence negotiations on the next enterprise agreement nine months from the date of registration of this Agreement.

The parties agree to commence workplace negotiations via the Enterprise Negotiation Working Committee immediately on registration of this agreement.

## 15. TERMINATION OF PREVIOUS AGREEMENT

The parties agree to terminate Agreement Number EA341/96 on the registration of this Agreement.



SIGNED for and on behalf of  
MURRUMBIDGEE IRRIGATION Corporation by the  
Chief Executive Officer

Cedric Moore  
17/4/98

Witness



SIGNED for and on behalf of the  
AUSTRALIAN WORKERS UNION NEW SOUTH WALES  
by the Secretary

R. K. Williams

Witness



SIGNED for and on behalf of the  
TRANSPORT WORKERS UNION OF AUSTRALIA NEW SOUTH WALES BRANCH  
by the Secretary

Witness *A.E. Gahm J.P.* *Steve Hutchins, Secretary/TREASURER.*  
6.7.98

SIGNED for and on behalf of the  
CONSTRUCTION, FORESTRY, MINING, ENERGY UNION  
CONSTRUCTION AND GENERAL DIVISION  
NSW DIVISIONAL BRANCH  
by the State Secretary

Witness

*Tom V... 8/4/98*



SIGNED for and on behalf of the  
AUTOMOTIVE FOOD METALS ENGINEERING AND PRINTING KINDRED  
INDUSTRIES UNION NEW SOUTH WALES BRANCH  
by the Secretary

Witness

*John Mason - ASSISTANT STATE SECRETARY*  
*John Bourne J.P.*

SIGNED for and on behalf of the  
ELECTRICAL TRADES UNION OF AUSTRALIA NEW SOUTH WALES BRANCH  
by the Secretary

Witness

*B. Rivett*  
*John Bourne J.P.*

## MINIMUM CONDITIONS OF EMPLOYMENT

Minimum conditions of Employment are provided for in the Awards listed in Schedule One of this Enterprise Agreement.

This Enterprise Agreement does not affect minimum conditions. Additional conditions are provided for Family Leave and unpaid leave for family purposes. Additionally this agreement makes provision to increase award pay rates.

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**SCHEDULE 1**

**SCHEDULE OF AWARDS**



**Crown Employees (Skilled Tradesmen) Award**

**Gangers (State) Award**

**General Construction and Maintenance, Civil and Mechanical Engineering & C (State) Award**

**Plant & C Operators on Construction (Public Works Department, Water Resources Commission, Commissioner for Main Roads and Maritime Services Board) Award**

**Surveyor's Field Hands (State) Award**

**Transport Industry (State) Award**

**Crown Employees (Transport Drivers & C.) Award**

SCHEDULE 2  
WAGE PAY RATES TRANSITION

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WAGES POINTS AT 1.7.97			1998 ENTERPRISE AGREEMENT WAGES POINTS			
Base pay rates at 1.7.97			4% From 11.7.97		2% From 9.1.98	
Common Wage Points	Weekly Rate	Hourly Rate	Weekly Rate	Hourly Rate	Weekly Rate	Hourly Rate
1	222.70	5.8605	231.60	6.0947	236.20	6.2158
2	293.00	7.7105	304.70	8.0184	310.80	8.1789
3	301.20	7.9263	313.20	8.2421	319.50	8.4079
4	309.60	8.1474	322.00	8.4737	328.40	8.6421
5	318.20	8.3737	330.90	8.7079	337.50	8.8816
6	327.00	8.6053	340.10	8.9500	346.90	9.1289
7	336.10	8.8447	349.50	9.1974	356.50	9.3816
8	345.70	9.0974	359.50	9.4605	366.70	9.6500
9	355.60	9.3579	369.80	9.7316	377.20	9.9263
10	365.20	9.6105	379.80	9.9947	387.40	10.1947
11	375.40	9.8789	390.40	10.2737	398.20	10.4789
12	381.50	10.0395	396.80	10.4421	404.70	10.6500
13	387.50	10.1974	403.00	10.6053	411.10	10.8184
14	391.20	10.2947	406.80	10.7053	414.90	10.9184
15	394.60	10.3842	410.40	10.8000	418.60	11.0158
16	398.50	10.4868	414.40	10.9053	422.70	11.1237
17	402.80	10.6000	418.90	11.0237	427.30	11.2447
18	406.50	10.6974	422.80	11.1263	431.30	11.3500
19	411.20	10.8211	427.60	11.2526	436.20	11.4789
20	421.50	11.0921	438.40	11.5368	447.20	11.7684
21	425.70	11.2026	442.70	11.6500	451.60	11.8842
22	429.40	11.3000	446.60	11.7526	455.50	11.9868
23	433.00	11.3947	450.30	11.8500	459.30	12.0868
24	437.20	11.5053	454.70	11.9658	463.80	12.2053
25	441.30	11.6132	459.00	12.0789	468.20	12.3211
26	451.30	11.8763	469.40	12.3526	478.80	12.6000
27	455.80	11.9947	474.00	12.4737	483.50	12.7237
28	459.60	12.0947	478.00	12.5789	487.60	12.8316
29	463.20	12.1895	481.70	12.6763	491.30	12.9289
30	466.90	12.2868	485.60	12.7789	495.30	13.0342
31	470.90	12.3921	489.70	12.8868	499.50	13.1447
32	475.90	12.5237	494.90	13.0237	504.80	13.2842
33	480.00	12.6316	499.20	13.1368	509.20	13.4000
34	483.70	12.7289	503.00	13.2368	513.10	13.5026
35	488.30	12.8500	507.80	13.3632	518.00	13.6316
36	492.30	12.9553	512.00	13.4737	522.20	13.7421
37	497.00	13.0789	516.90	13.6026	527.20	13.8737
38	501.10	13.1868	521.10	13.7132	531.50	13.9868
39	506.00	13.3158	526.20	13.8474	536.70	14.1237
40	510.90	13.4447	531.30	13.9816	541.90	14.2605
41	515.10	13.5553	535.70	14.0974	546.40	14.3789
42	520.50	13.6974	541.30	14.2447	552.10	14.5289
43	524.80	13.8105	545.80	14.3632	556.70	14.6500
44	530.80	13.9684	552.00	14.5263	563.00	14.8158
45	534.80	14.0737	556.20	14.6368	567.30	14.9289

WAGES POINTS AT 1.7.97			1998 ENTERPRISE AGREEMENT WAGES POINTS			
Base pay rates at 1.7.97			4% From 11.7.97		2% From 9.1.98	
Common Wage Points	Weekly Rate	Hourly Rate	Weekly Rate	Hourly Rate	Weekly Rate	Hourly Rate
46	540.10	14.2132	561.70	14.7816	572.90	15.0763
47	544.10	14.3184	565.90	14.8921	577.20	15.1895
48	549.40	14.4579	571.40	15.0368	582.80	15.3368
49	553.70	14.5711	575.80	15.1526	587.30	15.4553
50	559.50	14.7237	581.90	15.3132	593.50	15.6184
51	564.20	14.8474	586.80	15.4421	598.50	15.7500
52	569.90	14.9974	592.70	15.5974	604.60	15.9105
53	575.60	15.1474	598.60	15.7526	610.60	16.0684
54	579.90	15.2605	603.10	15.8711	615.20	16.1895
55	586.00	15.4211	609.40	16.0368	621.60	16.3579
56	590.90	15.5500	614.50	16.1711	626.80	16.4947
57	596.20	15.6895	620.00	16.3158	632.40	16.6421
58	601.90	15.8395	626.00	16.4737	638.50	16.8026
59	607.60	15.9895	631.90	16.6289	644.50	16.9605
60	613.00	16.1316	637.50	16.7763	650.30	17.1132
61	619.00	16.2895	643.80	16.9421	656.70	17.2816
62	625.40	16.4579	650.40	17.1158	663.40	17.4579
63	631.10	16.6079	656.30	17.2711	669.40	17.6158
64	637.60	16.7789	663.10	17.4500	676.40	17.8000
65	643.60	16.9368	669.30	17.6132	682.70	17.9658
66	651.20	17.1368	677.20	17.8211	690.70	18.1763
67	657.60	17.3053	683.90	17.9974	697.60	18.3579
68	662.90	17.4447	689.40	18.1421	703.20	18.5053
69	670.90	17.6553	697.70	18.3605	711.70	18.7289
70	677.70	17.8342	704.80	18.5474	718.90	18.9184
71	682.80	17.9684	710.10	18.6868	724.30	19.0605
72	690.60	18.1737	718.20	18.9000	732.60	19.2789
73	697.20	18.3474	725.10	19.0816	739.60	19.4632
74	704.20	18.5316	732.40	19.2737	747.00	19.6579
75	710.30	18.6921	738.70	19.4395	753.50	19.8289
76	717.70	18.8868	746.40	19.6421	761.30	20.0342
77	723.50	19.0395	752.40	19.8000	767.40	20.1947
78	730.80	19.2316	760.00	20.0000	775.20	20.4000
79	738.80	19.4421	768.40	20.2211	783.80	20.6263
80	745.10	19.6079	774.90	20.3921	790.40	20.8000
81	753.70	19.8342	783.80	20.6263	799.50	21.0395
82	759.70	19.9921	790.10	20.7921	805.90	21.2079
83	768.00	20.2105	798.70	21.0184	814.70	21.4395
84	775.00	20.3947	806.00	21.2105	822.10	21.6342
85	783.20	20.6105	814.50	21.4342	830.80	21.8632
86	790.90	20.8132	822.50	21.6447	839.00	22.0789
87	797.90	20.9974	829.80	21.8368	846.40	22.2737
88	806.20	21.2158	838.40	22.0632	855.20	22.5053
89	813.40	21.4053	845.90	22.2605	862.80	22.7053
90	822.00	21.6316	854.90	22.4974	872.00	22.9474
91	830.40	21.8526	863.60	22.7263	880.90	23.1816
92	838.60	22.0684	872.10	22.9500	889.50	23.4079
93	847.20	22.2947	881.10	23.1868	898.70	23.6500
94	855.30	22.5079	889.50	23.4079	907.30	23.8763

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WAGES POINTS AT 1.7.97			1998 ENTERPRISE AGREEMENT WAGES POINTS			
Base pay rates at 1.7.97			4% From 11.7.97		2% From 9.1.98	
Common Wage Points	Weekly Rate	Hourly Rate	Weekly Rate	Hourly Rate	Weekly Rate	Hourly Rate
95	863.10	22.7132	897.60	23.6211	915.60	24.0947
96	872.10	22.9500	907.00	23.8684	925.10	24.3447
97	881.50	23.1974	916.80	24.1263	935.10	24.6079
98	891.00	23.4474	926.60	24.3842	945.10	24.8711
99	900.20	23.6895	936.20	24.6368	954.90	25.1289
100	909.20	23.9263	945.60	24.8842	964.50	25.3816
101	919.20	24.1895	956.00	25.1579	975.10	25.6605

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ATTACHMENT TO SCHEDULE 2  
AWARD CLASSIFICATIONS COMMON WAGE POINTS  
CLASSIFICATIONS NOT APPLICABLE TO EMPLOYEES OF  
MURRUMBIDGEE IRRIGATION  
NOT INCLUDED



GENERAL CONSTRUCTION & MAINTENANCE CIVIL AND MECHANICAL  
ENGINEERING & C. (STATE) AWARD

	Common Wage Point
Miscellaneous Labour Construction Worker Group 1	32
Camp and/or amenities attendant, sanitary and/or garbage labour.	
Clerical work - labourer.	
Fencer.	
Traffic Controller.	
General Labourer - not otherwise classified.	
Greaser.	
Labourer - bending reinforcing steel.	
Labourer - Tarring bridge and/or other woodwork.	
Labourer - Planting, spraying and/or lopping trees.	
Labourer - loading, unloading and/or stacking materials other than cement.	
Machineman's assistant.	
Motor and/or pump attendant.	
Pile driver - topman,	
Pile pointer, rigger and/or shoer.	
Scabbler.	
Temporary buildings - labourer erecting.	
Tipman and/or Loading Tallyman.	
Tradesman's labourer - on construction work.	
Construction Worker Group 2	38
Bricklayer's labourer.	
Cement - labourer loading, unloading and/or stacking.	
Crane chaser.	
Erector structural steel.	
Greaser attending machinery cable way above ground level,	
Labourer - placing precast blocks and metal strips in reinforced earth construction.	
Machine drill and/or tool sharpener.	
Machineman and/or pneumatic pickman and or tamperman.	
Pegman and/or employee boning.	
Powder monkey's assistant.	
Preload wire winding machine operator.	
Rigger's assistant and/or hemp rope splicer.	
Storeman.	
Timberman up to 6.1 m in depth.	



Construction Worker Group 3	41
Augerman - pneumatic or electrically powered augers and/or timber boring machines.	
Frankipile operator.	
Pile driver.	
Powder monkey.	
Scaffolder (certificated).	
Timberman - over 6.1 m in depth.	
Wire rope splicer (not being a certificated rigger).	
Construction Worker Group 4	43
Dogman.	
Rigger (certificated) and wire rope splicer.	
Construction Worker - Other	
Diver - six-hour day.	48
Diver's attendant - six-hour day.	36
Rotary earth digger (auger type) operator.	
From 48.5 kw to 74.6 kw	34
Over 74.6 kw to 111.9 kw	36
Over 111.9 kw	39
Assistant.	20
Pile driver - loading on sheer legs or pile frame up to 30.5 tonnes lift.	42
Pile driver - loading on sheer legs or pile frame over 30.5 tonnes lift.	44
Sand blast operator.	36
Adzeman, augerman or sawman.	29
Assistant Depotman.	29
Axeman.	29
Ballast - labourer discharging from punt.	29
Bankman - in connection with dredges, including employees laying or removing pipes between dredge and shore.	29
Bridge Foundations - labourer engaged in boring for (except for machineman).	29
Compressed and/or mastic asphalt labourer; caulker.	29
Crusher feeder and sand roller attendant.	29
Divers pumper.	29
Flying Fox - labourer.	29
Forest Devil - labourer.	29
Labourer - Destroying rabbits	29
Pole erecting - labourers erecting telegraph poles, electric light and/or power poles.	29
Signalman - cableway.	29



Turfing, cutting and/or laying including landscaping on civil engineering construction sites - labourer engaged in.	29
Barring down - labourer.	35
Bridge Carpenter's labourer (including demolition work).	35
Laboratory Testing Assistant.	35
Pipe - cement, monier and/or concrete labourer engaged in the manufacture of.	35
Pipelayer and/or jointer.	35
Pipeliner - hand-working inside pipe.	35
Operator of mobile track drill - independent rotation.	42
Wharf preservation operator - (this rate is inclusive of any extra payment for the use of the creosote and working afloat in a scow).	40
Labourer - using boat for the recovery of flotsam and jetsam from the harbour and foreshores and assisting in the disposal thereof (this rate is inclusive of any extra payment for disabilities and working afloat).	45
Youths	
At 15 years of age	2
At 16 years of age	4
At 17 years of age	9



(iii) Concrete Construction

Concrete worker - including floater, form erector and/or stripper, jazzerman and/or tamperman, concrete cutting or drilling machine operator, kerb and/or gutter layer	38
Concrete finisher	41
Concrete kerb finisher and patcher (steel, wooden, rubber or mechanical trowel)	41
Central mortar batch plant - operator (this rate is inclusive of any extra payment)	35
Central concrete batch plant - weigher and batcher (this rate is inclusive of any extra payment)	39
Labourer placing and/or tack welding, reinforcing steel	41
Labourer bending reinforcing steel to pattern or plan	38
Manhole builder	39
Presstire grouter	41
Pressure grouter's assistant	37
Cement gun operator - dry-underground	42
Cement gun operator - wet-underground	39
Cement gun operator - other	38
Assistant Concrete Pump Operator	38

(iv) Underground and Trench Excavation

Tunnel Miner	46
Tunnel Miner - assisting	39
All other labour in tunnelling crew	39
Shaft Miner	46
Trench labourer - excavating - from 0.9m to 3m deep	29
When required to use pneumatic machines shall be paid at least machine-man's rates.	
Over 3m to 6.1m deep	35
Over 6.1m to 12.2m deep	39
Miner - operating tunnel boring machine	56
Miner - attending tunnel boring machine (including all labour, other than tradesman, engaged on work in the tunnel in support of the operation of a tunnel boring machine)	50
Concrete liner in tunnel	46
Mechanical miner operator	46

(v) Cylinder Sinking

Air lock attendant	31
Man working in cylinders or caissons with air pressure in earth other than rock, concrete, sandstone and/or strata other than earth less than 6.1 m deep	29
Man working in cylinders or caissons with air pressure in rock, concrete, sandstone and/or strata or other than earth less than 6.1 m deep	38
Man working in cylinders or caissons without air pressure excavating, earth other than rock, concrete, sandstone and/or strata other than earth less than 6.1 m deep	29
Cylinder sinking - Benoto process attendant	29

(vi) Irrigation

Labourer - boring test or other holes by hand	29
Labourer - cutting noxious weeds with hoe	29
Labourer - using hand trowels on cement or concrete channels	35
Labourer - using shovel for constructing cement channels - known as laying on	35
Layer - on of hot mastic asphalt compounds in supply channels, expansion joints or cracks in concrete channels	29
Maintenance men - in channels	29
Painter or layer of bitumen, colfix, laykol or any similar substance	29



(vii)	Driller	
	Driller - operator - shot drilling machine, large (38 hours per week)	38
	Driller - operator - shot drilling machine, large (35 hours per week)	38
	Driller - operator - diamond and/or shot drilling machine, small	35
	Driller - operator's assistant diamond and/or shot drilling machine, large	30
	Driller - operator's assistant diamond and/or shot drilling machine, small	30
	Tamrock DHA800 Drill Operator	47

(ix) Road Construction and Maintenance

	Hot mix operator - plant with capacity of under 1474.2 kg per batch	42
	Hot mix plant operator, other	39
	Maintenance labourer	31
	Bituminous gang labourer	31
	Tar and/or bituminous labourer - other	29
	Maintenance patrolman	31
	Stone Handling Plant Attendant	39
	All other Attendants at Plant	31
	Manual Kerb Extruding Machine Operator	35
	Labourers engaged in the erection and placement of steel wire mattresses	35
	Labourers engaged in the erection and placement of steel wire box gabions	39
	Automatic Kerb Extruding, Trimmer and Paver Machine Operator	
	(i) 48.5 kw and under	37
	(ii) Over 48.5kw but less than 97	41
	Slip Form Concrete Paving Machine Operator	44
	Curing and Texturing Machine Operator	38
	Traffic Line Marking	
	Operator or machine attendant	37
	Other attendant	33



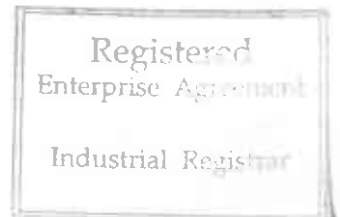
The Following Rates shall Apply to -

Employees of the classes specified, employed by the Department of Water Resources.

	Driller - hand boring plant	39
	Helper - hand boring plant	31
	Test well borer	31

Employee engaged spraying weeds and/or grasses  
with chemical weedicides shall be paid as follows:

Spray operator	35
Labourer cleaning silt pits - (equiv. to old Group 1 rating) irrigation area	29
Percussion drill operator - research	47
Gemco drill operator - research	42
Trainee Channel Attendant (equiv. to old Group 4 rating)	42
Artesian and Sub-artesian bores	
Assistant - cable tool rigs	26
Helpers - cable tool rigs	25
Assistants - rotary hammer drill rigs	34
Helpers - rotary hammer drill rigs	34
DWR Bore Gauger - Artesian	43
DWR Bore Gauger - Sub Artesian	39
DWR Bore Gaugers - Assistant	29
DWR Maintenance Man in Channels (Old Grade 2)	35
DWR Spray Operator - Weedicides etc	38



PLANT, &c. OPERATORS ON CONSTRUCTION (PUBLIC WORKS  
DEPARTMENT, WATER RESOURCES COMMISSION, COMMISSIONER  
FOR MAIN ROADS AND MARITIME SERVICES BOARD) AWARD

	Common Wage Point
(i) Air Compressor Operator	34
(ii) Crane Operator	
(a) Tower Crane (1) Driving Platform up to 30.5m	38
(2) Driving Platform >30.5m	39
(b) Mobile Crane	
Lifting capacity up to 5.1 tonnes	38
Lifting capacity > 5.1 up to 10.2	39
Lifting capacity > 10.2 up to 15.2	42
Lifting capacity > 15.2 up to 20.3	43
(c) Floating Crane	
Lifting capacity up to 5.1 tonnes	38
Lifting capacity >5.1 up to 10.2	39
Lifting capacity > 10.2 up to 15.2	42
Lifting capacity > 15.2 up to 20.3	43
(d) Other Cranes	
Lifting capacity up to 5.1 tonnes	34
Lifting capacity >5.1 up to 10.2	36
Lifting capacity > 10.2 up to 15.2	38
Lifting capacity > 15.2 up to 20.3	40
(iii) Dumper Operators	
Carrying capacity up to 15.2 tonnes	42
Carrying capacity over 15.2 up to 20.3	42
Carrying capacity over 20.3 up to 25.4	43
Carrying capacity over 25.4 up to 30.5	44
Carrying capacity over 30.5 tonnes	45
(iv) Electric Motor Attendants	
On motors over 186.5kw	34
On motors of 74.6kw to 186.5kw	30
On motors under 74.6kw	29





(v)	Excavator Operators	
	Up to and including .57 cu m	41
	Over .57 up to 1.53 cu m	43
	Over 1.53 up to 3.06 cu m	46
	Over 3.06 up to 5.35 cu m	48
	Over 5.35 cu m	50
	Grader Operators	
	74.6 kw and under	42
	Over 74.6 kw	44
(vii)	Greasers	
	(a) Greaser assigned to an excavator	30
	(b) Greaser assigned to workshop duties	30
	(c) Greaser member of field service	34
	(d) Greaser assigned to an excavator (Water Resources)	35
(viii)	Loader Operators - Delarue Loaders	43
	Loader Operators - Front End, Overhead Backhoes - appropriate tractor margin. (Relevant Common Wage Point)	
(ix)	Road Roller - Tamping Foot > 112 kw	43
(x)	Road Roller - Self Propelled	39
(xi)	Road Roller Operator	38
(xii)	Locomotive Operator	43
(xiii)	Road Sealing and Surfacing Plant Operators	
	(a) Bituminous Spray Operator Driver	
	(i) 7000 ltr capacity	39
	(ii) Over 7000 ltr capacity	50
	(b) Bituminous Spraying Plant Operator	
	(i) 7000 ltr capacity	36
	(ii) Over 7000 ltr capacity	46
(xiv)	Tractor Operators	
	(a) Without Power Operated attachments	
	(i) 48.5 kw and under	36
	(ii) Over 48.5 kw	39
	(b) Whilst using power operated attachments	
	(i) 48.5 kw and under	39
	(ii) Over 48.5kw less than 97kw	43
	(iii) Over 97kw less than 220kw	44
	(iv) Over 220kw	46
(xv)	Trenching Machine Operator	
	15 kw and under	35
	Over 15 kw up to 30 kw	39
(xvi)	Winch Operator	



(a)	Used for raising & lowering humans	36
(b)	Other winches	32
(xvii)	Operator of Pile Driving or Pile Drawing Machine	35
(xviii)	Fireman	32
(xx)	Cableways as at Burrinjuck Dam	43
(xxi)	Forklift Operator	39
(xxii)	Pavement Finishing Machine Operator	42
(xxiii)	Mechanical Sweeper	39
(xxiv)	Spreader - Self Propelled, Hopper and Conveyor Belt Type	
(a)	Operator - Driver	43
(b)	Operator	39
(xxvi)	Operator Ship Yard Crane	43
(xxix)	DWR Coles Full circle Diesel Electric Crane	46
	DWR Thwaites Nimbus Dump Trucks	36
	DWR Gantry Cranes at Keepit Dam and Wyangala Dam	46



#### GANGERS (STATE) AWARD

(i)	Gangers in charge of a gang	
(a)	Up to 9 men	47
(b)	From 10 to 15 men	50
(c)	16 men or more	52
(ii)	A Ganger in charge of 12 men or more	
(a)	Plate laying - permanent way	54
(b)	In a tunnel, drive or shaft	54

#### SURVEYORS FIELD HANDS (STATE) AWARD

		Common Wage Point
(i)	(a) Weekly Hands	
	Instrument Hand	32
	Special Class Field Hand	31
	First-Class Field Hand	26
	Second-Class Field Hand	23
	Operator of Echo-Sounding Machine	30
	Camp Cook - 7 days per week	23

CROWN EMPLOYEES (SKILLED TRADESMEN) AWARD

	Common Wage Point
Blacksmith	42
Body Maker, First Class	41
Boilermaker and/or Structural Steel Tradesman	41
Bricklayer	41
Bridge and Wharf Carpenter	41
Carpenter and/or Joiner	41
Coach and/or Spray Painter	41
Drainer	42
Electrical Fitter	48
Electrical Instrument Fitter	53
Electrical Mechanic	48
Electrician in Charge of Plant having a capacity of 75Kw or more	55
Electrician in Charge of Plant having a capacity of less than 75Kw	50
Fitter	41
Machinist, First Class (Metal Trades)	41
Mechanical Tradesperson Special Class	47
Motor Mechanic	41
Painter	41
Plant Electrician	54
Plant Mechanic	41
Plumber and/or Gasfitter	42
Radio Mechanic or Fitter	48
Refrigeration and/or Air Conditioning Mechanic	48
Sheetmetal Worker, First Class	41
Signwriter	44
Turner	41
Welder, Special Class	42
Welder, First Class	41



Wages for Apprentices

Four Year Term -	
(I) 1 st Year	1
2nd Year	2
3rd Year	11
4th Year	23

CROWN EMPLOYEES (TRANSPORT DRIVERS, &c.) AWARD

		Common Wage Point
(1) Drivers of Motor Wagons - having a manufacturer's gross vehicle mass in kilograms		
(a)	Up to 2950	29
(b)	Over 2950 and up to 4650	30
(c) to (d)	Over 4650 and up to 7700	31
(e) to (f)	Over 7700 and up to 10800	32
(g) (h)	Over 10800 and up to 13950	33
(i)	Over 13950 and up to 15500	34
(j) to (m)	Over 15500 and up to 21110	35
(n) to (p)	Over 21100 and up to 25200	36
(q) to (t)	Over 25200 and up to 30650	37
(u) to (v)	Over 30650 and up to 33350	38
(w) to (z)	Over 33350 and up to 38880	39
(aa) to (ac)	Over 38800 and up to 42900	40
(ad) to (ae)	Over 42900 and up to 45650	41



TRANSPORT INDUSTRY (STATE) AWARD

Division C: Ancillary Plant Drivers

		Common Wage Point
Grade A	up to 65 BHP	39
Grade B	>65 BHP to 130 BHP	43
Grade C	>130 BHP to 295 BHP	44
Grade D	>295 BHP to 500 BHP	46