

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/164

TITLE: Murray Irrigation Limited Enterprise Agreement 2001

I.R.C. NO: 2001/2213

DATE APPROVED/COMMENCEMENT: 9 April 2001

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New. Replaces EA98/263

GAZETTAL REFERENCE: 8 June 2001

DATE TERMINATED:

NUMBER OF PAGES: 31

COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all employees of Murray Irrigation Limited (MIL)

PARTIES: Murray Irrigation Limited -&- Construction, Forestry, Mining and Energy Union New South Wales Branch; The Australian Workers' Union, New South Wales; Transport Workers' Union of Australia, New South Wales Branch.



**MURRAY IRRIGATION LIMITED
ENTERPRISE AGREEMENT 2001**

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PART A - FORMALITIES OF AGREEMENT

1. TITLE

This Agreement shall be known as the "Murray Irrigation Limited Enterprise Agreement 2001."

2. SCOPE, APPLICATION AND PARTIES BOUND

2.1 This Agreement provides for the employment arrangements for employees of Murray Irrigation Limited ("MIL").

2.2 This Agreement binds MIL, each person employed from time to time by MIL in a capacity covered by this Agreement as per Schedules 1-3 hereof, the Australian Workers Union (NSW Branch), the Transport Workers Union and the Construction Forestry Mining and Energy Union.

3. OBJECTIVES

The parties agree that the objectives of the Agreement are:-

3.1 To set the employment relationship between MIL and its employees.

3.2 The parties to this Agreement are committed to the provision of cost-effective services to the irrigators of Murray Irrigation. As such, the parties recognise the need for a viable, efficient organisation with a sustainable capacity to provide cost-efficient irrigation and related services to the rural community on which it will depend for its revenue and the need to provide stable, secure long term employment.

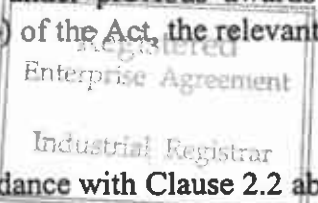
3.3 This Agreement facilitates as much flexibility in the day to day work of the organisation to meet the fundamental objectives outlined and to maximise operational efficiency as well as to take account of the seasonality of work in the business of MIL.

4. DATE AND PERIOD OF OPERATION

This Agreement shall take effect from the beginning of the first full pay period commencing on or after registration and shall remain in force for a period of two years.

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement supersedes all previous awards and orders of the NSW Industrial Relations Commission made under the Industrial Relations Act 1996 ("the Act") or its predecessors, relating to employment in the industries and/or industrial pursuits governed by this Agreement, but no right, obligation or liability incurred under previous awards shall be affected by such supersession. For the purposes of s.35(1)(b) of the Act, the relevant award is the Murray Irrigation Limited Consent Award 1996.



6. NEW EMPLOYEES

6.1 New employees covered by this Agreement in accordance with Clause 2.2 above shall be placed in the appropriate classification as listed in the Schedules appropriate to the skills and responsibilities of the position.

6.2 New positions created by the changing requirements of the organisation will be appropriately classified in accordance with the Agreement reflecting the skills and responsibilities associated with the position.

"Salary" - means the ordinary time rate of pay for the employee concerned.

"Engagement" - for the purposes of Clause 17 shall be deemed to be the period(s) for which MIL notifies the employee that he or she is so required to attend on any one day. Provided that, subject to Part C of this Agreement, each period of engagement shall stand alone.

"Traineeship" - is a system comprising structured on-the-job training and may include off-the-job training in a recognised and relevant training institution.

"Act" means the New South Wales Industrial Relations Act 1996.

"Commission" means the Industrial Relations Commission of New South Wales.

"DLWC" means the Department of Land and Water Conservation.

"Drought" means conditions where the allocation announced by Murray Irrigation up to November 1 is lower than 55% of entitlements.



better paid and more fulfilling jobs for employees.

10.6.3 Employees duties shall focus on the efficient delivery of services to customers, and employees shall not be restricted from involvement (at the level of their ability) in tasks other than their usual duties as determined by MIL provided they have appropriate skills and qualifications.

10.7 Commitment To Review and Develop Career Paths

10.7.1 Consistent with the commitment to develop new classification scales, the parties commit to cooperate in the development of new and improved career paths which complement the skills, tasks and responsibilities associated with the provision of the best possible customer service and efficient delivery of services.

10.7.2 The career paths will reflect the need for flexibility, progressive development of skills, multi-skilling and the performance of incidental and peripheral work.

10.8 Workplace Modernisation

10.8.1 The parties are committed to a continuous process of modernising the workplace to ensure a high level of customer satisfaction, more flexible working arrangements, enhanced skills and job satisfaction.

10.8.2 The parties commit themselves to the following principles:-

10.8.2.1 Acceptance that the work of individuals will be more broadly based and generic in nature, incorporating the ability for an employee to perform a wider range of duties which are incidental or peripheral to their main task or function.

10.8.2.2 Subject to agreement by management, employees will undertake training for the wider range and higher level duties. This will lead to access of higher pay when performing those more skilled jobs.

10.8.2.3 Where the period of higher duties extends beyond 30 days and is not for the purpose solely of authorised leave being taken in the year, the base salary shall be increased accordingly.

10.8.2.4 The parties will not create barriers to advancement of employees within the skills structure or through access to training.

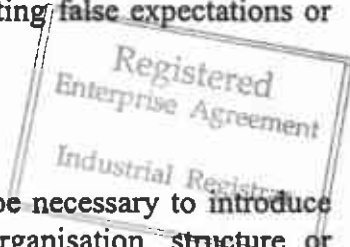
10.8.2.5 Cooperation in the transition from the old structure to the new structure in an orderly manner without creating false expectations or disputation.

10.9 Introduction of Change (Technological and other)

10.9.1 It is MIL's duty to notify:-

10.9.1.1 Where MIL is reasonably sure that it will be necessary to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, MIL shall notify the employees and their union representatives who may be affected by the proposed changes or seasonal conditions.

10.9.1.2 "Significant Effects" include termination of employment, major changes in the composition, operation or size of MIL's workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for training or transfer of employees to other work or locations and the restructuring of jobs provided that where this Agreement makes provision for alteration of any of the matters referred to herein, they



through the Consultative Committee.

- 11.4 The arrangement shall be signed by MIL, or MIL's duly authorised representative, and the employees or their authorised representative with whom agreement was reached.
- 11.5 Such arrangement when approved shall be issued on request to each employee affected.

PART C - REMUNERATION

12. SALARIES

12.1 Pay Increases

12.1.1 Pay increases will apply as a consequence of this Agreement.

12.1.2 Salaries upon registration shall be outlined in the attached Schedules and calculated using the following principles:-

12.1.2.1 In recognition of this Agreement, an increase of 3.5% in salaries effective as of 24 September 2000 for staff whose pay rate does not exceed the rates nominated in this Agreement, provided that the agreement is signed by all parties by 27 March 2001. Otherwise the increase will be effective from the date of approval by the Industrial Relations Commission.

12.1.2.2 In further recognition of the arrangements in this Agreement, on 24 September 2001 a further 3% increase in salaries will be provided to staff covered by this Agreement whose pay rate does not exceed the rates nominated in this Agreement. This will take the form of a general across the board pay rise. This increase will not be in addition to any national wage case increase to which employees may be entitled, other than outlined in this Agreement. To avoid doubt this means only if the Commission makes an order which specifically states all awards, orders and agreements, regardless of their particular circumstances, are to be varied by a wage increase, shall this Agreement be varied during its life as a result of a Commission decision.

12.1.2.3 Superannuation will be paid at rates consistent with the Federal statutory requirement. In addition a further MIL contribution (matched dollar for dollar with employee contribution) will be offered to a maximum of 9% total MIL contribution.

12.1.2.4 For employees who have completed 12 months continuous employment with the company, Murray Irrigation shall maintain a general insurance cover for all staff to provide a benefit in the event of death or permanent disability. The death benefit will be calculated on the basis of the number of years (at the next birthday) to 65 years of age multiplied by 15% of salary.

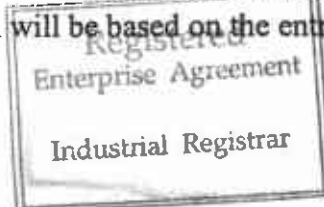
12.2 Weekly Pay Rates

Schedules 1-3 of this Agreement set out the weekly pay rates for the relevant classifications and the rates of pay to apply under this Agreement.

12.3 Entry Level Employees

The entry rate for future entry employees not otherwise classified and not possessing the skills and experience for another classification will be based on the entry level, i.e. General Construction Grade 3.

12.4 Salary Sacrifice



PART D - HOURS OF WORK

15. ORDINARY HOURS

15.1 General

15.1.1 In recognition of the particular circumstances which apply to the cost-effective delivery of water to irrigators, maximum flexibility of working days and times is essential. Consequently, work patterns, whether on a daily, weekly or seasonal basis, shall, as far as practicable be tailored to the needs of customers. Generally only employees involved in the provision of continuous service (namely staff in water distribution) will be expected to work outside week days, however, some circumstances may involve other staff in weekend work.

15.1.2 Employees who are required to work Saturdays, Sundays or public holidays and who are not so rostered as part of normal working arrangements, will be paid at overtime rates for the hours so worked.

15.2 Basis For Ordinary Hours

15.2.1 The basic unit of determining time worked shall be based on an average 40 hour week, including authorised paid absences.

15.2.2 The hours of work for employees engaged in the classifications listed in schedules 2 or 3 of this agreement shall be based on an average 38 hour week. This applies in respect of such employees for all purposes of this agreement.

15.2.3 In some instances, tasks rather than hours will be an important job feature. In the case of all scheduled maintenance, construction, distribution and administration work an employee will receive 5 working days notice of proposed alterations to normal hours.

15.3 Start and Finish Times

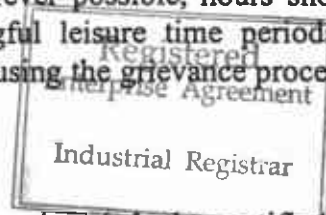
Actual starting and finishing times of individuals shall be determined by reference to their particular work area and work loads, both geographically and on a divisional basis. Normally, ordinary hours are to be worked between 6.00am and 6.00pm. A minimum 10 hour break between the completion of one day's work and commencement of another shall be taken or overtime will be paid until the break is achieved.

15.4 Working Patterns and Disputes

In the implementation of working hours, the significant determinant is the cost effective and safe delivery of services, however, all reasonable effort should be made to accommodate individual employee's needs. Wherever possible, hours should be constructed to allow maximum access to meaningful leisure time periods. Any dispute in relation to work patterns shall be resolved using the grievance procedure in this Agreement.

16. CALL OUT

16.1 An employee recalled to work after leaving MIL's premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours work for each time the employee is so called. Provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job the employee was recalled to perform is completed within a shorter period.



Schedule 4.**20. MEAL AND REST BREAKS**

- 20.1 Employees shall be allowed a meal break each work day of not less than thirty (30) minutes and not more than sixty (60) minutes, which time shall not be paid for. No employee shall be required to work more than five hours without a break for a meal. Other rest breaks should be taken at times both convenient to colleagues and to customers and are not fixed. MIL expects common sense to prevail and reserves the right to implement set times if evidence of abuse exists.
- 20.2 MIL and an employee(s) may agree to any variation of this Clause to meet the circumstances of the work in hand. For example, employees may take a twenty minute paid break once during a full normal working day, or split that into two ten minute breaks.
- 20.3 This Clause shall not apply to any employee whose scheduled work in any 24 hour period is 4 hours or less.

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- 24.2 An employee (other than a casual employee) after one year's service with MIL, who is absent from work on account of personal illness or on account of injury arising in the course of their employment, shall be entitled to leave with normal payment subject to the following conditions:-
- 24.2.1 An employee shall not be entitled to be paid for any absence for any period for which the employee is entitled to worker's compensation;
- 24.2.2 The employee shall take all reasonable steps prior to the commencement of such absence, to inform MIL, or its representative, of the employee's inability to attend for duty and shall state the nature of the injury or personal illness and the estimated duration of the absence; and
- 24.2.3 MIL may request that a claim for sick leave be supported by evidence satisfactory to MIL that the employee was unable on account of injury or personal illness to attend for duty on the day or days for which leave is claimed. The term "evidence satisfactory to MIL" means a medical certificate.
- 24.2.4 Fraudulent claims for sick leave payment shall be grounds for dismissal.
- 24.2.5 Sick leave will not be paid when an employee is on designated holiday, or long service leave. However, where an employee is sick during annual or long service leave for a period in excess of 5 days and that period is supported by a Doctor's Certificate, the period of leave will be re-credited.
- 24.3 Where an employee is absent on sick leave for an extended period and/or management have a good and sufficient reason to believe that the employee will be unable to return to work or is unable to undertake the duties of the position, MIL at its cost may direct the employee to undertake a medical examination by a duly qualified medical practitioner to determine the employee's fitness for work and whether the employee should be retired on medical grounds.
- 24.4 Up to the end of the first year of employment an employee, employed after 1st March 1995, will be entitled to 5 days of sick leave provided medical/illness proof is provided. After one year's service the accruals shall be 10 days per year.

25. LONG SERVICE LEAVE

The terms of the NSW Long Service Leave Act shall apply. Previous continuous years of Department of Water Resources service will be included in eligibility criteria although future accruals will be in strict accordance with the NSW Long Service Leave Act.

26. BEREAVEMENT LEAVE

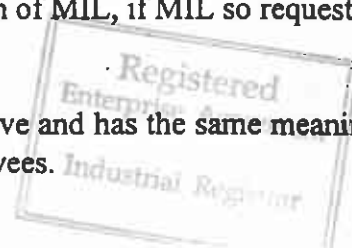
An employee on fortnightly hiring shall on the death of a spouse, partner, sibling, sister or brother-in-law, child, step-child, grandparent or parent-in-law be entitled to a maximum of 3 days leave with pay on the occasion of each death. For the purpose of this Clause the word spouse shall include a person who lived with the employee as a defacto spouse. Proof of entitlement shall be furnished by the employee to the satisfaction of MIL, if MIL so requests.

27. PARENTAL LEAVE

Parental Leave means either maternity, paternity or adoption leave and has the same meaning as those terms in the Act whose provisions shall apply to employees.

28. JURY & OTHER SERVICE

- 28.1 An employee required for jury service during his or her ordinary working hours shall



33. OCCUPATIONAL SUPERANNUATION

- 33.1 MIL will provide superannuation in accordance with the Federal Superannuation Guarantee Act as outlined in sub-clause 12.1.2.2.
- 33.2 Employees will choose an approved fund as outlined by the Superannuation sub-committee of MIL.
- 33.3 Such choice may be altered by staff but not more often than annually.
- 33.4 Employees may contribute to superannuation in lieu of salary (within the guidelines of Federal superannuation and taxation legislation).

34. PROTECTIVE CLOTHING

- 34.1 Appropriate safety wear will be provided (including boots, protective overalls, glasses, helmets).
- 34.2 UV protection will be provided for employees while engaged in outdoor work.
- 34.3 In addition, two pair of long trousers and two long-sleeved shirts will be provided annually to each employee. Further clothing will be provided on a wear and tear basis if worn clothing is presented.
- 34.4 One jumper and one jacket will be provided to each employee as required and replaced on a fair wear and tear basis.
- 34.5 For administration staff for whom the clothing referred to may be inappropriate other clothing or equivalent payment for other clothing will be made.

35. TRAINING

35.1 Apprentices

An apprentice's wage shall be calculated to the undermentioned percentage of the relevant trade rate as provided for in this Agreement:

<u>Three years apprenticeship:</u>		<u>Four years apprenticeship:</u>	
in the first year	60%	in the first year	
60%			
in the second year	75%	in the second year	75%
in the third year	90%	in the third year	80%
		in the fourth year	90%

35.2 Traineeships

35.2.1 Notwithstanding anything elsewhere contained in this Agreement, MIL may employ Trainees subject to the conditions contained in this Clause.

35.2.2 Application and Objectives

35.2.2.1 Before this Clause shall have effect on the employment of a trainee, MIL and a trainee must have entered into a training agreement.

35.2.2.2 Existing full time employees shall not be displaced from employment by trainees.

35.2.3 Training Conditions

Trainees engaged under this Clause shall attend the off-the-job training prescribed in the training agreement. MIL shall ensure that the trainee is permitted to attend the off-the-job training course and provide appropriate supervision during on-the-job training.



to withhold from money due an employee the value of any MIL property which the employee has failed to return, cash advances made etc.

36.2.5 Where MIL has given notice of termination to an employee, an employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. Time off shall be at times convenient to both employee and MIL.

36.2.6 MIL shall, for an employee whose employment has been terminated, provide to the employee a written statement specifying the period of his or her employment and the classification or type of work performed by the employee.

36.2.7 Notwithstanding the provisions of this Agreement, MIL shall have the right to dismiss any employee without notice for conduct that justifies instant dismissal, such as misconduct and in such cases the wages and accrued entitlements (leave, etc.), subject to sub-clause 36.2.4, shall be paid up to the time of dismissal only.

36.2.8 Termination of employment by MIL shall not be harsh, unjust or unreasonable.

36.2.9 Subject to the provisions of the Act, any dispute or claim arising should be dealt with by way of the Disputes Settling Procedure contained in this Agreement.

36.2.10 In the event the termination is a result of redundancy Clause 39 shall apply.

36.3 Exemptions

Severance payments are not payable to an employee with less than one year's continuous service, nor in the case of employees whose employment is summarily terminated as a consequence of misconduct, casual employees, employees engaged for a specific period of time, or employees retiring.

37. DISCIPLINARY PROCEDURE

37.1 If a supervisor or manager becomes aware of unsatisfactory performance or inappropriate behaviour the supervisor or manager must immediately make the employee aware that the performance or behaviour is unsatisfactory and advise the employee of what is considered satisfactory. In the first instance this would be done verbally.

37.2 Should the unsatisfactory performance or inappropriate behaviour continue, the matter must be again brought to the attention of the employee. The employee is entitled to obtain the assistance of a representative or union delegate at any point during the disciplinary process. This time the specific requirements should be documented making sure that the employee is provided with a copy. Such documentation must include reference to the unsatisfactory performance or behaviour. It should also set out an agreed plan of action to be taken to restore the performance or behaviour to a satisfactory level. The employee must be advised of the possible consequences of a failure to improve performance.

time rates for the number of weeks of notice still owing.

39.3 Severance pay

In addition to any period of notice prescribed for ordinary termination in this Agreement, and subject to further order of the Commission, an employee whose employment is terminated for reasons set out herein shall be entitled to the following amount of severance pay in respect of a continuous period of service:-

Period of continuous service

1 year or more but less than 2 years

Severance Pay

2.4 weeks pay, plus for all service in excess of 1 year, 1.75 hours pay per completed week of service up to a maximum 4.8 weeks pay

2 years or more but less than 3 years

4.8 weeks pay, plus for all service in excess of 2 years, 1.6 hours pay per completed week of service up to a maximum of 7 weeks pay

3 years or more

7 weeks pay, plus for all service in excess of 3 years, 1.46 hours pay per completed week of service up to a maximum of 26 weeks pay

Staff over 45 years of age and not yet aged 60 years of age, with more than 3 years service.

5 weeks pay

For the purposes of this sub-clause, "weeks pay" means the ordinary rate of pay at the time the termination of employment occurs (e.g. 40 hours for a full time weekly employee).



39.4 Alternative employment and incapacity to pay

39.4.1 MIL, in a particular redundancy case, may make application to the Commission to have the general severance pay prescription varied if MIL obtains acceptable alternative employment for an employee.

39.4.2 MIL, in a particular circumstance, may apply to the Commission to have the severance pay prescription varied on the basis of MIL's incapacity to pay.

39.5 Time off during notice period

39.5.1 During the period of notice of termination given by MIL, an employee shall be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.

39.5.2 If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee shall, at the request of MIL, be required to produce proof of attendance at an

Where an employee agrees to use their own vehicle for the carrying out of work for MIL (other than carriage to the normal place of work) reasonable cost per kilometre will be reimbursed. Reasonable costs shall be the kilometre rate applied to Board members attending meetings.

42. GRIEVANCE PROCEDURE

- 42.1 In the event of a dispute arising between MIL 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 then be examined by the General Manager or appointed deputy.
- 42.2 If the dispute remains unsettled MIL's representative shall ensure that the matter is recorded in writing in pertinent detail, while the employee(s) may notify the Consultative Committee or a representative of the Union of the nature and details of the matter in dispute.
- 42.3 If the dispute thereafter remains unresolved the question shall be discussed between the General Manager and the relevant representative each of whom shall take all reasonable steps to settle the dispute.
- 42.4 If the dispute remains unsettled after the procedure specified in 42.3 hereof has been concluded the matter shall be notified to the Commission.
- 42.5 While the procedures herein are being followed all work shall continue normally.
- 42.6 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 by or prejudiced by the fact that normal work has continued without interruption.
- 42.7 If the dispute concerns questions of safety, it shall be immediately be referred to the General Manager, the Supervisor and Safety Committee who shall consider and resolve the matter forthwith.

43. HEALTH AND SAFETY

43.1 Damage to Clothing, Spectacles and Tools

43.1.1 Compensation to the extent of the damage sustained shall be made where in the course of the work, clothing, spectacles, hearing aid or tools are damaged or destroyed. Provided that MIL's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties. Compensation under this paragraph shall not be payable if the employee is entitled to workers compensation and may not be paid where an employee was not properly using safety equipment provided by MIL or where the employee disregarded established safety procedures required by MIL.

43.1.2 MIL may ask for reasonable evidence of loss or damage.

43.2 Safety Equipment

Safety equipment as provided by MIL will be utilised as directed and in accordance with the manufacturers instructions.

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46. FUTURE NEGOTIATION

- 46.1 The parties agree to commence negotiations on the new Agreement no later than six months prior to the termination date of the Agreement.
- 46.2 During this six months deliberation period the parties will meet in order to seek agreement (resolution of any issues).
- 46.3 The parties may seek the assistance of the Commission during the deliberation period.

47. JOINT REVIEW OF CONDITIONS

- 47.1 It is the intention that during the period of this Agreement a Joint Review by MIL and the employees represented by the Consultative Committee of the operational requirements will be conducted. This will enable the implementation of employment conditions and pay ranges that may be more specific to the wider application of MIL's operations. These will be based on MIL's unique customer service levels and its effective and efficient employment of staff.
- 47.2 The parties also agree that during the life of this Agreement MIL with the support of relevant employees and their Union representatives may trial new working arrangements to facilitate and accommodate the planned review of this Agreement.

48. ANTI-DISCRIMINATION

- 48.1 It is the intention of the parties to this Agreement to help to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.
- 48.2 Accordingly, in fulfilling their obligations under the disputes avoidance and settling clauses, the parties must make every endeavour to ensure that neither the agreement provisions nor their operation are directly or indirectly discriminatory in their effects.
- 48.3 Nothing in this clause is to be taken to affect:
- 48.3.1 Any different treatment (or treatment having different effects) which is specifically exempted under anti-discrimination legislation;
- 48.3.2 Until further notice, the payment of different wages for employees who have not reached a particular age;
- 48.3.3 An employee, employer or registered Organisation, pursuing matters of discrimination in any State or federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission or the Anti-Discrimination Board of New South Wales.

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SCHEDULE 1

Weekly base rates (40 hour week) and Agreement classifications

New rates for week's work (\$) – First year of Agreement

Old Rate (38hrs)	3.5% increase	New Base (38hrs)	New Rate (40hrs)	Classifications for construction/ maintenance etc.
566.48	19.83	586.31	617.16	Cleaner Full Time
480.65	16.82	497.47	536.74	Irrigation Trainee
480.65	16.86	498.47	537.82	Truck Driver Grade 4
527.13	18.45	545.58	588.66	Truck Driver Grade 7
514.09	17.99	532.09	574.09	General Construction Grade 3
529.15	18.52	547.67	590.91	Gen. Const. Gd. 3 & Leading Hand
547.65	19.17	566.82	611.57	Plant Operator Group C
555.58	19.45	575.02	620.42	Plant Operator Group D
562.75	19.70	582.45	628.43	Plant Op.Group C & Leading Hand
661.70	23.16	684.86	738.93	Senior Mechanic
564.90	19.77	584.67	630.83	Plant Operator Group E
582.07	20.37	602.44	650.00	Build. & Const. Carpenter L/ Hand
669.85	23.44	693.30	748.03	General Construction Overseer 1
676.30	23.67	699.97	755.23	General Construction Overseer 2
618.15	21.64	639.78	690.29	Assistant Maintenance Supervisor

New rates for week's work (\$) – Second year of Agreement

Rate	3% increase	New Rate	Classifications for construction/ maintenance etc.
617.16	18.51	635.68	Cleaner Full Time
536.74	16.10	552.85	Irrigation Trainee
537.82	16.13	553.96	Truck Driver Grade 4
588.66	17.66	606.32	Truck Driver Grade 7
574.09	17.22	591.32	General Construction Grade 3
590.91	17.73	608.64	Gen. Const. Gd. 3 & Leading Hand
611.57	18.35	629.92	Plant Operator Group C
620.42	18.61	639.03	Plant Operator Group D
628.43	18.85	647.29	Plant Op.Group C & Leading Hand
738.93	22.17	761.10	Senior Mechanic
630.83	18.92	649.75	Plant Operator Group E
650.00	19.50	669.50	Build. & Const. Carpenter L/ Hand
748.03	22.44	770.47	General Construction Overseer 1
755.23	22.66	777.89	General Construction Overseer 2
690.29	20.71	711.00	Assistant Maintenance Supervisor

