

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA04/287

TITLE: Hunter Water Corporation Employees' Enterprise Agreement 2004

I.R.C. NO: IRC4/4256

DATE APPROVED/COMMENCEMENT: 30 July 2004 / 1 January 2004

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** Replaces EA04/31

GAZETTAL REFERENCE: 5 November 2004

DATE TERMINATED:

NUMBER OF PAGES: 21

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Hunter Water Corporation, located at 426-432 King St, Newcastle West NSW 2302, who fall within the coverage of the Hunter Water Corporation Employees (State) Award

PARTIES: Hunter Water Corporation -&- the Australian Services Union of N.S.W., Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Electrical Trades Union of Australia, New South Wales Branch, Construction, Forestry, Mining and Energy Union (New South Wales Branch)

HUNTER WATER CORPORATION EMPLOYEES' ENTERPRISE AGREEMENT 2004

Arrangement

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1. Parties to the Agreement

This Agreement is made pursuant to Part 2 of Chapter 2 of the *Industrial Relations Act* 1996 between Hunter Water Corporation (HWC) - an Enterprise employer and the following industrial organisations of employees.

- (i) Australian Services Union of NSW (ASU).
- (ii) Electrical Trades Union of Australia NSW Branch (ETU)
- (iii) Automotive Food, Metals, Engineering, Printing & Kindred Industries Union (AMWU)
- (iv) Construction Forestry Mining and Energy Union (CFMEU).

2. Enterprise

The Enterprise subject to this Agreement is the Hunter Water Corporation working out from 426 to 432 King Street, Newcastle West.

3. Trades and Occupations

The Trades and Occupations subject to this Agreement are all classifications as prescribed by Schedules B1 and B2 of this Agreement.

4. Pay Rates

Rates of pay and allowances shall be increased as set out in Schedule A of this Agreement.

Schedule A details increases in rates of pay and allowances/special rates to apply for the period commencing from 1 June 2004 to the expiration of the nominal term of the Agreement on 31 May 2006. No further pay claim can be made for the duration of the nominal term of the Agreement. Notwithstanding this, it is agreed the Unions will provide the Corporation with their log of claims for the next Enterprise Agreement three (3) months prior to the nominal expiry date of this agreement. This log of claims will be provided to the Industrial Relations Commission. The parties agree to conduct negotiations with the assistance of the Industrial Relations Commission through scheduled conferences if necessary and commit to finalising that agreement prior to the 31 May 2006.

5. Commitment to Essential Services

The parties are committed to ensure public safety and health at all times. In the event of any industrial action this commitment will be maintained.

This agreement outlines the occurrences that the parties are committed to act on in a dispute situation to achieve the customer, health and environmental protection requirements that the Corporation is obliged to fulfil under both its Operating Licence and other legislation.

These are essentially the minimum requirements to maintain public health by access to water and sewerage services and to protect the environment.

Notwithstanding the specific water / wastewater failures outlined in Annexure A all parties agree to act upon:-

Any Hunter Water asset failure which has the potential to create a safety risk or traffic risk to the public.

Any Hunter Water incident (eg trade waste spill) which has the potential to create a safety risk or traffic risk to the public will be attended.

Hunter Water management will assess the reported problem and if it falls within the agreed essential services outlined in Annexure A, then it will be referred to the relevant personnel for action. In the event of dispute, normal dispute resolution procedures will apply.

Annexure A will remain in force until 31 May 2006 being the nominal expiry date of this agreement.

6. Disputes Procedure

- (a) If a question, dispute or difficulty arises in respect to matters covered by this Agreement either party may require the issues in dispute be advised in writing.
- (b) A reasonable period of time shall be allowed for discussion to take place in an attempt to resolve the dispute.
- (c) If the matter is not resolved between representatives of the HWC and the employees the matter shall be notified to the Industrial Relations Commission of NSW for resolution in accordance with the Act. This notification may be given by either party at any stage of the negotiation process.
- (d) Whilst this procedure is being followed, normal work must continue.
- (e) The procedure for resolving a dispute will be impartial, fair and non-discriminatory in accordance with anti-discrimination law.

7. Term of This Agreement

This Agreement shall operate from 1 June 2004 and remain in force thereafter for a period of two (2) years.

It shall be binding on the HWC, its employees and the ASU, ETU, AMWU and CFMEU.

8. Scope of Agreement

This agreement shall be read in conjunction with :-

- (i) the Hunter Water Corporation Employees (State) Award 1999 (as varied on 8 June 2001)
- (ii) the Hunter Water Corporation (Operations, Warehouse and Wastewater Treatment Employees') Annualised Wage Enterprise Agreement 2003

provided that where inconsistency occurs, this agreement shall prevail to the extent of that inconsistency.

This agreement rescinds and replaces the Hunter Water Corporation Employees' Enterprise Agreement 2003.

This is a voluntary agreement and was not entered into under duress by any party to it.

9. Anti-Discrimination

- (1) It is the intention of the parties bound by this agreement 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, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (2) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.
- (3) 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 of unlawful discrimination or harassment.
- (4) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act* 1977;
 - (d) a party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (5) This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

NOTES -

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:
“Nothing in this Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.”

10. Consultation and the Introduction of Change

- (1) Consultation is defined as a process whereby all parties to the discussion genuinely commit to the exchange of relevant information, advice, and taking the views of each other into account.
- (2)
- (a) Where Hunter Water has made a decision to introduce changes in organisation, structure or technology that are likely to have significant effects on employees, the employer shall consult with employees who may be affected by the proposed changes and the union to which they belong during the development prior to implementation so that the views of all the affected parties can be taken into account.
- (b) "Significant effects" include termination of employment, major changes in the composition, operation or size of the employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs.

Provided that, where the award makes provision for alteration of any of the matters referred to herein, an alteration shall be deemed not to have significant effect.

- (3) The commitment to consultation may involve the sharing of information. The parties agree at all times to maintain the confidentiality of commercially or other sensitive information.
- (4) The parties agree to establish the necessary arrangements specific to the issue to facilitate the commitment to consultation contained in the clause. The consultation process will be conducted in a cooperative and timely manner. Should any matter not be resolved the dispute settlement procedures within this agreement will be relied upon.

11. Delegates Rights/Responsibilities

- (1) Employees elected as a Union delegate or employee representative will, upon provision of written proof of the election to the employer, be recognised as an accredited representative of the Union to which they belong and in the defined work group they are elected to represent.
- (2) All employees who are accredited representatives of their Union are first and foremost employees of Hunter Water and shall, subject to this clause, conduct themselves accordingly.
- (3) Delegates will be allowed all reasonable time during working hours to attend to Hunter Water industrial matters affecting employees in the work group they represent. Such representations should be arranged for times which are convenient to both parties to ensure minimal disruption to the operational needs of work groups. A delegate will give their own Manager/supervisor reasonable notice of the need to deal with matters affecting employee(s) in the work group they represent, as well as, the manager of the employees concerned. In this later case it where the delegates own Manager/Supervisor is not the manager/supervisor of the employees concerned the protocol for seeking this permission is for the delegates Manager/Supervisor liasing with Employee Services to obtain such permission.
- (4) Before any employee identified in 11.1 above moves away from their immediate work location to commence union work on Hunter Water matters, they must first obtain the permission of their designated manager/supervisor.
- (5) Employees identified in 11.1 who wish to enter any other work location for which they are not elected to represent on Union business first received the permission of the relevant manager for that

area. The protocol for seeking this permission is for the delegates Manager/Supervisor liaising with Employee Services to obtain such permission.

- (6) Prior to leaving the immediate work location, any employee identified in 11.1 above, must provide to their manager/supervisor information regarding the purpose for their departure, where they are going, the estimated time of absence and telephone contact if practicable. Immediately upon their return they will inform their manager/Supervisor their time or arrival and departure from the location where they were required.
- (7) Failure of a delegate to meet the above provisions may result in the employee concerned forfeiting the right to pay for the period of the absence and may be subject to disciplinary action.
- (8) Managers will not unreasonably withhold permission for a relevant workplace delegate to attend to bona fide matters or issues affecting the legitimate industrial interests of a member they are elected to represent. In the same spirit, Union delegates should observe all of the above procedures and recognise the need to balance their absence from the job attending to Hunter Water matters affecting employees in their work group with the requirement for acceptable work performance.
- (9) Employees identified in 11.1 may call for a meeting of union members within the workplace they represent. Such meetings are to be outside of work time unless prior permission is obtained from management.
- (10) In exercising these rights employees identified in clause 11.1 will not harass or hinder employees or others contracted to Hunter Water in the performance of their work. The employer shall not in any other way attempt to impede the delegates in the conduct of the Unions business pursuant to this clause.
- (11) Employees identified in 11.1 will not be paid for absences in relation to the following activities:
 - (a) attendance to matters involving internal union activities;
 - (b) union meetings, tribunal appearances and absences related to disputes or grievances or claims by the union;
 - (c) union meetings, tribunal appearances and absences related to award applications or claims,

unless specific application is made by the Union and approved by the Manager Employee Services. Permission will not be unreasonably withheld for relevant delegates in respect to (b) and (c).

Where an employee identified in 11.1 attends a conference with management during working hours at management's request he/she shall be paid.

- (12) The Corporation will allow Union delegates up to 12 days in a two year period to attend courses, seminars accredited by the Trade Union Education Foundation (TUEF) (or equivalent) in accordance with Clause G19 of the HWC Employees (State) Award and relevant Hunter Water policy on Trade Union Training. Up to two days of this leave may be used per year to attend an annual Union conference. Although leave will not be unreasonably withheld the granting of such leave is at all times subject to the operational needs of work groups.

ANNEXURE A

ESSENTIAL SERVICES AGREEMENT

The parties are committed to ensure public safety and health at all times. In the event of any industrial action this commitment will be maintained.

This agreement outlines the occurrences that the parties are committed to act on in a dispute situation to achieve the customer, health and environmental protection requirements that the Corporation is obliged to fulfil under both its Operating Licence and other legislation.

These are essentially the minimum requirements to maintain public health by access to water and sewerage services and to protect the environment.

Notwithstanding the specific water / wastewater failures outlined below all parties agree to act upon:-

Any Hunter Water asset failure which has the potential to create a safety risk or traffic risk to the public.

Any Hunter Water incident (eg trade waste spill) which has the potential to create a safety risk or traffic risk to the public, will be attended.

Hunter Water management will assess the reported problem and if it falls within the agreed essential services below then it will be referred to the relevant personnel for action. In the event of dispute, normal dispute resolution procedures will apply.

A. WATER

A1 WATER TREATMENT PLANTS - CRITICAL COMPONENTS

1. Coagulant and pH correction dosing equipment (excluding fluoride):
not critical if have backup equipment.
2. Disinfection equipment failure:
even if have backup.
3. Cumulative filter failure, loss of PLC Control, loss of power to treatment facilities:
if it affects process;

critical if reach point where demand exceeds supply capacity - need one (1) filter capacity above predicted demand.

A2 DISTRIBUTION SYSTEM - CRITICAL COMPONENTS

1. Secondary disinfection equipment, if not working.
2. It is critical to respond to any incident defined as a 'Significant Health Incident' in the Incident Response Workbook as required by the Health Department of NSW.
3. Any asset failure that impacts on continuity to schools, hospitals or dialysis patients or a drop in pressure that impacts on their ability to function normally.
4. Any Hunter Water Asset failure that results in a discontinuity which covers a significant health incident to any customer (except services).

B WASTEWATER

B1 WASTEWATER TREATMENT - CRITICAL COMPONENTS

1. Failure of any asset that has potential to lead to effluent quality that has an unacceptable environmental or customer impact and, therefore, breaches the EPA Licence. (NB: This will differ from plant to plant.)

Examples:

Sludge build up in the process can lead to effluent quality failures.

Inlet screen block up can lead to by-pass of inlet works.

Multiple pump (RAS or primary or secondary pumps) failures can lead to overflows or affects on effluent quality failures.

2. Disinfection equipment operational where no by-pass to ponds exists.
3. Loss of PLC control at treatment works where manual override is not available.
4. Loss of power to a wastewater treatment facility if full flow cannot be treated.

B2 WASTEWATER TRANSPORTATION SYSTEM - CRITICAL COMPONENTS

1. Failure of multiple components at Wastewater Pump Stations (WWPS) has potential to lead to effluent overflow into recreational waters, impact on public health and the environment. (NB: This will differ from pump station to pump station.)
2. Loss of PLC control at WWPS.
3. Loss of power at WWPS.
4. Rising main failures.

NB: 1 to 4 above applies where tankers are unavailable and / or cannot cope with flow.

5. Sewermain choke that results in surcharge (excludes branch and shaft chokes) as defined in B2 (1).

SCHEDULE A

Adjustments to Pay Rates

1.
 - (a) Salaries
(As detailed in Schedule B1 attached) - Part 1 Salary Structure A
Part 2 Salary Structure B
 - (b) Wages
(As detailed in Schedule B2 attached).
2. Allowances
(As detailed in Schedule C attached).
3. The pay rates and allowances referred to in 1 and 2 above are inclusive of the 4% increase effective from 1 June 2004.
4. Rates of pay and allowances in 1 and 2 above will be increased by 3.5% from 1 June 2005.
5. Any Classification not listed in Schedules B1 and B2 (other than those on individual contract arrangements) shall be increased by the amounts as set out above.

SCHEDULE B1 - PART 1

SALARY STRUCTURE A

Salary Point	Salary @ 1/6/04 4%	Salary @ 1/6/05 3.5%	Positions
1	22,805	23,603	Entry Level Clerical Officer <18 Years of Age
2	24,435	25,290	
3	26,063	26,975	
4	27,693	28,662	Trainee Finance Officer
			Trainee Employee Services Officer
			Trainee Audit Officer
			Entry Level Clerical >18 years of age
5	29,322	30,348	Trainee Information Systems Level 1
			Cadet Engineer Level 1
6	30,951	32,034	
7	32,580	33,720	Records Clerk
8	34,209	35,406	Finance Officer Level 1
			Employee Services Officer Level 1
			Audit Officer Level 1
			Support Group Officer Level 1
			Call Centre Officer Level 1
			Customer Centre Officer Level 1
			Operations Administrative Officer Data Entry
			Meter Reader
9	35,836	37,090	Switchboard Operator - Call Centre
			Revenue Recovery Officer
			Trainee Information Systems Level 2
			Cadet Engineer Level 2
10	37,467	38,778	Information Systems Support Officer
11	39,096	40,464	Entry Level Technical Officer
			Cadet Engineer Level 3
12	40,724	42,149	Accounts Receivable Co-ordinator
			Plan Services Officer
			Procurement/Fleet/Accounts Payable Officer
			Library Assistant
			Property Management Officer
			Support Group Officer Level 2
			Administrative Assistant Legal and Risk
			Management Services
			Call Centre Officer Level 2
			Customer Centre Level 2
			Urban Development Officer
			Operations Contracts Administrative Officer
13	42,353	43,835	Employee Services Officer Level 2
			Finance Officer Level 2
			Economist Corporate Planning
			Pricing Officer
			Audit Accountant
			Systems Administrator Information Support
			Level 1
			Payroll Co-ordinator
			Sewer Surcharge Strategic Operations Officer
			Administrative Assistant Contracts
			Information Resource Assistant
			Secretary (Business Unit Manager)
14	43,984	45,523	Supply Officer Operations

			Assets Information Officer
			Trainee Information Systems Level 3
15	45,612	47,208	Control Centre Operator
			Operational Issues Officer
			Contracts and Strategic Operations Support Officer
			Senior Call Centre Officer
			Public Affairs Officer
			Technical Officer Strategic Operations Level 1
			Customer Centre Officer Level 3
16	47,241	48,894	Secretary (Executive)
			Team Leader Support Group
17	48,870	50,580	Customer Centre Manager Level 1
			Major Account Co-ordinator
			Finance Accountant (Modelling, Systems, Assets)
			Field Auditor
			Contract Co-ordinator Operations
			Payment Assistant Scheme Co-ordinator
18	50,500	52,268	Pollution Control Officer Contracts Officer, Plumbing (Operations)
			Real Estate Co-ordinator Systems Administrator Information Support Level 2
			Information Administrator
			Technical Officer Strategic Operations Level 2
			Contracts Administration Officer
			Compliance Officer Operations
			Information Systems Officer Help Desk
			Employee Services Research Officer
			Team Leader - Contact Centre (Voice and Data)
			Business Systems Analyst
			Management Support Officer
			Working Overseer, Mechanical Services
19	52,128	53,952	Finance Accountant (Corporate Reporting)
			Budget Accountant
			Manager Business Administration Operations
			Operations Accountant
			Software Developer Information Services
20	53,758	55,640	Team Leader Help Desk
			Supervisor Plan Services
			Maintenance Management Officer
			Technical Officer Planning
			Urban Development Engineering Officer
			Fleet Officer
			OH&S Co-ordinating Officer
			Environmental Officer
21	55,386	57,325	Contracts Inspector
			Information Systems Officer - Operations
			Systems Administrator - Accounting Systems
			Systems Administrator MIMS
			Contracts/Field Supervisor Operations
			Public Affairs Co-ordinator
			Manager Information Resource Centre
			Environmental/Trade-Waste Co-ordinator
			Technical Officer Strategic Operations Level 3

22	57,015	59,011	Customer Centre Manager Level 2
			Personal Assistant to Managing Director
			Policy Development Officer - Community Relations
			Technical Officer Mechanical
23	58,645	60,698	Systems Engineer/Team Leader Operations
24	60,273	62,383	Telemetry Systems Officer Operations Occupational Health Nurse
25	61,902	64,069	Communication & Electronics Supervisor (EMM) Operations
			Manager Administrative Support
			Contracts/Projects Officer Operations
			Contracts Officer
			Senior Adult Supervisor
			Process Co-ordinator Developer Services
			Human Resource Co-ordinator
			Employment/Payroll Officer
26	63,532	65,756	Development Servicing Plans Co-ordinator
			Manager Contact Centre
27	65,160	67,441	Assistant Secretary
			Field Supervisor (Civil) Operations)
			Property Manager
			Safety/Environment/General Risk Manager
28	66,789	69,127	Insurance and Legal Co-ordinator Science and Water Quality Officer
29	68,416	70,811	Information Systems Officer Operations - SNR Manager Contracts and Projects Operations Information Systems Officer Software Development - SNR
30	70,046	72,498	
31	71,676	74,185	Senior Project Manager
32	73,304	75,870	Manager Shared Services Accountant Corporate Reporting Management Accountant
33	74,933	77,556	Manager Communication & Government Support
			Business Development and Pricing Officer
34	76,563	79,243	Manager Compliance and Review
35	78,191	80,928	
36	79,820	82,614	
37	81,449	84,300	Manager Environmental Policy Team Leader Software Development Manager Customer Services
38	83,078	85,986	
39	84,707	87,672	
40	86,337	89,359	Technical Consultant Information Systems

SCHEDULE B1 - Part 2

Salary Structure B

Salary Rates @ 1 June 2004

Including 4% Increase

Description	Yr1 \$	Yr 2 \$	Yr 3 \$	Yr 4 \$	Yr 5 \$	Yr 6 \$	Yr 7 \$	Yr 8 \$	Yr 9 \$	Yr 10 \$	Yr 11 \$	Yr 12 \$	Yr 13 \$	Yr 14 \$	Yr 15 \$
General Scale:															
Cadet							36,331	37,404	38,422	39,405					
Administrative Officer												39,885	41,430	43,396	44,851
Technical Support Officer - Senior Grade		40,310													
TO's, Architectural, Survey and/or Engine- ering Drafter and Engineering Surveyor															
B Grade				51,485	52,521	53,550									
Special Grade	55,257														
A Grade	56,484	57,299													
Inspector - Plumbing						55,205									
Supervisor - Day															
Labour															
Foreperson															
Non Trade Maintenance	45,920	46,514	47,667												
Trade Group 1		48,546													
Inspector - Grade 2	54,548														

Supervisor or Specialist - Engineering Support															
Technical Officer, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor															
Level 1	58,286	59,375													
Level 2	61,745														
Administrative Supervisor/Professional Specialist Manager															
Grade 1	46,352	47,183	48,092	49,053											
Grade 2	50,742	52,333	53,821	55,415											
Grade 3	57,521	59,504	61,357	63,746											
Grade 7	84,444	86,003													
Secretary to Director			47,183												
Computer Officer's Scale															
Computer Systems Officer															
Grade 2				55,415			61,357								
Grade 3	63,746	65,141	67,495												
Grade 4	71,587	73,630													
Miscellaneous															
Chief Plumbing Inspector Senior Trade Waste	58,161														

SCHEDULE B1 - Part 2

Salary Structure B

Salary Rates @ 1 June 2004

Including 3.5% Increase

Description	Yr1 \$	Yr 2 \$	Yr 3 \$	Yr 4 \$	Yr 5 \$	Yr 6 \$	Yr 7 \$	Yr 8 \$	Yr 9 \$	Yr 10 \$	Yr 11 \$	Yr 12 \$	Yr 13 \$	Yr 14 \$	Yr 15 \$
General Scale:															
Cadet							37,603	38,713	39,767	40,784					
Administrative Officer												41,281	42,880	44,915	46,421

Technical Support Officer - Senior Grade		41,721															
TO's, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor																	
B Grade				53,287	54,359	55,424											
Special Grade	57,191																
A Grade	58,461	59,304															
Inspector - Plumbing						57,137											
Supervisor - Day																	
Labour																	
Foreperson																	
Non Trade Maintenance	47,527	48,142	49,335														
Trade Group 1		50,245															
Inspector - Grade 2	56,457																
Supervisor or Specialist - Engineering Support Technical Officer, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor																	
Level 1	60,326	61,453															
Level 2	63,906																
Administrative Supervisor/Professional Specialist Manager																	
Grade 1	47,974	48,834	49,775	50,770													
Grade 2	52,818	54,165	55,705	57,355													
Grade 3	59,534	61,587	63,504	65,977													
Grade 7	87,400	89,013															
Secretary to Director			48,834														
Computer Officer's Scale																	
Computer Systems Officer																	
Grade 2				57,355			63,504										
Grade 3	65,977	67,421	69,857	71,975													
Grade 4	74,093	76,207															

Miscellaneous															
Chief Plumbing															
Inspector Senior															
Trade Waste	60,197														

SCHEDULE B2

Part 1 - Annualised Wage Rates

Wage Rates Effective from 1 June 2004 Including 4% Increase

(i) Operations Employees with excess hours bank

	Base Annual Wage \$	Operations Allowance \$	Operations Roster Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Operations Employee Level 5	43,111	6,107	24,405	73,623	21.74	37.13
Operations Employee Level 4	41,364	6,107	16,884	64,355	20.86	32.46
Port Stephens	41,364	6,107	16,493	63,964	20.86	32.26
Operations Employee Level 3	39,737	6,195	17,234	63,166	20.04	31.86
Operations Employee Level 2	37,737	6,195	16,146	60,078	19.03	30.30
Operations Employee Level 1	36,441	6,195	16,511	59,147	18.38	29.83

(ii) Operations Employees without excess hours bank

	Base Annual Wage \$	Operations Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Operations Employee Level 5	43,111	6,107	49,218	21.74	24.82
Operations Employee Level 4	41,364	6,107	47,471	20.86	23.94
Port Stephens	41,364	6,107	47,471	20.86	23.94
Operations Employee Level 3	39,737	6,195	45,932	20.04	23.17
Operations Employee Level 2	37,737	6,195	43,932	19.03	22.16
Operations Employee Level 1	36,441	6,195	42,636	18.38	21.50
Operations Employee Trainee - New	34,953	6,094	41,047	17.63	20.70

(iii) Waste Water Treatment Employees

	Base Annual Wage \$	Operations Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Wastewater Treatment Employee - Level 2	41,364	6,107	47,471	20.86	23.94
Wastewater Treatment Employee Level 1	36,441	6,195	42,636	18.38	21.50
Wastewater Treatment Employee Trainee	34,953	6,094	41,047	17.63	20.70

(iv) Warehouse Employees

	Base Annual Wage \$	Operations Warehouse Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Warehouse Employee - Level 2	40,428	3,881	44,309	20.39	22.35
Warehouse Employee Level 1	38,307	788	39,095	19.32	19.72
Wastewater Treatment					
Employee Trainee	34,953	6,094	41,047	17.63	20.70

(iv) Operations Support Officers

Grade 1 - 40,804

Grade 2 - 46,300

SCHEDULE B2**Part 1 - Annualised Wage Rates****Wage Rates Effective from 1 June 2005
Including 3.5%**

(i) Operations Employees with excess hours bank

	Base Annual Wage \$	Operations Allowance \$	Operations Roster Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Operations Employee Level 5	44,620	6,321	25,259	76,200	22.50	38.43
Operations Employee Level 4	42,812	6,321	17,475	66,608	21.59	33.59
Port Stephens	42,812	6,321	17,070	66,203	21.59	33.59
Operations Employee Level 3	41,128	6,412	17,837	65,377	20.74	32.97
Operations Employee Level 2	39,058	6,412	16,711	62,181	19.70	31.36
Operations Employee Level 1	37,716	6,412	17,089	61,217	19.02	30.87

(ii) Operations Employees without Excess Hours Bank

	Base Annual Wage \$	Operations Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Operations Employee Level 5	44,620	6,321	50,941	22.50	25.69
Operations Employee Level 4	42,812	6,321	49,133	21.59	24.78
Port Stephens	42,812	6,321	49,133	21.59	24.78
Operations Employee Level 3	41,128	6,412	47,540	20.74	23.98
Operations Employee Level 2	39,058	6,412	45,470	19.70	22.93
Operations Employee Level 1	37,716	6,412	44,128	19.02	22.26
Operations Employee Trainee - New	36,176	6,307	42,483	18.25	21.43

(iii) Wastewater Treatment Employees

	Base Annual Wage \$	Wastewater Treatment Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Wastewater Treatment Employee Level 2	42,812	6,321	49,133	21.59	24.78
Wastewater Treatment Employee Level 1	37,716	6,412	44,128	19.02	22.26
Wastewater Treatment Employee Trainee	36,176	6,307	42,483	18.25	21.43

(iv) Warehouse Employees

	Base Annual Wage \$	Operations Warehouse Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Warehouse Employee Level 2	41,843	4,017	45,860	21.10	23.13
Warehouse Employee Level 1	39,648	816	40,464	20.00	20.41

(v) Operations Support Officers

Grade 1 - 42,232
Grade 2 - 47,921

SCHEDULE B2

Part 2 - Weekly Wage Rates

(a) Classification

	Wage@ 1/6/04 4% \$	Wage@ 1/6/05 3.5% \$
Trainee	639.74	662.13
Grade 1/1	658.89	681.95
Grade 1/2	669.71	693.15
Grade 2/1	680.65	704.47
Grade 2/2	692.79	717.03
Ganger 1	705.03	729.70
Ganger 2	731.47	757.08
Ganger 3	777.61	804.82
Mobile Equipment		
Plant Operators		
Group A1	647.68	670.35
Group A2	656.02	678.98
Group B1	663.85	687.09

Group B2	672.05	695.57
Group C1	680.26	704.07
Group C2	688.47	712.57
Group D	734.48	760.19
Dual Qualified Operator	712.71	737.66
Motor Lorry Drivers		
Up to 2 tonnes	640.12	662.52
2 to 5 tonnes	646.13	668.75
5 to 7 tonnes	649.90	672.64
7 to 10 tonnes	657.46	680.47
10 to 12 tonnes	666.05	689.38
Stores		
General Stores and Clerical Employee		
Trainee	639.72	662.12
Grade 1	674.27	697.87
Grade 2	679.21	702.99
Trades Assistants		
Trainee	633.34	655.51
ME 1	664.88	688.15
ME 2	696.66	721.05
Other than Elec/Mech. Trades	633.34	655.51
Trades Groups		
Mechanical Trades		
MT 1	758.45	785.00
MT 2	796.38	824.25
MT 3	834.31	863.51
Building Trades		
Bridge Carpenter	758.45	785.00
Carpenter	758.45	785.00
Painter	758.45	785.00
Plasterer	758.45	785.00
Electrical Trades		
Grade 1	758.45	785.00
Grade 2	796.38	824.25
Grade 3	834.31	863.51
Grade 4	872.23	902.76
Grade 5	910.15	942.00
Miscellaneous (weekly rates)		
Cleaner	629.18	651.20
Cleaner Head Office	664.36	687.62
Clerical/Operations	718.70	743.86
Construction Worker Group 1	629.96	652.01
Construction Worker Group 2	638.30	660.64
Construction Worker Group 3	643.51	666.03
Field Services Operator	656.96	679.95
Ganger Contracts	813.45	841.92
Ganger Stormwater Channels	739.69	765.58
Garage Attendant	642.74	665.24
Labourer General	626.30	648.22
Linesperson Electrical	677.53	701.24
Linesperson Electrical Special Rate	699.42	723.90

Maintenance Employee Grade 3	688.34	712.43
Maintenance Employee Stormwater Drainage	639.74	662.13
Meter Mechanic	664.23	687.48
Meter Mechanic Special Rate	758.33	784.87
Motor Bus Driver	663.71	686.94
Oiler Greaser	636.62	658.90
Supervisor Welder	695.13	719.45
Survey Field Hand	643.01	665.52
Welder Pipe Line	674.67	698.28

Apprentice Tradesperson

1st Year - 54% - of the prescribed rate for a tradesperson

2nd year - 64% - of the prescribed rate for a tradesperson

3rd Year - 72% - of the prescribed rate for a tradesperson

4th Year - 80% - of the prescribed rate for a tradesperson

For the purposes of this sub-clause, the prescribed rate for a tradesperson shall be the base weekly rate (excluding industry allowance and tool allowances) applicable to a Tradesperson Carpenter in the employ of the Hunter Water Corporation.

(b) Industry Allowance

Employees engaged on any construction or maintenance work shall receive an allowance at the rate of \$24.00 per week or \$4.80 per day in addition to the ordinary rate of pay. This allowance is in consideration of working in the open and thereby being subject to climatic conditions, ie dust and sand blowing in the wind, extremes of weather, concrete drippings, obnoxious odours, sloppy and muddy conditions, lack of usual amenities in the field compared with depot conditions and any other general disabilities associated with the Corporation's conditions and any other general disabilities associated with the Corporations work not compensable by the payment of a disability allowance payable in accordance with the Award. This allowance shall form part of the rate of pay for all purposes and is incorporated in the schedule of rates of pay as listed in this clause. This allowance will be increased by 3.5% on 1 June 2005 to \$24.80.

(c) Tool Allowance

A tool allowance of \$25.00 per week shall be paid to all tradesperson and apprentices. This allowance shall form part of the rate of pay for all purposes and in the case of tradespersons, is incorporated in the schedule of rates of pay as listed in this clause. This allowance will be increased by 3.5% on 1 June 2005 to \$25.90.

(d) Electrical Licence Allowance

In addition to the rates prescribed in this clause, Licensed Electrical Tradespersons shall be paid an allowance at the rate of \$27.80 per week, to be included in the rate of pay for all purposes. The Electrical Licence Allowance will vary in accordance with movements in the Electrical Electronic and Communication Contractors Industry (State) Award,

(e) Team Leader Allowance

Electrical and Mechanical trades personnel who are required to undertake the role of a Team Leader will be paid an all purpose allowance of \$44.00 pw whilst so engaged. This allowance will be increased by 3.5% on 1 June 2005 to \$45.50.

(f) Leading Hand Allowance

- (1) Non-trade, 2 to 5 employees - \$4.28 per day
- (2) Trade, 2 to 5 employees - \$7.11 per day

Allowances to be increased by 3.5% from 1 June 2005

- (1) \$4.43
- (2) \$7.36

(g) Gangers Major Plant Allowance

Where gangs include one or more major plant items as defined, a Ganger shall be paid \$3.37 for each day or part thereof. This allowance will be increased by 3.5% on 1 June 2005 to \$3.49.

Major plant items shall mean tractors, front or back end loaders, concrete pavers or power graders, provided that such items are of 30 kW or more and any other items of earth moving, stone crushing or sand getting equipment of 30 kW or more but shall not include motor lorries.

SCHEDULE C

(Allowances/Special Rates)

This Schedule shall be read and interpreted in conjunction with the corresponding clauses of the Hunter Water Corporation Employees' (State) Award 1999 and the Hunter Water Corporation (Operations, Wastewater Treatment and Warehouse) Employees Annualised Wage Enterprise Agreement 2003. -

Award Clause	Indicator	1/06/04 4% \$	1/06/05 3.5% \$
Clause G11 - Special Rates			
(i) Diving Allowances - depth allowances for 0.3 metres		1.27	1.31
(ii) Sauna Bathing Allowance			
over 3 days pw	W	7.12	7.37
less than 3 days pw	W	3.57	3.69
(iv) Hot places			
(a)	H	0.53	0.55
(b)	H	0.61	0.64
Clause S5 - Special Rates			
(i) First aid Allowance	D	2.28	2.36
(ii) Floor Warden Allowance			
(a) BECO	W	15.37	15.91
(b) District Office	W	9.84	10.18
(c) Floor Wardens	W	6.14	6.35
(iv) Overseers Allowance	D	8.17	8.46
Clause W4 - Special Rates			
(i) Wet Work			
(a) 1st hour	D	2.31	2.39
subsequent hours	H	0.56	0.58

(b) EWW	D	1.72	1.78
(c) EDW	D	6.39	6.61
(ii) Dirty Work			
(a)	D	1.72	1.78
(b) EDW - sewage	D	6.39	6.61
(c) Machine	D	1.96	2.02
(d) EDW - sewage	D	6.39	6.61
(iii) Handling Chemicals			
(a) up to 4 hours	H	0.51	0.53
over 4 hours	D	3.32	3.43
(b)	D	2.24	2.31
(c)	H	0.56	0.58
(d)	H	1.06	1.10
(iv) Height Allowance	D	3.72	3.85
(v) Confined Space	H	0.64	0.67
(vi) Towing Allowance			
(a)	D	3.96	4.10
(vii) First Aid Allowance	D	1.08	1.12
(a)	H	0.64	0.67
(ix) Scaffolding and Ragging Allowance	W	4.77	4.94
(x) Wastewater Treatment Works Allowance	H	0.31	0.32
(xi) Fire Fighting Allowance	H	0.47	0.48
(xii) Special Disability Allowance	D	7.12	7.37
O/T Public Holidays	H	0.90	0.94
(xiv) Wastewater Operations Hourly Allowance	D	5.11	5.29
Clause W5 - District Allowances			
District Allowances Wastewater (DAW)	H	2.86	2.96
District Allowances Other Duties (DAO)	H	1.85	1.92
District Allowances Leave (DAL)	H	2.34	2.42
Clause W6 - Follow-the-Job/Depot Allowance			
(i) Follow the job			
(a)	D	17.88	18.50
(d) additional	D	8.93	9.25
(ii) Depot Allowance	D	8.20	8.48

Signed for and on behalf of the
Hunter Water Corporation

Signed for and on behalf of the
Australian Services Union of NSW

Signed for and on behalf of the
Electrical Trade Union of Australia
NSW Branch (ETU)

Signed for and on behalf of the
Automotive, Food, Metals, Engineering, Printing &
Kindred Industries Union
(AMWU)

Signed for and on behalf of the Construction, Forestry,
Mining and Energy Union (CFMEU) Construction &
General Division NSW Branch