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**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA04/31

**TITLE:** Hunter Water Corporation Employees Enterprise Agreement 2003

**I.R.C. NO:** IRC3/6223

**DATE APPROVED/COMMENCEMENT:** Approved 20 November 2003/Commenced 1 June 2003

**TERM:** 12

**NEW AGREEMENT OR  
VARIATION:** Replaces EA02/59

**GAZETTAL REFERENCE:** 13 February 2004

**DATE TERMINATED:**

**NUMBER OF PAGES:** 16

**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, engaged in the classifications as prescribed by Schedules B1 & B2 of the agreement 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, Construction, Forestry, Mining and Energy Union (New South Wales Branch), Electrical Trades Union of Australia, New South Wales Branch

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# Hunter Water Corporation Employees' Enterprise Agreement 2003

## ARRANGEMENT

Clause No.	Subject Matter
1	Parties to the Agreement
2	Enterprise
3	Occupations
4	Pay Rates
5	Commitment to Essential Services
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A	Adjustments to Pay Rates
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B2	Wage Rates Part 1 - Annualised Part 2 - Weekly
C	Allowances/Special Rates

### 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 2003 to the expiration of the nominal term of the Agreement on 31 May 2004. 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

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Commission through scheduled conferences if necessary and commit to finalising that agreement prior to the 31 May 2004.

### **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 2004 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 2003 and remain in force thereafter for a period of one (1) year.

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

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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 2001.

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 agreement 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 the 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 the 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."

### **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.

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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 2003.
4. 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 @ 1/6/02	Salary @ 1/6/03	Positions
1	21,085	21,928	Entry Level Clerical Officer <18 years of age
2	22,591	23,495	

3	24,097	25,061	
4	25,604	26,628	Trainee Finance Officer
			Trainee Employee Services Officer
			Trainee Audit Officer
			Entry Level Clerical Officer >18 years of age
5	27,110	28,194	Trainee Information Systems Level 1
			Cadet Engineer Level 1
6	28,616	29,761	
7	30,122	31,327	Records Clerk
8	31,628	32,893	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	33,133	34,458	Switchboard Operator - Call Centre
			Revenue Recovery Officer
			Trainee Information Systems Level 2
			Cadet Engineer Level 2
10	34,640	36,026	Information Systems Support Officer
11	36,146	37,592	Entry Level Technical Officer
			Cadet Engineer Level 3
12	37,652	39,158	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 & Risk Management Services
			Call Centre Officer Level 2
			Customer Centre Officer Level 2
			Urban Development Officer
			Operations Contracts Administrative Officer
13	39,158	40,724	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	40,665	42,292	Supply Officer Operations
			Assets Information Officer
			Trainee Information Systems Level 3
15	42,171	43,858	Control Centre Operator
			Operational Issues Officer
			Contracts & Strategic Operations Support Officer
			Administrative Support Officer - Procurement/Fleet
			Senior Call Centre Officer
			Public Affairs Officer

			Technical Officer Strategic Operations Level 1
			Customer Centre Officer Level 3
16	43,677	45,424	Secretary (Executive)
			Team Leader Support Group
17	45,183	46,990	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	46,690	48,558	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
			Fleet Service Co-ordinator Operations
			Compliance Officer Operations
			Information Systems Officer Help Desk
			Employee Services Research Officer
			Team Leader - Contact Centre (Voice & Data)
			Management Support Officer
			Business Systems Analyst
19	48,195	50,123	Finance Accountant (Corporate Reporting)
			Budget Accountant
			Manager Business Administration Operations
			Operations Accountant
20	49,702	51,690	Team Leader Help Desk
			Supervisor Plan Services
			Maintenance Management Officer
			Technical Officer Planning
			Urban Development Engineering Officer
			Environmental Officer
			OH&S Co-ordinating Officer
21	51,208	53,256	Contracts Inspector
			Information Systems Officer - Operations
			Systems Administrator - Accounting Systems
			Systems Administrator MIMS
			Contracts/Field Supervisor Operations
			Public Affairs Co-ordinator
			Supply Manager Operations
			Manager Information Resource Centre
			Environmental/Trade-Waste Co-ordinator
			Technical Officer Strategic Operations Level 3
22	52,713	54,822	Customer Centre Manager Level 2
			Personal Assistant to Managing Director
			Policy Development Officer - Community Relations
			Technical Officer Mechanical
			Financial Analyst/Systems Accountant
23	54,220	56,389	Systems Engineer/Team Leader Operations
24	55,726	57,955	Telemetry Systems Officer Operations
			Occupational Health Nurse
25	57,232	59,521	Communication & Electronics Supervisor (EMM) Operations
			Field Supervisor (EMM) Operations

			Manager Administrative Support
			Contracts/Projects Officer Operations
			Contracts Officer
			Senior Audit Supervisor
			Process Co-ordinator Developer Services
			Human Resource Co-ordinator
			Employment/Payroll Officer
26	58,738	61,088	Development Servicing Plans Co-ordinator
			Manager Contact Centre
27	60,244	62,654	Assistant Secretary
			Field Supervisor (Civil) Operations
			Procurement/Fleet Manager
			Property Manager
			Safety/Environmental/General Risk Manager
28	61,750	64,220	Insurance & Legal Co-ordinator
			Science & Water Quality Officer
29	63,255	65,785	Information Systems Officer Operations - SNR
			Manager Contracts & Projects Operations
			Information Systems Officer Software Development - SNR
30	64,762	67,352	
31	66,268	68,919	Senior Project Manager
32	67,774	70,485	Manager Shared Services
			Accountant Corporate Reporting
			Management Accountant
33	69,280	72,051	Manager Communication & Government Support
			Business Development & Pricing Officer
34	70,787	73,618	Manager Compliance & Review
35	72,292	75,184	
36	73,798	76,750	
37	75,304	78,316	Manager Environmental Policy
			Team Leader Software Development
			Manager Customer Services
38	76,811	79,883	
39	78,316	81,449	
40	79,823	83,016	Technical Consultant Information Systems



SCHEDULE B2

Part 1 - Annualised Wage Rates

Wage Rates Effective from 1 June 2003

(i) Operations Employees with Excess Hours Bank

	Base Annualised Wage \$	Operations Annualised Hourly Rate \$	Operations Roster Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Operations Employee Level 5	41,453	5,872	23,466	70,791	20.91	35.70
Operations Employee Level 4	39,773	5,872	16,235	61,880	20.06	31.21
Port Stephens	39,773	5,872	15,859	61,504	20.06	31.02
Operations Employee Level 3	38,209	5,957	16,571	60,737	19.27	30.63
Operations Employee Level 2	36,286	5,957	15,525	57,768	18.30	29.13
Operations Employee Level 1	35,039	5,957	15,876	56,872	17.67	28.68

(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	41,453	5,872	47,325	20.91	23.87
Operations Employee Level 4	39,773	5,872	45,645	20.06	23.02
Port Stephens	39,773	5,872	45,645	20.06	23.02
Operations Employee Level 3	38,209	5,957	44,166	19.27	22.27
Operations Employee Level 2	36,286	5,957	42,243	18.30	21.3
Operations Employee Level 1	35,039	5,957	40,996	17.67	20.68
Operations Employee Trainee - New	33,609	5,860	39,469	16.95	19.91

Rates and Operations Allowances in Schedule B2 Part 1 (i) and (ii) above are varied in accordance with Schedules A and B of the Hunter Water Corporations ( Operations, Wastewater Treatment and Warehouse Employees' ) Annualised Wage Enterprise Agreement 2003.

(iii) Wastewater Treatment Employees

	Base	Wastewater	Total	Base	Annualised
	Annual	Treatment	Annualised	Hourly	Hourly
	Wage	Allowance	Wage	Rate	Rate
	\$	\$	\$	\$	\$
Wastewater Treatment Employee					
Level 2	39,773	5,872	45,645	20.06	23.02
Wastewater Treatment Employee					
Level 1	35,039	5,957	40,996	17.67	20.68
Wastewater Treatment Employee					
Trainee	33,609	5,860	39,469	16.95	19.91

(iv) Warehouse Employees

	Base	Operations	Total	Base	Annualised
	Annual	Warehouset	Annualised	Hourly	Hourly
	Wage	Allowance	Wage	Rate	Rate
	\$	\$	\$	\$	\$
Warehouse Employee Level 2	38,873	3,732	42,605	19.61	21.49
Warehouse Employee Level 1	36,834	758	37,592	18.58	18.96

(v) Operations Support Officers

Grade 1	\$39,235
Grade 2	\$44,519

SCHEDULE B2  
Part 2 - WEEKLY WAGE RATES

## a) Classification

	Wage @ 1/6/02	Wage @ 1/6/03
<b>Wastewater Treatment</b>		
Trainee	591.47	615.13
Grade 1/1	609.18	633.55
Grade 1/2	619.18	643.95
Grade 2/1	629.30	654.47
Grade 2/2	640.52	666.14
Ganger 1	651.84	677.91
Ganger 2	676.29	703.34
Ganger 3	718.94	747.70
<b>Mobile Equipment Plant Operators</b>		
Group A1	598.82	622.77
Group A2	606.53	630.79
Group B1	613.77	638.32
Group B2	621.35	646.20
Group C1	628.94	654.10
Group C2	636.53	661.99
Group D	679.07	706.23
Dual Qualified Operator	658.94	685.30
<b>Motor Lorry Drivers</b>		
Up to 2 Tonnes	591.83	615.50
2 to 5 Tonnes	597.38	621.28
5 to 7 Tonnes	600.87	624.90
7 to 10 Tonnes	607.86	632.17
10 to 12 Tonnes	615.80	640.43
<b>Stores General Stores &amp; Clerical Employee</b>		
Trainee	591.46	615.12
Grade 1	623.40	648.34
Grade 2	627.97	653.09
<b>Trades Assistants</b>		
Trainee	585.56	608.98
ME 1	614.72	639.31
ME 2	644.11	669.87
Other than Elec/Mech Trades	585.56	608.98
<b>Trades Groups Mechanical Trades</b>		
MT 1	701.23	729.28
MT 2	736.30	765.75
MT 3	771.37	802.22

Building Trades		
Bridge Carpenter	701.23	729.28
Carpenter	701.23	729.28
Painter	701.23	729.28
Plasterer	701.23	729.28
Electrical Trades		
Grade 1	701.23	729.28
Grade 2	736.30	765.75
Grade 3	771.37	802.22
Grade 4	806.42	838.68
Grade 5	841.48	875.14
Miscellaneous (weekly rates)		
Cleaner	581.71	604.98
Cleaner Head Office	614.24	638.81
Clerical/Operations	664.48	691.06
Construction Worker Group 1	582.43	605.73
Construction Worker Group 2	590.14	613.75
Construction Worker Group 3	594.96	618.76
Field Services Operator	607.39	631.69
Ganger Contracts	752.08	782.16
Ganger Stormwater Channels	683.88	711.24
Garage Attendant	594.25	618.02
Labourer General	579.05	602.21
Linesperson Electrical	626.41	651.47
Linesperson Electrical Special Rate	646.65	672.52
Maintenance Employee Stormwater Drainage	591.47	615.13
Meter Mechanic	614.12	638.68
Meter Mechanic Special Rate	701.12	729.16
Motor Bus Driver	613.63	638.18
Oiler Greaser	588.59	612.13
Supervisor Welder	642.68	668.39
Survey Field Hand	594.50	618.28
Welder - Pipeline	623.77	648.72

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 \$23.10 per week or \$4.62 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.

(c) Tool Allowance

A tool allowance of \$24.00 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.

(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 \$23.90 per week, as varied from time to time, to be included in the rate of pay for all purposes.

(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 \$42.30 pw whilst so engaged.

(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

(g) Gangers Major Plant Allowance

Where gangs include one or more major plant items as defined, a Ganger shall be paid \$3.24 for each day or part thereof.

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) Annualised Wage Enterprise Agreement 2003.

		Indicator	1/06/2002	1/06/03
			\$	\$
Award Clause				
Clause G11 - Special Rates				
(i)	Diving Allowances			
	depth allowances per 0.3 metres		1.17	1.22
(iii)	Sauna Bathing Allowance			
	over 3 days pw	W	6.59	6.85
	less than 3 days pw	W	3.30	3.43

(iv)	Hot places					
		(a)		H	0.49	0.51
		(b)		H	0.57	0.59
Clause S5 - Special Rates						
(i)	First Aid Allowance			D	2.11	2.19
(ii)	Floor Warden Allowance					
		(a)	BECO	W	14.21	14.78
		(b)	District Office	W	9.10	9.46
		(c)	Floor Wardens	W	5.67	5.90
(iv)	Overseers Allowance			D	7.56	7.86
Clause W4 - Special Rates						
(I)	Wet Work					
		(a)	1st hour	D	2.13	2.22
			subsequent hours	H	0.52	0.54
		(b)	EWV	D	1.59	1.65
		(c)	EDW	D	5.90	6.14
(ii)	Dirty Work					
		(a)		D	1.59	1.65
		(b)	EDW - sewage	D	5.90	6.14
		(c)	Machine	D	1.81	1.88
		(d)	EDW - sewage	D	5.90	6.14
(iii)	Handling Chemicals					
		(a)	up to 4 hours	H	0.47	0.49
			over 4 hours	D	3.07	3.19
		(b)		D	2.07	2.15
		(c)		H	0.52	0.54
		(d)		H	0.98	1.02
(iv)	Height Allowance			D	3.44	3.58
(v)	Confined Space			H	0.60	0.62
(vi)	Towing Allowance					
		(a)		D	3.66	3.81
(vii)	First Aid Allowance			D	1.00	1.04
(viii)	Applying obnoxious substances					
		(a)		H	0.60	0.62
(ix)	Scaffolding and Rigging Allowance			W	4.41	4.59
(x)	Wastewater Treatment Works Allowance			H	0.29	0.30
(xi)	Fire Fighting Allowance			H	0.43	0.45

(xii)	Special Disability Allowance	D	6.59	6.85
	OT/Public Holidays	H	0.84	0.87
(xiv)	Wastewater Operations Hourly Allowance	D	4.72	4.91
Clause W5 - District Allowances				
	District Allowances Wastewater (DAW)	H	2.64	2.75
	District Allowances Other Duties (DAO)	H	1.71	1.78
	District Allowances Leave (DAL)	H	2.16	2.25
Clause W6 - Follow-the-Job/Depot Allowance				
(i)	Follow the Job			
	(a)	D	16.53	17.19
	(d) additional	D	8.26	8.59
(ii)	Depot Allowance	D	7.58	7.88

Signed for and on behalf  
Of the Hunter Water  
Corporation

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

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

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

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

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