

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA06/95

TITLE: Hunter Water Corporation Employees' Enterprise Agreement 2006

I.R.C. NO: IRC6/805

DATE APPROVED/COMMENCEMENT: 24 February 2006 / 1 June 2006

TERM: 36

**NEW AGREEMENT OR
VARIATION:** Replaces EA04/287.

GAZETTAL REFERENCE: 17 March 2006

DATE TERMINATED:

NUMBER OF PAGES: 34

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Hunter Water Corporation, located at 36 Honeysuckle Drive, Newcastle NSW 2300, who fall within the coverage of the Hunter Water Corporation Employees (State) Award.

PARTIES: Hunter Water Corporation -&- the 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, Australian Services Union of N.S.W.

ENTERPRISE AGREEMENT

**Hunter Water Corporation
Employees'
Enterprise Agreement
2006**

ENTERPRISE AGREEMENT

ARRANGEMENT

<u>Clause</u>	<u>Subject</u>	
1	Parties to the Agreement	1
2	Enterprise	1
3	Occupations	1
4	Pay Rates	1
5	Commitment to Essential Services	1
6	Disputes Procedure	2
7	Term of Agreement	2
8	Scope of Agreement.....	3
9	Anti-Discrimination	3
10	Consultation and the Introduction of Change.....	4
11	Delegates Rights/Responsibilities	5
12	Work Hours	6
Annexure A	Essential Services Agreement	12
Schedules		
• A	Adjustments to Pay Rates	14
• B1	Salary Rates Part 1 – Structure A	15
	Part 2 – Structure B	19
• B2	Wage Rates Part 1 – Annualised.....	25
	Part 2 – Weekly.....	31
• C	Allowances/Special Rates	34

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 36 Honeysuckle Drive, Newcastle.

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 2006 to the expiration of the nominal term of the Agreement on 31 May 2009.

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 2009 being the nominal expiry date of this agreement.

6. DISPUTES PROCEDURE

- (i) 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.
- (ii) A reasonable period of time shall be allowed for discussion to take place in an attempt to resolve the dispute.
- (iii) 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.

- (iv) Whilst this procedure is being followed, normal work must continue.
- (v) 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 2006 and remain in force thereafter for a period of three (3) 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 26 November 2004)
- (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 2004.

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

9. ANTI-DISCRIMINATION

- (i) 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.
- (ii) 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.
- (iii) Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) 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.

- (v) 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

- Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- 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."

10. CONSULTATION AND THE INTRODUCTION OF CHANGE

- (i) 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.
- (ii) 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.
- (iii) This 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.
- (iv) 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.
- (v) Prior to implementing any new outsourcing initiatives which affects employees, Hunter Water shall advise same to employees affected, and the union to which they belong, and shall give consideration to the views of all affected parties prior to implementation.

Use of contractors by the Corporation will continue on an as needs basis. The safety record and other work performance measures will be taken into account by Hunter Water prior to engagement of the contractors.

11. DELEGATES RIGHTS/RESPONSIBILITIES

- (i) 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.
- (ii) 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.

- (iii) 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 ie 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 liaising with Human Resources to obtain such permission.
- (iv) Before any employee identified in 11(i) 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.
- (v) Employees identified in 11(i) who wish to enter any other work location for which they are not elected to represent on Union business must first receive the permission of the relevant manager for that area. The protocol for seeking this permission is for the delegates Manager/Supervisor liaising with Human Resources to obtain such permission.
- (vi) Prior to leaving the immediate work location, any employee identified in 11(i) 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 of arrival and departure from the location where they were required.
- (vii) 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.
- (viii) 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.
- (ix) Employees identified in 11(i) 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.
- (x) In exercising these rights employees identified in clause 11(i) 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.
- (xi) Employees identified in 11(i) 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 Human Resources. Permission will not be unreasonably withheld for relevant delegates in respect to (b) and (c).

Where an employee identified in 11(i) attends a conference with management during working hours at management's request he/she shall be paid.

- (xii) 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.

12. HOURS TO WORK

1. 35 Hour Week Employees

- (i) (a) Subject to sub-clause (2) of this clause, the ordinary hours of work shall be thirty five (35) hours per week to be worked seven (7) hours per day between the hours of 7.00 am and 5.30 pm, Monday to Friday inclusive. However, where there is mutual agreement between the employee and the immediate supervisor, the ordinary hours of work may be worked between the hours of 7.00 am and 7.00 pm.

Provided further that, where the Corporation agrees, an employee may elect to work his/her ordinary hours of work outside the normal span of hours without attracting shift penalty rates.

The Corporation may direct an employee to vary his or her starting and finishing times within the span of hours covered by this Agreement subject to the employee being given at least seven (7) days notice of the required change.

- (b) Lunch breaks for thirty-five (35) hour week employees shall be taken between the hours of 12 noon and 2.00 pm (at regular rostered periods approved by their section supervisor). Lunch breaks of thirty (30) minutes, forty-five (45) minutes or one (1) hour must be taken.

No employee shall be required to work longer than five (5) hours without a lunch break.

- (c) All employees will be allowed a break of ten (10) minutes for morning tea to be taken in or about their places of work.

All employees will be allowed afternoon tea without interruption to normal duty at their places of work where possible.

- (ii) (a) Provided that persons employed by HWC as at 1 June 2006, who are employed, as at that date, to work their ordinary hours of work over a nine day two-week period, may continue to work their ordinary hours as such, with the following qualifications:
- (1) Any person employed at Salary Point 1 to 27 or equivalent, working a nine (9) day two-week period as at 31 May 2009, will transfer to either a 19 day or 20 day four-week period as and from 1 June 2009.
 - (2) An employee who applied for, and obtains, either promotion or transfer to another position within the HWC, which position is graded at Salary Point 27 or below or equivalent, will revert to a 19 or 20 day four-week working period on such transfer or promotion.
 - (3) An employee who applies for, and obtains, promotion to a position which is graded at Salary Point 28 or above or its equivalent, will, at the time of such promotion, be employed in accordance with either sub-clause (1)(i) or (2) of this clause as the position requires.
 - (4) A person employed at Salary Point 28 or above, or its equivalent, will be employed in accordance with sub-clause (1)(i) of this clause from 1 June 2009.

(b) Persons engaged to work ordinary hours either on a 9 day two-week period, or a 19 day four-week period, will work their ordinary hours in accordance with the following provisions:

(1) The nineteen (19) day four-week period involves working an additional twenty five (25) minutes each day. This entitles an employee to one (1) day's rostered leave.

The nine (9) day two-week period involves working an additional fifty five (55) minutes each day. This entitles the employee to one (1) day's rostered leave.

(2) The working of these schemes is subject at all time to the following:

- that normal working function of the section is not adversely affected;
- that inconvenience is not experienced by the public;
- that the employee concerned does not have a poor record for absenteeism or punctuality.
- The Corporation shall not change an employee's choice of scheme of working hours once elected by an employee unless the employee so agrees, other than by agreement with the Union, or, failing agreement with the Union, subject to the approval of the Industrial Commission or the Conciliation Committee for the industry.

(3) Employees must apply for Rostered Leave in advance. Subject to work requirements, the appropriate Manager will give approval to the nominated rostered days off.

(4) Employees may only change the nominated rostered day off if their supervisor considers that it is warranted. Such approval shall not be unreasonably withheld.

(5) Employees may change to the twenty (20) day scheme at any time.

(6) Rostered day off entitlements will not be reduced when an employee is absent on authorised leave for portion of the period covered by his/her roster cycle. All other absences will lead to a reduction.

Rostered days off will not accrue for periods of leave without pay in excess of one (1) day.

Rostered days off will not accrue when an employee is absent on authorised leave (excluding Annual Leave) for the full period covered by his/her roster cycle.

(7) Employees who resign from the Corporation will be paid any roster day entitlement that has accumulated.

2. 38 Hour Week Employees

The ordinary hours of work for all full-time wages employees and the following classes of full-time salaried employees shall be thirty eight (38) hours per week worked in accordance with the following provisions for a four (4) week work cycle.

All designated field supervisors including:-

- Contract Co-ordinator Operations
- Field Supervisor (Civil) Operations
- Field Supervisor (EMM) Operations
- Telemetry Systems Officer Operations
- Field Auditor
- Fleet Services Co-ordinator Operations
- Inspector

- Foreman
- Working Overseers

Day Workers and Shift Workers

(ii) (a) Fixed and Regular Standard Roster Day Off

The ordinary working hours shall be worked as a nineteen (19) day four (4) week cycle of eight (8) hours each day with .4 of one hour of each day worked accruing as an entitlement to take the standard roster day off (as adopted by the Building Trades Group) in each cycle as a day off paid for as though worked.

The span of working hours for day workers shall be Monday to Friday inclusive between the hours of 7.00 am and 5.30 pm as directed by the Corporation.

(b) Fixed and Regular Alternate Roster Days Off

Provided that to accommodate the service to be provided to the community, employees will, where necessary, take an agreed alternate day off so that the service is available each day Monday to Friday inclusive (Public Holidays excepted) that would be provided on an ordinary working day.

(c) Employees Recalled to Work on a Scheduled Roster Day Off

An employee recalled to work on a roster day off without being notified prior to ceasing work on the last ordinary working day, shall be paid overtime rates for time worked as though the work had been performed on a Saturday. Payment for the roster day off is made separate and in addition to the payment made for overtime worked.

- (iii) Where the standard roster day off or agreed rostered day prescribed by sub-paragraph (a) (1) above falls on a Public Holiday, the next working day shall be taken in lieu of the rostered day off, provided that by agreement in special circumstances another day may be substituted in that or the next four (4) week cycle.
- (iv) Each day of paid leave taken and any Public Holiday occurring during any cycle of four (4) weeks shall be regarded as a day worked for accrual purposes. No other leave taken will be regarded as time worked for accrual purposes.
- (v) An employee who has not worked a complete nineteen (19) day four (4) week cycle shall receive pro rata accrued entitlements for each day worked or regarded as having been worked in such cycle, payable for the rostered day off or, in the case of termination of employment, on termination.
- (vi) Two (2) breaks per day will be allowed off for day workers other than shift workers. The first break of twenty (20) minutes duration to be counted as time worked to be commenced at or within three (3) hours of commencing work. The second break of thirty (30) minutes duration to be commenced at or within six (6) hours of commencing work. These breaks shall be in substitution of morning and afternoon tea and lunch breaks.
- (vii) No relief payment will be made to an employee whilst relieving a person who is absent on rostered leave.
- (viii) Provided, however, that notwithstanding anything mentioned elsewhere in this clause:-
 - (a) The starting and finishing times of employees wherever practicable shall be mutually agreed upon by the relevant Union and the Corporation.
 - (b) Where it is necessary, the starting and finishing times for day workers may be varied between 6.00 am and 7.00 pm in cases of exigency or in other situations following prior agreement between the field supervisor and employees on the job, without liability on the part of the Corporation to pay overtime.

The term "exigency" shall be taken to mean:-

- (1) where the work is dependent on the flow of tides;
- (2) where ordinary working hours cannot be worked owing to heavy traffic;
- (3) where the transport facilities are not convenient for working the ordinary hours.

3. All Employees

(i) Flexible Arrangements (Employee Requests)

In lieu of the employees scheduled roster day, the employee may take an alternate roster day off (subject at all times to section operational requirements) on any working day, within the same roster cycle. This alternate RDO must be mutually agreed between the employee and the supervisor on the job or by agreement the employee may have the roster days banked to be taken at some future time.

Generally employees are expected to take scheduled roster days when they are due and employees who do not avail themselves of scheduled roster days will not accrue in excess of five (5) days.

(ii) Flexible Arrangements (Management Requests)

Where work requirements do not allow the taking of a roster day as scheduled, the employee will have the option of taking an alternate day within the same roster period as agreed between the employee and his/her supervisor, (such agreement shall not unreasonably be withheld) or having the roster day banked to be taken at some future time.

Management will only request an employee to defer taking a RDO in special or emergency circumstances. Requests by Management for an employee to defer the taking of a scheduled roster day off must be in writing.

The Corporation will take all reasonable steps to ensure that the total roster days banked does not exceed five (5) days, however, where the bank of roster days unavoidably exceeds five (5) days, the employee will not have a limit placed on the number of days which can accrue as a result of such management requests.

Any roster days accumulated as a result of management requests will be taken within a time frame mutually agreed between the supervisor and the employee.

(iii) Sick when on RDO

An employee who is sick on a roster day off, to claim a substitute day off, shall where practicable notify their supervisor within four (4) hours of normal starting time on that day.

(iv) Make-up Time

Subject to Section/Business Unit convenience and approval by the relevant manager, an employee may take time off during ordinary hours and work these hours at a later time which fall during the spread of ordinary hours provided in the Award at the ordinary rate of pay

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. Rates of pay and allowances in 1 and 2 above are inclusive of a 4% increase from 1 June 2006, 4% from 1 June 2007 and 3% from 1 June 2008.
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 @ 1/6/06 4.00%	SALARY @ 1/6/07 4.00%	SALARY @ 1/6/08 3.00%	POSITIONS
1	24,547	25,529	26,295	Entry Level Clerical Officer <18 years of age
2	26,302	27,354	28,174	
3	28,054	29,176	30,051	
4	29,808	31,001	31,931	Trainee Finance Officer
				Trainee Employee Services Officer
				Trainee Audit Officer
				Entry Level Clerical Officer >18 years of age
5	31,562	32,824	33,809	Trainee Information Systems Level 1
				Cadet Engineer Level 1
6	33,315	34,648	35,687	
7	35,069	36,472	37,566	Records Clerk
8	36,822	38,295	39,444	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
				Customer Services Officer Level 1
				Contact Centre Officer Level 1
9	38,574	40,117	41,320	Switchboard Operator - Call Centre
				Revenue Recovery Officer
				Trainee Information Systems Level 2
				Cadet Engineer Level 2
10	40,329	41,942	43,201	Information Systems Support Officer
11	42,083	43,766	45,079	Entry Level Technical Officer
				Cadet Engineer Level 3
12	43,835	45,588	46,956	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
				Business Support Officer
				Customer Services Officer Level 2
				Contact Centre Officer Level 2

SALARY POINT	SALARY @ 1/6/06 4.00%	SALARY @ 1/6/07 4.00%	SALARY @ 1/6/08 3.00%	POSITIONS
13	45,588	47,412	48,834	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	47,344	49,238	50,715	Supply Officer Operations
				Trainee Information Systems Level 3
15	49,096	51,060	52,592	Control Centre Operator
				Operational Issues Officer
				Contracts & Strategic Operations Support Officer
				Senior Call Centre Officer
				Public Affairs Officer
				Technical Officer Strategic Operations Level 1
				Contact Centre Officer Level 3
				Case Investigation Officer Level 1
16	50,850	52,884	54,470	Secretary (Executive)
				Team Leader Support Group
				Asset Information Officer
17	52,603	54,707	56,349	Customer Centre Manager Level 1
				Major Account Co-ordinator
				Fixed Assets Accountant
				Field Auditor
				Contract Co-ordinator Operations
				Payment Assistant Scheme Co-ordinator
				Case Investigation Officer Level 2
18	54,359	56,533	58,229	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 & Data)
				Business Systems Analyst
				Management Support Officer
				Field Inspector (Contracts)

SALARY POINT	SALARY @ 1/6/06 4.00%	SALARY @ 1/6/07 4.00%	SALARY @ 1/6/08 3.00%	POSITIONS
19	56,110	58,354	60,105	Finance Accountant (Corporate Reporting)
				Budget Accountant
				Manager Business Administration Operations
				Operations Accountant
				Financial/Management Accountant Level 4
20	57,866	60,180	61,986	Team Leader Help Desk
				Supervisor Plan Services
				Maintenance Management Officer
				Technical Officer Planning
				Urban Development Engineering Officer
				Fleet Officer
				Environmental Officer
				Manager Business Administration Operations
				Trade Waste & Building Services Officer
				Contract Co-ordinator Mechanical Services
21	59,618	62,003	63,863	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
				Electrical Technician
				Environmental/Trade-Waste Co-ordinator
				Technical Officer Strategic Operations Level 3
				Snr Sewermain Investigation Officer Strategic Operations
22	61,371	63,826	65,741	Customer Centre Manager Level 2
				Personal Assistant to Managing Director
				Policy Development Officer – Community Relations
				Technical Officer Mechanical
				Purchasing Manager
				Financial Analyst, Systems Administrator Accounting Level 3
				Financial Analyst/Systems Accountant
				Corporate Planning Analyst Level 1
23	63,126	65,651	67,620	Systems Engineer/Team Leader Operations
				Manager Case Investigations
				OH&S Co-ordinating Officer
24	64,878	67,473	69,498	Telemetry Systems Officer Operations
				Occupational Health Nurse
25	66,632	69,297	71,376	Communication & Electronics Supervisor (EMM) Operations
				Field Supervisor (EMM) Operations
				Manager Administrative Support
				Contracts/Projects Officer Operations
				Contracts Officer
				Senior Audit Supervisor

SALARY POINT	SALARY @ 1/6/06 4.00%	SALARY @ 1/6/07 4.00%	SALARY @ 1/6/08 3.00%	POSITIONS
				Employment/Payroll Officer
				Senior Accountant – Level 2
				Corporate Planning Analyst Level 2
				Developer Services Process Co-ordinator Level 1
26	68,386	71,122	73,255	Development Servicing Plans Co-ordinator
				Developer Services Process Co-ordinator Level 2
27	70,139	72,944	75,133	Assistant Secretary
				Field Supervisor (Civil) Operations
				Property Manager
				Safety/Environmental/General Risk Manager
28	71,892	74,768	77,011	Insurance & Legal Co-ordinator
				Science & Water Quality Officer
				Manager Contact Centre Level 1
29	73,643	76,589	78,887	Information Systems Officer Operations - SNR
				Manager Contracts & Projects Operations
				Information Systems Officer Software Development - SNR
				Corporate Planning Analyst Level 3
30	75,398	78,414	80,766	Manager Contact Centre Level 2
31	77,152	80,238	82,646	Senior Project Manager
				Manager Maintenance Contracts/Minor Works
32	78,905	82,061	84,523	Manager Shared Services
33	80,658	83,885	86,401	Manager Communication & Government Support
				Business Development & Pricing Officer
34	82,413	85,709	88,281	Manager Compliance & Review
				Senior Accountant Corporate Reporting Level 1
				Senior Accountant Management Services Level 1
35	84,165	87,532	90,158	
36	85,919	89,355	92,036	
37	87,672	91,179	93,914	Manager Environmental Policy
				Team Leader Software Development
				Manager Customer Services
38	89,425	93,002	95,793	
39	91,179	94,826	97,671	
40	92,933	96,651	99,550	Technical Consultant Information Systems

SCHEDULE B1 - Part 2

Salary Structure B

Salary Rates @ 1 June 2007

Including 4.0% Increase

Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$	Year 11 \$	Year 12 \$	Year 13 \$	Year 14 \$	Year 15 \$
General Scale:															
Administrative Officer												44,650	46,379	48,580	50,209
Technical Support Officer - Senior Grade		45,125													
TO's, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor															
B Grade						59,947									
Special Grade	61,858														
A Grade	63,231	64,143													
Inspector - Plumbing						61,799									
Supervisor - Day Labour															
Foreperson															
Non Trade Maintenance	51,405	52,070	53,361												
Trade Group 1		54,345													
Inspector - Grade 2	61,064														
Supervisor or Specialist - Engineering Support															
Technical Officer, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor															
Level 1	65,249	66,468													
Level 2	69,121														
Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$	Year 11 \$	Year 12 \$	Year 13 \$	Year 14 \$	Year 15 \$

SCHEDULE B1 - Part 2

Salary Structure B

Salary Rates @ 1 June 2008

Including 3.0% Increase

Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$	Year 11 \$	Year 12 \$	Year 13 \$	Year 14 \$	Year 15 \$
General Scale:															
Administrative Officer												45,989	47,770	50,037	51,715
Technical Support Officer - Senior Grade		46,479													
TO's, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor															
B Grade						61,745									
Special Grade	63,714														
A Grade	65,128	66,068													
Inspector - Plumbing						63,653									
Supervisor - Day Labour															
Foreperson															
Non Trade Maintenance	52,947	53,632	54,962												
Trade Group 1		55,975													
Inspector - Grade 2	62,896														
Supervisor or Specialist - Engineering Support															
Technical Officer, Architectural, Survey and/or Engineering Drafter and Engineering Surveyor															
Level 1	67,206	68,462													
Level 2	71,194														
Description	Year 1 \$	Year 2 \$	Year 3 \$	Year 4 \$	Year 5 \$	Year 6 \$	Year 7 \$	Year 8 \$	Year 9 \$	Year 10 \$	Year 11 \$	Year 12 \$	Year 13 \$	Year 14 \$	Year 15 \$

SCHEDULE B2

Part 1 - Annualised Wage Rates

Wage Rates Effective from 1 June 2006
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	46,405	6,574	26,269	79,248	23.40	39.97
Operations Employee Level 4	44,524	6,574	18,174	69,272	22.45	34.93
Port Stephens	44,524	6,574	17,753	68,851	22.45	34.73
Operations Employee Level 3	42,773	6,668	18,550	67,991	21.57	34.29
Operations Employee Level 2	40,620	6,668	17,379	64,667	20.49	32.61
Operations Employee Level 1	39,225	6,668	17,773	63,666	19.78	32.10

(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	46,405	6,574	52,979	23.40	26.72
Operations Employee Level 4	44,524	6,574	51,098	22.45	25.77
Port Stephens	44,524	6,574	51,098	22.45	25.77
Operations Employee Level 3	42,773	6,668	49,441	21.57	24.94
Operations Employee Level 2	40,620	6,668	47,288	20.49	23.85
Operations Employee Level 1	39,225	6,668	45,893	19.78	23.15
Operations Employee Trainee - New	37,623	6,559	44,182	18.98	22.29

(iii) Wastewater Treatment Employees

	Base Annual Wage \$	Wastewater Treatment Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Wastewater Treatment Employee Level 2	44,524	6,574	51,098	22.45	25.77
Wastewater Treatment Employee Level 1	39,225	6,668	45,893	19.78	23.15
Wastewater Treatment Employee Trainee	37,623	6,559	44,182	18.98	22.29

(iv) Warehouse Employees

	Base Annual Wage \$	Operations Warehouse Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Warehouse Employee Level 2	43,517	4,178	47,695	21.94	24.06
Warehouse Employee Level 1	41,234	849	42,083	20.80	21.23

(v) Operations Support Officers

Grade 1	43,921
Grade 2	49,838

SCHEDULE B2

Part 1 - Annualised Wage Rates

Wage Rates Effective from 1 June 2007
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	48,261	6,837	27,320	82,418	24.34	41.57
Operations Employee Level 4	46,305	6,837	18,901	72,043	23.35	36.33
Port Stephens	46,305	6,837	18,463	71,605	23.35	36.12
Operations Employee Level 3	44,484	6,935	19,292	70,711	22.43	35.66
Operations Employee Level 2	42,245	6,935	18,074	67,254	21.31	33.91
Operations Employee Level 1	40,794	6,935	18,484	66,213	20.57	33.38

(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	48,261	6,837	55,098	24.34	27.79
Operations Employee Level 4	46,305	6,837	53,142	23.35	26.80
Port Stephens	46,305	6,837	53,142	23.35	26.80
Operations Employee Level 3	44,484	6,935	51,419	22.43	25.94
Operations Employee Level 2	42,245	6,935	49,180	21.31	24.80
Operations Employee Level 1	40,794	6,935	47,729	20.57	24.08
Operations Employee Trainee - New	39,128	6,821	45,949	19.74	23.18

(iii) Wastewater Treatment Employees

	Base Annual Wage \$	Wastewater Treatment Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Wastewater Treatment Employee Level 2	46,305	6,837	53,142	23.35	26.80
Wastewater Treatment Employee Level 1	40,794	6,935	47,729	20.57	24.08
Wastewater Treatment Employee Trainee	39,128	6,821	45,949	19.74	23.18

(iv) Warehouse Employees

	Base Annual Wage \$	Operations Warehouse Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Warehouse Employee Level 2	45,258	4,345	49,603	22.82	25.02
Warehouse Employee Level 1	42,883	883	43,766	21.63	22.08

(v) Operations Support Officers

Grade 1	45,678
Grade 2	51,832

SCHEDULE B2

Part 1 - Annualised Wage Rates

Wage Rates Effective from 1 June 2008
Including 3% 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	49,708	7,042	28,140	84,890	25.07	42.82
Operations Employee Level 4	47,694	7,042	19,468	74,204	24.05	37.42
Port Stephens	47,694	7,042	19,017	73,753	24.05	37.20
Operations Employee Level 3	45,819	7,143	19,871	72,833	23.10	36.73
Operations Employee Level 2	43,512	7,143	18,616	69,271	21.95	34.93
Operations Employee Level 1	42,018	7,143	19,039	68,200	21.19	34.38

(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	49,708	7,042	56,750	25.07	28.62
Operations Employee Level 4	47,694	7,042	54,736	24.05	27.60
Port Stephens	47,694	7,042	54,736	24.05	27.60
Operations Employee Level 3	45,819	7,143	52,962	23.10	26.72
Operations Employee Level 2	43,512	7,143	50,655	21.95	25.54
Operations Employee Level 1	42,018	7,143	49,161	21.19	24.80
Operations Employee Trainee - New	40,302	7,026	47,328	20.33	23.88

(iii) Wastewater Treatment Employees

	Base Annual Wage \$	Wastewater Treatment Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Wastewater Treatment Employee Level 2	47,694	7,042	54,736	24.05	27.60
Wastewater Treatment Employee Level 1	42,018	7,143	49,161	21.19	24.80
Wastewater Treatment Employee Trainee	40,302	7,026	47,328	20.33	23.18

(iv) Warehouse Employees

	Base Annual Wage \$	Operations Warehouse Allowance \$	Total Annualised Wage \$	Base Hourly Rate \$	Annualised Hourly Rate \$
Warehouse Employee Level 2	46,616	4,475	51,091	23.50	25.77
Warehouse Employee Level 1	44,169	909	45,079	22.28	22.74

(v) Operations Support Officers

Grade 1	47,048
Grade 2	53,387

SCHEDULE B2

Part 2 – WEEKLY WAGE RATES

a) Classification	Wage @ 1/6/06 4.0%	Wage @ 1/6/07 4.0%	Wage @ 1/6/08 3.0%
Wastewater Treatment			
Trainee	688.62	716.16	737.64
Grade 1/1	709.23	737.60	759.73
Grade 1/2	720.88	749.71	772.20
Grade 2/1	732.65	761.95	784.81
Grade 2/2	745.71	775.54	798.81
Ganger 1	758.89	789.24	812.92
Ganger 2	787.36	818.86	843.42
Ganger 3	837.01	870.49	896.61
Mobile Equipment			
<i>Plant Operators</i>			
Group A1	697.16	725.05	746.80
Group A2	706.14	734.38	756.42
Group B1	714.57	743.16	765.45
Group B2	723.39	752.33	774.90
Group C1	732.23	761.52	784.37
Group C2	741.07	770.72	793.84
Group D	790.60	822.22	846.89
Dual Qualified Operator	767.17	797.83	821.79
<i>Motor Lorry Drivers</i>			
Up to 2 Tonnes	689.02	716.58	738.08
2 to 5 Tonnes	695.50	723.32	745.02
5 to 7 Tonnes	699.55	727.53	749.35
7 to 10 Tonnes	707.69	736.00	758.08
10 to 12 Tonnes	716.93	745.61	767.98
Stores			
<i>General Stores & Clerical Employee</i>			
Trainee	688.60	716.15	737.63
Grade 1	725.78	754.82	777.46
Grade 2	731.11	760.35	783.16
Trades Assistants			
Trainee	681.73	709.00	730.27
ME 1	715.68	744.30	766.63
ME 2	749.89	779.89	803.28
Other than Elec/Mech Trades	681.73	709.00	730.27
Trades Groups			
<i>Mechanical Trades</i>			
MT 1	816.40	849.06	874.53
MT 2	857.22	891.51	918.25
MT 3	898.05	933.97	961.99

	Wage @ 1/6/06 4.0%	Wage @ 1/6/07 4.0%	Wage @ 1/6/08 3.0%
<i>Building Trades</i>			
Bridge Carpenter	816.40	849.06	874.53
Carpenter	816.40	849.06	874.53
Painter	816.40	849.06	874.53
Plasterer	816.40	849.06	874.53
<i>Electrical Trades</i>			
Grade 1	816.40	849.06	874.53
Grade 2	857.22	891.51	918.25
Grade 3	898.05	933.97	961.99
Grade 4	938.87	976.43	1005.72
Grade 5	979.68	1018.87	1049.43
Miscellaneous (weekly rates)			
Cleaner	677.25	704.34	725.47
Cleaner Head Office	715.12	743.73	766.04
Clerical/Operations	773.61	804.56	828.70
Construction Worker Group 1	678.09	705.21	726.37
Construction Worker Group 2	687.07	714.55	735.98
Construction Worker Group 3	692.67	720.38	741.99
Field Services Operator	707.15	735.43	757.50
Ganger Contracts	875.60	910.62	937.94
Ganger Stormwater Channels	796.20	828.05	852.89
Garage Attendant	691.85	719.52	741.11
Labourer General	674.15	701.11	722.15
Linesperson Electrical	729.29	758.46	781.22
Linesperson Electrical Special Rate	752.86	782.97	806.46
Maintenance Employee Grade 3	740.93	770.56	793.68
Maintenance Employee Stormwater Drainage	688.62	716.16	737.64
Meter Mechanic	714.98	743.58	765.89
Meter Mechanic Special Rate	816.26	848.92	874.38
Motor Bus Driver	714.42	742.99	765.28
Oiler Greaser	685.26	712.67	734.05
Supervisor Welder	748.23	778.16	801.50
Survey Field Hand	692.14	719.83	741.42
Welder - Pipeline	726.21	755.26	777.92

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 \$25.80 per week or \$5.16 per day in addition to the ordinary rate of pay effective from 1 June 2006. This allowance is in consideration of working in the open and thereby being subject to climatic conditions, i.e. 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 4% on 1 June 2007 to \$26.80 and 3% on 1 June 2008 to \$27.60.

(c) Tool Allowance

A tool allowance of \$26.90 per week shall be paid to all tradesperson and apprentices effective from 1 June 2006. 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 4% on 1 June 2007 to \$28.00 and by 3% on 1 June 2008 to \$28.80.

(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 \$28.75 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 \$47.30 pw whilst so engaged effective from 1 June 2006. This allowance will be increased by 4% on 1 June 2007 to \$49.20 and by 3% on 1 June 2008 to \$50.70.

(f) Leading Hand Allowance

	Effective 1 June 2006 4%	Effective 1 June 2007 4%	Effective 1 June 2008 3%
(1) Non-trade, 2 to 5 employees	\$4.61 per day	\$4.79 per day	\$4.93 per day
(2) Trade, 2 to 5 employees	\$7.65 per day	\$7.96 per day	\$8.20 per day

(g) Gangers Major Plant Allowance

Where gangs include one or more major plant items as defined, a Ganger shall be paid \$3.63 for each day or part thereof effective from 1 June 2006. This allowance will be increased by 4% on 1 June 2007 to \$3.78 and 3% on 1 June 2008 to \$3.89.

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.

	Indicator	1/06/06 \$ 4%	1/06/07 \$ 4%	1/06/08 \$ 3%
Award Clause				
Clause G11 - Special Rates				
(i) Diving Allowances depth allowances per 0.3 metres		1.36	1.42	1.46
(iii) Sauna Bathing Allowance over 3 days pw	W	7.66	7.97	8.21
less than 3 days pw	W	3.84	3.99	4.11
(iv) Hot places				
(a)	H	0.57	0.59	0.61
(b)	H	0.67	0.69	0.71
Clause S5 - Special Rates				
(i) First Aid Allowance	D	2.45	2.55	2.63
(ii) Floor Warden Allowance				
(a) BECO	W	16.55	17.21	17.72
(b) District Office	W	10.59	11.01	11.34
(c) Floor Wardens	W	6.60	6.87	7.07
(iv) Overseers Allowance	D	8.80	9.15	9.42
Clause W4 - Special Rates				
(I) Wet Work				
(a) 1st hour	D	2.49	2.59	2.66
subsequent hours	H	0.60	0.63	0.65
(b) EWW	D	1.85	1.93	1.98

	(c) EDW	D	6.87	7.15	7.36
(ii)	Dirty Work				
	(a)	D	1.85	1.93	1.98
	(b) EDW - sewage	D	6.87	7.15	7.36
	(c) Machine	D	2.10	2.18	2.25
	(d) EDW - sewage	D	6.87	7.15	7.36
		Indicator	1/06/06	1/06/07	1/06/08
			\$	\$	\$
			4%	4%	3%
(iii)	Handling Chemicals				
	(a) up to 4 hours	H	0.55	0.57	0.59
	over 4 hours	D	3.57	3.71	3.82
	(b)	D	2.40	2.50	2.57
	(c)	H	0.60	0.63	0.65
	(d)	H	1.14	1.19	1.23
(iv)	Height Allowance	D	4.00	4.16	4.29
(v)	Confined Space	H	0.70	0.72	0.75
(vi)	Towing Allowance				
	(a)	D	4.26	4.43	4.57
(vii)	First Aid Allowance	D	1.16	1.21	1.25
(viii)	Applying obnoxious substances				
	(a)	H	0.70	0.72	0.75
(ix)	Scaffolding and Rigging Allowance	W	5.14	5.34	5.50
(x)	Wastewater Treatment Works Allowance	H	0.33	0.35	0.36
(xi)	Fire Fighting Allowance	H	0.50	0.52	0.53
(xii)	Special Disability Allowance	D	7.66	7.97	8.21
		H	0.98	1.02	1.05
(xiv)	Wastewater Operations Hourly Allowance	D	5.50	5.72	5.89
Clause W5 - District Allowances					
	District Allowances Wastewater (DAW)	H	3.08	3.20	3.30
	District Allowances Other Duties (DAO)	H	2.00	2.08	2.14
	District Allowances Leave (DAL)	H	2.52	2.62	2.70

Clause W6 - Follow-the-Job/Depot Allowance				
(i)	Follow the Job			
	(a)	D	19.24	20.01
	(d) additional	D	9.62	10.00
(ii)	Depot Allowance	D	8.82	9.17
				9.45