

SECTION 3 - WAGES MAINTENANCE GRADES

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94 APPLICATION OF SECTION 3

This Section 3 applies to Employees listed in Clause 95.

95 DEFINITIONS

- 95.1 **Wages Maintenance Employees (Metal)** shall mean those Employees previously provided for within the Railways Metal Trades Grades Award, 2002 - Part III.
- 95.2 **Wages Maintenance Employees (Electrical)** shall mean those Employees previously provided for within the Railways Metal Trades Grades Award 2002 - Part IV.
- 95.3 **Wages Maintenance Employees (Coachmaking)** shall mean those Employees previously provided for with the Railways Metal Trades Grades Award 2002 - Part V.
- 95.4 **Wages Maintenance Employees (Miscellaneous)** shall mean those Employees previously provided for within the Railways Miscellaneous Grades Award 1960 - Part III.

96 ORDINARY HOURS OF WORK

- 96.1 Except where agreement is reached in accordance with Sub-clause 96.2, the ordinary hours of labour for Wages Maintenance Employees (Miscellaneous), Wages Maintenance Employees (Metal) and Wages Maintenance Employees (Coachmaking) shall be 76 per fortnight. The time worked on any one day Monday to Friday inclusive shall not exceed 8 hours to be worked between the hours of 0600 and 1800. Ordinary hours may be worked up to midday Saturday but cannot exceed 4 hours 15 minutes.
- 96.2 The ordinary hours and times mentioned in this clause may be altered by mutual consent so long as the ordinary hours of labour for the fortnight do not exceed 76 or 152 hours in a 4 week work cycle.
- 96.3 Ordinary hours may be worked in Shifts of up to 12 hours, without attracting overtime penalties, provided that when it is proposed to alter the current length of Shift or remove overtime penalties it shall be subject to the agreement of the Employer and Employee(s) or the Employee's representative within the area concerned, subject to the following criteria:
- (a) occupational health and safety issues (including the ACTU Code of Conduct on 12 hour shifts);
 - (b) monitoring of health subsequent to implementation;
 - (c) suitable rostering arrangements being made; and
 - (d) proper supervision being provided.

97 INTERVALS BETWEEN SHIFTS

- 97.1 The minimum interval between ordinary Shifts shall be 10 hours off duty, except:
- (a) when changing Shifts, in which case a minimum of 8 hours shall apply.
 - (b) when returning to home station, in which case the provisions of Clause 106 (Travelling Time) shall apply.
- 97.2 Employees required to commence work on a new Shift within 10 hours of completing a Shift, but after 8 hours off duty, shall be paid time and a quarter for such Shift. This sub-clause shall not apply to Employees working in accordance with Sub-clause 97.1.
- 97.3 Employees required to commence work on a new Shift with fewer than 8 hours off duty shall be paid at overtime rates for such Shift.
- 97.4 The penalties provided for in Sub-clauses 97.2 and 97.3 shall not apply where arrangements are altered to meet an Employee's convenience in changing or exchanging Shifts.
- 97.5 This clause does not apply where working overtime results in an Employee commencing a new Shift with less than 8 hours off duty as this working is covered within the overtime provisions in Clause 102.

98 MEAL BREAKS

- 98.1 Employees shall be entitled to unpaid meal breaks of not less than 30 minutes and not more than 60 minutes. However, where operational requirements so determine the meal break may be substituted with paid crib breaks.
- 98.2 Employees who are required to work in excess of one and a half hours overtime immediately after ordinary working hours shall be permitted a crib break of 20 minutes, prior to the commencement of such overtime without deduction of pay.
- 98.3 If after having worked overtime for 4 hours, from the conclusion of the previous crib break and required to continue working, a further crib break of 20 minutes shall be allowed without deduction of pay.

99 SUNDAY TIME

Time worked on a Sunday will not be taken into consideration for the calculation of overtime penalty.

100 SHIFT WORK**100.1 Workshops**

- (a) For Employees employed in workshops, Wages Maintenance Employees (Metal) and Wages Maintenance Employees (Miscellaneous) irrespective of work location:

“Night Shift” means a Shift where half or more than half of the ordinary Shift is worked between 1800 and 0600.

- (b) All ordinary hours worked on a Night Shift, other than on a public holiday:
 - (i) Shall be paid at time and a quarter.
 - (ii) If less than 5 consecutive night Shifts are worked, Employees shall be paid at time and a half, unless:
 - (A) they lose time of their own account;
 - (B) a full weeks work is completed in 4 Shifts;
 - (C) they are booked off because of having worked overtime;
 - (D) a public holiday occurs.
- (c) Overtime worked after the completion of a Night Shift shall be paid for at double-time.
- (d) Where a Night Shift occurs on a public holiday both Night Shift and public holiday rates are to be paid.

100.2 **Equipment Examiners**

All ordinary hours worked between 1800 and 0600 on days other than Saturday or Sunday shall be paid at time and a quarter.

100.3 **Wages Maintenance Employees (Electrical), Wages Maintenance Employees (Miscellaneous) and Wages Maintenance Employees (Coachmaking)**

- (a) “Afternoon Shift” means a Shift in which ordinary time finishes at or between 1801 and 2400.
- (b) “Night Shift” means a Shift in which ordinary time finishes at or between 2400 and 0800.
- (c) Where Afternoon and Night Shifts are worked regularly, ordinary hours shall be paid at 15% extra for each shift worked.
- (d) Subject to Sub-clause 100.3(c), where Afternoon or Night Shifts are irregular:
 - (i) If the Shifts are worked on 5 or less consecutive days ordinary hours shall be paid at the rate of time and a half for the first 4 hours and double time thereafter.
 - (ii) On the 6th and subsequent consecutive days 15% more than ordinary rates shall be paid.

100.4 **Other Employees**

- (a) For Employees not covered by Sub-clause 100.1, 100.2 or 100.3:
 - (i) “Afternoon Shift” means a Shift on which ordinary time commences before and concludes after 1800.

- (ii) "Night Shift" means a Shift on which ordinary time commences at or between 1800 and 0359.
 - (iii) "Early Morning Shift" means a Shift on which ordinary time commences at or between 0400 and 0530.
- (b) For all hours paid at ordinary time rates on days other than a Saturday, Sunday or Public Holiday Employees shall be paid the allowance:
- (i) set out at item 2 of Schedule 3B for an Afternoon Shift;
 - (ii) set out at item 3 of Schedule 3B for a Night Shift;
 - (iii) set out at item 4 of Schedule 3B for an Early Morning Shift.

In calculating these allowances, parts of an hour of less than 30 minutes shall be disregarded and a period of 30 minutes to 59 minutes shall be paid for as an hour.

- (c) Employees who sign on or off at or between 0101 and 0359 on Monday to Friday shall be paid a loading for that Shift as out set out at item 5 of Schedule 3B, provided that the loading is not payable on a Public Holiday or overtime Shift.

101 WORKING ON BOOK OFF DAY

- 101.1 Employees required to work on a book off day, other than a Saturday or Sunday, shall, unless they are given 24 hours notice, be paid for time worked at the rate of time and one half, where another day off in lieu is granted. Working a book off day shall stand alone and not be included for the calculation of any other payment under any other clause of Section 3.
- 101.2 A book off day shall be of at least 24 hours duration, with every effort being made to permit a period of 32 hours between the time the Employee signed off and when the Employee next signs on for ordinary hours of duty.

102 OVERTIME

- 102.1 All time worked in excess of the hours prescribed within Clause 96 (Ordinary Hours of Work) shall be overtime.
- 102.2 Employees may be required to work reasonable overtime subject to the conditions set out in this clause and Employees shall work overtime in accordance with such requirement.
- 102.3 Overtime shall be paid at the rate of time and one half for the first 3 hours and double-time thereafter, in each period of 24 hours calculated from the commencement of work on any day.
- 102.4 Overtime worked at the conclusion of an extended Shift (as provided for within Clause 96.3):
- (a) if commenced prior to the expiration of 11 ordinary hours of work shall be paid for at time and one half;

- (b) if commenced after 11 or more ordinary hours of work shall be paid for at double-time.
- 102.5 If as a result of working overtime an Employee does not have a continuous break of 8 consecutive hours between finishing the Shift and commencing the next ordinary Shift, a rest period of 8 continuous hours shall be granted without reduction of pay for ordinary hours occurring during such period. Where such a break is not granted, a penalty payment of double-time shall apply to ordinary hours worked during such period.
- 102.6 Employees who work more than 8 hours overtime finishing immediately prior to or within 4 hours of their ordinary starting time on a Monday:
- (a) shall be granted either 4 hours resting time upon completion of the overtime work and paid for so much of such 4 hours as overlaps with the ordinary commencing time of the Monday Shift: or
 - (b) shall be paid at the rate of time and a half for time worked during the ordinary hours of the Monday Shift and ordinary time for any rest break given during the ordinary hours of that Shift until they have had 4 consecutive hours rest.
- 102.7 Any travelling or waiting time to be paid for shall be at ordinary rates but shall constitute part of the 8 hour break or the 9 hour break as the case may be.
- 102.8 Time worked and paid for under Clause 103 (Call Outs), which is not of 3 hours duration or more is not treated as overtime for the purposes of Sub-clause 102.5.
- 102.9 Employees, on day work, who are required to work during their meal break shall be paid overtime for the period of the meal interval actually worked and are to be paid at the rate of time and one half until they are allowed the usual meal intervals or allowed 20 minutes crib break.
- 102.10 All overtime worked on a Sunday shall be payable at the rate of double-time.

103 CALL OUTS

- 103.1 Employees called out for emergency work after working hours shall be paid for not less than 4 hours at the appropriate penalty rate.
- 103.2 Employees called out to commence duty less than 3 hours before the usual starting time and who present themselves as called for duty shall be paid at the rate of time and a half on week-days and double-time on Sunday from the time they commenced the call out Shift until the time they would ordinarily commence duty.
- 103.3 Employees called out for duty which is to commence 3 hours or more before their ordinary starting time shall be treated as if they had been called out after working hours.
- 103.4 Payments made under this clause shall not be subject to any extra payment whatsoever under any other clause.

104 ON CALL ALLOWANCE**104.1 Definition:**

“On Call” means an Employee who has been directed by the Employer to be available outside their normal working hours for recall to duty. The Employee must be contactable and available for duty as required.

104.2 An Employee On Call shall be paid an allowance as out set out at item 6 of Schedule 3B for a day, as out set out at item 7 of Schedule 3B a night, or a total as out set out at item 8 of Schedule 3B for a day and a night, except when:

- (a) called out for duty and paid under Clause 103 (Call Outs);
- (b) required to work planned overtime which attracts the equivalent or greater payment; or
- (c) permission is granted to leave the relevant district or section.

105 EXCESS TRAVELLING TIME

105.1 Employees, who are required to undertake duty temporarily at a location to and from which they can travel daily, shall be paid the time spent travelling to and from their residence less the travelling time that would have been incurred to enable the same Shift to be undertaken at the home station.

105.2 Travel time is paid at ordinary time, except on Sundays when the rate will be time and one half.

105.3 Asset Maintenance Employees may be deployed as required by the Employer within their district without additional payment or allowances.

106 TRAVELLING TIME

106.1 All time spent by Employees travelling on duty, shall be paid for on the basis of actual time spent travelling, inclusive of up to a maximum of 2 hours for any intermediate waiting time, subject to a maximum payment for 12 hours in each 24 hour period. Where a berth is provided the maximum payment shall be for 8 hours. Provided that payment for any journey which exceeds 12 hours shall not be less than the working time lost on the day through travelling plus payment for travelling time up to 8 hours. The 24 hours shall count from time travel first commenced on a particular day.

106.2 Employees who are required to travel for an extensive period (12 hours or more) without being provided with a sleeping berth and who arrive at the destination within 4 hours of the commencing time of the rostered Shift shall, where the nature of the work permits, be allowed up to 8 hours rest. Any part of the 8 hours which extends into the working Shift shall be paid for at single rate subject to a maximum payment of 4 hours.

106.3 Employees shall not be entitled to payment for any travelling or resting time when they are:

- (a) transferred from their home station at their request, except in the case of promotion;
- (b) transferred due to strike conditions.

106.4 Travel time is paid at ordinary time, except on Sundays when the rate shall be at time and one half.

107 TRAVELLING AND INCIDENTAL EXPENSES

107.1 Employees, unless otherwise provided for in this clause, who are required to undertake work temporarily at a location away from their home station and/or residence, which does not permit them to return to their home station and/or residence daily, shall be paid expenses at the following rates as out set out at item 9 of Schedule 3B per day.

Where incomplete days are involved, reimbursement shall be calculated on a service entitlement basis as out set out at item 10 of Schedule 3B for:

Breakfast;

Lunch;

Dinner;

Bed.

107.2 Employees working to a non-shiftwork roster shall receive the expenses in Clause 107.1 for the first 4 weeks whilst at the same place, or for the first 5 weeks if working to a shiftwork roster at the same place. Thereafter the following rates shall as out set out at item 12 of Schedule 3B per day.

Where incomplete days are involved, reimbursement shall be calculated on a 'service entitlement' basis as out set out at item 13 of Schedule 3B for:

Breakfast;

Lunch;

Dinner;

Bed.

107.3 A service entitlement will be calculated as follows:

Breakfast Depart home station before 0700 or return thereto after 0800.

Lunch Depart home station before 1300 or return thereto after 1400.

Dinner Depart home station before 1830 or return thereto after 1830.

Bed Depart home station before 0100 or return thereto after 0100.

107.4 Employees, who are:

(a) relieving for holidays for periods of not less than 2 weeks; or

(b) who are transferred temporarily from their home station to another place,

and where the transfer or holiday relief necessitates their living temporarily away from their regular place of residence, will be paid an allowance as out set out at item 14 of Schedule 3B per week of 7 days. Existing practices in the making of temporary transfers shall not be altered merely in consequence of this provision.

107.5 Notwithstanding anything contained in this clause, any Employee who reasonably and necessarily incurs incidental expenses in excess of the amounts prescribed in this clause shall be granted, upon application, such additional amount as the Employer approves.

107.6 Where it is necessary for an Employee who travels daily when engaged on work away from their home station to have more than one meal per ordinary Shift away from the home station the Employee shall be paid as out set out at item 11 of Schedule 3B for each meal in excess of one.

107.7 Employees who ordinarily return home during their Shift for a meal when working at their home station and who are notified after attending for duty at their home station that they are required to work at a place which will not permit them to have their meal at their home, as had been arranged by them prior to attending for duty, shall be granted a meal allowance as out set out at item 11 of Schedule 3B.

107.8 Employees, who are required to work overtime for more than 2 hours immediately after their ordinary finishing time, without having been notified 24 hours before of requirement to work, will either be supplied with a meal by the Employer, or be paid as out set out at item 11 of Schedule 3B for the first and for each subsequent meal occurring every 4 hours thereafter. If not required to work overtime, after having been so notified, payment will still be made for the meals.

108 PENALTY RATES NOT CUMULATIVE

Wherever time worked is required to be paid for at more than ordinary rates, such time shall not be subject to more than one penalty but shall be subject to the penalty which is to the Employee's greatest advantage.

109 RIGHT TO DEDUCT PAY

109.1 The Employer may stand down Employees for any time during which they cannot be usefully employed in their classification or grade of work in which they are usually employed, because of industrial action by any persons whatsoever or any other cause whatsoever for which the Employer cannot justly be held responsible, subject to the provisions of this clause.

109.2 The Employer shall issue Employees with written notification of the stand down.

- 109.3 Employees who are stood down shall be treated for all purposes (other than payment) as having continuity of service and employment.
- 109.4 Employees who are stood down may at any time while they are stood down, terminate their employment without notice and shall be entitled to receive as soon as practicable, all payments to which they are entitled.
- 109.5 Employees who terminate their employment while they are stood down shall for all purposes (other than payment in lieu of notice) be treated as if their employment had been terminated by the Employer.
- 109.6 Employees who are stood down are permitted to accept alternative employment. In such cases it shall be a reasonable excuse for not reporting for duty to the Employer that the Employee is working out a period of notice which they are required to give to the alternative Employer, provided that it does not exceed one week.
- 109.7 Employees shall, if required by the Employer, furnish a statutory declaration setting out details of any other employment during this period.
- 109.8 Employees whom the Employer proposes to stand down shall be entitled to elect to take annual leave and accrued days to which they are entitled or which is accruing to them.
- 109.9 The Employer shall not be entitled to deduct payment for any proclaimed public holiday which occurs during the period in which Employees are stood down and for which payment would be due in ordinary course, except where Employees have become entitled to payment for the holiday whilst otherwise employed. The Employer may require details of payment received where application for payment of such is requested.

110 ALLOWANCES

110.1 The following allowances in this clause are not cumulative. Unless otherwise stated allowances shall be paid subject to the following conditions:

- (a) only one allowance shall be paid at any one time for the same work; and
- (b) if two allowances are applicable to any work then the higher amount shall be paid,

provided that this sub-clause shall not apply to height money, wet work or confined space, the rates for which are cumulative.

110.2 Height Money

Employees, excepting scaffolders, block and tackle hands, riggers and or splicers, when working 15 metres or more above the nearest horizontal plane, shall be paid as out set out at item 15 of Schedule 3B per hour whilst so engaged subject to a minimum as out set out at item 15A of Schedule 3B per Shift.

110.3 Respirator Allowance

- (a) Employees working in an environment which requires the mandatory wearing of full protective equipment which includes hood and air line respirator, shall be paid an

allowance as out set out at item 16 of Schedule 3B per hour whilst required to wear such protective equipment.

- (b) Employees who, because of the nature of the work, are required to wear respirators for four hours or more in a Shift shall be paid as out set out at item 17 of Schedule 3B extra per Shift.

110.4 Tunnel Money

- (a) Employees when working in the Eveleigh Dive or in tunnels over 400 metres in length shall be paid an allowance as out set out at item 18 of Schedule 3B per hour.
- (b) Where the time in a tunnel is 30 minutes or more, a minimum of one hour shall be paid at the additional rate, but where the time in a tunnel is less than 30 minutes no additional rate shall be payable under this sub-clause.

110.5 Wet Work

- (a) Employees, other than those whose ordinary work is at times associated with water, working in any place where their clothing or boots become saturated shall be paid as out set out at item 19 of Schedule 3B per hour extra while required to work in such clothing or boots.
- (b) This allowance shall not be payable where suitable protective clothing and/or footwear is provided by the Employer.

110.6 Other Allowances

- (a) Suburban Electric Services Tradespersons (including Leading Hands) and their assistants employed on maintenance work in Suburban Electric Services Depots shall be paid an allowance as out set out at item 20 of Schedule 3B per week for all the disabilities associated with their work.
- (b) Employees designated as mechanical or electrical equipment examiners shall be paid an allowance as out set out at item 21 of Schedule 3B per week.

110.7 Confined Space

- (a) An allowance as out set out at item 22 of Schedule 3B per hour shall be paid to:
 - (i) Employees in workshops;
 - (ii) boilermakers generally;
 - (iii) welders when working in a confined space; and
 - (iv) mechanics assistants, brush hands and labourers when working in a confined space on a job in a recognised workshop.
- (b) This allowance shall be paid in accordance with present practices, and in cases not covered by a present practice, as the Employer may determine.

110.8 Dirty Work

Employees engaged on work in quarries or in nominated sidings associated with coal or cement traffic will be paid an allowance as set out at item 23 of Schedule 3B.

111 HIGHER GRADE

- 111.1 Employees engaged for 2 hours or more on one Shift on duties carrying a higher rate than their ordinary classification shall, if the minimum rate for such classification is higher than their ordinary rate, be paid the higher minimum rate for the whole Shift. If so engaged for less than 2 hours on one Shift, Employees shall be paid the higher minimum rate for the time worked, provided that any time occupied on meal relief in either a wages or salaried position shall not be regarded as acting in a higher grade.
- 111.2 When Employees act in a higher grade for which wage rates are provided according to years of service, they shall, from the date they accumulated 12 months service on such acting work, made up of periods of not less than 4 hours continuous acting service, but not earlier than 12 months from the date of acting rate was first paid, be paid the wage rate prescribed for the 2nd year and, after having accumulated 2 years acting service under similar conditions, the 3rd year's rate where it is provided and so on.
- 111.3 Employees ordered to act in or to relieve in a lower grade shall not have their rate of pay reduced whilst so employed, except in cases of punishment or of general retrenchment, or where by reason of circumstances beyond the control of the Employer, work in their own or a higher grade is not available.
- 111.4 When an Employee acts in a higher or lower grade all employment conditions (other than pay) applicable to that grade will apply to the Employee.

112 RATES OF PAY, ALLOWANCES AND EXPENSES

- 112.1 Rates of pay are set out in Schedule 3A.
- 112.2 Allowances and expenses are contained in Schedule 3A.

SCHEDULE 3A - CLASSIFICATIONS AND RATES OF PAY

CLASSIFICATIONS - SECTION 3 WAGES MAINTENANCE		RATE OF PAY EXCLUSIVE OF INDUSTRY ALLOWANCE		
		April 07	April 08	April 09
Rolling Stock	Boilermaker Welder Special Experienced	\$771.95	\$802.85	\$834.95
	Boilermaker Experienced	\$810.95	\$843.40	\$877.15
	Crane Driver O/5tonnes PFM	\$674.20	\$701.15	\$729.20
	Car & Wagon Examiner Thereafter	\$760.30	\$790.70	\$822.35
	Car & Wagon Fitter	\$774.75	\$805.75	\$838.00
	Car & Wagon Operator	\$798.40	\$830.35	\$863.55
	Electrical Fitter Experienced	\$801.95	\$834.05	\$867.40
	Electrical Mechanic Experienced	\$780.45	\$811.65	\$844.10
	Engineering Operator 2	\$646.20	\$672.05	\$698.95
	Engineering Operator 3	\$698.70	\$726.65	\$755.70
	Engineering Operator 4	\$736.70	\$766.15	\$796.80
	Engineering Operator 5/1	\$755.80	\$786.05	\$817.50
	Engineering Operator 5/2	\$777.35	\$808.45	\$840.80
	Engineering Operator 5/3	\$799.25	\$831.20	\$864.45
	Engineering Operator 6	\$834.75	\$868.15	\$902.90
	Engineering Operator 7	\$851.30	\$885.35	\$920.75
	Engineering Operator 8	\$910.85	\$947.30	\$985.20
	Engineering Operator 8 (li)	\$954.90	\$993.10	\$1,032.80
	Engineering Operator 9	\$986.80	\$1026.25	\$1067.30
	Examiner XPT	\$798.40	\$830.35	\$863.55
	Machinist 2nd Class	\$668.05	\$694.75	\$722.55
	Machinist A Grade	\$831.55	\$864.80	\$899.40
	Moulder's Assistant Foundry	\$632.20	\$657.50	\$683.80
	Messenger PFM	\$632.70	\$658.00	\$684.30
	Plumber Broadmeadow EO8	\$880.35	\$915.55	\$952.15
	Plumber XPT EO8	\$880.35	\$915.55	\$952.15
	Plate & Machine Moulder	\$676.85	\$703.90	\$732.05
	Storeman Class 1	\$684.30	\$711.65	\$740.10

CLASSIFICATIONS - SECTION 3 WAGES MAINTENANCE		RATE OF PAY EXCLUSIVE OF INDUSTRY ALLOWANCE		
		April 07	April 08	April 09
	Storeperson XPT	\$722.25	\$751.15	\$781.20
	Sewing Machinist	\$651.80	\$677.85	\$704.95
	Truck Driver FMC	\$798.40	\$830.35	\$863.55
	Truck Driver XPT	\$798.40	\$830.35	\$863.55
Presentation Services	Cleaning Team Leader	\$722.25	\$751.15	\$781.20
	Car Cleaner	\$632.70	\$658.00	\$684.30
	Car Cleaner Class 2	\$648.00	\$673.90	\$700.85
	Car Cleaner Supervisor 1st Year	\$908.55	\$944.90	\$982.70
	Casual Car Cleaner	\$752.45	\$782.55	\$813.85
	Casual Customer Attendant	\$818.85	\$851.60	\$885.65
	Cleaning Team Supervisor PFM	\$839.35	\$872.90	\$907.80
	Head Car Cleaner Special 1 st Year	\$691.20	\$718.85	\$747.60
	Head Car Cleaner Special 2 nd Year	\$700.75	\$728.80	\$757.95
	Head Car Cleaner Special Thereafter	\$761.95	\$792.45	\$824.15
	Head Presentation Attendant XPT	\$722.25	\$751.15	\$781.20
	Presentation Attendant XPT	\$648.00	\$673.90	\$700.85
	Head Cleaner Over 30	\$651.80	\$677.85	\$704.95
	Head Cleaner Under 30	\$637.90	\$663.40	\$689.95
	Leading Car Cleaner	\$646.20	\$672.05	\$698.95
	Operator Anderson Steam Cleaner	\$638.60	\$664.15	\$690.70
	Wash Plant Operator ETR	\$646.15	\$672.00	\$698.90
	Senior Presentation Attendant	\$684.30	\$711.65	\$740.10
CountryLink	Rest House Attendant 11	\$479.95	\$499.15	\$519.10
Juniors and Trainees	Apprentice 1st Year	\$377.90	\$393.00	\$408.70
	Apprentice 2nd Year	\$453.50	\$471.65	\$490.50
	Apprentice 3rd Year	\$566.85	\$589.50	\$613.10
	Apprentice 4th Year	\$665.10	\$691.70	\$719.35
	Adult Apprentice 1st Year	\$589.50	\$613.10	\$637.60
	Adult Apprentice 2nd Year	\$604.65	\$628.85	\$654.00
	Adult Apprentice 3rd Year	\$627.30	\$652.40	\$678.50
	Adult Apprentice 4th Year	\$665.10	\$691.70	\$719.35
Asset Maintenance	Asset Maintainer	\$937.60	\$975.10	\$1,014.10

CLASSIFICATIONS - SECTION 3 WAGES MAINTENANCE		RATE OF PAY EXCLUSIVE OF INDUSTRY ALLOWANCE		
		April 07	April 08	April 09
	Brickies Labourer Asset Management	\$622.70	\$647.60	\$673.50
	Carpenter Labourer Asset Management	\$622.70	\$647.60	\$673.50
	Carpenter & Joiner Asset Management	\$774.80	\$805.80	\$838.05
	Carpenter & Joiner Leading Hand Asset Management	\$774.80	\$805.80	\$838.05
	Engineering Operator 9 Carpenter & Joiner Asset Management	\$965.70	\$1,004.35	\$1,044.50
	Gardener Class 2 Thereafter	\$622.70	\$647.60	\$673.50
	Labourer Other Asset Management	\$617.05	\$641.75	\$667.40
	Motor Lorry Driver to 3Tonnes Asset Management	\$726.60	\$755.65	\$785.90
	Motor Lorry Driver to 6Tonnes Asset Management	\$741.45	\$771.10	\$801.95
	Motor Lorry Driver to 7Tonnes Asset Management	\$789.35	\$820.90	\$853.75
	Motor Lorry Driver 3-6 Tonnes	\$741.40	\$771.05	\$801.90
	Motor Lorry Driver 6-7 Tonnes	\$751.80	\$781.85	\$813.10
	Motor Lorry Driver 7-8 Tonnes	\$751.80	\$781.85	\$813.10
	Painter Asset Management	\$727.00	\$756.10	\$786.35
	Plumber Asset Management Federal Award	\$781.35	\$812.60	\$845.10
	Rough Carpenter	\$651.80	\$677.85	\$704.95
	Senior Equipment Maintainer Asset Management Licensed Experienced	\$857.40	\$891.70	\$927.35
	Station Assistant 2 Asset Management	\$632.05	\$657.35	\$683.65

SCHEDULE 3B - WAGES MAINTENANCE - ALLOWANCES

	1.04.07	1.04.08	1.04.09
INDUSTRY ALLOWANCE			
Item 1	\$44.95 per w.	\$46.75	\$48.60
SHIFT WORK			
Item 2 Afternoon Shift	\$2.69 per hr.	\$2.80	\$2.91
Item 3 Night Shift	\$3.17 per hr.	\$3.30	\$3.43
Item 4 Early Morning Shift	\$2.69 per hr.	\$2.80	\$2.91
Item 5 Additional loading	\$3.17 per Shift	\$3.30	\$3.43
ON CALL			
Item 6 Ordinary on Call per Day	\$7.85	\$8.15	\$8.50
Item 7 Ordinary on Call per Night	\$11.75	\$12.20	\$12.70
Item 8 Ordinary on Call per Day & Night	\$19.60	\$20.40	\$21.20
TRAVELLING & INCIDENTAL EXPENSES			
General			
Item 9 Rate per Day	\$140.40	\$146.00	\$151.85
Item 10 Per service entitlement	\$35.10	\$36.50	\$37.95
Item 11 per Meal/Overtime meal	\$14.10	\$14.65	\$15.25
Item 12 After 4 weeks per day	\$123.30	\$128.25	\$133.40
Item 13 per service entitlement	\$30.80	\$32.05	\$33.35
Item 14 Holiday Relief/Temp Trans (per week)	\$631.75	\$657.00	\$683.30
OTHER ALLOWANCES			
Item 15 Height (a) (per hour)	\$0.24	\$0.25	\$0.26
Item 15A Height (b) (per shift)	\$0.77	\$0.80	\$0.83
Item 16 Respirators Cartridge (per shift)	\$1.70	\$1.77	\$1.84
Item 17 On line respirator (per hour)	\$2.03	\$2.11	\$2.19
Item 18 Tunnel money (per hour)	\$0.46	\$0.48	\$0.50
Item 19 Wet work (per hour)	\$0.37	\$0.38	\$0.40
Item 20 Suburban Elect Service Depots (per week)	\$13.25	\$13.80	\$14.35
Section 3 – Wages Maintenance Grades			

Item 21 Elect. Equip. Examiner (per week)	\$8.75	\$9.10	\$9.45
Item 22 Confined Space (per hour)	\$0.57	\$0.59	\$0.62
Item 23 Dirty work (per hour)	\$0.78	\$0.81	\$0.84
Item 24 Industry Allowance			
Apprentice Yr 1 (per week)	\$28.85	\$30.00	\$31.20
Apprentice Yr 2 (per week)	\$32.45	\$33.75	\$35.10
Apprentice Yr 3 (per week)	\$38.05	\$39.55	\$41.15
Apprentice Yr 4 (per week)	\$39.55	\$41.15	\$42.80
Item 25 First Aid Allowance (per shift)	\$2.30	\$2.40	\$2.50
Item 26 OH First Aid Certificate (per shift)	\$3.30	\$3.45	\$3.60
Item 27 Experienced Trades Allowance (per week)	\$19.70	\$20.50	\$21.30
Item 28 Data Logger Allowance (per week)	\$27.32	\$28.41	\$29.55
Item 29 Trainer Assessor Allowance (per hour)	\$3.26	\$3.39	\$3.53
Item 30 Leading Hand Allowance (per week)	\$30.65	\$31.90	\$33.20
Item 31 Coaching Allowance (per hour)	\$1.22	\$1.27	\$1.32
Item 32 Tool Allowance (per week)	\$20.90	\$21.75	\$22.60