## **ELECTRICIANS &C. (STATE) AWARD**

### WAGE SCHEDULE

(Issued November 2008)

Wage Rates Operative from first full pay period on or after 14 August 2008 Wage Related Rates Operative from first full pay period on or after 14 August 2008 Expense Related Rates Operative from first full pay period on or after 14 August 2008

This schedule incorporates the 4% increase awarded by the State Wage Case 2008 safety net adjustment to wages and wage related allowances granted by the Industrial Relations Commission of New South Wales on 27 June 2008.

### **IMPORTANT NOTE:**

If you are employed by a corporation (PTY LTD etc), these State Award rates no longer apply to you.

Your minimum rates and allowances are now set by the Federal *Electricians & C (State) Award NAPSA*. Please contact the E.T.U. if you require a copy of the NAPSA rates.

CLASSIFICATION	Weekly Award Rate	Licence All.	Tools	Total Weekly Rate	Hourly Award Rate	Casual Rate
	\$	\$	\$	\$	\$	\$
Electrical/ Refrigeration/Air-Cond Fitter/Mechanic	645.80		13.80	659.60	17.36	19.44
- Certificate of Registration	645.80	18.00	13.80	677.60	17.83	19.97
- Qualified Supervisory Certificate	645.80	33.35	13.80	692.95	18.24	20.42
<b>Electrical Instrument Fitter</b>	673.90		13.80	687.70	18.10	20.27
- Qualified Supervisory Certificate	673.90	33.35	13.80	721.05	18.98	21.25
Electronics Tradesperson	745.20	33.35	13.80	792.35	20.85	23.35
Plant Electrician	686.20	33.35	13.80	733.35	19.30	21.61
Electrician in Charge of Plant - Under 75 kw	656.40	33.35	13.80	703.55	18.51	20.74
- 75 kw and over	683.50	33.35	13.80	730.65	19.23	21.53
Linesworker	614.70			614.70	16.18	18.12
Linesworker Special Class	636.10			636.10	16.74	18.75
Trades Assistant	547.10			547.10	14.40	16.13

**Leading Hand Allowance** 

\$45.00 per week.

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#### ELECTRICIANS, &C. (STATE) AWARD

#### APPRENTICES

#### **Indentured** Trainees

Year	Wage	Tools	Total Rate	Hourly Rate
	\$	\$	\$	\$
1st	235.15	13.80	248.95	6.55
2nd	319.10	13.80	332.90	8.76
3rd	461.00	13.80	474.80	12.49
4th	529.20	13.80	543.00	14.29

Year	Wage	Tools	Total Rate	Hourly Rate
	\$	\$	\$	\$
1st	270.95	13.80	284.75	7.49
2nd	363.10	13.80	376.90	9.92
3rd	508.00	13.80	521.80	13.73
4th	557.25	13.80	571.05	15.03

#### ADDITIONAL MARGINS

Construction Work	23.80 per week	Ship Repair Work - Tradesmen/Apprentices	13.30 per week
Construction Work - Special Allowance	84.20 per week	- All other labour	10.80 per week
Power House Work	17.50 per week		

#### SPECIAL (DISABILITY) RATES

Dirty Work Allowance	0.49 per hour	Cold Places Allowance	0.49 per hour
Ship Repair - Dirty Work Allowance	0.62 per hour	Explosive Powered Tool Allowance	1.31 per day
Confined Space Allowance	0.62 per hour	Toxic Substance Allowance	0.63 per hour
Insulation Material Allowance	0.62 per hour	-working close to employees so engaged	0.53 per hour
Height Allowance	0.53 per hour	Underground Work Allowance	11.27 per week
- for each further 15 m increase in height	0.53 per hour	- maximum 4 days or shifts per week	2.26 per day
Bosun's chair or swinging scaffold all.	0.53 per hour	Asbestos Allowance	1.75 per hour
- for each further 15 m increase in height	0.53 per hour	Corrective Establishment Allowance	1.32 per hour
Wet Allowance	0.49 per hour	Distant Places - Central Section	1.08 per day
Hot Places Allowance - 46-54°C	0.49 per hour	- Western Division	1.81 per day
- +54°C	0.62 per hour	- Snowy Mountains	1.81 per day
		First-aid Allowance	2.50 per day

#### EXPENSE RELATED ALLOWANCES

Motor Vehicle	0.64 per km	Living Away on Distant Work	391.95 per week
Meal Allowance	10.20 per meal		54.90 per day
Excess Fares - Construction Work	12.00 per day	Camping on distant work	16.10 per day

#### ADDITIONAL INFORMATION - ELECTRICIANS, &C. (STATE) AWARD

Hours: Weekly ordinary hours: 38 hours per week, or an average of 38 hours per week calculated over an employee's

work cycle.

Casual Work: The casual rate is the hourly rate plus 12% casual loading. Casual employees also receive pro rata annual leave -

that is, one-twelfth of ordinary hours worked. A casual employee who is requested to report for work shall be

paid a minimum of four hours work.

Annual Leave: 4 weeks annual leave with pay on completion of 12 months service. The loading of 17.5% in addition to holiday

pay is paid when an employee takes annual leave which has fallen due. There is no obligation to pay the loading on leave taken in advance, although once the full 12 months' service has been completed the employee becomes

entitled to the loading.

Annual leave paid on termination of employment: Payment will be made for annual leave which has fallen due;

and for pro rata annual leave for service of less that 12 months at the rate of 1/12th of the ordinary pay for that

period.

Annual leave loading on termination: The loading is not paid on pro-rata annual leave. The loading is not payable if the employee resigns or is dismissed for misconduct. The loading is only payable on termination when employment has been terminated by the employer (for other than misconduct) and only in respect of annual

leave which has fallen due on completion of 12 months' service.

Sick Leave: After 3 months continuous service: 3 days. After 6 months continuous service: additional 2 days, total of 5 days

in first 12 months' of service. On the anniversary date of employee's first and each subsequent year of service with an employer an additional 8 days. Sick leave accumulates up to a maximum of twelve years. The employer

may require proof of personal illness or injury (e.g. Doctor's certificate, statutory declaration).

Bereavement: Maximum of 2 days without loss of pay on each occasion and on the production of satisfactory evidence of the

death in Australia of husband, wife (including de facto wife or husband) father, mother (including foster or step father or mother), brother, sister, child, stepchild or parents-in-law. Maximum of 2 days leave without loss of pay on each occasion and on the production of satisfactory evidence of the death outside of Australia of husband, wife, father, mother, brother, sister, child or stepchild and where employee travels outside of Australia to attend

the funeral.

Family Leave: Employees are entitled to leave provisions in order to care for persons who are a spouse, de facto spouse, same

sex partner, child, parent, grandparent, grandchild and sibling. This leave is able to be accessed through sick leave, unpaid leave, annual leave and time off in lieu of overtime. For full explanation of your entitlement please

contact your nearest branch of the ETU.

Overtime: For all work done outside ordinary hours, including work on a leisure day (except when a leisure day is

substituted for another day) the rates of pay shall be time and one-half for the first 2 hours and double time

thereafter, such double time to continue until the completion of the overtime work.

Saturday Work: Day worker shall be paid for a minimum of 4 hours work. Time and one half for the first two hours and double

time thereafter. An employee required to start work after midday on a Saturday shall be paid double time for all

hours.

Sunday Work: Double time rate - employee shall be paid for a minimum of 4 hours work at double time.

Work on a

Public Holiday: Double time and one-half - employee shall be paid a minimum of 4 hours work at double time and one-half.

Termination of Weekly

of Weekly Employment: Employment shall be terminated by a weeks notice on either side given at any time during the week or by the payment or forfeiture of a week's wage as the case may be. The employer may summarily dismiss (i.e.

without notice) for malingering, inefficiency, neglect of duty or misconduct, in which case contact the Union

IMMEDIATELY.

Long Service: 2 months after 10 years service and one month for every five years thereafter. Leave (month means 4 1/3

weeks). Five or more years but less that 10 years service entitles the employee to pro rata payment if he is terminated by the employer (for other than misconduct), or is forced to leave the employment on account of illness, incapacity or domestic or other pressing necessity, or the employee dies. Public holidays occurring

during long service leave are added to the leave.

#### **SUPERANNUATION**

All employees employed under the Electricians &c. (State) Award are entitled to occupational superannuation.

NOTE: Superannuation contributions by employer are in addition to an employee's normal weekly wage.

In 1992, the Federal Government introduced the Superannuation Guarantee Charge Act. The intent of the legislation was to ensure all employees rather than just those covered by industrial awards receive occupational superannuation. As set out in the following table, employer superannuation contributions will vary depending on the size of the company payroll. By 2002, employer contributions will total 9% of an employees weekly wage.

	Charge Percentage		
Financial Year -	Where Employer's Base	Where Employer's Base	
	Year Payroll \$1m or Less	Year Payroll Above \$1m	
1991/92	3	4	
1992/93	3	5	
1993/94	3	5	
1994/95	4	5	
1995/96	5	6	
1996/97	6	6	
1997/98	6	6	
1998/99	7	7	
1999/2000	7	7	
2000/01	8	8	
2001/02	8	8	
2002/03 and subsequent years	9	9	

#### **REDUNDANCY PAY**

The following scale relating to minimum pay and notice for employees whose employment is terminated on the grounds of redundancy and technological change came into effect as from the first full pay period to commence on or after 19 December 1994. Please contact your nearest branch of the ETU for details of your full rights and entitlements.

NOTE: In many cases the Union will have negotiated a higher package with the employer. Please contact your nearest branch of the ETU to determine if this is the case.

Period of Service	Employees Under 45 Years		Employees 45 Years and Over	
	Redundancy	Additional Notice	Redundancy	Additional Notice
	Pay or Pay in Lieu of		Pay	or Pay in Lieu of
		Such Notice		Such Notice
Less than 1 year	Nil	1 week	Nil	1 week
1 year and less than 2 years	4 weeks	2 weeks	5 weeks	2 weeks
2 years and less than 3 years	7 weeks	2 weeks	8.75 weeks	3 weeks
3 years and less than 4 years	10 weeks	3 weeks	12.5 weeks	4 weeks
4 years and less than 5 years	12 weeks	3 weeks	15 week	4 weeks
5 years and less than 6 years	14 weeks	4 weeks	17.5 weeks	5 weeks
6 years and over	16 weeks	4 weeks	20 weeks	5 weeks