

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

MOUNT ISA MINES LIMITED AWARD 2004

(Gazette, 15th October 2004)

PURSUANT to the Declaration of the Commission as to General Rulings made on 27 June 2005 and 15 August 2005, the said Award is amended as follows:

1. By deleting clause 5.1.1 to 5.1.5 and inserting the following in lieu thereof:

- "5.1.1 (a) The classification structure sets out the rates of wages payable. These rates of wages includes the \$8.00 safety net adjustment, and all increases arising out of the Structural Efficiency Wage Fixing Principle.
- (b) In addition, the Isa Mine Industry Allowance (derived from the previous Bonus and Prosperity Loading), Experience Payment, Second Tier Payment and Service Payment, are currently paid in accordance with the Mount Isa Mines Limited Award and associated Agreements. These are to be regarded as overaward payments.
- (c) Consistent with the requirements of the February 1994 Review of Wage Fixing Principles the \$8.00 safety net adjustment is absorbable to the extent that the Isa Mine Industry Allowance has been reduced herein by the same amount that the rates of wages have been increased.
- (d) The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2005 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. [Disputed cases are to be referred to the Vice President.] This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Policy, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

5.1.2 *Mining section*

The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

		Award Rate Per Week				Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
		\$	\$	\$	\$	
(a)	Diamond Drill Repairer and/or Long Hole Percussion Machine Repairer	574.60	591.60	596.60	596.90	1
(b)	Group 1 -					
	The following classes of employees shall fall within Group 1:					
	Raise miner					
	Diamond drill runner					
	Raise borer operator - 61R					
	Instructor - underground					
	Ringfirer	572.00	589.00	594.00	594.30	2
	Control room operator - underground					
	Raise borer operator - 81R					
	Long hole percussion driller					
	Rotary drill operator - underground					
(c)	Group 2 -					
	The following classes of employees shall fall within Group 2:					
	Load haul dump unit operator					
	Rigger - underground					
	Pipefitter - underground	556.10	573.10	578.10	579.60	2
	3 Boom jumbo operator					
	G.D. jumbo operator-in-training					

	First machineperson	}						
	Timberperson)						
	Loco driver 19L)						
	Pump station operator - underground	)	556.10	573.10	578.10	579.60	2	
	Cable bolter)						
	Draw control operator	}						
(d)	Group 3 -							
	The following classes of employees shall fall within Group 3:							
	13c Sub fill operator	}						
	Powder monkey)						
	Mechanical shovel operator	)	546.00	563.00	566.80	566.80	3	
	20 Ton production loco driver)						
	Platperson)						
	X41 Nipper)						
	Braceperson - underground	}						
	Platelay - underground	}						
	Shorthole drill repairer)						
	Secondary blaster - mine	)	546.00	563.00	566.80	566.80	3	
	Diamond drill runner's assistant)						
	Control room operator - shafts and hoisting)						
	15 Level fill control operator	}						
(e)	Group 4 -							
	The following classes of employees shall fall within Group 4:							
	1100 Orebody fill and water pumpie	}						
	Brakeperson - underground)						
	Safetyperson - underground	)	534.30	551.30	554.50	554.50	3	
	Senior chainperson - underground)						
	Sampler - underground)						
	Mule and/or loco driver - other)						
	Nipper)						
	Whitewasher)						
	Wet fill inspector - mine)						
	Tool sharpener)						
	Hygiene person - underground	}						
	Belperson/crusher operator - Underground)						
	Magazine keeper)						
	Greaser - underground)						
	Trades Assistant - Diesel (Certificated))						
	Orepass Runner)						
	Bulk Analyser Operator	)	534.30	551.30	554.50	554.50	3	
	Molanite Plant Operator)						
	Diamond Saw Operator - Core Shed	}						
(f)	Group 5 -							
	The following classes of employees shall fall within Group 5:							
	Chainperson	}						
	Grizzlyperson)						
	Miner-in-training	)	524.10	541.10	543.70	543.70	3	
	Track maintenance person - Mine)						
	Mud and water pumpie)						
	Hose repairer - underground)						
	A.N.F.O. mixing plant operator	}						
	Core shed operator	}						
	Belperson - surface	)	524.10	541.10	543.70	543.70	3	
	Hose repairer and/or assembler - surface)						
	Mars pump operator)						
	Visitors change-house keeper (K57)	}						

(g)	Group 6 -						
	The following classes of employees shall fall within Group 6:						
	Trucker - underground	}	516.40	533.40	535.50	535.50	4
	Change-house attendant - mine	}					
(h)	Group 7 -						
	The following classes of employees shall fall within Group 7:						
	All others not elsewhere classified		510.10	527.10	528.70	528.70	4
(i)	Reserved classifications -						
	Belt cleaner - mine;						
	Tally clerk - ore pocket;						
	Mullocker;						
	Timberperson's assistant;						
	Blast hole diamond driller;						
	Blast hole diamond driller's assistant;						
	Scraper driver;						
	Scraper driver when using explosives;						
	Skip tender;						
	Second machineperson;						
	Raise borer operator's assistant.						

			Percentage of minimum adult rate		
			%		
(j)	Juniors				
	18 to 19 years of age		75		

Notwithstanding the above, the appropriate adult rate of pay will be paid when the Company determines that an employee is fully capable of performing adult work.

5.1.3 Surface section

The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

			Per Week				Experience Payment Level
			As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
			\$	\$	\$	\$	
(a)	Group 1 -						
	The following classes of employees shall fall within Group 1:						
	Flotation operator - leading	}					
	Blast furnacemen - leading)					
	Instructor - metallurgical works	)	572.00	589.00	594.00	594.30	2
	Central control room operator - lead/zinc concentrator)					
	Central control room operator - No. 4 concentrator)					
	Control room operator - F.S.R.	}					
	Reveratory furnaceman - leading - copper smelter	}					
	Control room operator - sinter plant)					
	Converterperson - leading)					
	Trackhopper operator - leading	)	572.00	589.00	594.00	594.30	2
	G.D. 120 rotary drill operator)					
	Anode furnace operator)					
	Heavy medium control room operator)					
	Isasmelt operator (leading)	}					
(b)	Group 2 -						

		Per Week				Experience Payment Level
		As from 15/8/05 \$	As from 1/9/05 \$	As from 15/12/05 \$	As from 15/4/06 \$	
	The following classes of employees shall fall within Group 2:					
	Ganger - mill Lining	}				
	Blast Furnace feederperson - leading -lead smelter)				
	Control room operator Slurry)				
	Preparation - copper Smelter	)	556.10	573.10	578.10	579.60
	Control room operator - L58	)				2
	Control room operator - concentrator)				
	Crushing plants)				
	Chief cook)				
	Filter operator Leading - copper smelter)				
	Cottrell operator leading - copper smelter	}				
	Filter operator leading - lead Smelter	}				
	Control room operator - baghouse)				
	Grinding operator - leading)				
	Research operator Grade 1	)	556.10	573.10	578.10	579.60
	Research assayer Group 1	)				2
	Powder monkey - K.S.O.C.)				
	Grinding control room operator)				
	Anode casting operator	}				
(c)	Group 3 -					
	The following classes of employees shall fall within Group 3:					
	Ganger - metallurgical works	}				
	Flotation operator)				
	Dust testing officer - copper smelter)				
	Pump fitter concentrators	)	546.00	563.00	566.80	566.80
	Gardener Grade 1	)				3
	Pipefitter - surface)				
	Cook)				
	Batching plant operator)				
	Rigger - surface	}				
	Mill lining machine operator	}				
	Conveyor belt repairer)				
	Research assayer)				
	Drossing operator	)	546.00	563.00	566.80	566.80
	Compliance testing officer	)				3
	Flux handling operator - leading)				
	Training assistant - personnel)				
	Flotation leading operator - lead)				
	Zinc concentrator	}				
(d)	Group 4 -					
	The following classes of employees shall fall within Group 4:					
	Baghouse operator - lead smelter	}				
	Mill Liner operator)				
	Slurryperson - copper smelter	)	535.00	552.00	554.50	554.50
	Tyre fitter	)				3
	Matte Tapper - copper smelter)				
	Charge car driver - lead smelter)				
	Gardener Grade 2)				
	Spoutperson - lead smelter)				
	Grinding operator - concentrators	}				
	Trackhopper operator	}				
	Crusher operator - concentrators)				

		Per Week				Experience Payment Level
		As from 15/8/05 \$	As from 1/9/05 \$	As from 15/12/05 \$	As from 15/4/06 \$	
	Platelayer - surface)	535.00	552.00	554.50	554.50	3
	Slurry preparation operator - copper smelter)					
	Furnace attendant - lead smelter)					
	Slag skimmer - copper smelter)					
	Slag wagondriver - copper smelter)					
	Tuyere puncher }					
	Locomotive shunter }					
	Crane chaser - smelter)					
	Research operator)					
	Research sampler)	535.00	552.00	554.50	554.50	3
	Milling operator - No. 4 concentrator)					
	Crusher operator - K.S.O.C.)					
	Anode furnace attendant)					
	Anode casting attendant)					
	Heavy medium plant operator)					
	OSA operator - copper concentrator)					
	Isasmelt operator }					
(e)	Group 5 -					
	The following classes of employees shall fall within Group 5:					
	Wet fill operator surface }					
	Caster operator - lead smelter)					
	Cottrell operator - copper smelter)	524.10	541.10	543.70	543.70	3
	Rukzuk or steam cleaner operator)					
	Hygiene attendant - lead smelter)					
	Roaster operator)					
	Greaser - surface)					
	Matte tapper's attendant)					
	Media charger }					
	Tailings plant operator }					
	Reverbatory furnace attendant)					
	Filter operator - copper smelter)					
	Assayer - concentrator)	524.10	541.10	543.70	543.70	3
	Zinc filter operator)					
	Builders' labourer)					
	Relief operator - lead smelter)					
	Crane chaser - elsewhere)					
	Balloon flue attendant - copper smelter)					
	Machine operator - lead smelter }					
	Discharge end operator - lead smelter }					
	Gardener Grade 3)	524.10	541.10	543.70	543.70	3
	Sampler - metallurgical works)					
	Reagent mixer)					
	Baling press operator)					
	Person on polythene, bitumen and/or concrete board)					
	Milling attendant }					
	Bin operator }					
	Warehouse workshop operator)					
	Windbox attendant - lead smelter)	524.10	541.10	543.70	543.70	3
	Filter bag repairer - lead smelter)					
	Filter bag repairer - copper smelter)					
	Cottrell attendant - copper smelter)					
	Grinding attendant - concentrators)					
	Crushing attendant - concentrators)					
	Flotation attendant - concentrators }					
	Laboratory attendant }					
	Bulk cement attendant)					
	Dross drummer)					

		Per Week				Experience Payment Level	
		As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06		
		\$	\$	\$	\$		
	Flux handling operator	)	524.10	541.10	543.70	543.70	3
	Operator - fill repulping plant)					
	Warehouse yardpersons)					
	Changehouse attendant - lead smelter)					
	Screenhouse attendant - K.S.O.C.)					
	Emergency/services attendant)					
	Relief isasmelt operator	}					
(f)	Group 6 -						
	The following classes of employees shall fall within Group 6:						
	Caretaker, watchperson and changehouse attendant	}					
	Laundress - accommodation)					
	Day sampler - lead smelter	)	516.40	533.40	535.50	535.50	4
	Cooks' offsider)					
	Bin attendant	}					
	Labourer - lead Smelter	}					
	Labourer - concentrators)					
	Labourer - copper Smelter)					
	Labourer - No. 2 concentrator - day gang	)	516.40	533.40	535.50	535.50	4
	Labourer - elsewhere)					
	Janitor)					
	Changehouse attendant - K.S.O.C.	}					
(g)	Group 7 -						
	The following classes of employees shall fall within Group 7:						
	General cleaner	}	510.10	527.10	528.70	528.70	4
	All other employees - accommodation)					
	Waitstaff)					
	All others not elsewhere classified	}					

In addition to the rates of wages set out above ganger and leading operator shall be entitled to be paid when applicable the additional remuneration as prescribed in clause 5.1.5 of this Award.

(h) Juniors

(i) Research and development employees

The classification rates of research operator or research assayer (whichever is applicable) will be used for determining the appropriate junior rate for junior research operator and junior research assayer as the case may be in accordance with the following percentages of the minimum adult rate:

	Percentage
16 to 17 years of age	55
17 to 18 years of age	65
18 to 19 years of age	75

(ii) Accommodation employees

Kitchenhand under 17 years of age	65
Other Accommodation employees -	
Under 17 years of age	55
17 years and under 18 years	65
18 years and under 19 years	75
19 years and under 20 years	85

(iii) Others

16 to 17 years of age	55
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17 to 18 years of age	65
18 to 19 years of age	75

(iv) Junior rates shall be calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cents multiple.

(i) Reserved classifications

Casting attendant - copper smelter;
 Caster Leading - copper smelter;
 Yardpersons and others - accommodation;
 Tailings plant attendant;
 Tailings plant operator (Leading);
 Steeplejack;
 Barrowperson - lead smelter;
 Claymill attendant - copper smelter;
 Slag disposal attendant - copper smelter;
 Balloon flue attendant - lead smelter;
 Casting attendant - lead smelter;
 Feed proportioning attendant - lead smelter;
 Slag disposal attendant - lead smelter;
 Sampler leading - concentrators;
 Sampler leading - lead smelter;
 Power buggy driver;
 Copper chipper - copper smelter;
 Tow motor driver;
 Spoutperson - copper smelter;
 Heavy media attendant;
 Heavy media operator;
 Heavy media operator (leading);
 Calcine car driver;
 Copper chipper leading;
 Roaster bin attendant;
 Roaster repairperson;
 Filter operator - lead smelter;
 Roaster operator (leading);
 Salesperson (timberyard);
 Sawyer's assistant;
 Trimmer;
 Scraper repairer;
 Fettler;
 Heap leach operator - copper smelter;
 Caster operator - copper smelter;
 Rolls operator - copper smelter;
 Ball mill section operator - lead smelter;
 Caster (leading) - lead smelter;
 Sanitary person - surface;

(j) Additional provisions for accommodation section employees.

All employees for whom the ordinary hours of duty are subject to breaks in continuity other than for the purpose of meal breaks and rest pauses shall be paid in addition to the rates prescribed herein an allowance at the rate of \$3.05 per day effective 15/8/05 (\$3.14 per day effective 1/9/05) for each day so worked.

Casual employees shall be paid at the rate of time and a-half for the actual time worked, with a minimum of 2 hours.

In computing overtime, \$1.88 shall be allowed for board and 80c for lodging, and \$2.71 for board and lodging.

If board and lodgings are not provided for employees, the sum of \$2.71 per week shall be added to the above rates.

If board is not provided for employees the sum of \$1.88 per week shall be added to the above rates:

Provided that it shall be optional whether the employee accepts board and/or lodgings as provided for herein.

In computing holiday payments \$1.88 per week (the value of board) and 80c per week (the value of lodging) shall be added to the weekly wage when employees do not board and lodge with their employer during their holiday.

Employees in this section shall be entitled to 2 full days off each week. All work done on such full days off shall be deemed overtime and paid for at double time rates.

Casual employee means an employee who is not employed for more than 24 hours in any one week.

5.1.4 *General Section*

(a) Building trade

The rate of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

		Per Week				Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
		\$	\$	\$	\$	
Bricklayer and brickmaker	}					
Carpenter	)	578.60	595.60	600.60	601.10	1
Drainer (licensed)	}					
Inspector - Contracts and General Works		599.00	616.00	621.00	622.40	1
Painter (brush and spray)	}					
Plasterer	)	578.60	595.60	600.60	601.10	1
Plumber	}					
'On Site' Building Construction -						
Grade (i) -						
Rigger, dogperson		569.20	586.20	591.20	591.40	2
Grade (ii) -						
Scaffolder, powder monkey, hoist or winch driver, foundation shaftsperson (as defined), steel fixer (including when tack welding), concrete finisher (as defined)		561.00	578.00	583.00	584.80	2
Grade (iii) -						
Bricklayers' labourers, Plasterers' labourers, labourer assisting any other tradesperson, assistant rigger (as defined), assistant powder monkey (as defined), demolition work (after three months' experience), gear hand, jack hammerperson, mixer driver (concrete), steel erector, aluminium alloy structural erector (whether prefabricated or otherwise), gantry hand or crane hand, crane chaser, concrete cutting or drilling machine operator, concrete gang including concrete floater (as defined), rooflayer (Malthoid or similar material), dump cart operator, steel or bar bender to pattern or plan, under pinner, concrete formwork stripper		539.30	556.30	559.90	559.90	3
Grade (iv) -						
Builders' labourers employed on work other than that specified in clauses 5.1.4(a)(i) to (iii)		516.20	533.20	535.30	535.30	4

(b) Clerical employees, timekeepers, storepersons, buyers and computer operators

The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder with junior rates being calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cent multiple:

		Percentage of minimum adult rate	
(i)	Storepersons -		
	15 years and under 16 years of age		45
	16 years and under 17 years of age		50
	17 years and under 18 years of age		55
	18 years and under 19 years of age		65
	19 years and under 20 years of age		75
	20 years and under 21 years of age		85

		Per Week				Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
		\$	\$	\$	\$	
	21 years and under 22 years of age	519.10	536.10	538.40	538.40	4
	22 years and under 23 years of age	528.10	545.10	547.90	547.90	3
	23 years and under 24 years of age	536.50	553.50	556.90	556.90	3
	24 years of age and over	549.70	566.70	570.70	570.70	3
	Storeperson - Grade 2	555.70	572.70	577.70	579.20	3
	Storeperson - Grade 1	560.20	577.20	582.20	583.90	2

		Percentage of minimum adult rate	
(ii)	Clerks, clerk/typists and Timekeepers -		
	15 years and under 16 years of age		45
	16 years and under 17 years of age		50
	17 years and under 18 years of age		55
	18 years and under 19 years of age		65
	19 years and under 20 years of age		75
	20 years and under 21 years of age		85

		Per Week				Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
		\$	\$	\$	\$	
	Grade 6 -					
	21 years of age	526.60	543.60	546.30	546.30	3
	22 years of age	535.30	552.30	555.60	555.60	3
	23 years of age	547.50	564.50	568.40	568.40	3
	24 years of age	555.50	572.50	577.50	578.90	3
	Grade 5	564.30	581.30	586.30	588.30	2
	Grade 4	572.90	589.90	594.90	595.30	2
	Grade 3	579.80	596.80	601.80	602.40	1
	Grade 2	586.40	603.40	608.40	609.20	1
	Grade 1	592.90	609.90	614.90	616.00	1

- (iii) Stenotypists, comptometer operators, ledger posting machine operators or punch card tabulator operators.

In addition to the rates of wages prescribed herein for clerks and clerk/typists, an employee employed as a stenotypist, comptometer operator, ledger posting machine operator or punch card tabulator operator, shall be paid as part of the weekly wage, a further sum of \$8.20 per week:

Provided that in the case of any stenotypist specifically required by the employer to be qualified for and capable of writing shorthand at the rate of 120 words a minute, and to be qualified for and capable of typing at the rate of 70 words a minute, the additional amount payable, as part of the weekly wage, shall be \$13.40 per week.

Where an employee is engaged for only part of the time on any duties mentioned under this heading a proportionate payment shall be made for the time so engaged.

		Percentage of minimum adult rate	
(iv)	Buyers -		
	Under 21 years of age - appropriate age scale as for clerks, clerk/typists and timekeepers -		
	15 years and under 16 years of age		45
	16 years and under 17 years of age		50
	17 years and under 18 years of age		55
	18 years and under 19 years of age		65
	19 years and under 20 years of age		75
	20 years and under 21 years of age		85

		Per Week				Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 12/5/05	As from 12/04/06	
		\$	\$	\$	\$	
	Trainee buyer Grade 4	558.90	575.90	580.90	582.60	2
	Buyer Grade 3	576.80	593.80	598.80	599.10	1

	Buyer Grade 2	587.10	604.10	609.10	609.80	1
	Buyer Grade 1	597.20	614.20	619.20	620.20	1
(v)	Computer operators -					
	Trainee computer operator -					
	1st year of service	403.50	412.00	412.00	412.00	N/A
	2nd year of service	430.80	439.30	439.30	439.30	N/A
	3rd year of service	458.00	466.50	466.50	466.50	N/A
	4th year of service	536.30	553.30	556.70	556.70	3
	Computer operator Grade 3	557.30	574.30	579.30	580.70	2
	Computer operator Grade 2	589.40	606.40	611.20	611.20	1
	Computer operator Grade 1	603.70	620.70	623.00	623.00	1

Any trainee computer operator 21 years of age or over shall receive the 4th year of service rate of pay.

This Award shall not apply to employees in receipt of a weekly wage which is not less than \$5.00 in excess of the wage rate plus second year experience payment prescribed for a computer operator Grade 1.

(c) Electrical

The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

	Per Week					Experience Payment Level
	As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	As from 15/8/06	
	\$	\$	\$	\$	\$	
Abbey truck attendant (60 foot Boom)	534.30	551.30	554.50	554.50	554.50	3
Apprentice training instructor - trade training centre	609.70	626.70	631.50	631.50	631.50	1
Apprentice training instructor	586.20	603.20	608.20	609.00	609.00	1
Automotive electrician	574.60	591.60	596.60	596.90	596.90	1
Battery attendant	516.40	533.40	535.50	535.50	535.50	4
Battery attendant - 062 workshops	524.10	541.10	543.70	543.70	543.70	3
Battery attendant - power and water Surface Areas	524.10	541.10	543.70	543.70	543.70	3
Communications technician	592.90	609.90	610.90	610.90	610.90	1
Electrical trades assistant - underground materials transporter	534.30	551.30	554.50	554.50	554.50	3
Electrical trades assistant	516.40	533.40	535.50	535.50	535.50	4
Electrician special class	592.90	609.90	614.90	615.00	615.00	1
Electrical trade technician - Grade 1	603.60	620.60	625.20	625.20	625.20	1
Electrical trade technician - Grade 2	609.70	626.70	631.50	631.50	631.50	1
Electrical trade technician -						
Grade 3 - first year	614.10	631.10	636.10	638.10	638.10	1
second year	629.90	646.90	651.90	653.90	653.90	1
Electrical trade technician -						
Grade 4 - first year	645.70	662.70	667.70	671.00	671.00	1
second year	661.00	678.00	683.00	687.00	687.00	1
Electrical trade technician - Grade 5	661.00	678.00	683.00	687.00	687.00	1
	to	to	to	to	to	
	677.30	694.30	699.30	704.30	704.40	
Fitter (instruments)	574.60	591.60	596.60	596.90	596.90	1
General electrician	574.60	591.60	596.60	596.90	596.90	1
Instrument artificer	585.80	602.80	607.80	608.70	608.70	1
Labourers not classified	516.40	533.40	535.50	535.50	535.50	4
Lamproom attendant	516.40	533.40	535.50	535.50	535.50	4
Linesperson possessing power certificate	574.60	591.60	596.60	596.90	596.90	1
Shift electrician (metallurgical works and underground)	583.40	600.40	605.40	606.20	606.20	1
Shift electrician - special class (metallurgical works and underground)	602.50	619.50	623.90	623.90	623.90	1
Telephone or radio mechanic	574.60	591.60	596.60	596.90	596.90	1
Electrician (electrical test bay)	594.80	611.80	616.80	616.90	616.90	1
Electrician (water supply and maintenance)	604.80	621.80	626.30	626.30	626.30	1

(d) Engine drivers

(i) The rates of wages to be paid to the following classes of employees shall not be less than those set out here under:

			Per Week				Experience Payment Level
			As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
			\$	\$	\$	\$	
	Equipment operator No. 1		571.20	588.20	593.20	593.40	2
	Equipment operator No. 2		565.80	582.80	587.80	590.00	2
	Equipment operator No. 3		562.10	579.10	584.10	586.00	2
	Equipment operator No. 4		547.70	564.70	568.80	568.80	3
	Equipment operator No. 5		543.30	560.30	564.20	564.20	3
	Engine drivers - Engine drivers doing -						
	(A) work requiring 1st class certificate	549.20	566.20	570.20	570.20	570.15	3
	(B) work requiring 2nd class certificate	530.40	547.40	550.30	550.30	550.25	3
	Lofty crane driver - on building construction - 15.24 metres and over		588.10	605.10	610.10	611.00	1
	Under 15.24 metres		581.80	598.80	603.80	604.40	1
	Winding engine driver (main shafts)		572.00	589.00	594.00	594.30	2
	Winding engine driver (other)		561.70	578.70	583.70	585.60	2
	Winch driver - at engine driver's rates according to class of certificate required.						
	Hoist driver - at engine driver's rates according to class of certificate required		574.60	591.60	596.60	596.90	1

Electric face shove operator - K.S.O.C.

(ii) Definition of equipment plant operators

No. 1 -

Front end loaders 6.12 cubic metres and over
 Mobile crane greater than 40.66 tonnes
 Copper smelter travelling crane driver
 Cat. 14 Grader
 Cat. 16 Grader

No. 2 -

Cat. D8 bulldozer
 Cat. D9 bulldozer
 Cat. 834 bulldozer
 Mobile crane greater than 20.33 tonnes but not exceeding 40.66 tonnes
 Front end loader up to 6.12 cubic metres
 Lead smelter travelling crane driver
 Overhead travelling gantry crane driver - warehouse yard.

No. 3 -

Mobile crane greater than 10.165 tonnes and up to 20.33 tonnes
 Locomotive engine driver

No. 4 -

Cat. 941 traxcavator
 Mobile crane greater than 3.05 tonnes and up to 10.165 tonnes
 Fork lift - lifting capacity in excess of 4,536 kg.
 Road roller powered vibrating 4.06 tonnes and over.

No. 5 -

Fork lift - lifting capacity up to 4,536 kg.
 Travelling crane driver
 Compressor room attendant - X41

(e) Mechanical

(i) The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

	Per Week				Experience Payment Level
	As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	
	\$	\$	\$	\$	
Acetylene or electric welder	576.20	593.20	598.20	598.70	1
Acetylene or electric welder (tested)	579.80	596.80	601.80	602.40	1
Acetylene or electric welder's assistant	516.40	533.40	535.50	535.50	4
Apprentice instructor - trade training centre	609.70	626.70	631.50	631.50	1
Apprentice training Instructor	586.20	603.20	608.20	609.00	1
Blacksmith	576.30	593.30	598.30	598.80	1
Blacksmith's striker and/or hammerperson	516.40	533.40	535.50	535.50	4
Boilermaker	574.60	591.60	596.60	596.90	1
Boilermaker's holder-up and/or assistant	516.40	533.40	538.40	540.60	4
Boiler tube welder - special	592.00	609.00	614.00	615.10	1
Borer, shaper, slotter, miller and planer	574.60	591.60	596.60	596.90	1
Cold saw operator	525.00	542.00	544.60	544.60	3
Diesel fitter	574.60	591.60	596.60	596.90	1
Diesel fitter - dynamometer engine testing	580.00	597.00	602.00	602.60	1
Driller, tapper and/or screwer	525.00	542.00	544.60	544.60	3
Driller, multipurpose	554.40	571.40	576.40	577.80	3
Engine test bay mechanic - mobile Equipment	580.00	597.00	602.00	602.60	1
Fitter	574.60	591.60	596.60	596.90	1
Fitter's assistant	516.40	533.40	535.50	535.50	4
Fitter - drum and friction winder	590.90	607.90	612.90	613.90	1
Fitter - raiseborer and rotary drills	586.20	603.20	608.20	609.00	1
Machine tool maintenance fitter - workshops	586.20	603.20	608.20	609.00	1
Maintenance fitter - general workshop equipment	586.20	603.20	608.20	609.00	1
Motor mechanic	574.60	591.60	596.60	596.90	1
N.C. machinist	586.20	603.20	608.20	609.00	1
Panel beater	574.60	591.60	596.60	596.90	1
Patternmaker	586.20	603.20	608.20	609.30	1
Refrigeration mechanic	574.60	591.60	596.60	596.90	1
Shift Fitter (metallurgical works and underground)	583.30	600.30	605.30	606.10	1
Toolmaker and diesinker	586.80	603.80	608.80	609.60	1
Toolroom Fitter - main workshop	590.90	607.90	612.90	613.90	1
Trades assistant	516.40	533.40	535.50	535.50	4
Mobile equipment inspector	594.70	611.70	616.70	618.40	1

(ii) Juniors

The rates of pay for juniors shall be as follows being calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cent multiple:

	Per Week			Experience Payment Level
	\$			
16 to 17 years of age	294.70			N/A
17 to 18 years of age	322.80			N/A
18 to 19 years of age	351.00			N/A

(f) Miscellaneous

(i) The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

	Per Week			Experience Payment Level
	As from 15/8/05	As from 1/9/05	As from 15/12/05	
	\$	\$	\$	
Multilith and/or guillotine operator	575.40	592.40	592.70	1
Public affairs assistant	546.10	563.10	563.10	2

		Per Week			Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 15/12/05	
		\$	\$	\$	
	Sawyer	536.80	553.80	557.20	3
	Driver of motor vehicles - Capable of carrying up to 1,270 kg.	527.00	544.00	546.80	3
	Capable of carrying from 1,270 kg. to 3.05 tonnes	535.50	552.50	555.80	3
	Capable of carrying over 3.05 tonnes and up to 6.1 tonnes	539.30	556.30	559.90	3

For every complete tonne over 5.085 tonnes an extra \$1.00 per week.

For articulated vehicles - an extra \$7.70 per week.

For double articulated vehicles - an extra \$13.90 per week.

For motor vehicles drawing trailers - employees driving a motor vehicle to which a trailer is attached shall be paid in addition to the rates prescribed herein - the extra applicable amounts set out hereunder:

\$2.02 per day when drawing a loaded single axle trailer;
\$1.18 per day when drawing an empty single axle trailer;
\$2.63 per day when drawing a loaded trailer with more than one axle;
\$1.48 per day when drawing an empty trailer with more than one axle.

(ii) Juniors

The rates of pay for juniors shall be as follows being calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cent multiple:

		Per Week			Experience Payment Level
		\$			
	16 to 17 years of age		294.70		N/A
	17 to 18 years of age		322.80		N/A
	18 to 19 years of age		351.00		N/A

(g) Power station

The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

		Per Week					Experience Payment Level
		As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	As from 15/8/06	
		\$	\$	\$	\$	\$	
	Auxiliary plant attendant	711.60	728.60	733.60	738.60	741.00	1
	Ashperson	561.20	578.20	583.20	585.20	585.20	3
	Boilermaker	599.10	616.10	621.10	622.50	622.50	1
	Boiler flue and condenser cleaner	569.90	586.90	591.90	592.20	592.20	3
	Control room attendant	720.30	737.30	742.30	747.30	749.90	1
	Coal handling operator	561.20	578.20	583.20	585.20	585.20	3
	Electrical trade technician - power house -						
	Grade 1	623.10	640.10	645.10	647.50	647.50	1
	Grade 2	629.50	646.50	651.50	654.10	654.10	1
	Grade 3, Year 1	635.90	652.90	657.90	660.80	660.80	1
	Grade 3, Year 2	651.60	668.60	673.60	675.10	675.10	1
	Grade 4, Year 1	667.30	684.30	689.30	693.60	693.60	1
	Grade 4, Year 2	682.90	699.90	704.90	709.90	710.60	1
	Grade 5	682.90	699.90	704.90	710.60	710.60	1
	Electrician	596.00	613.00	618.00	619.30	619.30	1
	Electrician special class	614.80	631.80	636.80	636.80	636.80	1
	Fitter	595.30	612.30	617.30	618.50	618.50	1
	Front-end loader driver - 2.29 cubic metres up to 4.58 cubic metres (coal handling operation)	598.60	615.60	620.60	621.90	621.90	2
	Greaser	561.20	578.20	583.20	585.20	585.20	3
	Instrument artificer	607.50	624.50	629.20	629.20	629.20	1
	Labourer	537.90	554.90	558.30	558.30	558.30	4

	Per Week					Experience Payment Level
	As from 15/8/05	As from 1/9/05	As from 15/12/05	As from 15/4/06	As from 15/8/06	
	\$	\$	\$	\$	\$	
Lagger	576.30	593.30	598.30	598.80	598.80	3
Locomotive engine driver	596.00	613.00	618.00	619.50	619.50	2
Overhead travelling crane driver (60.9 tonne capacity)	586.70	603.70	608.70	609.50	609.50	2
Pendant control crane driver up to 20.33 tonne capacity	586.70	603.70	608.70	609.50	609.50	2
Pipefitter	573.30	590.30	595.30	595.70	595.70	3
Rigger	576.30	593.30	598.30	598.80	598.80	3
Trades assistant	542.00	559.00	562.60	562.60	562.60	4

(h) Survey

The rates of wages to be paid to the following classes of employees shall not be less than those set out hereunder:

	Per Week			Experience Payment Level
	As from 15/8/05	As from 1/9/05	As from 15/12/05	
	\$	\$	\$	
Survey chainperson	524.10	541.10	543.70	3
Survey labourer	516.40	533.40	535.50	4

5.1.5 *Leading hands*

An employee occupying the position as charge hand in charge of 3 or more employees shall be classified as a leading hand and be paid the following additional remuneration:

- In charge of less than 10 employees - per day extra \$4.96;
- In charge of 10 and less than 20 employees - per day extra \$7.49;
- In charge of 20 or more employees - per day extra \$9.78.

The above payments will be made for all purposes of the Award.

- By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amounts in the third column in lieu thereof.

<u>Column 1</u>	<u>Column 2</u> \$		<u>Column 3</u> As from 15/8/05 \$		<u>Column 4</u> As from 1/9/05 \$
5.1.7	22.80	2		3	
		9		0	
		.		.	
		1		0	
		0		0	
	4.54	5		5	
		.		.	
		8		9	
		2		9	
5.12.2	47.2c		47.2c		48.6c
	3.54	3		3	
		.		.	
		5		6	
		4		5	
5.12.3	45.95c		45.95c		47.35c
5.12.4	70.75c		70.75c		72.85c
	3.46	3		3	
		.		.	
		4		5	
		6		6	
5.12.7	7.3c		7.3c		7.5c
	1.14	1		1	
		.		.	
		1		1	
		4		7	
5.12.9	57.15c		57.15c		58.85c
5.12.10	43.5c		43.5c		44.8c
5.12.11	59.6c		59.6c		61.4c

<u>Column 1</u>	<u>Column 2</u> \$		<u>Column 3</u> As from 15/8/05 \$		<u>Column 4</u> As from 1/9/05 \$
5.12.12	(where appearing) 2.67	2		2	
		.		.	
		6		7	
		7		5	
5.12.13	57.15c		57.15c		58.85c
5.12.14	59.6c		59.6c		61.4c
5.12.15	21.10	2		2	
		1		1	
		.		.	
		1		7	
		0		0	
5.12.16(b)	57.15c		57.15c		58.85c
5.12.17	34.7c		34.7c		35.75c
5.12.19	23.55c		26.25c		27.05c
5.12.20	1.204		1.204	1	
				.	
				2	
				4	
5.12.23	34.3c		34.3c		35.35c
	43.5c		43.5c		44.8c
5.12.24	57.15c		57.15c		58.85c
5.12.25(a)	3.79	3		3	
		.		.	
		7		9	
		9		0	
5.12.25(b)	49.65c		49.65c		51.15c
5.12.26	49.65c		49.65c		51.15c
	83.25c		83.25c		85.75c
	1.217		1.217		1.2535
5.12.27(a)	3.04	3		3	
		.		.	
		0		1	
		4		3	
	33.55c		33.55c		34.55c
5.12.27(b)	20c		21.9c		22.55c
5.12.28	24.80	2		2	
	(where appearing)	4		5	
		.		.	
		8		5	
		0		0	
	6.60	7		7	
		.		.	
		3		5	
		0		0	

Dated 16 September 2005.

G D SAVILL,
Registrar.