

Note

The proposed "South Australian Government Wages Parity (Plumbing, Metal and Building Trades Employees) Enterprise Agreement 2008" is the subject of employee consideration. If a majority of the employees support the proposed Enterprise Agreement at employee meetings, an application will be made to the Industrial Relations Commission of SA for it to be approved. The Agreement only has effect if it is approved by the Industrial Relations Commission of SA.

What does the Hourly Rate Mean?



Prepared by the Department of the Premier and Cabinet
(Public Sector Workforce Division)
Level 5, 25 Grenfell Street
ADELAIDE SA 5000

GPO Box 2343
ADELAIDE SA 5001

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Introduction

The Proposed Agreement provides for the introduction of hourly rates operative on and from the first full pay period commencing on or after 31 December 2007.

The hourly rates will be payable for all purposes including annual leave, sick leave, rostered days off, public holidays, long service leave and the calculation of overtime payments.

The Proposed Agreement prescribes at Clause 7.3 that the hourly rates are inclusive of the specified allowances and include agency specific payments, which are not contained in Awards. These allowances will not be paid to employees from the first full pay period commencing on or after 31 December 2007.

The increases for employees will vary depending upon the employee's classification, trade and the allowances they currently receive. Some of the allowances employees receive are currently paid for all purposes and some allowances are not.

This document has been prepared as a general guide to the increases some employees will receive if the Proposed Agreement is supported by the majority of employees and is approved by the Industrial Relations Commission of South Australia.

Further Information

Detailed information on the Proposed Agreement is provided in the "The Agreement Explained" document. A copy of which and the Proposed Agreement is available at www.pswd.sa.gov.au or from your Human Resources Section. A list of contacts for the relevant Agencies is provided below.

Portfolio/Agency	Contact	Phone	Email
DEH	John Lewkowicz	8204 9312	lewkowicz.john@saugov.sa.gov.au
DFC	Denise Brine	8207 0708	denise.brine@dfc.sa.gov.au
DFEEST	George Karapas	8226 3395	karapas.george@saugov.sa.gov.au
DTEI	Anthony Arbon	8343 2574	anthony.arbon@saugov.sa.gov.au
HEALTH	Vanessa Wolf	8226 6474	wolf.vanessa@health.sa.gov.au
SAMFS	Gail Hislop	8204 3544	hislop.gail@safecom.sa.gov.au
SAPOL	Greg Marsden	8204 2704	greg.marsden@police.sa.gov.au

Metal Trades (Electrical/Electronic Stream)

Schedule 1.3 of the Proposed Agreement details the hourly rates payable for employees who are engineering tradespersons who hold a Trade Certificate or Tradespersons Rights Certificate as an Engineering Tradesperson (Electrical/Electronics).

The following calculations:

1. are based on the top increments of the various levels
2. include the \$50 per week Maintenance Allowance (which is paid for all purposes)
3. include the \$13.00 per week Tool Allowance (which is paid for all purposes)
4. include the \$15.90 per week Electrical Licence Allowance (which is not paid for all purposes so the actual per week amount will be less than that shown)

Some employees may also receive other allowances which will no longer be paid such as:

- Ship Repair Allowance
- Allowances paid in hospitals like the Surgical Allowance, Key Allowance, the Additional Allowance at the Northern and Far Western Health Service, High Voltage Allowance, Lift Work Allowance
- "Gasfitting" Allowance at Netley

The Maintenance Van Allowance at Netley will continue to be paid to employees who are eligible to receive this allowance.

Engineering Employee Level 5 (M10) (Trade Rate)

CURRENT	\$722.60 Base per week	As at 31 December 2006
Plus	\$50.00 Maintenance	
Allowances	\$13.00 Tool	
	<u>\$15.90 Electrical Licence</u>	<i>(Not paid for all purposes)</i>
Total per week	<u>\$801.50</u> per week	
As an hourly rate	\$21.09	

PROPOSED \$23.49 per hour

DIFFERENCE \$2.40 per hour
INCREASE \$91.20 per week

Engineering Tradesperson Special Class Level 1 (M8)

CURRENT	\$779.20 Base per week	As at 31 December 2006
Plus	\$50.00 Maintenance	
Allowances	\$13.00 Tool	
	<u>\$15.90 Electrical Licence</u>	<i>(Not paid for all purposes)</i>
Total per week	<u>\$858.10</u> per week	
As an hourly rate	\$22.58	

PROPOSED \$25.72 per hour

DIFFERENCE \$3.14 per hour
INCREASE \$119.32 per week

Advanced Engineering Tradesperson Level 1 (M6)

CURRENT	\$873.30	Base per week	As at 31 December 2006
Plus	\$50.00	Maintenance	
Allowances	\$13.00	Tool	
	<u>\$15.90</u>	Electrical Licence	(Not paid for all purposes)
Total per week	<u>\$952.20</u>	per week	
As an hourly rate	\$25.06		

PROPOSED \$29.07 per hour

DIFFERENCE \$4.01 per hour
INCREASE \$152.38 per week

Apprentices

The Proposed Agreement provides that Apprentices will receive a percentage of the Hourly Rate of an Engineering Employee Level 5 (M10) as follows:

Year	%	New Hourly Rate
1st	42	\$9.87
2nd	55	\$12.92
3rd	75	\$17.62
4th	88	\$20.67

Metal Trades (Mechanical Stream)

Schedule 1.4 of the Proposed Agreement details the hourly rates payable for employees who are either:

- (a) engineering employees who perform mechanical work or hold Certificate I or Certificate II in Engineering (Mechanical); or
- (b) engineering tradespersons who hold a Trade Certificate or Tradespersons Rights Certificate as an Engineering Tradesperson (Mechanical).

The following calculations:

1. are based on the top increments of the various levels
2. include the \$50 per week Maintenance Allowance (which is paid for all purposes)
3. include the \$13.00 per week Tool Allowance (which is paid for all purposes but not to all employees)

Some employees may also receive other allowances which will no longer be paid such as:

- Ship Repair Allowance
- Allowances paid in hospitals like the Surgical Allowance, Key Allowance, the Additional Allowance at the Northern and Far Western Health Service, High Voltage Allowance, Lift Work Allowance
- "Gasfitting" Allowance at Netley

The Maintenance Van Allowance at Netley will continue to be paid to employees who are eligible to receive this allowance.

Engineering Employee Level 4 (M11)

CURRENT	\$700.10 Base per week	As at 31 December 2006
	Plus <u>\$50.00</u> Maintenance	
Total per week	<u>\$750.10</u> per week	
As an hourly rate	\$19.74	
PROPOSED	\$22.04 per hour	
DIFFERENCE	<u>\$2.30</u> per hour	
INCREASE	<u>\$87.40</u> per week	

Engineering Employee Level 5 (M10) (Trade Rate)

CURRENT	\$722.60 Base per week	As at 31 December 2006
	Plus \$50.00 Maintenance	
Allowances	<u>\$13.00</u> Tool	
Total per week	<u>\$785.60</u> per week	
As an hourly rate	\$20.67	
PROPOSED	\$23.08 per hour	
DIFFERENCE	<u>\$2.41</u> per hour	
INCREASE	<u>\$91.58</u> per week	

Engineering Tradesperson Special Class Level 1 (M8)

CURRENT	\$779.20	Base per week	As at 31 December 2006
Plus	\$50.00	Maintenance	
Allowances	\$13.00	Tool	
Total per week	<u>\$842.20</u>	per week	
As an hourly rate	\$22.16		

PROPOSED \$25.31 per hour

DIFFERENCE \$3.15 per hour
INCREASE \$119.70 per week

Advanced Engineering Tradesperson Level 1 (M6)

CURRENT	\$873.30	Base per week	As at 31 December 2006
Plus	\$50.00	Maintenance	
Allowances	\$13.00	Tool	
Total per week	<u>\$936.30</u>	per week	
As an hourly rate	\$24.64		

PROPOSED \$28.66 per hour

DIFFERENCE \$4.02 per hour
INCREASE \$152.76 per week

Apprentices

The Proposed Agreement provides that Apprentices will receive a percentage of the Hourly Rate of an Engineering Employee Level 5 (M10) as follows:

Year	%	New Hourly Rate
1st	42	\$9.69
2nd	55	\$12.69
3rd	75	\$17.31
4th	88	\$20.31

Metal Trades (Fabrication Stream)

Schedule 1.5 of the Proposed Agreement details the hourly rates payable for employees who are either:

- (a) engineering employees who perform fabrication work or hold Certificate I or Certificate II in Engineering (Fabrication); or
- (b) engineering tradespersons who hold a Trade Certificate or Tradespersons Rights Certificate as an Engineering Tradesperson (Fabrication).

The following calculations:

1. are based on the top increments of the various levels
2. include the \$50 per week Maintenance Allowance (which is paid for all purposes)
3. include the \$13.00 per week Tool Allowance (which is paid for all purposes but not to all employees)

Some employees may also receive other allowances which will no longer be paid such as:

- Ship Repair Allowance
- Allowances paid in hospitals like the Surgical Allowance, Key Allowance, the Additional Allowance at the Northern and Far Western Health Service, High Voltage Allowance, Lift Work Allowance
- "Gasfitting" Allowance at Netley

The Maintenance Van Allowance at Netley will continue to be paid to employees who are eligible to receive this allowance.

Engineering Employee Level 4 (M11)

CURRENT	\$700.10 Base per week	As at 31 December 2006
	Plus <u>\$50.00</u> Maintenance	
Total per week	<u>\$750.10</u> per week	
As an hourly rate	\$19.74	
PROPOSED	\$22.04 per hour	
DIFFERENCE	<u>\$2.30</u> per hour	
INCREASE	<u>\$87.40</u> per week	

Engineering Employee Level 5 (M10) (Trade Rate)

CURRENT	\$722.60 Base per week	As at 31 December 2006
	Plus \$50.00 Maintenance	
	Allowances <u>\$13.00</u> Tool	
Total per week	<u>\$785.60</u> per week	
As an hourly rate	\$20.67	
PROPOSED	\$23.08 per hour	
DIFFERENCE	<u>\$2.41</u> per hour	
INCREASE	<u>\$91.58</u> per week	

Engineering Tradesperson Special Class Level 1 (M8)

CURRENT	\$779.20	Base per week	As at 31 December 2006
Plus	\$50.00	Maintenance	
Allowances	\$13.00	Tool	
Total per week	<u>\$842.20</u>	per week	
As an hourly rate	\$22.16		

PROPOSED \$25.31 per hour

DIFFERENCE \$3.15 per hour
INCREASE \$119.70 per week

Advanced Engineering Tradesperson Level 1 (M6)

CURRENT	\$873.30	Base per week	As at 31 December 2006
Plus	\$50.00	Maintenance	
Allowances	\$13.00	Tool	
Total per week	<u>\$936.30</u>	per week	
As an hourly rate	\$24.64		

PROPOSED \$28.66 per hour

DIFFERENCE \$4.02 per hour
INCREASE \$152.76 per week

Apprentices

The Proposed Agreement provides that Apprentices will receive a percentage of the Hourly Rate of an Engineering Employee Level 5 (M10) as follows:

Year	%	New Hourly Rate
1st	42	\$9.69
2nd	55	\$12.69
3rd	75	\$17.31
4th	88	\$20.31

Plumbers

Schedule 1.1 of the Proposed Agreement details the hourly rates payable for employees who are employed pursuant to the Plumbers and Gasfitters (South Australia) Award.

The following calculations:

1. are based on the top increments of the various levels
2. include the \$50 per week Maintenance Allowance (which is paid for all purposes)
3. include the \$22.70 per week Tool Allowance (which is paid for all purposes)
4. includes an amount of \$30.30 per week for Chokage Allowance (which is not paid for all purposes so the actual per week amount will be less than that shown and will vary from employee to employee)

Some employees may also receive other allowances which will no longer be paid such as allowances paid in hospitals like the Surgical Allowance, Key Allowance, the Additional Allowance at the Northern and Far Western Health Service, High Voltage Allowance, Lift Work Allowance.

There is no entitlement to payment of the Registration Allowance.

The Maintenance Van Allowance at Netley will continue to be paid to employees who are eligible to receive this allowance.

Plumbing and Mechanical Services Tradesperson Level I

CURRENT	\$752.60 Base per week	As at 1 October 2007
Plus	\$50.00 Maintenance	
Allowances	\$22.70 Tool	
	<u>\$30.30 Chokage</u>	(Max 5 days per week - Not paid for all purposes)
Total per week	<u>\$855.60</u> per week	
As an hourly rate	\$22.52	
PROPOSED	\$24.68 per hour	
DIFFERENCE	<u>\$2.16</u> per hour	
INCREASE	<u>\$82.08</u> per week	

Plumbing and Mechanical Services Tradesperson Special Class Level 1

CURRENT	\$809.20 Base per week	As at 1 October 2007
Plus	\$50.00 Maintenance	
Allowances	\$22.70 Tool	
	<u>\$30.30 Chokage</u>	(Max 5 days per week - Not paid for all purposes)
Total per week	<u>\$912.20</u> per week	
As an hourly rate	\$24.01	
PROPOSED	\$26.91 per hour	
DIFFERENCE	<u>\$2.90</u> per hour	
INCREASE	<u>\$110.20</u> per week	

Advanced Plumbing and Mechanical Services Tradesperson Level 1

CURRENT	\$871.80	Base per week	As at 1 October 2007
Plus	\$50.00	Maintenance	
Allowances	\$22.70	Tool	
	<u>\$30.30</u>	Chokage	(Max 5 days per week - Not paid for all purposes)
Total per week	<u>\$974.80</u>	per week	
As an hourly rate	\$25.65		
PROPOSED	\$29.15	per hour	
DIFFERENCE	<u>\$3.50</u>	per hour	
INCREASE	<u>\$133.00</u>	per week	

Apprentices

The Proposed Agreement provides that Apprentices will receive a percentage of the Hourly Rate of a Plumbing and Mechanical Services Tradesperson Level I as follows:

Year	%	New Hourly Rate
1st	40	\$9.87
2nd	55	\$13.57
3rd	75	\$18.51
4th	90	\$22.21

Building Trades

Schedule 1.2 of the Proposed Agreement details the hourly rates payable for employees who are employed pursuant to the South Australian Government Building Trades Award.

The Tool Allowance for building trades varies depending upon the trade, for example:

- Carpenter, Joiner or Setter Out is entitled to \$22.82 per week
- Plasterer is entitled to \$18.94 per week
- Bricklayer is entitled to \$16.39 per week
- Signwriter, Painter or Glazier is entitled to \$5.63 per week

The following calculations:

1. are based on the top increments of the various levels
2. include the \$50 per week Maintenance Allowance (which is paid for all purposes)
3. uses the maximum Tool Allowance of \$22.82 per week (which is only paid to carpenters)

The Maintenance Van Allowance at Netley will continue to be paid to employees who are eligible to receive this allowance.

Building Trades Employee Level 4

CURRENT	\$730.10 Base per week	As at 1 October 2007
	Plus <u>\$50.00</u> Maintenance	
Total per week	<u>\$780.10</u> per week	
As an hourly rate	\$20.53	

PROPOSED \$22.04 per hour

DIFFERENCE \$1.51 per hour
INCREASE \$57.38 per week

Building Tradesperson Level I

CURRENT	\$752.60 Base per week	As at 1 October 2007
	Plus \$50.00 Maintenance	
Allowances	<u>\$22.82</u> Tool	
Total per week	<u>\$825.42</u> per week	
As an hourly rate	\$21.72	

PROPOSED \$23.08 per hour

DIFFERENCE \$1.36 per hour
INCREASE \$51.68 per week

Building Tradesperson Level II

CURRENT	\$777.80	Base per week	As at 1 October 2007
	Plus	\$50.00	Maintenance
	Allowances	<u>\$22.82</u>	Tool
Total per week		<u>\$850.62</u>	per week
As an hourly rate		\$22.38	

PROPOSED \$24.20 per hour

DIFFERENCE \$1.82 per hour
INCREASE \$69.16 per week

Apprentices

The Proposed Agreement provides that Apprentices will receive a percentage of the Hourly Rate of a Building Tradesperson Level I as follows:

Year	%	New Hourly Rate
1st	45	\$10.39
2nd	55	\$12.69
3rd	75	\$17.31
4th	90	\$20.77

SAMFS Employees

Schedule 1.7 and Schedule 1.8 of the Proposed Agreement provides for the translation of SAMFS employees to the relevant classification pursuant to the South Australian Government Departments and Instrumentalities (Metal Trades) Award. The hourly rates for those employees will be in accordance with the relevant metal trades stream.

Employees covered by the SAMFS Technical and Trades Agreement will no longer be paid the tool allowance and the licence allowance paid to electricians.

Employees covered by the SAMFS Workshop Agreement will no longer be paid the trades allowance of \$50 per week.

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