

**Precision Fire Protection
Services Pty Ltd -
Electrical Enterprise
Agreement 2024**

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1. TITLE OF AGREEMENT

This Agreement shall be known as the “Precision Fire Protection Services Pty Ltd - Electrical Enterprise Agreement 2024”.

2. KEY OBJECTIVES

- a) This Agreement has been jointly developed by Precision Fire Protection Services Pty Ltd and its Employees for the purpose of developing and implementing workplace reform strategies so as to produce an environment aimed directly at improving the competitiveness of the Company within the marketplace, thus delivering projects on time and within budget along with job satisfaction and job security for Employees.
- b) The primary objective of the Company is to provide safe, efficient, and highly productive labour to its clients. The performance of every Employee is critical to achieving the Company’s objectives and the Employees agree to actively co-operate with the client’s management and supervision to achieve high levels of safety, productivity, and cost-efficient operations.
- c) The parties to this Agreement share the following objectives:
 - i) To improve the efficiency and productivity of the Company in the way Employees carry out their core tasks.
 - ii) To promote a wider utilisation of skills by the Company’s workforce, supported by appropriate training, provided by the Company, where needed, and to lessen the degree of direct supervision.
 - iii) To jointly explore the practicality of work teams, and the removal of unnecessary barriers that may prevent the full utilisation of the skills of the Company's workers.
 - iv) To anticipate and utilise new technologies, subject to appropriate training, to enhance the competitive position of the Company.
 - v) To prepare for the implementation of quality assurance techniques where they relate directly to the performance of employment duties.
 - vi) To continue to maintain a working environment that is safe, both on sites and elsewhere.
 - vii) To improve the job satisfaction and responsibility of the Company’s workforce and through the measures contained in this Agreement, to improve both the job security and internal career prospects of the workforce.
 - viii) To maintain low rates of dispute and eliminate lost time due to dispute.
 - ix) To promote the prompt return to work of temporarily incapacitated Employees initially on Suitable Duties and a speedy return to full duties.
 - x) To maintain a stable workforce and to cater for variances in workload.
 - xi) To have the ability to source additional labour by engaging subcontractor firms as required.

3. DEFINITIONS

For the purpose of this Agreement:

- **Act** means the Fair Work Act 2009 (Cth) (as amended from time to time).
- **Agreement** means this Enterprise Agreement.
- **Base Rate of Pay** is defined in accordance with the Act.
- **Company (or Employer)** means Precision Fire Protection Services Pty Ltd

- **Construction Work** is defined as construction work in connection with the erection, maintenance, renovation or demolition of buildings or structures. The parties agree that this includes all sites that are supervised by a Builder/Principal Contractor.
- **Continuous Shift work** means work where an Employee is regularly engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least five consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the Company) and who is regularly rostered to work those shifts.
- **Distant Work** is that in respect of which the distance or travelling facilities to and from such place of work make it reasonably necessary that an Employee should live and sleep at some other place other than their usual place of residence at the time of commencing such work.
- **Employee** means an employee of the Company Divisions performing construction work within the scope of this Agreement extending to anywhere within the area of 130km of Sydney City (CBD).
- **FWC** means the Fair Work Commission.
- **Immediate Family** in relation to carer's leave and compassionate leave is spouse or former spouse, de facto partner or former de facto partner, child, parent, grandparent, grandchild, sibling, or a child, parent, grandparent, grandchild or sibling of the employee's spouse or de facto partner, and as otherwise defined by the Act.
- **NES** means the National Employment Standards
- **Reasonable additional hours** are defined in accordance with section 62 of the Act.
- **Reasonable board and lodging** is defined as lodging in a well-kept establishment with adequate furnishing, good bedding, good floor coverings, good lighting and heating in either a single room or a twin room if a single room is not available, with hot and cold running water. As a guide, generally being of NRMA 3-star rated quality if available.

4. PARTIES BOUND

This Agreement shall be lodged with the Fair Work Commission in accordance with the Act and shall be binding upon the Company and the Employees.

5. SCOPE & APPLICATION OF AGREEMENT

- a) This Agreement covers the Company and its Employees employed in the classifications as defined in Schedule A of this Agreement, unless the Company has entered into another registered agreement for a specific site or project in which case that specific agreement will replace this Agreement for those employees only while working on the site or project.
- b) If the Company has secured work outside 130km's of the Sydney CBD, then an employee who normally works within that area:
 - i) If specifically directed by the Company to work on that site, will be paid at the rates outlined in this Agreement.
 - ii) If an employee resides within 130km's of the jobsite, but that jobsite is outside 130km's of Sydney's CBD, that employee will not be entitled to the allowances within this agreement.
 - iii) If an employee offers or desires to work on a jobsite 130km's away from the Sydney CBD, that employee will not be entitled to the allowances within this agreement.
- c) Site/Project/Services Allowances will be paid where such allowance is either:
 - i) awarded by the FWC; or

- ii) required by a site condition specified at the time of tender. It is incumbent upon the Company to enquire of the Head Contractor/Client at the time of tender whether a site/project allowance is required to be paid.

6. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation seven days after it is approved by the FWC and will nominally expire on 30 April 2028. This Agreement may be terminated in accordance with the Act.

7. NO EXTRA CLAIMS

- a) The Employees will not pursue any extra claims for the nominal life of this Agreement. However, the provisions of this clause do not prevent the Employer from implementing features which can improve the efficiency and productivity of the business.
- b) Should any disagreement arise in relation to the terms of the Agreement or the NES, the parties shall follow the Dispute Settlement Procedure set out in clause 25. There will be no industrial action during the life of the Agreement until the nominal expiry date has been reached and the requirements of the Act applied.

8. ENTIRE AGREEMENT

- a) This Agreement is a comprehensive agreement and will stand alone, save for clause 8(b).
- b) This Agreement is read in conjunction with the NES and if a term of this Agreement is detrimental to an Employee when compared to a provision of the NES, the NES shall prevail over the term of this Agreement to the extent of the conflict.

9. EMPLOYEE ENGAGEMENT

- a) All Employees, excluding casuals, shall be initially engaged upon a three-month probationary period. This probationary period may be extended by the Employer to a total maximum six months, provided the Employee is notified prior to the completion of three months' employment. During this probationary period, either party may terminate the employment with one week's notice. The probationary period shall be counted as part of the Employee's ongoing service with the Company.
- b) Employees may be engaged under this Agreement as full time, part time, casual or temporary fixed term/project employees. Each of these is broadly defined as follows:
 - i) A full-time Employee is one who either:
 - a. has ongoing employment and works, on average, around 38 hours each week plus reasonable additional hours; or
 - b. has ongoing employment and works 38 hours per week (which can be averaged over a 4-week cycle) plus reasonable additional hours.
 - ii) A part-time Employee:
 - works, on average, less than 38 hours per week;
 - usually works regular hours each week; and
 - is entitled to the same benefits as a full-time Employee, but on a pro rata basis.
 - iii) A casual Employee is one who is engaged and paid as such. A casual Employee shall receive a 25% casual loading paid in addition to their base hourly rate of pay. A casual Employee shall

have no entitlement to personal/carer's leave, payment for public holidays not worked, redundancy payments, redundancy fund contributions or annual leave.

- iv) A temporary fixed term/project Employee is an Employee engaged for a specific period, task, or project, noting that the engagement must comply with the terms of the Act. Such Employees shall be advised of the fixed period of engagement upon commencement of employment and shall be entitled to all the benefits of this Agreement including redundancy fund contributions and redundancy payments.
- v) In addition to the above categories, Employees may be engaged as apprentices who shall be engaged on a fixed term contract for the length of the apprenticeship recognized the NSW-state training authority.
- vi) A part-time Employee will not be required to work outside of the hours agreed unless urgent and/or unforeseen circumstances intrude. In such a case, the overtime provisions of clause 15(e) will apply

10. CONDITIONS OF EMPLOYMENT

It is a term and condition of employment, and of the obligations and rights occurring under this Agreement, that all Employees:

- a) Properly use and maintain all appropriate protective clothing and tools and equipment supplied by the Company for specified circumstances; and
- b) Use any technology and perform any duties that are within the limits of the Employee's skill, competence, training, and classification level; and
- c) Maintain commitment to, and comply with the Company's lawful and reasonable directions (consistent with the objectives of the Agreement) with respect to, safety, quality, site cleanliness and waste management; and
- d) Provide and maintain an adequate kit of tools in accordance with Schedule D agreements requirements; and
- e) Assist in their prompt return to work on suitable duties if temporarily unable to carry out their normal duties due to a work-related injury; and
- f) Be committed to the objectives in Clause 2 of this Agreement.

11. WAGES & ALLOWANCES

Wages

- a) Upon lodgement of this Agreement, the wage rates as set out in Schedule B will be paid for all Employees and shall form the base rate of pay under this Agreement.
- b) The wage rates in Schedule B are more favourable than the rates of pay set out under the relevant Award.
- c) The wage rates in Schedule B' are in compensation for all non-expense related allowances, excluding those otherwise provided for in this Agreement.

Allowances

- d) Expense-related allowances payable under this Agreement are identified in Schedule C and elsewhere in this Agreement.

Site Allowance, Extraordinary Site Condition Allowance & Service Allowance

Workers covered by this Agreement who usually work on construction sites and who do not regularly perform service work are entitled to a construction **Site Allowance** when they are working on a construction site. This is not an 'all-purpose allowance'.

For the purpose of this Agreement, a '**construction site**' is a place of work whereby construction work is conducted for a principal building contractor, with the requirement of a site induction, relevant construction documentation including a SWMS and White Card, a representative of the principal contractor is present at the site as a construction foreman, and the area of work is closed to the public for the duration of the works i.e. works are not conducted around and adjacent normal occupiers of the space as would be the case in a minor service repair.

Workers covered by this Agreement who do not usually work on construction sites and who regularly perform service work are entitled to a **Service Allowance** of \$2.00 per hour. This is not an 'all-purpose allowance'.

Workers covered by this Agreement shall only be entitled to receive the Construction Site Allowance or the Service allowance. For the avoidance of doubt, an employee cannot receive both the Construction Site Allowance and the Service Allowance at the same time.

When an employee is receiving the Construction Site Allowance and is performing works in unusual, unpleasant, or high-risk environments such as tunnels, sewerage & water treatment facilities, underground/mining environments, confined spaces, or hazardous areas, they shall also receive the **Extraordinary Site Condition Allowance**. This is not an 'all-purpose allowance'.

Travel

- e) Where an Employee commences work on a site or a project, as opposed to the Company's office or workshop, the Employee shall receive a 'travelling time' allowance as set out in Schedule B under the heading 'Travel'.
 - i) Where an Employee's average daily time of journeys to and from the Employee's residence and a place of employment exceeds 4 hours per day, the Employee shall be paid the travelling allowance, and in addition, shall be paid at ordinary time rate for time travelled (except on Sundays or public holidays when the rate shall be time and a half for the average daily journey time which exceeds 3 hours per day).
 - ii) Clause 11(e)(i) shall not apply where the Employee's average daily time of journeying to and from their residence and their place of employment exceeds 4 hours per day either solely because an Employee changes their place of residence after commencement of their employment, or solely because of where they are residing at the commencement of their employment.

Distant Work

- f) Subclauses 11(g) – (j) apply, provided that they shall not inhibit the provisions of definition Distant Work (Clause 3).

- g) In computing reasonable travelling time and for the purpose of 11(e) Excess Travelling time, the following shall apply:
- i) Where the Employee uses public transport on their journey, travelling time shall include all the reasonably spent:
 - In waiting between public transport connections; and
 - Between disembarking from public transport and the time of starting work; and
 - Between finishing work and embarking on public transport.
 - ii) Where the Employee is required to walk on their journey, walking time shall be at the rate of 12 minutes per kilometre.
- h) Travelling Time Payment to and from Distant Work: An Employee travelling to or from distant work shall be paid for the time occupied in such travel at ordinary time rates up to a maximum of 12 hours out of every 24 hours, or where a sleeping berth is provided, a maximum of 8 hours out of every 24 hours.
- i) Employees who are requested to use their private vehicles for Company purposes or relocate to another project after commencement and agree to utilize such vehicle will be compensated by the company for such use. This compensation shall be in accordance with the rate prescribed as 'Motor Vehicle Allowance' in Schedule C.
- j) The Company will reimburse reasonable pre-authorized expenses incurred by the Employee in the course of employment, in accordance with Company policy.

Payment of Wages

- k) EFT will be used for payment of wages to Employees covered by this Agreement.
- i) All wages and/or additional entitlements due to an Employee shall be paid no later than Thursday each week and no more than two days' pay may be kept in hand. Provided that when the usual pay day is an observed holiday, such Employee shall receive the amount due to him/her no later than normal ceasing time on the working day immediately preceding such holiday.
 - ii) Upon termination of the employment, wages due to an Employee shall be paid to him/her within a reasonable time period generally 7 days of termination.
 - iii) Waiting time shall not be payable where an Employee is kept waiting for their money due to circumstances beyond the control of the Employer. Nothing shall prevent any alternative arrangement between the Employer and an Employee.
 - iv) Payroll deductions may be provided by the Employer subject to the Employee providing the Employer with a letter of authority to do so in accordance with the Act.
 - v) Employees will receive their pay slips on a weekly basis by email within two working days after the pay day.
 - vi) The Employee agrees to reimburse the Company for any overpayment proven to be made to the Employee in error by the Company.
 - vii) Upon two weeks' advance written notice of an overpayment to the Employee, the Employee authorizes the Company to deduct in agreed weekly amounts from any wages or any other entitlements payable, or owing to the Employee on termination (two weeks' advance written notice shall not be required in this circumstance), any overpayments made in error to the Employee by the Company.

12. HOURS OF WORK & MEAL BREAKS

- a) Ordinary Hours of work shall be worked between 6:00am and 6:00pm and may be worked on any day or all of the days of the week, Monday to Friday. Once established, normal start and finish times may be varied by agreement between the Employer and the majority of Employees on site. Employees shall be at the nearest gang box or site shed dressed, equipped and ready to commence work at the work start time. Clean up time shall occur after the scheduled finish time.
- b) Ordinary Hours of work shall not normally exceed 8 hours per day. Provided that by mutual agreement between the Company and the Employee(s), up to 12 ordinary hours of work may be worked per day. An acceptable normal workday would begin at 06:30 and finish at 15:00 with a 30-minute unpaid break, or alternately begin at 07:00 and finish at 15:30 with a 30-minute unpaid break.
- c) There will be allowed, without deduction of pay, a rest period of 10 minutes between 09:00 and 11:00. By agreement, this daily rest break may be surrendered, and a reasonable adjustment will be made to the finishing time.
- d) No Employee shall be required to work for more than five hours continuously without a meal break, to be taken at the Company's discretion. Where possible the normal meal break should be as near as practicable to the middle of the period of duty and be of an unpaid duration of 30 minutes.
- e) Any Employee engaged on a Saturday, Sunday or Public Holiday shall receive a minimum four hours pay at the appropriate penalty rate.
- f) On selected projects, where there is a need due to client requirements or the nature of the project for variation to hours of work and/or shift work, the Company and the individual Employee(s) concerned may agree for the spread of hours and/or shift system to be tailored to suit the individual project needs with provisions drafted in lieu of the above. Volunteers will be sought in the first instance. In absence of suitable Employees volunteering, the Employer will provide at least seven days' notice of any change to shift rosters to affected Employees.
- g) Unless otherwise instructed, each Employee is required to start and finish work on the Company nominated site, rather than at the Company's office.
- h) The Company shall have the right to stand down and deduct any payment for any day the Employee cannot be usefully employed because of any strike or through any breakdown in machinery, inclement weather or any stoppages in work by any cause for which the Employer cannot reasonably be held responsible.

13. ROSTERED DAYS OFF

- a) Unless varied as allowed above, in general Employees shall work 8-hour days (40-hour weeks) and accrue 2 hours per week to achieve 1 rostered day off per 4-week cycle. A new Employee will be eligible for an RDO after achieving 7.6 hours RDO accrual. It is recognised that not all Employees may want 1 rostered day off per month and provision is made below for the Employee to have discretion whether these rostered days off are taken each month, banked for future use or paid out to offset reduced hours of pay on lockdown weekends.

- b) The parties agree to balance flexibility with certainty with regard to the use of RDO accruals.
- c) The management in regard to taking, working, or banking of RDOs is the responsibility of the Company.
- d) RDOs are usually taken at a time mutually agreed between the Employee and the Company, however:
 - i) The Employee must take an RDO if their work site is closed for a site RDO.
 - ii) It is recognised that there is merit in scheduling RDOs adjacent to public holiday ('lockdown') weekends and having these as non-working weekends to enable quality paid leisure time. **Lockdown Weekends** are defined as weekends adjacent to the following public holidays - Australia Day, Easter Monday, Anzac Day, Queens Birthday, and Labour Day.
 - iii) A single RDO may be paid out if requested by the Employee. When RDOs are paid out, they shall be paid at ordinary time rates of pay.
 - iv) RDOs may be paid out if requested by the Employee.
 - v) When RDOs are paid out, they shall be paid at ordinary time rates of pay.
 - vi) The industry's RDO calendar may be adhered to if the Company has not put in place an alternate calendar or arrangement.
 - vii) RDOs may be banked at a maximum of 5 days in any 12-month period. Once five RDOs have been banked, they must be taken prior to Annual Leave being approved. Any or all accrued RDOs in excess of this at the Employees' request may be paid out or sacrificed into a nominated superannuation fund (paid out or sacrificed at ordinary rates of pay).
 - viii) Upon termination of employment, any rostered days off banked by the Employee will be paid out at ordinary rates.
 - ix) Where an accrued RDO is to be taken, application for such time shall be sought giving at least forty-eight hours' notice.
 - x) Where more than one accrued RDO is to be taken on consecutive working days, application for such time shall be sought giving at least two weeks' notice.

14. SHIFT WORK

a) Definitions

For the purpose of this clause:

- i) 'Rostered shift' means any shift of which the employee concerned has had at least 48 hours' notice.
- ii) 'Afternoon shift' means any shift finishing after 6.00pm and at or before midnight.
- iii) 'Night shift' means any shift finishing after to midnight and at or before 8.00am.

b) Hours

- i) The weekly ordinary hours of work shall be an average of 38 per week, and shall not exceed 152 hours in 28 consecutive days unless a different shift cycle for a section or all the Employees has been agreed between the Company and the majority of Employees.
- ii) Subject to the following conditions, such shift workers shall work at such times as the Company may require:
 - a) A shift shall not exceed 8 hours of ordinary time work. Provided that by mutual agreement between the Company and an Employee or majority of Employees concerned, a shift can consist of up to 12 hours;
 - b) Such ordinary hours shall be worked continuously except for meal breaks taken at the discretion of the Company;

- c) Except at the regular changeover of shifts an Employee shall not be required to work more than one shift in each 24 hours;
- d) An Employee shall not be required to work for more than 5 hours without a break for a meal.

c) Rosters

- i) A shift roster shall specify the commencing and finishing times of ordinary working hours of the respective shifts.
- ii) Variation of shift rosters
 - a) The method of working shifts may in any case be varied by agreement between the Company and the consultative committee to suit the circumstances of the establishment.
 - b) The time of commencing and finishing shifts once determined may be varied by agreement between the Company and the consultative committee to suit the circumstances of the establishment or in the absence of agreement by seven days' notice of alteration given by the Company to the employees.

d) Rate for working on Weekday shifts

- i) **Afternoon shifts** An Employee whilst on afternoon or night shall be paid for such shift 15% more than the Employee's ordinary rate.
- ii) **Night shifts** An Employee whilst working on night shift shall be paid for such shift 30% more than the Employee's ordinary rate.
- iii) **Short term shifts** An Employee who works on an afternoon or night shift which does not continue for at least five successive afternoons or nights shall be paid their ordinary rate of pay plus 50% for the two hours and 100% thereafter.

e) Rate for working on Saturday shifts

The minimum rate to be paid to a shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a half. The extra rate is in substitution for and not cumulative upon the shift premiums prescribed elsewhere in this Agreement.

f) Rate for working on a Sunday and public holiday shifts

- i) The rate at which shift workers are to be paid for all time worked on a Sunday or public holiday is as follows:
 - a. Sundays – at the rate of double time
 - b. Public holidays – at the rate of double time and a half
- ii) Where shifts commence between 11.00pm and midnight on a Sunday or public holiday, the time so worked before midnight does not entitle the Employee to the Sunday or public holiday rate for the shift. However, the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or public holiday shall be regarded as time worked on the Sunday or public holiday.
- iii) Where shifts fall partly on a holiday, the shift that has the major portion falling on the public holiday shall be regarded as the holiday shift.
- iv) The extra rates in this sub clause are in substitution for and not cumulative upon the shift premiums prescribed elsewhere in this Agreement.

g) Overtime on shift work

- i) For all time worked in excess of or outside the ordinary rostered working hours or on a shift other than a rostered shift shall be paid at a rate of time and a half for the two first hours and double time thereafter.
- ii) Except in each case where the time is worked:
 - a) By arrangement between the employees themselves;
 - b) For the purpose of effecting customary rotation on shifts; or
 - c) On a shift to which an Employee is transferred on short notice as an alternative to standing the Employee off. Provided that when not less than eight hours' notice has been given to the Company by a relief worker that the Employee will be absent from work and the Employee whom the Employee should relieve is not relieved and is required to continue to work on the Employee's rostered day off the unrelieved employee shall be paid double time.
- iii) Such extra rates shall be in substitution for and not cumulative upon the shift premiums.

h) Superannuation on Shift Allowance

The shift allowance payments in (d) to (f) above constitute ordinary time earnings and as such are subject to Superannuation guarantee payments. The overtime allowance in (g) is not ordinary time earnings and is not subject to Superannuation guarantee payments.

i) Rest period after shift work

- a. A shift worker, when going on shift, changing shift or returning to day work shall have at least 10 consecutive hours off duty on completion of the day work, shift and any overtime and shall not suffer any loss of pay for any ordinary time, or any ordinary shift time as is appropriate in the circumstances for any such off duty period.
- b. Provided that, if on the instructions of the Company, such an Employee resumes or continues to work without having had such 10 consecutive hours off duty, the Employee shall be paid at double time rates until released from duty and shall then be entitled to 10 hours off duty and shall not suffer any loss of pay for any ordinary time, or any ordinary shift time as is appropriate in the circumstances, for any such off duty period.

15. REASONABLE ADDITIONAL HOURS & OVERTIME

- a) The nature of the Company's business necessitates out of hours work due to shutdowns, changeovers, breakdowns or maintenance and overtime due to construction programmes.
- b) Employees will be required to work reasonable additional hours to meet the operational requirements of the Company and the manning and productivity requirements of each job, project and/or client.
- c) An Employee may refuse to work additional hours in circumstances where the working of such additional hours would be unreasonable.
- d) All reasonable additional hours worked by Employees beyond their normal work cycle each week shall be classed as overtime and paid in accordance with this Clause.
- e) Overtime shall be paid at the following rates:

Monday - Friday	Time and a half for the first two hours and double time thereafter.
Saturday	Time and a half for the first two hours and double time thereafter.
Sunday	Double Time.

Public Holidays	Double Time and a half.
On base hourly rates	

- f) Where an Employee works overtime, the Employee may by mutual agreement with the Company, forego payment for the overtime and be released for an equivalent period of hours with pay, i.e. on an hour-for-hour basis. An Employee may also otherwise elect, with consent of the Company to work "make-up time", under which the Employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the Agreement, at the ordinary rate of pay.
- g) An Employee working overtime on Saturday, Sunday or Public Holidays shall be allowed a meal break of twenty minutes without deduction of pay after each four hours of overtime worked if the Employee continues to work after such mealtime.
- h) An Employee required to work overtime on weekdays of 2 hours or more after working ordinary hours shall be allowed a meal break of 20 minutes before starting overtime which shall be paid at ordinary rates. The Company and Employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the Company shall not be required to make any payment in respect of any time allowed in excess of 20 minutes.
- i) The timing, staggering, or combining of meal breaks shall be co-ordinated on a site-by-site basis by mutual agreement between the Company and the majority of Employees affected on each site.
- j) Where overtime is worked, whenever reasonably practicable Employees shall have a rest period of 10 consecutive hours between works of successive days without loss of any pay for ordinary working time occurring during such rest period. Where they do not receive such a rest period, they shall be paid at double time rates until they are released from duty and shall then be entitled to be absent from work for a rest period of 10 hours without loss of any pay for ordinary working time occurring during such rest period
- k) Work completed by a casual Employee outside of the ordinary hours of work under this Agreement shall be paid at the rate of 187.5% of the ordinary hourly rate for the first 2 hours and 250% of the ordinary hourly rate after 2 hours. The overtime rates for casual Employees have been calculated by adding the casual loading prescribed by clause 9 to the ordinary hourly rate before applying the overtime rates for full-time and part-time Employees prescribed by clause 15(e).

16. ANNUAL LEAVE

- a) An Employee's entitlement to annual leave under this Agreement shall, from the date of lodgement of this Agreement, be in accordance with the NES. Casual Employees shall have no entitlement to annual leave.
- b) Employees will be entitled to four weeks' paid annual leave per annum.
- c) Annual leave shall be paid at the base rate of pay applicable under this Agreement, plus an annual leave loading of 17.5%.
- d) An Employee is entitled to accrue annual leave progressively during a year of service according to the employee's ordinary hours of work. This is equivalent to 4 weeks per year.

- e) Part-time Employees shall accrue annual leave on a pro rata basis.
- f) Annual leave shall be taken at a time which is approved by the Company as being convenient having regard to overall operational and manning requirements of the Company and the Company will not unreasonably decline a request. An Employee is required to provide at least one month's notice of a request to take annual leave; however, final approval shall lie with the Company.
- g) An Employee may take annual leave in advance of completing 12 months service provided it does not exceed the Employee's pro-rata accrued annual leave entitlement.
- h) On termination, the value of any accrued but untaken annual leave shall be paid to an Employee.
- i) An Employee may, with the Employer's consent, cash out a portion of accrued annual leave in accordance with the Act provided:
 - i) the Employee provides the Employer with a written election to forgo the amount of annual leave in accordance with the Employer's Policy;
 - ii) the rate paid in lieu must be no less than the Employee's ordinary rate of pay;
 - iii) the Employer agrees to the cashing out; and
 - iv) the arrangement complies with the Act.
- j) Employees may elect to cash out annual leave entitlements but must retain an entitlement of at least four (4) weeks' annual leave.
- k) Employees may not cash out more than two weeks' accrued annual leave in any 12-month period.
- l) The Employer cannot require an Employee to cash out annual leave nor exert undue influence for an Employee to make an election to cash out annual leave.
- m) Where an Employee has more than 8 weeks' annual leave entitlement accrued to them, the Company may direct the Employee to take annual leave by providing a minimum four weeks' notice to the employee. Such direction shall only apply to a maximum of one quarter of the leave credits owing to the Employee.
- n) Provided an Employee receives 4 weeks' notice, the Company may direct an Employee to take any accrued annual leave during the Company's annual close down, e.g. the Christmas/ New Year period.
- o) For the purpose of the additional week of annual leave provided for in the NES, a shift worker is a seven-day shift worker who is regularly rostered to work on Sundays and public holidays

17. PERSONAL/CARER'S LEAVE

General

- a) Employees (excluding casuals) progressively accrue 10 paid days sick/carer's leave (also known as personal leave) per year, pro rata for part time Employees, in accordance with the NES.
- b) Sick and carer's leave come under the same leave entitlement.
- c) Accrued sick and carer's leave is not paid out on termination.
- d) Sick untaken sick/carer's leave with the Employer will accumulate from year to year.

Personal/Sick Leave

- a) Sick leave can be used when an Employee is ill or injured, or as otherwise provided for under the NES.
- b) An Employee is not entitled to be paid personal/sick leave whilst they are in receipt of workers' compensation payments.
- c) Payment for personal/ sick leave is conditional upon an Employee:
 - i) Informing the Manager, as soon as is reasonably practicable, of the inability to attend work, the nature of the illness and the estimated duration of the absence; and
 - ii) Providing to the Company a Medical Certificate (or Statutory Declaration where a medical certificate is not available) for any absence due to illness where the absence:
 - Occurs during the first 6 months of employment; or
 - Is more than one day; or
 - Occurs after the first three single sick days in a 12-month period; or
 - Occurs on either rostered shift immediately before or after the public holiday; or
 - As specifically requested by the company
- d) In the event that an Employee is absent from work other than on an approved sick leave and does not produce a Medical Certificate as required pursuant to this clause, an Employee will be deemed to have been absent from work without authorisation and will not be paid for any shift or part of a shift missed.

Carer's Leave

- a) An Employee is entitled to use up to a maximum of ten days per annum (i.e. in any one year) of their paid personal/carer's leave accruals as carer's leave to provide care and support for a member of their immediate family or a member of the employee's household who requires special care and support because of:
 - i) a personal illness or injury of the member; or
 - ii) an unexpected emergency affecting the member.
- b) All Employees (including casuals) are entitled to 2 day's unpaid carers leave. Employees get 2 days unpaid carers leave each time an immediate family member or household member of the Employee needs care and support because of:
 - i) Illness
 - ii) injury or
 - iii) an unexpected emergency.
- c) Full-time and part-time Employees can only get unpaid carers leave if they do not have any paid sick / carer's leave left
- d) To qualify for paid carer's leave, the Employee must provide:
 - i) for leave to care due to personal illness or injury of the person concerned, a medical certificate or statutory declaration (if a medical certificate is not available) stating that there is an illness or injury and the requirement for care or support; or
 - ii) For an unexpected emergency, a statutory declaration stating the nature of the emergency and the requirement for care or support.

- e) For clarity, Parental Leave is not Carers or Personal leave, and is unpaid. Parental Leave entitlements are outlined in Clause 19.

Family & Domestic Violence Leave

- a) All employees (including part-time and casual employees) are entitled to family and domestic violence leave in accordance with the NES.

18. COMPASSIONATE LEAVE

Employees are entitled to compassionate leave in accordance with the NES.

In order to qualify for payment for compassionate leave, the Employee must provide the Company evidence that the Company reasonably requires of the illness, injury or death e.g. a death or funeral notice or statutory declaration.

19. PARENTAL LEAVE

Leave shall be provided in accordance with the Fair Work Act 2009 (Cth).

20. LONG SERVICE LEAVE

- a) Eligible Employees will be entitled to long service leave in accordance with NSW Building and Construction Industry Long Service Payments Act 1986.
- b) Both Acts specify that only one benefit may be received for any period of work. Where eligibility for a long service benefit arises under both Acts, the worker must nominate whether to take a payment from the Long Service Corporation or a period of paid leave from their Employer.

21. JURY SERVICE

- a) If an Employee is required to attend for Jury Service, the Employee must:
 - i) Notify the Company as soon as possible of the date on which the Employee is required to attend for jury service, and
 - ii) Provide the Company with proof that he or she did actually attend for that Jury Service, including details about the length of attendance and the amount received for Jury Service.
- b) On receipt of evidence of the amount paid to the Employee for Jury Service, the Company will pay the employee for each ordinary work day the difference between the amounts received for Jury service and the base all-purpose daily rate they would have received had they been at work. This shall only apply for the first ten days of absence.

22. PUBLIC HOLIDAYS

A full-time Employee is entitled to payment for those public holidays gazetted by the Government where work is being performed in that State or Territory. For the purpose of this clause, Easter Saturday shall also be treated as a public holiday, in the event that it is not a gazetted public holiday in New South Wales.

Part time Employees shall only be entitled to payment for those public holidays they are normally rostered to work.

Casual employees shall have no entitlement to payment for public holidays they do not work.

23. CERTIFICATE III TELECOMMUNICATIONS LICENCE / REGISTRATION

Where an Employee covered by this Agreement is required under the ACMA Cabling Provider Rule 9 to hold and use a current license / registration in the course of their employment, the Company commits to accepting all payments in relation to the training for the qualification used during the course of their employment with the Company.

24. LIVING AWAY FROM HOME

- a) Where an Employee volunteers to be transferred to a distant site, they shall not be entitled to living away allowances or travel expenses.
- b) Where an Employee is specifically requested to transfer to a distant site, they shall be entitled to:
 - i) Payment of a Living away from Home allowance per week as set out in Schedule C (but such allowance shall not be wages), or by agreement the Company shall provide or reimburse the actual cost of reasonable board and lodging in lieu of the allowance.
 - ii) Where practicable, the opportunity to return home for the weekend at least once a month. Where the Employee so returns home, all reasonable travelling expenses incurred shall be reimbursed by the Employer provided that the Employee presents themselves for work at the site at the normal starting time on the next working day.
- c) All arrangements regarding distant sites shall be formalised in writing. The selection of Employees for away work shall be at the discretion of the Company and with discussion with affected Employees.

25. DISPUTE SETTLEMENT PROCEDURE

- a) If a dispute relates to:
 - a. a matter arising under the agreement; or
 - b. the National Employment Standards;

this term sets out procedures to settle the dispute.
- b) An Employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
- c) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management.
- d) If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to FWC.
- e) The FWC may deal with the dispute in 2 stages:
 - a. the FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
 - b. if the FWC is unable to resolve the dispute at the first stage, the FWC may then:
 - i. arbitrate the dispute; and
 - ii. make a determination that is binding on the parties.

Note: If the FWC arbitrates the dispute, it may also use the powers that are available to it under the Act.

A decision that the FWC makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.

- f) While the parties are trying to resolve the dispute using the procedures in this term:

- a. an Employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety; and
- b. an Employee must comply with a direction given by the Employer to perform other available work at the same workplace, or at another workplace, or to perform work in a different way, unless:
 - i. the work is not safe; or
 - ii. applicable occupational health and safety legislation would not permit the work to be performed; or
 - iii. the work is not appropriate for the Employee to perform; or
 - iv. there are other reasonable grounds for the Employee to refuse to comply with the direction.
- g) The parties to the dispute agree to be bound by a decision made by the FWC in accordance with this term.

26. REDUNDANCY & REDUNDANCY PAY

- a) Should redundancy become necessary, selection for redundancy shall be decided on, but not limited to, issues such as skills and ability, diligence, experience, service to the Employer, and anticipated future labour and skills requirements.
- b) An Employee given notice of termination in circumstances of redundancy will be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.
- c) Redundancy does not occur where an alternate position is accepted by an Employee within the Company or a successor or when the Employee is dismissed for unsatisfactory performance or misconduct.
- d) On termination of your employment, Employees must return all property of the Employer that is in their possession including but not limited to uniforms, keys, documents, phones, and personal protective equipment to the Employer. The Employer may withhold monies owing to the Employee if they fail to return the Employer's items subject to statutory entitlements.

27. PROVISION FOR SEVERANCE PAY

- a) The Company agrees to make provision for severance for full-time Employees (excluding apprentices) by payments into an industry redundancy fund up to that which they would be entitled to under clause 28 in the event they are made redundant.
- b) These provisions shall be paid into a bona fide external redundancy fund on behalf of these Employees with the fund utilised for the purpose of this agreement being ACIRT.
- c) The amount of contributions paid by the Company shall be in accordance with Schedule B for each week they are at work or on authorised leave paid by the company, until the amount the Company has contributed to that particular Employee's total trust fund account reaches their potential severance pay entitlement under clause 28.
- d) In the event of redundancy, the Employee's entitlement to severance pay made directly from the Company shall be reduced by the amounts the Company has contributed to the redundancy fund on their behalf.

28. TERMINATION OF EMPLOYMENT

- a) A permanent Employee may terminate their employment in accordance with the NES as per the following scale:

Period of Continuous Service	Period of Notice
Up to the completion of 1 year	1 Week
1 year and up to the completion of 3 years	2 Weeks
3 years and up to the completion of 5 years	3 Weeks
5 years and over	4 Weeks

Casual employment may be terminated by one hour's notice on either side.

- b) In the event of redundancy or dismissal of a permanent Employee (with the exception of a fixed term/project employee, a casual Employee, or an Employee terminated for serious misconduct) the Company shall provide notice in accordance with the NES as per the following scale:

Period of Continuous Service	Period of Notice
Up to the completion of 1 year	1 Week
1 year and up to the completion of 3 years	2 Weeks
3 years and up to the completion of 5 years	3 Weeks
5 years and over	4 Weeks

- c) Where an Employee is over 45 years of age at the time of termination and has a period of continuous service with the company in excess of two years, the Employee shall be entitled to one week's notice in addition to that prescribed above.
- d) The Employee agrees to reimburse the cost of elective training fees/charges paid on their behalf in the 12 months prior to termination.
- e) The period of notice in this clause shall not apply in the case of dismissal for conduct that justifies serious misconduct as defined in the Fair Work Regulations 2009.
- f) If an Employee fails to give the required notice the Employer may withhold from any monies due to the Employee on termination under this agreement or the NES, an amount not exceeding the amount the Employee would have been paid under this agreement in respect of the period of notice required by this clause less any period of notice actually given by the Employee.
- g) Where an Employee has given or been given notice of termination of employment he or she shall continue in employment until the date of the expiration of such notice. Any Employee who, having given or been given such notice is absent from work without reasonable cause during such period shall be deemed to have abandoned employment and shall not be entitled to payment for work not done within that period. Nothing in this clause shall prevent the Company making payment in lieu of notice.
- h) Where the Company has given notice of termination to an Employee, the Employee shall be allowed up to one day's paid time off during the notice period with pay to seek other employment.
- i) A permanent Employee whose position is made redundant with the Company shall be paid severance pay in accordance with the NES, as per the following scale. This entitlement to severance pay from the Company shall be reduced by the amount paid into a redundancy fund on their behalf.

Period of Continuous Service	Redundancy/Severance Pay
At least 1 year but less than 2 years	2 weeks
At least 2 years but less than 3 years	4 weeks
At least 3 years but less than 4 years	6 weeks
At least 4 years but less than 5 years	8 weeks

At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	12 weeks
At least 8 years but less than 9 years	13 weeks
At least 9 years but less than 10 years	14 weeks
At least 10 years	16 weeks

- j) Except for casuals, where the Company terminates the employment of an Employee (except by reason of the misconduct of the employee) within 10 days prior to a public holiday or group of holidays, the Employee shall be paid for that holiday or group of holidays, provided that they have been employed for a period of at least one week prior to the termination of employment. Provided further, where an Employee is re-employed within a period of one month of the termination of employment, the Employee shall be paid for all holidays occurring within the period between the termination of service and re-employment.
- k) When any two or more of the holidays prescribed in this agreement occur within one week of one another, such holidays shall, for the purposes of this Part, be deemed a group of holidays

29. INCLEMENT WEATHER PROCEDURE

- a) In the event of inclement weather affecting a workplace or worksite, work will continue until the particular work in hand can no longer be done safely.
- b) Inclement weather under this clause includes weather conditions such as extreme heat (greater than 35 degrees celsius), cold, rain, strong wind, and other abnormal weather conditions.
- c) Whilst there is inclement weather, Employees will be required to:
 - i) Continue to work undercover or relocate to alternative work (including undercover work on site).
 - ii) Obtain materials and services for Employees working undercover where there is only minimal exposure to inclement weather.
 - iii) When required, perform emergency and safety work. In addition, work on unexpected breakdowns which can be corrected in limited time duration.
- d) Should only a portion of the site/project or workplace be affected by inclement weather, all other Employees not so affected shall continue working, regardless that some Employees may be entitled to cease work due to inclement weather.
- e) If a halt to productive work occurs due to inclement weather, the parties agree that Employees may be relocated to other unaffected sites/places.
- f) Where the above steps are not possible, affected Employees may be required to attend toolbox meetings, work planning sessions or skills development activities.

30. TRANSFER OF LABOUR

If a halt to productive work occurs which is not the fault or the responsibility of the Company, the parties agree that Employees can be relocated to other unaffected areas to continue productive work or to other sites if work is available. If Employees cannot be relocated or transferred, Employees may be stood down with pay at Base Rate of pay.

31. MOTOR VEHICLES

- a) The Company, at its discretion, may terminate the employment of an Employee who does not hold, loses or fails to maintain a current Australian driver's license where such an Employee is required as part of their duties to hold such a licence and was informed of this. Employees must notify the Company of any changes to their driver's license that may affect their ability to perform their duties.
- b) A Company vehicle (where applicable) may be provided for use during the performance of duties on behalf of the company. Due to Australian Taxation Office requirements this vehicle is not permitted to be used for private purposes, other than driving to and from the last call of each day.
- c) At its discretion, the Company may provide a motor vehicle allowance in lieu of a Company vehicle for an Employee to provide and maintain their own vehicle of choice to enable them to utilise it for work purposes. The type of vehicle that an Employee will require is a vehicle that is fit for purpose for the job role or similar job role being undertaken. The vehicle allowance paid is subject to taxation. All vehicle costs will be the Employee's responsibility including running and maintenance costs, insurance, registration, and any setup costs.
- d) Drivers of Company Vehicles are not to drive when they are unlicensed or when they are under the influence of drugs or alcohol. Disciplinary action including instant dismissal may be taken should this occur.
- e) The vehicle is to be kept clean and services. Maintenance is to be carried out in accordance with the Logbook or as recommended by the selling dealer during the warranty period or the garage nominated by the Company.
- f) It is the driver's responsibility to operate and park the Company vehicle in a legal manner. The driver of the vehicle will be responsible for the payment of any traffic infringements incurred.
- g) If a Company vehicle is involved in an infringement, it will be referred to the Employee to whom the vehicle is assigned. For this reason, no other person should be permitted to drive the vehicle. In the unavoidable event that another person be required to drive the vehicle, such use should be noted and is the responsibility of the individual to whom the vehicle is assigned.
- h) Employees are expected to drive in a safe, courteous manner while driving Company vehicles. Reports of aggressive or unsafe driving will be treated as disciplinary matter and subject to the Company's disciplinary procedures.
- i) No other person other than the Employee assigned to the Company vehicle shall be permitted to drive the vehicle, without the express permission of the company.
- j) All Employees prior to driving a Company vehicle must complete the Company Group "Motor Vehicle Policy"

32. MOBILE TELEPHONES

- a) The Company understands the need to be contactable and carry a mobile phone, however whilst on the job, the Company expects all Employees to limit their use of a personal device/ phone to an absolute minimum and to only use in a safe manner whilst maintaining awareness of their surroundings.

- b) Personal calls are not to be received or made on Company mobile telephones during working time unless prior express individual written authorisation from the Company is first obtained.
- c) The use of Company Mobile Phones must be in accordance with Precision Fire Protection Group Mobile Phone Policy.
- d) An Employee(s) agrees to reimburse the Company for any personal calls made by the Employee(s) on Company mobile telephone(s). An Employee(s) authorises the Company to deduct from any wages or entitlements payable or owing to the Employee(s) any costs incurred by the Employee on Company mobile telephone(s) as a result of the Employee(s) making personal calls.
- e) Where required, the Company at its discretion will provide an allowance under Schedule C for Employees to use their Personal Mobile Phones for work purposes. This allowance is not a component of wages or salary.

33. SUPERANNUATION

- a) All superannuation contributions will be paid at the contribution rate required by the Superannuation Guarantee legislation while at work or on authorized leave paid by the company. Additional contribution rates may be made by salary sacrifice if specified in advance in writing by the employee.
- b) Employees may choose to have their contributions paid into any complying superannuation fund of their choice (including electrical industry funds such as NESS, CBUS & EISS) providing the fund meets all appropriate legislation and contributions can be made by electronic funds transfer. New Employees who do not nominate a fund will have their contributions paid into the Company's default Superannuation Fund, currently CBUS. Employees may elect to change funds a maximum of once in each 12 months.
- c) For the purposes of this clause ordinary time earnings shall include:
 - i) Weekly wage rate
 - ii) Travel allowance payments
 - iii) The 25% Casual additional rates
 - iv) Public holiday payments
 - v) Annual leave payments
 - vi) Shift allowances
 - vii) Personal/Carers leave
 - viii) Compassionate Leave
 - ix) Over – Agreement payments.
 - x) Payments in lieu of notice
 - xi) Or any other amount deemed OTE under the relevant legislation
- d) Ordinary time earnings for the purposes of this clause shall not include:
 - i) Overtime payments
 - ii) Living Away Allowance
 - iii) Workers' Compensation payments
 - iv) Annual leave loading
 - v) Redundancy payments
 - vi) Entitlements paid upon termination of employment

- vii) Fringe benefits tax benefits

34. ON-CALL, STANDING-BY AND RECALL TO WORK

- a) **RECALL:** An Employee recalled to work overtime after leaving the work premises or site shall be paid a minimum of four hours' work at the appropriate rate for each time they are so recalled.
- b) **ON CALL/ CALL OUT:** An Employee is On Call when required by the Company to make themselves contactable by telephone or pager outside working hours to answer Company related calls. It is usual but not mandatory for them to personally attend any call-outs they receive or alternatively to contact other Company personnel to attend the call-out if they are unable to go for any reason. Employees may be On-Duty for a whole Division of the Company or only for one customer or site. A daily On Call allowance shall be paid in accordance with schedule C. A minimum of four hours shall be paid to the employee at the appropriate rate in the event of each call out received by the employee after their ordinary finishing time (i.e. a call out received prior to the employee finishing their ordinary hours will be classed as overtime).
- c) An Employee is on Standby when he or she is prepared and excludes all other outside activities to hold themselves in constant readiness to be called back to work. This need for standby is a rare occurrence (midnight Jan 1 2000 is an example). An employee on Standby is paid at ordinary time rates of pay for all time spent on standby with the rate increasing to the appropriate overtime rate if called out.

35. APPRENTICES AND TRAINEES

- a) Employees engaged on an apprenticeship or traineeship are engaged as a fixed term Employee for the duration of that Apprenticeship or Traineeship. Following this period, they may be re-engaged as permanent Employees subject to clause 26 in regards to years of service for redundancy purposes.
- b) Apprentices shall be paid at their ordinary rates of pay to attend instruction at a registered training organisation (RTO). This training is subject to a maximum of 864 hours of paid attendance with extra hours required to repeat failed subjects carried out on an unpaid basis. Paid attendance at an RTO is also subject to the same provisions as other working hours in regards to sick leave and absences.
- c) Progression through the apprenticeship must meet the necessary academic and workplace competency standards.
- d) The Company will pay in advance the fee for attending the registered training organisation except additional fees due to subject failures.
- e) A mature aged apprentice is a person who commences their apprenticeship or traineeship when they are 21 years or older. A mature aged apprentice is paid in accordance with Schedule B of this agreement.

36. DISCIPLINE

- a) Each Employee's performance will be regularly assessed by the Company. If an Employee is performing well, this will be reflected in their assessment. However, if their performance or behaviour does not meet required standards, the Employee will be made aware of their deficiencies and given the opportunity to correct these deficiencies. In these circumstances usually they will receive a verbal

warning from their supervisor; if the Employee's performance is still unsatisfactory, their supervisor will again warn them and keep a written record of the warning. If the problems continue, the Employee may receive a final warning notice after which their employment may be terminated.

- b) Serious breaches of discipline by an Employee may lead to their instant dismissal. These include illegal acts (e.g. theft), reckless behaviour that may cause injury to persons or damage to property, being under the influence of drugs or alcohol while at work (except where taken by prescription of a registered medical practitioner and advised to the employer), discrimination on the basis of race, colour, religion or ethnic background, harassment of any form - and other serious matters.
- c) Theft includes not only the taking of useable materials or property belonging to the Company, its customers, or other Employees, but also scrap cable, use cable drums or other materials. The scrap value of these materials remains the property of the Company which also has the duty to ensure their environmentally-sound disposal.

37. ABANDONMENT OF EMPLOYMENT

- a) Notwithstanding any other provision of this Agreement, the absence of an Employee from work for a continuous period exceeding three working days without the consent of the Company and without notification to the Company shall be prima facie evidence that the Employee has abandoned their employment.
- b) Provided that if within a period of 14 days from their last attendance at work or the date of their absence in respect of which notification has been given or consent has been granted, an Employee has not established to the satisfaction of the Company that they were absent for reasonable cause they shall be deemed to have abandoned their employment.
- c) Termination of employment by abandonment in accordance with subclause 37 shall operate as from the date of the last attendance at work or the last day's absence in respect of which consent was granted, or the date of the last absence in respect of which notification was given to the Company, whichever is the later. No period of notice will apply in the event of abandonment of employment.

38. WORK HEALTH & SAFETY

The parties acknowledge and agree that a safe and secure workplace is important, and that Employees will:

- i) Comply with all applicable Work Health and Safety laws and regulations.
- ii) Ensure the safety of themselves as well as co-workers or any other persons working at the workplace.
- iii) Wear and use any safety and protective equipment or clothing provided
- iv) Comply with the Company's occupational health and safety practices and procedures or face disciplinary action, including termination of their employment.
- v) Immediately report to management any accidents, incidents or hazards arising in the course of employment.
- vi) Comply with all Client or Site-specific Work Health and Safety requirements.

39. DRUGS & ALCOHOL

- a) The parties acknowledge that drugs and alcohol affect the functioning of the body and mind and can increase the chance of having an accident in the workplace.

- b) Employees who are affected by drugs and alcohol in the workplace can cause injury to themselves and others and damage their physical and mental health. To help prevent this, Employees:
 - i) Must report for duty in a condition capable of safely carrying out their allocated tasks;
 - ii) Are required to notify their manager in a discreet manner if they believe a colleague is affected by drugs or alcohol in the workplace;
 - iii) Who take prescription or over the counter medications that may impair performance are to advise their supervisor. Such advice will be treated confidentially;
 - iv) Who are considered to be affected by drugs or alcohol will be prevented from commencing or continuing work whilst the person is considered to be incapable of performing safe work practices.
 - v) All Employees must comply with Precision Fire Protection Services Drug & Alcohol policy.

40. SMOKING & VAPING

- a) Smoking and vaping is not allowed in any site offices, mess/change sheds or sanitary facilities; or any other amenities where appropriate signage is displayed.
- b) Smoking and vaping is not allowed within the confines or the premises of clients/customers or in any Company vehicles.

41. TOOL KIT

- a) The Company accepts the responsibility of providing major tools and equipment in order that the work force may carry out their duties. It is agreed by the parties, care is to be exercised to ensure the security of all tools and equipment on sites and in vehicles to protect against theft and damage.
- b) In the case where an Employee's personal tools are stolen from company vehicles or from gang boxes or other company storage facility the company shall re-purchase the tools stolen to a maximum of \$1,000 in total.
- c) An Employee's hourly rate includes a tool allowance to supply and maintain an adequate kit of tools. The Parties agree that the tools to be supplied by the Employee shall be the usual hand tools required by the Employee in the normal course of his duties. An indicative tool kit is attached as Schedule D.
- d) At each workshop or depot and at each job site the Company shall provide suitable free storage accommodation for employee's tools. The Company shall ensure that such tool storage accommodation is as secure as practicable against unauthorised entry outside working hours.

42. PROTECTIVE CLOTHING

- a) The importance to the Company of portraying a professional image is recognised by the parties to this Agreement. The requirement for all employees to wear Company-provided protective clothing and uniforms at all times whilst on duty is a condition of employment.
- b) To that end, the Company will purchase, pay the full cost of, and provide after 152 hrs employment with the company the following uniform/protective clothing:
 - Two Short Sleeve Shirts

- Two Long Sleeve Shirts
 - One winter Jacket or Sloppy Joe
- c) Employees will purchase their own work pants and boots. The items shall be of a brand and style agreed to by the consultative committee, and they must comply with relevant safety & project standards associated with the Employee's position. The Employee will be reimbursed the price of the items only, to a maximum sum of \$600.00 annually.
- d) Regular maintenance and cleaning of all clothing remains the responsibility of the wearer. Replacement will be on a "fair wear and tear" basis
- e) Other protective clothing will be provided on an as-required basis for project or activity to comply with OH&S requirements. In particular the Company will provide safety glasses/goggles as required or, if an Employee wears prescription glasses, will reimburse the additional cost of obtaining hardened lenses up to an amount of \$150.00 in a 2-year period.

43. COMPANY PLANT

All Company plant is to be properly supervised and maintained, to minimise loss or down time. Employees are to regularly inspect plant in their control and promptly report any defects.

44. QUALITY ASSURANCE

The parties endorse the underlying principles of the Company's Quality Management System, which seeks to ensure that its services are provided in a manner which best conforms to the requirements of the contract with its customer. This requires the Company to establish and maintain, implement, train, and continuously improve its procedures and processes, and the Employees to follow the procedures, document their compliance and participate in the improvement process. In particular, this will require Employees to regularly and reliably fill out documentation and checklists to signify that work has been carried out in accordance with the customer's specific requirements. Where necessary, training will be provided in these activities.

45. NOTICE BOARD

The Company shall permit a notice board of reasonable dimensions to be erected in a prominent position in each of its establishments or plants or job sites where its Employees are working or in separate buildings in each establishments or plant or job site so that such notice boards are reasonably accessible to all its Employees working under the Agreement at the establishment or plant or job site.

46. CONSULTIVE MECHANISM

- a) The parties agree that a precondition for the effective operation of the Agreement is the establishment of consultative mechanisms with the Company. To this end, a Consultative Committee, comprising of Company appointed representatives and Employee elected representatives should be established and maintained.
- b) The purpose of the Consultative Committee shall be to consult, develop, recommend, and assist to implement, strategies and measures designed to achieve the objectives outlined under Clause 2 of this Agreement

47. CONSULTATION

- 1) This term applies if the Employer:
 - a) has made a definite decision to introduce a major change to production, program, organisation, structure, or technology in relation to its enterprise that is likely to have a significant effect on the Employees; or
 - b) proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

Major change

- 2) For a major change referred to in paragraph (1)(a):
 - a) the Employer must notify the relevant Employees of the decision to introduce the major change; and
 - b) subclauses (3) to (9) apply.
- 3) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- 4) If:
 - a) a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - b) the Employee or Employees advise the Employer of the identity of the representative;

the Employer must recognise the representative.
- 5) As soon as practicable after making its decision, the Employer must:
 - a) discuss with the relevant Employees:
 - i) the introduction of the change; and
 - ii) the effect the change is likely to have on the Employees; and
 - iii) measures the Employer is taking to avert or mitigate the adverse effect of the change on the Employees;

and

- b) for the purposes of the discussion--provide, in writing, to the relevant Employees:
 - i) all relevant information about the change including the nature of the change proposed; and
 - ii) information about the expected effects of the change on the Employees; and
 - iii) any other matters likely to affect the Employees.
- 6) However, the Employer is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- 7) The Employer must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.
- 8) If a term in this Agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the Employer, the requirements set out in paragraph (2)(a) and subclauses (3) and (5) are taken not to apply.
- 9) In this term, a major change is **likely to have a significant effect on Employees** if it results in:
 - a) the termination of the employment of Employees; or
 - b) major change to the composition, operation, or size of the Employer's workforce or to the skills required of Employees; or

- c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- d) the alteration of hours of work; or
- e) the need to retrain Employees; or
- f) the need to relocate Employees to another workplace; or
- g) the restructuring of jobs.

Change to regular roster or ordinary hours of work

- 10) For a change referred to in paragraph (1)(b):
 - a) the Employer must notify the relevant Employees of the proposed change; and
 - b) subclauses (11) to (15) apply.
- 11) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- 12) If:
 - a) a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
 - b) the Employee or Employees advise the employer of the identity of the representative;
 the Employer must recognise the representative.
- 13) As soon as practicable after proposing to introduce the change, the Employer must:
 - a) discuss with the relevant Employees the introduction of the change; and
 - b) for the purposes of the discussion--provide to the relevant Employees:
 - i) all relevant information about the change, including the nature of the change; and
 - ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and
 - iii) information about any other matters that the employer reasonably believes are likely to affect the Employees; and
 - c) invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- 14) However, the Employer is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- 15) The Employer must give prompt and genuine consideration to matters raised about the change by the relevant Employees.
- 16) In this term:

"relevant Employees" means the Employees who may be affected by a change referred to in subclause (1).

48. FLEXIBILITY ARRANGEMENT

- 1) The Employer and an Employee covered by this Agreement may agree to make an individual flexibility arrangement (**IFA**) to vary the effect of terms of the Agreement if:
 - a) the IFA deals with 1 or more of the following matters:
 - i) arrangements about when work is performed;
 - ii) overtime rates;
 - iii) penalty rates;
 - iv) allowances;

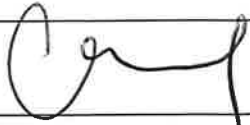
- v) leave loading; and
 - b) the IFA meets the genuine needs of the Employer and Employee in relation to 1 or more of the matters mentioned in paragraph (a); and
 - c) the IFA is genuinely agreed to by the Employer and Employee.
- 2) The Employer must ensure that the terms of the IFA:
- a) are about permitted matters under section 172 of the Act ; and
 - b) are not unlawful terms under section 194 of the Act ; and
 - c) result in the Employee being better off overall than the Employee would be if no arrangement were made.
- 3) The Employer must ensure that the IFA:
- a) is in writing; and
 - b) includes the name of the Employer and Employee; and
 - c) is signed by the Employer and Employee and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and
 - d) includes details of:
 - i) the terms of the Agreement that will be varied by the IFA; and
 - ii) how the IFA will vary the effect of the terms; and
 - iii) how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the IFA; and
 - e) states the day on which the IFA commences.
- 4) The Employer must give the employee a copy of the IFA within 14 days after it is agreed to.
- 5) The Employer or Employee may terminate the IFA:
- a) by giving no more than 28 days written notice to the other party to the IFA; or
 - b) if the Employer and Employee agree in writing-at any time.

49. TOP-UP INSURANCE


- 1) WAGEguard insurance program or similar will be provided to all Employees working under this Agreement.
- a) This form of 'top up' insurance is a group based 24hr sickness, accident, and journey cover.
 - b) All claims are subject to the terms and conditions, including minimum waiting periods, outlined in the current product disclosure statement of the policy purchased by the Company.


50. SIGNATORIES

Signed for and on behalf of the Company

Signature	
Print Name	CHRIS O'NEILL
Date	8/8/2024
Position/ Authority to Sign	CONSTRUCTION MANAGER
Address <i>This can be a work address.</i>	13/5 MERIDIAN PLACE BELLA VISTA

Signed for and on behalf of the Employees

Signature	
Print Name	Peter Daniel Justen
Date	8.8.2024
Position/ Authority to Sign	Employee
Address <i>This can be a work address.</i>	13/5 meridian PL Bella vista .

Signature	
Print Name	HAYDEN BRAY
Date	8/8/24.
Position/ Authority to Sign	EMPLOYEE -
Address <i>This can be a work address.</i>	13/5 MERIDIAN PL BELLA VISTA

SCHEDULE A - WORKER DEFINITIONS

- 1) Employees will be classified by the following definitions when determining their rate of remuneration per Schedule B in this Agreement.
 - a. Incumbent workers categorised under previous agreements will not have their rates reduced, and will not have their classification re-assessed based on the updated minimum requirements below. Incumbent workers will remain in the category that most suits their previous remuneration.
 - b. The below definitions and minimum requirements are guidelines to assess the classification of workers, pertinently new Employees, and existing Employees looking for definition or 'goal posts' on the pathway to upskilling.
 - c. Management reserves the right to use discretion when classifying workers.

GRADE 1

- Advanced understanding of appropriate Australian standards, including, but not limited to; AS/NZS3000, AS1670.1 & AS1670.4, AS1668, BCA/NCC
- Advanced ability and experience installing and operating varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Advanced ability and experience fault finding on electrical circuits, and control circuits on varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Advanced ability programming varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Advanced ability to coordinate testing and commissioning activities and liaise with other interfacing trades to ensure a fully compliant installation.
- Advanced personal and team time management skills

Grade 1 worker baseline responsibilities:

- Provide direct and indirect supervision to a large team
- Be the sole onsite responsibility, or sub-project responsibility, and have a proven record of safe & profitable projects.
- Effectively communicate with project managers, clients, and other trades.
- Co-ordinate site labour.
- Program, or co-ordinate the programming of the FDCIE & EWCIE.
- Procure equipment, materials, and personal protective equipment.
- Complete, maintain & submit relevant WHSQA documentation, or co-ordinate the facilitation of this.
- Capable of delivering the project with minimal intervention from the project manager.

Grade 1 worker baseline requirements:

- 10 years' plus experience in the automatic fire detection industry
- 5 years' plus experience in the construction industry
- Australian electrical licence (supervisor) or equivalent
- Cabling Provider Rules (CPR) registration
- FPAS design, testing & commissioning accreditation of equivalent (can be in process)

GRADE 2

- Intermediate understanding of appropriate Australian standards, including, but not limited to; AS/NZS3000, AS1670.1 & AS1670.4, AS1668, BCA/NCC
- Intermediate ability and experience installing and operating varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Intermediate ability and experience fault finding on electrical circuits, and control circuits on varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Intermediate ability programming varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Intermediate ability to coordinate testing and commissioning activities and liaise with other interfacing trades to ensure a fully compliant installation.
- Intermediate personal and team time management skills

Grade 2 worker baseline responsibilities:

- Provide direct and indirect supervision to a small to medium team.
- Be the sole onsite responsibility, or sub-project responsibility, and have a proven record of safe & profitable projects.
- Effectively communicate with project managers, clients, and other trades.
- Co-ordinate site labour.
- Program, or co-ordinate the programming of the FDCIE & EWCIE.
- Procure equipment, materials, and personal protective equipment.
- Complete, maintain & submit relevant WHSQA documentation, or co-ordinate the facilitation of this.
- Capable of delivering the project with minimal intervention from the project manager.

Grade 2 worker baseline requirements:

- 6 years' plus experience in the automatic fire detection industry
- 3 years' plus experience in the construction industry
- Australian electrical licence (supervisor) or equivalent
- Cabling Provider Rules (CPR) registration

GRADE 3

- Beginner understanding of appropriate Australian standards, including, but not limited to; AS/NZS3000, AS1670.1 & AS1670.4, AS1668, BCA/NCC
- Beginner ability and experience installing and operating varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Beginner ability and experience fault finding on electrical circuits, and control circuits on varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Beginner ability to coordinate testing and commissioning activities and liaise with other interfacing trades to ensure a fully compliant installation.

- Beginner personal and team time management skills

Grade 3 worker baseline responsibilities:

- Provide direct and indirect supervision to a small team.
- Be the sole onsite responsibility, or sub-project responsibility, and have a proven record of safe & profitable projects.
- Effectively communicate with project managers, clients, and other trades.
- Co-ordinate site labour.
- Procure equipment, materials, and personal protective equipment.
- Complete, maintain & submit relevant WHSQA documentation, or co-ordinate the facilitation of this.
- Capable of delivering the project with occasional intervention from the project manager.

Grade 3 worker baseline requirements:

- 3 years' plus experience in the automatic fire detection industry
- 2 years' plus experience in the construction industry
- Australian electrical licence (supervisor) or equivalent
- Cabling Provider Rules (CPR) registration

GRADE 4

- Basic familiarisation with appropriate Australian standards, including, but not limited to; AS/NZS3000, AS1670.1 & AS1670.4, AS1668, BCA/NCC
- Basic experience installing and operating varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Basic ability and experience fault finding on electrical circuits, and control circuits on varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Can follow the project manager's direction with testing and commissioning activities and assist in liaising with other interfacing trades to ensure a fully compliant installation.
- Basic personal and team time management skills

Grade 4 worker baseline responsibilities:

- Provide direct and indirect supervision to a small team.
- Be the sole onsite responsibility, or sub-project responsibility, and have a proven record of safe & profitable projects.
- Effectively communicate with project managers, clients, and other trades.
- Co-ordinate site labour.
- Procure equipment, materials, and personal protective equipment.
- Complete, maintain & submit relevant WHSQA documentation, or co-ordinate the facilitation of this.
- Capable of delivering the project with frequent intervention and assistance from the project manager.

Grade 4 worker baseline requirements:

- 3 years' plus experience in the automatic fire detection industry

- 2 years' plus experience in the construction industry
- Australian electrical licence (supervisor) or equivalent
- Cabling Provider Rules (CPR) registration

GRADE 5

- Basic familiarisation with appropriate Australian standards, including, but not limited to; AS/NZS3000, AS1670.1 & AS1670.4, AS1668, BCA/NCC
- Basic experience installing and operating varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Basic ability and experience fault finding on electrical circuits, and control circuits on varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Can follow the site supervisor or leading hand's directions.
- Basic personal and team time management skills

Grade 5 worker baseline responsibilities:

- Can carry out unsupervised work on electrical and automatic fire detection installations.
- Can supervise apprentices.
- Effectively communicate with site supervisors and leading hands, and other trades.

Grade 5 worker baseline requirements:

- 3 years' plus experience in the automatic fire detection industry
- 2 years' plus experience in the construction industry
- Australian electrical licence (supervisor) or equivalent
- Cabling Provider Rules (CPR) registration

GRADE 6

- Basic experience installing and operating varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Basic ability and experience fault finding on electrical circuits, and control circuits on varying brands of fire detection control and indicating equipment & early warning control and indicating equipment.
- Can follow the site supervisor or leading hand's directions.
- Basic personal and time management skills

Grade 6 worker baseline responsibilities:

- Can carry out supervised work on electrical and automatic fire detection installations.
- Effectively communicate with site supervisors and leading hands.

Grade 6 worker baseline requirements:

- 1 years' plus experience in the automatic fire detection industry

- 1 years' plus experience in the construction industry

GRADE 7

- Basic aptitude for construction and electrical skills-based activities.
- Can follow the site supervisor or leading hand's directions.
- Basic personal and time management skills

Grade 7 worker baseline responsibilities:

- Can carry out supervised work on electrical and automatic fire detection installations.
- Effectively communicate with tradesmen, site supervisors and leading hands.

Grade 7 worker baseline requirements:

- 0-1 years' plus experience in the construction industry

APPRENTICE

- Basic aptitude for construction and electrical skills-based activities.
- Can follow the tradesman's directions.
- Basic personal and time management skills

Apprentice baseline responsibilities:

- Can carry out supervised work on electrical and automatic fire detection installations.
- Effectively communicate with tradesmen.

Apprentice baseline requirements:

- Indentured in an 'apprenticeship' endorsed by a registered tertiary training provider.

SCHEDULE B - RATES OF PAY

Hourly rates and allowances – from the first full pay period following **1 May 2024**

Grade	Base Rate (Hr)	Leading Hand Allowance (Wk)	Senior Supervisor Allowance (Wk)	Travel Allowance (Day)	Site Allowance (Hr)*	Extraordinary Site Condition Allowance (Hr)*	Service Allowance (Hr)*	ACIRT (Wk)	Car Allowance (Wk)**
1	\$51.10	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
2	\$48.75	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
3	\$46.36	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
4	\$41.37	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
5	\$38.91	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
6	\$33.08	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
7	\$28.17	\$120.00	\$60.00	\$20.00	\$3.50	\$0.00	\$2.00	\$105	\$301
Apprentice – 1 st Year	\$18.25	N/A	N/A	\$20.00	\$3.50	\$0.00	\$2.00	\$50	\$301
Apprentice – 2 nd Year	\$21.29	N/A	N/A	\$20.00	\$3.50	\$0.00	\$2.00	\$70	\$301
Apprentice – 3 rd Year	\$24.33	N/A	N/A	\$20.00	\$3.50	\$0.00	\$2.00	\$100	\$301
Apprentice – 4 th Year	\$27.36	N/A	N/A	\$20.00	\$3.50	\$0.00	\$2.00	\$100	\$301
Mature Apprentice***	\$24.33	N/A	N/A	\$20.00	\$3.50	\$0.00	\$2.00	\$100	\$301

*Refer clause 11 for information regarding the application of site and service allowances.

**Car allowance applicable if specified per individual employment contract.

***3rd year rate applies for the first 3 years of a mature age apprenticeship; 4th year rate applies for the final year.

Hourly rates and allowances – from the first full pay period following **1 May 2025**

Grade	Base Rate (Hr)	Leading Hand Allowance (Wk)	Senior Supervisor Allowance (Wk)	Travel Allowance (Day)	Site Allowance (Hr)*	Extraordinary Site Condition Allowance (Hr)*	Service Allowance (Hr)*	ACIRT (Wk)	Car Allowance (Wk)**
1	\$54.17	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
2	\$51.68	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
3	\$49.14	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
4	\$43.85	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
5	\$41.25	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
6	\$35.06	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
7	\$29.86	\$120.00	\$60.00	\$20.00	\$3.50	\$3.50	\$2.00	\$110	\$301
Apprentice – 1 st Year	\$19.34	N/A	N/A	\$20.00	\$3.50	\$3.50	\$2.00	\$55	\$301
Apprentice – 2 nd Year	\$22.57	N/A	N/A	\$20.00	\$3.50	\$3.50	\$2.00	\$75	\$301
Apprentice – 3 rd Year	\$32.84	N/A	N/A	\$20.00	\$3.50	\$3.50	\$2.00	\$105	\$301
Apprentice – 4 th Year	\$36.94	N/A	N/A	\$20.00	\$3.50	\$3.50	\$2.00	\$105	\$301
Mature Apprentice***	\$32.84	N/A	N/A	\$20.00	\$3.50	\$3.50	\$2.00	\$105	\$301

*Refer clause 11 for information regarding the application of site and service allowances.

**Car allowance applicable if specified per individual employment contract.

***3rd year rate applies for the first 3 years of a mature age apprenticeship; 4th year rate applies for the final year.

Hourly rates and allowances – from the first full pay period following **1 May 2026**

Grade	Base Rate (Hr)	Leading Hand Allowance (Wk)	Senior Supervisor Allowance (Wk)	Travel Allowance (Day)	Site Allowance (Hr)*	Extraordinary Site Condition Allowance (Hr)*	Service Allowance (Hr)*	ACIRT (Wk)	Car Allowance (Wk)**
1	\$57.42	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
2	\$54.78	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
3	\$52.09	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
4	\$46.48	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
5	\$43.72	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
6	\$37.16	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
7	\$31.65	\$120.00	\$60.00	\$30.00	\$4.00	\$3.50	\$2.00	\$115	\$301
Apprentice – 1 st Year	\$20.50	N/A	N/A	\$30.00	\$4.00	\$3.50	\$2.00	\$60	\$301
Apprentice – 2 nd Year	\$23.93	N/A	N/A	\$30.00	\$4.00	\$3.50	\$2.00	\$80	\$301
Apprentice – 3 rd Year	\$34.81	N/A	N/A	\$30.00	\$4.00	\$3.50	\$2.00	\$110	\$301
Apprentice – 4 th Year	\$39.16	N/A	N/A	\$30.00	\$4.00	\$3.50	\$2.00	\$110	\$301
Mature Apprentice***	\$34.81	N/A	N/A	\$30.00	\$4.00	\$3.50	\$2.00	\$110	\$301

*Refer clause 11 for information regarding the application of site and service allowances.

**Car allowance applicable if specified per individual employment contract.

***3rd year rate applies for the first 3 years of a mature age apprenticeship; 4th year rate applies for the final year.

Hourly rates and allowances – from the first full pay period following **1 May 2027**

Grade	Base Rate (Hr)	Leading Hand Allowance (Wk)	Senior Supervisor Allowance (Wk)	Travel Allowance (Day)	Site Allowance (Hr)*	Extraordinary Site Condition Allowance (Hr)*	Service Allowance (Hr)*	ACIRT (Wk)	Car Allowance (Wk)**
1	\$61.44	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
2	\$58.61	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
3	\$55.73	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
4	\$49.74	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
5	\$46.78	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
6	\$39.76	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
7	\$33.87	\$120.00	\$60.00	\$40.00	\$5.00	\$3.50	\$2.00	\$120	\$301
Apprentice – 1 st Year	\$21.94	N/A	N/A	\$40.00	\$5.00	\$3.50	\$2.00	\$65	\$301
Apprentice – 2 nd Year	\$25.60	N/A	N/A	\$40.00	\$5.00	\$3.50	\$2.00	\$85	\$301
Apprentice – 3 rd Year	\$37.25	N/A	N/A	\$40.00	\$5.00	\$3.50	\$2.00	\$115	\$301
Apprentice – 4 th Year	\$41.90	N/A	N/A	\$40.00	\$5.00	\$3.50	\$2.00	\$115	\$301
Mature Apprentice***	\$37.25	N/A	N/A	\$40.00	\$5.00	\$3.50	\$2.00	\$115	\$301

*Refer clause 11 for information regarding the application of site and service allowances.

**Car allowance applicable if specified per individual employment contract.

***3rd year rate applies for the first 3 years of a mature age apprenticeship; 4th year rate applies for the final year.

SCHEDULE C – ALLOWANCES

Living away from home Paid in accordance with clause 24	\$600.00 per week *Pro rata per day for part weeks
Mobile phone Paid in accordance with clause 32	\$18.23 per week
On call Paid in accordance with clause 34	\$210.00 per week
Tool Incorporated in base hourly rates	\$20.00 per week
Motor Vehicle Personal use, paid in accordance with clause 11	\$00.76 per kilometre
Motor Vehicle Allowance, paid in accordance with clause 31	\$301.00 per week
'Top Up' Insurance Allowance, paid in accordance with clause 49	Per policy product disclosure statement (PDS)

SCHEDULE D - EMPLOYEE TOOL KIT

Personal Tools

Listed below is the minimum level of tools required to be carried onto all Precision Fire Services P/L Building project/job sites:

- Toolbox / Tool Bag
- Insulated screwdriver set (1000V Insulated)
- Terminal screwdriver
- Claw hammer
- Multimeter - Digital or equivalent
- Hollow wall anchor gun
- Engineers file
- 300 mm Hacksaw and blade holder
- Cable strippers
- Test Screwdriver (For testing purposes only)
- Conduit cutters
- Combination pliers- (Crescent or similar 1000V Insulated)
- Long nose pliers
- Side cutters 1000V Insulated
- 8" Shifting spanner
- Tin Snips
- Multigrips
- 6 metre tape measure
- Allen Key Set (Metric and Imperial)
- Chalk line
- Fluid level
- Torch

Note 1: Any losses reported immediately.

Note 2: The above tool list is applicable to all grades inclusive.

Note 3: All electrical workers must carry, in the course of their work, Hard Hat, Safety shoes/boots, Earplugs and Glasses. Refusal onto sites due to absence of items in note 3 shall result in the loss of pay to those hours missed in a day/period.

SCHEDULE E – GREATER SYDNEY (130km's from CBD)

