

**WA GOVERNMENT HEALTH SERVICES ENGINEERING AND BUILDING SERVICES
ENTERPRISE AGREEMENT 2004**

1. TITLE

This Agreement shall be titled the WA Government Health Services Engineering and Building Services Enterprise Agreement 2004.

2. ARRANGEMENT

1. Title
2. Arrangement
3. Application and Parties Bound
4. Term of Agreement
5. No Extra Claims
6. Relationship with Awards and Agreements
7. Dispute Settlement Procedure
8. Salaries
9. Signatories

3. APPLICATION AND PARTIES BOUND

- (1) This Agreement applies to the employees covered by WA Government Health Services Engineering and Building Services Award 2004, and binds the following parties:
 - (a) The Minister for Health incorporated as the Board of the hospitals formerly comprised in the Metropolitan Health Service Board, under s7 of *the Hospitals and Health Services Act 1927 (WA)*.
 - (b) The Minister for Health incorporated as the WA Country Health Service, under s7 of *the Hospitals and Health Services Act 1927 (WA)*.
 - (c) The Minister for Health incorporated as the South West Health Board, under s7 of *the Hospitals and Health Services Act 1927 (WA)*.
 - (d) The Minister for Health incorporated as the Peel Health Services Board under s7 of *the Hospitals and Health Services Act 1927 (WA)*.
 - (h) Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Workers' Union of Australia Engineering & Electrical Division, WA Branch.
 - (i) The Plumbers and Gasfitters Employees' Union of Australia, West Australian Branch, Industrial Union of Workers.
 - (j) Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union of Workers – Western Australian Branch.
 - (k) Construction, Forestry, Mining and Energy Union of Workers.

- (2) The estimated number of employees covered by this Agreement at the time of registration is 240.

4. TERM OF AGREEMENT

- (1) This Agreement shall operate from the date of registration in accordance with Section 41 of the *Industrial Relations Act 1979* and will expire on 31 December 2006.
- (2) The parties to this Agreement agree to commence negotiations for a new Agreement no later than 6 months prior to the expiry of this Agreement with a view to implementing a replacement agreement operative from 1 January 2007.

5. NO EXTRA CLAIMS

Subject to the terms of this Agreement, for the life of this Agreement, the Unions bound by it shall make no further claims upon the employer.

6. RELATIONSHIP WITH AWARDS AND AGREEMENTS

- (1) Consistent with the Industrial Relations Act 1979 and the State Wage Principles, this Agreement shall provide the whole of the employees' wage increases for the life of this Agreement.
- (2) This Agreement cancels and replaces the WA Government Health Services Engineering and Building Services Enterprise Agreement 2002 (AG 26 of 2003).
- (3) This Agreement shall be read and interpreted in conjunction with the WA Government Health Services Engineering and Building Services Award 2004.
- (4) Where an inconsistency exists between this Agreement and the Award, this Agreement shall take precedence.

7. DISPUTE SETTLEMENT PROCEDURE

Subject to the Industrial Relations Act 1979, in the event of any question, dispute, grievance or difficulty, or any matter raised by the respondent Unions, the employer or any of its employees covered by this Agreement, it shall be settled in accordance with Clause 11 – Dispute Resolution of the Award.

8. SALARIES

- (1) This Agreement provides for the following salary increases:
 - (a) 3.3%, applicable on and from 8 January 2004;
 - (b) 3.4%, applicable on and from 1 January 2005; and
 - (c) 3.5%, applicable on and from 1 January 2006.

(2) This clause replaces Appendix A – Salaries of the Award.

Subject to this Agreement, employees shall be paid the annual salaries specified in the following table in accordance with the level to which they are from time to time classified.

Classification	Level	Prior to Registration of Agreement	On and from 8 January 2004 (3.3%)	On and from 1 January 2005 (3.4%)	On and from 1 January 2006 (3.5%)
Carpenter	Building Tradesperson				
	Level 04	34,877	36,028	37,253	38,557
	Level 05	36,373	37,573	38,850	40,210
	Level 06	37,862	39,111	40,441	41,856
	Level 07	39,345	40,643	42,025	43,496
	Level 08	40,225	41,552	42,965	44,469
Painter	Building Tradesperson				
	Level 04	34,073	35,197	36,394	37,668
	Level 05	35,568	36,742	37,991	39,321
	Level 06	37,057	38,280	39,582	40,967
	Level 07	38,541	39,813	41,167	42,608
	Level 08	39,420	40,721	42,106	43,580
Plasterer	Building Tradesperson				
	Level 04	34,737	35,883	37,103	38,402
	Level 05	36,232	37,428	38,700	40,055
	Level 06	37,722	38,967	40,292	41,702
	Level 07	39,205	40,499	41,876	43,342
	Level 08	40,077	41,400	42,808	44,306
Plumber	Building Tradesperson				
	Level 04	35,634	36,810	38,062	39,394
	Level 05	37,129	38,354	39,658	41,046
	Level 06	38,618	39,892	41,248	42,692
	Level 07	40,102	41,425	¹ 42,833	44,332
	Level 08	40,982	42,334	43,773	45,305
Other Building Employees Not	Building Employee				

¹ Correction to Plumber Level 7 made administratively as per Operational Circular OP 1905/05, 27 January 2005

Classification	Level	Prior to Registration of Agreement	On and from 8 January 2004 (3.3%)	On and from 1 January 2005 (3.4%)	On and from 1 January 2006 (3.5%)
Elsewhere Classified	Entrant Level	27,374	28,277	29,238	30,261
	Level 1	28,570	29,513	30,516	31,584
	Level 2	30,176	31,172	32,232	33,360
	Level 3	31,671	32,716	33,828	35,012
	Level 4	33,934	35,054	36,246	37,515
Mechanical Fitter, Motor Mechanic, Refrigeration Fitter, Plant Operator and other engineering trades employees not elsewhere classified.	Engineering Employee Level 14	27,723	28,638	29,612	30,648
	Level 13	28,925	29,880	30,896	31,977
	Level 12	30,564	31,573	32,646	33,789
	Level 11	32,075	33,133	34,260	35,459
	Engineering Tradesperson Level 10	34,797	35,945	37,167	38,468
	Level 09	36,309	37,507	38,782	40,139
	Level 08	37,820	39,068	40,396	41,810
	Level 07	39,332	40,630	42,011	43,481
	Level 06	41,745	43,123	44,589	46,149
Level 05	43,133	44,556	46,071	47,683	
Electrical Fitter/ Mechanic	Engineering Tradesperson Level 10	35,579	36,753	38,003	39,333
	Level 09	37,090	38,314	39,617	41,004
	Level 08	38,601	39,875	41,231	42,674
	Level 07	40,113	41,437	42,846	44,346
	Level 06	42,526	43,929	45,423	47,013
	Level 05	43,915	45,364	46,906	48,548

9. SIGNATORIES

Mike Daube, Director-General of Health, as delegate of the Minister for Health.

State Secretary, Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Workers' Union of Australia Engineering and Electrical Division, WA Branch.

State Secretary, The Plumbers and Gasfitters Employees' Union of Australia, West
Australian Branch, Industrial Union of Workers. / /

Secretary, Construction, Forestry, Mining and Energy Union of Workers. - / - / -

State Secretary, Automotive, Food, Metals, Engineering, Printing and Kindred Industries
Union of Workers Western Australian Branch / /