

# North Rankin Construction Award No. A 42 of 1981

## 1. - TITLE

This Award shall be known as the North Rankin Construction Award.

## 2. - ARRANGEMENT

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## 3. - PARTIES BOUND

This Award shall apply to:

E.T.P.M. - Clough. A Joint Venture;

Heerema Australia Pty Ltd

James McLarty and Son

and their employees:

and the:

Amalgamated Metal Workers' & Shipwrights Union of Western Australia;

Electrical Trades Union of Workers of Western Australia W.A. Branch, Perth;

The Federated Engine Drivers' & Firemen's Union of Workers of Western Australia;

The Australian Workers' Union. West Australian Branch: Industrial Union of workers.

#### 4. – SCOPE OF AWARD

This Award shall apply to all work performed offshore by employees of E.T.P.M. - Clough, Heerema Australia Pty Ltd and James McLarty & Son, engaged in the classifications contained in Schedules 1 and 2 attached hereto during the offshore jacket installation and module placement of the North Rankin platforms and the laying of offshore pipelines performed on or from offshore floating construction or pipe laying equipment; and offshore work incidental thereto.

#### 5. – DURATION OF AWARD

This Award shall come into force on 1st January 1982 and remain in force until the completion of the installation of the North Rankin platforms and associated sub-sea pipelines.

#### 6. – CONTRACT OF EMPLOYMENT

##### (1) Engagement

- (a) Except as provided in paragraph (b) below, all employees shall be engaged by the week from the employers respective Operations offices at Perth, Western Australia.
- (b) Casuals may be engaged from time to time providing they are specifically engaged and paid as such. A casual shall be paid an ordinary hourly rate of pay as varied from time to time as specified in this Award for his classification plus 25% in lieu of the provisions of clauses 12. - Sick Leave, 15. - Public Holidays, 16. - Annual Leave, and 36. - Job Termination Payments. A casual shall not be employed for more than 14 days in any one period of employment.
- (c) Casual employees shall be hired to cover short term labour requirements caused by, but not limited to, sickness, injury, employee terminations, emergencies, equipment breakdown or other foreseen circumstances.

##### (2) Termination

- (a) Employees other than casuals may be terminated by one weeks' notice on either side given at the time or by payment or forfeiture of a weeks' wages calculated on the basis of hours at his ordinary time rate of pay as specified in this Award for his classification.
- (b) Where notice of termination has been given, the employee shall continue in his employment until the usual finishing time on the seventh calendar day after the day of such notice. Provided that where weather conditions are such that the employee cannot be transported

ashore at the expiration of his period of notice he shall remain in employment until his arrival at the employer's terminal onshore.

- (c) Should an employee give notice on cycle whereby seven days work cannot be performed due to his cycle finishing earlier than such seven days, then by agreement between the employee and the employer a lesser period of notice may be worked.
- (d)
  - (i) Where an employee is off cycle and intends to terminate his employment he shall, wherever it is practicable to do so, give to his employer prior to the expiration of his off duty cycle one week's notice of his intention to terminate his employment.
  - (ii) Should the employee not give such notice to his employer but a shorter period of notice is given, then such shorter period of notice may be accepted by agreement between the employee and the employer.
  - (iii) In the event that neither party reach agreement on such shorter notice then the employer shall be liable to return the employee to his work location if transportation is readily available so as to enable such remaining period of notice to be worked.
- (e) The employer shall have the right to dismiss an employee for wilful misconduct, neglect of duty or inefficiency in which case, the employee shall be paid all wages due to him up to the time of dismissal only.

The employer shall also have the right to dismiss an employee who has in his possession, or consumes or uses any spirits or intoxicating liquor or prohibited drugs whilst:

- (i) on any helicopter provided by the employer, or
  - (ii) offshore.
- (f) An employee who without reasonable cause (proof of which shall lie on him) absents himself from work during the period of notice shall be deemed to have abandoned his employment and shall not be entitled to any payment in respect of the period of notice.

(3) Commencement or Termination of Employment During a Work Period

Should a weekly employee commence his employment during a 14 day work period, he will be rostered to go on his 14 day relief period according to the established crew change schedule irrespective of whether the number of days worked prior to going on relief entitles him to a 14 day relief period.

In such case he will be paid from his commencement date.

This pay entitlement also will apply for each shift worked in the event of the services of an employee being terminated by himself or the employer before the completion of a 14 day work period.

(4) Stand Down

The employer may stand down any employee without pay for any day during which such employee cannot be usefully employed because of any strike, breakdown in machinery or stoppage of work (excluding weather conditions) due to any cause for which the employer cannot be held responsible. An employee who has been stood down shall be transported ashore by the first reasonably available means. Except in the event of incessant strikes or work stoppages by employees, members of one or more unions represented on the offshore floating equipment which forces all construction work to cease entirely, such stand down shall only commence from the time the employee reached the heliport terminal at Karratha

(5) Stand-by

An employee who at the request of the employer stands by for duty shall be paid his ordinary time rates as specified in this Award for his classification for every hour not exceeding 12 in any one day.

#### 7. – HOURS OF WORK

- (1) Employees will be rostered on for duty for 168 hours work in a 28 day cycle. The customary hours of work for an offshore day or shift shall be eight hours at the ordinary time rate, plus four hours of routine overtime. The customary offshore day or shift shall be worked for the period offshore of 14 days.
- (2) No employee shall be required to work longer than six hours without a paid meal break of 30 minutes.
- (3) Thirty minutes shall be allowed to employees on each offshore day or shift for a meal break, which shall be counted as time worked. In addition, two ten minute rest periods shall be allowed, one to be taken during the first half of the offshore day or shift, and the other during the second half of the offshore day or shift. Rest breaks shall be taken subject to the observance of the employer's safety regulations.

Where an employee is required to remain on duty during his allotted meal break period, and is unable to be relieved until after one half hour beyond the commencing time of his allotted meal break, he shall be paid at overtime rates from the commencing time of his normal allotted meal break until relieved for a 30 minute meal break.

- (4) Work shall be scheduled to continue day by day until the job is completed without interruption for public holidays irrespective of the time of the year on which those holidays fall including the Christmas New Year holiday period.
- (5) In the event of a Summer Time standard being established through legislation in the State of Western Australia, the company shall adjust its clocks accordingly. However, for the purpose of calculating pay hours for shifts worked at the commencement and completion of the adjusted period, the Company will disregard any time changes and make payment as though a normal 12 hour shift was worked.

#### 8. - OVERTIME

- (1) All time worked in excess of the ordinary hours of work specified in clause 7. - Hours of Work shall be paid for at double the ordinary hourly rate of pay. Work performed outside the hours of a customary offshore day or shift shall be known as "non standard overtime".
- (2) Rest period after the customary offshore day or shift.

When non standard overtime is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least ten consecutive hours off duty between the work of successive days.

An employee who works so much non standard overtime between the termination of his customary offshore day or shift and the commencement of his next customary shift on the next day so that he has not had at least ten consecutive hours off duty between those times shall, subject to this Clause, be released after completion of such overtime until he has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence. If on the instructions of the employer, such an employee resumes or continues work without having had such ten consecutive hours off duty he shall be paid at double the ordinary time rate until he is released from duty for such period and he shall then be entitled to be absent until he has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

This sub-clause shall not apply for the purposes of changing shifts during rosters.

- (3) Call-back - Electricians

The following provisions shall apply in a case where there is only one electrician stationed on the barge and available to perform duty.

An electrician who is recalled to perform duty after the completion of his customary offshore day or normal 12 hour shift shall be paid for a minimum of four hours work at overtime rates for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full four hours if the job he was recalled to perform is completed within a shorter period.

This sub-clause shall not apply where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time. Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purpose of sub-clause (2) of this clause when the actual time worked is less than three hours on such recall or on each of such recalls.

#### 9. – REPORTING FOR DUTY AFTER RELIEF PERIODS

- (1) At the conclusion of a relief period ashore an employee shall report at a designated point in time to utilise the scheduled crew change transport which will enable him to arrive on board in time to commence his rostered work period.

Should the transport not depart according to schedule, the employee will remain on call ready to board the transport which may depart at short notice at any time after the scheduled departure time.

Providing he remains on call, an employee will be paid as if he had commenced his rostered work period and if he so requests will be provided by the employer with an Authority pro forma to obtain meals and if necessary accommodation at the employer's expense.

- (2) An employee shall personally call, telephone or send a telegram to the employer's Operations Office at Perth by 5.00 p.m. on the day prior to the day on which he is rostered to resume work should he find it would be impossible to report for duty as rostered.
- (3) An employee who fails to report at the employer's terminal at his agreed amended reporting time shall be marked absent for a period not in excess of 48 hours from the time he reports pending arrangements being made to find alternative transport back to the work site for him. During this period the employer shall not be obligated to provide the employee with meals or accommodation. After the expiration of 48 hours the employee, providing he remains on call, will be paid as if he was at work.
- (4) Sub-clauses (2) and (3) shall not operate if the employee's failure to report was due to sudden personal illness or accident, proof of which shall lie with him. In such a case, the employee shall make every reasonable effort to notify the employer's Operations Office at Perth before his scheduled transport time.

#### 10. – ABSENCES FROM WORK

- (1) Should an employee be absent from work for any reason during the 14 day work period, other than for sickness the employee will lose payment for each day of absence.
- (2) In addition, where an employee who works over his rostered 14 days in a 28 day cycle and is unlawfully absent from work at the commencement of his next rostered 28 day cycle, an additional deduction of 8 hours per day, at the ordinary time rate will be made from monies due to the employee for each day of absence up to a maximum equal to the number of days the employee had worked over his 14 rostered days on duty in the previous 28 days cycle.
- (3) Should an employee become ill or suffer an injury for which he is entitled to workers compensation, the employer shall be entitled to deduct from the employee's next pay cheque one twelfth of the average daily rate for his classification for each hour of a shift not worked.

#### 11. – MIXED FUNCTIONS

An employee engaged for two hours or more on any one day or shift on work carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If so engaged for an aggregate of less than two hours of one day or shift, he shall be paid the higher rate for the time so worked. An employee performing work carrying a lower rate of pay than his classification will continue to be paid at the rate for his classification.

#### 12. – SICK LEAVE

An employee will be entitled to eighty four hours of sick leave at his ordinary time rate of pay during the first year of service for absences during rostered work periods due to personal illness or personal accident, in respect of which workers compensation is not payable. The entitlement in the second or subsequent year of service shall be 120 hours.

The maximum sick leave entitlement on any one day shall be twelve hours at the ordinary hourly rate of pay plus the employee's normal daily Quality or Non-Welding allowance, Derrick allowance or Barge Electricians allowance if applicable.

Sick leave not availed of in the first year of service may be taken in the second or subsequent years of service without reducing the employee's entitlement.

To qualify for the above entitlements, the employee shall produce satisfactory evidence in the form of a doctor's certificate to the employer of his incapacity for work.

#### 13. - BEREAVEMENT LEAVE

An employee will be entitled to a maximum of three full days' leave ashore with entitlement at twelve hours per day at his ordinary time rate of pay, on the occasion of the death of his wife, father, mother, child, brother, or sister. If required by the employer proof of death will be given to the employer. In this clause, "wife" includes a de facto wife and child includes a step child.

#### 14. – JURY SERVICE

An employee required to attend for jury service shall immediately on receipt of the notice to attend, notify the employer of the date he is required to attend for service. If the dates of service fall within a rostered period of duty and the Sheriff has not granted an exemption, the employee will be granted up to six days of leave of absence at his normal offshore rate of pay less the Living Away from Home Allowance. The employee, on his return, shall provide the employer with proof of his attendance, the duration of that attendance and details of payment received. Such payment will be deducted from the employee's wages when calculating the amount payable under this clause.

#### 15. – PUBLIC HOLIDAYS

- (1) New Year's Day, Australia Day, Labour Day, Good Friday, Eastern Monday, Anzac Day, Birthday of the Sovereign, Foundation Day, Christmas Day and Boxing Day shall be recognised as Public Holidays.
- (2) Should any employee work on one of the days specified above, he shall be entitled to be paid at the rate of double time and one half (on his ordinary time rate of pay) for all hours worked. However, for the purpose of payment, his half monthly pay, under the average pay system will remain unaffected and the difference between the average pay calculations and the penalty loadings will be added to his annual leave entitlement.

- (3) Should an employee be on relief when one of the above days occur he shall have his annual leave entitlement increased by one day of eight hours calculated at his ordinary time rate of pay.

#### 16. – ANNUAL LEAVE

- (1) Each employee after 12 months continuous service completed with the employer shall be granted 6 weeks leave which shall be paid on the basis that the 6 week accrual equals 42/365ths of the employees total earnings per annum.
- (2) Annual leave shall be given and shall be taken at a time fixed by the employer and after not less than four weeks notice to the employee.
- (3) The period of annual leave prescribed by this clause shall be exclusive of any Public Holidays which fall during the period of leave. In the event of any Public Holidays falling during the period of Annual Leave the employee shall accrue for each such Public Holiday an additional eight hours at the ordinary hourly rate of pay as appropriate for his classification.
- (4) An employee who - (a) after one complete offshore cycle in his first qualifying twelve monthly period, lawfully leaves his employment or his employment is terminated by the employer through no fault of his own or (b) after twelve months continuous service with the employer leaves his employment or is terminated for any reason - shall be paid on a pro rata basis.
- (5) The pro rata basis shall be calculated by multiplying the amount of Annual Leave for the employees pay group by the number of days employed and divided by 365.

#### 17. – ACCOMMODATION AND MEALS

The employer shall provide an employee with accommodation and meals free of charge in all cases where the employee lives on board a barge 24 hours a day until his rostered work period has been completed or he is released from duty to go on relief.

#### 18. - TRANSPORTATION

For the purpose of changing crews, the employer shall supply transport between Karratha and the offshore work place.

For employees who are required to crew change to and from Perth, the employer shall provide air transport between Karratha and Perth.

#### 19. – REPORTING OF ACCIDENTS AND SICKNESS

Because of the ease with which infectious and contagious sicknesses can spread, an employee who is sick shall immediately report to the employers first aid officer. If he is incapable of reporting, he shall ask another employee to report the sickness.

All accidents shall be reported immediately to the employee's foreman, who in turn, shall notify the first aid attendant and the employer's Safety Officer.

Qualification for payments under the Sick Leave provision of this Award are dependent on the prompt and accurate reporting of all illness and injury.

#### 20. – FIRST AID

The employer shall employ a person qualified to at least St. John's Ambulance first aid certificate standard whose primary function will be to administer first aid. The first aid attendant can be employed on other duties, such as safety inspection, provided the duties he performs are clean in nature.

#### 21. - SAFETY

All employees shall adhere to all safety directives including fire fighting and abandon ship drills required by the employer. Failure to do so may when notified constitute grounds for instant dismissal. Safety is a matter of concern for all on the construction spread and the employer's Safety Officers will be regularly available to discuss all matters pertaining to safety provided the normal channels of communications are adhered to.

#### 22. - PROTECTIVE CLOTHING

- (1) The employer shall supply each employee with one hard hat, one pair of gloves, and those required to work on deck one set of wet weather gear. Field joint wrappers will be supplied with aprons and protective arm length gloves. Employees exposed to the risk of eye injury shall be issued with and shall wear a pair of safety glasses. All the items will remain the property of the employer and will be worn by the employee as directed by his foreman.
- (2) An employee shall be paid an allowance of \$10.00 per week of employment to enable himself to purchase two pairs of good quality steel toe safety boots, two sets of suitable work clothes and suitable replacement protective clothing during the term of the project.
- (3) Should an employee be required to wear safety glasses prescribed by an optician or eye specialist, the employee will be responsible for the cost of the prescription and the employer the cost of the safety glasses.
- (4) The employer will provide a laundry service without cost to the employee. The delivery, collection and repair of clothes will be the responsibility of the employee.
- (5) The above allowance is based on the retail price of top quality safety boots and protective clothing. It is therefore the employee's responsibility to equip and clothe himself appropriately. Failure to wear the appropriate safety apparel after the allowances have been granted will liable the employee to disciplinary action.

In addition, if sub-standard work clothes or boots are purchased, the employee shall lose entitlement to the provision of further allowances.

#### 23. - SHOP STEWARDS

An employee appointed shop steward shall, upon written notification to the employer or his representative, be recognised as the accredited representative of the Union to which he belongs and provided that he obtains the permission of his foreman or supervisor on each occasion before leaving his job, he shall be allowed the necessary time during working hours without loss of pay to interview the nominated employers representative on matters affecting employees whom he represents.

#### 24. - RIGHT OF ENTRY

Consistent with the terms of the Labour Relations Legislation Amendment Act 1997 and S.23(3)(c)(iii) of the Industrial Relations Act a representative of the Union shall not exercise the rights under this clause with respect to entering any part of the premises of the employer unless the employer is the employer, or former employer of a member of the Union.

For the purpose of interviewing employees on legitimate union business, or investigating a complaint, a union official shall have the right to go offshore providing he:



- (1) makes prior suitable arrangements with the employer's Industrial Relations Manager, or other nominated person;
- (2) does not interfere with the performance of work;
- (3) co-operates with the construction spread superintendent in regard to the timing and duration of any meeting of his members he may wish to hold;
- (4) discloses to the nominated company representative the nature of any complaint he may be investigating.

#### 25. – GRIEVANCES AND DISPUTES

- (1) It is agreed that every endeavour shall be made to settle amicably without interruption to work any grievance, complaint, claim or dispute which may arise by direct co-operative negotiation.
- (2) Any complaint, grievance, claim or dispute shall be dealt with as follows:
  - (a) The employee concerned (and if he so desires, his shop steward) shall discuss the matter with his foreman in an endeavour to reach a fair and equitable solution. If after the involvement of the shop steward, the matter is still unresolved, the shop steward shall have the right and responsibility to go direct and discuss the matter with the nominated employers representative.
  - (b) The employers representative shall investigate the complaint or grievance and make every effort to resolve the problem.
  - (c) In the event of the complaint or grievance still existing the shop steward shall immediately notify the local official of the union of the employee.
  - (d) The shop steward shall have the right to have a message transmitted by radio to the union office. The radio operator at the operations office of the employer shall forward this message to the employer's Industrial Relations Manager or other responsible employer official who shall ensure the message is received by the union and an acknowledgement of the receipt of the message transmitted back to the shop steward.
  - (e) If settlement has not been reached within a further 12 hours where possible the matter shall be discussed between the Industrial Relations Manager or other responsible employer official and the appropriate official(s) of the union concerned.
  - (f) In the event of the matter not being settled after such procedure has been followed, the parties shall refer the matter to the Western Australian Industrial Commission.
- (3)
  - (a) Until the matter is determined, work shall continue as normal if the parties agree that it can do so pending the settlement of the matter and no party shall be prejudiced as to find settlement by the continuance of work.
  - (b) Where safety is an issue the primary priority shall be the resolution of that issue and work in the unaffected areas shall continue.

#### 26. – RESOLUTION OF COMPLAINTS BY THE EMPLOYER AGAINST AN EMPLOYEE

In the event of a complaint being made against an employee for minor misdemeanor, it shall primarily be the responsibility of the employee's foreman to point out to the employee the nature of the complaint and to endeavour to ensure that an understanding is reached.

However, should there be a repetition of the particular or similar matter complained about, the foreman shall refer the matter to the construction spread superintendent.

If in the opinion of the employers representative, the matter is such as to warrant a reprimand, the superintendant shall issue a written warning, setting out details of the complaint against the employee and have it handed to the employee concerned in the presence of his shop steward. A copy shall be given forthwith to the shop steward and as soon as possible shall be sent to the local official of the union to which the employee belongs. Should it be necessary to issue a written second warning to the same individual the employer may in the event of the third occurrence, dispense with the services of the employee in accordance with clause 6 (2) - Contract of Employment of this Award. A copy of the second warning shall also be forwarded to the local official of the union as soon as possible after the warning has been issued.

The above system is designed to ensure the rights of the individual are fully protected. It does not in any way however diminish the employer's right to instantly dismiss an employee for serious or wilful misconduct in accordance with clause 6(2)(e) - Contract of Employment of this Award.

#### 27. – SHIFT ALLOWANCE

A shift allowance of 15% shall apply to all ordinary time worked Monday to Friday.

#### 28. – LIVING AWAY FROM HOME ALLOWANCE

An allowance of \$17.00 per day for each day or part of a day spent offshore shall be paid to each employee.

#### 29. – TOOL ALLOWANCE

- (1) In addition to the hourly rates payable under this Award all tradesmen shall receive an all purpose allowance of 11 cents per hour for all hours worked.
- (2) For the purposes of sub-clause (1) a tradesman shall be a:
  - (a) Welder
  - (b) Barge Electrician
  - (c) Barge Engineer
  - (d) Tradesman
  - (e) Head Cook
  - (f) Cook

#### 30. – QUALITY ALLOWANCE

All coded welders shall in addition to all other remunerations receive an allowance of \$1.37 per hour for each hour worked.

#### 31. – DERRICK OPERATOR ALLOWANCE

Derrick Operators shall be paid a daily allowance of \$13.30 for operating the main Derrick.

#### 32. – BARGE ELECTRICIANS ALLOWANCE

A Barge Electrician shall in addition to all other remuneration receive an allowance of \$0.50 per hour for each hour worked.

#### 33. – LEADING HAND ALLOWANCE

An employee required to act in the capacity of a leading hand shall receive an additional rate as follows:

In charge of three but not more than ten employees	28 cents per hour
In charge of more than ten employees	42 cents per hour

34. – SEWERAGE REPAIR

In the event that an employee is required to work on:

- (1) the disconnection and or unblocking of either the excreta pipes or the urinal pipes from the water trap to the system; or
- (2) the cleaning or servicing of the strainer or the lacerator at the inlet to the system or;
- (3) the tank which requires the use of suction pumps to clear a blockage,

he shall be paid an allowance of \$8.83 per hour for each hour so worked.

35. – SECURITY SEARCH

In the interest of passenger safety and security, all employees shall be subject to a security check before departure to or from location.

36. – JOB TERMINATION PAYMENT

- (1) On completion of his employment with the employer an employee shall be entitled to a job termination payment.
- (2) The job termination payment shall accrue on a daily 12 hour shift worked basis as follows:

Wage Group	\$ per day
1	34.18
2a	32.44
2b	31.29
3	30.28
4	29.90
5	29.22
6	28.86
7	28.47
8	27.20
9	26.92
10	26.44

- (3) The allowance shall be paid for days worked offshore.  
  
The allowance shall not accrue for a 12 hour shift during which a stoppage of work or a ban or a limitation of work occurs in which the employee has participated.
- (4) The job termination pay shall not apply to employees who are off work on Workers Compensation.

37. – LEAVE RESERVED

- (1) to the parties to apply for determination of wage rates;
- (2) by the employers to discuss the application of an extended work cycle for employees; and

- (3) for the FEDFU and AWU to discuss the issue of union coverage of the Gantry/Pedestal Crane Operations on "1601".

DATED at Perth this 15th day of December, 1981.

#### APPENDIX - RESOLUTION OF DISPUTES REQUIREMENTS

- (1) This Appendix is inserted into the award/industrial agreement as a result of legislation which came into effect on 16 January 1996 (Industrial Relations Legislation Amendment and Repeal Act 1995) and further varied by legislation which came into effect on 23 May 1997 (Labour Relations Legislation Amendment Act 1997).
- (2) Any dispute or grievance procedure in this award/industrial agreement shall also apply to any questions, disputes or difficulties which may arise under it.
- (3) With effect from 22 November 1997 the dispute or grievance procedures in this award/industrial agreement is hereby varied to include the requirement that persons involved in the question, dispute or difficulty will confer among themselves and make reasonable attempts to resolve questions, disputes or difficulties before taking those matters to the Commission.

SCHEDULE 1 - E.T.P.M. CLOUGH

CLASSIFICATION & GROUPINGS

The classifications and their groupings set out below are those engaged in the pipe laying construction mode of the 1601.

(1) AMALGAMATED METAL WORKERS & SHIPWRIGHTS UNION

Welder:	Group 1
Spacer:	Group 5
Tradesman:	Group 5
Rigger:	Group 6
Facing Machine Operator:	Group 7
Buffer & Grinder:	Group 8
Trades Assistant:	Group 9
Oilers:	Group 9

(2) AUSTRALIAN WORKERS UNION

Tension Machine Operator:	Group 4
Head Cook:	Group 5
Line-up Station Operator:	Group 7
Transfer Operator:	Group 7
Cook:	Group 7
Storeman:	Group 8
Field Joint Wrapper:	Group 9
Operator's Assistants:	Group 9
Construction Labourers:	Group 9
Clamp Operator:	Group 9
Assistant Cook:	Group 9
Messman:	Group 10
Galleyhand:	Group 10
Janitor:	Group 10
Laundryman:	Group 10

(3) ELECTRICAL TRADES UNION

Electricians:	Group 2(b)
Electrical Assistants:	Group 9

(4) FEDERATED ENGINE DRIVERS AND FIREMANS UNION

Derrick Operator:	Group 2(a)
Auxiliary Crane Operator:	Group 4

SCHEDULE 2 – HEEREMA AUSTRALIA PTY LTD &  
JAMES MCLARTY & SON

CLASSIFICATIONS & GROUPINGS

The classifications and groupings set out below are those engaged for the jacket installation and module erection phase of derrick barge Thor.

(1) AMALGAMATED METAL WORKERS & SHIPWRIGHTS UNION

Welder:	Group 1
Barge Engineer:	Group 3
Tradesman:	Group 5
Rigger:	Group 6
Oiler:	Group 9
Tradesmens Assistants:	Group 9

(2) AUSTRALIAN WORKERS UNION

Anchor Hoist Operator:	Group 4
Head Cook:	Group 5
Cook:	Group 7
Storeman:	Group 8
Cooks Assistants:	Group 9
Galleyhand:	Group 10
Janitor:	Group 10
Laundryman:	Group 10
Messman:	Group 10

(3) ELECTRICAL TRADES UNION

Electricians:	Group 2(b)
Electrical Assistants:	Group 9

(4) FEDERATED ENGINE DRIVERS AND FIREMANS UNION

Derrick Operator:	Group 2(a)
Auxiliary Crane Operator:	Group 4

**VARIATION RECORD**  
**NORTH RANKIN CONSTRUCTION AWARD.**

**NO. A 42 OF 1981**

Delivered 15/12/81 at 62 WAIG 49

Consolidated 19/11/82 at 63 WAIG 132

<b>CLAUSE NO.</b>	<b>EXTENT OF VARIATION</b>	<b>ORDER NO.</b>	<b>OPERATIVE DATE</b>	<b>GAZETTE REFERENCE</b>
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**1. Title**

(1A. State Wage Principles)

Ins. cl.	1752/91	31/01/92	72 WAIG 191
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Cl. & Title	1457/93	24/12/93	74 WAIG 198
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(1A. State Wage Principles December 1993)

Cl. & Title	985/94	30/12/94	75 WAIG 23
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(1A. Statement of Principles December 1994)

Cl. & Title	1164/95	21/03/96	76 WAIG 911
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(1A. Statement of Principles March 1996)

Cl & Title	915/96	7/08/96	76 WAIG 3368
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(1A Statement of Principles - August 1996)

Cl & Title	940/97	14/11/97	77 WAIG 3177
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(1A. Statement of Principles - November 1997)

Cl. & Title	757/98	12/06/98	78 WAIG 2579
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(1A. Statement of Principles - June, 1998)



Del. Cl. & Title	609/99	06/07/99	79 WAIG 1843
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### **1B. Minimum Adult Award Wage**

Ins. 1B	940/97	14/11/97	77 WAIG 3177
(2),(3) & (5) rates & text	609/99	01/08/99	79 WAIG 1843
Cl.	654/00	01/08/00	80 WAIG 3379
Cl	752/01	01/08/01	81 WAIG 1721
Cl. Del	797/02	01/08/02	82 WAIG 1369

### **2. Arrangement**

Ins. 1A.	1752/91	31/01/92	72 WAIG 191
1A. Title	1457/93	24/12/93	74 WAIG 198
1A. Title	985/94	30/12/94	75 WAIG 23
1A. Title	1164/95	21/03/96	76 WAIG 911
Ins. Appendix - Resolution...	693/96	16/07/96	76 WAIG 2768
Ins. Appendix - S.49B...	694/96	16/07/96	76 WAIG 2789
1A. Title	915/96	7/08/96	76 WAIG 3368
1A	940/97	14/11/97	77 WAIG 3177
Ins. 1B	940/97	14/11/97	77 WAIG 3177
Del. App S49B - Inspect	491/98	16/04/98	78 WAIG 1471
1A. Title	757/98	12/06/98	78 WAIG 2579
Del. 1A	609/99	06/07/99	79 WAIG 1843
Del. 1B	797/02	01/08/02	82 WAIG 1369

**3. Parties Bound**

**4. Scope of Award**

**5. Duration of Award**

**6. Contract of Employment**

**7. Hours of Work**

**8. Overtime**

**9. Reporting for Duty after Relief Periods**

**10. Absences from Work**

**11. Mixed Functions**

**12. Sick Leave**

**13. Bereavement Leave**

**14. Jury Service**

**15. Public Holidays**

**16. Annual Leave**

**17. Accommodation and Meals**

**18. Transportation**

**19. Reporting of Accidents and Sickness**

**20. First Aid**

**21. Safety**

**22. Protective Clothing**

**23. Shop Stewards**

**24. Right of Entry**

Ins. para

2053/1/97

22/11/97

77 WAIG 3138

**25. Grievances and Disputes**

**26. Resolution of Complaints by the Employer Against an Employee**

**27. Shift Allowance**

**28. Living Away From Home Allowance**

**29. Tool Allowance**

**30. Quality Allowance**

**31. Derrick Operator Allowance**

**32. Barge Electricians Allowance**

**33. Leading Hand Allowance**

**34. Sewerage Repair**

**35. Security Search**

**36. Job Termination Payment**

**37. Leave Reserved**

**Appendix - Resolution of Disputes Requirements**

Ins. Appendix	693/96	16/07/96	76 WAIG 2768
App	2053/97	22/11/97	77 WAIG 3079

**Schedule 1 - E.T.P.M. - Clough - Classifications & Groupings**

**Schedule 2 - Heerema Australia Pty Ltd & James McLarty & Son - Classifications & Groupings**

(Appendix - S.49B - Inspection of Records Requirements)

Ins. Appendix	694/96	16/07/96	76 WAIG 2789
(1) ins. Text	2053/97	22/11/97	77 WAIG 3138
Delete App.	491/98	16/04/98	78 WAIG 1471