

ENTERPRISE AGREEMENT

NO: E.A. 364 /1993

DATE REGISTERED: 3-12-93

PRICE: \$ 48-00

ENTERPRISE AGREEMENT

BETWEEN

**WORMALD SECURITY AUSTRALIA PTY LTD (ACN 003 605 098) TRADING AS
WORMALD SECURITY (PROTECTIVE SERVICES) AT 157 MILTON STREET, ASHFIELD
NSW 2131**

AND

**WORMALD SECURITY PATROL OFFICERS ENGAGED IN CLASSIFICATIONS SET OUT
IN THIS AGREEMENT AND EMPLOYED BY THE SYDNEY PATROLS MANAGER
(SYDNEY PATROLS DIVISION).**

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PART 1 - PRELIMINARY

1.1 GENERAL

Wormald Security is Australia's major Security Company. It provides a wide range of security services to all levels of Australian Government, business and society and has a clear focus on quality and reliability of services.

1.2 MISSION STATEMENT

Wormald Security aims to:

- 1.2.1** Offer service of integrity and quality which satisfies all customer expectations;
- 1.2.2** Achieve a significant market share in all areas of operation and maintain our position as market leader;
- 1.2.3** Provide our employees with a work environment that will enhance their skills and job satisfaction and lead to better career prospects, thereby further enhancing the quality of service to our customers.

1.3 BACKGROUND

As a background to the Agreement, Wormald Security believes that by implementing these measures, it provides for:

- 1.3.1** The opportunity for Patrol Officers to increase their earning potential by providing the ability for those who wish to work additional shifts;
- 1.3.2** Greater job stability and security for Patrol Officers through the maintenance of market share and competitiveness in future market penetration;
- 1.3.3** More flexibility in structuring working hours such that Patrol Officers may work less days in any roster cycle thereby providing cost savings to individuals through reduced travel costs and associated expenses and less actual days at work;

1.3.4 Patrol Officers in their own time can participate and have access to the following courses:

- Basic Security Module 1;
- Advanced Security Module 2;
- Fire Arms Training - Theory Part 1;
Practical Part 2;
- First Aid;
- Fire Control;
- Resetting Electronic Alarm Panels and Detectors Familiarisation;
- Supervising Patrol Officers;
- Public Relations/Client Liaison;

Improving skills will enhance job opportunities and career prospects.

1.3.5 The opportunity to enhance the contribution of all Patrol Officers towards setting and maintaining the goals of Wormald Security by improving communications;

1.3.6 That the Agreement is written in "plain" English will enhance the understanding of all Patrol Officers towards entitlements and conditions and will simplify administrative procedures;

1.3.7 In the work place it provides greater flexibility in determining work rosters, hours worked and days to be worked;

1.3.8 To enhance skills and training opportunity for Patrol Officers thus enabling them to determine desired career paths and long-term objectives;

1.3.9 Promotion opportunities, where practicable, to be internally advertised, thus enhancing equal opportunity and career progression.

1.3.10 The provision of equal opportunity regardless of gender, age or any other factor irrelevant to the selection of the best available person for the job. Criteria for employment is suitability, training, performance and skills.

1.4 **TITLE**

This Agreement shall be known as the Wormald Security Patrol Officers (Sydney Patrols Division), Enterprise Agreement.

The parties to this Agreement are the Wormald Security New South Wales Protective Services Division and the Wormald Security Patrol Officers engaged in classifications set out in this Agreement and employed by the Sydney Patrols Manager (Sydney Patrols Division).

1.5 **AGREEMENT COVERAGE**

This Agreement shall be binding on Wormald Security New South Wales Protective Services Division and the Patrol Officers employed by the Sydney Patrols Manager (Sydney Patrols Division) in provision of all Security Services in New South Wales.

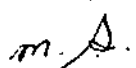
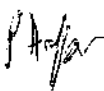
This Agreement replaces all terms and conditions of employment in the Security Industry (State) Award.

1.6 **DATE OF EFFECT**

This Agreement shall take effect from the beginning of the first pay period to commence on or after this Agreement's registration under the provisions of the Industrial Relations Act 1991 and shall remain in force for a period of twelve (12) months from such date.

1.7 **DURESS**

This Agreement was not entered into under duress by any party hereto.



PART 2 - DEFINITIONS

2.1 CASUAL PATROL OFFICER

"Casual" Patrol Officer shall mean a Patrol Officer engaged and paid by the hour, performing variable duties on any day of the week including Public Holidays.

2.2 FULL TIME PROBATIONARY PATROL OFFICER

"Full Time Probationary" Patrol Officer shall mean a Patrol Officer who:

2.2.1 Has commenced duties as a "Full Time" Wormald Patrol Officer and is regularly rostered to work an average of forty (40) ordinary hours per week over a roster cycle and may be rostered to work any shifts Monday to Friday, weekends and Public Holidays and carries out duties as detailed in Clause 2.3. (Definitions "Full Time" Patrol Officer) but requiring additional on-going supervision and/or training;

2.2.2 A "Probationary" Patrol Officer will be eligible for promotion to Full Time Patrol Officer after three (3) months continuous service and on meeting required standards of performance and competency levels, but this period may be reduced at the discretion of the Wormald Management, depending on the employee's previous experience and demonstrated competency levels.

2.3 FULL TIME PATROL OFFICER

"Full Time" Patrol Officer shall mean a Patrol Officer who is employed as such and carries out security duties including the following:

2.3.1 Watch, guard, secure or protect persons, premises or property, including responses to alarm signals, attendances at and servicing of automatic teller machines, banking services, escort of persons or cash/valuables, admit authorised persons to premises, open premises for staff admittance and includes the carriage/use of firearms, keys/access devices, communication equipment, torches and administration data.

2.3.2 A Patrol Officer may be called upon to perform security duties on a number of separate premises or sites either on foot, by vehicle, motor cycle, or bicycle, respond to and make radio/telephone calls, read recording devices, record patrol visits as required, write reports, carry out duties of a clerical nature etc and to guard premises or property as and when required.

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2.3.3 A "Full Time" Patrol Officer shall mean an employee who:

Has served continuously as a Wormald Patrol Officer for a period of four (4) months and has been regularly rostered to work forty (40) ordinary or more hours per week and may be rostered to work any shifts Monday to Friday, weekends and Public Holidays averaging forty (40) ordinary hours per week over a roster cycle.

2.4 **FULL TIME SENIOR PATROL OFFICER**

"Full Time Senior" Patrol Officer shall mean a Patrol Officer who:

Has been appointed in charge and control of any group of Wormald Patrol Officers and may be rostered to work any shifts Monday to Friday, weekends and Public Holidays, averaging forty (40), ordinary hours per week over a fifty two (52) week period, carries out duties as detailed in Clause 2.3 and to submit written reports on any matter as and when required to train Full Time Probationary or Casual Patrol Officers in their duties/responsibilities, relieve/assist any Patrol Officers in emergency situations as a result of injury, sickness, absence or on leave and deliver to Patrol Officers any company equipment/items/keys/administration data as and when required by the Company.

PART 3 - HOURS

3.1 ORDINARY HOURS

Full Time Patrol Officers, Full Time Probationary Patrol Officers and Full Time Senior Patrol Officers may be rostered to work any shifts daily including Public Holidays, averaging forty (40) hours per week over a roster cycle, provided that no more than twelve (12) continuous ordinary hours may be worked in any one (1) shift, nor less (unless by agreement) than eight (8) continuous ordinary hours in any one (1) shift.


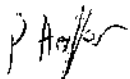
For all Patrol Officers, hours of operation commence when the Patrol Officer departs from the company office/depot, not when the Patrol Officer arrives at the company office/depot. To effect a proper transition between shifts, the Company may require the Patrol Officer to report for work fifteen (15) minutes prior to the commencement of the shift. This briefing will be carried out at no extra cost to the Company. Hours of operation cease at the rostered time or until the Patrol Officer is relieved. If the work roster provides for the Patrol Officer to be relieved, the Patrol Officer will not leave the office/depot until relieved.

3.2 ADDITIONAL HOURS/OVERTIME

In order to provide full time patrol staff with an equal opportunity to work extra patrol shifts or casual patrol shifts, all patrol time, including overtime worked at any area by full time Patrol Officers in excess of forty (40) ordinary hours per week over the roster cycle, shall be paid for at the Casual Patrol Officer's rate as specified in Clause 4.4.

Patrol Officers may also work extra "Guard" shifts in excess of forty (40) ordinary hours per week over the roster cycle, if requested by Company Management and shall be paid for at the Casual Security Officer's (Guard) rate as specified in Clause 4.5.

All additional hours/overtime work carried out by Patrol Officers will be on voluntary basis.



PART 4 - WAGES, TERMS AND CONDITIONS OF EMPLOYMENT

IMPORTANT. PLEASE NOTE
THIS PAGE DOES NOT CONTAIN ACTUAL WAGE/SALARIES, IT ONLY SHOWS THE CLASSIFICATION STRUCTURE. FOR WAGE/SALARIES REFER TO WAGE RATES SCHEDULE AT ATTACHMENT A.

4.1 BASE RATE (Rates given at Attachment A)

The base rates of pay shall be as follows:

Full Time Probationary Patrol Officer	\$	per hour;
Full Time Patrol Officer	\$	per hour;
Full Time Senior Patrol Officer	\$	per hour.
Casual Patrol Officer	\$	per hour.

4.2 RATES OF PAY: ORDINARY HOURS

The minimum weekly rate of pay for ordinary hours under each classification will be such that no employee will receive less in weekly aggregate ordinary hours than that provided under the Award for rosters worked. And further, the annual yearly salary in aggregate ordinary hours paid under this Agreement will not be less than that paid under the Security Industry (State) Award and the Miscellaneous Workers Security Industry Wages (State) Award.

4.3 CONSOLIDATED HOURLY RATE (Rates given at Attachment A)

The consolidated hourly rates for all classifications covered by this Agreement will be as set out hereunder and take into account shift allowances, Saturday, Sunday and Public Holiday penalties, uniform laundry allowances, gun allowances, provision of torch, torch batteries, torch globes, first aid allowance, leading hand allowance, site allowance, telephone calls, meal allowances, licence fee, supplementary payments and introduction of a forty (40) hour week. The hourly rates for "Casual" Patrol Officers only are, in addition to the above, inclusive of the provision for sick leave.

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	<u>CONSOLIDATED PATROL HOURLY RATE</u>	<u>CONSOLIDATED CASUAL GUARD HOURLY RATE</u>
	Attachment A	Attachment A
4.4	<u>"CASUAL" PATROL OFFICERS</u>	
	<u>Hours worked:</u>	
	0000 - 0600, 1800 - 2400 Monday to Friday	\$ - \$
	0600 - 1800 Monday to Friday	\$ \$
	0000 - 2400 Saturday, Sunday, Public Holidays	\$ \$
4.5	<u>"CASUAL" SECURITY OFFICERS</u>	
	<u>Hours worked:</u>	
	0000 - 0600, 1800 - 2400 Monday to Friday	\$ \$
	0600 - 1800 Monday to Friday	\$ \$
	0000 - 2400 Saturday, Sunday, Public Holidays	\$ \$
4.6	<u>"FULL TIME PROBATIONARY" PATROL OFFICERS</u>	<u>CONSOLIDATED HOURLY RATE</u>
	0000 - 0600, 1800 - 2400 Monday to Friday	\$
	0600 - 1800 Monday to Friday	\$
	0000 - 2400 Saturday, Sunday, Public Holidays	\$
4.7	<u>"FULL TIME" PATROL OFFICERS</u>	
	Hours worked 0000 - 0600, 1800 - 2400 Monday to Friday	\$
	Hours worked 0600 - 1800 Monday to Friday	\$
	Hours worked 0000 - 2400 Saturday, Sunday and Public Holidays	\$
4.8	<u>"FULL TIME SENIOR" PATROL OFFICERS</u>	
	Hours worked 0000 - 0600, 1800 - 2400 Monday to Friday	\$
	Hours worked 0600 - 1800 Monday to Friday	\$
	Hours worked 0000 - 2400 Saturday, Sunday and Public Holidays	\$

4.9 TRAINING WAGES

When Patrol Officers are required by the Company to attend training courses on or away from the regular work location, the applicable hourly rate will be as per classification for hours worked 0600 - 1800 Monday to Friday, regardless of the day or time spent on training. Training time does not attract overtime payments, additional hours, travelling time or call-back allowances. While Patrol Officers are required to qualify for Security Licenses/firearm qualifications, any time involved will be at no cost to Wormald Security. However, the Company will bear costs for use of the practice range and ammunition.

4.10 PAYMENT OF WAGES

Wages shall be paid on a fortnightly basis by way of electronic funds transfer into a mutually suitable Bank Branch nominated by the employee. Payment will be effected to the bank within three (3) working days after completion of the fortnightly pay cycle, but should a Public Holiday occur during the three (3) day period, payment will then be made within four (4) days after completion of the fortnightly pay cycle. Employees will not hold the Company liable for late payment of wages into their bank account as a result of computer or line breakdowns.

4.11 CRIB BREAKS

Crib breaks will be taken when the work load permits within the patrol area. No deduction shall be made in an employee's time for a crib break of 20 minutes and Patrol Officers are not permitted to take crib breaks outside of the extremities of their work area.

4.12 SICK PAY

A "Full Time" Patrol Officer who is unable to attend for duty during his/her work roster by reason of personal illness or personal incapacity, shall be paid at the appropriate base hourly rate.

4.12.1 A Patrol Officer shall not be entitled to paid leave of absence for any period in respect of which he/she is entitled to workers compensation.

4.12.2 A Patrol Officer shall be entitled to a total of sixty four (64) hours sick leave per year of service. Sick leave not taken during any year of service will be accumulated.

4.12.3 A Patrol Officer unable to report for duty during his/her work roster because of sickness or accident is required to notify the Company's Control Officers not less than three (3) hours in advance of his/her scheduled shift commencement times, unless this is physically impossible.

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4.12.4 Patrol Officers must submit a medical certificate for all sick leave taken.

4.12.5 Sick leave for which medical certificates are received after the end of the fortnightly pay cycle will be paid for in the following fortnightly cycle, if the employee has sick leave available.

4.12.6 "Casual" Patrol Officers are not eligible for payment of absences as a result of sickness/injury, but must also comply with notifying the Company's Control Officers three (3) hours in advance of his/her scheduled shift commencement time and the reason for non-attendance, unless this is physically impossible.

4.13 ANNUAL LEAVE

"Full Time" Patrol Officers, "Full Time Senior" Patrol Officers and "Full Time Probationary" Patrol Officers shall be entitled to four (4) weeks (one hundred and sixty (160) hours) annual leave per annum in accordance with the NSW Annual Holidays Act 1944. Annual leave will be paid at the consolidated rate of pay for the Patrol Officers classification as per Clause 4.6, 4.7 or 4.8, relating to the normal rostered time the Patrol Officer would have worked if he had not been on annual holidays.

Annual leave is due on the anniversary of employment with the Company, but may be taken in two (2) separate periods annually, if approved by Company Management, but no later than six (6) months after falling due.

Casual Patrol Officers shall be entitled to annual leave and will be paid for same at the rate of one twelfth of the base rate for all actual rostered hours worked.

4.14 LONG SERVICE LEAVE

All Patrol Officers covered by this Agreement shall be entitled to Long Service Leave as per the NSW Long Service Leave Act 1955 and shall be paid at the base rate of pay as defined in Clause 4.1.

4.15 PUBLIC HOLIDAYS

Patrol Officers rostered for duty on the following gazetted Public Holidays will be entitled to payment at public holiday rates as per Clause 4.4, 4.5, 4.6, 4.7 or 4.8 for the employees classification for hours worked between 0000 - 2400 on the Public Holiday concerned:

4.15.1 New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day;

4.15.2 Should the Government vary any of the above days as Public Holidays during the term of this Agreement, the Public Holiday hourly rate will apply accordingly.

4.16 BEREAVEMENT LEAVE

A "Full Time" Patrol Officer shall, on the death within Australia of a wife, husband, de facto, mother, father, mother-in-law, father-in-law, brother, sister, child or step-child, will be entitled to sixteen (16) hours payment at the appropriate base hourly rate of pay applying, provided that the Patrol Officer notifies the Company's Control Officers within three (3) hours of his/her unavailability to attend work where it is reasonably practicable to be able to do so. The Company may request proof of such relationship and this is to be provided prior to payment if necessary.

4.17 PARENTAL LEAVE

Patrol Officers shall be entitled to unpaid parental leave in accordance with Chapter 2, Division 3, of the New South Wales Industrial Relations Act 1991.

4.18 JURY LEAVE

A "Full Time" Patrol Officer shall be allowed leave of absence during any period required to attend for Jury Service. During such period of absence, a "Full Time" Patrol Officer shall be paid the difference between the Jury Service fees received and the hourly rate for the Patrol Officer's classification for work performed on the day where the Patrol Officer was rostered to work with Wormald Security, provided that the Patrol Officer notifies the Company's Control Officers of the notice to attend for Jury Service two (2) days prior to attendance and if required for Jury Duty, produce to the Company proof of Jury Service and fees received.

4.18.1 Where details of jury service payments are not received prior to the end of the fortnightly pay cycle, the difference between that payment and the rate prescribed by this clause will be paid in the next pay cycle.

4.18.2 "Casual" Patrol Officers are not eligible for make up payment for jury service under this clause.

4.19 CALL BACK/CALL OUT

Where a Patrol Officer is requested to be called back/called out to either the Company's premises or the rostered work site or any other site, he/she will be paid at the casual hourly rate for the shift time spent on site with a minimum payment of three (3) hours.

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Patrol Officers called to Wormald Security offices for disciplinary reasons or to collect uniform issues are not entitled to any payment.

4.20 CONSULTATIVE COMMITTEE

4.20.1 A Consultative Committee will be formed and comprise of representatives from both employees and management. Areas of interest can include:

- * Productivity improvements, Company image etc;
- * Disciplinary matters;
- * Training;
- * Occupational Health and Safety;
- * Enhancing communication between the Company and its employees;
- * Business growth - thus employment opportunities;
- * Commendation and Achievement Awards.

4.20.2 This Consultative Committee will meet on a regular basis and all members attending shall have equal standing. Attendance at each meeting will comprise minimum of one (1) and maximum of (2) representatives from management, and minimum of two (2) and maximum of three (3) employees' representatives. A Chairperson will be elected and all meetings shall be minuted.

4.20.3 Employees' representatives in the Consultative Committee are elected by employees.

4.21 TERMINATION OF EMPLOYMENT

4.21.1 In the case of "Full Time" Patrol Officers and "Full Time Senior" Patrol Officers, one (1) week's written notice shall be given by either party of the termination of employment, or one (1) week's wages of forty (40) hours at the appropriate consolidated rate of pay relating to the normal rostered time the Patrol Officers will have worked, shall be paid or forfeited in lieu of the above.

4.21.2 In the case of "Probationary" Patrol Officers, either party may terminate employment for any reason by giving one (1) days's written, hand delivered notice or one (1) day's pay at the appropriate consolidated rate of pay relating to the normal rostered time the Patrol Officers will have worked, shall be paid or forfeited in lieu of the above.

4.21.3 All Patrol Officers shall, upon cessation of employment, be required to return to the Company's Office, all company issued uniforms, badges, keys and equipment issued to them by the client or Wormald Security. Final payment of termination entitlements will not be made until the above issues have been returned. Company issues damaged or unreturned will result in

the value of item or equipment being deducted from final termination payment (fair wear and tear excluded). Such deductions shall only occur where prior authorisation has been given by the said employee.

4.21.4 In certain cases, a Patrol Officer may be subject to instant dismissal as a result of neglect of duty or serious and wilful misconduct (as outlined in Patrol Standing Instructions) and in such circumstances will only be entitled to wages, accrued annual leave and, if applicable, long service leave up to the time of such dismissal.

4.22 ABANDONMENT OF EMPLOYMENT

Where any Patrol Officer absents himself/herself from work for a continuous period exceeding two (2) rostered shifts without the consent of the Company's Management or without notification to the Company or without good cause, he/she shall be deemed to have terminated his/her employment.

4.23 LICENCES

All Patrol Officers are required to be licensed under the provisions of the Security (Protection) Industry Act (NSW) prior to employment with the Company.

4.23.1 It is the Patrol Officer's responsibility to renew his/her Patrol Class 1 licence annually and pro-rata reimbursement of the licence payment has been included in the hourly rate of pay.

4.23.2 Patrol Officers are required to supply a copy of the current or renewed license to the Company.

4.23.3 All Patrol Officers will carry their patrol licence on their person whilst on duty and show it to any person on demand, including Company Management/Inspectors/Supervisors/Duty Managers.

4.23.4 Where Patrol Officers are required to drive vehicles/motor cycles, a copy of the current license must be supplied to the Company.

4.23.5 Where Patrol Officers are required by the Company to carry firearms, it is the Patrol Officer's responsibility to qualify themselves in their own time to obtain the qualifications required by Company Management. Patrol Officers failing to qualify or refusing to carry a firearm may be transferred to another run or work area. If such an alternative does not exist, Patrol Officer(s) concerned may not be guaranteed employment.

4.23.6 Patrol Officers are to immediately inform the Company of any licence (Security, Driver's) cancellation or suspension.

4.24 DISPUTE/GRIEVANCE PROCEDURE

The parties to this Agreement recognise the importance to employment security of maintaining continuous patrol protection to our clients premises and accordingly commit themselves to the following procedure:

4.24.1 INDIVIDUAL GRIEVANCES

- 4.24.1.1** The matter must be first discussed by the aggrieved Patrol Officer with his/her immediate Company Supervisor/Duty Manager/Inspector;
- 4.24.1.2** If the matter is not settled, the Patrol Officer may request the Company's Patrol Manager or Company representative to further discuss the matter;
- 4.24.1.3** If this matter is not resolved, it will be referred to the Consultative Committee. The Consultative Committee may even discuss matter with senior management.
- 4.24.1.4** If the matter is still not resolved, it must be submitted to the Industrial Relations Commission to be dealt with in accordance with the Industrial Relations Act 1991;
- 4.24.1.5** Until the matter is determined, work must continue without interruption at the direction of the Company. No party will be prejudiced as to the final settlement by the continuance of work in accordance with this procedure;
- 4.24.1.6** The parties must co-operate to ensure that these procedures are carried out expeditiously and the Company and the Patrol Officer will, at all times, communicate to enable the matter to be finalised as quickly as possible;

4.24.2 COLLECTIVE GRIEVANCES

- 4.24.2.1** The matter must be first discussed by the aggrieved Patrol Officer(s) with their immediate Company Supervisor/Duty Manager/Inspector;
- 4.24.2.2** If the matter is not settled, the Patrol Officer(s) may request the Company's Patrol Manager or Company representative to further discuss the matter;
- 4.24.2.3** If this matter is not resolved, it will be referred to the Consultative Committee. The Consultative Committee may even discuss matter with senior management.

4.24.2.4 If the matter is still not resolved, it must be submitted to the Industrial Relations Commission to be dealt with in accordance with the Industrial Relations Act 1991;

4.24.2.5 Until the matter is determined, work must continue without interruption at the direction of the Company. No party will be prejudiced as to the final settlement by the continuance of work in accordance with this procedure;

4.24.2.6 The parties must co-operate to ensure that these procedures are carried out expeditiously and the Company and the Patrol Officers will, at all times, communicate to enable the matter to be finalised as quickly as possible;

4.24.3 Should work or work procedures be disrupted over any grievance whilst the above procedures are being implemented, the Company will not be liable for any payment to Patrol Officers up until termination date other than wages owing, accrued annual leave and, if applicable, long service leave.

4.25 UNIFORM/DRESS STANDARDS

The Company will provide Patrol Officer with uniform issues which must be worn by Patrol Officer whilst on duty unless otherwise advised. The expense of laundry/cleaning of uniform issues is inclusive of the hourly rate of pay as per Clauses 4.4, 4.5, 4.6, 4.7 or 4.8. Patrol Officers will provide their own underwear, socks, belts and appropriate footwear. In the interests of Occupational Health and Safety requirements, appropriate footwear means black boots/shoes and does not include thongs, sandals, sports shoes, jogger shoes or similar casual footwear. Footwear is to be of a type/style approved by Company Management. Patrol Officer must be neat, tidy, and correctly attired.

4.26 STAND DOWN FOR DISCIPLINARY REASONS

In the circumstances where alleged misconduct or neglect of duty is made against a "Full Time" Patrol Officer, the Company may stand down the "Full Time" Patrol Officer without pay for up to seventy two (72) hours to enable an investigation to be made into the matter.

Any "Full Time" Patrol Officer stood down for no justified disciplinary reasons, in such circumstances will be reimbursed at appropriate consolidated rate of pay as if worked or rostered.

4.27 CHANGE OF ROSTER

Wormald Security reserves the right to change the hours of operation of the working roster to meet the business needs of the client when and where necessary, provided further that:

Where there is a reduction in or need to secure adequate roster operating hours, Patrol Officers may be transferred or also required to work at another run or work area.

4.28 INCIDENTAL AND PERIPHERAL DUTIES

The Company may direct a Patrol Officer to carry out such duties and use such equipment within the scope of the Officer's skill, competence and training.

Any such direction given by the Company shall be consistent with the Company's commitment towards providing a safe and healthy work environment.

4.29 NO EXTRA CLAIMS

It is acknowledged by the parties that this Agreement has been developed taking into account the specific requirements of Wormald Patrol with its client and that there will be no extra claims during the period of this Agreement.

4.29.1 Renewal of Agreement

This Agreement is renewable for each succeeding twelve (12) months on pay rates only where it will be adjusted based on the following criteria:

- CPI as published by the Australian Bureau of Statistics for NSW;
- Competency and job performance.
- Market competitiveness.

4.30 OCCUPATIONAL SUPERANNUATION

Wormald Security Patrol Officers shall be entitled to Occupational Superannuation in accordance to Federal Legislation. The Company will contribute the applicable Patrol Officer's contributions monthly to the Wormald Chubb Occupational Superannuation Fund. Patrol Officers will complete the application form to the Occupational Superannuation Fund on or before day of commencement of employment.

WAGE RATES SCHEDULE - PATROLS


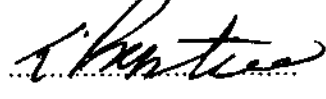
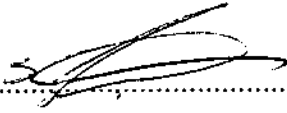



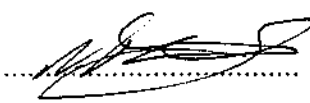

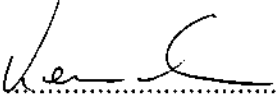

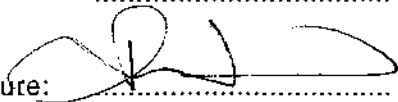

1. <u>BASE RATE</u>	<u>RATE PER HOUR</u>
Full Time Probationary Patrol Officer	\$ 9.50
Full Time Patrol Officer	\$10.21
Full Time Senior Patrol Officer	\$10.72
Casual Patrol Officer	\$11.49

2. CONSOLIDATED HOURLY RATE

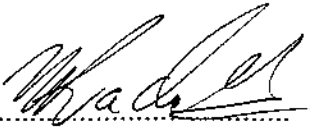
CATEGORY	0600-1800 MON - FRI	0000-0600 1800-2400 MON - FRI	0000-2400 SAT,SUN & PUB.HOLS
Casual Patrol Officer	11.55	13.12	16.80
Casual Security Officer	11.05	12.57	15.76
Full time Probationary Patrol Officer	10.00	11.50	15.00
Full Time Patrol Officer	11.00	12.50	16.00
Full Time Senior Patrol Officer	12.00	13.50	17.00

PART 5 - DECLARATION (ENTERPRISE AGREEMENT)


WE, THE UNDERSIGNED, DECLARE THAT WE HAVE READ AND UNDERSTOOD THIS ENTERPRISE AGREEMENT AND THAT IT IS NOT ENTERED INTO UNDER ANY DURESS.

1.	Signature: <u></u>	1.	Witness: <u></u>
	Name (Print): <u>PETER J. HAJJAR</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
2.	Signature: <u></u>	2.	Witness: <u></u>
	Name (Print): <u>SCOTT CHARLTON</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
3.	Signature: <u></u>	3.	Witness: <u></u>
	Name (Print): <u>GIANNI A. BACHI</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
4.	Signature: <u></u>	4.	Witness: <u></u>
	Name (Print): <u>NEIL J. KENNEDY</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
5.	Signature: <u></u>	5.	Witness: <u></u>
	Name (Print): <u>KEVIN D. LEE</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
6.	Signature: <u></u>	6.	Witness: <u></u>
	Name (Print): <u>DAVID R. WARMAN</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>08-06-93</u>		Date: <u>8-6-93</u>

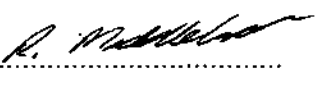
7.	Signature: <u><i>Lance W. Sands</i></u>	7.	Witness: <u><i>T. Prentice</i></u>
	Name (Print): <u>LANCE W. SANDS</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
8.	Signature: <u><i>Keith Kole</i></u>	8.	Witness: <u><i>T. Prentice</i></u>
	Name (Print): <u>KEITH KOLE</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
9.	Signature: <u><i>Lee A. Thoms</i></u>	9.	Witness: <u><i>T. Prentice</i></u>
	Name (Print): <u>LEE A. THOMS</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
10.	Signature: <u><i>Sven P. Wernerson</i></u>	10.	Witness: <u><i>T. Prentice</i></u>
	Name (Print): <u>SVEN P. WERNEPERSON</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
11.	Signature: <u><i>Brett A. McFarlane</i></u>	11.	Witness: <u><i>T. Prentice</i></u>
	Name (Print): <u>BRETT A. MCFARLANE</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>
12.	Signature: <u><i>Paul R. Edwards</i></u>	12.	Witness: <u><i>T. Prentice</i></u>
	Name (Print): <u>PAUL R. EDWARDS</u>		Name (Print): <u>TATE PRENTICE</u>
	Date: <u>8-6-93</u>		Date: <u>8-6-93</u>

13. Signature: 
Name (Print): MARK RANDALL

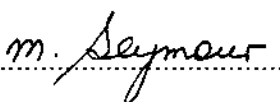
Date: 8-6-93

14. Signature: 
Name (Print): TATE PRENTICE

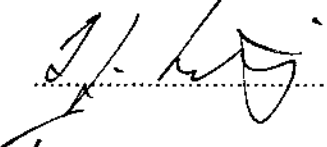
Date: 8.6.93

15. Signature: 
Name (Print): ROBERT W. MIDDLEBROOK


Date: 8.6.93

16. Signature: 
Name (Print): MARK G. SEYMOUR


Date: 8.6.93

17. Signature: 
Name (Print): TERRY J. LAURITZEN

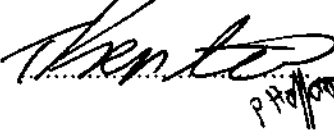
Date: 8-6-93

18. Signature: 
Name (Print): GARY G. MILLER

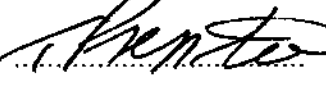
Date: 8-06-93

13. Witness: 
Name (Print): TATE PRENTICE


Date: 8-6-93

14. Witness: 
Name (Print): PETER J. HAJJAR

Date: 8.6.93

15. Witness: 
Name (Print): TATE PRENTICE


Date: 8.6.93

16. Witness: 
Name (Print): TATE PRENTICE


Date: 8.6.93

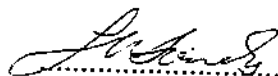
17. Witness: 
Name (Print): TATE PRENTICE

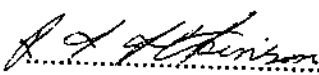
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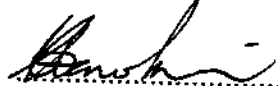
18. Witness: 
Name (Print): TATE PRENTICE

Date: 8.6.93

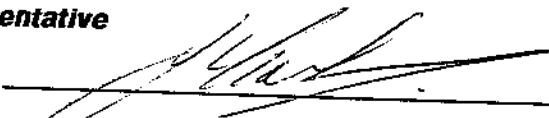
19. Signature: 
Name (Print): TERENCE STEWART
Date: 16/6/93

19. Witness: 
Name (Print): LANCE SANDS
Date: 16/6/93

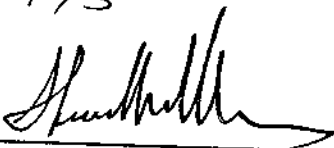
20. Signature: 
Name (Print): R. B. ATKINSON
Date: 19/6/93

20. Witness: 
Name (Print): G. HAWKINS
Date: 19/6/93

Management Representative

Signature: 
Name: MALCOLM JOHN COCHRANE
Title: STATE MANAGER
PROTECTIVE SERVICES DIVISION (NSW)
Date: 21/6/93

Witness

Signature: 
Name: HUNG MENG H'NG
Title: SYDNEY PATROLS MANAGER
Date: 21/6/93