

ENTERPRISE AGREEMENT

NO: E.A. 44 /1993

DATE REGISTERED: 26.3.93

PRICE: \$ 10.00



TENTERFIELD GOLF COURSE MAINTENANCE ENTERPRISE AGREEMENT.

- (1) This Agreement is between the Tenterfield Golf Club Limited and Mr. Peter McAlister, Course Superintendent, and Mr. Geoffrey Koch Assistant Course Superintendent.
- (2) This Agreement regulates in part the conditions of employment and rates of pay for Employees who are covered by it to the exclusion of the following clauses in the Golf Club and Employees (Country) Award. Clauses excluded are (2) (2A) (4) (5) (6) (10) (19).
- (3) Maintenance of the Course will be undertaken with a full time Course Greenkeeping Staff compliment of two, with this, being topped up as necessary with Casual Labour (Not covered by the Agreement) when greens are renovated etc...
- (4) Both of these positions are Salaried Positions. Course Superintendent \$25000.00 per annum, plus in addition Superannuation Contribution of \$75.00 per month (\$900.00 p.a.)
Assistant Course Superintendent \$23000.00per annum, plus in addition Superannuation Contribution of \$75.00 per month (\$900.00 p.a.)
- (5) Provision for Annual Leave, Sick Leave, Long Service Leave and Severance Redundancy Pay is unchanged and will remain the same as your previous award.
- (6) Ordinary hours of work shall not exceed 40 hours of working time Monday to Friday. The annual salary payable to Course Superintendent and Assistant Course Superintendent is calculated to equal the annual amount due for those ordinary hours under the Greenkeepers (Country) Award in respect to weekly employees in those classifications together with a loading to compensate for occasions when it may be necessary to work in excess of 40 hours to maintain the Golf Course to its normal high standard.
- (7) This Agreement takes into account the total time required to maintain the Golf Course on an annual basis, with anticipation for shorter working hours in the dormant winter period and longer working hours in the summer growing season.



Tenterfield Golf Club Limited

Pelham Street, Tenterfield, N.S.W. 2372

PO Box 217, Tenterfield NSW, 2372

- (8) As Course Superintendent and Assistant Course Superintendent you have the authority to manage and arrange the appropriate working schedule and working hours.
- (9) The Course is to maintained to at least the high standard it is currently in.
- (10) As in current practice routine simple equipment maintenance is to be carried out by the Course Staff, with non-routine maintenance and breakdowns being contracted out.
- (11) This Agreement will be valid for a period of twelve months.
- (12) THIS AGREEMENT HAS BEEN entered into without duress of any kind and of our own free will.

SIGNED BY COURSE SUPERINTENDENT

[Handwritten Signature]

SIGNED BY ASSISTANT COURSE SUPERINTENDENT

[Handwritten Signature]

SIGNED ON BEHALF OF THE EMPLOYER

[Handwritten Signature]
[Circular Stamp]

16 FEBRUARY 1993