

ENTERPRISE AGREEMENT

NO: E.A. 119 /1994

DATE REGISTERED: 7-4-94

PRICE: \$ 42.00

SHARP CORPORATION OF AUSTRALIA PTY LIMITED
ENTERPRISE AGREEMENT (STATE) 1993

1. TITLE

This Agreement shall be known as the Sharp Corporation of Australia Pty Limited Enterprise Agreement (state) 1993.

2. ARRANGEMENT

The Agreement is arranged as follows:-

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3. APPLICATION

This Agreement shall apply at Sharp Corporation of Australia Pty Ltd, 1 Huntingwood Drive, Blacktown, NSW, 2148 to all weekly employees who are bound by the terms of the Clerks (State) Award, and the Storemen & Packers Bond & Freestore (State) Award, insofar as those provisions relate to the parties referred to in Clause 4 - PARTIES BOUND - of this Agreement.

4. PARTIES BOUND

The parties to this Agreement are:-

- a. All weekly employees whether members of the organisation of employees listed in subclause (c) hereof or not engaged in any of the occupations, industries or callings specified in the Clerks (State) Award, and the Storemen & Packers & Freestore (State) Award.
- b. The organisations that represent the employees defined in (a), namely:-
 - i Federated Clerks Union, NSW Branch. (FCU)
 - ii National Union of Workers, NSW Branch. (NUW)
- c. Sharp Corporation of Australia Pty Limited, 1 Huntingwood Drive, Huntingwood, Blacktown. NSW.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from the beginning of the first pay period to commence on or after the date of Registration of this Agreement and shall remain in force for a period of one year.

6. RELATIONSHIP TO PARENT AWARDS

This Agreement shall be read and interpreted wholly in conjunction with the Clerks (State) Award, and Storemen & Packers Bond & Freestore (State) Award, provided that where there is any inconsistency between this Agreement and the Clerks (State) Award and the Storemen & Packers Bond & Freestore (State) Award, this Agreement shall take precedence to the extent of the inconsistency.

7. RELATIONSHIP TO PAST AWARD

Flexibilities and changed work practices set out in the Sharp Corporation of Australia Enterprise Bargaining (State) Award of 1992 (as set out in Annexure A) are to be continued as part of this Agreement.

8. SINGLE BARGAINING UNIT

For the purpose of negotiating this Enterprise Agreement, a single bargaining unit has been established.

9. PRODUCTIVITY MEASURES

a. Dynamic Organisational Culture

The objective is for management and employees to work together to produce a customer focused, well trained and high performing work force that operates in a company environment which encourages innovation and flexibility to meet constantly changing market demands.

The focus will be on teamwork, communication and skill enhancement to become institutionalised factors in productive performance as employees accept more accountability and responsibility for the work they perform.

In doing so, the aim is to establish Sharp as a brand name that is widely perceived as a market leader renowned for its high integrity, quality, innovative and cost effective products, as well as providing competent and reliable customer service.

Participation of employees in work groups and consultative committees is seen as an essential part of achieving this goal.

b. Work Hours

Wider flexibility in rostering staff to meet market demands will yield an increase in efficiency. This will ensure the use of capital equipment and human resources to meet optimal output. For example, the factory will change its normal hours of work to reflect a 7:00am start and a 3:30pm finish.

The aim of achieving greater flexibility in work hours is to reduce the level of special leave granted to employees and roster staff to meet customer demands. Under the new arrangement special leave will only be granted under extenuating circumstances and where the employee can demonstrate that every effort has been made to make appointments outside normal working hours.

Evidence of attendance at such appointments may be requested.

c. Absenteeism Management Program

Employees will be entitled to a maximum of two (2) single day paid absences in a 12 month period without the provision of a medical certificate. All further absences are required to be substantiated by a medical certificate.

A commitment has been given by all parties to the above and to act co-operatively and positively to decrease the impact of absenteeism.

d. Flexible Annual Leave

Annual leave throughout the organisation is to be scheduled to meet market demands.

Annual leave for the factory area is to be determined in April of each year in consultation with the consultative committee and the split of weeks to be advised to employees by the end of April at the latest.

The aim of the split is to allow for flexibility in market changes and planning, thus allowing for sales and stock variations, plus major plant reconstruction, upgrade and maintenance.

In addition, this approach will overcome the potential problem faced being lack of stock which ultimately results in a loss of sales and market share for the company.

Examples of the likely splits are as follows:-

- a) split 1 week around July (school holiday time) and 3 weeks in December/January. This will assist in reducing fatigue, accidents and sick leave;
- b) split 2 weeks around July (school holiday time) and 2 weeks in December/January. This option allows the production area to cater for variations in sales and stock;
- c) combined 4 weeks in December/January. This approach allows for modifications to plant and equipment or the installation of new capital equipment.

e. Labour Flexibility

The aim of the job sharing approach is to increase flexibility and reduce lost time due to variation in work loads for the store and production area with the sharing of duties between store and production personnel in unpacking and preparation of materials for the production line.

If at any time storepersons are unable to prepare or supply material to meet production needs, suitable qualified and/or trained factory employees will be selected and utilised to ensure that the day's manufacture of CT's does not suffer.

Use of the job sharing approach will only be implemented following consultation between management, the respective leading hands and union delegates.

If, on the other hand, production personnel require assistance in the preparation of parts, store personnel may be required to assist.

Such assistance would be supervised by the appropriate leading hand and be within the employees' skill, competency and capability.

In the event that the classification varies for personnel performing this work, where they work less than 2 hours they will be paid for time worked, where greater than 2 hours they will be paid for the day at the higher rate of pay.

f. National Stoppages

The parties agree that they will not automatically become involved in national stoppages which have no direct impact on the terms, conditions and rights of Sharp employees.

Where national stoppages are called, consultation will take place between management, delegates, employees and their unions as to the nature of the stoppage and whether it has direct or indirect impact on Sharp and its employees.

g. Report Back

All report back meetings are to be attended by the union delegates or representatives of members if delegates are absent.

The delegates or representatives will then report back to a mass meeting of members the content and outcome of the meeting.

This practice will reduce the amount of lost time and increase output potential.

h. Key Performance Measures

During the life of this agreement the parties agree to work together to develop a range of Key Performance Indicators which will provide an accurate measurement of increasing productivity and efficiency within the company.

These measures once agreed will provide the basis for wage increases to be linked to productivity targets, which in turn are to be implemented in the next enterprise agreement.

i. Productivity Improvement - Department Specific

i Warehouse

- a) Selected warehouse staff to now have the responsibility to release containers in conjunction with the shipping department.

- b) Storemen to check the paperwork on receipt of local supplies before forwarding to purchasing for payment authorisation.
- c) A new procedure to be implemented to restrict staff sales and customer pickups to specific times of the day.
- d) Storemen to identify back order quantities on incoming orders and set these goods aside for order assembly, thus reducing the double handling which currently exists.
- e) A new system has been developed to combine the invoice and labels printed by the computer which means that it is no longer necessary to manually label products or produce air freight consignment notes.
- f) Introduce a pool of casual employees to be on call and employed during peak core periods when volume levels increase. These employees to work for example from 10:00am until 3:00pm as required.
- g) Introduce the use of the IPEC shuttle service, thereby allowing all orders to be picked and assembled with IPEC carrying out the sorting at their premises.

ii **Administration/Sales/Marketing/Service**

a) **Multi-Skilling**

A pilot program will be established initially between the credit and sales departments with the aim of rotating 6 clerks per fiscal for a period of one month each.

The aim being a greater knowledge and understanding of a job function which impacts on their initial productivity.

b) **Increased Customer Service**

Increase the level of clerical efficiency in being able to handle customer enquiries. The aim is to determine what training is necessary to enable employees to handle minor technical phone calls at the point of contact, thereby increasing the quality of customer support provided by the company.

c) **Sale of Loan Stock**

A system has been developed and implemented to handle the sale of loan stock in the branch in a faster, more efficient and less time consuming way.

10. **WAGES**

a. Wages will be increases as follows:-

EMPLOYEE CLASSIFICATION UNDER CLERKS (STATE) AWARD	COL. 1	COL.2
	%	%
G1 clerk	1.5	1.5
G2 clerk	1.5	1.5
G3 clerk	1.5	1.5
G4 clerk	1.5	1.5
G5 clerk	1.5	1.5

EMPLOYEE CLASSIFICATION UNDER STOREMEN & PACKERS BOND & FREESTORE (STATE) AWARD	COL.1	COL.2
	%	%
Storeperson & Packer	1.5	1.5
Storeperson & Packer with Forklift	1.5	1.5
Storeperson & Packer Leading Hand	1.5	1.5
Storeperson & Packer with Forklift & Leading Hand	1.5	1.5

- b. The wage increases in sub-clause (a) hereof shall be payable as follows:-
- i the percentage shown in column 1 above shall be payable from the beginning of the first full pay period to commence on or after the date of Registration of this Agreement.
 - ii the percentage shown in column 2 above shall be payable from the beginning of the first full pay period to commence six months after the date referred to in (b)(i) of this clause.
- c. The wage increases specified in sub-clause (a) of this clause shall be payable in addition to the current agreed enterprise rates of pay and shall constitute part of the all purpose rate of pay in respect of employees covered by this agreement.
- d. The wage increases referred to in sub-clause (b) of this clause shall not be absorbed into any overaward payment.
- e. The parties agree to a "no-extra claims" commitment and therefore, there shall be no further wage increases for the life of the Agreement.

11. AVOIDANCE OF INDUSTRIAL DISPUTES

The parties to this Agreement shall observe the procedure under sub-clause 33 of the Clerks (State) Award, and in the case of the National Union Workers to the Disputes Procedure agreed between the company and the union on 28 September, 1987 for avoidance of industrial disputes (as set out in Annexure B).

During a dispute the status quo existing immediately prior to the matter giving rise to the dispute will remain. Work will proceed without stoppage or the imposition of any ban, limitation or restriction, provided that where industrial action is proven to be justified on the grounds of health and safety and is within the reasonable responsibility of the employer concerned, this clause shall not apply.

12. NOT TO BE USED AS A PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangement or benefits in any other plant or enterprise.

13. MINIMUM CONDITIONS OF EMPLOYMENT

This Agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in minimum conditions of employment, such as standard hours or work, annual leave or long service leave.

14. RENEWAL OF AWARD

Discussions will take place in February 1994 prior to the expiry of this Agreement to formally review its performance and to negotiate a further Agreement.

15. DURESS

The parties hereby declare that neither has entered into this Agreement under duress.

**SIGNATORIES TO THE SHARP CORPORATION OF AUSTRALIA PTY
LTD ENTERPRISE AGREEMENT (STATE)**

For and on behalf of the Company,
Sharp Corporation of Australia Pty Ltd

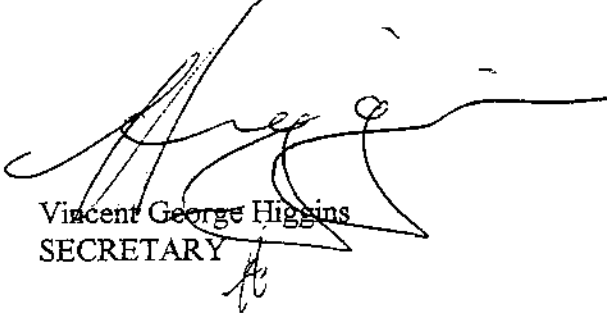


Donald Alexander Robert Nelson
DIRECTOR

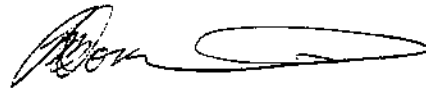


Witnessed By
Lila Burman - Personnel Manager

For and on behalf of the Federated Clerks Union of Australia,
New South Wales Branch:



Vincent George Higgins
SECRETARY



Witnessed By
Peter McDonald - Organiser

For and on behalf of the National Union of Workers,
New South Wales Branch:



Frank Belan
SECRETARY



Witnessed By:
Tim Googh - Organiser

ANNEXURE B

DISPUTES PROCEDURE

BETWEEN

FEDERATED STOREMEN AND PACKERS' UNION OF AUSTRALIA, NEW SOUTH WALES BRANCH

(Referred hereafter as "the employees")

AND

SHARP CORPORATION OF AUSTRALIA PTY LIMITED (referred hereafter as "the Company")

The "Employees" are employed at the Blacktown site located at 1 Huntingwood Drive, Huntingwood Blacktown, New South Wales.

This procedure has been accepted by both the Company and the employees in recognition of the fact that it is a common aim that there exists both industrial harmony and continuity of working.

It is the intent therefore that normal work continues whilst this procedure is being followed. No party shall be prejudiced as to final settlement by the continuance of work in accordance with the procedure.

The following procedure will be adhered to:

1. The delegate of the union directly involved in the dispute shall confer with the appropriate manager and attempt to reach settlement.
2. In the event of failure to resolve the dispute, the matter must be referred to Senior Management. Therefore the delegate shall confer with Senior Management such as the General Manager, Finance and Administration who will seek involvement of the Personnel manager and any other relevant manager.

3. If the dispute remains unresolved, the onus will be on the Company to be as conciliatory as possible to assist in maintaining industrial harmony until the involvement of a Union Organiser can occur. In most cases, this would involve both parties reverting to the conditions or practices that were in effect before the dispute, but if this involves any departure from status quo, then both parties accept that this is without prejudice to any final settlement and can be viewed as both a trial and a "cooling off" period. In return the delegates and employees agree not to take industrial action until the Union Organiser can be involved in the dispute.
4. The parties shall confer in good faith and without undue delay.
5. At any stage of this procedure should either party not be satisfied with the progress of discussions then the matter may be referred to the appropriate Industrial Tribunal.

SHARP CORPORATION OF AUSTRALIA PTY LTD ENTERPRISE
BARGAINING (STATE) AWARD 1992

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by the Metal Trades Industry Association of Australia, industrial organisation of employers.

(No. IRC 1133 of 1992)

Conciliation Commissioner Sheils

11 September and
2 November 1992

AWARD

PART A

1. Arrangement

PART A

Clause No. Subject Matter

- | | |
|-----|----------------------------------|
| 1. | Arrangement |
| 2. | Title |
| 3. | Basic Wage |
| 4. | Parties Bound |
| 5. | Relationship to Parent Awards |
| 6. | Review of Award |
| 7. | Single Bargaining Unit |
| 8. | Measures to Achieve Productivity |
| 9. | National Standards |
| 10. | Avoidance of Industrial Disputes |
| 11. | Wages |
| 12. | Not to be Used as a Precedent |
| 13. | Area, Incidence and Duration |

PART B

MONETARY RATES

Table 1 — Wages and Allowances

2. Title

This award shall be known as the Sharp Corporation of Australia Pty Ltd Enterprise Bargaining (State) Award 1992.

3. Basic Wage

This award, in so far as it fixes rates of wages, is made by reference and in relation to the adult basic wage as set out in Part B, Monetary Rates.

The said basic wage is subject to variation in accordance with the provisions of subsection (2) of section 14 of the *Industrial Relations Act* 1991. Upon any such variation, rates of wages prescribed by this award are subject to variation pursuant to section 15 of the said Act to the extent necessary to give effect to the change in the said basic wage.

4. Parties Bound

The award shall be binding on:

- (a) Sharp Corporation of Australia, 1 Huntingwood Drive, Blacktown, NSW.
- (b) All employees engaged in any of the occupations, industries or callings covered by the Clerks (State) Award and the Storemen and Packers, Bond and Free Stores (State) Award.
- (c) The organisations of employees listed below:
 - National Union of Workers, New South Wales Branch.
 - Federated Clerks' Union of Australia, New South Wales Branch.

5. Relationship to Parent Awards

This award shall be read and interpreted wholly in conjunction with the Clerks (State) Award and the Storemen and Packers, Bond and Free Stores (State) Award; provided that, where there is any inconsistency, this award shall take precedence.

6. Review of Award

- (a) All parties agree that negotiations to review the award will commence 3 months prior to expiration of the award. Should negotiations not achieve agreement, the wage rates and levels of performance shall remain at the levels existing as at the date of expiration.

(b) Review Procedure — The objectives set out in clause 8, Measures to Achieve Productivity, shall be subject to continuous monitoring and review meetings every 4 weeks to ensure that expected performance improvements are being achieved.

In the event that performance fails to match expectations, or subsequently deteriorates, the following steps will be taken:

- (i) The Consultative Committee will investigate the potential cause(s) for shortfall in performance. If necessary, appropriate subcommittee(s) will be appointed to advise in this regard, and may involve isolating a shortfall in one of the many supporting performance indicators.
- (ii) Where causes are determined then a plan for corrective action will be developed and implemented in order to regain the appropriate performance in both supporting performance indicators and the overall performance indicator.
- (iii) Where the consultative committee is unable to determine potential cause(s) then union organisers shall be informed. Every effort shall be made, including direct involvement of union officials or agreed third party advisers, to determine the cause(s) for shortfall in performance in order that corrective action may be initiated.

7. Single Bargaining Unit

For the purpose of negotiating an enterprise agreement, a single bargaining unit has been established as follows:

The unit is based on an enterprise basis consisting of:

- (a) up to two representatives of each of the 3 unions on site (Federated Clerks' Union of Australia, National Union of Workers and the Electrical Trades Union of Australia);
- (b) representatives of management from Administration, Warehouse and Factory. The unit will include full-time union officials when necessary;
- (c) a representative from the Board of Directors.

The single bargaining unit is supported by a network of consultative subcommittees, which represents:

- (i) Warehouse and Spare Parts operation.
- (ii) Administration, Sales, Marketing and Service.

(iii) Production operation.

Members of the Single Bargaining Unit are assigned responsibilities for a subcommittee, coordinate the activities of that subcommittee and provide progress reports to the main bargaining unit.

The formation of the Combined Union Consultative Committee will not prejudice the rights of the individual unions.

8. Measures to Achieve Productivity

The following measures designed to achieve real and demonstrable gains in productivity, efficiency and flexibility have been or will be implemented:

The parties are committed to achieving real, sustainable productivity improvements by way of:

(1) Improve Labour Efficiency — The parties agree to actively participate in the following programs in order to become more effective and efficient:

- (a) Undertake a skills audit to determine employee skill levels and competency and to highlight skill shortfalls and surpluses.
- (b) Training will then be devised to eliminate skill shortfalls, and to provide employees with the competency necessary to undertake a wider range of tasks and embark on career development within the organisation.
- (c) A program of Total Quality Management is to be introduced, whereby employees will be trained to evaluate the quality of their own work.
- (d) Labour flexibility within employees skill, competence and training is recognised as important to a more productive workplace. The parties agree to discuss procedures to ensure the removal of any section, union or other demarcation barriers across the site, where such barriers are agreed by the parties to be impediments to improving productivity.
- (e) A review of job design and job specifications will be undertaken in conjunction with the employee, to determine more effective ways of carrying out the work, design more effective ways of carrying out the work, and design more efficient systems.
- (f) A program of team building and improved communication will be undertaken, which will assist in creating a "culture" of understanding of productivity and the primary concerns of the employee, and will further enhance the consultative process.

- (g) A major review of the company's computer system to be carried out to allow greater flexibility.

To measure progress towards the goal of increased labour flexibility. This will be ascertained in the following ways:

- (i) decreased customer complaints;
- (ii) decreased credit claims;
- (iii) reduced number of rejects;
- (iv) fewer incorrect or refused deliveries;
- (v) elimination of stock shortages.

Implementation — The Consultative Committee will work closely with personnel staff, the Training and Development Manager, department managers and employees to carry out a review of job design and specifications, a skills audit, determine training needs and set up a training schedule.

(2) Increased Teamwork and Flexibility — To obtain a more adaptable, flexible and mobile workforce, necessary to meet the challenges of a rapidly changing marketplace, the parties have agreed to:

- (a) undertake a comprehensive review of operating procedures, with the objective of simplifying such procedures and eliminating unnecessary processes;
- (b) continue to utilise the consultative mechanisms now in place to continuously review "how we do things" and how, by working together, we can improve the operations of the company;
- (c) flexible working hours to meet peaks, with banking of RDOs to a maximum of 5 during the company's busiest times to be taken at off peak times, after agreement between the manager and the employees concerned;
- (d) all employees to undertake training to widen their skills base and to undertake a greater variety of tasks within their skills, competence and training.

Achievement of this objective will be measured by the calculation of dollar sales per employee.

Implementation — The Consultative Committee has subdivided into a number of sub-committees to review operations in their area of expertise. Subcommittees consist of a representative from the management side of the Enterprise Bargaining Committee, plus

union delegates and leading hands and/or employee representatives from the respective areas, covering:

- (i) warehouse;
- (ii) factory;
- (iii) administration/sales/marketing/service.

(3) Timely and Consistent Customer Delivery — Improve the turn around from an order being received, to the correct product being accepted by the customer.

- (a) A comprehensive review of warehousing practices.
- (b) Engaging in flexible work hours.
- (c) Engaging casual staff, who may work less than 8 hours per day, to handle peak core periods in the spare parts section of the warehouse.
- (d) Review the order processing system and the paperwork involved.
- (e) Introduction of computer terminals and headphones to all sales clerks.

Progress towards this objective will be measured by the following:

- (i) 90% of orders being processed and delivered within 24 hours from receipt of orders.
- (ii) 10% within 48 hours.
- (iii) The number of orders/kgs processed per day/hour/month/fiscal/head.

Implementation — The on-going review of warehouse operations will be the responsibility of the warehouse subcommittee, who will relay their findings and recommendations through to the main consultative committee for review and action. The subcommittee consists of 2 union delegates, 1 department manager, 1 director and 3 leading hands.

(4) Increase Factory Efficiency — To improve the factory's current standard time for the production of colour televisions.

The parties have agreed to:

- (a) undertake a process analysis on each of the models produced and set a manufacturing standard time, in conjunction with the employees concerned, for each individual model;

- (b) establish and take part in training programs which will allow employees:
 - (i) to take total responsibility for the quality of their own work;
 - (ii) to engage in a wide range of duties, once they are trained up to the standards and competencies required;
 - (iii) to teach employees how to contribute to the production process and become more involved, through the use of quality assurance circles;
 - (iv) to communicate more effectively and obtain a greater understanding of their job functions and how they relate to the total operation through participating in an "English in the Workplace" program;
 - (v) to participate in teambuilding training to allow employees to work more effectively together in their workgroups and with other employees generally.

Once operating standard times are developed, the parties aim is to improve that time by 5%.

Implementation — A factory subcommittee has been established, which will utilise the expertise of the Production Manager, 2 union delegates, 6 leading hands and other employees as required to review the operations of the factory, to work with employees in developing a manufacturing standard time and to determine methods of improving the same. Findings and progress will be relayed to the Consultative Committee via the union delegates and the Production Manager.

(5) Payment of Wages by Electronic Funds Transfer (EFT) — To decrease the unproductive time spent paying employees individually at their workplace, the parties have agreed to the following:

- (a) Educate all employees to the value of payment via EFT.
- (b) Employees who wish to transfer to the new system may do so immediately, with the company bearing the costs associated with the transfer fee.
- (c) All new employees to join SCA to be paid via EFT, with the company bearing the costs associated with the transfer fee.

Introduction of EFT on a gradual basis will save approximately 10 minutes per employee per week of lost time. In addition, the costs of cash delivery to the premises will decrease, as well as the security risk involved.

Implementation — Major banks will address staff members on the benefits of EFT, as well as internal systems being set up to allow product to be purchased via EFT, and facilitate the changeover process.

9. National Standards

This award shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in national standards such as standard hours of work, annual leave or long service leave.

10. Avoidance of Industrial Disputes

This procedure has been accepted by both the company and the employees in recognition of the fact that it is a common aim that there exists both industrial harmony and continuity of work.

When a dispute arises, the following procedure will be adhered to:

- (1) The employees(s) shall take the matter up firstly with their immediate supervisor.
- (2) If resolution is not achieved, the employees should approach their union delegate to discuss the matter with the supervisor and/or the supervisor's superior.
- (3) If both parties cannot resolve the issue at this stage, the matter is to be taken up with the company's industrial representative.
- (4) If parties still remain in conflict the union delegate should inform the union organiser and a meeting be arranged between the company's industrial representative, the union organiser and the union delegate, to discuss the issue(s) in dispute.
- (5) If the matter cannot be resolved, either party has the right to seek assistance from the appropriate industrial tribunal.

Without prejudice to either party and except where a bona fide safety issue is involved, in the event of an issue likely to give rise to a stoppage of work, the pre-dispute condition shall continue, while matters in dispute are being negotiated in good faith.

In the event of a party failing to observe these procedures, the other party may take such steps as are open to them to resolve the matter.

11. Wages

- (a) Wage increases are payable as set out in Table 1 — Wages and Allowances, of Part B, Monetary Rates.
- (b) The wage increases as set out in the said Table 1 shall be payable as follows:
- (i) The amount shown in Column 1 represents a 2.5 per cent increase and shall be payable from the beginning of the first pay period to commence on or after 11 September 1992.
 - (ii) The amount shown in Column 2 represents a 2 per cent increase and shall be payable from the beginning of the first pay period to commence on or after 11 November 1992.
- (c) The wage increases referred to in subclause (a) of this clause shall not be absorbed into any overaward payment.
- (d) There shall be no further wage increases for the life of this award except when consistent with a State Wage Case Decision.

12. Not to be Used as a Precedent

This award shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

13. Area, Incidence and Duration

This award shall apply to all employees of Sharp Corporation of Australia, 1 Huntingwood Drive, Blacktown N.S.W., bound by the Clerks (State) Award and the Storemen and Packers, Bond and Free Stores (State) Award.

This award shall take effect with respect to Column 2 of Table 1 — Wages and Allowances, of Part B, Monetary Rates, from the beginning of the first pay period to commence on or after 11 November 1992.

In all other respects this award shall take effect from the beginning of the first pay period to commence on or after 11 September 1992 and shall remain in force thereafter for a period of twelve months. This award will be continuously monitored to ensure that the objectives agreed to by the parties are met.

PART B

MONETARY RATES

Adult Basic Wage: \$121.40 per week

Table 1 — Wages and Allowances

Employee Classification under Clerks (State) Award:	Column 1 Rate per week \$	Column 2 Rate per week \$
G1 Senior Clerk	423.30	431.80
G2 Senior Clerk	405.20	413.30
G3 Secretary/VDU Operator	396.20	404.10
G4 Clerk	385.90	393.60
G5 Clerk	364.30	371.60
Employee Classification under Storemen and Packers, Bond and Free Stores (State) Award:		
Storeman and Packer	389.40	397.20
Forklift allowance	0.51 per hour	0.52 per hour
Leading Hand allowance —		
Employees in charge of:		
1 to 5 employees	12.00	12.00
6 or more employees	18.40	18.40
Column 1: Effective from 11 September 1992.		
Column 2: Effective from 11 November 1992.		

M. F. SHEILS, Conciliation Commissioner.

Printed by the authority of the Industrial Registrar.