

ENTERPRISE AGREEMENT

NO: E.A. 339 /1994

DATE REGISTERED: 7-9-94

PRICE: \$ 10-00

ENTERPRISE AGREEMENT BETWEEN
INVERELL SHIRE COUNCIL AND
PERSONS EMPLOYED AS FORWARD PERSONNEL EMPLOYEES

1. Title

This Agreement shall be known as "Inverell Shire Council - Forward Personnel Enterprise Agreement"

2. Parties to the Agreement

This Agreement is made pursuant to Section 115-142 of the Industrial Relations Act 1991, between Inverell Shire Council of the one part and persons engaged as a Project Assistant, Training & Development Officer, Manager, and Training & Development Co-Ordinator/Manager, located at Inverell, Moree, Narrabri and Glen Innes employed as Forward Personnel of the other part.

3. Incidence

This Agreement shall regulate partially the terms and conditions of employment previously regulated by the Local Government Salaried Officers Award and the Local Government (State) Award.

4. Intention

This Agreement shall only apply to weekly and part-time employees in the classifications set out in Clause 8, Rates of Pay, in this Agreement.

5. Duress

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

6. Term

This Agreement shall operate from date of registration and shall remain in force for a period of 1 year, unless varied or terminated earlier by the provisions of the Industrial Relations Act 1991.

7. Definitions

"Council" shall mean the Inverell Shire Council.

"Project Assistant" shall mean the person(s) responsible for the administration of Forward Personnel services. The Project Assistant is directly responsible to the Manager.

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"Job Co-ordinator" shall mean the person(s) responsible for the seeking and maintenance of jobs for clients with physical, intellectual or sensory disabilities in accordance with the Disabilities Services Act 1986. The Job Co-ordinator is directly responsible to the Manager.

"Job Search Marketer" shall mean the person responsible for marketing the service and clients of the service, portray a positive image of people with disabilities and increase public awareness. The Job Search Marketer is also to target prospective employers and clients including of aboriginal descent in Inverell, Narrabri, Moree and Glen Innes. The Job Search Marketer is directly responsible to the Manager.

"Manager" shall mean the person responsible for the outcomes of the service in accordance with the Disability Services Act 1986 and those of the conditions of the grant. The Manager is also directly responsible for the quality assurance of the service of Forward Personnel, and it's satellite centres. The Manager is directly responsible to the Board of Directors, Forward Personnel, formed under Section 377 of the Local Government Act.

8. Rates of Pay

Employees covered by this Agreement shall be entitled to pay rates detailed in the Community Services Staff Section in the Local Government Salaried Officers Award, in accordance with the following ranges:

	<u>Salary Range</u>
Manager - Grade 2, level B.....	\$783.08
Training & Development co-ord/Manager	652.56
Grade 1, Level B	
Training and Dev. Officer	543.81
Level A, Grade 2	
Training and Dev. Officer.....	587.31
Level C, Grade 2	
Project Assistant - level C.....	456.79

Staff may move to higher grades within the defined salary ranges, subject to the acquisition and successful application of new skills and good staff appraisals. Salary rates will be reviewed annually by the Manager, in consultation with the Board of Directors.

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9. Salary Sacrifice

The Board of Directors may agree to allow staff employed under this Agreement to package their salary while ever Forward Personnel is an F.B.T. exempt organisation. On these occasions, employees may individually package their salary entitlement in a manner which is acceptable to the Board of Directors.

10. Other Conditions of Employment

All other conditions of employment are in accordance with the Local Government Salaried Officers Award. The "Community Services Staff" category applies to Forward Personnel's classification structure.

Employees Signature

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Shire Council

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