

# ENTERPRISE AGREEMENT

NO: E.A. 39 /1995

DATE REGISTERED: 16-2-95

PRICE: \$ 36 · 00

**KWIKASAIR EXPRESS  
SYDNEY VEHICLE FLEET  
AND OTHER DOCKHAND  
ENTERPRISE AGREEMENT  
1994**

**SEPTEMBER 14, 1994**

DRAFT WITHOUT PREJUDICE

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ENTERPRISE AGREEMENT dated the Fourteenth day of September 1994

BETWEEN

(1) KWIKASAIR EXPRESS, A DIVISION OF TNT AUSTRALIA PTY LIMITED

and

(2) THE TRANSPORT WORKERS' UNION OF AUSTRALIA, NEW SOUTH WALES BRANCH

RECITAL

The employees covered by this Agreement are persons employed in the occupations to which this Agreement applies.

The making of this Enterprise Agreement is consistent with the terms of the Agreement endorsed by the Union Members at the Kwikasair Express operation on Wednesday the Fourteenth day of September 1994.

OPERATIVE PROVISIONS

CLAUSE 1 - OBJECTIVES

The employer shall pay to all Company drivers a 6% all purpose wage increase in return for the objectives of this Agreement being fully met on a lasting and continuing basis. The objectives of this Agreement are to improve the efficiency and reduce the labour cost of operating the business and the objectives in detail are detailed in Clauses 6 to 20 inclusive of this Agreement.

CLAUSE 2 - TITLE AND TERM

- (a) This Agreement shall be known as the Kwikasair Express Sydney Vehicle Fleet and other Dockhands Enterprise Agreement 1994.
- (b) This Agreement shall operate from the date of registration and shall have a nominal term of twelve (12) months.

CLAUSE 3 - AREA AND INCIDENCE

This Agreement shall apply to the employer and persons employed by the employer as company drivers and other dockhands:-

- (i) in the relevant occupations within the scope of the Award; and
- (ii) with respect to Clause 6 of this Agreement to dockhands.

Dockhands are employed at 32 Beaconsfield Street, Alexandria and Company drivers work in and out of the terminals located at 32 Beaconsfield Street, Alexandria as well as Sortation Systems Australia Pty. Ltd. terminal located at Cosgrove Road, Enfield.



**CLAUSE 4 - DURESS**

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

**CLAUSE 5 - CONDITIONS OF EMPLOYMENT**

Except as provided by this Agreement, the conditions of employment of employees to whom this Agreement applies shall be those contained in the Award. Where there is inconsistency between this Agreement and the Award, this Agreement shall prevail.

**CLAUSE 6 - FOUR (4) HOUR CASUAL EMPLOYEES AND ALTERNATIVE ARRANGEMENTS**

- (a) (i) The employer may employ casual employees and the minimum employment and payment for a casual employee shall be four (4) hours subject to the following:
  - (ii) After permanent volunteer dockhands have been given an option to work in accordance with subclause (b) of this Clause, four (4) hour casual employees may be utilised as operationally required and as a consequence can be employed in the following circumstances:
    - A. For the partial or full replacement of persons (including other dockhands) absent or on leave;
    - B. In circumstances to supplement the activity of the permanent fleet after the fleet hits the road;
    - C. Other circumstances as raised and/or discussed with TWU delegates. Where no agreement is reached in these circumstances the procedure as detailed in Clause 21 of this Agreement shall apply.
  - (iii) The parties acknowledge that there is a preference to utilise permanent volunteer dockhands as referred to in this Clause instead of four (4) hour casual employees and believe there shall be a sufficient number of volunteer dockhands to meet all the operational requirements referred to in paragraph (ii) of this subclause. Where there is an insufficient number to meet the operational requirements of the business the process as outlined in paragraph (ii) (C) of this subclause shall apply.
  - (iv) It is understood that the application of this Clause shall not be utilised in a detrimental manner and with the intention of reducing reasonable levels of overtime earnings of permanent TWU Employees.
- (b) Volunteer permanent employees may be utilised in lieu of casual labour at the rate of time and one half in accordance with the following:
  - (i) Only volunteer permanent employees shall be used in this capacity.
  - (ii) A volunteer permanent employee shall have first preference to work that may be offered to a casual employee provided that it is operationally practical for such volunteer permanent dockhand to perform the work and the employee can be contacted.

**CLAUSE 6 - FOUR HOUR CASUAL EMPLOYEES AND ALTERNATIVE ARRANGEMENTS - continued**

- (iii) The minimum engagement under such circumstances shall be four (4) hours.
  - (iv) Unless an employee is specifically engaged for sweeping, clearing and/or tidying up in the terminal, an employee engaged in accordance with this Clause shall not be required to perform the duties referred to in this paragraph.
  - (v) The operation of this subclause is mutually exclusive and distinct from circumstances where the employer requires a permanent employee to work overtime on overtime rates of pay in accordance with Clauses 17 and 18 of the Award.
  - (vi) This subclause shall not apply to work performed on weekends and/or public holidays.
- (c) The number of casual employees utilised at any time may not exceed 25% of the total number of TWU permanent members employed and engaged plus one.
- (d) In spite of subclause (c) of this Clause, the ratio shall be exceeded in circumstances where a casual employee employed is utilised for the whole or part of a work day or shift in lieu of a permanent employee as a result of a permanent employee being absent or on leave.

**CLAUSE 7 - SICK LEAVE AND UNAUTHORISED ABSENCES**

- (a) Sick leave and unauthorised absences shall be reduced significantly per employee per annum.
- (b) Where an employee reduces sick leave and unauthorised absences (proof of which shall be that the employee has sufficient sick leave to forfeit accrued sick leave under Clause 8 (i) of this Agreement) the employee will be entitled to a bonus for such achievement. The amount of the bonus will be equivalent to the value of any sick leave the employee elects to forfeit under Clause 8 (i), and shall be paid in the week prior to the week in which Christmas Day falls.

**CLAUSE 8 - SICK LEAVE**

- (a) "Year" shall mean a period of twelve months measured for each employee from the date of commencement of the current period of employment.
- (b) An employee, other than a casual employee, who is absent from work by reason of personal illness or injury not being illness or injury arising from the employee's misconduct or from an injury arising out of or in the course of employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:

## CLAUSE 8 - SICK LEAVE - continued

- (i) The employee shall, unless it is not reasonably practicable so to do (proof whereof shall be on the employee), before the employee's ordinary starting time on the first day of absence, and in any event within twenty four hours, inform the employer of the inability to attend for duty and, as far as practicable, state the nature of the illness and the estimated duration of the absence.
- (ii) The employee shall furnish to the employer such evidence as the employer may reasonably desire that the employee was unable, by reason of such illness or injury, to attend for duty on the day for which sick leave is claimed.
- (iii) Except as hereinafter provided, the employee shall not be entitled in any year (as defined) to leave in excess of one week of ordinary time.

Provided that:

- (1) If employment continues with the one employer after the first year, the employee's sick leave entitlement shall increase to a maximum of eight days of ordinary working time at which figure it shall remain for each subsequent year of continued employment.
  - (2) If the employment of an employee who has become entitled to leave in accordance with proviso (1) above is terminated for any reason, the employee shall not be entitled, in that year, to leave in excess of one week of ordinary working time.
- (c) For the purpose of administering paragraph (iii), of subclause (b) an employer, within one month of this Agreement coming into operation or within two weeks of the employee entering employment, may require an employee to make a statutory declaration or other written statement as to what paid leave of absence the employee has had from any employer during the then current year and upon such statement the employer shall be entitled to rely and to act.
  - (d) The rights under this Clause shall accumulate from year to year, so long as employment continues with the one employer, so that any part of the leave entitlement which has not been allowed in any one year may be claimed by the employee and shall be allowed by that employer, subject to the conditions prescribed by this Clause, in a subsequent year of continued employment.
  - (e) If an Award holiday occurs during an employee's absence on sick leave then such Award holiday shall not be counted as sick leave.
  - (f) Service before the date of coming into force of this Clause shall be counted as service for the purpose of assessing the sick leave entitlement in any year under paragraph (iii) of subclause (b) of this Clause, but shall not be taken into consideration in arriving at the period of accumulated leave.
  - (g) Accumulated sick leave to the credit of an employee at the commencement of this Agreement shall not be affected nor reduced by the operation of this Clause.

## CLAUSE 8 - SICK LEAVE - continued

- (h) Where an employee is sick or injured on the week day he is to take off in accordance with the provisions of Parts (a) and (b) of paragraph (d) of subclause (i), Day Work, of Clause 8, Hours of Employment, of the Award, the employee shall not be entitled to sick pay nor will sick pay entitlement be reduced as a result of his sickness or injury on that day.
- (i) In spite of the provisions contained in this Clause, an employee with more than 10 days of sick leave accrued may elect to forfeit up to and including 8 days of that leave. Once the employee has made such an election then the days forfeited shall no longer be accrued as sick leave.

## CLAUSE 9 - PAYMENT OF WAGES BY ELECTRONIC FUNDS TRANSFER

- (a) Wages of all employees shall be paid by Electronic Funds Transfer on the pay day nominated for all permanent employees.
- (b) In the circumstance where payment by Electronic Funds Transfer does not eventuate in any week on the agreed day and an employee faces financial difficulty and advises the employer accordingly, the employer shall make alternate payment of wage arrangements. Any monies paid by cash or cheque in these circumstances shall be deducted from the current or a following pay week.
- (c)
  - (i) Payment of wages shall be to the minute and shall no longer be rounded up or down to the nearest 15 minutes.
  - (ii) With respect to starting times, the employer may agree not to deduct monies where an employee arrives late to work due to real and substantiated mitigating circumstances (e.g. road accident causing a delay to work).





**CLAUSE 10 - PROBATIONARY PERIOD OF EMPLOYMENT**

- (a) Employees employed as a permanent employee shall be employed on a probationary period of employment for 3 months. During the course or at the end of the 3 months a decision shall be made by the employer on the performance of the employee in consultation with TWU site representatives.
- (b) Employment by either party can be terminated by a day's notice or by payment or forfeiture of a day's pay in lieu.
- (c) This Clause does not apply to Contract Carriers engaged by Kwikasair.

**CLAUSE 11 - ATTITUDE AND APPEARANCE**

It is most important that we understand the importance that our customers place on the attitude of our employees as seen by the customer as an extension of their business. The Company spends a lot of time and money on presentation with its trucks and uniforms and it sees the appearance of its employees as just as important, employees presenting themselves for work in an untidy/unshaven manner will be required to remedy this situation before starting and being paid. An employees ordinary or over time hours shall not be regarded as having commenced until the situation is remedied.

**CLAUSE 12 - ROSTERED DAYS OFF (RDO's)**

RDO's shall be taken or paid out in accordance with one of the following options:

- (a) RDO's to be taken in accordance with the arrangements in place prior to this Agreement being registered provided that such RDO's are only taken in the months of February to October inclusive but not during school holidays and the week after the Easter holidays.
- (b) RDO's to be taken in blocks of five as rostered by the Company. RDO's will not be rostered during the months of October, November, December, January during school holidays and the week after Easter, each year. This shall deliver efficiencies by reducing the usage of casuals and Taxi Trucks.
- (c) RDO's will be paid out by the Company twice a year (one week prior to the end of June and one week prior to Christmas). Payment of the accrued hours will be at the rate of time and a half.
- (d) On an employee deciding on an option, such option shall apply to the relevant employee for the life of this Agreement.
- (e) All new employees employed during the life of this Agreement shall have their RDO's bought out in accordance with option noted in subclause (c) of this Clause.

**CLAUSE 13 - SIGNATURES AND/OR PRINTED NAMES**

Employees will attempt to obtain legible signatures and/or printed names at point of delivery. Where this is not practicable, the driver shall obtain and print the name of the consignee/receiver.

**CLAUSE 14 - MANIFESTS**

- (a) Employees shall complete the required manifest during the course of the AM operations at 32 Beaconsfield Road, Alexandria, without incurring overtime and/or delaying the PUD fleets departure time.
- (b) The driver shall ensure manifests will be given to the relevant management representative prior to the driver's departure from 32 Beaconsfield Road, Alexandria.

**CLAUSE 15 - SWIPING OFF AT ENFIELD**

Company drivers shall be paid 45 minutes travelling time after the employee "swipes off" at Enfield. If it is established that 45 minutes is not sufficient time for drivers to arrive from Enfield to Beaconsfield as a result of the restrictions placed on the use of Carlton Crescent by Ashfield Council then further discussions shall take place to ascertain what additional time could be required.

**CLAUSE 16 - PUD FLEET - CONTACT RATES**

PUD drivers commit to co-operate with management in initiatives to achieve an average fleet contact target rate of 47 contacts per driver per day.

**CLAUSE 17 - CONSULTATIVE COMMITTEE -CONTINUOUS IMPROVEMENT**

- (a) A process of monitoring and continuously improving productivity, service levels and efficiency on a cost effective basis shall be established at the terminal comprising of a workplace consultative committee of site management and site employees. The site employees shall be duly nominated to the consultative committee by the majority of employees at each site.
- (b) The discussion process shall be generally and in accordance with the following:
  - (i) Discussions shall be initiated at terminal level amongst representative on the committee.
  - (ii) Terminal and vehicle fleet discussions shall be held on a monthly or as required basis and shall be scheduled to minimise any disruption to the operation.

RM  
[Signature]

**CLAUSE 17 - CONSULTATIVE COMMITTEE - CONTINUOUS IMPROVEMENT**  
continued

- (iii) Notes of discussion shall be kept by the parties.
- (iv) Discussions shall identify the changes necessary at the terminal or to the vehicle fleet to achieve the objectives set out and how those changes are to be implemented. The agenda of these discussions shall not be limited and can address all aspects of the work performed and how work is performed.
- (c) Consistent with the Enterprise Bargaining Framework Agreement between TNT Australia Pty. Ltd. and the Transport Workers' Union of Australia New South Wales Branch, the Committee may also function so as to assist in designing labour cost structures on an as required basis that assist the site in winning additional business for a specific contract or contracts.
- (d) The operation of this Committee and this Agreement shall function so as to not hinder the obtaining and maintenance of site accreditation under Australian Standard 3902 or other Australian Standards if required.

**CLAUSE 18 - CHRISTMAS TO JANUARY MERGE OF OPERATIONS**

Where an employee on annual leave is recalled from annual leave and works in accordance with the agreed procedure over this period a 5 hour minimum of the grade 3 rate of pay shall be made and the time worked shall be re-credited to the employee's annual leave accruals. For such hours of work the employee shall be deemed a casual employee.

**CLAUSE 19 - FREIGHT SECURITY AND HANDLING OF FREIGHT PROCEDURE**

The procedure as agreed to from time to time with respect to freight security and handling of freight shall be observed by the parties. The procedure as at the date of signing this Agreement is contained in Attachment 1.

**CLAUSE 20 - WAGE INCREASE - NO EXTRA CLAIMS**

- (a) (i) A 6% all purpose wage increase of the relevant award rate shall be payable to each employee who works in accordance with this Agreement from the date on which this Agreement is registered.
- (ii) 1. An ongoing review by the Committee shall commence the day this Agreement is registered.
- 2. The review process shall entail regular monitoring of performance criteria for each objective and where objectives are not being satisfactorily met representatives of the Committee shall use their best endeavours to rectify the situation.
- 3. Where there is disagreement between the employer and employee representatives of the Continuous Improvement Committee, the process as detailed in subclause (b) of this Clause, shall apply.

*RM*

## CLAUSE 20 - WAGE INCREASE

- (b) (i) If the objectives of this Agreement are not met, the employer shall advise the TWU representatives of the Committee and the Committee shall meet expeditiously to find a means to ensure the objectives of this Agreement are achieved as initially intended in a cost effective and satisfactory manner.
- (ii) Any disagreement regarding this issue shall be progressed in accordance with the steps detailed in Clause 21, subclause (b), paragraphs (ii), (iii), (iv) and (v) of this Agreement.
- (c) The wage increase provided in this Agreement shall be in lieu of any other Award Wage increases for the life of this Agreement provided that nothing shall reduce the rates below the rates in the award..
- (d) The Union and its members shall make no extra claims for the nominal life of this Agreement (12 months).

## CLAUSE 21 - PROCEDURES RELATING TO GRIEVANCES OF INDIVIDUAL EMPLOYEES

The following procedures should be followed when an individual employee has a grievance.:

- (a) The employee must notify (in writing or otherwise) the employee's immediate supervisor as to the substance of the grievance, request a meeting with the employee's immediate supervisor for discussions and state the remedy sought.
- (b) If the grievance remains unresolved following the meeting requested by the employee, it shall be the subject of further discussions between the employee and the employer on a graduated steps basis with the view to a resolution at higher levels of authority.
- (c) Reasonable time limits must be allowed for discussion at each level of authority.
- (d) At the conclusion of the discussion, the employer must provide a response to the employee's grievance if the matter has not been resolved, including reasons for not implementing any proposed remedy.
- (e) While the procedure is being followed, normal work must continue.
- (f) The employee shall be represented by a Union representative if requested by the employee.

*RM*

**CLAUSE 22 - PROCEDURES RELATING TO DISPUTES ETC BETWEEN THE EMPLOYER AND THE EMPLOYEES****(a) Intention**

The employees, the Union and the employer undertake to take all necessary steps to ensure that delegates, officers, officials, employees/Union members, executives and company staff follow the procedure as set out herein. The intention being that any or all disputes shall be promptly resolved by conciliation in good faith without work restrictions, bans or stoppages occurring. The parties shall respectively notify each other as soon as possible of any industrial matter that might give rise to a dispute.

**(b) The Procedure**

- (i) In the event of a dispute or difficulty arising at job level, the Union delegate and a terminal operations supervisor and/or other terminal management shall immediately confer and shall attempt to resolve the matter without delay.
- (ii) If no agreement is reached, a Union organiser shall discuss the matter in dispute with the Sydney Manager (or his nominee).
- (iii) If the matter in dispute remains unresolved, the New South Wales Manager of Kwikasair Express (or his nominee) shall meet a more Senior Officer of the Union (or his nominee).
- (iv) If the matter still remains unresolved, the New South Wales State Manager of Kwikasair Express (or his nominee) and/or an Industrial Relations representative for the Company shall meet the Secretary of Union (or his nominee) and discuss the matter. At each discussion, other employer and Union representatives may be in attendance as required.
- (v) If the foregoing steps fail to resolve the issue within a reasonable time, the matter in dispute shall be referred by either party to the Commission for Determination.

**(c) Right to Refer to the Commission**

The above steps shall not preclude reference of a dispute to the Commission at any stage of this procedure if a party believes it necessary. In these circumstances, the Commission shall retain its discretion to refer the parties back to a continuation of this procedure where the Commission considers that course appropriate.

**(d) Continuity of Work**

Pending the completion of the procedure set out in this Clause, work shall continue without interruption and all parties agree to use their best endeavours to ensure that continuation.

**CLAUSE 22 - PROCEDURES RELATING TO DISPUTES ETC BETWEEN THE EMPLOYER AND THE EMPLOYEES - continued**

**(e) Preservation of rights**

The ultimate terms of settlement of the dispute shall not be affected in any way nor shall the rights of any person involved in or affected by the dispute be prejudiced by the fact that work has continued without interruption.

**(f) Procedures and Obligations**

The procedures and obligations contained herein shall be equally binding on the parties to this Agreement. The Decisions of the Industrial Relations Commission shall be accepted and adhered to by all the parties subject to their appeal rights under the Act. Where yard meetings are held, the employer and/or employer representatives shall be given the opportunity to address the yard and propose solutions to any matter in dispute.

**CLAUSE 23 - OVERTIME CRIB BREAK AND MEAL ALLOWANCES**

- (a) There shall no longer be a requirement for an employee to receive an overtime crib break or be paid out an overtime crib break in circumstances where an employee works 2 hours or more of overtime per day beyond the conclusion of the ordinary hours of work on any day.
- (b) The overtime meal allowance for working 2 hours or more overtime per day after the completion of the ordinary hours of work shall be \$10.43.

**CLAUSE 24 - DEFINITIONS**

“Act” means the New South Wales Industrial Relations Act 1991, as amended.

“Award” means the Transport Industry Interim (State) Award, the Transport Industry (State) Wages Award and/or any Award replacing, succeeding or modifying the Awards which binds the employer.

“Bulk Vehicles” shall mean vehicles in the fleet operated by the employer which are:

- (a) required in the main to carry (and without limiting what can be required to be carried by a bulk vehicle) large bulky items of freight, pallets, bulk consignments and/or other freight which is operationally impracticable for other vehicles in the fleet to carry and:
- (b) unable to meet the agreed and specified average minimum contact rates noted in this agreement.

“Committee” means the Committee referred to in Clauses 15 and 17 of this Agreement.

“Commission” means the Industrial Relations Commission established by the Act.

“Employer” means Kwikasair Express, a Division of TNT Australia Pty Limited.

*RM*

CLAUSE 24 - DEFINITIONS continued

"Engaged" shall mean the engagement of Contract Carriers under contracts of carriage.

"Company Driver" shall mean a person principally employed to drive a vehicle and effect pick ups and deliveries of freight.

"Dockhand" shall mean an employee engaged in accordance with Enterprise Agreement (EA 252/93) and the Award.

"Four (4) Hour Casual Employee" shall mean an employee employed and paid in accordance with Clause 6 of this Agreement.

"Other Dockhands" shall mean a person or persons principally employed to perform loading and/or unloading duties on or about the dock area of the Kwikasair Sydney operation but shall not include dockhands bound by EA 252/93.

"PUD" shall mean pick up and delivery

"RDO" shall mean rostered days off.

"Union" or "TWU" means the Transport Workers' Union of Australia, New South Wales Branch.

"Special Vehicle" shall mean vehicles in the fleet operated by the employer which due to the special or unusual requirements of the work allocated to the vehicle, it is agreed it is impractical in operating the vehicle to meet the agreed and specified average minimum contact rates noted in this Agreement.

CLAUSE 25 - NO PRECEDENT

It is agreed that no part of the Agreement shall be used as a precedent by either party in any other negotiations or proceedings with the employer or other employers.

AH  
RM.

SIGNED for and on behalf of Kwikasair Express, a Division of TNT Australia Pty. Limited by R. Minkus, Industrial Relations Manager in the presence of:

*[Handwritten signature]*

*[Handwritten signature]*

R. MINKUS

Witness: CRAIG M ANDERSON.  
Name (Printed) Solicitor, Sydney.

Date: 17 ~~August~~ September, 1994

SIGNED for and on behalf of the Transport Workers' Union of Australia, New South Wales Branch by S. Hutchins, Acting Secretary, in the presence of:

*[Handwritten signature]*

S. HUTCHINS

Witness: *[Handwritten signature]*  
Name (Printed): ROSEMARY ELAINE GARVIN.  
Justice of the Peace.



Date: 16 September 1994



ATTACHMENT 1

## FREIGHT SECURITY AND HANDLING OF FREIGHT PROCEDURE

Agreement between Kwikasair Management and Employees and Contract Carriers for the following yard:

Kwikasair Road Express, 32 Beaconsfield Street, Alexandria

### Security Checks

If there is any freight on the vehicle, the driver must be present when checking the existence of freight or equipment on any Company or Contract Carrier owned P. U & D. vehicles, in the Kwikasair terminal.  
and

If equipment is removed from a vehicle, the regular driver is to be notified, or the matter noted in the Equipment register.

The above will be followed by all Kwikasair personnel.

In the event of spotcheck for freight or full freight search of the vehicle, the following personnel will be present:-

- (a) One member of Management
- (b) Driver of vehicle being checked
- (c) Kwikasair T.W.U. Delegate or another Kwikasair T.W.U. member if Delegate unavailable
- (d) One dock hand to unload or reload vehicle, if required.

This procedure shall not apply at the gate at Enfield on departure.

If a vehicle check results in identifying an individual in theft or some other like wrong doing, the individual may be instantly dismissed as noted in the Kwikasair P.U.D.Drivers Procedures Manual.

### Handling of Freight

Supervisors or staff are not to handle freight with the exception of the following:-

- (a) Checking damaged freight
- (b) Prevention of damage to freight
- (c) Check address, security freight, unidentified/RTS freight in immediate area
- (d) For safety reasons

Failure of the above procedures will lead to disciplinary action i.e. the three (3) letter warning system already agreed in Company policy.

### Security of Vehicles

You are responsible for both your vehicle and the freight you carry. Neither should be left unattended for any unnecessary extended periods.

The roller shutter/gates **MUST BE LOCKED** whilst travelling or when the vehicle is unattended.

Engines must never be left running or with keys in the ignition ( Refer Regulation 143 of the Traffic Act).

Failure to comply with any of the above may lead to disciplinary action being taken after consultation with the Delegates.

### Authorisation to take Freight Home

The employer may authorise a driver to leave freight on a vehicle at the end of the work day in circumstances where it is operationally required ( example - delivery only runs). Freight is only to be left in a vehicle by a driver where specific authorisation is given to the driver by a Management representative and such authorisation shall be for the work day only.

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