

# ENTERPRISE AGREEMENT

NO: E.A. 114 /1996

DATE REGISTERED: 2-5-96

PRICE: \$ 18-00

**BRAMBLES DISTRIBUTION SERVICES,  
MASCOT, WAREHOUSE AND DISTRIBUTION  
AGREEMENT 1995**

**1. ARRANGEMENT**

**Subject**

**Clause No.**

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**2. APPLICATION OF AGREEMENT**

This Agreement shall apply at Brambles Distribution Services, 697 Gardeners Road, Mascot, to all persons in or in connection with warehousing and distribution who in the absence of this Agreement would be covered by the Storeman and Packers - General (State) Award.

### **3. OPERATION OF AGREEMENT**

This Agreement shall come into effect on and from the date of certification and shall remain in force until 9th May, 1997.

### **4. RELATIONSHIP TO AWARD**

This Agreement shall be read and interpreted wholly in conjunction with the Storeman and packers - General (State) Award provided that where there is any inconsistency between this Agreement and the parent award this Agreement shall prevail.

### **5. LABOUR FLEXIBILITY**

For the purpose of increasing productivity and flexibility as well as enhancing career opportunities for employees, multi-skilling will extend by agreement to allow employees to perform agreed tasks within the scope of their skills and competence. Employees have agreed to perform a wider range of tasks and participate in additional training.

To facilitate the above process the following principles shall apply:

- (i) employees will perform such work as is lawfully required by the Company and will accept instruction and direction from authorised personnel.
- (ii) employees will take all reasonable steps to ensure quality, accuracy and timely completion of assigned tasks.
- (iii) employees will not unreasonably oppose or enforce any limitation on supervisors utilising company equipment in emergency situations. Provided that appropriate consultation will occur, wherever possible, in relation to such use.

### **6. CLASSIFICATION STRUCTURE**

The agreed structure reflects the Company's needs for flexibility, improved productivity and increased efficiency.

Employees have agreed to undertake skills training to reach higher competency levels.

Employees at all levels will accept greater responsibility for the accuracy, reliability and quality of their work.

There are four (4) grades, progression through three (3) of which will be limited only by an employees capacity to carry out functions and the training necessary to have that capacity.

The fourth grade is the Team Leader level and requires even further training and an illustration that the skills have truly been acquired in a practical sense. Promotion to this grade will be subject to a vacancy.

The structure is as detailed below:

#### **Grade 1 - Trainee Storeperson**

New employee.

Undertakes training in basic skill units.

#### **Grade 2 - Storeperson**

1. Competent in the following basic skill units:
  - forklift operation for truck unloading/loading;
  - placing in or removing stock from warehouse fixtures, or floorstack areas;
  - manual order picking and consolidation of orders.
2. Ability to operate Radio Frequency (R.F.) order picking system (either hand held or forklift mounted).
3. Ability to participate in periodic and annual stocktakes.

4. Literacy and numeracy skills to a level to enable efficient processing of Company and/or customer paperwork.
5. A willingness to be trained to level 3.

### **Grade 3 - Skilled Storeperson**

1. Has competency in all Grade 2 skill units.
2. Ability to operate computerised warehousing systems.
3. Ability to conduct periodic and annual stocktakes including assisting grade 4 on reconciliations with client records.
4. Assist Team Leader with organising Grade 1 and 2 within their operational area, as needed.

**Note:** This position is for highly skilled and experienced storepersons as it is the entry position for Grade 4 Team Leader.

### **Grade 4 - Team Leader**

1. Has competency in all the grades 2 and 3 skill units.
2. Responsible for allocated area/tasks and manning, maintenance of customer service to agreed accuracy and standards, initial customer contact and warehouse system maintenance.
3. Arrange and conduct periodic and annual stocktakes including stock reconciliation with client records.
4. Implement and monitor compliance to company policies and procedures including the application of AS3902 quality standards and procedures.

5. Willingness to be trained in emerging warehousing technology, and to provide on the job training to Grades 1, 2 and 3.

### 7. RATES OF PAY

Grade	Classification	Current Rate	EBA Inc 9-5-95	EBA Rate	EBA Inc 1-2-96	EBA Rate	EBA Inc 1-2-97	EBA Rate
1	Trainee Storeperson	401.70	12.05	413.75	14.48	428.23	14.99	443.22
2	Storeperson	459.65	13.40	473.05	16.56	489.61	17.14	506.75
3	Skilled Storeperson	496.96	14.00	510.96	17.88	528.84	18.51	547.35
4	Team Leader	511.91	14.89	526.80	18.44	545.24	19.08	564.32

The increases provided in this clause shall take effect on and from the date of registration. Employees covered by this agreement at that date of registration will be paid in accordance with this clause from the dates specified or the date of employment whichever is the latest.

### 8. TRAINING PROGRAMME

In order to advance through all levels of the classification structure, the Company in conjunction with the site consultative committee will devise and implement a training programme which each employee would need to complete to facilitate progression to the next highest level from trainee storeperson to team leader.

The site consultative committee will monitor the operation of any training programmes established to ensure that such programmes are effective.

### 9. HOURS OF WORK

1. The ordinary hours of work of all employees covered by this Agreement shall be 38 per week.
2. The ordinary hours shall be 7.6 hours per day Monday to Friday.

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3. Ordinary hours shall be worked between the hours of 6.00 a.m. to 6.00 p.m.

#### 10. MEAL ALLOWANCE

The parties agree that for the purposes of this Agreement the provisions of the Storeman and Packers - General (State) Award shall not apply in relation to meal allowances.

#### 11. PICNIC DAY

This parties agree that for the purposes of this Agreement the provisions of the Storeman and Packers - General (State) Award shall not apply in relation to union picnic day.

#### 12. PAYMENT OF WAGES

The parties agree that all wages due to employees covered by this Agreement shall be paid by electronic funds transfer to a financial institution nominated by the employee.

#### 13. NO DURESS

This Agreement has been negotiated through a process of consultations involving the established site consultative committee.

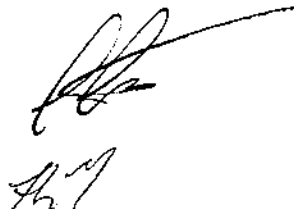
The parties involved in the discussions which have led to this Agreement include, employee representatives, officials of the National Union of Workers (N.S.W. Branch) and management representatives of the Company.

The agreement has been freely entered into by all parties, without duress.

#### 14. GRIEVANCE HANDLING PROCEDURES

To ensure that employee relations are established and maintained on a proper basis and that the Company's industrial obligations are met the following procedures will be observed in relation to questions, disputes or difficulties arising under this Agreement.

#### Procedure

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- (i) an employee or an accredited employee representative may raise any matter affecting the employee or employees they represent with the immediate supervisor.
- (ii) if the matter is not resolved at (i), the Supervisor will arrange for a meeting with the site employee representative and the Operations Manager.
- (iii) if the matter is still not resolved the Operations Manager shall refer the matter to the Site Manager. A 24 hour cooling off period will then be observed by all parties to properly consider the matter.

Further discussions between the parties will then occur.

- (iv) should a resolution not be achieved by subsequent discussions then the matter will be referred to external Union Officials and senior Company representatives.
- (v) if discussions at (i), (ii), (iii) and (iv) are unsuccessful the matter may be referred to the New South Wales Industrial Relations Commission.
- (vi) at all times whilst this procedure is being observed by all parties work shall continue as normal without prejudice to either party.





***CLAUSE 15. REQUIREMENTS OF THE INDUSTRIAL  
RELATIONS ACT, 1991***

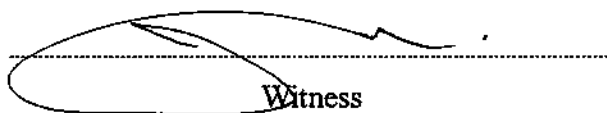
In reference to the requirements of Section 122 of the Industrial Relations Act 1991 the following particular provisions of the Award shall apply (except as otherwise provided for in this Agreement):

- Clause 25 - Sick Leave, provided that in all circumstances permanent employees in their first year of service shall, having completed three months of service, be entitled to utilise their then yearly accrual for absences which occurred during the first three months of service subject to the usual requirements of establishing the need for such leave.

Signed for and on behalf of the National  
Union of Workers New South Wales Branch

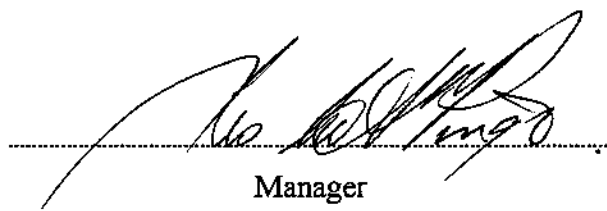


Secretary/Treasurer

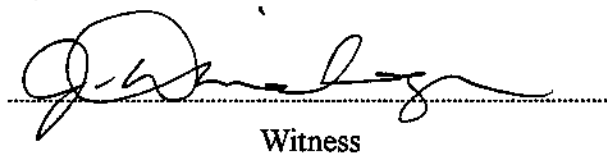


Witness

Signed for and on behalf of Brambles  
Distribution Services Mascot Branch

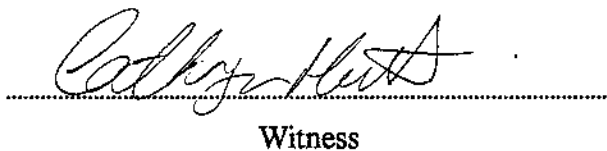
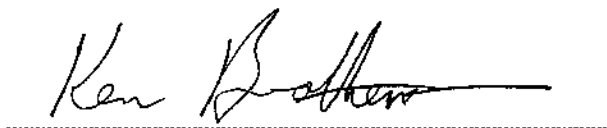


Manager



Witness

Signed for and on behalf of Brambles  
Australia Limited



Witness