

# ENTERPRISE AGREEMENT

NO: E.A. 153 /1996

DATE REGISTERED: 6-6-96

PRICE: \$ 20.00.

**ENTERPRISE AGREEMENT**

BETWEEN

**GLOWROAR PTY LTD**

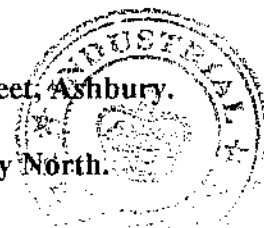
**ACN 056 002 950**

**TRADING AS**

**J. BROUGH & SON.**

AND

1. SIMPSON, Timothy, Salesperson , of 21 Lasswade Street, Ashbury.
2. CHENG Garry, Salesperson, of 6 Stotts Avenue, Bexley North.
3. BRUNO Antonio, Salesperson, of 15 Gallipoli Street, Concord.
4. HANSEN Michelle, Property Manager, of 19 Whitworth place, Raby.
5. IRANI Kaizad, Property Manager, of 3 Dale Cresent, Narwee.



*[Handwritten signatures]*

**PART 1**

[1] This Enterprise Agreement is made in pursuance to the N.S.W. Industrial Relations Act, 1991, and in accordance with the provisions of Section 115 to 142 of the said Act, entered into between **Glowroar Pty. Ltd trading as J. Brough & Son**, of the one part, and Employees of J. Brough & Son, with the occupations of:

**Salespersons  
Property Manager  
Property Officers**

as defined in the REAL ESTATE INDUSTRY [STATE] AWARD, of the other part.

[2] It is agreed between the parties as follows:

{a} **TITLE:** This Agreement shall be known as the **J. Brough & Son, Real Estate, Ashfield, Enterprise Agreement.**

{b} **INTENTION:** This Agreement shall only apply to employees in the occupations identified, situated at J. Brough & Son, Real Estate Agents, 14 Hercules Street, Ashfield, NSW, 2131.

{c} **DURESS:** This Agreement was not entered into under duress by any party to it.

{d} **INCIDENCE:** This Agreement shall regulate partially the terms and conditions of employment previously regulated by the REAL ESTATE INDUSTRY [STATE] AWARD.



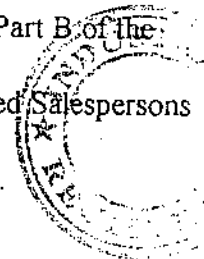
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Apart from the clauses specified in this Agreement, all other clauses of the REAL ESTATE INDUSTRY [STATE] AWARD, as varied from time to time, shall apply to the parties to this Agreement.

**PART 2**

[3] The terms and conditions of the REAL ESTATE INDUSTRY [STATE] AWARD, as varied from time to time, shall apply to the persons covered by this Agreement, with the exclusion of Clause [11], Letters of Appointment; Clause [17], Sick Leave; Clause [35], Locomotion Allowance; Clause [36], Telephone; and Clause [37], Annual Leave Loading.

[4] The remuneration for persons covered by this Agreement shall be as provided for in Clauses [25], [26], [27], [28], [29] and [30] of Part B of the REAL ESTATE INDUSTRY [STATE] AWARD or for licensed Salespersons only in accordance with Part C, Commission Only Salespersons.



[5] The Salespersons, Property Managers and Property Officers covered by this Agreement covenant that they will not directly or indirectly during the course of their employment:

- [a] Canvass, solicit or endeavour to entice away from the Employer any of the clients of the Employer introduced to the Salesperson, Property Manager or Property Officer during his/her employment by the Employer: and/or

A series of six handwritten signatures in black ink, arranged horizontally at the bottom of the page. The signatures vary in style, with some being more stylized and others more legible.

[b] Disclose any information or details of the operations of J. Brough & Son , but not limited to, all systems, techniques, names and particulars of clients, prospects and contacts, sales, data base, listings and records, which become known to the Salesperson, Property Manager or Property Officer during the course of his/her employment with the employer: and/or

[c] Disclose any information which became known to the Salesperson during the course of his/her employment with the Employer concerning properties listed for sale with or managed by the Employer or are in the course of being so listed for sale or managed at the date of termination of employment.

[6] The Salespersons and Property Managers and Officers further covenant that on termination of employment they will immediately return in full to the Employer all listings, documents, keys, records, agreements, photographs, books and information concerning the Employer's clients and customers which rightfully belong to the Employer and, further, that they will not keep or make a copy of the same. In addition it is agreed that prior to termination of employment the salesperson, property manager or Officer will change the number of any mobile phone that is owned by him and which he/she has used for business purposes.

[7] Ordinary hours of employment under this Agreement shall be a maximum of 40 hours per week, averaged over a 52 week period. Hours worked outside this average must be voluntary and authorised by the Employer in writing, and any hours so authorised will be paid for at the ordinary, hourly rate.



[8] It is a condition of the Agreement that Clause [11], Letter of Appointment, of Part A, Common Provisions, of the REAL ESTATE INDUSTRY [STATE] AWARD in its entirety shall not apply to parties to this Agreement covered by Part B of the REAL ESTATE INDUSTRY [STATE] AWARD. In lieu thereof Commission payments to Salespersons shall be as determined by the individual parties to this Agreement, from time to time, based on the economy, the individual Salesperson's performance as assessed by the Employer, and the current property market. Commission payments in respect to Salespersons employed under Part B of the REAL ESTATE INDUSTRY [STATE] AWARD shall have offset against them: any payments made in accordance with Clause [4], Remuneration; Clause [13], Locomotion; Clause [14], Annual Leave Loading, of this agreement; similarly, accrued payments in respect of Annual Leave, payments made in respect to Industry Superannuation, accruals for Long Service Leave, made under Government Legislation or by Award Entitlement shall also be offset against commissions earned. All employees engaged in accordance with this Agreement shall have an "exchange of letters" setting out terms of employment in accordance with this Agreement.

[9] Salespersons employed under Part B of the Award, Commissions in accordance with Clause [8] of this Agreement, shall be payable from net commission and/or fees actually received by the Employer with respect to sales effected by the Salesperson after any rental fees on office premises, franchise fees, listing service fees, legal fees, conjunction agency fees,

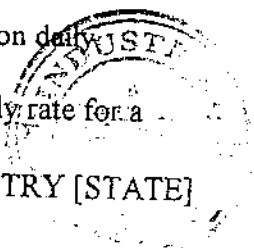


marketing fees in excess of vendor contributions, and any goods and services tax applicable have been deducted.

[10] Commissions shall be payable monthly, and any debit balance accrued in accordance with Clause [8] of this Agreement shall carry forward to the next or subsequent months until such balance arrives at a credit figure.

[11] The weekly rates of pay prescribed under Clauses [4] and [7] of this agreement shall be paid at all times including Annual Leave, other prescribed periods of leave and other statutory entitlements, irrespective of whether the commission payments prescribed under Clauses [8], [9] and [10] are in debit or credit. **A Debit balance of Commission does not disentitle an employee to the minimum Award wages and other statutory entitlements under any circumstances, including termination of employment.**

[12] It is a provision of the Agreement that all new Salespersons employed who have not had six months experience in the industry as a salesperson will, until they have that six months experience, or such shorter period as may be agreed, be known as Probationary Salespersons, and will be on daily engagement, the daily rate of pay being one fifth of the weekly rate for a Probationary Salesperson under the REAL ESTATE INDUSTRY [STATE] AWARD. Promotion to Salesperson during the probationary being on the basis of the Employee's performance and satisfying the Employer of his/her knowledge of the systems and culture of the Enterprise.



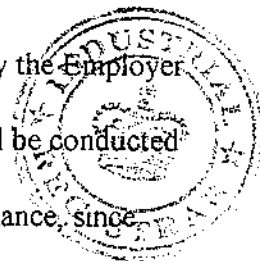
[13] In lieu of the Locomotion Allowances prescribed under Clause 35 of the REAL ESTATE INDUSTRY [STATE] AWARD the following allowance will be paid to Employees who use their own motor vehicles for authorised business purposes:

- (a) A standing charge of \$50.00 Per week, or one fifth of that amount for casual daily useage.

[14] In lieu of the Annual Leave Loading prescribed under Clause 37 and payments made under Clause 36, Telephone, of Part B of the REAL ESTATE INDUSTRY [STATE] AWARD employees under this Agreement shall be paid \$5.00 per week.

[15] In lieu of the Sick Leave provisions contained in Clause 17, Sick Leave, of Part A of the REAL ESTATE INDUSTRY [STATE] AWARD Sick Leave shall be 1 week (40 hours) on full pay for each year of service. Such leave shall not be cumulative.

[16] Performance reviews of Salespersons will be conducted by the Employer on a regular basis, at least once every three months. These will be conducted with each individual Employee and will assess the past performance, since the last review was conducted, and future requirements to the next review.



John B.  
[Handwritten signatures and initials]



**PART 3**

**TERM OF AGREEMENT**

This Agreement shall operate from the date of Registration and shall remain in force for a period of three years unless varied or terminated earlier under the provisions provided by the Act.



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A handwritten signature in black ink, appearing to be "M. S. Srinivasan".

A handwritten signature in black ink, appearing to be "A. B. Srinivasan".

PART 4

AGREEMENT

The foregoing Agreement:

1. Signed for and on behalf of Glowroar Pty Ltd trading as J. Brough & Son.



- Director -

29 MAR 1996

Witnessed:

Date:

2. Signed:

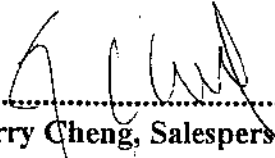
Timothy Simpson, Salesperson.

29 MAR 1996


Witnessed:

Date:

3. Signed:

  
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Garry Cheng, Salesperson.

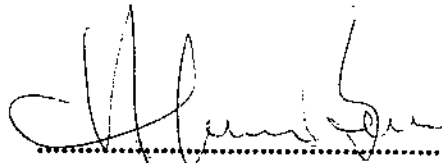
Witnessed:

  
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Date:

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4. Signed:

  
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Antonio Bruno, Salesperson.

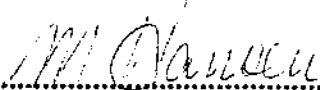
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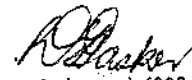
Date:

2 9 MAR 1996  
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5. Signed:

  
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Michelle Hansen, Property Manager.

Witnessed:

  
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Date:

2 9 MAR 1996  
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6. Signed:

  
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Kaizard Irani, Propert Manager.

Witnessed:

  
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Date:

2 9 MAR 1996  
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