

ENTERPRISE AGREEMENT

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UPPER PARRAMATTA RIVER

CATCHMENT TRUST

ENTERPRISE AGREEMENT

3 JUNE 1996

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UPPER PARRAMATTA RIVER CATCHMENT TRUST

ENTERPRISE AGREEMENT

Preamble:

For the purposes of negotiating an enterprise Agreement with the parties, a single bargaining unit has been proposed and established by the unions.

PART 1 TITLE AND PARTIES TO AGREEMENT

1. Parties to the Agreement

- 1.1 This Enterprise Agreement made pursuant to the provisions of the Industrial Relations Act 1991 was entered into on the^{3rd}..... day of^{JUNE}..... 1996 between the Upper Parramatta River Catchment Trust as the employer and the Public Service Association and The Association of Professional Engineers Scientists and Managers Australia, (NSW Branch).
- 1.2 The organisations named in Clause 1.1 are the parties to the Agreement in accordance with Section 119 of the Industrial Relations Act 1991.

2. Title of the Agreement

This Agreement is to be known as the Upper Parramatta River Catchment Trust Enterprise Agreement.

PART 2 PURPOSE OF AGREEMENT

3. Statement of Intent

- 3.1 It is intended by the parties to this Agreement that it be registered, as an enterprise Agreement, pursuant to Section 126 of the Industrial Relations Act, 1991.
- 3.2 This Agreement reflects the charter, corporate goals, strategies and management objectives of the Upper Parramatta River Catchment Trust; in particular, it is intended that the parties cooperate to achieve the Trust's goals which are broadly, to improve the social, economic and environmental well-being of the upper Parramatta River catchment community by providing protection from flooding and trunk drainage surcharge, and enhancing streams and stream banks, through the development of high technical standards, community support and cooperation with other agencies.
- 3.3 It is the intention of the parties to create; a cooperative and harmonious industrial relations environment within the Trust typified by consultation and participation in all the decisions directly and indirectly affecting staff; improved productivity; optimum customer service delivery; and equal opportunity for all staff.
- 3.4 The parties are committed through this Agreement to providing a framework within which the Trust can generate interesting and fulfilling work and develop systems that allow staff the opportunity to reach their full potential while simultaneously achieving the Trust's goals.
- 3.5 The parties are committed to developing efficiencies within the work environment which are more ecologically sustainable including the enhancement of current recycling processes and progress towards the concept of a paperless office.
- 3.6 The definitions applicable to the clauses of this Agreement are set out in Schedule 1.
- 3.7 This Agreement has been developed by the parties recognising that the Trust is a small statutory authority having a current staff of only seven people.
- 3.8 The key features of this Agreement are:
- Improving efficiency and productivity of the Trust through greater cooperation between the parties, simplifying administrative procedures, working towards improved work organisation structures and the use of quality management practices.
 - Increasing skills development and on the job training through the progressive examination of skills requirements and development of appropriate career path structures, by the parties.
 - Maximising customer service through greater flexibility of working arrangements and the adoption of quality management practices.
 - Improving communication within the Trust through improved consultation/communication practices.

4. Incidence

4.1 The purpose of this Agreement is to supplement the general conditions of employment under the determinations, awards and industrial Agreements applying to staff of the Trust.

4.2 This Agreement covers all staff of the Trust.

5. Date and Period of Operation

This Agreement shall operate from the date of registration and shall remain in force for a period of twelve (12) months from the date of such registration unless varied or terminated earlier in accordance with the provisions of Section 124 and Section 125 of the Act.

PART 3 COMMITMENTS

6. A Consultative Committee

6.1 The Trust and Unions party to this Agreement will establish a Consultative Committee to monitor the implementation of this Agreement.

6.2 This may include such thing as:

- (i) Job design proposals
- (ii) Skills training and career path proposals
- (iii) Performance management and improvement proposals
- (iv) Working from home arrangements
- (v) Amendments to the Human Resources Manual
- (vi) Any other matters agreed by the parties as being relevant.

6.3 The Committee shall consist of both Trust and Union representatives, to be nominated by the respective parties, with the following structure:

Trust representatives-

Trust Chairperson and Executive Officer.

Union representatives-

Two staff who are members of the Unions party to the Agreement and union officials as may be required.

6.4 The Committee shall meet within 2 months of the signing of the Agreement for the purpose of documenting the priority of matters of common interest. Meetings will be held regularly thereafter or as otherwise agreed between the parties.

7. Safety

7.1 The parties acknowledge the obligations on both the Trust and its staff under the NSW Occupational Health and Safety legislation and guidelines issued from time to time by WorkCover and Worksafe Australia.

7.2 Following appropriate training and instruction staff shall be required to use and/or wear any safety protective or monitoring equipment as is issued or provided and maintained by the Trust in accordance with its obligations under the relevant NSW occupational health and safety legislation and guidelines.

7.3 The Trust shall apply the principle of reasonable workplace adjustment in respect of occupational health and safety as applicable to staff disabilities and medical conditions.

8. Career Path Development

Supporting Principles

- 8.1 The Trust is committed to providing staff with the maximum opportunities for skills development within the operational constraints and needs of the organisation. An integral part of this process shall be consultation with staff and Unions party to this Agreement.
- 8.2 Training and skills development will be available to a staff member to achieve the levels of competencies identified as vital for the requirements of their current position. This applies regardless of how the need arises. It may be the result of any deficiency of the staff member's skills in some area, a result of re-organisation of the workplace, redesign of the job or from the desire of that staff member to progress their performance level. Responsibility for career development is recognised as being a joint responsibility between the Trust and the staff member.
- 8.3 The parties agree that the qualification requirements of all positions should accurately reflect the requirements of those positions. Subject to consultation between the parties, those requirements may be altered by a change in the workplace at any time. It is agreed to take all steps necessary to ensure only those requirements that are relevant attach to the positions. At any time the Trust may conduct reviews and restructures of functions or positions. Consultation shall take place with the relevant Unions, party to this Agreement, prior to implementation of such changes.
- 8.4 Processes will be adopted to facilitate the skills enhancement and career development opportunities of staff while improving the effectiveness of the Trust. Without limiting the development of further initiatives the following processes may be utilised in accordance with Public Sector Guidelines and Trust Policy:
- Temporary filling of vacant positions
 - Job rotation
 - Acting in a higher position
 - Secondment
 - Project team participation
 - Ongoing organisation reform
 - Job design/redesign
- 8.5 The Trust is committed to a study assistance program for staff as adopted by the Department of Land and Water Conservation and as set out in the Department's Human Resources Manual, subject to relevance and Trust approval.

9. Performance Management

9.1 Objective

Performance management will be implemented in accordance with the Human Resources Manual, the mechanism by which an individual staff member will participate in the negotiation of work targets and assessment of work performance. A Workplan shall include agreed key accountabilities and specific targets and shall be used as a basis for assessing satisfactory performance of the staff member.

9.2 Aims of Performance Management

9.2.1 The parties to this Agreement shall ensure that during the term of this Agreement, the Trust's staff performance management system is subject to regular reviews to ensure objectivity and equity in the management and application of the system.

9.2.2 Performance management will be managed and utilised by the Trust to:

- (i) Improve and enhance communication between supervisors and staff at all levels of the Trust.
- (ii) Ensure that staff Workplans developed between the supervisor and staff are realistic, achievable and satisfy the scrutiny of any party to the Agreement in the event of a grievance or appeal by a staff member.
- (iii) Allow staff to take personal control and accountability for the work allocated to them.
- (iv) Include mechanisms by which the Trust can identify appropriate training and career development programs for staff members or teams.
- (v) Provide a consistent and objective approach to the management of the individual performance of staff employed by the Trust.
- (vi) Encourage staff members to develop their full potential in carrying out their duties and responsibilities.

10. Commitment to Customer Service

The Trust's objective is to be a technically excellent and reliable organisation in its core business activities of flood mitigation and catchment management and provide top quality service to its customers.

Trust staff agree to support this ethic by a commitment to improving work performance as a means of contributing to the Trust's productivity and efficiency and by providing friendly, efficient, courteous and prompt service to its customers.

11. Code of Conduct and Ethics

The Trust's Code of Conduct and Ethics applies to all staff who are required to acknowledge its content and intent and apply those principles to the best of their ability in carrying out their duties.

12. Workplace Responsibilities

The Trust undertakes to provide a workplace where all staff are valued and have the opportunity to contribute and develop to their potential.

The Trust will:

- ensure that recruitment and selection practices are merit based and uphold equity principles;
- provide a workplace that is non-discriminatory, efficient, free of harassment and safe and healthy;
- maximise the contribution of staff through equitable and reasonable access to appropriate training and development; and
- maximise the contribution of staff through an effective and equitable performance management system.

13. Induction of Staff

In addition to the usual staff induction processes covering administration, procedural and operational matters relating to the position, staff members will be issued with copies of the Enterprise Agreement and Code of Ethics current at the time of their appointment. Union representatives shall be invited to attend any induction process and distribute Union promotional material to new staff members and address them for an agreed length of time.

14. Working At Home

Circumstances may arise where an officer requests or is requested by the Trust to work from home rather than attend the office.

Approval may be given for such arrangements, provided that it is an irregular occurrence to meet special circumstances and:

- it is convenient for the Trust to grant such approval;
- it is efficient and effective to do so;
- that outcomes to be achieved are mutually agreed between the officer and the Executive Officer; and
- formal approval, either written or oral, must be given in advance by the Executive Officer.

15. Union Subscriptions

15.1 Staff who are members of Unions party to this Agreement at the date of registration of the Agreement, and thereafter, shall have their membership subscription deducted from their pay, provided the staff member has duly completed a deduction authority for those Union subscriptions.

15.2 The Trust shall be responsible for remitting, on a monthly basis (or as otherwise agreed), to the appropriate Union any subscriptions deducted in accordance with Clause 15.1.

PART 4 CONDITIONS

16. Ordinary Hours of Work

The ordinary hours of work shall be in accordance with the appropriate regulations, awards and Agreements applicable to Trust staff as set out in Schedule 2 herein.

17. Working Hours

17.1 Working hours will be generally in accordance with the appropriate awards and Agreements however, it is intended by the parties that working hours flexibility will be achieved to meet both the needs of the work of the Trust and the needs of staff.

17.2 Flexible working hours will be in accordance with the Flexible Working Hours Agreement except as amended (in accordance with Clause 20 of that Agreement) by the following:

- (i) Standard hours in accordance with Clause 9 of the Flexitime Agreement shall remain 8.30 a.m. to 4.30 p.m., Monday to Friday.
- (ii) Bandwidth in accordance with Clause 5 of the Flexitime Agreement shall change to 12 hours from 7.00 a.m. to 7.00 p.m.
- (iii) Coretime in accordance with Clause 6 of the Flexitime Agreement shall change to be from 10.00 a.m. to 12 noon and 2.30 p.m to 3.30 p.m.
- (iv) Taking of flexitime in accordance with the Flexitime Agreement is changed such that it may be taken in a combination of four (4) half days or a combination of full and half days to a maximum of two (2) full days in any settlement period, subject to approval being given in writing by the Executive Officer seven days in advance of the leave being taken.
- (v) Accumulation and carry-over of flexitime in accordance with Clause 11 of the Flexitime Agreement is changed such that the credit does not exceed 35 hours and the debit does not exceed 7 hours.
- (vi) Settlement period shall be four weeks and, for the purpose of time recording and for flexi leave, shall coincide.
- (vii) In carrying over flexitime, staff may carry forward up to the 35 hours at any time over an extended period to allow for cyclical fluctuations of workload and to satisfy personal needs by Agreement. That Agreement shall include provision of opportunities for the staff member to work such patterns which allow the taking of accumulated flexitime.

- (viii) In the taking of flexitime, staff will work in a cooperative manner to provide adequate staffing during standard hours.
- (ix) Where officers are required to attend meetings or conduct Trust business outside the bandwidth hours set out in 17.2 (ii), time off in lieu of such time may be taken by arrangement between the officer/s concerned and the Executive Officer.
- (x) In accordance with the Crown Employees Overtime Award, overtime may only be paid when the officer is directed and that direction is with written approval of the Executive Officer.
- (xi) Staff directed to work in accordance with sub-clause 17.2 (x) above, shall be paid at overtime rates if that work extends beyond their normal personal ceasing time provided they have worked at least 8 hours flexitime on that day. Otherwise overtime rates apply where the staff member is so directed to work beyond 7 p.m.

17.3 While the aim of Clause 17 herein is to adopt a mutually agreeable arrangement, it is recognised that flex leave or time off in lieu may only be taken when the Executive Officer is satisfied that it will not adversely affect the Trust's performance or level of service.

18. Salaries

18.1 Salaries are payable in accordance with the appropriate Awards and Agreements subject to the base rate adjustments outlined as follows in this clause.

18.1.1 Salaries payable shall be adjusted in accordance with the provisions of Section 122 of the Industrial Relations Act 1991 should there be any movements in the wages and salaries specified in the awards and Agreements referred to in Clause 18.1 above.

18.2 Salary Adjustments

18.2.1 Upon the registration of this Agreement and in recognition of the commitments contained therein aimed at the improvement of efficiency and effectiveness of the Trust, a 3% increase to the rate of pay will apply commencing from the first pay period in March, 1995 to the actual 3% increase in rates of pay in July 1995.

18.3 Payment of Salary Adjustments

18.3.1 Staff covered by this Agreement at the date of registration will be paid the rate of pay in accordance with clause 18.2.1 on and from the date of registration of this Agreement or the date of employment whichever is the later.

18.4 Salary Packaging

18.4.1 Staff shall be able to receive part of their total remuneration package as other benefits in the form of a salary package, provided the arrangements do not increase the overall employer cost and are acceptable to the Australian Taxation Office and the superannuation funds. Subject to availability, the package may include these benefits:

- superannuation;
- child care;
- professional subscriptions (work related);
- motor vehicles (including novated lease and other accepted methods); and
- parking.

The "total remuneration package" is the combined value of normal salary, employer's contribution to a superannuation scheme and any other benefits provided to the staff member by the Trust.

19. Grading and Evaluation of Jobs

19.1 The process to be adopted by the Trust in evaluating the factors to be considered when grading and evaluating jobs, will be the salary evaluation scheme used by the Department of Land and Water Conservation, at the time the evaluation takes place.

19.2 Jobs will be evaluated from time to time in the following circumstances:

19.2.1 Where the nature of a job is significantly changed or where a new job is created.

19.2.2 Where a job falls vacant, the Trust can determine whether it is necessary to evaluate the job prior to advertising the vacancy.

19.2.3 At the request of any party, including an officer holding a position having regard to the recency of the previous evaluation of that position.

19.3 Where an officer's position is evaluated at a higher level, the Trust will determine whether the position should be advertised for competitive selection or whether the officer should be appointed direct to the position.

19.4 In the event of an officer being displaced from his/her position as a result of the position being evaluated at a higher level, as provided for in Clause 19.3 herein, that officer shall be dealt with in accordance with the provisions of Clause 25.0 herein relating to Excess Staff.

19.5 Where an officer's position is evaluated at a lower level, the Trust will determine, having regard to the circumstances of the case, whether:

19.5.1 The position will be redesigned to include duties that are commensurate with the officer's class; or

19.5.2 The officer's salary is frozen until such time as the top salary of the position in the lower class catches up with the officer's salary. Whilst this situation is in effect the officer shall be required to undertake such additional duties as agreed from time to time; or

19.5.3 To retain the present salary for the officer, but fill the position at the evaluated salary should the position become vacant.

20. Salary Increment Progression

20.1 Where salary grades are provided in the appropriate awards, positions will be allocated to job grades by means of job evaluation in accordance with the Public Sector Best Standards in Job Evaluation. Job grades may be a single or multiple salary grades.

20.2 Incremental progression within a job grade will be based on satisfactory performance as determined by satisfactory achievement of targets agreed within the staff member's Workplan.

20.3 Salary progression will occur if applicable on the anniversary date but will be processed at two times during the year, in January or July of each year depending on which half of the year the person was appointed.

20.4 Salary increments shall be approved unless the Executive Officer advises the staff member, that the staff member's conduct and/or discharge of their duties has been unsatisfactory. Unsatisfactory performance means an unacceptable performance of job responsibilities based on the agreed targets in the Workplan. This decision may result from the staff member failing to meet agreed Workplan targets.

20.5 No salary increments shall be refused or deferred on the basis of failing to meet agreed Workplan targets as assessed as unsatisfactory by the Executive Officer unless:

- (i) The staff member's Workplan progress is reviewed by the Executive Officer at least four months prior to the anniversary date for the salary progression and is assessed as unsatisfactory.
- (ii) The staff member is informed of the progress report in writing. The staff member and Executive Officer shall meet and formulate an agreed action plan designed to assist the staff member to meet the requirements of the Workplan, or to redesign the Workplan by Agreement.
- (iii) A staff member whose performance is assessed as unsatisfactory at the progress review shall be reviewed again at two months prior to the anniversary date for the salary progression and advised in writing of their progress in relation to their Workplan.
- (iv) A staff member assessed as unsatisfactory at the progress review anniversary date may be refused an incremental progression or promotion between grades where applicable.

- (v) A staff member assessed as satisfactory at the progress review anniversary date shall be progressed to the next highest increment or grade where applicable.
- (vi) The result of the assessment at the progress review anniversary date shall be conveyed to the staff member in writing stating the reason for the decision within five working days of the assessment.
- (vii) In addition to the provisions of this clause, staff retain the right to appeal in accordance with the Government and Related Employees Appeal Tribunal Act.

20.6 Progression between job grades will be in accordance with criteria applicable to the classification/grade under existing awards, Agreements or determinations. For all other purposes the Trust shall apply merit or competitive selection principles.

21. Salary Allowance

Additional allowances may be established for individual staff where there are special work requirements including standby and on call duties and similar unusual circumstances.

The Trust may approve payment of a specialist, skill shortage or market allowance to staff who possess specific skills that are required.

Any allowance which may be established under this clause will be in accordance with guidelines issued from time to time by the Public Employment Office.

22. Annual/Recreation Leave Loading

Annual/recreation leave loading will be in accordance with the appropriate Awards/Agreements but will be paid once a year on the first pay period in December each year. Any necessary transitional payments will be made in December 1996 where leave loading has not already been paid. 1997 will be the first full year of this administrative arrangement.

23. Sick Leave

The Sick Leave provisions of the Public Sector Management (General) Regulations 1988 shall apply.

PART 5 STATUTORY ARRANGEMENTS AND PROCEDURES

24. Grievance and Dispute Handling Procedures

- 24.1 All grievances (including grievances relating to Equity), disputes or difficulties relating to the provisions of this Agreement shall be dealt with as close to the source as possible.
- 24.2 The operation of this Agreement shall be kept under review by the parties. If problems arise as a result of unforeseen circumstances, then the parties shall meet to resolve them and, if necessary, take the appropriate steps to modify the Agreement.
- 24.3 Any problems regarding the interpretation of this Agreement shall, in the first instance, be discussed by the parties who shall attempt to resolve the issue by consensus.
- 24.4 Any officer under this Agreement who has a dispute or grievance shall refer that matter to the Executive Officer if the parties are unable to resolve the issue themselves.
- 24.5 Wherever possible, informal means will be used to resolve disputes about the conditions of employment.
- 24.6 Where informal means are not successful in resolving a dispute, the parties shall meet and seek to resolve it.
- 24.7 At any stage of a dispute or grievance, the staff member may request the assistance of a Union representative.
- 24.8 The staff member(s) or Union/Association or the Executive Officer may refer the matter to the New South Wales Industrial Relations Commission, within the scope of the Industrial Relations Act, or other external agency such as the Anti Discrimination Board or Privacy Committee if the matter remains unresolved after following the above procedures.
- 24.9 The staff member(s), Union/Association and the Trust shall agree to be bound by any lawful recommendation, order or determination by the New South Wales Industrial Relations Commission in relation to the grievance, dispute or difficulty.
- 24.10 Whilst the procedures are being followed, normal work, as undertaken prior to the grievance, dispute or difficulty, shall be continued unless otherwise agreed between the parties. Normal work is defined as the duties and responsibilities as described in the Statement of Duties or Position Description of the staff member(s) at the time of the grievance, dispute or difficulty. Normal work shall continue in such a manner as not to risk the health and safety of staff and the public. Work which puts at risk the safety or health of staff or the public shall either cease or change to avoid such risks.

25. Excess Staff

- 25.1 Where the Trust finds that it has excess staff for any reason whatsoever, those officers will be dealt with in the following manner:

Officers of the former Department of Water Resources (now the Department of Land and Water Conservation) employed by the Trust under arrangements with the Department have the option of returning to that Department or to be dealt with the process listed below:

Other Trust officers will be dealt with in accordance with the NSW Government's policy relating to

- Redeployment;
- Retraining; and
- Redundancy

as administered through the policies, practices and procedures adopted by the Department of Land and Water Conservation, in force at the time the excess of staff occurs.

26. Distribution of the Agreement

Following registration of the Agreement, the Trust shall be responsible for the distribution of the Agreement in either hard copy or electronically such that it is available to every staff member whose salaries and/or conditions are bound by the Agreement in whole or in part.

27. Job Security

The parties agree that it is not the intent that the provisions of this Agreement be used to reduce the staffing levels of the Trust.

28. No Further Claims

28.1 The parties undertake that during the period of operation of this Enterprise Agreement that there shall be no further salary increase sought from the Trust, or granted except for those provided under the terms of this Agreement.

28.2 The parties are committed to ensuring that all processes and strategies undertaken and implemented in accordance with this Agreement will be in accordance with the Public Sector Equal Employment Opportunity Principles and Anti-Discrimination legislation.

29. Negotiating the Next Agreement

29.1 The parties agree to commence negotiations on a new Agreement on a without prejudice basis 6 months prior to the termination date of this Agreement.

29.2 During this 6 months deliberation period the parties will meet in order to seek agreement/resolution of any issues.

30. Termination of the Agreement

The parties agree as a declaration of their goodwill in entering this Agreement that they will not take steps to terminate this Agreement without first discussing the reasons for such action with all the other parties to this Agreement unless:

- (i) there is discussion on the reasons for such action with all other parties to this Agreement.
- (ii) a new Agreement has been finalised between the parties.

31. Existing Conditions

Where this Agreement is silent in regard to any conditions of employment whether written or unwritten, enjoyed by Trust staff prior to execution of this Agreement, those conditions shall continue to apply.

32. Declaration

The parties to this Agreement declare that it:

- is not contrary to the public interest.
- is not unfair, harsh or unconscionable.
- was not entered into under duress.
- is in the interests of the parties.

SCHEDULE 1

DEFINITIONS

Consultative Committee	A Committee formed with representatives of management and representatives of unions to consult and make recommendations designed to enhance productivity and the workplace environment.
Trust	the Upper Parramatta River Catchment Trust.
Upper Parramatta River Catchment Trust	the Upper Parramatta River Catchment Trust, as established under the Water Supply Authorities Act 1989.
Employer	the Upper Parramatta River Catchment Trust.
Official	a duly accredited official or delegate of an Association or Union which is party to this Agreement who has members working for the Trust.
Performance Management	a systematic and regular process for planning and reviewing the performance of an individual staff member or a team of staff. The Workplan is the basis of this system.
Human Resources Manual	the Department of Land and Water Conservation (formerly Department of Water Resources) human resources manual in operation at the date of signing of this Agreement and as may be varied from time to time as agreed thereafter.
Reasonable Workplace Adjustment	<p>a principle which is the basis upon which the job prospects for people with disabilities are enhanced. This principle forms the basis for structural efficiency implementation for people with disabilities. The main categories of reasonable adjustment are:</p> <ul style="list-style-type: none"> -adjustment in the design of the job -adjustment in access to the workplace -adjustment in the design of the workplace, and -adjustment in the provision of equipment.
Satisfactory Performance	a level of a staff member's performance which is assessed using the Performance Management System and the Workplan documentation. The level of satisfactory performance is reached when a staff member has achieved the targets agreed to in the Workplan for that period. Factors which are outside the control of the staff member such as additional targets or reduced resources which affect the achievement of all targets are considered in the assessment process.
Staff	the employees of the Upper Parramatta River Catchment Trust.
Target	an action based statement which identifies specific, realistic and achievable results a staff member or team of staff will achieve.
The Agreement	the Upper Parramatta River Catchment Trust Enterprise Agreement.

- Union** a Union or Association party to this Agreement having members, or persons who are eligible to be members, employed by the employer.
- Workplan** the primary documentation for the Performance Management System. The Workplan may be for an individual staff member or a team of staff. The main content of a Workplan covers Key Accountabilities, Performance Indicators, Targets, quality and standards and a Training and Development Plan.
- Standards of Best Practice for Job Evaluation** a document prepared by the Department of Industrial Relations, Employment, Training and Further Education dated December 1991, outlining standards for application in job evaluation in NSW, public service organisations.

SCHEDULE 2**Schedule of Awards, former industrial agreements and
other instruments as per PART 5**

Crown Employees (Overtime Award)

Crown Employees (Common Salary Points) Award

Crown Employees (Public Sector - Salaries December 1995) Award

Crown Employees (Administrative & Clerical Officers - Salaries) Award

Crown Employees (Travelling Compensation) Award

Professional Engineers (Water Resources Commission) Award

Flexible Works Hours Agreement

Crown Employees (Holidays) Award

Crown Employees (Transferred Officers' Compensation) Award

Determination No 829/83 Adjustment of Salaries - Professional Engineers Annual Leave
and Compensation for Saturdays, Sundays and Public Holidays Agreement

Clerical Officers Agreement No 2515/88

Engineers Agreement No 1734/71

SCHEDULE 3

SIGNATORIES TO THE AGREEMENT

AGREEMENT IS MADE AT SYDNEY ON THE 3rd DAY OF JUNE 1996

Signed for and on behalf of the
TRUSTEES OF UPPER
PARRAMATTA RIVER
CATCHMENT TRUST
in the presence of:

)
)
)
)
)

Signed for and on behalf of the
PUBLIC SERVICE
ASSOCIATION OF
NEW SOUTH WALES
in the presence of:

)
)
)
)
)

Signed for and on behalf of the
THE ASSOCIATION OF
PROFESSIONAL ENGINEERS
SCIENTISTS AND MANAGERS
AUSTRALIA (NSW BRANCH
in the presence of:

)
)
)
)
)

SCHEDULE 4

SALARY PAY RATES TRANSITION

SALARY POINTS

<u>Salary Point</u>	1995 Public Sector Salaries Award 3% from 14/7/95	1995 Public Sector Salaries Award 3% from 1/7/96
1 :	11403	11745
2 :	12168	12533
3 :	12811	13195
4 :	13582	13989
5 :	14442	14875
6 :	15413	15875
7 :	16383	16874
8 :	17506	18031
9 :	18563	19120
10 :	19634	20223
11 :	19813	20407
12 :	19990	20590
13 :	20190	20796
14 :	20401	21013
15 :	20595	21213
16 :	20831	21456
17 :	21354	21995
18 :	21564	22211
19 :	21754	22407
20 :	21938	22596
21 :	22146	22810
22 :	22352	23023
23 :	22864	23550
24 :	23092	23785
25 :	23280	23978
26 :	23470	24174
27 :	23658	24368
28 :	23858	24574
29 :	24105	24828
30 :	24310	25039
31 :	24503	25238
	24741	25483
32 :	24941	25689
33 :		

<u>Salary Point</u>	1995 Public Sector Salaries Award 3% from 14/7/95	1995 Public Sector Salaries Award 3% from 1/7/96
34 :	25175	25930
35 :	25381	26142
36 :	25637	26406
37 :	25881	26657
38 :	26097	26880
39 :	26366	27157
40 :	26583	27380
41 :	26883	27689
42 :	27094	27907
43 :	27364	28185
44 :	27565	28392
45 :	27833	28668
46 :	28049	28890
47 :	28345	29195
48 :	28581	29438
49 :	28872	29738
50 :	29152	30027
51 :	29380	30261
52 :	29679	30569
53 :	29933	30831
54 :	30194	31100
55 :	30491	31406
56 :	30778	31701
57 :	31051	31983
58 :	31355	32296
59 :	31685	32636
60 :	31978	32937
61 :	32302	33271
62 :	32606	33584
63 :	32988	33978
64 :	33311	34310
65 :	33589	34597
66 :	33987	35007
67 :	34333	35363
68 :	34588	35626
69 :	34983	36032
70 :	35326	36386

<u>Salary Point</u>	1995 Public Sector Salaries Award 3% from 14/7/95	1995 Public Sector Salaries Award 3% from 1/7/96
107 :	50808	52332
108 :	51312	52851
109 :	51820	53375
110 :	52328	53898
111 :	52841	54426
112 :	53355	54956
113 :	53869	55485
114 :	54384	56016
115 :	54920	56568
116 :	55459	57123
117 :	56013	57693
118 :	56566	58263
119 :	57188	58904
120 :	57812	59546
121 :	58307	60056
122 :	58802	60566
123 :	59457	61241
124 :	60112	61915
125 :	60773	62596
126 :	61433	63276
127 :	62079	63941
128 :	62726	64608
129 :	63433	65336
130 :	64139	66063