

ENTERPRISE AGREEMENT

NO: E.A. 307 /1996

DATE REGISTERED: 25-10-96

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City Eastern Security Enterprise Agreement 1996

ARRANGEMENT

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City Eastern Security Enterprise Agreement 1996

**Clause No.1
TITLE**

The title of this agreement is the City Eastern Security Enterprise Agreement 1996.

**Clause No.2
PARTIES**

The parties to this enterprise agreement are YAWZ Pty Ltd trading as City Eastern Security and its employees.

**Clause No.3
THE ENTERPRISE**

The enterprise for which the agreement is reached is the company known as City Eastern Security and their employees who provide direct security services to customers from their office located at 62, Grosvenor Street, Woollahra, NSW, 2025.

**Clause No 4
INCIDENCE AND COVERAGE**

This agreement totally regulates the terms and conditions of employment for all permanent full-time, part-time and casual employees at the enterprise engaged as Security Officer Grades 1 and 2 previously regulated by the Security Industry (State) Award.

**Clause No. 5
DURATION**

This agreement will operate from the date of registration and shall remain in force for a period of three years unless varied or terminated earlier by the provisions provided by the Industrial Relations Act 1991.

**Clause No.6
NO DURESS**

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

CONDITIONS OF EMPLOYMENT

Clause No.7 CLASSIFICATIONS AND RATES OF PAY

Set out below are the classifications covered by this agreement with the relevant rates of pay.

	Full-time and Part-time	Casual
Security Officer <i>Grade 1</i>	\$11.50 per hour	\$12.50 per hour
Security Officer <i>Grade 2</i>	\$12.00 per hour	\$14.00 per hour

All allowances are absorbed into the hourly rate of pay.

Clause No. 7.1 Casual Employees

Casual employees means an employee engaged and paid as such but shall include an employee working an average of thirty eight hours or more per week.

Clause No.7.2 Part-time Employees

Part-time Employee means an employee who is employed to work regularly a minimum of twenty hours and less than thirty eight hours per week.

Clause No 8. PAYMENT OF WAGES

Employees shall be paid weekly on Tuesday.

Clause No. 9 HOURS OF WORK

Ordinary hours of employment for permanent employees shall be 40 hours per week.

Clause No.9.1 Overtime

Overtime is defined as all hours worked beyond 40 hours per week.

Overtime will be worked on a voluntary basis and will be paid at the ordinary hourly rate of pay.

Clause No.10 UNIFORMS & EQUIPMENT

All necessary uniforms and equipment shall be provided by the company excepting belt, holster and footwear.

It is the responsibility of each officer to take reasonable care of all equipment in his charge.

Any equipment damaged or lost shall be replaced at the Officer's expense.

**Clause No.11
ANNUAL LEAVE**

In accordance with the Annual Holidays Act 1944.

**Clause No.12
LONG SERVICE LEAVE**

In accordance with the Long Service Leave Act 1955

**Clause No.13
SICK LEAVE**

Employees shall be entitled to (1) one week per annum on full pay.

The employee shall furnish the employer with such evidence as the employer may desire that the employee was unable by reason of sickness or injury, to attend for duty.

The employee shall not be entitled to sick leave in respect of any absence for which there is entitlement to payment under the Workers' Compensation Act 1987.

The employee shall give the employer the maximum possible notice of any absence. This notice shall not be less than (4) hours before commencement of their shift.

Sick leave is not cumulative.

**Clause No.14
JURY SERVICE**

An employee shall be allowed leave of absence during any period when required to attend for jury service, provided that such leave shall be limited to a maximum of two weeks in any period of jury service.

During such leave of absence, an employee shall be paid the difference between the jury service fees received and the normal rate of pay as if working.

An employee shall be required to produce to the employer proof of jury service fees received and proof of requirement to attend and attendance on jury service and shall give the employer notice of such requirement as soon as practicable after receiving notification to attend for jury service.

**Clause No.15
TERMINATION OF EMPLOYMENT**

The employment of any employee, other than casual employees, shall be terminated only by one week's notice or by the payment, or forfeiture, as the case may be, of one week's wages in lieu thereof.

The employment of a casual employee may be terminated by one hour's notice.

Notwithstanding the foregoing provisions, the employer may dismiss the employee at any time for misconduct or wilful disobedience and then shall be liable for payment up to the time of dismissal only.

On the termination of employment the employer shall, at the request of the employee, give such employee a statement signed by the employer stating the period of employment, the class of work employed upon, and when the employment terminated.

On the termination of employment, an employee shall return to the employer all items issued prior to the employee receiving their termination pay.

**Clause No 16
SIGNATORIES TO THE AGREEMENT**

Signed for and on behalf of YAWZ PTX Pty Ltd as City Eastern Security


.....
Signature

Printed name and Occupation:



NICK COCHRANE - GENERAL MANAGER


.....
Witness

and,

signed by employees


.....
Signature

Printed name and Occupation: GLENN CHRISTIAN DOUGLAS SECURITY OFFICER


.....
Witness

Numiamalii
Signature
Printed name and Occupation: IDASA. NUMIAMALII
SECURITY OFFICER

Martin R. Maskey
Witness

Michael Quinn
Signature
Printed name and Occupation: Michael Quinn
Security Officer

Martin R. Maskey
Witness

Andrey Kandic
Signature
Printed name and Occupation: ANDREY KANDIC
SECURITY OFFICER.

Martin R. Maskey
Witness

Robert Kolic
Signature
Printed name and Occupation: ROBERT KOLIC
SECURITY OFFICER.

Martin R. Maskey
Witness

City Eastern Security Enterprise Agreement 1996

Nicholas Bale Raniga

Signature

Printed name and Occupation: NICHOLAS BALE RANIGA

Security OFFICER.

Martin R. Mastley

Witness