

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA00/88

TITLE: BOC Gases Australia Limited Sydney Operations Enterprise Agreement 1999

I.R.C. NO: 99/4678

DATE APPROVED/COMMENCEMENT: Approved 21 September 1999 and commenced 1 July 1999

TERM: 30 June 2000

NEW AGREEMENT OR VARIATION: New

GAZETTAL REFERENCE: 28 April 2000

DATE TERMINATED:

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COVERAGE/DESCRIPTION OF EMPLOYEES:

It applies to employees on the Sydney Operations Centre, Wetherill Park Production Site, except for Customer Engineering Services and Distribution.

PARTIES: BOC Gases Australia Limited -&- Transport Workers' Union of Australia, New South Wales Branch



**BOC Gases Australia Limited
Sydney Operations Enterprise Agreement
1999**

Registered
Enterprise Agreement
Industrial Registrar

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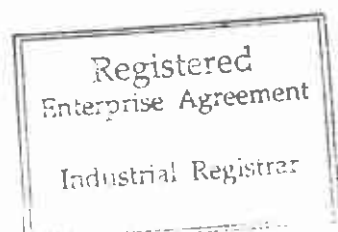
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1. Scope & Duration

- 1.1 The title of this Agreement is the BOC Gases Australia Limited Sydney Operations Enterprise Agreement 1999.
- 1.2 The parties bound by this Agreement are:
- BOC Gases Australia Limited (the Company).
 - The Company's employees (employees) covered by this Agreement.
 - The Transport Workers Union Australia (TWU) NSW Branch, [the Union(s)], its officers and members, in respect of BOC Gases Australia Limited employees, engaged in accordance with this Agreement.
- 1.3 This Agreement will replace all previous registered and unregistered Agreements and will be read and interpreted in conjunction with the Transport Industry Mixed Enterprises Interim (state) Award 1992, provided that where there is any inconsistency, this Agreement will prevail to the extent of the inconsistency. This Agreement applies to employees covered by the Awards listed above and employed on the Sydney Operations Centre, Wetherill Park Production Site, except for Customer Engineering Services and Distribution.
- 1.4 The Agreement will be submitted to the NSW Industrial Relations Commission for Certification in accordance with the NSW Industrial Relations Act 1991 and the Agreement will be between BOC Gases Australia Limited and the Transport Workers Union Australia (TWU).
- TWU Australia (NSW) Branch employees covered by the Transport Industry Mixed Enterprises Interim State Award 1992 shall be covered by the NSW Industrial Relations Act 1996.
- 1.5 The Agreement will take effect from the date of ratification and will expire on the 30th June 2000. At the expiration of this Agreement, the Agreement will remain in force until replaced by a new Agreement.
- 1.6 No later than three (3) months prior to the expiration of this Agreement, all parties will discuss issues relating to the development of an Agreement that will apply subsequent to this Agreement's expiry.



1.7 Company Policies

There are a number of documents that are meant as guidelines for the running of the Company. These are not incorporated into this Agreement and include:

- Occupational Health and Safety
- Rehabilitation
- Refusal to Work on Grounds of Unsafe or Hazardous Work
- Workers Compensation
- Clothing Issue
- Use of Private Car on Company Business

Any concerns/local issues with the above policy documents are to be raised with the relevant line manager or at the appropriate site forum (eg. OH&S Committee, Consultative Committee, Toolbox etc).



2. Purpose of Agreement

2.1 Objectives

This Agreement will support an environment where all employees share the Vision & Values of BOC Gases by working directly together in co-operation and with mutual respect, securing positive outcomes for customers, employees and the Company.

The parties are committed to the following principles as a means of achieving the objectives under this Agreement:

- (a) Providing excellent service to both external and internal customers.
- (b) Working together through effective and open communication, consultation and participation.
- (c) Achieving continuous improvement of processes, systems and procedures to meet the challenges posed by customers and competition.
- (d) Co-operative participation in effective performance management and assessment.
- (e) Training and multi-skilling to maximise job satisfaction, flexibility and Company results.
- (f) Safe, healthy and environmentally conscious practices throughout the Company
- (g) Acting ethically, constructively and co-operatively with our customers, each other and business associates.
- (h) Developing an achievement orientated work environment where recognition and reward are based on the individual and team contribution to the Company's Critical Success Factors (CSFs) as measured by Key Performance Indicators (KPIs).

2.2 Workplace Change

The parties acknowledge that in an increasingly changing business environment we need to continually review our operations to ensure we are competitive. Employees and their Union/s will be notified of proposed significant changes. This includes but is not limited to, termination of employment, major changes in the composition, operation or size of the workforce or in the skills required. BOC Gases is committed to involvement of all relevant employees and the union(s) in the implementation of change and working through the effects the changes will have on employees.



2.3 SOC Production Consultative Committee

- (a) The SOC Consultative Committee will be established. It will involve employees from the Filling, Works Loading and Maintenance operations as well as management representatives.
- (b) The role of the Consultative Committee will include:
 - (i) Developing a strong customer focus in the team;
 - (ii) Placing a strong emphasis on teamwork and co-operative work relationships, involving all employees;
 - (iii) Monitoring organisational performance against established targets;
 - (iv) Identifying learning needs according to goals and make recommendations for the development of programmes to meet those needs;
 - (v) Overseeing productivity and rectifying, through co-operation and consultation, any problems.
 - (vi) Identifying opportunities for initiatives relating to improvements in Safety, Service and Productivity. This will include, but is not limited to, the introduction of new technology, plant de-bottlenecking, and adherence to quality systems and changes to work organisation.

Committee members will receive training in the role and brief of the Consultative Committee.



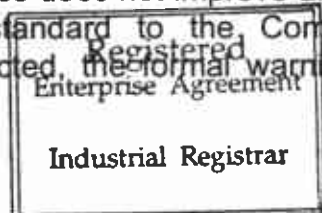
3.0 Counselling & Corrective Action

- 3.1 Employees agree to conduct themselves in a manner consistent with ethical and social standards in our community and to carry out duties within the scope of this Agreement.
- 3.2 The intent of this procedure is to approach employees, where there is evidence of job performance and/or conduct problems, in a mature and non-threatening manner. The focus is on ensuring the employee knows the standards required, why they exist, understands how to meet the standards and the consequences of not meeting the standards.
- 3.3 A union delegate and/or official may be present at each step under the procedure.
- 3.4 If a grievance or dispute arises out of any of the steps in the procedure, the Grievance & Dispute Resolution Procedure (Clause 4.2) will be used.
- 3.5 This process does not apply to employees during their probationary period of employment, or if an employee engages in serious misconduct, or if an employee engages in conduct that can be remedied immediately in which case a final warning will only be necessary.
- 3.6 In each step of the procedure, details of the warning and the strategy to overcome the cause of the situation will be discussed, agreed and recorded on the employee's personal file.
- 3.7 **Procedure**
The procedure is made up of the following steps:

(a) Counselling

Informal counselling will be conducted by the employee's immediate manager in a private and confidential environment. The manager will advise the employee of the performance deficiency observed and endeavour to establish the cause of this unacceptable situation. The employee and manager will develop a strategy to overcome the situation, which may involve referral to specialist formal counselling, eg. Family crisis counselling, depending on the problem identified. The line manager will follow up and monitor the employee and conduct further counselling if required and/or considered appropriate. All counselling sessions will be noted in the manager's diary.

If the employee's performance does not improve and continues to be of an unacceptable standard to the Company, despite previous counselling conducted, the formal warning system will be implemented.



(b) Formal Warning System

Step 1 - Official Verbal Warning

The unsatisfactory performance is drawn to the employee's attention by his/her immediate manager in the form of an official verbal warning.

Step 2 - Official First Written Warning

In the event of further unsatisfactory performance, the employee will be given an official written warning by his/her immediate manager.

Step 3- Official Second and Final Written Warning

This step involves the same actions as in Step 1.

Step 4 - Termination of Employment

In the event of further unsatisfactory performance, termination of employment will occur.

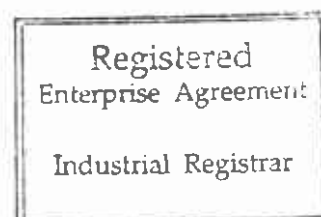
(c) Dismissal procedure

An employee's services may be terminated without notice if he/she engages in serious misconduct.

Examples of serious misconduct include, but are not limited to: -

- Fighting or horseplay
- Unauthorised possession or use of company, customer or work colleague's property
- Wilfully damaging company, customer or work colleague's property
- Falsifying or altering of customer or employee records
- Endangering your safety or that of a work colleague or customer
- Unauthorised consumption of alcohol
- Being incapable of performing your work duties because you are under the influence of alcohol or illegal drugs
- Possessing or selling drugs on company or customer premises
- Failing to maintain confidentiality
- Offensive conduct towards customers, visitors or work colleagues

In the specific situation of an employee termination, where there is a genuine objection, due to uncertainty, of the grounds for termination, the parties involved may request for the employee to be suspended with pay for a maximum period of three days. During this time the employee will be available to attend meetings, and all effort will be made to further investigate the incident and determine appropriate action. This will be referred to as the "cooling off period".



4.0 Non Interruption of Service to the Customer

4.1 Introduction

The parties to the Agreement agree to strictly adhere to resolving all grievances or disputes by prompt discussion. All avenues will be exhausted prior to any consideration of industrial action.

All parties accept that matters will be resolved in accordance with the following procedure and service to the customer will always continue without interruption or delay, with employees carrying out their duties within the scope of this Agreement.

4.2 Grievance & Dispute Resolution Procedure

- It is the intention that grievances or disputes will be discussed promptly between the employee(s) and the immediate manager.
- If matters cannot be resolved then more senior managers may be involved to resolve the matter.
- At any stage of this process, the employee(s) may elect to have a union delegate or official present.
- In the event of a disagreement between employees who are members of the Transport Workers Union Australia (TWU) the New South Wales Industrial Relations Commission may be involved to resolve the matter.
- The parties agree that the status quo existing prior to the disagreement will remain while the grievance/dispute is being resolved.

4.3 Essential Services and Customers

It is agreed that certain essential operations (includes but not limited to medical, safety, food/hygiene, environmental, continuous operation processes) and agreed priority customers will continue to be serviced and supplied during any industrial action, including stoppages resulting from matters outside the direct control of the Company. These customers will be identified at the time by consultation/agreement with the appropriate parties and union delegates.



4.4 Union/Union Dispute Procedure

In an event of a dispute arising between union/s and union/s, the following procedure shall be observed:

1. The matter will be discussed jointly by the appropriate union delegates and the employee/s concerned.
2. If the matter remains in dispute it will be discussed between officials of the union/s involved who should take all reasonable steps to jointly resolve the issue in conjunction with the appropriate union delegates and employees concerned.
3. The Company will be advised of the situation and progression at all times.
4. No industrial action will take place during these negotiations.



5.0 *Redeployment or Redundancy*

5.1 Where a decision has been made by BOC Gases that a full time or part time position(s) is no longer required to meet business needs and there is an employee(s) in the position, discussions will take place between BOC Gases, the union(s) and the employee(s) affected.

5.2 Where the intention of the Company is to reduce the number of people performing work of the same kind, the Company may call for expressions of interest in voluntary redundancy from employees in the area(s) affected.

Acceptance of volunteers will be at the Company's discretion, having regard to the competencies the Company wishes to retain. Consultation will occur with the appropriate union(s) prior to the Company making a final decision(s) on who will be accepted for voluntary redundancy.

5.3 Before the employment of an employee is terminated as a result of being in a redundant position, alternative employment opportunities for the employee within the Company will be investigated. These alternatives may include transfer to another position, or transfer to another location within the Company.

Selection of employees for alternative positions will be based on the competency and work performance of employees, and on the basis of best fit with the requirements of the position and the employing business unit.

Where the rate of pay for the alternative position is lower than the employee's current rate of pay, the current rate will be maintained until such time as the appropriate rate of pay for the incumbent in the alternative position exceeds his/her current rate of pay.

An employee appointed to an alternative position will be trained to ensure they can fully meet the requirements of the position.

Acceptances of offers of alternative employment will be subject to a 3 month trial/probationary period, where positions are not substantially the same. At the end of this time an employee will retain his/her eligibility for redundancy payments if the Company or the employee determines that the position is not suitable.

5.4 An employee whose employment is to be terminated due to redundancy will receive notice (or payment or forfeiture of payment in lieu of notice) in accordance with the notice of termination clause of the Transport Industry Mixed Enterprises Interim (State) Award 1992

5.5 In addition to the period of notice, an employee whose employment is terminated due to redundancy will receive the following severance pay:

- (a) The payment of 6 weeks pay, plus 3 weeks pay for each completed year of continuous service with pro-rata payment for any additional continuous service of less than a completed year.
- (b) The rate of pay used to calculate this payment is the employee's rate of pay in the relevant classification in Clause 14.1.
- (c) The payment from (a) above will not be more than the equivalent of 52 weeks' pay.
- (d) An additional loading will also apply to employees Age 45 or more.

The loading is as follows:

Age	Loading %
45+	5%
46+	10%
47+	15%
48+	20%
49+	25%

5.6 If the period of when an employee is advised of his/her position being redundant is greater than the period specified in the notice of termination clause of the Transport Industry Mixed Enterprises Interim (State) Award 1992, he/she will only receive severance pay if his/her last day of service is during the notice period specified in the Awards or some other mutually agreeable date.

5.7 A career counselling service will be provided, as deemed appropriate by the Company in the particular circumstances of each case.

5.8 During any period of notice given to an employee whose employment is to be terminated due to redundancy, the employee may take reasonable time off to attend job interviews at times mutually agreed between the employee and his/her immediate manager.

5.9 The parties acknowledge that prior to any forced redundancies, the process will be discussed with the appropriate unions.



6.0 Payment of Salaries

6.1 Full Time Employees

A full-time employee will receive an all-inclusive annualised salary.

The hours of work and the salaries for the job classifications are detailed in Clauses 12 and 14.

6.2 Part Time Employees

Employees who are employed part-time will be paid an all-inclusive annualised salary on a pro rata basis for the hours worked and according to the relevant classification in Clause 14.

6.3 Fixed Term Employees

A fixed term employee will receive the relevant full-time employee all-inclusive salary for the duration of the contract or period. This type of employee will be used, but not limited to, the following:

- Prolonged leave
- Long term illness
- Workers Compensation.

6.4 Casual Employees

Casual employees will be employed on an hourly basis for not less than one day at a time and be paid an hourly rate of the relevant classification in Clause 14, with a loading of 20% added to the hourly rate.

6.5 Payment of Salaries

- (a) Salaries will be paid by Electronic Funds Transfer (EFT) weekly into a maximum of five bank account(s) nominated by the employee.
- (b) A one off payment of \$300/employee to transfer to EFT will be made at the commencement of this Agreement.

6.6 Unscheduled Customer Servicing

- (a) In order to satisfy essential operational or customer service requirements, the Company may determine that it is necessary to require an employee(s) to return to work to respond to an unscheduled servicing requirement. Such requirement will be met by a voluntary call back arrangement.

Employees need to be at the workplace within an hour from the call. Hours will be counted from time of call and will finish at time of departure from site. In requesting employees for this purpose, the Company will have regard to their ability to be at the worksite within a time frame that meets its business need for satisfying essential customer service or operational requirements.

- (b) Employees who respond to this call back request will be paid the call back allowance detailed in Clause 14.2.

6.7 Flexibility

- (a) Relief – Allowances have been established to cover relief. Where an employee is required to act in a higher position for training purposes, eg. Team Leader, the period of work in the higher position will be considered as learning development and no additional payments will be made. If an employee is required by management to relieve into the Team Leader position for greater than 4 weeks, they will be paid at the higher rate for that period.
- (b) The parties agree that performance of work should be performed as efficiently as possible with employees able to be utilised in any area subject to competence.

6.8 Workers Compensation

Employees who are on an accepted claim for Worker's Compensation will be paid their weekly salary for the first 26 weeks of incapacity (partial or total). After this time, payment will be made in line with the WorkCover Guidelines.

6.9 Superannuation/Salary Sacrifice

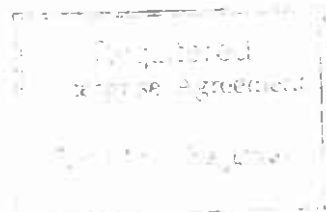
Superannuation will be provided through the BOC Gases Company Superannuation fund. The Company will contribute 13% of the eligible employee's salary to the fund.

Employees are able to "salary sacrifice" their 3% contribution in one of the following ways:

- (a) Continue to pay 3% contribution after PAYE tax.
- (b) Contribute 0 – 25% contribution before PAYE tax.

6.10 Salary Adjustment

In addition to the 2% wage increase from 1 January 1999 there will be a further increase in all salaries of 2% from the first full pay period after 1 January 2000.



7.0 Learning

The development of a world leader operation and best practice workforce is critically dependant on ongoing, relevant and tailored learning programs.

All such management approved learning development will be directed towards:

- Achieving a competent workforce receptive to technological and operational change.
- Enhancing employee growth opportunities within the Company through the development of relevant competencies consistent with Company needs.

Specific training to be provided for employees will be:

- 1) Induction training on teams for all employees covered by this Agreement.
- 2) Team Leader training against agreed plan.
- 3) Consultative Committee members.
- 4) Multi-skilling in line with plan agreed by Training Committee.

Elected union delegates will be permitted to attend a reasonable amount of paid Trade Union training, following consultation and agreement with their line manager. Written details of courses will be provided to the Company.

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8.0 Leave Provisions

8.1 Annual Leave

- (a) 4 weeks (20 working days) annual leave will be available to full time employees upon each completed year of service.
- (b) The timing and length of annual leave will be determined and will take into account individual and operational requirements. For employees taking up to 4 weeks leave – 4 weeks notice is required. For employees taking greater than 4 weeks leave – 8 weeks notice is required. Exceptional circumstances will be considered at the time. The line manager will approve annual leave forms.
- (c) Annual leave will, wherever possible, be taken each year.
- (d) Annual leave loading is incorporated in the annualised salary.
- (e) All annual leave accrued will be at 9 hours/day.
- (f) Unused annual leave accrued prior to the commencement of this Agreement will be treated as hours.
- (g) Annual leave loading accrued prior to the commencement of this Agreement will be paid out as a lump sum at the current rate at the commencement of salary.

8.2 Sick Leave

In the first year of employment, five days, and thereafter eight days paid sick leave is available each year if an employee is unable to work because he/she is ill. Unused sick leave accumulates, providing a bank of paid leave in case of an extended period of illness. Sick leave will be accrued at 9 hours/day.

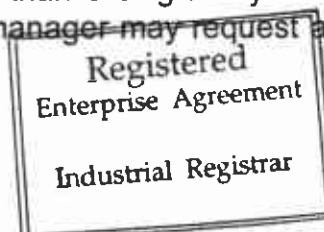
Sick leave accrued prior to the commencement of this Agreement will be treated as hours.

If a sick day is taken on a rostered Saturday/Sunday this will count as part of the 8 days annual sick leave entitlement. A medical certificate will be required for absences on a second and subsequent rostered Saturday or Sunday.

8.2.1 Notification of Absence

To be eligible for the sick leave payment an employee must notify his/her Team Leader (or in his/her absence the Line Manager) as soon as possible and preferably within an hour of the commencement of the shift. Medical certificates must be provided by an employee for sick leave in excess of one rostered working day consecutively or one rostered working day before/after public holiday.

If an employee takes more than 5 single day absences during a 12 month period, his/her line manager may request a medical certificate for any further absences.



8.2.2 Family/Carer's Leave

The Company will reasonably consider any application for family/carers leave to enable employees to provide short-term assistance to ill members of their immediate family. Where such leave is approved it may be granted as either paid or unpaid sick leave.

8.3 Parental Leave

Parental leave (maternity, paternity and adoption leave) is available to employees in accordance with legislation as varied from time to time.

8.4 Jury Leave

Employees summoned to attend jury service will continue to receive their salary less the monies received from the Court for the duration of their attendance.

8.5 Bereavement Leave

Having regard to our relationship of trust and responsibility, bereavement leave will not be bound by prescription.

The Company will approve all reasonable requests for paid bereavement leave of up to 3 days on the occasion of the death of any member of the employee's immediate family. Paid leave beyond 3 days may be approved on a case by case basis subject to Company policy.

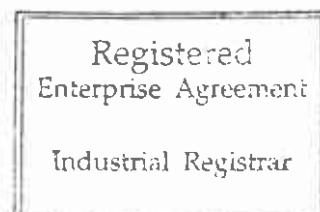
8.6 Long Service Leave

The Company will adhere to the NSW Long Service Leave Act 1955, as amended for the administration of Long Service Leave for employees covered by this Agreement.

8.7 Public Holidays

a) Substitution of Public Holidays/ union picnic day by Agreement

- (i) Employees will receive their 10 public holidays entitlement throughout the year. It may be necessary to move a public holiday / union picnic day to meet business needs. This will be following consultation and agreement with the employees, Team Leader/Manager.



(ii) Where in the State or a locality within the State, an additional public holiday is proclaimed or gazetted by the authority of the Commonwealth Government or by the State Government and such proclaimed or gazetted holiday is to be observed generally by persons throughout the State or a locality, or where such a proclaimed or gazetted day is, by any required judicial or administrative order, to be so observed, then such day will be deemed to be a holiday for the employees covered by this agreement who are employed in the area in respect of which the holiday has been proclaimed or ordered as required.

(iii) If a variation is made by the:

New South Wales Industrial Relations Commission to the Public Holidays' Clause in the Transport Industry Mixed Enterprises Interim (State) Award, 1992,

this Agreement will be varied, consistent with the Award variation, from the same operative date.

b) Roster Working

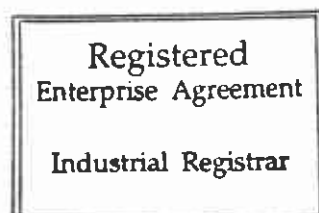
An employee will not be able to claim more than one day off for each Public Holiday occasion.

Public Holiday – Saturday/Sunday

If an employee is scheduled to work a rostered Saturday or Sunday which is a Public Holiday, the employee will take that day as the Public Holiday or following consultation and agreement additional annual leave or their next working day as the holiday.

Public Holiday – Monday/Friday

If the Public Holiday falls on a non rostered Monday or Friday, the employee will receive a day off in lieu of the Public Holiday to be taken as the next working day or following consultation and agreement at a different date.



9.0 Union Access

An official of the unions party to this Agreement may meet with employees covered by this Agreement at times mutually agreed with the relevant manager. It is expected that the union official will:

- Give adequate notice to the manager so that any meeting arranged can be scheduled to minimise disruption to customer service.
- Report to reception upon arrival at the site.
- Be accompanied by union delegate/s while on site.
- Comply with the site security and safety regulations.

It is recognised by the Company that elected delegates will require time away from their normal duties to perform the role of delegate. Reasonable time will be permitted. For safety and planning purposes, delegates will advise their Team Leader / Manager when they need to perform the role of delegate – wherever possible this will be at a time to minimise business disruption. Concerns over excess time being taken will be raised by the Line Manager with the Senior Delegate / Union Organiser.



10.0 No Extra Claims

- 10.1** The unions and employees party to this Agreement undertakes that during the period of operation of this Agreement, there will be no further remuneration increases granted, except for those provided under the terms of this Agreement.



11.0 Leave Reserved

There will be a monthly review of progress against Agreement and Annual Plan by the Consultative Committee and a quarterly review by the SBU including officials.

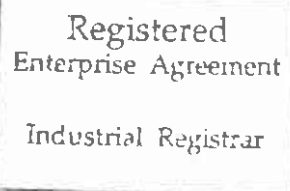
Leave is reserved to investigate the concerns of employees over fortnightly/monthly pay. These will be addressed with the view to its implementation in the next Agreement.

Leave is reserved to review the Opal reporting system with a view to moving to equivalent cylinder measurements at the end of the Agreement.

The Consultative Committee will be made up of 1 employee from each of the following departments: P&L, Test Shop, DA/Refrigerants, Special Gases, Works Loading, Maintenance along with up to 3 representatives from the Site Management Team. The makeup of the Consultative Committee will be reviewed at the quarterly SBU.

Leave is reserved by either party to review the Agreement to assess the implementation of annualised salaries. This will take place after 6 and 12 months during the Agreement. Consultation will take place prior to either party withdrawing from annualised salaries.

If either party withdraws, negotiations will take place between both parties with the aim of developing a Wages Based Agreement incorporating the base increases and flexibilities negotiated in the current Agreement. If there is failure to agree the terms and conditions the site will revert to the SOC IV Agreement incorporating the percent increases agreed in this Agreement.*



12.4 Normal Hours

- a) Employees will be paid for 45 hours/week with no rostered days off. Any RDOs not taken prior to annualised salary will be paid out in line with the award as a lump sum at the commencement of this Agreement.
- b) Employees will normally be rostered to work Monday to Friday. At times employees will be required to work at weekends. Under these circumstances employees will work either a six day roster or a sixth/seventh working day as determined by the Production Manager and detailed in Clauses 12.5, 12.6 and 12.7.

12.5 Six Day Rolling Roster (Tuesday – Saturday)

All employees from an area will be expected to work the six day rolling roster. If an employee knows in advance he/she is unable to attend the Saturday for whatever reason, he/she will advise the Team Leader who must make alternative arrangements.

If an employee does not attend the Saturday when he/she is scheduled to work the 6 day rolling roster, and their tasks cannot be carried out by another employee on site, Voluntary Call Back will be initiated for employees to complete the tasks.

Employees on a rolling roster will work Tuesday – Saturday. Relief will be provided into the Team on a Monday if required. Employees will be given advance notice of the need to work a six day rolling roster. A minimum of 7 days notice will be given.

If a rolling roster is required to entail an afternoon shift this will be introduced following consultation and agreement

The current business need is for Works Loading to have 2 employees on a rolling roster working every Saturday. Under these arrangements each Works Loader would work one Saturday every six weeks.

12.6 Six Day Voluntary Roster (Sunday-Thursday)

A further six day voluntary roster (Sunday – Thursday) may be employed if required to meet business needs.

Volunteers who are trained and certified appropriately from an area will be requested to work the six day voluntary roster. If an employee knows in advance he/she is unable to attend the Sunday for whatever reason, he/she will advise the Team Leader who must make alternative arrangements.



If an employee does not attend the Sunday when he/she is scheduled to work the 6 day rolling roster, and their tasks cannot be carried out by another employee on site, Voluntary Call Back will be initiated for employees to complete the tasks.

Employees on roster will work Sunday - Thursday. Relief will be provided into the Team on a Friday if required. Employees will be given advance notice of the need to work a six day voluntary roster. A minimum of 7 days notice will be given.

If a voluntary roster is required to entail an afternoon shift this will be introduced following consultation and agreement.

12.7 Additional Working Day(s)

Occasionally it will be necessary for employees to work a sixth or seventh day during the week, ie. Friday, Saturday, Sunday or Monday in addition to the normal rostered five days. This will be worked as an 8-hour day and the 8 hours will not count towards the safety net 2340 hours. Refer to Clause 14.2 for payment amounts.

12.8 Working Hours

- a) The Company's plan and aim is that employees will work on average less than 45 hours/week. Employees will be rostered to work 42½ hrs/week. The workload will be planned so that provided minimum performance standards (in line with Incentive Targets) are met employees will be able to complete the work in line with the rostered hours. The number of hours worked on any one day may vary (in excess of or less than 9 hours) to meet operational and customer requirements. There will be a minimum working week of 38 hours. There will be a maximum working week of 52 scheduled hours with a maximum of 12 hours on any one day. Each employee's salary takes into account all of the requirements of the employee's role. The requirements of each task will be set out in relevant performance standards.

Employees commit to completing the scheduled work for any one day. This will be achieved through total flexibility by the workforce across the SOC site. Employees are expected to be available to work a reasonable number of additional hours if called on to do so. This may be necessary to replace absent team members, complete jobs, meet production and or process requirements, break downs and the like. Any additional hours will be worked Monday to Friday. Variations in hours will be shared across the full team.

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