

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/136

TITLE: Herald Publications Call Centre Enterprise Agreement 2001

I.R.C. NO: 2001/5568

DATE APPROVED/COMMENCEMENT: 28 August 2001/1 July 2001

TERM: 1 July 2003

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 26 April 2002

DATE TERMINATED:

NUMBER OF PAGES: 23

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all clerical and administrative employees of the Call Centre

PARTIES: John Fairfax Publications Pty Limited -&- the Federated Clerks' Union of Australia,
New South Wales Branch

NEW SOUTH WALES INDUSTRIAL COMMISSION

Industrial Relations Act 1996

Herald Publications

Call Centre

Enterprise Agreement, 2001

FEDERATED CLERKS UNION of AUSTRALIA

and

JOHN FAIRFAX PUBLICATIONS PTY. LIMITED

**Registered
Enterprise Agreement**

Industrial Registrar

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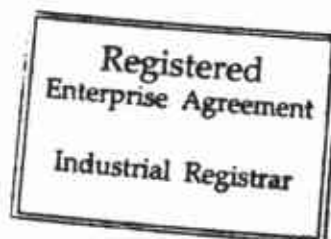
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1. TITLE, PURPOSE AND INCIDENCE

This agreement is between John Fairfax Publications Pty. Ltd ("the company"), and the Federated Clerks Union of Australia, and is called *Herald Publications Call Centre Enterprise Agreement 2001*. It sets out the terms and conditions of employment with effect from 1 July, 2001. Where the agreement is silent the *Clerical and Administrative Employees (John Fairfax Publications) Award 2000* will apply.

This agreement rescinds and replaces The Sydney Morning Herald Classified Advertising Call Centre Agreement 1999.

The purpose of this agreement is to:

- encourage harmonious relations and goodwill by developing mutual understanding through consultation and co-operation;
- improve the productivity, efficiency and profitability of the company for the benefit of all; and
- provide employees with a fair income, good conditions of employment and employment security.

2. NO DURESS

This agreement was entered into without duress.

3. JOINT COMMITTEE

A joint committee consisting of three management representatives and three employee representatives will be established to ensure that:

- workplace problems are resolved through participation between management and staff;
- there is consultation regarding matters involving changes to the organisation or performance of work in the Herald Publications Call Centre;
- the introduction of new equipment and technology is undertaken in a manner that is safe, logical and reasonable. A key consideration will be the training requirements for affected staff.

The joint committee will meet as required.

The joint committee is only empowered to make recommendations to the Sales Director, Operations. Recommendations must be made by consensus.

4. DEFINITIONS

"Casual employee" shall mean an employee engaged by the hour – their base hourly rate will be calculated by dividing the appropriate weekly rate by thirty-eight..

"Company" shall mean John Fairfax Publications Pty Ltd.

"Parental Leave" shall include paternity, maternity and adoption leave.

"Union" shall mean the Federated Clerks Union of Australia, New South Wales Branch.

"Basic Salary" as of the 27th August 2001, shall mean the appropriate weekly rate (including 1.346% Annual Leave Loading) divided by thirty eight.



5. CONTRACT OF EMPLOYMENT

A full-time employee will be rostered to work an average of 38 hours per week.

A part-time employee shall be rostered to work not less than 12 hours and not more than 38 hours per week, and not less than 4 and not more than 8 hours per day. (Note: see last paragraph of this clause.)

A casual employee will not work more than an average of 20 hours per week and is entitled to a minimum payment of four hours pay for each engagement. To cover specific requirements or absences, a casual employee's hours may be temporarily increased by mutual agreement.

A full-time, part-time or casual employee's hours of work may be varied from time to time to take into account changes in either:

- a) the needs and profitability of the business; or
- b) the employee's personal needs and availability.

Where a change in hours is necessary there shall be consultation between the employee and the manager on the timing and implementation of the required variation to the hours of work.

If agreement cannot be reached between the employee and their manager, the Avoidance of Disputes Procedure in Clause 18 shall be followed.

By mutual agreement between the employee and the supervisor, an employee may work a shift of up to 10 hours per day of ordinary time to meet the needs of the company's business.

6. JOB TITLE AND DUTIES

Employees will be employed in one of the classifications specified in Clause 6 Remuneration, Sub-clause (i) Basic Salary.

The development of new skills and work opportunities is encouraged. The company may direct employees to carry out duties that are consistent with their classification, individual skills and experience (provided that such duties are not designed to promote deskilling), and undertake training as required by the company.

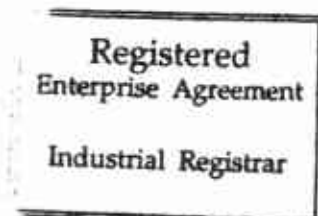
When required by the company, employees will be trained in the use and operation of any office equipment and technology.

The company may direct employees to perform duties and use any equipment and technology as required provided they have been adequately trained.

Any direction issued by the company will be consistent with the company's responsibilities to provide a safe and healthy working environment.

Employees will, when reasonably required by the company, work in any Herald Publications office that is currently operating or may operate in the future.

Employees will, when required, advise clients of company promotions



7. REMUNERATION

(i) Basic Salary – Herald Publications Call Centre

Operative Date: 4% increase from first full pay period on or after 1 July 2001.
 Annual Leave Loading roll up: 1.346% increase effective 27th August 2001.
 Further Increase: A further increase of 3% from first full pay period on or after 1 July 2002

By mutual agreement between the employee and the company, the basic salary may be altered to facilitate salary sacrifice and salary packaging arrangements.

Level	Relativity	Base Rate 1 July 2001 \$	Base Rate (inclusive Of Annual Leave Loading) 1 September 2001	Herald Publications Call Centre Sales Stream	Customer Service Stream
5	112.5%	Weekly: \$693.00 Part-time(p.hr.) \$18.24 Casual (p.hr.) \$21.88	Weekly: \$702.30 Part-time(p.hr.) \$18.48 Casual (p.hr.) \$22.18	Incoming plus any 4 of Customer Service, Validity, Retail, Canvassing, Switch, Ad-Online, Administration and State Government	Customer Service D
4	110%	Weekly: \$677.60 Part-time (p.hr.) \$17.83 Casual (p.hr.) \$21.40	Weekly : \$686.70 Part-time (p.hr.) \$18.07 Casual (p.hr.) \$21.69	Incoming plus Canvassing or Incoming plus any 2 of Customer Service, Validity, Retail, Switch, Ad-Online, Administration and State Government	Customer Service C
3	107.5%	Weekly : \$662.20 Part-time (p.hr.) : \$17.43 Casual (p.hr.) : \$20.91	Weekly : \$671.10 Part-time (p.hr.) : \$17.66 Casual (p.hr.) : \$21.19	Incoming plus any one Customer Service, Validity, Retail, Switch, Ad-Online, Administration and State Government	Customer Service B
2	105%	Weekly : \$646.80 Part-time (p.hr.) : \$17.02 Casual : (p.hr) \$20.43	Weekly : \$655.50 Part-time (p.hr.) : \$17.25 Casual : (p.hr) \$20.70	Incoming	Customer Service A
1	100%	Weekly : \$616.00 Part-time (p.hr.) : \$16.21 Casual (p.hr.) : \$19.45	Weekly : \$624.30 Part-time (p.hr.) : \$16.43 Casual (p.hr.) : \$19.71	Validity checking	NA
Trainee	95%	Weekly: \$585.20 Part-time (p.hr.) : \$15.40 Casual (p.hr.) : \$18.48	Weekly : \$593.10 Part-time (p.hr.) : \$15.61 Casual (p.hr.) : \$18.73	Not yet trained	Not yet trained

Progression Rules

Herald Publications Call Centre Sales Stream

Progression in this stream is based on attainment of competencies in the ~~Herald Publications Call Centre~~ Sales skill functions as described in Schedule A.

Customer Service Stream

Progression in this stream is based on an annual Performance Review based on factors such as SII Competency, Admarc Competency, Negotiation Skills, Accuracy and Customer Relation Skills.

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Preference for Skill Training

Training opportunities shall be allocated in accordance with the following priorities:

1. Full-time employees
2. Part-time employees
3. Casual employees

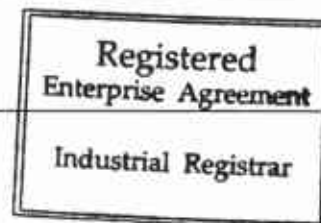
Note: See Schedule B

Basic Salary – Herald Publications AdOnline

To ensure equitable increases between AdOnline and other Call Centre staff, increases will be applied to the AdOnline pay table as follows:

1. The percentage increase agreed to in the Call Centre Agreement, will be applied to Level 1 (100%) of the Call Centre pay table.
2. The subsequent dollar figure (of Level 1 Call Centre) will then be applied to the Level 5 – Step 2 (122.5%) of the AdOnline pay table.
3. This will then be converted into a percentage figure of Level 5 – Step 2.
4. This percentage figure will be applied to all levels of the AdOnline pay table.

Level	Relativity	Base Rate 1 July 2001 \$	Base Rate 1 September 2001 (inclusive of Annual Leave Loading) \$
Trainee	100.00%	Weekly: \$730.89 Part-time(p.hr.) \$19.23 Casual (p.hr.) \$23.08	Weekly: \$740.73 Part-time(p.hr.) \$19.49 Casual (p.hr.) \$23.39
Level 2 – Step 1	105.00%	Weekly: \$767.44 Part-time(p.hr.) \$20.20 Casual (p.hr.) \$24.23	Weekly: \$777.77 Part-time (p.hr.) \$20.47 Casual (p.hr.) \$24.56
Level 2 – Step 2	107.50%	Weekly: \$785.71 Part-time(p.hr.) \$20.68 Casual (p.hr.) \$24.81	Weekly: \$796.29 Part-time (p.hr.) \$20.95 Casual (p.hr.) \$25.15
Level 3 – Step 1	110.00%	Weekly: \$803.98 Part-time(p.hr.) \$21.16 Casual (p.hr.) \$25.39	Weekly: \$814.80 Part-time (p.hr.) \$21.44 Casual : (p.hr.) \$25.73
Level 3 – Step 2	112.50%	Weekly: \$822.25 Part-time(p.hr.) \$21.64 Casual (p.hr.) \$25.97	Weekly: \$833.32 Part-time(p.hr.) \$21.93 Casual (p.hr.) \$26.32
Level 4 – Step 1	115.00%	Weekly: \$840.53 Part-time(p.hr.) \$22.12 Casual (p.hr.) \$26.54	Weekly: \$851.84 Part-time(p.hr.) \$22.42 Casual (p.hr.) \$26.90
Level 4 – Step 2	117.50%	Weekly: \$858.80 Part-time(p.hr.) \$22.60 Casual (p.hr.) \$27.12	Weekly: \$870.36 Part-time(p.hr.) \$22.90 Casual (p.hr.) \$27.49
Level 5 – Step 1	120.00%	Weekly: \$877.07 Part-time(p.hr.) \$23.08 Casual (p.hr.) \$27.70	Weekly: \$888.88 Part-time (p.hr.) \$23.39 Casual (p.hr.) \$28.07
Level 5 – Step 2	122.50%	Weekly: \$895.34 Part-time(p.hr.) \$23.56 Casual (p.hr.) \$28.27	Weekly: \$907.39 Part-time (p.hr.) \$23.88 Casual (p.hr.) \$28.65



Progression Rules

Progression through the AdOnline pay table is based on annual performance reviews. Reviews are based on the AdOnline Helpdesk Support members' Performance Agreement and the AdOnline Core Competencies. Core Competencies include AdOnline administration, AdOnline helpdesk support, testing, customer service, demonstrations, punctuality and attendance, adaptability and other specific duties.

Training

If a specific skill is essential to the role of an AdOnline Helpdesk Support person, the company will undertake to ensure that the required training is provided.

Lump sum payment

Full time staff of AdOnline as at 1 June 2001 will receive a one off lump sum payment of \$120 for each month they have been permanent members of the AdOnline team from 1 August 2000. This figure will be pro-rated for part time staff. New AdOnline employees from 1 June 2001, will not be eligible for this one off lump sum payment. This payment will be made on or after the first full pay period in June 2001.

(ii) Casual Employees

A casual employee's base hourly rate will be calculated by dividing the appropriate weekly rate by thirty-eight. A casual employee shall be paid for all ordinary time worked at the base rate plus 20% loading in lieu of any payments for sick leave, bereavement leave, etc. A casual employee shall also be paid 1/12th of the ordinary rate in lieu of annual leave for all ordinary hours worked.

Casuals will have their annual leave paid each fortnight rather than as a lump sum effective 1 July 2000. This will be shown as a separate item on the payslip.

(iii) Incentive Schemes

An employee may receive additional remuneration according to the terms of incentive schemes established by the company. A prospective employee will be advised of the nature and detail of the scheme(s) in writing at the time employment is offered.

During the course of employment an employee may request advice (written or verbal) on any scheme as it relates to their employment.

The terms of such schemes will be reviewed from time to time to suit the needs of the business. Employees affected by any changes will be advised in writing.

Employees employed on the AdOnline Helpdesk, negotiated to have their incentives rolled into their annualised salary as at 1 June 2001.

(iv) Overtime

Overtime will be payable to employees upon working in excess of 8 hours unless it has been mutually agreed that an employee will work up to 10 hours per day of ordinary time. Time worked in excess of the ordinary working hours is overtime and is to be paid at the rate of:

- a) time-and-one-half for the first two hours and double-time thereafter during Monday to Friday;
- b) double-time on weekends.



By mutual agreement, an employee may take time in lieu of payment. Time off shall accrue at the rate of one hour off for one hour of overtime.

Overtime is to be calculated on a daily basis.

When required, employees will work overtime as is necessary to meet the reasonable needs of the business. Overtime will be arranged so that employees have at least ten consecutive hours off duty between the work of successive days. An employee required to commence work before the expiration of 10 hours from the completion of the previous shift will be paid at the rate of time-and-one-half up to the completion of the 10 hours.

Employees are no longer entitled to a paid meal allowance when working overtime (this has been bought out under the terms of this 2001 agreement).

(v) Shift Allowances

(a) Night Shift

"Night Work" will mean any shift where more than one-half is performed between the hours of 6.00 p.m. and 6.00 a.m. daily. If employees are required to undertake night work, a night shift payment of \$2.3051 for each hour worked in the shift will be made. For example, an employee that works a four hour shift that attracts a night shift allowance will be paid an additional \$9.22. A night shift allowance will not exceed \$23.05 per day, which is paid for a 10 hour shift.

(b) Early Start

If employees are required to commence work prior to 8.00 a.m. an early start payment of \$1.1626 for each hour worked in the shift will be made. For example, an employee that works a six hour shift that starts at 7.00 a.m. will be paid an additional \$6.98. An early start allowance will not exceed \$11.63 per day, which is paid for a 10 hour shift.

(c) Late Finish

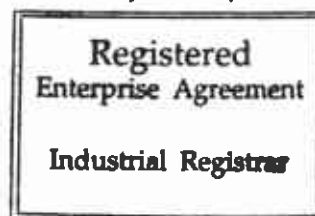
If employees are required to cease work after 6.00 p.m. a late finish payment of \$1.9608 for each hour worked will be made. For example, an employee that works an eight hour shift that finishes at 7.00 p.m. will be paid an additional \$15.69. A late finish allowance will not exceed \$19.61 per day, which is paid for a 10 hour shift.

Early start and late finish allowances shall not apply if the employee is entitled to a night shift payment. Shift allowances are not to be included as part of the overtime calculation.

(vi) Weekend Penalty Rates

All ordinary time worked between midnight Friday and midnight Saturday will be paid at the rate of time-and-one half.

All ordinary time worked between midnight on Saturday and midnight on Sunday will be paid at the rate of time-and-three quarters.



(vii) Travelling Expenses

All reasonable expenses incurred on company business will be paid. Each claim is to be supported by a receipt.

Overtime will be paid for travelling on company business outside ordinary working hours which is in excess of the time normally occupied by travelling between home and the office.

Where employees are required to use their motor car by the company on a casual or incidental basis, they shall be paid an amount of 53 cents per kilometre travelled, during such use.

(viii) Electronics Funds Transfer

Salary and expenses are payable to employee's nominated bank accounts on a fortnightly basis.

8. SUPERANNUATION

The company will pay a superannuation contribution, incorporating occupational superannuation contributions and the superannuation guarantee charge, in accordance with the trust deed of the John Fairfax Retirement Fund and/or CARE Fund. The company will not be required to contribute in respect of a period when the employee is absent without pay.

9. ROSTERED DAY OFF

Full time employees, who did not take up the company's offer of cashing out RDO's during the 1999/2000 Enterprise Agreement, and were employed prior to 1 September 1999, continue to be entitled to a rostered day off every four (4) weeks to a maximum number of 12 per year. Part time employees who are entitled to rostered days off will receive them on a pro rata basis (same conditions as full-time employees apply). Rostered days off will be taken at a time that is mutually agreed. Any employees employed after 1 September 1999 are not entitled to RDO's.

10. BREAKS

Employees are entitled to an unpaid meal break of not less than 30 minutes during a shift of more than 5 hours. An employee will not be required to work more than 5 hours without a meal break. Tea and meal breaks are automatically rostered but can be changed by mutual agreement between the employee and their team leader/manager.

Employees will be entitled to 5 minutes per hour as a rest break from continuous PC work or time as mutually agreed between an individual and their supervisor / manager.

11. LEAVE

This clause applies to all permanent (full-time and part-time) employees.

(i) Public Holidays

Any day gazetted as a public holiday will be a paid holiday for permanent employees provided the employee was rostered to work on that day. Work performed on public holidays will be paid for at the rate of double-time-and-one-half for a minimum of four hours. Alternatively, by mutual agreement an employee may take another day off.



(ii) Picnic Day

Full-time employees are entitled to a paid picnic day each year to be taken at a mutually agreed time.

(iii) Annual Leave

The NSW Annual Holidays Act 1944 applies to Herald Publications Call Centre employees.

The base hourly rate of pay will be increased on Monday 27th August 2001, by 1.346 per cent to incorporate the annual leave loading (this date has been chosen as it is at the end of a fortnightly pay cycle). The monetary effect of this is set out in the salary tables in clause 7 of this Agreement. Annualisation of Annual Leave Loading will apply to leave accrued from 27th August 2001. The entitlement to loading on accrued Annual Leave as at 26th August 2001 will be paid out in the pay period of 27th September 2001.

Annual leave will be taken in periods (including single days) as mutually agreed. Agreement will not be unreasonably withheld. Employees will be entitled to take annual leave in at least one block of 2 weeks each year.

Failing mutual agreement, the company will provide 4 weeks notice as to when the employee commences leave.

Annual leave will be given and taken within twelve months of it accruing.

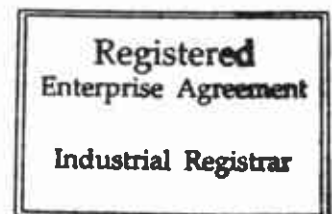
Where an employee takes annual leave in advance of it accruing and the employment is subsequently terminated the company will be entitled to deduct the amount paid for leave not yet accrued from monies due the employee.

(iv) Sick Leave

Employees will be provided with reasonable sick leave on the basis of mutual trust and respect. As a guideline, a full-time employee will be entitled to 5 days sick leave in the first year of service and ten (10) in each subsequent year. Part-time employees will be entitled to pro-rata sick leave. Sick leave may be extended beyond these guidelines, which will be determined on the merits of each case. Casual employees will not be entitled to paid sick leave.

The company may require an employee to undergo a medical examination or produce a medical certificate to justify an absence for sickness:

- (a) if the company is concerned with the frequency and/or duration of the absence because of personal ill health;
- (b) when the employee returns to work following a protracted illness;
- (c) to assess a work related injury; and
- (d) where it is necessary to assess the employee's capacity to work.
- (e) where the sick leave falls on either side of a weekend or public holiday



Paid sick leave may be withheld after the employee has been properly consulted if the company is not satisfied with the frequency or reasons for the absence(s).

(v) Long Service Leave

The New South Wales Long Service Leave Act 1955 applies to Herald Publication Call Centre employees. Casual employees will be entitled to long service leave for all service with the company prior to the May 1985 amendment to the Act.

(vi) Family Leave

Permanent (full-time and part-time) employees will be entitled to reasonable paid family leave when they have to care for dependants or members of their household. Circumstances include when dependants are ill, or where the normal care arrangements have broken down and there is no practical alternative arrangement other than for the employee to provide care.

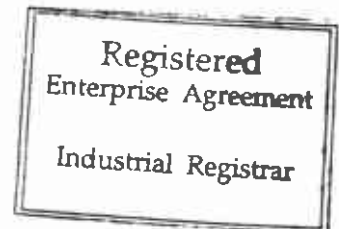
The amount of family leave to be taken will be determined between the employee and the manager on the basis of mutual trust and respect. The amount of family leave approved will depend upon the particular circumstances of the application. Management may request that a medical certificate is produced. As a guideline, up to 5 days per year can be used as family leave. Part-time employees will be entitled to pro-rata family leave.

(vii) Bereavement Leave

The company recognises and supports its employees in times of need and subject to prompt notice, bereavement leave will be granted.

The company approves reasonable requests for Bereavement Leave for staff:

- (a) *on the death of their partner*
- (b) *on the death of their own or their partners;*
 - *Parent, brother, sister, child.*
 - *Step/foster parent, brother, sister, child.*
 - *Grandparent, great grandparent, grandchild.*



Managers can approve bereavement leave when a person not included in this list dies and employees can demonstrate a significant and close relationship. Depending on the circumstances, managers can request evidence of the death and the employees relationship with the person that has died.

The amount of leave granted to an employee will depend upon the particular circumstances. Bereavement leave is not available when employees are on any other type of leave.

(viii) Parental Leave

Parental leave is maternity leave, paternity leave and adoption leave, and will be available to employees that have worked for the company on a permanent part-time or full-time basis for a minimum period of least 12 continuous months prior to the expected date of the child's birth or adoption. Permanent employees will be entitled to 52 weeks parental leave; six (6) weeks of which are paid leave and 46 of which are leave without pay.

Employees can take other forms of leave, such as annual leave and long service leave accruals to reduce the amount of parental leave without pay, providing the total absence before and after the birth or adoption of the child is not longer than 52 weeks. Managers can approve the 52-week period of parental leave in blocks of time in a two-year period after the birth or adoption of a child.

At least six weeks maternity leave must be taken after the birth of the child. The six-week leave period of paid maternity leave must include the expected date of the child's birth.

One week's paternity leave will be available at the time of the child's birth, however; to be eligible for the balance of five weeks paid paternity leave, the employee must be the child's primary care-giver at the time of the leave.

When both parents work for the company, the combined parental leave entitlement will be 52 weeks. The six-week period of paid leave can only be paid to one partner, either as paid paternity or maternity leave. If an employee's partner does not work for the company, the entitlement to 52 weeks is not reduced by any leave period which is taken by the partner.

Employees will give their manager at least 10 weeks notice before the birth of the child, of their intention to take maternity or paternity leave and make a formal application at least four weeks before the expected date of the child's birth. If employees wish to take adoption leave they will notify their manager as soon as they are aware of the presumed adoption of their child. Employees can vary their request for parental leave as many times as they wish before they begin the leave. After commencing the leave, employees have a right to vary the period of leave once, by providing two weeks written notice; which must be approved by the manager.

Periods of parental leave without pay will not count towards the accrual of any other type of leave such as annual leave, long service leave, or service for the purpose of redundancy. Continuity of service with the company during all periods of parental leave, with and without pay will be maintained.

(ix) Workers' Compensation

The Workers' Compensation Act, 1987 applies to Herald Publications Call Centre employees.

12. JURY DUTY

Employees required to attend jury service will receive their ordinary pay and average incentive payments. When an employee is notified that they must attend jury duty they will promptly inform their manager.

Payments made by the Jury Service to the employee for expenses such as meal, travel and hotel allowances may be retained by the employee. All other payments made to an employee for jury duty will be paid to the company.

13. TRADE UNION TRAINING

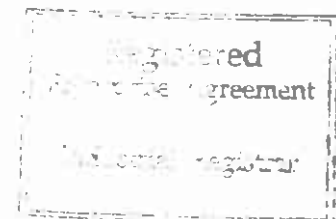
Union representatives will be entitled to reasonable paid leave for trade union training. Any request for trade union training will be directed to the department manager.

14. CONFIDENTIALITY

Except in the proper course of their duties employees will not divulge any confidential information concerning the business or finances of the company or any group company.

15. PROPERTY OF THE COMPANY

On termination, an employee must return all company property held by them.



16. NOTICE OF TERMINATION

If either the employee or the company decides to terminate an employees employment, the following notice (or payment in lieu of notice) shall be provided to the other party according to the length of continuous service. However, by mutual agreement a shorter period of notice can apply.

<u>Period of Continuous Service</u>	<u>Period of Notice</u>
Not more than 1 year	At least 1 week
More than 1 year but less than 3 years	At least 2 weeks
More than 3 years but less than 5 years	At least 3 weeks
More than 5 years	At least 4 weeks

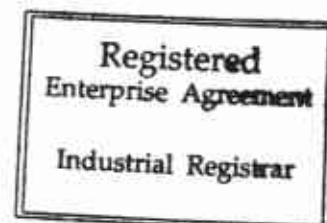
17. REDUNDANCY PAYMENTS

In the event of termination of employment by reason of redundancy, employees will be entitled to receive a redundancy payment calculated at the rate of 4 weeks current gross salary, per year of continuous employment plus 2 weeks pay (in lieu of notice period). All other entitlements will be paid.

18. AVOIDANCE OF DISPUTES PROCEDURE

When an industrial dispute or grievance occurs the following procedures will be observed:

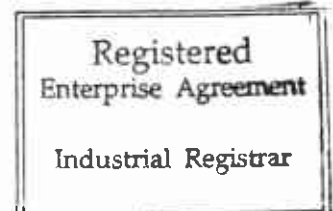
- Step 1.** The employee will first discuss the matter with a supervisor/team leader/manager.
- Step 2.** If the matter is not resolved it will be discussed by the employee and the appropriate union delegate with the Unit Manager.
- Step 3.** If the dispute is not settled promptly the above parties will, confer as soon as possible with a representative from the Human Resources Department.
- Step 4.** If the dispute is not settled the above parties and union officials shall confer with the Group Manager HR/ER Strategy and Policy or his/her nominated HR representative.
- Step 5.** If the matter is not settled, either party may refer it to the Industrial Commission.
- Step 6.** At any stage in the procedure, either party may ask for, and be entitled to receive a response to their representations within a reasonable time.
- If there is undue delay on the part of the other party in responding to representations, the party complaining of the delay may, after giving notice of their intentions to do so, take the matter to a next level in the procedure.
- Step 7.** Full co-operation will be provided and goodwill maintained at all times while a disputed issue is proceeding through the Disputes Procedure.



19. CONDUCT AND PERFORMANCE

- a) Where an employee's conduct or performance is unsatisfactory the company's disciplinary policy will apply.
- b) This policy will ensure that all employees are treated fairly and with the objective of addressing the cause of the employee's work performance issue.
- c) The policy shall consist of:
 - (i) A verbal warning. In some circumstances it may be appropriate for more than one verbal warning to be given.
 - (ii) A written warning being issued.
 - (iii) Final written warning.
 - (iv) Termination.

The level of disciplinary action will depend on the nature of issue to be addressed.



- d) Employees will be given an opportunity to respond to the issues raised in a Disciplinary Interview.
- e) An employee may have a union or other representative present during the Disciplinary Interview. Before the interview commences the employee will be given the choice of having another present.
- f) In the case of serious and wilful misconduct an employee may be terminated without notice.

20. SALARY SACRIFICE

- I. Despite any other provisions of this Agreement, for the purpose of calculating ordinary time earnings, the rate of pay per week prescribed in Clause 6, (i), shall be reduced by the amount which an employee elects, by notice in writing to the Company, to sacrifice in order to enable the company to make a salary sacrifice/contribution for the benefit of the employee.
- II. For an employee's application to be valid the employee must complete an application form provided by the company. Further, there must be agreement by the company and the employee, so as to process this application.
- III. The reduced rate of pay and the salary sacrifice contributions provided for in this clause shall apply for periods of annual leave, long service leave, and other periods of paid leave.
- IV. All other award payments, including payments on termination, calculated by reference to the employee's rate of pay shall be calculated by reference to the rate of pay per week specified for the employee in Clause 6, (i).
- V. Unless otherwise agreed by the company, an employee may revoke or vary his or her election once in each twelve months. Not less than one month's written notice shall be given by an employee of revocation or variation of the employee's application.
- VI. The continuation of this Salary Sacrifice Agreement is subject to the Company not incurring any consequential or additional costs in association with its operation. Should changes occur in Tax law or practice such that the Company incurs a cost or expense

under or in respect of this agreement, it shall immediately cease to apply on the company giving notice. Similarly, if tax or other changes occur which affect the employee's salary sacrifice, they may, upon one month's notice in writing, elect out of the Salary Sacrifice Agreement.

- VII. If there are any outstanding monies in relation to the Salary Sacrifice Agreement, owed to the company at the time of termination, the company has the right to deduct these monies from the employees termination payment.
- VIII. The Company shall not use any superannuation contribution made in accordance with an employee's application to meet its minimum employer obligation under the Superannuation Guarantee Administration Act 1992 (Cth) or any legislation which succeeds or replaces it.

This variation shall come into force on and from the beginning of the first pay period to commence on or after 1 November, 1999.

Registered
Enterprise Agreement
Industrial Registrar

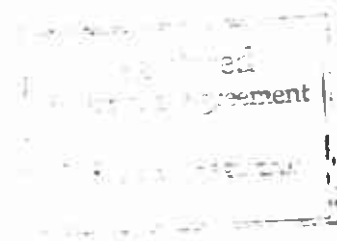
21. ANTI-DISCRIMINATION

- (i) It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, ~~and~~ age, and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in the clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from the anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age.
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56 of the Anti-Discrimination Act 1977;
 - (d) a party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

22. TERM

The agreement will operate from July 1, 2001 and will continue for a period of two years. If the parties do not enter into a new agreement the terms of this agreement will continue to apply. The parties agree to commence negotiations for the next enterprise agreement in January 2003. It is agreed that any future wage increases or changes to conditions will not apply before 1 July 2003.

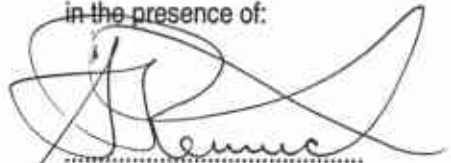
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IN WITNESS WHEREOF the parties have signed and sealed this agreement on

THE COMMON SEAL OF
JOHN FAIRFAX PUBLICATIONS
PTY LIMITED

was hereunto affixed
in the presence of:


.....
NSW Employee Relations Manager


.....
Witness

THE FEDERATED CLERKS
UNION OF AUSTRALIA
NEW SOUTH WALES BRANCH


was hereunto affixed in
accordance with its rules
in the presence of:


.....
Secretary


.....
Witness


.....
Workplace Representative


.....
Witness


.....
Non-Union
Workplace Representative


.....
Witness

Schedule A

HERALD PUBLICATIONS (CLASSIFIED) CALL CENTRE SALES STREAM

SKILL DEFINITIONS

INCOMING

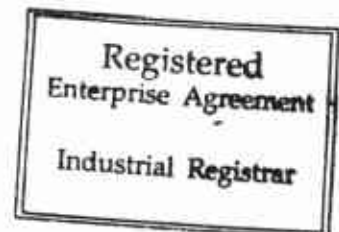
A person qualified to perform incoming function is competent to perform the following tasks:

- accept advertising copy through various delivery mediums (advise customers of layout of ads);
- assist with copy betterment, different type sizes, lines of space and special discount features;
- attempt to upsell on all incoming copy;
- encourage repeat business;
- promote goodwill by providing follow up calls to clients on expiring advertisements;
- customer relationship management by calling customers from existing databases;
- promote Fairfax products

CUSTOMER SERVICE

A person qualified to perform customer service function is competent to perform the following tasks:

- full duties of incoming plus;
- handling of customers enquiries, complaints and in-depth account enquiries;
- adjust accounts in an on screen electronic billing system (e.g. SII and Admarc);
- perform credit journal adjustments for all lineage and classified display advertisements.
- customer relationship management by calling customers from existing databases;



ADONLINE HELPDESK

A person qualified to perform AdOnline helpdesk function is competent to perform the following tasks

- *Provide helpdesk service for AdOnline customers including troubleshooting of basic technical problems
- *Promote on line products to customers over the phone
- *Gain feedback through customer satisfaction surveys
- Create maintain accurate customer records
- *Monitor the electronic processes
- Handle accounts inquiries and complaint resolution
- Conduct product development testing

NB * indicates suggested duties for back up staff



CANVASSING

A person qualified to perform canvassing function is competent to perform the following tasks:

- incoming, plus
- canvass advertising from other publications and media in order to develop new business for *Herald Publications*

VALIDITY CHECKING

A person qualified to perform validity checking function is competent to perform the following tasks:

- incoming, plus
- validating all copy and checking for standards of acceptance and anti-discrimination laws; etc
- validate copy of back page ads;
- compile "Summary of Death Notices";

- administration and clerical duties as required;
- liaise with customers when required on Standards of Acceptance,

RETAIL

A person qualified to perform Retail function is competent to perform the following tasks in a shop environment:

- incoming plus;
- receive and upsell advertising for all Fairfax publications, either face to face or by various delivery mediums;
- receive payment for accounts and handle general enquiries;
- promote, sell and market all Fairfax products;
- maintain effective visual displays

SWITCH

A person qualified to perform Switch function is competent to perform the following tasks:

- Incoming plus;
- Operate switchboard console handling multiple calls in a proficient manner;
- Efficiently make and handle overseas calls;
- Be able to operate electronic directory to access information;
- Have a thorough knowledge of the John Fairfax business, including company structure, liaising professionally with all employees;
- Be customer focused;
- Handle the paging system requests and messages.

