

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA02/27

**TITLE:** Pirelli Power Cables and Systems Australia Pty Ltd Enterprise Agreement 2001-2003

**I.R.C. NO:** 2001/6714

**DATE APPROVED/COMMENCEMENT:** 12 December 2001/31 May 2001

**TERM:** 31 May 2003

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:** 15 March 2002

**DATE TERMINATED:**

**NUMBER OF PAGES:** 18

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to all employees located at 1 Heathcoate Road, Liverpool, NSW and who are engaged pursuant to the Federal Rubber Plastic and Cable Making Industry General Award 1988 or the Metal, Engineering and Associated Industries Award 1988.

**PARTIES:** Pirelli Power Cables & Systems Australia Pty Ltd -&- the Electrical Trades Union of Australia, New South Wales Branch, National Union of Workers, New South Wales Branch

DATED:

2001

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**PIRELLI POWER CABLES AND SYSTEMS AUSTRALIA PTY LIMITED**

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**2001 - 2003**

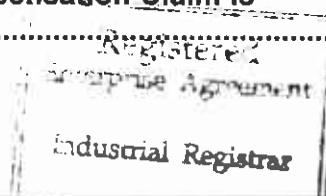
**DATES: 18 SEPTEMBER 2001**



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**1. Title**

- 1.1 This Agreement shall be referred to as the **Pirelli Power Cables and Systems Australia Pty Ltd Enterprise Agreement 2001-2003 (the Agreement)**.

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**2. Preamble**

- 2.1 This Agreement reflects the understandings of the parties and the need to continue the high level of cooperation in identifying and implementing opportunities to reduce cost, improve operational efficiencies, the reduction in waste and competitive business performance.

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**3. Application and Incident of Agreement**

- 3.1 The Agreement shall apply at the establishment of Pirelli Power Cables and Systems Australia Pty Ltd at 1 Heathcote Road, NSW in respect of all employees who are engaged in any of the occupations or callings specified in the Federal Rubber Plastic and Cable Making Industry General Award 1998, or Part 1 of the Metal, Engineering and Associated Industries Award (excluding employees in the mechanical field).

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**4. Parties**

- 4.1 The parties to this Agreement are Pirelli Power Cables and Systems Australia Pty Ltd (Pirelli), all employees of Pirelli whether or not members of any of the following employee organizations (Unions):

- (a) The National Union of Workers, (NSW Branch)(NUW);
- (b) Communication, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Electrical Division (NSW Divisional Branch)(CEPU).

(c)

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**5. Date and Period of Operation**

- 5.1 This Agreement shall come into operation on the first pay day on or following 31 May 2001 and shall remain in force until 31 May 2003. Negotiations for a replacement Agreement shall commence at the formal request of any party after 1 April 2003.

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**6. Relationship to Awards and Certified Agreement**

- 6.1 The Agreement replaces all previous agreements howsoever called. It is recognised that issues agreed to in prior certified agreements are honoured by both parties with any identical issues being superseded by the most recent agreement. Where there is no specific reference to conditions contained in this Agreement, relevant Awards will be referred to. The relevant Awards applicable are Federal Rubber Plastic and Cable Making Industry General Award 1998 and the Metal Engineering and Associated Industries Award 1998.

- 6.2 Where there is any inconsistency between any relevant Awards and the Agreement, the Agreement shall apply to the extent of the inconsistency.

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**7. Objective of this Agreement**

- 7.1 Pirelli and its employees have entered into the Agreement in order to improve the performance and thus sustain the long-term viability of Pirelli by:
- (a) being recognised as a supplier of choice for high quality energy cables and systems at a market competitive price,
  - (b) providing an acceptable return to shareholders and employees with investments in Pirelli through productivity and efficiency gains,
  - (c) enhancing an environment of continuous improvement and cost reduction that provides a sound basis for successful competition in the market place through the implementation of the new classification structure,
  - (d) implementing the new classification structure and co-ordinating the essential training requirements to support that structure through efficiency and skills, by promoting trust and job security for employees, and
  - (e) employees and unions supporting change which will ensure the viability of the Pirelli operations and the ability to create a skilled, trained and motivated workforce.

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**8. Flexibility**

- 8.1 **Shift Changeover** – The parties agree that there will be a shift changeover of 15 minutes at the end of the shift where it is deemed necessary. Outgoing operators will be required to give a full update to incoming operators during the 15 minute changeover to ensure a smooth handover. The shift changeover will be paid at overtime rates. Employees who cannot work the 15 minute changeover will need to discuss the individual circumstance with their Process Owner. After discussion with their Process Owner any employee unable to comply with the requirement will not be compelled to work the 15 minute changeover.

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**9. Continuous Improvement**

- 9.1 This process requires the involvement of employees participating in training to achieve skill sets and classification levels which reflect appropriate pay rates.
- 9.2 The parties acknowledge that the implementation of the terms of this agreement are practical and represent a commonsense approach to maintaining Pirelli's viability and will create workplace improvements by using employee skills, knowledge and expertise by promoting security through a trade-like career structure .
- 9.3 The parties acknowledge there is a genuine commitment to facilitate a free-flow of ideas from employees through processes and across processes.
- 9.4 At times it may be appropriate for new arrangements to be trialed prior to implementation. Such trials will be conducted following consultation with and agreement from the appropriate Consultative Committee, and where required the appropriate Union, on the most effective means of implementing the change. The Consultative Committee will not unreasonably withhold their agreement to new arrangements.

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- 9.5 During the life of this Agreement new technology, efficiency and training measures are likely to be introduced. The parties support the introduction of new technology, efficiency and training following consultation with the appropriate Consultative Committee.

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**10. Measures to Achieve Gains in Productivity, Efficiency and Flexibility**

- 10.1 The parties are committed to initiatives that achieve real and practical gains in productivity, efficiency and workplace flexibility which are developed and implemented as key aspects of the Agreement and future reforms.
- 10.2 Initiatives to be included will be drawn from, but not limited to, the implementation of the new classification structure and associated training, assessment of current skill sets and the alignment of those skill sets to the new classification structure with further alignment to relevant pay rates, reduction of scrap, review of machine manning, strategies for the reduction of employee absenteeism, extension of labour flexibility and multi-skilling and improvement of machine Overall Equipment Efficiency (OEE). OEE is the process by which improvements are made on the efficiency of equipment.

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**11. Training and Multi-skilling**

- 11.1 The parties recognise the importance of training and multi-skilling to the future of Pirelli Cables. Pirelli is committed to the maintenance of competency based training and skill based career paths and on these aspects Pirelli will consult with the Training or Consultative Committee.
- 11.2 Employees shall not unreasonably refuse to participate in training initiatives and programs to the level at which they are classified.
- 11.3 The training within Pirelli shall be consistent with the following principles:
- (a) training shall be consistent with a training plan;
  - (b) the assessment of employee's skills will be competency based. If there is a disagreement it will be referred to the relevant Training or Consultative Committee; and
  - (c) work change, where possible, shall occur to ensure that employees' skills are utilised to the maximum extent. Pirelli training conducted outside ordinary hours shall be paid for at ordinary rates for the actual time spent training. Pirelli will make every effort to conduct training during normal working hours and where this is not possible training will be voluntary.
  - (d) Pirelli may direct employees to carry out all duties that are within the limits of the employee's skills, competence and training - such duties will not be intended to promote de-skilling.
  - (e) Pirelli may direct employees to carry out such duties and use such tools and equipment as may be required and employees shall comply with any such direction provided that the employee has been properly trained in the use of such tools and equipment.

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- (f) Employees shall undergo all reasonable directions to undertake training to improve their skill sets and to advance them through the classification structure.
- (g) Directions issued by Pirelli pursuant to this clause shall be consistent with its responsibilities to provide a safe and healthy working environment.

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**12. New Classification Structure (NUW only)**

12.1 A new classification structure will be implemented to underpin the future viability of Pirelli's operations at Liverpool. What is clear from the discussions to date is that unless the restructure is implemented then the continuance of the operations as they currently exist are in doubt.

12.2 The parties have been working together to reach agreement on the criteria of the new structure. It is recognised that further work is required and the parties agree to continue working on this issue for a period of three months following the certification of the agreement.

If agreement has not been reached within this timeframe, the parties agree to take the issue to the New South Wales Industrial Relations Commission for assistance in resolving the matter.

12.3 The current operations for Pirelli have essentially, been built upon the structure established by MM Cables. This structure is viewed by Pirelli, most employees and the unions as being totally ineffectual to the needs of the current and future operations at Liverpool. During meeting held with unions and employees on the introduction of the new classification structure there was significant support from the parties that the current classification system did not provide for fairness in promotion and opportunities for advancement, promoted de-skilling and no recognised system operated to assess skill sets to pay rates.

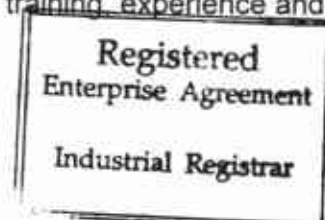
12.4 The purpose of the new classification structure is to promote the acquisition and use of skills, abilities, flexibility required by Pirelli.

12.5 Through this process employees will have access to promotional opportunities which take into account not only the skills, abilities, flexibilities and knowledge already acquired but also the level and quality of job performance achieved by an individual. Training and continued development is an integral part of this restructure.

12.6 The underlying features of the proposed restructure will be that employees will obtain a clear career progression, recognise what their skills are, apply those skills across the site and become multi-skilled. This in turn will provide them with certainty as to their tasks and responsibilities on a day to day basis and for the long term.

12.7 **The New Classification Structure** - The new classification structure will provide:

- (a) specialisation of knowledge within a process area;
- (b) flexibility to move people according to work peaks;
- (c) flexibility to move people according to training, experience and skill on various machines across work sites;





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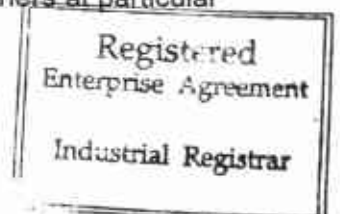
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- (d) assessment of core competencies required at different levels which will underpin advancement through the structure and pay increases. It will also provide the basis for training and management of performance; and
- (e) recognition in areas of process knowledge, responsibility and efficiencies as an underlying necessity for any continued operation at Liverpool.

<b>NEW STRUCTURE</b>		<b>OLD STRUCTURE</b>
<b>Classification Level</b>	<b>Description</b>	<b>Description</b>
Entry level	Trainee/Assistant	Entry level
Cabler 1	Operator	Level 1
Cabler 2	Advanced Operator	Level 2
Cabler 3	Multi skilled Operator within a process	Level 3
Cabler 4	Cablemaker, training, Shift Assistant	Level 4
Cabler 5	Shift-Coordinator, training, assessor	Level 5
Cabler 6	Process Co-ordinator	
Cabler 7	Process Owner	
Cabler 8	Factory Manager	

**12.8 Concept of new classification structure** - The new classification structure is built around the concepts of:

- (a) providing employee job security;
- (b) operational viability;
- (c) developing leadership and management skills;
- (d) developing specific competencies at each level;
- (e) developing skills within specialised process areas;
- (f) increasing access to structured training that removes barriers at particular levels;
- (g) increasing ownership and participation in planning;
- (h) increasing levels of responsibility and accountability; and

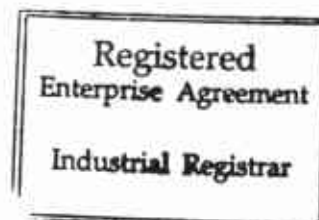


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(i) progression towards a multi-skilled workforce.

12.9 Through the development of competencies, employees will become multi-skilled across machines within the same manufacturing process. They will also have access to training which will give them skills that are effective, trade like and marketable.



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- 12.10 This will mean that two employees can have the same classification, be paid the same rate of pay, but have a totally different set of machine and process skills.
- 12.11 The classification structure will ensure that employees are competent to work across the site, based on each employees incremental development in a discreet process area (eg extrusion, mixing, rotating plant etc).
- 12.12 The implementation plan of the new classification structure is contained at Schedule A.

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### 13. Apprentices

- 13.1 Pirelli is committed to the development of skilled tradespeople for the maintenance of its plant and equipment. As part of this process the Company will continue its practice of training apprentices.
- 13.2 Apprentices will continue to receive paid training. Apprentices will be indentured through a contract of training governed by vocational training orders as determined by the NSW Department of Training and Education Co-ordination. The payment of wages shall follow the principles of the Federal Metal Industry Award. Training delivered will be training recognised by the appropriate Industry Training Advisory Board and be of a nationally consistent and portable nature.
- 13.3 The company shall reimburse all TAFE fees and prescribed text book costs of the Apprentice subject to the appropriate competency achievement and receipts being produced

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### 14. Deduction of Union Membership Fees

- 14.1 Pirelli will continue, upon employee written authorisation, the practice of deducting union membership fees, as levied by the union in accordance with its rules, from the pay of employees who are members thereof. Such monies will be forwarded to the union at the end of each accounting period with all necessary information to enable the reconciliation and crediting of subscription to the members"accounts..

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### 15. Trade Union Training Leave

- 15.1 The parties to this award recognise that the provision of training for employees and members of the site Consultative Committees and Union Delegates may be appropriate to further the objectives of a sound industrial relations environment.
- 15.2 Subject to sub-clause 15.3 the Union delegate or the elected work place representative with more than six months continuous service, with approval of the Union and upon application in writing shall be granted up to 5 days leave with pay each calendar year, not cumulative, to attend courses conducted or approved by the Trade Union Training Authority, which are designed to promote good industrial relations and industrial efficiency within the industry.
- 15.3 The application to the employer must be in writing and include the nature, content and duration of the course to be attended.
- 15.4 Up to 5 days leave per eligible employee in any calendar year will be provided for training subject to the following limitations:

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- (a) Where the Union has coverage of more than 3 but not more than 50 employees under this Agreement 2 employees may be granted leave.
- (b) Where the Union has coverage of more than 50 but not more than 100 employees under this Agreement 3 employees may be granted leave.
- (c) Where the Union has coverage of more than 100 employees under this award Agreement 4 employees may be granted leave.
- (d) The granting of leave, pursuant to this clause, shall be subject to the employee or the Union giving not less than 25 working days notice of the intention to attend such course, or such lesser period of notice as may be agreed by Pirelli.
- (e) The granting of leave pursuant to this Clause shall be subject to the Process Owner being able to make adequate staffing arrangements amongst current employees during the period of such leave.
- (f) Leave of absence granted pursuant to this clause shall count as service for all purposes of the relevant Award.
- (g) Each employee on leave approved in accordance with this clause shall be paid all ordinary time earnings. For the purpose of this sub-clause, ordinary time earnings" for an employee means the base rate of pay, superannuation and shift loading which otherwise would have been site payable but excludes overtime.
- (h) All expenses (such as travel, accommodation and meals) associated with or incurred by the employee attending a training course as provided in this clause shall be the responsibility of the employee or the Union.
- (i) An employee may be required to satisfy Pirelli of attendance at the course to qualify for payment of leave, unless the employee would otherwise have been entitled to payment of Annual Leave. The employee who attended the course must complete the required training record documentation.
- (j) In the event a scheduled rostered day off falls within a period of leave approved pursuant to this clause, an alternative day of leave shall be substituted in lieu.

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**16. Leave for Participation in Delegates Meeting**

- 16.1 Subject to sub-clause 15, the Union delegate or the elected work place representative with more than six months continuous service, with approval of the Union and upon application in writing to Pirelli shall be granted up to 24 hours leave with pay each calendar year, not cumulative, to attend Union Delegates Meetings with Union Officials.

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**17. Entry of Union Officials to Site**

- 17.1 Any Secretary of the Union or any Official authorised by the Union and registered in accordance with the New South Wales Industrial Relations Act 1996 shall not be prevented by PIRELLI Management from visiting and conversing with the employees working under this Certified Agreement in the dining room and/or change room at

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meal times or before or after the hours of work provided the union/s have complied with the following:

- (a) By prior arrangement with the site Human Resources Manager or, in their absence the site Plant Manager or other management representative, a duly accredited Union Official shall have the right to visit and discuss issues with the Union Delegate provided that he/she does not unduly interfere with the continuation of work in progress.
- (b) By prior arrangement with the site Human Resources Manager or, in their absence the site Plant Manager or other management representative, a duly accredited Union Official shall have the right to visit and inspect any job at any time in the presence of the site Human Resources Manager and responsible Process Owner when work is being carried on, whether during or outside ordinary working hours, and to interview employees covered by this Agreement, provided that he/she does not unduly interfere with the work in progress.
- (c) In each case, entry of a duly accredited Union Official shall be subject to the following conditions:
- (d) The Union Official or Union Delegate advises the site Human Resources Manager, or in their absence the site Plant Manager or other management representative, of their intention to visit the site prior to arrival and where this is not possible to remain at the front gate until met by Human Resources Manager or their delegate.
- (e) The Union Official or Union Delegate must advise the presence of the Union Official on site to the site Human Resources Manager, or in their absence the site Plant Manager or other management representative, prior to seeking to interview any employee or view any work being performed.
- (f) The Union Official complies with all safety requirements whilst the Union Official remains on Pirelli premises;

17.2 If it is alleged that an accredited Union Official is unduly interfering with work being performed or is committing a breach of this Clause, Pirelli may refuse the Union Official right of entry. The Union shall have the right to bring such refusal before the Commission and the Commission may thereupon rescind or otherwise deal with such refusal.

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## 18. Freedom of Choice in Superannuation

18.1 Employees may direct Pirelli to pay the Superannuation Guarantee Levy (Employers Contribution) and personal contributions to a Fund of Choice. The employee shall advise Pirelli in writing of the employee's Fund of Choice no more than once in any year.

18.2 The following funds are available to employees for the purpose of this clause:

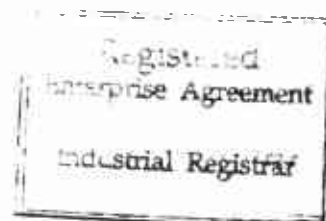
- (a) Labour Union Cooperative Retirement Fund
- (b) Superannuation Trust of Australia
- (c) Life Track Superannuation Fund (AM Corporation)

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(d) BT Funds Management



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**19. Income Protection Insurance Scheme**

- 19.1 Pirelli will continue to provide an administrative framework which allows employees to have automatic deductions from their pay so as to allow employees to contribute a proportion of their income to an insurer of their choice for the purpose of effecting income protection insurance. Contributions may be made on a salary sacrifice basis.

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**20. Payment of Overtime for Employees Engaged on 12 Hour Shift Rosters**

- 20.1 Overtime for employees engaged on 12-hour shift rosters shall be paid at the rate of double time and shall continue as implemented on 28 April 1999.

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**21. Payment for Shift Workers Not Required to Work on Public Holiday**

- 21.1 Where Pirelli requires a shift worker to take a Public Holiday on the day the Holiday occurs the shift worker shall be paid their normal earnings, including shift allowances, for the shift ( excluding overtime).

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**22. Shift Loading Whilst on Annual Leave**

- 22.1 Whilst on Annual Leave an employee shall be paid as if rostered to work. If the shift allowance applicable to the roster at the time of the Annual Leave exceeds the Annual Leave Loading the shift allowance shall substitute the Annual Leave Loading. The employee is only entitled to be paid one of these allowances.

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**23. Continuation of Income Whilst Workers Compensation Claim is Being Processed**

- 23.1 Employees injured during the course of their employment shall be allowed to draw on accrued sick, annual and Long Service leave whilst a claim for Workers Compensation is being processed so that continuation of income is not disrupted.
- 23.2 On acceptance of liability for the claim by the Workers Compensation Insurer the employee will be re-credited with the accrued leave utilized to maintain income continuity. Pirelli will endeavour to ensure that Workers Compensation claims are processed promptly.

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**24. Contracting Out of Activities**

- 24.1 Pirelli's currently stated policy is to maintain a core competent workforce. In the event of the need to contract out any activities performed by employees covered by this Agreement, the issue will be discussed with the union and employee representatives.

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**25. Public Holidays and Other Leave**

- 25.1 Employees are entitled to Annual leave, Long Service Leave, Parental leave, Jury Service and Public Holidays as are provided for in the relevant awards.

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**26. Redundancy**

**26.1 Identification of Redundant Positions**

A position will be identified as redundant when it has been determined that the work being performed by the position is no longer required in its current form.

**26.2 Selection Of Redundant Employee Where There Is More Than One Employee In Identical Positions**

The selection of employees to be redundant will be on the basis of Pirelli needing to retain skills and experience for its ongoing viability. Applications for voluntary redundancy will be considered in light of Pirelli's need to retain skills and experience.

**26.3 Termination Of Employment Based On Redundancy**

When an employee is advised that their services are to be terminated on the basis of redundancy the advice will be provided to the employee along with an estimate of redundancy payment.

**26.4 Severance Payments**

When the Company terminates an employee's services on the basis of redundancy the employee will be paid a redundancy benefit based on the employee's salary applicable at the time the employee is advised of their retrenchment. The benefit will consist of:

- (a) If the employee is not required to work out the notice period, a payment of 4 weeks in lieu of notice will be made, or the appropriate pro-rata proportion;
- (b) weeks pay per completed year of service in accordance with the Redundancy Payment Schedule, plus;
- (c) pro-rata payment for completed months of service in accordance with the Pro-rata Payment Schedule, plus;
- (d) Annual Leave Loading, where loading is paid in addition to the base salary, for all untaken (entitlement and pro-rata) Annual Leave
- (e) Untaken accrued Sick Leave
- (f) where an employee has in excess of 12 months continuous service, a payment equivalent to accrued Long Service Leave based on the formula of 13 weeks Long Service Leave after 15 years continuous service.

**26.5 Redundancy Payment Schedule**

Complete Years of Service	1	2	3	4	5
Weeks Payment	7	10	13	16	20
Complete Years of Service	6	7	8	9	10
Weeks Payment	24	28	32	36	40
Complete Years of Service	11	12	13	14	15
Weeks Payment	44	48	52	56	60



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Complete Years of Service	16	17	18	19	20
Weeks Payment	64	68	72	76	80
Complete Years of Service	21	22	23	24	25
Weeks Payment	80	80	80	80	80
Complete Years of Service	26	26+			
Weeks Payment	82	3 Weeks for each additional years service			

**26.6 Pro-rata Payment Schedule**

Retrenched employees will be entitled to pro-rata payments for completed months of service in accordance with the following scale:

Period	Additional Weeks Payment for Each Completed Month of Service
Less than 4 years continuous service	0.25 weeks
4 to less than 20 years continuous service	0.33 weeks
20 to less than 25 years continuous service	0.00 weeks
25 to less than 26 years continuous service	0.16 weeks
26 or more years of continuous service	0.33 weeks

**26.7 Leave Reserved**

Leave is reserved for the parties to discuss terms of redundancy payments where the required reduction cannot be met on a voluntary basis and there is a necessity for forced redundancy.

**26.8 Outplacement**

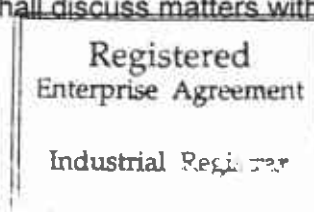
Employee's terminated on the basis of redundancy with more than two years service will be offered the services of an Outplacement Consultant at the time they are advised of the termination of their employment. The Company will meet the cost of the Outplacement Consultant selected by the Company up to a maximum fee of \$2,000.00.

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**27. Dispute Resolution Procedures**

27.1 The following procedures shall be observed for handling grievances and settling of disputes.

- (a) In the first instance, the employee shall discuss matters with their Process Owner.



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- (b) If the matter is not resolved, the accredited Union Delegate shall discuss matters affecting the employee they represent with the Process Owner of the employee.
- (c) If the matter is not resolved at this level, the accredited Union Delegate shall ask for it to be referred to the Plant Manger, and the Process Owner shall do so. The site Plant Manager shall arrange a conference to discuss the matter within 24 hours or such other period as is reasonable with the accredited Union Delegate. The Human Resources Manager should be made aware of the dispute and, if required, be available to participate in this conference.
- (d) If the matter remains unresolved after the conference, the accredited Union Delegate shall advise the appropriate local official of the Union of the matter. A conference on the matter will then be arranged, to be attended by such official or officials and the Union Delegate concerned (as the Union may decide), and by the Human Resources Manager, Process Owner and such other representatives of Pirelli as the Plant Manager may decide.
- (e) If the matter has not been resolved and the procedures referred to above have been availed of, Pirelli and the Union should enter into consultation about it at a higher level, with the employer and the Union, as the parties consider appropriate.
- (f) At any stage in the procedures after consultation between the parties has taken place as required by the procedures, 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 delay may, after giving notice of intention to do so, take the matter to the next level.
- (g) Without prejudice to either party, and except where a bona fide safety issue is involved, work shall continue in accordance with the status quo while matters in dispute are being discussed in good faith. Where a bona fide safety issue is involved, Pirelli Management must be notified immediately of employee concerns and employees shall work as redirected by Pirelli.
- (h) The parties may only seek the assistance of the New South Wales Industrial Relations Commission at any stage after the steps up to and including 27(g) have been completed. The Commission may conciliate and where necessary arbitrate on the issue in dispute. A decision of the Commission is binding on the parties saving ordinary rights to appeal the decision.

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**28. Changes in Rates and Allowances**

28.1 Rates of pay will be increased during the life of this Agreement as follows:

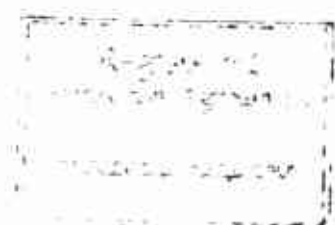
**TABLE 1 – NUW Classification Rates**

Rubber Award Rate	Pay Rate as at 31 May 2001	Pay Rate as at 1 June 2001 (4% increase)	Pay Rate on finalisation of new classification	Pay Rate as at 1 June 2002 (4% increase)	Pay Rate as at 1 November 2002 (1% increase)
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				structure (1%)		
Entry	413.40	565.17	587.78	593.65	617.40	623.57
Level 1	430.00	601.92	626.00	632.26	657.55	664.12
Level 2	452.60	628.85	654.00	660.54	686.97	693.84
Level 3	473.50	660.24	686.65	693.52	721.26	728.47
Level 4	492.70	689.48	717.06	724.23	753.20	760.73
Level 5	507.20	725.67	754.70	762.24	792.73	800.66



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**TABLE 2 – METALS Classification Rates (includes \$10.00 12 month Service Allowance)**

Classification	Metal Industry Award Rate	Pay Rate as at 31 May 2001	Pay Rate as at 1 <sup>st</sup> June 2001 (4%increase)	Pay Rate as at finalisation of NUW Classification Structure (1% increase)	Pay Rate as at 1 <sup>st</sup> June 2002 (4% increase)	Pay Rate as at 1 <sup>st</sup> November 2002 (1% increase)
C5	630.40	944.88	982.68	992.50	1032.20	1042.52
C6	609.50	904.83	941.02	950.43	988.45	998.34
C7	567.80	847.23	881.12	889.93	925.53	934.78
C8	548.90	812.93	845.45	853.90	888.06	896.94
C10	507.20	741.03	770.67	778.38	809.51	817.61
C12E 41 T/A	452.60	636.90	662.38	669.00	695.76	702.72

The parties agree that over the life of the Agreement that the following allowances will be increased by same percentage rate as is agreed upon for any pay percentage increase under this agreement and will commence on the same effective days:

Allowance	Rate as at 31 May 2001	Rate as at 1 <sup>st</sup> June 2001 (4%increase)	Rate as at finalisation of NUW Classification Structure (1% increase)	Rate as at 1 <sup>st</sup> June 2002 (4% increase)	Rate as at 1 <sup>st</sup> November 2002 (1% increase)
First Aid	\$11.05	\$11.49	\$11.61	\$12.07	\$12.19
Meal	\$9.15	\$9.52	\$9.61	\$10.00	\$10.10
Motor Vehicle	\$0.66	\$0.69	\$0.70	\$0.73	\$0.74
Tool	\$11.67	\$12.14	\$12.26	\$12.75	\$12.88
Graphite	\$0.37	\$0.38	\$0.39	\$0.40	\$0.41
Height	\$0.27	\$0.28	\$0.28	\$0.29	\$0.30
Hot Places (46-54 c)	\$0.38	\$0.40	\$0.40	\$0.42	\$0.42
Hot Places (>54 c)	\$0.52	\$0.54	\$0.55	\$0.57	\$0.57
Carbon Black	\$0.63	\$0.66	\$0.67	\$0.70	\$0.71
Confined Spaces	\$0.52	\$0.54	\$0.55	\$0.57	\$0.57
Dirty Work	\$0.38	*\$0.50	\$0.52	\$0.53	\$0.54

- Dirty Work Allowance is increased to \$0.50, effective

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- Wash up time in areas using Cindol is extended to 15 minutes.

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**29. Absorption**

- 29.1 Any National Wage and/or Living Wage adjustment occurring during the term of this Agreement will not be applied to rates of pay applying under the Agreement.

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**30. No extra claims**

- 30.1 It is a term of this Agreement that the Parties will not pursue prior to the normal expiry date of the Agreement any extra claims no matter how described.

