

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA19/01

TITLE: Cereform Enterprise Agreement (NSW) 2000

I.R.C. NO: 2000/4938

DATE APPROVED/COMMENCEMENT: 25 October 2000/ 22 July 2000

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** New. Replaces EA00/3

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 17

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees engaged pursuant to the Starch Manufacturers (State) Award

PARTIES: Cereform -&- National Union of Workers, New South Wales Branch



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(A Branch of George Weston Foods Limited)

ENTERPRISE AGREEMENT

(NSW) 2000



**74-76 Redfern Street
Wetherill Park NSW 2164**

August 2000



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Year	Area (Acres)	Value	Remarks
1880	100	1000	...
1881	200	2000	...
1882	300	3000	...
1883	400	4000	...
1884	500	5000	...
1885	600	6000	...
1886	700	7000	...
1887	800	8000	...
1888	900	9000	...
1889	1000	10000	...
1890	1100	11000	...
1891	1200	12000	...
1892	1300	13000	...
1893	1400	14000	...
1894	1500	15000	...
1895	1600	16000	...
1896	1700	17000	...
1897	1800	18000	...
1898	1900	19000	...
1899	2000	20000	...
1900	2100	21000	...
1901	2200	22000	...
1902	2300	23000	...
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1904	2500	25000	...
1905	2600	26000	...
1906	2700	27000	...
1907	2800	28000	...

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CEREFORM ENTERPRISE AGREEMENT 2000

1. TITLE

This Agreement shall be referred to as the Cereform Enterprise Agreement (NSW) 2000 (the "Agreement").

2. ARRANGEMENT

<u>Clause Title</u>	<u>Clause Number</u>
Application of the Agreement	3
Parties Bound	4
Period of Operation	5
Relationship to Parent Award and Previous Enterprise Agreement	6
Aims and Objectives	7
Consultative Committees	8
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Grievance and Avoidance of Dispute Procedure	12
Union Recognition	13
No Extra Claims	14
Monitoring and Renewal of Agreement	15
Endorsement of Agreement	16

3. APPLICATION OF THE AGREEMENT

This Agreement shall apply at Cereform, in respect to all employees employed in or in connection with production at this site whose duties and skills are described by the classification structure contained within this Agreement.

4. PARTIES BOUND

- 4.1 Cereform (A Branch of George Weston Foods Limited) located at 74-76 Redfern Street, Wetherill Park, NSW (the "Company");
- 4.2 The employees of the company whose employment is covered by this Agreement
- 4.3 The National Union of Workers (NSW Branch) located at 3-5 Bridge Street, Granville NSW 2142 (the "Union").

5. PERIOD OF OPERATION

This Agreement shall commence from the 22nd July 2000 and shall operate for a period of two (2) years.



6. RELATIONSHIP TO PARENT AWARDS AND PREVIOUS ENTERPRISE AGREEMENT

- 6.1 This Agreement shall be read and interpreted in conjunction with the *Starch Manufacturers (State) Award*, provided that where there is any inconsistency between the Award and this Agreement, this Agreement shall take precedence over the Award to the extent of the inconsistency.
- 6.2 The Agreement replaces and rescinds the previous Enterprise Agreements that have operated at the Company, being the Cereform Enterprise Agreement 1996 and the Cereform Enterprise Agreement 1998. However, any measures to increase productivity and efficiency at the site resulting from the application of previous enterprise agreements shall continue to operate under this Agreement, unless altered by agreement in accordance with the provisions of the Agreement.

7. AIMS AND OBJECTIVES

The parties to this Agreement are committed to the achievement of the following objectives:

7.1 Business Effectiveness

To operate a profitable growing business with a focus on improved production efficiency through managers and employees continuously seeking improvements in all aspects of the operation.

The Company will provide all employees with easy to read monthly data showing the levels of production effectiveness for each operational area or machine.

Information provided will also include the results from prior months for comparison purposes.

7.2 Effective Workplace Communication

To develop and nurture effective communication systems at and between all levels of the organisation, including weekly Section Supervisor's/Team Leader's Meetings.

7.3 Safety

To maintain a safe working environment for all employees, including the operation of a representative site committee appropriately constituted.

7.4 Production, Quality and Services Excellence

To expand and enhance Cereform's competitive position in the marketplace through producing the highest quality products with the elimination of reject and rework batches and developing a culture of service excellence to our customers.

APPENDIX 1

CEREFORM CONSULTATIVE COMMITTEE CONSTITUTION

1. STRUCTURE

- 1.1 The Consultative Committee shall consist of three (3) elected workplace members and two (2) management representatives. Elected employee representatives may hold their position for a period of twelve (12) months only.
- 1.2 The position of Chairperson shall alternate between management and a workplace representative every six (6) months.
- 1.3 A quorum shall consist of at least one (1) management and two (2) workplace representatives.

2. LIST OF OFFICE BEARERS AND THEIR ROLE

2.1 CHAIRPERSON

Shall be a member of the Committee and shall have the same rights and obligations as other members of the Consultative Committee. The position of Chairperson will alternate between management and a workplace representative every six (6) months.

2.2 SECRETARY

- 2.2.1 The Secretary may or may not be a sitting member of the Consultative Committee. The Committee shall by consensus agree on a suitable person to undertake this role. The Company will provide the Consultative Committee with typing and photocopying assistance.
- 2.2.2 The Secretary shall, after conferring with the Chair and committee representatives as to their availability, issue a Notice of Meeting and call for agenda items from representatives and employees.
- 2.2.3 A Notice of Meeting will be issued no later than seven (7) working days prior to the scheduled Meeting.

CEREFORM ENTERPRISE AGREEMENT 2000

16 ENDORSEMENT OF AGREEMENT

The signatories below accept and endorse the terms of the Agreement on behalf of their organisations and the Employees they represent.

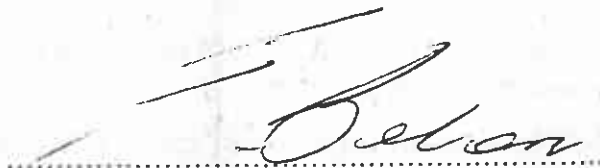
**FOR AN ON BEHALF OF CEREFORM
(A Branch of George Weston Foods Limited)
ABN 45 008 429 632**



.....
Peter Gulliver
Operations Manager

Signed on the 17 day of AUGUST, 2000

**EXECUTED AS AN AGREEMENT
FOR AND ON BEHALF OF
THE NATIONAL UNION OF WORKERS
(New South Wales Branch)**



.....
Frank Belan
Secretary - NSW Branch



Signed on the 23~~rd~~ day of AUGUST, 2000

APPENDIX II

CEREFORM EMPLOYEE CLASSIFICATION SYSTEM

1. CLASSIFICATION DEFINITIONS

Cereform employees will be granted in accordance with the following classification structure:

1.1. OPERATIVE – GRADE 1

- Performs basic tasks, under instruction and general supervision (*eg: hygiene, packing, tipping*).

1.2 OPERATIVE – GRADE 2

- As with Grade 1.
- Possesses a current Forklift Licence or able to operate under the Log Book scheme.
- Has achieved successful assessment in all of these core competencies – the 1 Tonne Mixer, the 2 Tonne Cake & Pastry Mixer, the 2 Tonne Improver Mixer and the Z-Arm Mixer.

or

- Capable of operating a Forklift within a warehouse situation with minimal supervision.

1.3 SENIOR OPERATIVE

- As with Grade 2, with basic Supervision training.
- Possesses a First Aid Certificate.
- Is eligible for process skill modules from Table 2.6.
- Able to undertake basic mechanical maintenance on process equipment.

or

- Capable of receipting/despatching materials in a warehouse situation, and basic documentation processing.

1.4 LEADING HAND

- As with Senior Operative, with advanced supervision training.
- Has achieved all four (4) core competencies and is eligible for process skill modules from Table 2.6.
- Able to supervise the operation and personnel on all mixers.
- Has undertaken a *“Train the Trainer”* course.
- Able to handle all recording processes and label printing.

CEREFORM ENTERPRISE AGREEMENT 2000

2.3 AGENDA

To be prepared and distributed by the Secretary to all members no later than three (3) working days before the Meeting date.

2.4 MINUTES

Minutes of each Meeting will be issued no later than five (5) working days after the Meeting, and will also be displayed on the appropriate noticeboard(s).

2.5 PROXY

In cases of absence, Committee members have a responsibility to arrange an alternative representative for Meetings or other Committee work. All rights and obligations extended to Committee members will transfer to the Proxy.

Registered
Enterprise Agreement

Industrial Registrar

CEREFORM ENTERPRISE AGREEMENT 2000

and cleaning, set-up, testing, packaging and housekeeping of the Microniser and associated area.

- Soy Plant** This covers all aspects of operating the Soy Plant including loading and discharging, routine maintenance, screen changes, grain handling and cleaning, set-up, testing, packaging and housekeeping of the Soy Plant and associated area. This also includes the receipt and testing of Soy beans, the management of the Kibbler and other equipment associated with the Soy Plant.
- Oil Products** This covers all aspects of handling, producing of oil products including loading and discharging, routine maintenance, set-up, testing, packaging and housekeeping of the oil product equipment and associated area(s).
- Warehouse** This module is designed to provide production staff the opportunity to expand their skills into functions carried out in the Raw Materials and Finished Goods Warehouses. This will cover all aspects of the job requirements up to and including Senior Operative, which is the status within Production the individual must have attained before eligibility for this module.
- Prebatch** This covers all aspects of the assembly of ingredients, weighing of components of the formulae for all blending operations (dependant on resource rostering), including the important safety component and housekeeping of the associated area.
- Grain Blender** This covers all aspects of the operating equipment, loading of the ingredients, ratio settings, on line Quality Assurance (physical), packaging equipment operation, including maintenance, safety components and housekeeping of the associated area.
- 2.3 The introduction of new technologies will vary this listing by agreement.
- 2.4 The achievement of each module will attract a permanent addition to the hourly rate, commencing from an increment of \$0.25 per module.
- 2.5 Cereform Employee Classification System

CEREFORM ENTERPRISE AGREEMENT 2000

and cleaning, set-up, testing, packaging and housekeeping of the Microniser and associated area.

Soy Plant This covers all aspects of operating the Soy Plant including loading and discharging, routine maintenance, screen changes, grain handling and cleaning, set-up, testing, packaging and housekeeping of the Soy Plant and associated area. This also includes the receipt and testing of Soy beans, the management of the Kibbler and other equipment associated with the Soy Plant.

Oil Products This covers all aspects of handling, producing of oil products including loading and discharging, routine maintenance, set-up, testing, packaging and housekeeping of the oil product equipment and associated area(s).

Warehouse This module is designed to provide production staff the opportunity to expand their skills into functions carried out in the Raw Materials and Finished Goods Warehouses. This will cover all aspects of the job requirements up to and including Senior Operative, which is the status within Production the individual must have attained before eligibility for this module.

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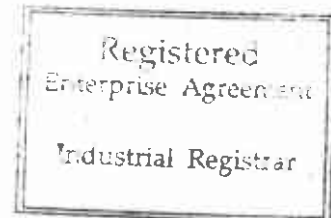
Grain Blender This covers all aspects of the operating equipment, loading of the ingredients, ratio settings, on line Quality Assurance (physical), packaging equipment operation, including maintenance, safety components and housekeeping of the associated area.

- 2.3 The introduction of new technologies will vary this listing by agreement.
- 2.4 The achievement of each module will attract a permanent addition to the hourly rate, commencing from an increment of \$0.25 per module.
- 2.5 Cereform Employee Classification System

CERFORM ENTERPRISE AGREEMENT 2000

2.6 Process Skill Modules

Process Skills Available	Additional Rate/Hour	Available to:		
		Operative Grade 2	Senior Operative	Team Leader
Fitz Mill	\$0.25	✓	✓	✓
Oil Products	\$0.25	✓	✓	✓
Soy Plant	\$0.25	✓	✓	✓
Microniser	\$0.25		✓	✓
Prebatch	\$0.25		✓	✓
Warehouse	\$0.25			✓
Grain Blender	\$0.25		✓	✓



IN SENATE
January 10, 1907.

REPORT
OF THE
COMMISSIONERS OF THE LAND OFFICE
IN RESPONSE TO A RESOLUTION PASSED BY THE SENATE
MAY 11, 1906.

ALBANY:
J. B. LIPPINCOTT COMPANY,
PRINTERS,
1907.