

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA01/209**

**TITLE: Cleanaway Municipal Services, Peakhurst Depot Enterprise Bargaining Agreement 2001**

**I.R.C. NO: 2001/3718**

**DATE APPROVED/COMMENCEMENT: 21 June 2001/17 May 2001**

**TERM: 20 Months**

**NEW AGREEMENT OR  
VARIATION: New. Replaces EA99/210**

**GAZETTAL REFERENCE: 27 July 2001**

**DATE TERMINATED:**

**NUMBER OF PAGES: 26**

**COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all employees engaged under Transport Industry - Waste Collection and Recycling (State) Award**

**PARTIES: Brambles Australia Limited t/as Cleanaway -&- Transport Workers' Union of Australia, New South Wales Branch**





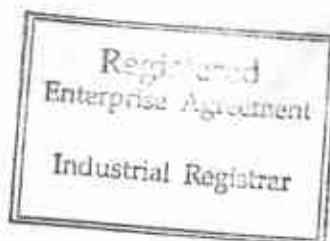
**Cleanaway Municipal  
Services  
Peakhurst Depot  
Enterprise Bargaining  
Agreement 2001**

## 1. TITLE

This Agreement shall be known as the Cleanaway Municipal Services, Peakhurst Depot Enterprise Bargaining Agreement 2001.

## 2. ARRANGEMENT

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### **3. PARTIES BOUND**

The parties to this Agreement are Cleanaway, an enterprise of Brambles Australia Limited, ('the Company') and the Transport Workers Union, New South Wales Branch, ('the Union') in respect of employees of the Company employed out of its Peakhurst depot in the state of New South Wales engaged under the terms of the Waste Collection and Recycling Award, as varied.

### **4. COVERAGE OF AGREEMENT**

The Agreement will cover all employees performing work on the Kogarah, Hurstville and Bankstown Contracts and whatever contracts commence during the life of this Agreement.



### **5. RELATIONSHIP TO AWARD & PREVIOUS AGREEMENTS**

The provisions of this agreement apply in lieu of the Transport industry - Waste Collection and Recycling (State) Award, as varied, to the extent of any inconsistencies.

The wage increases agreed to within this Agreement shall absorb any increases in the Transport industry - Waste Collection and Recycling (State) Award, as varied.

Given that the in principle agreement reached with the Transport Workers Union was for the roll over of existing Enterprise Agreements, this Agreement includes the relevant components of the Cleanaway NSW Agreement 1995 and the Cleanaway Peakhurst Agreement 1999 and will replace any other agreements that exist at the Peakhurst depot.

## 6. PERIOD OF OPERATION

This Agreement shall operate on and from the beginning of the first pay period to commence after the date of signature by the parties and shall remain in force until 1 February 2003. The Company has agreed that upon signing of this Agreement by the Union, the first 2 % increase shall be back dated to 1 August 2000.

Negotiations in respect to the next agreement will commence 3 months prior to the expiry of this agreement.

## 7. NATIONAL & STATE WAGE CASE DECISIONS



There shall be no further claims for wages or allowances during the life of this agreement. Increases arising during the life of this agreement from National and State Wage Case Decisions shall be absorbed against the wages payable under this agreement.

## 8. INCREASES THROUGHOUT AGREEMENT

The above mentioned wage rates shall apply during the life of this Agreement reflecting increases of:

2% on 1 August 2000

2.5% + 1% based on KPIs on 1 July 2001

2.5% + 1% based on KPIs on 1 July 2002.

## 9. INCOME PROTECTION

The Company, through AON, shall provide income protection at the cost of approximately 1.5% of gross wages for the life of this Agreement.

## 10. TRAINING

Training is to be provided on a needs basis, as follows:

- i) Competency based training shall be offered, taking into account some obvious difficulties in remote areas;
- ii) Occupational Health and Safety training shall be provided, not only to those on Committees but to all employees as agreed on a site by site basis;
- iii) Induction training shall be provided which includes occupational health and safety training and information on all industrial agreements. Induction training shall also include introduction to the Union Delegate;
- iv) Training shall be provided on the risks associated with contaminated waste and the danger of needles stick injuries, on a needs basis.
- v) Immunisation shall be provided to those employees who provide the appropriate authority and on a needs basis.

## 11. MATTERS NEGOTIATED IN PREVIOUS AGREEMENTS

### (A) Technology



The parties recognise the need for the implementation of new technology to allow the business to remain competitive and expand. The implementation of new technology shall be approached in a consultative manner with appropriate training supplied by the Company.

It is agreed that on-board computers may be implemented and that drivers shall:-

- (i) Utilise correct and proper operation of on-board computers;

- (ii) Download computers at the end of each shift;
- (iii) Report any malfunctions of computers to management at the end of each shift; and
- (iv) That computers shall be used in good faith by management and drivers.

(B) Casual Employment

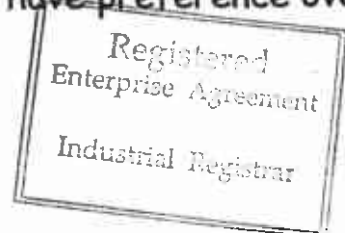
Casuals may be engaged for a minimum of 4 hours per engagement. All other provisions relating to casual employment shall be in accordance with the relevant award.

Provided regular casuals engaged at the commencement of this agreement shall continue to be afforded an 8 hour minimum for each engagement.

There will be no disadvantage to regular casuals as to the shift allocations, regular casuals shall have preference over new casuals.

(C) Shift Change

An employee's rostered shift may be changed by giving notice before finishing the day prior to the shift change by the employer. Provided in cases where such notice would result in hardship to the employee (proof of which lies on the employee) the period of notice may be extended through consultation between the company, the employee and the yard delegate.



Provided that under no circumstances shall the consultation process require the period of notice to exceed 7 days, unless mutually agreed between the employee and the employer except where an employee's shift may be changed to accommodate annual leave, long service leave and workers compensation etc that will exceed 7 days.

**(D) Payment of Wages**

All wages shall be paid weekly by electronic funds transfer. Employees may nominate up to two (2) accounts into which wages shall be paid.

**(E) Training**

**(i) Commitment to Training**

All employees are committed to training to a level acceptable by the Company. The intent being that in most cases all employees will be capable of operating all equipment operated by the Company.

**(ii) Payment of Training**

Where training is required by the company and such training is undertaken outside ordinary hours worked, payment for such training will be as follows:-

- (a) any time during weekday paid at single time;
- (b) any time on weekends paid at single time plus one quarter.





- (c) attendance of any training course outside of ordinary hours worked, shall be on voluntary basis.

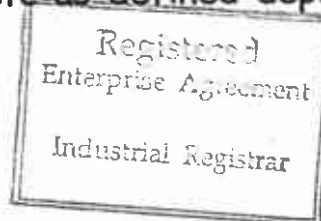
**(F) Skills Acquisition**

- (a) The parties re-emphasise their commitment to skills related training, which will include competency based training.
- (b) To develop a multi-skilled workforce employees shall, as necessary participate in training programmes and, subject to the possession of relevant skills, perform a wide range of tasks, including tasks incidental and peripheral to the classification structure.
- (c) Provided that training has been undertaken, the driver shall, sub-clause (b), perform minor maintenance on vehicles and equipment of a non-specialised activity including tyres, pump hoses, lights etc as defined depot by depot.

**(G) Quality Assurance/Brambles Values**

- (i) All employees are committed to the implementation of a Quality Assurance Program in accordance with Australian Standard No.AS3900/ISO 9000-1987.

This includes all Standard Operating Procedures and the completion of any necessary paper work.



- (ii) As part of this Quality Program all employees shall wear the uniforms issued by the Company. The nature of uniform issues shall, in future, be the subject of discussions between the Company and employees.
- (iii) All employees are committed to behaviour, which supports the Brambles values, located at Appendix B.
- (iv) To correct any behavioural or performance issues which may arise the company shall apply a formal letter of warning system. The system shall consist of 3 advices (1 verbal, 2 written), the last of which will constitute a final warning.

At all times, in formal discussions on behavioural or performance issues, including warning letters, the employee concerned will have the right to have the yard delegate present. A copy of all warnings issued shall be forwarded to the Union. Such warning letters shall stay in force for a period of up to 2 years, but will remain on file after the said period. The letters of warning will lose currency after 2 years.

If necessary, and where practicable, the Company will provide outside counselling or training to assist the employee concerned.

- (v) Nothing in sub-clause (iv) removes the right of the Company to dismiss any employee without notice in the event of serious or wilful misconduct.

**(H) Appointments/Promotions/Transfers**

All selections, promotions or depot transfers shall be allocated on the basis of merit of the candidate with regard to qualifications, skill, medical suitability, training undertaken etc. This shall not apply to transfers within the depot.

Where there are two or more employees that satisfy the above requirements then seniority shall apply.

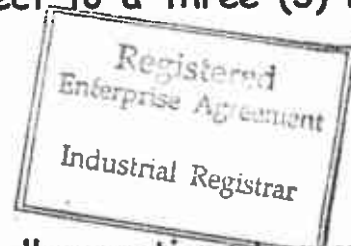
Casual employees will not be promoted before a permanent employee unless the promotion was declined by the permanent employees themselves.

On appointment of an employee to a permanent position, such appointment shall be subject to a three (3) month probationary period.

**(I) Leave Rosters**

There shall be a commitment at all operations to maximise the use of permanent labour by, as far as practicable, minimising the number of employees on annual leave or RDO's at any one time.

Each branch shall have a roster for annual leave and the taking of RDO's prepared in consultation between the manager and employees. This could include consolidation of RDO's by agreement. Changes to such rosters shall only apply by mutual agreement.



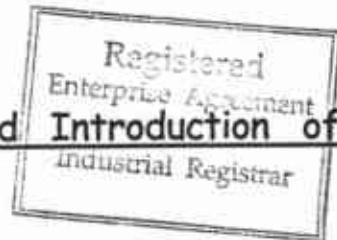
(J) Hours of Work

- (i) The span of ordinary hours shall be Monday - Friday as per the award, as varied.
- (ii) Any depot which, during the life of this Agreement, agrees to drop the current RDO system (i.e. 152 hours per 4 week cycle) and agrees to the introduction of 7.6 ordinary hours per day, Monday - Friday, shall receive a payment equivalent to 2% of the Award rate from the date of such cessation as part of the enterprise bargaining process. 2% can be in addition but subject to discussion on a depot by depot basis.

(K) Sick Leave

Award conditions apply.

(L) Commitment to Development and Performance Indicators



The parties are committed to the aims of Enterprise Bargaining and have agreed to develop Performance Indicators on an ongoing basis, not only within this Agreement, in the following areas, and other such areas as may be identified from time to time.

- ◆ Absenteeism and other lost time;
- ◆ Occupational Health and Safety Performance;
- ◆ Labour ratios eg Permanent / Casual & hours of casual employment
- ◆ Quality Assurance - Customer Service Satisfaction;
- ◆ Team work and increased flexibility;

- ◆ Road Performance (running costs, productivity and accident damage);
- ◆ Performance of equipment, within the control of the employee; and
- ◆ Missed Services.

### (M) Occupational Health and Safety Committee

A Safety Committee shall be established which shall comply with the Occupational Health and Safety Act 1983.

Employee representatives shall be required to attend an approved training course on the proper operation of a Safety Committee.

## 12. KEY PERFORMANCE INDICATORS

### 12.1 Missed Services

The KPI component of increase specified within this Agreement will be based solely on missed services. A missed service is measured by Council if the missed service is Cleanaway's fault, and is not counted if it is due to the resident not putting the bin out, contaminating the bin or placing it in a position that makes it unsafe to pick up.

For the eleven months from August 1<sup>st</sup> 2000 to June 30<sup>th</sup> 2001, and again for the twelve months from July 1<sup>st</sup> to June 30<sup>th</sup> 2002, the drivers and the company will assess in committee Indicators to achieve the additional 1% increase on July 1<sup>st</sup>, 2001 and on July 1<sup>st</sup> 2002:

The area of customer service that is currently of concern is missed services. This is the aspect of our work that draws the greatest number of complaints, and there is a significant cost associated with re-visiting the household.



Customer Service will account for the full 1% KPI increments to be paid. Subject to achievement of performance targets between 1<sup>st</sup> August 2000 and 30<sup>th</sup> June 2001, the 1% KPI increment will be paid for the following 3 months. Should the benchmarks fail to be achieved between 1<sup>st</sup> August 2000 and 30<sup>th</sup> June 2001, then this 1% would not be paid for the following 3 months. At the end of each subsequent 3 month period, a review will be undertaken to determine whether the KPI target has been met for that quarter, and whether the 1% will continue to be paid for the following 3 months. Should the benchmarks fail to be maintained each quarter, then the 1% would not be paid for the following 3 months.

Upon achievement of the annual performance targets between 1<sup>st</sup> July 2001 and 30<sup>th</sup> June 2002, the 1% increment earned on 1<sup>st</sup> July 2001 would become a permanent component of the base wage, with the second 1% increment subject to review every 3 months from 1<sup>st</sup> July 2002 described above.

The 1% increments are to be paid on a contract basis, i.e. Kogarah Garbage drivers will be paid the increment based on results for Kogarah Garbage collection, Kogarah Recycling drivers will be paid the increment based on results for Kogarah Recycling collection etc.

#### Target Service Level

The average level of services currently being achieved across Cleanaway Municipal Services is 5.5 missed services per 10,000 collections. The target levels of services set for Peakhurst Depot are in line with contract requirements and are more generous than the average referred to above (Refer to detailed requirements on page 14).

Note that a missed service as measured by Council is only counted if it is Cleanaway's fault, and is not counted if it is due to the resident not putting the bin out, contaminating the bin or placing it in a position that makes it unsafe or unreasonable to pick up. In addition only those missed services reported within 24 hours of the day of normal collection will be included.

Contract	Weekly Service	July 2001 Target Missed Services/Week
Kogarah Garbage	19,600	12
Kogarah Recycle	12,540	12
Kogarah Green Waste	6,618	6
*Hurstville Garbage	23,490	12
*Hurstville Recycle	12,176	12
*Hurstville Green Waste	10,025	6
Bankstown Green Waste	24,796	14

Over the period of time from April 16<sup>th</sup> 2001 to June 30<sup>th</sup> 2001, the level of "Missed Services" that are Cleanaway's fault needs to be less than:

- Kogarah Garbage -12x11 weeks = 132
- Kogarah Recycle -12x11 weeks = 132
- Kogarah Green Waste -6x11 weeks = 66
- Hurstville Garbage -12x11 weeks = 132\*
- Hurstville Recycle -12x11 weeks = 132\*
- Hurstville Green Waste -6x11 weeks = 66\*
- Bankstown Green Waste -14x11 weeks =154



\* To be reviewed when the Hurstville later start runs are finalised, so that the drivers are not disadvantaged.

- (i) At the Peakhurst depot a Consultative Committee shall be established of an equal number of management and elected workforce representatives. Unless otherwise agreed this shall be 3 management and 3 workforce representatives.
- (ii) The committee shall meet not less than once per month to oversee the successful implementation of the terms of this Agreement.
  - (a) develop and discuss the Key Performance Indicators and bonuses set out in this Agreement.
  - (b) Any dispute arising from matters under consideration by the consultative committee shall be dealt with in accordance with the Settlement Procedure.



## 12.2 Collection of Missed Services

The parties agree that the intention of this Agreement is to have each driver accountable for their own missed services, unless unsafe or unreasonable to do so.

## 13. KOGARAH COUNCIL CONTRACT

### 13.1 Garbage - One Man, Side Operated Vehicles :

Standard normal day to be 7.6 hours. No RDO.

"Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.

No overtime or meal allowances to be payable after 7.6 hours, but a bonus of \$0.21 per MGB (to be applied from the date of signature for the duration of this Agreement) charged by Cleanaway to Council after 1,050 each day.



In the event of bona fide breakdowns disrupting an individual day, employees will be paid the greater of award premiums or the bonus for that portion of the day worked beyond 7.6 ordinary hours. Public Holidays to be paid at penalty rates. Base rate for the payment of Public Holidays to be the Award as at the date of signing plus the applicable percentage increase as per this EBA. Bonus payments to apply also on Public Holidays.

**13.2 Garbage - Rear Loader Vehicles :**

Standard normal day to be 7.6 hours. No RDO.

"Job and Finish" to apply. That is, each team will be responsible to complete the day's work rostered to that vehicle.

No overtime or meal allowances to be payable after 7.6 hours, but a bonus of \$0.21 per employee per MGB (to be applied from the date of signature for the duration of this Agreement) charged by Cleanaway to Council after 1,250 each day.

In the event of bona fide breakdowns disrupting an individual day, employees will be paid the greater of award premiums or the bonus for that portion of the day worked beyond 7.6 ordinary hours. Public Holidays to be paid at penalty rates. Base rate for the payment of Public Holidays to be the Award as at the date of signing plus the applicable percentage increase as per this EBA. Bonus payments to apply also on Public Holidays.

**13.3 Recycling - One Man, Side Operated Vehicles :**

Fortnightly service to approximately 19,028 residences/commercial premises.

Standard normal day to be 7.6 hours. "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle. Overtime and meal allowances to be payable after 7.6 hours. Public Holidays to be paid at penalty rates. Base rate for the payment of Public Holidays to be the

Award as at the date of signing plus the applicable percentage increase as per this EBA.

**13.4 Garden Waste - One Man, Side Operated Vehicles :**

Fortnightly service to approximately 13,234 residences.

"Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.

Overtime and meal allowances to be payable after 7.6 hours.

Public Holidays to be paid at penalty rates. Base rate for the payment of Public Holidays to be the Award as at the date of signing plus the applicable percentage increase as per this EBA.

**14. HURSTVILLE CONTRACT:**

The same general principles shall apply to the Hurstville Contract as applies to the new Kogarah Contract with regards to Garbage, Recycling and Garden Waste.



**15. BANKSTOWN**

Standard normal day to be 7.6 hours. No RDO. "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle. Three (3) permanents will be employed, however, this will be subject to change, due to seasonal fluctuations that affect the contract.

Because of the seasonal nature of Garden Waste, the zones allocated to each driver will alter with the seasonal nature of the work.

Overtime and meal allowances to be payable after 7.6 hours.

Public Holidays to be paid at penalty rates. Base rate for the payment of Public Holidays to be the Award as at the date of signing plus the applicable percentage increase as per this EBA.

## 16. INTRODUCTION OF BONUS SYSTEM

This Agreement recognises an In Principle decision to introduce a bonus system for the Hurstville and Bankstown contracts. Any such system must be self funding and may or may not be to the level of the Kogarah Contract bonus depending on what savings can be made to pay for it. This decision in no way detracts from ensuring adherence to contractual requirements.

## 17. GRANDFATHER CLAUSE (KOGARAH RECYCLING / GARDEN WASTE)

Those permanent Kogarah Contract employees engaged as at the date of signing of this agreement who are not engaged in the collection of garbage under the "new" Kogarah Contract will retain their Rostered Days Off (RDOs) subject to the following:

1. Only employees engaged to collect Recycling and or Garden Waste under the Kogarah Contract and to collect Garbage/Clean Up under the existing Hurstville Contract will have RDOs under this Grandfather clause
2. Any employee engaged subsequent to the signing of this agreement will not have an RDO.
3. If an employee who has an RDO transfers permanently to a system where a bonus scheme is in place then the RDO will cease for that employee.
4. All non-bonus employees must be available to transfer between any of the systems of the yard. If a Kogarah employee who has an RDO transfers temporarily from the collection of Recycling or Garden Waste to the collection of Garbage then the RDO will cease for that employee for the



period of the temporary transfer. The employee will however receive the applicable bonus.

5. Kogarah employees who have an RDO (Recycling and Garden Waste collection employees) will be given first consideration when any Kogarah Garbage position becomes available.

## 18. GENERAL TERMS OF EMPLOYMENT

The general terms and conditions of employment of persons bound by this Agreement shall be the Waste Collection & Recycling Award, as varied, and as appropriate. Provided that the terms of this Agreement shall apply to the extent of any inconsistency with those Awards.

## 19. SETTLEMENT OF DISPUTES

1. The following procedure shall apply in the event of an industrial issue arising:-

- (i) The matter first be discussed between the employee and his immediate supervisor. At the employee's option his delegate may also be present.

A cooling off period of 24 hours shall commence from this point in time.\*



- (iii) If not settled or an agreed course of action is not found, the matter shall be submitted by the duly elected delegate to the Operations Manager.

At any point in these discussions the delegate or Operations Manager may seek the involvement of the Branch Manager.

A cooling off period of 24 hours shall commence from this point in time.\*

(iv) The aim of this procedure is to resolve all workplace issues as quickly as possible and as close to the source of the issue as possible. If, however, a matter is not resolved or an agreed course of action is not found, then the procedure will move to step (iv).

(v) If not settled, the Delegate shall seek the assistance of the State Secretary of the Union or nominated representative and the Branch Manager may seek to involve the State Manager and/or the Industrial Relations Department in this matter.

A cooling off period of 24 hours shall commence from this point in time, or until step 5 can be arranged whichever is the earliest.\*

(vi) Any matter which cannot be resolved shall be referred by either party to the New South Wales Industrial Relations Commission.

(vii) Pending the resolution of any matter in accordance with the above procedure work shall continue without disruption. The circumstances which applied immediately prior to the dispute arising shall apply until final resolution of this matter, with the exception of disciplinary issues.

(viii) No party shall be prejudiced as to final settlement by the continuation of work in accordance with this sub-clause.

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- (ix) The parties agree to strictly adhere to these procedures, in line with the Cleanaway values of ensuring supporting behaviour, which recognises "a sense of ownership of the business by all employees and continuity of excellent customer service".

## 20. EXEMPTIONS TO THE ABOVE PROCEDURE

- (a) Safety Issues - as determined by the OH&S Chairman in consultation with management, the AIRC or the State OH&S Bodies.
- (b) Essential Services - the parties recognise that the waste industry provides services essential to the health and well-being of the community and that in the event of industrial action arising a level of service, sufficient to prevent health risk, shall be maintained to hospitals, schools, major shopping centres and other agreed similar facilities.

## 21. STATUS QUO

The status quo is defined by the practices in place prior to a dispute arising.



## 22. DURESS

This Agreement has been made without any duress to any party to it.

## 23. NOT TO BE USED AS A PRECEDENT

The Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other operation of Brambles Australia Limited.

  
\_\_\_\_\_  
Chris. Cross  
Manager - Municipal Services

21<sup>st</sup> May '01  
Date

  
\_\_\_\_\_  
State Secretary TWU

28<sup>th</sup> May 2001  
Date

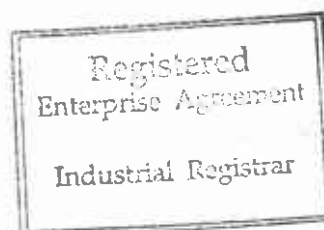
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## APPENDIX A - RATES OF PAY

### Adults - Permanent & Part Time Employees

Grade	Base Rate	Upon Signature (2% increase on 1 August 2000)	On July 2001 (2.5% increase)	On July 2001 subject to achievement of KPI's (additional 1% increase)	On July 2002 (2.5% increase)	On July 2002 subject to achievement of KPI's (additional 1% increase)
A1	504.90	515.00	527.87	533.02	546.35	551.68
A2	541.42	552.25	566.05	571.58	585.87	591.58
A3	568.37	579.74	594.23	600.03	615.03	621.03
A4	596.09	608.01	623.21	629.29	645.02	651.32
B1	577.50	589.05	603.78	609.67	624.91	631.01
B2	591.80	603.64	618.73	624.76	640.38	646.63
B3	612.37	624.62	640.23	646.48	662.64	669.11
B4	625.02	637.52	653.46	659.83	676.33	682.93
B5	651.09	664.11	680.71	687.36	704.54	711.41
B6	668.69	682.06	699.12	705.94	723.58	730.64
B7	669.35	682.74	699.81	706.63	724.30	731.36
B8	707.52	721.67	739.71	746.93	765.60	773.07

The Base Rate includes the base rate of pay and the "Disability Allowance" and "Payment in Lieu of extra week's Sick Leave.





**Juniors - Permanent & Part Time Employees**

Grade	Base	Upon Signature (2% increase on 1 August 2000)	On July 2001 (2.5% increase)	On July 2001 subject to achievement of KPI's (additional 1% increase)	On July 2002 (2.5% increase)	On July 2002 subject to achievement of KPI's (additional 1% increase)
16	329.89	336.49	344.90	348.26	356.97	360.45
17	384.34	392.03	401.83	405.75	415.89	419.95
18	444.29	453.18	464.51	469.04	480.76	485.45
19	502.15	512.19	525.00	530.12	543.37	548.67
20	Adult	Adult	Adult	Adult	Adult	Adult

Enterprise Agreement

**Adults - Casuals**

Industrial Registrar

Grade	Base	Upon Signature (2% increase on 1 August 2000)	On July 2001 (2.5% increase)	On July 2001 subject to achievement of KPI's (additional 1% increase)	On July 2002 (2.5% increase)	On July 2002 subject to achievement of KPI's (additional 1% increase)
A1	593.60	605.47	620.61	626.66	642.33	648.60
A2	637.43	650.18	666.43	672.93	689.76	696.49
A3	669.77	683.17	700.24	707.08	724.75	731.82
A4	703.03	717.09	735.02	742.19	760.74	768.17
B1	680.72	694.33	711.69	718.64	736.60	743.79
B2	697.88	711.84	729.63	736.75	755.17	762.54
B3	722.57	737.02	755.45	762.82	781.89	789.52
B4	737.75	752.51	771.32	778.84	798.31	806.10
B5	769.03	784.41	804.02	811.86	832.16	840.28
B6	790.15	805.95	826.10	834.16	855.02	863.36
B7	790.94	806.76	826.93	835.00	855.87	864.22
B8	836.75	853.49	874.82	883.36	905.44	914.27

**Juniors - Casuals**

Grade	Base	Upon Signature (2% increase on 1 August 2000)	On July 2001 (2.5% increase)	On July 2001 subject to achievement of KPI's (additional 1% increase)	On July 2002 (2.5% increase)	On July 2002 subject to achievement of KPI's (additional 1% increase)
16	383.59	391.26	401.04	404.96	415.08	419.13
17	448.93	457.91	469.36	473.94	485.78	490.52
18	520.87	531.29	544.57	549.88	563.63	569.13
19	590.30	602.11	617.16	623.18	638.76	644.99
20	Adult	Adult	Adult	Adult	Adult	Adult

Registered =  
Enterprise Agreement  
Industrial Registrar

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**APPENDIX B - BRAMBLES VALUES**

**BRAMBLES**

**OUR VALUES**

... the essential principles which drive our conduct for the benefit of our shareholders

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**INTEGRITY**

Act with honesty and integrity at all times.  
Be open, forthright and professional in dealings with people.

**KNOWING THE CUSTOMER**

Listen carefully to what customers are saying and why they are saying it.  
Anticipate customers' needs and build partnerships with them.  
Make it easy for customers to do business with Brambles.

**ADDING VALUE**

Contribute to the profitable growth of the company.  
This is why we are all employed.

**RISK-TAKING**

Encourage ideas and change.  
Be innovative and an informed risk-taker in pursuing growth.  
Think laterally and be prepared to use technology to create new products and services.

**PEOPLE**

Develop people: train, trust, delegate responsibility.  
Foster both individual achievement and teamwork.  
Encourage diversity, share ideas and, above all, reward outstanding performance.

**OWNERSHIP**

Set challenging goals and accept full responsibility for the result.

**RESPONSIBILITY**

Obey the law. Make sure workplaces are safe.  
Take care of the environment.