

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA01/271**

**TITLE: Rondo Building Services Pty Ltd St Mary NSW Site Fifth Enterprise Bargaining Agreement**

**I.R.C. NO:** IRC01/5424

**DATE APPROVED/COMMENCEMENT:** 29 August 2001/ 1 July 2001

**TERM:** 24 Months

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:** 5 October 2001

**DATE TERMINATED:**

**NUMBER OF PAGES:** 18

**COVERAGE/DESCRIPTION OF EMPLOYEES:** Applies to all employees engaged under the Metal, Engineering and Associated Industries (State) Award

**PARTIES:** Rondo Building Services Pty Ltd -&- The Australian Industry Group New South Wales Branch





RONDO BUILDING SERVICES PTY LIMITED

A.C.N. 000 289 207

A.B.N. 69 000 289 207

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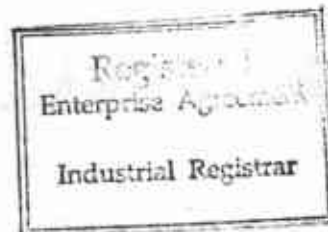
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**RONDO BUILDING SERVICES PTY LTD**  
**ST. MARYS NSW SITE**  
**FIFTH ENTERPRISE BARGAINING AGREEMENT**

(1<sup>st</sup> July 2001)

The Agreement is arranged as follows:



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REPEATING EXCELLENCE

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## 1. APPLICATION

This agreement shall apply at the establishment of Rondo Building Services Pty Ltd at 3-33 Glossop Street, St. Marys, NSW 2760 and to all employees who are bound by the terms of The Metal, Engineering and Associated Industries (State) Award insofar as those provisions relate to the parties referred to in Clause 2 of this Agreement.

## 2. PARTIES BOUND

The parties to this Agreement are:

- a. Rondo Building Services Pty Ltd.
- b. All employees whether members of the organisation of employees listed in subclause(c) hereof or not engaged in any of the occupations, industries or callings specified in The Metal, Engineering and Associated Industries (State) Award.
- c. The Australian Workers Union (AWU).



## 3. DATE AND PERIOD OF OPERATION

The parties agree that this Agreement will operate on or after the date of certification. From the date of certification the parties acknowledge the term of agreement has been recognised since the 1<sup>st</sup> July 2001. This Agreement shall remain in force for 2 years until 30<sup>th</sup> June 2003.

## 4. RENEWAL OF THE AGREEMENT

The parties shall continuously monitor the application of this Agreement to ensure that the objectives of this Agreement are met. The parties will commence negotiations for a new Agreement 2 months prior to this Agreement expiring.

## 5. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with The Metal, Engineering and Associated Industries (State) Award as varied during the life of this agreement, provided that where there is any inconsistency this Agreement shall take precedence to the extent of the inconsistency.

## 6. AIMS AND OBJECTIVES

### 6.1 Purpose of the Agreement

This Agreement records the commitment of the parties to actions which will improve business performance to meet the Company's business objectives and provide a safe and satisfying working environment for employees.

This Agreement and future Agreements will be progressive steps towards achieving these objectives, that are designed to:

- Improve Customer Service
- Improve Productivity, Cost Efficiency and Financial Performance of the business.
- Continue to develop an Organisational Structure that improves employee commitment and provides an environment where employees participate and are actively involved in the business improvement process.
- Improve the development and utilisation of skills of employees, with assistance from the Competency Based Training Scheme.
- Improve employee relations and communications at all levels.
- Reinforce a culture of continuous improvement.
- Ensure effective utilisations of both people and technology.
- Increase career opportunities and income potential for all employees.
- Embrace flexible work practices that free up employees to undertake tasks to meet customer needs.

In implementing this Agreement, the parties acknowledge and recognise the need to embrace the principle of continuous improvement in operational methods and systems, through consultation and agreement.

## 6.2 Workplace Change Process

This Agreement is intended to continue a sound basis for development of future Agreements as part of the Workplace Change Process.

Part of the Workplace Change Process will continue to involve a comprehensive review, through consultation and agreement of work design which may include:

- Review and development of the Social System of work including:
  - \* Job Design.
  - \* Integration and Coordination of Teams.
  - \* Time and task flexibility.
  - \* Skills development, competency standards and general performance.

It is envisaged that the Workplace Change Process will involve the achievement of the following desired outcomes:

- Consistent achievement of the agreed objectives including, Efficiency, Customer Service, Safety, Quality and Productivity.
- Clear commitment to a number of agreed key objectives, programs and processes, including Corrective Action, Avoidance of Disputes, Consultation and Structured Training.
- Improved Productivity, greater opportunities for Skill Development and application, Career Progression and Improved Reward/Recognition for employees, through the Competency Based Training Scheme.
- Flexible work practices and arrangements which are agreed and appropriate to the Company's activities with all jobs focused on the needs of their customers.
- Improved employee relations and communications environment with commitment to continuous learning and improvement.

- Comprehensive skills development programs to meet the needs of the Company and employees based on systematic competency based framework for training, recruitment and performance management.
- Clearly understood and agreed goals.
- Regular review of business progress and results with employees, with joint involvement in developing direction and priorities.

### **6.3 Commitment of the Parties**

The parties are committed to the implementation of agreed workplace changes as a basis for improving business performance for the benefit of the Company and its employees. As part of that process, the parties agree to continual monitoring of the overall performance of the Company.

## **7. STRUCTURE OF THE AGREEMENT**



### **7.1 Wage Increase Structure**

As a recognition of the desire to improve productivity the parties agree to the following increase:

- 8.0% increase to wages and applicable allowances over the period of the Agreement as set out in Section 9.1.

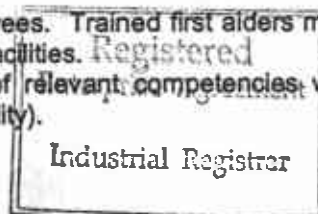
### **7.2 Consultative Committee**

- The Consultative Committee will comprise representatives from the Production, Logistics and Maintenance departments together with representatives from the Australian Workers Union and Management.
- The Consultative Committee will meet monthly with minutes kept, circulated to members and displayed on the notice boards.
- The purpose of the consultative committee is to promote improvements in productivity by initiating and continuous monitoring of the elements contained within this Agreement and ensure that Expected Performance Improvement actually occurs.

In the event that performance fails to match expectations or subsequently deteriorates, the Consultative Committee will investigate and determine the potential cause for shortfall in performance and advise the parties to this Agreement of corrective measures to be taken to rectify the situation.

### 7.3 Training

- I. The parties agree that appropriate training and career development be co-operatively identified and undertaken to continue employee skills growth and team building.
- II. Ongoing training of employees in OH&S, QC, machine operation, basic running machine adjustments and lubrication, and setting skills will be provided to enable employees to work in teams/groups and provide multiple tasking capabilities. The main focus of this training will be the competency based training initiative.
- III. Language training will be made available to any employee wishing to further their understanding of the English Language. Training will be conducted by an appropriate training college.
- IV. Basic first aid training will be available to all employees. Trained first aiders may be nominated as designated first aiders at the Rondo facilities.
- V. Employees appropriately trained and the holder of relevant competencies will be available to work as directed as per Ref. 7.5. (flexibility).



### 7.4 Quality Assurance

The parties agree that quality is a high priority throughout Rondo. Training in quality control will continue to be provided to all employees in accordance with the wage classification structures outlined in Section 7.14

The parties agree to be proactive in the quality delivery of its products and services to:

- I. Ensure the standard of Rondo products and services are maintained and continuously improved.
- II. Reflect a Company style that consistently listens and meets customer needs and expectations.
- III. Ensure employees are able to claim total ownership of their work outputs. That is, that each employee has the skills and resources to control the quality of the products and services provided.

### 7.5 Flexibility

The parties agree that in order to operate effectively, employees will, from time to time, be requested to perform duties which are outside current job descriptions of their current occupations. Where necessary suitable appropriate training will be provided to undertake new tasks. Wages will reflect the classification structure applicable to tasks undertaken.

### 7.6 Redundancy

The parties agree that the Redundancy Agreement, as attached as an Addendum 1 to this Enterprise Agreement, forms part of the Enterprise Agreement and is applicable to all signatories to this Agreement.

### 7.7 Housekeeping

The parties agree that cleanliness and housekeeping throughout the plant is of paramount importance to the safety and hygiene of the work environment and that team members will take active responsibility in ensuring exemplary standards are maintained.

In order to facilitate housekeeping, the company will allocate time for all machines to be cleaned regularly as per the roster provided by the Factory Manager. Employees must maintain their work environments in a safe and tidy manner at all times.

## 7.8 Safety

- The parties agree that safety, focussing on a zero loss time injury and a zero medical treatment outcomes are the concern of all employees throughout the plant and that everybody will cooperate fully to improve work methods and housekeeping with the primary objective to reduce causes of accidents throughout the factory.

The parties agree that the occupational health and safety committee will meet regularly to assess performance in the following areas:

- a) Safety Committee items resolved
- b) Planned inspections done to schedule
- c) Items resolved from planned inspections.

The OH&S committee will prepare a quarterly report for the Consultative Committee.

- Safety Recognition Scheme

The existing Safety Recognition Scheme will be formally recognised as part of this Agreement and will comprise the issue of a voucher linked to weeks achieved with no loss time injury.

The Safety Recognition Scheme, payable to wages employees and to contractors who have a minimum one months continuous service at date of payment, will be measured cumulatively over three monthly periods and will be paid on the following basis:

After 90 days	(3 months)	with no LTI	\$25 voucher per person
After 180 days	(6 months)	with no LTI	\$30 voucher per person
After 270 days	(9 months)	with no LTI	\$40 voucher per person
After 360 days	(12 months)	with no LTI	\$50 voucher per person
For every 90 days	(3 months) thereafter	with no LTI	Another \$50 voucher per person

Should an LTI occur, the time frame and voucher payment starts again from zero.

## 7.9 Clothing/Laundry Allowance

- The frequency of clothing allowance to wages employees is as follows:
  - Winter fluro jackets – one every 2 years
  - Trousers – two pairs every year
  - Steel capped boots – one pair every year
  - Shirts (fluro and black) – three shirts once a year or as required for the maintenance department
  - Fluro vests – available at all times
  - Personal Protective Equipment – available at all times (gloves, hearing protection, eye protection, etc)
- The laundry allowance per employee will increase to \$3.00 per week.

## 7.10 Tool Allowance

Tools to undertake machine adjustments and quality control checks will be issued to each employee with a register kept by the issuing officer. Each employee is responsible for the safe keeping of tools issued. Due to provision of their own tools, the maintenance department employee tool allowance of \$10.50 per week will remain.

### 7.11 Sick Leave

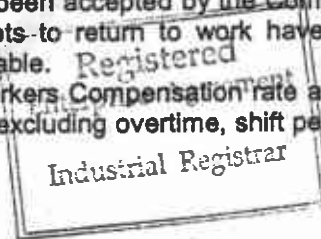
As an incentive to bank sick leave, 50% of all accumulated sick leave will be paid upon retirement or leaving the company (other than for dismissal). This provision will apply retrospectively for all sick leave accumulated to 30<sup>th</sup> June 2001.

### 7.12 Cost Reductions and Quality Improvements Incentive

Incorporated into this Agreement is the opportunity for employees to contribute ideas for cost reductions and quality improvements and those ideas successfully introduced will attract a voucher payment of upto \$500 per item. Completion of the required form and entry into the suggestion box will constitute an application for consideration. The Consultative Committee will administer and judge all entrants and recommend payments.

### 7.13 Make up Pay

Benefits and conditions payable as a result of a work related injury or illness will be in accordance with the NSW Workers Compensation Act. Make up pay will be paid for the first 26 weeks from date of injury, where the claim has been accepted by the Company's Workers Compensation Insurer, and where all attempts to return to work have been exhausted and continued absence from work is unavoidable. Make up pay comprises the difference between the injured employees' pre-injury ordinary weekly earnings, excluding overtime, shift penalties and other allowances.



### 7.14 Training

The Competency Based Training Scheme and associated assessments will continue to form the basis of the ongoing training initiative.

#### a) Aims and objectives of competency based training

- Significantly improve the efficiency and productivity in the workplace.
- Meet and exceed customer needs and expectations.
- Support employees to be actively involved in business improvement processes.
- Provide employees with skills and capability to engage in flexible work practices and continuously improve operational outcomes.
- Maintain a zero lost time injury focus through competent workplace performance.
- Improved reward and recognition for employees.
- Increase job security and career opportunities for employees.
- Further improve employee commitment to continuous improvement.

#### b) Process for training

1. All employees under this agreement give a commitment to actively participate in competency based training and assessment leading to an improvement in efficiency and productivity in the workplace, and Rondo Building Services meeting it's 'due diligence' requirements.
2. All competency based training and assessment will be undertaken within the Rondo Building Services training framework.
3. Rondo Building Services will ensure that equal opportunity for training and assessment is provided to all employees under this agreement.
4. Rondo Building Services will provide training on an 'as needs basis' to assist each employee to improve safety, productivity and efficiency.
5. Where possible, National and Rondo Building Services specific training will contribute towards a nationally recognised qualification for employees.
6. Rondo Building Services will meet the cost of all workplace training and assessment conducted on site.



7. Each employee under this agreement has been provided with a personal 'Skills Book'. The book is to be retained in a safe place by the employee. Employees may incur a charge of \$50.00 for each replacement skill book.
8. The supervisor or manager will determine the specific training required in consultation with the employee concerned.
9. Re-assessment may be conducted each twelve months.
10. All employees will be provided with a pathway to progress to higher classifications through workplace training and assessment.
11. Employees assessed as competent will make themselves available to work as directed by their supervisor or manager from time to time.

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## PRODUCTION EMPLOYEES

Skills required for each level (Production)

<b>C12 Level (Entry level)</b>		<b>C11 Level (Operator)</b> (All C12 competencies and the following)	
Number	Description	Number	Description
416	• Product Packaging	427	• Operational Maintenance
705	• Site Induction	460	• Use of dial calipers
706	• Workplace Communication	707	• Problem Solving
708	• Plan Work	704	• Quality Systems
709	• Work Safety	712	• Product Application
402	• Operate Basic Machine	714	• OH&S
		715	• Computer Basic Skills
		Operate all Machines in Stud OR machines 5, 19, 20 and 26.	
		Changeover Planetary machine 34	
		Use skills to changeover other machines in Stud group	

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<b>C10 Level (Senior Operator)</b> (All C11 competencies and the following)		<b>C9 Level (Supervisor)</b> (All C10 competencies and the following)	
Number	Description	Number	Description
417	• Precision Measurements	FMI401A	Manage personal work priorities
424	• Fault Finding	FMI402A	Provide leadership in the workplace
432	• Support Production	FMI404A	Participate in lead and facilitate work teams
701	• Assure Quality	FMI405A	Manage operations to achieve planned outcomes (Stand in for factory manager)
711	• Minor Repairs	FMI407A	Manage quality customer service
713	• Business awareness	FMI408A	Develop and maintain a safe workplace
717	• Computer operations	FMI409A	Implement and monitor continuous improvement processes and procedures.
	• Workplace Trainer or Workplace Assessor or Workplace Mentor	FMI411A	Contribute to the development of a workplace learning environment
Machine operation	Machine numbers 1, 17, 26, 46, 56, 57 and all machines from either Plaster and Render or Custom		
Machine change-over	Seven machines in Plaster and Render or Four machines in Custom.		

**LOGISTICS EMPLOYEES**

Skills required for each level (Logistics)

<b>C11 Level (Operator)</b>		<b>C10 Level (Senior Operator)</b> (All C11 competencies and the following)	
<b>Number</b>	<b>Description</b>	<b>Number</b>	<b>Description</b>
501	• Operator forklift vehicle	509	• Load trailer/flat rack
502	• Assemble orders	512	• Load containers
503	• Load local trucks	517	• Advanced computer
506	• Remove product from machines	518	• Design loading plan
508	• Load coils on machines	519	• Complete stock counts
511	• Support loading/unloading operations	521	• Provide Logistic support
514	• Undertake warehouse dispatch	701	• Apply quality systems
522	Undertake stock checks	710	• Work co-operatively
704	Quality systems		Workplace Trainer or Workplace Assessor or Workplace Mentor
705	• Site Induction		
706	• Workplace Communication		
708	• Plan Work		
712	• Product Application		
714	• OH&S		
715	• Computer Basic Skills		

<b>C9 Level (Supervisor)</b> (All C10 competencies and the following)	
<b>Number</b>	<b>Description</b>
FMI401A	Manage personal work priorities
FMI402A	Provide leadership in the workplace
FMI404A	Participate in lead and facilitate work teams
FMI405A	Manage operations to achieve planned outcomes
FMI407A	Manage quality customer service
FMI408A	Develop and maintain a safe workplace
FMI409A	Implement and monitor continuous improvement processes and procedures.
FMI411A	Contribute to the development of a workplace learning environment
RONDO	Undertake stock takes



## 8. Key Performance Indicators

The parties acknowledge the increases in efficiencies that have been achieved by previous Enterprise Agreements.

The parties agree that further efficiencies can be achieved in productivity and as such have negotiated that the parties will strive to achieve the following key performance indicators within the Enterprise Agreement timeframe.

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### 8.1 Key Performance Indicator Criteria

(i) (a) **Production and Maintenance Departments**

ITEM	AVG 00/01	TARGET
I. METRES PRODUCED PER TOTAL MACHINE HOUR Average monthly result based on metres produced divided by total machine hours costed to production.	2350m	2400m
II. ABSENTEEISM Average monthly result based on a percentage of hours worked.	2.05%	1.8%
III. SCRAP Average monthly result based on a percentage of total production per month.	0.31%	0.40%
IV. REJECT PRODUCT Average monthly result of product manufactured incorrectly.	\$4271	\$2000
V. CUSTOMER COMPLAINTS Average monthly result of manufacturing related customer complaints.	5.7	4.0

(b) **Logistics Department**

<b>ITEM</b>	<b>AVG 00/01</b>	<b>TARGET</b>
<b>I. \$ PER TONNE DESPATCHED</b> Average monthly result based on average \$ per month per tonne.	\$46.00	\$46.00
<b>II. ABSENTEEISM</b> Average monthly result based on a percentage of hours worked.	2.05%	1.8%
<b>III. STOCK DAMAGE</b> Average monthly result based on a \$ value per month.	\$800	\$800
<b>IV. TRUCKS WITH WRONG PRODUCT DESPATCHED</b> Average monthly result based on trucks despatched per month.	11	5

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## 9. WAGE INCREASE STRUCTURE

### 9.1 Wage Increase:

- It is a term of this agreement that the wage rates for classifications will be increased by 4.0% from the first full pay period to commence on or after 1<sup>st</sup> July 2001.
- It is a term of this agreement that the wage rates for classifications will be further increased by 4.0% from the first full pay period to commence on or after 1<sup>st</sup> July 2002.

### 9.2 Safety Net

- In the event that the Consumer Price Index (CPI) provides outcomes greater than 4.0% during the period 1<sup>st</sup> July 2002 to 30<sup>th</sup> June 2003, then the shortfall shall be applied.



## 10. GRIEVANCE PROCEDURES

In the event that a grievance is raised in relation to any of the contents of this Agreement the following steps shall apply.

- i) The employee concerned will raise the issue with their Supervisor who will make every endeavour to resolve the issue within 24 hours.
- ii) In the event that the issue is not resolved at this level, the matter will be discussed with the Factory Manager.
- iii) A report on the matter will be prepared and discussed with the employee and Union Representative.
- iv) Should the matter still remain unresolved the details will be forwarded to the National Manufacturing Manager or National Logistics Manager who will meet with the Employees Representative to try and find an amicable agreement to the original grievance.
- v) If the matter remains unresolved either party may refer the matter to an Independent Arbitrator who will adjudicate an outcome that is binding on all parties.
- vi) During the preceding steps, the status quo that existed prior to the raising of the grievance will remain without prejudice to either party.

## 11. NOT TO BE USED AS A PRECEDENT

Both parties agree that this Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other Plant or Enterprise.

## 12. NO EXTRA CLAIMS

It is a term of this Agreement that the Unions and all the employees bound by this Agreement will not pursue any extra claims, award or over award for the duration of this Agreement as specified in Clause 3 of this agreement.

Signed for and on behalf of  
RONDO BUILDING SERVICES PTY LTD

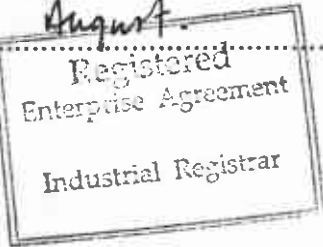
*Shane V. Navin*  
.....  
(Signature of Applicant)

DATED this.....*SECOND*.....day of.....*AUGUST*.....2001

Signed for and on behalf of  
CONSULTATIVE COMMITTEE

*[Signature]*  
.....  
(Signature of Applicant)

DATED this.....*second*  
~~and August~~.....day of.....*August*.....2001



Signed for and on behalf of  
AUSTRALIAN WORKERS UNION

*R. K. Koller*  
.....  
(Signature of Applicant)

DATED this.....*8<sup>th</sup>*.....day of.....*August*.....2001

# **RONDO BUILDING SERVICES PTY LTD NEW SOUTH WALES REDUNDANCY AGREEMENT – JULY 2001**

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## **1. SCOPE OF THE AGREEMENT**

This agreement, known as the Rondo Retrenchment/Redundancy Agreement has the same application as Clause 1 in the certified Enterprise Agreement.

The items and conditions of this agreement are not cumulative upon the terms and conditions of any award or legislation and stand alone.

## **2. OPERATIVE DATE**

This Agreement supersedes all previous agreements and will operate on and from 1<sup>st</sup> July 2001 for a period of two years to 30<sup>th</sup> June 2003.

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## **3. DEFINITION**

- (a) Company: Rondo Building Services Pty Ltd
- (b) Union: The Australian Workers Union (AWU)
- (c) Redundant/  
retrenched employee: A person in respect of continuous service in the employ of Rondo at the St. Marys NSW site in the circumstances where the employee is terminated by reason of the decision by the company to implement retrenchment or redundancy.
- (d) This redundancy agreement does not cover:
- (i) Resignation by an employee
  - (ii) Summary dismissals under the appropriate award
  - (iii) Termination of casual, part-time or sub-contract employees
- (e) Rate of Pay: The shop rate at the date employment ceases. Pay will be calculated on 'Actual Rate' of pay as defined in The Metal, Engineering and Associated Industries (State) Award, including any over award payment where applicable. 'Actual Rate of Pay' is defined as the total amount an employee would normally receive for performing ordinary work. Provided that that rate expressly excludes overtime, penalty rates, disability allowance, site allowance, shift allowance, special rates, fares and travelling allowances or any other ancillary payment or a like nature.



#### **4. RETRENCHMENT/REDUNDANCY PAYMENTS**

Severance pay of three (3) weeks pay, based on ordinary time earnings, for each completed year of continuous service with pro-rata for each part thereof. The upper limit will be a max. of 60 weeks paid as a multiple of 3 times the number of years of service. Employees 45 years of age and over shall be entitled to an additional one off payment of \$500.00.

#### **5. ADDITIONAL BENEFITS**

In addition to the above retrenchment/redundancy benefit, where applicable, retrenched/redundant employees will receive additional payments comprising:

(a) **Accumulated sick leave**

50% of accumulated sick leave will be paid at the time of retrenchment.

(b) **Annual leave**

Annual leave will be calculated as per the Annual Holidays Act, 1994. At the point of retrenchment/redundancy all employees will receive an annual leave loading of 17.5% on all accumulated pro-rata annual leave.

(c) **Long service leave after five (5) years continuous service**

Pro rata payment after five (5) years of long service leave will be made in accordance with provisions of the Long Service Leave Act of New South Wales. 'Ordinary Pay' concept as defined in the Long Service Leave Act (NSW) will apply.

(d) **Contributory superannuation scheme**

Payments are to be made in accordance with the Trust Deed of the CSR Superannuation Fund and the rules and regulations of the Insurance and Superannuation Commission, eg at the point of retrenchment the amount payable will be equal to the employee's full 'Fund Credit' which includes employee contributions and the Company's additional contributions.

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#### **6. PERIOD OF NOTICE**

The Company will give employees the maximum possible advance notice of intention to retrench or be made redundant. Payment in lieu of notice will be calculated as follows:

<b><u>LENGTH OF SERVICE</u></b>	<b><u>WEEKS</u></b>
Less than one year	1
One to three years	2
Three to five years	3
Five years and over	4

An employee 45 years of age and over who has been in the continuous employ of the Company for two (2) years would receive an additional one weeks notice on the above scale.

## **7. PAID TIME OFF**

During the period of notice of retrenchment given by the Company up to eight (8) hours paid time off per week of notice will be allowed. The employee must provide satisfactory proof of the Company of attendance at an interview, to qualify for further payments under this provision.

## **8. CERTIFICATE OF SERVICE**

Each retrenched/redundant employee will be supplied with a Certificate of Service on the date of termination, or before, if requested for the purpose of seeking employment.

## **9. DEATH OF AN EMPLOYEE**

Should an employee under notice of retrenchment, die prior to the actual date of termination, all benefits payable in relation to provisions of this Agreement shall apply and will be paid into his or her estate.

## **10. IMPLEMENTATION**

In implementing this Agreement the Company will, in principle, approach the determination of employees qualifying for retrenchment/redundancy on a seniority basis, however the company reserves the right to retain skilled employees and to discuss with the Union the retrenchment of long serving employees above strict seniority.

## **11. JOB SEARCH**

Should an employee find a job whilst under notice of retrenchment he/she will receive all retrenchment entitlements contained herein, excepting that period less than the appropriate notice given, will not result in payment in lieu thereof.

## **12. GRIEVANCE AND CONSULTATIVE PROCEDURES**

Any grievance arising out of this agreement will be dealt with in accordance with Clause (8) of The Metal, Engineering and Associated Industries (State) Award.



Signed for and on behalf of  
Rondo Building Services Pty Ltd

*Shae V. Navin*  
.....  
(Signature)

Dated this SECOND ..... day of AUGUST ..... 2001

Signed for and on behalf of  
Consultative Committee

*[Signature]*  
.....  
(Signature)

Dated this second ..... day of August ..... 2001



Signed for and on behalf of  
The Australian Workers Union

*R. K. [Signature]*  
.....  
(Signature)

Dated this 8<sup>th</sup> ..... day of August ..... 2001