

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA04/160

TITLE: Cleanaway Municipal Services Peakhurst Depot Enterprise Bargaining Agreement 2003

I.R.C. NO: IRC4/1575

DATE APPROVED/COMMENCEMENT: 15 April 2004

TERM: 24 months

**NEW AGREEMENT OR
VARIATION:** Replaces EA01/209

GAZETTAL REFERENCE: 25 June 2004

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

EMPLOYEES: The Agreement applies to all employees employed by Cleanaway, a division of Brambles Australia Ltd located at Level 40, 1 Macquarie Place, Sydney, NSW 2000 who perform work on the Kogarah, Hurstville and Bankstown contracts and any other contracts that commence during the life of this Agreement and who fall within the coverage of the Transport Industry-Waste Collection and Recycling (State) Award

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

CLEANAWAY PEAKHURST DEPOT ENTERPRISE BARGAINING AGREEMENT 2003

1.0 Title

This Agreement shall be referred to as the Cleanaway Municipal Services, Peakhurst Depot Enterprise Bargaining Agreement 2003.

2.0 Arrangement

This Agreement is arranged as follows:

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3.0 Application

This Agreement shall apply to Cleanaway, Sydney Municipal Services, Peakhurst Depot and will cover all employees performing work on the Kogarah, Hurstville and Bankstown Contracts and any other contracts that commence during the life of this Agreement.

4.0 Parties Bound

The parties to this Agreement are:

- 4.1 Cleanaway, an operating division of Brambles Australia Limited, (the company); and
- 4.2 All employees of the Cleanaway, Sydney Municipal Services, Peakhurst Depot, engaged in classifications set out in the Transport Industry - Waste Collection and Recycling (State) Award.

5.0 Period of Operation

This Agreement shall operate from the date of approval of the Agreement by the Australian Industrial Relations Commission and shall remain in force for a period of two (2) years.

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

6.0 Relationship to Award

This Agreement shall be read and interpreted wholly in conjunction with the Transport Industry - Waste Collection and Recycling (State) Award, as varied, provided that where there is any inconsistency between this Agreement and the Award, this Agreement shall take precedence to the extent of the inconsistency.

7.0 No Extra Claims

It is agreed by the parties to this Agreement that:

It is agreed by the parties to this Agreement that:

- 7.1 Any wage or allowance movements arising during the life of this Agreement from State Wage Case decisions shall be absorbed against the wages set out in this Agreement;
- 7.2 Up to the nominal expiry date, the union and employees will not pursue any extra claims relating to wages or conditions of employment whether dealt with in the Agreement or not; and
- 7.3 Up to the nominal expiry date, the union/s and employees agree to abide by the dispute resolution procedure in full.

8.0 Compulsory OH&S Training

All employees will be provided with Compulsory OH&S Training in accordance with the requirements of the Award.

9.0 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.

- (iii) Training is to be provided on a needs basis, as follows:
 - (a) Competency based training shall be offered, taking into account some obvious difficulties in remote areas;
 - (b) 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;
 - (c) 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 or duly elected employee representative;
 - (d) Training shall be provided on the risks associated with contaminated waste and the danger of needles stick injuries, on a needs basis.
 - (e) Immunisation shall be provided to those employees who provide the appropriate authority and on a needs basis.
- (iv) 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.

10.0 Technology

- 10.1 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.
- 10.2 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.

11.0 Casual Employment

- 11.1 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.
- 11.2 Provided that regular casuals which are still engaged at the commencement of this agreement, and were originally engaged before 26 May 1999, they 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

12.0 Part Time Employment

- 12.1 A part time employee is a weekly employee who is required to work less than 38 ordinary hours per week. An employee so engaged shall be paid per hour one thirty-eighth of the weekly rate prescribed by Appendix A for the classification in which the employee is engaged. Furthermore a part time employee shall receive a minimum payment of 4 hours for each rostered day engaged. A part-time employee's roster may be changed given seven (7) days notice to the employee.
- 12.2 Leave provisions shall apply to part-time employees. The payment for such entitlements shall be calculated on a proportional basis.
- 12.3 Part-time employees may be offered additional work outside of the roster up to 38 hours per week at ordinary pay. A part time employee shall receive a minimum payment of 4 hours for any day engaged outside of their normal roster.
- 12.4 Work in excess of 7.6 hours on any one day will be paid at a rate of 1.5 times the normal time rate for the first 2 hours of overtime, and double time for any hours in excess of two hours overtime.

13.0 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 or duly elected employee representative.

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.

14.0 Payment of Wages

All wages shall be paid weekly by electronic funds transfer. Employees may nominate up to three (3) accounts into which wages shall be paid.

15.0 Wages

- 15.1 The wage rates that shall apply over the life of this agreement are contained in Appendix A.
- 15.2 The wage rates shown in the Appendix A are inclusive of an additional 1.5% increase, in lieu of income protection:
- (a) This payment is to be made direct to employees in lieu of the company continuing to provide income protection insurance.
 - (b) This shall be a one off increase.
 - (c) Should an employee elect to continue to contribute to an income protection scheme, the company will, on receipt of the appropriate payroll deduction authority, facilitate the deduction and on forwarding of authorised premiums to the nominated insurer.

16.0 Overtime Meal Allowances

- 16.1 All employees who commenced with the Company after the 26th September 1995 shall be paid a meal allowance after two (2) hours overtime has been worked on any day, Monday to Friday.
- 16.2 All employees who commenced with the Company before the 26th September 1995 shall be paid a meal allowance after any overtime has been worked on any day, Monday to Friday.

16.3 The value of meal allowances shall be paid as per the Award.

17.0 Quality Assurance / Brambles Values

- (i) All employees are committed to the implementation of a Quality Assurance Program in accordance with Australian Standard No. ISO 9000, ISO 14000, and AS 4801. This includes all Standard Operating Procedures and the completion of any necessary paper work and vehicle inspections.
- (ii) As part of this Quality Program all employees shall wear the uniforms issued by the Company.
- (iii) All employees are committed to behaviour, which supports the Brambles values, located at Appendix B.

18.0 Appointments / Promotions / Transfers

- 18.1 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 undertaking etc. Where there are two or more employees that satisfy the above requirements then seniority shall be taken into consideration.
- 18.2 On appointment of an employee to a permanent position, such appointment shall be subject to a three (3) month probationary period.

19.0 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.

There shall be 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.

20.0 Hours of Work

The span of ordinary hours shall be Monday - Friday as per the award, as varied.

21.0 Sick Leave

- 21.1 Award conditions apply.
- 21.2 Individual employees who have not used any sick leave for three (3) calendar months may, at the employees' discretion, "cash in" up to three-and-one-half (3 ½) days Sick Leave at the completion of each quarter, on a "dollar for dollar basis". This is subject to employees maintaining a bank of five (5) days (before and after the cashing in of any Sick Leave).

For the purposes of this clause, quarters are defined as:

- 1st January - 31st March
- 1st April - 30th June
- 1st July - 30th September
- 1st October - 31st December

Under no circumstances will sick leave be paid out at termination of employment.

22.0 Commitment to Development & Introduction of Performance Measures

The parties are committed to the aims of Enterprise Bargaining and have agreed to develop Performance measures 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.

23.0 Occupational Health and Safety Committee

A Safety Committee shall be established which shall comply with the Occupational Health and Safety Act 2000.

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

24.0 Inaccessible Bins

Whilst the Company will make every effort to resolve "problem bins" it will be the operators responsibility to empty all bins and if necessary secure the vehicle and get out and retrieve any bin from behind other parked vehicles and / or other obstructions.

Where a particular resident consistently presents a bin in an inaccessible position, despite repeated notification in accordance with company procedures, the drivers responsibility will then be limited to reporting the inaccessible bin so that Cleanaway management can take the appropriate action with the resident and Council.

In addition, 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.

25.0 Key Performance Indicators (KPIs)

25.1 Permanent full time employees have the opportunity of receiving the bonus payments specified below if the following KPI's are achieved. The bonus will be measured and paid quarterly.

The target reduction in at fault accident damage, is shown below.

Current at fault average accident damage = \$580 / quarter

Target at fault actual accident damage = \$460 / quarter

Quarterly Bonus = \$100 / quarter

Truck Drivers will be measured based on accident damage to trucks that they are driving

Runners on trucks will be measured based on accident damage to trucks whilst they are manoeuvring in a location that would have benefited from guidance from outside the truck (e.g. reversing or manoeuvring in a tight area) subject to determination of fault from accident investigation

Bin Pullers will receive half of the Quarterly Bonus (i.e. \$50 per quarter) based on at fault accident damage to trucks that they are driving (values as shown above), and the other half (i.e. \$50 per quarter) for achieving less than two (2) noise complaints per quarter (excluding complaints for normal operational noise)

Kelso Green Waste staff will be measured based on accident damage to site equipment

- 25.2 The bonus will be based on personal performance measured over intervals of three months. If an individual achieves a level of at fault accident damage that is less than the target, they will be paid the Quarterly Bonus on the last pay day of the calendar month after the end of the quarter.
- 25.3 For the purpose of determining the actual accident damage, quarters shall be successive periods of three calendar months commencing on the 1st July 2003. In the event that the value of a claim is not determined at the time of making the quarterly bonus payment, an estimated value will be used. In the event that the final damage cost for the quarter is different from the estimate, the appropriate adjustment will be made to the bonus payable for the subsequent quarter.
- 25.4 For the purpose of calculating the bonus, accident damage costs shall exclude accidents claimable against other parties or those where no fault can be attributed against the Cleanaway driver (e.g. where the driver has identified a potential hazard and that hazard has not been rectified, accidents directly resulting from VISY operation within the MRF) even if Cleanaway make a commercial decision to pay the cost of a claim.
- 25.5 In the event that an employee fails to report a vehicle accident, that employee will not be entitled to any bonus payment for that quarter and the subsequent three (3) quarters.

26.0 Kogarah Council Contract

- 26.1 Garbage - One Man, Side Operated Vehicles:
- (a) Standard normal day to be 7.6 hours.
 - (b) RDOs shall not apply.
 - (c) "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.
 - (d) No overtime or meal allowances to be payable after 7.6 hours, however in lieu a bonus will be paid in accordance with clause 26.3 below.
 - (e) 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. Bonus payments to apply also on Public Holidays.
- 26.2 Garbage - Rear Loader Vehicles:
- (a) Standard normal day to be 7.6 hours.
 - (b) RDOs shall not apply.
 - (c) "Job and Finish" to apply. That is, each team will be responsible to complete the day's work rostered to that vehicle.

- (d) No overtime or meal allowances to be payable after 7.6 hours, however in lieu a bonus will be paid in accordance with clause 26.3 below.
- (e) 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. Bonus payments to apply also on Public Holidays.

26.3 KOGARAH GARBAGE BONUS

A bonus will be paid to staff working on the Kogarah Garbage Contract. This will be calculated on the basis of \$0.225 per scheduled service, for each scheduled service in excess of 1,050/day for one arm vehicles, and 1,250/day for the rear loader.

Based on the above, the total bonus applicable to the contract will be calculated as \$0.225 for each weekly scheduled service in excess of 16,750, and will be divided equally between each of the five employees in the Kogarah Garbage Contract.

For the purpose of calculating bonuses under this clause, a 660L bin will be valued as 3 scheduled services, and an 1100L bin will be valued as 5 scheduled services.

26.5 Recycling - One Man, Side Operated Vehicles :

- (a) Standard normal day to be 7.6 hours.
- (b) RDOs shall not apply (except subject to Clause 29.0).
- (c) "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.
- (d) Overtime and meal allowances to be payable after 7.6 hours. Public Holidays to be paid at penalty rates.

26.6 Garden Waste - One Man, Side Operated Vehicles :

- (a) Standard normal day to be 7.6 hours.
- (b) RDOs shall not apply (except subject to Clause 29.0).
- (c) "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.
- (d) Overtime and meal allowances to be payable after 7.6 hours. Public Holidays to be paid at penalty rates.

26.7 Clean Up - Two Man, Rear Loader Vehicle

- (a) Standard normal day to be 7.6 hours.
- (b) RDOs shall not apply (except subject to Clause 29.0).
- (c) "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.
- (d) Overtime and meal allowances to be payable after 7.6 hours. Public Holidays to be paid at penalty rates.

27.0 Hurstville Contract:

- (a) Standard normal day to be 7.6 hours.
- (b) RDOs shall not apply (except subject to Clause 29.0).
- (c) "Job and Finish" to apply. That is, each man will be responsible to complete the day's work rostered to that vehicle.
- (d) Overtime and meal allowances to be payable after 7.6 hours.
- (e) Public Holidays to be paid at penalty rates.

28.0 Bankstown

- (a) Standard normal day to be 7.6 hours.
- (b) RDOs shall not apply (except subject to Clause 29.0).
- (c) "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.
- (d) Overtime and meal allowances to be payable after 7.6 hours.
- (e) Public Holidays to be paid at penalty rates.

29.0 Grandfather Clause (Kogarah Recycling / Garden Waste)

Those employees permanently engaged on the Kogarah and Hurstville Collection Contracts as at the 26 May 1999 who are not now engaged in the collection of garbage under the Kogarah Contract will retain their fortnightly Rostered Days Off (RDOs) under this Grandfather Clause subject to the following:

1. Any employee engaged subsequent to the 26 May 1999 will not have an RDO.
2. 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.
3. All non-bonus employees must be available to transfer between any of the systems of the yard. If an employee who has an RDO transfers temporarily to the collection of Kogarah Garbage (or another Contract where a Bonus applies) then the RDO will cease for that employee for the period of the temporary transfer. The employee will however receive the applicable bonus.

30.0 Settlement of Disputes

30.1 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 or the duly elected employee representative may also be present.

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

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

At any point in these discussions the delegate or employee representative 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.*

- (ii) 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 (vi).
- (iii) If not settled, the Delegate or employee representative 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 which ever is the earliest.

- (vi) Any matter which cannot be resolved shall be referred by either party to the Australian 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.
- (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".
- (x) Any industry wide issues or grievances must comply with this clause.

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.

Status Quo

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

31.0 Duress

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

32.0 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.

33.0 Signatures of the Parties to This Agreement

Signed by Employee Representatives:	
Signature:	
Name in full (printed):	
Date:	22 / 03 / 04

Signed for and on behalf of Cleanaway:	
Signature:	
Name in full (printed):	
Position:	
Date:	04 / 12 / 03

APPENDIX A - RATES OF PAY

Adults - Permanent & Part Time Employees

Grade	Current Rate	On AIRC Approval	After 6 mths	After 12 mths	After 18 mths
	(inclusive of 1.5% income protection)	2%	2%	2%	2%
A1	\$559.96	\$571.16	\$582.36	\$593.56	\$604.76
A2	\$600.45	\$612.46	\$624.47	\$636.48	\$648.49
A3	\$630.35	\$642.96	\$655.56	\$668.17	\$680.78
A4	\$661.09	\$674.31	\$687.53	\$700.76	\$713.98
B1	\$640.48	\$653.29	\$666.10	\$678.91	\$691.72
B2	\$656.33	\$669.46	\$682.58	\$695.71	\$708.84
B3	\$679.15	\$692.73	\$706.32	\$719.90	\$733.48
B4	\$693.17	\$707.03	\$720.90	\$734.76	\$748.62
B5	\$722.08	\$736.52	\$750.96	\$765.40	\$779.85
B6	\$741.60	\$756.43	\$771.26	\$786.10	\$800.93
B7	\$742.33	\$757.18	\$772.02	\$786.87	\$801.72
B8	\$784.67	\$800.36	\$816.06	\$831.75	\$847.44

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

Age	Current Rate	On AIRC Approval	After 6 mths	After 12 mths	After 18 mths
	(inclusive of 1.5% income protection)	2%	2%	2%	2%
16	\$365.86	\$373.18	\$380.50	\$387.81	\$395.13
17	\$426.25	\$434.78	\$443.30	\$451.83	\$460.35
18	\$492.73	\$502.58	\$512.44	\$522.29	\$532.15
19	\$556.90	\$568.04	\$579.18	\$590.31	\$601.45
20	Adult	Adult	Adult	Adult	Adult

Adults - Casuals

Grade	Current Rate	On AIRC Approval	After 6 mths	After 12 mths	After 18 mths
	(inclusive of 1.5% income protection)	2%	2%	2%	2%
A1	\$658.33	\$671.50	\$684.66	\$697.83	\$711.00
A2	\$706.94	\$721.08	\$735.22	\$749.36	\$763.50
A3	\$742.80	\$757.66	\$772.51	\$787.37	\$802.22
A4	\$779.69	\$795.28	\$810.88	\$826.47	\$842.07
B1	\$754.95	\$770.05	\$785.15	\$800.25	\$815.35
B2	\$773.98	\$789.46	\$804.94	\$820.42	\$835.90
B3	\$801.36	\$817.39	\$833.41	\$849.44	\$865.47

B4	\$818.19	\$834.55	\$850.92	\$867.28	\$883.65
B5	\$852.88	\$869.94	\$887.00	\$904.05	\$921.11
B6	\$876.31	\$893.84	\$911.36	\$928.89	\$946.41
B7	\$877.18	\$894.72	\$912.27	\$929.81	\$947.35
B8	\$927.98	\$946.54	\$965.10	\$983.66	\$1,002.22

Juniors - Casuals

Age	Current Rate	On AIRC Approval	After 6 mths	After 12 mths	After 18 mths
	(inclusive of 1.5% income protection)	2%	2%	2%	2%
16	\$425.42	\$433.93	\$442.44	\$450.95	\$459.45
17	\$497.88	\$507.84	\$517.80	\$527.75	\$537.71
18	\$577.67	\$589.22	\$600.78	\$612.33	\$623.88
19	\$654.66	\$667.75	\$680.85	\$693.94	\$707.03
20	Adult	Adult	Adult	Adult	Adult

APPENDIX B - OUR MISSION, VALUES AND PEOPLE PROMISE

OUR MISSION IS ...

To be the world's leading provider of innovative business solutions in support services.

To use outsourcing expertise to add exceptional value in the eyes of our customers.

To create superior shareholder value through our people and their enterprising spirit.

OUR SHARED VALUES ARE ...

All things begin with the customer

We believe in people and teamwork

We have a passion for success

...always acting with integrity and respect for the community and the environment.

BRAMBLES PEOPLE PROMISE ...

From Brambles to You

Explanation of Brambles' and Brambles' Mission, Goals and Values

Explanation of what is expected of you in terms of achievement and behaviour

Regular, honest and constructive feedback about your performance and career opportunities

A development plan to help you to use your talents and improve your skills
From You to Brambles

Commitment to Brambles' Goals and to deliver what is expected of you

Demonstration of behaviour and ways of working consistent with our Values

Regular, honest and constructive feedback about how you are doing, how the business can do better and any support you need

Commitment to develop yourself and use your talents to the fullest