

## **REGISTER OF ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA05/338

**TITLE:** **Adsteam Harbour Sydney - Lines and Mooring EBA 2005**

**I.R.C. NO:** IRC5/4253

**DATE APPROVED/COMMENCEMENT:** 30 August 2005 / 30 August 2005

**TERM:** 30

**NEW AGREEMENT OR  
VARIATION:** New.

**GAZETTAL REFERENCE:** 30 December 2005

**DATE TERMINATED:**

**NUMBER OF PAGES:** 15

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** The agreement applies to all employees employed by Adsteam Harbour Pty Ltd, located at 7, Cooper Street, Balmain NSW 2041, who fall within the coverage of the Motor Boats and Small Tugs (State) Award.

**PARTIES:** Adsteam Harbour Pty Ltd -&- The Seamens' Union of Australia, New South Wales Branch

**ADSTEAM HARBOUR SYDNEY - LINES AND MOORING  
EBA 2005**

**ARRANGEMENT**

**GENERAL PROVISIONS**

Clause No. Area, Incidence and Duration

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2. Determination of Salaries and Increases
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Area, Incidence and Duration

**PART B**

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## 1. REMUNERATION

- 1.1 An employee will be entitled to an annual salary as outlined at Part C. This salary is made up of two parts: a wage, and an annual benefit which is a notional reimbursement of expenses incurred during the year.
- 1.2 An employee may elect to allocate such portion of his or her salary to superannuation up to the tax deduction limit of the ATO guidelines as varied from time to time. An employee electing to salary sacrifice part or all of their salary for superannuation, is to notify the company by 1 May each year of the quantum or percentage to be sacrificed. This salary sacrifice will apply from July 1 that year. In exceptional circumstances an employee may alter their election at another time during the year by agreement between the employee and the manager.
- 1.3 It is the intention of the company during the life of this agreement to introduce some flexibility in salary packaging arrangements for employees provided that this is at no extra cost to the company.
- 1.4 The annual salary less any salary sacrificed amounts will be deposited by electronic funds transfer into a financial institution of the Employee's nomination fortnightly.
- 1.5 The annual salary is an all-inclusive rate for all work performed by Master V, MED III (Coxswain Engineers) or General Purpose Hand respectively, pursuant to this agreement. No additional penalties, loadings or disability payments shall be payable.

## 2. DETERMINATION OF SALARIES AND INCREASES

- 2.1 An annual Salary for Port Jackson and Port Botany shall continue to apply.
- 2.2 This salary shall then be the base upon which all increases are applied.
- 2.3 The increases payable under this agreement shall be:

Amount	Date payable
3.5%	1 March 2006
3.5%	1 March 2007

### 2.4 Transport between sites

Employees are to use their own vehicle when required to transit from site to site. Employees who utilise their own vehicle will be reimbursed mileage (17.22 kilometres @ 61 cents per kilometre) \$10.50 for each transit required from site to site. This rate will be adjusted 1 March each year in accordance with movement in the applicable ATO rate. Alternatively the Company will provide transport where an employee does not have their own vehicle. The Company may review actual costs incurred from time to time to consider or explore other transportation options.

## 3. EMPLOYMENT LEVELS

- 3.1 Manning scales as prescribed by the parent award will no longer apply. The company and the shop committees will jointly revise the current roster arrangements to take into account the new operational requirements. Manning of jobs will be undertaken with due regard to the obligations under the Occupational Health and Safety Act.

3.2 44 employees will be employed between Port Jackson and Port Botany until 27 June 2005. On 28 June 2005 the total number of employees between Port Jackson and Port Botany will reduce to a total of 37 employees, these numbers shall be maintained as long as the level of business within these ports remains at levels effective 28 June 2005.

3.3 Rosters in place will provide for scheduled leave up to a maximum of 20 weeks on average per annum. Rosters will be under constant review to ensure that labour costs are kept within a total of 37 employees from 28 June 2005 & with all parties stringently ensuring the use of casuals is minimised and is a method of last resort only.

It is agreed that should casual costs become excessive the parties will review work allocation and rosters with the intention of applying 20 weeks rostered leave to all employees as referred to in this clause.

#### 3.4 **CHARGE HANDS**

A Charge Hand is an employee appointed to supervise employees on a shift. This structure is adopted to ensure consistencies in the allocation of labour to meet work requirements, minimise use of casuals and ensure workplace and job supervision is in place at all times. The appointed Charge Hand will be paid an allowance of \$53.80 per week from 1 March 2004. The percentage increases for wages in 2005, 2006 and 2007 will apply to the allowance. A company-supplied mobile phone will be issued to the Charge Hand for use during the shift to conduct work calls.

#### 4. **CONTROLLERS AND ALLOCATION OF LABOUR**

4.1 Shipping movements will be confirmed by Adsteam Harbour (AH) Operations Officers. One Charge Hand employee on every working shift will receive shipping movements, contact and allocate labour.

4.2 Each employee will make available a mobile phone for receipt of orders (as per clause 11.6). Work orders and requests may be received by facsimile, computer and/or telephone from AH Operations Officers.

4.3 The Charge Hand will ensure that each job is completed, and upon completion advise AH Operations Officers of the time when the job is finished.

4.4 Employees will ensure that bridgeboard markers are placed where required on wharves.

4.5 The Charge Hand will maintain and oversee the work record injury record book and give workers compensation report forms if necessary.

4.6 The Charge Hand will liaise with AH Operations Officers on all of the operations on their shift.

4.7 Each yard will maintain a shipping register containing ships tonnage, types of lines and manning scale to be used in the mooring/unmooring of the ship.

#### 5. **RECRUITMENT**

5.1 At the date of approval of this agreement the following recruitment procedures continue to apply.

5.2 Where the Company needs to recruit new, permanent or casual employees, it shall:

- Obtain from the Union a number of suitable candidates for consideration.

- Advertise the position (the Union shall be advised of this).
  - Screen and interview applicants and candidates from the database.
  - Check references and medical fitness for the position.
  - Select employees on the basis of objective selection criteria, which shall include but not be limited to qualifications, skills and competencies, required for the position. Account will be taken of the prospective employees previous employment history.
- 5.3 The interview panel shall include an employee from the relevant area of employment where the vacancy exists. The company shall provide the employee representative with appropriate training to ensure the maximum contribution to the selection process.
- 5.4 A successful applicant will be subject to a three-month probationary period. During the probationary period, should the Company have a concern(s) about the performance of the employee and consequently his/her suitability for the position of the employee, the Company will discuss the concern(s) with the employee, if the employee requests, the Union and resolve the matter in accordance with the provisions of this Agreement. Where employment is not confirmed, there shall be no entitlement to severance pay.
- 5.5 Prospective employees, full-time and casual, who are to be employed by the Company will undergo a medical examination undertaken by the Company's Medical Practitioner or a Medical Practitioner of the employee's choice for the purpose of determining the prospective employees fitness for the position offered to him/her. In the event that an existing casual is to be offered a full-time position with Company they will be required to undergo a medical check to be provided by the Company's Medical Practitioner or a Medical Practitioner of their choice.
- 5.6 It is agreed by both parties that the company and union will continue discussions regarding review and, where necessary, improvement of selection procedures.

## **6. EMPLOYEE DUTIES**

- 6.1 All employees will perform such duties as are directed by the company, subject to such directions being reasonable, being in accordance with the qualifications of the employee, and consistent with safe practice and relevant regulations, and not contrary to other provisions of this agreement.
- 6.2 Employees will comply with the hours of duty, which are set by the roster arrangements to meet operational requirements.
- 6.3 Employees will supply their own mobile telephone for use whilst they are in a rostered period of duty or are rostered on-call during rostered hours. Employees shall utilise the mobile telephone and respond in accordance with port requirements. (refer clause 11.6)
- 6.4 An employee must obtain permission from the company representative prior to any absence during working hours from the workplace.
- 6.5 The rates paid in this agreement compensate for coverage of absent employees who may be on sick leave or workers compensation.
- 6.6 RELIEF

Where a relief employee is required the following procedure will apply (in order of priority):

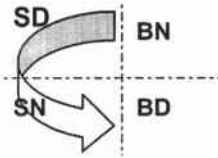
Short Term (up to two weeks rostered on duty)absence or roster shortfall fill-in

### Internal relief

Both Port Botany and Port Jackson operations are to be treated as one business with two site teams and flexibility between those teams.

First call relief coverage – rostered duty personnel on that day

A “4 Corners” approach in regards to internal relief will be adopted using the following methodology.



⇔ In this example Sydney Day Work (SD) require additional labour so Sydney Night Work (SN) would (rotating anti-clockwise) be the 1<sup>st</sup> option followed by Botany Day Work (BD) then Botany Night Work (BN).

In the first instance, coverage on previous/ensuing shifts will be met by using the lower number employees within the roster at the time.

Second call relief coverage – a person to be rostered, as available “relief”, on that day should the “4 Corners” method not be fully successful in covering unscheduled absences / roster fill-in in most circumstances.

### Third call relief coverage - external

External relief will be a method of last resort. That is, it is the intention of all parties to work co-operatively to avoid incurring extra cost through the engagement of casuals. A casual will be engaged on an as needs basis only, after application of the aforementioned relief procedure has exhausted all practical alternatives

### Long Term (more than two weeks rostered on duty) absence

For long-term absences (e.g. workers compensation, long term sick leave, jury duty, Long service leave) during the first two weeks the procedure for short term relief will apply For absences of more than 2 weeks a casual will be engaged on an as needs basis to fill in the particular shift shortfall when a work requirement is evident. Casuals will not be engaged to fill holes in the roster where there is no work requirement.

- 6.7 No extra rates shall be payable for outside towage and delivery voyages up to 48 hours and such work shall be performed as a normal part of any employee's duties.

## 7. MAINTENANCE

- 7.1 The company will prepare maintenance plans for all craft and equipment following discussion with the shop committee.
- 7.2 Employees will perform such maintenance as shall be required during normal rostered time, Monday to Friday.

## 8. HEALTH & SAFETY

- 8.1 A suitable drug and alcohol rehabilitation scheme will be developed in consultation with the union. The company and the union agree to cooperate and encourage any employee who may benefit from such assistance to take advantage of it.
- 8.2 All employees shall be able to perform task, which they are qualified and trained to carry out.

- 8.3 The company will establish a joint union management committee to examine and implement measures, other than as required by the Occupational Health & Safety Act 2000 as amended, to reduce the risk of injury and claims.

## **9. HOURS AND ASSOCIATED MATTERS**

### **(A) HOURS**

Port Botany and Port Jackson operations are to be treated as one business with two site teams and flexibility between those teams. To optimise this flexibility common shift commencement and conclusion times will be adopted. The notional shift coverage in both ports is defined as:

- Day Shift 0500 - 1700hrs
- Night Shift 1700 - 0500hrs

These times will be reviewed in conjunction with both worksites on a 3-monthly basis to ensure changeover times are best aligned with other port stakeholders and Customer throughput.

### **(B) OUTSIDE WORK**

Where outside work is performed (other than normal transfers from Port Jackson to Port Botany and vice versa also transferring crew or cargo to ships outside) then employees engaged on such work will receive Fifty Dollars (\$50.00) per person per day for the duration of the work. Should the work extend beyond 48 hours duration then the provisions of the Motor Boats and Small Tugs (State) Award shall apply for those extended hours beyond 48 hours.

### **(C) DUTY STAFF**

Duty Staff are defined as the minimum quantum of employees required onsite for the duration, or part thereof, of any one shift. In terms of specific requirements for each port the following shall apply:

- Port Botany - 2 men (Driver & Deckhand) required onsite at all times to ensure the safety and security of all plant.
- Port Jackson - 2 men (Driver & Deckhand) required onsite between the hours of 0700 – 1300hrs Monday to Friday to provide coverage for short notice ancillary work.

### **(D) CAPTIVE HOURS**

Other than the requirements for onsite Duty Staff as referred to in 9 ( C ) all other employees will not be bound by captive hours. Employees on shift will present themselves, having been given a minimum of 2-hours notice, onsite as required to meet work demands, stakeholder obligations and fleet maintenance requirements inclusive of maintenance to all mooring hardware and apparatus.

## **10. PHYSICAL EXHAUSTION**

- 10.1 When an employee is required to be on duty continuously, including meal breaks, for 16 hours, the employee shall be entitled to a break from duty of ten hours.
- 10.2 In the event that the employer requires the employee to work outside the provisions of this clause due to unforeseen operational requirements or the unavailability of replacement labour at short notice, the employer shall give the employee a ten-hour break at the first opportunity.
- 10.3 Total hours worked are to be calculated from the time an employee is actually required to be on site. A ten hour break is only applicable when an employee exceeds 16 hours from that time.



10.4 In recognition of the new captive hours clause 9(D) and the relief allocation arrangements the parties will continue to assess and monitor this clause with the clear objective of ensuring that adequate breaks are achieved and physical exhaustion avoided.

## 11. INDUSTRIAL AND PROTECTIVE CLOTHING AND TELEPHONE ALLOWANCE

11.1 Protective gear and industrial clothing will be worn at all times whilst engaged in maintenance; towage, mooring and unmooring jobs. This shall include travel to and from the mooring and unmooring jobs.

11.2 The company will issue protective equipment and clothing to employees as follows

Item	Quantity
<u>Issue on Annual Basis</u> (to be issued at or prior to 1 June each year)	

General weight trousers	3 pairs
Summer weight trousers & or shorts	3 pairs
General weight shirts	3
Summer weight shirts	3

### Replace on Wear & Tear Basis

Overalls	3 pairs
Protective footwear	2
Jumper	1
Castro jacket	1
Safety Helmet	1
Hat for sun protection	1
¾ length wet weather coat	1
Wet weather trousers	1
Dairy boots	1
Sou Wester	1
UV lotion	1

11.3 Items to be replaced on a wear and tear basis will be replaced upon production of evidence that they are worn out.

Items to be replaced on an annual basis shall be issued on the anniversary of the initial issue.

The employee at employee's own cost must replace lost items unless the employee can demonstrate to the company that the loss was not his/her fault.

11.4 The company will supply one pair of sunglasses to the Australian UV standards and one pair of protective covering/glasses suitable for the job. Clip-ons will be supplied where requested. Where an employee uses prescription sunglasses, the company will, upon production of a receipt, reimburse that employee up to the amount as set out in item 3 of Table 2.

11.5 For each complete week (of seven days) of engagement, short-term casuals will receive the weekly clothing allowance as set out in Item of Table 2. For any lesser period a casual shall receive the pro rata daily amount (calculated from the weekly allowance of \$5.76) for each day worked. However where a casual is engaged continuously for periods of excess of three (3) months such a casual employee will be entitled to reimbursed by the company for the purchase of industrial and protective clothing items which items are agreed with the company before the purchase and are worn by the casual employee during rostered periods of duty.

## 11.6 TELEPHONES

A home telephone annual allowance as set out in Item 3 of Table 2 to be paid quarterly, will be paid to all permanent employees.

As existing mobile handsets are ageing the company will source a provider (e.g. Optus, Vodafone etc) from whom employees can purchase new mobiles. From the date of approval of this Agreement, employees are responsible for the provision of their own mobile telephones.

The company will pay the following for mobile telephone use from the date of registration of this Agreement:

- For rental compensation \$10.00 per permanent employee per month
- For usage compensation \$20.00 per permanent employee per month
- For casual employees The Allowance specified in Table 2 of Part C
- An additional \$10.00 per delegate per month will be paid to delegates in recognition of the greater number of calls they are required to make.

- 11.7 A wardrobe of industrial and protective clothing will be maintained for casual employees to use when engaged. The clothing will be laundered and maintained by the company.

## 12. MEAL HOURS

- 12.1 Employees shall be entitled to a break of up to one hour, which shall be taken in a manner suitable to operational requirements. A meal break shall be rescheduled to ensure that there are not delays to shipping and taken as soon as practicable thereafter. No penalty payment shall be made where an employee works through the break due to operational requirements.

## 13. DISPUTES

- 13.1 In the event of a dispute between an employee or the union and the company, both parties will initially, and without exception, consult in good faith in an effort to resolve the disputed matter.
- 13.2 In the case of a dispute between an employee and the company, the employee and (unless the employee wishes otherwise) the Union acting on their behalf, should in the first instance attempt to resolve this matter directly with the Manager. If the matter remains unresolved it will be referred to the Regional Manager for resolution between the Regional Manager and either the employee or the employees representative.
- 13.3 If the matter remains unresolved it shall be referred to the Industrial Relations Commission of New South Wales for conciliation.
- 13.4 Whilst these procedures are continuing, no stoppage of work or other form of limitation of work shall be applied.
- 13.5 Any recommendation of the Commission shall be observed by all parties to this award.
- 13.6 The right is reserved to the parties to vary this procedure where a safety dispute is involved.

**14. CONSULTATIVE COMMITTEE**

- 14.1 A formal consultative committee of management and delegates will be formed following the approval of this agreement.
- 14.2 The committees will meet no less than once a year to discuss matters of either local or statewide concern. These meetings will be arranged so as to avoid any disruption to the operations of the business.

**15. UNION MEETINGS**

- 15.1 Two, four hour paid stop work meetings shall be allowed each year, provided 48hrs notice is given and meetings are arranged so as to avoid disruption to operations.
- 15.2 The above provisions apply except for the conduct of the MUA Annual General Meeting where it is understood that cooperation is obtained from other Port users to conduct a single meeting. In this circumstance, however, normal exemptions apply.

**16. SUPERANNUATION**

- 16.1 The employer will make available to all employee superannuation coverage through the Seafarer's Retirement Fund (SRF).
- 16.2 The employer and employee contributions for all employees will be calculated on the employee's Annual Salary.
- 16.3 The employer contributions shall be:-
- 13.0% of the employee's Annual Salary.
- 16.4 Notwithstanding sub clause 16.3 no full time employee shall receive a lower contribution than the SRF benchmark contribution.
- 16.5 Such contributions shall continue to be made whilst an employee receives accident make up pay.

**17. CASUAL EMPLOYEES**

- 17.1 Short term casual employees, shall be paid by the day at the rate of 1/7<sup>th</sup> of the appropriate Annual Port Salary weekly rate plus a casual loading of 25%. For the purposes of defining a day in relation to the employment of a casual the 24-hour period shall commence at the commencement time of the shift.
- 17.2 In the event of a cancellation, the casual employee having been notified four hours prior to the notified starting time of the cancellation shall be paid \$80.00 for such cancellation.

The casual employee shall be paid the appropriate daily rate where the casual employee attends for work but is not required.

**18. SICK LEAVE**

- 18.1 Employees will be entitled to ten days paid sick leave per year. Sick leave shall be deducted and paid on the basis of 1/7<sup>th</sup> of the appropriate rate including the superannuation component.

- 18.2 From the date of approval of this agreement the following procedures will apply:
- (i) Sick leave accrued prior to the date of approval will be frozen. This frozen leave will be exhausted as follows -
    - (a) It will be used in the first instance to cover sick leave absences.
    - (b) For each days sick leave, one day will be deducted from the sick leave balance
    - (c) Provided that, for a full week absence (Monday to Sunday) five days will be deducted from the Sick Leave balance.
  - (ii) When frozen sick leave is exhausted, sick leave accrued on and from the date of approval of this agreement will be utilised as follows -
    - (a) For each days sick leave, one day will be deducted from the sick leave balance. That is, for a full week absence (Monday – Sunday) seven days will be deducted from the sick leave balance.
- 18.3 The intention of Clause 18.2 is to provide a transitional arrangement between the previous practice of the Company and a model better suited to the operation of 7-day shift arrangements.
- 18.4 Leave Reserved: Leave is reserved to the union to make application to the NSW IRC in relation to any dispute about the equity of these provisions.

## **19. REDUNDANCY**

- 19.1 Where an employee is surplus to the requirements of the company due to changed Port conditions the following shall apply:
- 19.2 The company shall advise the union of the number of proposed redundancies.
- 19.3 In the event that a redundancy situation arises, redundancies will be applied by seeking expressions of interest in the port where the redundancies are to occur. If there are insufficient expressions of interest, packages may be offered to employees at other ports. This will be discussed with the union.
- 19.4 If there are insufficient applicants for voluntary redundancy, redundancies will take place on a last on first off basis in the port where the reduction in numbers has occurred.
- 19.5 The redundancy formula will be the sum of the following:
- 0 – 15 years (inclusive)                      4 weeks' pay per year of company service.
  - 16 – 22 years (inclusive)                      3 weeks' pay per year of company service.
- The maximum payment shall be capped at 78 weeks' pay.
- 19.6 The redundancy package will be paid out at the employee's Annual Salary.

## **20. HIGHER QUALIFICATIONS**


Where an employee requires leave or assistance of any kind in order to obtain higher qualifications then, upon application being made to the company by that employee, the company will consider the application on its merits. There will be full consultation with the union about each application.


**21. ANTI DISCRIMINATION**

- 21.1 It is the intention of the parties bound by this Agreement to seek to achieve the object in section 3(f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 21.2 It follows that in fulfilling their obligations under the disputes procedure prescribed by this Agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Agreement which, by its terms or operation, has a direct or indirect discriminatory effect.
- 21.3 Under the Anti - Discrimination Act, 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 21.4 Nothing in this clause is to be taken to affect:
  - (a) any conduct or act which is specifically exempted from anti -discrimination legislation;
  - (b) offering or providing junior rates of pay to persons under 21 years of age;
  - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the Anti-Discrimination Act, 1977; or
  - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.

This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.


**22. SIGNATORIES**

  
..... Date: 18-7-05  
Manager – Human Resources

  
..... Date: 18.7.05  
Witness

Signed for an on behalf of Adsteam Harbour Sydney, in the presence of a witness.

  
..... Date: 18.7.2005  
Seamens' Union of Australia (NSW)

  
..... Date: 18.7.05  
Witness

Signed for an on behalf of Seamen's Union of Australian New South Wales Branch, in the presence of a witness.

## **PART A**

### **AREA INCIDENCE AND DURATION**

1. Introduction

This award shall be known as the Adsteam Harbour Sydney - Lines and Mooring EBA 2005

This agreement is made between:

Adsteam Harbour Pty Limited;

and

The Seamen's' Union of Australia, New South Wales Branch (SUA);

and applies on behalf of the SUA members in respect of lines and mooring operations carried out by Adsteam Harbour in Port Botany and Port Jackson.

2. This agreement shall be read in conjunction with the Motor Boats and Small Tugs (State) Award as varied, ("the parent award") and shall cover the lines and mooring operations of Adsteam Harbour Sydney in Port Jackson and Port Botany. To the extent of any inconsistency between the parent award and this agreement, this agreement shall prevail.
3. This agreement supersedes all other unregistered agreements written or oral. With the exception of any prevailing statutory rights, the terms and conditions of employment of the employees covered by this agreement shall be solely contained in this agreement and the parent award.
4. This agreement shall take effect on and from the date it is registered by the NSW Industrial Relations Commission and shall remain in force until 28 February 2008.

## **PART B**

### **GENERAL PRINCIPLES**

1. Adsteam Harbour, its employees and their union, the SUA, are committed to providing a lines and mooring service and a small tug and work boat service which is flexible, responsive to customer needs and which is cost effective.
2. All the parties are jointly committed to seeing the business grow. Through growth, income and job security will follow, as will adequate shareholder returns.
3. Adsteam Harbour is also committed to reducing the amount of physical exertion required in hauling lines. During the life of this award Adsteam Harbour will discuss with its workforce ways to do this. The parties commit themselves to work co-operatively in implementing the outcome of these discussions.
4. The company with the active participation of its employees wants to expand its business in and around Port Jackson and Port Botany. It wants to build upon the boat handling skills of its workforce. All parties to this agreement agree to work together to pursue this goal and accept that the new work may be outside of the company's traditional areas of business. The introduction of any new work will follow after consultation with the employees and their union as will a review of employee numbers.
5. The company undertakes not to compulsorily retrench any employee during the life of this award subject, of course, to the present level of business remaining fairly constant over the life of this agreement. In the event of the loss of a significant customer, the company, prior to making a decision about the size of the workforce, will discuss the impact of the loss with the shop committees and the union.
6. The mutual objectives of the parties are to contribute to the long-term improvements in the Company's performance and Employees security in terms of:
  - Financial viability in relations to Employee controllable matters
  - The highest standards of Customer service
  - Safety and quality performance within the business
  - Process improvements towards a more cost efficient business
  - Employee conditions
  - Continuity of employment
  - Enhanced career prospects
7. The mutual intention of the parties is to always ensure that:
  - With the highest due regard to safety, employees will work to ensure the services provided to the Customer takes priority.
  - All employees will comply with, contribute and assist in the development of all Company quality management, safety and operational procedures.

**PART C**  
**MONETARY RATES**

Table 1 - SALARIES

Deckhand	Weekly Wage	Weekly Benefit Entitlement	Total Remuneration Package	
			Car/Meal	Per week
01-Mar-05	\$1,121.90	\$119.00	\$1,240.90	\$64,526.95
01-Mar-06	\$1,160.08	\$124.25	\$1,284.33	\$66,785.39
01-Mar-07	\$1,200.68	\$128.60	\$1,329.28	\$69,122.88

Driver	Weekly Wage	Weekly Benefit Entitlement	Total Remuneration Package	
			Car/Meal	Per/week
01-Mar-05	\$1,190.15	\$119.00	\$1,309.15	\$68,076.05
01-Mar-06	\$1,230.72	\$124.25	\$1,354.97	\$70,458.50
01-Mar-07	\$1,273.80	\$128.60	\$1,402.40	\$72,924.55

TABLE 2 - OTHER RATES AND ALLOWANCES

Item No	Clause No	Brief Description	Amount \$
1	3.3	Charge hand's allowance	53.80 per week
2	11.6	Reimbursement for prescription sunglasses	50.00 per annum
3	11.6	Telephone allowance	244.00 per annum
4	11.5	Casual Clothing allowance	5.76 per week
5	11.6	Casual phone allowance	67c per day
6	9B	Victualling money	\$30.00