

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA10/14

**TITLE:** Woollahra Municipal Council Street Cleaners Enterprise Agreement 2009

**I.R.C. NO:** IRC9/1940

**DATE APPROVED/COMMENCEMENT:** 18 December 2009 / 18 December 2009

**TERM:** 36

**NEW AGREEMENT OR  
VARIATION:** Replaces EA05/279.

**GAZETTAL REFERENCE:** Published 26 February 2010

**DATE TERMINATED:**

**NUMBER OF PAGES:** 17

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** The agreement applies to employees employed by Woollahra Municipal Council, located at 536, New South Head Road, Double Bay NSW 2028, employed as Team Leaders, Operational Workers, and Mechanical Sweeper Operators employed in the Council's Street Cleaning Section as Team Leaders, Operational Workers, and Mechanical Sweeper Operators who fall within the coverage of the Local Government (State) Award 2007.

**PARTIES:** Woollahra Municipal Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union

# Woollahra Municipal Council

## STREET CLEANERS

### Enterprise Agreement 2009

Related to Local Government (State) Award 2007

---

#### **1 Application and Operation of the Agreement**

##### **1.1 Title and Intention of the Parties**

- a. This Enterprise Agreement is made in accordance with the provisions of sections 29 to 47 of the Industrial Relations Act 1996, and shall be known as the "Woollahra Municipal Council Street Cleaners Enterprise Agreement 2009" and shall provide the basis for determining the salaries and certain specified conditions of employment for staff employed in the Street Cleaning area of the Municipality of Woollahra.
- b. This Agreement must be read in conjunction with the Local Government (State) Award 2007 or its successor and in the event of conflict, this Agreement prevails.

##### **1.2 The Parties**

The Parties to this Agreement are Woollahra Municipal Council and the New South Wales Local Government, Clerical, Administrative, Energy Airlines and Utilities Union.

##### **1.3 Duress**

This Agreement has been entered into without duress by any party.

##### **1.4 Commencement, Duration and Renegotiation**

- a. The Agreement shall come into operation from the date of approval by the Industrial Relations Commission of New South Wales and shall remain in force for a period of three (3) years.
- b. The parties to this Agreement shall meet to renegotiate the provisions contained herein three (3) months prior to the date of its cessation. Should there be no agreement between the parties, either party may determine to rescind the Agreement and revert to the provisions of the Award.

## 1.5. Definitions

- Award:*** Award shall mean the Local Government (State) Award 2007, and any Award that succeeds this Award.
- Team Leaders:*** Shall mean those staff undertaking tasks in accordance with the position description associated with this position
- Operational Workers:*** Shall mean those staff undertaking tasks in accordance with the position description associated with this position
- Mechanical Sweeper Operator/Operational Worker:*** Shall mean those staff undertaking tasks in accordance with the position description associated with this position.
- Council:*** Shall mean Woollahra Municipal Council.

## 1.6. Relationship with the Award

- a This Agreement shall be read and interpreted wholly in conjunction with the Award and the Industrial Agreement.
- b This Agreement shall not affect the payment of future Award based increases and there shall be no absorption of such increases for the purposes of this Agreement.
- c In the event of any inconsistency between the Award or the Industrial Agreement and this Agreement, this Agreement shall prevail to the extent of the inconsistency.
- d Where this Agreement is silent, the Award and the Industrial Agreement shall prevail.

## 1.7. Anti-Discrimination

- a. 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 responsibility as a carer.
- b. It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by the Award 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 shall be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Agreement that, by its terms or operation, has a direct or indirect discriminatory effect.
- c. 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.

- d. Nothing in this clause is to be taken to affect:
- i. any conduct or act which is specifically exempted from anti-discrimination legislation;
  - ii. offering or providing junior rates of pay to persons under 21 years of age;
  - iii. any act or practice of a body established to propagate religion which is exempted under section 56(d) of the Anti-Discrimination Act 1977;
  - iv. a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- e. 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.
- f. NOTE: Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

#### **1.8. No Further Claims**

The parties to this Agreement and the employees covered by it agree and acknowledge that the Agreement has been negotiated to ensure the employees' rates of pay, other than as specified in Section 6, and other working conditions have been agreed for the next three years and that there shall be no further industrial or other claims made by them, except as set out in the Local Government State Award (2007) or its successor.

#### **2. Employees covered by this Agreement**

- a. The Council's Street Cleaning section employees covered by this Agreement are as follows:

Team Leaders

Operational Workers

Mechanical Sweeper Operators

whether or not they are members of the New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union or any other Union

- b. The Council's Street Cleaning section employees not covered by this Agreement are as follows:

Business Centre and Street Cleaning Coordinator

Manager Depot & Waste Services

### **3 Basis of employment**

- a. Each Employee is employed to perform the duties outlined in the position description attached to his/her Offer of Employment. The commencement Grade will also be set out in that letter.
- b. The basis of each Employee's employment is detailed in the Offer of Employment and Woollahra Councils general terms and conditions of employment. Any changes in salary grades, promotions, transfers or other alterations to the employment arrangement will be confirmed in writing.
- c. Council shall notify Street Cleaning Employees who may be affected by proposed changes and their Union, in accordance with Section 34 of the Local Government (State) Award 2007, where Council makes a definite decision to introduce major changes in production, program, organisation structure, or technology, that are likely to have significant effects on employees.

### **4 Commitment to the Delivery of an Effective Service**

- a. The objective of this agreement is to deliver effective and efficient Council services. The matters detailed below reflect the commitment employees and management have achieved in reaching this Agreement as the basis for meeting this objective:
  - i.. Employees shall work diligently and effectively to maintain and enhance the service currently provided to the residents, businesses and visitors to the Woollahra Municipality.
  - ii. Management and staff within the service will act promptly, consistent with their scope of authority, to remove any impediments to the effectiveness of the service.
  - iii. Management and staff will work together to ensure plant and equipment breakdowns, damage and failures are minimised, and are promptly addressed if they do occur.
  - iv. Management and staff will work together in a team environment to ensure an effective communication is maintained and that further opportunities to improve and enhance the service are identified and introduced to assist in the ongoing security of Council employment in the long term in accordance with the Award.
  - v. Employees will ensure that bus shelters are cleaned consistent with agreed service levels.
  - vi. Employees will ensure that the "Sir David Martin Reserve" slipway is cleaned consistent with agreed service levels.
  - vii. The establishment of work teams that enhance the service of the section and increase the utilisation of plant involved in street cleaning.
  - vii. Team Leaders and teams shall take responsibility for all cleaning within the allocated geographical area.

- viii. Transfer of the litter bin collection, main roads street cleaning and associated plant from the Street Cleaning Section to another section of the Depot & Waste Services Department.
- ix. A reduction in the number of full-time employees employed in this Street Cleaning section from 24 to 18.
- x. The transfer of 6 positions from the Street Cleaning section to the Business Centre section.
- xi. Transfer of Clean Up collection, Paid Pickups and associated plant from Waste Services to Street Cleaning.
- xii. Introducing barrows in consultation into areas where access is difficult to improve the profile and effectiveness of the service.
- xiii. Controlling and removing weeds in all road reserves, traffic islands, walkways and pedestrian access lanes.
- xiv. Undertaking cyclic inspections and cleaning of all walkways and laneways to meet agreed standards.
- xv. Minimising the work practice of "boxing out": the process of getting on one's knees and scraping a pile of rubbish or leaves into a cardboard, or other type of box, with a small broom or other object, as you would do with a dustpan and broom, and ensuring all work methods comply with Manual Handling Codes.
- xvi. Working in a flexible manner to ensure that morning tea work breaks are taken at logical times in terms of the flow of work and that no additional compensation will be sought when this flexibility requires breaks to be taken at times other than those at which they are normally taken.
- xvii. Improving the level of accountability taken by the team for the full range of work activities with comprehensive daily records and for appropriate documentation of these duties.
- xviii. Operating in a flexible manner and applying safe systems of work to ensure Council gains effective value from any change in work arrangements.
- xix. Working as part of a team to ensure that if urgent work comes through, the whole group assists.
- xx. Employees will ensure that the jetties located at Rose Bay and Double Bay are cleaned consistent with agreed service levels.
- xxi. Employees will remove posters from street furniture when sighted.
- xxii. Employees will ensure that the Lyne Park, Rose Bay and Woollahra Golf Course car parks are cleaned consistent with agreed service levels.
- xxiii. Management and staff agree that noise reduction is an important part of providing an effective service to rate payers. As such, it is agreed that both parties are committed to working together to implement work practices and where appropriate altering schedules, to minimise noise levels prior to 7am and that these practices shall be adhered to and regularly reviewed by both parties.

#### **4.1 Mechanical Suction Machines**

a. An objective of this agreement is to improve the utilisation of mechanical sweeping machines to maintain a high standard of street cleanliness. To achieve this goal it has been agreed to increase the utilisation of mechanical sweepers by undertaking two working shifts for each machine per day (see Schedule 2).

b. The mechanical sweeping machines are the most efficient and effective means of collecting debris from ground level. The operators of these machines are required to:-

Work as part of the Area Street Cleaning teams throughout their daily shift;

Provide support to other sections of Council which require mechanical sweeping prior to and after the Area Street Cleaning teams commence and finish; and

Work as a team in providing street cleaning services to areas identified as being able to be serviced by mechanical sweeping machines as per existing, agreed mechanical sweeping afternoon shift standards.

Work in a flexible manner, using both mechanical and hand sweeping methods to ensure that all areas of the municipality are maintained to agreed standards

#### **4.2 Performance Measures**

The parties to this Agreement have established the following list of performance measures against which the achievement of Street Cleaners objectives shall be measured.

a. The areas in which performance shall be measured are:

- i. Operation against the budget determined by Council.
- ii. Corporate and community feedback in respect to the service provided.
- iii. The response time to action requests
- iv. Completion of scheduled work.
- v. Compliance with work practices and any other risk management policies and procedures in place.
- vi. The number of substantiated complaints lodged in respect to the service provided.
- vii. The level of uncertified absenteeism of members of team.
- viii. The trial and introduction of new cleaning methods and equipment.

b. The following objectives are to be achieved in providing the Street Cleaning service in the manner detailed in this Agreement:

- i. High standards of cleanliness of streets and public thoroughfares;
- ii. Minimising of litter in streets and entering the drainage system;
- iii. Minimising the potential adverse environmental impacts of Cleaning activities on the waterways of the Municipality and adjacent municipalities and on Sydney Harbour;

- iv. Stopping the practice of flushing street debris into drains;
- v. Providing for the periodic removal of weeds from gutters, pedestrian lanes and roadways, particularly around median strips, traffic islands, roundabouts etc;
- vi. Allowing the clean up collections to commence on the first working day following the weekend;
- vii. Ensuring that the service is compliant with the requirements of all relevant NSW Acts and Regulations; and
- viii. Increasing employee awareness of environmental impacts of street runoff.

## **5. Skills and Training**

- a. Employees shall be paid in accordance with the salary range detailed in **Schedule 2, Table A** of this Agreement which recognises and rewards the achievement and part- achievement of certificate qualifications.
- b. The Grade into which an employee is placed shall be based on a consistent process of recognition of prior learning. This recognition shall be assessed against course competencies as developed by the Department of Education and Training, or other Recognised Training Organisation (RTO).
- c. Further progression beyond the initial placement shall be through the annual salary/skills assessment system. The annual salary skills system recognises the employees' acquisition and use of skills on the job.
- d. All Street Cleaning employees covered by this Agreement who apply for First Aid training through the Council's training calendar shall be eligible to participate in this training. However there shall be a limited number of employees (as agreed with the Manager) who receive payment for designated first aid duties.
- e. In accordance with Council's Training and Employment Development Policy employees covered by this Agreement shall be encouraged to undertake courses relevant to their position which lead to progression through the grades of the salary system. Where practicable, Council shall facilitate the required training.

## **6. Rates of Pay and Productivity**

### **6.1 Pay Rates and Increases**

- a. Employees' rates of pay are calculated in accordance with **Schedule 1, Table A**.
- b. The rates of pay are set out (and reviewed as required) in accordance with the Council's Skills Assessment System.
- c. The rates of pay, detailed in this Agreement, shall be varied consistent with salary movements through Council's salary system and any increases in the Local Government (State) Award 2007.
- d. The Disability Allowance shall be paid in accordance with **Schedule 1 Table B**.

- e. The rates of pay, as detailed in **Schedule 1** to this Agreement, have been determined in recognition of the establishment of a thirty-eight (38) roster.
- f. In addition to the grade range available, based on the acquisition and use of established competencies, Street Cleaning Team employees shall be paid an Employees' Agreement Allowance as detailed in **Schedule 1, Table C**.
- g. The Clean Up Allowance will be paid to all employees, in accordance with **Schedule 1 Table D** of this Agreement, other than Mechanical Sweeper Operators, who work on the first working day each week following the weekend and shall be paid during periods of approved annual and long service leave where such leave extends beyond one week.
- h. No Clean Up Allowance is payable to any staff member who is absent from work on the designated Clean Up day. Where the employee believes that the absence was justified an application can be made to management outlining the reason(s) for the absence. The manager may, based solely on his/her discretion, determine that the circumstances are exceptional and approve the payment of the Allowance.
- i. The introduction of the Enterprise Agreement Allowance will end the practice of paying travelling time and fares for overtime.
- j. The Pattern of Working Hours Allowance, **Table E**, paid to Mechanical Sweeper Operators takes into account the starting and finishing times which apply to these operators and shall operate in lieu of any variation to the Award which includes payment for working on early morning or afternoon shifts.
- k. The rates of pay in this Agreement shall be varied consistent with salary movements that apply to all employees of Council, which includes increases in the Award

## **7 Hours of Work**

### **7.1 Ordinary Hours**

- a. Except as otherwise provided in an offer of employment, under this Agreement, Employees are required to work an average of 76 hours per fortnight (provided that Employees have at least four days off) and reasonable additional hours. Any reasonable additional hours worked will be paid at Employees' overtime rates.
- b. The actual hours worked by each Team shall be established by agreements between the Manager, relevant Coordinator and the Team Leader. The actual hours will vary depending upon issues, such as but not limited to: seasonal requirements, special events, water restrictions.
- c. The hours of work for employees employed under this Agreement shall be as established in the roster schedule which is marked as **Schedule 3** to this Agreement. Employees when employed under this Agreement shall be assigned to either Team "A", "B", or "C". Hours worked shall be consistent with the roster, except where varied by agreement. Work outside the agreed roster shall be overtime and paid consistent with the provisions of the Award.

- d. The hours of work shall commence at 5am each day
- e. The parties acknowledge and accept that employees in consultation with the Team Leader and relevant Coordinator may swap shifts to suit personal circumstances. These shift changes shall not affect the service provided by the teams.

## **7.2 Additional Hours**

- a. Employees may not refuse to work any reasonable additional hours. In determining if additional hours are reasonable, all relevant factors will be taken into account, including:
  - i. any risk to Employees' health or safety;
  - ii. Employees' personal circumstances and family responsibilities;
  - iii. the needs of the workplace;
  - iv. the notice given by the Council of the additional hours, and by Employees of their intention to refuse it;
  - v. whether any of the additional hours are on a public holiday; and
  - vi. Employees' hours of work over the four weeks immediately before they were required or requested to work the additional hours.
- b. Unless Employees advise the Manager or relevant Coordinator that they feel any additional hours or shifts are unreasonable, upon being given notice of the additional hours; then the additional hours are deemed to have been accepted by them as reasonable, and they are deemed to have volunteered to work the hours and receive payment at their overtime rate.

## **7.3 Shift Work**

- a. Except as otherwise provided ordinary hours worked outside the span of 5 am to 6pm Monday to Friday shall attract 20% shift penalty in addition to the ordinary hourly rate of pay for the actual time worked outside the span of hours specified.
- b. Shift penalties shall be paid for ordinary work performed between Monday and Friday and shall not be paid on weekends.

## **7.4 Overtime**

- a. All overtime must be approved prior to it being worked.
- b. Except where otherwise agreed, all time worked by direction before or after ordinary hours shall be paid at the rate of time and a half for the first two hours and double time thereafter.
- c. Overtime worked on Saturday shall be paid at time and a half for the first two hours and double time thereafter. Any overtime worked after 12 noon on Saturday shall be paid at double time.

- d. Overtime worked on Sunday shall be paid for at double time.
- e. Overtime should be claimed within 10 days of being worked.
- f. Where there is prior agreement between the Council and the employee, an employee may elect time in lieu rather than being paid overtime rates.
- g. All time in lieu is graded equivalent for the actual hours worked.

#### **7.5 Meal Breaks**

- a. Employees shall have an unpaid meal break of at least 30 minutes within the first five hours of continuous work.
- b. In unforeseen circumstances the meal break may be delayed and shall be taken as soon as practicable, subject to the observance of appropriate occupational health and safety standards.

#### **7.6 Work Breaks**

The parties have committed to work constructively to maximise the effectiveness of Council's operations. The long-term competitiveness of the services currently provided by Council employees is critical to ensure job security. The ability of the team to maximise production by minimising down time shall assist the team to achieve full schedule targets as well as providing maximum potential to achieve additional duty targets:

- a. Breaks shall be taken in a manner, determined by the work teams, to minimise the disruption to the work flow. This may include flexibility in the time at which the break is taken and situations in which the break may be staggered through the team members.
- b. The break should be taken at the work site and arrangements for food and drink, to be consumed during the break, shall be made prior to the commencement of work or during the break.
- c. The Team Leader shall choose a work break site which has access to a toilet or amenities block.
- d. The Team Leader shall be accountable to ensure the effectiveness of the team is maximised with respect to the flow of work across the morning tea break.

## **8. Delegate's Rights**

Union delegates shall have the rights detailed below. These rights shall be exercised in a manner consistent with Council's Code of Conduct Union Delegates.

- a. The right to be treated fairly and to perform their role as union delegate without any discrimination in their employment;
- b. The right to formal recognition by the employer that endorsed union delegates speak on behalf of union members in the workplace;
- c. The right to bargain collectively on behalf of those they represent;
- d. The right to consultation, and access to reasonable information about the workplace and the business;
- e. The right to paid time to represent the interests of members to the employer and industrial tribunals;
- f. The right to reasonable paid time during normal working hours to consult with union members;
- g. The right to reasonable paid time off to participate in the operation of the union;
- h. The right to reasonable paid time off to attend accredited union education;
- i. The right to address new employees about the benefits of union membership at the time that they enter employment;
- j. The right to reasonable access to telephone, facsimile, photocopying, internet and e-mail facilities for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union;
- k. The right to place union information on a notice board in a prominent location in the workplace;
- l. The right to take reasonable leave to work with the union.

These rights are basic and fair. Union delegates are entitled to know their role is recognised and respected.

## **9. Local Government (State) Award Terms and Conditions**

For the purposes of this Agreement, the following terms and conditions of employment shall be in accordance with the terms and conditions set out in the Local Government (State) Award 2007, or otherwise covered by Councils Policies & Procedures

### **9.1 Redundancies**

### **9.2 Annual Holidays**

### **9.3 Long Service Leave**

### **9.4 Transferred Leave**

### **9.5 Personal and Carer's Leave**

### **9.6 Parental Leave**

### **9.7 Paid Maternity Leave**

### **9.8 Adoption Leave**

### **9.9 Compassionate Leave**

### **9.10 Termination of Employment**

### **9.11 Grievance and Dispute Procedures**

### **9.12 Public Holidays**

### **9.13 Code of Conduct**

## Schedule 1

Table A

Position	Grade Range	Disability Allowance	Enterprise Agreement Allowance	Clean Up Allowance	Pattern of Working Hours Allowance	Total Pay
	A	B	C	D	E	
Team Leader – Street Cleaning	21 - 28	Yes	Yes	Yes	No	A+B+C+D+F
Operational Worker – Street Cleaning	8 - 20	Yes	Yes	Allowance applies to employees other than Mechanical Sweeper Operators	Allowance applies only to Mechanical Sweeper Operators	A+B+C+D/E+F

**Table B**

**Disability Allowance**

Weekly Rate	\$32.75
-------------	---------

**Table C**

**Enterprise Agreement Allowance**

The Enterprise Agreement Allowance shall be paid in addition to Award allowances and to the rate determined through Council's salary system.

Position	Allowance (Per Week)
Team Leader – Street Cleaning	\$47.01
Operational Worker – Street Cleaning	\$47.01

**Table D**

**Clean Up Allowance**

Employees other than Mechanical Sweeper Operators

Position	Allowance (Per Week)
Team Leader – Street Cleaning	\$110.00
Operational Worker – Street Cleaning	\$110.00

**Table E**

**Pattern of Working Hours Allowance**

This allowance only applies to Mechanical Sweeper Operators

Position	Allowance (Per Week)
Mechanical Sweeper Operator	\$161.01

## Schedule 2

*Table A*

<b>Position</b>	<b>Grade</b>	<b>Training Requirement</b>	<b>Weekly Rate<sup>1</sup></b>
Operational Worker – Street Cleaning - Entry	8		\$735.62
Operational Worker – Street Cleaning - Entry	9	25% Certificate II	\$748.76
Operational Worker – Street Cleaning - Entry	10	50% Certificate II	\$763.02
Operational Worker – Street Cleaning - Entry	11	75% Certificate II	\$777.96
Operational Worker – Street Cleaning – Level 1	12	100% Certificate II	\$793.59
Operational Worker – Street Cleaning – Level 1	13	25% Certificate III	\$809.10
Operational Worker – Street Cleaning – Level 1	14	50% Certificate III	\$825.51
Operational Worker – Street Cleaning – Level 1	15 <sup>2</sup>	75% Certificate III	\$841.59
Operational Worker – Street Cleaning – Level 2	16	100% Certificate III	\$858.45
Operational Worker – Street Cleaning – Level 2	17	25% Certificate IV	\$875.66
Operational Worker – Street Cleaning – Level 2	18	50% Certificate IV	\$892.98
Operational Worker – Street Cleaning – Level 2	19	75% Certificate IV	\$910.19
Operational Worker – Street Cleaning – Level 2	20	100% Certificate IV	\$928.42
Team Leader – Street Cleaning – Level 1	21		\$946.42
Team Leader – Street Cleaning – Level 1	22		\$965.55
Team Leader – Street Cleaning – Level 1	23		\$984.45
Team Leader – Street Cleaning – Level 1	24		\$1,004.15
Team Leader – Street Cleaning – Level 2	25		\$1,024.08
Team Leader – Street Cleaning – Level 2	26		\$1,044.57
Team Leader – Street Cleaning – Level 2	27		\$1,064.95
Team Leader – Street Cleaning – Level 2	28		\$1,086.23

1. Rates of Pay are varied consistent with movements in Council's salary system Grade structure.
2. Mechanical Sweeper Operators and employees relieving in this position shall be paid at this Grade as a minimum to reflect the accountability of the position.

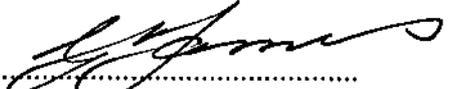
**Schedule 3**

<b>Street Sweeping Group Work Roster</b>							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<b>Team A</b>	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	Off	Off
<b>Team B</b>	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	Off	Off
<b>Team C</b>	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	Off	Off
<b>Mechanical Sweepers 1</b>	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	5:00am-1:00pm	<i>Rostered Overtime</i>	<i>Rostered Overtime</i>
<b>Mechanical Sweepers 2</b>	12:00pm-8:00pm	12:00pm-8:00pm	12:00pm-8:00pm	12:00pm-8:00pm	12:00pm-8:00pm	<i>Rostered Overtime</i>	<i>Rostered Overtime</i>

**Note:** 1. Mechanical Sweepers will have meal break when the Area Team has morning tea break

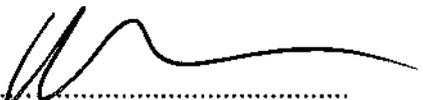
Signed by the parties on this 25 day of NOVEMBER 2008

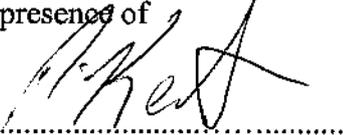
SIGNED on behalf of )  
WOOLLAHRA MUNICIPAL COUNCIL )  
in the presence of )

  
.....  
General Manager

  
.....  
Witness

SIGNED on behalf of the )  
NEW SOUTH WALES LOCAL GOVERNMENT, )  
CLERICAL, ADMINISTRATIVE, ENERGY, )  
AIRLINES AND UTILITIES UNION )  
in the presence of )

  
.....  
General Secretary

  
.....  
Witness