

REGISTER OF
ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: 97/29

I.R.C. NO: 97/686

DATE APPROVED/COMMENCEMENT: 14 February 1997

TERM: Expires 11 December 1998

NEW AGREEMENT OR
VARIATION: New

GAZETTAL REFERENCE: VOL 297 I.F. 21. 3. 97.

DATE TERMINATED:

TITLE: Fenner (Australia) Pty Ltd Enterprise Agreement 1997-98

COVERAGE/DESCRIPTION OF

EMPLOYEES: employees covered by Storemen and Packers, General (State) Award

PARTIES: Fenner (Australia) Pty Ltd & National Union of Workers, New South Wales Branch.

PAGES : 9

FENNER (AUSTRALIA) PTY. LIMITED

ENTERPRISE AGREEMENT 1997-98

1. TITLE

This Agreement shall be known as the Fenner (Australia) Pty. Limited Enterprise Agreement 1997-98.

2. ARRANGEMENT

The Arrangement is arranged as follows:

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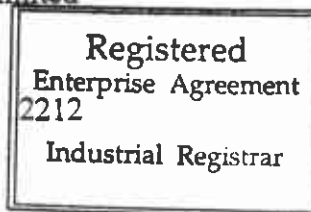
3. APPLICATION.

This Agreement shall apply at Fenner (Australia) Pty. Limited, 81 Milperra Road, Revesby to all employees who are bound by the terms of the New South Wales Storeman and Packers, General (State) Award, insofar as those provisions relate to the parties referred to in Clause 4 - PARTIES BOUND of this Agreement.

4. PARTIES BOUND.

The parties to this Agreement are:

- (a) Metal Trades Industry Association of Australia;
- (b) All employees whether member of the organisations of employees listed in subclause (c) hereof or not engaged in any of the occupations, industries or callings specified in New South Wales Storeman and Packers, General (State) Award;
- (c) The organisations that represent the employees defined in (b), namely:
 - (i) National Union of Workers
New South Wales Branch
- (d) Fenner (Australia) Pty. Limited
site located at
81 Milperra Road
Revesby



5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from 11th December 1996 until the 11th December 1998.

6. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with the New South Wales Storeman and Packers, General (State) Award and the unregistered Fenner (Australia) Pty Limited (Enterprise Bargaining) Agreements 1993, 95, 96 which are attached, provided that where there is any inconsistency between this agreement and the New South Wales Storeman and Packers, General (State) Award, this agreement shall take precedence to the extent of the inconsistency.

7. OBJECTIVES OF THE AGREEMENT

The Company has undertaken to work in a consultative manner to implement workplace reform. Methods agreed to achieve productivity, efficiency and flexibility forming part of this Agreement are as listed in Appendix 1.

8. WAGES

(a) Wages will be increased as follows:

Classification Table	Current Base	Column 1		Column 2		Column 3	
		% inc	New Base	% inc	New Base	% inc	New Base
Storeman and Packer Grade 3	\$497.41	5.0	\$522.28	5.0	\$548.39	1.0	\$553.87
Storeman and Packer Grade 4	\$522.91	5.0	\$549.05	5.0	\$576.50	1.0	\$582.26
Storeman and Packer Grade 4 (Leading Hand)	\$540.68	5.0	\$567.71	5.0	\$596.09	1.0	\$602.05



(b) The wage increases in subclause (a) hereof shall be payable as follows:

(i) The amount shown in Column 1 shall be payable from the beginning of the first full pay period commencing the 11th December 1996.

- (ii) The amount shown in Column 2 shall be payable from the beginning of the first full pay period commencing the 10th December 1997.
- (iii) The amount shown in Column 3 shall be payable from the beginning of the first full pay period commencing the 1st July 1998.
- (c) The wage increases specified in subclause (a) of this Clause shall be payable in addition to the current agreed enterprise rates of pay and shall constitute part of the all purpose rate of pay in respect of employees covered by this agreement.
- (d) The wage increases referred to in subclause (a) of this Clause shall not be absorbed into any overaward payment.

9. NO EXTRA CLAIMS.

It is a term of this Agreement that either party Fenner or the Union and all employees bound by this Agreement will not pursue any extra claims, award or over award, for the life of this Agreement, unless consistent with enterprise bargaining principles established by the state wage case decision.

10. AVOIDANCE OF INDUSTRIAL DISPUTES.

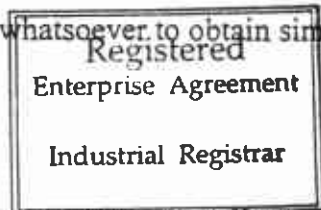
The parties to this Agreement shall observe the Dispute and Industrial Grievance Procedures under subclause 9 of the New South Wales Storeman and Packers, General (State) Award.

11. NOT TO BE USED AS A PRECEDENT.

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other enterprise.

12. NATIONAL STANDARDS.

This Agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in national standard hours of work, annual leave or long service leave.



13. MONITORING OF AGREEMENT.

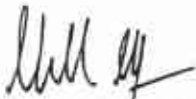
The parties shall continuously monitor the application of this Agreement to ensure the effective implementation of structural efficiency and enterprise bargaining.

14. RENEWAL OF AGREEMENT.

Renegotiation will take place no later than three months prior to the expiry of this Agreement to discuss the nature of changes, if any, for any future Agreement.

For and on behalf of
FENNER (AUSTRALIA) PTY LIMITED

For and on behalf of
NATIONAL UNION OF WORKERS
NEW SOUTH WALES BRANCH



Michael Molyneux
Logistics Director



Frank Belan
Registered
State Secretary
Enterprise Agreement
Industrial Registrar
Dated: 16/12/96

Dated: 16 DECEMBER 1996.

DECEMBER '96



Phillip Price
Finance Director

Dated: 16/12/96

FENNER (AUSTRALIA) PTY. LIMITED
A.C.N. 000 248 037

CERTIFIED AGREEMENT 1997-98
APPENDIX 1

**LIST OF METHODS TO ACHIEVE PRODUCTIVITY,
EFFICIENCY AND FLEXIBILITY**

A) CUSTOMER SERVICE

To increase the service we provide our internal customers, all new employees will be required to accept positions on the understanding that flexibility of working hours is required.

Each new employee may be assigned to team one commencing at 7.00am, finishing at 3.30pm, or alternatively to team two commencing at 9.00am, finishing at 5.30pm. Assignment to either team will be confirmed with the offer permanent employment.

B) TRANSPORT EXPENSE

To reduce our transportation expenditure a board of approved transport companies will be displayed within the warehouse.



Depending upon the nature of the consignment and the request from our customer, it shall be the responsibility of the warehouse members to select the most cost effective mode of transport and carrier, that meets the criteria specified by our customer. If a more efficient and cost effective mode of transport can be identified, then the warehouse members should consult their customer to make the necessary adjustments.

All relevant employees will be fully trained in methods to select the cost effective carrier given the consignment characteristics.



FENNER (AUSTRALIA) PTY. LIMITED A.C.N. 000 248 037
 81 Milperra Road, Revesby, N.S.W. 2212
 P.O. Box 105, Revesby, N.S.W. 2212
 Phone: (02) 771 2155 Fax Sales: (02) 774 5745 Fax Admin: (02) 771 3345

AGREEMENT BETWEEN FENNER (AUSTRALIA) PTY LIMITED AND EMPLOYEES

REPRESENTED BY THE NATIONAL UNION OF WORKERS

Following negotiations between Company representatives, employees and the organisers of the National Union of Workers we confirm that agreement was reached on the 3rd May 1993 that, in return for a 4-1/2% wage increase commencing the first pay period after this date, the following will apply:

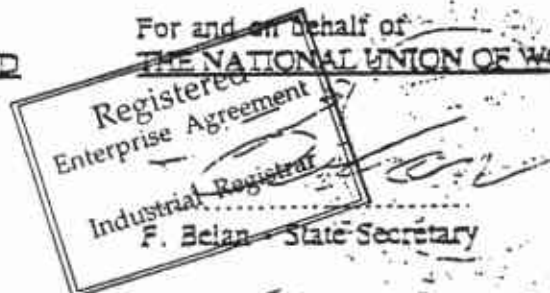
1. A 38 hour week with 12 rostered days off per annum.
2. Wages to be deposited directly into the employees bank account.
3. Complete flexibility in regard to the 12 rostered days off per annum. That is, individual employees days off to be agreed with company management.
4. No further wage claims for a period of 12 months from the date of this agreement, unless by negotiation, a justifiable benefit can be shown to Fenner (Australia) Pty Limited for a further increase.

For and on behalf of
FENNER (AUSTRALIA) PTY LIMITED

[Signature]
 T.J. Cole - Director

[Signature]
 R. Hill - Director

For and on behalf of
THE NATIONAL UNION OF WORKERS



[Signature]
 J. Armstrong - Employee Union Representative

[Signature]
 J. Rose - Employee Union Representative



Fenner (Australia) Pty. Limited
 A.C.N. 000 248 037. 81 Milperra Road, Revesby, N.S.W. 2212, Locked Bag No. 105, Milperra, N.S.W. 1891
 Tel: (02) 771 2155 Fax: Sales: (02) 774 5745 Fax Admin: (02) 771 3355

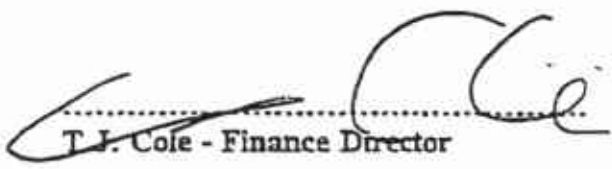
ENTERPRISE AGREEMENT BETWEEN FENNER (AUSTRALIA) PTY LIMITED AND THE REVESBY POWER TRANSMISSION WAREHOUSE EMPLOYEES REPRESENTED BY THE NATIONAL UNION OF WORKERS

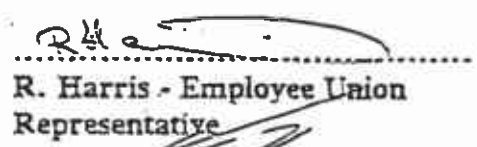
This agreement involves the introduction of container unstuffing facilities into the P.T. Stores located at Revesby. Although it is recognised that container unstuffing forms a part of the normal duties of a storeman, as a result of stores personnel commencing the unstuffing of containers on site, a 6% wage increase will be granted commencing the first pay period after 1 January 1996. Container unstuffing will be undertaken on the basis that the Company provides the appropriate facilities and equipment.

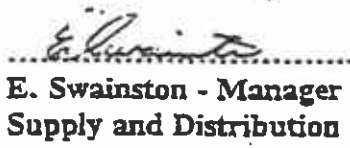
This agreement shall operate for a period of 12 months and there shall be no additional wage claims, national wage or award, for the duration of this agreement.

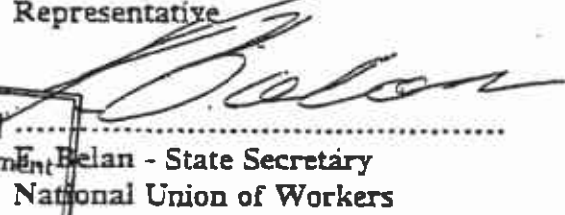
For and on behalf of
FENNER (AUSTRALIA) PTY LIMITED

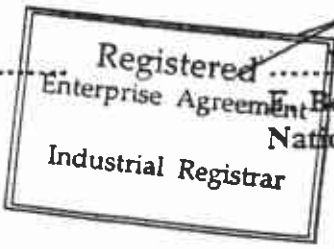
For and on behalf of
REVESBY POWER TRANSMISSION WAREHOUSE EMPLOYEES


 T.J. Cole - Finance Director


 R. Harris - Employee Union Representative


 E. Swainston - Manager Supply and Distribution


 E. Belan - State Secretary National Union of Workers



ENTERPRISE AGREEMENT BETWEEN FENNER (AUSTRALIA) PTY LIMITED AND THE REVESBY POWER TRANSMISSION WAREHOUSE EMPLOYEES REPRESENTED BY THE NATIONAL UNION OF WORKERS.

This Agreement involves the introduction of new products and associated duties into the P T Stores located at Revesby. As a result of Stores personnel commencing the additional duties a 4% wage increase will be granted.

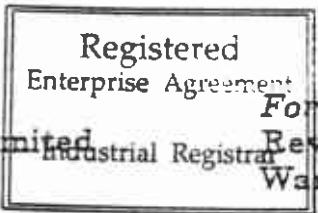
Commencing the first pay period after 1 January 1995 the increase will be paid on the basis that the P T Store and its employees:

- 1) Will undertake the slitting of synchronous belts from moulded bands, sized to customers' requirements and on a timely basis in line with market expectations.
- 2) Will undertake chain breaking and assembly to customers' requirements and on a timely basis in line with market expectations.
- 3) Will undertake duties involved with any additional products the Company may, from time to time, introduce as long as they are associated with normal warehousing duties.

The Company will provide the appropriate equipment and training to enable Stores personnel to carry out the above duties.

Two months prior to the expiration of this agreement negotiations shall commence for the next agreement and wage increase.

This agreement shall operate for a period of 12 months and there shall be no additional wage claims, national wage or award, for the duration of this agreement.



For and on behalf of
Fenner (Australia) Pty Limited

For and on behalf of
Revesby Power Transmission
Warehouse Employees

S D ROWLANDS
Managing Director

R HARRIS
Employee Union Representative

T J COLE
Director

F BELAN
State Secretary
National Union of Workers