

REGISTER OF  
ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA98/307

TITLE: GWA Taps Enterprise Agreement 1998

I.R.C. NO: 98/6026

DATE APPROVED/COMMENCEMENT: Approved 3 December 1998 and commenced 26 February 1998

TERM: 26 February 2000

NEW AGREEMENT OR  
VARIATION: New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 3

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees who are bound by the Storeman and Packers, General (State) Award and who are located at Unit 4 & 5 19 Chifley Street Smithfield

PARTIES: GWA Taps (Manufacturing) Ltd -&- National Union of Workers, New South Wales Branch



**GWA TAPS  
ENTERPRISE AGREEMENT 1998**



**1. TITLE**

This agreement shall be known as the GWA Taps Agreement 1998

**2. ARRANGEMENT**

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**3. APPLICATION**

This agreement shall apply at GWA Taps (Manufacturing) Limited, Units 4 & 5, 19 Chifley St Smithfield, NSW to all employees who are bound by the terms and fall within the classification structure of the Storeman and Packers (General) Award.

**4. PARTIES BOUND**

The parties to this agreement are:

- i. GWA Taps (Manufacturing) Limited (hereafter "the Company");
- ii. All employees of the company who are employed on any of the occupations, industries or callings specified in the Storemen and Packers (General) (State) Award, whether members of the organisation of employees listed in the subclause (iii) hereof or not;
- iii. The organisation of employees that represents the employees defined in (ii), namely the National Union of Workers, NSW Branch.

**5. DATE AND PERIOD OF OPERATION**

This agreement shall operate from 26 February 1998 and shall remain in force until 26 February 2000.

**6. RELATIONSHIP TO PARENT AWARD**

This agreement shall be read and interpreted wholly in conjunction with the Storemen and Packers (General) (State) Award, except that this agreement shall take precedence to the extent of any inconsistency.



## OBJECTIVES OF THE AGREEMENT

The general objectives of the agreement are:

- (a) To award periodic pay increases in line with the achievements of objectives.
- (b) To achieve real and demonstrable gains in productivity, efficiency and flexibility to improve not only the standard of working life but also the overall performance of all employees with the ultimate aim of improving the company's competitiveness and consequential improvement in job security.

That all employees take increasing responsibility for quality, productivity and the development of efficiencies compatible with their level of skill, knowledge and training.

(c) The parties agree to the development of Key Performance Indicators (KPIs) to measure all aspects of performance for warehouse personnel. These indicators to include:

1. Same day despatch of invoices: the parties to agree to a timetable to improve the rate of same day despatch of invoices from the current rate of 90%.
2. Productivity index: this index to be measured by the daily average number of invoice lines despatched per hour worked. The hours worked includes both permanent and casual warehouse staff.
3. Error rate: the parties to agree to a timetable to reduce the number of picking and despatch errors.
4. Absenteeism: the parties agree to work cooperatively to reduce the level of absenteeism through the development of monitoring and early counselling procedures.

## 8. WAGES

i Award a 4% on the first full pay period following the signing of this agreement backdated to 26 February 1998.

ii There will be a further award of 4% on the first pay period after 26 February 1999. If the targets in objectives in clause 7c have not been met at this time then the parties to renegotiate a timetable to meet them.

The wages for the calculation of increases shall be those current at the time of the increases. The weekly pay rates are set out in the table below;

| Employee                        | Weekly rate prior to agreement | Weekly rate from 4/3/98 | Weekly rate from 3/3/99 |
|---------------------------------|--------------------------------|-------------------------|-------------------------|
| Storeman                        | \$515.80                       | \$536.43                | \$557.89                |
| Storeman with leading hand rate | \$540.90                       | \$562.54                | \$585.04                |

## 9. CONSULTATION

Employees and management to form a Consultative Committee to monitor the agreement and to set KPI targets. The committee is to meet at least once every two months.

## 10. NO EXTRA CLAIMS

It is a term of this agreement that the union and all employees bound by this agreement will not pursue any extra wage claims, benefits, award or over award, for the life of this agreement.



#### 11. AVOIDANCE OF INDUSTRIAL DISPUTES

The parties to this agreement shall observe the dispute settlement procedure set out in the Storemen & Packers (General) (State) Award.

#### 12. SUPPLEMENTARY WORKFORCE

The parties agree that casual employees will be only utilised to cover peak business needs on a short term basis. The casual rate of pay will be at the same rate as full time employees plus a casual loading as stated in the award.

#### 13. REDUNDANCY

The parties agree that in the case of redundancies being required the parties will negotiate redundancy provisions.

#### 14. NOT TO BE USED AS PRECEDENT

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

#### 15. NATIONAL STANDARDS

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

#### 16. FUTURE AGREEMENTS

The company reserve the right to enter into future enterprise or productivity agreements. Should The company decide to exercise this right, they agree to notify all parties to this agreement of their intention within 3 months prior to the expiry date of the current agreement. Any future agreements entered into will consider the impact of all productivity improvements previously implemented together with the impact of any future improvements that are being discussed at the time of the negotiation.

The undersigned parties approve the terms contained in the agreement herein:

For GWA Taps (Manufacturing) Limited

I am the General Manager of GWA Taps (Manufacturing) Limited and am authorised to approve the terms contained within this enterprise agreement on its behalf and have approved those terms in its behalf.

Date: 13.10.98

For National Union of Workers

I am an officer of the National Union of Workers and am authorised to approve the terms contained within this enterprise agreement on its behalf and have approved those terms in its behalf.

Date: 1.10.98