

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/136

TITLE: Tunnel Holdings Operations and Maintenance Enterprise Agreement 1999

I.R.C. NO: 99/1139.

DATE APPROVED/COMMENCEMENT: 31 March 1999.

TERM: 36 Months.

**NEW AGREEMENT OR
VARIATION:** New. Replaces EA96/156.

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 23.

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees engaged as Tunnel Controller, Electronics Technician and General Hand.

PARTIES: Tunnel Holdings Pty Limited -&- The Australian Workers' Union, New South Wales.

Registered
Enterprise Agreement
Industrial Registrar

THE SYDNEY HARBOUR



TUNNEL HOLDINGS PTY LIMITED
OPERATIONS AND MAINTENANCE
ENTERPRISE AGREEMENT 1999

4 FEBRUARY 1999

Registered
Enterprise Agreement
Industrial Registrar

**TUNNEL HOLDINGS PTY LIMITED
OPERATIONS & MAINTENANCE ENTERPRISE AGREEMENT**

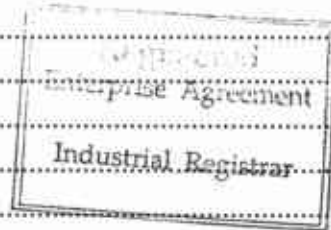
1. TITLE

This Agreement shall be known as the "Tunnel Holdings Operations and Maintenance Enterprise Agreement, 1999".

2. ARRANGEMENT

This Agreement is arranged as follows:

<u>SUBJECT</u>	<u>CLAUSE No.</u>
Title.....	1
Arrangement.....	2
Parties to the Agreement	3
Location	4
Affiliation.....	5
Incidence.....	6
Duress	7
Definitions.....	8
Previous Agreement	9
Period of Operation.....	10
Rates of Pay.....	11
Payment of Salaries.....	12
Higher Duties	13
Position Descriptions	14
Hours of Work	15
Overtime.....	16
Public Holidays.....	17
Sick Leave.....	18
Carer's Leave.....	19
Annual Leave	20
Long Service Leave	21
Rest Periods & Meal Breaks.....	22
Uniforms.....	23
New Employees	24
Termination of Employment	25
Jury Service.....	26
Compassionate Leave	27
Superannuation.....	28
Health Surveillance.....	29
Consultative Committee.....	30
Training	31
Income Protection Insurance	32
Grievance and Disputes Handling Procedures	33
Signatures	34



3. PARTIES TO THE AGREEMENT

This Agreement is made pursuant to the Industrial Relations Act 1996 between Tunnel Holdings Pty Limited, 130 Mount Street, North Sydney, NSW 2060 and the Australian Workers Union Workers, NSW, 16-20 Good Street, Granville, NSW 2142.

4. LOCATION

The location of work is the Sydney Harbour Tunnel and ancillary structures and from time to time other locations where Tunnel Holdings Pty Limited undertakes operation and maintenance activities related to the Sydney Harbour Tunnel.

5. AFFILIATION

This Agreement shall only apply to those employees of Tunnel Holdings Pty Limited directly engaged in operations and maintenance work within the classifications specified in Clause 11, Rates of Pay, of this Agreement.

6. INCIDENCE

This Agreement shall regulate totally the terms and conditions of employment. The terms of the Metal and Engineering Industry (New South Wales) interim Award and the General Construction and Maintenance, Civil and Mechanical Engineering, etc (State) Award shall not apply to employees covered by this Agreement.

7. DURESS

This Agreement was not entered into under any duress by a party to it.



8. DEFINITIONS

The following definitions shall apply to terms used throughout this document:

Casual Employee means an employee engaged and paid as such.

Company shall mean Tunnel Holdings Pty Ltd.

Day Work shall mean ordinary hours, other than shift work, between 6.00am and 6.00pm Monday to Friday.

Employer shall mean Tunnel Holdings Pty Ltd.

Employee(s) shall mean a paid employee of the Company.

New Employee shall mean an employee commencing work with the company for the first time and who is engaged on an initial three months probationary period.

Overtime shall mean time worked additional to ordinary or rostered hours.

Ordinary Hours shall mean an average of 38 hours per week, averaged over a roster cycle.

Roster means a schedule of duty times showing in advance the days of the week and work periods when any employee is required to work and be off work respectively.

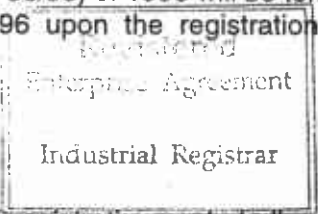
Shift Work shall mean rostered periods or ordinary time work which may be fixed, alternating or rotating and the start or finish times fall within the normal shift times prescribed in Clause 15 sub-paragraph iii, of this agreement.

Union shall mean the Australian Workers' Union, NSW Branch.

Week means the period of time commencing 12 midnight on Sunday and ending at 12 midnight on the following Sunday.

9. PREVIOUS AGREEMENT

The parties to this agreement have agreed that Tunnel Holdings Pty Limited Operations and Maintenance Enterprise Agreement (156/96) of 1996 will be terminated in accordance with the Industrial Relations Act 1996 upon the registration of this agreement.



10. PERIOD OF OPERATION

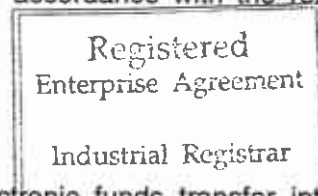
- (i) This Agreement shall operate from the date of registration and shall remain in force for a period of three years, unless varied or terminated earlier in accordance with the provisions of the Industrial Relations Act, 1996.
- (ii) Negotiations shall commence six months prior to the scheduled termination date of this Agreement to enable, if practicable, a revised Agreement to be registered prior to the termination date.

11. RATES OF PAY

- (i) Employees covered by this Agreement shall be paid the following rates of pay, according to their classification, during the first year of the term of the Agreement.

<u>Classification</u>		<u>Total Salary per Annum</u>	<u>Ordinary Hourly Rate</u>
Tunnel Controller	- Grade 1	\$57,708.02	\$29.20446
	- Grade 2	\$55,010.65	\$27.83940
	- Probationary	\$52,443.32	\$26.54014
Electronics Technician	- Grade 1	\$52,792.07	\$26.71664
	- Grade 2	\$50,375.38	\$25.49361
	- Probationary	\$48,028.69	\$24.30602
General Hand	- Grade 1	\$40,135.68	\$20.31158
	- Grade 2	\$38,300.38	\$19.38278
	- Probationary	\$36,518.21	\$18.48088

- (ii) Salary shall thereafter be increased by 2.5% with effect from each of the first and second anniversaries of the date of approval of this agreement by the Industrial Relations Commission.
- (iii) The Total Salary Per Annum and Ordinary Hourly Rates, as specified, reflect the "Total Rates" payable for individual classifications. The rate of pay expressed comprehends all/any Award entitlements including, but without limitation, Leave Loadings, Public Holidays, Penalties, Site Disabilities, Inclement Weather, Allowances, Special Allowances - First Aid, etcetera, Damage to Clothing and any other similar or like payments.
- (iv) During the first year of the term of this Agreement, permanent employees will be assigned to Grade 1 or Grade 2 of the appropriate classifications, at the employer's discretion, on the basis of qualifications, experience and job performance.
- (v) Twelve months after the commencement date of this Agreement, employees may be assigned to grades within each job classification on the basis of competency standards (to be developed during the first twelve months by the Consultative Committee) and the requirements of the Company.
- (vi) Probationary rates of pay will apply to employees upon promotion or change of job classification and to new employees as described at Clause 24. New Employees. The period of probationary appointment will normally be three months and may be varied at the employer's discretion.
- (vii) Any casual employees engaged shall be paid in accordance with the relevant award.



12. PAYMENT OF SALARIES

Salaries shall be paid each month by means of electronic funds transfer into the employee's nominated bank account. The electronic funds transfer will be initiated by the employer two normal banking days prior to the fifteenth day of each month.

13. HIGHER DUTIES

The employer may nominate selected employees to perform the duties of the position immediately above the employee's own classification. Employees so nominated will be paid at the probationary rate for the higher position, as specified at Clause 11, for hours worked in the higher position.

14. POSITION DESCRIPTIONS

The definitions and position descriptions of the classifications covered by this Agreement are attached at Appendix A.

15. HOURS OF WORK

- (i) The parties recognise that the employer's operation must be maintained 24 hours per day, every day of the year, without exception.
- (ii) Shifts will be conducted in accordance with seven-day shift rosters which form part of this Agreement and are shown at Appendix B.
- (iii) Normal shift times are :

Day Shift	0600 - 1800
Night Shift	1800 - 0600
- (iv) The roster or shift times may be varied by agreement to suit the needs of the enterprise.
- (v) In the absence of agreement in accordance with sub-clause 15(iv), the roster may be varied by the employer provided that seven days notice is given and shift times may be varied provided that three days notice is given.
- (vi) The minimum interval between twelve (12) hour shifts worked by an employee shall be ten (10) hours.

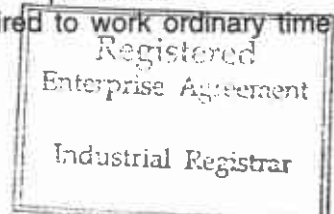


16. OVERTIME

- (i) All employees will be required to work reasonable overtime to meet the specific needs of the enterprise.
- (ii) Employees required to work overtime shall be paid at the rate of time and one half for all overtime hours worked, except as indicated at clause 16 subparagraph (v).
- (iii) Employees may request, and the employer may approve, time off in lieu of overtime payment. Time in lieu shall be taken as soon as practicable after the overtime is worked, otherwise overtime payment shall be made. Once time in lieu has been approved by the relevant Department Manager it shall be treated as a scheduled day off.
- (iv) Employees may be called back to work outside their usual or rostered hours to carry out urgent work in order to meet the specific needs of the enterprise. On these occasions employees will be paid for a minimum of four hours at overtime rates even though the task may be completed within a shorter period.
- (v) Employees shall be paid double time for overtime hours which are worked:
 - (a) on any public holiday in Clause 17. Public Holidays; or
 - (b) when less than ten (10) hours notice is given.

17. PUBLIC HOLIDAYS

- (i) The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Eight Hour Day, Christmas Day, Boxing Day and all other days proclaimed as public holidays for the State shall be holidays.
- (ii) The first Monday in March of each year shall be a holiday as the picnic day of the Australian Workers Union.
- (iii) Employees shall perform their work on such holidays in accordance with the seven-day shift roster, Appendix B. The total rates prescribed in Clause 11. Rates of Pay, include consideration of being required to work ordinary time on such holidays.



18. SICK LEAVE

- (i) Employees shall be entitled to paid leave for genuine illness. This entitlement shall be accrued at a rate of eighty hours per year.
- (ii) The employee shall furnish the employer, such evidence as the employer may reasonably desire that he/she was unable by reason of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iii) The employee shall, prior to the commencement of his shift, inform the employer of his/her inability to attend for duty and, as far as possible, state the nature of the illness or injury and the estimated duration of the absence.
- (iv) An employee shall not be entitled to paid sick leave of absence for any period in respect of which he/she is entitled to workers' compensation.
- (v) On termination of employment, an employee shall not be entitled to payment for any accrued sick leave.

19. CARER'S LEAVE

- (i) Employees with responsibilities in relation to members of their immediate family or members of their household who need their care and support shall be entitled to use up to forty (40) hours per annum of their sick leave entitlement to provide care and support for such persons when they are ill.
- (ii) The following criteria must be satisfied for carer's leave to be granted:
 - (a) The employee must have responsibility for the care of the person concerned;
 - (b) The person concerned must be either;
 - a member of the employee's immediate family; or
 - a member of the employee's household
 - (c) The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another; and

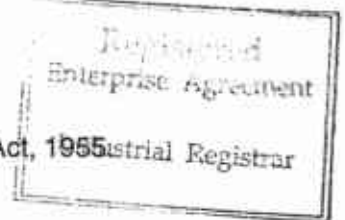
- (d) An employee shall not take carer's leave where another person has taken leave to care for the same person.

20. ANNUAL LEAVE

- (i) Employees shall be entitled to 152 hours annual leave.
- (ii) In addition, seven day shift workers shall be granted thirty-eight (38) additional hours per year.
- (iii) Employees who only work part of the year on shift work shall receive a pro-rata entitlement of the additional week's leave based on the respective periods of day and shift work. This pro-rata entitlement shall not apply for periods of less than seven consecutive days of shift work.
- (iv) Leave shall be taken in periods of not less than three consecutive days for employees working twelve (12) hour shifts, and not less than five consecutive days for other employees.
- (v) Notwithstanding the requirement at Clause 20 sub-paragraph (iv) above, up to two single annual leave days may be taken by each employee in any one year.

21. LONG SERVICE LEAVE

In accordance with terms and conditions of the Long Service Leave Act, 1955



22. REST PERIODS & MEAL BREAKS

- (i) Employees shall be entitled to a 10 minute rest period after each two hours of continuous work, without deduction of pay.
- (ii) Employees shall be entitled to a meal break, approximately mid-way through the period of their day or shift for a period of 30 minutes.
- (iii) The time of taking such meal breaks may be varied by agreement between the parties at any time to meet the requirements of the operation.
- (iv) It is recognised by the parties that some flexibility may be required on a daily basis due to the nature of the enterprise.

23. UNIFORMS

Uniforms will be provided by the company and shall be worn by employees during hours of work at the tunnel. Individual employees are responsible for the cleaning and maintenance of their uniforms and shall ensure that they are of clean and tidy appearance when worn at work or in public. Overalls are provided for employees engaged in dirty work and are not to be worn in public. The company will provide new items of clothing annually, or every second year, as appropriate, to replace worn items.

24. NEW EMPLOYEES

Employment will be on the basis of an initial three month probationary period. On completion of this period, the employee's suitability for continued employment will be assessed. The company may, at its discretion, extend the probationary period by a further three months.

25. TERMINATION OF EMPLOYMENT

- (i) In order to terminate the employment of an employee the employer shall give to the employee the following notice:

Employee's period of continuous service with employer	Period of notice
Not more than 1 year	at least 1 week
More than 1 year but not more than 3 years	at least 2 weeks
More than 3 years but not more than 5 years	at least 3 weeks
More than 5 years	at least 4 weeks

- (ii) In addition to the notice in sub-clause 25 (i) ~~employees over 45 years~~ of age at the time of the giving of the notice, with not less than two years continuous service, shall be entitled to an additional week's notice.
- (iii) Payment in lieu of the notice prescribed in sub-clause 25 (i) and (ii) shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
- (iv) Employment may be terminated by the employee giving two weeks notice. If any employee fails to give notice, the employer shall have the right to withhold moneys due to the employee with a maximum amount equal to the ordinary time rate of pay for the period of notice not given.
- (v) Where the employer has given notice of termination of employment to any employee, an employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times convenient to the employee and the employer.
- (vi) The employer will have the right to dismiss any employee, without notice, for serious and wilful misconduct and in such cases the wages shall be paid up to the time of dismissal only.

26. JURY SERVICE

- (i) An employee shall be allowed leave of absence during any period when required to attend for jury service.
- (ii) During such leave of absence, an employee shall be paid the difference between the jury service fees received and the employee's rate of pay as if working.
- (iii) As an alternative to Clause 26 sub-paragraph (ii) an employee may, by mutual agreement with the employer, pay the jury service fee to the employer and accordingly receive no variation to his/her normal rate of pay.

- (iv) An employee shall be required to produce to the employer proof of jury service fees received and proof of requirement to attend and attendance on jury service and shall give the employer notice of such requirements as soon as practicable after receiving notification to attend for jury service.

27. COMPASSIONATE LEAVE

- (i) An employee shall, on the death of a wife, husband, father, mother, stepfather, stepmother, parent in-law, grandparent, child, stepchild, grandchild, brother or sister, be entitled on notice to leave up to and including the day of the funeral of such relative.
- (ii) Such leave shall be without deduction of pay for a period not exceeding the number of hours worked by the employee in three ordinary days' work.
- (iii) Proof of such death shall be furnished by the employee to the satisfaction of the employer, together with proof of attendance in the case of a funeral outside Australia.
- (iv) Where the death of a named relative herein occurs outside Australia and the employee does not attend the funeral, such employee shall be entitled to one day only, unless he/she can demonstrate to the employer that additional time up to a period of three days is justified.
- (v) The clause shall have no effect while the period of entitlement to leave under it coincides with any other period of entitlement to leave.
- (vi) For the purposes of this Clause, wife or husband shall not include a wife or husband from whom the employee is separated, but shall include a person who lives with the employee as a de facto wife or husband as the case may be.

28. SUPERANNUATION

The employer shall contribute to a Superannuation Fund on behalf of each employee the prescribed percentage levy as fixed from time to time under the Superannuation Guarantee Administration Act 1992.



29. HEALTH SURVEILLANCE

The employer will arrange annual occupational health surveillance testing of employees covered by this Agreement on the following basis:

- (i) Health surveillance checks will include audiometry and blood lead level testing and other occupational health criteria as necessary to comply with legislative obligations.
- (ii) The costs of health surveillance testing shall be borne by the employer.
- (iii) The employer is to keep records of the health checks.
- (iv) These records shall be made available to the employee concerned on request.
- (v) Information contained in the health test reports shall remain confidential.

30. CONSULTATIVE COMMITTEE

A consultative committee is to be formed and shall comprise of employer and elected employee representatives. The role of the consultative committee is to promote effective communication at all levels of the workforce and improve consultative and decision making processes.

The committee shall, during the first six months of the term of this agreement, determine the scope, aims and procedures for the consultative committee, including a written constitution based on guidelines prepared by the NSW Department of Industrial Relations.

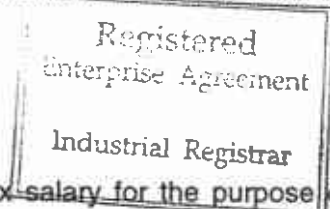
The committee shall, during the first year of the term of this Agreement, develop competency standards for each of the job classifications covered.

31. TRAINING

The parties to this agreement shall provide a genuine commitment to the continuous improvement of training in order to increase efficiency, productivity and industrial relations at the workplace. The consultative committee will undertake regular reviews of training needs, objectives, methods and results. To assist with the identification of training needs and measurement of training results, the consultative committee will develop suitable performance standards for each of the job classifications covered by this agreement.

32. INCOME PROTECTION PLAN

Employees may elect to deduct a portion of their after tax salary for the purpose of income protection insurance. The employer will arrange such salary deductions when requested in writing by employees.



33. GRIEVANCE AND DISPUTES HANDLING PROCEDURE

In an endeavour to promote harmonious industrial relations between Tunnel Holdings Pty Limited and its employees and to achieve the satisfactory resolution of grievances and disputes without loss of pay or production, the parties agree to adhere to the following procedure:

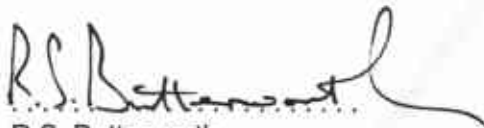
- (i) An employee or employees who have a grievance or dispute shall raise the matter with their immediate Supervisor in an attempt to resolve the matter.
- (ii) If the matter cannot be resolved by the Supervisor concerned within one working day, it must be referred to the Departmental Manager who shall attempt to settle the issue.
- (iii) If the matter cannot be resolved by the Departmental Manager within one working day of it being referred to him, he must refer the issue to the General Manager who will attempt to settle the matter without delay.

- (iv) If the matter cannot be resolved by the General Manager and the grievance or dispute has been raised by an employee who is a member of the Union, the General Manager must refer the matter to the Secretary of the Union, who will attempt to settle the matter within seven days.
- (v) If the steps referred to herein have not satisfactorily resolved the grievance and/or dispute, the matter may be referred to the Industrial Relations Commission of New South Wales for conciliation and, if necessary and appropriate, for arbitration. The parties agree to accept the decision of the Commission.
- (vi) Nothing in this clause shall affect the right of employees or the employer to be represented by another person at any stage of the procedure.
- (vii) Parties to this procedure agree that during all stages of attempts to resolve a particular issue, normal work shall continue.

The grievance and disputes handling procedure is illustrated at Appendix C as a flow chart.

34. SIGNATURES


Signed for and on behalf of Tunnel Holdings Pty Ltd


R S. Butterworth
General Manager



4 March 1999
Date

Signed for and on behalf of the Australian Workers Union, NSW Branch.


R K. Collison
Secretary

8th March 99.
Date

THE SYDNEY HARBOUR



TUNNEL

APPENDIX A

POSITION DESCRIPTIONS

Registered
Enterprise Agreement
Industrial Registrar

POSITION DESCRIPTION - TUNNEL CONTROLLER

Basic Function:

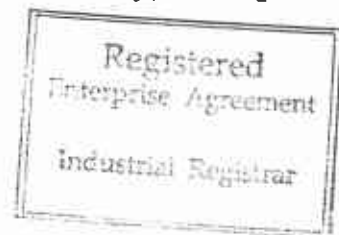
The Tunnel Controller is the person authorised to supervise the operation of the Tunnel during the period of his shift. He is required to monitor and control traffic moving through the Tunnel using the systems provided and in accordance with the procedures contained in the Sydney Harbour Tunnel Operations Manual.

Organisational Relationship

The Tunnel Controller reports to the Operations Manager. The Tunnel Controller directs shift maintenance personnel with respect to maintenance requirements which affect tunnel operations and, when necessary, to respond to tunnel incidents.

Specific Duties

- ◆ Operation of tunnel systems.
- ◆ Effective and economical use of tunnel plant and equipment.
- ◆ Liaison with RTA Traffic Management personnel on matters which affect the flow of traffic through the Tunnel and the clearing of disabled vehicles or other obstructions.
- ◆ Liaison with the Toll Controller on matters affecting security or the toll plaza area.
- ◆ Management of SHTC personnel and equipment in response to incidents and emergencies in the tunnel and ancillary structures.
- ◆ Supervise the implementation of traffic control measures associated with closure or re-opening of a lane, carriageway or the complete tunnel when required.
- ◆ Receive telephone calls to SHTC outside normal office hours.
- ◆ Maintain records and compile reports as specified by the Operations Manager.
- ◆ Inform senior management of all abnormal occurrences.
- ◆ Liaison with the emergency services.
- ◆ Ensure compliance with OH&S rules concerning confined and hazardous areas.
- ◆ Contribute to the training of other personnel as required.
- ◆ Liaison with maintenance personnel regarding testing and maintenance of tunnel systems.



- ◆ Report apparent equipment or system defects.
- ◆ Make any recommendations considered necessary regarding improvements in equipment, systems and operating procedures.
- ◆ Fire Warden for the Tunnel Administration and Control Facility (TACF).

Registered
Enterprise Agreement
Industrial Registrar

POSITION DESCRIPTION - ELECTRONICS TECHNICIAN

Basic Function:

The Electronics Technician repairs and maintains instrumentation, communication and monitoring systems throughout the Tunnel.

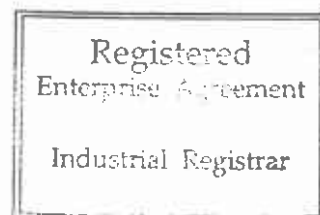
Organisational Relationship

The Electronics Technician reports to the Leading Hand Technician and takes directions from the Maintenance Superintendent and Maintenance Manager as required.

The Electronics Technician also takes direction from the Tunnel Controllers with respect to maintenance work which affects the tunnel operations, and, where necessary, to respond to tunnel incidents.

Specific Duties

- ◆ Calibration and setting up of equipment and instrumentation throughout the Tunnel and ancillary structures.
- ◆ Maintenance and testing of electrical and mechanical tunnel and building systems equipment, including; control, communications, lighting, ventilation, air monitoring, signage, power, fire protection, security, traffic monitoring, toll collection and pump station equipment.
- ◆ Identification of problems down to component level and notification to the Maintenance Superintendent.
- ◆ Maintain records and compile reports as specified by the Maintenance Manager.
- ◆ Co-ordinate and assist sub-contractors when required.
- ◆ Contribute to the training of new Technicians and other personnel as required.
- ◆ Provide assistance to other THPL personnel as required.
- ◆ Liaison with RTA, emergency service and other personnel as required.
- ◆ Assist the Tunnel Controller to perform control room duties.



POSITION DESCRIPTION - GENERAL HAND

Basic Function:

The General Hand performs general maintenance, cleaning and road closure duties and assists electrical and mechanical tradesmen as directed.

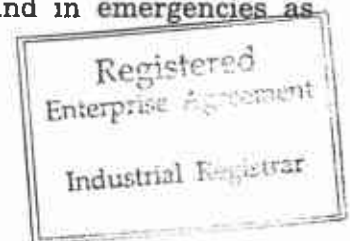
Organisational Relationship

The General Hand reports to the Leading General Hand and takes directions from the Maintenance Superintendent and from the Maintenance Manager as required.

The General Hand also takes directions from the Tunnel Controller with respect to maintenance work which affects the tunnel operations and, where necessary, to respond to tunnel incidents.

Specific Duties

- ◆ Maintain the integrity of all drainage systems throughout the Tunnel and ancillary structures.
- ◆ Refill the chemical tank in the Depressurisation Dosing Room.
- ◆ Operate decanting pumps and refill fire traps as required.
- ◆ Perform general cleaning duties throughout the Tunnel and its facilities, except the offices and control room in the TACF.
- ◆ Carry out painting maintenance as required.
- ◆ Carry out minor maintenance on SHTC vehicles.
- ◆ Perform road closure duties for maintenance shutdowns and in emergencies as directed.
- ◆ Change Air Conditioning filters as required.
- ◆ Provide assistance to other THPL personnel as required.
- ◆ Operate tunnel wall washer, road sweeper and scissor lift.
- ◆ Perform road surface maintenance and other civil maintenance tasks.
- ◆ Transfer of waste and contaminated tank liquids and sludge.
- ◆ Maintain records and compile reports as specified by the Maintenance Manager.
- ◆ Provide general transport and courier assistance as required.
- ◆ Conduct patrols of the tunnel and ancillary structures.



THE SYDNEY HARBOUR



TUNNEL

APPENDIX B

ROSTERS

Registered
Enterprise Agreement
Industrial Registrar

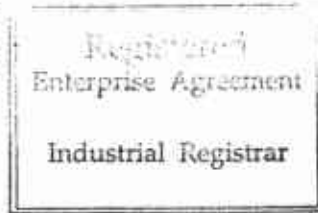
TUNNEL CONTROLLERS ROSTER

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	-	-	-	D	N	N	N
2	-	-	-	-	-	D	D
3	N	N	-	-	-	-	-
4	D	D	N	N	-	-	-
5	-	D	D	D	D	-	-
6	D	D	D				

D
N

= Day shift 0600 - 1800
 = Night shift 1800 - 0600

= Leave Line: Shifts as required to cover leave or other absences.
 Additional hours worked which result in a Controller working more than 228 hours over the roster cycle shall be treated as overtime
 TCs will normally work 'D' shift Monday to Wednesday when not required to cover absences.



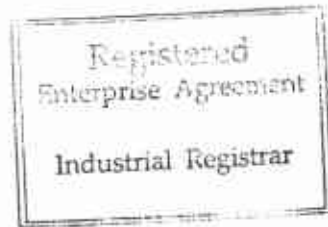
ELECTRONIC TECHNICIANS ROSTER

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	N	-	-	-	-	D	D
2	N	N	-	-	-	-	-
3	D	N	N	N	-	-	-
4	-	D	D	D	N	-	-
5	-	-	D	D	D	-	-
6	-	-	-	-	D	N	N

D
N
-

= Day shift 0600 - 1800
 = Night shift 1800 - 0600

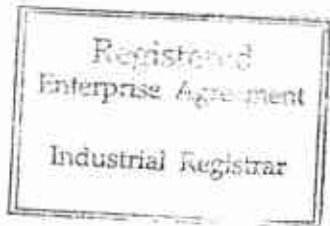
= Leave Line: Shifts as required to cover leave or other absences.
 Additional hours worked which result in a Technician working more than 228 hours over the roster cycle shall be treated as overtime
 Technicians will normally work 'D' shift Wednesday to Friday when not required to cover absences.



(GENERAL HANDS)

MAINTENANCE SHIFT ROSTER

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
N	OFF	OFF	OFF	OFF	OFF	D	D
N	N*	OFF	OFF	OFF	OFF	OFF	OFF
D	N	N	N	N	OFF	OFF	OFF
OFF	D	D	D	D	N	OFF	OFF
OFF	OFF	OFF	OFF	OFF	D	N	N



SHIFT TIMES

D - 0600 - 1800

N - 1800 - 0600

N* - One day off in 30 weeks

Additional hours worked which result in a person working more than 192 hours over the roster cycle shall be treated as overtime.

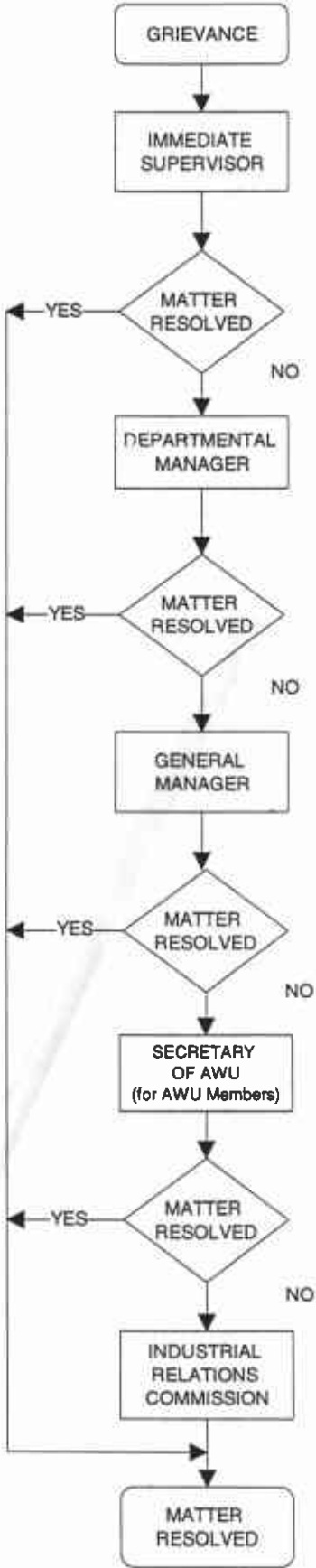


APPENDIX C

GRIEVANCE & DISPUTES PROCEDURES FLOW CHART

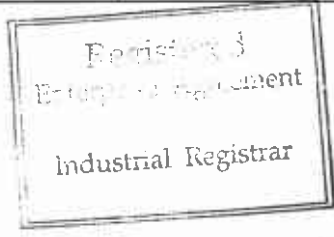


GRIEVANCE AND DISPUTE PROCEDURE FLOW CHART



Registered
Enterprise Agreement
Industrial Registrar

EXECUTED as an agreement.



THE COMMON SEAL of **TILDENCO**)
PTY LTD (ACN 002 416 266) is affixed by)
authority of its Board of Directors and in the)
presence of:)

[Handwritten signature]
.....
Authorised Person

T. E. KITAMURA
.....
Print name of signatory



[Handwritten signature]
.....
Director

DON TILDEN
.....
Print name of signatory

SIGNED SEALED AND DELIVERED by)
in the presence of:)
)

.....

.....