

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/57

**TITLE: National Foods Milk Limited Penrith Metal Trades Agreement
2000-2002**

I.R.C. NO: 2001/150

DATE APPROVED/COMMENCEMENT: 2 February 2001

TERM: _____ 11 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 30 March 2001

DATE TERMINATED:

NUMBER OF PAGES: 9

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees engaged in maintenance associated with the receipt, production and distribution of milk and related products at the Company's facility at Castlereagh Road, Penrith NSW

PARTIES: National Foods -&- Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch

Registered
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Industrial Registrar

NATIONAL FOODS MILK LIMITED PENRITH METAL TRADES AGREEMENT 2000-2002

1. TITLE

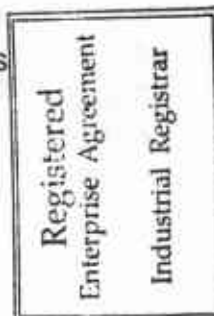
This agreement shall be known as the "National Foods Milk Limited Penrith Metal Trades Agreement 2000-2002" ("the Agreement").

2. ARRANGEMENT

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3. INCIDENCE AND PARTIES BOUND

This agreement is made between National Foods Milk Limited ACN 051 195 272 ("the company") and the Australian Manufacturing Workers Union, NSW Branch ("the union") on behalf of all employees who are eligible to be members of the union in relation to metal trades employees employed at the company's facility at Castlereagh Road, Penrith, New South Wales ("the site") engaged in maintenance associated with the receipt, production and distribution of milk and related products.



4. OBJECTIVE

The objective of this agreement is to assist the site in achieving continuous improvement in operational efficiencies, occupational, health & safety performance, customer service, waste reduction and facilitate employee training.

5. RELATIONSHIP TO AWARD

Where this Agreement is silent, the terms of Milk Treatment and Distribution (State) Award (Part B), and the Metal and Engineering Industry Interim (NSW) Award will apply. In the event of any inconsistency between the award and the agreement, the agreement shall take precedence to the extent of the inconsistency.

6. CONTINUITY OF OPERATIONS

Any dispute arising out of employment shall be resolved amicably without disruption to normal work. Any claim or grievance shall be referred to the Engineering and Maintenance Manager or Operations Manager. Where an issue cannot be resolved at this level, a meeting shall be held with an official of the union to attempt resolution.

If the issue remains unresolved, a conciliation process with the assistance of the Industrial Relations Commission (NSW) will occur.

Following conciliation, if the issue remains unresolved, with the agreement of both parties, the matter shall be referred to the Industrial Relations Commission (NSW) for resolution.

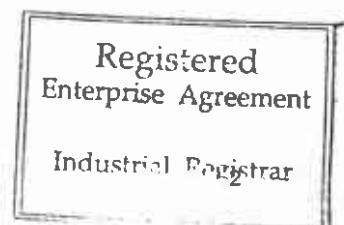
Whilst this process is being followed, work shall continue as normal provided that Occupational Health and Safety shall not be compromised. (As "normal" means the situation in place immediately prior to the dispute).

7. CONSULTATION

Site management will meet with employees on a regular basis (at least quarterly) to review customer service levels, site operations and the effectiveness of this agreement, including employee numbers. Any operational changes that will have an impact on the site and on employees will be raised in this forum. Where agreement cannot be reached on any matter, external facilitation may be relied upon.

8. CLASSIFICATIONS SYSTEM AND SALARIES

- a) The allocation and carrying out of work shall be determined by considerations of safety, competence and legislative requirements. All employees are required to assist other employees in the provision of training.



- b) All salaries are paid on an annual basis, without reference to hours worked. Appendix Two to the agreement contains the Statement of Principles of Annual Salaries as agreed by the parties to this agreement. This Statement is to be referred to in the event that there is any disagreement arising out of this clause.

The parties recognise that the intent of this agreement is not to increase the current number of hours worked but is to reduce them, as the company works towards becoming a world-class manufacturer.

Under normal circumstances, but consistent with Appendix Two, the company will not require any employee to work more than twelve (12) hours on any day or more than fifty (50) hours in any week, except in exceptional circumstances such as emergencies or major breakdowns.

The delegates and site management will continue to monitor the hours worked with a view to identifying problem areas and putting in place processes or systems to eradicate root causes permanently.

- c) All salaries shall be paid by EFT to a bank account nominated by the employee.
- d) Employees shall be classified in one of the following classifications:

Engineering Tradesperson (Level 1)

An employee holding a trades certificate and who exercises the skills and knowledge of the relevant trade.

Engineering Tradesperson (Level 2)

An employee who in addition to satisfying the requirements of Engineering Tradesperson (Level 1) has completed three modules of training specific to the Penrith site or towards a relevant post Trade Certificate or has the equivalent skills.

Engineering Tradesperson - Special Class (Level 1)

An employee who in addition to satisfying the requirements of Engineering Tradesperson (Level 2) has completed six modules of training specific to the Penrith site or towards a relevant post Trade Certificate or has the equivalent skills.

Engineering Tradesperson - Special Class (Level 2)

An employee who in addition to satisfying the requirements of Engineering Tradesperson - Special Class (Level 1) has completed nine modules of training specific to the Penrith site or towards a relevant post Trade Certificate.

- e) Any further technical or professional training undertaken that is of relevance to Penrith site operations will be rewarded for each additional three approved and completed modules.

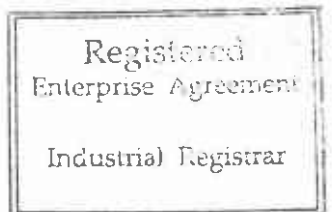
Each additional approved and completed training modules will be rewarded on the basis of \$739.00 pa for one module at 40 hours.

- f) Skills and training that become redundant and/or refresher training will not qualify for payment. The payment will not apply to general training such as TQM or other "soft" skills training.

The company acknowledges willingness to regularly review training and qualifications to ensure that accreditation and reward is provided for skills which are agreed to contribute to the efficiency and/or productivity of the site. Any decision to recognise new or additional qualifications will be assessed on the basis of consistent criteria including relevance and direct benefit to site operations, duration of training, formal qualification, registered training provider, etc.

- g) Annual salaries are listed in Appendix One.
- h) The following shift allowance shall be paid weekly to employees to compensate for working under flexible or rotating shift rostering arrangements:

Shift Allowance: \$61.25



9. SUPERANNUATION

- a) All employees are required to become and remain members of the STA industry superannuation fund. Contributions to the industry scheme will be as required by Legislation.
- b) Employees who are already members of the National Foods Limited Superannuation Fund may remain in that fund or any successor.

10. CONDITIONS OF EMPLOYMENT

The company and the union agree that for the life of this agreement, that no employee, including apprentices and trainees, shall be employed other than under the terms of this agreement.

The parties also agree that no employee covered by this agreement shall be offered an Australian Workplace Agreement.

11. TRAINING

A comprehensive training plan will be developed on an annual basis. The plan will be reviewed at six monthly intervals. The company will pay for tuition costs and textbooks. Any costs will be discussed and

will require approval prior to being incurred. Site delegates can apply for training leave for agreed courses as provided by the trade union providing the timing is not in conflict with site needs.

12. ANNUAL LEAVE

Annual Leave shall accrue on the basis of four weeks per annum, except shift workers who work rotating shifts shall receive five weeks annual leave per annum. A loading of 17.5% will be paid upon taking leave. Accrued leave will be paid at the rates contained in this agreement.

The additional one (1) week of annual leave is to be taken and cannot be paid out except on termination.

13. SICK / PERSONAL LEAVE

Employees shall be entitled to ten (10) days personal leave per year with a common anniversary date of the 1st of January for calculating leave.

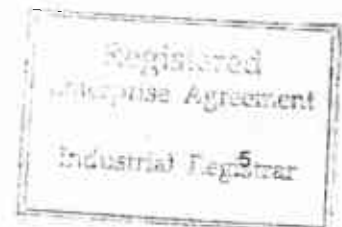
Personal leave may be used for the following when employees are absent:-

- a) personal sickness or injury
- b) for the purpose of caring for an immediate family or household member who is sick and requires the employee's care and support
- c) for bereavement on the death of an immediate family or household member.

Employees must notify their manager of the nature and expected duration of any absence prior to the commencement of their shift or at the earliest opportunity and, when requested provide medical evidence or a statutory declaration of why they were unable to attend work to substantiate the absence.

Unused leave shall accumulate from year to year but shall not be paid out under any circumstance, other than Clause 13 of this agreement.

The company shall contribute 1.16% of the gross weekly wage per month to providing an accident and illness income protection policy through the Heath Group Australasia Pty Ltd. Rules and benefits as per policy.



14. REDUNDANCY

Redundancy provisions are as follows:

- a) Where the company has made a definite decision that they wish to make a position redundant and this is not due to the ordinary and customary turnover of labour, and this decision may lead to termination of employment by the employer, the employer shall hold discussions with the employees directly affected and with their union.

The discussions shall cover all relevant information about the proposed termination including the reasons for the proposed terminations, the number and categories of employees likely to be affected, and the number of employees normally employed and the period over which the terminations are likely to be carried out. However, the employer shall not be required to disclose confidential information that would be inimical to the employer's interest.

- b) Severance pay shall be four weeks pay for each year of service. This shall be calculated on a pro rata basis to completed quarters, capped at a total of 52 weeks pay.
- c) The company will provide eight weeks notice of a proposed redundancy date or payment in lieu.

Employees may leave employment during the period of notice and, if so, shall be entitled to the same benefits and payments under this clause had the employee remained with the employer until the expiry of the notice period (i.e. shall be paid out the notice period).

- d) On redundancy, sick leave accumulated prior to 1 July 1994 that has not since been used, shall be paid out the rate of pay applicable as at 1 July 1994.
- e) Annual leave loading shall be paid out on accrued leave only i.e. not pro rata leave.
- f) This redundancy provision shall not apply where employment is terminated as a consequence of anything other than redundancy ie. conduct that justifies instant dismissal, including malingering, inefficiency or neglect of duty, or in the case of casual employees, or employees engaged for a specific period of time or for a specified task or tasks, for a period of less than twelve months.

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15. NO EXTRA CLAIMS


There will be no additional claims made by employees covered by this agreement or the union during the life of this agreement.

16. DURATION

This agreement shall operate on and from 1 January 2000 and will remain in force for 24 months or until the agreement is renegotiated after the expiry of the 24 month period. The parties to this agreement will meet at least six weeks prior to 1 January 2002 with the objective of renewing the agreement.

17. EXECUTION

Signed on behalf of National Foods Limited:

 11 May 2000
Ron Della Vedova Date
Regional General Manager

Signed on behalf of the Australian Manufacturing Workers Union (NSW) Branch:

 
State Secretary Date

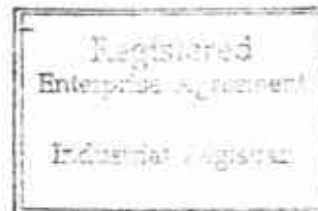


APPENDIX ONE

Classification

Annual Salary

	<u>1 January 2000</u> (3.5% increase)	<u>1 January 2001</u> (4% increase)
Engineering Tradesperson (Level 1)	\$50,604.61	\$52,628.79
Engineering Tradesperson (Level 2)	\$53,134.83	\$55,260.22
Engineering Tradesperson Special Class (Level 1)	\$55,665.06	\$57,891.67
Engineering Tradesperson Special Class (Level 2)	\$58,195.30	\$60,523.11



APPENDIX TWO

STATEMENT OF PRINCIPLES FOR ANNUALISED SALARIES

1. Traditional award systems pay employees on the basis of a fixed rate for 38 or 40 hours per week, with loadings of 50% and 100% paid in addition to the base rate for all hours worked in excess of standard hours.

The pay system is therefore explicitly encouraging and rewarding employees for spending more time at work, without taking into account more important performance criteria such as quality, service, process time, inventory cost, waste, unplanned maintenance and rates of improvement.

This situation is compounded in circumstances where a site starts to implement world-class manufacturing systems, and the outcome is that less overtime is required because work is carried out right first time, and preventative maintenance and quality management techniques start to eliminate unplanned events.

One solution to this problem is to eliminate the concept of fixed weekly hours, and to pay engineering staff a fixed annual salary that is calculated on the basis of historical ordinary and overtime hours, together with an allowance component that recognises acquired skills that are agreed requirements for the Penrith site.

The objective of this remuneration system is to reward engineering staff for their skills and for their involvement in improving site performance.

2. The regulation of work, including attendance is managed by agreement between engineering staff and management. This will include the requirement that there must be maintenance cover available whenever the site is operating. There will also be agreed performance measures introduced to determine the effectiveness of the maintenance services provided by the engineering staff. These will include the introduction of preventative maintenance, reduced down time by line/process, reliability of utilities services, and continued training of operators in routine maintenance items such as lubrication, set-up, and basic trouble shooting.
3. The engineering staff and management will meet not less than quarterly to review performance measures and to review staffing levels. In the event of significant change to the nature of the business, the engineering group will meet to discuss the issues.

