

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/83

TITLE: CSR t/a CSR Readymix - Country Division/South Coast Transport Enterprise Agreement No. 4 Agreement 2000

I.R.C. NO: 2001/106

DATE APPROVED/COMMENCEMENT: 3 April 2001/1 July 2000

TERM: 30months

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE: 27 April 2000

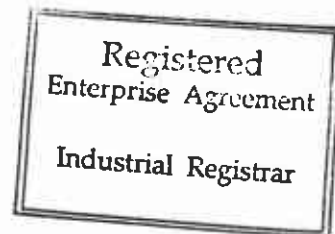
DATE TERMINATED:

NUMBER OF PAGES: 15

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees of the Company engaged as drivers, pursuant to the Transport Industry Quarried Materials and the Transport Industry Mixed Enterprises (State) Award

PARTIES: CSR Limited T/as CSR Readymix -&- Transport Workers' Union of Australia, New South Wales Branch



**CSR LIMITED T/A CSR
READYMIX**

COUNTRY DIVISION

SOUTH COAST TRANSPORT

ENTERPRISE AGREEMENT

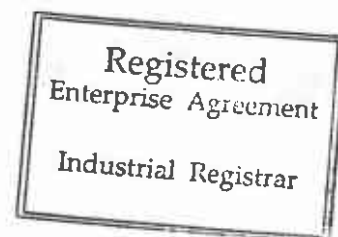
NO. 4

2000

Registered
Enterprise Agreement
Industrial Registrar

CONTENTS

1. TITLE OF AGREEMENT	3
2. AREA AND INCIDENCE OF THE AGREEMENT	3
3. PARTIES TO THE AGREEMENT	3
4. RELATIONSHIP TO PARENT AWARDS	3
5. TERM OF AGREEMENT	3
6. NO EXTRA CLAIMS	3
7. REVIEW OF AGREEMENT	4
8. AIMS AND OBJECTIVES OF THE AGREEMENT	4
9. ONGOING RECOGNITION AND COMMITMENT TO CONTINUOUS IMPROVEMENT	5
10. AWARENESS TRAINING	5
11. PREVIOUS AGREEMENTS	5
12. WAGE INCREASES	5
13. LUMP SUM PAYMENT	6
14. KPI GOALS	6
15. PROCESS OF ANALYSIS OF KPI GOALS	7
16. DISPUTES PROCEDURE	7
17. NEW TRUCK CONFIGURATION TECHNOLOGY	8
18. SIGNATORIES	8
ANNEXURE A	9
ANNEXURE B	10
Schedule 1 – Wage Rates	11



1. TITLE OF AGREEMENT

This Agreement shall be known as the "CSR t/a CSR Readymix – Country Division/ South Coast Transport Enterprise Agreement No. 4 Agreement 2000" ("the Agreement").

2. AREA AND INCIDENCE OF THE AGREEMENT

The Agreement shall apply at all sites operated by CSR Ltd t/a CSR Readymix (as set out in Annexure A), and shall cover all employees in those locations employed in the occupation of driving and covered by the *Transport Industry Quarried Materials (State) Award* and the *Transport Industry Mixed Enterprises (State) Award*.

3. PARTIES TO THE AGREEMENT

The parties to this Agreement are:

- (a) CSR Limited trading as CSR Readymix, at ACT / South Coast sites as described in Annexure A to this Agreement ("CSR");
- (b) The Transport Workers' Union of Australia, New South Wales Branch ("TWU"); and
- (c) The Employees employed in those locations as set out in Annexure A ("the Employees").

4. RELATIONSHIP TO PARENT AWARDS

1. The Agreement shall be read and construed in conjunction with the following awards:
 - (a) *Transport Industry Quarried Materials (State) Award*; and
 - (b) *Transport Industry Mixed Enterprises (State) Award* ("the Awards")
2. Where there is inconsistency between the Awards and the Agreement this Agreement shall prevail to the extent of the inconsistency.

5. TERM OF AGREEMENT

The Agreement shall come into operation on and from the first full pay period to commence on or after 1 July 2000 and shall remain in force until 31 December 2002.

6. NO EXTRA CLAIMS

Except for general movements in award wages granted by the Industrial Relations Commission of New South Wales via State Wage Cases that are not subject to

Registered
Enterprise Agreement
Industrial Registrar

absorption, there shall be no further claims for wage increases during the term of this Agreement.

7. REVIEW OF AGREEMENT

The parties agree to review the Agreement prior to the expiry of the Agreement as set out in clause 5. In the context of this review, the parties shall examine both the operation of the Agreement and the possibilities of entering into a further agreement.

8. AIMS AND OBJECTIVES OF THE AGREEMENT

1. AIMS

The parties to the Agreement are committed to ongoing improvements in productivity, efficiency and flexibility which in turn will continue increase CSR's competitiveness and offer secure and worthwhile employment for Employees.

CSR has a business need to continually improve and grow so that it becomes more competitive. CSR has developed a vision of the type of business it wants and the elements necessary to transfer that vision to a reality.

The critical elements are:

- (a) A Customer Service Focus;
- (b) Safe and Rewarding Work;
- (c) Continuous Improvement;
- (d) Employee Participation;
- (e) A Total Quality Culture;
- (f) Improved Competitiveness;
- (g) Removal of Artificial Barriers; and
- (h) Creating a Team Environment.



2. OBJECTIVES

- (a) To discuss and implement self directed work teams.
- (b) To breakdown artificial, physical, cultural and conditional barriers that exist between levels of the Employees within CSR Readymix.
- (c) To improve the efficiency and productivity of the company by ensuring management and labour practices are more closely attuned to current and future needs and objectives of CSR.
- (d) To develop an environment of continuous improvement which is conducive to a flexible work organisation able to respond to changing demands in the market place.
- (e) To provide a climate for the Employees to develop a broader range of skills thereby maximising rewards to the Employees and security of employment.
- (f) To benchmark other organisations that are leaders in the field of increased efficiency and productivity and where appropriate utilise this information in implementing change.

9. ONGOING RECOGNITION AND COMMITMENT TO CONTINUOUS IMPROVEMENT

CSR has introduced Total Quality Management and is committed to the principles of improving the processes we employ. To obtain the maximum benefits from the continuous improvement program all the Employees are committed to co-operating with the program and implementing continuous improvement activities. All the Employees will become familiar with Continuous Improvement concepts and skills through training and involvement in project and team based work.

10. AWARENESS TRAINING

All the Employees covered by the Agreement shall be provided with awareness training in the following areas:

- (a) The content of the Agreement;
- (b) The requirements of the Agreement;
- (c) Concepts of teams, teamwork and self directed work teams; and
- (d) The removal of artificial barriers ie; physical, cultural and conditional barriers and how to systematically remove them by agreement.

Such training shall be held during paid time but shall be arranged to minimise the impact on continuous operations of CSR's activities and customer service.

11. PREVIOUS AGREEMENTS

The parties to the Agreement agree that the first agreement known as, "*CSR Ltd T/A The Readymix Group – Country Division (South Coast) Transport Enterprise Bargaining Framework Agreement 1994*" and the second agreement know as, "*CSR Ltd T/A The Readymix Group – Country Division South Coast Transport Enterprise Arrangement 1995*" and the third agreement known as "*CSR Ltd T/A CSR Readymix Southern Region South Coast Transport Enterprise Arrangement No. 3 1997*", shall be a continuation from which further improvements are to be made consistent with the terms of this Agreement. The parties shall ensure that the commitments and requirements arising from previous Agreements and awards are met.

12. WAGE INCREASES

All the Employees covered by the Agreement are entitled to the following wage increases:

Registered Enterprise Agreement Industrial Registrar
--

12.1 Stage 1

On 1 July 2000, a 3½% wage increase shall be paid to the Employees covered by the Agreement.

12.2 Stage 2

On 1 July 2001 and subject to the Employees achieving the KPI goals for their respective sites in the previous 12 months, a further 3½% wage increase shall be paid to the Employees covered by the Agreement.

12.3 Stage 3

On 1 July 2002 and subject to the Employees achieving the KPI goals for their respective sites for the previous 12 months, a further 3½% wage increase shall be paid to the Employees covered by the Agreement.

12.4 The TWU and the Employees agree that the wage increases referred to above and referred to in Schedule 1 take into account any claims Employees may have had now and in the future for higher wage rates or allowances for haulage of higher tonnage trucks or the carrying of aggregate mass in excess of 42½ tonnes. The Employees and TWU agree that these rates rescind and replace any and all former unregistered agreements or arrangements between the parties.

13. LUMP SUM PAYMENT

Each of the Employees will receive a one off "lump sum payment" of \$1,600.00 upon the date of Commission making the Agreement. Such payment is in lieu of any claim that the Employees may have had now or in the future for increased wages or allowances associated with haulage of higher tonnage trucks or the carrying of aggregate mass in excess of 42½ tonnes and for the time it has taken to settle upon the terms of the Agreement.

14. KPI GOALS

The parties to this Agreement have identified Key Performance Indicator ("KPI") goals that will apply to the Employees and are attached as Annexure "B". Broadly, the KPI goals are as follows.

Safety

An employee must complete all necessary actions as identified in the Safety Schedule.

Training

An employee must participate in, and successfully complete the STT Training program.

Registered
Enterprise Agreement

Industrial Registrar
Page 6 of 9

Efficiency

An employee must participate in developing, implementing and monitoring measures of transport efficiency, and use the data collected to identify improvement opportunities.

15. PROCESS OF ANALYSIS OF KPI GOALS

- 15.1 The parties to the Agreement will regularly monitor the performance of the Employees against the Key Performance Indicator (KPI) goals in clause 14, to ensure that the KPI goals are achieved each year.
- 15.2 Management will discuss with the Employees their sites' progress in meeting their KPI goals, and will take place wherever possible on a monthly basis. The EBA Plan for each site covered by the Agreement will be reviewed and updated following the monthly discussions.
- 15.3 The Employees are committed to achieving the KPI goals for their respective site, within the prescribed time period
- 15.4 Management will monitor the specific performance of the Employees, and the overall performance of the site covered by the Agreement against the KPI goals. Management will provide feedback on a regular basis on the performance of the Employees, and the overall performance for each site. Feedback will include information on how the Employees are performing against the KPI's, and how the sites are progressing to achieve the relevant KPI's.

16. DISPUTES PROCEDURE

1. Procedures relating to grievances of individual employees:

- (a) The employee is required to notify (in writing or otherwise) CSR as to the substance of the grievance, request a meeting with the employer for bilateral discussions and state the remedy sought.
- (b) A grievance must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.
- (c) Reasonable time limits must be allowed for discussion at each level of authority.
- (d) At the conclusion of the discussion, CSR must provide a response to the employee's grievance, if the matter has not been resolved, including reasons for not implementing any proposed remedy.
- (e) While a procedure is being followed, normal work must be continued.

Registered Enterprise Agreement Industrial Registrar
--

(f) The employee may be represented by an industrial organisation of employees such as the TWU.

2. Procedures relating to disputes etc between employers and the Employees:

(a) Question, dispute or difficulty must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.

(b) Reasonable time limits must be allowed for discussion at each level of authority.

(c) While a procedure is being followed, normal work must continue.

(d) The employee may be represented by an industrial organisation of employees for the purpose of each procedure.

17. NEW TRUCK CONFIGURATION TECHNOLOGY

Prior to the introduction of new truck configuration technology, the Company will consider and consult with the Employees and the TWU and, if necessary, negotiate new wage rates associated with the new skill required to drive the same. The term "new truck configuration technology" does not include upgrading or modification of existing trucks and/ or increasing the tonnage of trucks and only includes B-Double Trucks and Maxi-Dogs which have a different configuration to the Company's existing truck fleet and would require Employees to use higher or different skills that what they currently use in order to drive them.

18. SIGNATORIES

Signed for and on behalf of CSR Ltd t/as CSR Readymix



B. R. HALCROW

Name

Date: 9.01.00

Signed for and on behalf of the Transport Workers' Union of Australia, New South Wales Branch

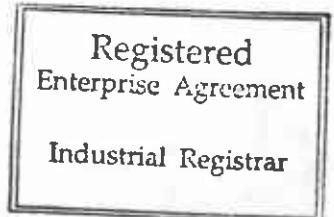


A V Sheldon

Name

Secretary

Date: 18-12-00



ANNEXURE A

For the purpose of this agreement the "business unit" for the Southern Region (South Coast) shall be:

South Coast Concrete Operations located at:

Ulladulla
Aroo Road
Ulladulla

Nowra
Cumberland Avenue
Nowra

Batemans Bay

10 Russell Street
Batemans Bay

South Coast Transport Operations located at:

Albion Park
Wollybutt Drive
Albion Park

Marulan
"Johnniefields"
Brayton Road
Marylan West

Queanbeyan

Old Cooma Road
Queanbeyan



ANNEXURE B

**Registered
Enterprise Agreement
Industrial Registrar**

Annexure "B"

Registered
Enterprise Agreement
Industrial Registrar

EBA Goal Progress

YEAR 1

Progress on Achieving EBA Goals

South Coast Area Transport

Goal :	Planned:												Achieved:						
	Aug-00	Sep-00	Oct-00	Nov-00	Dec-00	Jan-01	Feb-01	Mar-01	Apr-01	May-01	Jun-01	Jul-01	P	A	P	A	P	A	
Complete all necessary actions as identified in the Safety Schedule.																			
> Identify the activities to be completed each month																			
> Assist in the completion of these activities																			
> Monitor progress to ensure completion of required activities																			
> Review activities at safety meetings to monitor progress against schedule.																			
> Keep the Safety Schedule up to date.																			
All Drivers to participate in, and complete STT Training program.																			
> Review training program lists and select modules to be completed.																			
> Register drivers for each module.																			
> Develop timetable for attendance at each module.																			
> Attend training as required.																			
> Complete assessments of competency.																			
Develop, implement and monitor measures of transport efficiency. Use the data collected to identify improvement opportunities.																			
> Develop a list of measures and select the measures to be used.																			
> Implement the chosen measures.																			
> Monitor outcomes.																			
> Identify opportunities to improve efficiency																			
Select improvements to be implemented.																			
> Implement improvements																			
> Measure results and correct as required.																			

YEAR 2

Progress on Achieving EBA Goals

South Coast Area Transport

Goal:	Aug-01		Sep-01		Oct-01		Nov-01		Dec-01		Jan-02		Feb-02		Mar-02		Apr-02		May-02		Jun-02		Jul-02		
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P
Complete all necessary actions as identified in the Safety Schedule.																									
> Identify the activities to be completed each month																									
> Assist in the completion of these activities.																									
> Monitor progress to ensure completion of required activities																									
> Review activities at safety meetings to monitor progress against schedule.																									
> Keep the Safety Schedule up to date.																									
> No Lost time injuries.																									
All Drivers to participate in, and complete STT Training program.																									
> Review training program lists and select modules to be completed.																									
> Register drivers for each module.																									
> Develop timetable for attendance at each module.																									
> Attend training as required.																									
> Complete assessments of competency.																									
Develop, implement and monitor measures of transport efficiency. Use the data collected to identify improvement opportunities.																									
> Develop a list of measures and select the measures to be used.																									
> Implement the chosen measures.																									
> Monitor outcomes.																									
> Identify opportunities to improve efficiency. Select improvements to be implemented.																									
> Implement improvements																									
> Measure results and correct as required.																									

Registered Enterprise Agreement Industrial Registrar

Progress on Achieving EBA Goals

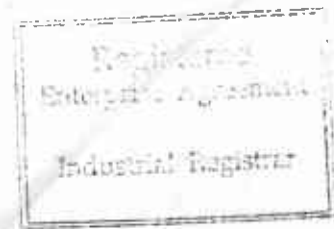
YEAR 3

South Coast Area Transport

Goal :	Aug-02		Sep-02		Oct-02		Nov-02		Dec-02		Planned:		Achieved:	
	P	A	P	A	P	A	P	A	P	A				
Complete all necessary actions as identified in the Safety Schedule.														
> Identify the activities to be completed each month														
> Assist in the completion of these activities.														
> Monitor progress to ensure completion of required activities														
> Review activities at safety meetings to monitor progress against schedule.														
> Keep the Safety Schedule up to date.														
All Drivers to participate in, and complete STT Training program.														
> Review training program lists and select modules to be completed.														
> Register drivers for each module.														
> Develop timetable for attendance at each module														
> Attend training as required.														
> Complete assessments of competency														
Develop, implement and monitor measures of transport efficiency. Use the data collected to identify improvement opportunities.														
> Develop a list of measures and select the measures to be used.														
> Implement the chosen measures														
> Monitor outcomes														
> Identify opportunities to improve efficiency. Select improvements to be implemented.														
> Implement improvements.														
> Measure results and correct as required.														

Registered
Enterprise Agreement
Industrial Registrar

Schedule 1 – Wage Rates



TRANSPORT INDUSTRY MIXED ENTERPRISE (STATE) AWARD CLASSIFICATIONS

Base	Current Rate	As at 1 July 2000	As at 1 July 2001	As at 1 July 2002
Grade 1	\$473.00	\$489.56	\$506.69	\$524.42
Grade 2	\$489.59	\$506.73	\$524.46	\$542.82
Grade 3	\$496.10	\$513.46	\$531.43	\$550.03
Grade 4	\$511.02	\$528.91	\$547.42	\$566.58
Grade 5	\$536.66	\$555.44	\$574.88	\$595.00
Grade 6	\$543.07	\$562.08	\$581.75	\$602.11
Grade 7	\$562.77	\$582.47	\$602.85	\$623.95
Grade 8	\$602.69	\$623.78	\$645.62	\$668.21

Allowances	Current Rate	As at 1 July 2000	As at 1 July 2001	As at 1 July 2002
Agitator Truck	\$16.25	\$16.82	\$17.41	\$18.02
HIAB Crane	\$22.40	\$23.18	\$24.00	\$24.84

TRANSPORT INDUSTRY QUARRIED MATERIALS (STATE) AWARD CLASSIFICATIONS

Base	Current Rate	As at 1 July 2000	As at 1 July 2001	As at 1 July 2002
Grade 1 (Basic)	\$496.61	\$513.99	\$531.98	\$550.60
Grade 2 VC1 (Basic)	\$500.28	\$517.79	\$535.91	\$554.67
Grade 2 VC1 (Cert.)	\$509.63	\$527.47	\$545.93	\$565.04
Grade 2 VC2 (Basic)	\$505.22	\$522.90	\$541.20	\$560.15
Grade 2 VC2 (Cert.)	\$514.57	\$532.58	\$551.22	\$570.51
Grade 2 VC3 (Basic)	\$513.47	\$531.44	\$550.04	\$569.29
Grade 2 VC3 (Cert.)	\$522.77	\$541.07	\$560.00	\$579.60
Grade 2 VC4 (Basic)	\$540.20	\$559.11	\$578.68	\$598.93
Grade 2 VC4 (Cert.)	\$549.61	\$568.85	\$588.76	\$609.36
Grade 2 VC4 (Adv.)	\$558.91	\$578.47	\$598.72	\$619.67
Grade 2 VC5 (Basic)	\$546.40	\$565.52	\$585.32	\$605.80
Grade 2 VC5 (Cert.)	\$555.75	\$575.20	\$595.33	\$616.17
Grade 2 VC5 (Adv.)	\$565.16	\$584.94	\$605.41	\$626.60
Grade 3	\$643.90	\$666.44	\$689.76	\$713.90

Allowances	Current Rate	As at 1 June 2000	As at 1 June 2001	As at 1 June 2002
2 Tonnes Extra	\$9.20	\$9.52	\$9.86	\$10.20
2-4 Tonnes Extra	\$18.40	\$19.04	\$19.71	\$20.40
4-6 Tonnes Extra	\$27.60	\$28.57	\$29.57	\$30.60
6-8 Tonnes Extra	\$36.80	\$38.09	\$39.42	\$40.80
Fares (per Day)	\$2.00	\$2.07	\$2.14	\$2.22
Meal	\$0.00	\$0.00	\$0.00	\$0.00
First Aid (per Week)	\$8.25	\$8.54	\$8.84	\$9.15

Registered
Enterprise Agreement
Industrial Registrar

July 16/01
July 16/01