

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/327

TITLE: A C Douglass Plumbing Services Pty Ltd Enterprise Agreement
2002

I.R.C. NO: IRC02/4948

DATE APPROVED/COMMENCEMENT: 4 October 2002

TERM: 4 October 2004

NEW AGREEMENT OR VARIATION: New

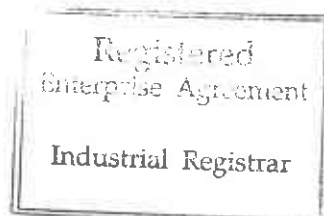
GAZETTAL REFERENCE: 22 November 2002

DATE TERMINATED:

NUMBER OF PAGES: 6

COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all employees of A C Douglass Plumbing Services Pty Ltd who fall within the coverage of the Plumbers and Gasfitters (State) Award

PARTIES: A C Douglass Plumbing Services Pty Limited -&- Frank W Draper, Adam Christopher Wildman



ENTERPRISE AGREEMENT

FOR

β
A C DOUGLASS PLUMING SERVICES PTY LTD

EMPLOYEES

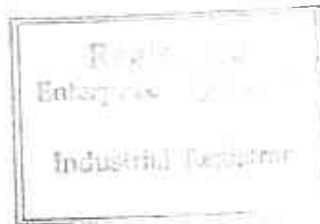


1. TITLE

This Agreement shall be known as the A C Douglass Plumbing Services Pty Ltd Enterprise Agreement 2002.

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3. PARTIES BOUND

The Parties to this Agreement are:

- a) A C Douglass Plumbing Services Pty Ltd (hereinafter referred to as ACDPS)
- b) All employees engaged in any of the callings specified in the Plumbers and Gasfitters (State) Consolidated Award.

4. GENERAL CONDITIONS

The provisions of the Plumbers and Gasfitters (State) Consolidated Award shall apply to ACDPS and the employees of ACDPS, except insofar as the provisions of this Agreement vary such provisions.

5. INTENT OF PARTIES

This Agreement has been developed through a process of consultation and negotiation between the employees and ACDPS reflecting a recognition of the needs of ACDPS and a commitment by all parties to establish an efficient, productive and effective business. It is the intention of the parties to provide and maintain a framework which will ensure that the spirit and substance of the Agreement endures to the benefit of all those affected by it.

To this end, the employees and ACDPS are dedicated to:

- Ensuring that ACDPS operates in a manner which will enhance and optimise cost-effective excellence and performance;
- Seeking continuous review and improvement in agreed measures of safety, team and individual performance and quality standards;
- Ensuring that work can be undertaken in a fully flexible manner without demarcations or limitations on performance, subject only to the restrictions imposed by individual skill and knowledge levels;
- Maintaining open communication with employees on matters of mutual interest and/or concern;
- Establishing, supporting and maintaining standards of work performance, conduct and attendance which will maximise a safe, productive and efficient operation;
- Ensuring that employees receive a proper level of reward and recognition measured against their work performance with opportunities for career advancement; and
- Establish a training and development program that will enhance the performance quality of all employees and provide necessary skills for career advancement.

6. OPERATIVE DATE

This Agreement shall commence from the date of ratification by the Industrial Relations Commission of New South Wales and shall continue in force until ~~1 July 2004~~.

4 October 2004
(see p 2 of manuscript
2 to 02)

7. PAYMENT OF RATES

Based on the "signing off" of this Agreement rates of pay will increase the normal hours base rate by:

2% From 1 September 2002
3% From 1 September 2003



8. NATIONAL STANDARDS

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

9. CONTRACT OF EMPLOYMENT

- a) It is a condition of employment that all employees adhere to ACDPS Occupational Health and Safety and Quality Assurance Policies, Equal Opportunity and Sexual Harassment and other relevant ACDPS Policies and Procedures, and attend any training or education sessions provided regarding such Policies and Procedures.
- b) It is a condition of employment that the first twelve weeks of employment shall be a probationary period during which time employment may be terminated by either ACDPS or an employee on the giving of one week's notice in writing to the other party.

10. SETTLEMENT OF DISPUTES

It is the intention of the parties to eliminate, through open communication and a supportive work environment, any dispute or grievance which is liable to cause a stoppage or limitation on work performance. If a dispute should arise the parties of this Agreement shall observe the "settlement of disputes" procedure as outlined in the Plumbers and Gasfitters (State) Consolidated Award.

11. NO EXTRA CLAIMS

It is a term of this Agreement, that the employees, either by themselves or through an agent acting on their behalf, will not pursue any extra claims, Award or over award, for the life of this Agreement.

12. DECLARATION

This Agreement has been negotiated through consultation between ACDPS and the employees of ACDPS. All parties entering into this Agreement, or affected by its coverage, have done so with full knowledge as to its content, the effect of implementation of its provisions and the effect of certification hereof.

13. REVIEW OF APPLICATION OF AGREEMENT

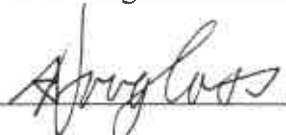
The parties shall continue to review the application of this Agreement, in order to ensure that it is, so far as practicable, meeting its objectives.

14. RE-NEGOTIATION OF AGREEMENT

The parties shall commence negotiations no later than three months prior to the expiry of this Agreement with a view to agreeing on provisions for a new Agreement to have effect from the expiry of the term hereof, subject to the provisions of the Industrial Relations Act.

In witness the parties have signed hereto on the 10th day of October 2002.

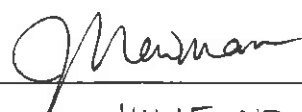
For and on behalf of A C Douglass Plumbing Services Pty Ltd by authority of the directors



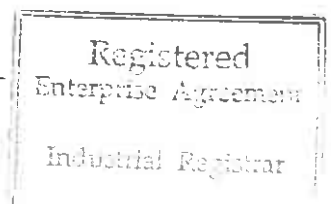
ANDREW DOUGLASS



JACQUI DOUGLASS

Witness: 

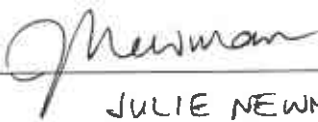
JULIE NEWMAN



Signed by A C Douglass Plumbing Services Pty Ltd employees


_____ FRANK DRAPER


_____ ADAM WILDMAN

Witness: 
_____ JULIE NEWMAN

