

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/176

TITLE: **CRT Group Storage, Packing and Distribution Agreement
2005**

I.R.C. NO: IRC5/2102

DATE APPROVED/COMMENCEMENT: 19 May 2005 / 19 May 2005

TERM: 12

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 29 July 2005

DATE TERMINATED:

NUMBER OF PAGES: 15

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by CRT Group Pty Limited, in respect of work performed at Yennora Distribution Park, Byron Road, Guildford, NSW 2161, and associated sites operated by CRT which falls within the coverage of the Storemen and Packers, General (State) Award.

PARTIES: CRT Group Pty Limited -&- the National Union of Workers, New South Wales Branch

CRT GROUP STORAGE, PACKING AND DISTRIBUTION AGREEMENT 2005

1. Title of Agreement

This Agreement shall be known as the CRT Group Storage, Packing and Distribution Agreement 2005.

2. Arrangement

1. Title of Agreement
2. Arrangement
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3. Application

- 3.1 This Agreement will apply in respect of work performed at Yennora Distribution Park, Byron Road, Guildford, NSW, 2161 and associated sites operated by CRT which falls within the scope of the Storemen and Packers, General (State) Award (the "Award").
- 3.2 This Agreement is to be read in conjunction with the Award. Where there is inconsistency between the Agreement and the Award, the Agreement will prevail to the extent of the inconsistency.

4. Parties Bound

This Agreement is binding upon:

- (a) CRT Group Pty Limited ("CRT");
- (b) the National Union of Workers, New South Wales Branch ("NUW"); and
- (c) all employees who perform work within the scope of the Award, whether or not employed at the time the Agreement is made.

5. Term of Agreement

This Agreement will take effect from the date of approval by the Commission and shall have application for a nominal term of 1 year thereafter.

6. No Duress

The parties acknowledge that this Agreement has been entered into free of duress.

7. Purpose of Agreement

- 7.1 The purpose of this Agreement is to achieve fundamental and ongoing reform of CRT's employment arrangements by establishing a competency based remuneration structure which appropriately aligns rates of pay with training and skills.
- 7.2 The competency based remuneration structure is intended to establish a multi-skilled, flexible and motivated workforce. The parties acknowledge that the introduction of such a structure is essential to address existing disparities in wage relativities.
- 7.3 The competency based remuneration structure to be adopted is described in clause 8.
- 7.4 The training program to be implemented to assist employees to advance through the structure is set out in clause 9.
- 7.5 CRT employees are subject to a range of rights and responsibilities which shall not be taken to be diminished in any manner by this Agreement. It is recognised by the employees and the NUW that employees must at all times strive to deliver the highest possible level of productivity and efficiency, flexibility, cost-effectiveness, technology based expertise, cargo/equipment care, stability and reliability.
- 7.6 It is recognised by the parties that the Disputes Procedure contained in the Award requires that any matter must firstly be raised by the employee or his/her delegate/representative at job level with his/her manager prior to referral to the NUW or corporate CRT management. No matter shall be processed in accordance with the Disputes Procedure unless it has firstly been genuinely addressed at site level and thereafter still remains unresolved.

8. Competency Based Remuneration Structure

- 8.1 The table set out below specifies each competency level and prescribes the hourly rate of pay applicable to each level. To obtain a competency level, all competencies at that level and preceding levels must be obtained. These rates of pay take effect from 1 January 2005.

Competency Level	Description	Rate of Pay
1	Entry level CRT induction	\$15.10
2	Competency - Level 2	\$17.20
2a	Order picking and forklift driving	
2b	Work debug line	
2c	Work in the Import / Export bay	
2d	Work semi bulk line	
2e	Wash bay	
2f	Container prep. Bay	
3	Competency - Level 3	\$18.20
3a	FF & S line	
3b	Bayer room	
3c	12 Tonne empty container forklift	
3d	Tug operations	
3e	All competencies 1, 2 and 3	
4	Competency - Level 4 - Leading Hand	\$19.20
4a	All competencies 1, 2 and 3	
4b	Successful applicant	

- 8.2 The hourly rates of pay applicable to persons employed as heavy equipment operators effective 1 January 2005 will be as follows:

- (i) Drivers of forklifts with a capacity of between 30 to 60 tonnes - \$17.82;
- (ii) Drivers of forklifts with a capacity of over 60 tonnes - \$19.79;

(iii) Gantry Operator - \$21.77. (Based on a 50 hour week)

- 8.3 In order for an employee to be assigned to a particular competency level, he or she will need:
- (i) to have achieved the competencies applicable to that level defined in Appendix 1; and
 - (ii) to utilize those competencies in their ordinary working day.
- 8.4 Each current employee will be graded by reference to competency and assigned a level in the above structure. Progression to level 4 will, in addition to attainment of competency standards, require satisfaction of a selection process undertaken by CRT. No employee will, however, incur a reduction in his or her current rate of pay through the introduction of the competency based remuneration structure.
- 8.5 Each new employee will commence employment at level 1 until his or her competency level is assessed.
- 8.6 The parties acknowledge that some additional competencies are yet to be developed and will be added, by a consultation process, to the competencies described in Appendix 1.
- 8.7 Employees will perform such work as CRT may reasonably require, including any function for which the employee is qualified whether or not of a higher or lower grade, provided that the employee is remunerated in accordance with this Agreement and the Award.

9. Training

- 9.1 CRT will implement a training program for all employees designed to enhance skills and competencies, which will in turn enable progression within the competency based remuneration structure.
- 9.2 The training program, modules and calendar for 2005 are contained in Appendix 2.
- 9.3 All employees shall be available to undertake training, not limited to that described in Appendix 2, and to train other persons including casuals as required by CRT. All training will take place in accordance with operational requirements as determined by CRT and CRT shall, for all training, have the right to determine who is trained. Training may be performed by CRT personnel as part of their normal work. Training hours shall be treated as ordinary worked hours for rostering purposes. In meeting its operational requirements, CRT will endeavour to ensure there is an equitable distribution of training amongst the employees subject to the Agreement. Consideration will be given to those employees who are close to achieving a higher competency level; however this will not be to the detriment to other employees' access to training as detailed in the Training Calendar 2005.
- 9.4 Training will be provided as determined by CRT, not being limited to that described in Appendix 2, and may include external or employee trainers.
- 9.4.1 The intent of CRT is to enable each employee to contribute in accordance with operational requirements towards the improved efficiency, reliability and competitiveness of CRT operations and to realise their career potential, consistent with operational requirements.
 - 9.4.2 Competency based training and education, including related processes such as the use of standards and assessment, may be utilised for a variety of purposes, including selection and recruitment, entry level training, skill enhancement, skill refreshment or reassessment, promotional opportunities and the formal recognition of skills previously obtained but not recognised for new and existing employees.
 - 9.4.3 Competency based training involves both structured training and practical work experience to obtain full competency and proficiency and may be delivered in the classroom or on the job, or through a combination of both. CRT may, at its discretion, develop or maintain qualified workplace trainers and assessors.
 - 9.4.4 As part of their normal duties, experienced employees may be required to assist in the training of others by monitoring and coaching their work during the gaining of practical experience. CRT

may utilise external registered training organisations and/or qualified training personnel as required.

- 9.5 Where CRT requires an employee to obtain a licence, trade certificate or other qualification, CRT shall pay the normal costs of such licence, trades certificate or qualification.

10. Assessment of Competencies and Consultation

- 10.1 CRT has reached agreement through consultation with employees as to the competency level to which he or she should be assigned.
- 10.2 For future assessments, if an employee disputes an assessment during the competency training and assessment process, CRT will provide the employee with an opportunity to give reasons why a different assessment should be made. The Disputes Procedure contained within the Award will be utilised in the event an agreed assessment is not reached.

11. Casual Employees

- 11.1 A casual employee may be employed for not less than four hours each start and not more than eight hours at an hourly rate which is equivalent to one thirty eighth of the level one hourly rate as set out in this Agreement, plus 15 per cent casual loading. After six months employment, CRT will give consideration to converting a casual employee's employment to weekly employment.
- 11.2 A casual employee shall be paid overtime for any time worked before the rostered starting time or after the rostered finishing time, outside the ordinary spread of hours and/or outside the specified maximum daily and/or weekly hours.
- 11.3 Casual employees shall be paid in accordance with the provisions of the Award with respect to shift allowances, weekend allowances and public holidays in addition to the 15 per cent casual loading.
- 11.4 In accordance with the *Annual Holidays Act 1944*, casuals will receive one-twelfth of their ordinary hourly rate in lieu of annual leave.
- 11.5 Casual employees are defined as both CRT employed and agency casuals.

12. Part Time Employees

- 12.1 Part time employees shall be paid an hourly rate equal to the appropriate ordinary weekly rate divided by 38. The provisions of this award with respect to sick leave, annual leave, bereavement leave and holidays shall apply on a pro rata basis.
- 12.2 The provisions of the Award with respect to shift allowances, weekend allowances and public holiday allowances shall apply as for full time employees.
- 12.3 A part time employee shall be paid overtime for any time worked before their rostered starting time or after their rostered finishing time, outside their ordinary spread of hours and/or outside their specified maximum daily and/or weekly hours.

13. Role of Nuw and Delegates

- 13.1 CRT recognises the role of the NUW in representing employees subject to this Agreement and undertakes to consult with the NUW in respect of matters the NUW raises affecting employees.
- 13.2 Where an employee is elected by fellow employees as delegate and his or her name is forwarded to CRT by the NUW, the delegate will be allowed reasonable time to interview employees and consult with CRT about matters affecting employees, provided that such activities do not unduly impact upon normal work.

- 13.3 NUW delegates will, on application at least 5 days in advance, be granted up to 4 days leave (additional days may be mutually agreed) on ordinary pay each calendar year, non cumulative, to attend courses conducted by the NUW which are designed to promote good industrial relations and workplace efficiency.
- 13.4 CRT will deduct NUW membership fees from an employee's wages on receipt of written authority from the employee. Those fees will be remitted with a schedule of contributions to the NUW on a monthly basis.

14. No Extra Claims

The parties agree that no extra claim will be made in respect of any subject matter, whether or not referred to in this Agreement, for the duration of this Agreement.

15. Transmission of Business

This Agreement will apply to any successor, assignee or transferee of all or any of the work subject to this Agreement.

16. Renegotiation

The parties agree to hold discussions concerning the renegotiation of this Agreement not less than 2 months prior to its nominal expiry date. It is agreed that those discussions will occur and any resultant agreement registered under the provisions of the *Industrial Relations Act 1996* (NSW) or its successor.

17. Disputes Resolution Procedure

The parties agree that Clause 5, Disputes Procedure, of the Award applies in respect of disputes arising in connection with work performed under this Agreement.

18. Signatories

Signed for and on behalf of
CRT Group Pty Limited

Brian Willett
NSW State Manager

Signed for and on behalf of
The National Union of Workers, New South
Wales Branch

APPENDIX 1

The competency levels referred to in clause 8.1 consist of the competencies described below.

Legend: **WM = (Warehouse Manual)**

Tier 1:

CRT Group Induction.

Tier 2:

2a CONTAMINATION VM 15
WM 15 contamination.

Pallet forklift operation accreditation.

RECEIVAL & DESPATCH OF PALLETISED PRODUCT WM 14

WM 14.3.1 picking product for a delivery.
WM 14.3.2 picking product.
WM 14.3.3 loading product (despatch docket).
WM 14.3.6 put away product.
WM 14.5 despatch procedures.
WM 14.6 receival procedures.
WM 14.7 despatching procedures with RF.
WM 14.8 receival procedures with RF.

2b DEBAG LINE WM 3&6

WM 3.3 rotary valve cleaning.
WM 6.2 debag line (25kg to 30' container).
WM 6.3 debag line (bulker bag to 30' container).
WM 6.6 debag line (25kg to 20' container).
WM 6.7 debag line (bulker bag to 20' container).
WM 6.10 debag line (25kg to tanker).
WM 6.11 debag line (bulker bag to tanker).

2c PACKING EXPORT CONTAINERS WM 8
WM 8.3 pack export containers (bulker bag).
WM 8.5 pack export container (25kg bags).

2c UNPACK IMPORT CONTAINERS WM 9
WM 9.2 import unpack (25kg bags).
WM 9.3 import unpack (palletised boxes & drums).

2d SEMI BULK WM 3&5
WM 3.3 rotary valve cleaning.
WM 5.2 semi bulk line (30' container to bulker bag).
WM 5.3 semi bulk line (20' container to bulker bag).
WM 5.4 semi bulk line (bulker bag to bulker bag)
WM 5.5 semi bulk line (25kg to bulker bag).

DRYING WET PRODUCT IN BULK WM 16
WM 16.2 finding wet product in bulk.
WM 16.3 drying wet product in bulk.

2e WASHBAY WM 12
WM 12.2 washbay (wash out 30' containers).
WM 12.3 washbay (sweep out 30' containers).

2f PREPBAY WM 13
WM 13.2 Bulkhead assembly.
WM 13.5 assembly 20' containers.
WM 13.6 construction timber frame.
WM 13.8 assemble single use liner.
WM 13.9 clean/refurbish 20' container.
WM 13.10 strip out 20' container.
WM 13.11 assembly Patrick high cube container.

Tier 3:

- 3a FF&S LINE OPERATION
WM 3.2.2 FFS cleaning including scales.
WM 4.1 FFS operation.
WM 4.2 30' container to 25kg bags.
WM 4.3 20' container to 25kg bags.
WM 4.4 bulker bags to 25kg bags.
WM 4.5 25kg bags to 25kg bags.
WM 4.6 operator trouble shooting.
- 3b BAYER CLEAN ROOM.
WM 6.15 Bayer clean room operation.
- 3b BAYER CLEAN ROOM.
- 3c 12 tonne empty container forklift operation accreditation.
- 3d ITV operation accreditation (internal towing vehicle).
- 3e All competencies 1, 2 and 3

Tier 4:

LEADING HAND

- 4a All competencies tier 1, 2 and 3.
- 4b Successful applicant
- 4c WM 1.3 packaging ordering systems.

APPENDIX 2

This Appendix consists of the following documents:

Competency Training Program

CRT Training Plan 2005

Training Calendar 2005

Competency Training Program

Aims: The Competency Training Program participants will acquire the information, skills and confidence to identify and follow CRT warehouse procedures, use current CRT QA documentation and keep safety as a major consideration. The program will include instruction in manual handling, safety awareness and the safe operation of forklifts.

Objectives: By the end of the program participants will have the ability to:

Understand and comply with the CRT Quality procedures and processes set down in the CRT QA Manuals.

Understand the need and desire for safety to be applied in all processes and operations.

Monitor, identify and control contamination issues.

Understand and apply QA documentation such as: QIR/SIR forms which are part of the Quality Improvement System; and RFM books for Requesting Maintenance to effect repair and maintenance to equipment and/or modification to equipment.

Assessment methods: Participants' skills will be assessed by the use of elements listed below:

Classroom participation.

Oral questioning.

Participation in the practical application of the processes.

Written theory.

On successfully completing the relevant training, employees will be deemed competent in the applicable course segments of the program identified in the CRT Group Warehouse Manual sections listed below. Special training will be provided to achieve specific competencies such as confined space training. Special licences and permits will be attained and assessed by accredited workcover assessors where required

These licences usually require regular refresher training which will be part of maintaining competency in the relevant sections.

TRAINING PLAN WAREHOUSE MANUAL

Procedure	Department	Numbers
Packaging Ordering System WM 1	Store 4 & 5, container park all staff. Admin staff.	4 personnel per group. 6 groups.
Stock Control WM 2	On introduction of RF bar coding	
Cleaning (rotary valve, setoffs) WM 3	Stores 4 & 5 container park all staff.	4 personnel per group. 6 groups.
Form Fill & Seal WM 4	Stores 4 & 5 container park all staff.	4 personnel per group. 6 groups.
Semi Bulk Line WM 5	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
Debug Line WM 6	Stores 4 & 5 container park all staff.	4 personnel per group. 6 groups.
Export Containers WM 8	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
Import Containers WM 9	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
General Packaging WM 10	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
Wash bay WM 12	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
Liner Preparation WM 13	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
Receival & Despatch Palletised Product WM 14	Store 4 & 5, container park all staff.	4 personnel per group. 6 groups.
Contamination WM 15	All Staff	4 personnel per group. 8 groups.

Basic competency requirements samples:

WM1. Packaging Ordering System:

Computer skills (Navision & SAP).

Understanding grades & batches (pick lists).

Identification & use of CRT Group QA documents (run sheet, packaging checklist etc).

WM2. Stock Control:

On hold until the introduction of RF (radio frequency).

WM3. Cleaning:

Identify & control contamination issues.

Confined space training.

Manual handling.

Safety issues (correct PPE & equipment use).

QA documentation (machine clean certificate).

WM4. Form Fill & Seal:

Identification & use of CRT Group QA documents (run sheet, packaging checklist etc).

Understanding grades & batches (line log).

Operation of FFS.

Operation of the tipping frame.

Advanced forklift operation (block stacking).

Identify & control contamination issues.

Safety issues (correct PPE & equipment use).

Confined space training.

Manual handling.

WM5. Semi Bulk Line:

Identification & use of CRT Group QA documents (run sheet, packaging checklist etc).

Understanding grades & batches labelling (pick list).

Operation of the semi bulk line including tipping frame operation.

Advanced forklift operation (pallet racking loading).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Confined space training.

Manual handling.

WM6. Debag Line:

Identification & use of CRT Group QA documents (run sheet, packaging checklist).

Understanding grades & batches labelling (pick list).

Operation of the semi bulk line including bulker bag fill operation.

Advanced forklift operation (pallet racking loading & block stacking).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Confined space training.

Manual handling.

WM8. Export Containers:

Identification & use of CRT Group QA documents (run sheet, packaging checklist etc).

Understanding grades & batches labelling (pick list).

Advanced forklift operation (pallet racking loading & block stacking).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Manual handling.

WM9. Import Containers:

Identification & use of CRT Group QA documents (unpack sheet etc).

Understanding grades & batches labelling (pick list).

Advanced forklift operation (pallet racking loading & block stacking).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Manual handling.

WM10. General Packaging:

Identification & use of CRT Group QA documents (run sheet, packaging checklist etc).

Understanding grades & batches labelling (pick list).

Advanced forklift operation (pallet racking loading & block stacking).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Manual handling.

WM12. Washbay:

Identification & use of CRT Group QA documents (container clean certificate, gas detection log, confined space entry etc).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Confined space training.

Manual handling.

WM13. Liner Preparation:

Identification & use of CRT Group QA documents (container preparation certificate etc).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Confined space training.

Manual handling.

WM14. Reveal & Despatch Palletised Product:

Identification & use of CRT Group QA documents (Pick list slip, put away slip etc).

Understanding grades & batches labelling.

Advanced forklift operation (pallet racking loading & block stacking).

Identify & control contamination issues.

Safety issues (correct PPE & associated equipment use).

Manual handling.

WM15. Contamination:

Identification & use of CRT Group QA documents (QIR/SIR reports).

Identify & control of contamination issues

Understanding grades & batches.

WM16. Drying Wet Product in Bulk:

Identification & use of CRT Group QA documents (QIR/SIR reports).

Identify & control of contamination issues

Understanding grades & batches.

CRT Training Plan 2005

Location	Competency Training	Dates	Attendees	Trainer							
				Internal	External						
Sydney	1. Packaging Ordering System	June	4 personnel x 2 days	P. Smith							
			4 personnel x 2 days	P. Smith							
				On hold pending introduction of R.F (radio frequency).							
	2. Stock Control.	Feb	4 personnel x 2 days	R Noye		NMIT NATRIN					
			4 personnel x 1 day	P. Simpson							
			4 personnel x 2 days	P. Smith							
	3. Cleaning	Mar	4 personnel x 2 days	P. Smith							
			4 personnel x 2 days	P. Smith							
	4. Form Fill & Seal (FFS)	Feb	4 personnel x 2 days	R Noye			NMIT NATRIN				
			4 personnel x 1 day	P. Simpson							
		April	4 personnel x 2 days	P. Smith							
			4 personnel x 2 days	P. Smith							
		May	4 personnel x 2 days	P. Smith							
	4 personnel x 2 days		P. Smith								
	5. Semi Bulk Line	Feb	4 personnel x 2 days	R Noye					NMIT NATRIN		
			4 personnel x 1 day	P. Simpson							
		Mar	4 personnel x 2 days	P. Smith							
			April	4 personnel x 2 days							P. Smith
				May							4 personnel x 2 days
	6. Debag Line	Feb	4 personnel x 2 days	R Noye							
4 personnel x 1 day			P. Simpson								
June		4 personnel x 2 days	P. Smith								
		4 personnel x 2 days	P. Smith								
July		4 personnel x 2 days	P. Smith								
	4 personnel x 2 days	P. Smith									
8. Export Containers	Feb	4 personnel x 1 day	P. Simpson						NATRIN		
		July	4 personnel x 2 days			P. Smith					
	Aug	4 personnel x 2 days	P. Smith								

	9. Import Containers	Feb	4 personnel x 1 day	P. Simpson	NATRIN
		July	4 personnel x 2 days	P. Smith	
		Aug	4 personnel x 2 days	P. Smith	
	10. General Packaging		4 personnel x 2 days	P. Smith	
		Sept	4 personnel x 2 days	P. Smith	
	12. Washbay	Feb	4 personnel x 2 days	R Noye	NMIT
	13. Liner Preparation	Oct	4 personnel x 2 days 4 personnel x 2 days	P. Smith P. Smith	
		Nov	4 personnel x 2 days	P. Smith	
	14. Receival & Despatch Palletised Product	Jan	4 personnel x 2 days 4 personnel x 2 days	R Noye	NMIT
		Feb	4 personnel x 1 day	P. Simpson	NATRIN
	15. Contamination	Jan	4 personnel x 2 days 4 personnel x 2 days	P. Smith P. Smith	
	16. Drying Wet Product in Bulk	Dec	4 personnel x 2 days 4 personnel x 2 days	P. Smith P. Smith	

TRAINING CALENDAR 2005

	January	February	March	April	May	June		July	August	September	October	November	December
Monday							Monday		1. EC				
Tuesday		1. cleaning	1				Tuesday		2. EC			1. washbay	
Wednesday		2. cleaning	2			1	Wednesday		3			2. washbay	
Thursday		3. FFS	3. SBL			2. POS	Thursday		4. GP	1		3	1
Friday		4. FFS	4. SBL	1		3. POS	Friday	1	5. GP	2		4	2
Saturday	1	5	5	2		4	Saturday	2	6	3	1	5	3
Sunday	2	6	6	3	1	5	Sunday	3	7	4	2	6	4
Monday	3	7. SBL	7	4. SBL	2	6. POS	Monday	4	8	5	3	7	5
Tuesday	4	8. SBL	8. cleaning	5. SBL	3. FFS	7. POS	Tuesday	5. DL	9	6	4. liners	8. liners	6. drying
Wednesday	5	9. DL	9. cleaning	6	4. FFS	8	Wednesday	6. DL	10	7	5. liners	9. liners	7. drying
Thursday	6	10. DL	10	7	5. FFS	9. FFS	Thursday	7. DL	11. GP	8	6	10	8. drying
Friday	7	11 washbay	11	8	6. FFS	10. FFS	Friday	8. DL	12. GP	9	7	11	9. drying
Saturday	8	12 washbay	12	9	7	11	Saturday	9	13	10	8	12	10
Sunday	9	13	13	10	8	12	Sunday	10	14	11	9	13	11
Monday	10	14. cleaning	14	11	9. SBL	13. FFS	Monday	11	15	12	10	14	12
Tuesday	11. contam	15. FFS	15	12	10. SBL	14. FFS	Tuesday	12	16. IC	13. GP	11	15	13
Wednesday	12. contam	16. SBL	16. cleaning	13	11	15	Wednesday	13	17. IC	14. GP	12	16	14
Thursday	13. contam	17. DL	17. cleaning	14	12	16. DL	Thursday	14	18	15	13	17	15
Friday	14. contam	18. EC	18	15	13	17. DL	Friday	15	19	16	14	18	16
Saturday	15	19	19	16	14	18	Saturday	16	20	17	15	19	17
Sunday	16	20	20	17	15	19	Sunday	17	21	18	16	20	18
Monday	17	21. IC	21	18	16	20	Monday	18	22	19	17	21	19
Tuesday	18 rec +des	22.rec + des	22	19	17	21	Tuesday	19	23	20	18. liners	22	20
Wednesday	19 rec +des	23	23	20	18	22	Wednesday	20	24	21	19. liners	23	21
Thursday	20 rec +des	24. cleaning	24	21. FFS	19	23. FFS	Thursday	21	25	22	20	24	22
Friday	21 rec +des	25. cleaning	25 Easter	22. FFS	20	24. FFS	Friday	22	26	23	21	25	23
Saturday	22	26	26	23	21	25	Saturday	23	27	24	22	26	24
Sunday	23	27	27	24	22	26	Sunday	24	28	25	23	27	25
Monday	24	28	28 Easter	25. FFS	23	27. FFS	Monday	25	29	26	24 washbay	28	26
Tuesday	25		29	26. FFS	24	28. FFS	Tuesday	26. IC	30	27	25 washbay	29	27
Wednesday	26		30	27	25	29	Wednesday	27. IC	31	28	26	30	28
Thursday	27. liners		31	28	26	30	Thursday	28. EC		29	27 washbay		29
Friday	28. liners			29	27		Friday	29. EC		30	28 washbay		30

Saturday	29			30	28		Saturday	30			29		31
Sunday	30				29		Sunday	31			30		
Monday	31				30		Monday				31		
Tuesday					31		Tuesday						
	January	February	March	April	May	June		July	August	September	October	November	December