

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/235

**TITLE: Hanson Construction Materials Ltd Wallgrove Quarry
Enterprise Agreement 2005**

I.R.C. NO: IRC5/3344

DATE APPROVED/COMMENCEMENT: 14 July 2005 / 16 February 2005

TERM: 15

**NEW AGREEMENT OR
VARIATION:** Replaces EA02/128.

GAZETTAL REFERENCE: 16 September 2005

DATE TERMINATED:

NUMBER OF PAGES: 15

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Hanson Construction Materials Pty Ltd, located at Level 5, 75 George Street, Parramatta NSW 2150, who fall within the coverage of the Quarries, &c. (State) Award.

PARTIES: Hanson Construction Materials Pty Ltd -&- The Australian Workers' Union, New South Wales

HANSON CONSTRUCTION MATERIALS LTD WALLGROVE QUARRY ENTERPRISE AGREEMENT 2005

This Enterprise Agreement is made on the Sixteenth (16th) Day of February 2005 between the following parties:

HANSON CONSTRUCTION MATERIALS PTY LTD of 75 George Street Parramatta (hereinafter referred to as "the employer") of the one part and

THE AUSTRALIAN WORKERS UNION NEW SOUTH WALES BRANCH of Good Street, Granville in the State of New South Wales (hereinafter referred to as "the union") of the other part.

1. Title

This Agreement shall be known as the Hanson Construction Materials Ltd. Wallgrove Quarry Enterprise Agreement 2005.

2. Parties Bound

The parties bound to this Agreement are:

Hanson Construction Materials Pty. Ltd. (the Company)

The AWU (NSW Branch) (the Union)

3. Scope

This Agreement shall apply to all employees employed in the Hanson Wallgrove Quarry operation and whose classifications are contained in the Quarry Industry (State) Award or the Quarry Engineering Tradesmen's (State) Award.

Where this Agreement is inconsistent with any provisions of the above mentioned awards or previous site agreements then this Agreement shall prevail.

4. Terms of Agreement

This agreement shall commence from the date above and shall have a nominal term and remain in force for a period of two (2) years thereafter.

The aim of this EBA is to maximise the flexibility of the workforce. Classification of employees will reflect their skill level. Hanson and the employees agree on a commitment to build on improvements to :

- safety
- customer focus
- competitiveness

5. Staff Doing Quarry Work

Staff shall be allowed to do quarry work under the following conditions:

- 5.1. The member of staff doing the work is adequately trained and competent to do that job.
- 5.2. The amount of work done by a staff member is not sufficient to warrant the employment of another person.
- 5.3. No employee will be made redundant due to staff doing a job.
- 5.4. Consultation between the relevant parties (including delegates) is undertaken.

5.5. The period will not exceed 2 hours at any one time except where no other option is available.

It should be recognised that staff members have their own duties to perform and therefore the Company acknowledges that it is not viable for staff members to be continually doing quarry work. This clause is aimed at the assistance and relief of AWU members in their jobs and employees will be willing to train staff members in all aspects of quarry operations that they are competent to perform.

Staff will not be used to replace employees when overtime is made available, however should ALL available or suitable employees refuse overtime offered for the purpose of completing a task, and this task is vital in maintaining sales or production requirements, then staff members reserve the right to do that work given that points 5.1 to 5.3 above are adhered to. This does not absolve AWU members from supplying out of normal hours sales crews as previously agreed.

6. Interactive Workforce

All parties agree to maintain a completely flexible workforce.

Under this agreement it is allowable for tradespersons to perform some traditional plant operator tasks (i.e. control rooms, mobile machinery, weighbridge and stabilising plant) in order to meet production requirements. It is also required for AWU members to perform some traditional tradespersons functions as required. The period for this interchange of roles will not exceed 1 hours at any one time.

This is provided that:

The employee is adequately trained, deemed competent and holds the relevant ticket if required.

It increases the efficiency/effectiveness of the workforce.

The delegates are informed before any work commences.

It is also recognised that tradespersons and quarry operators have their own duties to fulfil and that this clause is not aimed at replacing AWU employees with tradespersons or visa-versa. This clause is aimed at the assistance and relief of employees in their jobs.

Where a person is on restricted duties, they will move in to an alternate role in the operation (subject to medical restrictions) and the person who regularly fills the alternate position will perform other functions within the operation.

To assist in the maintenance of skills and the identification of training, each employee will be issued with a training portfolio to register the different tasks performed. It is agreed that a minimum of two weeks per year be performed, on each skill attained, for the purpose of maintaining that skill and that this, and all training, be entered in the training matrix. The training matrix will be updated as and when required and will be reviewed on a regular basis. Where it is found that skills are not being maintained, employees will be assessed, in consultation, to determine why this is the case and may be retrained or reclassified to a lower level as agreed.

Each person will have three core tasks identified and priority will be given to these with regards to performance and training.

All parties will commit to the development of competencies and certification for all jobs in the quarry.

For the purposes of career progression and enhancement, an individual performance review will be conducted on each employee annually and a training plan will be developed to identify and train employees in areas of skills shortages.

7. Site Consultation

The site consultative committee consisting of management and employee representation will meet on a regular basis of at least every two months.

The committee will be responsible for the monitoring of this agreement and other issues as they arise from time to time. It will also review the progress against the Performance Indicators and Targets and assist in developing strategies to maintain them on target as required.

The committee will be responsible to ensure that up to twelve months prior to the expiry of this agreement, discussions for the determination of conditions for the following Enterprise Agreement will commence.

8. Job Security

Hanson will consult with quarry employees on any decisions that may materially affect their job security or terms of employment. Such consultation will take place at an early time so that employees can be involved in the decision making process.

Where the company needs to employ extra casuals or labour hire staff then it will pay in accordance with the rates herein.

9. Employee Training

Paid training will be made available for employees and delegates to attend, including site representation as required by the business, subject to approval by the Quarry Manager.

10. Employee Responsibility

Employees must carry out their duties:

With due care and skill in a proper, thorough and professional manner;

Safely, and in accordance with the Company's safety requirements;

In accordance with the day to day operational directions given by the Company from time to time;

Employees are required to comply and abide by Company Policies, written directions and/or procedures endorsed by the Company which may be introduced from time to time. These policies are separate and distinct obligations imposed upon the parties from that under this agreement. Any change or implementation of company policies will occur through appropriate consultation with the employees, and their union if requested.

It is agreed as a part of this package that employees will take particular care to avoid the following:

Lateness when reporting for shift

Early knock off at crib and end of shift

Untidiness of work stations

Damage to equipment that has been assessed as the result of operator neglect

Final product contamination attributable to operator neglect

Habitual sick leave in contradiction to award allowance

Employees will ensure a maintainable system to provide continuous sales operations throughout production and sales shifts for the operation

Where an employee infringement does occur in any of these matters then the matter will be investigated by the company. Appropriate action (disciplinary, training etc.) may or may not occur as a result of that investigation.

11. Commitment to Safety & Performance Management (K.P.I.'S)

11.1. Safety & Environment

All employees must demonstrate a definite commitment to safety and accept that it is their responsibility to work in a manner that is not detrimental to their own or others safety or likely to cause damage to the environment.

All employees shall have involvement in the implementation and ongoing maintenance of the mine safety management plan and are committed to site risk management and control measures. Management will implement initiatives using consultation in line with the relevant legislation, standards and guidelines.

Employees will be committed to ensuring a "fitness for work" program, in line with company policy and as required by legislation, will be developed and implemented through consultation. This program may be modified as guidelines become available or are updated.

It is the responsibility of all employees on site to report to management any potential OH&S or environmental breaches. Reporting shall be via the supervisor or, should a supervisor not be present then by the leading hand.

Appropriate training will be provided and employees will make themselves available for all safety training opportunities on site and all training off site if conducted within normal working hours. Off site training which requires an "after normal working hours" commitment will be optional.

11.2. Key Performance Indicators

The Key Performance Indicators (KPI's) are outlined in Appendix A. They will be implemented and monitored with the aim of achieving the targets for each indicator.

KPI's shall be subject to review at each Consultative Committee meeting to consider their progress and any extraordinary events likely to affect the operation. Where the result fails to meet the required target, corrective action will be developed through the Consultative Committee and implemented on site.

All parties agree to exercise the necessary flexibility and broadness of approach in order that the targets are achieved.

The updated monthly status of the KPI's will be made available to all employees.

At any time during the term of this agreement should the circumstances that relate to the operation change significantly then all parties agree to reset the relevant KPI targets to reflect the changes made.

12. Redundancy

Where permanent employees are made redundant by the company, they shall receive the payment as prescribed in the registered redundancy agreement for the site.

13. Wages

First Increase

A wage increase of 4% will be paid upon the date of commencement being 16 February 2005. This increase will be on the classification rates as attached.

Second Increase

A further wage increase of 4% will be paid twelve months from the date of commencement of this agreement. This increase will also be on the classification rates as varied in the initial increase.

Included in the rates of pay are all allowances, except travel allowances and meal allowances which shall be paid in according to the relevant award conditions.

This rate of pay will apply to the existing skill level irrespective of the job undertaken until an employee totally qualifies themselves for the next Class.

Any employee that does not fulfil the relevant criteria for the wage that they receive must be available for further training in order to meet those requirements. These employees will be made a priority in the training program. Employees who are being paid above the classification rate and, through no fault of the company, have not made themselves available for further training shall have any future increases absorbed up to wage parity with similar workers.

Employees that reach higher levels and refuse to use their skills or be rotated to allow skills to be used for reasons other than approved medical grounds will be assessed to determine why this is the case and may be reclassified to a lower level.

Further training of employees for the purpose of moving to the next class will be discussed with the site consultative committee with the purpose of establishing a fair and reasonable training program to ensure that all employees are given equal opportunity to progress to the next class.

The wage increases and levels prescribed in this enterprise agreement will fully absorb any award or national or state wage case increases which occur during the life of this agreement.

Performance Target Bonus

A payment of a 1½% of base rate equivalent bonus as per Performance Indicators in Appendix (A) shall be paid each year of this agreement.

Absenteeism Incentive

A one-off payment will be individually made to each employee at the end of each twelve month period for the term of this agreement as per the Absenteeism KPI in Appendix (A).

14. Superannuation

An employee may elect to enter into a written agreement with the employer to salary sacrifice part of their wages due under this agreement from time to time for the purpose of superannuation contributions into their Superannuation Fund. This may only apply for so long as the Australian Taxation Office permits these type of arrangements.

During the life of this agreement employees' right to nominate a superannuation fund of their choice will be determined as per legislation.

15. Disputes Procedure

Where a dispute arises over the application of the terms of this Agreement the following procedure shall apply.

The matter in dispute shall be raised by the employee(s) concerned with their immediate supervisor.

If the matter cannot be resolved at that level the matter shall be taken by the employees, with or without union representation by their choice, to the Company's Site Manager.

If the matter cannot be resolved at that level the matter may be taken by the employees and their union representatives to the Company's Operations Manager - Aggregates.

The aim of this procedure is to resolve a dispute at the lowest possible level in the management structure, taking into account the nature of the dispute.

Sensible time frames will apply between each step in the procedure and the Company undertakes to deal with the matter raised in a timely fashion.

Whilst the above procedures are being followed work shall continue normally with the status quo remaining. Should the matter remain unresolved after direct discussions between the Union and Management, there shall be a 48 hour cooling off period free from industrial action.

After the cooling off period, the Union and Management shall be free to exercise their respective rights provided that either party may evoke their rights to have this matter referred to the Industrial Relations Commission of New South Wales.

16. Site Meetings

It is agreed that during meetings of employees to discuss either disputes or routine issues, employees will be paid subject to the following:

- (i) The company has been given reasonable notice and agreed to a paid meeting in advance.
- (ii) That the weighbridge, sales loader, and stabilising plant (if required) will continue to work.
- (iii) The length of the meeting is restricted to 1 hour, unless agreed otherwise in advance.

The union and the Consultative Committee delegates are provided with an opportunity after the meeting to inform those employees who did not attend the meeting due to operational requirements, of what was discussed/resolved at the meeting.

It is clearly understood that if any of these conditions are not met, then the time spent in the meeting will be done so without pay.

Under no circumstances will a meeting be held before 9am without these conditions met.

17. No Further Claims

The parties agree that there shall be no further claims made during the life of this enterprise agreement.

The parties agree that there shall be no individual contracts offered during the life of this agreement.

18. Signatories to the Agreement

This Agreement was approved by the employees and the Site Consultative Committee of the Company.

Signed for and on behalf of Site Consultative Committee.

Date:

Date:

Signed for and on behalf of Hanson Construction Materials Pty. Ltd.

Date:

Signed for and on behalf of AWU (NSW Branch)

Date:

APPENDIX A

KEY PERFORMANCE GAINS & TARGETS (KPI's)

1. Definitions

Performance Gain - Activity or work practice change that provides a sustainable and on going benefit to the quarry and is measurable. Attainment of the indicator that has a long term benefit to the operation qualifies an increase which is paid as a wage increase.

Performance Target - Set up to reward performance relative to measurable indicators as a result of maximising the effectiveness of site coordination and operations under existing work systems and processes. The achievement of productivity targets are to be measured in line with performance indicators and paid in the form of an annual bonus payment

2. Performance Indicators

Performance Indicator	Target figure	Period	Bonus Weighting
Quality Assurance	No more than 2 Non-conformances	Annual	10%
Sales loading time	To be defined in first 3 months	Annual	10%
Tonnes per hour (TPH)	280	Annual	15%
Plant Availability	90%	Annual	15%
Safe Work Procedures	Develop JSAs and SWPs for all tasks on site	Annual	25%
Safety Inspections	Completion of all Safety Inspections and Action Plans on time	Annual	25%

3. Absenteeism (12 monthly intervals)

Where an individual employee has been absent from work on sick leave (or leave without pay) for:

Three days or less within the first twelve month period, the employee will be paid a one-off amount of \$300 at the end of the period, or

Four days or less within the first twelve month period, the employee will be paid a one-off amount of \$200 at the end of the period, or

Five days or less within the first twelve month period, the employee will be paid a one-off amount of \$100 at the end of the period.

This will be repeated for each of the following twelve month periods for the life of this agreement. The first twelve month period will commence from the date of signing. Consideration will be given for genuine long term illnesses.

APPENDIX B

CLASSIFICATION STRUCTURE

QUARRY EMPLOYEE LEVEL 10

A Quarry Employee Level 10 has demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate and be engaged in repair/maintenance of complex electrical equipment which requires knowledge in excess of that gained by the satisfactory completion of the appropriate technical college trade course.

Competently operate and attend to at least 50% of plant - mobile and fixed, employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

These tasks must form part of the normal work day function and must be carried out on a regular day to day basis.

2. Responsibility

An employee at this level will have the responsibility equivalent to a leading hand and will be responsible for the quality of their own work and the work of others.

3. Qualification

A Quarry Employee Level 10 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

An employee at this level must have a minimum of 3 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 9

A Quarry Employee Level 9 has demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate oxy-acetylene cutting equipment and arc welding equipment with the successful completion of the appropriate trade course.

Competently maintain and repair crushing and screening equipment such as, but not limited to, bearing changes, pulley changes etc.

Competently maintain/repair/overhaul heavy earthmoving equipment.

Competently operate and attend to at least 50% of plant - mobile and fixed, employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

Carry out purchasing functions as required.

These tasks must form part of the normal work day function and must be carried out on a regular day to day basis.

2. Responsibility

An employee at this level will have the responsibility equivalent to a leading hand. An employee at this level will be responsible for the quality of their own work and the work of others.

3. Qualification

A Quarry Employee Level 9 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

An employee at this level must have a minimum of 3 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 8

A Quarry Employee Level 8 has demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate and be engaged in repair/maintenance of complex electrical equipment which requires knowledge in excess of that gained by the satisfactory completion of the appropriate technical college trade course.

Competently operate and attend to at least 30% of plant - mobile and fixed, employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

Carry out purchasing functions as required.

These tasks must form part of the normal work day function and must be carried out on a regular day to day basis.

2. Responsibility

An employee at this level will have the responsibility equivalent to a leading hand and will be responsible for the quality of their own work and the work of others.

3. Qualification

A Quarry Employee Level 8 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

An employee at this level must have a minimum of 2 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 7

A Quarry Employee Level 7 has demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate oxy-acetylene cutting equipment and arc welding equipment with the successful completion of the appropriate trade course.

Competently maintain and repair crushing and screening equipment such as, but not limited to, bearing changes, pulley changes etc.

Competently maintain/repair/overhaul heavy earthmoving equipment.

Competently operate and attend to at least 30% of plant - mobile and fixed, employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

These tasks must form part of the normal work day function and must be carried out on a regular day to day basis.

2. Responsibility

An employee at this level will have the responsibility equivalent to a leading hand. An employee at this level will be responsible for the quality of their own work and the work of others.

3. Qualification

A Quarry Employee Level 7 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

An employee at this level must have a minimum of 2 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 6

A Quarry Employee Level 6 had demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate oxy-acetylene cutting and arc welding equipment (for non structural work) without the successful completion of the appropriate trade course.

Competently operate and attend to 85% plant - mobile and fixed, employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

2. Responsibility

An employee at this level will have the responsibility equivalent to a leading hand. An employee at this level will be responsible for the quality of their own work and the work of others.

3. Qualification

A Quarry Employee Level 6 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

An employee at this level must have a minimum of 3 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 5

A Quarry Employee Level 5 had demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate and attend to at least 85% of plant - mobile and fixed, employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

2. Responsibility

An employee at this level will have the responsibility equivalent to a leading hand. An employee at this level will be responsible for the quality of their own work and the work of others.

3. Qualification

A Quarry Employee Level 5 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

An employee at this level must have a minimum of 3 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 4

A Quarry Employee Level 4 has demonstrated the competency, and/or obtained this qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate and attend to > 70% & < 85% of fixed mobile plant employed on a permanent basis at the quarry.

Maintain and service fixed and mobile plant.

Carry out routine mechanical repairs of an incidental and peripheral nature.

Instruct operators of lower grade as to areas requiring routine mechanical repairs.

Operate complex processing plant to maximum efficiency and utilisation.

2. Responsibility

An employee at this level will be responsible for the quality of their own work, subject to general supervision, and exercise discretion to the level of their skill and training.

3. Qualification

A Quarry Employee Level 3 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. This assessment shall be a basis for application to advance to a higher grade, in conjunction with successful completion of relevant training.

An employee at this level must have a minimum of 2 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 3

A Quarry Employee Level 3 has demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate and attend to > 50% & <70 % of mobile and fixed plant (including weighbridge) employed on a permanent basis at the quarry.

Assist with routine mechanical repairs.

Service fixed and mobile plant that employee can operate.

Operate complex processing plant to maximum efficiency and utilisation.

Perform higher grade tasks for training purposes.

2. Responsibility

An employee at this level will be responsible for the quality of their own work, subject to general supervision, and exercise discretion to the level of their skill and training.

3. Qualification

A Quarry Employee Level 3 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. This assessment shall be a basis for application to advance to a higher grade, in conjunction with successful completion of relevant training.

An employee at this level must have a minimum of 1 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 2

A Quarry Employee Level 2 has demonstrated the competency and/or obtained the qualification, and is required to undertake work at this level.

1. Duties

Indicative of the tasks an employee at this level may perform are the following:

Competently operate and attend to > 30% & <50 % of mobile plant and fixed plant (including weighbridge) employed on a permanent basis at the quarry.

Assist with routine mechanical repairs.

Service fixed and mobile plant that employee can operate.

Operate complex processing plant to maximum efficiency and utilisation.

Perform higher grade tasks for training purposes.

2. Responsibility

An employee at this level will be responsible for the quality of their own work, subject to general supervision, and exercise discretion to the level of their skill and training.

2. Qualification

A Quarry Employee Level 2 shall be required to undertake training and successfully demonstrate competency in performing duties at this level as per assessment by quarry manager or appointed person. Should an employee be assessed as being unsuitable to continue his current classification he shall be demoted to the lower level classification in both duties and conditions of level, this will include wages level.

Assessment for suitability to maintain this qualification shall be carried out at regular intervals. This assessment shall be a basis for application to advance to a higher grade, in conjunction with successful completion of relevant training.

An employee at this level must have a minimum of 1 years experience in and about a quarry.

QUARRY EMPLOYEE LEVEL 1

A Quarry Employee Level 1 will undertake an induction and skills training. The induction will include information on the Company, Conditions of Employment, Quarry Layout, Work & Documentation Procedure, specific O.H.&S. and Environmental issues, personal protective equipment appreciation and Quality Control Training.

1. Duties

An employee at this level may perform the following tasks under instruction and supervision until a level of competence is assessed.

Competently operate and attend to < 30% of fixed and mobile plant employed on a permanent basis at the quarry.

Assist with the maintenance of both fixed and mobile plant.

Assist with routine mechanical repairs.

Train on any fixed and mobile plant as required.

Carry out some clerical tasks and maintain simple records.

Perform higher grade tasks for training purposes.

2. Qualification

The qualification required for entry by the employee shall be as per Hanson employment procedure.

3. Progression

An employee may progress to higher grades after an assessment of competence by quarry manager or appointed person.

For the purpose of the above, the following words shall bear the stated meaning:

(a)	"attend to"	- Includes, but not limited to, monitoring, inspection and basic operation of fixed plant items such as crushers and conveyors.
(b)	"maintain:"	- Includes, but not limited to, cleaning up, adjustments and retensioning, using selected hand tools and simple butt and spot welding and oxy-acetylene cutting.
(c)	"service"	-Includes, but not limited to, greasing, changing oil, adjusting pressures, changing filters, changing tyres.
(d)	"routine mechanical"	-Includes, but not limited to, replacement of V-belts, conveyor idlers, crusher manganese, screen cloths, pump impellers and liners and pipe sections.

(e)	"complex processing plant"	-A complex processing plant is operated by an operator who is required to monitor and control the complete plants operation by such means as remote indicators and automatic and/or semi-automatic controls.
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The operator is required to perform the major and substantial portion of his function within a control room but will, from time to time, perform functions outside the control room.