

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA06/77

**TITLE: Bush's Pet Foods Pty Ltd and the Australian Meat Industry
Employees' Union NSW Branch Enterprise Agreement 2005**

I.R.C. NO: IRC5/6621

DATE APPROVED/COMMENCEMENT: 6 February 2006 / 18 March 2005

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**NEW AGREEMENT OR
VARIATION:** Replaces EA02/188.

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COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Bush's Pet Foods Pty Ltd, located at 12 Williamson Road, Ingleburn NSW 2565 and any other site in the state of NSW, who are engaged in the manufacture, production and despatch of pet food, who fall within the coverage of the Meat Preservers, &c. (State) Award.

PARTIES: Bush's Pet Foods Pty Ltd -&- The Australasian Meat Industry Employees' Union, New South Wales Branch

BUSH'S PET FOODS PTY. LTD
and the
AUSTRALASIAN MEAT INDUSTRY EMPLOYEES' UNION NSW
BRANCH ENTERPRISE AGREEMENT 2005

1. ARRANGEMENT
2. TITLE
3. AREA INCIDENCE AND DURATION
4. PARTIES BOUND
5. OPERATION OF THIS AGREEMENT AND RELATIONSHIP WITH AWARDS
6. AIMS AND OBJECTIVES OF AGREEMENT
7. WORKPLACE CONSULTATION - ENTERPRISE CONSULTATIVE COMMITTEE (ECC)
8. IMPLEMENTATION OF ENTERPRISE FLEXIBILITY
9. COMMITMENT TO TRAINING
10. INDUCTION OF NEW EMPLOYEES
11. FLEXIBILITY OF WORK
12. WAGE RATES AND CLASSIFICATIONS
13. SPECIAL RATES
14. WAGE INCREASES
15. TRADE UNION TRAINING LEAVE
16. CONTRACT OF EMPLOYMENT
17. HOURS
18. SHIFT WORKERS
19. MEAL TIME AND MEAL ALLOWANCE
20. OVERTIME
21. SUPERANNUATION
22. PUBLIC HOLIDAYS
23. ANNUAL LEAVE
24. ANNUAL LEAVE LOADING
25. SICK LEAVE
26. LONG SERVICE LEAVE
27. BEREAVEMENT LEAVE
28. ROSTERED DAY/SHIFT OFF
29. FAMILY LEAVE
30. PAYMENT OF WAGES
31. JURY SERVICE
32. GENERAL CONDITIONS
33. RIGHT OF ENTRY
34. DISCIPLINARY PROCEDURE
35. GRIEVANCE AND DISPUTES PROCEDURE
36. REDUNDANCY
37. NO EXTRA CLAIMS
38. NOT TO BE USED AS A PRECEDENT
39. MONITORING AND RENEWAL OF AGREEMENT
40. ENDORSEMENT OF AGREEMENT

ATTACHMENTS

Schedule 1 - BUSH'S PET FOODS TRAINING COMMITTEE

Schedule 2 - WAGE RATES & CLASSIFICATIONS

Schedule 3 - CLASSIFICATION GUIDE

2. TITLE

This Agreement shall be known as the **Bush's Pet Foods Pty Ltd and the Australasian Meat Industry Employees' Union NSW Branch Enterprise Agreement 2005**

3. AREA INCIDENCE AND DURATION

- a) This Agreement shall apply to all employees who are employed by Bush's Pet Foods Pty Ltd , at its site, located at 12 Williamson Road, Ingleburn in the State of NSW and any other site operated by Bush's Pet Foods Pty Ltd in the state of NSW who are engaged in or in connection with the manufacture, production and despatch of Pet Food.
- b) The Agreement shall take effect from the 18 March, 2005 and remain in force until 17 March 2008.
- c) The rates of pay and allowances contained within this agreement are not applicable to employees not employed at the Ingleburn site. Such rates are to be negotiated by the parties.

4. PARTIES BOUND

- a) The parties to this agreement are:
 - i) Bush's Pet Foods Pty Ltd (**the Company**); and
 - ii) The Australasian Meat Industry Employees Union (NSW Branch) (**the Union**).
- b) Persons bound by the Agreement are;
 - i) Bush's Pet Foods Pty Ltd (**the Company**); and
 - ii) The Australasian Meat Industry Employees Union (NSW Branch) (**the Union**); and
 - iii) All employees of the Company at Ingleburn employed under the Meat Preservers (State) Award.
 - iv) All employees of Bush's Pet Foods Pty Ltd within the state of NSW who are engaged in or in connection with the manufacture of pet foods products.

5. RELATIONSHIP BETWEEN THIS AGREEMENT AND AWARDS AND PREVIOUS AGREEMENTS.

The provisions of this Agreement shall be in substitution for and shall replace and exclude the operation of both the Meat Preservers (State) Award and the Bush's Pet Foods Pty Ltd - Ingleburn (Production) - Enterprise Agreement 2005.

6. AIMS AND OBJECTIVES OF AGREEMENT

The Agreement is entered into between the parties so as to achieve the following agreed aims and objectives:-

- a) To improve the efficiency and productivity performance levels at the site through a process of continuous improvement with the aim of increased profitability for the Company. "Continuous improvement" will be achieved through the process of Workplace Consultation in accordance with Clause 6 of this Agreement.
- b) To promote good industrial relations within the company and to maintain Industrial stability during the life of the Agreement.
- c) To establish a comprehensive set of terms and conditions of employment to apply to all employees covered by this Agreement and thereby exclude the operation of any industrial award. This will result in the establishment of a "common code of employment" for all employees involved.

- d) Establish a new competency-based classification structure reflecting the outcomes of a skills audit which shall be completed within the first six months of this agreement. The workers will be fully consulted in order to establish a classification structure which truly reflects the tasks and skills required in the manufacture of Pet Food. No worker shall be disadvantaged as a result of the skills audit and or the establishment of a new classification structure. The committee established to oversee the new classification structure shall use the document attached in Schedule 3 of this agreement as a guide.
- e) Undertake all work in a flexible way thereby removing restrictive work practices and demarcation of labour subject to the limitations imposed by an individual's level of skill and competence.
- f) To recognise multi-skilling and cross-skilling of labour as essential to the company's success and for employees to participate in the acquiring of such skills as requested.
- g) To recognise that promotion to higher classification levels will be on the basis of employees attaining a prescribed higher skill standard through training and education and the application of these standards in the workplace.
- h) That employees accept and recognise the need for rigorous quality control in every activity performed and constantly seek to achieve improvements in this area as well as safety, work organization and any other area which will add to improve the effectiveness of the company's operations.
- i) The company shall advertise all vacant positions internally prior to advertising externally.

7. WORKPLACE CONSULTATION - ENTERPRISE CONSULTATIVE COMMITTEE (ECC)

The means by which the parties will achieve the agreed Aims and Objectives of the Agreement will be through the process of Workplace Consultation.

The parties are committed to the establishment of an Enterprise Consultative Committee (ECC) at the site. The structure, membership and constitution will be reviewed by the parties to ensure that it is best designed to achieve these aims and objectives.

The ECC shall be responsible for ongoing consultation at the site and the identification of issues requiring consideration and will reach agreement on and will be responsible for the co-ordination and implementation of agreed arrangements.

Resources will be made available to ensure that members of the ECC are properly trained in the skills required for effective workplace consultation.

The ECC will have adequate time and facilities to carry out its objectives.

Issues on which agreement is reached by the ECC will be introduced at the site within the scope of this Agreement in accordance with provisions of Clause 7, Implementation of Enterprise Flexibility. The consultative process is a mechanism through which all employees may become involved in, and positively contribute towards the management decision making process. However, managerial prerogative is acknowledged. Where agreement cannot be reached by the ECC on an issue, the matter shall be processed in accordance with Step 4 and onwards of the grievance and disputes procedure established by Clause 33 of this Agreement.

As agreed to by the parties in settlement of the terms of this agreement the consultative committee, management and employees of Bush's Pet Foods Pty Ltd will consider as their objective the determination and implementation of real cost savings in respect to the production of Pet Food at this site. The committee may invite persons who are not on the Committee to assist in this process.

The composition of the ECC shall include all union delegates and each meeting shall be notified to the union organiser who may attend the meetings from time to time. The remainder of the ECC shall comprise of representatives from the factory and management.

8. IMPLEMENTATION OF ENTERPRISE FLEXIBILITY

Where the E.C.C. reaches an in principle agreement on the introduction of a change to existing work practices or the methods of performing work, such changes will be introduced within the scope of the Agreement.

The process for introducing such changes will be the following:

- (a) The affected employees will be provided with an explanation of the proposed change and will be given a reasonable opportunity to consider the proposal.
- (b) The proposal will be implemented when the Company and the majority of affected employees genuinely reach an agreement to do so.
- (c) The agreed new arrangement will be committed to writing.
- (d) The Union shall be supplied with a copy of the agreement.
- (e) Where the implementation of the arrangement would necessitate a variation to be made to the Agreement the parties will take the necessary steps to bring this about by a consent application in accordance with the requirements of the Industrial Relations Act.
- (f) The Union may, within 14 days of the receipt of the advice, object to the new arrangement in writing to the Company. Should such an objection be raised the parties are to confer in an effort to resolve the issue. If the issue is not resolved the Company shall either refrain from implementing the agreement or cease to continue its implementation and the parties shall refer the issue to the Industrial Relations Commission in accordance with the Disputes Procedure of the Agreement.
- (g) The Union shall not unreasonably withhold consent to the introduction of the arrangements agreed upon.

9. COMMITMENT TO TRAINING

- a) The parties acknowledge that varying degrees of training are provided to employees, both via internal, on the job and through external training providers.
- b) The parties commit themselves to such training and improving training in cases where this is required.
- c) The parties agree to continue discussions on issues raised related to training.
- d) Wherever practicable the use of Nationally Accredited Trainers, assessors and materials shall be used.

Refer Schedule 1 - (attached) Bush's Pet Food Training Committee.

INDUCTION OF NEW EMPLOYEES

- a) The Company will implement an induction program for all new and existing employees which will include training on occupational health and safety, workers compensation and other relevant employment related issues.
- b) The Union delegate will be given paid time off to speak to all new employees inducted during the induction process.
- c) The new employees will be paid for their attendance
- d) A suitable training room and facilities will be provided for the purpose of the meeting between new employees and the delegate.

11. FLEXIBILITY OF WORK

Flexible application of the terms and conditions of employment will be a key feature of the Agreement.

- a) Employees are to perform a wider range of duties including work which is incidental or peripheral to their main task or functions.
- b) Employees shall perform such work as is reasonable and lawfully required of them by the Company including accepting instruction from authorised personnel.
- c) Employees shall take all reasonable steps to achieve quality, accuracy and completion of any job or task assigned, however these must be within the scope of skills that the employee has.
- d) Employees shall not impose any restrictions or limitations on a reasonable review of work methods or standard work times.
- e) There shall be 1 qualified team leader per shift in the laboratory. For the purposes of defining “qualified”, criteria shall be defined in accordance with the criteria set out in Schedule 2 of this agreement.

12. WAGE RATES AND CLASSIFICATIONS

- a) Set out in Schedule 2 of the Agreement (attached) are the wage rates and classifications that apply to employees under the Agreement prior to the commencement of the Agreement.
- b) The following provisions only apply to those persons who were employed with Bush’s at the start of the 1998 Enterprise Agreement.
 - i) Existing direct production employees in receipt of a daily production payment of \$6.40 will continue to receive such payment up to a maximum of \$32.00 per week.
 - ii) Existing, direct production employees in receipt of the daily production payment of \$2.40 will continue to receive such payment up to a maximum of \$12.00 per week.
 - iii) All newly appointed permanent, direct production employees engaged after 26 February 1998 shall receive no production payment.
- c) For the purposes of calculation, these rates shall stand alone and will not be indexed.

13. SPECIAL RATES

In addition to the rates prescribed elsewhere in this agreement for any class of employee, the following extra rates shall be paid, such rates shall be increased by 5% per year in accordance with wage increases.

(a) Effluent Area

Any employee who has been requested to work in the Effluent Area shall be paid an extra rate in accordance with the table below provided that the work performed exceeds 15 minutes duration in this location.

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
Effluent Area	\$4.20 per hour	\$4.41 per hour	\$4.63 per hour

(b) Cold Temperatures

Any employee who is required to work in cold temperatures continuously over a shift or spend greater than 2hrs in duration during the course of a standard shift in such temperatures, shall be paid in

addition to their normal rate of pay, when greater than 2 hours the payment shall be made for the whole shift

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
Between zero and minus 16 degrees -	68.25 cents per hour	71.66 cents per hour	75.24 cents per hour

(c) Hot Places

Any employee who is engaged to work in hot conditions continuously for a period greater than 2 hrs or spend greater in duration during the course of a standard shift shall receive a hot work allowance provided that once this machine or operation is so engineered to prevent the transfer of heat to the operator this allowance shall cease to be paid, when greater than 2 hours the payment shall be made for the whole shift

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
Hot Places	68.25 cents per hour	71.66 cents per hour	75.24 cents per hour

NB Hot and Cold conditions shall be measured in accordance with Hot and Cold guidelines as set out in the OHS Act.

(d) Chemical Allowance

Any employee engaged in the dispensing of hazardous chemicals in accordance with MSDS and Risk Assessments and employed in the gum dispensing / weighing room who for a period greater than 2 hrs in duration during the course of a shift is required to dispense hazardous chemicals shall be paid in addition to their normal rate of pay an amount as shown below. Provided that once this operation either ceases to exist, or that the equipment and or processes are re – designed so as to eliminate chemical exposure, this payment shall cease to be paid.

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
Chemical Allowance	\$1.05 per hour	\$1.10 per hour	\$1.16 per hour

These above payments where paid shall stand alone and shall not be incorporated into any calculations of overtime, annual leave, sick leave or other accruals.

e) Meal Allowance

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
Meal Allowance	\$8.12	\$8.52	\$8.95

f) First Aid Allowance

Where the company appoints an employee who holds a current certificate as a first aid attendant issued by St Johns Ambulance or some other similar body the employee shall be paid in accordance with the following table.

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
First Aid Allowance	\$21.00 per week	\$22.05 per week	\$23.15

g) High Reach Operator

Any licenced employee operating a side mounted high reach forklift shall receive an allowance as set out in the following table

	First full pay period on or after 18 th March 2005	First full pay period on or after 18 th March 2006	First full pay period on or after 18 th March 2007
High Reach Operator	\$1.05 per hour	\$1.10 per hour	\$1.16 per hour

14. WAGE INCREASES

- a) (i) Adults - The minimum rates of pay for a full-time employee shall be as set out in (Schedule 2) of this Agreement.
- ii) Junior - A junior employee shall be paid according to the following age schedule under the appropriate classification in this agreement.

Percentage
per week

At 15 years of age.....50
 At 16 years of age.....55
 At 17 years of age.....60
 At 18 years of age.....80
 At 19 years of age.....Adult Rate

- b) The wage increases prescribed by this clause shall be applied to an employees' ordinary pay rate. "**Ordinary pay**" shall mean an employee's ordinary time rate of pay which is the sum of an employee's relevant award rate plus individual over award payments in respect of the employee's ordinary hours of work in a week plus any previous enterprise agreement increases.
 - i) An increase of 5% in ordinary pay from the first pay period to commence on or after 18 March 2005.
 - ii) A further increase of 5% in ordinary pay from the first pay period to commence on or after 18 March 2006.
 - iii) A further increase of 5% in ordinary pay from the first pay period to commence on or after 18 March 2007.

15. TRADE UNION TRAINING LEAVE

Employees shall be entitled to paid trade union training leave in accordance with the provisions of this clause.

- a) Leave is to be confined to work place union delegates or persons who have been elected as work place representatives and who have held such or similar positions for a period of not less than 3 months, which might include broken periods of employment.
- b) The Company is to be consulted before the nature and content of the particular course to be attended is finalised.
- c) Leave is to be confined to 5 days per year for each employee and is not to be cumulative.
- d) The courses for which leave is granted are those which are conducted by the Union (or its agent) and approved by the union and the company as being relevant to the industry.
- e) The leave shall be paid for in accordance with clause 11, Wages, for the relevant skill level.
- f) Applications for leave must be made to the Company two weeks before the course commences.

- g) The granting of leave must be made by the Company two weeks before the course commences.
- h) No more than eight members, or half of the employee representatives whichever is the lesser number, shall be entitled to leave at the same time.
- i) Leave may only be granted where the courses to be attended are such as to improve the employee's knowledge of industrial relations or related issues.

16. CONTRACT OF EMPLOYMENT

- a) An employee may be engaged -
 - (i) as a Full Time Weekly Employee; or
 - (ii) as a Part-time Weekly Employee; or
 - (iii) as a Casual Employee; or
 - (iv) as a "Specific Task Employee"

Employees shall be informed by the Company when first engaged of the nature of his/her engagement.

- b) A new employee will be employed for a probationary period of 3 (three) months and may be terminated at any time during this period by either party giving two day's notice. Provided that if the appropriate notice is not given during this period the payment or forfeiture of two days wages, depending upon when termination is effected, will be applied.
- c) This subclause shall not apply to a casual employee.
- d) After a period of 26 weeks continued employment a casual shall be offered permanent employment with the company consistent with hours work over the previous 26 weeks, where the company finds that it can not offer permanent employment after a period of 26 weeks the company shall hold discussions with the union and explain the reasons as to why an offer can not be made. If the union agrees that the company has a genuine reason for the request of an extension the union shall grant such extension provided that the reasons given are genuine.
- e) In such circumstances the employee shall be informed of such decision and given an opportunity to consult with the union and prepare a response.
- f) Casual employees who have not worked continuously over 5 days in the 26 week qualifying period, shall be offered a permanent position based on an average of hours that they have worked over the 26 week period. No casual shall be offered hours less than the average of the hours which they have worked.
- g) A weekly employee shall be employed by the week and except in the case of misconduct justifying summary dismissal, the employment shall be terminated by either party giving notice, in accordance with the following formula:
 - (i) In the case of less than 1 year's service - 1 week notice.
 - (ii) More than 1 year but not more than 3 year's service - 2 weeks notice.
 - (iii) More than 3 years but not more than 5 year's service - 3 weeks notice.
 - (iv) More than 5 year's service - 4 weeks notice.
- h) Where a terminating employee is above the age of 45 years and has at least two years continuous service a further 1 week notice is required.

- i) Payment in lieu of the notice prescribed in paragraph (c) and/or (d) hereof shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
- j) A part time employee means an employee who is a weekly employee engaged for a minimum of 18 hours per week on not less than 3 days per week. The hourly rate shall be the weekly rate divided by 38.
- k) The rostered times of work cannot be altered by the Company unless 48 hours notice is given, or unless there is mutual consent by the Company and the employee(s) to such lesser period applying.
- l) The provisions of this Agreement with respect to annual leave, annual leave loading, sick leave, jury service, bereavement leave, maternity leave and holidays shall apply to part-time employees on a proportionate basis.
- m) Notwithstanding the provisions of this clause, the parties to the Agreement may agree in writing, to observe other conditions in order to meet special cases.

n) Casual Employees

Casual employees shall be paid at an hourly rate equal to the appropriate weekly rate divided by thirty-eight plus 20 percent with a minimum payment of four hours' work at the appropriate rate.

o) Specific Task Employee

Notwithstanding clause 15 c) and d) as part of its endeavour to improve the efficiency and increase the productivity and profitability of the business, the Company will from time to time in consultation with the union embark on projects for the installation of new equipment and/or the introduction of new technologies at the site.

It is a common event that during the start up and/or commissioning stages of such projects it becomes necessary for the Company in consultation with the union to increase the size of its workforce for the duration of the project. At the completion of the start up and/or commissioning process these additional employees would no longer be required and their jobs would cease to exist and, as a consequence, the employment of the employees involved would conclude.

The employee parties to this Agreement recognise and accept that the events described above may occur during the period of operation of this Agreement. The parties therefore agree that a new class of employee will be implemented at the site to be known as "specific task employees".

The employee parties agree that the Company in consultation with the union may employ the required additional employees for such specific task on the conditions set out below:-

1. A "Specific Task Employee" shall be an employee employed in or directly in connection with a particular start up and/or commissioning project at the site for a limited and agreed period of time.
2. A "Specific Task Employee" shall be employed as a weekly employee whose employment can be terminated at the end of the project by the Company in consultation with the union giving the employee one weeks notice or payment in lieu of such notice as prescribed by Clause 15 this Agreement.
3. The provisions of subclause (2) does not prevent either the Company or a "specific task employee" from terminating the employee's employment at any time in the same manner as would usually apply to a weekly employee in accordance with Clause 15 of this Agreement.
4. A newly employed "specific task employee" will be employed on a probationary basis in accordance with the terms set out in Clause 15 (b) of the Agreement.

5. Subject to the provisions of this sub-clause, a “specific task employee” will receive the same rates of pay and conditions of employment on a pro-rata basis as apply to other full time weekly employees of the Company.
6. A “specific task employee” is exempted from Unfair Dismissal provisions of Part 6 of Chapter 2 of the Industrial Relations Act 1996 in accordance with the provisions of Section 83 (2) of the Act and Regulation 6(1)(b) of the Regulations.
7. At any time prior to or at the conclusion of the project the Company and a “specific task employee” can reach agreement in consultation with the union that the employee will cease to be employed for the specific task and will, instead, become a normal weekly employee with no limitation or restriction as to the expected duration of engagement being linked to the completion of the project. From the time of the agreed change, the terms of this clause will no longer apply to the employee’s employment.
8. The above provisions do not apply to casual employees who may be employed by the Company at any time to help it meet its workforce needs.

17. HOURS

1) Weekly Full-time Employees -

- (a) The ordinary hours of work for full-time workers, exclusive of meal breaks shall not exceed an average of thirty eight per week.
- b) Ordinary hours shall be worked between 5.00 a.m. and 7.00 p.m. each day between Monday to Sunday, in one of the following methods:
 - a) 38 hours within a work cycle not exceeding 7 days;or
 - b) 76 hours within a work cycle not exceeding 14 days;or
 - c) 114 hours within a work cycle not exceeding 21 days;or
 - d) 152 hours within a work cycle not exceeding 28 days;or
 - e) Such other methods as may be agreed between the Company and the employee(s) affected.
- (c) Provided that once the ordinary hours are fixed they may be altered by mutual agreement between the Company in consultation with the union and employees in the plant or section or sections concerned.
- (d) The ordinary hours may vary from employee to employee and from section to section within the enterprise, by agreement between the Company in consultation with the union and the employee(s).
- (e)
 - a) Ordinary hours Saturday - Ordinary hours worked on a Saturday shall be paid at a premium of an additional 50 percent to the ordinary rate of pay.
 - b) Ordinary hours Sunday - Ordinary hours worked on a Sunday shall be paid at the premium of an additional 75 percent to the ordinary rate of pay.

2) Part Time Weekly Employees -

- (a) As defined in Cl.14 (f) (i) of this agreement.

3) Shift Canning section

In accordance with the terms and conditions in the Bush's Pet Foods Pty Ltd and the Australasian Meat Industry Employees' Union NSW Branch Enterprise Agreement 2005 commencing on July 1 2002 the canning section will work a 3 shift system as follows:

- a) Starting and finishing times
Day shift will commence at 5.00am and finish at 1.00pm
Afternoon shift will commence at 1.00pm and finish at 9.00pm
Night shift will commence at 9.00pm and finish at 5.00pm
- b) The rates of pay and allowances applicable shall be in accordance with the terms and conditions set out in the subclauses above and clauses 12 Wage Rates 17 Shift Workers and Schedule 2.
- c) By agreement between the employee and employer an employee may elect to start their shift at a time different to that set out in subclause (a) such employee shall receive the appropriate rate of pay and allowances in accordance with the terms and conditions set out in this EBA.
- d) Coverage of overtime shall where possible be covered by the workers already at the site as follows:
 - i) For both planned and unplanned absenteeism and or production requirements the management will set up a rotating roster whereby the employees on the shift immediately preceding the required overtime shift will cover 50% of such shift and employees on the shift immediately proceeding the required overtime shift will cover 50% of such shift. Such employees shall be paid the appropriate rate in accordance with clause 19 Overtime.
 - ii) Any overtime worked on Saturday and or Sunday shall be offered to permanent employees first, based on a rotating roster. The rates of pay and allowances shall be paid in accordance with clause 17 Hours of Work, 18 Shift Workers and clause 19 Overtime.
- e) This agreement shall be binding on all parties in accordance with clause 4 Area, Incidence and Duration and shall become part of the EBA for the purpose of defining terms and conditions on such parties.

18. SHIFT WORKERS

- a) A shift may be worked provided that the ordinary hours shall not exceed an average of 38 hours per week inclusive of crib time and shifts may be worked Monday to Sunday.
- Or i) such other methods as agreed between the Company in consultation with the union and employee(s) affected.
- Or ii) by agreement between individual employees from section or sections concerned in consultation with the union.

Shifts shall be defined as follows:

"Night Shift" shall mean a shift finishing after midnight and at or before 9.00 a.m.

"Afternoon Shift" shall mean a shift finishing after 7.00 p.m. and at or before midnight.

"Early Morning Shift" shall mean a shift finishing after 9.00 a.m. and before 2.00 p.m.

- b) The Union and the employees agree "In Principal" to the introduction of variations to existing shift and work patterns; including:
 - i) Four Day Working Week ; or

ii) 7 day Rotating Roster

Such "in principal" commitment will be based on the needs of the business, and subject to discussion and agreement between the company and the majority of employees affected prior to establishing any such change in work pattern.

c) Shift Allowances - A shift worker working on any of the shifts as defined in this clause shall in addition to their ordinary rates of pay for the classifications prescribed in Part A of this Agreement, for each shift be paid

- (1) Early morning shift.....15%
- (2) Afternoon shift.....15%
- (3) Permanent night shift.....30%

d) The Company shall give the union not less than seven day's notice or such lesser period of notice by mutual agreement in the case of emergencies of the intention to alter work shifts and of the times between which such shifts shall be worked.

e) A crib time of twenty minutes shall be allowed to shift workers on each shift which shall be counted as time worked.

19. MEAL TIME AND MEAL ALLOWANCE

i) Day workers shall have a meal break of not less than thirty minutes or more than one hour between 11 a.m. and 2.30 p.m.

Day workers can be worked up to five hours before the requirement of a meal break is necessary.

Such meals for all employees may be staggered by the Company within each particular work area in order that full production may be maintained wherever possible.

ii) Shift workers shall not be compelled to work more than five hours without a break for a crib of twenty minutes which shall be allowed without deduction of pay and shall be taken at a time suitable to the needs of the business.

iii) Employees, other than shift workers shall have a refreshment break of fifteen minutes each morning and afternoon. This break shall be allowed to all employees and shall be paid for as time worked. The signal to cease work for this break shall be given only by the person designated by the Company.

iv) Shifts in the lab will commence 10 minutes earlier to allow for a shift changeover meeting, this 10 minutes shall be counted as time worked.

v) **Meal Allowance**

An employee who has not been notified on the preceding working day or earlier that the amount of overtime to be worked will be more than two hours shall be provided with a meal by the employer or in lieu thereof shall be paid the amount set in Schedule 2 of this Agreement. An employee who has provided himself/herself with a meal after having been so notified and who is not then required to work after the normal ceasing time shall be paid the amount set in Schedule 2 of this Agreement.

20. OVERTIME

i) All time worked in excess of or outside the ordinary hours of work specified in this Agreement shall be paid for at the rate of time and one-half for the first two hours and double time thereafter.

ii) It shall be a condition of employment that employees shall work a reasonable amount of overtime to meet the needs of the business.

- iii) When overtime is worked on Saturday and Sunday, the rate for the purpose of this calculation shall be exclusive of the premiums prescribed in subclause (1) (b) (iv) of clause 15, Hours.
 - a) **Saturday Work:** For all time worked on a Saturday shall be paid at the rate of time and one half for the first two hours and double time thereafter, with a minimum payment of four hours.
 - b) **Sunday Work:** For all time worked on a Sunday shall be paid at the rate of double time with a minimum payment of four hours.
- iv) In the calculation of overtime each day shall stand alone and overtime rates shall be paid for once only.
- v) Time worked outside the fixed hours for that day, by an employee arriving late, is to be considered ordinary time until the employee has worked the normal number of rostered hours for that day.
- vi) Subject to genuine agreement between the Company and the employee, payment for overtime may be converted to time off in lieu. The calculation formula for time in lieu shall be the same as the monetary calculation for overtime as per subclause (i) of this clause.

21. SUPERANNUATION

See the Superannuation Guarantee Charge Act.

The company shall offer the employees the choice of two funds for their contributions such funds shall a company nominated fund and the Meat Industry Superannuation Employees Fund MIESF.

22. PUBLIC HOLIDAYS

- i) The days upon which New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Eight Hour Day, Christmas Day and Boxing Day are observed and one (1) additional Union Picnic day, to be taken at a time as agreed by the parties together with all proclaimed public holidays for the State shall be recognised as holidays. Provided that by agreement between the Company and employee(s) the above holidays may be substituted for another day off.
- ii) In the week in which a holiday falls a weekly employee shall be paid without deduction; provided that payment need not be made for the holiday where the employee is absent without leave or without a satisfactory reason on the working day immediately preceding the holiday or the working day immediately following the holiday.
- iii) Where such holidays fall on consecutive days an employee who works on either the working day preceding or the working day succeeding such holiday, but not on both, shall be entitled to payment for the holiday closest to the said day on which he/she worked.
- iv) Work on Holidays - All time worked on a public holiday shall be paid for at the rate of double time and one-half.
- v) An employee working continuous shift work who by the arrangement of ordinary hours of work is entitled to a rostered shift off which falls on a public holiday shall at his/her discretion be paid for that day at ordinary pay or have that day added to his/her annual leave entitlement. This provision shall not apply when the holiday on which the employee is rostered off falls on a Saturday or Sunday.
- vi) For the purposes of the Union Picnic Day only members of the union shall be entitled to such holiday in accordance with the terms as contained in this clause.

23. ANNUAL LEAVE

See the Annual Holidays Act

One month's notice of annual closure is required. During periods of closure employees will take outstanding leave entitlements in conjunction with Public Holidays that fall at this time. Additionally, current (or banked) Rostered Days Off (RDO's) will also be acquitted at this time of leave.

Notice for employees to take annual leave when the factory closes for maintenance can only happen once in any calendar year.

If during this period of 'annual closure' employee's entitlement for leave (including pro-rata) is less than the period of closure, the difference will be considered leave without pay.

24. ANNUAL LEAVE LOADING

- i) Annual Leave loading is payable at the rate of 17.5 per cent of the appropriate ordinary weekly time rate of pay for the classification in which the employee was employed immediately before commencing his annual holiday. But shall not include any allowances, penalty rates, shift allowances, overtime rates or any other payments prescribed by this agreement.

25. SICK LEAVE

- i) A weekly employee who, after not less than three months continuous service in his current employment with the Company, is unable to attend for duty during his ordinary working hours by reason of personal illness or personal incapacity (excluding illness or incapacity resulting from injury within the Worker's Compensation Act, received in the said employment not due to his/her own serious and wilful misconduct) shall be entitled to be paid for such non-attendance the amount of his/her ordinary-time rate of pay, subject to the following:
- ii) The employee shall, within 2 hours prior to the commencement of such absence, inform the Company of his/her inability to attend for duty and, as far as possible, state the nature of the illness or incapacity and the estimated duration of the same.
- iii) In any period of employment, the employees entitlement to sick pay shall be in accordance with the following schedule:

In respect of:	Duration
1st year of service.....	5 days
2nd year of service and thereafter.....	10 days

Any period of paid sick leave allowed by the Company to the employee in any such year shall be deducted from the period of leave which may be allowed or carried forward under the arrangement or in respect of such year.

- iv) The rights under this clause shall accumulate from year to year so long as the employees employment continues with the Company, whether under this or any other arrangement, so that any part of the said leave which has not been allowed in any year may be claimed by the employee and shall be allowed by the Company, subject to the conditions prescribed by this clause, in a subsequent year of such continued employment.
- (v) For the purpose of this clause continuous service shall be deemed not to have been broken by -
 - (a) any absence from work on leave granted by the Company;
 - (b) any absence from work by reason of personal illness, injury, or other reasonable cause (proof whereof shall in each case be upon the employee); provided that any time so lost shall not be taken into account in computing the qualifying period of three months.
- (vi) Service before the date of the commencement of this Agreement shall be counted for the purpose of assessing the annual sick leave entitlement but shall not be taken into consideration in arriving at the

period of accumulated leave. Accumulated sick leave standing at the credit of the employee at the commencement of this Agreement will not be increased or reduced by this clause.

- (vii) Notwithstanding the above, an employee will be entitled to not less than one (1) week sick leave on full pay for each year of service.

26. LONG SERVICE LEAVE

See the Long Service Leave Act.

27. BEREAVEMENT LEAVE

- i) An employee shall, on the death of a wife, husband, father, mother, mother-in-law, father-in-law, child or stepchild, brother or sister of the employee, and same sex partners be entitled to leave up to and including the day of the funeral of such relation. Such leave shall for a period not exceeding sixteen working hours (2 days) be without loss of any ordinary pay which the employee would have earned if he had not been on such leave.
- ii) The right to such leave shall be dependent on compliance with the following conditions:
 - (a) The employee shall give the Company notice of his intention to take such leave as soon as reasonably practicable after the death of such relation.
 - (b) The employee shall furnish proof of such death to the satisfaction of the Company.
 - (c) The employee shall not be entitled to leave under this clause during any period in respect of which he has been granted any other leave.
- iii) For the purpose of this clause the words "wife" or "husband" shall not include a wife or husband from whom the employee is separated but shall include a person who lives with the employee as a de facto wife or husband.

28. ROSTERED DAY/SHIFT OFF

PREAMBLE

In cases where, by virtue of the arrangement of the ordinary hours of work, an employee is to have a rostered day or shift off during the work cycle the following provisions shall apply.

a) Notice of Rostered Days/Shifts Off

The employee shall be advised by the Company at least four weeks in advance of the day to be taken off by written notice posted on the notice board.

A shorter period of notice of a rostered day/shift off may be given by agreement between the Company and employees concerned.

b) Banking of Rostered Days/Shifts Off

By agreement between the Company and an employee, or between the Company and the majority of employees concerned, rostered days/shifts off may be accrued (banked), and shall be taken in a manner and at a time agreed upon between the Company and the employee.

Alternatively, these banked days may be paid out in a manner as agreed between the Company and the employee or employees concerned.

c) Rostered Days/Shifts Off Not to Coincide

- (i) The day on which an employee's Rostered Day or Shift Off is to be taken shall not coincide with a public holiday.
- (ii) Provided that, in the event that a public holiday is prescribed after an employee has been given notice of a rostered day or shift off and the holiday falls on such day/shift the Company shall allow the employee to take an alternative day/shift off in lieu.

d) Work on a Rostered Day/Shift Off

Unless a rostered day/shift off is substituted for another day/shift off, work performed on the rostered day/shift off will be paid for at overtime rates.

e) Substitute Days

- i) The Company, with the agreement of an employee or the Company with the agreement of the majority of employees concerned, may substitute the day an employee is to take off for another day, as a consequence of a breakdown in machinery or a failure or shortage of electrical power or to meet the requirements of the business in the event of rush orders or other emergency situations.

29. FAMILY LEAVE

1. Use of Sick Leave

- 1.1 An employee with responsibilities in relation to a class of person set out in 1.3(ii) who needs their care and support shall be entitled to use, in accordance with this subclause, any sick leave entitlement which accrues after the date of operation of the Agreement for absences to provide care and support for such persons when they are ill, provided that an employee shall be guaranteed at least one week's sick leave.
- 1.2 The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned.
- 1.3 The entitlement to use sick leave in accordance with this subclause is subject to:
 - (i) the employee being responsible for the care and support of the person concerned; and the person concerned being:
 - (a) a spouse of the employee; or
 - (b) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
 - (c) a child or an adult child (including an adopted child, a step child, a foster child or an ex nuptial child), parent (including foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
 - (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - (e) a relative of the employee who is a member of the same household, where for the purposes of this paragraph:
 - 1. "relative" means a person related by blood, marriage or affinity;

2. "affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
 3. "household" means a family group living in the same domestic dwelling.
- 1.4 An employee shall, wherever practicable, give the Company notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the Company by telephone of such absence at the first opportunity on the day of absence.

2. Unpaid Leave for Family Purpose

- 2.1 An employee may elect, with the consent of the Company, to take unpaid leave for the purpose of providing care and support to a class of person set out in 1.3(ii) above who is ill.

3. Annual Leave

- 3.1 To give effect to this clause, but subject to the Annual Holidays Act 1944, an employee may elect, with the consent of the Company, to take annual leave not exceeding five days in any calendar year at a time or times agreed between the parties.
- 3.2 Access to annual leave, as prescribed in paragraph 3.1 above, shall be exclusive of any shutdown period provided for elsewhere under the award.
- 3.3 An employee and the Company may agree to defer payment of the annual leave loading in respect of single day absences, until at least 5 consecutive annual leave days are taken.

4. Time Off in Lieu of Payment for Overtime

- 4.1 An employee may elect, with the consent of the Company, to take time off in lieu of payment for overtime at a time or times agreed with the Company.
- 4.2 Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is an hour for each hour worked.
- 4.3 The Company shall, if requested by an employee, provide payment, at the rate provided for the payment of overtime in the award, for any overtime worked under paragraph 4.1 of this subclause where such time has not been taken within four weeks of accrual. Notwithstanding anything contained elsewhere in this subclause, on notice from the Company, an employee must elect within six months of accrual, whether to take overtime worked under 4.1 above as an overtime payment or as time off work at the ordinary time rate of pay.

5. Make-up Time

- 5.1 An employee may elect, with the consent of the Company, to work 'make-up time' under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the Award and the Agreement, at the ordinary rate of pay.

6. Grievance Process

- 6.1 In the event of any dispute arising in connection with any part of this clause, such dispute shall be processed in accordance with the dispute settling provisions of this Agreement.

7. Maternity Leave

- 7.1 In accordance with maternity leave provisions, the company shall pay an employee an amount equal to 12 weeks pay, such pay shall be calculated at the employees rate of pay exclusive of overtime, shift allowance or allowances.

7.2 Such payment shall be made as follows:

- a) Six weeks pay at the commencement of the leave and it may be payed as a lump sum or as weekly payments
- b) Six weeks pay at the completion of the leave and upon returning to work such payment shall be made on the first full pay period upon returning to work and shall be paid as a lump sum.

7.3 The 12 weeks pay shall be paid only when the amount of leave taken is not less than 12 weeks absence otherwise an equal amount to the leave taken which is less than 12 weeks will be applicable

8. Paternity Leave

8.1 In accordance with parental leave provisions and upon provision of proof the partner of a person may take up to 2 weeks payed leave, such pay shall be calculated at the employee's rate of pay exclusive of overtime, shift allowances and allowances.

8.2 Maternity and Paternity leave shall also be available in cases of the unfortunate event of a miscarriage and or stillbirth upon the provision of medical evidence.

8.3 The 2 weeks pay shall be paid only when the amount of leave taken is not less than 2 weeks absence otherwise an equal amount to the leave taken which is less than 2 weeks will be applicable.

30. PAYMENT OF WAGES

- (i) Wages shall be paid by Electronic Funds Transfer (EFT).
- (ii) Wages shall be paid on a fixed day each week and shall include all monies up to and finishing time two week-days earlier.
- (iii) The Company may vary the pay day around public holidays.

31. JURY SERVICE

- a) An employee required to attend Jury Service during ordinary working hours will be re-imbursed by the Company the amount equal to the difference between the amount paid for their attendance at Jury Service and the amount that would have been paid under this Agreement had the employee worked.
- b) Employees will notify the Company as soon as possible of the dates upon which they are required to attend for Jury service, and provide to the satisfaction of the Company proof of such attendances and the amount received in respect thereof.

32. GENERAL CONDITIONS

- i) See Factories, Shops and Industries Act 1962, re dressing and dining room accommodation.
- ii) Where the work of an employee necessarily requires the use of gloves (including the handling of spirits or hot tins) or that he should work under wet conditions or in all weathers, the Company shall provide for the use of every employee whose work shall so require, gloves, waterproof aprons and gum boots. Any employee applying for new gloves, aprons or boots, who fail to return the corresponding articles last issued to him shall not be entitled to same without payment thereof at a reasonable price.
- iii) Any employee, who by direction of the Company is required to wear a uniform (including head covering), shall be supplied with a minimum of two such clean uniforms for use weekly. Such articles shall remain the property of the Company and any employee applying for a new issue who fails to return the corresponding article last issued to him/her shall not be entitled to same without payment thereof at a reasonable price.

- iv) Upon the termination of employment, any employee who fails to return the articles last issued to him/her, will be liable for an amount that is equal to their replacement value less depreciation having regard to the condition of the articles.
- v) The company shall give each employee free samples of products when new products are launched by the company.

33. **RIGHT OF ENTRY**

See Part 7 of the Industrial Relations Amendment Act 1996

34. **DISCIPLINARY PROCEDURE**

The parties to the Agreement shall observe the following Disciplinary Procedure:-

Disciplinary Procedure - Relating to Poor Work Performance or Unsatisfactory Conduct

Without limiting the scope of application of this procedure "poor work performance or unsatisfactory conduct" it shall include the following:

- * Unacceptable work quality
- * Unsafe work practices
- * Wilfully failing to abide by reasonable and lawful directions.
- * Excessive absenteeism
- * Abuse of sick leave entitlement

Where it is alleged an employee's work performance or conduct is of a poor or unsatisfactory standard the following procedure may be adopted:-

1) Interview Process

An interview of the employee should be conducted by the Company's representative. It is appropriate for another member of management to be present as well as a nominated or responsible employee acceptable to the employee being disciplined if requested by the employee or the Company. The employee's witness may be the site Union delegate if the employee is a member of a union. At the time of the interview the employee should be informed of the nature of the problem and be given the opportunity to explain his/her actions.

It is suggested that certain details of the interview be recorded, such as:-

1. Nature of alleged poor work performance or unsatisfactory conduct and the specific details.
2. Date/s of alleged poor work performance or unsatisfactory conduct.
3. The employee's responses to the allegations.
4. Date and time of the interview.
5. Signature of the parties present at the interview.

A copy of this record should be supplied to the employee concerned.

2) Discipline

If the warning resulting from the initial interview is unsuccessful a further interview similarly constituted should then take place.

At that time management should produce further evidence of the continued poor work performance or unsatisfactory conduct and the employee should be given the opportunity to explain his/her continued poor work performance or unsatisfactory conduct.

If the explanation is deemed unsatisfactory management may take disciplinary action in relation to the employee.

Such disciplinary action may result in dismissal, however, in some circumstances it would be appropriate that a further warning be given.

However in some less serious situations appropriate disciplinary measures may include:-

- * Relocation in the work place;
- * Admonishments recorded on the employee's personal file.

These forms of disciplinary measures by either permanent or of a temporary nature, in which case previous entitlements may then be restored provided the employee's work performance or conduct has improved in the intervening period.

The employee may nonetheless be dismissed if any of the alternative disciplinary measures are found not to be a satisfactory solution.

3) Dismissal

(a) Dismissal Following Disciplinary Procedure

The employee should be notified in writing of the dismissal and the reasons for same. The Union delegate (if the employee is a member of a Union) should be notified as soon as practicable if this course of action is to be taken.

(b) Instant Dismissal

The above procedures dealing with poor work performance or unsatisfactory conduct and are not intended to interfere with the right of the employer to dismiss any employee without notice for serious and wilful misconduct that justifies instant dismissal.

In such circumstances the following procedure should be followed:

- (i) An investigation should be conducted to establish the facts.
- (ii) The employee shall be interviewed in the presence of another member of Management and be informed of the alleged misconduct.
- (iii) The employee shall be given the opportunity to explain or refute the alleged misconduct.

35. GRIEVANCE AND DISPUTES PROCEDURE

The parties to the Agreement shall observe the following Grievance and Disputes Procedure:

The aim of this procedure is to ensure that during the life of the Agreement, industrial grievances or disputes are prevented or resolved as quickly as possible at the level they occur in the workplace. When a dispute or grievance arises the following steps are to be followed:

- Step 1.** The matter shall be discussed between the employee(s) and the supervisor involved. If the matter remains unresolved follow Step 2.

- Step 2.** The matter shall be discussed between the employee(s), an employee representative (if requested by either party) and the supervisor involved. If the matter remains unresolved follow Step 3.
- Step 3.** The matter shall be discussed between the employee(s), an employee representative (if requested by the employee or the Company), the supervisor and the appropriate Department Manager. If the matter remains unresolved follow Step 4.
- Step 4.** The matter shall be referred to the ECC by having it added to the agenda of its next meeting and discussed in accordance with the ECC's agreed procedures.
- Either party can decide to refer a matter to the ECC at any stage prior to Step 4.
- Where it is agreed by the parties, Steps 1-4 may be conducted concurrently.
- If the matter remains unresolved follow Step 5.
- Step 5.** Emphasis shall be placed on a negotiated settlement. However, if the above negotiation process is exhausted without the issue in dispute being resolved the General Manager shall arrange to:

in cases where the issue effects a Union member, have the issue referred to an official of the Union with a view to resolving the problem;

in any other case or where the involvement of the Union has not resolved the issue, arrange for the matter to be referred to the NSW Industrial Relations Commission for its assistance.

The parties agree that while Steps 1-5, above are being conducted that the "Status Quo" shall prevail. "Status Quo" shall mean the situation existing immediately prior to the dispute or the matter giving rise to the dispute.

In order to allow for the peaceful resolution of grievances the parties shall be committed to avoiding stoppages of work, lockouts or any other bans or limitations on the performance of work while the procedures of negotiation and conciliation (and, where applicable, arbitration) are being followed.

The Company shall ensure that all practices applied during the operation of this procedure are in accordance with safe working practices at the workplace.

36. REDUNDANCY

- a) In the event of a "Redundancy" situation arising, as outlined in the Employment Protection Act, the Company will pay a weekly employee who is made redundant in accordance with the following formula.

All payments will be calculated and based on the employees "Ordinary Pay" as defined by Clause 12 of this Agreement, which does not include any shift penalties, overtime or allowances.

Period of Continuous Service

**1 year or less
Over 1 year of Service**

Severance Pay

**Nil
4 weeks ordinary pay for each completed year of
service to a maximum of 52 weeks**

- b) **Payment of Sick Leave**

A weekly employee who is made redundant in accordance with subclause (a) of this clause shall be entitled to payment of sick leave at the time of termination on the following conditions.

- i) Payment shall only be available to employees who have accumulated an untaken sick leave bank in excess of 30 days at the time of termination.
- ii) Such employees shall be entitled to an amount equivalent to the amount representing payment of 50% of the employee's sick leave accruals which exceed the 30 day minimum sick leave bank.
- iii) No part of the 30 day minimum sick leave bank will be paid out on termination.
- v) The company's agreement to pay sick leave to employees made redundant shall not be read or interpreted so as to imply the Company's acceptance of such a policy generally and it is not to be used as a precedent to seek or justify claims for such payment in any other circumstances at any other time.

37. NO EXTRA CLAIMS

It is a term of this Agreement that there will be no extra claims for increased wages or improved conditions of employment by either the company employees or the Union for the life of the Agreement.

38. NOT TO BE USED AS A PRECEDENT

The Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other plant or enterprise.

39. MONITORING AND RENEWAL OF AGREEMENT

The parties, through the Workplace Consultative Committee, shall continuously monitor the application of the Agreement to ensure the effective implementation of a commitment to the productivity improvement agreed to in the enterprise bargaining process.

The parties agree that negotiations to review the Agreement will commence two months prior to the expiry date of the agreement.

40. ENDORSEMENT OF AGREEMENT

The signatures below accept the terms of the Bush's Pet Foods Pty Ltd and the Australasian Meat Industry Employees' Union NSW Branch Enterprise Agreement 2005 and endorse its terms and in so doing declare that the Agreement has not been entered into under duress by any party to it:

Signed on the _____ day of _____, 2005.

For and on behalf of:

**Australasian Meat Industry Employees' Union
(NSW) Branch**

Patricia Fernandez - Organiser

Signed on the _____ day of _____, 2005

For and on behalf of:

Bush's Pet Foods Pty Ltd
A.C.N. 003 967 084

Grant Pocklington – Company Director

ATTACHMENTS

Schedule 1 - BUSH'S PET FOODS TRAINING COMMITTEE

Schedule 2 - WAGE RATES & CLASSIFICATIONS & ALLOWANCES

Schedule 3 - CLASSIFICATION GUIDE

SCHEDULE 1

BUSH'S PET FOODS TRAINING COMMITTEE

1. NAME

The Committee shall be known as the Bush's Training Committee.

2. ROLE

The Bush's Training Committee shall commit themselves to:

- i) developing a more highly skilled and flexible work force;
- ii) providing employees with career opportunities through appropriate training to acquire skills.

The Bush's Training Committee constituency will be determined by the Site Consultative Committee.

3. SCOPE

The training committee shall:

- i) classify positions based on competencies and level of skills
- ii) formulate and facilitate the effective implementation of training plans and programmes
- iii) disseminate information on the plans, training programmes and the availability of training courses and career opportunities to employees.
- iv) monitor the effectiveness of training and advise management of progress
- v) liaise with Site Consultative Committee and act on an recommendations emanating from same
- vi) select and monitor training providers
- vii) evaluate company training needs
- viii) evaluate individual/teams' training needs i.e. recommend individuals for training.

4. MEMBERSHIP

The Committee will comprise a maximum of five (5) permanent members comprising both management and employee representatives, ensuring all manufacturing and associated service departments are represented.

At least one management and employee representative shall be a member of the Site Consultative Committee.

5. EMPLOYEE REPRESENTATIVES

Representatives will ideally have an interest in vocational education and training issues. Their function will be to identify the training needs of employees. A representative will cease to be recognised as such upon resignation from the union.

6. OFFICERS

The Committee will elect a Coordinator and a Minutes Secretary. These positions will be reviewed on a six monthly basis.

The Coordinator's duties will be to convene and run the meetings, and to ensure the Minutes Secretary distributes meeting agendas prior to Training Committee meetings.

The Minutes Secretary will keep accurate minutes of all Training Committee meetings and be responsible for the typing, photocopying and posting of the minutes on notice boards. Every effort shall be made to have the minutes publicised within one week of the meetings.

7. CONFIDENTIALITY

It will be the Committee's duty to maintain the confidentiality of an individual's personal details that may from time to time need to be examined. It will further be the Committee's duty to maintain the confidentiality of the Company's competitiveness in the market place.

All information of a confidential nature will only be viewed by the Training Committee representatives and will not be available to advisers to the Committee. Confidential information will be kept in a secure place.

8. MEETINGS

The Training Committee will meet as regularly as they deem necessary and not less than quarterly. Meetings will be held during normal working hours at a place and time convenient to all parties. A reasonable time limit should be placed on the length of the meetings. Enough time should be provided to adequately deal with agenda items.

Meetings shall operate on a consensus basis. The date of the next meeting will be set at the close of the previous meeting.

9. AGENDA

A provisional agenda will be circulated with the minutes of the preceding meeting.

The agenda is to be finalised and issued by the Secretary to all committee members at least five (5) working days prior to a meeting. Any committee member may submit agenda items. The Management members shall submit as agenda items all relevant matters requiring management decisions that would have an effect on employees. Appropriate information shall be provided with each agenda item submitted.

Matters raised without notice (i.e. non-agenda items) shall be deferred to the next meeting if any committee member requires additional information or needs to consult with their constituency.

10. ATTENDANCE OF NON MEMBERS

The Committee will have the authority to call in advisers as required. These advisers will be both external and internal people.

External advisers will be drawn from TAFE and other organisations to provide the Committee with training related advice.

Internal advisers will be drawn from management and shop floor personnel to provide training related advice and local knowledge to the Committee as required.

11. EMPLOYEE REPRESENTATIVES' RIGHTS

Management shall not dismiss an employee or injure them in their employment or alter their position to their detriment by reason of the fact that the employee is a member of or has an interest in this Committee.

If the Committee needs to discuss a matter directly relating to an employee representative and not being associated with his position on the Committee the particular representative should retire from the meeting during this discussion at the meeting's request.

12. AMENDMENT OF THIS CONSTITUTION

Proposed amendments of this Constitution must be notified in writing to the Consultative Committee at least five (5) working days before a scheduled Consultative Committee meeting.

The amendment is carried if agreed by a 75% majority of members at a Consultative Committee meeting.

SCHEDULE 2

WAGE RATES and CLASSIFICATIONS

1 PRODUCTION

<u>Classification</u>	Current Rate	Add 5% FFPP after 18 March 2005	Add 5% FFPP after 18 March 2006	Add 5% FFPP after 18 March 2007
PRODUCTION	\$			
MEAT PROCESSOR GRADE 1 -	546.08	573.38	602.05	632.15
MEAT PROCESSOR GRADE 2 -	571.71	600.29	630.31	661.82
MEAT PROCESSOR GRADE 3 -	590.15	619.66	650.64	683.17
LEADING HAND	622.78	653.92	686.61	720.94
GUM BLENDING OPERATOR (including lab sampling)	704.93	740.18	777.18	816.04
SUPERVISOR	785.47	824.74	865.98	909.28
SUPERINTENDANT	851.51	894.08	938.79	985.73
CASUAL M/P GRADE 1	17.24	18.17	19.01	19.96
M/P GRADE 2	18.05	18.95	19.90	20.89

M/P GRADE 3	18.64	19.57	20.55	21.58
DESPATCH				
DESPATCH CLERK	749.12	786.58	825.90	867.20
CONTAINER LOADING SUPERVISOR	677.94	711.84	747.43	784.80
FORK LIFT DRIVER	624.99	656.24	689.05	723.50
FORK LIFT DRIVER (MULTISKILLED)	677.94	711.84	747.43	784.80
RETORT TRAINER	664.98	698.23	733.14	769.80
RETORT OPERATOR	632.35	663.97	697.17	732.03
DRY GOODS STOREPERSON	624.99	656.24	689.05	723.50

2 LABORATORY

Classification	Current Rate	Add 5% FFPP after 18 March 2005	Add 5% FFPP after 18 March 2006	Add 5% FFPP after 18 March 2007
Technical Team Leader (Experienced)	890.42	934.94	981.69	1.030.77
Technical Team Leader	844.82	887.06	931.41	977.98
Senior Food Technician (Level 5)	781.22	820.28	861.29	904.36
Food Technician (Level 4) Experienced	737.82	774.71	813.45	854.12
Food Technician (Level 3) Trained	707.45	742.82	779.96	818.96
Food Technician (Level 2) In Training	673.11	706.76	742.10	779.21
Food Technician (Level 1) Unqualified	604.43	634.65	666.38	699.70

Juniors (other)

- @ 15 - 50%**
- @ 16 - 55%**
- @ 17 - 60%**
- @ 18 - 80%**
- @ 19 - Adult Rate**

Schedule 3

Laboratory

Technical Team Leader

Employees appointed to this category will;

- a) Be able to work from complex instructions & procedures and be able to perform & oversee the analysis of raw materials & finished product and assist in Research & Development and Microbiological Techniques.
- b) Be able to monitor and ensure ISO 9002 compliance.
- c) Have sound communication skills
- d) Implements QC techniques & Procedures
- e) Have the ability to co-ordinate work of subordinate staff.
- f) Possess intermediate keyboard skills.
- g) Record and maintain data and data records.
- h) Assists in the provision of on-the-job training and induction.

Qualifications Degree/Diploma or Certificate Level

Food Technician (Level 3) (Trained)

- a) Will have the ability to perform routine analysis of raw materials and finished product and assist in routine Research & Development and Microbiological Techniques.
- b) Be able to monitor and ensure ISO 9002 compliance.
- c) Have sound communication skills
- d) Implement QC techniques & Procedures
- e) Possess intermediate keyboard skills.
- f) Record and maintain data and data records
- g) Assists in the provision of on-the-job training and induction.
- h) Ensures QC Techniques & Procedures are complied with.

Qualifications Minimum - Certificate Level in Food Technology or related discipline.

Food Technician (Level 2) (In Training)

- a) Will have the ability to perform routine analysis of raw material and finished product and provide under supervision, routine R&D and Microbiological duties.
- b) Have good communication skills
- c) Implements QC techniques & Procedures
- d) Record and maintain data and data records
- e) Ensures QC techniques & Procedures are complied with.
- f) Possess an understanding of ISO 9002 quality compliance.

Qualifications Be undertaking tertiary studies in Food Technology or a related discipline.

Food Technician (Level 1) (Un-Trained)

- a) Works under general Supervision and performs basic QC, R&D and Microbiological duties under direction on a daily basis.
- b) May be required to exercise individual initiative in order to perform their duties.
- c) Ensures QC Techniques & Procedures are complied with.
- d) Records and maintains data and data records
- e) Any other duty within the scope of individual skills, experience and competence.

Qualifications No formal qualifications are required, however may be undertaking studies in Food Technology or a related discipline.

Schedule 3 Classifications Guide

The following definitions may be used as a guide in the discussions and finalisation of a new classification structure within this agreement.

DEFINITIONS: PRODUCTION

Meat Processor Grade 1 (Entry Level); means an employee who works under direct supervision, and who for a major part of the time performs routine or repetitive duties as indicated in their position description and/or as directed by an immediate supervisor. Duties include Simo Line, Pouch and Alu-Tray Inspection.

This Level would be consistent with the Process Plant Operation Certificate I.

Meat Processor Grade 2; employees at this level are capable of competently performing the duties of a grade 1 employee Grade 2 Production employees perform operational duties with some guidance, whilst exercising suitable responsibility, initiative and judgement regarding quality procedures and OH&S requirements. Duties include being trained on Steam Tunnel, Mixer Platform, Palletiser and/or competently work in the Main Can Line, Pouch Line and Alu-Tray Packing Lines and Ingredients Weighing Room.

Meat Processor Grade 3; means an employee who is capable of competently performing the duties of grades 1 and 2. Competent in section functions, adherence to the Company's quality and OH&S processes. This level requires minimal supervision. Duties include Machine Operator; Simo Line Operator; Steam Tunnel Operator; Mixer Operator; Can Closer Operator; Palletiser; Labeller; Pouch and Alu-Tray Retort Operator.

Meat Processor Grade 4; means an employee who competently performs the tasks of Main Can Line Retort Operator. The duties of the Main Can Line Retort Operator include Retort Operator, Empty Can Depaletiser and Fork Lift Operator. Meat Processor Grade 4 may also be called upon to perform more responsible tasks and assist with departmental training. This position works unsupervised.

DEFINITIONS DESPATCH

Fork Lift Driver – Multiskilled; means an employee employed as a Fork Lift Driver who has been trained to and can competently perform Fork Lift duties in the following areas; Receiving Dock; Warehouse; Despatch; Production; Alu-Tray and Inspection.

Container Loader – Level 1 (Entry Level); means an employee who works under direct supervision, and who for a major part of the time performs routine or repetitive duties as indicated in their position description and/or as directed by an immediate supervisor.

Container Loader – Level 2; means an employee who is capable of competently performing the duties of a level 1 and Level 2 employee

Container Loader – Level 3; means an employee who is capable of competently performing the duties of levels 1 and 2 and constantly performs these duties at high level.

May also be called upon to perform more responsible tasks of load checker (or Tally Clerk) and assist with introducing new staff to the area. This position works unsupervised.