

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO: EA99/281**

**TITLE: Mayne Logistics (NSW Linehaul) Enterprise Agreement 1998**

**L.R.C. NO: 99/1754**

**DATE APPROVED/COMMENCEMENT: Approved 4 June 1999 and commenced 1 June 1998.**

**TERM: 30 June 2000**

**NEW AGREEMENT OR  
VARIATION: New**

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES: 27**

**COVERAGE/DESCRIPTION OF  
EMPLOYEES: Applies to employees engaged under the terms and conditions of the Transport Industry  
(State) Award**

**PARTIES: Mayne Logistics -&- Transport Workers' Union of Australia, New South Wales Branch**

**Registered  
Enterprise Agreement  
Industrial Registrar**

# ENTERPRISE AGREEMENT

*between*

MAYNE LOGISTICS  
NSW LINEHAUL SERVICE  
PORT KEMBLA

*(A Logistics Service of Mayne Nickless Limited)*

A.C.N. 004 073 410

*and*

THE TRANSPORT WORKERS UNION OF  
AUSTRALIA

*(NSW Branch)*

*(on behalf of its members engaged by the Company)*

*28<sup>th</sup> September, 1998*



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## 1. TITLE

This Agreement shall be known as the Mayne Logistics (NSW Linehaul) Enterprise Agreement, 1998.

## 2. SCOPE

This Agreement shall be binding upon Mayne Logistics in respect of Port Kembla ("the Company") and upon the Transport Workers Union of Australia NSW Branch ("the Union") and all its members employed by the Company to perform duties exclusively related to the BHP Interstate contract.

## 3. AWARD

This Agreement shall be read in conjunction with the Award listed below:

- a) NSW Transport Industry (State) Award

To the extent that there is any inconsistency between the Award and this Agreement, this Agreement shall take precedence.

## 4. TERM OF AGREEMENT

This Agreement shall remain in force for the duration of the BHP Contract period, 1<sup>st</sup> June 1998 to 30<sup>th</sup> June 2000 and shall remain in force until replaced by a further Agreement.

## 5. HOURS OF WORK

It is agreed that the patterns of work must recognise and meet customer requirements at all times. Accordingly the patterns of work for all

employees will be determined, wherever possible, by mutual agreement. Where agreement is not reached, the Company will set hours of work to meet business operational requirements within the following parameters:

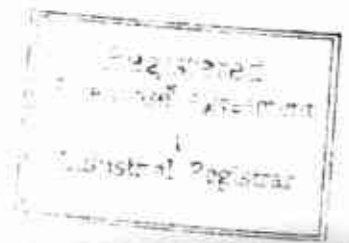
- a) Ordinary hours of work are seven hours and 36 minutes per day.
- b) Hours to be worked over 4, 5 or 6 shifts per week, or a combination of these patterns.
- c) A maximum ordinary shift of 12 hours in the case of Interstate / Long Distance driving shifts.
- d) A maximum ordinary shift of up to 11 hours in the case of Local Driving shifts.
- e) The roster of linehaul work shall provide for no more than 120 driving hours to be worked in any fortnight. The company will display this roster by Wednesday of each week.
- f) Interstate / Long distance driving shifts rostered Monday through Sunday. It is acknowledged between the parties that the Monday rostered shifts commence on Sunday night. NOTE:- Saturday rostered shifts commence on Friday night
- g) Ordinary hours of work for local driving shifts are rostered Monday through Saturday, this also applies to casuals.

## 6. PAYMENT OF SALARY

Salaries will be paid weekly by electronic funds transfer to a nominated bank account. The Company will pay salaries to accounts by close of business each Wednesday. Casuals engaged by the Company will be paid by electronic funds transfer.

*Note: For special circumstances salaries / wages may be paid by EFT, cheque or cash at the employers discretion.*

The Company may vary pay days around Public Holidays or where circumstances beyond the control of the employer necessitates the moving of pay days without penalty.



## **6. PRODUCTIVITY IMPROVEMENTS**

It is agreed that on-going productivity improvement is a key responsibility for employees and management. Management and employees will determine, if possible, appropriate incentive programs to recognise productivity improvements.

## **7. ROSTERED DAYS OFF (R.D.O.)**

The parties agree that for the normal operation of the Contract(s) it is not convenient to allow for Rostered Days Off, as such, ordinary hours of work will be 7 hours and 36 minutes per day.

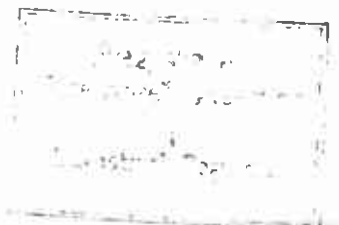
## **8. NO FURTHER CLAIMS**

There shall be no extra wage claims during the life of the agreement except where:

- a) consistent with a decision of the Industrial Relation Commission that provide for an increase to flow onto an Enterprise Agreement or Over-award payment.
- b) It is agreed that specific productivity gains will be rewarded once only.

## **9. SETTLEMENT & AVOIDANCE OF DISPUTES**

The following procedure represents the joint commitment by the parties to the EBA process ensuring, through a defined consultative process, all matters of concern to the parties can be resolved so that the interests of all those affected, including clients, are protected from disruption and the value of the productivity and efficiency improvement benefits provided by the EBA's are sustained. The process emphasises the need for local management and union officials to expedite the effective resolution of issues as they arise.



## **Disputes Avoidance Procedure**

### **Application:**

The following disputes avoidance procedure will apply in the event that a question, dispute or difficulty arises involving employees and the management of the Company .

### **Objective:**

The objective of this procedure is to establish a means of facilitating the resolution of questions, disputes or difficulties without disruption to the operations of the Company. It is based on the intent of the parties to support the timely and orderly determination of issues which arise in the workplace from time to time.

### **Process:**

#### **Dispute Avoidance and Settlement Procedures**

Dispute occurs;

- Stage 1- Site procedures are followed (ie. conferences with member, Delegate, local official).
- Stage 2 - After stage 1 is completed there is a 24 hour cooling off Period where the status quo is retained.
- Stage 3- During the Stage 2 cooling off period conferences will be held between State Management of Mayne Logistics and State Secretaries of the TWU.
- Stage 4- After Stage 3, there is a further minimum 24 hour cooling off period where the status quo is retained.

- Stage 5- During Stage 4 there is conferences between national Management of Mayne Logistics and the State Secretary of the TWU.
- Stage 6- After Stage 5 is completed there is a further minimum 24 hour cooling off period where the status quo is retained.
- Stage 7- During Stage 6, the matter may be referred to the IRC. Both Parties will agree to the IRC's decisions.

#### **Variations**

- a) Safety issues will be dealt with as determined by OH&S Chairman / representative, or the State OH&S bodies in accordance with the correct procedures.
- b) Essential Services – such as supply of blood, medical services and perishable items shall not be interrupted through industrial disputation. Additionally where specific EBA exemptions / priority services have been agreed, these shall continue to apply.

#### **Status Quo**

*Special Note:* **The TWU commits to communicate their support and agreement in regard to the adherence to disputes procedures contained in this agreement.**

The Status Quo is defined as the practice in place prior to the dispute.

If the Status Quo position cannot be agreed then the procedure is to fast track to the State level of the IRC with no commitment given.

Notwithstanding anything contained in this procedure, both parties reserve the right to notify the IRC at any stage of the process.



## 11. TRAINING

The parties agree that any training shall be paid at the base rate as per the award as contained in the wages clause. Training conducted on Saturdays shall be paid at the base rate of pay with a four hour minimum payment. There shall be no training on Sundays or Public Holidays unless specifically agreed.

## 12. CODE OF CONDUCT

The following Codes of Conduct have been designed to ensure all employees understand their obligation / responsibilities with regard to Acts of Dishonesty, Company Policy and General Discipline.

### *a) General*

All employees including management are required to:

- (i) Treat customers and colleagues with honesty, courtesy and respect.
- (ii) Effectively perform their duties in line with business objectives, awards / agreements policies, rules and procedures.
- (iii) Work in a Safe and Healthy manner.
- (iv) Attend work when required and report absences immediately.

### *(b) Acts of Dishonesty*

The following examples are listed as a guide to ensure that all employees clearly understand that such acts are dismissible offences.

- (i) Proven cases of theft and pilferage (stealing).
- (ii) Falsifying of documents so as to achieve a benefit one is not entitled to (wages / time sheets etc.).
- (iii) Clocking off or on bundy cards other than the bundy card displaying the employees own payroll number.
- (iv) Any form of proven malicious violence towards:
  - Company property
  - Customers and / or their property
  - Any member of the public and / or their property
  - A fellow employee /s

Above relates to during working hours and on Company or clients property, however, it does not prevent employees using self defence to defend themselves.

- (v) Refusal to follow or carry out a Lawful and Reasonable request directive given by a Supervisor, Fleet Controller, Managers.
- (vi) The use of, or being affected by or in possession of illegal drugs and / or substances in Company time, on Company property.

The use of prescription drugs which may affect any employee / s performance must be brought to the attention of the employee / s supervisor or manager. Such information will be deemed confidential.

- (vii) Consumption of alcohol during working hours.

The above list is not exhaustive and employees should take care and avoid placing themselves in such a situation.

(c) **Misconduct**

The following list represents a guide for employees to ensure they understand that such misconduct can lead to Disciplinary Action being taken against an employee:

- (i) Driving any vehicle in the yard complex or elsewhere at excessive speed.
- (ii) Mishandling (throwing, kicking) thereby causing damage to Freight.
- (iii) Failing to ensure a vehicle check occurs for – Oil, Water, Tyres and Fuel, which results in a breakdown, vehicle damage, or loss to productive time.
- (iv) Not approaching or treating employees in a reasonable and civil manner.
- (v) Failing to notify the Company via a Supervisor, when arriving later than normal starting time (within one (1) hour).
- (vi) Unacceptable attendance, continual lateness, patterned absences, (failure to notify the Company via a Supervisor, for a pending absence prior to rostered start time).
- (vii) Failure to wear Company uniform while representing the Company whilst effecting pick-ups and deliveries.
- (viii) Failure to wear specified safety equipment / apparel on Mayne Logistics premises or customers premises as required.
- (ix) Failure to effectively perform duties, this includes the washing of vehicles and the cleaning of the interior of the cabin.

- (x) Failure to be free from the Influence of Alcohol when reporting to work.
- (xi) Failure to comply with Operating Procedures which may lead to injury / damage to property / person or productivity.
- (xii) **Nightshift** - employees are required to strictly adhere to all R.T.A. and legislative requirements when performing Linehaul duties eg; completion of log books. It is agreed between the parties that these standards will not be compromised.
- (xiii) **Dayshift Duties** - employees who complete their normal duties prior to completion of eleven (11) hours, must report to the Mayne Logistics Supervisor for duties that will assist in ensuring that the full compliment of Linehaul vehicles are sent out for the six (6) shifts per week.
- (xiv) **Overtime** - Should any employee be required to work overtime, it may only be worked following approval by their Supervisor prior to the overtime period commencing.
- (xv) **Log Books** - All employees are to hand in their previous weeks Log Book sheets to their Supervisor by the Tuesday of the following week. Should the current practice of rotating weekly rosters change, the Company reserves the right to collect Log Book sheets on a weekly basis.

The above list is not exhaustive and employees should take care and avoid placing themselves in such a situation.

**(d) General Conduct**

In cases of serious misconduct, the employee may be given a verbal warning, a written warning, or dismissed depending on the following criteria:

- (i) Circumstances and work relevance of the misconduct.
- (ii) Seriousness of the misconduct.
- (iii) Employee's explanation of his / her conduct.
- (iv) Employee's past conduct and personal situation.

**Note 1:**

*At the discretion of the Company, and employee involved in Misconduct (other than Acts of Dishonesty) may be stood aside on normal pay pending a full investigation.*

**Note 2:**

*Letters of Warnings for Misconduct (other than Acts of Dishonesty) will remain on an employee's file as follows:*

First	-	12 months
Second	-	12 months
Third and Final	-	24 months

**Note 3:**

*The employee shall have the right to have a witness present during all the above steps (Note 2 above) and the employee will be required to sign such letters of warning to he / she understands their content.*

## **13. RECOVERY OF OVERPAYMENTS**

Recovery of salary will be based on a deduction of 20% of weekly salary per shift or proportion thereof until fully re-paid.

## **14. PAYMENT OF SICK LEAVE / SPECIAL LEAVE ETC.**

When claims for sick leave / special leave are approved the company agrees to pay:-

- Sick leave at the weekly annualised rate, as appropriate
- A Doctors Certificate to be produced for 2 consecutive days off at all times.
- A Doctors Certificate to be produced for each single day before and after a Public Holiday.
- After any day off after a total of (4) in a 12 month period (anniversary date) for each single day, a Doctors Certificate is to be produced.
- Special leave will continue to be paid at the base rate for a Grade 8 in the Award.

**NOTE:** It is agreed this sick leave provision will not be used as precedence in any forum or other negotiations with Mayne Logistics.

## **15. SUPERANNUATION**

Industry award superannuation contributions will be calculated on award rate of pay, excluding overtime. Grade 8 Award Rate plus 30% disability allowance only is deemed to be the ordinary rate of pay.

## **16. REDUNDANCY**

Should there arise any situations which give rise for the need to implement redundancies, voluntary or otherwise, the rate of pay used in any calculations will be the appropriate award rate of pay (eg Grade 8) and calculation of payment will be in accordance with Mayne Nickless Ltd Redundancy Agreement policy.



## **17. EXTENDED PERIODS OF DUTY - LOCAL (BHP)**

Should employees engaged on Local driving duties be required to extend beyond the agreed shift length i.e.; 11.0 hours NSW, overtime at the rate of double time will be paid based on the award rate of pay.

## **18. LINEHAUL TRIP RATE**

Should employees engaged on Linehaul duties be required to extend beyond the agreed Linehaul shifts, i.e. 13 hours, overtime will be paid for the additional hours worked.

## **19. PUBLIC HOLIDAYS**

Will be paid in accordance with the NSW Transport Industry (State) Award. At the Enterprise Agreement Rate.

The Public Holiday shift applicable will take into account the need for interstate business continuity.

Where difficulties arise the majority of a shift which falls on a Public Holiday will be used to determine a Public Holiday shift or where this is not satisfactory the employer by 7 days notice will determine a public holiday shift.

### ***Substitution of Public Holidays***

- To ensure flexibility to allow mutual agreements between the employer and employee(s), the following arrangements will be implemented.

Public Holidays provided for under the parent award may be substituted for another day off by Agreement between the employer and the employee(s) to be taken adjacent to a period of annual leave or at another time to suit the needs of the business.

The Company agrees to pay the TWU picnic day at the annualised rate i.e: one fifth of the weekly rate.

Should an employee be required to work on a gazetted Public Holiday, he / she will be paid, in addition to their normal salary;

- 1) Cents per kilometre for any Interstate / Intrastate linehaul driving
- Or
- 2) Award hourly Rate of Pay, including overtime after 7.6 hours, for any local driving.

Note:- If a driver works a Public Holiday, he can ask for his entitlement of the Public Holiday to be BANKED as an annual leave day to be taken at a later date.

## 20. WORKERS COMPENSATION

Workers Compensation payments will be made based on the Award rate of pay. Example: Grade 8 of the hourly rate of the EBA..

## 21. LONG SERVICE LEAVE

Long Service Leave payments will be made based on the Award Rate of Pay. ie: Grade 8 of the NSW Transport Industry (State) Award, hourly rate of the EBA.

## 22. ALLOWANCE (BHP ONLY)

With the exception of reimbursable allowances and tea monies, no other allowances are payable under this agreement.

Subject to the Award tea monies will be paid to all existing permanent employees engaged on local (day work) driving at a flat Rate of \$15.00 every second week, as applicable from the ratification of this Agreement.



## **23. REVIEW OF ANNUALISED RATE**

The calculations used in determining the Annualised Rate of Pay are outlined in Appendix A1, the parties agree that the hours worked and kilometres driven will be monitored so as to determine whether a revision of the Rate is warranted, this revision can increase or decrease the Annualised Rate.

These reviews will be conducted on a 3 monthly basis.

## **24. DURESS**

This Agreement was not entered into under duress by any party to it.

## **25. TIME OFF IN LIEU OF OVERTIME**

By mutual agreement, employees may in lieu of receiving payment for overtime, take time off in lieu of overtime, such time off to be taken at ordinary time, that is, one hour for each hour worked.

## APPENDIX A - BHP INTERSTATE LINEHAUL OPERATION ADDENDUM

### 1. *Background*

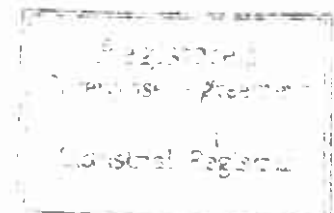
This addendum establishes the specific measures agreed between Mayne Logistics and the members of the Transport Workers Union of Australia (NSW Branch) who are primarily employed in the linehaul movement of BHP Steel Products between Sydney and Melbourne. This addendum to the agreement should be read in conjunction with the NSW Transport Industry (State) Award.

### 2. *Operational Flexibility*

It is agreed that it is in the best interest of both the company and all employees to maintain the greatest possible flexibility with regard to company operations. With this in mind it is agreed that drivers engaged by the company will perform long distance driving using enhanced vehicular trip technology, provided that, the employee has the skill to perform these functions. It is also agreed that from time to time it may be necessary due to differing operational requirements, for drivers to be utilised within the local operation of the business and when so engaged drivers will operate and be subject to the conditions of the relevant award / agreement.

Additionally, it is agreed that employees engaged under this agreement will be available to perform their shift / driving pattern on a 24 hour, 7 day weekly basis as required. (This paragraph will not be in contravention of the Motor Traffic Act).

The length of trips may vary to ensure the Linehaul service is not compromised due to adverse circumstances, such as, breakdowns, operational delays etc.



Provided that where a linehaul driver is required to perform duties within the local driving operation, the linehaul driver will receive twenty four (24) hours or less notice of such a change. Acceptance of local duties by linehaul driver is in all cases, by **mutual agreement**.

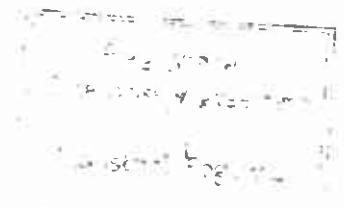
From time to time there will be occasions when the nature of the linehaul operation will vary in order to meet customer requirements and unavoidable delays such as ( breakdowns, highway blockages, loading difficulties etc ) In these circumstances the company will advise employees of such delays and notify them of the new start which could be up to a maximum of two ( 2 ) hours, without penalty. This will then become the commencement of their normal linehaul shift, for this shift only and the driver is to be notified before he leaves from home. This clause can only be used twice ( 2 ) annually for each driver and is to be shared around with all drivers on their normal shift

*Change in Roster*-By mutual agreement an employee may change their rostered shift day.

### 3. *Kilometre Rate*

The 27 cents per kilometre rate is inclusive of the following:

- Industry Disability Allowance
- Dropping-off trailers as requested
- Assist with loading / unloading – tarping / untarping (for local work) when and where necessary.
- Minor maintenance repairs (Kit to be supplied) eg: light bulbs.
- Formulation of a committee to assist the company with most cost effective work practices eg: fuel / tyres and driver fatigue.
- RDO's
- High focus on Safety and Quality.



4. ***Variation of Rate of Pay***

The rate of pay applicable to drivers employed under this addendum may be varied from time to time where there are variations in the nature of the linehaul operation. At no time can the base rate per kilometre specified in the Agreement be reduced.

5. ***Starting Times***

Starting times may be varied to suit the operation. All variations must be advised to the drivers at least seven days prior to the variation taking effect except where otherwise agreed between the company and the drivers.

For extenuating circumstances the employer may notify employee(s) of a change to starting times by notice being given to employee(s) prior to cessation of their previous shift.

The official start / finish times for both shifts-

- ◆ Dayshift- 5.00am to 4.30pm
- ◆ Nightshift- Between ( 4-6pm to 3-6am ) by mutual agreement.

***Additional Shifts*** –It is agreed that permanent drivers will have preference over casual employees with due regard to Fatigue Management and Log Book regulations.

***Annual Leave***- In order to maintain service standards and efficiencies the taking of Annual Leave will be restricted to two (2) employees at any one time. Annual Leave over Christmas to be notified the day Mayne Logistics are notified by BHP.

6. ***Annualised Rate of Pay***

Annualised rates of pay will apply for the life of the BHP Interstate contract for employees who are engaged to perform both Linehaul and Local driving functions.

The base rates used in the calculations for annualised salaries are those contained in the NSW Transport Industry (State) Award.

The base rate used is Grade 8 as contained in the above Award. These rates have been adjusted by an Enterprise Agreement Component.

The annualised rate of pay is based on the following work pattern:

- a) A total of ten (10) linehaul shifts per four (4) week period, Monday through Sunday.
- b) A total of ten (10) local driving shifts per four (4) week period, Monday through Sunday.
- c) A total of twenty (20) ordinary shifts, that is, 10 linehaul and 10 local per four (4) week period.
- d) The linehaul shifts can be varied up to a maximum of 14 or a minimum of 6, provided that the local driving shifts are varied by the equivalent amount so as to produce the agreed maximum of twenty (20) rostered shifts over a four (4) week period.
- e) The annualised salary includes a component for Long Distance Driving.

*Note: Alternative arrangements may be entered into where special circumstances exist.*

(i) NSW Engaged Linehaul Drivers

Wilton / Aeroplane / Wilton  
Port Kembla / Aeroplane / Wilton  
Port Kembla / Aeroplane / Port Kembla                      756km

The annualised rate of pay will be inclusive of annual leave payments.

Annual Leave Loading will be paid in accordance with the Award and will be paid in addition to the annualised salary but exclude overtime payments.

The annualised rates of pay are as follows:

	<b>Salary</b>	<b>Annual Leave</b>	<b>Total Salary</b>
NSW Engaged Drivers:	<i>Please refer to Appendix A1</i>		

The method of paying these salaries will be paid according to Clause 6 of this Agreement.

#### **7. *Review of Annualised Salary***

It is acknowledged the Annualised Salary has been arranged for BHP Linehaul drivers and from time to time the Annualised Salary may be reviewed by the employer to ensure it is relevant with the road infrastructure changes and other circumstances.

Provided further, the employer may give 7 days notice of the intention to alter the arrangements of how drivers are remunerated.

Signed for and on behalf of

Dated: 21 / 12 / 98

Mayne Logistics

Signed: [Signature]

Witnessed: [Signature]

Print Name: THEO GLAVIS

Print Name: KATE KEMP

Signed for and on behalf of

Transport Workers Union of Australia  
New South Wales Branch

Dated: 10 / 3 / 99

Signed: [Signature]

Witnessed: [Signature]

Print Name: AV Sheldon

Print Name: DAVID RUSSELL



**APPENDIX A1 - OLD RATE CARD**

**BHP INTERSTATE LINEHAUL  
NSW  
WEEKLY SALARY CALCULATIONS**

**LINEHAUL**

Distance in Km	Rate per Km	No. of Days	5 Days
756	0.27	5	1020.6

**LOCAL**

Normal Hrs	Rate per hour	No. of Days	
7.6	14.9763	5	569.10

Time & a Half			
2	22.46445	5	224.64

Double			
1.4	29.9526	5	209.67

**Total 11 hours per day** **1003.41**

**Total for Two working week period** **2024.01**

**SALARY**

**Conversion to 48 working weeks per year (@ 24 Fortnights)** **48576.29**

**ANNUAL LEAVE PAYMENT**

**Annual Leave = 4 Weeks per year @ \$569.10 Per Week** **2276.4**

**TOTAL SALARY**

**Total Annualised Earnings** **50852.69**

**Divided by 52 weeks to give equal weekly pay inclusive of annual leave** **977.94 Per Week**

**Note: Additional annual leave loading to apply as per award \$569.10 plus Annual Leave Loading**





**APPENDIX A1 - NEW RATE CARD**

Effective Date: 3/5/98

**BHP INTERSTATE LINEHAUL  
NSW  
WEEKLY SALARY CALCULATIONS**

Percentage Increase: 103%

**LINEHAUL**

Distance in Km	Rate per Km	No. of Days	5 Days
756	0.2781	5	1051.22

**LOCAL**

Normal Hrs	Rate per hour	No. of Days	
7.6	15.4256	5	586.17
<b>Time &amp; a Half</b>			
2	23.1384	5	231.38
<b>Double</b>			
1.4	30.8512	5	215.96

Total 11 hours per day **1033.51**

Total for Two working week period **2084.73**

**SALARY**

Conversion to 48 working weeks per year (@ 24 Fortnights) **50033.58**

**ANNUAL LEAVE PAYMENT**

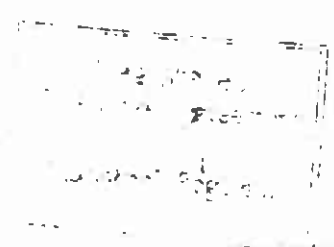
Annual Leave = 4 Weeks per year @ \$586.17 Per Week **2344.692**

**TOTAL SALARY**

Total Annualised Earnings **52378.27**

Divided by 52 weeks to give equal weekly pay inclusive of annual leave **1007.27 Per Week**

Note: Additional annual leave loading to apply as per award \$586.17 plus Annual Leave Loading



**APPENDIX A1 - NEW RATE CARD**

**Effective Date:** 2/11/98

**BHP INTERSTATE LINEHAUL  
NSW  
WEEKLY SALARY CALCULATIONS**

**Percentage Increase:** 103%

**LINEHAUL**

Distance in Km	Rate per Km	No. of Days	5 Days
756	0.2864	5	1082.75

**LOCAL**

Normal Hrs	Rate per hour	No. of Days	
7.6	15.8884	5	603.76
<b>Time &amp; a Half</b>			
2	23.8325	5	238.33
<b>Double</b>			
1.4	31.7767	5	222.44

**Total 11 hours per day** 1064.52

**Total for Two working week period** 2147.27

**SALARY**

**Conversion to 48 working weeks per year (@ 24 Fortnights)** 51534.59

**ANNUAL LEAVE PAYMENT**

**Annual Leave = 4 Weeks per year @ \$603.76 Per Week** 2415.03276

**TOTAL SALARY**

**Total Annualised Earnings** 53949.62

**Divided by 52 weeks to give equal weekly pay inclusive of annual leave** 1037.49 Per Week

**Note: Additional annual leave loading to apply as per award \$603.76 plus Annual Leave Loading**

**APPENDIX A1 - NEW RATE CARD**

**Effective Date:** 3/5/99

**BHP INTERSTATE LINEHAUL  
NSW  
WEEKLY SALARY CALCULATIONS**

**Percentage Increase:** 103%

**LINEHAUL**

Distance in Km	Rate per Km	No. of Days	5 Days
756	0.2950	5	1115.24

**LOCAL**

Normal Hrs	Rate per hour	No. of Days	
7.6	16.3650	5	621.87
<b>Time &amp; a Half</b>			
2	24.5475	5	245.48
<b>Double</b>			
1.4	32.7300	5	229.11

**Total 11 hours per day** 1096.46

**Total for Two working week period** 2211.69

**SALARY**

**Conversion to 48 working weeks per year (@ 24 Fortnights)** 53080.62

**ANNUAL LEAVE PAYMENT**

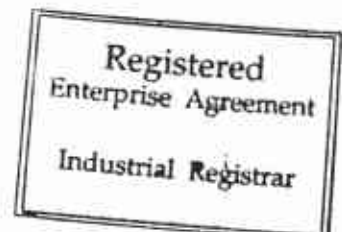
**Annual Leave = 4 Weeks per year @ \$621.87 Per Week** 2487.48

**TOTAL SALARY**

**Total Annualised Earnings** 55568.11

**Divided by 52 weeks to give equal weekly pay inclusive of annual leave** 1068.62 Per Week

**Note: Additional annual leave loading to apply as per award \$621.87 plus Annual Leave Loading**



**APPENDIX A1 - NEW RATE CARD**

**Effective Date:** 1/11/99

**BHP INTERSTATE LINEHAUL  
NSW  
WEEKLY SALARY CALCULATIONS**

**Percentage Increase:** 103%

**LINEHAUL**

Distance In Km	Rate per Km	No. of Days	5 Days
756	0.3039	5	1148.69

**LOCAL**

Normal Hrs	Rate per hour	No. of Days	
7.6	16.8560	5	640.53
<b>Time &amp; a Half</b>			
2	25.2839	5	252.84
<b>Double</b>			
1.4	33.7119	5	235.98
<b>Total 11 hours per day</b>			<b>1129.35</b>

**Total for Two working week period** 2278.04

**SALARY**

**Conversion to 48 working weeks per year (@ 24 Fortnights)** 54673.04

**ANNUAL LEAVE PAYMENT**

**Annual Leave = 4 Weeks per year @ \$640.53 Per Week** 2562.11

**TOTAL SALARY**

**Total Annualised Earnings** 57235.15

**Divided by 52 weeks to give equal weekly pay inclusive of annual leave** 1100.68 Per Week

**Note:** Additional annual leave loading to apply as per award \$640.53 plus Annual Leave Loading

