

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA04/11

**TITLE:** **Thiess Services Northern Enterprise Agreement 2003**

**I.R.C. NO:** IRC3/6925

**DATE APPROVED/COMMENCEMENT:** Approved 16 December 2003/Commenced 8 September 2003

**TERM:** 34

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:** 13 February 2004

**DATE TERMINATED:**

**NUMBER OF PAGES:** 12

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** The agreement applies to employees employed by Thiess Services Pty Ltd, located at 34 Waterloo Ave, Thornton NSW, engaged in the classifications and who fall within the coverage of the Transport Industry - Waste Collection & Recycling (State) Award and the Transport Industry - Trade Waste Award

**PARTIES:** Thiess Services Pty Limited -&- the Transport Workers' Union of New South Wales

# THIESS SERVICES NORTHERN ENTERPRISE AGREEMENT 2003

## Table Of Contents

1. Title
2. Parties
3. Definitions
4. Objects
5. Commitment
6. Relationship With Awards & C.
7. Training
8. Site Issues, Consultation & Measures To Increase Productivity And Efficiency:
9. Rates Of Remuneration
10. Income Entitlement Protection
11. Settlement Of Disputes
12. Shift Work:
13. Blood Donor's Leave:
14. Volunteer Emergency Services And Bush Fire Leave:
15. Operation Of This Agreement
16. No Further Claims
17. Review
18. No Duress
19. Existing Materials Recovery Facility (Mrf) Employees:
20. Execution

Schedule Of Employees Covered By Agreement At The Time Of Agreement:

Appendix A: Rates Of Pay

Appendix B: Location Specific Conditions

### **1. Title**

This Agreement shall be known as the "Thiess Services Northern Enterprise Agreement 2003".

### **2. Parties**

The parties to this Agreement shall be Thiess Services Pty Ltd, 34 Waterloo Avenue, Thornton, New South Wales (the Company)

AND

The Transport Workers' Union of New South Wales, 388 - 390 Sussex Street, Sydney (the Union).

### **3. Definitions**

"The Company" shall mean Thiess Services Pty Ltd.

"The Union" shall mean the Transport Workers' Union of New South Wales.

"The Employees" shall mean the persons employed under the general prescription of the Transport Industry - Waste Collection & Recycling (State) Award and the Transport Industry - Trade Waste Award of New South Wales (the Awards) and performing the work covered by this Agreement, whether members of the Union or not, whose names appear in the Schedule attached to this Agreement, and any employee who is subsequently engaged to perform such or like work, or work that is peripheral or incidental thereto, and who is informed at the time of their engagement that their engagement is subject to this Agreement.

"The Commission" shall mean the Industrial Relations Commission of New South Wales.

"relevant award" shall refer to the Award which, in the absence of this agreement, would apply to a particular employee's position.

#### **4. Objects**

The objects of this Agreement are to:

- 4.1 Identify and provide for the implementation of productivity and efficiency measures designed to assist and enhance the Company's operations.
- 4.2 To provide for the ongoing training of employees covered by this Agreement with respect to their industrial rights and occupational health safety and welfare and their vocational skills.
- 4.3 To provide employees with access to protection of their income and entitlements in the event of closure by the Company.
- 4.4 To provide an appropriate reward mechanism for employees to enjoy the benefits of contemporary wage fixation and recognition of productivity improvements implemented by the Company.

#### **5. Commitment**

- 5.1 By entering into this Agreement the Company makes a commitment to work with the employees to identify measures aimed at improving the quality of working life for employees, their job security and amenity, the amenity of their working conditions and wage mechanisms which reflect the work performed by employees.
- 5.2 By entering into this Agreement the employees make a commitment to recognise issues for the Company which contribute to lack of efficiency and productivity in the Company's operations and to redress those situations with a view to enhancing productivity and efficiency.
- 5.3 By entering into this Agreement both parties make a commitment to improve communication between them, to a philosophy for creating greater social and industrial harmony and to respecting the rights of each other both within the Company and between the Company and its competitors, clients and the general public.
- 5.4 By entering into this Agreement both parties also commit themselves to working towards a situation where, in all respects in relation to work performed by the Company, all relevant rules, regulations, by-laws and Award provisions are adhered to by all employees, contractors, agents and other persons whatsoever, including, but not limited to, occupational health safety and welfare legislation and provisions.

#### **6. Relationship With Awards & C.**

- 6.1 This Agreement operates in conjunction with the Transport Industry - Waste Collection & Recycling (State) Award and the Transport Industry - Trade Waste Award. Where the provisions of this Agreement vary any provision in the Awards, or either of them, with respect to a Company site or location, the provisions of this Agreement shall apply in lieu of the respective Award provisions, and the relevant respective provisions of any site Enterprise Agreement entered into with respect to the site or location.
- 6.2 The parties agree that, unless explicitly indicated to the contrary in this document, the terms and conditions of the Thiess Services Enterprise Agreement 2000, shall be incorporated into this Agreement, and the parties agree to remain bound to those terms and conditions. In the event of a conflict, the terms of this agreement shall prevail.
- 6.3 Subject to clauses 6.1 and 6.2, this Agreement rescinds and replaces all other agreements, arrangements and understandings between the parties, save and except for existing common law employment agreements.

## 7. Training

7.1 The Company states hereby its own commitment to induction training. Such induction training will be provided for all employees joining the Company, with provision for periodic updates and reviews. The Company will continue to update its agenda for induction training, which shall be advised to the Union if sought. The Company will have regard to proposals made by the Union in relation to the agenda.

7.2 Induction training shall include training in:

Occupational health safety and welfare training, consistent with the Company's obligations under the relevant legislation and the Company's policies and procedures;

Training in protection of the environment consistent with the Company's policies and procedures;

Vocational training;

Industrial and legal rights, including the right of an employee to join the Union if the employee so chooses.

7.3 The Company will also develop and advise the Union of a continuing programme for ongoing training to include all employees, particularly in relation to vocational development. As part of this procedure the Company will continue with its policy of "tool box talks", and other formal sessions at which minutes will be taken and made available to the Union if sought, as well as informal on-site training procedures specific to the particular site.

7.4 The Company, as part of its induction procedure, will advise new employees of any literature of the Union (subject to its not being of an objectionable nature) which details information concerning the Union as well as the rights of new employees to join the Union should they wish. In addition, as soon after commencement as is convenient, the Company will arrange for a meeting between all new employees and the site delegate.

7.5 As part of the Company's overall commitment to developing a better informed and educated workforce, the Company may establish in-house courses and information sessions for appointed delegates or other representatives. The company shall allow the attendance of new delegates at a delegates course conducted by the Union of up to three days once only and subject to this provision applying for one new delegate at each principal site each year. In addition, the Company may provide for the attendance of nominated Union delegates of up to a total of two days each year at ordinary rates of pay for the purpose of attending accredited or recognised training courses.

PROVIDED THAT the prescription of days which the Company is prepared to allow for the attendance of delegates at accredited or recognised training courses as stated above, may be varied by agreement between the Company and the Union on the basis that the Union nominates a course or courses at which it seeks the attendance of delegates, and the Company agrees that such attendance would be both in the interests of the Company and the delegates. Any additional days allowed as a result will not result in the total number of days for which the Company is liable to pay exceeding a total of 7 each year.

PROVIDED ALSO THAT the provisions of this sub-Clause shall apply irrespective of the number of delegates who actually attend a course or courses.

7.6 The following provisions shall apply to all leave sought under the provisions of Clause 7.5 hereof:

7.6.1 An employee's application for leave to attend the course shall be given to the Company with as much notice as possible prior to the date of commencement of the course. The application for leave shall contain the following details:

(a) the name of the employee seeking the leave;

(b) the period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) the title, general description and structure of the course to be attended and the location of where the course is to be conducted.

7.6.2 The Company shall advise the Union and the employees(s) as soon as possible after receipt of the said application for leave from the employee(s), but at a minimum seven clear working days (Monday to Friday), as to whether or not the application(s) for leave has/have been approved.

7.6.3 The time of taking leave shall be arranged so as to minimise any adverse effect on the Company operations;

7.6.4 The Company shall not be liable for any additional expenses associated with an employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the rate of pay applicable to the employee's classification under this Agreement and the time ordinarily worked by the employee.

7.6.5 The employee attending a course shall provide to the Company proof of his/her attendance at any course within seven days of completion of the course. If the employee fails to provide such proof the Company may deduct any amount already paid for attendance from the next week's pay or from any monies due to the employee.

7.6.6 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

7.6.7 Any dispute as to any aspect of the operation of this clause, shall be resolved in accordance with the dispute settlement procedure of this Agreement.

#### 7.7 Blue Card:

7.7.1 Where a comprehensive Occupational Health and Safety Induction Programme does not exist, prior to a transport worker commencing work with the Company, the Company will ensure that the transport worker has successfully undertaken a Blue Card induction programme. Where a comprehensive Occupational Health and Safety Induction programme does not exist, existing employees shall undertake a Blue Card induction programme prior to the expiry of this Heads of Agreement.

7.7.2 In this clause, an induction programme shall be considered "comprehensive" if the contents of the programme provides at least an equivalent level of instruction to the Blue Card. To avoid doubt an "equivalent level" will be demonstrated if the induction programme provides for comparable training in respect of the contents of the Blue Card induction programme.

7.7.3 Provided that:

7.7.3.1 Inductees or employees shall be paid at their ordinary rate of pay for attendance at the Blue Card induction programme up to a maximum of four hours, and;

7.7.3.2 An inductee who cannot complete the Blue Card induction programme within one day's ordinary hours shall be deemed unsuitable for employment, and;

7.7.3.3 Sub-clause 7.7.3.2 shall not apply to existing employees.

#### 7.8 Additional training:

7.8.1 Employees shall be required to attend 8 hours of additional training each year, in their own time, which shall not count as time worked. The syllabus for such training sessions shall be at the discretion of the Company.

7.8.2 Such training must be organised by the Company such that:

7.8.2.1 Training sessions are allocated in any combination of two-hour blocks; four-hour blocks or eight-hour blocks;

7.8.2.2 No employee is required to attend a training session on a weekend without prior agreement;

7.8.2.3 The training is scheduled so as to cause minimal disruption to an employee's rostered overtime.

## **8. Site Issues, Consultation & Measures to Increase Productivity and Efficiency:**

8.1 The parties to this agreement have identified measures to increase productivity and efficiency at a site and/or operational level. These measures are contained within Appendix B of this agreement. Where there is a conflict between the conditions of Appendix B and another provision of this Agreement (or any other industrial instrument), the provision of Appendix B shall apply to that site and/or operation.

8.2 Consultative Committee:

8.2.1 A Consultative Committee, comprising an agreed number of employees and management representatives, shall be formed for each principal work-site of the Company to:

8.2.1.1 Identify measures necessary to be included in respective EBAs to give effect to the changes proposed by this Agreement, and to review the prior operation of the said EBAs with a view to assessing the outcomes of the measures introduced previously and identifying measures to overcome any problems identified with previously introduced measures to enhance productivity;

8.2.1.2 Assist in the correct application of this Agreement, particularly in light of the provisions of the relevant Awards;

8.2.1.3 Review and recommend further measures to be considered for implementation consistent with the commitment of the parties to bring about structural efficiency, or with a view to modernising the Agreement;

8.2.2 The consultative committee shall meet on an agreed basis, and shall conduct affairs pursuant to a charter devised and implemented for that purpose. Such Charter shall be agreed between the Company and the Union, providing for, as a minimum:

8.2.2.1 The training of committee members;

8.2.2.2 The frequency of meetings to suit the requirements of respective workplaces;

8.2.2.3 Payment for committee members, if appropriate.

8.2.3 In the event that a difficulty or disagreement arises over any matter being considered by the Committee(s), it may be referred and dealt with as a dispute pursuant to the procedures set down herein. For purposes of advancing the interests of the parties, any issue of relevance to the operations of the Company, or of the employees, may be considered by the Committee(s), with no reasonable limit placed on the agenda for such consideration.

8.2.4 Employees attending consultative committee meetings shall be paid for such time as if it were time worked.

8.3 New Tenders:

8.3.1 It is the intention of the parties to this agreement that they will work together, in a meaningful manner, to identify and implement productivity enhancements where the Company tenders for new work.

- 8.3.2 To achieve this, the Company may in its absolute discretion, as and when new contract tenders arise, nominate a Chair (the Chair) to establish a committee, which may include employee representatives, with a view to establishing competitive tenders for new work (the Tender Committee).
- 8.3.3 The Tender Committee shall be responsible for identifying and implementing productivity improvements for new tenders, subject to an agenda being set at the discretion of the Chair of the Tender Committee.
- 8.3.4 Where necessary, employees participating in the Tender Committee may be required to spend time away from their normal place of work (including, subject to the employee in questions consent, permanent or temporary transfers). Where the employee is required to spend time away from their ordinary place of work in performing their duties under the Tender Committee, the Company will ordinarily provide reasonable accommodation and meals. Where time is spent travelling, the provisions of the relevant award shall apply.
- 8.3.5 Other than with respect to time spent travelling, employees participating in the Tender Committee shall be paid for such time as if it were time worked.

## **9. Rates of Remuneration**

- 9.1 Commencing on the first pay period beginning on or after the approval of this Agreement, the Company will vary rates of pay for all employees by 4%. To avoid doubt, Appendix A of this Agreement contains the rates of pay for all employees following this variation.
- 9.2 The wage increase referred to in clause 9.1 shall be backdated to 1 July 2003 in the first full pay period after the parties enter into this Agreement.
- 9.3 The Company will make a further variation of 3.5% to all rates of pay from the commencement of the first pay period on or after 1 July 2004.
- 9.4 The Company will make a further variation of 3.5% or CPI, whichever is the greater, to all rates of pay from the commencement of the first pay period on or after 1 July 2005.
- 9.5 The rates of pay contained within Appendix A are inclusive of the industry disability allowance. Other than the industry disability allowance, any applicable and allowable allowances shall be paid in addition to the rates of pay contained in Appendix A.
- 9.6 To avoid doubt, the measure of CPI shall be the weighted average of eight capital cities (excluding housing prices) for the most recent twelve-month period available at the time the increases referred to in clause 9.4 falls due.

## **10. Income Entitlement Protection**

- 10.1 The Company agrees to make available to employees the provision of a master plan providing for income and benefit protection or, alternatively, the Company may agree with an employee for the employee's participation to membership of some other plan affording income and benefit protection in the event of an employee potentially losing income as a result of injury or illness which is otherwise not provided for under Worker's Compensation.
- 10.2 The said policy may also provide for top-up payments for injuries or illnesses for which Worker's Compensation is payable to employees.
- 10.3 Contributions to any plan so determined shall be voluntary for the employee and be made by way of deduction from the employee's total wage.
- 10.4 The Company agrees to participate in negotiations between the industry and the Union aimed at establishing an industry scheme designed to protect employees' agreed entitlements in the event of the Company going into liquidation.

## **11. Settlement of Disputes**

In the event of a question, dispute or difficulty arising at a workplace:

- (i) The matter shall first be raised with the workplace supervisor and agreement sought.
- (ii) If the dispute is not resolved at this level, the matter may be discussed between the site delegate and the workplace manager.
- (iii) Should the dispute remain unresolved, the matter may be referred to an official of the Union, who shall discuss it with senior management. The employer may, if so desired, be represented by a representative of an employer association of which the employer is a member.
- (iv) In the event of no agreement being reached at this stage, the dispute will be referred to the Industrial Relations Commission of New South Wales.
- (v) Reasonable time limits will be allowed for discussion at each level of authority
- (vi) While the procedure is being followed, normal work will continue as directed.
- (vii) In the event that normal rostered work is not performed due to industrial action by employees covered by this Agreement, the Company may, at its absolute discretion, require any employee to complete such work at a later time or times, on any day Monday to Friday, but within five working days of the stoppage, as normal time work and in addition to any other normal time worked on that day, and for the same remuneration as they would otherwise have received had work been performed as rostered, irrespective of whether or not the employee in question would otherwise be entitled to any additional loadings, penalties or allowances.
- (viii) In the event of make-up time being worked pursuant to clause 11(vii), the Company will, on a case by case basis, seek to reach agreement with the site delegate or a nominee nominated by the employees concerned, to determine the most suitable schedule to perform the work. However, in the event that agreement cannot be reached before the end of the next working day, the Company shall have the absolute right to schedule for such additional work to be performed at a time (or times) determined at its discretion, PROVIDED THAT, such work is scheduled to be adjacent to a rostered shift (or rostered shifts), or, subject to the completion of work scheduled for that day having been completed, during a rostered shift. Notwithstanding, no employee shall be required to work excessive hours in addition to their rostered hours without their consent, subject, however, to the work being performed collectively within the time frame proscribed by clause 11(vii).

## **12. Shift Work:**

### **12.1 Application:**

This clause applies only to employees whose relevant award is the Transport Industry - Waste Collection & Recycling (State) Award.

### **12.2 For the purposes of this clause,**

"night shift" shall refer to the rostered ordinary hours of an employee where such hours commence at or after midnight and at or prior to 4.00 a.m. inclusive on any day Monday to Sunday; and,

"afternoon shift" shall refer to the rostered ordinary hours of an employee where such hours commence at or after 4.00 p.m. or prior to midnight inclusive on any day Monday to Sunday.

### **12.3 Employees not engaged in the collection or transportation of garbage, sanitary and sullage, recycling materials and litter-bins who perform shift work shall be paid the following loadings in addition to their ordinary rate of pay:**



From the first full pay period commencing on or after 1 July 2003:

- (a) Monday - Friday Night shift: 20%
- (b) Monday - Friday Afternoon shift: 20%
- (c) All work performed on Saturday: 50%
- (d) All work performed on Sunday: 100%

From the first full pay period commencing on or after 1 July 2005:

- (a) Monday - Friday Night shift: 30%
- (b) Monday - Friday Afternoon shift: 20%
- (c) All work performed on Saturday: 50%
- (d) All work performed on Sunday: 100%

- 12.4 Nothing in sub-clause 12.3 is to be taken to affect any rights to a shift loading that existed before this sub-clause came into force.
- 12.5 Notwithstanding anything contained in this clause, a night shift shall be paid at the rate applicable to the day on which the majority of the ordinary hours are worked.
- 12.6 Notwithstanding anything contained in this clause, employees may only work ordinary hours on a Saturday or Sunday in accordance with the relevant award.

### **13. Blood Donor's Leave:**

- 13.1 Subject to the remainder of this clause, in the case of an emergency, or where it is impracticable to donate blood outside of working hours, a weekly employee who is absent during ordinary rostered working hours for the purpose of donating blood shall not suffer any deduction of pay, up to a maximum of two hours on each occasion, and subject to a maximum of four separate absences for the purpose of donating blood each calendar year.
- 13.2 Provided that an employee taking leave referred to in paragraph 13.1, above, shall arrange for his or her absence to be no more than two hours from the end of his or her ordinary rostered working hours for that day.
- 13.3 Provided further that, where an employee seeks to donate blood in accordance with this clause on the basis that it is impracticable to donate outside rostered working hours, the employee shall provide the manager with at least forty eight hours notice of his or her intention to donate blood, and the reasons why it is impracticable outside of working hours. Permission to take such leave will be conditional on it being granted so as to not disrupt the daily work schedule.
- 13.4 Notwithstanding anything else contained in this clause, employees who are engaged at a site which arranges for blood donation to occur at the employer's place of work, whether inside working hours or not, at least once every six months, shall not be entitled to take blood donors leave, except in the case of emergency.
- 13.5 Notwithstanding anything contained in this clause, where medical restrictions are placed on an employee following the donation of blood which impact on an employee's capacity to perform their next rostered shift (or any subsequent rostered shifts), the employee shall not be entitled to take blood donor's leave.

#### **14. Volunteer Emergency Services and Bush Fire Leave:**

- 14.1 Subject to the remainder of this clause, an employee who is also a member of a recognised and accredited volunteer emergency service or bush fire brigade shall, where a natural disaster is declared, be entitled to take a leave of absence if they are required to attend an emergency during a period they would ordinarily be required to work.
- 14.2 Subject to an agreement between the individual employee concerned and management, such leave shall be deemed to be personal/carer's leave.
- 14.3 An employee shall only be entitled to an amount equivalent to one half of their sick leave accrual in any three-month period.
- 14.4 In order to become eligible to take such a leave of absence, the employee must notify the employer of the details of the service in which they are enlisted, their post and the contact details of their commanding officer. An employee who is a commanding officer of a distinct operational unit shall provide the Company with the contract details of their immediate superior.
- 14.5 Prior to taking such a leave of absence, the employee must state the nature of their leave of absence, including the location and purpose, as well as the expected duration and current contact details for their superior officer for the purpose of verification of such details.
- 14.6 An employee without sick leave entitlements shall not be eligible to take such a leave of absence, however, where an employee has accrued leave, the employee shall be entitled to use rostered days off, annual leave or long service leave, where applicable, at short notice, provided that the conditions of this clause are met.
- 14.7 The determination of the validity, or otherwise, of an employee's request to take such leave shall rest with the Company, who shall not unreasonably deny such a request.

#### **15. Operation of This Agreement**

This Agreement shall commence on the day of its signing by the parties and the rates of pay provision shall apply from the first pay period to commence on or after such signing. The Agreement shall remain in force until 30 July 2006.

#### **16. No Further Claims**

It is agreed that during this Agreement there will be no further claims from either party, either with respect to the Award, the provisions of this Agreement or any other matters.

#### **17. Review**

Commencing at a date no earlier than 3 months prior to the date of nominal expiry of this Agreement, the parties shall meet and commence negotiations for a review to the terms hereof.

#### **18. No Duress**

This Agreement has been entered into for the process of consultation between the Company, the Union and the employees and has been entered into without duress being applied by any one party against any one or more of the others.

#### **19. Existing Materials Recovery Facility (Mrf) Employees:**

- 19.1 Employees engaged in the Company's MRF operation at Thornton at the time of this agreement being entered into shall be given the opportunity to convert their employment to a full-time basis within the meaning of the relevant award.

19.2 The Company shall provide employees with the terms and conditions of the new employment arrangement prior to the employee being given the opportunity to convert their employment, however, the opportunity to convert to full-time work shall be granted once to each employee.

**20. Execution**

Signed for and on behalf of Thiess Services Pty Ltd by its authorised representative:

|                       |                              |
|-----------------------|------------------------------|
| .....<br>(signature)  | .....<br>(witness signature) |
| .....<br>(print name) | .....<br>(print name)        |
| .....<br>(date)       |                              |

Signed for and on behalf of the Transport Workers' Union New South Wales by its secretary:

|                       |                              |
|-----------------------|------------------------------|
| .....<br>(signature)  | .....<br>(witness signature) |
| .....<br>(print name) | .....<br>(print name)        |
| .....<br>(date)       |                              |

**Schedule Of Employees Covered By Agreement At The Time Of Agreement:**

- |                   |                 |
|-------------------|-----------------|
| Ian Denniss       | Gary Grant      |
| Reginald Moore    | Warren Smith    |
| Christopher Brien | Ian Thompson    |
| Marty Campbell    | Noel Webber     |
| <br>              |                 |
| Robert Johnson    | Alan Paterson   |
| Andrew Kelvin     | Kevin Pywell    |
| Gordon Pywell     | Anthony Battaro |
| Francis Jenner    | Anthony Jackson |
| Joseph Bendeich   | Lyle Jones      |
| Mathew Bird       |                 |
| Sharon Robertson  |                 |
| Todd Robertson    |                 |
| David Sherring    |                 |
| Janene Wilkins    |                 |
| Brock Zano        |                 |
| Bernard Becker    |                 |
| Wayne Funnel      |                 |
| Kevin Blanch      |                 |

## APPENDIX A

### Rates Of Pay (Includes First Rate Increase Of 4%) Effective 1 July 2003

T/W Transport Industry - Trade Waste (State) Award

WC&R Transport Industry - Waste Collection & Recycling (State) Award

| Code | Depot     | Description   | Award | Ref     | Rate      |
|------|-----------|---|-------|---------|-----------|
| 1060 | Thornton  | Operator - MRF - Perm                                   | WC&R  | B1      | \$17.2597 |
| 1064 | Thornton  | Recycling Hand - Adult - Perm                           | WC&R  | A3      | \$16.9820 |
| 2081 | Thornton  | Driver- Frontlift - Cas                                 | T/W   | Grade 4 | \$24.6008 |
| 2080 | Thornton  | Driver - Frontlift - Perm                               | T/W   | Grade 4 | \$19.7465 |
| 2040 | Thornton  | Driver - Hiab - Perm                                    | T/W   | Grade 2 | \$18.9164 |
| 2060 | Thornton  | Driver - Roro/Hooklift - perm                           | T/W   | Grade 3 | \$19.4319 |
| 1650 | Thornton  | Driver - Tanker - >11365L - perm                        | WC&R  | B3      | \$18.3207 |
| 1680 | Thornton  | Driver - Tanker - >11365L +Dog Trailer - Perm           | WC&R  | B3      | \$19.2745 |
| 1660 | Thornton  | Driver - Tanker Articulated =2 axle semi trailer - perm | WC&R  | B3      | \$19.3147 |
| 2100 | Thornton  | Driver - Tanker up tp 3 axles - Perm                    | T/W   | Grade 5 | \$20.1782 |
| 1450 | Singleton | Driver - one man - Perm                                 | WC&R  | B6      | \$20.3087 |

## APPENDIX B

### Location Specific Conditions

This appendix sets out site and operation specific terms and conditions of employment for all employees. These items include site-specific offsets agreed to by the parties to the Thiess Services Enterprise Agreement 2000 and, unless explicitly noticed, no additional payments shall be incurred as a result of these offsets.

Where the terms of this appendix conflict, the terms of this appendix shall prevail, unless explicitly stated.

#### Item 1: Thornton Depot Wage Increase Agreed Off Sets For Trade Waste Employees.

- 1 Increase spread of hours to be the same as the Transport Industry - Waste Collection & Recycling Award, Hours of Employment Clause 8 Item (i)
- 2 Notice of change of daily starting time be reduced to 8 hours in lieu of current 10 hours in the event of varied workload, vehicle and equipment breakdown or special service requirements etc.
- 3 Notice of change of regular starting time with 24 hours notice in lieu of current 7 days notice.
- 4 Hearing test, medical examination, inoculations, plant permitting and licensing and dangerous goods licensing to be done in own time.
- 5 Subject to clauses 7.7.3.1 and 7.8, in-house training and inductions paid at ordinary time rates of pay.

**Item 2: Thornton Depot Wage Increase Agreed Off Sets For Waste Collection & Recycling Award - Drivers:**

- 1 Notice of change of daily starting time be reduced to 8 hours in lieu of the current 12 hours in the event of varied workload, vehicle and equipment breakdown or special service requirements etc. (Check RTA requirements).
- 2 Notice of change of regular starting time with 24 hours notice in lieu of current 7 days notice.
- 3 Travelling time outside normal 8 hours work paid at time and one half.
- 4 Call out paid for a minimum of 4 hours at time and one half.
- 5 New employees to be engaged on the basis of a 7.6 ordinary hour day.
- 6 Hearing test, medical examination, inoculations, plant permitting and licensing and dangerous goods licensing to be done in own time.
- 7 Subject to clauses 7.7.3.1 and 7.8, in-house training and inductions paid at ordinary time rates of pay.

**Item 3: Thornton Depot Wage Increase Proposed Off Sets For Mrf Employees:**

- 1 Notice of change of daily starting time be reduced to 8 hours in lieu of the current 12 hours in the event of varied workload, vehicle and equipment breakdown or special service requirements etc.
- 2 Notice of change of regular starting time with 24 hours notice in lieu of current 7 days notice.
- 3 Call out paid for a minimum of 4 hours at time and one half.
- 4 Hearing test, medical examination, inoculations, permitting and licensing and dangerous goods licensing to be done in own time
- 5 Subject to clauses Subject to clauses 7.7.3.1 and 7.8, in-house training and inductions paid at ordinary time rates of pay.

**Item 4: Singleton Depot Wage Increase Agreed Off Sets For Waste Collection & Recycling Award -Drivers:**

- 1 Notice of change of daily starting time be reduced to 8 hours in lieu of the current 12 hours in the event of varied workload, vehicle and equipment breakdown or special service requirements etc. (Check RTA requirements)
- 2 Notice of change of regular starting time with 24 hours notice in lieu of current 7 days notice.
- 3 Travelling time outside normal 8 hours work paid at time and one half.
- 4 Call out paid for a minimum of 4 hours at time and one half.
- 5 Hearing test, medical examination, inoculations, permitting and licensing and dangerous goods licensing to be done in own time.
- 6 Subject to clauses Subject to clauses 7.7.3.1 and 7.8, in-house training and inductions paid at ordinary time rates of pay.
- 7 Daily vehicle and body greasing, minor repairs, vehicle inspections, etc to be carried out by vehicle operator.
- 8 Vehicles to be washed by operators as part of the normal shift at least weekly.