

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/92

TITLE: **Gazelle Foods Pty Ltd Enterprise Agreement 2004**

I.R.C. NO: IRC4/6365

DATE APPROVED/COMMENCEMENT: 15 November 2004 / 15 November 2004

TERM: 18

**NEW AGREEMENT OR
VARIATION:** Replaces EA02/336.

GAZETTAL REFERENCE: 29 April 2005

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by Gazelle Foods Pty Ltd who fall within the coverage of Grocery Products Manufacturers (State) Award.

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

GAZELLE FOODS PTY LTD ENTERPRISE AGREEMENT 2004

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1. Title

This agreement will be known as the Gazelle Foods Pty Ltd Enterprise Agreement 2004.

2. Parties

This agreement shall be binding on:

- A. Gazelle Foods Pty Ltd ("the Company"),
- B. The National Union of Workers NSW Branch and
- C. Employees engaged in classifications contained within this agreement, who are covered by the terms of the Grocery Products Manufacturers (State) Award or any successor thereto and who are engaged by the Company in NSW.

3. Terms of the Agreement

- A. This agreement shall apply from the 15 November 2004 and shall remain in force until 31 March 2006.
- B. The parties to the agreement shall begin negotiations for a new agreement at least three months prior to the expiration of this agreement.
- C. Following its expiry, the agreement shall continue to operate until varied by the parties or replaced by another agreement.

4. Parent Award

- A. This agreement shall be read and interpreted wholly in conjunction with the Grocery Products Manufacturers Awards as varied from time to time.
- B. In the event of any inconsistency between this agreement and the award the terms of this agreement shall prevail.
- C. This agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other enterprise.

5. No Extra Claims

The Union and the Company undertake that, for the term of this agreement, no extra claims will be pursued in respect of employees of the Company to whom this agreement applies.

6. Union Recognition and Membership

- A. For the duration of this Agreement, the Company recognizes the National Union of Workers as the union representing all Employees in related classifications who are covered by this Agreement.
- B. The Company undertakes, upon authorisation, to deduct Union membership dues as levied by the National Union of Workers (NSW Branch) at the beginning of each month together with all necessary information to enable the reconciliation and crediting of subscriptions to members accounts.
- C. Organised union meetings must not be held in the Smith Street car park. This is to comply with council environmental regulations.
- D. Duly elected delegates of the Union are entitled to four days' paid leave per annum to attend training or meetings conducted at the NUW's offices or an authorised NUW venue. Delegates' requests to take that leave must be notified to the Company with no less than four weeks' notice and the Company may decline to grant that leave that leave would cause interruption to its operations. No more than two persons shall be recognised as duly elected delegates for the purposes of this entitlement. The election of delegates must be in accordance with the Union's registered rules. Other than the payment of a base rate of pay, plus shift allowance for the days' leave where the employee would otherwise have received such an allowance, any costs associated with the leave shall be borne by the Union or the employee involved.

7. Intent of Agreement

- A. The intent of this agreement is to continue the development of the culture within the company so management, employees and the union acquire a common understanding and purpose in terms of what is required to achieve ongoing recognition as the most customer oriented and efficient food and contract manufacturing company in Australia.
- B. This agreement will ensure all employees have the opportunity to utilise his/her skills to the fullest. In essence, if employees are trained and competent to perform certain tasks, the Company expects the work to be done by those employees.
- C. This agreement is vital to the future of the organisation and employment security of its employees. It brings the Company and the union representing its employees closer together in achieving a common purpose.

In shaping the future we will continue to:

- a. Build more harmonious relationships and goodwill by developing a mutual understanding through consultations and cooperation;
- b. Further the growth and profitability of the Company for the benefit of all stakeholders re: customers, employees, shareholders, suppliers etc.;

- c. Facilitate the introduction of new technology and associated change to enhance the Company's competitive position;
- d. Establish skill related career paths which provide an incentive for employees to participate in skill development;
- e. Advance the working conditions and living standards of employees and
- f. Provide the basis for continued secure employment into the future.

8. Objectives

- A. The objective of this agreement is to establish the manufacturing operation of the Company as a viable production operation in a competitive market and for the operation to be responsive to customer needs with timely, quality product, efficiently produced and delivered.
- B. The parties agree that the objectives are based on participation, teamwork, trust and devolved responsibilities. To achieve real improvement they must ensure that the objectives will be met by:
 - a. Working flexibly to minimise the effect of fluctuating levels of demand on costs and job security;
 - b. Training to broaden existing skills and develop new ones to provide better, more satisfying jobs, access to career advancement and the ability to work across different jobs, subject only to restrictions imposed by the level of training and statutory requirements;
 - c. Empowering employees to allow them to assume greater responsibility for their work and its quality;
 - d. Establishing and maintaining consultative and participative processes that encourage all employees and management to deal with barriers affecting productivity and
 - e. Developing a sense of teamwork across the company that leads to improvement in productivity issues such as cost, quality, work organisation, product delivery and training.

9. Probationary Period

All employees commencing employment with the Company shall be employed subject to a probationary period of three (3) months. During the probationary period either party may terminate the employee's employment by giving a one day's notice. During the period of probation the Company will assess employees with the intention of employing them on a permanent basis after the successful completion of the probation period.

10. Function Classification and Wage Rates

Employees shall carry out such duties as are within their limits of their respective skills, competence and training, as directed by the company.

10.1 The Company will in addition to the Base Rate, pay a 3.5% increase effective from 1st April 2004.

10.2 On 1 April 2005, the Company will further increase the Base Rate by 3.5% increase.

Employees shall be paid a base rate of pay for all ordinary hours worked. Employee base rates of pay, the hourly rate and the respective classifications are set out in Annexure 1.

11. Shift Allowance, Meal Breaks, Overtime

- A. Shift Allowance

Shift workers working on any day of the shifts as defined in this clause shall in addition to their ordinary rates of pay for the classifications prescribed in Annexure 1 of this agreement, for each shift be paid an allowance as set out below:

Afternoon Shift: 20%

For the purpose of this clause Afternoon Shift shall mean a shift finishing after 9.00pm and at or before 3.00am.

B. Meal Breaks

- a. Employees, except employees on the Automatic Packing Machines, shall be allowed thirty minutes on each working day for the purpose of taking a meal. Such meal breaks may be staggered within each particular work area in order that full production may be maintained wherever possible.
- b. Employees on automatic Packing Machines shall be allowed intervals of thirty minutes each shift for crib at a time ensuring that full production is consistently maintained. Such interval is to be counted as time worked and paid for such.
- c. An employee who is called upon to work for more than one hour after or before their normal ceasing time shall be allowed not less than thirty minutes for a meal break (or twenty minutes for a crib in the case of an employee on an automatic packing machine).

An employee who is required to work overtime before or after their ordinary hours for more than one hour without being notified on the previous day that they will be required to work shall be paid a meal allowance of \$7.80. In the event that the allowance specified in clause 11(iv) of the Grocery Products Manufacturers' (State) Award is greater than \$7.80, the meal allowance payable under this agreement shall be that higher amount.

C. Overtime

- a. All time worked outside the ordinary rostered working hours shall be overtime and shall be paid for at the rate of time and one-half for the first two hours and double time thereafter.
- b. Where overtime commences on one calendar day and extends into the following calendar day, the whole period of overtime shall be deemed to have been worked on the former day for the purpose of calculating overtime.
- c. An employee who is called back to work after leaving the premises (whether notified before or after leaving the premises), shall be paid a minimum of four hours at the appropriate overtime rate for each period recalled.

D. Rest Period After Overtime

- a. When overtime is necessary, it shall wherever reasonable and practicable, be arranged that employees have at least ten consecutive hours off duty (ordinary shift length) between the work of successive days. An employee who works so much overtime (between the termination of their ordinary work on one day and the commencement of their ordinary work on the next day), that they have not had at least ten consecutive hours (or ordinary shift length) off duty, shall, subject to this sub-clause, be released after the completion of such overtime until they have had ten consecutive hours (or ordinary shift length) off duty, without loss of pay for ordinary working time occurring during such absence.
- b. Except as provided under sub-clause Overtime b. above, each day shall stand alone in the computation of overtime and shall be paid for at the rate of time and one half for the first two hours and double time thereafter.

12. Payment of Wages and Conversion to EFT

Employees covered by this Agreement shall be paid by the week, on no later than Thursday, subject to events beyond the control of the Company. Payment shall be made into a nominated bank account by electronic funds transfer. The Company shall be responsible for the bank charges incurred in delivering the wages to the nominated bank account.

13. Improving Productivity and Customer Service

The parties agree that existing productivity and customer service must be improved. Key Performance Indicators (KPI's) will be established to monitor progress toward the achievement of the critical business goals of the Company. KPI performance data will be reviewed regularly by an EBA Consultative Committee comprising the management and employees, to assess the achievement of performance targets. Outcomes from this review and subsequent changes will form part of the ongoing process of continuous improvement. A summary of KPI performance data will be provided to all employees. On-going changes to KPI's will be based on business needs.

Over the next few months the committee must undertake to do the following:

A. Project

To establish enterprise KPI targets to allow clear and concise measurement of the business performance.

B. Action

- a. To consult concerning the development of appropriate targets for the KPI's.
- b. Establish targets.
- c. Determine appropriate methods of measurement.
- d. To achieve targets established.

C. General

As an overall guide, in order to be accepted as appropriate, KPI targets must meet the following criteria:

- a. They must be RELEVANT to the Company.
- b. They must be MEASURABLE, i.e. able to be measured.
- c. They must be ACHIEVABLE.
- d. They must IMPROVE the efficiency/productivity of the Company.
- e. They must REDUCE the operating cost of the Company.
- f. They must CONTRIBUTE to increased profits of the business.

D. Individual Targets

In addition to the targets established, targets shall also be set and achieved for individuals covering a range of issues including those issues detailed in the Agreement.

E. KPI's and Continuous Improvement KPI's and/or targets may be varied from time to time as required and such variations shall be consistent with objective of continuously improving the performance of the Company.

F. Other Reviews

Notwithstanding the contents of this clause, reviews of work in process in the Company shall be undertaken by the Committee during the life of this Agreement. The aim of such reviews shall be to eliminate wastage and inefficiency from the business and improve profitability, productivity and customer service levels.

14. Hours of Work

- A. Day Workers: Non Automatic Packing Line
 - a. The ordinary working hours shall be 38 per week, to be worked Monday to Friday inclusive, between the hours of 6am and 6pm.
 - b. Following discussions and agreement between the parties to this Agreement, a majority of the employees concerned and the Company may mutually agree upon starting and ceasing between the prescribed hours. Currently the agreed hours are from 6.30am to 4.30pm ordinary working hours of up to 9.5 hours per day may be worked.
- B. Day Workers: Automatic Packing Line
 - a. The ordinary working hours shall be 40 per week with 2 hours paid as overtime, to be worked Monday to Friday inclusive, between the hours of 6am to 6pm.
 - b. Notwithstanding the spread of hours prescribed above, the Company and a majority of employees affected may implement mutually agreeable shiftwork provisions in any work unit to meet the circumstances of that work unit.
 - c. Notwithstanding anything elsewhere contained in this clause, the start time of shift workers maybe varied by the Company with seven days notice, or otherwise with the agreement of the majority of the employees in the work unit for the purpose of meeting the Company's needs.

15. Sick Leave

- A. Employees will be entitled to 38 hours for the first year with 76 hours for each subsequent year of service. Each sick day absent entitles the employee to payment for the number of hours on which they were rostered.
- B. In the case of an employee claiming sick leave entitlement for any absence of two continuous days in each calendar year, a Doctor's Certificate detailing the reason for the absence.
- C. Where an employee uses sick leave for more than 2 single days in each year of service and a Doctor's Certificate is not provided, the employee's personnel file is to be marked "unverified leave" and the employee will not be paid for that day. No deduction from sick leave entitlement would be made in these cases.
- D. Where an employee begins to develop a pattern of "unverified" absence, the warning procedure shall be applied, along with appropriate counselling. The employee shall be given the opportunity of having a nominated representative present during such counselling and warning procedures.
- E. An employee must contact the supervisor directly if they are going to be absent from the workplace. Employees are required to notify the company on each day that they are unavailable for work.
- F. Sick Leave entitlements above a "bank" of 152 hours per employee (20 days) will be paid out at the request of the employee. Notice of one week must be given. A minimum of 153 hours (20 days) must be maintained.
- G. Accrued sick leave will be paid out on termination due to redundancy. Accrued sick leave will not be paid out on termination due to any other reason. The parties agree that the entitlement for payment on termination due to redundancy shall apply only for the nominal term of this agreement and that the entitlement to paid sick leave on termination due to redundancy shall immediately cease after the

expiration of the nominal term of this agreement. Further, the parties agree that this entitlement shall not be included into future agreements that may replace this agreement and shall not be the subject of any further claims by the union or the employees covered by this agreement.

16. Continuance of Service and Issue Resolution

- A. Disputes and grievances need to be handled in an open and constructive manner, which avoids adverse impact on customers and the business.
- B. Within this framework, every attempt shall be made to resolve the matter "in the line", recognising the availability of other support within and outside the Company, but not resorting to it as a matter of first course.
- C. Procedure

The following procedure shall be adopted for the resolution of any grievance on site, so that the matter is resolved at the closest point to the workplace.

- a Any grievance must initially be dealt with as close to the source as possible, with graduated steps for further discussion and resolution at higher levels of authority, if unresolved initially.
- b The dispute, arising out of employment, shall be referred by the delegate and/or the Consultative Committee to the appropriate supervisors and managers. Their aims should be to try to resolve the matter equitably and promptly within their own capacity.
- c If the dispute is not resolved at this level, the matter shall be discussed between the union delegate and/or the Consultative Committee and representative of senior management appointed for this purpose.
- d Failing settlement at this level, the delegate may refer the dispute within 24 hours to the union organiser, who will take the matter up with the management. All efforts shall be made by the organiser and the Company to settle the matter.
- e Failing settlement, the State Secretary of the Union and the relevant representatives of the Company may also be involved in the discussion at this stage.
- f During the discussions, the status quo shall remain, and work shall proceed as normal. Status quo means the situation existing immediately prior to the dispute.
- g At any time, either party shall have the right to notify the dispute to the Industrial Registrar.

17. Redundancy and Relocation

- A. Definitions
 - a. Comparable Position means any position within the skills and capacity of the employee within the Company.
 - b. Redundancy means a situation where the work performed by an employee in his or her position (or a major portion of that work) is no longer required to be performed by the Company.
 - c. Retrench means where the Company terminates the employment of an employee on the ground of redundancy.
 - d. Voluntary Redundancy means a situation where the Company makes an offer to retrench one or more employees such that each employee to whom the offer is made can choose to accept or decline the offer and the employee accepts the offer.

- e. For the purposes of clause 17, Company means Gazelle Foods Pty Ltd and/or any related body corporate of Gazelle Foods Pty Ltd.

B. Notice

In the event of a Redundancy of an employee’s position and the Company decides to retrench the employee, the Company will give the following notice, or payment in lieu of notice, to employees:

Period of Continuous Service	Period of Notice
Less than 1 year	1 week
1 year and less than 3 years	2 weeks
3 years and less than 5 years	3 weeks
5 years and over	4 weeks

C. Redundancy Payments

- a. Subject to subclause 4, in the event of a Redundancy of an employee’s position and the Company decides to retrench the employee, in addition to the notice given in clause 2, the Company will make the redundancy payment to the employee.
- b. An employee’s redundancy payment will be calculated on the basis of 4 weeks’ pay for each year of continuous service and will be calculated on a pro-rata basis for any incomplete year of continuous service.
- c. An employee’s redundancy payment will be capped at 40 weeks’ pay.

D. Redeployment, Relocation and Transmission of Business

The Company will not be required to give notice or make a redundancy payment to an employee whose position is redundant in any of the following circumstances:

- a. Where the Company or another employer has made an offer of a Comparable Position to the employee;
- b. Where the Redundancy arises because the Company requires the employee to perform work at a different location to his or her current place of work; or
- c. Where another entity becomes a transmittee, assignee or successor to the business or part of the business of the Company and the employee is offered and accepts employment with that other entity.

Provided that any position which is covered by 17D(c) must be paid not less than the base rate of pay under the Agreement and the employees service with Gazelle must be counted for determining future entitlements and the Company or the new employer must recognise all accrued entitlements.

E. Compensation for Hardship arising from Relocation

- a. Where an employee is required to relocate his or her place of employment as a result of the relocation of the Company’s operations or part thereof, they shall be given four (4) weeks notice of the requirement to transfer. During this period of notice, discussions on the relocation will be convened and finalised between the Company and the employee. These discussions will provide an opportunity to determine a ‘one off’ payment to compensate the employee, where the relocated employee/s is/are disadvantaged through extra distance of at least 10 kilometres travelled, in accordance with the following table:

Extra kilometres travelled per day:

10 - 20 kms	\$300
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21 - 30 kms	\$550
31 - 40 kms	\$800
40 plus kms	\$1,200

Where the extra kilometres travelled per day exceed 100 kms, the employee will be entitled to elect:

- (i) whether they wish to accept a one-off payment of \$1,500; or
- (ii) be made redundant and be paid the benefits upon redundancy in accordance with sub-clause 17C of the Agreement, provided that for the life of this agreement only the cap on severance payments that shall apply in this circumstances shall be 51 week's pay rather than 40 week's pay.

Where an employee will be unable to relocate due to his or her responsibility as a carer (see s49F of Anti-Discrimination Act) or be required to commute for an additional 1.5 hours per day, that employee will be entitled to elect to be made redundant and be paid the benefits upon redundancy in accordance with sub-clause 17C, provided that for the life of this agreement only the cap on severance payments that shall apply in this circumstances shall be 51 week's pay rather than 40 week's pay.

Where an employee will be unable to relocate due to his or her responsibility as a carer (see s49F of Anti-Discrimination Act), or be required to commute for an additional 1.5 hours per day, that employee will be entitled to elect to be made redundant and be paid the benefits upon redundancy in accordance with clause 17 of the agreement.

Employees shall be required to provide any documentation reasonably requested by the Company to establish the extra distances to be travelled, the extra commuting time involved, or their current carer's responsibilities in order to be entitled to any benefit of this clause.

The one-off payment will be paid 6 months after the date of transfer, provided the employee remains employed with the Company.

- F. In the event that an employee's place of work is relocated from Hillsdale, and the Company decides to undertake further restructuring within 6 months after the relocation of an employee's employment, the higher cap of 51 weeks shall apply to the calculation of the severance pay for such an employee.

18. Agency Workers

Where the Company engages a labour hire agency to supply temporary workers to perform work which is also performed by an employee subject to this Agreement, the Company will require the labour hire agency to pay the temporary agency worker receives at least the same rates of pay he or she would be entitled to receive if he or she were employed by the Company and covered by this Agreement, including loadings and allowances.

19. Casual Workers

Where the Company has engaged a casual employee on a regular and systematic basis for a period of 6 months and the employee requests that he or she be engaged as a full-time permanent employee, the Company commits to give proper and appropriate consideration to the employee's request having regard to the Company's operational requirements.

20. Public Holidays

- A. The days recognised as public holidays for the purpose of this Agreement are set out in Annexure 2.
- B. In relation to the Picnic day of the Union, the day shall be taken in January or February each year to coincide with the Chinese New Year.

- C. An employee required to work on any of the holidays specified in Annexure 2 shall be paid at the rate of double time and half.
- D. Payment for any holiday need not be made in cases where an employee is absent on the last working day prior to the holiday or on the first working day following the holiday. Unless such absence is due to justifiable illness, the action of the company or is taken with the permission of the Company.
- E. Each holiday shall commence at 6.00am on the day of the holiday and ends at 6.00am on the next succeeding day.
- F. If the public holiday falls on a rostered day off, the next working day is to be the substituted public holiday.

21. Workers Compensation Bridging Insurance-WCBI

The Company will administer the deduction and payment of employee contributions to the maintenance of WCBI. This insurance will cover the shortfall between payments made to employees when workers compensation is paid at the award rate of pay.

22. Superannuation

Employer contributions to superannuation shall be paid into the AAB Holdings Pty Ltd Superannuation Master Trust Fund or its successor in accordance with the superannuation guarantee laws or as per the Award.

SIGNATORIES TO THIS AGREEMENT

The Gazelle foods Pty Ltd Enterprise Agreement 2004 outlined above has been agreed by the signatories listed below.

The COMMON SEAL of

was affixed in accordance with its
Articles of Association in the
presence of Chief Executive

Peter Havrlant

Teresa Pelle
HR Manager

Date: _____

SIGNED SEALED AND DELIVERED BY

National Union of Workers - NSW Branch

Derrick Belan

In the presence of

Name of Witness

Signature Of Witness

Date: _____

ANNEXURE 1

Classifications and Wage Rates

Classification	Current Base Rate	New Rate from first full pay period on or after 1.04.04	New Rate from first full pay period on or after 1.04.05
Grade 1 Process Worker	\$15.75	\$16.30	\$16.87
Grade 2 Process Worker	\$16.58	\$17.16	\$17.76
Grade 3 Process Worker	\$17.41	\$18.02	\$18.65
Leading Hand 1	\$18.28	\$18.92	\$19.58
Leading Hand 2	\$19.07	\$19.74	\$20.43

Grade 1 Process Worker (G1PW)

For the purpose of this Agreement, the Company's Grade 1 Process Worker shall mean an employee who performs work to the level of their training and:

1. Is responsible for the quality of their own work (subject to instructions and directions).
2. Works in a team environment and/or under routine supervision.
3. Undertakes duties in a safe and responsible manner.
4. Exercises discretion within their level of skills and training.
5. Possess good interpersonal and communication skills.

Typical Functions

1. General cleaning and labouring
2. Product packing
3. Preparing ingredients
4. To be able to operate basic machinery such as labelling machine, tape sealer
5. Store Assistant
6. Sampler / tester
7. Use of hand trolleys/pallet truck
8. Basic inventory control

Grade 2 Process Worker (G2PW)

For the purpose of this Agreement, the Company's Grade 2 Process Worker shall mean an employee who in addition to performing the duties of a Grade 1 Process Worker:

1. Has performed at least 12 months service as a Grade 1 process worker and has satisfactorily acquired the skills relevant to the Company at this level.
2. Is capable of assisting in the induction of new employees.
3. Is capable of training existing employees.
4. Is responsible for the application of Occupational Health and safety policies and procedures.
5. Is able to work from complex instructions and procedures.
6. Is able to coordinate work in a team environment under general supervision.
7. Responsible for assuring the quality of his own work.
8. Possesses sound interpersonal, communication and written skills.

Notwithstanding point 1 above a G1 level employee can progress to a G2 level at the discretion of management, on the successful achievement of points 1 to 8 prior to the completion of 12 months.

Typical Functions

1. As per G1 PW
2. Forklift operator
3. Mixer/Process Equipment Attendant

Grade 3 Process Worker (G3PW)

For the purpose of this Agreement, the Company's Grade 3 Process Worker shall mean an employee who has taken sufficient training, and is experienced to perform work within the scope of this level in addition to the work of the lower grades.

An employee appointed in this capacity performs work to the level of his training and:

1. Understands and is responsible for his own quality control.
2. Sound working knowledge of all duties performed at levels below this grade, exercises discretion within scope of this grade, has a good knowledge of the employer's operation and products.
3. May perform work requiring minimal supervision, either individually or in a team environment.
4. Has the ability to contribute to the improvement of existing functions.
5. Can assist in the provision of on the job training and standards
6. Able to provide routine maintenance and cleaning of manufacturing and packaging equipment.

Typical Functions

1. As per G2PW.
2. Operator of automated Packaging Equipment.

Leading Hand 1

For the purpose of this Agreement, the Company's Leading Hand 1 shall mean an employee who has undertaken the work of all lower levels.

An employee appointed in this capacity performs work to the level of his training and is capable of deriving and reporting on KPI's within the area of operation.

Typical Functions

1. As per G3PW with line authority and responsibility.

Leading Hand 2

For the purpose of this Agreement, the Company's Leading Hand 2 shall mean an employee who has undertaken the work of all lower levels.

An employee appointed in this capacity performs work to the level of his training and is capable of deriving and reporting on KPI's within the area of operation and is responsible for stock movements.

Typical Functions

As per G3PW with line authority and responsibility.

ANNEXURE 2

Recognised Public Holidays

1. New Year's Day
2. Australia Day
3. Good Friday
4. Easter Saturday
5. Easter Monday
6. Anzac Day - 25th April
7. Queen's Birthday
8. Eight Hour Day
9. Christmas Day - 25th December
10. Boxing Day
11. Picnic Day of the Union
12. Other days proclaimed and observed as a holiday for the State.