

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA97/132

TITLE: Prospect Water Filtration Plant Enterprise Agreement

I.R.C. NO: 97/2830

DATE APPROVED/COMMENCEMENT: 13 June 1997

TERM: 24 Months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 10

COVERAGE/DESCRIPTION OF

EMPLOYEES: To apply to Plant Technicians employed by the company at the Prospect Water Filtration Plant, Prospect NSW

PARTIES: Australian Water Services Pty Limited -&- Australian Services Union of N.S.W.



Registered
Enterprise Agreement
Industrial Registrar

PROSPECT WATER FILTRATION PLANT

ENTERPRISE AGREEMENT

APRIL 1997

AUSTRALIAN WATER SERVICES

AUSTRALIAN SERVICES UNION

AUSTRALIAN WATER SERVICES

1. TITLE

This Agreement will be known as the Prospect Water Filtration Plant Agreement 1995.



2. ARRANGEMENT

Clause	Subject Matter
1	Title
2	Arrangement
3	Application
4	Date of Operation
5	Aims & Objectives of the Agreement
6	Contract of Employment`
7	Occupational Health, Safety & Welfare
8	Quality
9	Classification Structure
10	Hours of Work
11	Annualised Salary
12	Payment and Benefits
13	Sick Leave
14	Annual Leave
15	Public Holidays
16	Employee Relations Procedure

3. APPLICATION

This Agreement will be binding upon Australian Water Services Pty Limited (the Company) and the Australian Services Union of New South Wales (the Union).

This Agreement shall apply to Plant Technicians employed by the Company at the Prospect Water Filtration Plant, Prospect, NSW.

4. DATE OF OPERATION

This Agreement will operate on and from 13 June 1997 and will remain in force for a period of 2 years from this date.



5. AIMS AND OBJECTIVES OF THIS AGREEMENT

The Water Filtration Plant supplies drinking water to 85% of Sydney's population.

The company and the Union recognise the importance of the Plant to supply the required quantity of drinking water within the specified quality parameters.

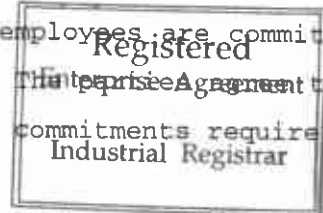
To this end, the parties have committed to the following objectives.:

- to ensure the terms and conditions of employment meet the specific needs of the operation whilst providing employees with an equitable remuneration package and providing access to career and personal development;
- to ensure the plant is operated in a safe, efficient and effective manner which will promote economy of operation;
- to maximise the flexibility of employees and enable them to work to the level of their skills and ability;
- to foster working relationships based on mutual trust and co-operation;
- to develop a teamwork approach by Plant Technicians and Management to the performing of tasks and duties; and
- to remove any impediments to the use of specialist staff, external consultants and contractors required to work alongside Plant

AUSTRALIAN WATER SERVICES

Technicians, to perform a wide range of research, development and maintenance services without jeopardising job security.

The Company and the Union acknowledge that an essential factor in achieving these objectives is the development and maintenance of harmonious and productive working relationships between all employees, management and the Company so as to ensure that employees are committed to their jobs and the success of the enterprise. The Enterprise Agreement that the achievement of such working relationships and commitments require:



- that employees be involved in the making of decisions which affect them;
- that employees have the opportunity to achieve their full potential within the context of the enterprise;
- that employees benefit from the success of their efforts;
- the willingness of employees to accept total flexibility of jobs and duties across the company, subject only to individual skills or abilities to perform particular tasks; and
- the willingness of employees to avoid any action which might disrupt the continuity of supply or reduce the effectiveness of the Company's business.

6. CONTRACT OF EMPLOYMENT

One month's notice in writing by either the employee or the Company is required to terminate employment after confirmation of employment.

The terms and conditions of employment will be in accordance with this agreement and the AWS Personnel Policy Manual as varied from time to time and subject to consultation.

7. OCCUPATIONAL HEALTH, SAFETY AND WELFARE

The company will provide a safe workplace and will comply with the Occupational Health and Safety Act 1983 and associated regulations.



Employees will at all times conduct themselves in a safe and responsible manner and comply with all safety apparel requirements.

The company will encourage employees to take a constructive role in promoting improvements in occupational health, safety and welfare and to assist the company in maintaining a health and safe working environment.

8. QUALITY

The parties acknowledge the need to achieve high quality standards. Both management and employees will accept personal responsibility for quality and will continue to work together to seek improvements in quality management and supporting the accreditation of the Plant to ISO 9002 .

9. CLASSIFICATION STRUCTURE

A Plant Technician will perform those duties necessary to ensure the safe, efficient and effective operation and maintenance of the facility and will work flexibly across the maintenance, process and other operational functions to the level of the Plant Technician's skills and ability.

LEVEL 1

- ◆ Either mechanical, electrical, instrument skills.
- ◆ Plant Induction.
- ◆ First Aid Certificate.
- ◆ Trained on ISO9001 Plant requirements.
- ◆ Forklift permit.

LEVEL 2

- ◆ Completed Level 1.
- ◆ Fully competent on chemicals area.
- ◆ Completed Fluoridation course.



LEVEL 3

- ◆ Completed Level 2.
- ◆ Fully competent on plant calibration/maintenance needs.

LEVEL 4

- ◆ Completed Level 3.
- ◆ Fully competent on process control.

A new employee will undergo induction and training according to the Training Procedure as specified in the Quality Procedures Manual. At the end of six months an assessment will occur. The employee will then be confirmed in employment and reclassified to a Plant Technician, or have his/her services terminated.

An employee appointed as a Plant Technician shall assist in the training and/or supervision of other employees.

SKILLS DEVELOPMENT PLAN

The Company will, during the course of this Agreement and in conjunction with the Plant Technicians, develop an Employee Development Plan which will satisfy both individual and Company needs. The Plan will be incorporated into the Performance and Development Reviews for the Plant Technicians.

10. HOURS OF WORK

Day Work

The ordinary hours of work shall be an average of 40 hours per week inclusive of crib breaks, Monday to Friday, worked between the hours of 7.00am and 7.00pm. Nominal hours being 7.30am to 4.00pm.

Shift Work

Shift duration will be 12 hours inclusive of crib breaks

The shift and day roster detailed below may be varied by mutual agreement between the majority of the employees and the company.



	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S						
A	D	D	-	-	N	N	N	-	-	D	D	-	-	N	N	-	-	D	D	D	-	-	N	N	-	-	
B	-	-	D	D	-	-	N	N	-	-	D	D	D	-	-	N	N	-	-	D	D	-	-	N	N	N	
C	N	N	-	-	D	D	D	-	-	N	N	-	-	D	D	-	-	N	N	N	-	-	D	D	-	-	
D	-	-	N	N	-	-	D	D	-	-	N	N	N	-	-	D	D	-	-	N	N	-	-	D	D	D	
E	D	D	D	D	D	D	-	-	D	D	D	D	D	D	-	-	D	D	D	D	D	-	-	D	D	D	D
F	D	D	D	D	D	D	-	-	D	D	D	D	D	D	-	-	D	D	D	D	D	-	-	D	D	D	D
G	D	D	D	D	D	D	-	-	D	D	D	D	D	D	-	-	D	D	D	D	D	-	-	D	D	D	D
H	D	D	D	D	D	D	-	-	D	D	D	D	D	D	-	-	D	D	D	D	D	-	-	D	D	D	D

11. ANNUALISED SALARY

11.1 The company aims to establish salaries to recognise the level of skill, knowledge and responsibility.

In this regard, the salary range has been developed to provide a stable income and involves the aggregation of as appropriate ;

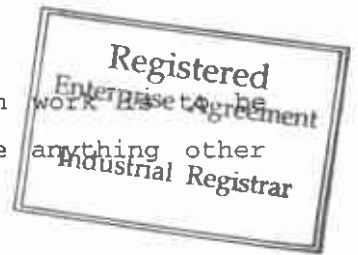
- base rate of pay;
- overtime;

AUSTRALIAN WATER SERVICES

- shift penalties;
- weekend penalties;
- public holiday penalties; and
- on call allowances.

In addition, compensation has also been included for those add hoc allowances normally associated with working overtime.

11.2 The salaries comprehend all the conditions under which performed. (Nothing in this Clause is meant to indicate than minimum rate of pay.)



11.3 Salaries will be paid monthly by Electronic Funds Transfer into a nominated bank account.

11.4 Performance and Development reviews will occur annually. The performance reviews will take into consideration individual performance, as measured against yearly objectives and individual development needs as determined by the Company's Personnel Policy Manual.

12. PAYMENTS AND BENEFITS	DAY	SHIFT
LEVEL 1	\$39,000 PA	NA
LEVEL 2	\$41,300 PA	NA
LEVEL 3	\$43,600 PA	NA
LEVEL 4	\$46,000 PA	\$54,300 PA

Employees are entitled for immediate entry into the Company's superannuation fund.

13 SICK LEAVE

Employees are entitled to paid sick leave consistent with company policy in respect to genuine personal illness.

14 ANNUAL LEAVE

Employees on day work are entitled to four weeks annual leave for each completed year of service.



Employees on continuous shift work are entitled to five weeks annual leave for each completed year of service.

The timing and duration of annual leave shall be organised to suit the company and individual requirements and where possible should be taken within the year of it being accrued.

Annual Leave Loading will be provided on taking of the annual leave at the rate of 17.5%.

15 PUBLIC HOLIDAYS

This agreement recognises the following public holidays, New Years Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queens Birthday, Christmas Day, Boxing Day, Labour Day or the holidays if any substituted for such day by proclamation.

16 EMPLOYEE RELATIONS PROCEDURE

The parties to this agreement are committed to promoting good employee relations based upon goodwill, consultation, discussion and open communication.

To this end all personnel involved shall use their best endeavours to resolve problems promptly whilst work continues normally in accordance with the following arrangements:

AUSTRALIAN WATER SERVICES

- (i) Where an individual or group problem arises it is expected the work group should attempt to mutually resolve this;
- (ii) Should the matter not be mutually resolved at this level, it may be raised with the Plant Manager;
- (iii) If the matter still remains unresolved it may be referred to a full time union official together with the appropriate company official;
- (iv) Should the efforts of the parties to achieve a resolution throughout the consultations processes not be successful, the assistance of the Industrial Relations Commission may be sought. This should be with the objective of seeking a mutually acceptable solution through conciliation.
- (v) Whilst this procedure is being followed, work shall continue without interruption and no form of ban or limitation of work shall be applied.



Signed: [Signature] Title: Plant Manager Date: _____
 on behalf of Australian Water Services Pty Ltd.

Signed: [Signature] Title: Asst Secretary Date: 15.5.97
 On behalf of Australian Services Union of New South Wales.