

REGISTER OF
ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: 97/33

LR.C. NO: 97/171

DATE APPROVED/COMMENCEMENT: 18 February 1997

TERM: 1 year

NEW AGREEMENT OR
VARIATION: New

GAZETTAL REFERENCE: VOL 297 I.G. 21.3.97.

DATE TERMINATED:

NUMBER OF PAGES: 36

TITLE: Cleanaway Municipal Services; Materials Recovery Facility Agreement 1996

COVERAGE/DESCRIPTION OF

EMPLOYEES: Employees engaged under the terms of the Transport Industry - Waste Collection and Recycling (State) Award

PARTIES: Brambles Australia Limited & Transport Workers Union of Australia, New South Wales Branch

1. TITLE

This agreement shall be known as the Cleanaway Municipal Services, Materials Recovery Facility Agreement 1996.

Registered
Enterprise Agreement
Industrial Registrar

2. AGREEMENT

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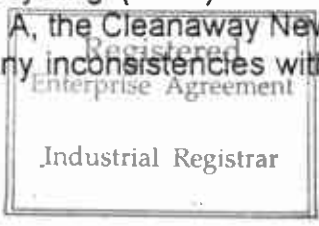
3. PARTIES BOUND

The parties to this Agreement are Cleanaway, an enterprise of Brambles Australia Limited, (the Company) and the Transport Workers Union, New South Wales Branch, (the Union) in respect of employees of the Company's Blacktown Materials Recovery Facility in the state of New South Wales engaged under the terms of the Transport Industry - Waste Collection and Recycling (State) Award.



4. GENERAL TERMS OF EMPLOYMENT

The general terms and conditions of employment of persons bound by this Agreement shall be the Transport Industry - Waste Collection and Recycling (State) Award. Provided that the terms of this Agreement (including Appendix A, the Cleanaway New South Wales Agreement, 1995) shall apply to the extent of any inconsistencies with that Award.



5. DURATION OF AGREEMENT

This Agreement shall apply from its date of certification by the Industrial Relations Commission of New South Wales and remain in force for a period of 12 months.

There shall be no further claims for wages or allowances during the life of the Agreement except where consistent with the terms of this Agreement. Increases arising during the life of the Agreement from State Wage Case decisions shall be absorbed against the wages payable under this Agreement.



6. BASIS OF AGREEMENT

This Agreement represents the final stage of the Cleanaway New South Wales Agreement 1995 set out in Appendix A.

In particular,

- (a) It includes additional matters agreed, set out in Clause 8
- (b) provides for the following wage movements:
 - (i) 6% of the relevant Award rate of pay from the first pay period on or after the finalisation of this Agreement.
 - (ii) 3% of the relevant Award rate of pay from the first pay period on or after 1st April 1997.
 - (iii) the relevant Award rate of pay is the relevant classification rate from the then Transport Industry - Sanitary and Garbage Award as at 1st March 1995. Therefore from the first pay period after 1st April 1997, employees shall be paid the relevant rate set out in the wage schedule marked as Annexure 1 of Appendix A.
 - (iv) Provided that during the life of this Agreement should wage rates in the Transport Industry - Waste Collection and Recycling (State) Award exceed the wage rates set out above, then the higher rates shall apply.
- (c) It is also agreed that during the life of this Agreement
 - (i) The Union shall ensure that the Materials Recovery Facility is not affected by stoppages relating to enterprise bargaining, the Fair Wages Campaign or any other wage campaign.
 - (ii) That employees of the Materials Recovery Facility shall not participate in industrial action, stop work meetings or bans of any form in relation to enterprise bargaining, the Fair Wages Campaign or any other wage campaign.



7. CONSULTATIVE PROCESS

- (a) A Consultative Committee has been established of an equal number of management and elected workforce representatives. Unless otherwise agreed this shall be 2 management and 2 workforce representatives.
- (b) The committee shall meet not less than once per month to
 - (i) oversee the successful implementation of the terms of this Agreement.
 - (ii) consider other measures which may improve business performance.
 - (iii) consider the terms of any further Agreement which may be implemented at the expiry of this Agreement.
- (c) Any dispute arising from matters under consideration by the consultative committee shall be dealt with in accordance with the Settlement of Disputes Procedure.



8. MATTERS NEGOTIATED

In addition to the Matters Negotiated under the Cleanaway New South Wales Agreement 1995 (Appendix A) the following matters are also agreed:

(a) Span of Hours

- (i) Employees shall work 7.6 ordinary hours per day Monday to Friday. Overtime shall be paid for hours on any day in excess of 7.6.
- (ii) The ordinary hours may be set at any point within the 24 hour span of each day, Monday to Friday. Provided that from the commencement of the Agreement (2) shifts shall operate on the following hours

Day Shift	6am to 2pm
Afternoon Shift	2pm to 10pm

(b) Meal Monies

Meal Monies to be paid after 1 hours overtime regardless of employee's commencement date.

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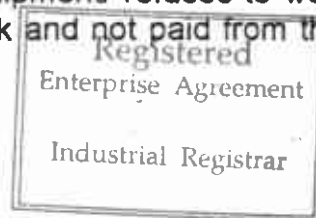
(c) Safety Apparel

- (i) Glass Line and Primary Sort employees will receive one (1) pair of gloves per day. Other employees will be issued with three (3) pairs of gloves per week. If gloves are lost, then they will be replaced at the employees expense, at current market rate.* Worn gloves will be replaced upon receipt of the old pair.
- (ii) Each employee will be issued with one (1) pair of safety glasses. If the glasses are misplaced or lost then replacement is at the employee's expense, at current market price.* Damaged glasses will be replaced by the company on the receipt of the old pair.
- (iii) All casuals are required to provide and wear their own steel capped safety shoes or boots.
- (iv) All employees are to wear all safety gear provided at all times in the plant.

- (d) The system of "clocking on/clocking off" to be replaced by computerised system at the company's discretion.

- (d) The system of "clocking on/clocking off" to be replaced by computerised system at the company's discretion.

* [To implement replacement of these items at the employee's expense a system of payroll deduction authorities shall be utilised i.e. an employee shall receive the replacement item upon signing the authority. An employee refusing to sign such authority or who otherwise presents without such equipment/ refuses to wear such equipment shall be deemed to be unavailable for work and not paid from that point until such time as the matter is resolved.]



9. SETTLEMENT OF DISPUTES

(a) The following procedure shall apply in the event of an industrial issue arising:-

- (i) The matter first to be discussed between the employee and his immediate supervisor. At the employee's option his delegate may also be present.

A cooling off period of 24 hours shall commence from this point in time.*

- (ii) If not settled or an agreed course of action is not found, the matter shall be submitted by the duly elected delegate to the Operations Manager. At any point in these discussions the delegate or Operations Manager may seek the involvement of the Branch Manager.

A cooling off period of 24 hours shall commence from this point in time.*

- (iii) The aim of this procedure is to resolve all workplace issues as quickly as possible and as close to the source of the issue as possible. If, however, a matter is not resolved or an agreed course of action is not found, then the procedure will move to step (iv).

- (iv) If not settled the delegate shall seek the assistance of the State Secretary of the Union or nominated representative and the Branch Manager may seek to involve the State Manager and/or the Brambles Employment Services Department in this matter.

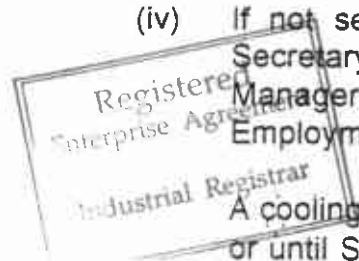
A cooling off period of 24 hours shall commence from this point in time, or until Step 5 can be arranged, which ever is the earliest.*

- (v) Any matter which cannot be resolved shall be referred to by either party to the New South Wales Industrial Relations Commission. A decision of the Commission shall be accepted by the parties as final, subject to any legal appeal procedures.

- (vi) Pending the resolution of any matter in accordance with the above procedure work shall continue without disruption. The circumstances which applied immediately prior to the dispute arising shall apply until final resolution of this matter, with the exception of disciplinary issues.

- (vii) No party shall be prejudiced as to final settlement by the continuation of work in accordance with this sub-clause.

(b) (*) Paragraph (a) Part (i)(ii)(iv), the parties agree to strictly adhere to these procedures, in line with the Cleanaway values of ensuring supporting behaviour which recognises "a sense of ownership of the business by all employees and continuity of excellent customer service".

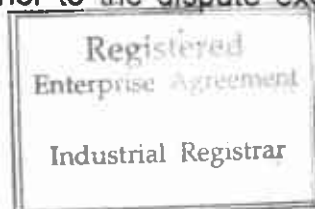


EXEMPTIONS TO THE ABOVE PROCEDURE

- A. Safety Issues - as determined by the OH&S Chairman in consultation with management the AIRC or the State OH&S Bodies.
- B. Essential Services - the parties recognise that the waste industry provides services essential to the health and well-being of the community and that in the event of industrial action arising a level of service, sufficient to prevent health risk, shall be maintained to hospitals, schools, major shopping centres and other agreed similar facilities.
- C. ACTU or State Labour council disputes - 48 hours notice will be given where possible.

STATUS QUO

The status quo is defined by the practices in place prior to the dispute except for disciplinary issues.



10. DURÉSS

This Agreement has been made without duress to any party to it.

Registered
Enterprise Agreement
Industrial Registrar

11. NOT TO BE USED AS A PRECEDENT

The Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other operation of Brambles Australia Limited.

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12. SIGNATURES

Signed on behalf of Cleanaway, a division of Brambles Australia Limited

Steve Hutchins

Signed on behalf of the New South Wales Transport Workers Union

Signed on behalf of the employees of the Materials Recovery Facility (Workforce Representatives)

Peter Jones

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Maxwell Weldon

Signed on behalf of Brambles Australia Limited

[Signature]

1. TITLE

This Agreement shall be known as the Cleanaway, New South Wales Agreement 1995.

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Industrial Registrar

2. ARRANGEMENT

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3. PARTIES BOUND

The parties to this Agreement are Cleanaway, an enterprise of Brambles Australia Limited, (the Company) and the Transport Workers Union, New South Wales Branch, (the Union) in respect of employees of the Company in the state of New South Wales engaged under the terms of the Transport Industry Trade Waste Award and Transport Industry Sanitary and Garbage Award.

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4. GENERAL TERMS OF EMPLOYMENT

The general terms and conditions of employment of persons bound by this Agreement shall be the Transport Industry Trade Waste Award or Transport Industry Sanitary and Garbage Award, as appropriate. Provided that the terms of this Agreement shall apply to the extent of any inconsistency with those Awards.

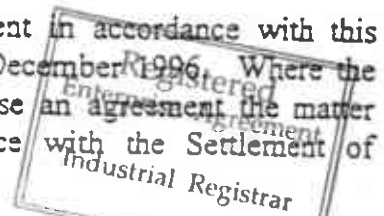
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5. BASIS OF AGREEMENT

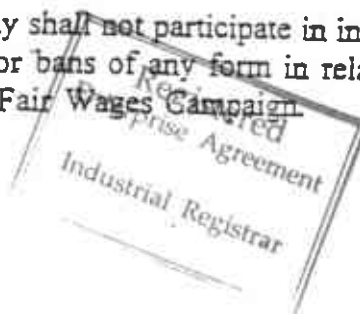
This Agreement is designed to provide wage movements for employees of the Company on the basis of measures agreed to provide on-going improvement to business performance.

The Agreement:-

- (a) provides an initial wage movement to employees engaged under the Transport Industry Trade Waste Award and Transport Industry Sanitary and Garbage Award in New South Wales of 6% of the relevant Award classification rate of pay. Provided that for employees already subject to an enterprise agreements the value of this increase shall be 3%. The wage movement would be payable from the first pay period on or after 1st April, 1995. Agreement by the Secretary/Treasurer of the New South Wales Branch of the Transport Workers Union. This shall exclude Lake Macquarie where the increase shall be 3.7%.
- (b) further increases up to an equivalent of 9% of the relevant Award rate of pay shall be available at each Branch during the life of this Agreement subject to:-
- (i) depot by depot negotiations.
 - (ii) the implementation of a consultative process in accordance with Clause 6 at each Branch to determine appropriate measures to be implemented to warrant such payments at each Branch.
 - (iii) the successful implementation of the Matters Agreed of Clause 7 of this Agreement at each Branch.
 - (iv) the aim shall be that an agreement in accordance with this clause shall be in place by 31st December 1996. Where the parties have been unable to finalise an agreement the matter shall be progressed in accordance with the Settlement of Disputes procedure.
 - (v) Wage movements already paid as part of enterprise bargaining agreements at the following operations shall be absorbed against the 9% available under this sub-clause, i.e.
 - Kogarah Domestic Waste Contract
 - Hurstville Domestic Waste Contract
 - Unanderra
 - Lake Macquarie Tanker Drivers
 - Erskine Park Landfill
 - Ryde Transfer Station
 (the parties recognise the Agreement applying at Ryde shall require separate negotiations.)



- (vi) All existing overaward payments will be discussed and/or taken into account for negotiation on a depot by depot basis.
 - (vii) Where depot level Agreements necessitate an Award variation such Agreements shall be separately certified by the New South Wales Industrial Relations Commission.
- (c) There shall be no further claims for wages or allowances during the life of the Agreement except where consistent with the terms of this Agreement. Increases arising during the life of this Agreement from State Wage Case decisions shall be absorbed against the wages payable under this Agreement.
- (d) For the purposes of this Agreement the Award rate of pay shall be the relevant classification rate from the Transport Industry Trade Waste Award or the Transport Industry Sanitary and Garbage Award as at 1st March 1995. (See Annexure 1 and 2)
- (e) It is a term of this Agreement that :
- (i) The Union shall ensure that Cleanaway is not affected by stoppages relating to enterprise bargaining or the Fair Wages Campaign.
 - (ii) That employees of Cleanaway shall not participate in industrial action, stop work meetings or bans of any form in relation to enterprise bargaining or the Fair Wages Campaign.



6. CONSULTATIVE PROCESS

- (a) At each depot a Consultative Committee shall be established of an equal number of management and elected workforce representatives. Unless otherwise agreed this shall be 2 management and 2 workforce representatives.
- (b) The committee shall meet not less than once per month to
- (i) oversee the successful implementation of the terms of this Agreement.
 - (ii) develop the terms which shall form the second stage of this Agreement as envisaged in sub-clause 5(b).
- (c) In developing the second stage of this Agreement as envisaged in sub-clause 5(b), the committee shall consider a broad agenda of issues which may include, but not be limited to
- performance benchmarking
 - skills development
 - hours of work including increased span of hours
 - all-up hourly rate
 - vehicle utilisation
 - minimum hours of work for casuals
- (d) Any dispute arising from matters under consideration by the consultative committee shall be dealt with in accordance with the Settlement of Disputes Procedure.



7. MATTERS NEGOTIATED

(a) Technology

The parties recognise the need for the implementation of new technology to allow the business to remain competitive and expand. The implementation of new technology shall be approached in a consultative manner with appropriate training supplied by the Company.

It is agreed that on-board computers may be implemented and that drivers shall:-

- (i) Utilise correct and proper operation of on-board computers;
- (ii) Download computers at the end of each shift;
- (iii) Report any malfunctions of computers to management at the end of each shift; and
- (iv) That computers shall be used in good faith by management and drivers.

(b) Casual Employment

Casuals may be engaged for a minimum of 4 hours per engagement. All other provisions relating to casual employment shall be in accordance with the relevant award.

Provided regular casuals engaged at the commencement of this agreement shall continue to be afforded an 8 hour minimum for each engagement.

There will be no disadvantage to regular casuals as to the shift allocations, regular casuals shall have preference over new casuals.

(c) Shift Change

An employee's rostered shift may be changed by giving notice before finishing the day prior to the shift change by the employer. Provided in cases where such notice would result in hardship to the employee (proof of which lies on the employee) the period of notice may be extended through consultation between the company, the employee and the yard delegate. Provided that under no circumstances shall the consultation process require the period of notice to exceed 7 days, unless mutually agreed between the employee and the employer except where an employee's shift may be changed to accommodate annual leave, long service leave and workers compensation etc that will exceed 7 days.

(d) Payment of Wages

All wages shall be paid weekly by electronic funds transfer. Employees may nominate upto two (2) accounts into which wages shall be paid.

The T.W.U. reserved its position on bank charges.

(e) Training

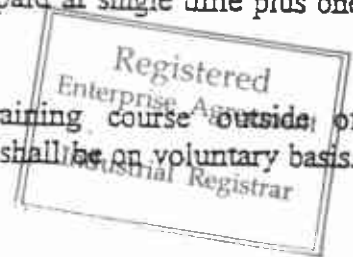
(i) Commitment to Training

All employees are committed to training to a level acceptable by the Company. The intent being that in most cases all employees will be capable of operating all equipment operated by the Company.

(ii) Payment of Training

Where training is required by the company and such training is undertaken outside ordinary hours worked, payment for such training will be as follows:-

- (a) any time during weekday paid at single time;
- (b) any time on weekends paid at single time plus one quarter.
- (c) Attendance of any training course ~~outside~~ of ordinary hours worked, ~~shall be on voluntary basis.~~

(iii) Skills Acquisition

- (a) The parties re-emphasise their commitment to skills related training and the intent of Clause 3C (Sanitary and Garbage Award) and Clause 2C (Trade Waste Award).
- (b) To develop a multi-skilled workforce employees shall, as necessary participate in training programmes and, subject to the possession of relevant skills, perform a wide range of tasks, including tasks incidental and peripheral to the classification structure.

- (c) Provided that training has been undertaken, the driver shall, sub-clause (b), perform minor maintenance on vehicles and equipment of a non-specialised activity including tyres, pump hoses, lights etc as defined depot by depot.

(f) Quality Assurance/Cleanaway Values

- (i) All employees are committed to the implementation of a Quality Assurance Program in accordance with Australian Standard No. AS3900/ISO 9000-1987.

This includes the following of all Standard Operating Procedures and the completion of any necessary paper work.

- (ii) As part of this Quality Program all employees shall wear the uniforms issued by the Company. The nature of uniform issues shall, in future, be the subject of discussions between the Company and employees.

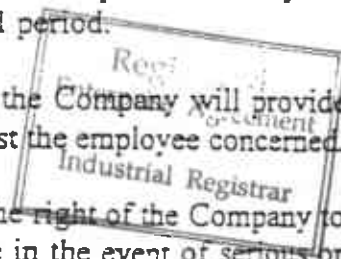
- (iii) All employees are committed to behaviour which supports the Cleanaway values. (See Appendix 3)

- (iv) To correct any behavioural or performance issues which may arise the company shall apply a formal letter of warning system. The system shall consist of 3 written advices, the last of which will constitute a final warning.

At all times, in formal discussions on behavioural or performance issues, including warning letters, the employee concerned will have the right to have the yard delegate present. A copy of all warnings issued shall be forwarded to the Union. Such warning letters shall stay in force for a period of to 2 years but will remain on file after the said period.

If necessary, and where practicable, the Company will provide outside counselling or training to assist the employee concerned.

- (v) Nothing in sub-clause (iv) removes the right of the Company to dismiss any employee without notice in the event of serious or wilful misconduct.



(g) Appointments/Promotions/Transfers

All selections, promotions or depot transfers shall be allocated on the basis of merit of the candidate with regard to qualifications, skill, medical suitability, training undertaken etc. This shall not apply to transfers within the depot.

Where there are two or more employees that satisfy the above requirements then seniority shall apply.

Casual employees will not be promoted before a permanent employee unless the promotion was declined by the permanent employees themselves.

On appointment of a new starter to a permanent position, such appointment shall be subject to a three (3) month probationary period.

(h) Leave Rosters

There shall be a commitment at all operations to maximise the use of permanent labour by, as far as practicable, minimising the number of employees on annual leave or RDO's at any one time.

Each branch shall have a roster for annual leave and the taking of RDO's prepared in consultation between the manager and employees. This could include consolidation of RDO's by agreement. Changes to such rosters shall only apply by mutual agreement.

(i) Hours of Work

- (i) The span of ordinary hours shall be ~~Monday - Friday~~ ^{Monday - Friday} as per relevant awards.
- (ii) Any depot which, during the life of this Agreement, agrees to drop the current RDO system (i.e. 152 hours per 4 week cycle) and agrees to the introduction of 7.6 ordinary hours per day, Monday - Friday, shall receive a payment equivalent to 2% of the Award rate from the date of such cessation as part of the enterprise bargaining process. 2% can be in addition but subject to discussion on a depot by depot basis.

(j) Sick Leave

Award conditions apply.

(k) Key Performance Indicators

The parties are committed to the aims of Enterprise Bargaining and have agreed to develop Performance Indicators on an ongoing basis in the following areas, and other such areas as may be identified from time to time.

- (i) Absenteeism and other lost time;
- (ii) Occupational Health and Safety Performance;
- (iii) Labour ratios eg Permanent / Casual & hours of casual employment
- (iv) Quality Assurance - Customer Service Satisfaction;
- (v) Team work and increased flexibility;
- (vi) Road Performance (running costs, productivity and accident damage)
- (vii) Performance of equipment, within the control of the employee.

Each depot shall prepare key performance indicators for their own operation by 30 June 1995 in preparation for discussions regarding the second level of increase.

(l) Occupational Health and Safety Committee

A Safety Committee shall be established which shall comply with the Occupational Health and Safety Act 1983.

Employee representatives shall be required to attend an approved training course on the proper operation of a Safety Committee.



8. SETTLEMENT OF DISPUTES

(a) The following procedure shall apply in the event of an industrial issue arising:-

(i) The matter first be discussed between the employee and his immediate supervisor. At the employee's option his delegate may also be present.

A cooling off period of 24 hours shall commence from this point in time.*

(ii) If not settled or an agreed course of action is not found, the matter shall be submitted by the duly elected delegate to the Operations Manager. At any point in these discussions the delegate or Operations Manager may seek the involvement of the Branch Manager.

A cooling off period of 24 hours shall commence from this point in time.*

(iii) The aim of this procedure is to resolve all workplace issues as quickly as possible and as close to the source of the issue as possible. If, however, a matter is not resolved or an agreed course of action is not found, then the procedure will move to step (iv).

(iv) If not settled, the Delegate shall seek the assistance of the State Secretary of the Union or nominated representative and the Branch Manager may seek to involve the State Manager and/or the Industrial Relations Department in this matter.

A cooling off period of 24 hours shall commence from this point in time, or until step 5 can be arranged whichever is the earliest.*

(v) Any matter which cannot be resolved shall be referred by either party to the New South Wales Industrial Relations Commission. A decision of the Commission shall be accepted by the parties as final, subject to any legal appeal procedures.

(vi) Pending the resolution of any matter in accordance with the above procedure work shall continue without disruption. The circumstances which applied immediately prior to the dispute arising shall apply until final resolution of this matter, with the exception of disciplinary issues.

(vii) No party shall be prejudiced as to final settlement by the continuation of work in accordance with this sub-clause.

(b) (*) Paragraph (a) Part (i)(ii)(iv), the parties agree to strictly adhere to these procedures, in line with the Cleanaway values of ensuring supporting behaviour which recognises "a sense of ownership of the business by all employees and Registered excellent customer service".

and Registered of
Enterprise Agreement

Industrial Registrar

EXEMPTIONS TO THE ABOVE PROCEDURE

- A. Safety Issues - as determined by the OH&S Chairman in consultation with management the AIRC or the State OH&S Bodies.
- B. Essential Services - the parties recognise that the waste industry provides services essential to the health and well-being of the community and that in the event of industrial action arising a level of service, sufficient to prevent health risk, shall be maintained to hospitals, schools, major shopping centres and other agreed similar facilities.
- C. ACTU or State Labour council disputes - 48 hours notice will be given where possible.

STATUS QUO

The status quo is defined by the practices in place prior to the dispute except for disciplinary issues.



9. DURESS

This Agreement has been made without any duress to any party to it.

Registered
Enterprise Agreement
Industrial Registrar

10. NOT TO BE USED AS A PRECEDENT

The Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other operation of Brambles Australia Limited.



**TRANSPORT INDUSTRY SANITARY
& GARBAGE STATE AWARD []**

	BASIC WAGE	IND.ALLOW	S/L ALLOW	SAFETY NET	CURRENT RATE DEC.1994	PLUS 15%	TOTAL DEC.1996
NON-DRIVER							
1	363.70	19.30	8.10	8.00	399.10	59.87	458.97
2	392.60	19.30	8.10	8.00	428.00	64.20	492.20
3	413.90	19.30	8.10	8.00	449.30	67.40	516.70
4	435.80	19.30	8.10	8.00	471.20	70.68	541.88
DRIVERS/ OPERATORS							
1	421.10	19.30	8.10	8.00	456.50	68.48	524.98
2	432.40	19.30	8.10	8.00	467.80	70.17	537.97
3	448.70	19.30	8.10	8.00	484.10	72.62	556.72
4	458.70	19.30	8.10	8.00	494.10	74.12	568.22
5	479.30	19.30	8.10	8.00	514.70	77.21	591.91
6	493.20	19.30	8.10	8.00	528.60	79.29	607.89
7	493.70	19.30	8.10	8.00	521.00	78.15	599.15

Registered
Tripartite Agreement
Industrial Registrar

TRANSPORT INDUSTRY SANITARY
& GARBAGE STATE AWARD

	BASIC WAGE	INDUST ALLOW	SICK/ILVE ALLOW	SAFETY NET	CURRENT RATE	PLUS 6%	TOTAL
NON-DRIVER							
1	363.70	19.30	8.10	8.00	399.10	23.95	423.05
2	392.60	19.30	8.10	8.00	428.00	25.68	453.68
3	413.90	19.30	8.10	8.00	449.30	26.96	476.26
4	435.80	19.30	8.10	8.00	471.20	28.27	499.47
DRIVERS/ OPERATORS							
1	421.10	19.30	8.10	8.00	456.50	27.39	483.89
2	432.40	19.30	8.10	8.00	467.80	28.07	495.87
3	448.70	19.30	8.10	8.00	484.10	29.05	513.15
4	458.70	19.30	8.10	8.00	494.10	29.65	523.75
5	479.30	19.30	8.10	8.00	514.70	30.88	545.58
6	493.20	19.30	8.10	8.00	528.60	31.72	560.32
7	493.70	19.30	8.10	8.00	529.10	31.75	560.85

Registered
Trade Agreement
Industrial Registrar

TRANSPORT TRADE WASTE STATE AWARD

	BASIC WAGE	SAFETY NET	CURRENT TOTAL DEC. 1994	PLUS 6%	TOTAL
GRADE 1					
A	390.40	8.00	398.40	23.90	422.30
B	459.50	8.00	467.50	28.05	495.55
GRADE 2					
GRADE 3	483.50	8.00	491.50	29.49	520.99
GRADE 3					
GRADE 4	496.90	8.00	504.90	30.29	535.19
GRADE 4					
GRADE 5	505.00	8.00	513.00	30.78	543.78
GRADE 5					
GRADE 6	516.30	8.00	524.30	31.46	555.76
GRADE 6					
GRADE 7	521.10	8.00	529.10	31.75	560.85
GRADE 7					
GRADE 8	546.30	8.00	554.30	33.26	587.56
GRADE 8					
	587.30	8.00	595.30	35.72	631.02

Registered
Enterprise Agreement
Industrial Registrar

TRANSPORT TRADE WASTE STATE AWARD

GRADE	BASIC WAGE	SAFETY NET	CURRENT TOTAL DEC.1994	PLUS 15%	TOTAL DEC.1996
GRADE 1					
A	390.40	8.00	398.40	59.76	458.16
B	459.50	8.00	467.50	70.13	537.63
GRADE 2	483.50	8.00	491.50	73.73	565.23
GRADE 3	496.90	8.00	504.90	75.74	580.64
GRADE 4	505.00	8.00	513.00	76.95	589.95
GRADE 5	516.30	8.00	524.30	78.65	602.95
GRADE 6	521.10	8.00	529.10	79.37	608.47
GRADE 7	546.30	8.00	554.30	83.15	637.45
GRADE 8	587.30	8.00	595.30	89.30	684.60

Registered
 Industrial Registrar
 License Agreement

CLEANAWAY STATEMENT & VALUES

Cleanaway is the leader in the waste management industry & we value & respect:

- **PROFIT**
- **A SENSE OF OWNERSHIP OF THE BUSINESS**
- **EMPLOYEES**
- **CUSTOMER SERVICE**
- **SAFETY**
- **INTEGRITY**
- **COMMUNITY AND THE ENVIRONMENT**

VALUES & SUPPORTING BEHAVIOUR

PROFIT

- We maximise sustainable profit for our shareholders.
- We actively seek and utilise best practice.
- We encourage innovation and flexibility.
- We actively grow and develop our business.
- We recognise that sustainable profitability enhances job security and satisfaction.

A SENSE OF OWNERSHIP OF THE BUSINESS

- Operating our business through profit centres is central to our business philosophy.
- I make decisions as if it is my own business.
- I promote enthusiasm through personal involvement and ownership.
- I always do what I consider to be best for the business.
- I work with others to maximise the value of the business.
- Everyone contributes to the success of the business.

Registered
Enterprise Agreement
Industrial Registrar

EMPLOYEES

- Every employee has a clear understanding of their role and responsibilities.
- Training and Development of all employees is actively encouraged to maximise potential.
- Individual and Team achievement is measured, discussed and high achievement is recognised.
- We are open and honest in our communications.
- Every employee contributes to work place practice improvements and innovations.

CUSTOMER SERVICE

- We service our customers in an innovative courteous and professional manner.
- We ask our customers what they want and respond to their needs.
- We respond to every complaint.
- We continuously measure customer satisfaction.

SAFETY

- Is an individual and collective responsibility.
- Our working environment must meet workplace Health & Safety requirements.
- Everyone knows and abides by safety procedures and standards.
- Everyone contributes to a safe working environment.
- Safety is not to be compromised.
- We measure and improve our safety performance.

INTEGRITY

- I take pride in my honesty, fairness and respect for others.
- I am personally responsible for delivering what I promise.
- I honour the trust others place in me.

COMMUNITY AND THE ENVIRONMENT

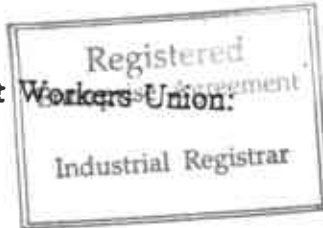
- We involve the community when our plans could impact on people and/or their environment.
- We respond to community expectations and our operations conform as a minimum to legislative standards.
- We monitor Best Available Technology and Practice to continuously improve our operations.


By Living Out Our Values We Increase Our Profit

Signed on behalf of Cleanaway, a Division of Brambles Australia Limited:

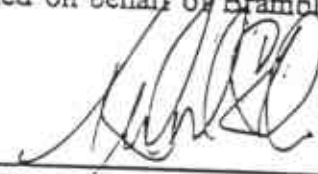

Chris Barry

Signed on behalf of the New South Wales Transport




Steve Hutchins

Signed on behalf of Brambles Australia Limited:


K. Wilson