

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA99/169

**TITLE:** Integral Energy (Holding Company) Enterprise Agreement 1999

**I.R.C. NO:** 99/2888

**DATE APPROVED/COMMENCEMENT:** 2 July 1999

**TERM:** 24 months

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES:** 6

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to the classifications of Administrative Officer and Branch Assistant employed in the Holding Company of Integral Energy Australia

**PARTIES:** Integral Energy -&- Federated Municipal and Shire Council Employees' Union of Australia, New South Wales Division

Registered  
Enterprise Agreement

Industrial Registrar



---

# INTEGRAL ENERGY (HOLDING COMPANY)

## ENTERPRISE AGREEMENT 1999

---

Under  
The  
New South Wales  
Industrial Relations Act 1996

14 April 1999

**1. TITLE OF AGREEMENT:**

This agreement shall be known as *the Integral Energy (Holding Company) Enterprise Agreement 1999*.

**2. PARTIES:**

The parties to this Agreement are:

- \* The Holding Company of Integral Energy Australia
- \* The Federated Municipal and Shire Council Employees Union of Australia, New South Wales Division

**3. COVERAGE:**

The Agreement will cover the classifications of:

- \* Administrative Officer
- \* Branch Assistant

employed in the Holding Company of Integral Energy Australia.

**4. TERM:**

The term of the Agreement shall be for two (2) years commencing from <sup>2nd July 1999</sup> ~~the date~~ of registration.

**5. DURESS:**

The parties confirm that the Agreement was not entered into under duress.

**6. AWARD RELATIONSHIP:**

With exception of the issues covered by this Agreement the conditions of employment of the above classifications are covered under the Integral Energy Conditions of Employment Award 1997.

**7. OBJECTIVES:**

The objectives of the Integral Energy Holding Company include:

- \* to ensure Integral Energy, as a whole, meets its obligations under legislation,
- \* to guide and assist the Business Units of Integral Energy in meeting the corporate objectives of Integral Energy, and
- \* to assist the Business Units in meeting the challenges of the competitive environment.

**8. REVIEW PERIOD:**

The Holding Company Enterprise Agreement will play a significant role in ensuring the success of the Holding Company by facilitating greater flexibility in the way employees and the business operate. Through this increased flexibility the targets and performance measures will be more readily achieved.

**9. CONSULTATIVE PROCESS:**

The consultative process for implementing flexible working practices within the bounds of this agreement are based on a common understanding of employees, the Holding Company and the union of the need for flexibility. The process of reaching agreement will be as follows:

- 9.1 For the purposes of consultation the Holding Company will demonstrate the business need and consult with the employees concerned in regard to the proposed changes. This will include an analysis of issues involved and consideration of business and individual employee needs, with the aim of reaching a mutually acceptable proposal.
- 9.2 The objective of consultation will be to reach agreement between the employer and the employees concerned on the method of implementing and working the proposed workplace changes.
- 9.3 Where such proposed changes may have an adverse effect on an employee the Holding Company will endeavour to address such issues of concern, the objective being to meet the needs of all parties and still achieve the business and customer requirements.

**10. AGREEMENT:**

Agreement between the parties is reached in the following terms:

**10.1 Administrative Officer positions:**

**10.1.1 Rates of Pay and Classifications:**

The parties are committed to the development of a new competency based classification structure.

The rates of pay and the existing classifications will remain until replaced by the new competency based structure.

**10.2 Workplace Flexibility:**

Workplace arrangements may be entered into between managers and employees, with the assistance of the union, to meet the needs of the Holding Company and its employees subject to the provisions of the Industrial Relations Act 1996.

These workplace arrangements will be entered into through the following process:

- \* Consultation between the manager and the employee/s concerned assisted by the union concerning the workplace arrangement.
- \* The workplace arrangement will be implemented only when a majority of the employees concerned have voted in favour of the arrangement.
- \* There will be no reduction in an employee's ordinary rate of pay for their ordinary hours of work.
- \* Employees affected will be given a copy of the workplace arrangement.

**10.3 Pre Tax Benefits:**

Employees of the Holding Company may elect to take the following benefits on a pre (PAYE) tax basis:

- \* Company Product
- \* In-house Child Care (where available)
- \* Novated Lease Vehicle

The above are subject to the provisions Fringe Benefits Assessment Act.

**11. GRIEVANCE MECHANISM:**

The disputes provisions of the Integral Energy award shall apply.

12. CERTIFICATION OF AGREEMENT:

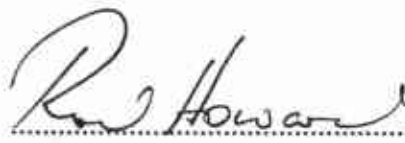
---



SIGNED for and on behalf  
of the Integral Energy

  
.....dated 27.4.99  
*Jeff Allen - Chief Executive Officer*

Signed for and on behalf  
of Holding Company:

  
.....dated 23-4-99  
*Rod Howard - General Manager  
Corporate Development / Company Secretary*

  
.....dated 27.4.99  
*Allan Mason - Chief Financial Officer*



SIGNED for and on behalf  
of the Federated Municipal and  
Shire Council Employees Union  
of Australia (NSW Division):

.....dated.....  
*Paul Marzato - Organiser*

---

---

12. CERTIFICATION OF AGREEMENT:

---



SIGNED for and on behalf  
of the Integral Energy

..... dated.....  
*Jeff Allen - Chief Executive Officer*

Signed for and on behalf  
of Holding Company:

..... dated.....  
*Rod Howard - General Manager  
Corporate Development / Company Secretary*

..... dated.....  
*Allan Mason - Chief Financial Officer*

---



SIGNED for and on behalf  
of the Federated Municipal and  
Shire Council Employees Union  
of Australia (NSW Division):

*[Signature]* ..... dated *7.5.99*

---

---