

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/92

TITLE: Red Australia Wetherill Park Branch Agreement 1998

I.R.C. NO: 99/6016

DATE APPROVED/COMMENCEMENT: 3 December 1998

TERM:

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE:

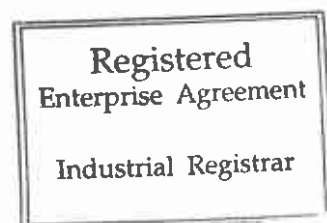
DATE TERMINATED: 20 February 2000

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COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees engaged in any of the occupations, industries or callings specified in the Metal and Engineering Industry (NSW) Interim Award and the Metal and Engineering Industry (State Wage Case 1996) (Wages) Award at the establishment of Red Australia at 17 Davis Road, Wetherill Park, NSW

PARTIES: Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch -&- The Australian Workers' Union, New South Wales, The Australian Industry Group New South Wales Branch





RED AUSTRALIA EQUIPMENY PTY LTD

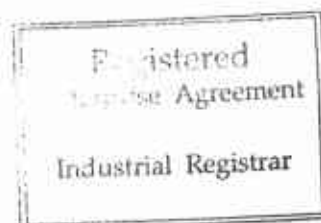
**RED AUSTRALIA
(WETHERILL PARK)**

**ENTERPRISE BARGAINING AGREEMENT
1998**

Registered
Enterprise Agreement
Industrial Registrar

RED AUSTRALIA WETHERILL PARK
REGISTERED AGREEMENT 1998

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**ANNEXURE A EXISTING EBA MEASURES TO ACHIEVE GAINS IN PRODUCTIVITY
EFFICIENCY AND FLEXIBILITY**

1. TITLE

This Agreement shall be referred to as the Red Australia Wetherill Park Branch Agreement 1998.

2. APPLICATION AND INCIDENCE OF AGREEMENT

2.1 This Agreement shall apply at the establishment of Red Australia of 17 Davis Road, Wetherill Park NSW.

2.2 The incidence of this Agreement shall be prescribed by the provisions of the Metal and Engineering Industry (NSW) Interim Award, and the Metal and Engineering Industry (State Wage Case 1996) (Wages) Award insofar as those provisions relate to the parties referred to in Clause 3 - Parties Bound by this Agreement and engaged in the business and electrical, mechanical repair and spare parts persons.

3. PARTIES BOUND

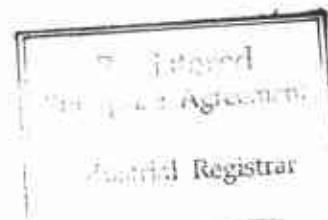
This Agreement shall be binding on:

- (a) Red Australia Equipment Pty Limited trading as Red Australia Equipment Pty Ltd Wetherill Park Branch;
- (b) All service and parts employees engaged in any of the occupations, industries or callings specified in the Metal and Engineering Industry (NSW) Interim Award and the Metal and Engineering Industry (State Wage Case 1996) (Wages) Award;
- (c) AWU-FIME Amalgamated Union, New South Wales; and
- (d) Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union New South Wales Branch.

4. DATE AND PERIOD OF OPERATION

4.1 This Agreement shall operate from the beginning of the first pay period to commence on or after 24 August 1998 and shall remain in force for eighteen (18) months.

4.2 The Agreement shall be subject to continuous monitoring and review periods of no less than (4) weeks to ensure that expected performance improvements actually occurs. In particular, adverse movements in the productive performance measures will be a primary trigger for the review procedure.



- 4.3 Accordingly, in the event that performance fails to match expectations, or subsequently deteriorates, the following steps will be taken:
- (a) The Implementation Committee will investigate and determine the potential cause(s) for shortfall in performance.
 - (b) Where causes are determined, a plan for corrective action will be developed and implemented in order to regain the appropriate performance against the performance measures.
 - (c) Where the Implementation Committee is unable to determine potential cause(s) the union delegate and General Manager Human Resources shall be informed. Every effort shall be made to identify and rectify the potential cause(s).

5. RELATIONSHIP TO PARENT AWARD

This Agreement shall be read and interpreted wholly in conjunction with the Metal and Engineering Industry (NSW) Interim Award, and, the Metal and Engineering Industry (State Wage Case 1996) (Wages) Award as amended from time to time, except where there is any inconsistency with the awards this Agreement shall take precedence to the extend of the inconsistency.

6. WAGE INCREASE

- 6.1 The wage increase prescribed by this Clause shall be applied to the employees' base rate of pay which includes the employee's ordinary award rate, over-award margin and tool allowance, known as the company base rate. The base rate of pay for each employee prior to the Agreement is recorded in a written form in the wages records of the Company which will be maintained in the Company's office.
- 6.2 A wage increase of 3½% to the Company base rate shall be payable to each employee who works in accordance with this Agreement from the date on which it is SIGNED BY THE State Secretary of the AWU-FIME Amalgamated Union NSW and the AFMEPKIU. A further 3½% wage increase shall be paid 12 months from the date of signature providing both the prescribed targets are achieved, i.e.
- ◆ External Labour Revenue \$1,150,000.00 for 12 months commencing 1st August, 1998.
 - ◆ Hire Maintenance as a percentage of Hire Revenue for 12 months commencing 1st August, 1998 to be 27%.
- 6.3 For the purposes of calculation, the Company base rate of pay shall be comprised of award rate, over-award margin, and tool allowance that applied as at 20th of July, 1998.



- 6.4 Trades Assistants and Parts Interpreters are paid the award wage classification C11 and 92.4% of the company margin in accordance with the award, but are not entitled to the tool allowance.
- 6.5 Trades Assistants may be utilised in field service positions involved in forklift servicing. Tradespersons have priority of employment.
- 6.6 Storepersons are paid the award wage classification C12 and 87.4% of the company margin in accordance with the award, but are not entitled to the tool allowance.
- 6.7 The Union shall not make or pursue any extra wage or other claims until the expiration of this Agreement.
- 6.8 Any State Wage Case or other award variations will be absorbed in the increases provided by this Agreement.

7. CODE OF CONDUCT

The company "Code of Conduct" (WP10/95) will be observed by employees for matters of company policy and/or procedure.

8. SINGLE BARGAINING UNIT

- 8.1 For the purpose of negotiating this Agreement a single bargaining unit has been established.
- 8.2 It is defined by the business unit known as the Wetherill Park branch of Red Australia. It is a separate business unit from all other Branches/Sub-Branches of Red Australia Equipment Pty Limited.
- 8.3 An Implementation Committee representing the employee organisations within the business unit and management has been formed for the purpose of preparing and implementing an Enterprise Agreement.
- 8.4 Organisations represented are:
 - Red Australia (2 managers)
 - Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union New South Wales Branch
 - AWU-The Australian Workers Union
- 8.5 A representative of Red Australia will be the chairperson of this Committee. The chairperson shall have no casting vote rights.
- 8.6 This Committee has an ongoing role to foster consultation and co-operation as well as the goals of productivity, efficiency and flexibility.

9. **MEASURES TO ACHIEVE GAINS IN PRODUCTIVITY, EFFICIENCY AND FLEXIBILITY**

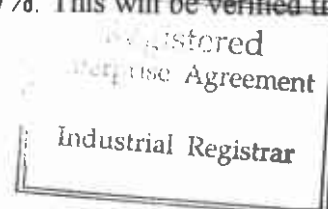
- 9.1 Measures designed to achieve real and demonstrable gains in productivity, efficiency and flexibility are being implemented. Employees will continue to review and propose improvements encompassed in this Clause and Annexure A.
- 9.2 In an on-going demonstration of commitment to this process, all employees based at the Wetherill Park site will continue to be graded under the Service Employees Skills and Proficiency Grading system detailed in their Code of Conduct.
- 9.3 All employees undertake to participate in training as part of the implementation of a Quality Assurance Program. This is with the intent of participating in accreditation during the life of this Agreement.
- 9.4 In the creation of a self-managed work environment, employees will accept responsibility for the quality of their own work for compliance with quality specifications prior to its leaving the employee's work station. All associated paperwork will be completed in a timely and accurate manner.
- 9.5 The consultative committee will continue to review options to increase productivity such as a reward and recognition schemes, mechanics' bonus system, profit sharing, other remuneration proposals such as piece rates or job rates and the like. Upon agreement, such proposals may be introduced during the life of this Agreement.

10. **NO DISADVANTAGE**

This Agreement shall not operate so as to cause an employee to suffer a reduction in ordinary time earnings or in national standards such as standard hours of work, annual leave or long service leave.

11. **PRODUCTIVITY MEASURES INCENTIVE**

- 11.1 A 3.5% increase to the Company rate of pay as at 20th July, 1998 will be effective from twelve months from the date of signature by both State Secretaries of this agreement providing the following performance measures are met.
- 11.2 **External Labour Revenue**
The required External Labour Revenue for the Wetherill Park Branch for twelve months beginning 1st August, 1998 is to be at least or more than \$1,150,000. This will be verified through the company's standard reporting process.
- 11.3 **Hire Maintenance**
The required hire maintenance as a percentage of hire revenue for twelve months beginning 1st August 1998 is to be no more than 27%. This will be verified through the company's standard reporting process.



11.4 Van Restocking

Restocking of service vans with spare parts will be performed by all technicians in their own time.

11.5 Rostered days off

All employees covered by this agreement have the option to cash up any or all of their RDO entitlements at single time rates of pay as they require and agreed to by the Company.

12. CONSULTATIVE COMMITTEE

12.1 A workplace Consultative Committee comprising of site management and site employees shall be established.

12.2 The Committee shall consist of the Site Manager and two employees, to be nominated by the majority of employees on the site, which shall meet regularly at dates to be agreed.

12.3 The Committee shall:

- (a) formulate key performance indicators to serve as a measure for productivity and customer service improvements;
- (b) monitor the successful implementation of this Agreement and the achievement of key performance indicators; and
- (c) consider matters likely to have an impact on the performance and/or structure of the business and agree on changes necessary in response to these matters.

12.4 The Company will provide the Committee with such information as is necessary to ensure its effective operation.

12.5 In the event that the Committee is unable to reach agreement on the implementation of any matter proposed by the Company, the matter shall be resolved in accordance with the dispute settlement procedures in Clause 16.

13. AGREEMENT TO BE DISPLAYED

The Company shall ensure that copies of this Agreement are displayed at all times in a prominent place on site.



14. NEW EMPLOYEES TO BE INFORMED OF TERMS OF AGREEMENT

The Company shall not offer employment to applicants for employment without first advising the applicant of the existence of this Agreement and providing access to a copy for perusal.

15. PROCEDURES RELATING TO GRIEVANCES OF INDIVIDUAL EMPLOYEES

The following procedure will apply when an individual employee has a grievance:

- (a) the employee shall notify his/her immediate supervisor as to the substance of the grievance, request a meeting with the supervisor and indicate the remedy being sought.
- (b) if the grievance remains unresolved following the requested meeting, it shall be the subject of further discussions between the employee and the Company on a graduated basis with a view to resolution at higher levels of authority. The steps outlined in Clause 29 may be followed where appropriate;
- (c) reasonable time limits must be allowed for discussion at each level of authority;
- (d) at the conclusion of the discussion, the Company shall provide a response to the employee's grievance if the matter has not been resolved, including reasons for not implementing any proposed remedy;
- (e) while the procedure is being followed, work shall continue as normal; and
- (f) the employees may be represented by the Union representative on site at the initial discussion.

16. PROCEDURES RELATING TO DISPUTES BETWEEN THE COMPANY AND EMPLOYEES

16.1 Commitment of Procedure

The parties shall take all necessary steps to ensure that delegates, officers, officials, employees/Union members and Company executives and staff follow the procedure set out below. The intention is that any dispute shall be promptly resolved by discussions in good faith without work restrictions, bans or stoppages occurring. The parties shall respectively notify each other as soon as possible of any industrial matter that might give rise to a dispute.



16.2 The Procedure

- (a) In the event of a dispute or difficulty arising at job level, the employee(s) concerned and/or the Union delegate and the relevant supervisor and/or other management will immediately confer and attempt to resolve the matter without delay.
- (b) If no agreement is reached, a Union organiser will discuss the matter in Dispute within 48 hours with the relevant Manager (or nominee).
- (c) Following the above procedures, the National Operations management of Red Australia in the business (or nominee) and the State Secretary of the Union (or nominee) will confer within 24 hours about the dispute. The purpose of these discussions will be to attempt to resolve the matter as early as possible.
- (d) Following the procedures described in paragraph (c) the General Manager of Red Australia in the business (or nominee) and the State Secretary of the union (or nominee) will confer within 24 hours about the dispute. The purpose of these discussions will be to attempt to resolve the matter as early as possible.
- (e) The parties agree to ensure that the status quo is maintained during the Procedure referred to in this Clause without limiting the Company's right to reasonably exercise its managerial prerogative.

16.3 Right to Refer to the Commission

- (a) Following the exhaustion of all the procedures outlined above, Red Australia or the Union may refer the matter either by agreement or individually to the Commission.
- (c) The above steps shall not preclude reference of a dispute to the Commission At any stage of this procedure if Red Australia or the Union believes it necessary.

16.4 Continuity of Work

Pending the completion of the procedure set out in this Clause, work shall continue as required without interruption and the parties agree to use their best endeavours to ensure that continuation.

16.5 Presentation of Rights

The ultimate terms of settlement of the dispute shall not be affected in any way nor shall the rights of any person involved in or affected by the dispute be prejudiced by the fact that work has continued without interruption.



16.6 Procedure and Obligations

The procedure and obligations contained in this Agreement shall be equally binding on Red Australia, the Union and employees. The decision of the Commission shall be accepted and adhered to by Red Australia, the Union and employees subject to appeal and other rights under the Industrial Relations Act.

17. DURESS

This Agreement was not entered into under duress by any party to it.

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ANNEXURE A

EXISTING EBA MEASURES TO ACHIEVE GAINS IN PRODUCTIVITY

EFFICIENCY AND FLEXIBILITY

1. AGREED MEASURES TO IMPROVE PRODUCTIVITY

The parties have given commitment to the following measures to improve productivity, agree to abide by the Company Terms and Conditions of Employment (WP10/95) as amended from time to time and will co-operate and assist in the formulation and implementation of Quality Assurance Standards.

2. QUALITY ASSURANCE:

- 2.1 Undertake training as part of the implementation of a Quality Assurance Programme.
- 2.2 Accept responsibility for the quality of their own work and to inspect their work for compliance with quality specifications prior to its leaving the employee's work station.
- 2.3 Timely and accurate completion of relevant documentation.
- 2.4 Keep quality procedures under continuous review and propose improvements to those procedures as necessary.

3. STRUCTURAL EFFICIENCY

- 3.1 It has been agreed by the parties that in the drive for improved efficiency within the enterprise, analysis work needs to be undertaken in the area of employees skills needed.
- 3.2 As a consequence of this agreement a programme of Skills Needs Analysis has been developed by T.A.F.E., using the criteria as defined in the National Metal and Engineering Training Board Competency Standards, which will;
 - (a) Identify skills needed by the enterprise to carry out the business
 - (b) Audit and analyse the current level of employee skills
 - (c) Categorise employees against the classifications of the new Metal and Engineering Industry (NSW) Award.
 - (d) Identify skills shortages and further training needs of individuals.



- 3.3 The acquisition of the necessary skills in the areas of identified deficiencies would form an important part of an action/plan compiled with the Skills Needs Analysis Programme.

4. SERVICE REPORTING

- 4.1 Our service staff are the “eyes and ears” of the Company and for this reason each week we ask that they complete a weekly service report. The report covers items such as:
- (a) customer complaints;
 - (b) maintenance suggestions;
 - (c) sales and service leads;
 - (d) organisational problems.

5. HOURS OF WORK

- 5.1 The ordinary span or hours are 6.00am to 6.00pm Monday to Friday. The Company may vary the starting time of an employee by mutual agreement. Employees shall work for a normal shift duration from the varied starting time.
- 5.2 Service employees are requested to be on the job at the nominated start time as specified at the customer’s premises. Break times are as for the workshop except the field serviceperson’s break may be taken to fit in with the customer, but must be taken within five hours of starting work. Employees will cease work at the completion of their ordinary hours for the day or overtime as agreed.
- 5.3 Time taken to travel to the customer’s premises, to allow an on-site start at the nominated start time which is in excess of the time normally taken by the serviceperson to travel from his usual place of residence to the Wetherill Park branch, will be paid at travel time rates of single time as provided under the award, exclusive of traffic conditions, vehicle breakdown or pick up/drop off at satellite locations. The same conditions would apply when travelling away from the customer’s premises at the end of the day.
- 5.4 Red Australia may require any employee to work reasonable overtime. Overtime will not, however, under any circumstances be worked unless first authorised by the workshop leading hand or radio controller.



6. STAGGERED START AND STOP TIMES

6.1 The employees will agree to work on shifts within the normal span of hours on a rotating roster basis. The shifts will be determined by the appropriate skills available and will in the first instance be filled by volunteers then as deemed appropriate. These shifts shall be:

- (a) 6.00am start and 2.30pm finish;
- (b) 7.30am start and 4.00pm finish;
- (c) 9.30am start and 6.00pm finish

6.2 Unless by mutual agreement, normally 50% of all available employees will work Shift B on any one day.

7. SERVICE TEAMS

Employees at the Wetherill Park site agree to operate in three Field Service Teams geographically based with central satellite locations for parts and paperwork depositing/pick-up. The aim is to reduce travelling time for the procurement of spare parts and dropping off paperwork. Employees agree to assist in better planning of van stocking, parts ordering and pick up procedure. Better utilisation of cross van space parts availability will also be achieved. The overall effect will be considerable improvement in consumer service without an increase in servicing costs.

8. ANNUAL LEAVE

- 8.1 The Company shall operate an annual leave roster with the amount of available slots predetermined in accordance with the needs of the business.
- 8.2 Employees may advise the Company of their preferred time for taking leave, however, preference will operate as follows:
- 8.3 full time employees shall have preference over part time employees;
- 8.4 employees with children at school will be given preference to leave slots during school holidays;
- 8.5 employees who are undertaking external studies will be given consideration at exam time;
- 8.6 Leave loading of 25% of the ordinary time rate will be paid on all annual leave taken.



9. SICK LEAVE

- 9.1 Each employee is entitled to five days sick leave in their his/her year of employment and eight days thereafter which will continue to accrue. During the first five months of employment, no sick leave will be paid on application by the employee. During the first six months of employment, sick leave accrued and taken during the first five months will be paid subject to 19.2 and 19.3 of this Clause.
- 9.2 All employees taking sick leave must, where possible, notify their immediate Supervisor or the Service Manager at least one hour (and preferably earlier) that they are unable to attend work prior to the normal commencement of duties on the day the sickness occurs.
- 9.3 A maximum of two only single days absences will be paid for each year without a doctor's certificate. An appropriately prepared statutory declaration will be acceptable in lieu of a doctor's certificate for these two single days only.
- 9.4 It is acknowledged that any reduction in absenteeism from the work place is an area where direct productivity gains can be achieved. This is particularly relevant in the area of sick leave where historical records show an average of 6.5 days per person per year have been taken.
- 9.5 The Implementation Committee will develop an effective range of measures designed to focus attention on, and monitor sick leave taken throughout the enterprise with a view to achieving an overall reduction of 50% in the first year. Measures would include but not be limited to the prominent displaying on a Notice Board of targeted sick leave hours and actual sick hours taken.

10. LOST TIME INJURIES, WORKERS COMPENSATION

- 10.1 Work related injuries have historically been a significant contributor to the amount of lost productive time at the enterprise due in the main to unwise lifting practices when handling heavy components of forklift equipment.
- 10.2 The Implementation Committee will develop an effective range of measures designed to foster safe work practices in the handling of heavy items of equipment components. These measures may include, but not be limited to:
- (a) Safety lectures and training in safety matters
 - (b) Safety posters and visual signs

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- (c) Individual counselling in safety matters
- (d) Lost time monitoring by the prominent displaying of lost time injury hours on a Notice Board
- (e) Analysis of work practices.

10.3 The Implementation Committee will also establish lost time objectives for the enterprise that reflect local industry best practice benchmarks and these objectives shall constitute an integral part of the productivity improvement programme.

11. ROSTERED DAYS OFF

- 11.1 It is agreed that in order to plan the conduct of our business so as to best meet the needs of our customer base it is essential that fully rostered annual leave and RDO entitlements are established for both Field Service and Workshop employees.
- 11.2 Such rosters will take into account the seasonal fluctuations of customers businesses, our own internal requirements for stocktaking etc., and the personal requirements of employees.
- 11.3 For planning purposes the designated rostered day off for workshop employees will be the last Friday of each month.
- 11.4 Rostered days for field service employees will accrue and then normally be taken in multiples of five.

12. PERSONAL PRESENTATION

- 12.1 Employees shall present themselves in clean uniforms and be well groomed including neat hair, faces shaved, or in the case of beards, etc., neatly trimmed.
- 12.2 Any employee presenting himself in contravention of the above guidelines without reasonable excuse will not be permitted to commence work and will not be entitled to payment until he presents himself appropriately. If the above action is taken by the Company it will constitute part of the formal counselling of the employee concerned.



13. PRESENTATION AND MAINTENANCE OF VEHICLES

- 13.1 All employees allocated service vans or utes will conduct preventative maintenance, etc, servicing of their vehicles as outlined in the Code of Conduct outside of normal working hours without pay at the Wetherill Park site. All costs of materials used in association with this paragraph will be borne by the company.
- 13.2 Employees will conduct all normal washing and cleaning of the vehicle so as it is presented in optimum condition at all times.
- 13.3 All vehicles must be returned to the base during extended periods (in excess of three working days) of annual leave, sick leave or rostered days, etc., or immediately in the event of an industrial dispute that stops work for members of that union.

14. CLEANLINESS AND WASTE

- 14.1 All employees agree to a saving of 20% on consumable wastage by adopting, but not limiting themselves to the following:
 - (a) clean up or have cleaned up any off-cuts, waste product or spilt oil during or immediately after each operation;
 - (b) maintain the amenities areas with due respect for other employees;
 - (c) turn off all unnecessary power when not in use as well as oil, water, air, fuel;
 - (d) rags provided in weekly supply bags and aerosol cans replenished on a full for empty basis.

15. TOOLS AND EQUIPMENT

Employees are to care for all company tools and equipment during use and return items to the store or appropriate place immediately after use.

16. ELECTRONIC FUNDS TRANSFER

Electronic funds transfer is utilised for the payment for wages.



17. PREVENTATIVE MAINTENANCE SERVICES

- 17.1 Following extensive evaluation of the range of Preventative Maintenance Services (PM Services) which the Company provides, it has been established and agreed to that a reduction in the time allowed for a servicèman to undertake a service in the field can be achieved without jeopardising the quality of the work done.
- 17.2 This reduction in service time represents 0.25 hours for all standard PM Services and by way of example would reduce the service time on a 2.5 tonne I/C Forklift Truck and 1.5 hours to 1.25 hours. The travel time allowance of 0.5 hours would still apply.
- 17.3 As previously mentioned the high standard of the work undertaken in carrying out all services must be maintained in order for this measure to be real productivity gain.

EXAMPLES OF STANDARD FULL RATE PM SERVICE HOURS ("B" SERVICE) AND PROPOSED REDUCED HOURS

TYPE	STANDARD FULL RATE HOURS	PROPOSED REDUCED HOURS
1000-4500KG (Internal Combustion) Counterbalance)	1.50	1.25
5000-8000KG (Internal Combustion) Counterbalance)	1.75	1.50
9000-12000KG (Internal Combustion) Counterbalance)	2.50	2.25
1000-4500KG (Battery Electric) Counterbalance and Reach)	1.50	1.25
Pedestrian Battery Electric	1.00	0.75
High Rack Stackers and Order Pickers (Battery Electric)	3.50	3.25



18. **PM SERVICE TO BATTERY/ELECTRIC UNITS**

Due to greatly improved access and centralised servicing points on late model door access electric forklift trucks, the employees commit to complete the schedule Preventative Maintenance Services on these units within one hour. Additionally, there is an allowance for travelling to site as required but this should not normally exceed 30 minutes.

19. **REWORK ON REPAIRS AND SERVICING**

- 19.1 During the financial year 1997, rework costs totalled \$34,400.00 which included significant hours of labour costs. There is therefore potential for productivity gains in the area of minimising repair work and services that have to be done due to poor workmanship, unclear instructions or lack of job skills.
- 19.2 The Implementation Committee will develop an effective range of performance targets designed to reduce the incidence of rework by at least 50% in the first year.
- 19.3 The performance targets would be prominently displayed in the form of a NOTICE BOARD showing performance targets and performance achievements.

20. **TRAINING**

- 20.1 Employees covered by this Agreement will participate in 40 hours of Company specified training in each 12 month period outside their normal working hours. Each hour of Company training attended will be paid at the single time ordinary hourly rate.
- 20.2 When the training extends beyond normal meal break times the Company will provide either (at its discretion):
- (a) a light meal; or
 - (b) the meal allowance value as determined by the relevant award.
- 20.3 All training will be held on a day that does not fall on a weekend and shall not extend beyond four hours in any one session (exclusive of meal breaks) unless mutually agreed.



INDUSTRIAL RELATIONS ACT 1991

Certified Copy of Enterprise Agreement

Red Australia (Wetherill Park) Enterprise Agreement (RA96/96)

**It is hereby certified that the abovementioned agreement was registered on 1998.
This and the previous 17 pages are a true copy of the registered enterprise agreement**

1998



SIGNED for and on behalf of)
RED AUSTRALIA EQUIPMENT)
PTY LIMITED)
(ACN 080 792 730))



Signature
Service & Parts Manager
Wetherill Park

19/8/98



General Manager
Red Australia Equipment Pty Limited

21/8/98

SIGNED on behalf of the AWU-)
THE AUSTRALIAN WORKERS)
UNION)



20. 8. 98.

State Secretary

SIGNED on behalf of the)
AUTOMOTIVE, FOOD, METALS,)
ENGINEERING, PRINTING AND)
KINDRED INDUSTRIES UNION)
NEW SOUTH WALES BRANCH)



State Secretary

20/8/98

