

DISTRICT COUNCIL OF ORROROO CARRIETON ENTERPRISE AGREEMENT 2010

File No. 03101 of 2010

This Agreement shall come into force on and from 19 July 2010 and have a life extending for a period of thirty six months therefrom.

THE COMMISSION HEREBY APPROVES THIS ENTERPRISE AGREEMENT PURSUANT TO SECTION 79 OF THE FAIR WORK ACT 1994.



DATED 19 JULY 2010

COMMISSION MEMBER



DISTRICT COUNCIL OF ORROROO/CARRIETON ENTERPRISE AGREEMENT - 2010

CLAUSE 1 - TITLE

This Agreement shall be entitled District Council of Orroroo/Carrieton Enterprise Agreement 2010.

CLAUSE 2 - ARRANGEMENT

1	Title
2	Arrangement
3	Application
4	Period of Operation
5	Definitions
6	Relationship to Award and Previous Agreements
7	Single Bargaining Unit
8	Intent and Objectives
9	Employee Relations
10	Introduction of Change
11	Settlement of Disputes
12	Employment Categories
13	Hours of Work
14	Annual Leave
15	Work and Family Leave
16	Training Needs Analysis
17	Work Practices
18	Security of Employment
19	Minimum Classification
20	Team Leader Service Increments
21	Pay Increases
22	Journey (To and From Work) Insurance
23	Superannuation
24	Salary Sacrifice
25	No Further Claims
26	Occupational Health Safety & Welfare
27	Signatories
APPENDIX A	Rates of Pay
APPENDIX B	Work Related Allowances
APPENDIX C	Sun Protection
APPENDIX D	Redundancy Provisions
APPENDIX E	Driver Licence Classification

CLAUSE 3 - APPLICATION

This Agreement shall be binding upon the District Council of Orroroo/Carrieton (the employer) and the Australian Workers Union (South Australian Branch) and (Amalgamated AWU (SA) State Union) (the Union) and all employees of the District Council of Orroroo/Carrieton who are employed by Council and are covered by the Agreement.

CLAUSE 4 - PERIOD OF OPERATION

This Agreement shall commence from the date of certification and remain in force for three (3) years. This Agreement will be reviewed and negotiated during the final six (6) months of the period.

CLAUSE 5 - DEFINITIONS

For the purposes of this Agreement:

"Award" means Local Government Employees Award.

"Employer" means the District Council of Orroroo/Carrieton.

"Union" means the Australian Workers Union (South Australian Branch) and (Amalgamated AWU (SA) State Union).

"Employee" means any employee of the Council who performs work covered by this Agreement.

"Agreement" means District Council of Orroroo/Carrieton Enterprise Agreement - 2010.

"Consultation" is a process, which will have regard to employees' interests in the formulation of plans, which have a direct impact on them. It provides employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made. Consultation allows for decisions to be made giving due regard to matters raised by employees, with any significant issues involving change being referred to the Single Bargaining Unit in its consultation role during the life of the Agreement.

"Out of Districts Work" relates to work performed by Council employees covered by this agreement outside the boundaries of the District Council of Orroroo/Carrieton.

CLAUSE 6 - RELATIONSHIP TO AWARD AND PREVIOUS AGREEMENTS

This Agreement shall incorporate the current Local Government Employees Award and where inconsistent with the award, the terms of this Agreement shall prevail to the extent of inconsistency.

CLAUSE 7 - SINGLE BARGAINING UNIT

The parties agree that the effective operation of this Agreement is dependent on the continuation of the established Consultative Structures within the workplace. The principal Consultative Structure is the Single Bargaining Unit.

7.1 The Single Bargaining Unit shall consist of:

7.1.1_ Employer representatives nominated by the Employer.

7.1.2 Employee representatives elected by employees.

7.1.3 The State Secretary of the Australian Workers Union (South Australian Branch) or his/her nominee, who shall be a permanent member of the Committee.

7.2 The role of the Single Bargaining Unit shall be:

7.2.1 To reach decisions by consensus. All decisions will operate as recommendations.

7.2.2 To hear and acknowledge reports and ideas generated by employee and employer representatives on a range of issues.

7.2.3 To provide a forum for information flow between the employer and the employees.

7.2.4 To consult on proposed changes.

7.2.5 To examine current and proposed work methods, procedures and techniques including technical change relevant to enterprise bargaining.

7.2.6 To canvass workplace input on proposed improvements.

7.2.7 To assist in the development of training programs if required.

CLAUSE 8 - INTENT AND OBJECTIVES

- 8.1 The intent is to be leaders in the South Australian Local Government workplace.
- 8.2 This agreement is viewed by the parties as a sustainable arrangement for workplace flexibility, improved productivity and systematic pay outcomes that benefit both employees and the District Council of Orroroo/Carrieton.
- 8.3 The aim of this agreement is to document work arrangements, processes and procedures, which are agreed between the parties to promote improved productivity and quality services as well as the resulting benefits and improved conditions for employees.
- 8.4 The objective of this agreement is to deliver or facilitate the provision of services and infrastructure that enhance the quality of life and convenience for our community.

CLAUSE 9 - EMPLOYEE RELATIONS

- 9.1 The parties recognise the need to maintain mutual trust and understanding to improve employee relations throughout the organisation.
- 9.2 The parties agree the need to refocus the traditional Industrial Relations approach to one of employee relations, where consultation is viewed as essential to any change. Management recognises the need for employee commitment to achieve effective improvements in productivity.
- 9.3 Management is committed to ensure that there is an opportunity for employees to be involved and express their opinions before changes occur which are likely to have an impact on the workplace and their jobs.

CLAUSE 10 - INTRODUCTION OF CHANGE

- 10.1 Where an employer has made a firm decision to implement changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must as soon as practicable notify the employee who may be affected by the proposed changes and their Union.
- 10.2 *'Significant Effects'* include:
 - 10.2.1 termination of employment;
 - 10.2.2 major changes in the composition, operation or size of the employer's workforce or in the skills required;
 - 10.2.3 the elimination or diminution of job opportunities, promotion opportunities or job tenure;

10.2.4 the alteration of hours of work:

10.2.5 the need for retraining or transfer of employees to other work or locations and the restructuring of jobs.

Where the Award makes provision for alteration of any of these matters, an alteration will be deemed not to have significant effect.

10.3 The employer must discuss with the employees affected and their Union, among other things:

10.3.1 the introduction of the changes referred to in 10.1;

10.3.2 the effects the changes are likely to have on employees;

10.3.3 measures to avert or mitigate the adverse effects of such changes on employees.

The employer must give prompt consideration to matters raised by the employees and/or their Union in relation to the changes.

10.4 The discussions must commence as early as practicable after a firm decision has been made by the employer to make the changes referred to in 10.1.

10.5 For the purposes of such discussion, the employer must provide in writing to the employees concerned and the Union:

10.5.1 all relevant information about the changes including the nature of the changes proposed;

10.5.2 and the expected effects of the changes on employees and any other matters likely to affect them.

Employers are not required to disclose confidential information disclosure of which, when looked at objectively, would be against the employer's interests.

CLAUSE 11 - SETTLEMENT OF DISPUTES

11.1 En the event of a dispute arising between the Council and an employee or employees concerning any aspect of work the following procedure shall be observed.

11.1.1 Employee(s) shall in the first instance seek to resolve any dispute with the relevant Supervisor.

- 11.1.2 Conversely a Supervisor should seek to resolve any disputes directly with the employee(s) concerned, as appropriate.
- 11.1.3 If matters remain unresolved then assistance should be sought from the Works Manager
- 11.1.4 If at this stage matters unresolved the Works Manager would liaise with the Chief Executive Officer, as appropriate.
- 11.2 If the issues remain unresolved either party may refer the matter to the South Australian Industrial Relations Commission for conciliation and or arbitration.
- 11.3 While dispute procedures are being followed, work shall continue normally except in a bonafide situation where the physical safety of any employee is endangered. The ultimate terms of settlement of a problem shall not be affected in any way, nor shall the right of any person involved in or affected be prejudiced by the fact that normal work has continued without interruption.
- 11.4 None of the above precludes employee representation by a person of their choice, a Workplace Representative or Union Official at any time.

CLAUSE 12 - EMPLOYMENT CATEGORIES

12.1 Casual Employment

- 12.1.1 A casual employee is an employee who is engaged under an hourly contract of hire and paid a casual loading of 25% in addition to the applicable rates of pay prescribed under this Agreement.
- 12.1.2 A casual employee is paid for time worked only and is not entitled to the various types of leave prescribed in the Agreement. Provided however that where a casual employee performs work at a time, which attracts penalty rates under the Agreement, the penalties will also apply for the work performed by the casual employee.
- 12.1.3 Where a casual employee, on any day, reports for duty without having received notice before leaving their home, when work has been unavoidably stopped, they will be paid for that day, no less than 2 hours pay.

CLAUSE 13 - HOURS OF WORK

13.1 Normal Hours

- 13.1.1 Except as otherwise provided normal hours of work for Employees covered by the Agreement are 8.44 hours per day, seventy six (76) hours to be worked over a nine (9) day fortnight to be worked between 6 am and 6 pm Monday - Friday, which allows for a Rostered Day Off (RDO) per fortnight.

13.2 **Peak Times**

- 13.2.1 Hours of work during peak times can be up to 85.5 ordinary hours per fortnight to be worked between 6.00 am and 6.00 pm, Monday to Friday, not exceeding 9.5 ordinary hours per day, nine days per fortnight.
- 13.2.2 All hours worked outside of the normal hours (defined in clause 13.1), worked in accordance with the hours in this clause (defined in 13.2.1 above) will accrue as Time of in Lieu (TOIL) of a future requirement to work normal hours.
- 13.2.3 Hours worked Monday to Friday greater than 85.5 ordinary hours per fortnight or outside of 6.00 am and 6.00 pm, or in excess of 9.5 hours per day is considered overtime and will be paid at a rate of time and one half for the first two (2) hours and double time thereafter. Overtime may be accrued as TOIL by mutual agreement.
- 13.2.4 Accrued TOIL must not exceed thirty eight (38) hours at any time for each employee. Any accrued TOIL as at 30th November each year will be paid out. This clause may be varied by mutual agreement.
- 13.2.5 The taking of TOIL must be approved prior to the time off being taken. Failure to obtain approval will result in loss of pay for that time.

13.3 **Out Of Districts Work Hours**

- 13.3.1 The maximum hours of work during "Out of Districts Work" will be 12 hours per day (60 hours per week) to be worked Monday to Friday with the appropriate penalty rates payable per day.
- 13.3.2 An allowance of \$85.00 a day will be payable to employees who conduct "Out of Districts Work".

13.4 **Rostered Days Off**

- 13.4.1 This shall be read in conjunction with the nine (9) Day Fortnight Agreement already in place, allowing for the flexibility of taking the Rostered Day Off (RDO) at a mutually agreed time as negotiated between the employer and the individual employee.

- 13.4.1.1 An employee may by mutual consent with the employer "bank" up to a maximum of five (5) rostered days off, to be taken at a convenient time by mutual agreement between the employer and employee, with such arrangements being made at least two months prior to 30 November.
- 13.4.1.2 The RDO bank is distinct and different from the TOIL bank of time.
- 13.4.1.3 The RDO bank should be cleared by 30 November annually or at a time mutually agreed to in writing between the employer and employee if the employee is to take the time off after 30 November.
- 13.4.1.4 If the employer chooses to clear the RDO bank on 30 November annually, this time will be paid out at double time.

13.5 **Recalls and Callouts**

- 1 3.5.1 All recalls/callouts to work Monday to Friday after leaving the depot and having completed work for the day will be paid at ordinary time and a one (1) hour minimum call in payment will apply, except where the total hours worked by the employee for that particular pay period is in excess of 85.5 hours, then all time worked, shall be paid at time and half the ordinary rate of pay.
- 13.5.2 All weekend callouts shall attract a credit of TOIL hours or minimum payment of two hours.
- 13.5.3 Each call-out stands alone provided however that where an employee is notified of a subsequent call-out prior to returning to his/her place of residence (after performing the first call-out), the total time taken will be treated as a single callout.

CLAUSE 14 - ANNUAL LEAVE

- 14.1 Employees are entitled to 152 hours annual leave after twelve (12) months of service.
- 14.2 Leave must be taken within twelve (12) months of the leave falling due at a mutually agreed time and during non-seasonal periods. Leave may be taken "back-to-back" so that an employee is able to be absent at any one time on annual leave up to a maximum of eight (8) weeks.

- 14.3 If Annual Leave is not taken within twelve (12) months of it falling due, the Works Manager will, in consultation with the employee, set the dates when the Annual Leave is to be taken.
- 14.4 Variations to the above arrangement will be considered only in special circumstances upon application to the Works Manager.
- 14.5 **Shut Down**
- 14.5.1 Where an employer requires the business operation or part of it to be temporarily shut down the employer may require the employee to take annual leave by giving the employee notice of the requirement at least 2 months before the period of annual leave is to begin.
- 14.5.2 No more than two shut downs can occur in one calendar year.
- 14.5.3 Where:
- 14.5.3.1 an employee is unable to attend work because of a shut down, and: that employee has not accrued a full year's entitlement to annual leave
- 14.5.3.2 that employee must be allowed to take pro rata annual leave calculated in accordance with the formula specified in 14.1.
- 14.5.4 Where an employee is required to take leave in accordance with 14.5. and the employee does not have a full or pro rata credit of leave; the employee may be stood off without pay during the period of the closedown for any time in excess of the employee's leave credit.
- 14.5.5 All time that the employee is stood off without pay for the purposes of 14.5. is deemed to be time of service in the next 12 monthly qualifying period.

CLAUSE 15 - WORK AND FAMILY LEAVE

- 15.1 Council acknowledged the relationship of work and family and the importance of the effective combination of both in increasing productivity and reducing absenteeism and staff turnover rates in the Council.

In order to achieve these goals there will be no change in the current sick leave entitlement (nor the accrual of untaken sick leave from year to year) for employees but sick leave may be used as "Personal Leave".

Personal Leave inclusive of Carer's leave of up to 10 days or 76 hours per year will incorporate leave for employees who require time away from work for sickness, for themselves or their immediate family or for urgent personal or family needs.

- 15.2 Where possible employees will be required to give prior notice of absence for Personal Leave to enable Council to make required adjustments to work schedules.

CLAUSE 16 - TRAINING NEEDS ANALYSIS

The parties are committed to investigate the training requirements for each individual employed at the District Council of Orroroo/Carrieton. The parties will develop an appropriate training agenda based on this training needs analysis and shall implement such training at the earliest possible opportunity. All parties agree that training that is identified will be undertaken and that the objective of such training shall be to ensure a multi-skilled flexible work force at the District Council of Orroroo/Carrieton.

CLAUSE 17 - WORK PRACTICES

- 17.1 The parties shall identify any restrictive work and management practices where applicable, and seek to minimise and or eliminate such practices.
- 17.2 The parties agree that best practices is simply the best way of doing things and recognise it is a process of constantly changing and adapting to new procedures.
- 17.3 The parties are committed to implementing change (including technological) to improve work processes.
- 17.4 The parties acknowledge that there is a need to redesign jobs (in particular where outdated management and work practices exist) with a view to improving the level of productivity.
- 17.5 Consultative mechanisms, appropriate to the size and nature of the organisation will be utilised in order to facilitate job redesign and to effect change with the objective of a more flexible, effective and efficient workforce.

CLAUSE 18 - SECURITY OF EMPLOYMENT

- 18.1 The parties acknowledge that various levels of change will take place in the organisation particularly through the implementation of more efficient work practices and arrangements.
- 18.2 For the life of this Agreement, there shall be no forced redundancies, with redeployment or natural attrition being the normal means of dealing with displaced employees in situations where organisational changes result in positions being no longer required.

CLAUSE 19 - MINIMUM CLASSIFICATION

The minimum classification that will apply in the District Council of Orroroo/Carrieton is Grade 6 in line with the concept of a multi-skilled workforce.

CLAUSE 20 - TEAM LEADER SERVICE INCREMENTS

Employee classified as team leader level 9 will have prior service recognised as per Appendix A.

CLAUSE 21 - PAY INCREASES

21.1 Upon certification of this Agreement,

21.1.1 Council will pay across the board increases of 4.5% to the minimum wage rates effective from the 10th day of April 2010.

21.1.2 Council will pay a further across the board increase of 4.5% to the minimum wage rates effective from the 10th day of April 2011.

21.1.3 Council will pay a further across the board increase of 4.5% to the minimum wage rates effective from the 10th day of April 2012.

The increase shall be paid on the wage rates as contained in Appendix A.

21.2 Payment Of Wages

21.2.1 Wages are paid weekly or fortnightly and payment made in the employer's time. Provided that any decision of the Commission is computed initially to apply on a weekly basis.

21.2.2 Employers will furnish to each employee on the pay envelope or in a written statement, or show in the time book at the time when wages are paid particulars as follows:

21.2.2.1 gross earnings or wages, including overtime and other earnings

21.2.2.2 the amount paid as overtime the amount deducted for tax
particulars of other deductions the net amount paid

21.2.2.3 allowances shall be shown separately: and

21.2.2.4 annual leave and sick leave entitlements will be shown on pay
slips or employees will be provided with an annual summary of
leave taken and leave due.

CLAUSE 22 - JOURNEY (TO AND FROM WORK) INSURANCE

The Council will continue to insure its workforce for accident whilst going to work and whilst returning home from work.

CLAUSE 23 - SUPERANNUATION

- 23.1 The employer must pay superannuation contributions in respect of each employee into the LG Super.

For the purpose of this clause:

- 23.1.3 "Local Government Superannuation Scheme" means the superannuation scheme established in 1984 under the Local Government Act 1934 (as amended) and as a result of the Local Government (Superannuation Scheme) Amendment Act 2008, from 1 January 2009 governed substantially by a stand-alone trust deed between the Local Government Superannuation Board (former Trustee) and Local Super Pty Ltd (new Trustee).

- 23.2 "*Superannuation Contributions*" means:

23.2.1 contributions which the employer is required to pay under the terms of the rules governing the Local Government Superannuation Scheme;

23.2.2 contributions which the employer must pay to a superannuation fund in respect of the employee in order to avoid the imposition of a superannuation guarantee charge under the Superannuation Guarantee (Administration) Act 1992;

- 23.3 Council will pay to the Superannuation Scheme an amount (in respect to each employee) no less than the amount specified in the Superannuation Guarantee Act;

- 23.4 Any additional superannuation contributions which the employer agrees to pay in respect of an employee.

CLAUSE 24 - SALARY SACRIFICE

- 24.1 Subject to the following conditions, an employee may apply to the Council to salary sacrifice any part of his/her salary (including Award or Enterprise Agreement based salary/wages) to make additional contributions to the Local Government Superannuation Scheme.

24.1.1 As salary sacrifice is a complex matter, it is the employee's responsibility to seek advice and fully understand all implications of salary sacrifice before seeking to enter into this arrangement.

- 24.1.2 The employee's substantive gross salary for all purposes, including but not limited to superannuation, annual leave, annual leave loading and long service leave, shall be the pre-sacrificing salary.
- 24.1.3 Any such arrangement shall be by mutual agreement between each individual employee and Council, provided that approval by the Council shall not be unreasonably withheld.
- 24.1.4 The application shall be in writing on the form provided by the payroll section and shall detail the percentage of salary to be salary sacrificed together with a statement that the "cash" component is adequate for his/her on-going living expenses. The remaining "cash" component cannot be lower than any minimum salary amount, which the Council may otherwise be required to satisfy in respect of the employee.
- 24.1.5 Each employee may only review and alter the percentage of salary to be salary sacrificed once in any one twelve month period before the 1 July. The arrangements may only apply to future salary arrangements and cannot operate retrospectively.
- 24.1.6 The individual arrangement to salary sacrifice may be rescinded by the employee provided 3 months prior notice in writing is given to payroll.
- 24.1.7 The employee shall bear responsibility and costs associated with taxation and any other matters in respect of the salary sacrifice arrangements. This means that contributions made to the Local Government Superannuation Scheme will be adjusted (at employee's cost) to take account of taxation payable in relation to those contributions.
- 24.1.8 Salary sacrifice contributions will be treated as employer contributions and may be subject to the superannuation surcharge and are likely to be preserved.

CLAUSE 25 - NO FURTHER CLAIMS

The parties agree that for the life of this Agreement there shall be no further claims or demands whatsoever in relation to this Agreement made by one party against the other.

CLAUSE 26 - OCUPATIONAL HEALTH SAFETY & WELFARE

- 26.1 All employees of the employer shall be ensured a safe working environment at all times.

- 26.2 The Employer, Union and the employees shall give full cooperation to the achievement of high standards of OHS&W.
- 26.3 The parties recognise safety education and safety programmes shall be fundamental in achieving this objective. On all of the employers projects there shall be strict compliance to all Acts and Regulations, Industry Codes of Practice and other relevant OHS&W guidelines so as to provide and maintain a safe working environment.

CLAUSE 27 - SIGNATORIES

Signed for and on behalf of the District Council of Orroroo/Carrieton by

IIAN WILSON
Chief Executive Officer

WITNESS

On this day 2010

For and on behalf of the Australian Workers Union, (South Australian Branch)

WAYNE HANSON
Secretary

WITNESS

On this day 2010

APPENDIX A - RATES OF PAY

Enterprise Agreement pay rates include all other allowances payable under the award except for the Disability Allowance and \$5.00 for the Annualisation of allowances.

	Current Rate 4% Operative 10.4.2009	First Increment 4.5% as at 10.4.2010	Second Increment 4.5% as at 10.4.2011	Third Increment 4.5% as at 10.4.2012
Grade 6	778.04	813.05	849.64	887.87
2nd Year	787.06	822.48	859.49	898.17
3rd Year	795.96	831.77	869.20	908.31
Grade 7	793.67	829.39	866.71	905.71
2nd Year	802.70	838.82	876.57	916.01
3rd Year	811.60	848.12	886.29	926.17
Grade 8	808.04	844.40	882.40	922.11
2nd Year	817.06	853.83	892.25	932.40
3rd Year	825.96	863.13	901.97	942.56
Grade 9	857.48	896.07	936.39	978.53
2nd Year	866.51	905.50	946.25	988.83
3rd Year	875.40	914.79	955.96	998.98
4th Year	884.30	924.09	965.68	1009.13
5th Year	893.20	933.39	975.40	1019.29
6th Year	902.10	942.69	985.12	1029.45

* Level 9 year 1 Base rate \$647.00 per week

APPENDIX B - WORK RELATED ALLOWANCES

- 1.1 The following allowances have been annualised in the rates of pay, and maintained in this agreement:
- 1.1.1 Burning Off Grass
 - 1.1.2 Cleaning Public Lavatories
 - 1.1.3 Handling Money on behalf of Employer
 - 1.1.4 Removal of Dead Animals
 - 1.1.5 Confined Spaces
 - 1.1.6 Portable Woodchipping Machine
 - 1.1.7 Toxic Substances
 - 1.1.8 Fertiliser Spreading
 - 1.1.9 Height Allowance
 - 1.1.10 Wet Work
 - 1.1.11 Driving and Towing Allowances
 - 1.1.12 Garbage Pickup Allowance
- 1.2 The following reimbursements and allowances will remain unaltered and unaffected by this Agreement.
- 1.2.1 **First Aid Allowance**
- A certified first aid attendant who is nominated by the employer to act on such certificate is paid \$9.90 per week.
- 1.2.2 **Tool Allowance**
- A tradesperson will be paid an allowance for supplying and maintaining tools ordinarily required in the performance of the work performed as a tradesperson this allowance being \$8.10 per week.
- 1.2.3 **Plumbing Trade Allowance**
- A Registered Sanitary Plumber is paid a Registration Allowance in addition to all other relevant payments this allowance being \$22.10 per week.
- 1.2.3.1 **Chockages**
- A Tradesperson Plumber is paid an additional amount of \$5.95 per day when required to open an inspection point on a sewer drain in order to clear a chockage or to open inspect, and while working on any septic tank, cesspit, sewage or sullage ejector.
- 1.2.4 **Meal Allowance**

An employee required to work overtime in excess of one and a half-hours after working ordinary hours will be paid \$5.40 or at the option of the employer, be provided with an adequate and suitable meal.

1.2.5 **Motor Vehicle Allowance**

An Employee who at the direction of the employer is required to use his/her privately owned motor vehicle for official use in connection with the business of the council will be reimbursed the appropriate mileage rate set out below:

Types of Vehicle Rate Allowances

1.2.5.1 Having an engine of four cylinders or less 43.6 cents per km

1.2.5.2 Having an engine of more than four cylinders 56.0 cents per km or a rotary engine

1.2.5.3 Motor Cycle 22.4 cents per km

1.2.6 **Disability Allowance**

In addition to the wages provided hereof an employee is paid an allowance at the rate \$22.60 per week to compensate for the following disabilities:

1.2.6.1 climactic conditions when working in the open on all types of work or on multistorey or similar type of construction prior to it being enclosed;

1.2.6.2 the physical disadvantage of having to climb stairs or ladders, particularly on multistorey or similar type of construction;

1.2.6.3 dust blowing in the wind on construction sites;

1.2.6.4 sloppy or muddy conditions;

1.2.6.5 dirty conditions caused by the use of form oil or green timber; drippings from newly poured concrete;

1.2.6.6 the disability of working on all types of scaffolds other than a single plank or a bosun's chair;

1.2.6.7 the lack of usual amenities associated with factory work; and

- 1.2.6.8 all other disabilities not specifically compensated or allowed for by any other provision of this agreement.
- 1.2.6.9 The following work locations and operations may not attract the payment of the disabilities allowance:
 - 1.2.6.9.1 work performed in the depot and/or workshop
 - 1.2.6.9.2 work performed in or about swimming pool facilities
 - 1.2.6.9.3 work performed in or about Council owned buildings

APPENDIX C - SUN PROTECTION

2.1 *Protection from the Sun*

The employer will supply a hat, which provides adequate protection from the sun, and sunscreen SPF30 which shall be worn/applied as the weather dictates.

APPENDIX D - REDUNDANCY PROVISIONS

4.7 *Voluntary Redundancies and Voluntary Separation Packages*

The payment of a VSP will be entirely at the discretion of Council. Where Council offers a separation package it will consist of:

- 4.7.1 equivalent of 10 weeks remuneration.
- 4.7.2 a redundancy payment at a rate of three weeks remuneration per completed year of continuous service with one the District Council of Orroroo/Carrieton and 25% of one week's remuneration per completed month of the remainder (to a maximum payment of two years remuneration which includes the above period of notice);
- 4.7.3 a payment of the equivalent of 10% of annual remuneration for outplacement counselling to assist the employee to find alternative employment will be made on a reimbursement basis; and
- 4.7.4 pro-rata Long Service Leave will be paid on completed years of service whether seven years of service has been attained or not.
- 4.7.5 Excluding 4.7.3, all of the above payments will be made upon the employee leaving the employ of the Council or as otherwise mutually agreed between the Council and the employee.

APPENDIX E - DRIVERS LICENCE CLASSIFICATION

Driver's Licence

Classifications

On 1 November 1998 South Australia adopted the nationally agreed common licence classes and condition codes developed by the National Road Transport Commission. Licence classes and condition codes now mean the same in all States and Territories of Australia.

More information and definitions are available at national common licence classes & condition codes. The number of licence classes has been reduced from 12 to 8

Class: C (old class: Car) the holder may drive

- any motor vehicle with a gross vehicle, mass (GVM) not exceeding 4500 kg (but not including buses designed to carry more than 12 seated persons, motor bikes and motor trikes) eg sedans, station wagons, panel vans, utilities, light delivery vans, small trucks, special purpose vehicles (eg. farm machines, small tractors, forklifts or other like machinery)
- small articulated vehicles provided the GVM of the towing vehicle does not exceed 4500 kg. eg small truck towing a horse float, trailer or caravan.

may tow

- trailer, horse float, caravan or farm implement

may not drive

- an articulated motor vehicle where the GVM of the towing vehicle exceeds 4500 kg
- buses designed to carry more than 12 seated persons
- motor bikes or motor trikes

Minimum age/driving experience

16 years 6 months

Class: LR (old class: SB) the holder may drive

- any motor vehicle covered by class C
- any motor vehicle with a GVM exceeding 4500 kg but not exceeding 8000 kg.
- eg trucks, vans, tippers, special purpose vehicles and buses designed to carry 13 or more seated persons.
- medium articulated vehicles, provided the GVM of the towing vehicle does not exceed 8000 kg.

may tow

- any farm implement or any trailer, provided the overall mass is within the gross combination mass (GCM) of the towing vehicle

may not drive

- an articulated motor vehicle where the GVM of the towing vehicle exceeds 8000 kg
- the combination of a vehicle and trailer where the laden mass of the combination exceeds the GCM of the towing vehicle
- motor bikes or motor trikes

Minimum age/driving experience

- must have held a class C Driver's Licence for at least one year

Class: MR (old classes: LT, LB) the holder may drive

- any motor vehicle covered by class LR
- any motor vehicle with 2 axles and a GVM greater than 8000 kg eg 2 axle trucks, tippers and buses.
- axle motor vehicles, but only where the GVM is 8000 kg or less
- any special purpose vehicle with two or more axles and an unladen mass not exceeding 15000 kg
- medium articulated vehicles, provided the GVM of the towing vehicle does not exceed 8000 kg

may tow

- any farm implement or any trailer with a GVM not exceeding 9000 kg, provided it is within the GCM of the towing vehicle

may not drive

- an articulated motor vehicle where the GVM of the towing vehicle exceeds
- 8000 kg
- the combination of a vehicle and trailer where the GVM of the trailer exceeds
- 9000 kg
- motor bikes or motor trikes

Minimum age/driving experience

- must have held a class C Driver's Licence for at least one year Driver's Licence must be carried if driving a vehicle over 8000 kg GVM.

Class: HR (old classes: HT, HB) the holder may drive

- any motor vehicle covered by class MR
- any motor vehicle with 3 or more axles
- eg trucks and tippers.
- any special purpose vehicle
- medium articulated vehicles, provided the GVM of the towing vehicle does not exceed 8000 kg
- any bus (including articulated buses)

may tow

- any farm implement or any trailer with a GVM not exceeding 9000 kg, provided it is within the GCM of the towing vehicle

may not drive

- an articulated motor vehicle where the GVM of the towing vehicle exceeds 8000 kg
- the combination of a vehicle and trailer where the GVM of the trailer exceeds 9000 kg
- motor bikes or motor trikes

Minimum age/driving experience

- must have held a class C Driver's License for at least two years
- or a class LR or MR Driver's Licence for at least one year Driver's Licence must be carried if driving a vehicle over 8000 kg GVM.

Class: HC (old class: HA) the holder may drive

- any motor vehicle covered by class HR
- a prime mover to which is attached a single semi-trailer (whether or not any unladen convertor dolly is also attached)
- a rigid motor vehicle to which is attached a single trailer with a GVM greater than 9000 kg (whether or not any unladen convertor dolly is also attached)

may not drive

- B doubles
- Road Trains
- motor bikes or motor trikes

Minimum age/driving experience

- must have held a class MR or HR Drivers Licence for at least one year Driver's Licence must be carried if driving a vehicle over 8 tonne GVM

Class: HC (with condition X- restricted to 24000 kg GCM) (old class: LA)

- Same as HC above, but the holder is only authorised to drive a combination of a prime mover and semi-trailer, and a combination of a rigid truck and trailer, provided the GCM of the towing vehicle does not exceed 24000 kg

Class: MC (old classes: DA, RT) the holder may drive

- any motor vehicle covered by class HC
- B doubles
- Road Trains

may not drive

- motor bikes or motor trikes

Minimum age/driving experience

- must have held a class HC or HR Driver's Licence for at least one year Driver's Licence must be carried if driving a vehicle over 8 tonne GVM.

Class: R-DATE" (old class: BIKE-DATE) the holder may drive

- any motor bike or motor trike, the engine capacity of which does not exceed 250 millilitres (cubic centimetres)
- *The holder of a Driver's Licence endorsed R-DATE remains restricted to a motor bike or motor trike the engine capacity of which does not exceed 250 millilitres until he or she is granted a licence endorsed R, despite the fact that the date included on the classification has passed.

may not drive

- motor vehicles covered by any other class.

Minimum age/driving experience

16 years 6 months

Class: R (old class: BIKE) the holder may drive

- any motor bike or motor trike

may not drive

- motor vehicles covered by any other class (except R-DATE)

Minimum age/driving experience

- must have held a class R-DATE Driver's Licence for at least one year

NB: The holder of any class of Driver's Licence is authorised to ride a 'small motor bike'. A 'small motor bike'

- has a mass not exceeding 65 kg
- an engine capacity not exceeding 50 millilitres
- is fitted with automatic transmission
- is not capable of being propelled by its engine to a speed exceeding 50 km/h.

The holder of a learner's permit cannot ride a 'small motor bike; unless the learner's permit is for class R-DATE or R.