

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/56

TITLE: Northern Rivers Community Transport Inc. Remuneration Packaging Agreement 2001

I.R.C. NO: 2001/7921

DATE APPROVED/COMMENCEMENT: 12 December 2001

TERM: 12 December 2002

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 5 April 2002

DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to employees who are covered by the Social and Community Services (SACS) Employees (State) Award and the Clerical and Administrative Employees (State) Award

PARTIES: Northern Rivers Community Transport Inc -&- Julie McFaddyn and Colleen Thomas



FILED

- 7 JAN 2002

OFFICE OF THE INDUSTRIAL
REGISTRAR

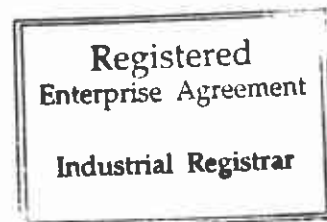
NORTHERN RIVERS COMMUNITY TRANSPORT INC. REGISTRAR REMUNERATION PACKAGING AGREEMENT 2001

1. Title

This agreement shall be known as NORTHERN RIVERS COMMUNITY TRANSPORT INC. REMUNERATION PACKAGING AGREEMENT 2001.

2. Index

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3. Scope and Application

This Agreement shall be binding upon the Northern Rivers Community Transport Inc. and eligible employees of the Northern Rivers Community Transport Inc.

Eligible employees are employees employed on an ongoing full time appointment or an ongoing part time appointment for at least 15 hours per week. Employees employed as casual employees, on probationary appointments, on fixed term contracts less than six months duration and /or part time employees employed for less than 15 hours per week are not eligible to access remuneration packaging under this Agreement.

4. Date of Operation

This agreement shall operate from the beginning of the first pay period to commence on or after the date of certification of this Agreement and shall operate for a period of one year.

5. Relationship to Parent Award

The Parent Awards are

- the Social and Community Services (SACS) Employees (State) Award
- and the Clerical and Administrative Employees (State) Award and
- any subsequent variation of these awards.

The terms and conditions of this Agreement shall be read and interpreted in conjunction with all clauses of the above Awards. In the event of any inconsistency, this Agreement shall prevail to the extent of the inconsistency.

6. Remuneration Packaging

6.1 Where agreed between the employer and a full-time or part-time employee, an employer may introduce remuneration packaging in respect of salary as outlined Clause 21 & Part B, Table 1 of the Social and Community Services (SACS) Employees (State) Award and the Clerical and Administrative Employees (State) Award (Clause 5, & Part B, Table 1). This shall mean that an employee will have part of their salary packaged into a fringe benefit which does not constitute a direct payment to the employee but is payable to a bona fide third party. The terms and conditions of such a package shall not, when viewed objectively, be less favourable than the entitlements otherwise available under this Award and shall be subject to the following provisions:

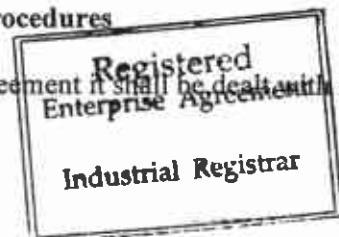
Industrial Registrar

- (i) the employer shall ensure that the structure of any agreed package complies with taxation and other relevant laws;
- (ii) the employer shall confirm in writing to the employee the classification level and current salary payable as applicable to the employee under Clause 21 & Part B, Table 1 of the Social and Community Services (SACS) Employees (State) Award and Clause 5, & Part B, Table 1 of the Clerical and Administrative Employees (State) Award.
- (iii) the employer shall advise the employee, in writing, of his/her right to choose payment of the salary referred to in paragraph (ii) above instead of a remuneration package;
- (iv) the employer shall advise the employee, in writing, that all Award conditions, other than the salary shall continue to apply;
- (v) the employee may package the applicable salary described in the Parent Award/s into a non-salary fringe benefit up to a maximum of \$15,000 per annum or \$30,000 per annum grossed up under Australian Taxation Office rules;
- (vi) the employee shall advise the employer, in writing, that the agreed cash component is adequate for his/her ongoing living expenses;
- (vii) where undue pressure or duress is placed on a party to enter into such a package it will be open to either party to seek relief in accordance with Clause 46 in the Social and Community Services (SACS) Employees (State) Award or Clause 41 of the Clerical and Administrative Employees (State) Award
- (viii) a copy of the Agreement shall be made available to the employee;
- (ix) the employee shall be entitled to inspect details of the payments and transactions made under the terms of this agreement and for this purpose, where such details are maintained electronically, the employee shall be provided with a print out of the relevant information;
- (x) the configuration of the remuneration package shall remain in force for the period agreed between the employee and the employer;

- (xi) in the event that the employer ceases to attract exemption from payment of Fringe Benefits Tax (in full or in part), all salary packaging arrangements shall be terminated and individual employees' wages will revert to those specified in the Parent Awards;
- (xii) notwithstanding any of the above arrangements, the employee may cancel any salary packaging arrangements by the giving of one month's notice of cancellation to the employer;
- (xiii) notwithstanding any of the above arrangements, the employer may cancel any salary packaging arrangements by the giving of one month's notice of cancellation to the employee;
- (xiv) in the event that the employee ceases to be employed by the employer this agreement will cease to apply as at the date of termination and all leave entitlements due on termination shall be paid at the rates in accordance with the Parent Award. Any outstanding benefit still due under this agreement upon termination shall be paid on or before the date of termination;
- (xv) the calculation of entitlements concerning occupational superannuation will be based on the value of the employee's total wage as outlined in the Parent Award;
- (xvi) any wage increases which are granted to employees under the Parent Awards shall also apply to employees covered by this Agreement;
- (xvii) the employee may consult with a representative of any relevant trade union before signing a Remuneration Package Agreement as described in subclause 6.1.

7. Grievance and Dispute Settling Procedures

Where a dispute or grievance arises out of the operation of this Agreement it shall be dealt with in accordance with Clause 46 and Clause 41 of the Parent Awards.



8. Anti-discrimination

It is the intention of the parties to this agreement to seek to achieve the objective in sec. 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.

It follows that in fulfilling their obligations under clause 7 (grievance and dispute settling procedures) set out in this agreement, the parties have obligations to take all reasonable steps to ensure that the operations of the provisions of this agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.

Under the *Anti-discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

Nothing in this clause is to be taken to affect:

- Any conduct or act which is specifically exempted from anti-discrimination legislation;
- Offering or providing junior rates of pay to persons under 21 years of age;
- Any act or practice of a body established to propagate religion which is exempted under sec. 56(d) of the *Anti-discrimination Act 1977*.
- A party to this agreement from pursuing matters of unlawful discrimination in any State or federal jurisdiction

This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

9. Variation of Agreement

This Agreement may be further varied in accordance with the New South Wales Industrial Relations Act 1996.

10. Declaration and Signatories

This Agreement has been negotiated through extensive consultation between management and the employees. The content of the Agreement has been canvassed with all parties. All parties are entering into this Agreement with full knowledge as to the content and effect of the document.

The parties declare that this Agreement:

- is not contrary to public interest;
- is not unfair, harsh or unreasonable;
- was at no stage entered into under duress, and;
- reflects the interests and desires of the parties.

SIGNED FOR AND ON BEHALF Northern Rivers Community Transport Inc.

DATED:

IN THE PRESENCE OF:

DATED:



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Nothing in this clause is to be taken to affect:

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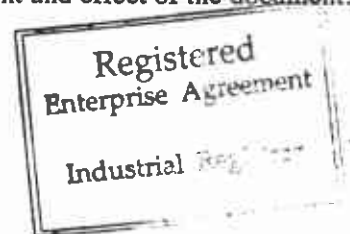
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SIGNED FOR AND ON BEHALF Northern Rivers Community Transport Inc.

DATED:
29.10.01

A large, handwritten signature in black ink, appearing to read "J. Messeri".

IN THE PRESENCE OF:
DATED:

7. Lloyd

29.10.01

Signed by the employees of Northern Rivers Community Transport Inc.



NAME

DATE

WITNESS

A handwritten signature in black ink, appearing to read "Colleen Thomas".
COLLEEN THOMAS

29.10.01

7. Lloyd

A handwritten signature in black ink, appearing to read "Julie McFadden".
JULIE McFADDEN

7. Lloyd

FRANCES LLOYD