

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA04/299

TITLE: Brambles Industrial Services (Coil Handling and Packaging Operations and Maintenance) Port Kembla Agreement 2004

I.R.C. NO: IRC4/5237

DATE APPROVED/COMMENCEMENT: 9 September 2004

TERM: 36 months

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 19 November 2004

DATE TERMINATED:

NUMBER OF PAGES: 20

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to employees employed by Brambles Industrial Services, a division of Brambles Australia Limited, who fall within the coverage of the Electricians, &c. (State) Award

PARTIES: Brambles Australia Limited -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Electrical Trades Union of Australia, New South Wales Branch, The Australian Workers' Union, New South Wales

BRAMBLES INDUSTRIAL SERVICES COIL HANDLING AND PACKAGING (CHP) OPERATIONS AND MAINTENANCE ENTERPRISE AGREEMENT 2004

1. Title

This Agreement will be known as the Brambles Industrial Services (Coil Handling and Packaging Operations and Maintenance) Port Kembla Agreement 2004

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3. Purpose of the Agreement

This Agreement will support the establishment of an environment where all team members work together to achieve the business goals of Brambles Industrial Services (Brambles), thereby securing positive outcomes for Brambles, its team members and our customer, BlueScope Steel (BSL).

The parties are committed to:

- (a) Effective communication, consultation and participation in all issues relating to the workplace
- (b) Providing excellent service to our customer

- (c) Achieving continuous improvement of processes, systems and procedures
- (d) Training and multi skilling to maximise flexibility and development of employees to meet the identified business needs and classification document attached.
- (e) Innovative, effective and open workplace relations built on flexibility, trust and mutual respect
- (f) Safe, healthy and environmentally conscious practices
- (g) Acting ethically, responsibly and co-operatively with one another, our customer and contractors / suppliers
- (h) The supervision of contractors and other employees on our site
- (i) The expansion of services within Coil Handling and Packaging Operations
- (j) Achieving targeted KPI's as defined by the BSL service agreement.

4. Duress

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

5. Scope, Title and Duration

This Agreement will be binding on:

Brambles Industrial Services Coil Handling and Packaging ('CHP') Operations at Port Kembla

The Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union (AMWU) and its members employed by the company or employees who are eligible to be members employed by the company.

Australian Workers Union - NSW Branch (AWU) and its members employed by the company or employees who are eligible to be members employed by the company.

The Electrical Trades Union (ETU) and its members employed by the company or employees who are eligible to be members employed by the company.

Where conditions are not covered in this Agreement then the terms of the Electricians &c. (State) Award shall apply. Each individual appointed to a classification will be paid at the same rate of pay for that classification.

This Agreement shall operate from certification for 3 calendar years following approval in the NSW Industrial Relations Commission. The parties are committed to enter into negotiations a minimum of three months prior to the end of the Agreement.

6. Consultation

In order to facilitate good communications and consultation on a range of issues including business improvement, systems improvement, operating procedures, technology improvement and customer relationship a team consultative process shall be implemented.

7. Safety, Health, Environment and Quality Policies (Integrated Management System)

It is the joint responsibility of parties to this Agreement to ensure a safe and healthy work environment. In particular working safely is a condition of employment. All work on the CHP site and interconnecting BSL Steel sites is to be performed in a safe and responsible manner. Compliance with BSL policies and procedures is required.

The Company acknowledges its part in providing a safe and healthy working environment. The Company provides safe systems of work and necessary equipment, training and information for team members to carry out their duties in an informed and responsible manner.

Team members are required to acknowledge their responsibility for working in a safe manner and taking reasonable care of their own and others' safety while at work. Team members will co-operate with Company initiatives to improve safety and follow all required health and safety policies and procedures and legal requirements. Involvement in auditing processes including formal audits to the nominated audit tool is required.

Compliance with Blue Scope Steel policies and procedures is required.

Team members are required to become familiar with and operate within the relative environmental regulations and requirements for the site. Training relating to site conditions and Brambles policies and procedures as they change from time to time, shall be on going.

Brambles will continue to maintain an integrated management system (IMS) compliant with the requirements of ISO 9001/2000, AS 14001, AS 4801 and Safety Map 4 or their replacements. The focus of compliance will be on competence of personnel undertaking duties backed by specific procedures for critical processes. Team members are required to work to comply with the IMS and immediately identify areas requiring improvement/enhancement.

8. Protective Clothing

All protective clothing and equipment will be supplied by the Company and such clothing and protective equipment will be worn and/or used by team members at all times. After the initial issue, protective clothing or equipment will be replaced on a needs basis, when unserviceable.

9. Settlement of Disputes

The parties to this Agreement recognise that the CHP Operations are an essential service and shall not be disrupted by work bans or stoppages.

Should a dispute arise over any matter inside or outside of this Agreement the following steps shall apply:

- (a) The matter first be discussed between the employee and their immediate supervisor. At the employee's option their Union Delegate or other Employee Representative may also be present.
- (b) If not settled or an agreed course of action is not found, the matter shall be submitted by the duly elected Union Delegate or other nominated Employee Representative to the Operations Manager. At any point in these discussions the Union Delegate or other nominated Employee Representative 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.
- (c) 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 a matter is not resolved or an agreed course of action is not found, then the procedure will move to the next step.
- (d) If not settled, the Union Delegate shall seek the assistance of the State Secretary of the Union and the Branch Manager may seek to involve the State Manager and/or the Brambles Employment Services Department in this matter. A second cooling off period of not less than 24 hours shall commence from this point in time.
- (e) If still not resolved the Federal Secretary of the Union may seek discussion with the appropriate Company representatives.
- (f) In the event of no Agreement or unsatisfactory handling of any issue, either Party can refer the matter to the NSW Industrial Relations Commission for resolution of the issue. Subject to legal rights of appeal the decision of the NSW Industrial Relations Commission shall be accepted by the parties.

Provided that in any particular matter a party may at any point refer to the matter to the Commission on the basis that the nature of the matter is unlikely to be resolved by the earlier steps, and where such matter requires speedy resolution.

- (g) The status quo existing immediately prior to the dispute shall remain with the exception of disciplinary action taken by the Company against an employee for serious or wilful misconduct and the Termination and Change provisions outlined in Clause 11.

10. Flexibility of Operations

Team members will carry out all functions of the CHP Operations provided that they have been adequately trained and are competent to carry out those duties as per the competency profiles attached.

To cover for long-term absences from CHP Operations the company may from time to time by consultation with the work team and relevant union, employ casual or fixed term personnel for plant operational coverage.

In the event of casuals being employed they will receive payment and conditions relevant to this agreement save that if a casual works for more than 6 consecutive months they will be deemed an employee.

Casual employees will receive the amount set out in 1 a, plus an additional casual loading of 20%. They will not be entitled to annual leave, sick leave, personal carers leave, parental leave, public holidays, notice period or severance payment.

Where labour hire is used for casual work that is covered by the classifications outlined in this agreement, the Company commits to ensuring the same terms and conditions will be paid.

11. Technological Change and Redundancy

During the course of the contract with BSL, Brambles is expected to continuously improve processes and procedures of work on site. In line with this, Brambles will continue to consult with our workforce and the Unions on Termination, Change and Redundancy provisions as outlined by TCR test case provisions of the NSW IRC.

Brambles aims to implement technological changes as it deems necessary, subject to consultation, to ensure optimum operational efficiency. The need to redeploy or retrain employees covered by this agreement will be a priority in circumstances where positions covered by the agreement may be affected by such change.

Should redundancies be necessary then in the first instance the Company shall call for volunteers in the affected area. In the absence of sufficient volunteers then retrenchment shall occur on a merit basis. Provided that, at all times the Company reserves its right to maintain the most suitable mix of skills and experience to meet the needs of the business and these factors shall take precedence over the selection of volunteers.

12. Probationary Period

All new employees will be employed under a 3 month probationary period, during this period the employee's performance will be reviewed, and continued employment with the company will be assessed.

In line with the goals of this agreement, a personal performance development system will be implemented. This is a process of communication aimed at enhancing personal development within the organisation in a way that maximises career fulfilment. This will be established in line with the Competency profile for each classification of this agreement. Brambles, in turn, benefit from the individual's developing knowledge and abilities, in a manner consistent with the direction of the business.

13. Hours of Work

The Ordinary hours of work shall be 38 hours per week averaged over the agreed work cycle. It is agreed that Rostered Days Off are not applicable under this agreement.

14. Shift Arrangement

It is agreed that the annualised all purpose shift work package is provided on the basis of all work undertaken as directed and that employees operate the roster and guarantee operational and emergency coverage of the Operations 24 hours per day, 7 days per week.

The roster as agreed and shown as Attachment 3 shall be reviewed on at least an annual basis and agreed between employees and Management. The roster provides for a continuous 12 hour shift rotating arrangement averaging 42 hrs per week.

In circumstances where changes to the work pattern are required to meet operational requirements which require fixed day or afternoon shift, the Company, employees and union representative will consult as to the duration, time and pay rates for such arrangements. Any agreement as to these requirements shall be documented and added as a schedule to this agreement.

15. Remuneration

A base rate of pay can be found at Attachment 1(a). This rate of pay will be used for casual employees and temporary employees where required. It will also be used as a guide to develop all purpose salaries if a change in the shift roster pattern as outlined in clause 14 occurs.

Where an employee is working the 12 hour continuous roster an all purpose salary for each classification as per Attachment 1(b) shall apply for the first 12 months of this Agreement.

This is an all purpose salary that includes all payments as follows:

Base wage based on 38 hours per week.

4 hours overtime in accordance with the shift roster of 42 hours per week;

4 additional hours for overtime per week (safety net) averaged over the agreed work cycle including shutdown maintenance work,

Penalty rates for shift work

All allowances applicable on site, including (but not limited to) electrical licence, travel, meals, confined space, tool, dust and dirt, shutdown maintenance work and any other BSL site specific allowance.

All Public Holidays

A safety net consideration is included in the base salary arrangement, which allows for an average of 4 hours overtime per week in the cycle (4 X No of weeks in cycle) commencing from the start of this agreement. Should additional hours over the safety net provided be worked, it shall be paid at the rate of double time of the ordinary hourly rate which is (\$all purpose salary/2184 hours per year) per hour. Call outs will represent a minimum of 4 hours for the purpose of calculating the consumption of safety net overtime hours and the subsequent payment of overtime where an average of 4 hours overtime per week in the cycle (4 X No of weeks in cycle) is reached and exceeded.

It is agreed that all licenses/certificates etc. required by team members to operate the plant and equipment will be kept current. The Company will pay reasonable costs employees incur maintaining currency. This excludes the electrical license as it is incorporated into the base rate of pay.

16. Operating Allowance (on Call Allowance)

In addition to the base salary an operating allowance shall be paid throughout this Agreement (as per attachment 2). This allowance shall be fixed throughout the life of the agreement.

This operating allowance is paid on the basis of employees guaranteeing one person per two shift positions (or part thereof) to be on call at all times to provide coverage of all callouts and coverage of sick leave and short-

term absences including emergency leave up to 5 days in one continuous period. Arrangement for such rostering will be left to employees.

No additional payments are to be claimed for callouts unless hours worked are in excess of the hours specified in the safety net provision specified in Section 15. In the event that the callout hours are in excess of the safety net provision, a minimum of four hours at the overtime rate shall be paid for each callout.

17. Annual Leave

You are entitled to annual leave in accordance with the *Annual Holiday Act 1944* and the Award provisions. Currently, this entitlement is (42 x 5) 210 hours paid annual leave on completion of each year of service. The annual leave must be taken within a mutually agreed time, as agreed between you and your manager. Unless agreed otherwise annual leave will be taken in 5-week blocks.

The company may direct you to take annual leave upon providing 1 months' notice.

18. Bonus/Incentive Payments

A Bonus/Incentive payment system based on performance to targeted KPI's as per Attachment 2 will operate over the life of this Agreement and be paid on the all purpose salary. This bonus will be paid annually prorata in the first year of employment. An employee has to be employed on the date of the annual payment for it to be paid.

19. Sick Leave

An employee who is absent from work on account of personal illness or injury shall be entitled to sick leave. Sick leave will not incur any deduction of pay for the period of illness or time to recover from the injury, subject to the followings conditions and limitations:-

The employee shall notify the on-call team member, wherever possible, of their inability to attend for work due to illness or injury at least 1 hour prior to the commencement of their normal shift. As far as practicable the employee shall state the nature of the injury or illness and the estimated duration of the absence.

An employee who is incapacitated due to illness or injury whilst on annual leave may apply for sick leave for this period of illness or period of recovery from the injury. Each case will be considered on its individual merit. In the event of such an application being allowed the employee's annual leave entitlement will be credited in each case by the number of hours of sick leave claimed.

After a period of three months absence as a result of a serious medical problem, any decision regarding the employee's ongoing employment will be made in consultation with the company, the employee concerned and a union representative.

20. Personal Carers Leave

20.1 An employee, other than a casual employee, with carer's responsibilities shall be entitled to use, up to 8 days of their sick leave entitlement per annum for absences to provide care and support, for persons outlined in clause 20.1.2.2 when they are ill. Such leave may be taken for part of a single day.

20.1.1 The employee shall, if required, establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person. In normal circumstances, an employee must not take carer's leave under this subclause where another person has taken leave to care for the same person.

20.1.2 The entitlement to use sick leave in accordance with this subclause is subject to:

20.1.2.1 the employee being responsible for the care of the person concerned; and

20.1.2.2 the person concerned being:

- (i) a spouse/de facto spouse of the employee; or
- (ii) a child or an adult child, parent, grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
- (iii) a same sex partner who lives with the employee as the de facto partner of that employee; or
- (iv) a relative of the employee who is a member of the same household.

20.1.3 An employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence.

21. Defence Leave

Defence Leave may be taken in accordance with the provisions of the *Defence Reserve Service (Protection) Act 2001*.

Other employees on the roster will cover for short-term absences.

22. Medicals

All team members are to participate in periodic medical examinations nominally every 12 months. This period is to be reviewed in consultation between the team and the company during the term of this agreement.

This initiative is designed to maintain a healthy workplace by the early detection of any medical concerns on the part of the employee and the Company. Employees are entitled to a copy of all medical records the Company collects.

Any decision regarding the employee's ongoing employment upon the identification of a serious medical problem will be made in consultation with the company and the employee concerned and in consultation with the union representative.

The costs of these medicals will be borne by the company.

23. Superannuation

22.1 Employees shall be offered membership to the Brambles Superannuation Plan, part of the Mercer Super Trust or an approved industry fund, paid in accordance with the *Superannuation Guarantee (Administration) Act 1993*. Payments will be made based on the sum of the All Purpose Salary plus Operating Allowance.

22.2 Superannuation Salary Sacrifice

Salary sacrifice for superannuation will be made available for permanent employees on the basis that it is and remains cost neutral to the Company and is within legislative requirements. On written notification by the employee the Company will make additional contributions, out of the employee's gross salary to the super fund in clause 22.1.

An employee must give the Company one months notice in writing of their elect to commence, increase, reduce or cancel their salary sacrifice contributions.

24. Income Protection

All employees covered by the Agreement have an option to be covered by an Income Protection Plan provided by a suitable Provider.

With the employee’s agreement, the Company shall deduct contributions on a monthly basis (at the cost of the employee) and remit it to the nominated Income Protection Plan Provider.

The company will have no responsibility whatsoever with respect to the scheme’s operation.

25. No Extra Claims

It is agreed by the parties to this agreement that:

- (a) any wage movements arising during the life of this Agreement from State Wage Case decisions shall be absorbed against the wages set out in this Agreement; and
- (b) up to the nominal expiry date, the union and employees will not pursue any extra claims relating to wages or conditions of employment whether dealt with in the agreement or not.

26. Signatures of the Parties to This Agreement

Signed for and on behalf of Brambles Australia limited trading as Brambles Industrial Services:	
Signature:	
Name in full (printed):	
Position:	
Date:	

Signed for and on behalf of the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union (AMWU):	
Signature:	
Paul Bastian	
State Secretary	
Date:	

Signature:	
Wayne Phillips	
Organiser	
Date:	

Signed for and on behalf of the Australian Workers Union - NSW Branch (AWU):	
Signature:	
Name in full (printed):	
Position:	
Date:	

Signed for and on behalf of the Electrical Trades Union (ETU):	
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Signature:	
Bernie Riordan	
State Secretary	
Date:	

Signature:	
Warwick Tomlins	
Assistant Secretary	
Date:	

Attachment 1 - Salary Schedule

(a) Base Hourly Rate

The following rates are the base hourly rate of pay as specified in clause 15 of this agreement.

	On Approval	12 Months from Approval	24 Months from Approval
Controller (Electricians)	\$25.63	\$26.78	\$27.99
Coordinator (Mechanics)	\$24.20	\$25.29	\$26.43
Operator	\$22.62	\$23.64	\$24.70

(b) Salary Schedule

		All Purpose Salary	On Call Allowance	TOTAL
Controller (Electricians)	On approval	\$89,439.00	\$4,120.00	\$93,559.00
	12 months from approval	\$93,463.76	\$4,120.00	\$97,583.76
	24 months from approval	\$97,669.62	\$4,120.00	\$101,789.62
Coordinator (Mechanics)	On approval	\$84,645.00	\$3,899.00	\$88,544.00
	12 months from approval	\$88,454.03	\$3,899.00	\$92,353.03
	24 months from approval	\$92,434.46	\$3,899.00	\$96,333.46
Operator	On approval	\$78,375.00	\$3,610.00	\$81,985.00
	12 months from approval	\$81,901.88	\$3,610.00	\$85,511.88
	24 months from approval	\$85,587.46	\$3,610.00	\$89,197.46

A potential 10% bonus paid on the all purpose salary is available annually on meeting the criteria set out on attachment 2.

Please note that employees will receive a training salary of 80% of the all purpose salary (plus on call allowance) above in the first 3 months of employment. This period may be shortened by agreement between the parties.

ATTACHMENT 2

Bonus System

KPI	Key Value	Payment	
Coil Handling related Damage (Tonnes)	95% reduction	< 90% Damage Reduction = 50% reduction in total available pool 90% Damage Reduction = 25% of total available pool 91% Damage Reduction = 30% of total available pool 92% Damage Reduction = 35% of total available pool 93% Damage Reduction = 40% of total available pool 94% Damage Reduction = 45% of total available pool	50%

		95% Damage Reduction = 50% of total available pool	
BSL Cost Savings	\$100,000 per annum	< \$25,000 p.a. = 20% reduction in total available pool \$25,000 BSL Cost Saving = 5% of total available pool \$50,000 BSL Cost Saving = 10% of total available pool \$75,000 BSL Cost Saving = 15% of total available pool \$100,000 BSL Cost Saving = 20% of total available pool	20%
LTI's	Zero	1 LTI = 5% reduction in total available pool	5%
Audits - Brambles Employees (Observation Audits)	100% involvement every 2 months (minimum 9 per month)	Any shortfall = 5% reduction in total available pool	5%
Reliability - The AGV System is not 'capable of operating' to service each particular single production or packaging line.	Less than 16 hours p.a.	< 16 hours p.a. = 10% of total available pool	10%
Coil Packaging quality non-conformances	Less than 1 per month	> 12 non-conformances p.a. = 5% reduction in total available pool	5%
No. of coils incorrectly placed in the warehouse	Less than 2 per month	> 24 incorrectly placed coils p.a. = 5% reduction in total available pool	5%

The calculation of all KPI measures shall be as per the Service Agreement for Coil Handling and Packaging Services

Maximum pool available is 10% of base salary

ATTACHMENT 3

Shift Roster

This Will Be Determined By Employees Once Employed

Brambles CHP Shift Roster

	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
A Crew	N					D	D	D	N	N						D	D	N	N							D	D	N	N
B Crew				D	D	N	N	N					D	D	D	N	N							D	D	N	N		
C Crew		D	D	N	N						D	D	N	N	N					D	D	D	N	N					
D Crew	D	N	N						D	D	N	N						D	D	N	N	N						D	D

D - Day Shift

N - Night Shift

Coordinator Competency Profile

Position Title

Co-ordinator - CHP Packaging Line

Business

Coated Coil - BSL Packaging Products, Port Kembla

Brambles Industrial Services, Port Kembla, NSW

Position Summary

To co-ordinate, monitor and perform all of the business operational and maintenance functions, and ensure it performs within the specified safety, environmental, financial, and performance parameters in accordance with all expectations of the customer and the Brambles Board.

The position requires excellent relationships with the customer and the Brambles team to ensure optimum operational effectiveness and full integration within the customer's operations.

Directly Reports to:

Manager Coated Coil

Working Relationships:

Manager Coated Coil

Systems and Maintenance Engineer

General Manager

Coil Handling and Packaging Team

Maintenance Manager

Brambles Support Personnel

All relevant BSL personnel

Authority:

The incumbent has the authority to manage all aspects of the job in the responsibility areas described in the Position Description.

Shift Operation:

12 hour continuous shift operation

The following pages give an indication of the major responsibility areas and tasks required for the position. This is not an exhaustive list and the position may vary depending on operational requirements.

Note: Nationally recognised competency standard references for the competency profile are included.

MAJOR RESPONSIBILITIES:

Major Responsibility Area	Indicators	Examples Of Key Tasks	Selection Criteria
All Things Begin with the Customer			
<p>Customer Focus</p> <p>*** MEM 14.2 BA MEM 11.8 AA MEM 16.4 AA</p>	<p>BSL Feedback</p>	<p>Liaise with BSL representatives on a regular basis to ensure all operational issues are addressed. This includes any assistance BSL operators may require relating to coils required for packaging, packaging quality, coil damage and deliveries to the warehouse.</p> <p>Assess current quality performance through feedback from BSL and product/process checks</p> <p>Work with BSL to identify best practice in packaging and assist in any trials required to develop these ideas.</p> <p>Develop strong and mutually beneficial relationships with BSL</p>	<p>Adecco</p> <p>Phone Interview</p> <p>SHL Decision Maker</p> <p>Interpersonal Sensitivity Resilience</p> <p>Behavioural based reference checks Customer Focus</p> <p>Brambles</p> <p>Face-to-face Interview Customer Focus</p>
<p>Benchmarking</p>	<p>KPI's</p>	<p>Measure team performance against agreed criteria and ensure changes are implemented where quality gaps are identified.</p>	<p>Adecco</p> <p>Behavioural based reference checks KPI Performance</p>

We Believe in People and Teamwork			
<p>Effective Working Relationships</p> <p>* MEM 1.1 FA ** MEM 2.3 C11B *** MEM 7.24 AA MEM 15.3 AA</p>	<p>Delays to operations</p>	<p>Coil Handling and Packaging Team</p> <p>Work with the AGV controller in the identification and resolution of issues,</p> <p>Ensure the Packaging Line has sufficient resources to perform the required activities. This may involve up to 90% of your time being spent performing packaging operations. This will also include the monitoring of consumables stock levels and ordering consumables on the BSL SAP system.</p> <p>Effectively manage immediate shift relief personnel within the team.</p>	<p>Adecco</p> <p>Phone Interview Team Work</p> <p>Face-to- face Interview</p> <p>SHL Decision Maker Leadership Flexibility</p> <p>Behavioural based reference checks Team Work Conflict Resolution</p> <p>Brambles</p> <p>Face-to-face Interview Team Work Conflict Resolution</p>
		<p>Management</p> <p>Discuss openly with Brambles management any operational issues, which may have an effect on Brambles or BSL operations.</p> <p>Provide daily shift reports to management, including throughput, safety, environmental, operational and maintenance issues.</p>	

We Have a Passion for Success			
Optimum operational efficiency	Collection of KPI's	Take 'ownership' of Brambles Coil Handling and Packaging performance	Adecco
** MEM 2.2 C11A MEM 2.5 C11A MEM 2.6 C10A MEM 2.7 C10A MEM 2.8 C10A MEM 2.9 C10A		Collection and evaluation of Coil Packaging KPI data to ensure optimum efficiency	Phone Interview Work History Education and training Experience
*** MEM 11.6AA MEM 11.7AA MEM 11.8AA MEM 11.10AA MEM 11.13AA MEM 11.6AA MEM 18.16BA		Ensure shift changeover meetings take place, raise awareness of issues that may impact the next shift, flag items requiring follow up, give an overview of previous shift performance	Face-to-face Interview Knowledge of continuous shift operation
		Package coils to the BSL standard in the most efficient manner possible	SHL Decision Maker Planning and Organising Action Orientation Personal Motivation
		Operate and monitor semi-automated packaging machines and manually apply packaging at specified stations	Behavioural based reference checks Organisational Skills
		Production of consumables for line (discs, donuts, rings, caps) Operate mobile and fixed/moveable load shifting equipment (i.e., forklift and pendant controlled overhead crane)	Brambles Face-to-face Interview Work Experience Conflict Resolution Shift Work Continuous Process
		Correctly place coils in the warehouse as per the BSL A93 system	Shift Work Continuous Process
		Maintain appropriate inventory levels	
		Use rational process to analyse and solve problems on shift	

<p>Product Quality</p> <p>* MEM 1.3 FA ** MEM 2.1 C12A *** MEM 15.1 AA MEM 15.4 AA MEM 15.12 BA MEM 17.2 AA</p>	<p>Zero Coil Damage</p>	<p>Utilising all available information (photos, VSM information, A93 data, customer complaints and any other information) to promptly investigate any coil handling related damage (including rust) with BSL personnel.</p> <p>Assist in determining root cause and resulting corrective and preventative actions</p> <p>Implementing corrective and preventative actions</p> <p>Implement corrective and preventative actions to minimise the reoccurrence of coil damage</p> <p>Maintain good housekeeping practices, keeping the packaging area clear at all times and sweeping coil stands when required.</p> <p>Understand the importance of 'zero coil damage' to the end user's production processes.</p> <p>Input damage data into required computer systems.</p>	
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<p>First-Call Maintenance</p> <p>* MEM 1.4 FA *** MEM 18.2 AB MEM 7.1 AA MEM 18.2 AA MEM 18.3 AB MEM 18.6 AA MEM 18.11 AB MEM 18.19 AA MEM 18.21AA</p>	<p>AGV system 'capable of operating' to service each particular line at least 99.82% over one calendar year.</p> <p>Packaging Line capable of operating 99.5% over one calendar year.</p>	<p>Carry out routine maintenance checks and processes on both the packaging line and the AGV mechanical systems.</p> <p>Monitor, input and process data for the Maintenance Management System.</p> <p>Assist in the continual development of the maintenance management system.</p> <p>Build up maintenance lists for programmed shutdown work.</p> <p>Carry out isolation procedures for plant maintenance shutdowns and/or operational malfunctions.</p> <p>Supervise maintenance contractors.</p> <p>Operate and monitor spares control system.</p> <p>Attend to first call maintenance for both the packaging line and the AGV mechanical systems and arrange assistance from specialists as required.</p>	
<p>Cost Control</p>	<p>Cost Reductions</p>	<p>Set targets for cost improvements and initiate cost savings activities.</p> <p>Monitor the usage of consumables and identify areas where cost reductions could be made.</p>	<p>(Addressed in Passion for Success - Quality)</p>

<p>Training and Development</p> <p>** MEM 2.4 C11A</p> <p>*** MEM 17.1AA</p>		<p>Participates in regular training as provided by Brambles and BSL.</p> <p>Assist in training and competency assessment of new employees.</p> <p>Review and communicate changes to training guides to reflect optimum operational efficiency.</p> <p>Proactively participate in performance reviews with management.</p>	
<p>Growth Projects</p>		<p>Seek out growth opportunities for the Port Kembla business, including the expansion of the AGV system. Assist with the development of these opportunities into a business case for review by management.</p>	
<p>Acting with Integrity and Respect for the Community and Environment</p>			
<p>Injury Free Workplace</p> <p>* MEM 1.2 FA</p> <p>*** MEM 13.1 AA</p> <p>MEM 13.2 AA</p> <p>MEM 11.11 AA</p>	<p>Zero injuries</p> <p>100% Audit Participation</p> <p>100% compliance of PPE code</p>	<p>Implement and seek to improve safety systems for Coil Handling and Packaging</p> <p>Ensure all Brambles and BSL safety and environmental standards are met</p> <p>Regularly check condition and, AGV operation of safety equipment (eg bumpers and sensors, Packaging Line sensors and gates, PPE)</p> <p>At all times operate safely and be aware of all hazards associated with the Coil Handling and Packaging operations and the BSL plant</p>	

		<p>Ensure job rotation and correct ergonomic work practices are implemented on the Packaging Line</p> <p>Identify hazards and take preventative action to control or eliminate</p> <p>Maintain company issue uniforms and wear at all times when on plant</p> <p>Develop audit rosters and conduct audits</p> <p>Ensure that a high standard of are housekeeping and safety procedures enforced</p> <p>Conduct safety toolbox meetings and JSA's</p> <p>Input data into the Mex regarding incidents accidents and near misses</p>	
Environmentally Friendly Workplace	Zero Environmental Breaches	<p>To minimise the effect on the environment, ensure any environmental breaches are handled in line with Brambles and BSL policies and procedures, (i.e. the management of oil leaks and batteries)</p> <p>Input data into the Mex regarding environmental incidents</p>	

POSITION REQUIREMENTS:

Mechanical trade or equivalent - recognition of prior learning

High level of competence in general computer skills

Excellent communication skills and ability to resolve conflicts

Organisational skills including planning, working to set goals and analysing problems

Ability to operate in a strong team environment

Flexible, creative and adaptive to a multi-skilled environment

Extremely responsible attitude towards personal and plant safety

Integrity and trust

Innovation in the ability to source alternative solutions

Self development - actively works to continually improve and learn new skills and knowledge as required

Effective time management skills, with the ability to concentrate efforts on important priorities and attend to a range of activities

Current driver's licence

PREFERRED CHARACTERISTICS

Mechanical or process engineering post trade certificate or diploma

Experience with automation (AGV's) or packaging line operations

Experience in heavy manufacturing industry

Knowledge of continuous shift operations

BSL General Induction

BSL Road and Rail Induction

Packaging Products Induction

Current First Aid Certificate

OH&S Committee training

Forklift Ticket