

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/147

**TITLE: Baiada Poultry (Pendle Hill NSW) Nightshift Despatch
Employees Enterprise Wages Agreement 2004**

I.R.C. NO: IRC5/1077

DATE APPROVED/COMMENCEMENT: 11 April 2005 / 11 April 2005

TERM: 16

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 8 July 2005

DATE TERMINATED:

NUMBER OF PAGES: 3

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to Nightshift Despatch Employees employed by Baiada Poultry Pty Ltd, located at Great Western Highway, Pendle Hill, NSW 2145, who fall within the coverage of the Poultry Industry Preparation (State) Award.

PARTIES: Baiada Poultry -&- The Australasian Meat Industry Employees' Union, New South Wales Branch

BAIADA POULTRY (PENDLE HILL NSW) NIGHTSHIFT DESPATCH EMPLOYEES ENTERPRISE WAGES AGREEMENT 2004

1. Title

This agreement shall be known as the Baiada Poultry (Pendle Hill NSW) Nightshift Despatch Employees Enterprise Wages Agreement 2004.

2. Arrangement

1. Title
2. Arrangement
3. Parties, Bound
4. Relationship to Existing Award
5. Wage Rates
6. Future Wage Increases
7. No Further Claims
8. Duration
9. Renegotiation
10. Signatories

Schedule A: Rates of pay

3. Parties Bound

This agreement shall apply to the Nightshift Despatch Employees at the Baiada Poultry Pty Ltd Pendle Hill Primary Processing Plant located at Great Western Highway New South Wales, (ACN: 002 925 948) herein referred to as the Company and the Australasian Meat Industry Employees' Union New South Wales Branch herein after referred to as the Union and shall apply to all employees covered by the Poultry Industry Preparation (State) Award (2001) and the Poultry Industry Preparation Wages (State) Award. (IRC no 2963 of 2000).

4. Relationship to Existing Award

This agreement shall be read and interpreted in conjunction with the Poultry Industry Preparation (State) Award (2001), but in the event of any inconsistency between this agreement and the above Awards, this agreement shall take precedence.

5. Wage Rates & Attendance Bonus

The weekly wages and allowances of all employees covered by this agreement shall be increased from the current Award rate of \$13.1842 (Level 4) to \$14.50 per hour as outlined in the attached (Schedule A) Wage Rates.

The current attendance bonus system shall continue as follows:

An attendance bonus of \$30.00 per week shall be paid providing the following occurs:

1. An employee is not late commencing work.
2. An employee apart from rostered days off or public holidays loses no time.
3. If a person is sick then that employee is not eligible for the attendance bonus.
4. A casual will not be penalised or lose their attendance bonus if they are not required for the full day.
5. A casual's attendance bonus will be paid pro rata for the days worked.

The attendance bonus will be paid for the period of annual leave taken.

6. Future Wage Increases

Any future wage increase shall depend on the outcome of any future National Wage decisions any increases arising out of these decisions shall flow on to the employees' 12 months after the acceptance of this agreement.

7. No Further Claims

It is agreed between the parties that there be no further claims for a period of 2 years after this agreement has been signed.

8. Duration

This agreement shall take effect from 11 April 2005, and shall remain in force until 5 August 2006. Thereafter the terms of this agreement shall remain in force in accordance with the provisions of the *Industrial Relations Act 1996*.

9. Renegotiation

The parties shall commence negotiations for a replacement agreement in the first week of May 2006 with a view of having a new agreement finalised by 31 July 2006. The parties shall negotiate in good faith. Should a new agreement not be concluded by 31 July 2006 then the parties shall refer the matter to the Industrial Relations Commission of New South Wales for conciliation and if necessary arbitration.

10. Signatories

Signed for and on behalf of:

Baiada Poultry Pty Limited:

.....
Date

In the presence of:

.....
Date

Signed for and on behalf of:

Australasian Meat Employee's Union, New South Wales Branch

.....
Date

In the presence of:

.....
Date

SCHEDULE A

WAGE RATES

MONETARY RATES

The minimum ordinary rates of pay for all employees for each classification from the agreed date shall be as follows:

Grade	Weekly Rate Monday Friday	Hourly Rate Mon- Fri
Picker / Loader	\$551.00	\$14.50

Attendance Bonus of \$30.00 per week shall be paid in accordance with clause 5 wages and attendance bonus system of this agreement and shall be added to the above rates of pay.