

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/279

TITLE: Woollahra Municipal Council Street Cleaning Enterprise Agreement

I.R.C. NO: IRC5/4041

DATE APPROVED/COMMENCEMENT: 16 August 2005 / 16 August 2005

TERM: 36

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 21 October 2005

DATE TERMINATED:

NUMBER OF PAGES: 12

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all Street Cleaning employees employed by Woollahra Municipal Council, located at 536, New South Head Road, Double Bay NSW 2028, who fall within the coverage of the Local Government (State) Award 2004.

PARTIES: Woollahra Municipal Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union

WOOLLAHRA MUNICIPAL COUNCIL STREET CLEANING ENTERPRISE AGREEMENT

1. Title and Intention of the Parties

This Enterprise Agreement is made in accordance with the provisions of sections 29 to 47 of the *Industrial Relations Act* 1996, and shall be known as the Woollahra Municipal Council, Street Cleaning Enterprise Agreement. The Agreement provides Council's Street Cleaning staff with the opportunity to improve the service provided to the municipality and to receive payment of a clean-up allowance. The Agreement rescinds and replaces the Industrial Agreement.

2. the Parties

The parties to this Agreement are Woollahra Municipal Council and the New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union.

3. Duress

This Agreement has been entered into without duress by any party.

4. Commencement and Duration

The Agreement shall come into operation from the date of approval by the Industrial Relations Commission of New South Wales and shall remain in force for a period of three (3) years.

5. Definitions

Award: Shall mean the Local Government (State) Award 2004 and any Award which succeeds this Award.

Council: Shall mean Woollahra Municipal Council.

Council Policy: Shall mean policy adopted by Woollahra Municipal Council and/or the Management Executive of Council.

Employee: Shall mean, for the purpose of determining eligibility to the benefits of this Agreement, an employee who is employed within the Street Cleaning Service.

Management: Shall mean such persons as are delegated responsibility by the General Manager to manage the street cleaning service and achieve the service outcomes as determined by Council.

Industrial Agreement: Shall mean Industrial Agreement No. 7283 registered pursuant to Section 11 of the now repealed *Industrial Arbitration Act* 1940.

Union: Shall mean the New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union (known as the United Services Union (USU)).

6. Relationship With the Award

6.1. This Agreement shall be read and interpreted wholly in conjunction with the Award.

6.2. This Agreement shall not affect the payment of future Award based increases and there shall be no absorption of such increases for the purposes of this Agreement.

6.3. In the event of any inconsistency between the Award and this Agreement, this Agreement shall prevail to the extent of the inconsistency.

6.4. Where this Agreement is silent the Award shall prevail.

7. Anti-Discrimination

- 7.1 It is the intention of the parties bound by this Agreement to seek to achieve the object in Section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes but is not limited to discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibility as a carer.
- 7.2 It follows that, in fulfilling their obligations under the dispute resolution procedure prescribed by the Award, the parties have obligations to take all reasonable steps to ensure that the operation 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 that, by its terms or operation, has a direct or indirect discriminatory effect.
- 7.3 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.
- 7.4 Nothing in this clause is to be taken to affect:
- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- 7.5 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.

NOTES

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

8. Commitment to the Delivery of an Effective Service

- 8.1 The matters detailed below reflect the commitment staff and management have achieved in reaching this Agreement as the basis for an effective and efficient Council service:
- 8.2 The parties to this agreement are committed to maintaining and continually improving the quality and effectiveness of the service provided by the Street Cleaning Section to the Municipality of Woollahra.
- 8.3 Specific changes implemented as a consequence of this Agreement are as follows:
- (a) The establishment of work teams that enhance the service of the section and increase the utilisation of plant involved in street cleaning;
 - (b) Team leaders and teams shall take responsibility for all cleaning within the allocated geographical area;
 - (c) Transfer of the litter bin collection, main roads street cleaning and associated plant from the Street Cleaning Section to another section of the Works and Services Department;

- (d) A reduction in the number of full-time employees employed in this Street Cleaning section from 24 to 18;
 - (e) The transfer of 6 positions from the Street Cleaning section to the Business Centre section;
 - (f) Transfer of Clean Up collection, Paid Pickups and associated plant from Waste Services to Street Cleaning;
 - (g) The installation of data loggers to provide effective feedback regarding the operation of the plant and to improve work planning;
 - (h) Introducing barrows in consultation into areas where access is difficult to improve the profile and effectiveness of the service;
 - (i) Controlling and removing weeds in all road reserves, traffic islands, walkways and pedestrian access lanes;
 - (j) Undertaking cyclic inspections and cleaning of all walkways and laneways to meet agreed standards;
 - (k) Minimising the work practice of "boxing out" and ensuring all work methods comply with Manual Handling Codes;
 - (l) Working in a flexible manner to ensure that morning tea work breaks are taken at logical times in terms of the flow of work and that no additional compensation will be sought when this flexibility requires breaks to be taken at times other than those at which they are normally taken;
 - (m) Improving the level of accountability taken by the team for the full range of work activities with comprehensive daily records and for appropriate documentation of these duties. This may include the introduction of electronic devices in consultation with staff;
 - (n) Operating in a flexible manner and applying safe systems of work to ensure Council gains effective value from any change in work arrangements; and
 - (o) Working as part of a team to ensure that if urgent work comes through then the whole group assists.
- 8.4 Employees will work diligently, effectively and in a flexible manner to maintain and enhance the excellent service currently provided to the residents, businesses of and visitors to the Woollahra Municipality.
- 8.5 Management and staff within the service will act promptly, consistent with their scope of authority, to remove any impediments to the effectiveness of the service.
- 8.6 Management and staff will work together to ensure plant and equipment breakdowns, damage and failures are minimised, and are promptly addressed if they do occur.
- 8.7 Management and staff will work together in a team environment to ensure an effective communication is maintained and that further opportunities to improve and enhance the service are identified and introduced to assist in the ongoing security of Council employment in the long term in accordance with the award.
- 8.8 The following objectives are to be achieved in providing the Street Cleaning service in the manner detailed in this Agreement:
- (a) High standards of cleanliness of streets and public thoroughfares;
 - (b) Minimising of litter in streets and entering the drainage system;

- (c) Minimising the potential adverse environmental impacts of Cleaning activities on the waterways of the Municipality and adjacent municipalities and on Sydney Harbour;
- (d) Stopping the practice of flushing street debris into drains;
- (e) Providing for the periodic removal of weeds from gutters, pedestrian lanes and roadways, particularly around median strips, traffic islands, roundabouts etc;
- (f) Allowing the clean up collections to commence on the first working day following the weekend;
- (g) Ensuring that the service is compliant with the requirements of all relevant NSW Acts and Regulations; and
- (h) Increasing employee awareness of environmental impacts of street runoff.

9. Rates of Pay

9.1 The rates of pay, which apply to employees within the Street Cleaning group, shall be calculated in accordance with the composition of the pay elements detailed in the table below and set out in Schedule 2.

Position	Grade Range A	Disability Allowance B	Enterprise Agreement Allowance C	Clean Up Allowance D	Pattern of Working Hours Allowance E	Total Pay
Team Leader - Street Cleaning	21 - 28	Yes	Yes	Yes		A+B+C+D
Operational Worker - Street Cleaning	8 - 20	Yes	Yes	Allowance applies to employees other than Mechanical Sweeper Operators	Allowance applies only to Mechanical Sweeper Operators	A+B+C+D/E

- 9.2 The rates of pay, as detailed in Schedule 1 to this Agreement, have been determined in recognition of the changes in work arrangements and the efficiencies introduced as specified in clause 8 of this Agreement.
- 9.3 The Disability Allowance will be paid consistent with the relevant provision of the Award.
- 9.4 The Clean Up Allowance will be paid to all employees, other than Mechanical Sweeper Operators, who work on the first working day each week following the weekend and shall be paid during periods of approved annual and long service leave where such leave extends beyond one week.
- 9.5 No Clean Up Allowance is payable to any staff member who is absent from work on the designated Clean Up day. Where the employee believes that the absence was justified an application can be made to management outlining the reason(s) for the absence. The manager may, based solely on his/her discretion, determine that the circumstances are exceptional and approve the payment of the Allowance.
- 9.6 In addition to the grade range available based on the acquisition and use of established competencies the employees shall be paid an Enterprise Agreement Allowance as defined in Table C of Schedule 1.
- 9.7 The introduction of the Enterprise Agreement Allowance will end the practice of paying travelling time and fares for overtime.

- 9.8 The Pattern of Working Hours Allowance paid to Mechanical Sweeper Operators takes into account the starting and finishing times which apply to these operators and shall operate in lieu of any variation to the Award which includes payment for working on early morning or afternoon shifts.
- 9.9 The rates of pay in this Agreement shall be varied consistent with salary movements that apply to all employees of Council, which includes increases in the Award.

10. Hours of Work

- 10.1 The ordinary hours of work for employees under this agreement shall be thirty eight (38) per week and shall be worked between Monday and Friday, consistent with the roster in Schedule 2 of this Agreement.
- 10.2 The starting time for the day on which the Clean Up is undertaken shall be 5:00am.
- 10.3 The start times for the days on which the Clean Up is not undertaken will be as currently worked and will be the subject of a review during the life of this Agreement. The review will be conducted by an independent workplace safety consultant and will consider such issues as workplace safety and efficiency. The outcome of such review will be the subject of discussion and agreement between the parties.

11. Overtime

Except where otherwise provided in this Agreement, time worked at the prior direction of management, in addition to the ordinary hours as specified in Clause 5 of this Agreement, shall be overtime and shall be paid consistent with the overtime provisions of the Award.

12. Performance Measurement

The parties to this Agreement have established the following list of performance measures against which the success of the Agreement will be measured. The measures are:

- Feedback from members of the community regarding effectiveness of service;
- Compliance with service level agreements;
- The efficiency of the teams in undertaking the range of activities assigned;
- The levels of absenteeism and sick leave of members of team; and
- The accidents and incidents trend for the section.

13. Condition of Vehicles

- 13.1 All Team Leaders/Drivers are required to clean their vehicles at the completion of each day's work and ensure, on a daily basis, that the vehicle has sufficient fuel to complete the run the following day. If for any reason this is not the case, the Supervisor shall be notified and the vehicle will be refuelled prior to leaving the depot for the following day's work.
- 13.2 Vehicle inspections are to be carried out by the Team Leader/Driver at the start and completion of each day's appointed run and any required documentation completed. Any matters identified by the Team Leaders/Drivers as requiring attention are to be promptly raised with the Supervisor through the completion of the designated vehicle report form. If the vehicle requires mechanical repair whilst working and it is safe to be driven, the Team Leader/Driver shall deliver the vehicle to the workshop and report the problem to the appropriate mechanical repair staff. Where practicable, the vehicle shall be cleaned and appropriate documentation completed.
- 13.3 The Team Leader/Driver is to check the key board prior to commencing each morning to ensure the vehicle is operational.

- 13.4 The Team Leader/Driver shall ensure that the cabin of each truck kept in a clean and tidy state in accordance with Council's Safe Driving and Fleet Management Policy.
- 13.5 Employees shall provide all practical assistance to mechanical staff attending breakdowns in the field. Such assistance includes any necessary work required to make safe or clear the vicinity of the breakdown.
- 13.6 Team Leaders/Drivers are responsible to ensure adherence to all road traffic and other regulations pertaining to the operation of the vehicle. Where any breach of these regulations occurs and there is evidence that the Team Leader/Driver is negligent and could have reasonably known of the regulation, the Team Leader/Driver will be responsible for the payment of any fines or penalties imposed.
- 13.7 In the event of an accident or damage to property occurring, the Team Leader/Driver of the vehicle shall report the incident to Council's Plant and Fleet Coordinator and the Supervisor and complete the required accident report forms. These forms shall be passed without delay to the Supervisor. Where a Team Leader/Driver is involved in a motor vehicle accident and fails to report it and is proven to be at fault, the Team Leader/Driver may be demoted for a period consistent with Council's disciplinary procedures and shall be required to undergo a driving assessment to establish whether he/she is competent to continue in that role. A qualified driver assessor-trainer shall undertake the driving assessment. A Team Leader/Driver who fails the driving assessment shall receive remedial training from Council as a priority.

14. Training and Development

- 14.1 All employees will be provided with access to training appropriate to their position and necessary to the Street Cleaning Service. Training will include but not be limited to driver training, manual handling, crane operation and compactor operation. Training will be conducted within agreed predetermined time frames.
- 14.2 Each crew-member shall receive necessary and appropriate training in, become familiar with, and observe all relevant Council policies, regulations, codes and procedures in force. A copy of the relevant documents will be permanently available in the Supervisor's office.
- 14.3 Where an employee is required to attend a training program(s) in lieu of normal duties, and during standard working hours, the rate of pay for the position held by the employee shall apply including the clean up allowance if applicable for that day.
- 14.4 Overtime shall be paid only when training programs extend beyond 7.6 hours/day.

15. Occupational Health and Safety

- 15.1 All employees will carry out their duties in accordance with the safe work practices established by the Council and WorkCover. If employees become aware of unsafe work practices or other Occupational Health & Safety issues, they must report them to the Supervisor immediately. All employees will work to ensure that there is full compliance with the Occupational Health & Safety Act 2000 and the Occupational Health and Safety Regulation 2001.
- 15.2 All employees covered by this Agreement shall, where appropriate, be provided with the following:
 - 2 pairs of safety boots or shoes;
 - 3 pairs Council provided shorts and 2 pairs of track pants;
 - 2 Council safety T-shirts;
 - 1 sloppy Joe or equivalent;
 - Safety jackets or vests;
 - Hat and sunscreen; and
 - Wet-weather clothing.

- 15.3 It is a condition of employment that all specifically designed safety clothing shall be worn at all times whilst at work, as appropriate to the conditions. Failure to do so will be regarded as a breach of Council's Occupational Health and Safety Guidelines.
- 15.4 All requests for replacement of clothing shall be accompanied by the relevant article to be replaced. Disputes, which occur in relation to the provision of clothing, shall be referred to the Manager - Works and Services for resolution in accordance with the Award.
- 15.5 Council shall provide a safe place of work and provide and require safe work practices in accordance with the provisions of the Occupational Health and Safety Act.
- 15.6 Council has a responsibility to provide waste collection staff with appropriate, timely and adequate training and resources in relation to providing a safe and healthy work environment.

16. Mechanical Sweeping Machines

An objective of this agreement is to improve the utilisation of mechanical sweeping machines to maintain a high standard of street cleanliness. To achieve this goal it has been agreed to increase the utilisation of mechanical sweepers by undertaking two working shifts for each machine per day (see schedule 2).

The mechanical sweeping machines are the most efficient and effective means of collecting debris from ground level. The operators of these machines are required to:

Work as part of the Area Street Cleaning teams throughout their daily shift;

Provide support to other sections of Council which require mechanical sweeping prior to and after the Area Street Cleaning teams commence and finish; and

Work as a team in providing street cleaning services to areas identified as being able to be serviced by mechanical sweeping machines as per existing, agreed mechanical sweeping afternoon shift standards.

17. Work Break for Morning Tea

A principle outcome of the negotiation of this Agreement has been a commitment to work constructively to maximise the effectiveness of Council's operations. The long-term competitiveness of the services currently provided by Council employees is critical to ensure job security. The parties agree that the following principles shall apply to the taking of the morning tea break:

- 17.1 The break will be taken in a manner, determined by the work teams, to minimise the disruption to the work flow. This may include flexibility in the time at which the break is taken and situations in which the break may be staggered through the team members;
- 17.2 The break will be taken at the work site and arrangements for food and drink, to be consumed during the break, will be made prior to the commencement of work or the break;
- 17.3 A work team may agree to take the morning tea break adjoined to the lunch break or at the end of their shift in which case the break will be of fifteen (15) minutes duration;
- 17.4 The Team Leader will be accountable to ensure the effectiveness of the team is maximised with respect to the flow of work across the morning tea break; and
- 17.5 The break will not in any circumstances, except where a work team makes an agreement consistent with sub-clause 17.3, be in excess of ten minutes. The period of the break shall be measured from the ceasing of work until the recommencement of work.

18. Casual Employees

- 18.1 It is an objective of this Agreement that the engagement of casual employees on a regular basis to provide relief for shortfalls in staffing shall cease. Management reserves the right to engage casual employees for relief in the service in circumstances where regular staff numbers are depleted and no suitable alternative arrangements can be made.
- 18.2 The hours of work for casual employees shall generally be those which apply to the street cleaning team except where specifically directed by the Supervisor to work otherwise than in conjunction with a team.
- 18.3 Where permanent vacancies arise, appointment will occur consistent with Council Policy, the provisions of the Award and the *Local Government Act 1993*.
- 18.4 Casual employees shall be paid the rate of pay as prescribed by this Agreement and a loading consistent with the relevant provisions of the Award.

19. Replacement of Staff

- 19.1 When a position is to be filled due to an employee resigning or being terminated, Council shall advertise the position consistent with sub-clause 19.2.
- 19.2 Advertising of the vacant position shall occur as soon as possible after the vacancy has been created and shall occur consistent with Council's requirements as an Equal Employment Opportunity employer. Where three or more appropriately qualified and experienced internal applicants are likely to apply for placement in the position, the position will be advertised, in the first instance, to existing Council employees. Where this is found not to be the case, the position will be advertised externally.

20. Continuous Improvement

- 20.1 Employees of the Street Cleaning Service are committed to the principles of continuous improvement. Improvement in the service will be achieved by:

- Developing and maintaining a positive attitude to the work;
- Accepting change;
- Making suggestions to achieve improvement;
- Identifying and solving problems at source rather than allowing them to escalate;
- Taking full advantage of training and development opportunities;
- Being alert to experiences that may give rise to constructive change; and
- Seeking resolution of problems by negotiation.

- 20.2 Job Redesign and Work Enhancement

Employees and management agree to the principles of job redesign and work enhancement which concentrate on broadening the range of skills each employee uses and employees developing their personal abilities.

- 20.3 Customer Importance

Employees and management recognise the importance of both internal and external customers in improving the effectiveness of the Street Cleaning Service.

- 20.4 Teamwork

Employees and management support the principle of improving the effectiveness of the service by working in teams. Through training, teams will have greater opportunity to expand their area of responsibility and their effectiveness.

21. Delegate's Rights

Union delegates shall have the rights detailed below. These rights shall be exercised in a manner consistent with Council's Code of Conduct Union Delegates.

The right to be treated fairly and to perform their role as union delegate without any discrimination in their employment;

The right to formal recognition by the employer that endorsed union delegates speak on behalf of union members in the workplace;

The right to bargain collectively on behalf of those they represent;

The right to consultation and access to reasonable information about the workplace and the business;

The right to paid time to represent the interests of members to the employer and industrial tribunals;

The right to reasonable paid time during normal working hours to consult with union members;

The right to reasonable paid time off to participate in the operation of the union;

The right to reasonable paid time off to attend accredited union education;

The right to address new employees about the benefits of union membership at the time that they enter employment;

The right to reasonable access to telephone, facsimile, photocopying, internet and

E-mail facilities for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union;

The right to place union information on a notice board in a prominent location in the workplace;

The right to take reasonable leave to work with the union.

These rights are basic and fair. Union delegates are entitled to know their role is recognised and respected.

22. Grievance and Dispute Procedures

22.1 At any stage of the procedure, the employee(s) may be represented by their union or its local representative/delegate and the council represented by the Association.

22.2 The union delegate shall have reasonable time, without loss of pay, to discuss a grievance or dispute with management at the local level where prior approval is sought. Such approval shall not be unreasonably withheld.

22.3 A grievance or dispute shall be dealt with as follows:

(a) The employee(s) shall notify the supervisor, or other authorised officers of any grievance or dispute and the remedy sought, in writing.

(b) A meeting shall be held between the employee(s) and the supervisor to discuss the grievance or dispute and the remedy sought within two working days of notification.

(c) If the matter remains unresolved, the employee(s) may request the matter be referred to the head of the department or other authorised officer for discussion. A further meeting between all parties shall be held as soon as practicable.

- (d) If the matter remains unresolved the general manager shall provide the employee(s) with a written response. The response shall include the reasons for not implementing any proposed remedy.
- (e) Where the matter remains unresolved, it may be referred to the employee's union or representative and by the general manager or other authorised officer to the Association for further discussion between the parties.

22.4 The Industrial Registrar may be advised of the existence of a dispute at any stage of this procedure.

22.5 During this procedure and while the matter is in the course of negotiation, conciliation and / or arbitration, the work practices existing prior to the dispute shall as far as practicable proceed as normal.

23. No Further Claims

The parties to this Agreement and the employees covered by it agree and acknowledge that the Agreement has been negotiated to ensure the employees' rates of pay and other working conditions have been agreed for the next three years and that there will be no further industrial or other claims made by them, except as set out in this Agreement.

24. Review of the Agreement

At the conclusion of twelve months of operation of the Agreement the Service shall be reviewed by staff representatives and management to ensure that the Agreement supports the effective operation of the service and rewards staff appropriately for the service standards achieved during its life.

25. Renegotiation of the Agreement

The parties to this Agreement shall meet to renegotiate the provisions contained herein six months prior to the date of its cessation. Should there be no agreement, either party may provide three months notice to the Union and shall terminate the Agreement. Should the Agreement be terminated, the Award conditions shall apply.

Schedule 1 - Table A

Position	Grade	Training Requirement	Weekly Rate ¹
Operational Worker - Street Cleaning - Entry	8		\$627.85
Operational Worker - Street Cleaning - Entry	9	25% Certificate II	\$639.08
Operational Worker - Street Cleaning - Entry	10	50% Certificate II	\$651.12
Operational Worker - Street Cleaning - Entry	11	75% Certificate II	\$663.94
Operational Worker - Street Cleaning - Level 1	12	100% Certificate II	\$677.25
Operational Worker - Street Cleaning - Level 1	13	25% Certificate III	\$690.56
Operational Worker - Street Cleaning - Level 1	14	50% Certificate III	\$704.50
Operational Worker - Street Cleaning - Level 1	15	75% Certificate III	\$718.22
Operational Worker - Street Cleaning - Level 2	16	100% Certificate III	\$732.68
Operational Worker - Street Cleaning - Level 2	17	25% Certificate IV	\$747.34
Operational Worker - Street Cleaning - Level 2	18	50% Certificate IV	\$762.11
Operational Worker - Street Cleaning - Level 2	19	75% Certificate IV	\$776.78
Operational Worker - Street Cleaning - Level 2	20	100% Certificate IV	\$792.38
Team Leader - Street Cleaning - Level 1	21		\$807.77
Team Leader - Street Cleaning - Level 1	22		\$824.10
Team Leader - Street Cleaning - Level 1	23		\$840.22
Team Leader - Street Cleaning - Level 1	24		\$856.96
Team Leader - Street Cleaning - Level 2	25		\$874.02
Team Leader - Street Cleaning - Level 2	26		\$891.49
Team Leader - Street Cleaning - Level 2	27		\$908.86
Team Leader - Street Cleaning - Level 2	28		\$927.06

1. Rates of Pay are varied consistent with movements in Council's salary system Grade structure.
2. Mechanical Sweeper Operators and employees relieving in this position shall be paid at this Grade as a minimum to reflect the accountability of the position.

Table B - Disability Allowance

Weekly Rate	\$27.90
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Table C - Enterprise Agreement Allowance

The Enterprise Agreement Allowance shall be paid in addition to Award allowances and to the rate determined through Council's salary system.

Position	Allowance (Per Week)
Team Leader - Street Cleaning	\$28.20
Operational Worker - Street Cleaning	\$28.20

Table D - Clean Up Allowance (Employees other than Mechanical Sweeper Operators)

Position	Payment
Team Leader - Street Cleaning	\$100.00
Operational Worker - Street Cleaning	\$100.00

Table E - Pattern of Working Hours Allowance (this allowance only applies to Mechanical Sweeper Operators)

Position	Payment
Mechanical Sweeper Operator	\$133.00

SCHEDULE 2

Street Sweeping Group Work Roster							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Team A	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	1.1.1.1 Off	Off
Team B	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	Off	Off
Team C	5:00am- 3:00pm	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	5:00am- 1:00pm	Off	Off
Mechanical Sweepers 1	4:00am- 12:00pm	4:00am- 12:00pm	4:00am- 2:00pm	4:00am- 12:00pm	4:00am- 12:00pm	Rostered Overtime	Rostered Overtime
Mechanical Sweepers 2	12:00pm- 8:00pm	12:00pm- 8:00pm	12:00pm- 8:00pm	12:00pm- 8:00pm	2:00pm- 8:00pm	Rostered Overtime	Rostered Overtime

Note:

1. 5:00am start for Team A, Team B and Team C will move to a Tuesday when Monday is a Public Holiday
2. Mechanical Sweeper 1. Will have meal break when the Area Team has morning tea break

Signed by the parties on this 25th day of May 2005

SIGNED on behalf of
WOOLLAHRA MUNICIPAL COUNCIL

in the presence of

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)
)

General Manager

Witness

SIGNED on behalf of the
NEW SOUTH WALES LOCAL GOVERNMENT,
CLERICAL, ADMINISTRATIVE, ENERGY,
AIRLINES AND UTILITIES UNION

In the presence of

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General Secretary

Witness