

REGISTER OF
ENTERPRISE AGREEMENTS



ENTERPRISE AGREEMENT NO: EA97/119

TITLE: Mayne Nickless Logistics, Granville Enterprise Agreement

I.R.C. NO: 97/2240

DATE APPROVED/COMMENCEMENT: 28 May 1997 and commenced 1 July 1996

TERM: Expires 30 June 1998

NEW AGREEMENT OR
VARIATION: New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF

EMPLOYEES: To apply to all warehouse employees engaged in the warehousing and distribution operations of the company at its Granville activity at 15 Berry Street Granville

PARTIES: Mayne Nickless Limited in respect of Mayne Nickless Logistics -&- National Union of Workers, New South Wales Branch

AGREEMENT NO 2240 OF 1996⁷
(FILED WITH THE INDUSTRIAL REGISTRAR
THIS DAY OF 1996)



ENTERPRISE AGREEMENT

1. This Agreement is made between Mayne Nickless Logistics of 15 Berry Street, Granville, NSW, a distribution service of Mayne Nickless Limited ACN 004 073 410 and the National Union of Workers, New South Wales Branch and shall be known as the Mayne Nickless Logistics (Granville) Enterprise Agreement.
2. This Agreement applies to all Warehouse employees engaged in the warehousing and distribution operations of Mayne Nickless Logistics at its Granville activity which is located at 15 Berry Street, Granville, NSW.
3. The parties to this Agreement agree that agreement has been reached through consultation and consensus and decided upon without duress by any party.
4. The agreement shall be read and interpreted wholly in conjunction with the Parent Awards provided that where there is any inconsistency, this Agreement shall take precedence to the extent of the inconsistency.
5. All parties agree to abide by the following guidelines in the resolution of any grievance as per the Storeman and Packers Bond and Free Stores (State) Award. These guidelines are:
 - a) the matter will first be discussed between the employee and their immediate supervisor. The Union delegate may also be present if so requested by the employee.
 - b) any contentious matter/issue will be discussed at the enterprise level between management and the job delegate(s). Grievances will be responded to as soon as practicable;
 - c) if these discussions do not resolve the dispute then the local organiser will become involved;
 - d) if this still does not lead to resolution of outstanding matters, then officers from the Union and the Company shall become involved;
 - e) During the above procedure the status quo shall remain and work shall proceed normally;



- f) at any time either party shall have the right to notify the dispute to the Industrial Registrar.
6. There shall be no extra claim by either party during the life of this agreement except where consistent with National Wage Case/State Wage Case decisions.
7. The following are the issues agreed to between the employees and management and Union for immediate implementation.
- a) The parties to this Agreement should work toward maintaining and monitoring productivity and efficiency targets as measured by key performance indicators.
- b) In addition the parties should also reduce and maintain the pick error rates to ensure they fall within the company's commercial requirements and customer expectations.
- c) **Multi Skilling**
The parties agree to the performance of a wider range of duties involving all Warehouse, Customer Service Operators (CSO's) and associated Clerical functions.
- d) **Annual Leave**
The parties to this Agreement agree that Annual Leave is to be taken by mutual agreement between the Employer and the Employee to allow for more flexibility.
- e) **Rostered Days Off (RDO's)**
The parties to this Agreement agree to the provision of 24 hours notice by the Employer or at the request of the Employee RDO's may be deferred and taken at a mutually agreed time.
- f) **Housekeeping**
The parties to this Agreement agree that all Warehouse personnel shall participate and conform with Mayne Nickless Logistics Housekeeping Policy relating to the internal and external parameters of both Distribution Centre and Customer Service vehicles.



g) Stock Losses

Strict adherence to company procedures as per Quality Accreditation AS9002 to ensure nil stock losses are maintained at all times. Stock losses should not occur from variation to quality procedures.

Both existing procedures and nett stock losses will be monitored and reviewed on an ongoing basis in order to both measure and satisfy the objective (nil stock losses).

h) Training

It is agreed that training required for further advancement to employees will be by mutual agreement between the employee and employer.

8. a) A 6% wage increase will be made and backdated upon registration of the Enterprise Bargaining Agreement. Pursuant of the New South Wales Industrial Relations Act 1996.
- b) A further 6% wage increase will be made twelve months from that date.
9. The parties agree to continue renegotiation three months prior to the expiration of this agreement.
10. This Agreement shall operate from the date of registration and expire on the 30th June, 1998.



Signed on behalf of

MAYNE NICKLESS LOGISTICS
NEW SOUTH WALES

Date:

[Signature]
1-11-96

Witness:

[Signature]

Date:

Signed on behalf of

NATIONAL UNION OF WORKERS
NEW SOUTH WALES BRANCH

Date:

[Signature]

Witness:

[Signature] JENNIFER
LELA, JP

Date:

10TH OCTOBER 1996