
**National Indigenous
Pastoral Enterprises and
Cardabia Pty Ltd (NIPEC)**

COLLECTIVE AGREEMENT

2007 -2012

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1. Definitions

- 1.1 **"AWA"** means Australian Workplace Agreement
 - 1.2 **"BETD"** means the ILC Business Employment and Training Directorate.
 - 1.3 **"Caretaker"** means a person who is engaged on an ILC held property to care or manage the land and assets.
 - 1.4 **"Casual"** means a person engaged and paid on an hourly, daily or weekly basis with no expectation of continuing employment. Such a person is subject to the terms and conditions specifically applying to a Casual within this Agreement.
 - 1.5 **"Casual Loading"** means an additional amount of pay of 20% in lieu of any Public Holidays, leave and other entitlements.
 - 1.6 **"Commission"** means the Australian Industrial Relations Commission.
 - 1.7 **"Confidential Information"** means any information about the Company, the Property or the registered proprietor of the Property or services or products of the Company including but not limited to technical or policy manuals, designs for technical drawings, computer software and programs, know-how, ideas, diagrams, tables, accounting techniques and intellectual property all of which is not in the public domain.
 - 1.8 **"Conflict of Interest"** means when an Employee, a family member or close family friend of an Employee, has financial, non-financial or other interests which influence, or give the appearance of influencing proper consideration or decision-making of the Company.
 - 1.9 **"Director BETD"** means the Director Business Employment and Training Directorate and is employed by the ILC to manage the operations of the Company.
 - 1.10 **"Eligible Casual"** for the purpose of Parental Leave, means a Casual who has worked for the Company on a regular and systematic basis for a sequence of periods of employment during a period of at least 12 months and if not for the birth or adoption, would have reasonable expectations of continuing engagement on a regular and systematic basis as a Casual.
 - 1.11 **"Employee"** or **"Eligible Employee"** means any person employed by the Company.
 - 1.12 **"Employee Assistance Provider"** or means an external provider that provides confidential counselling services.
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- 1.13 **"General Manager"** means the person or from time to time.
 - 1.14 **"ILC"** means the Indigenous Land Corporation.
 - 1.15 **"Immediate Supervisor"** means a person that is employed by the company (or a company delegate) and reports to the Property Manager.
 - 1.16 **"Manager Human Resources"** means a person who is occupying the position of Manager Human Resources within the ILC.
 - 1.17 **"NAPSA"** means Notional Agreement Preserving a State Award.
 - 1.18 **"Non-Ongoing Employee"** means a person engaged for a fixed period (full time or part-time) and paid fortnightly by the Company on wages or salary basis.
 - 1.19 **"Notice Period"** means the time period that is either given by an Employee or provided to an Employee by the Company on termination.
 - 1.20 **"Ongoing Employee"** means a person engaged continuously (full time or part-time) and paid fortnightly by the Company on wages or salary basis.
 - 1.21 **"Ordinary Hours Worked"** means the number of hours an Employee would usually work during a specified period (i.e. up to 38 hours per week) plus any Reasonable Additional Hours.
 - 1.22 **"Ordinary Rate of Pay"** means the minimum pay rates specified and payable to an Employee for the Ordinary Hours Worked plus any Reasonable Additional Hours without applying any overtime rate or other allowance or payment.
 - 1.23 **"Ordinary Times Earnings"** means the wages or salary for Superannuation purposes of an Employees for Ordinary Hours Worked plus any Reasonable Additional Hours, not including overtime.
 - 1.24 **"Position"** means the primary function/task an Employee is engaged to perform.
 - 1.25 **"Property Manager"** means the same as Station Manager or Manager, who is employed to manage the day to day operations of a property or specific work area or work site.
 - 1.26 **"Reasonable Additional Hours"** means any additional hours that is included within Ordinary Hours Worked.
 - 1.27 **"Season"** broadly means the peak period of operation for a particular property. In the north of Australia, this is generally from the cessation of the wet season to the commencement of the next wet season. For the
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purpose of this Agreement, the length of each Season shall be determined by the Property Manager of each work site, but shall not exceed 12 months.

- 1.28 **"Seasonal Worker"** means a person engaged to work (full time or part-time) for a fixed period or specified task (generally being a Season or part of a Season not exceeding 12 months), and paid on a daily or weekly basis with no expectation of continuing employment.
- 1.29 **"Span of Hours"** means the span of time over which an Employee may be required to work any Ordinary Hours Worked plus Reasonable Additional Hours.
- 1.30 **"the Company"** means National Indigenous Pastoral Enterprises Pty Ltd (ABN 108 266 548), Cardabia Pastoral Company Pty Ltd (ABN 78 080 766 463) and Cardabia Pastoral Company Trust (ABN 14 630 750 209).
- 1.31 **"the Parties"** means the Company and the Employees.
- 1.32 **"the Standard"** means the provisions detailed and adjusted from time to time by the Australian Fair Pay and Conditions Standard.
- 1.33 **"Worksite"** means:
- (a) any property over which the ILC holds an interest and conducts a business;
 - (b) any other ILC owned property on which the ILC or NIPE employs one or more staff; or
 - (c) Cardabia Pastoral Station, Western Australia as contained in Pastoral Lease No 3114/729 and being Crown Lease 311/1969, Northwest Division comprising Lyndon Location 169, Western Australia.
- 1.34 **"WRA"** means the Workplace Relations Act 1996 (as amended by the Work Choices legislation).
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2. Parties and Scope

2.1. The Parties to the Agreement are:

- (a) National Indigenous Pastoral Enterprises Pty Ltd (ABN 108 266 548) known as the Company; and
- (b) Cardabia Pastoral Company Pty Ltd (ABN 78 080 766 463) known as the Company; and
- (c) Cardabia Pastoral Company Trust (ABN 14 630 750 209) known as the Company; and
- (d) All Employees of the Company who are not on Australian Workplace Agreements (AWA).

2.2. This Agreement operates in all States and Territories of the Commonwealth of Australia.

2.3. This Agreement replaces in their entirety all Federal Awards, former State Awards (now Notional Agreement Preserving a State Award [NAPSA]), Industrial Agreements or orders (whether State or Federal) applying to the Company or its Employees including, but not limited to the following;

Award Title
Pastoral Industry (SA) Award 2005
Pastoral Employees (State) Award (NSW)
Station Hands' Award - State 2003 (Qld)
Northern Territory Cattle Industry Award 2001 (NT)
Pastoral Industry Award 1998
Farm Employees Award 1985 (WA)
Farming and Fruit Growing Award 2005 (Tas)
Horticultural Industry (State) Award (NSW)
Fruit Growing and Fruit Packing Industry Award (WA)
Fruit and Vegetable Growing Industry Award State 2002 (Qld)
Horticultural Industry (AWU) Award 2000 (Vic)
Motel, Hostel, Service Flats and Boarding House Workers Award 1976
Agriculture, Forestry and Fishing Industry Sector Minimum Wage Order Victoria 1997

Cleaners and Caretakers Award 1969 (WA)
Miscellaneous Workers General Services (State) Award (NSW)
Cultural and Recreational Services Industry Sector Minimum Wage Order - Victoria 1997
Miscellaneous Workers Award - State 2002 (Qld)
Metal Trades (General) Award 1996 (WA)
National Training Wage Award 2000
National Training Wage (Tasmanian Private Sector) Award 2000

- 2.4 This Agreement does not limit the Company in negotiating, offering or making available an AWA to any Employee.

3. Operations of the Agreement

Comprehensive Agreement

3.1 The Parties to this Agreement intend that it will supersede all existing relevant Awards, Agreements or other instruments that could claim to regulate the employment relations between the Company and its Employees but, while removing such regulation, no obligation or rights accruing prior to the date of the Agreement shall be interfered with.

Duration

3.2 The Agreement will come into effect from the date of lodgement with the Office of the Employment Advocate and shall remain in force for 5 years.

No Reduction in Ordinary Rate of Pay

3.3 No Employee employed by the Company at the time of lodgement of this Agreement shall have their Ordinary Rate of Pay reduced as a result of the acceptance/lodgement of this Agreement.

Protective Award Conditions

3.4 It is the intention of the Parties to this Agreement that it expressly excludes all protected award conditions as contained in all applicable awards and NAPSAs.

Allowances and Disabilities Payments

3.5 The Company and the Employees intend that only the allowance and disability payments specified in this Agreement will be payable to Employees and that this provision excludes the operation of protected award conditions dealing with monetary allowances during the course of employment, or disabilities associated with the performance of tasks worked in particular conditions or locations.

No Extra Claims

3.6 The Parties to this Agreement agree that there shall be no extra claims, award or above-award, concerning any matters, whether encompassed in this Agreement or not, for the life of this Agreement.

4. Purpose of the Agreement

4.1 This Agreement aims to enhance the Company's goals of supporting the Indigenous Land Corporation (ILC) in assisting Aboriginal and Torres

Strait Islanders to acquire and manage land in a way that provides economic, environmental, social or cultural benefits.

- 4.2 This Agreement aims to provide flexibility for the highly seasonal demands of property operations. Such a flexible system is designed to deliver the following key benefits to Employees and the Company:
- (a) Establishing practical Employee entitlements that support the seasonal nature of the work undertaken.
 - (b) Consolidating the existing employment arrangements and allowing for a range of fair and consistent Employee entitlements across all of the Company's properties.
 - (c) Supporting Employees who deliver services direct to the Company's clients.
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5. Contract of Employment

Employment arrangements

- 5.1 An Employee under this Agreement will be employed as either an Ongoing, Non-Ongoing, Casual or Seasonal Worker.
- 5.2 The basis of employment shall be full-time, part-time, casual or seasonal.
- 5.3 Due to the nature of the seasons, starting and finishing times will vary.
- 5.4 Each Employee shall receive written confirmation of the type and basis of employment along with all other employment terms and conditions relevant to their specific engagement under this Agreement. Any subsequent variations to the type and basis of employment shall be confirmed in writing.

Ongoing Employee

- 5.5 An Ongoing Employee under this Agreement will be employed on a continuous basis and will receive all the terms and conditions of employment as specified for an Employee.

Non-Ongoing Employee

- 5.6 A Non-Ongoing Employee under this Agreement will be employed on a fixed term basis and will receive all the terms and conditions of employment as specified for an Employee.

Part-time

- 5.7 A Part-time Employee will receive pro-rata wages or salary, allowances and leave entitlements, unless engaged on a casual basis.

Casuals Workers

- 5.8 A Casual can be engaged for a fixed term, Seasonal term or other periods and can be paid on an hourly, daily or weekly basis (refer to **Annex B**).
 - 5.9 A Casual Paid on an Hourly Rate may be asked to work at any time and on any day of the week up to a maximum of 38 hours per week. Where a Casual who is paid on an hourly rate and is required to work Reasonable Additional Hours above 38 hours per week, then the Employee will be entitled to be paid for those hours at the same rate/hour.
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- 5.10 A Casual Paid on a Daily/Weekly Rate shall have Reasonable Additional Hours compensated for and included into the pay rate.
- 5.11 A Casual (whether hourly, daily or weekly) will be paid a 20% casual loading in lieu of leave and other entitlements.
- 5.12 A Casual shall be paid a minimum of 2 hours pay for each engagement.
- 5.13 A Casual may accrue 'service' for the purposes of long service leave calculations.
- 5.14 A Casual who, on completion of their work period, is offered and accepts a further work period at a later date, is deemed not to be employed by the Company for the period between the 2 periods.
- 5.15 A Casual will not be entitled to:
- (a) Notice Period for termination;
 - (b) redundancy or severance pay.
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Seasonal Workers

- 5.16 A Seasonal Worker may be engaged to work and be paid on either a daily or weekly basis and not on an hourly rate (refer to **Annex B**).
- 5.17 A Seasonal Worker will have Reasonable Additional Hours compensated for and included in the pay rate.
- 5.18 A Seasonal Worker (whether daily or weekly) will be paid a 20% casual loading in lieu of leave and other entitlements.
- 5.19 A Seasonal Worker will not accrue 'service' for the purposes of long service leave calculations as it is deemed not to have continuous service between work periods.
- 5.20 A Seasonal Worker who, on completion of their agreed work period, is offered and accepts a further work period, is deemed not to be employed by the Company for the period between the 2 periods.
- 5.21 A Seasonal Worker will not be entitled to:
- (a) Notice Period for termination;
 - (b) redundancy or severance pay.

Outworker Employees

- 5.22 The Company and the Employees intend that there is no provision for 'outworkers' and that this provision excludes the operation of protected award conditions dealing with 'outworkers'.

Probation Employment Period

- 5.23 Probationary Employment Period for Ongoing and Non-Ongoing Employees shall be 6 months. If a Non-Ongoing Employee is employed for less than 6 months, the entire period of employment will be considered as the Probation Employment Period. If a person is re-employed as Ongoing or Non-Ongoing, they will be subject to another probationary period.
- 5.24 Casual and Seasonal Workers are not subject to probation, as there is no expectation of ongoing employment and their employment can be terminated in writing without a Notice Period.
- 5.25 During the Probationary Employment Period Employee's performance may be monitored and assessed.
- 5.26 Notice will be provided to the Employee at or prior to the expiry of the Probationary Employment Period if employment is not to continue.
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5.27 During the probationary period, either Party may terminate the employment by giving at least 1 week's Notice Period or the Company may make a payment in lieu of Notice Period.

Transfers

5.28 Where the need arises, the Company may transfer an Employee from one position to another and/or one work site to another (including interstate), provided that the position that the Employee is transferred into is within the scope of the Employee's competence or the Employee is provided with reasonable training.

5.29 In such cases, the Company will pay the reasonable cost of the transfer, and the Employee's continuity of service will be unaffected by the transfer. No redundancy or severance will be payable where an Employee is transferred.

Flexible Performance of Work

- 5.30 Employees are required to exercise the full extent of their skill and competency including work which is incidental/peripheral to their Position and will not prevent other Employees from working in a like manner.
- 5.31 The Company may, on a temporary basis, require an Employee to carry out a higher or lower level task or a function that is within the Employee's skill and ability and which is safe for the Employee to perform, even if it is outside the Employee's Position.
- 5.32 The Minimum Pay Rates in this Agreement make allowance for the value placed by the Company on Employees from time to time working on higher level tasks outside the Employee's Position. In such circumstances, an Employee will remain on their current wages or salary for completion of such temporary tasks.

Attendance and Unplanned Absence

- 5.33 Employees who do not attend for work when required or who do not perform the work that the Company lawfully, safely and reasonably directs them to do, will not be paid for the time that they did not attend or did not perform the work as directed unless there is evidence of a valid reason for the non-attendance (i.e. sickness).
- 5.34 Employees are required to contact and inform the Property Manager of their inability to attend for duty and the estimated duration of the absence by 9.30am on the morning of any absence. If it is not possible to make personal contact, the onus is on the Employee to get some form of message to the Property Manager within the specified timeframe.

Firearms

- 5.35 Employees must not bring onto, carry or store on the Worksite any firearms without the written consent of the General Manager.
 - 5.36 Employees must ensure no other person brings firearms onto or carries on the Worksite without the written consent of the General Manager.
 - 5.37 The General Manager may refuse consent without reason.
 - 5.38 In the event that the General Manager does give written permission for the use or storage of firearms, the firearms must be used and stored at all times in accordance with all applicable laws relating to registration and holding of any relevant licences.
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Training

5.39 The Company may require Employees to undertake on the job training and off site training to enhance their skills and abilities and to ensure they are able to meet Occupational Health and Safety requirements and environmental compliance obligations.

Supplementary Resources

5.40 From time to time the Company may supplement the workforce with contract/agency labour during but not limited to periods of high workload, projects, leave, training and urgent/emergency situations or when a particular skill or additional labour is required but not available.

6. Minimum Pay Rates and Employee Categories

Minimum Pay Rates

- 6.1 The minimum pay rates will be no less than those specified by the Australian Fair Pay and Conditions Standard as set out in the Australian Pay and Classification Scale (the Scale) and the pay rates incorporates any Reasonable Additional Hours.
- 6.2 The Company will not pay overtime.
- 6.3 While these rates may change from time to time, the Company may consider paying Employees a greater amount wherever practicable, in consideration of average rates being paid in similar work environments.
- 6.4 The Minimum Wages and Salary Rates (refer to **Annex B**) replace all award based pay rates and levels including the replacement of junior pay rates and levels.
- 6.5 The Minimum Pay Rate for a Casual or Seasonal Worker is calculated "by adding 20% loading" to the Minimum Wage or Salary Rates applicable (refer to **Annex B**). Where the base wages or salary is above the minimum pay rate and the Employee is engaged as a Casual or Seasonal Worker, a 20% casual loading is applied.

Pay Increases

- 6.6 Pay increases in the Minimum Wages and Salary Rates (refer to **Annex B**) shall occur on the following dates:
 - (a) An increase of 3% becoming payable on the first pay period after the 30 June 2007;
 - (b) An increase of 3% becoming payable on the first pay period after 30 June 2008;
 - (c) An increase of 3% becoming payable on the first pay period after 30 June 2009.
 - (d) An increase of 3% becoming payable on the first pay period after 30 June 2010;
 - (e) An increase of 3% becoming payable on the first pay period after 30 June 2011.

Note: the percentage pay increases are compounding and the Daily and Weekly Rates of Pay (refer to **Annex C**) have been rounded over the life of the Agreement

- 6.7 If the pay increases handed down by the Australian Fair Pay Commission minimum wage decision exceeds the above increases, the former shall apply.

Pay Level Approvals

- 6.8 For Ongoing and Non-Ongoing Employee's Position and Pay Levels require the following approvals:
- (a) Pay Level 1 to 3 shall be recommended by the Property Manager and approved by Director BETD.
 - (b) Pay Level 4 or greater shall be recommended by the Property Manager through the Director BETD and approved by the General Manager.
- 6.9 For Casual and Seasonal Worker's Position and Pay Levels (1 to 5) is determined by the Property Manager against their approved budget. Pay Level 6 is approved by Director BETD.
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Trainees/Apprentices

6.10 Trainees/Apprentices may be engaged by the Company through training provider arrangements or directly.

Juniors

6.11 The Company may engage Employees under the age of 21yrs. All Employees under the age of 21 yrs can be paid a junior rate and will be in accordance with the Australian Fair Pay and Conditions Standard (refer to **Annex B**).

6.12 Where the Company engages Juniors on a casual basis, a 20% casual loading will also be applied to the wages or salary.

Protective Award Conditions

6.13 The Company and the Employees intend that the payment of wages or salary will exclude the operation of protected award conditions dealing with overtime and shift work loadings, penalty rates, monetary allowances and incentive based payments and bonuses.

7. Working Hours and Breaks

Ordinary Hours Worked

7.1 An Employee will work 38 hours per week of Ordinary Hours plus any Reasonable Additional Hours as required (unless part-time).

7.2 During the life of the Agreement, the Company may wish to vary the Ordinary Hours Worked to an average of 38 hours per week plus any Reasonable Additional Hours over a 12 month period or pro rata for Employees who are likely to work less than 12 months.

7.3 Where operational requirements dictate, the Manager may require Employees to work less than the average full day.

Reasonable Additional Hours

7.4 The Company may require or request the Employee to work Reasonable Additional Hours to achieve operational outcomes.

7.5 The Reasonable Additional Hours have been compensated for and included in the Minimum Wages and Salary Rates (refer to **Annex B**).

7.6 When considering Reasonable Additional Hours, the following factors shall be considered by the Company:

- (a) Any risk to Employee's health and safety;
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- (b) The Employees personal circumstances including health, and family responsibilities;
 - (c) The operational requirements of the workplace;
 - (d) The notice provided by the Company;
 - (e) The notice provided by the Employee about their intention to refuse;
 - (f) Whether the additional hours are on a public holiday;
 - (g) Consideration of the Employees recent work patterns including the hours worked immediately before the request to work additional hours.
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Time Off in Lieu (TOIL)

- 7.7 When additional hours over and above the Reasonable Additional Hours are worked, the Employee may apply for TOIL for these additional hours.
- 7.8 The Employee must have the prior approval of the Property Manager before accumulating TOIL.
- 7.9 Where an Employee has approved TOIL, an Employee will receive paid time off in lieu at their Ordinary Rate of Pay.
- 7.10 The Property Manager will approve when the time off can be taken.
- 7.11 The Employee can only accrue up to 5 days (calculated as 7.6 hours per day) in lieu and subject to the approval of the Property Manager, may take all this time off at one time.
- 7.12 Where there are unused accrued 'days/hours off in lieu' and the employment relationship is terminated by either Party, the Company will not pay-out any outstanding TOIL balance on termination.

Meal Breaks

- 7.13 Worked hours and breaks may vary in difficult or exceptional circumstances where the safety or sound management of people, livestock, or property is in question.
- 7.14 Provisions for taking work breaks are to be consistent with the principles of good management and the obligation under the occupational health and safety guidelines detailed by relevant legislation and the Company.
- 7.15 An Employee is entitled to an unpaid meal break of 30 minutes duration within each 7 hours of work which is to be taken at a time to be mutually agreed by the Property Manager and the Employee.

Span of Hours

- 7.16 Due to the broad nature of work in the Company, the Employee's Ordinary Hours Worked plus any Reasonable Additional Hours can be worked on any day of the week, Monday to Sunday.
- 7.17 Actual hours of work within this span of hours will take into consideration the nature of the work, the season, the environment and the Employee and Company needs.

Protective Award Conditions

- 7.18 The Company and the Employees intend that this provision excludes the
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operation of protected award conditions dealing with formal structured or planned rest breaks.

8. Payment of Wages or Salary and Record Keeping

Payment Method

- 8.1 Wages or salary will be paid fortnightly, in arrears by electronic funds transfer into a Bank or Credit Union account of the Employee's choice.
- 8.2 The wages or salary paid shall equate to the number of days (or hours) worked at the applicable rate, plus any other benefits or reimbursements applicable under this Agreement, less any applicable deductions.
- 8.3 The Company will provide a pay slip each pay cycle

Company Records

- 8.4 The Company will maintain Employee records that comply with the WRA (Workplace Regulations) requirements.

Employee Records

- 8.5 The Employee agrees to maintain a true and accurate record of attendance (commencement and finishing times plus time taken for lunch) in accordance with the Company requirements and submit these when required for processing wages or salary.

9. Superannuation

- 9.1 The Company shall make superannuation contributions at a rate specified under the Superannuation Guarantee Act (Act),
- 9.2 The superannuation contributions shall be paid into the Employees' current superannuation fund (existing Employees only), or to the Company's default superannuation fund **Prime Super Fund** (or an alternate default fund as notified by the Company).

10. Leave Arrangements

Public Holidays

- 10.1 Ongoing and Non-Ongoing Employees are entitled to the gazetted public holidays (State and National) as applicable to their State of residence and generally will not be required for work.
 - 10.2 Employees who receive a casual loading are not entitled to paid Public Holidays (i.e. Casual and Seasonal Workers).
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- 10.3 Where an Ongoing and Non-Ongoing Employees is required or requested to work a Public Holiday, they will be paid the Public holiday at Ordinary Rate of Pay and be entitled to a paid day off in lieu at their Ordinary Rate of Pay.
- 10.4 The Property Manager will approve when the time off can be taken.
- 10.5 If part-time employees are not scheduled to work on the day the Public Holiday falls, they will not receive payment for that Public Holiday

Annual Leave

- 10.6 Ongoing and Non-Ongoing Employees are entitled to 4 weeks cumulative annual leave for each 12 months of continuous service, accrued on a daily basis from the date of commencement.
- 10.7 For Ongoing and Non-Ongoing Employees who are part-time, the annual leave entitlement will be calculated on a pro-rata basis against the hours for which the Employee is engaged to work.
- 10.8 Employees who receive a casual loading do not accrue any annual leave entitlements (i.e. Casual and Seasonal Workers).
- 10.9 For the purpose of determining annual leave entitlement, continuous service shall include all periods of paid absence from work.
- 10.10 The Property Manager will approve, subject to business operations, when the annual leave can be taken. Accrued pro-rata annual leave entitlements may be taken subject to Property Manager approval. Subject to business operations, Director BETD will approve when Property Managers can take annual leave.
- 10.11 Annual Leave must be taken regularly each year at a time mutually agreed, or as directed by the Property Manager if the accrued amount is in excess of 8 weeks (or equivalent for Part-time Employees) and by Director BETD for the Property Managers.
- 10.12 Employees shall be paid their Ordinary Rate of Pay whilst on leave.
- 10.13 Annual Leave Loading will not be paid.
- 10.14 Annual leave will not be paid in advance and will be paid each fortnight on the regular payday.
- 10.15 Accrued but untaken cumulative annual leave entitlements will be paid on termination of employment.
- 10.16 There is no provision for cashing out of annual leave in this Agreement.

Long Service Leave

- 10.17 Employee's long service leave entitlements shall be in accordance with the legislation (relevant Act) applicable in the State or Territory where the Employee is engaged and continues to work.
 - 10.18 For the purpose of long service leave accrual, the Company will recognise an Employee's period of continuous service within the meaning of the long service leave legislation relevant to their employment with the Company immediately prior to this Agreement
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being lodged.

10.19 The Property Manager will approve, subject to business operations, when the Long Service Leave can be taken and Director BETD for the Property Managers.

10.20 Employees requesting to take Long service Leave, subject to operational requirements, the Company shall approve a minimum of 14 calendar days and then in blocks of 7 calendar days thereafter.

Personal/Carer's Leave:

10.21 Ongoing and Non-Ongoing Employees will be entitled to 10 days paid Personal/Carer's leave for each 12 months of continuous service, accruing on a daily basis from the date of commencement.

10.22 Personal/Carer's leave can be taken for the purpose of:

- (a) Personal illness or injury (sick leave); or,
- (b) Caring of (family leave):
 - (i) an immediate family member (including step or adopted children);
 - (ii) a household member; or,
 - (iii) a person for whom there is a reasonable obligation to care.

10.23 For Ongoing and Non-Ongoing Employees who are part-time, the Personal/Carer's leave entitlement will be calculated on a pro-rata basis against the hours for which the Employee is engaged to work.

10.24 Employees who receive a casual loading are not entitled to any paid Personal/Carer's Leave (i.e. Casual and Seasonal Workers).

10.25 Ongoing and Non-Ongoing Employees who have exhausted their entitlement to Personal/Carer's leave will be entitled to an additional 2 days unpaid of carer's leave per occasion. Casual and Seasonal Workers are also entitled to 2 days of unpaid carer's leave per occasion.

10.26 Ongoing and Non-Ongoing Employees may not be entitled to paid Personal/Carer's leave if:

- (a) the personal illness or incapacity was due to their own misconduct; or
- (b) there is an entitlement to workers compensation for the period of absence; or
- (c) supporting evidence of the absence (if requested by the Company) in the form of a medical certificate or Statutory Declaration is not supplied (a medical certificate must be issued by a registered health practitioner).

10.27 Paid Personal/Carer's leave is cumulative but will not be paid out on termination of employment.

10.28 An Employee taking paid or unpaid Personal/Carer's Leave may be requested to provide a medical certificate or Statutory Declaration,

evidencing the illness or injury of the person concerned.

10.29 Employees are required to contact and inform the Property Manager of their inability to attend for duty and the estimated duration of the absence by 9.30am on the morning of any absence to alleviate undue concerns about the Employee. If it is not possible to make personal contact, the onus is on the Employee to get some form of message to the Property Manager within the specified timeframe.

Compassionate/Bereavement Leave

10.30 Ongoing and Non-Ongoing Employees (including part-time) have an entitlement of up to 2 days (or average hourly equivalent) paid Compassionate/Bereavement Leave per occasion.

10.31 Compassionate/Bereavement Leave is available in the case of:

- (a) serious/life threatening illness;
- (b) injury or the death of:
 - (i) an immediate family member (including step or adopted children);
 - (ii) a household member; or
 - (iii) a person for whom there is a reasonable obligation to care.

10.32 Employees who receive a casual loading are not entitled to paid Compassionate Leave (i.e. Casual and Seasonal Workers).

10.33 The Compassionate leave may be split into two separate days. When requested, proof of needs to be provided.

Parental Leave

10.34 Eligible Employees, who have completed at least 12 months continuous service, are entitled up to 52 weeks unpaid parental leave (maternity, paternity and adoption) in accordance with the minimum requirements of the Part 7, Division 6 of the WRA.

10.35 Eligible Employees includes full time and part-time Ongoing and Non-Ongoing Employees and Eligible Casuals (does not include Seasonal Workers).

10.36 Where an Employee takes Maternity Leave, the period of leave will include 6 weeks starting from the date of the birth of the child.

10.37 Where the Employee takes any other paid leave at this time, the period of unpaid leave will be reduced by the same amount.

10.38 Parental Leave will not count for service and Annual Leave, Personal Leave and Long Service Leave does not accumulate.

Leave With Out Pay

10.39 The granting of non specific Leave Without Pay (LWOP) is at the discretion of the Company.

10.40 LWOP may be granted depending on operational requirements, and only

after all leave entitlements (excluding Personal Leave) have been exhausted.

10.41 LWOP will not count for service and Annual Leave, Personal Leave and Long Service Leave does not accrue.

Protective Award Conditions

10.42 The Company and the Employees intend that this provision excludes the operation of protected award conditions dealing with Public Holidays and payment for Public Holidays and Annual Leave Loading.

11. Board and/or Lodging (Keep)

Entitlement

- 11.1 In the event that the Company provides Board and/or Lodging, the Company may deduct an amount of \$100 per week (or an amount determined by the Property Manager) from the wages or salary (after tax) of Employees provided with accommodation, board and/or keep.
- 11.2 If accommodation board and/or keep are not deducted from the Employee's wages or salary, the \$100 per week can be included for the purpose of determining the Employee's notional wages or salary package.
- 11.3 Depending on the type of accommodation, the Company may require the Employee to enter into a Residential Tenancy Agreement

Repair/Cleaning Deductions

- 11.4 The Company may deduct an amount from an Employee's salary, termination payments or any other payments for the:
- (a) cost of repairing any damage caused by an Employee to Company supplied accommodation/lodging;
 - (b) replacement cost of missing or damaged contents;
 - (c) cost of cleaning, or refurbishing the accommodation that the Employee has failed to keep clean, or has wilfully damaged.
- 11.5 Nothing in these provisions is intended to reduce an Employee's right to be paid the minimum entitlement under the Scale.

12. Relocation Assistance

Relocation Assistance for Existing Employees:

- 12.1 Where the Company requires an Employee to relocate for an indefinite period or a period greater than 12 months, the Company will provide a Relocation Assistance Package for the Employee and their immediate family.
- 12.2 Employees will not receive Relocation Assistance Package where:
- (a) the employee has requested the relocation;
 - (b) the transfer of work is being made in accordance with disciplinary provisions; or
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- (c) on account of the employee's own misconduct.
- 12.3 Employees who receive a casual loading are not entitled to Relocation Assistance Package (i.e. Casual and Seasonal Workers).
- 12.4 Relocation Assistance Package will be negotiated with Employees who are relocating for less than 12 months.

Relocation Assistance for New Employees

- 12.5 During the recruitment and selection process the Company may negotiate a Relocation Assistance Package for the new Employee and their immediate family.
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Relocation Assistance Package

12.6 Where approved by the Company, the Employee and new Employees will only receive some or all the following Relocation Assistance Package components.

Relocation Assistance Package	Existing Employees	New Employees
Relocation Leave	Up to 3 days is available to cover packing, travelling and unpacking. An application for leave should be completed for this purpose.	Not Applicable
Removal and Storage of Household Goods	Reasonable expenses paid as determined by the Company to transport household goods by road or rail, including: <ul style="list-style-type: none"> • Wrapping, packing, transporting and unpacking; • Removalist transit and storage insurance (including working animals); • Up to 30 days temporary storage; • Relocation of up to 2 motor vehicles. 	Reasonable expenses paid as determined by the Company to transport household goods by road or rail, including: <ul style="list-style-type: none"> • Wrapping, packing, transporting and unpacking; • Removalist transit and storage insurance (including working animals); • Up to 30 days temporary storage; • Relocation of up to 2 motor vehicles.
Relocating Domestic Pets	Where practical, domestic pets travel with the Employee and/or family. Where not practical, reimbursement on receipt of up to \$200 for relocating pets.	Where practical, domestic pets travel with the Employee and/or family. Where not practical, reimbursement on receipt of up to \$200 for relocating pets.
Travel Expenses	Reimbursement on receipt of expenses for travel for Employee and immediate family members. The appropriate method of travel and reimbursement will be mutually agreed between the Company and Employee.	Reimbursement on receipt of expenses for travel for new Employee and immediate family members. The appropriate method of travel and reimbursement will be mutually agreed between the Company and new Employee.
Meals and Accommodation during Transit (This will not include incidentals expenses)	Reimbursement on receipt of reasonable expenses for meals and accommodation during transit.	Reimbursement on receipt of reasonable expenses for meals and accommodation during transit.

<p>Temporary Accommodation (This will not include meals or incidentals)</p>	<p>Maximum of 30 days which can be used prior to the move to vacate the origin home and arrival at the destination.</p>	<p>Maximum of 30 days which can be used prior to the move to vacate the origin home and arrival at the destination.</p>
<p>Relocation Assistance Allowance</p>	<p>An allowance of \$3000 (gross and paid through the payroll) that contributes to all miscellaneous costs associate with relocating including but not limited to:</p> <ul style="list-style-type: none"> • incidental costs; • conveyance costs; • home sale/purchase costs; • break lease costs; • orientation costs. 	<p>An allowance of \$1000 (gross and paid through the payroll) that contributes to all miscellaneous costs associate with relocating including but not limited to:</p> <ul style="list-style-type: none"> • incidental costs; • orientation costs.
<p>Reimbursement of Relocation Assistance Package expenses on Resignation</p>	<p>Employees who resign within 2 years of relocation, will be required to reimburse the following Relocation Assistance Package cost (no pro-rata):</p> <ul style="list-style-type: none"> • 100% within 1st year; • 50% within 2nd year; • Nil after 2nd years. 	<p>Employees who resign within 2 years of relocation, will be required to reimburse the following Relocation Assistance Package cost (no pro-rata):</p> <ul style="list-style-type: none"> • 100% within 1st year; • 50% within 2nd year; • Nil after 2nd years.

13. Employee Assistance Program

- 13.1 The Company will provide access to an Employee Assistance Provider for counselling services to Employees and their immediate family to assist in resolving both personal and work related matters.
- 13.2 There will be no initial cost to the Employees who contacts the Employee Assistance Provider for counselling service.
- 13.3 Employees may access the counselling service during working hours.
- 13.4 The Property Manager must be informed prior to the Employee planning a work place absence, to visit the Employee Assistance Provider (no explanation other than this will be necessary).

Associated Cost with the Service

- 13.5 An Employee and their immediate family may have a maximum of up to 6 counselling sessions (not per occasion) at no charge. This number may be increased at the sole discretion of the Company.
- 13.6 If the Employee Assistance Provider refers the Employee or immediate family member to another service or provides additional services, then the Employee will be responsible for any costs which may arise.

14. First Aid Facilities and Medical Supplies

- 14.1 First aid facilities and medical supplies will be maintained in accordance with the Company's occupational health and safety policies as varied from time to time.
- 14.2 Any changes to the occupational health and safety policies will be communicated to Employees as required.

15. Tools of Trade

Tools, Saddles, Horse Riding and other Related Equipment Repairs

- 15.1 Where the Company, in its sole discretion, requires a qualified tradesperson to provide a full compliment of tools to properly carry out their trade; such an Employee shall be eligible to receive an annual reimbursement for expenditure on repairs up to \$500.00 per financial year.
 - 15.2 Where the Company, in its sole discretion, requires an Employee to
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provide their own saddle and other horse riding equipment for use during the course of their employment; such an Employee shall be eligible to be reimbursed for expenditure on repairs to the saddle and equipment up to \$500.00 per financial year.

15.3 The annual expenditure reimbursement entitlement under this clause is non-cumulative beyond any 12 month period commencing from the Employee's date of engagement.

15.4 To receive reimbursement, an Employee must present appropriate documentation evidencing their expenditure.

- 15.5 Where, in the opinion of the Property Manager, the requirement for repairs is caused by an unreasonable act or omission on behalf of the Employee, the Property Manager may require the Employee to meet the cost of repairing any damage.
- 15.6 Where the Employee loses or damages Company provided tools and equipment, employees may be asked to reimburse the Company for the cost of its replacement.
- 15.7 Employees who receive a casual loading are not entitled to reimbursement of tools and equipment, saddle and horse riding equipment and other related equipment repairs (i.e. Casual and Seasonal Workers).

Company Vehicle

- 15.8 Where an Employee is required to utilise a company vehicle as part of their employment, then the Employee will only use the vehicle for Company purposes and will be subject to:
- (a) maintaining a valid driver's licence;
 - (b) taking appropriate care of the vehicle; and,
 - (c) using it at all times in a lawful manner.
- 15.9 The Employee will be required to keep and complete a log book for fringe benefits tax purposes and as generally instructed by the General Manager (or Delegate).

16 Abandonment of Employment

- 16.1 Where an Ongoing and Non-Ongoing Employees are absent from work for a continuous period exceeding 3 working days without approval or notification, this will be considered by the Company as Abandonment of Employment.
- 16.2 Where this occurs, the Company will advise the Employee in writing that they must provide to the Property Manager substantive acceptable justification for the absence within 1 week. Failure to provide substantive acceptable justification may result in disciplinary action and termination of employment.
- 16.3 Termination of employment by abandonment operates from the Employee's last attendance at work or the last day's absence in respect of which consent was granted (whichever is the latter) for the purposes
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of calculating accrued entitlements and pay.

- 16.4 Casual and Seasonal Workers may be terminated in writing without a Notice Period.

17 Termination of Employment and Entitlements

- 17.1 The Company may, by notice in writing, terminate the employment of the Employee in accordance with the provisions of this Clause and consistent with any applicable provisions of the WRA.
- 17.2 Any termination in relation to Ongoing or Non-Ongoing Employee will be approved by the General Manager (or Delegated Officer) and Manager Human Resources.
- 17.3 The notice must specify the ground or grounds that are relied on for the termination.
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Grounds for Termination

17.4 The following, but not limited to, are grounds for termination:

- (a) operational reasons in accordance with Clause 643(9) of the WRA;
- (b) the Employee lacks, or has lost, an essential qualification for performing his or her duties;
- (c) inability to perform duties because of physical or mental incapacity;
- (d) failure to satisfactorily complete any entry-level training course;
- (e) failure to meet conditions of employment imposed as follows:
 - (i) any formal qualifications stated as a requirement of the position that are unable to be verified;
 - (ii) security, police and character clearances;
 - (iii) health clearances;
 - (iv) breach of the Company's secrecy and confidentiality clauses in this Agreement;
 - (v) breach of the Code of Conduct and/or Values;
 - (vi) explicit refusal to carry out lawful, safe and reasonable instructions of the Company.
- (f) divestment or sublease of the Property on which the Employee is employed;
- (g) any act of dishonesty or fraud;
- (h) being intoxicated at work;
- (i) assault;
- (j) any act or omission that brings the Company or the ILC into disrepute;
- (k) any serious act of negligence;
- (l) any criminal act.

Note: *For this clause, an Employee is taken to be intoxicated if the Employee's faculties are, by reason of the Employee being under the influence of intoxicating liquor or a drug (except a drug administered by, or taken in accordance with the directions of, a person lawfully authorised to administer the drug), so impaired that the Employee is unfit to be entrusted with the Employee's duty or with any duty that the Employee may be called to perform.*

17.5 An Ongoing and Non-Ongoing Employee's employment may be

terminated as specified in clause 17.4(b)-(f) with 2 weeks written notice by the Company of the breach or reason for termination. In any case the Employee will be paid the remuneration entitled as at the date of termination.

- 17.6 An Ongoing and Non-Ongoing Employee's employment may be terminated in writing as specified in clause 17.4(g)-(l) without a Notice Period.
 - 17.7 Casual and Seasonal Workers may be terminated in writing as specified in Clause 17.4 without a Notice Period.
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Terminated for Operational Reasons

17.8 Where an Ongoing and Non-Ongoing Employees has been terminated for operational reasons, in accordance with Clause 17.4(a), the Employee will be entitled to a:

(a) redundancy payment calculated on completed years of service at:

Period of complete continuous years of service	Redundancy
1 year or less	Nil
1 year and up to the completion of 2 years	4 weeks' pay
2 years and up to the completion of 3 years	6 weeks' pay
3 years and up to the completion of 4 years	7 weeks' pay
4 years and up to the completion of 5 years	8 weeks' pay
5 years and up to the completion of 6 years	10 weeks' pay
6 years and up to the completion of 7 years	11 weeks' pay
7 years and up to the completion of 8 years	13 weeks' pay
8 years and up to the completion of 9 years	14 weeks' pay
9 years and up to the completion of 10 years	16 weeks' pay
10 years and over	16 weeks' pay

Note: "Weeks' pay" means at the Employee's Ordinary Rate of Pay.

(b) Notice Period of:

Employee's period of continuous service with the Company	Period of Notice
Not more than 1 year	At least 1 week
More than 1 year but not more than 3 years	At least 2 weeks
More than 3 years but not more than 5 years	At least 3 weeks
More than 5 years	At least 4 weeks

Note: "Week" means at the Employee's Ordinary Rate of Pay

and, increase the Notice Period by 1 week if the Employee is over 45 yrs and has completed at least 2 yrs of continuous service with the Company.

- 17.9 There will be no entitlement to a redundancy or severance payment where:
- (a) a business or part of a business is transmitted from the Company to another Employer; and
 - (b) the continuity of the employment of the Employee is treated as continuous by the new Employer; or,
 - (c) an employee is engaged as a Casual or Seasonal Worker.

Employee's Notice Period

17.10 Ongoing and Non-Ongoing Employees may terminate employment by giving the Company at least two weeks notice in writing.

17.11 Where the Employee fails to give at least two weeks notice before ceasing work, or otherwise leaves without working out the full Notice Period, the Company may deduct two week pay (or a pro rata amount) from any accrued entitlements.

17.12 Casual and Seasonal Workers may terminate in writing without a Notice Period.

18 Disciplinary Procedure

18.1 This Clause does not apply to termination decisions made pursuant to Clause 17. Where the Employee's performance or behaviour has been identified as unsatisfactory, the following procedure will be followed:

- (a) Informal Counselling: The Property Manager will informally counsel the Employee's performance/behaviour by discussing the issues and identifying any improvement in work performance or behaviour, which may be required. A diary note of the interview is to be kept by the Property Manager.
- (b) First Written Warning: In the event there is continuing unsatisfactory performance/behaviour, or there is a further unrelated issue of unsatisfactory performance/behaviour, the Property Manager will advise the Employee in writing of the deficiencies and be given not less than 2 weeks to remedy those deficiencies.
- (c) Second Written Warning: If the Property Manager is of the view that those deficiencies have still not been remedied within the 2 weeks, the Property Manager will provide the Employee a second written warning giving the Employee a further 1 week notice to remedy those deficiencies.
- (d) Written Recommendation: In the event that those deficiencies are not remedied within the week to the reasonable satisfaction of the Property Manager, the Property Manager will provide a written recommendation to the General Manager (or Company Delegate) to terminate the Employee's employment.
- (e) Termination Notice: On acceptance of the recommendation, the Company will provide 2 weeks written notice to terminate the Employee's employment.
- (f) Documentation: The content and outcome of the interview(s) must be documented. A copy of the documentation must be given to all parties, with Human Resources to file in the Employee's personnel file.

18.2 Where the performance and/or /behaviour is regarded as serious, the Company may bypass one or some of the above steps.

18.3 Where the performance/behaviour of the Property Manager is being reviewed, the General Manager (or delegated Officer) is to follow the

above procedure.

18.4 Casual and Seasonal Workers will be terminated in writing without a Notice Period.

Alternative to Termination

18.5 Where the Company has taken the decision that sufficient grounds for termination of employment may exist, the Company may decide to apply one, a number or all of the following as an alternative:

- (a) suspend from duty without pay for up to 4 weeks;
 - (b) temporarily or permanently reduce the Employee's wages and salary;
 - (c) temporarily or permanently place in another position at the same or lower wage or salary; and/or,
 - (d) forfeit up to 4 weeks of the Employee's annual leave entitlement.
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19. Dispute Resolution Procedure

- 19.1 In relation to any matter ('the matter') that may be in dispute between the Parties to this Agreement, other than termination pursuant to Clause 17 and 18, the Parties agree to the following procedure to resolve the matter:
- (a) The Employee(s) who have a grievance shall raise this with their Immediate Supervisor for resolution but without halting or interrupting the operations.
 - (b) The Immediate Supervisor shall attempt to resolve the matter or take the grievance to the Property Manager at the first available opportunity.
 - (c) If the matter is not able to be resolved by the Property Manager, the matter may be referred to the Director BETD for resolution. The decision of Director BETD shall be final.
- 19.2 The Employee must co-operate to ensure that the dispute resolution procedure is carried out as quickly as is reasonably possible.
- 19.3 Subject to relevant provisions of any Commonwealth, State or Territory Occupational Health and Safety laws, the Employee(s) must not unreasonably fail to comply with a direction to perform other available work, whether at the same workplace or another workplace (including interstate) that is safe and appropriate for the Employee to perform.

Continuing Operations

- 19.4 The Company may choose the following while the matter is being resolved:
- (a) request the employee to work in accordance with this Agreement unless the Employee has a reasonable concern about an imminent risk to their health or safety;
 - (b) transfer the employee to another work site (including interstate) while the matter is being resolved;
 - (c) suspend the employee with full pay until the matter has been resolved; and/or,
 - (d) suspend the employee without pay until the matter has been resolved.
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20. Anti Discrimination

- 20.1 It is the intention of the Parties to this Agreement to achieve the principal object in the WRA, which is to respect and value diversity of the workforce by helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family, pregnancy, religion, political opinion, national extraction or social origin.
- 20.2 Any dispute concerning these provisions and their operation will be progressed initially under the Dispute Resolution Procedure in the Agreement.
- 20.3 Nothing in these provisions allows any treatment that would otherwise be prohibited by anti-discrimination provisions in applicable Commonwealth, State or Territory legislation.
- 20.4 As defined in Clause 191F of the Aboriginal and Torres Strait Islander Act 2005, the Company will give priority to maximising the employment of Aboriginal and Torres Strait Islander.
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21. Confidentiality and Conflict of Interest

Condition of Employment

- 21.1 It is a condition of employment that all Employees agree during their employment, and at all times thereafter, they will not, except with the written consent of the Company, disclose other than in the proper course of the Employee's duties, any confidential information relating to the Company, the Property or the registered proprietor of the Property.
- 21.2 Employees are not entitled to engage/take up any other employment with a third party while in employment with the NIPE, unless the Employee has gained written consent from the General Manager (or Delegate).

Confidential Information

- 21.3 Any information about the Company, the Property's or the Registered Proprietor's business and financial affairs, plans and arrangements, property or Employees that are not already properly in the public domain will be treated with the strictest confidence.

Conflict of Interest

- 21.4 Prior to engaging in any personal activity which could amount to a Conflict of Interest with the Company, the Employee is to inform the Company. Where circumstances change in respect of any Conflict of Interest, the employee is to inform the Company on the occurrence of any such change.
- 21.5 Failure to comply with the Employee obligations under this Clause is a serious breach of employment and may lead to disciplinary action and/or termination.

22. Occupational Health and Safety

Company Responsibilities

- 22.1 It is the responsibility of the Company to provide:
- (a) a safe worksite in accordance with the relevant legislation; and,
 - (b) appropriate protective clothing and training to ensure Employees are protected from hazardous or potentially hazardous materials and/or situations.

Employee Responsibilities

22.2 It is the responsibility of the Employee to:

- (a) work within the OH&S requirements described in the Company 'Induction Handbook' and the 'Employee Handbook';
- (b) comply with any reasonable direction related to the resolution of any OH&S issues raised by the Property Manager (or any other responsible person); and,
- (c) wear and/or adopt the workplace safety practices designed to avoid personal injury or illness to themselves and others.

22.3 If Employees do not comply with the rules and OH&S procedures, disciplinary action may be taken.

ANNEX A

Employee Categories

- A1 The following information provides **guidance only** for the Company to assess and classify a range of Employees in order to determine an appropriate wages or salary. The Minimum Pay Rates applicable are detailed in **Annex B**, with additional information in Clause 6.
- A2 Where the descriptions below do not cover the position in question, the Property Manager in consultation with the Director BETD and where considered necessary, the Manager Human Resources (ILC) will determine a suitable wages or salary rate, consistent with the WRA and the Australian Fair Pay and Conditions Standard.
- A3 Employees covered within the scope of this Agreement may be classified into the following range of Positions:
1. Property Manager Personnel
 2. Stock/Station Personnel
 3. Cooks
 4. Machinery Operators and Maintenance Personnel
 5. Bore Maintenance Personnel
 6. Engineering Trade Personnel
 7. Administration Personnel
 8. Farm/Orchard Hand Personnel
 9. Hospitality/Tourism Personnel
 10. Caretaker
 11. Fruit Packer
 12. Other General Support Personnel
- A4 When determining an Employee's wages or salary, the Company may classify each Employee firstly by Position and then by the experience, skill and ability in the appropriate Pay Level defined in this **Annex**.
- A5 Engagement into a different Pay Level is always subject to a position being available. Pay Level selection will be through the application of definitions appearing in this Clause (refer to Clause 6.8 and 6.9 for Pay Level Approvals). Following consideration of the information outlined in A4 above, a decision will be made about a suitable wages or salary that will be paid.
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A6 Skill and ability definitions against the Pay Levels within each Employee Categories have been set as follows:

1. **Property Manager Personnel**

Pay Level 5: Assistant Property Manager

To assist the Property Manager with the day-to-day operations and supervision of staff on the property, including taking charge in the absence of the Property Manager and assisting with arranging and training of Employees.

Pay Level 6: Property Manager

To manage the day-to-day operations and supervision of staff on the property

2. Stock/Station Hand Personnel

2.1 This Employee category covers all Stock/Station Hand personnel from entry level to Head Stock/Station Hand.

Pay Level 1: Stock/Station Hand

This is the entry level for new entrants to the industry. Employees at this level are expected to be willing to work in the environment and be willing to learn as they develop the competencies outlined below. Direct supervision will be required as new tasks are undertaken, and Pay Level 1 Employees must be able to follow instructions.

Specific Skills and Abilities:

- (i) Possess basic vocational literacy, and;
 - (ii) Able to interpret warning labels and instructions on machinery, chemicals and other hazardous substances in the workplace, and;
 - (iii) Is able to adopt safe working practices, and;
 - (iv) Can perform basic stock husbandry tasks including:
 - Showing reasonable knowledge of how to work stock in a quiet and efficient manner
 - Achieving a working knowledge in branding, castration, dehorning, and implanting of growth promotants and the application of vet chemicals.
 - Preparation and maintenance of branding, marking and implanting equipment, and;
 - (v) Can perform basic horse husbandry tasks including:
 - Catch, saddle and ride a quiet stock horse
 - Feed and groom a stock horse
 - Clean and care for the feet of stock horses
 - Care for equipment and saddle etc
 - Notice and report to the supervisor any injury, sickness or any other condition out of the ordinary relating to their horse, and;
 - (vi) Can provide support for basic repair of plant and equipment, including:
 - Cleaning and minor servicing of water troughs
 - Drive a motor vehicle and tractor (if of an appropriate age)
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- Can check oil, water, fuel and battery levels in vehicles and adjust if required
 - Can check tyre condition and pressure on vehicles and tractors and be able to repair punctured tyres
 - Can operate a UHF / VHF radio(s) in emergency and domestic situations
 - Observe and report if something is broken/unserviceable or is "making a strange or different noise", and;
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- (vii) Can perform basic motorcycle tasks including:
 - Safely riding the motorcycle (if holding an appropriate licence) with a speed and style appropriate for the terrain
 - Perform basic repairs, including tyre repairs, and;
- (viii) Can manage stock control structures, including:
 - under supervision, construct and maintain fence lines
 - Straining wires, driving posts, tie wire knots, roll used wire, and;
- (ix) Can perform basic domestic duties, including:
 - Assisting with butchering
 - Able to cook a basic camp meal.
 - Know and carry out basic first aid, and;
- (x) May be required to assist other Employees performing duties in other Positions

Pay Level 2: Stock/Station Hand

Employees at this level have one or more years' experience, and are competent at performing basic tasks and are developing more advanced skills.

Specific Skills and Abilities:

- (i) Is fully competent at Pay Level 1, and;
 - (ii) Works under supervision, and;
 - (iii) Possesses a current driver's licence and is a competent vehicle driver and motorcycle operator, and;
 - (iv) Holds a current Senior First Aid Certificate, and;
 - (v) Can use hazardous substances safely, and;
 - (vi) Has completed a Certificate II traineeship or can display equivalent competencies, and;
 - (vii) Has a sound understanding of workplace health and safety requirements relevant to their employment, and;
 - (viii) Can perform routine maintenance to stock water supply equipment, including:
 - Carry out visual checks on bores, dams, troughs, tanks, pipelines etc and carry out minor repairs, and;
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- (ix) Can carry out basic repair of plant and equipment
- Operating small engines, pumps and motorised equipment
 - Can perform simple welding tasks
 - Can perform daily and routine checks, adjustment and maintenance of station vehicles, and;
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- (x) Can perform routine stock husbandry tasks, including:
 - Show proficiency in branding, castration, dehorning, and implanting of growth promotants
 - Simple drafting stock to an acceptable standard
 - Display correct stock handling procedures in yards
 - Assisting with selection and breeding
 - Able to "mother up" calves
 - Exhibiting knowledge and practical skills in the education of weaners, and;
- (xi) Can perform basic horse husbandry tasks including:
 - Able to ride a "handled" colt, and develop such a colt
 - Show proficiency in basic hoof care and trimming, and;
- (xii) Can manage stock control structures, including:
 - Construct fence lines
 - Inspect and repair fences and stock yards
 - Construct and repair flood gates
 - Display knowledge of the application of different materials for various fencing applications, and;
- (xiii) Can perform basic domestic duties, including:
 - Recognition of simple cuts and the ability to remove them while butchering, and
 - Able to cook a simple camp meal.

Pay Level 3: Senior Stock / Station Hand

Employees at this level has two or more years experience in the industry, and are competent at performing station tasks without supervision and are developing supervisory skills. (The following applies to both stock and sheep)

Specific Skills and Abilities:

- (i) Is fully competent at Pay Level 2, and;
 - (ii) Can undertake the normal duties without supervision, and;
 - (iii) Can plan daily work routines, and;
 - (iv) Can follow OH&S procedures, and;
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- (v) Has completed a Certificate III traineeship or can display equivalent competencies, and;
 - (vi) Communicate effectively with Employees, including record keeping, and;
 - (vii) Can supervise Pay Level 1 & Pay Level 2 Employees, and;
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- (viii) Can perform advanced stock or sheep husbandry tasks, including:
- Showing knowledge in basic stock or sheep assessment (i.e. Cull cows and heifers, wet and dry cows, and physical defects in bulls)
 - Perform branding, castration, dehorning, vaccination and implanting of growth promotants to required Company standard,
 - Where required, be able to pregnancy test and spey under supervision
 - Demonstrate Company levels of competency in mustering and handling various classes of stock
 - Develop and refine stock handling skills
 - Demonstrate ability to plan a muster for a paddock
 - Load & Unload stock without supervision, and;
- (ix) Can perform advanced horse husbandry tasks, including:
- Efficiently shoe a horse
 - Ride and develop colts
 - Understand basic horse psychology and be able to "start" a colt
 - Identify common ailments of horses
 - Supervise horse work of Pay Level 1 & Pay Level 2 Employees, and;
- (x) Can repair plant and equipment, including:
- Install & operate small engines, pumps and motorised equipment
 - Become a competent truck driver
 - Can perform basic electric and oxy-acetylene welding tasks
 - Can perform daily and routine checks, adjustment and maintenance of station vehicles, and;
- (xi) Can perform routine maintenance to stock water supply equipment, including:
- Pulling bores and siphon pumps,
 - Connect pump jacks, operate centrifugal pumps and service
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same and;

- (xii) Can manage stock control structures, including:
 - Design and construct fencing, and;

- (xiii) Can perform basic property management, including:
- Monitoring weather conditions
 - Being actively involved in keeping all areas of the station clean and tidy including collection of rubbish and the clean up of remnants left from improvements contractors
 - Acquire a working knowledge of basic station record keeping and especially "animal /stock records"
 - Observe and report on land and environmental conditions on the property
 - Determining herd health and welfare strategies
 - Implementing stock husbandry practices, and;
- (xiv) Can perform domestic duties, including:
- Butchering a complete beast with limited supervision, and
 - Able to plan and cook a basic nutritious camp meal.

Pay Level 4: Stock/Station Hand – Leading Hand

Employees at this level have demonstrated competence at Pay Level 3, and have well developed skills in speaking, listening, literacy and numeracy. These Employees will be able to proficiently act as Head Stockperson in their absence.

Pay Level 5: Head Stock/Station Hand/Mentor

Specific Skills and Abilities:

- (i) Is fully competent at Pay Level 4, and;
- (ii) Supervises and implements timely herd management, including:
- Assists the manager with the development of sales programs in response to seasons and markets
 - Implements branding, weaning, culling, sales and herd health programs
 - Segregates livestock classes and allocates stock to the appropriate paddocks, and;
- (iii) Assists with the development and implementation of station financial budgets, including:
- assisting with the development of the annual livestock sales program
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- forecasting operating expenses
- assisting in planning and costing capital improvements, and;

- (iv) Monitors and responds to land and environment issues on the property, including:
 - Pasture spelling
 - Weed and pest animal control
 - Soil erosion
 - Fire management and drought preparedness
 - Nature conservation and public access, and;
 - (v) Manage Employees, taking responsibility for, or assisting with:
 - Recruitment and termination
 - Induction
 - Allocation of tasks and responsibilities
 - Occupational health and safety
 - Equal opportunity, bullying and harassment
 - Training, motivation and encouragement
 - Employees comfort, well being and dispute resolution, and;
 - (vi) Maintain and develop facilities and improvements upon the property, including:
 - Vehicle and machinery maintenance and repair
 - Being actively involved in keeping all areas of the station clean and tidy and directing Employees to do the same and;
 - (vii) Purchase materials, rations and parts necessary for the smooth running of the property, according to arrangement with the manager, and;
 - (viii) Maintain good verbal and written communication with the Station Manager and maintain records on:
 - Livestock
 - Employees
 - Land, improvements and assets
 - Machinery servicing
 - Purchasing and stores on hand
-

3. Cook

- 3.1 The appropriate level for a cook is determined by the number of Employees that meals are generally prepared for.

Pay Level 1: Cook

Entry level or no established competencies

Pay Level 2: Cook

Regularly cooking for up to 2 Employees

Pay Level 3: Cook

Regularly cooking for 2-5 Employees plus competencies below

Pay Level 4: Cook

Regularly cooking for 6-13 Employees plus competencies below

Pay Level 5: Cook

Regularly cooking for more than 13 Employees plus competencies below

Specific Skills and Abilities:

A Cook from Pay Level 3 to 5 will have the following competencies:

- (i) Able to plan menus, order supplies and prepare meals which are nutritious, tasty and varied, and
- (ii) Will, in addition to the number of Employees listed above, be able to cater for visitors to the property, and
- (iii) Able to maintain cooking areas and utensils in a clean, tidy and hygienic condition, and
- (iv) Property cooks will maintain the kitchen, dining room, cool room, store room and meat house in a clean, tidy and hygienic state, and
- (v) Camp cooks will maintain the cooking equipment and any facilities provided in a clean, tidy and hygienic state.

4. Machinery Operators and Maintenance Personnel

Pay Level 3: Machine Operator – Entry Level for Ticketed and Non-Ticketed

Employees at this level will be able to demonstrate an aptitude for the machinery and a willingness to learn about the machinery and its operations.

Pay Level 4: Machine Operator – Ticketed and Non-Ticketed

Employees at this level will be fully competent in the operation and

maintenance of the machinery and its operations.

Pay Level 5: Machine Operator – Ticketed

Employees at this level will be fully qualified as machine operators, and will demonstrate full competence at operating the machinery in the station environment.

5. Bore Maintenance Personnel

Pay Level 3: Bore Runner

Fully competent for primary position

Pay Level 4: Advanced Bore Runner

Advanced competencies for primary function

Pay Level 5: Bore Mechanic

Employee holds a Trade Certificate or Tradesperson's Rights Certificate and has advanced competencies for primary function, plus comprehensive bore mechanical servicing competencies.

6. Engineering Trade Personnel

6.1 An Engineering Tradesperson – holds a Trade Certificate or Tradesperson's Rights Certificate as an:

- Engineering Tradesperson (Automotive); or
- Engineering Tradesperson (Electrical/Electronic); or
- Engineering Tradesperson (Mechanical); or
- Engineering Tradesperson (Fabrication), and

is able to exercise the skills and knowledge of that trade.

Pay Level 4: Engineering Tradesperson (Group C10)

An Engineering Tradesperson works to the level of the Employee's training by:

- (i) Understands and applies quality control techniques.
 - (ii) Exercises good interpersonal and communications skills.
 - (iii) Exercises keyboard.
 - (iv) Exercises discretion within the scope of this grade.
 - (v) Performs work under limited supervision, either individually or in a team environment.
 - (vi) Operates all lifting equipment incidental to the employee's work.
 - (vii) Performs non-trade tasks incidental to the employee's work.
 - (viii) Performs work which, while primarily involving the skills of the employee's trade, is incidental or peripheral to the primary task and facilitates the completion of the whole task. Such incidental or peripheral work would not require additional formal technical training.
-

- (ix) Is able to inspect products and/or materials for conformity with established operational standards.

Pay Level 5: Engineering Tradesperson (Group C9)

A Pay Level 5 – Engineering Tradesperson has completed the training requirement, including appropriate on-the-job training, three appropriate modules in line with qualification and all the training of Pay Level 4.

A Pay Level 5 – Engineering Tradesperson works above and beyond an Engineering Tradesperson at Pay Level 4 and to the level of the employee's training by:

- (i) Exercises the skills attained through satisfactory completion of the training prescribed for this classification.
- (ii) Exercises discretion within the scope of this level.
- (iii) Works under minimum supervision, either individually or in a team environment.
- (iv) Understands and implements quality control techniques.
- (v) Provides trade guidance and assistance as part of a work team.
- (vi) Exercises trade skills relevant to specific requirements of the enterprise at a level higher than Engineering Tradesperson – Pay Level 4.

Tasks which an employee at this level may perform are subject to the employee having the appropriate Trade and Post Trade Training to enable the particular tasks to be performed.

7. Administration Personnel

Pay Level 3: Bookkeeper

8. Farm/Orchard Hand Personnel

Pay Level 1: Farm/Orchard Hand

This is the entry level for new entrants to the industry. Employees at this level are expected to be willing to both indoors and outdoors and be willing to learn as they develop the competencies.

Pay Level 2: Farm/Orchard Hand

This includes all of Pay Level 1 plus the following with supervision

- (i) Maintain mature & young trees and vines, such as pruning, soil management, weed control, applying fertilisers, chemicals and meeting irrigation needs.
 - (ii) Assist with harvest / picking process and packing if required.
-

- (iii) Undertake other farm management tasks as required.

Pay Level 3: Farm/Orchard Hand

This includes all of Pay Level 2 plus the following with minimal supervision.

- (i) Maintain mature & young trees and vines, such as pruning, soil management, weed control, applying fertilisers, chemicals and meeting irrigation needs.
 - (ii) Assist with harvest / picking process.
 - (iii) Be able to plant and establish new orchard to ensure proper establishment and development of young trees/vines.
 - (iv) Undertake other farm management tasks as required.
-

9. Hospitality/Tourism Personnel

Pay Level 1: Hospitality/Tourism Operator

This is the entry level for new entrants to the industry. Employees at this level are expected to be willing to work in the environment and be willing to learn as they develop the competencies.

Pay Level 2: Hospitality/Tourism Operator

This includes all of Pay Level 1 plus Employees at this level have 2 or more years' experience, and are competent at performing basic tasks and are developing more advanced skills.

Specific Skills and Abilities:

- (i) Is fully competent at Pay Level 1, and;
- (ii) Works under supervision, and;
- (iii) Possesses a current driver's licence and is a competent vehicle driver and motorcycle operator, and;
- (iv) Holds a current Senior First Aid Certificate, and;
- (v) Has a sound understanding of workplace health and safety requirements relevant to their employment.

Pay Level 3: Hospitality/Tourism Operator

This includes all of Pay Level 2 plus Employees at this level have 4 or more years' experience, and are competent at performing the work with minimum supervision.

10. Caretaker

Pay Level 1: Caretaker

This is the entry level for new entrants to the industry. Employees at this level are expected to be willing to work in the environment and be willing to learn as they develop the competencies.

Pay Level 2: Caretaker

This includes all of Pay Level 1 plus fully competent for primary position.

Pay Level 3 to 5: Caretaker – Advanced

This includes all of Pay Level 2 plus advanced competencies for primary function plus can demonstrate extensive experience over time in this position.

11. Fruit Packer

Pay Level 1: Fruit Packer (competent packer)

A person who is capable of packing 500 bushels of fruit (apples) in a week.

12. Other General Support Personnel

Pay Level 1: Domestic

Pay Level 1: Home Tutor

Pay Level 1: Cooks Offsider

Pay Level 1: Gardener

Pay Level 1: Bartender

Trainee Categories

Wage/Skill Level B

Training Package	Certificate Level		
	I	II	III
Aeroskills	-	II	-
Animal Care and Management	I	II	II
Asset Maintenance	-	II	III
Asset Security	I	II	III
Australian Meat Industry	I	II	III
Automotive Industry Manufacturing	-	II	-
Automotive Industry Retail, Service and Repair	-	II	III
Beauty	-	II	-
Caravan Industry	I	II	III
Civil Construction	I	II	-
Community Pharmacy	-	II	-
Community Recreation Industry	-	II	III
Extractive Industry	-	II	III
Film, TV, Radio and Multimedia	-	II	III
Fitness Industry	-	II	III
Floristry	-	II	-
Food Processing Industry	I	II	-
Forest & Forest Products Industry	I	II	III
Gas Industry (Utilities)	-	II	-
Hospitality	I	II	-
Local Government (General Construction)	I	II	-
Manufactured Mineral Products	I	II	-
Metal and Engineering Industry	I	II	-
Outdoor Recreation Industry	-	II	III
Plastics, Rubber and Cablemaking	I	II	-
Printing and Graphic Arts	-	II	-
Public Safety	-	II	-
Pulp and Paper Manufacturing Industries	I	II	-
Retail	-	II	-
Sport Industry	I	II	III
Textiles, Clothing and Footwear	I	II	-
Transport and Distribution	I	II	-
Water Industry (Utilities)	-	II	-

Wholesale	-	II	-
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Wage/Skill Level C

Training Package	Certificate Level		
Amenity Horticulture	I	II	III
Conservation and Land Management	-	II	III
Music	I	II	III
Racing Industry	-	II	III
Rural Production	I	II	III
Seafood Industry	I	II	-

ANNEX B

Minimum Wages and Salary Rates

The Company will pay an additional casual rate of 20% for any of the classifications in Tables 1, 2 and 3, in lieu of Public Holidays, Leave and other entitlements.

Table 1: Adult Rates of Pay (without Keep/Board)

Classification	Hourly Rate	Daily Rate	Weekly Rate
PAY LEVEL 1 (Entry)	\$13.65	\$125.00	\$625.00
Stock/Station Hand			
Cook			
Farm/Orchard Hand			
Hospitality/Tourism Operator			
Caretaker			
Fruit packer			
Domestic			
Home Tutor			
Cooks Offsider			
Gardener			
Bartender			
PAY LEVEL 2	\$14.20	\$130.00	\$650.00
Stock/Station Hand			
Cook			
Farm/Orchard Hand			
Hospitality/Tourism Operator			
Caretaker			
PAY LEVEL 3	\$15.00	\$135.00	\$675.00
Senior Stock/Station Hand			
Cook			
Machine Operator (Entry)			
Bore Runner			
Book Keeper			
Farm/Orchard Hand			
Hospitality/Tourism Operator			
Caretaker (Advanced)			
PAY LEVEL 4	\$16.00	\$145.00	\$725.00
Stock/Station Hand – Leading Hand			
Cook			
Machine Operator (Non-			

Ticketed/Ticketed)			
Advanced Bore Runner			
Engineering Tradesperson (C10)			
Caretaker (Advanced)			
PAY LEVEL 5	\$17.00	\$155.00	\$775.00
Assistant Property Manager			
Head – Stock/Station Hand/Mentor			
Cook			
Machine Operator (Ticketed)			
Bore Mechanic			
Engineering Tradesperson (C9)			
Caretaker (Advanced)			
PAY LEVEL 6	\$20.00	\$180.00	\$900.00
Property Manager			

NOTE: Where a Classification is not included in the above Table, the Company will apply due consideration to the skills, abilities and experience of the Employee and any other relevant matters, to determine an appropriate wages or salary Pay Level.

Table 2: Junior, Trainee and Apprentice Rates of Pay (without Keep/Board)

2.1 Junior Rates of Pay (can be paid against age or experience)

Calculated as a % of the Hourly Adult Rate at Pay Level 1							
Age	% of Hourly Rate	Hourly	Weekly	Experience	% of Hourly Rate	Hourly	Weekly
15 yrs old	45%	\$6.14	\$233.42	1 year	55%	\$7.51	\$285.29
16 yrs old	50%	\$6.83	\$259.35	2 years	65%	\$8.87	\$337.16
17 yrs old	55%	\$7.51	\$285.29	3 years	85%	\$11.60	\$440.90
18 yrs old	65%	\$8.87	\$337.16				
19 yrs old	75%	\$10.24	\$389.03				
20 yrs old	90%	\$12.29	\$466.83				

NOTE: Experience is defined as a minimum of 10 months work in each year or work completed in a defined season

2.2 Trainee Rates of Pay - Wage/Skill Level B

Classification	Highest Level of Secondary School					
	Yr10		Yr11		Yr12	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
School Leaver	\$6.63	\$251.94	\$7.29	\$277.02	\$8.49	\$322.62
Plus 1 year out of school	\$7.29	\$277.02	\$8.49	\$322.62	\$9.75	\$370.50
Plus 2 years	\$8.49	\$322.62	\$9.75	\$370.50	\$11.47	\$435.86
Plus 3 years	\$9.75	\$370.50	\$11.47	\$435.86	\$13.06	\$496.28
Plus 4 years	\$11.47	\$435.86	\$13.06	\$496.28		
Plus 5 year or more	\$13.06	\$496.28				

NOTE: The above Trainee Rates of Pay are inline with the National Training Wage Award 2000 at Wage/Skill Level B. These Rates of Pay apply to Certificates 1, 2 and 3 only. For Certificate 4 and above, the Rates of Pay in Table 3 will apply.

2.3 Trainee Rates of Pay – Wage/Skill Level C

Classification	Highest Level of Secondary School					
	Yr10		Yr11		Yr12	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
School Leaver	\$6.11	\$232.18	\$6.71	\$254.98	\$7.73	\$293.74
Plus 1 year out of school	\$6.71	\$254.98	\$7.73	\$293.74	\$8.67	\$329.46
Plus 2 years	\$7.73	\$293.74	\$8.67	\$329.46	\$9.70	\$368.60
Plus 3 years	\$8.67	\$329.46	\$9.70	\$368.60	\$10.84	\$411.92
Plus 4 years	\$9.70	\$368.60	\$10.84	\$411.92		
Plus 5 year or more	\$10.84	\$411.92				

NOTE: The above Trainee Rates of Pay are inline with the National Training Wage Award 2000 at Wage/Skill Level C. These Rates of Pay apply to Certificates 1, 2 and 3 only. For Certificate 4 and above, the Rates of Pay in Table 3 will apply.

2.4 Apprentices Rates of Pay

Calculated as a % of the Hourly Adult Rate at Pay Level 4							
Four Year Term	% of Hourly Rate	Hourly	Weekly	Three and Half Year Term	%	Hourly	Weekly
First Year	42%	\$6.72	\$255.36	First 6 months	42%	\$6.72	\$255.36
Second Year	55%	\$8.80	\$334.40	Next Year	55%	\$8.80	\$334.40
Third Year	75%	\$12.00	\$456.00	Next Year	75%	\$12.00	\$456.00
Fourth Year	88%	\$14.08	\$535.04	Final Year	88%	\$14.08	\$535.04

NOTE: If the Apprenticeship is a 3yr term, then the 1st year pay rate commences at 55% of Adult Rate at Pay Level 4

Table 3: Minimum Rates of Pay for Certificate IV Trainees (without Keep/Board)

Classification	First Year of Traineeship		Second Year of Traineeship	
	Hourly	Weekly	Hourly	Weekly
Wage/Skill Level B	\$12.48	\$474.24	\$12.96	\$492.48
Wage/Skill Level C	\$11.25	\$427.50	\$11.68	\$443.84

NOTE: The above Trainee Rates of Pay are inline with the National Training Wage Award 2000.

ANNEX C

Wages and Salary Rate Pay Increases (without Keep or Board)

Note: The Company will pay an additional casual rate of 20% for any of the classifications in lieu of Public Holidays, Leave and other entitlements.

Classification	Hourly	Daily	Weekly
PAY LEVEL 1 (Entry)	\$13.65	\$125.00	\$625.00
PAY LEVEL 2	\$14.20	\$130.00	\$650.00
PAY LEVEL 3	\$15.00	\$135.00	\$675.00
PAY LEVEL 4	\$16.00	\$145.00	\$725.00
PAY LEVEL 5	\$17.00	\$155.00	\$775.00
PAY LEVEL 6	\$20.00	\$180.00	\$900.00
July 2007			
PAY LEVEL 1 (Entry)	\$14.06	\$130.00	\$650.00
PAY LEVEL 2	\$14.63	\$135.00	\$675.00
PAY LEVEL 3	\$15.45	\$140.00	\$700.00
PAY LEVEL 4	\$16.48	\$150.00	\$750.00
PAY LEVEL 5	\$17.51	\$160.00	\$800.00
PAY LEVEL 6	\$20.60	\$185.00	\$925.00
July 2008			
PAY LEVEL 1 (Entry)	\$14.47	\$135.00	\$675.00
PAY LEVEL 2	\$15.05	\$140.00	\$700.00
PAY LEVEL 3	\$15.90	\$145.00	\$725.00
PAY LEVEL 4	\$16.96	\$155.00	\$775.00
PAY LEVEL 5	\$18.02	\$165.00	\$825.00
PAY LEVEL 6	\$21.20	\$190.00	\$950.00
July 2009			
PAY LEVEL 1 (Entry)	\$14.88	\$140.00	\$700.00
PAY LEVEL 2	\$15.48	\$145.00	\$725.00
PAY LEVEL 3	\$16.35	\$150.00	\$750.00
PAY LEVEL 4	\$17.44	\$160.00	\$800.00
PAY LEVEL 5	\$18.53	\$170.00	\$850.00
PAY LEVEL 6	\$21.80	\$200.00	\$1,000.00
July 2010			
PAY LEVEL 1 (Entry)	\$15.29	\$145.00	\$725.00
PAY LEVEL 2	\$15.90	\$150.00	\$750.00
PAY LEVEL 3	\$16.80	\$155.00	\$775.00
PAY LEVEL 4	\$17.92	\$165.00	\$825.00

PAY LEVEL 5	\$19.04	\$175.00	\$875.00
PAY LEVEL 6	\$22.40	\$205.00	\$1,025.00
July 2011			
PAY LEVEL 1 (Entry)	\$15.70	\$150.00	\$750.00
PAY LEVEL 2	\$16.33	\$155.00	\$775.00
PAY LEVEL 3	\$17.25	\$160.00	\$800.00
PAY LEVEL 4	\$18.40	\$170.00	\$850.00
PAY LEVEL 5	\$19.55	\$180.00	\$900.00
PAY LEVEL 6	\$23.00	\$210.00	\$1,050.00

Signatories to the Agreement

EXECUTED as an Agreement on the day of
2007

SIGNED FOR AND ON BEHALF OF:

- National Indigenous Pastoral Enterprises Pty Ltd; and
- Cardabia Pastoral Company Pty Ltd; and
- Cardabia Pastoral Company Trust

..... / / 2007

DAVID GALVIN
General Manager Indigenous Land Corporation
GPO Box 652
ADELAIDE SA 5001

IN THE PRESENCE OF:

..... / / 2007

Witness' Signature

Witness' Name:

Address:

.....

SIGNED FOR AND ON BEHALF OF EMPLOYEES OF:

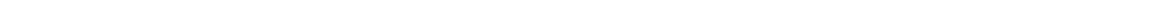
- National Indigenous Pastoral Enterprises Pty Ltd; and
- Cardabia Pastoral Company Pty Ltd; and
- Cardabia Pastoral Company Trust

..... / / 2007

Employee Representative's Signature

Employee Representative's Name:

Address:



.....

IN THE PRESENCE OF:

..... / / 2007

Witness' Signature

Witness' Name:

Address:

.....