

Australia Post Enterprise Agreement 2004-2006

The logo for the eaba6 agreement, featuring the lowercase letters 'eaba6' in a bold, sans-serif font. The text is contained within a white, horizontally-oriented oval shape that has a slight 3D effect with a grey shadow on the right side.

**Continuing our business success
so that we all share the benefit**

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AGREED TERMS

1. TITLE

- 1.1 This Agreement will be known as the Australia Post Enterprise Agreement 2004.

2. SHARED UNDERSTANDINGS

- 2.1 This Agreement builds on and replaces the previous Australia Post Enterprise Agreement 2001-2004.
- 2.2 Australia Post will be a good employer and will treat individual employees in a fair manner.
- 2.3 The Agreement recognises that there are shared and reciprocal responsibilities:
- (a) on Australia Post as an employer;
 - (b) on employees as individuals; and
 - (c) on employee representatives, including unions.
- 2.4 The Agreement aims to strengthen Australia Post's position as a successful postal business in an increasingly competitive and global market environment. Australia Post has the accountability to:
- (a) operate the business efficiently;
 - (b) determine and allocate resources;
 - (c) implement both large and small changes in an efficient and timely manner; and
 - (d) explore means of protecting and expanding existing business levels.
- 2.5 Australia Post is committed under this Agreement to:
- (a) ensuring there is full and open communication at all levels;
 - (b) encouraging employee involvement and input into the effective operation of their workplaces;
 - (c) providing safe workplaces that are free from unlawful discrimination and harassment;
 - (d) supporting employee diversity and implementation of work/life balance initiatives; and
 - (e) providing opportunities for skill enhancement and job enrichment in work design and through relevant and effective training.
- 2.6 With respect to employees, the Agreement reflects their commitment to assist the business succeed through working efficiently, ethically and safely and to play their part in making their own and their co-workers' working lives secure and rewarding.
- 2.7 With respect to employee representatives, this involves pursuing their objectives in relation to the fair treatment of employees in accordance with agreed consultation and dispute resolution processes.

3. EMPLOYEE CONSULTATION

- 3.1 The parties agree that consultation is important in maintaining positive working relationships between Australia Post, its employees and the relevant

unions. Australia Post acknowledges that consultation prior to any significant change and on the consequences of that change is critical to maintaining positive workplace relationships and positive business outcomes.

- 3.2 Australia Post and the unions recognise that the principles of consultation stated in Commissioner Smith's decision in *CEPU v Vodafone Network Pty Ltd* (Print 911257) reflect its intention with respect to consultation. In particular, Australia Post and the unions agree with the following statement by Commissioner Smith in that decision at paragraph 25;

"Consultation is not perfunctory advice on what is about to happen. This is [a] common misconception. Consultation is providing the individual, or other relevant parties, with a bonafide opportunity to influence the decision maker."

- 3.3 The parties agree:

- (a) that the focus of consultation will be on the impact of Australia Post's decisions on its employees;
- (b) that "significant change" relates to impacts on employees at a facility, or organisational part of a facility, state or national level;
- (c) that agreements negotiated at the national level are not to be renegotiated at State or local level;
- (d) to maintain positive two-way relationships with unions and employees at a State and National level including a focus on effective workplace resolution of, and consultation on, relevant issues;
- (e) to take all reasonable steps to ensure differences are dealt with constructively, including prompt consideration of matters raised by any party during the process;
- (f) that relationships will be kept under regular review at both State and National level to ensure they remain positive and constructive and are maintained at all levels of the business;
- (g) that if consultation is not operating effectively, prompt joint action from higher levels will be taken to rectify the situation;
- (h) to develop guidelines on consultation structures and practices in Australia Post to supplement this clause; and
- (i) to develop and provide relevant guidance, training or assistance to ensure a proper understanding of consultation at all levels of Australia Post.

- 3.4 Australia Post will, prior to making any significant change for reasons including economic, technological, structural reasons or similar nature, commit to the following actions:

- (a) as soon as practicable before making changes which directly affect employees, inform each relevant union which represents the industrial interests of such employees about the details of the proposed changes. The information provided to the relevant union will include the nature of and reasons for the proposed change; the number and categories of employees likely to be affected and the time when, or the period over which, the employer intended to carry out the proposed change; and
- (b) as soon as practicable after deciding and before changing an employee's employment subject to the decision, Australia Post will give each relevant union an opportunity to consult on measures to avert and/or mitigate the effects on employees including adverse effects on job security, reduction in income, change of working hours for individuals, change of worksite, change to skill requirements, adverse impact on equal employment opportunity or occupational health and safety.

3.5 Australia Post acknowledges that under sections 285B and 285C of the *Workplace Relations Act 1996* unions have rights in respect of entry to Australia Post workplaces. In particular circumstances, including in relation to the effects on staff in respect of major changes, Australia Post and the relevant union may agree on workplace access arrangements involving union officials which assist the consultative process. In addition, to assist consultation and dispute resolution the parties agree to comply with existing guidelines for workplace representation.

4. EMPLOYMENT SECURITY

- 4.1 The parties agree that customer satisfaction, service reliability, sustained business levels and the capacity to grow in new business areas is fundamental to providing on-going employment security for employees.
- 4.2 Subject to 4.1 and the maintenance of the current overall business levels, Australia Post remains confident that, during the term of the Agreement, with commitment and co-operation from unions and employees (including, where appropriate, retraining, redeployment and voluntary redundancy under the Australia Post Redeployment/Retraining/Redundancy Agreement 1995 ("the RRR Agreement")) workplace changes can be managed without resort to compulsory retrenchment.

5. OCCUPATIONAL HEALTH AND SAFETY

- 5.1 The parties are committed to achieving and maintaining healthy and safe working conditions in all Australia Post workplaces by abiding by all relevant occupational health and safety legislation and the Australia Post Occupational Health and Safety Agreement 1992 or any successor to that agreement.

6. EMPLOYMENT ARRANGEMENTS

Permanent Employment

- 6.1 Australia Post's staffing resources at facility level will continue to comprise predominantly permanent employees (full and part-time), with a fair and reasonable utilisation of overtime and extended hours for business fluctuations above required staff establishment levels.
- 6.2 The use of fixed term, casual (including Christmas casuals) and agency employment arrangements as set out in Clause 6 will be consistent with Clause 6.1.
- 6.3 Australia Post recognises the value of its permanent workforce and is committed to providing full time permanent employment as the preferred option. Where the flow of work provides that work can be effectively and efficiently organised around full time options then full time employment should apply. Where there is an on-going need that cannot be filled in this way the preferred option is permanent part-time work.
- 6.4 A full time position would only be considered for abolition and replacement with part time positions where:
 - (a) there is a genuine need subject to clause 6.3 above; and
 - (b) where the position is vacant, unless the position is being abolished consistent with the RRR Agreement on the basis that it is no longer required.
- 6.5 Notwithstanding 6.4(b) above, where 6.4(a) applies an employee may agree to convert to part time.

Relief Staff

- 6.6 Australia Post is committed to providing adequate relief staffing to cover business requirements in a way which:
 - (a) ensures that unreasonable workload demands are not placed on other staff;
 - (b) ensures that there is fair and reasonable access by staff to their leave entitlements; and
 - (c) utilises, wherever practical, quality skilled relief staffing, including scope for permanent relief staff.

Fixed Term Employment

- 6.7 Employees can only be recruited on a fixed term basis when it is likely that the employee's service will be required only for a specific period for the purposes of:
 - (a) recruitment for a specific project or task to provide special skills which are not encompassed by current operational roles;
 - (b) filling temporary resource needs resulting from specific employee circumstances;
 - (c) facilitating workforce adjustment/transition strategies for implementation of change or acceptance of new business opportunities. These will be the subject of consultation in accordance with clause 3 and that consultation

will include any expected need to use fixed term employees; and

- (d) other circumstances agreed between Australia Post and the relevant union or determined by the AIRC.

6.8 A fixed term employee will not be held against permanent vacant positions unless the reason for employing the fixed term employee against such a position meets the requirement of clause 6.7.

6.9 The period of continuous employment as a fixed term employee can be up to one year but can be extended in particular circumstances for further periods, provided that the period of further continuous employment does not exceed another twelve months and is subject to approval through the nominated Human Resource management section and consultation with unions. Extensions of fixed term employment will, in most circumstances, be likely to be limited to planning, relating to known impacts of major change projects.

Casual Employment

6.10 A casual employee is engaged in relieving work, work of a casual, irregular or intermittent nature or of a short term duration and who is engaged and paid by the hour but does not include an employee who would properly be classified as permanent or fixed term.

6.11 A casual employee may be engaged for a period up to 12 weeks. Provided that at the end of a 12 week period a casual employee may be offered permanent employment or fixed term employment. Where fixed term employment is offered it must meet the requirements of clause 6.7 of this Agreement.

6.12 Notwithstanding clause 6.11 the terms of engagement and the number of casual employees employed under the Christmas arrangements will be the subject of consultation between the parties. Casual employees must not be engaged before Christmas in such a manner as to pre-empt that consultation.

Agency Staff

6.13 The parties acknowledge that the use of agency staff can impact on the employer-employee relationship. Accordingly:

- (a) Australia Post will ensure that the overall pay and conditions remuneration paid to agency staff will not be less than the overall pay and conditions of remuneration provided to comparable Australia Post employees by the Agreement and the relevant Australia Post awards. Australia Post will ensure that agency staff will observe the same on the job working arrangements as apply to the comparable Australia Post employees under the Agreement and the relevant Australia Post awards;

- (b) Where Agency staff are engaged they will be utilised to cover casual and fixed term needs within the same parameters as defined in Clauses 6.7 to 6.11. Provided that fixed term agency staff can only be employed in non operational roles;

- (c) Australia Post will provide information on the use of agency staff to the unions as part of Clause 6.15 and 6.16 and will also consult on the operation of these arrangements. Information will be provided nationally to the unions on a quarterly basis.

Implementation Arrangements

6.14 The parties will jointly develop educational, briefing and implementation material on the appropriate use of the employment categories and action will be taken to ensure that managers are aware of how the different categories should be used.

6.15 It is further agreed that a structured, effective consultative process for monitoring, discussing and resolving issues relating to the use of Australia Post's employment categories will be put in place within two months of the certification of the Agreement. This will include a joint consultative process to:

- (a) monitor employment arrangements at the national/State/local level;
- (b) identify facilities where concern exists with the current employment category mix;
- (c) discuss and where practicable resolve these concerns; and
- (d) ensure any subsequent appropriate staffing action is taken in accordance with the principles in Clause 6.

6.16 To commence the process referred to in clause 6.15 there will be a workshop involving national and state officials to reach an understanding on the methodology of the statistics; on the use of each employment category; and the timing of the provision of statistical advice.

6.17 To assist consistent and fair application, advice and monitoring arrangements involving nominated Human Resource functional areas will be established.

Part-Time Employment

6.18 Except as otherwise provided in the Agreement or the relevant awards, the Agreement and relevant awards shall apply to part-time employees in the same manner as full-time employees on a pro-rata basis.

6.19 In principle:

- (a) in respect of any other terms and conditions not covered by clause 6.18, these should apply to part-time staff in the same manner as full-time employees, on a pro-rata basis; and
- (b) part time staff should be given the same access to development opportunities as other employees.

Review Process: Part-Time Employees

6.20 Australia Post acknowledges that the rostered hours of part-time staff should match the underlying ordinary hours of the position, ie, the hours worked on a regular predictable basis in a manner consistent with the relevant award hours of duty provisions.

- 6.21 Australia Post will continue the following arrangements:
- (a) employees will have a right to seek a review of their current hours against the above principle (refer clause 6.20) including providing appropriate supporting reasons, and have the right to request union involvement in that process;
 - (b) factors to be considered in the review process shall be the hours of duty worked over the previous twelve months (or since the employee started in the position, whichever is the lesser period) and known business/operational changes in the next six months;
 - (c) the review shall be documented (in accordance with the standard pro forma developed at the national level);
 - (d) Australia Post's employment monitoring arrangements shall include data on the extent of additional hours being worked by part-time employees; and
 - (e) employees will not be discriminated against or disadvantaged because they have sought a review of their current hours.
- 6.22 Australia Post agrees to provide relevant information and explain and support the reasons why it reached the decision that it did, at the time that the employee is informed of the decision. Where an employee disagrees with the outcome of the review the employee may elect to take the matter through the Dispute Resolution Procedure, in lieu of the Grievance Process.
- 6.23 Australia Post, its employees and unions support the principle that part-time positions should not be less than three hours per engagement. There will, however, be circumstances where the application of this principle may result in arrangements which are not practicable and/or there is no other available work. Where this circumstance arises:
- (a) in respect of new positions, the parties agree to consultation prior to the creation and staffing of such a position, including appropriate consideration of alternative work arrangements which would meet the minimum hours principle; and
 - (b) in respect of existing individual part-time positions which do not conform with the principle, these will be reviewed when they next become vacant.
- 6.24 The parties agree that the minimum hours principle will be applied as follows:
- (a) existing part time arrangements will not be reduced on the basis of this clause; and
 - (b) any proposals to vary the level of rostered hours of a number of part-time positions on a shift will be subject to consultation with the unions at State level and with the staff concerned.

Contractors

- 6.25 It is not Australia Post's intention to contract out its

workforce or any significant part of that workforce nor make any substantial change in the current overall balance of employee/contractor resources. Any proposals involving the contracting out on an ongoing basis, of work currently done by Australia Post employees, would be elevated to the National level and sufficient time would be allowed for discussions before action was taken to implement any such proposal.

- 6.26 The parties acknowledge that the use of outside contractors can impact on opportunities for Australia Post employees and agree that such arrangements will be not be used unless there are sound business reasons for doing so including appropriate consideration of the use of Australia Post's employees. Contractors will not be used as a means of pursuing a reduction in wages and conditions of Australia Post employees or altering Australia Post's commitment to providing opportunities for its employees.

7. LEARNING AND DEVELOPMENT

- 7.1 The parties are committed to meeting the ongoing learning and development needs of employees in order to ensure a productive and skilled workforce with access to career pathways.
- 7.2 Regular consultation between the parties regarding learning and development will take place in the Joint National Learning and Development Forum to be held quarterly.
- 7.3 Learning and development will be aligned to the agreed competency standards and, where possible, the Australian Qualifications Framework ("AQF"). Where learning and development is aligned to the AQF this will lead to nationally recognised qualifications under the relevant industry training package. This ensures the knowledge and skills obtained:
- (a) are relevant to the requirements of the workplace and the work performed; and
 - (b) support employees to undertake their jobs in an efficient and satisfying way.
- 7.4 Employees will have equitable access to learning and development opportunities. Training and assessment methods will employ appropriate measures to address literacy and numeracy barriers experienced by employees.
- 7.5 Training and assessment required for the employee's current duties will be conducted, where possible, during normal working hours with costs met by Australia Post. Training during working hours is paid time. Where an employee is required to attend training out of hours the training time will be treated as paid time in accordance with the provisions of the relevant award. Provided that normal change of shift provisions may apply to attendance at training.
- 7.6 Australia Post acknowledges that it has a responsibility to provide learning and development. Priority will be given to consultation at the area/facility level in developing learning and

development plans for the facility. Where qualifications are required for an individual to perform his/her work, relevant individual plans must be developed. Learning and development plans should be developed within 12 months of certification of the Agreement. Learning and development plans must be consistent with the Australia Post Competency Framework Assessment Policy.

- 7.7 Assessment processes will be in accordance with the Australia Post Competency Framework Assessment Policy. Where there is a roll out of any assessment processes Australia Post will enter into discussions with the relevant union to establish a skills training program to ensure that over time internal assessors are available in Australia Post.
- 7.8 An individual may elect to undertake an assessment in relation to their current competencies, prior to undertaking any further training to acquire competencies.

8. EMPLOYMENT CONDITIONS

- 8.1 The parties have agreed that the conditions of service from previous EBAs as outlined in Attachment A will be retained during the Term of the Agreement. During the Term of the Agreement the parties will consider varying the relevant awards to include any of these matters that meet the requirements of the Workplace Relations Act 1996.

Shoe Allowance

- 8.2 With effect from 1 January 2005 retail employees who are eligible for and wear the corporate retail uniform are entitled to be reimbursed up to \$76 once per calendar year for the purchase of footwear. This amount is in lieu of the amount specified at Item C Schedule 3 of the Australia Post Principal Determination that would otherwise apply to retail employees.
- 8.3 Australia Post commits during the first 6 months of the Agreement to explore viable options for the provision of appropriate footwear. Where such footwear is sourced and able to be provided, eligible retail employees will have the option of being provided with the footwear or the reimbursement in accordance with sub-clause 8.2, once per calendar year.

Shift Penalties for Part-Time Shift

- 8.4 A 30% shift penalty will apply to a part time employee where the employee's rostered shift hours exceed 4 weeks and the shift commences between midnight and 4.00 a.m, and finishes before 8.00 a.m. Clause 24.1.3 of the Australia Post General Conditions of Employment Award continues to apply in other circumstances.

Tea Break

- 8.5 Australia Post commits to maintaining the tea break arrangements that apply at individual workplaces in accordance with custom and practice.

Sick Leave

- 8.6 Australia Post agrees to discontinue the Attendance Improvement Management System ("AIMS"). In the context of any replacement program for AIMS Australia Post will not:

- (a) identify individual employees for attendance improvement management based on specified trigger points in an arbitrary or automatic manner which does not have regard to circumstances of individual employees;
- (b) direct employees to attend Australia Post nominated doctors for same day medical assessments;
- (c) an employee can only be directed to attend a nominated doctor for medical assessments in accordance with the relevant award.

- 8.7 For the term of this Agreement the parties agree not to seek a variation to the Award in relation to fitness for duty examinations (Clause 26.5.10 of the General Conditions of Employment Award 1999).

Carer's Leave

- 8.8 An employee is entitled to use up to 5 days personal leave each year as carer's leave, in accordance with the Australia Post General Conditions of Employment Award 1999 sub-clauses 26.6.1 and 26.6.3.

- 8.9 In relation to the provision of evidence:

- (a) for carer's leave of a single day's duration, where it is not feasible to obtain a medical certificate for that single day's absence, the employee may instead provide a statutory declaration establishing the illness of the person to whom the carer's leave relates and indicating that the employee is responsible for the care of the person concerned; and
- (b) for carer's leave of more than a single day duration, the employee must provide a medical certificate establishing the illness of the person to whom the carer's leave relates and indicating that the employee is responsible for the care of the person concerned.

- 8.10 The parties agree to establish a working party to consider whether other forms of evidence may be appropriate in supporting requests for access to carer's leave in accordance with sub-clauses 26.6.1 and 26.6.3 of the Australia Post General Conditions of Employment Award 1999. It is agreed that the working party will report on its findings six (6) months after certification of the Agreement.

- 8.11 If, following the report of the working party referred to in clause 8.10, the parties reach agreement on the provision of other forms of evidence for carer's leave, the parties agree that, notwithstanding the provisions of clause 8.9, the agreement will be implemented.

- 8.12 The parties agree that should the AIRC Family Leave test case provide more favourable outcomes than are provided for in the Agreement, then the parties agree to implement the relevant test case outcomes.

Parental Leave

- 8.13 An employee who is entitled to Maternity Leave in accordance with the existing *Maternity Leave (Commonwealth Employees) Act 1973* provision will be granted an additional one week's paid leave to count as service immediately following the completion of paid maternity leave. In applying this provision:
- (a) the additional one week's paid leave will be counted towards the maximum period of 52 weeks of paid and unpaid maternity leave; and
 - (b) the qualifying period of 12 months continuous service for paid maternity leave still applies.
- 8.14 Where an employee has existing annual leave and/or long service leave credits:
- (a) managers will grant any application for access to these leave credits for up to one week for paternity leave or adoption leave purposes during the period within 3 weeks of the birth or adoption. The employee is to provide the manager with appropriate evidence of the birth or adoption of the child as well as appropriate notice; and
 - (b) managers will be encouraged to give favourable consideration to any application by an employee for use of accrued annual leave or long service leave credits in excess of one week for paternity leave and adoption leave purposes, subject to sufficient notice being given by the employee of the expected commencement date of such leave and the period of leave to be taken.

Employee Discipline

- 8.15 The arrangements outlined in Attachment A shall apply.

Sort/Machine Rates

- 8.16 Managers shall not use sort or machine rates in an unreasonable and unfair manner in the management of employees' work or performance.

9. JOB DESIGN

- 9.1 It is agreed that the objective is to make jobs as fulfilling as practicable whilst meeting Australia Post's business needs. It is desirable to ensure job design and content can adapt quickly to different business challenges and new ways of working.
- 9.2 It is agreed that job levels and work classification standards will not be altered without consultation with the relevant union and that any issues relating to changes will be subject to resolution through the dispute settlement procedure (clause 12.1), including reference to work value principles.
- 9.3 The Mail Officer, Parcel Post Officer, Postal Delivery Officer and Technical Officer work levels and pay rates are based on multi-functional award classification levels. Australia Post provides an assurance that it will not take action to split these classification/pay levels.

Retail Network and Retail Outlet Review

- 9.4 The parties acknowledge that the conversion of corporate retail outlets will have a significant impact on the employer-employee relationship and therefore the parties will abide by the principles and commitments set out below in clauses 9.5 - 9.15.
- 9.5 The parties to the Agreement are committed to the long-term viability of Australia Post's Retail Network. It is jointly acknowledged that Australia Post's Retail Network is currently, and will continue to be, a mix of corporately operated outlets, as well as privately operated outlets under one of a number of arrangements.
- 9.6 Australia Post acknowledges the key role of corporately operated outlets and commits to ensuring their long term position as the 'flagship' form of Australia Post Retail outlets.
- 9.7 Australia Post acknowledges that the conversion of corporately operated outlets in accordance with the provisions of the Agreement will not have a significant impact on the current overall mix of corporately operated outlets and privately operated outlets.
- 9.8 The parties to the Agreement commit to work cooperatively to improve the viability of under performing corporately operated outlets with the primary / preferred objective of them remaining corporately operated.
- 9.9 The parties to the Agreement commit to jointly evaluate the effectiveness of the initiatives in this clause six (6) months prior to the expiry of the Agreement.
- 9.10 The parties commit during the first six (6) months of the life of the Agreement to jointly examine factors affecting retail outlet performance and profitability, including:
- (a) practicable and commercially viable interventions to optimise retail outlet performance and profitability;
 - (b) actions to strengthen the selling skills and entrepreneurial culture of the work force; and
 - (c) the parties agree to jointly review the relevance of and amend as agreed the existing retail outlet conversion policy.
- 9.11 On the basis of 9.10 being undertaken, Australia Post commits to continue to apply the provisions of the existing retail outlet conversion policy. Such provisions will continue to apply for the life of the Agreement unless a change occurs in accordance with the provisions of 9.10.
- 9.12 The provisions of the existing retail outlet conversion policy will not be used to convert an existing corporate outlet to a franchise.
- 9.13 Notwithstanding and separate to the provisions of sub-clauses 9.8, 9.9, 9.10, 9.11 and 9.12 a maximum of 20 corporately operated outlets will be converted to franchised outlets during the life of the Agreement in accordance with the following guidelines/principles:

- (a) outlets where the average customer count is between 400 and 800 per day;
- (b) outlets that under-perform economically, ie:
 - (i) where the projected economics under franchised conditions forecasts a Return on Revenue improvement of at least 10% (percentage points) compared to the 2003/04 economic performance of the comparative corporate outlet; and
 - (ii) where the economic under-performance of the outlet for 2003/04 produced a Return on Revenue of less than 5%;
- (c) outlets located in capital and major provincial cities with an initial focus on metropolitan areas;
- (d) in a manner that is as least disruptive as practicable and where the change process is communicated clearly to affected staff;
- (e) that meets Australia Post's obligations under the RRR Agreement.

9.14 Establishment of a franchised outlet in a new location will not be used to impact on business performance on any adjacent corporate outlet so as to make it vulnerable to conversion.

9.15 The parties recognise that the determination of outlets to be converted to a franchise will be a progressive process during the term of the Agreement. As part of consultation on this matter Australia Post undertakes to provide CEPU with at least 3 months notice in writing prior to a conversion taking effect. This notice will include customer count data for the outlet to be converted, a summary of the 2003/04 trading performance of the corporate outlet concerned and the return on revenue projection for the proposed franchised PostShop.

Team Based Work – Mail and Parcel Processing

9.16 It is recognised that the roll-out of team based work in Mail and Parcel Processing has been a long and complex exercise (as it has in many organisations which have gone down similar paths).

9.17 It is agreed that this process will be given new emphasis during the life of the Agreement, with a view to:

- (a) continuing the progressive roll out of the team based work model, and the team skills loading for Mail Officers, Parcel Post Officers and technical staff (where applicable), into agreed mail and parcel processing facilities;
- (b) this roll out will be completed during the life of the Agreement; and
- (c) further development of effective team-working at existing facilities with team arrangements in place including consultation and staff involvement in relation to any changes in accordance with clause 3 of the Agreement.

Establishment of Teams at a Facility

9.18 The team based work concept will be developed in an environment where:

- (a) staff are involved in the initial development of the appropriate team based work structure for their workplace and have the opportunity to commit to its implementation;
- (b) the structure of teams may vary from site to site depending on local circumstances and operational requirements;
- (c) teams are encouraged to take responsibility for the management of the team and to be responsible and accountable for the performance of the work;
- (d) teams are encouraged to build knowledge, make decisions, improve performance and have a sense of ownership and involvement; and
- (e) staff understand the processes which will be followed to make changes over time to the initial facility team design.

Team Working Review

9.19 The parties will consult further on enhancement of the team based working concept. This will include the parties undertaking a joint best practice examination of external experience, current trends and the implications for Teams in Australia Post. The review will commence within one month of certification of the Agreement and be completed within six (6) months. The review will examine, but not be limited to, the following:

- (a) The overall framework of team based work in best practice organisations;
- (b) The experience of team based structures in Australia Post to date;
- (c) Implementation lessons and strategies including consultative, involvement processes;
- (d) A specific focus on how best practice organisations;
 - (i) Promote efficiency and meaningful and rewarding jobs through team based work;
 - (ii) How best practice organisations sustain the process and enable teams to evolve and grow into wider roles;
- (e) The implications for the teams in Australia Post; and
- (f) Recommend actions prior to April 2005.

9.20 These actions and a timetable for implementation of the actions will be agreed between the parties by August 2005.

Technical Structure

9.21 The Australia Post Technical Award has been varied to provide a new Technical Structure as follows:

- (a) a new nine level PTO classification structure;
- (b) the phased introduction of a competency based qualification framework; and
- (c) new associated salary rates.

9.22 Incremental advancement will be in accordance

with traditional arrangements with the following exceptions:

- (a) for existing PTO1 staff (old classification and on the 3rd salary point), advancement to the 4th salary point of the new PTO4 will be subject to their active participation in the competency assessment process. Advancement to the 5th, 6th and 7th salary points will be subject to the attainment of an appropriate Certificate IV qualification. Advancement to the 8th salary point will be subject to attainment of the appropriate Diploma qualification;
- (b) for existing PTO2 staff (old classification on the 4th salary point), advancement to the new 8th salary point of the PTO4 will be subject to their active participation in the competency assessment process; and
- (c) for other staff advancement from the 3rd to the 4th salary point will be subject to attainment of the appropriate Certificate IV qualifications and advancement to the 8th salary point will be subject to attainment of the appropriate Diploma qualification.

9.23 The relevant parties agree to continue to examine the potential for technical staff to enhance their skills and training in diagnostic, analytical and predictive maintenance techniques and to undertake new higher levels tasks aimed at optimising overall equipment effectiveness and developing the leadership and management potential of the technical group.

Technical Maintenance

9.24 There is a shared commitment to pro-actively maximise the efficiency, reliability and cost effectiveness of all equipment and as such consistently ensure peak operational outcomes. In recognition of, and subject to such commitment, it is agreed that:

- (a) Australia Post technical staff will continue to undertake the maintenance of core mail processing equipment in the network (aside from TMS); and
- (b) non-core, first in maintenance requiring minor fault rectification, will continue to be provided by Australia Post technicians at retained facilities on a site basis subject to Australia Post's right to extend the single building services maintenance contract arrangements at Strathfield and Dandenong to other facilities. Any such extensions would be subject to practical and efficiency considerations and involve detailed consultation with employees and the relevant union.

Review of Transport Structure

9.25 Australia Post and the CEPU agree to a joint review of the Transport Classification Structure. The review will examine three (3) key areas:

- (a) Current work level standards for transport and hubs
 - (i) This will include an analysis of the current functions and roles against existing work level standards to identify areas where the

current work level standards are inadequate. This will also involve consideration of work level standards aligned to AQF levels and the Transport Competency Standards.

- (b) Current classification structure
 - (i) This will identify functions and roles being undertaken in general transport and hubs and look at the adequacy of the existing classification structure having particular regard to:
 - number of levels, particularly in the supervisory grades
 - size of depots/hubs
 - numbers of staff
 - types of functions being undertaken
 - types of skills required
- (c) Grading of Depots and Hubs
 - (i) This will examine the general transport functions and roles as set out above to establish some principles for the grading of depots and hubs which would link to the classification structure and work level standards.

9.26 Overall the review will develop and finalise a new transport classification structure supported by agreed work level standards or their equivalent for endorsement by employees. The review will be finalised no later than 12 months from the date of certification of the Agreement.

Delivery Operations

9.27 The parties are committed to a review which identifies and examines delivery issues in the context of:

- (a) the future needs of the business;
- (b) viable and effective operations, work design and employment arrangements; and
- (c) the expected future environment and customer requirements.

9.28 The parties agree that the review referred to in clause 9.27 will be finalised within six (6) months of certification of the Agreement.

9.29 It is agreed that further trials of Full Time Dedicated delivery arrangements will only take place with the agreement of both Australia Post and the CEPU at the National and State levels.

9.30 Australia Post will not employ more than 2.8% of Postal Delivery Officer FTE's on part-time dedicated delivery. The provisions of clause 9.30 will operate for the Term of the Agreement.

9.31 The employee consultation and dispute settlement provisions apply to part-time dedicated delivery in accordance with the Agreement.

10. BENEFIT DISTRIBUTION

10.1 The following pay increases will be made to the salaries applicable to award classifications as at 8 August 2004 as reflected in the August 2004

Australia Post Human Resources Manual Rates of Pay Booklet before the Agreement is certified from the following dates:

(a) **Date of Effect** **Percentage Increase**

9 August 2004 4%

Subsequent pay increases will be provided from the first pay period commencing on or after:

8 months after certification 2%

16 months after certification 2%

24 months after certification 2%

(b) These percentage increases will also apply to the allowances set out at Attachment B.

(c) The August 2004 Australia Post Human Resources Manual Rates of Pay Booklet will be exhibited at the time of certification of the Agreement.

10.2 Subject to achieving service performance of at least 94% in each State (as measured by KPMG) from the date of certification through to 31 December 2005, a bonus of \$400 will be paid from the first pay period commencing on or after 22 March 2006. All employees will be expected to make every reasonable effort to support the achievement of the service performance target. The payment of this bonus will be subject to specific eligibility criteria which are detailed at Attachment C.

11. NO PROTECTED INDUSTRIAL ACTION

11.1 The parties further agree that they will not engage in protected action under section 170 ML of the Workplace Relations Act 1996 (the Act) to support or advance claims for any further certified agreement. This clause applies until a party to the Agreement initiates a bargaining period following the expiry of the Agreement (Clause 14.1 refers).

11.2 During the Term of the Agreement the parties agree that there will be no reduction in employee entitlements provided for in the time expired certified agreements listed at Attachment D.

11.3 Notwithstanding the provisions of clause 11.2, the parties agree that neither party will seek to terminate or vary the RRR Agreement in respect of any matter during the Term of the Agreement.

12. DISPUTE RESOLUTION

12.1 The parties to the Agreement recognise that there exists a mutual responsibility to work co-operatively to resolve disagreements over workplace matters, as far as is practicable, at the workplace level. Accordingly, in relation to the application of the Agreement, or any other industrial dispute arising during the life of the Agreement, the parties commit themselves to:

(a) promptly addressing disagreements within the procedures set out below;

(b) discussing those disagreements in an open and honest way;

(c) seeking to resolve those disagreements wherever possible at the local level; and

(d) recognising the rights of an employee to be accompanied or represented by a person of their choice, including a union representative, throughout the process.

Dispute Resolution Procedure

12.2 At any stage of the procedure an employee/s may be accompanied or represented by a person of their choice, including a union representative.

12.3 The parties agree that where disagreements arise, the following procedure will apply:

(a) the employee will discuss the matter with their immediate manager/supervisor. However, in circumstances where the matter may relate to the behaviour or actions of the immediate manager and it would be inappropriate to discuss the matter at that level, the employee may discuss the matter with the next highest level of management;

(b) if the matter is not resolved at that level within a reasonable timeframe, the employee concerned may arrange further discussions involving more senior levels of management or the union as appropriate;

(c) if the issue involves more than one employee, the employees involved, the union or the management may raise the issue at the level the parties consider appropriate.

Conciliation

(d) if the matter remains unresolved after points (a) to (c) above have been followed, it may be notified to the Australian Industrial Relations Commission ("the Commission") for conciliation. Where such notification occurs at the State level, the National level will be immediately advised.

Arbitration

(e) if conciliation does not resolve the dispute, whether the dispute is about the application of the Agreement or any other industrial dispute, the Commission may determine the matter by arbitration. In exercising its arbitration powers the Commission will have regard to:

(i) the terms of this Agreement;

(ii) whether the impact on employees is harsh, unjust or unreasonable;

(iii) the conduct of the parties.

(f) in circumstances where the Commission is unable to arbitrate the industrial dispute in accordance with sub-clause 12.3(e), the parties shall request the Commission to conduct a private arbitration about the industrial dispute and the parties shall comply with the Commission's decision and/or order.

(g) in addition to the other powers provided to the Commission under the Workplace Relations Act 1996, the conciliation and

arbitration processes covered by sub-clauses 12.3(d), 12.3(e) and 12.3(f) will be subject to Sections 100-105 of the Workplace Relations Act 1996.

- 12.4 While the parties are attempting to resolve the matter, the employee will continue to work in accordance with the Agreement and his or her contract of employment, unless the employee has a reasonable concern about an immediate threat to his or her health or safety. In such circumstances and subject to Part 3, Division 3 – Emergency Procedures of the Occupational Health and Safety (Commonwealth Employment) Act 1991, the employee must not unreasonably fail to comply with a direction by Australia Post to perform other available work that is appropriate for the employee to perform.
- 12.5 Sub-clause 12.3(e) and 12.3(f) will only operate until a party to the Agreement initiates a bargaining period following the expiry of the Agreement.
- 12.6 The parties agree that this dispute resolution clause will operate in place of counterpart clauses in expired Certified Agreements as set out in Attachment D of the Agreement. This subclause will only operate until a party to this Agreement initiates a bargaining period following the expiry of the Agreement.

13. SALARY SACRIFICE

- 13.1 A permanent employee may sacrifice salary for the purpose of superannuation and/or the acquisition by purchase (or other means) of a lap top computer package approved by Australia Post. Any salary sacrifice will require approval by Australia Post and must comply with taxation and other relevant laws and Australia Post policies and procedures and, where salary sacrifice is made to a Superannuation Fund, the Trust Deed requirements of that Fund. Details of any salary sacrifice arrangement must be in writing and signed by the employee and Australia Post.
- 13.2 Prior to engaging in any salary sacrifice arrangement, an employee is advised to obtain independent financial advice concerning the tax effectiveness of the arrangement.

14. DURATION AND SCOPE

- 14.1 The Agreement will operate on and from the date of certification by the Commission and will expire on 31 December 2006.
- 14.2 The Agreement replaces and wholly supersedes the Australia Post Enterprise Agreement 2001.
- 14.3 In addition to the matters covered in the Agreement, the parties agree that, with respect to the operation of Clause 12 (Dispute Resolution), the scope of the Agreement covers any industrial dispute arising during the life of the Agreement relating to the employees covered by the Agreement.
- 14.4 The parties agree that Australia Post will apply to terminate the Australia Post Enterprise Agreement 2001 with effect from the date of certification of the

Agreement and the unions will consent to such application.

- 14.5 Subject to relevant legislative provisions, the Agreement overrides the operation of any other Award or Agreement to the extent of any inconsistency.
- 14.6 Australia Post may enter into an Australian Workplace Agreement (“AWA”) with any employee covered by the Agreement. However:
- (a) no employee will be required to enter into an AWA for their existing job, or a job to which they are transferred or promoted and will have the choice of accepting and rejecting the AWA; and
 - (b) existing employees who are party to AWAs will, on expiry of those AWAs, have the choice of accepting a subsequent AWA or returning to award conditions.
- 14.7 An AWA will operate to the exclusion of the Agreement or prevail over its terms to the extent of any inconsistency.
- 14.8 The parties agree that they will commence negotiations regarding the successor to the Agreement by no later than 30 September 2006.

15. DEFINITIONS

- 15.1 “The Agreement” means the Australia Post Enterprise Agreement 2004.
- 15.2 “Australia Post” means the Australian Postal Corporation as defined under the Australian Postal Corporation Act 1989 (Cth.).
- 15.3 “The Parties” means the parties referred to in clause 16.1 of the Agreement.
- 15.4 “Term” means the term of the Agreement being from the date of certification to the date of expiry; notwithstanding the provision of section 170LX of the Workplace Relations Act 1996.

16. APPLICATION/PARTIES BOUND

- 16.1 The Agreement is binding on:
- (a) Australia Post;
 - (b) The following unions:
 - (i) Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU);
 - (ii) Community & Public Sector Union (CPSU);
 - (iii) Association of Professional Engineers, Scientists and Managers, Australia (APESMA); and
 - (iv) Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union (AMWU).
 - (c) All employees of Australia Post in classifications specified in the following awards or any successor awards:
 - (i) Australia Post Operations Award 1999;
 - (ii) Australia Post Administrative/Professional Award 1999; and
 - (iii) Australia Post Technical Award 1999.

ATTACHMENT A

EBA6 Conditions of Service

1. Promotion/Temporary Performance Appeal Rights

Post will continue for the duration of EBA6 to provide employees with appeal rights against provisional promotions and against temporary transfers exceeding 3 months.

2. Study/Examination Leave

Study and examination leave may be granted to approved students in accordance with Australia Post's Principal Determination

3. Salary On Promotion

The salary to be paid to an employee on promotion or transfer will normally be the minimum rate for that position except that in circumstances involving overlapping salary ranges, the new salary will normally be the next highest salary point in the salary range for the higher position.

Previous service at the level to which the employee is being promoted (or higher levels) shall be taken into account when determining salary on promotion and incremental dates in accordance with the same principles that apply to the assessment of higher duties allowance. An employee promoted to a position which the employee is occupying on a temporary basis shall not suffer any reduction in remuneration.

4. Salary Payment Arrangements

All employees will have all salary payments paid through direct credit arrangements to a bank or financial institution.

5. Work/Life

The parties are committed to the application of work/life initiatives throughout all workplaces but recognise that such initiatives must be mutually beneficial to both the business and employees and consistent with operational needs.

The parties agree:

- To promote work/life initiatives provided such arrangements are negotiated and agreed to by management and the employee and meet the operational needs of the business:
 - (a) extension of short term absences for non-family purposes provided the make-up and time off arrangements are jointly agreed;
 - (b) 48/52 mode of employment where the

arrangements made are cost neutral to the business;

(c) use of time in lieu arrangements

(d) job sharing

(e) employment breaks for up to 3 years for family leave purposes.

- Staff may access normal grievance provisions to appeal against any refusal based on operational needs.

6. Part-Time Employees – Preference

Priority will be given to permanent part-time employees when applying for permanent full-time vacancies in accordance with agreed guidelines.

7. Fixed Term Employees – Preference

Fixed term employees who have been subject to the same selection processes that apply to permanent employees, will, subject to satisfactory service, be given priority if any permanent base level vacancies are filled by external recruitment during the fixed term period (subject to item 6 above).

8. Team Skills Loading – Mail Processing/Technical Staff

This loading will continue to be payable to Mail Officers and Technical staff in accordance with the conditions agreed as part of EBA4.

9. Higher Duties – Minimum Period for Payment

A higher duties allowance is not paid for higher duties performed unless the period is more than 1 day nor do shorter periods count as service at the higher classification.

10. Employee Discipline

1. Australia Post has the right to dismiss an employee, impose a penalty of a reduction of two (2) increments for a period of 12 months (or equivalent penalty), or to transfer an employee to another position of the same or a lower classification for behaviour or performance which warrants such action, including:
 - (i) misconduct or wilful neglect of duty or grossly negligent conduct;
 - (ii) incompetence or inefficiency for reasons within the employee's control;
 - (iii) failure to observe the Code of Ethics.

2. Except in the case of serious and wilful misconduct or grossly negligent conduct (see below), Australia Post shall ensure that:

- (i) employees are counselled and/or given a warning in order to assist them to maintain acceptable standards of behaviour and performance;
- (ii) no employee is dismissed or transferred for a first breach of the Code of Ethics.

Grossly negligent conduct would apply in isolated instances only. For the purpose of this clause, such conduct involves a reckless act or omission which causes or could cause significant damage or harm and which would adversely affect the employment relationship. Decisions involving dismissal or transfer which are based on gross negligence (but not serious and wilful matters) should not be taken without prior referral to the Corporate HR Group.

3. An employee may be suspended pending a decision as to the action to be taken under clause (1) and such suspension shall be with pay, provided that suspension may be without pay where:

- (i) criminal proceedings are pending; or
- (ii) police investigation involving a serious criminal act is involved which would adversely affect the employment relationship.

4. In exercising these rights, Australia Post shall not take action which is harsh, unjust or unreasonable.

5. Australia Post shall furnish written advice to an employee of a decision under clause (1) and of reasons for the decision together with details of the procedures for lodging an application for review.

6. Where transfer, dismissal or penalty under clause (1) is considered to have been harsh, unjust or unreasonable, the employee concerned may submit an application for review of the decision by a Board of Reference. Any such application must be lodged within 14 days of the transfer, penalty, or dismissal, in accordance with procedures established by Australia Post. Employees will also have a right to seek a review of such suspension under 3 (ii) by a Board of Reference once the disciplinary process has been implemented.

Board of Reference

7. For the purposes of clause (6), the Industrial Registrar of the Australian Industrial Registry shall be requested to appoint a Board of Reference for the duration of the Agreement.

8. A Board of Reference shall be constituted by a Chairperson as may be agreed upon by the parties, or, where the parties are unable to agree, as nominated by the Industrial Registrar.

9. A Board of Reference shall seek to resolve any application for review submitted to it, having regard to whether the decision was harsh, unjust or unreasonable.

10. A Board of Reference, in reviewing a decision in relation to which an application is made:

- (i) may form itself in such manner as it thinks fit;
- (ii) has discretion as to the procedure to be followed;
- (iii) is not bound by the rules of evidence; and
- (iv) shall proceed without regard to legal form.

ATTACHMENT B

Adjustment of Allowances

The following allowances will be adjusted at the same time by the same percentage increases that apply to classifications in accordance with EBA 6:

ALLOWANCE

Dependant Allowance
Higher Duties Allowance
Intermittent Motor Driving Allowance
Qualifications Allowance
Dirty Cleaning Work
Divide Allowance
In-Charge Allowance - Retail Staff
Parcel Post Allowance
PDO Functional Allowance
Teams Skill Loading:
Mail Officer
 Technical Structure Levels 4, 5
 Industry Allowance
Disability Allowance 1
Disability Allowance 2
Custody of Stock
First Aid Allowance
Tonnage Allowance
Sprintpak Drive & Operate Forklift
Sprintpak Machine Adjustment

AUTHORITY

CI 19.1 (Gen. Con Award)
CI 19.5 (Gen. Con. Award)
CI 19.6 (Gen. Con. Award)
Schedule A (Admin. Award)
CI 9.1 (Ops. Award)
CI 9.2 (Ops. Award)
CI 9.4 (Ops. Award)
CI 9.5 (Ops. Award)
CI 9.6 (Ops. Award)
EBA

CI 9.1.1 (Tech. Award)
CI 9.2.1(a) (Tech. Award)
CI 9.2.1(b) (Tech. Award)
CI 9.4 (Tech. Award)
CI 19.3 (Gen. Con. Award)
CI 19.12 (Gen. Con. Award)
CI 13(a) Sprintpak Agreement
CI 13(b) Sprintpak Agreement

ATTACHMENT C

EBA6 – Corporate Bonus – Eligibility

Payment of the bonus is subject to the person being employed by Australia Post as at the time the bonus is paid (with the exception of retirees) or in respect of casual employees, the individual still being employed by Australia Post on a regular – although casual – basis.

EMPLOYMENT CATEGORY OR STAFF SITUATION	PERIOD OF EMPLOYMENT (FROM DATE OF AGREEMENT CERTIFICATION TO 31/12/05)*	ELIGIBILITY
Award Based Permanent and Fixed Term (Full and Part Time Staff)	<ul style="list-style-type: none"> – During 2 pay periods or less – During 3-6 pay periods – More than 6 pay periods 	No Bonus Quarter Bonus Full Bonus
Casuals (other than Christmas) directly employed and paid by Post.	<ul style="list-style-type: none"> – During 2 pay periods or less – During 3-6 pay periods – More than 6 pay periods 	No Bonus Quarter Bonus Full Bonus
Casuals employed through and paid by a recruitment agency.		No Bonus
Casuals (Christmas)		No Bonus
Sick Leave (paid or unpaid), Compensation, Maternity Leave (paid or unpaid).	<ul style="list-style-type: none"> – During 2 pay periods or less – During 3-6 pay periods – More than 6 pay periods 	No bonus Quarter Bonus Full bonus
Long term (ie more than 12 months) Leave for example recreation leave, long service leave, leave without pay, career break or any combinations of such leave.	<ul style="list-style-type: none"> – During 2 pay periods or less – During 3-6 pay periods – More than 6 pay periods 	No Bonus Quarter Bonus Full Bonus
Agency Assistants still employed by Australia Post		Bonus paid according to above employment categories.
Contractors/Licensed Post Offices		No Bonus
Retirees – during relevant period	<ul style="list-style-type: none"> – During 2 pay periods or less – During 3-6 pay periods – More than 6 pay periods 	No Bonus Quarter Bonus Full Bonus
Retirees – after 31 December 2005 and before bonus is paid (age 55 and above and meeting other eligibility requirements in respect of relevant bonus)		Full Bonus
Resignations/Terminations (including VRP) before the bonus is paid		No Bonus - nor do any earlier period/s of service in the relevant financial year from which the employee has resigned count for eligibility if the employee is subsequently re-employed
Executive, Contract Staff (including staff employed under an AWA) and A06 Staff		No Bonus

Staff commencing employment after end of relevant financial year		No Bonus
Temporary Part Time Support Services Officers and Attendants #		Full Bonus
Staff converting from award positions to contract positions during the eligibility period		No bonus if, in aggregate, performance payments (associated with contract employment) for relevant financial years exceed \$400.
and Staff nominally occupying AO6 positions who gain access to Performance Pay during the Eligibility period		If, in aggregate, performance payments (associated with contract employment) for relevant financial years are less than \$400 the difference would be paid by way of the Corporate Bonus (ie. a total of \$400 would be paid).

* Need not be continuous

These will be the staff who have elected to remain on their current percentage loading conditions in lieu of being translated to the new employment categories (and associated standard conditions)

ATTACHMENT D

Certified Agreements whose Dispute Resolution Procedure is superseded by the Dispute Resolution clause in the Agreement (only for the Term of EBA6)

MATTER (SECTION OF ACT)	C NUMBER	PERIOD OF OPERATION	PRINT NUMBER
Extension of Penalty Rates Eligibility Agreement 1993 (Brisbane) (134)	30258/93	26/3/93 – 25/9/94	K7251 K7252
Extension of Penalty Rates Eligibility Agreement (Adelaide) (134)	50178/93	27/9/93 – 26/3/95	K9318 K9319
PDO/MO Salary Parity Agreement 1993 – SA/NT (134)	50279/93	27/1/94 – 8/4/94	L1373 L1374
Northern Mail Centre, Victoria Driver's Agreement 1994 (170)	30957/94	29/4/94 – 28/4/95	L3658 L3659
Victorian Parcels Delivery PDO (Drivers) Agreement 1994 (170)	33528/94	10/10/94 – 9/10/95	L5974 L5975
PDO/MO Salary Parity Agreement – W.A. (170)	34756/94	2/11/94 – 1/11/95	L6651 L6652
Northgate Transport Depot Queensland Agreement 1994 (170)	41271/94	25/1/95 – 24/7/96	L9059 L9060
Tasmanian PDO/MO Salary Parity Agreement (170)	30466/95	6/3/95 – 5/3/96	M0024 M0025
Northgate Mail Centre Agreement 1995 (170)	40110/95	4/5/95 – 3/11/96	M1367
N.S.W. PDO/MO Parity Agreement 1995 (170)	33297/95	1/6/95 – 20/4/96	M2653
QLD Postal Delivery Pay Parity Agreement 1995 (170)	34940/95	10/8/95 – 20/4/96	M4519
Victorian Transport Agreement 1995 (170)	39657/95	17/7/95 – 19/4/96	M9265
Victorian PDO/MO Salary Parity Agreement 1995 (170)	10752/95	14/12/95 – 19/4/96	M8509 M8538
Redundancy/Redeployment/Retraining Agreement 1995 (170)	11520/95	16/1/96 – 20/4/96	M9024
Toowoomba Mail Centre Agreement 1996 (170)	40582/96	29/10/96 – 28/4/98	N6181
Underwood Mail Centre Agreement 1996 (170)	40581/96	29/10/96 – 28/4/98	N6180
Tasmania Transport Agreement 1996 (170)	34719/96	11/9/96 – 10/9/97	N4886

SA/NT Transport Agreement 1997 (170)	50542/97	3/7/97 – 19/4/98	P4772
WA Transport Division Agreement 1997 (170)	60568/97	4/8/97 – 30/6/98	P4008
(Qld) Parity Postal Transport Officer Group – Mail Processing Group Agreement 1997 (170)	40791/97	25/9/97 – 19/4/98	P5484
Transport NSW/ACT Parity Agreement 2001 (170)	2001/8090	20/12/01 – 20/6/03	913149
Sprintpak Division Enterprise Agreement 1995 (170)	31962/1995	1/5/95 – 20/4/96	M1101 M1102