

AG814194 PR915013

**AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

*Workplace Relations Act 1996*

s.170LJ Agreement with organisations of employees (Division 2)

**TABCORP Holdings Limited**

and

**Australian Municipal, Administrative, Clerical and Services  
Union  
(AG2002/1435)**

**TABCORP/AUSTRALIAN SERVICES UNION (VENUE SUPPORT)  
CERTIFIED AGREEMENT 2001-2003**

Various employees

Clerical industry

COMMISSIONER EAMES

MELBOURNE, 19 MARCH 2002

**CERTIFICATION OF AGREEMENT**

In accordance with section 170LT of the Workplace Relations Act 1996, the Commission hereby certifies the attached written agreement.

This agreement shall come into force from 15 March 2002 and shall remain in force until 15 March 2004.

BY THE COMMISSION:

COMMISSIONER

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AGREEMENT IN PRINCIPLE

Without Prejudice

TABCORP

and

AUSTRALIAN SERVICES UNION

Venue Support

CERTIFIED AGREEMENT

2001-2003

TABCORP/ASU Venue Support Certified Agreement 2001 Page

**CLAUSE 1. TITLE**

This Agreement shall be known as the TABCORP/Australian Services Union (Venue Support) Certified Agreement 2001-2003.

**CLAUSE 2. APPLICATION**

This agreement shall apply to TABCORP Venue Support and apply exclusively to those persons who work as operations employees within the Venue Support Centre /s.

Transmission of Business.

If during the life of this agreement the business (including part of the business) is transmitted from TABCORP (the employer - the transmitter) to another employer (transmittee) (whether such transmission is immediate or not and an employee who at the time of such transmission is an employee becomes an employee of the transmittee:)

(a) The continuity of service of the employment of the employee will be deemed not have been broken by reason of such transmission for all purposes.

(b) The period of employment that the employee has had with the transmitter will be deemed to be service of the employee with the transmittee (for all purposes, including the calculation of redundancy payments.)

Any employee not taken on by the transmittee will be considered by TABCORP to be redundant and as such the redundancy clause of this agreement will apply.

**CLAUSE 3. PARTIES BOUND BY THIS AGREEMENT**

This persons bound by this agreement are

(a) TABCORP Holdings Limited (TABCORP)

(b) All TABCORP Holdings Ltd Gaming Venue Support Centre employees

(c) The Australian Services Union - and its members employed in the Venue Support Centre

**CLAUSE 4. DATE & PERIOD OF OPERATION**

This agreement shall operate from the beginning of the first full pay period to commence on or after the date of certification by the Australian Industrial Relations Commission and shall remain in force for a period of 2 years.

**CLAUSE 5. RENEGOTIATION OF THIS AGREEMENT**

The parties to this agreement shall commence negotiations on a new collective certified agreement no later than three months prior to the nominal expiry date of this agreement. The parties to this agreement are committed to complete negotiations on the new agreement prior to the expiry of this agreement.

The parties shall continue to apply the terms of this agreement until any new agreement becomes operative.

**CLAUSE 6: INTRODUCTION OF CHANGE AND CONSULTATION.**

a) Duty to Notify.

i) Where TABCORP has made a definite decision to introduce major changes in production, program, Organisation, structure or technology that are likely to have significant effects on employees, TABCORP shall notify the employees who may be affected by the proposed changes and the ASU.

ii) "Significant effects" include termination of employment, major changes in the composition, operation or size of the TABCORP workforce covered by this agreement or in the skills required: the elimination or diminution of job opportunities promotion opportunities or job tenure: the alteration of hours of work: the need for retraining or transfer of employees to other work or locations and the restructuring of jobs. Provided that where this Agreement makes provision for alteration of any matters referred to an alteration shall be deemed not to have significant effect.

b) Duty to discuss Change.

i) TABCORP shall discuss with the employees affected, the nominated ASU delegates and if needed the ASU Officials, the introduction of any of the changes referred to in subclause

(a) above, including the effects the changes are likely to have on employees, measures to avert or mitigate the adverse effects of such change on employees and shall give prompt consideration to matters raised by the employees and / or the ASU representatives in relation to changes.

ii) The discussions shall commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in subclause (a).

iii) For the purpose of such discussion, the employer shall provide in writing to the employees concerned and the ASU all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that TABCORP shall not be required to disclose confidential information the disclosure of which would be inimical to TABCORPs interests.

c) Application to this agreement.

The parties acknowledge that this clause at least applies to the processes of change and consultation contained in the following clauses to this agreement,

Clause 7.	Hours of Work
Clause 9.	Arrangement of Hours
Clause 10.	Roster
Clause 16.	ADO's

#### **CLAUSE 7. HOURS OF WORK**

The ordinary hours of work shall be 38 hours per week.

For the purpose of this clause:

(i) 'Day shift' means any shift commencing not earlier than 7am and finishing at or before 7pm;

(ii) "Afternoon shift" means any shift finishing after 7pm and at or before midnight;

(iii) "'Night shift" means any shift finishing after midnight but before 7am; and (iii)

(iv) "'Rostered shift" means a shift for which the employees concerned have had at least 3 weeks notice.

(v) "Day Work' means a non rostered shift between the hours of

7am to 7pm Monday to Friday

**CLAUSE 8. SHIFT PENALTIES**

For the ordinary hours of a shift, employees engaged on:

Day Shift	No penalty applies to day shift.
Afternoon Shift	A shift penalty of 20% applies to afternoon shift.
Night Shift	A shift penalty of 25% applies to night shift.
Saturday	Actual hours worked on Saturday are paid at time and a half.
Sunday	Actual hours worked on a Sunday are paid at double time.
Public Holidays	Actual hours worked on a
Public Holiday	are paid at double time and a half.

**CLAUSE 9. ARRANGEMENT OF HOURS**

Venue Support Centre employees covered under this agreement currently work a 7 day, rotating shift roster. Should any new shifts or changes to shift times be considered there must be a process of consultation as per Clause 6.

It is acknowledged that during the life of this agreement changes to the operational hours will occur as a result of changes to hours of gaming and wagering venues serviced by the Centres(s).

Shifts are currently worked in blocks of 3 on 3 off with a 12 hour span of hours unless otherwise agreed to by all parties. No party shall unreasonably withhold their agreement.

**CLAUSE 10. ROSTER**

A 12 week 7 day rotating rostered shift will be developed in consultation with the Venue Support staff as outlined in clause 6, so as to provide operational coverage in accordance with the Gaming Division business requirements.

The roster will be based on the following shift times.

Day Shift	
Monday-Sunday	0700-1900
Afternoon Shift	
Monday-Sunday	0900-2100
Night Shift	
Monday-Sunday	1900-0700
Day Work	

Monday-Friday

0700-1900

An individual employee's roster may be changed by consultation between the individual and the Venue Support Centre Manager as per clause 6.

#### Planned Absences

The Venue Support Manager may change the roster to cover any staff shortages that are known in advance (e.g. annual leave, training courses). All such changes will be by consultation with the individual and the Venue Support Centre Manager as per clause 6.

#### Unplanned Absences

In the case of staff shortages at short notice (eg. sick leave), the Venue Support Manager may contact staff that are not rostered to work and request them to cover the shortage. All such changes will be by consultation with the individual and the Venue Support Centre Manager as per the procedure outlined in clause 6.

Employees who agree to work shifts they have not previously been rostered to work shall be paid for all such hours worked in accordance with clause 13 - Overtime of this Agreement.

#### Shift Swapping.

Subject to such shift swapping being operationally feasible, cost neutral to the organisation and being advised as soon as practicable to the relevant Manager, shift swapping shall be allowed and managed as closely as possible to the operation.

### **CLAUSE 11. WAGE INCREASES AND ADJUSTMENTS TO MINIMUM RATES**

#### Venue Support Supervisors

##### Salary Scale

\* Base salary for all Venue Support Supervisors of \$43,342 per annum

\* 5% increase to apply from certification of agreement - \$45,509 per annum

\* 5% increase effective 12 months after certification of agreement - \$47,784 per annum

## Venue Support Co-ordinators

### Salary Scale

- \* Entry Level - no wagering/gaming experience \$31,030 per annum
- \* Entry Level - wagering/gaming experience, within the range of \$32,064 to \$35,272 per annum determined by the level of experience.
- \* After 1 years service as a Venue Support Co-ordinator \$37,036 per annum
- \* After 2 years service as a Venue Support Co-ordinator \$39,000 per annum

On certification of the agreement, Venue Support Co-ordinators will receive an increase of 5% on their current rates or move to the applicable rate listed above based on their years of service as a Venue Support Co-ordinator.

12 months after certification of the agreement, the rates listed above will be increased by 5%.

### **CLAUSE 12. CALCULATION OF WAGES**

In calculating the wages of Venue Support Centre staff that work the 12 week roster requirements incorporated in this agreement, the shift penalties as outlined in Clause 8 shall apply.

### **CLAUSE 13. OVERTIME**

Authorised overtime is paid as a fixed percentage of the ordinary holiday rate. The total quantum payment for overtime worked on particular days is as follows (percentage figures represent percentage of normal holiday rate)

Monday to Saturday	Sunday	Public Holidays
Time and one-half	Double Time	Double Time and one-half

Where an employee is recalled to duty a minimum four hours at double time payment will apply. Except for Public Holidays where double time and one half continues to apply. No minimum applies for overtime, which precedes or follows a normal rostered shift (ie the actual time worked in such circumstances shall be paid.).

Employees recalled to duty are not paid for the time spent travelling to and from their normal place of employment.

**CLAUSE 14. LEAVE**

Employees in the Venue Support Centre currently work 12 hour shifts. For the purposes of the calculation of Annual and Sick Leave entitlements, any reference to "days" in this clause shall mean 7.6 hours and shall be calculated accordingly.

For the purposes of Annual leave, one day's absence shall be deducted and paid as per the hours that the employee was rostered to work. For the purposes of any other leave (including sick, bereavement, compassionate and jury duty), the formula as per Clause 8 will not apply in these circumstances.

In the case of annual leave, employees shall receive leave loading of 17.5% or the projected shift roster (excluding overtime) whichever is the greater.

(i) Annual Leave

All permanent employees accrue 20 days leave per annum, on the anniversary date of their permanent appointment.

In addition, as part of this agreement, 7 day shift workers, who are rostered to work on any day of the week, including Saturday, Sunday and public holidays, shall accrue an additional 5 days annual leave per annum.

If a 7 day shift worker is engaged in shift work for part of the 12 month period, he/she shall be entitled to pro rata leave for the period.

(ii) Sick Leave

As part of this agreement, employees will be entitled to accrue sick leave as follows:

Service Period Entitlement

Up to first 3 years of service	12 working days per year pro rata
4th and subsequent years of service	15 working days pre year pro rata

It is recognised that an employee who is rostered to work, according to availability, fails to work the shift, which they

are rostered results in operational disruption for TABCORP.

It is the aim of this agreement to minimise the operational disruption, which results from nonattendance due to sick leave. It is therefore agreed that the following measures are to be put in place to achieve these aims:

#### Single Day Absences

Employees should contact the Venue Support supervisor as soon as practicable, preferably prior to the commencement of the shift.

#### Multiple day Absences

If an employee believes they may be absent for more than one day, an indication of the approximate length of the absence should be provided. It is understood by the parties that the absence may be prove to be of longer or shorter duration than originally anticipated by the employee.

The intention of this policy is to minimise business disruption.

#### Carers Leave

An employee with responsibilities in relation to either members of their immediate family or members of their household who need their care and support shall be entitled to use up to 5 days per annum of their accumulated sick leave.

#### (iii) Bereavement Leave

An employee shall be entitled to 3 days paid leave on the death of an immediate family member.

### **CLAUSE 15. PARENTAL LEAVE.**

#### Eligibility

An employee who becomes pregnant is eligible for maternity leave provided that the employee must have had at least twelve months continuous service with TABCORP immediately preceding the date on which maternity leave commences.

#### Entitlement

An eligible employee is entitled to up to 52 weeks unpaid maternity leave. This period of leave:

- \* Must not extend beyond the child's first birthday
- \* Is reduced by any period of paternity leave taken by the employee's spouse in relation to the same child
- \* Cannot be taken concurrently with paternity leave, with the exception of up to one week at the time of confinement.
- \* Must be unbroken (subject to the terms of sections Transfer to a Safe Job and Special Maternity Leave and Sick Leave below)
- \* Includes a six-week period of compulsory leave immediately following confinement.

#### **CLAUSE 16. ADO's**

Employees shall accrue one ADO a month or 12 annually.

Ado's shall be taken on the following basis.

ADO's shall be taken on days that minimise disruption to customers and at times agreed between management and the employee. Employees are entitled to nominate and take ADO's on days where they have been rostered to work at ordinary time earnings.

Employees will be given the opportunity to nominate ADO's prior to the rosters being run. An employee's nominated day can be changed by consultation and agreement.

#### **CLAUSE 17. TIME OFF IN LIEU**

Employees rostered to work on a public holiday are paid at double time and a half for that shift. Employees not rostered to work on a public holiday shall accrue an extra day off which is taken as Time Off In Lieu. (TOIL)

TOIL shall be taken on the following basis

TOIL shall be taken on days that both minimise disruption to customers and are agreed to between the employee and the Venue Support Centre Manager. Employees are entitled to nominate and take TOIL on days where they have been rostered to work at ordinary time earnings.

Employees will be given the opportunity to nominate TOIL prior to the rosters being run. An employee nominated TOIL days can be changed by consultation and agreement.

**CLAUSE 18. CONTRACT STAFF.**

There will be no employees engaged during the life of this agreement other than permanent employees provided for under this agreement. There will be no agency or labour hire Organisation employees engaged to perform any functions associated with the Venue Support operations.

**CLAUSE 19. MEAL ALLOWANCES**

Meal allowance shall be paid as outlined below:

Required to Work	Allowance Amount
Not less than one hour overtime after completion of ordinary hours	\$10.30
More than four hours overtime after completion of ordinary	\$10.30 + \$5.40
More than five hours of overtime on weekend, rostered day off or accrued day off	\$10.30
More than 9 hours overtime on a weekend, rostered day off or accrued day off	\$10.30 + \$5.40

**Clause 20. Higher duties.**

Higher Duties will be used as a development opportunity and will only be introduced when there is a vacancy due to leave that exceed 3 weeks. The Venue Support Centre Manager will review each case on a case-by-case basis.

**CLAUSE 21. SUPERANNUATION**

The parties to this Agreement agree that Superannuation contributions made on behalf of employees covered by this Agreement will be paid to the TABCORP Superannuation Fund.

(a) Membership of TABCORP Superannuation Fund and Representation on Fund

All employees covered by this agreement will have their superannuation payments paid exclusively into the TABCORP Superannuation Fund.

TABCOP, confirms its support of joint employer/employee representation of the TABCORP Superannuation Trustee Board of Directors.

The method of election of these Directors shall be in accordance with the rules governing the appointment and

removal of Member Directors.

TABCORP supports the training and education of the TABCORP Superannuation Fund Trustee Director's participation in the Australian Institute of Superannuation Trustees (AIST).

(b) Superannuation Contributions

TABCORP Contributions

TABCORP shall contribute to the TABCORP Superannuation Fund on behalf of each worker covered by this agreement the following levels of contribution in accordance with the Superannuation Guarantee Charge, or such a higher amount as approved by the Trustee-:

2001/02	8%
2002/03	9%

All employees being members of the TABCORP Superannuation Fund will receive a guaranteed minimum level of benefits known as Minimum Requisite Benefits (MRB's), to satisfy Superannuation Guaranteed requirements. The Fund's MRBs are defined in an actuarial Benefit Certificate.

These payments shall be made by TABCORP on behalf of employees in the Fund on the basis of ordinary time earnings and all allowances and penalties earned by the employee, payments including over award payments. For Venue Support Employees in the accumulation division, this clause is effective from 01/12/00. There will be no minimum earnings criteria for the purposes of SGC calculations or payments.

TABCORP shall provide each worker upon commencement of employment with membership forms of the TABCORP Superannuation Fund and shall forward the completed membership form to the Fund Administrator's with 14 days of receipt of form from employee.

ii. Employee Contributions

An employee may make contributions to the Fund in addition to those made by TABCORP in accordance with the Superannuation Guarantee Charge as set out above.

An employee who wishes to make additional contributions must authorise TABCORP in writing to pay into the Fund on behalf of the employee from the employee's wages, a specified amount in accordance with the Fund Trust Deed and Rules.

Upon receipt of such written authorisation from the employee, TABCORP must commence making payments into the Fund on behalf of the employee within 14 days of receipt of the authorisation.

An employee may vary her or his contribution rate at any January 1 or July 1 by written authorisation and TABCORP must alter the variation from the first pay period commencing on or after January 1 or July 1.

Additional employee contributions to the Fund shall be expressed as a percentage of salary as determined by the trustees from time to time.

(c) Salary Sacrifice

Employees may apply to salary sacrifice part of their salary to superannuation in accordance with the policies adopted by TABCORP for general application to staff. TABCORP shall not be in breach of any liability to pay minimum rate of pay or salary if, because of salary sacrificing arrangements, an employee receives less than the stated minimum rate of pay or salary.

(d) Review

TABCORP and the ASU will review the operation of this agreement in circumstances where the operations of legislation override the intent of the clause. Should legislation be demonstrated as overriding this clause then the most practical manner of implementation of this clause, in accordance with the legislative prescriptions, shall be considered and acted on by TABCORP and the ASU.

**CLAUSE 22. DISPUTES PROCEDURE**

It is the intention of this procedure to, wherever possible, resolve by consultation and negotiation between the parties any dispute or grievance that may arise as a result of or during the life of this agreement.

In so doing, it is recognised that disputes are more readily resolved as close as possible to the workplace. Wherever possible, dispute avoidance or resolution will be encouraged at this level.

Issues of concern will be fully and openly discussed and options for resolution shall be explored at each stage of the

process.

Any dispute, grievance or claim as to the application of this agreement or related matters shall be settled in the following manner:

(i) The matter shall be raised by the employee with his/her immediate supervisor as soon as possible.

(ii) If a matter remains unresolved, the employee shall raise the matter with the Manager Venue Support Centre. All employees shall have, as of right, the ability to seek the assistance of and presence of an accredited ASU Shop Steward in these discussions.

(iii) If the dispute is not settled or satisfactory progress towards resolution. It shall be referred by either party to the Australian Industrial Relations Commission. The parties agree to abide by the decisions and procedures of the Commission.

(iv) If any matter likely to cause dispute comes to either party's attention they shall raise it directly with the other party.

(v) Except where a bona fide health and safety issue is involved, work shall continue as normal for (i) to (iv) above each stage of the process.

#### **CLAUSE 23. TRAINING**

Training for venue support staff will be reviewed and developed with a view to implementing a structured ongoing skills enhancement, multi-skilling and development program, designed to improve product knowledge and skill of operators. Such training will be scheduled on a day the staff undertaking the training are rostered to work.

#### **CLAUSE 24. OCCUPATIONAL HEALTH AND SAFETY**

The parties to this agreement are committed to achieving healthier and safer jobs through workplace changes aimed at improved efficiency and productivity. This will be accomplished by establishing a comprehensive approach to managing occupational health and safety issues which aims to:

(i) control hazards at source;

(ii) reduce the incidence and costs of occupational injury and

illness;

(iii) review work and management practices affecting the inter-relationship between efficiency, productivity, and health and safety; and

(iv) provide a rehabilitation system for workers affected by occupational health or illness.

During the life of this agreement the parties shall periodically review practices and policies that may be instituted to achieve the above objectives.

#### **CLAUSE 25. FIRST AID TRAINING**

First Aid Officers are nominated Company employees who are holders of a current level 2 First Aid Certificate.

First Aid Officers are available for emergency treatment and support to other employees suffering injury or illness at work.

Trained First Aid Officers recognised by the Company, holding a current certificate receive a payment of \$509.60 per annum. This allowance is not paid whilst the employee is absent on extended sick leave or long service leave.

TABCORP shall publish rosters of employees in such a manner so as to reasonably ensure that each roster has an accredited Trained First Aid Officer available at 5 Bowen Crescent.

#### **CLAUSE 26. - TEA BREAKS**

All Venue Support staff receive 2 x 20 minute meal breaks and 1 x 10 break for each 12 hour shift worked.

#### **CLAUSE 27. SECURITY**

TABCORP will provide 24 hour, 7 day a week security at Bowen Crescent Head Office.

#### **CLAUSE 28. COLLECTIVE BARGAINING**

TABCORP Holdings Limited is committed during the life of this agreement and in its renegotiation to negotiate collectively with the ASU in respect of all its employees who are eligible to be members of the union. Therefore TABCORP Holdings Limited agrees that individual employee agreements including Australian Workplace Agreements, made pursuant to the

Workplace Relations Act 1996 will not be promoted or offered to any employee while this certified agreement remains in force.

## **CLAUSE 29. INDUSTRIAL COMMITMENTS**

(a) Role of the Union.

(i) TABCORP Holdings Limited shall allow full access to its employees during TABCORP operating hours to accredited officials of the ASU party to this agreement subject to the conditions contained in Clause 29 (c).

(ii) TABCORP Holdings Limited shall allow workplace union and health and safety delegates adequate time, resources and facilities during TABCORP operating hours to attend to union duties.

(b) Union Recognition

TABCORP Holdings Limited recognises the Australian Services Union as a union with industrial and representational coverage for its members covered by this agreement and as the union with which it shall deal on industrial and employment matters.

(c) Right of Entry

A properly accredited official of the ASU shall have full rights of access and entry to both of the premises for the purposes of:

- \* Meeting with workplace delegates;
- \* Meeting with union members;
- \* Inspecting time and wages information for any employee covered by this agreement; Meeting with relevant management team members on either matters associated with this agreement or current industrial workplace issues;
- \* Or other agreed purposes.

This access shall be subject to:

- \* Normal security procedures for visitors to the premises;

Suitable notification ie 24 hours to the relevant management team representative;

\* Such visits not seeking to disrupt the operation of the business.

(d) Union Organisation

The ASU is committed to its workplace organisational structures at TABCORP Holdings Limited being represented of and accountable to TABCORP employees who are members of the ASU.

The ASU structures at TABCORP Holdings Limited will be based on:

\* A system of elected (and properly accredited) workplace delegates;

TABCORP Holdings Limited will recognise the workplace delegates elected and notified to TABCORP by the Branch Executive President of the ASU.

(e) Trade Union Training Leave

Workplace delegates will be entitled to 5 days per annum union training leave approved by the union or Trade Union Training Authority (TUTA), provided that:

\* At least 4 weeks notice of any such training is provided to TABCORP;

\* It can be demonstrated by the ASU that the training relates to developing the skills and responsibilities of the workplace delegate so as to allow them to enhance their skills or their knowledge and appreciation of their important role in the workplace and under this certified agreement;

\* Measures are put in place to minimise any operational problems such leave may result in.

Such leave shall be paid at the rates, which the employee would have received had they continued at work for the period of the leave. Such leave shall not be cumulative.

**Clause 30: PAYMENT OF WAGES.**

In the event of an error being made in the payment of Venue Support wages, which is a Tabcorp oversight, the error will be corrected the next working day or as soon as humanly possible.

**Clause 31: REDUNDANCY.**

"Redundancy" is defined as a situation in which TABCORP decides that, because of the operational requirements of the business, it has a greater number of employees than the number required.

In this situation, TABCORP will adopt the following procedure:

As soon as practical after a definite decision has been made that there is a need to terminate one or more employees because of redundancy, management will inform the employees and their union of the situation, including the reasons for the redundancies and the likely areas of the business and the number of employees to be affected

Prior to implementing any terminations, TABCORP will allow a reasonable time for the union to hold discussions with management regarding the potential terminations.

TABCORP will call for volunteers unless this is not practicable (eg. Shutting down discrete sections of the business, removing specific functions). TABCORP will consider volunteers but has the right to refuse to select any volunteer in order to maintain necessary skills and abilities for the on-going business.

TABCORP will endeavour to make suitable alternate employment opportunities within TABCORP.

If no suitable alternate employment opportunities exist within TABCORP, and TABCORP needs to select employees for redundancy, the choice will be made on the basis of available information regarding skills and qualifications, and the conduct and performance of employees during their employment with TABCORP.

Any employee made redundant will be entitled to the following:

- \* Three weeks base salary for each year of continuous service up to and including the fifth year.
- \* Four weeks base salary in each year of continuous service in excess of five years.
- \* Pro-rata payment for each additional completed month.
- \* Minimum payment four weeks base salary.
- \* Maximum payment cannot exceed 78 weeks pay.

Long Service Leave

\* Pro-rata long service leave will be paid after five year's continuous service.

\* Annual leave

Accrued and pro-rata annual leave entitlements will apply.

**Clause 32. SIGNATORIES**

Signed for the Australian Services Union

Dated this 27<sup>th</sup> day of February 2002

Sign for TBCORP Holdings Limited

Dated this 28<sup>th</sup> day of Feb 2002.