

AP818787CRV - Clerks (Road Transport Industry) Award 2002

This AIR consolidated award incorporates all amendments up to and including 3 October 2008 (variation [PR983875](#)).

Clauses affected by the most recent amendment(s) are:

18. Allowances

About this Award:

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AP818787CRV [Pre-Reform AIR Consolidation]

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996

Review of award pursuant to Item 51 of Part 2 of Schedule 5 of the
Workplace Relations and Other Legislation Amendment Act 1996
(C No. 00542 of 1999)

CLERKS (ROAD TRANSPORT INDUSTRY) AWARD 1992

(ODN C No. 32143 of 1990)

[Print K5113 [AW772319]]

Various employees	Private transport industry
senior deputy president kaufman	melbourne, 23 DECEMBER 2002

Award simplification.

ORDER BY CONSENT

A. Further to the decision issued by the Commission on 23 December 2002, [\[PR926111\]](#) the above award is varied as follows:

By deleting all clauses, schedules and appendices and inserting the following:

PART 1 - APPLICATION AND OPERATION OF AWARD

1. TITLE

The title of this award is the Clerks (Road Transport Industry) Award 2002.

2. ARRANGEMENT

[2 amended by [PR966530](#) [PR969930](#)]

This award is arranged as follows:

Part 1 - Application and operation of award

1. Title
2. Arrangement [[PR969930](#)]
3. Commencement date of award and period of operation
4. Scope of award
5. Relationship with other awards
6. Savings
7. Posting of award
8. Definitions
9. Anti- discrimination

Part 2 - Enterprise flexibility

10. Enterprise flexibility provisions
11. Index of facilitative provisions

Part 3 - Dispute resolution

12. Procedure to avoid industrial disputation [[PR969930](#)]

Part 4 - Employment relationship

13. Employer and employee duties
14. Types of employment [[PR966530](#)]
15. Notice of termination [[PR969930](#)]
- 15A. Redundancy [[PR969930](#)]

Part 5 - Wages and related matters

16. Salaries and classifications [[PR966530](#)]
17. Payment of wages
18. Allowances [[PR978750](#)]
19. Accident make-up pay
20. Superannuation

Part 6 - Hours of work, breaks overtime, shiftwork, weekend work

- [21. Hours of work](#)
- [22. Shiftwork](#)
- [23. Breaks](#)
- [24. Saturday, Sunday and public holiday rates](#)
- [25. Overtime \[PR969930\]](#)

Part 7 - Types of leave and public holidays

- [26. Annual leave \[PR966530\]](#)
- [27. Personal leave \[PR966530\]](#)
- [27A. Bereavement leave](#)
- [28. Parental leave \[PR966530\]](#)
- [29. Public holidays](#)
- [30. Jury service](#)

Schedule A - Schedule of respondents

3. COMMENCEMENT DATE OF AWARD AND PERIOD OF OPERATION

This award comes into operation from the beginning of the first pay period to commence on or after 23 December 2002 and will remain in force for a period of 6 months.

4. SCOPE OF AWARD

4.1 Area

This award applies to the employment, in any part of Australia, of:

clerical and administrative employees bound by this award; and

data processing employees, excluding employees in data process bureaux, conducted by a respondent to this award.

4.2 Incidence

The industry covered by this award is clerical work in or in connection with the transport of goods, wares, merchandise, material or any thing whatsoever whether in its raw state or natural state, wholly or partly manufactured state or of a solid or liquid or gaseous nature or otherwise, and/or livestock, but excluding payroll preparation, cash transportation and security services.

4.3 Parties bound

4.3.1 This award binds:

4.3.1(a) the Australian Municipal, Administrative, Clerical and Services Union, its officers and its members; and

4.3.1(b) the employers listed in Schedule A - Schedule of respondents, to this award.

4.3.2 This award applies in respect of all employees of the employers identified above, whether members of the Union or not and who are required to perform work covered by this award.

4.4 Exemption

4.4.1 Any employee in receipt of a rate of pay which exceeds by 20% or more the rate of pay provided for an adult Grade 6 is exempted from the provisions of this award, other than those provisions relating to:

annual leave;
jury service;
accident make-up pay;
public holidays;
personal leave;
Saturday, Sunday and public holiday rates; and
superannuation.

4.4.2 Payments for overtime and/or shift work must not be included when determining whether or not an employee is so exempted from the specified award provisions.

5. RELATIONSHIP WITH OTHER AWARDS

5.1 Supersession

In relation to the employment of employees subject to this award, this award supersedes the following awards, but no right, obligation or liability accrued or incurred under such previous awards will be affected:

Clerks (Road Transport Industry) Award 1992 [Print K5113 [AW772319]];

Clerks (Road Transport Industry) (Roping-in No. 1) Award 1995 [Print M6411 [AW772319]];
and

Clerks (Road Transport Industry) (Roping-in No. 1) Award 1996 [Print N2431 [AW772319]].

5.2 National training wage

A party to this award shall comply with the terms of the National Training Wage Award 2000 [[PR904174](#) [AW790899]], as varied, as though bound by clause 4 of that award.

6. SAVINGS

Nothing in this award shall in itself operate to reduce the conditions of employment of an employee, which were in existence immediately prior to or at the commencement of this award in respect of allowable award matters.

7. POSTING OF AWARD

This award will be posted by each employer on his or her premises in a place accessible to all employees.

8. DEFINITIONS

8.1 Act means the *Workplace Relations Act 1996*, as amended from time to time.

8.2 Commission means the Australian Industrial Relations Commission.

8.3 Employee means any employee who is engaged principally in clerical and/or administrative work covered by the classification structure at clause 16 - Salaries and classifications.

8.4 Employer means any respondent employer to this award.

8.5 Ordinary rate of pay means the appropriate rates of pay prescribed by 16.2.

8.6 Union means the Australian Municipal, Administrative, Clerical and Services Union.

8.7 Continuous service

8.7.1 In calculating continuous service, the only absences counted as time worked are the following:

8.7.1(a) up to 152 ordinary working hours in a twelve month period because of sickness or accident;

8.7.1(b) long service leave that an employee takes under the relevant State long service leave legislation; and

8.7.1(c) annual leave.

8.7.2 Where a period of work is less than twelve months, the absences counted as time worked because of sickness or accident are calculated on a proportionate basis.

8.7.3 The following events do not break an employee's continuous service:

8.7.3(a) sick leave;

8.7.3(b) leave as the result of an accident;

8.7.3(c) leave lawfully granted by the employer;

8.7.3(d) absence for a reasonable cause (the employee must prove that the leave was reasonable); and

8.7.3(e) parental leave.

8.7.4 Where employees are temporarily stood down through no fault of their own, service is not considered to be broken.

8.7.5 Any other absence from work does not break continuity of service unless the employer notifies the employee within fourteen days of the employee returning to work after the absence. The employer must tell the employee in writing.

8.7.6 If an individual employee is absent, the employer must tell that employee by:

8.7.6(a) giving the notice to him or her personally; or

8.7.6(b) posting the notice to his or her last known address.

8.7.7 It will not break an employee's continuous service if the employer breaks or ends the employee's service in order to avoid the employer's obligations in respect of leave.

9. ANTI- DISCRIMINATION

9.1 It is the intention of the respondents to this award to achieve the principal object in s.3(j) of the *Workplace Relations Act 1996* through respecting and valuing the diversity of the work force by helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.

9.2 Accordingly, in fulfilling their obligations under the dispute avoidance and settling clause, the respondents must make every endeavour to ensure that neither the award provisions nor their operation are directly or indirectly discriminatory in their effects.

9.3 Nothing in this clause is taken to affect:

9.3.1 any different treatment (or treatment having different effects) which is specifically exempted under the Commonwealth anti-discrimination legislation;

9.3.2 junior rates of pay;

9.3.3 an employee, employer or registered organisation, pursuing matters of discrimination in any State or federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission;

9.3.4 the exemptions in s.170CK(3) and (4) of the Act.

PART 2 - ENTERPRISE FLEXIBILITY

10. ENTERPRISE FLEXIBILITY PROVISIONS

(See ss.113A and 113B of the Act)

Where an employer or employees wish to pursue an agreement at the enterprise or workplace about how the award should be varied so as to make the enterprise or workplace operate more efficiently according to its particular needs the following process shall apply:

10.1 A consultative mechanism and procedures appropriate to the size, structure and needs of the

enterprise or workplace shall be established.

10.2 For the purpose of the consultative process the employees may nominate the Union or another to represent them.

10.3 Where agreement is reached an application shall be made to the Commission.

11. INDEX OF FACILITATIVE PROVISIONS

11.1 A facilitative provision is one which provides that the standard approach in an award provision may be departed from by agreement between an individual employer and the Union and/or an employee, or the majority of employees, in the enterprise or workplace concerned.

11.2 Facilitative provisions in this award are contained in the following clauses:

Clause title	Clause number
Payment of wages - method of payment	17.2.2
Hours of work - variation of rostered day off	21.5.1(d)
Hours of work - substitution of rostered day off	21.5.5(b)
Shiftwork - variation of roster	22.3.2(a)
Shiftwork - method of working shifts	22.3.3
Shiftwork – overtime	25.9.1
Public holidays - substitution	29.4.1

PART 3 - DISPUTE RESOLUTION

12. PROCEDURE TO AVOID INDUSTRIAL DISPUTATION

12.1 Dispute resolution procedure

12.1.1 In the event of a dispute arising in the workplace the procedure to be followed to resolve the matter will be as follows:

12.1.1(a) The employee and their supervisor meeting and conferring on the matter; and

12.1.1(b) if the matter is not resolved at such a meeting, the parties must arrange for further discussions between the employee and the employee's nominated representative, if any, and more senior levels of management.

12.1.2 If the matter is still not resolved a discussion will be held between the employer and the Union or other employee representative.

12.1.3 If the matter cannot be resolved it may be referred to the Commission for resolution.

12.1.4 While the parties attempt to resolve the matter work will continue as normal unless an employee has a reasonable concern about an imminent risk to their health and safety.

12.1.5 An employer will provide paid leave to an elected employee representative with at least twelve months continuous service at his or her ordinary rate for the purpose of undertaking training to assist the employee representative to perform the role required by this clause, subject to the following conditions:

12.1.5(a) twenty days written notice must be given to the Company, such notice to include details of the course, including provider, content, dates and location of the course;

12.1.5(b) the course will be conducted under the auspices of any registered training organisation (RTO) whose scope of registration includes industrial relations training;

12.1.5(c) each elected representative is entitled to a maximum of five days paid training leave in any one year;

12.1.5(d) each request for leave must take into consideration normal staffing requirements in the elected representative's work area;

12.1.5(e) leave of absence on disputes training leave shall be counted as service;

12.1.5(f) any site with less than fifteen permanent employees will be exempt from the requirement to provide disputes training leave.

12.2 Notice board

The employer shall permit a notice board to be erected in each office to facilitate communication between employees and/or their Union representatives.

12.3 Redundancy disputes

[12.3 inserted by [PR969930](#) ppc 14Mar06]

12.3.1 Paragraphs 12.3.2 and 12.3.3 impose additional obligations on an employer where an employer contemplates termination of employment due to redundancy and a dispute arises (a redundancy dispute). These additional obligations do not apply to employers who employ fewer than 15 employees.

12.3.2 Where a redundancy dispute arises, and if it has not already done so, an employer must provide affected employees and the relevant union or unions (if requested by any affected employee) in good time, with relevant information including:

the reasons for any proposed redundancy;

the number and categories of workers likely to be affected; and

the period over which any proposed redundancies are intended to be carried out.

12.3.3 Where a redundancy dispute arises and discussions occur in accordance with this clause the employer will, as early as possible, consult on measures taken to avert or to minimise

any proposed redundancies and measures to mitigate the adverse affects of any proposed redundancies on the employees concerned.

PART 4 - EMPLOYMENT RELATIONSHIP

13. EMPLOYER AND EMPLOYEE DUTIES

An employer may direct an employee to carry out such duties as are within the employee's limits of skill, competence and training, consistent with the classification structure of this clause, provided such duties are not designed to promote de-skilling and the employee has been properly trained in the use of any equipment necessary for the performance of such duties.

14. TYPES OF EMPLOYMENT

14.1 General

Employees under this award will be engaged as either:

14.1.1 full-time employees;

14.1.2 part-time employees; or

14.1.3 casual employees.

14.2 Regular part-time employment

14.2.1 An employer may employ regular part-time employees in any grade in this award who will be paid on an hourly basis of the weekly rate prescribed for the classification involved.

14.2.2 A regular part-time employee is an employee who:

14.2.2(a) works less than the full-time hours of 38 per week; and

14.2.2(b) has reasonably predictable hours of work; and

14.2.2(c) receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.

14.2.3 A regular part-time employee employed under the provisions of this clause must be paid for ordinary hours worked at the rate equal to the appropriate weekly rate, divided by 38 or by the number of the ordinary hours worked by employees, other than casual or part-time employees in the establishment, whichever is the lesser.

14.3 Casual employees

14.3.1 A casual employee is one engaged and paid as such.

14.3.2 Casual employees will be engaged for a minimum of two hours on each day of

engagement.

- 14.3.3** Subject to 14.3.2, casual employees may work up to 25 hours per week, within the spread of hours prescribed by 21.2.
- 14.3.4** Hours worked in excess of 25 per week will be paid at overtime rates pursuant to 14.3.6.
- 14.3.5** A casual employee will be paid an hourly rate equal to the appropriate weekly rate divided by 38 or by the number of ordinary hours worked by employees, other than casual or regular part-time employees in the establishment, whichever is the lesser, plus 20% loading.
- 14.3.6** In addition to normal overtime rates, a casual employee while working overtime or outside the spread of hours (provided the casual employee has worked two hours at ordinary time) will be paid a casual loading of 10% in lieu of the 20% prescribed by 14.3.5.
- 14.3.7** In addition to the hourly rate prescribed in 14.3.5, casual employees will be paid 1/12th additional loading in lieu of the annual leave entitlement.

14.3.8 Caring responsibilities

[14.3.8 inserted by [PR966530](#) ppc 26Dec05]

- 14.3.8(a)** Subject to the evidentiary and notice requirements in 27.8 and 27.9, casual employees are entitled to not be available to attend work, or to leave work:

if they need to care for members of their immediate family or household who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child; or

upon the death in Australia of an immediate family or household member.

- 14.3.8(b)** The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.

- 14.3.8(c)** An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

15. NOTICE OF TERMINATION

[15 Termination of employment title changed and substituted by [PR969930](#) ppc 14Mar06]

15.1 Notice of termination by employer

15.1.1 In order to terminate the employment of an employee the employer must give to the employee the period of notice specified in the table below:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

15.1.2 In addition to the notice in 15.1.1, employees over 45 years of age at the time of the giving of the notice with not less than two years continuous service, are entitled to an additional week's notice.

15.1.3 Payment in lieu of the prescribed notice in 15.1.1 and 15.1.2 must be made if the appropriate notice period is not required to be worked. Provided that employment may be terminated by the employee working part of the required period of notice and by the employer making payment for the remainder of the period of notice.

15.1.4 The required amount of payment in lieu of notice must equal or exceed the total of all amounts that, if the employee's employment had continued until the end of the required period of notice, the employer would have become liable to pay to the employee because of the employment continuing during that period. That total must be calculated on the basis of:

15.1.4(a) the employee's ordinary hours of work (even if not standard hours); and

15.1.4(b) the amounts ordinarily payable to the employee in respect of those hours, including (for example) allowances, loading and penalties; and

15.1.4(c) any other amounts payable under the employee's contract of employment.

15.1.5 The period of notice in this clause does not apply:

15.1.5(a) in the case of dismissal for serious misconduct;

15.1.5(b) to apprentices;

15.1.5(c) to employees engaged for a specific period of time or for a specific task or tasks;

15.1.5(d) to trainees whose employment under a traineeship agreement or an approved traineeship is for a specified period or is, for any other reason, limited to the duration of the agreement; or

15.1.5(e) to casual employees.

15.1.6 Continuous service shall be calculated in the manner prescribed by clause 8.7.

15.2 Notice of termination by an employee

15.2.1 The notice of termination required to be given by an employee is the same as that required of an employer, save and except that there is no requirement on the employee to give additional notice based on the age of the employee concerned.

15.2.2 If an employee fails to give the notice specified in 15.1.1 the employer has the right to withhold monies due to the employee to a maximum amount equal to the amount the employee would have received under 15.1.4.

15.3 Job search entitlement

Where an employer has given notice of termination to an employee, an employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times that are convenient to the employee after consultation with the employer.

15.4 Transmission of business

Where a business is transmitted from one employer to another, as set out in clause 15A - Redundancy, the period of continuous service that the employee had with the transmittor or any prior transmittor is deemed to be service with the transmittee and taken into account when calculating notice of termination. However, an employee shall not be entitled to notice of termination or payment in lieu of notice for any period of continuous service in respect of which notice has already been given or paid for.

15A. REDUNDANCY

[15A. inserted by [PR969930](#) ppc 14Mar06]

15A.1 Definitions

15A.1.1 Business includes trade, process, business or occupation and includes part of any such business.

15A.1.2 Redundancy occurs where an employer has made a definite decision that the employer no longer wishes the job the employee has been doing done by anyone and that decision leads to the termination of employment of the employee, except where this is due to the ordinary and customary turnover of labour.

15A.1.3 Small employer means an employer who employs fewer than 15 employees.

15A.1.4 Transmission includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and transmitted has a corresponding meaning.

15A.1.5 Week's pay means the ordinary time rate of pay for the employee concerned. Provided that such rate shall exclude:

overtime;
penalty rates;

disability allowances;
 shift allowances;
 special rates;
 fares and travelling time allowances;
 bonuses; and
 any other ancillary payments of a like nature.

15A.2 Transfer to lower paid duties

Where an employee is transferred to lower paid duties by reason of redundancy the same period of notice must be given as the employee would have been entitled to if the employment had been terminated and the employer may at the employer's option, make payment in lieu thereof of an amount equal to the difference between the former ordinary rate of pay and the new ordinary time rate for the number of weeks of notice still owing.

15A.3 Severance pay

15A.3.1 Severance pay

An employee, whose employment is terminated by reason of redundancy, is entitled to the following amount of severance pay in respect of a period of continuous service:

Period of continuous service	Severance pay
Less than 1 year	Nil
1 year and less than 2 years	4 weeks' pay*
2 years and less than 3 years	6 weeks' pay
3 years and less than 4 years	7 weeks' pay
4 years and less than 5 years	8 weeks' pay
5 years and less than 6 years	10 weeks' pay
6 years and less than 7 years	11 weeks' pay
7 years and less than 8 years	13 weeks' pay
8 years and less than 9 years	14 weeks' pay
9 years and less than 10 years	16 weeks' pay
10 years and over	12 weeks' pay

* Week's pay is defined in 15A.1.

15A.3.3 Provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

15A.3.4 Continuity of service shall be calculated in the manner prescribed by clause 8.7.

15A.3.5 Application may be made for variation of the severance pay provided for in this clause in a particular redundancy situation in accordance with the *Redundancy Case Decision* [PR032004, 26 March 2004] and the *Redundancy Case Supplementary Decision* [PR062004, 8 June 2004].

15A.4 Employee leaving during notice period

An employee given notice of termination in circumstances of redundancy may terminate his/her employment during the period of notice set out in clause 15 - Notice of Termination. In this circumstance the employee will be entitled to receive the benefits and payments they would have received under this clause had they remained with the employer until the expiry of the notice, but will not be entitled to payment in lieu of notice.

15A.5 Alternative employment

15A.5.1 An employer, in a particular redundancy case, may make application to the Commission to have the general severance pay prescription varied if the employer obtains acceptable alternative employment for an employee.

15A.5.2 This provision does not apply in circumstances involving transmission of business as set in 15A.7.

15A.6 Job search entitlement

15A.6.1 During the period of notice of termination given by the employer in accordance with 15.1, an employee shall be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.

15A.6.2 If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee shall, at the request of the employer, be required to produce proof of attendance at an interview or he or she shall not receive payment for the time absent. For this purpose a statutory declaration will be sufficient.

15A.6.3 The job search entitlements under this clause apply in lieu of the provisions of 15.3.

15A.7 Transmission of business

15A.7.1 The provisions of this clause are not applicable where a business is before or after the date of this award, transmitted from an employer (in this clause called the transmittor) to another employer (in this clause called the transmittee), in any of the following circumstances:

15A.7.1(a) Where the employee accepts employment with the transmittee which recognises the period of continuous service which the employee had with the transmittor and any prior transmittor to be continuous service of the employee with the transmittee; or

15A.7.1(b) Where the employee rejects an offer of employment with the transmittee:

in which the terms and conditions are substantially similar and no less favourable, considered on an overall basis, than the terms and conditions applicable to the employee at the time of ceasing employment with the transmittor; and

which recognises the period of continuous service which the employee had with the

transmitter and any prior transmitter to be continuous service of the employee with the transmittee.

15A.7.2 The Commission may vary 15A.7.1(b) if it is satisfied that this provision would operate unfairly in a particular case.

15A.8 Employees exempted

This clause does not apply to:

employees terminated as a consequence of serious misconduct that justifies dismissal without notice;

probationary employees;

apprentices;

trainees;

employees engaged for a specific period of time or for a specified task or tasks; or

casual employees.

employees of a small employer

15A.9 Incapacity to pay

The Commission may vary the severance pay prescription on the basis of an employer's incapacity to pay. An application for variation may be made by an employer or a group of employers.

PART 5 - WAGES AND RELATED MATTERS

16. SALARIES AND CLASSIFICATIONS

16.1 Grading structure

16.1.1 General

16.1.1(a) All employees will be graded according to the classification descriptors specified in this subclause.

16.1.1(b) All employees will be graded at the time of employment and informed accordingly, in writing, within fourteen days of appointment.

16.1.1(c) The grade of each employee will be determined by the employer according to the classification descriptors below, where the employee's principal functions, as determined by the employer, require the exercise of any one or more of the skill levels set out in the classification descriptor for the grade.

16.1.1(d) An employee may be required to train other employees in the skills of their own grade and below by means of personal instruction and demonstration.

16.1.2 Grade 1

Employees in this grade perform, and are accountable for, clerical and office tasks as directed, within the skill levels set out. They work within established routines, methods and procedures. Supervision is direct. Relevant skill levels are:

16.1.2(a) Machine operation - skill level 1

Operate telephone/intercom systems, telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines.

16.1.2(b) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and despatch outgoing courier mail, deliver messages and documents to appropriate persons/locations;

prepare and collate documents;

sort and file documents/records accurately in correct location/ sequence using an established paper-based filing system.

16.1.2(c) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements.

16.1.3 Grade 2

Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures. Supervision is routine. Relevant skill levels are:

16.1.3(a) Machine operation - skill level 2

Operate adding machines, switchboard, paging system, telex machine, typewriter and calculator.

16.1.3(b) Computer - skill level 1

Use knowledge of keyboard and function keys to enter and retrieve data through computer terminal.

16.1.3(c) Keyboard typing - skill level 1

Copy type at 25 words per minute with 98% accuracy.

16.1.3(d) Information handling skills - skill level 2:

Maintain mail register and records;

maintain established paper-based filing/records systems in accordance with set procedures including creating and indexing new files;

distributing files within the organisation as requested, monitoring file locations;

transcribe information into records, complete forms, take telephone messages.

16.1.3(e) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements;

acquire and applying a working knowledge of the organisation's structure and personnel in order to deal with enquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or re-direct inquiries, greet visitors.

16.1.3(f) Business/financial skills - skill level 1

Keep appropriate records;

sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis; maintain and record petty cash, prepare bank deposits and withdrawals and do banking.

16.1.4 Grade 3

Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2. They are responsible and accountable for their own work, which is performed within established guidelines. They exercise limited discretion within the range of their skills and knowledge. Supervision is general. Relevant skill levels are:

16.1.4(a) Machine operation - skill level 3

Operate computerised radio telephone equipment, micro/personal computer, printing devices attached to personal computer, dictaphone equipment and typewriters.

16.1.4(b) Keyboard typing - skill level 2

Produce documents and correspondence using knowledge of standard formats; touch type at 40 words per minute with 98% accuracy; audio type

16.1.4(c) Computer - skill level 2

Use one or more software application package(s) developed for a micro/personal computer to operate and populate a database, spreadsheet/worksheet to achieve a desired result; graph previously prepared spreadsheet, use simple menu utilities of personal computer;

following standard procedures or template for the preceding functions using existing models/fields of information, create, maintain and generate simple reports;

use a central computer resource to an equivalent standard.

16.1.4(d) Word processing - skill level 1

Use one or more software packages to create, format, edit, proof-read, spell check, correct, print and save text documents, e.g. standard correspondence and business documents;

apply additional functions such as search and replace, variable fonts, moving and merging across documents and simple maths.

16.1.4(e) Secretarial - skill level 1

Take shorthand notes at 70 wpm and transcribe with 95% accuracy;

Arrange travel bookings and itineraries, make appointments, screen telephone calls, follow visitor protocol procedures, establish telephone contact on behalf of executive.

16.1.4(f) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients;

respond to and act upon most internal/external inquiries in own function area.

16.1.4(g) Information handling skills - skill level 3

Use and maintain a computer-based record management system to identify, access and extract information from internal sources;

maintain circulation, indexing and filing systems for publications, review files, close files, archive files.

16.1.4(h) Business/financial skills - skill level 2

Maintain financial records and journals, collect and prepare time and wages records; prepare accounts payable for authorisation; respond to simple account queries from debtors; post transactions to ledger.

16.1.4(i) Employees holding a Certificate of Office and Secretarial Studies (TAFE) or accredited equivalent and who are required to use skills and perform tasks within the range of skills in Grade 3 shall be graded at Grade 3 or above.

16.1.5 Grade 4

Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited. Relevant skill levels are:

16.1.5(a) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

16.1.5(b) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

16.1.5(c) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report format, select style sheets appropriate to final presentation.

16.1.5(d) Secretarial skills - skill level 2

Take shorthand notes at 100 wpm and transcribe with 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

16.1.5(e) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons, using knowledge of internal/external regulatory requirements related to own function area;

acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

16.1.5(f) Information handling - skill level 4

Create new forms of files and records as required using computer-based records systems, e.g. customer/client/supplier and subscription lists;

access, identify and extract information as required from external sources e.g. databases, libraries, and local authorities.

16.1.5(g) Business/financial - skill level 3

Prepare cash payment summaries, banking reports; apply purchasing and inventory control requirements; post transactions to ledger; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview; prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation's; calculate costings using established formulae for all inputs and margins.

16.1.5(h) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

16.1.6 Grade 5

Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is minimal. Relevant skill levels are:

16.1.6(a) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another;

evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements;

use advanced spreadsheet functions, (e.g. Macro functions etc) to enhance operation of the spreadsheet;

use a central computer resource to an equivalent standard.

16.1.6(b) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents;

apply knowledge of desk top publishing to integrate complex documents;

apply advanced functions including macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

16.1.6(c) Secretarial skills - skill level 3

Take shorthand notes at 120 wpm and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough handwritten instructions, organise teleconferences.

16.1.6(d) Enterprise/industry - skill level 5

Apply detailed knowledge of the road transport industry to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist skills include:

Apply detailed knowledge of customs law and regulations to overseas sales and ordering.

apply detailed knowledge of inventory/stock requirements to obtain competitive quotations and initiate purchasing.

apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial and employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

16.1.6(e) Information handling - skill level 5

Develop, plan and implement new paper-based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function areas.

16.1.6(f) Business/financial - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costings by calculating input costs and margins;

apply detailed knowledge of organisation's credit terms to new accounts and to following up significant debtors, prepare period debtor statements.

16.1.6(g) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, coordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

16.1.7 Grade 6

Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is minimal and only as required. Relevant skill levels are:

16.1.7(a) Computer - skill level 5

Operating/coordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

16.1.7(b) Enterprise/industry - skill level 6

Apply knowledge of the organisation's objectives, performance, apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions including:

Knowledge of competitors and major clients' market structure in the performance of own responsibilities;

import/export activities.

Indicative Specialist skills include:

Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities;

administration of workers' compensation claims, insurance and disputed claims.

16.1.7(c) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

16.1.7(d) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses and company transport;

administer specialist salary and payroll requirements e.g. Eligible Termination

Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes etc.

16.1.7(e) Secretarial - skill level 4

As well as having shorthand skills of skill level 3, arrange conferences and external meetings including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing attending and following up appointments, interviews, meetings, etc; assume responsibility for designated areas of executive's work, on delegated authority.

16.1.8 Supervision - definitions

The levels of supervision referred to above are defined as follows:

16.1.8(a) Direct

The employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

16.1.8(b) Routine

The employee receives broad instructions on work to be performed except when new or unusual features require more specific instructions. Work in progress is checked intermittently whilst all work is checked on completion.

16.1.8(c) General

The employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

16.1.8(d) Limited

The employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

16.1.8(e) Minimal

The employee is subject to final review/report back on work and may receive assistance with specific problems.

16.2 Salaries

16.2.1 Adult employees

16.2.1(a) General

16.2.1(a)(i) Adult employees covered by this award are entitled to be paid either their preserved award rate at 16.2.1(c) or the award rate of pay for their grade at 16.2.1(b), whichever is the greater.

16.2.1(a)(ii) All adult employees will receive a base rate of pay according to their classification.

16.2.1(a)(iii) All employees will receive a special industry allowance in total recognition of the unique features associated with the road transport industry. These features may vary from workplace to workplace and include, but are not restricted to, the requirement to:

possess various levels of computer literacy skills for the performance of work at all levels;

be part of a team-oriented to high levels of service in a competitive industry; and

cover advances in technological change.

16.2.1(a)(iv) The weekly award rate of pay, comprising the base rate and the special industry allowance, will be paid for all purposes of the award.

16.2.1(b) Rates of pay

[16.2.1(b) varied by [PR947419](#); [PR960151](#) ppc 06Jul05 (ppc 01Aug05 for Victorian employers bound to apply the terms of this award by [PR950684](#))]

The weekly award rate of pay is as follows:

Grade	Experience at Grade Weekly base rate \$	Special industry allowance \$	Weekly award rate \$
1	First 6 months 533.10	8.75	541.85
	6-12 months 538.20	8.75	546.95
	After 12 months 543.40	8.75	552.15
2	First 6 months 553.60	8.75	562.35
	6-12 months 558.70	8.75	567.45
	After 12 months 563.90	8.75	572.65

3	First 6 months 571.00	8.75	579.75
	After 6 months 578.20	8.75	586.95
4	606.00	8.75	614.75
5	639.00	8.75	647.75
6	679.00	8.75	687.75

16.2.1(b)(i) Prior clerical experience of at least six months in any industry will be recognised at the time of engagement at Grade 1 or Grade 2 level and the employee paid at the appropriate experience rate.

16.2.1(b)(ii) Prior clerical experience of at least six months in the road transport industry will be recognised at the time of engagement at the Grade 3 level and the employee paid at the after six months experience rate.

16.2.1(b)(iii) Proof of prior experience, if required, is the responsibility of the employee.

16.2.1(c) Preserved award rate of pay

[16.2.1(c) substituted by [PR947419](#); [PR960151](#) ppc 06Jul05 (ppc 01Aug05 for Victorian employers bound to apply the terms of this award by [PR950684](#))]

The Preserved Award Rate of Pay is as follows:

16.2.1(c)(i) Old Grades 1 and 2

Year of Service as at 1/10/92	Weekly Base Rate \$	Special Industry Allowance \$	Weekly Award Rate \$
1st Year	See new award rate		
2nd Year	See new award rate		
3rd Year	553.05	8.75	561.80
4th Year	564.90	8.75	573.65
5th Year	577.70	8.75	586.45
6th Year	588.75	8.75	597.50
Grade C	599.95	8.75	608.70
Grade B	622.45	8.75	631.20
Grade A	642.80	8.75	651.55

16.2.1(c)(ii) Old Grades 3 and Above

Year of Service as at 1/10/92	Weekly Base Rate \$	Special Industry Allowance \$	Weekly Award Rate \$
1st Year	See new award rate		
2 nd Year	548.20	8.75	556.95
3 rd Year	559.20	8.75	567.95
4 th Year	570.05	8.75	578.80
5 th Year	582.80	8.75	591.55
6 th Year	592.90	8.75	601.65
Grade C	605.05	8.75	613.80
Grade B	625.60	8.75	634.35
Grade A	647.95	8.75	656.70

16.2.1(d) Data processing personnel

[16.2.1(d) substituted by [PR947419](#); [PR960151](#) ppc 06Jul05 (ppc 01Aug05 for Victorian employers bound to apply the terms of this award by [PR950684](#))]

Adult employees designated below will be paid at the following salaries:

	Base rate per annum \$	Arbitrated Safety Net \$	Total rate per annum \$	Per Week \$
Senior Systems Analyst	30,796 8,268	39,064		751.25
Supervisor Programmer	27,959 8,268	36,227		696.65
Systems Analyst	27,242 8,268	35,510		682.90
Senior Programmer	24,953 8,268	33,221		638.85
Programmer	23,269 8,372	31,641		608.50

16.2.2 Junior employees

16.2.2(a) Junior employees will be paid as follows:

16.2.2(a)(i) each component of the junior Grade 1 or 2 award rate is the appropriate age percentage of the relevant adult Grade 2 rate;

16.2.2(a)(ii) each component of the junior Grade 3 award rate is the appropriate age percentage of the relevant adult Grade 3 rate.

16.2.2(b) The appropriate age percentage for the relevant adult grade is as follows:

Age	Percentage of adult grades (%)
Under 16 years	45
At 16 years	50
At 17 years	60
At 18 years	70
At 19 years	80
At 20 years	90

[16.2.2(c) substituted by [PR934021](#) [PR947419](#); [PR960151](#) ppc 06Jul05 (ppc 01Aug05 for Victorian employers bound to apply the terms of this award by [PR950684](#))]

16.2.2(c)(i) Junior Grade 1 or 2 Award Rate

The rates so calculated as follows:

A g e (Years)	e Experience at grade	Weekly base rate \$	Special industry allowance \$	Total weekly award rate \$
Under 16)		249.10	3.95	253.05
At 16)		276.80	4.40	281.20
At 17)	First 6	332.15	5.25	337.40
At 18)	months	387.50	6.15	393.65
At 19)		442.90	7.00	449.90
At 20)		498.25	7.90	506.15
Under 16)		251.40	3.95	255.35
At 16)		279.35	4.40	283.75
At 17)	6-12	335.20	5.25	340.45
At 18)	Months	391.10	6.15	397.25
At 19)		446.95	7.00	453.95
At 20)		502.85	7.90	510.75
Under 16)		253.75	3.95	257.70
At 16)		281.95	4.40	286.35
At 17)	After 12	338.35	5.25	343.60
At 18)	months	394.75	6.15	400.90
At 19)		451.10	7.00	458.10
At 20)		507.50	7.90	515.40

16.2.2(c)(ii) Junior Grade 3 Award Rate

The rates so calculated as follows:

A g e (Years)	e Experience at grade	Weekly Base Rate \$	Special Industry Allowance \$	Total Weekly Award Rate \$
U n d e r 16)		256.95	3.95	260.90
At 16)		285.50	4.40	289.90
At 17)	First	342.60	5.25	347.85
At 18)	6 months	399.70	6.15	405.85
At 19)		456.80	7.00	463.80
At 20)		513.90	7.90	521.80
U n d e r 16)		260.20	3.95	264.15
At 16)		289.10	4.40	293.50
At 17)	After	346.90	5.25	352.15
At 18)	6 months	404.75	6.15	410.90
At 19)		462.55	7.00	469.55

At 20)		520.40	7.90	528.30
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16.2.3 Arbitrated safety net adjustment

[16.2.3 substituted by [PR934021 PR947419](#); [PR960151](#) ppc 06Jul05 (ppc 01Aug05 for Victorian employers bound to apply the terms of this award by [PR950684](#))]

16.2.3(a) The rates of pay in this award include the arbitrated safety net adjustment payable under the *Safety Net Review - Wages June 2005* decision [[PR002005](#)]. This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

16.2.3(b) Increases made under previous National Wage Case principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

16.2.4 Higher duties allowance

An employee who, for a period of one week or more in any one year, is called upon to perform the work of an employee in a higher grade will be paid for the said period of one week or more at the minimum rate prescribed for such higher grade.

16.3 Training

16.3.1 Where, as a result of consultation, it is agreed by the employer that, additional training should be undertaken by an employee, the training may be undertaken either on or off the job. If the training is undertaken during ordinary working hours the employee concerned will not suffer any loss of pay. The employer will not unreasonably withhold such paid training leave.

16.3.2 Any costs associated with the standard fees for prescribed courses and prescribed textbooks (excluding those textbooks which are available in the employer's technical library) incurred in connection with the undertaking of training must be reimbursed by the employer upon production of evidence of expenditure. Reimbursement of standard fees may be made at the completion of the prescribed course or annually, whichever is the earlier, subject to reports of attendance at such courses.

16.3.3 Travel costs incurred by an employee undertaking training in accordance with this clause which exceeds those normally incurred in travelling to and from work will be reimbursed by the employer.

16.4 Supported wage system

16.4.1 This clause defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award. In the context of this clause, the following definitions will apply:

- 16.4.1(a) Supported wage system** means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in *Supported Wage System: Guidelines and Assessment Process*.
- 16.4.1(b) Accredited assessor** means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system.
- 16.4.1(c) Disability support pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.
- 16.4.1(d) Assessment instrument** means the form provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system.

16.4.2 Eligibility criteria

- 16.4.2(a)** Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension.
- 16.4.2(b)** This clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment.
- 16.4.2(c)** This clause does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the *Disability Services Act*, or if a part only has received recognition, that part.

16.4.3 Supported wage rates

- 16.4.3(a)** Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity	Prescribed award rate
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(16.4.4)	
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

[16.4.3 varied by [PR960151](#); [PR966530](#) ppc 26Dec05]

16.4.3(b) Provided that the minimum amount payable shall be not less than \$62 per week.

16.4.3(c) * Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

16.4.4 Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the supported wage system and documented in an assessment instrument by either:

16.4.4(a) The employer and a Union party to the award, in consultation with the employee or, if desired by any of these;

16.4.4(b) The employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

16.4.5 Lodgment of assessment instrument

16.4.5(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Australian Industrial Relations Commission.

16.4.5(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a Union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar to the Union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

16.4.6 Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in

accordance with the procedures for assessing capacity under the supported wage system.

16.4.7 Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other workers covered by this award paid on a pro rata basis.

16.4.8 Workplace adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

16.4.9 Trial period

16.4.9(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding twelve weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

16.4.9(b) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

[16.4.9(c) varied by [PR960151](#); [PR966530](#) ppc 26Dec05]

16.4.9(c) The minimum amount payable to the employee during the trial period shall be no less than \$62 per week.

16.4.9(d) Work trials should include induction or training as appropriate to the job being trialled.

16.4.9(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 16.4.4.

16.5. Transitional wage rates for Victoria—Application of Common Rule Award

[16.5 inserted by [PR960151](#) ppc 06Jul05]

This clause contains the transitional rates of pay and allowances for employers in the state of Victoria who were previously not bound by this award, but are now subject to the award by virtue of the award having been declared a common rule award under s.141 of the *Workplace Relations Act 1996*.

These rates of pay and allowances shall not apply from the beginning of the first pay period commencing on or after 1 August 2005. At this time the new pay and allowances shall apply.

16.5.1. (Clause 16.2.1(b))

The weekly award rate of pay is as follows:

Grade	Experience at Grade	Weekly base rate \$	Special industry allowance \$	Weekly award rate \$
1	First 6 months	516.10	8.75	524.85
	6-12 months	521.20	8.75	529.95
	After 12 months	526.40	8.75	535.15
2	First 6 months	536.60	8.75	545.35
	6-12 months	541.70	8.75	550.45
	After 12 months	546.90	8.75	555.65
3	First 6 months	554.00	8.75	562.75
	After 6 months	561.20	8.75	569.95
4		589.00	8.75	597.75
5		622.00	8.75	630.75
6		662.00	8.75	670.75

16.5.2. (Clause 16.2.1(c))

16.5.2(a) Preserved Award Rate of Pay.

The Preserved Award Rate of Pay is as follows:

16.5.2(a)(i) Old Grades 1 and 2

Year of Service as at 1/10/92	Weekly Base Rate \$	Special Industry Allowance \$	Weekly Award Rate \$
1st Year	See new award rate		
2nd Year	See new award rate		
3rd Year	536.05	8.75	544.80
4th Year	547.90	8.75	556.65

5th Year

	560.70	8.75	569.45
6th Year	571.75	8.75	580.50
Grade C	582.95	8.75	591.70
Grade B	605.45	8.75	614.20
Grade A	625.80	8.75	634.55

16.5.2(a)(ii) Old Grades 3 and Above

Year of Service as at 1/10/92	Weekly Base Rate \$	Special Industry Allowance \$	Weekly Award Rate \$
1st Year	See new award rate		
2nd Year	531.20	8.75	539.95
3rd Year	542.20	8.75	550.95
4th Year	553.05	8.75	561.80
5th Year	565.80	8.75	574.55
6th Year	575.90	8.75	584.65
Grade C	588.05	8.75	596.80
Grade B	608.60	8.75	617.35
Grade A	630.95	8.75	639.70

16.5.3. (Clause 16.2.1(d))

16.5.3(a) Data Processing Personnel

Adult employees designated below will be paid at the following salaries:

	Base rate per annum \$	Arbitrated Safety Net \$	Total rate per annum \$	Per Week \$
Senior Systems Analyst	30,796 7,384	38,180	734.25	
Supervisor Programmer	27,959 7,384	35,343	679.65	
Systems Analyst	27,242 7,384	34,626	665.90	
Senior Programmer	24,953 7,384	32,337	621.85	
Programmer	23,269 7,488	30,757	591.50	

16.5.4. (Clause 16.2.2(c))

16.5.4(a) Junior Grade 1 or 2 Award Rate

The rates so calculated as follows:

A g e (Years)	Experience at grade	Weekly base rate \$	Special industry allowance	\$	Total weekly award rate \$
Under 16)		241.45	3.95	245.40	
At 16)		268.30	4.40	272.70	
At 17)	First 6	321.95	5.25	327.20	
At 18)	months	375.60	6.15	381.75	
At 19)		429.30	7.00	436.30	
At 20)		482.95	7.90	490.85	

A g e (Years)	Experience at grade	Weekly base rate \$	Special industry allowance	\$	Total weekly award rate \$
Under 16)		243.75	3.95	247.70	
At 16)		270.85	4.40	275.25	
At 17)	6-12	325.00	5.25	330.25	
At 18)	Months	379.20	6.10	385.30	
At 19)		433.35	7.00	440.35	
At 20)		487.55	7.85	495.40	
Under 16)		246.10	3.95	250.05	
At 16)		273.45	4.40	277.85	
At 17)	After 12	328.15	5.25	333.40	
At 18)	months	382.85	6.15	389.00	
At 19)		437.50	7.00	444.50	
At 20)		492.20	7.90	500.10	

16.5.4(b) Junior Grade 3 Award Rate

The rates so calculated as follows:

A g e (Years)	Experience at grade	Weekly Base Rate \$	Special Industry Allowance \$	Total Weekly Award Rate \$
Under 16)		249.30	3.95	253.25

At 16)		277.00	4.40	281.40
At 17)	First	332.40	5.25	337.65
At 18)	6 months	387.80	6.15	393.95
At 19)		443.20	7.00	450.20
At 20)		498.60	7.90	506.50
Under 16)		252.55	3.95	256.50
At 16)		280.60	4.40	285.00
At 17)	After	336.70	5.25	341.95
At 18)	6 months	392.85	6.10	398.95
At 19)		448.95	7.00	455.95
At 20)		505.10	7.85	512.95

16.5.5 For the purposes of clause 18.1.1 the amount \$9.45 will apply.

16.5.6 For the purposes of clause 18.2 the amount \$1.75 will apply.

16.5.7 For the purposes of clause 18.4 the amount 56 cents will apply.

17. PAYMENT OF WAGES

17.1 Period of payment

17.1.1 Wages will be paid weekly, fortnightly, twice monthly or monthly in accordance with the practice operating in the organisation concerned prior to the making of this award.

17.1.2 Wages are to be paid during working hours and no later in the week than Thursday.

17.1.3 Payment of overtime worked within the pay period prior to payday need not be paid until the next payday.

17.2 Method of payment

Wages will be paid to an employee in cash unless:

17.2.1 an employee is willing to be paid by cheque; or

17.2.2 by agreement between the employer and the majority of employees at each site that wages be paid by direct electronic funds transfer to a bank, credit Union or other financial institution account.

17.3 Rostered days off

An employee whose rostered day off occurs on pay day will be paid wages on the rostered day off or on the next ordinary working day following the rostered day off. An employee may be paid by cheque or electronic transfer on the ordinary working day prior to the rostered day off.

18. ALLOWANCES

18.1 Meal allowance

[18.1.1 varied by [PR934021](#) [PR947419](#) [PR960151](#) [PR975029](#) [PR978750](#); [PR983875](#) ppc 01Oct08]

18.1.1 The prescribed meal allowance for the purposes of this award is \$11.12. The prescribed meal allowance is not paid where the employer provides the employee with a meal.

18.1.2 An employee will be paid the prescribed meal allowance and will be entitled to a paid meal break of twenty minutes in addition to any overtime payment, as follows:

18.1.2(a) Where required to work beyond one hour after his or her usual finishing time and beyond 6.00 p.m. or where two or more hours overtime is worked. Where such overtime exceeds five hours a further meal allowance will be payable.

18.1.2(b) When required to work more than five hours on a Saturday, Sunday or a public holiday. A further meal allowance will be paid when an employee is required to work more than nine hours on such a day and thereafter at the end of each additional four hours work, provided the employee continues working after each qualifying period.

18.1.3 If an employee has provided their own meal after being notified that they are required to work in any of the circumstances outlined above and is not required to do so, the employee will be paid the prescribed meal allowance for the superfluous meal.

18.2 First aid allowance

[18.2 varied by [PR934021](#) [PR947419](#) [PR960151](#) [PR975029](#) [PR978750](#); [PR983875](#) ppc 01Oct08]

An employee, who has been trained to render first aid and who is the current holder of appropriate first aid qualifications such as a certificate for the St. John's Ambulance or similar body, will be paid an allowance of \$2.00 per day, if the employee is appointed by the employer to perform first aid.

18.3 Protective clothing and equipment

18.3.1 The employer must reimburse the employee for the cost of purchasing any special clothing such as uniforms, dress, clothing or footwear.

18.3.2 The employer must reimburse the employee for the cost of purchasing a uniform and/or protective clothing where the employee is engaged in work damaging to clothing (for example, the use of duplicators, addressographs, or similar machines).

18.3.3 The provisions of this clause do not apply where any clothing is supplied to the employee at the employer's expense.

18.4 Vehicle allowance

[18.4 varied by [PR934021](#) [PR960151](#) [PR975029](#); [PR983875](#) ppc 01Oct08]

Where an employee is required to use his or her own vehicle in connection with the employer's business, the employee will be paid for the use of the vehicle at the rate of 67 cents per kilometre.

18.5 Living away from home allowance

18.5.1 Where an employee is required to work away from his or her usual place of duty at some place other than his or her home town, the employee must be paid in accordance with existing practices.

18.5.2 Where an employee is required to work at a location away from his or her usual place of duty which does not necessitate leaving his or her home town, the employee will be paid the following:

18.5.2(a) any excess fares over what are normally incurred for travelling; and

18.5.2(b) at the ordinary rate of pay for any time in excess of the time normally spent in travelling from the employee's home to his or her usual place of duty and returning.

18.6 District allowance

18.6.1 The following district allowances will apply to employees, in addition to the appropriate weekly wage rate prescribed in 16.2.

18.6.2 Regular part-time employees will be paid a pro rata amount based on their ordinary hours worked divided by 38.

18.6.3 Casual employees will receive per hour 1/38th of the appropriate district allowance.

18.6.4 The district allowances prescribed in this clause will not be used in the calculation of overtime payments or shiftwork premiums.

18.6.5 The district allowances are as follows:

18.6.5(a) Western Australia

[18.6.5(a)(i) substituted [PR947419](#) [PR960151](#) [PR975029](#) [PR978750](#); [PR983875](#) ppc 01Oct08]

18.6.5(a)(i) Where an employee is required to perform work in an area of Western Australia as prescribed, the employee will be paid:

TOWN	PER WEEK
	\$
Agnew	18.70
Argyle	49.50
Balladonia	19.00
Barrow Island	32.20
Boulder	7.90
Broome	30.00

Bullfinch	8.80
Carnarvon	15.30
Cockatoo Island	32.90
Coolgardie	7.90
Cue	19.20
Dampier	26.00
Denham	15.30
Derby	31.20
Esperance	5.50
Eucla	20.90
Exmouth	27.20
Fitzroy Crossing	37.80
Goldsworthy	16.40
Halls Creek	43.40
Kalbarri	6.60
Kalgoorlie	7.90
Kambalda	7.90
Karratha	31.10
Koolan Island	32.90
Koolyanobbing	8.80
Kununurra	49.50
Laverton	19.10
Learmonth	27.20
Leinster	18.70
Leonora	19.10
Madura	20.00
Marble Bar	47.70
Meekatharra	16.50
Mount Magnet	20.60
Mundrabilla	20.50
Newman	17.90
Norseman	16.30
Nullagine	47.60
Onslow	32.20
Pannawonica	24.30
Paraburdoo	24.20
Port Hedland	25.90
Ravensthorpe	9.90
Roebourne	35.80
Sandstone	18.70
Shark Bay	15.30
Shay Gap	16.40
Southern Cross	8.80
Telfer	44.00
Teutonic Bore	18.70
Tom Price	24.20

Whim Creek	30.90
Wickham	29.90
Wiluna	19.00
Wittenoom	42.20
Wyndham	46.50

- 18.6.5(a)(ii)** Except as provided in 18.6.5(a)(iv), a single employee will be paid 50% of the prescribed allowance in 18.6.5(a)(i).
- 18.6.5(a)(iii)** An employee, whose spouse is employed by the same employer and who is entitled to an allowance of a similar kind to that prescribed in 18.6.5(a)(i), will be paid 50% of the allowance prescribed.
- 18.6.5(a)(iv)** Where an employee is provided with board and lodging by the employer, the employee will be paid 1/3rd of the allowance prescribed.
- 18.6.5(a)(v)** Junior or casual employees receiving less than the adult rate and employees employed for less than a full week will receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the adult rate for the work performed.
- 18.6.5(a)(vi)** Where an employee is on annual leave or receives payment in lieu of annual leave, the employee will be paid the location allowance, for the period of such leave, to which the employee would ordinarily be entitled.
- 18.6.5(a)(vii)** Where an employee is on long service leave or other approved leave with pay (other than annual leave), the employee will be paid a location allowance for the period of such leave, when the employee remains in the location in which he or she is employed.
- 18.6.5(a)(viii)** For the purposes of this clause, a married employee includes:
- a person who has a defacto spouse; and
 - a person who is a sole parent with dependent children.
- 18.6.5(a)(ix)** Where an employee is employed in a town or location not specified in this clause, the allowance payable for the purpose of 18.6.5(a)(i), will be such amount as may be agreed between the Union and the employers to this award, or failing such agreement, as may be determined by the Commission.
- 18.6.5(a)(x)** Prior to any such agreement or determination, the employer must pay the employee an amount equivalent to the district allowance in force under this award for that town or location on 1 June 1980.
- 18.6.5(a)(xi)** Nothing in this award has the effect of reducing any location allowance

payable to any employee as at 2 July 1992 whilst that employee remains employed by their present employer.

18.6.5(a)(xii) That part of the district allowances for Western Australian representing prices must be varied from the beginning of the first pay period commencing on or after 1 July each year in accordance with:

18.6.5(a)(xii)(1) the making of a general order pursuant to s.50 of the *Industrial Arbitration Act of Western Australia* (as varied from time to time); or

18.6.5(a)(xii)(2) if no order is made, then the annual percentage change in the Consumer Price Index (excluding housing) for Perth measured to the end of the immediately preceding March quarter, the calculation to be taken to the nearest 10 cents.

18.6.5(b) Queensland

[18.6.5(b) varied by [PR934021](#) [PR947419](#) [PR960151](#) [PR975029](#) [PR978750](#); [PR983875](#) ppc 01Oct08]

Where an employee is required to perform work in one of the following areas of Queensland as prescribed, the employee will be paid:

Region	Adults Per Week	Juniors Per Week
	\$	\$
Southern division		
Western district	1.57	0.79
Mackay division	1.38	0.67
Northern division		
Eastern district	1.59	0.79
Western district	4.93	2.46

18.6.5(c) Northern Territory

[18.6.5 varied by [PR934021](#) [PR947419](#) [PR960151](#) [PR975029](#) [PR978750](#); [PR983875](#) ppc 01Oct08]

18.6.5(c)(i)

	\$
North of the 20th parallel of south latitude	23.66
South of the 20th parallel of south latitude	9.53

18.6.5(c)(ii) Juniors will receive the appropriate percentage, as prescribed in 16.2.2, of the above allowance.

18.7 Northern Territory - special conditions

An adult employee will, after each two year period of continuous employment with the same employer, be reimbursed return first class airfares to the place of the employee's engagement within Australia.

19. ACCIDENT MAKE-UP PAY

The provisions of common rule awards or determinations for employees in the State or Territory concerned, or where not prescribed, the appropriate legislation, will apply.

20. SUPERANNUATION

Note: The *Superannuation Legislation Amendment (Choice of Superannuation Funds) Act 2005* provides that individual employees generally have the opportunity to choose their own superannuation funds. For further information see the AIRC guidance note — [Choice of Superannuation Funds and Award Provisions](#).

20.1 Superannuation legislation

The subject of superannuation is dealt with extensively by legislation including the *Superannuation Guarantee (Administration) Act 1992*, the *Superannuation Guarantee Charge Act 1992*, the *Superannuation Industry (Supervision) Award 1993* and the *Superannuation (Resolution of Complaints) Act 1993*. This legislation, as varied from time to time, governs the superannuation rights and obligations of the parties in addition to the terms of this award.

20.2 Definitions

In this clause, the following definitions apply:

- 20.2.1 **Nominated fund** means the CARE Superannuation Fund.
- 20.2.2 **Approved fund** means a complying superannuation fund as that term is used in the superannuation legislation.
- 20.2.3 **Ordinary time earnings** means the classification rate, including supplementary payment where relevant, overaward payment and shift loading.

20.3 Fund membership

- 20.3.1 An employer must be an employer member of the nominated fund or an approved Fund.
- 20.3.2 On becoming an employer member of a fund, the employer must advise the employees of the particulars of the fund. If the employer's chosen fund is the nominated fund the employees must apply to become employee members of the fund. If the employer's chosen fund is an approved Fund an employee may either apply to become a member of that fund or require the employer to become a member of the nominated fund and then apply to become a member of that fund.

20.4 Employer contributions

An employer must, in accordance with governing rules of the relevant Fund, make such superannuation contributions for the benefit of an employee as will avoid the employer being required to pay superannuation guarantee charge under the superannuation legislation with respect to that employee. For the purposes of the superannuation legislation, an employee's ordinary time earnings are intended to provide that employee's notional earnings base.

20.5 Exemptions

This clause does not apply to those employees covered by the Clerks (Air Freight Forwarding and Customs Clearing Industry) Superannuation Award 1987 [Print G9689 [AW772264]] or any award made in substitution of that award.

20.6 Respondency

An employer who subsequently becomes bound by this provision must apply to become an employer member of the nominated fund or an approved fund within one month of becoming bound by this award.

PART 6 - HOURS OF WORK, BREAKS OVERTIME, SHIFTWORK, WEEKEND WORK

21. HOURS OF WORK

21.1 Ordinary hours of work

21.1.1 Subject to 21.3, the ordinary hours of work are to be an average of 38 hours per week.

21.1.2 The ordinary hours of work prescribed may be worked on any day or all of the days of the week, Monday to Friday but not exceeding eight hours exclusive of meal breaks will be worked on any day without payment of overtime.

21.2 Spread of ordinary hours

21.2.1 The starting and finishing times of an employee's ordinary hours of work will be within the following spread of hours:

21.2.1(a) between 7.30 a.m. and 6.00 p.m.;

21.2.1(b) in the case of employees who are working in direct association with other employees who ordinarily commence duty earlier than 7.30 a.m., the spread of hours shall be between 6.30 a.m. and 5.30 p.m.

21.2.2 An employer in the State of New South Wales may fix the regular starting time of employees not being shift workers as defined in clause 22 - Shiftwork, between the hours of 4.30 a.m. and 7.30 a.m. Employees engaged under this provision will be paid 10% in addition to the ordinary rates of pay prescribed by 16.2.

21.2.3 Starting and finishing times once fixed will not be altered without seven days notice being given by the employer to the employee. Once having been determined the starting and finishing times may be varied by agreement between the employer and the employee to suit the circumstances of the establishment or, in the absence of agreement, by seven days notice of alteration given by the employer to the employee.

21.3 Methods of arranging ordinary working hours

21.3.1 The method of arranging the ordinary hours of work may be any one of the following:

- 21.3.1(a)** by employees working less than the eight ordinary hours each day; or
- 21.3.1(b)** by employees working less than eight ordinary hours each day on one or more days each week; or
- 21.3.1(c)** by fixing one week day on which all employees will be off during a particular work cycle; or
- 21.3.1(d)** by rostering employees off on various days of the week during that cycle.

21.3.2 An employer may require employees to work ordinary hours over five days Monday to Friday inclusive of not more than 7 hours 36 minutes continuously except for meal breaks, in the following circumstances:

- 21.3.2(a)** where, prior to the operation of the 38 hour week, an employer has entered into arrangements with a client for the provision of services on a permanent or contractual basis extending over each of the five days of each week Monday to Friday inclusive it is agreed such arrangements would be prejudiced by the requirement that rostered days or part days off be taken on any day or all such days of the week; or
- 21.3.2(b)** where any employer can demonstrate that the business is likely to be severely disrupted or is likely to suffer hardship as a result of the introduction of the reduced working week on the basis provided in 21.3.1(b), 21.3.1(c) and 21.3.1(d).

21.4 Make-up time

An employee may elect, with the consent of the employer, to work **make-up time**, under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award at ordinary rates.

21.5 Rostered days off

21.5.1 Providing for a normal rostered day off

- 21.5.1(a)** A rostered day off may be provided by employees working to a roster drawn up in each location providing for nineteen days each of a maximum of eight hours over a continuous four week period.

- 21.5.1(b) Each employee will take his or her rostered day off in accordance with the roster.
- 21.5.1(c) Rostered days off may be accumulated to a maximum of ten days over a 40 week period.
- 21.5.1(d) An employee's normal rostered day off may be changed during a roster period by agreement between the employer and the employee or in the absence of agreement by the employer giving two working days notice of such alteration, to the employee.

21.5.2 Calculation of payment and accumulation

For each of the nineteen days worked as prescribed in 21.5.1, employees will work up to a maximum of eight ordinary hours of work, and payment will be for a maximum of 7 hours and 36 minutes per day with accrual for entitlement for a rostered day off being made on the basis of a maximum of 24 minutes per day.

21.5.3 Absences from duty

- 21.5.3(a) Where an employee is absent from duty (other than annual leave, long service leave, public holidays, personal leave, parental leave, accident make-up pay up to five days or jury service) the employee for each day absent will lose average pay for each such day calculated by dividing the average weekly rate by five.
- 21.5.3(b) An employee who is absent for part of a day will lose average pay for each hour the employee is absent by dividing the employee's average weekly rate by 38.
- 21.5.3(c) An employee who is absent from duty will not accrue the entitlement for a normal rostered day off. The employee will take the day off as rostered but will be paid, in respect of the week during which the rostered day off is taken the employee's weekly pay less an amount calculated according to the following formula:

$$\begin{aligned} & \text{(Number of days absent during cycle x daily accrual entitlement)} \\ & \quad \times \frac{\text{Average ordinary weekly pay}}{38} \end{aligned}$$

(where the daily accrual entitlement is that outlined in 21.5.2)

- 21.5.3(d) Where an employee takes long service leave, entitlement to accrue towards a rostered day off will cease. The employee will be paid the value of accrued entitlement outstanding on the last day of work prior to taking long service leave.

21.5.4 Workers absent as a result of incapacity

An employee absent from work by virtue of an incapacity which has resulted from an injury received under circumstances which entitle an employee to receive workers compensation does not accrue rostered day off entitlements during the period of absence. Upon resumption of work the entitlement period for accrual will resume and the employee will be entitled to take a rostered day off when such accrual is complete.

21.5.5 Substitute days

21.5.5(a) An employer may substitute an employee's rostered day off for another day in the case of breakdown of plant and equipment or a failure or shortage of electric power or to meet the requirements of the business, or some other emergency situation.

21.5.5(b) An individual employee, with the agreement of the employer, may substitute the day to take off for another day.

22. SHIFTWORK

22.1 General

22.1.1 Shiftwork may be worked where an employee is required to work in direct association with or in conjunction with other employees who are working shiftwork directly connected with the handling of goods in the road transport industry and where the working of shifts by employees is an essential part of the operation.

22.1.2 The provisions of this clause do not apply to the performance of work in or in connection with electronic data processing, which is subject to a separate agreement between the parties.

22.2 Definitions

For the purposes of this award:

22.2.1 Afternoon shift means any shift finishing after 6.00 p.m. and at or before midnight.

22.2.2 Night shift means any shift finishing after midnight and at or before 8.00 a.m.

22.2.3 Permanent night shift means a night shift which does not rotate with another shift or shifts or day work and which continues for a period of not less than four consecutive weeks.

22.3 Special provisions for working shiftwork

22.3.1 Hours of work

22.3.1(a) Subject to the provisions of 21.3 and 21.5, the ordinary hours of work of shift workers will not exceed an average of 38 per week to be worked in shifts not exceeding eight hours on any of the days of the week Monday to Friday inclusive.

22.3.1(b) Ordinary hours will be worked continuously except for a crib time.

22.3.2 Rosters

22.3.2(a) There will be a shift roster which will provide for rotation unless agreed otherwise between the employer and the majority of shift workers at the enterprise concerned.

22.3.2(b) Shift rosters will specify the commencing time and finishing times of ordinary working hours of the respective shift. A copy of the shift roster will be kept posted in a prominent place.

22.3.2(c) The shift roster will not be altered unless seven days notice is given.

22.3.3 Method of working shifts

The method of working shifts may be varied by agreement between the employer and the majority of employees, to suit the circumstances of the establishment.

22.3.4 Additional payments for ordinary work hours

22.3.4(a) Monday to Friday

A shift worker will for all work done during ordinary hours of any shift be paid in addition to the ordinary rates prescribed by 16.2, the following additional percentages:

Shift	At the rate of
Afternoon shift	17%
Night shift	20%
Permanent night shift	30%

22.3.4(b) Saturdays, Sundays and public holidays

22.3.4(b)(i) Employees undertaking shift work (as defined in 22.2) on a Saturday, Sunday or public holiday will be paid in accordance with the relevant provisions in clause 24 - Saturday, Sunday and public holiday rates.

22.3.4(b)(ii) Where ordinary shift hours commence between 11.00 p.m. and midnight on a Sunday or public holiday, the ordinary time worked before midnight will not entitle the shift worker to the Sunday or public holiday rate.

22.3.4(b)(iii) The time worked by a shift worker commencing before midnight on the day preceding a Sunday or public holiday and extending into a Sunday or a public holiday will be regarded as time worked on the Sunday or public holiday.

22.3.4(c) Meal break

At least twenty minutes will be allowed to a shift worker, for a meal during each shift before the expiration of five hours. Such meal break will be regarded as time worked.

22.4 Restrictions on shiftwork

22.4.1 No employee under eighteen years of age will be employed on shiftwork.

22.4.2 No employee under 21 years of age will be employed on night shift.

23. BREAKS

23.1 Meal period

23.1.1 A meal break of not less than 30 minutes and not more than one hour will be allowed to each employee.

23.1.2 The meal break will be taken no later than five hours after the employee commences work.

23.1.3 Overtime rates will be paid to an employee, for work done at the direction of the employer during the employee's meal period and for all further work until a meal period is allowed.

23.2 Rest periods

Customs and practices existing as at the commencement of this award will continue.

24. SATURDAY, SUNDAY AND PUBLIC HOLIDAY RATES

24.1 Saturday work

An employee will be paid a minimum of four hours at overtime rates for work performed on a Saturday.

24.2 Sunday and public holiday work

24.2.1 An employee will be paid a minimum of four hours at the rate of double time for work done on a Sunday.

24.2.2 An employee required to work on a public holiday or substitute day as provided in clause 29 - Public holidays, will be paid a minimum of four hours at the rate of double time and one half provided the employee is available for work during this period.

24.2.3 The penalty rates prescribed in this clause are in substitution for and not cumulative on the shift allowances prescribed in 22.3.4(a).

25. OVERTIME

25.1 Payment for working overtime

25.1.1 An employee will be paid overtime at the rate of time and a half for the first two hours and double time thereafter for all time worked:

25.1.1(a) in excess of the employee's ordinary hours per day or per week;

25.1.1(b) before the normal commencement time on any day; or

25.1.1(c) after the normal finishing time on any day.

25.1.2 In computing overtime for an employee each day's work stands alone.

25.2 Saturday work

A shift worker will be paid for a minimum of four hours work when required to work on a Saturday except when overtime is continuous with the employee's regular shift hours.

25.3 Sunday and holiday work

The rates set out in clause 24 - Saturday, Sunday and public holiday rates, will apply to employees working overtime on a Sunday or public holiday.

25.4 Special rates not cumulative

The penalty rates prescribed in this clause are in substitution for and not cumulative on the shift allowances prescribed in 22.3.4.

25.5 Meal allowance

A shift worker required to work overtime in excess of one hour on any shift will be paid a meal allowance as prescribed in 18.1. If overtime exceeds five hours on any shift a further meal allowance will be paid.

25.6 Rest break

25.6.1 An employee working overtime will be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib break.

25.6.2 Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours will be allowed a meal break of twenty minutes which will be paid for at ordinary rates. An employer and the employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer will not be required to make any payment of any time allowed in excess of twenty minutes.

25.7 Rest period after overtime

25.7.1 An employee after the completion of overtime work performed on the specific instruction of the employer, after the usual ceasing time will be entitled to be absent, until the employee has had ten consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

25.7.2 If on the instructions of the employer, an employee resumes work without having had ten consecutive hours off duty, the employee will be paid at the rate of double time until the employee is relieved from duty. The employee will then be entitled to be absent until the employee has had ten consecutive hours off duty without deduction of pay for ordinary time off duty occurring during the absence.

25.8 Return to duty

Where an employee is required to return to duty after the employee's usual finishing time for that day the employee is entitled to be paid at the overtime rates provided in 25.1, but will receive a minimum payment as for three hours work. This clause does not apply where the work is continuous (subject to a meal break of not more than one hour) with the completion of ordinary working time.

25.9 Time off in lieu of payment for overtime

25.9.1 An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer.

25.9.2 Overtime taken as time off during ordinary time hours will be taken at the ordinary time rate, that is an hour for each hour worked.

25.9.3 An employer will, if requested by the employee, provide payment, at the rate provided for the payment of overtime in the award, for any overtime worked under 25.1.1 where such time has not been taken within four weeks of accrual.

25.10 Transport of employee

The employer shall provide the employee with transport to or from his or her usual place of residence or the place where he or she leaves his or her own mode of transport when he or she works authorised overtime:

25.10.1 and the usual or reasonable means of transport are not available; or

25.10.2 where the overtime is performed before 6.30 a.m. or after 8.00 p.m.

25.11 Reasonable Overtime

[25.11 inserted by [PR969930](#) ppc 14Mar06]

25.11.1 Subject to clause 25.11.2 an employer may require an employee to work reasonable overtime at overtime rates.

25.11.2 An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable having regard to:

25.11.2(a) any risk to employee health and safety;

25.11.2(b) the employee's personal circumstances including any family responsibilities;

25.11.3(c) the needs of the workplace or enterprise;

25.11.3(d) the notice (if any) given by the employer of the overtime and by the employee of his or her intention to refuse it; and

25.11.3(e) any other relevant matter.

PART 7 - TYPES OF LEAVE AND PUBLIC HOLIDAYS

26. ANNUAL LEAVE

26.1 Period of annual leave

In addition to the public holidays prescribed in clause 29 - Public holidays, an employee, other than a casual employee, will be entitled to leave of absence on full pay for a period equal to four working weeks for each continuous twelve months' service (less the period of annual leave) with an employer.

26.2 Payment for period of annual leave

Before an employee proceeds on annual leave he or she will be paid any monies then due in respect of the annual leave being taken or which may accrue due during the period of leave.

26.3 Annual leave loading

26.3.1 On taking a period of annual leave an employee will be paid a loading at his or her ordinary rate of pay for each completed year of service for which annual leave is payable, as follows:

26.3.1(a) Day workers

An employee who would have worked on day work only had the employee not been on leave - a loading of 17-1/2%.

26.3.1(b) Shift workers

An employee who would have worked on shift work had the employee not been on leave - the greater of:

26.3.1(b)(i) a loading of 17-1/2%; or

26.3.1(b)(ii) the shift loading as prescribed in 22.3.4, that would have been payable for the shifts worked had the employee not been on leave.

26.3.2 The loadings prescribed by this clause, will not apply to proportionate leave on termination, but will apply to full periods of leave accrued.

26.3.3 An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.

26.4 Time of taking annual leave

[26.4 varied by [PR966530](#) ppc 26Dec05]

Annual leave will be taken at a time mutually agreed upon between the employer and the employee, or in the absence of agreement at a time fixed by the employer within a period not exceeding two years from the date when the right to annual leave accrued and after not less than six weeks notice to the employee.

26.5 Annual leave in one or more separate periods

26.5.1 Annual leave may, by agreement between the employer and the employee, be taken in one, two or three separate periods, one of which will be not less than two weeks.

[26.5.2 varied by [PR966530](#) ppc 26Dec05]

26.5.2 An employee may elect, with the consent of the employer, to take annual leave in single day periods not exceeding a total of 10 days in any calendar year at a time or times agreed between them.

26.6 Annual leave allowed before due date

An employer may allow an employee to take annual leave in advance before the annual leave becomes due. In such a case, a further period of annual leave will not commence to accrue until after the expiration of the twelve months in respect of which annual leave has been taken before it accrued.

26.7 Rostered days off

26.7.1 Upon an employee taking annual leave, the work cycle in respect of which the employee becomes entitled to a weekly accrual for a rostered day off pursuant to 21.5, will be suspended and the employee will not be entitled to further accrual until the employee's return from annual leave.

26.7.2 Upon resumption of work, the entitlement of accrual will resume and the employee will be entitled to be rostered to take a day off, and so will take a rostered day off upon completing the balance of the work cycle.

26.8 Annual leave on termination of engagement

26.8.1 Should an employee not complete twelve months service he or she will on the termination of engagement be entitled to pay on the basis of one twelfth of the total amount paid as ordinary rate of pay from the date of engagement.

26.8.2 In the computation of pro rata annual leave, the period of any previous annual leave which may be involved will be computed as a period of service.

26.9 Records of annual leave

An employer must, for each employee, keep or cause to be kept an annual leave record showing the date of commencement of employment, the date on which the last leave became due, and the date upon which the last leave was taken.

27. PERSONAL LEAVE

[27 substituted by [PR966530](#) ppc 26Dec05]

The provisions of this clause apply to full-time and regular part-time employees (on a pro rata basis) but do not apply to casual employees. The entitlements of casual employees are set out in clause 14.3.

27.1 Definitions

The term immediate family includes:

- 27.1.1 spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite sex to the employee who lives with the employee as his or her husband or wife on a bona fide domestic basis; and
- 27.1.2 child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the employee or spouse of the employee.

27.2 Amount of paid personal leave

- 27.2.1 Paid personal leave is available to an employee, other than a casual employee, when they are absent:

due to personal illness or injury; or

for the purposes of caring for an immediate family or household member who is sick and requires the employee's care and support or who requires care due to an unexpected emergency.

- 27.2.2 The amount of personal leave to which a full-time employee is entitled depends on how long they have worked for the employer and accrues as follows:

27.2.2(a) A full-time employee is entitled to the following amount of personal leave:

Length of time worked for the employer	Personal leave hours
Less than 1 month	0
1 month to less than 2 months	5.07
2 months to less than 3 months	10.14
3 months to less than 4 months	15.21
4 months to less than 5 months	20.28
5 months to less than 6 months	25.35

6 months to less than 7 months	30.42
7 months to less than 8 months	35.49
8 months to less than 9 months	40.56
9 months to less than 10 months	45.63
10 months to less than 11 months	50.7
11 months to less than 12 months	55.77
12 months	60.8
Each year thereafter	60.8

27.3 Accumulation of personal leave

At the end of each year of employment, unused personal leave accrues by the lesser of:

- 27.3.1** 60.8 hours less the amount of personal leave taken during the year; or
- 27.3.2** the balance of the year's unused personal leave.

27.4 Effect of workers' compensation

If an employee is receiving workers' compensation payments, they are not entitled to personal leave.

27.5 Personal leave for personal injury or sickness

An employee is entitled to use the full amount of their personal leave entitlement including accrued leave for the purposes of personal illness or injury, subject to the conditions set out in this clause.

27.6 Personal leave to care for an immediate family or household member

- 27.6.1** Subject to 27.6.2 and 27.6.3, a full-time employee is entitled to use their personal leave to care for members of their immediate family or household who are sick and require care and support or who require care due to an unexpected emergency.
- 27.6.2** The entitlement in 27.6.1 is subject to the employee being responsible for the care and support of the person concerned. In normal circumstances an employee is not entitled to take leave for this purpose where another person has taken leave to care for the same person.
- 27.6.3** Except as provided for in 27.6.4, not more than 76 hours can be used in a year by an employee for the purposes set out in 27.6.1. These limits apply to the employee's total accrued personal leave which includes any untaken personal leave from the current year's entitlement and any untaken personal leave which has accumulated from previous years.
- 27.6.4** By agreement between an employer and an individual employee, the employee may access an additional amount of their accrued personal leave for the purposes set out in 27.6.1, beyond the relevant limit set out in 27.6.3. In such circumstances, the employer and the employee shall agree upon the additional amount that may be

accessed.

27.7 Employee must give notice

27.7.1 The employee must, as soon as reasonably practicable and during the ordinary hours of the first day or shift of such absence, inform the employer or their inability to attend for duty and as far as practicable state the nature of the injury, illness or emergency and the estimated duration of the absence. If it is not reasonably practicable to inform the employer during the ordinary hours of the first day or shift of such absence, the employee will inform the employer within 24 hours of such absence.

27.7.2 When taking leave to care for members of their immediate family or household who are sick and require care and support, or who require care due to an unexpected emergency, the notice must include:

the name of the person requiring care and support and their relationship to the employee;

the reasons for taking such leave; and

the estimated length of absence.

27.8 Evidence supporting claim

27.8.1 When taking leave for personal illness or injury, the employee must, if required by the employer, establish by production of a medical certificate or statutory declaration, that the employee was unable to work because of injury or personal illness.

27.8.2 When taking leave to care for members of their immediate family or household who are sick and require care and support, the employee must, if required by the employer, establish by production of a medical certificate or statutory declaration, the illness of the person concerned and that such illness requires care by the employee.

27.8.3 When taking leave to care for members of their immediate family or household who require care due to an unexpected emergency, the employee must, if required by the employer, establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.

27.9 Single day absences

27.9.1 An employee who has already had two paid personal leave absences in the year for personal illness or injury, the duration of each absence being of one day only, is not entitled to further paid personal leave for personal illness or injury in that year of a duration of one day only without production to the employer of a certificate of a qualified medical practitioner which states that the employee was unable to attend for duty on account of personal illness or injury.

27.9.2 An employer may agree to accept a statutory declaration in lieu of the required medical certificate.

27.9.3 Nothing in this clause limits the employer's right under 27.8.

27.10 Unpaid personal leave

Where an employee has exhausted all paid personal leave entitlements, they are entitled to take unpaid personal leave to care for members of their immediate family or household who are sick and require care and support or who require care due to an unexpected emergency. The employer and the employee shall agree on the period. In the absence of agreement, the employee is entitled to take up to two days (up to a maximum of 16 hours) of unpaid leave per occasion, provided the requirements of 27.7 and 27.8 are met.

27.11 Casual employment

Casual employees are entitled to not be available to attend work or to leave work in certain circumstances as set out in clause 14.3.8

27A. BEREAVEMENT LEAVE

[27A inserted by [PR966530](#) ppc 26Dec05]

The provisions of this clause apply to full-time and regular part-time employees (on a pro rata basis) but do not apply to casual employees. The entitlements of casual employees are set out in clause 14.3.8.

27A.1 Paid leave entitlement

27A.1.1 Death in Australia

A full-time employee is entitled to up to 16 hours bereavement leave on each occasion and on production of satisfactory evidence (if required by the employer) of the death in Australia of either a member of the employee's immediate family or household.

27A.1.2 Death outside Australia

A full-time employee is entitled to up to 16 hours bereavement leave on each occasion, and on production of satisfactory evidence (if required by the employer) of the death outside Australia of either a member of the employee's immediate family or household, where the employee travels outside Australia to attend the funeral.

27A.1.3 Part-time employees

A part-time employee is entitled to two days bereavement leave without loss of pay, up to a maximum of 16 hours on the same basis as prescribed for full-time employees in clauses 27A.1.1 and 27A.1.2 except that leave is only available where a part-time employee would normally work on either or both of the two working days following the death.

27A.2 Unpaid bereavement leave

Where an employee has exhausted all bereavement leave entitlements, including accumulated leave entitlements, the employee is entitled to take unpaid bereavement leave. The employer and employee should agree on the length of the unpaid leave. In the absence of agreement, a full-time employee is entitled to take up to 16 hours unpaid leave, provided the requirements of 27A.1.1 and 27A.1.2 hereof are met, and a part-time employee is entitled to take up to two day unpaid leave, to a maximum of 16 hours, provided the requirements of 27A.1.3 hereof are met.

28. PARENTAL LEAVE

[28 substituted by [PR966530](#) ppc 26Dec05]

Subject to the terms of this clause employees are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

The provisions of this clause apply to full-time, part-time and eligible casual employees, but do not apply to other casual employees.

An eligible casual employee means a casual employee:

- (a) employed by an employer on a regular and systematic basis for several periods of employment or on a regular and systematic basis for an ongoing period of employment during a period of at least 12 months; and
- (b) who has, but for the pregnancy or the decision to adopt, a reasonable expectation of ongoing employment.

For the purposes of this clause, continuous service is work for an employer on a regular and systematic basis (including any period of authorised leave or absence).

An employer must not fail to re-engage a casual employee because:

- (a) the employee or employee's spouse is pregnant; or
- (b) the employee is or has been immediately absent on parental leave.

The rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

28.1 Definitions

28.1.1 For the purposes of this clause child means a child of the employee under school age, or a person under school age who is placed with the employee for the purposes of adoption, other than a child or step-child of the employee or of the spouse of the employee or a child who has previously lived continuously with the employee for a period of six months or more.

28.1.2 Subject to clause 28.1.3 hereof, in this clause, spouse includes a de facto or former spouse.

28.1.3 In relation to clause 28.7 hereof, spouse includes a de facto spouse but does not include a former spouse.

28.2 Basic entitlement

28.2.1 After twelve months continuous service, parents are entitled to a combined total of 52 weeks unpaid parental leave on a shared basis in relation to the birth or adoption of their child. For females, maternity leave may be taken and for males, paternity leave may be taken. Adoption leave may be taken in the case of adoption.

28.2.2 Subject to 28.5.6 hereof, parental leave is to be available to only one parent at a time, in a single unbroken period, except that both parents may simultaneously take:

28.2.2(a) for maternity and paternity leave, an unbroken period of up to one week at the time of the birth of the child;

28.2.2(b) for adoption leave, an unbroken period of up to three weeks at the time of placement of the child.

28.3 Variation of parental leave

Where an employee takes leave under clause 28.2.1 or 28.4.1(b), unless otherwise agreed between the employer and employee, an employee may apply to their employer to change the period of parental leave on one occasion. Any such change to be notified as soon as possible but no less than four weeks prior to the commencement of the changed arrangements. Nothing in this clause detracts from the basic entitlement in clause 28.2 or the right to request in clause 28.4.

28.4 Right to request

28.4.1 An employee entitled to parental leave pursuant to the provisions of clause 28.2 may request the employer to allow the employee:

28.4.1(a) to extend the period of simultaneous unpaid parental leave provided for in clauses 28.2.2(a) and 28.2.2(b) up to a maximum of eight weeks;

28.4.1(b) to extend the period of unpaid parental leave provided for in clause 28.2.1 by a further continuous period of leave not exceeding 12 months;

28.4.1(c) to return from a period of parental leave on a part-time basis until the child reaches school age;

to assist the employee in reconciling work and parental responsibilities.

28.4.2 The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate

replacement staff, loss of efficiency and the impact on customer service.

28.4.3 Employee's request and employer's decision to be in writing

The employee's request and the employer's decision made under clauses 28.4.1(b) and 28.4.1(c) must be recorded in writing.

28.4.4 Request to return to work part-time

Where an employee wishes to make a request under clause 28.4.1(c), such a request must be made as soon as possible but no less than seven weeks prior to the date upon which the employee is due to return to work from parental leave.

28.5 Maternity leave

28.5.1 An employee must provide notice to the employer in advance of the expected date of commencement of parental leave. The notice requirements are:

28.5.1(a) of the expected date of confinement (included in a certificate from a registered medical practitioner stating that the employee is pregnant) – at least ten weeks;

28.5.1(b) of the date on which the employee proposes to commence maternity leave and the period of leave to be taken – at least four weeks.

28.5.2 When the employee gives notice under 28.5.1(a) hereof the employee must also provide a statutory declaration stating particulars of any period of paternity leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.

28.5.3 An employee will not be in breach of this clause if failure to give the stipulated notice is occasioned by confinement occurring earlier than the presumed date.

28.5.4 Subject to clause 28.2.1 hereof and unless agreed otherwise between the employer and employee, an employee may commence parental leave at any time within six weeks immediately prior to the expected date of birth.

28.5.5 Where an employee continues to work within the six week period immediately prior to the expected date of birth, or where the employee elects to return to work within six weeks after the birth of the child, an employer may require the employee to provide a medical certificate stating that she is fit to work on her normal duties.

28.5.6 Special maternity leave

28.5.6(a) Where the pregnancy of an employee not then on maternity leave terminates after 28 weeks other than by the birth of a living child, then the employee may take unpaid special maternity leave of such periods as a registered medical practitioner certifies as necessary.

28.5.6(b) Where an employee is suffering from an illness not related to the direct

consequences of the confinement, an employee may take any paid sick leave to which she is entitled in lieu of, or in addition to, special maternity leave.

28.5.6(c) Where an employee not then on maternity leave suffers illness related to her pregnancy, she may take any paid sick leave to which she is then entitled and such further unpaid special maternity leave as a registered medical practitioner certifies as necessary before her return to work. The aggregate of paid sick leave, special maternity leave and parental leave, including parental leave taken by a spouse, may not exceed 52 weeks.

28.5.7 Where leave is granted under clause 28.5.4 hereof, during the period of leave an employee may return to work at any time, as agreed between the employer and the employee provided that time does not exceed four weeks from the recommencement date desired by the employee.

28.6 Paternity leave

28.6.1 An employee will provide to the employer at least ten weeks prior to each proposed period of paternity leave, with:

28.6.1(a) a certificate from a registered medical practitioner which names his spouse, states that she is pregnant and the expected date of confinement, or states the date on which the birth took place; and

28.6.1(b) written notification of the dates on which he proposes to start and finish the period of paternity leave; and

28.6.1(c) except in relation to leave taken simultaneously with the child's mother under clauses 28.2.2(a), 28.2.2(b) and 28.4.1(a), a statutory declaration stating:

28.6.1(c)(i) he will take that period of paternity leave to become the primary care-giver of a child;

28.6.1(c)(ii) particulars of any period of maternity leave sought or taken by his spouse; and

28.6.1(c)(iii) that for the period of paternity leave he will not engage in any conduct inconsistent with his contract of employment.

28.6.2 The employee will not be in breach of clause 28.6.1 hereof if the failure to give the required period of notice is because of the birth occurring earlier than expected, the death of the mother of the child, or other compelling circumstances.

28.7 Adoption leave

28.7.1 The employee will notify the employer at least ten weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the employee, the adoption of a child takes place earlier.

- 28.7.2** Before commencing adoption leave, an employee will provide the employer with a statutory declaration stating:
- 28.7.2(a)** the employee is seeking adoption leave to become the primary care-giver of the child;
 - 28.7.2(b)** particulars of any period of adoption leave sought or taken by the employee's spouse; and
 - 28.7.2(c)** that for the period of adoption leave the employee will not engage in any conduct inconsistent with their contract of employment.
- 28.7.3** An employer may require an employee to provide confirmation from the appropriate government authority of the placement.
- 28.7.4** Where the placement of a child for adoption with an employee does not proceed or continue, the employee will notify the employer immediately and the employer will nominate a time not exceeding four weeks from receipt of notification for the employee's return to work.
- 28.7.5** An employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.
- 28.7.6** An employee seeking to adopt a child is entitled to unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The employee and the employer should agree on the length of the unpaid leave. Where agreement cannot be reached, the employee is entitled to take up to two days unpaid leave. Where paid leave is available to the employee, the employer may require the employee to take such leave instead.

28.8 Parental leave and other entitlements

An employee may in lieu of or in conjunction with parental leave, access any annual leave or long service leave entitlements which they have accrued subject to the total amount of leave not exceeding 52 weeks or a longer period as agreed under clause 28.4.

28.9 Transfer to a safe job

- 28.9.1** Where an employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to continue at her present work, the employee will, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of maternity leave.
- 28.9.2** If the transfer to a safe job is not practicable, the employee may elect, or the employer may require the employee to commence parental leave for such period as is certified necessary

by a registered medical practitioner.

28.10 Returning to work after a period of parental leave

- 28.10.1** An employee will notify of their intention to return to work after a period of parental leave at least four weeks prior to the expiration of the leave.
- 28.10.2** An employee will be entitled to the position which they held immediately before proceeding on parental leave. In the case of an employee transferred to a safe job pursuant to clause 28.9, the employee will be entitled to return to the position they held immediately before such transfer.
- 28.10.3** Where such position no longer exists but there are other positions available which the employee is qualified for and is capable of performing, the employee will be entitled to a position as nearly comparable in status and pay to that of their former position.
- 28.10.4** An eligible casual employee who is employed by a labour hire company who performs work for a client of the labour hire company will be entitled to the position which they held immediately before proceeding on parental leave.
- 28.10.5** Where such a position is no longer available, but there are other positions available that the employee is qualified for and is capable of performing, the employer shall make all reasonable attempts to return the employee to a position comparable in status and pay to that of the employee's former position.

28.11 Replacement employees

- 28.11.1** A replacement employee is an employee specifically engaged or temporarily promoted or transferred, as a result of an employee proceeding on parental leave.
- 28.11.2** Before an employer engages a replacement employee the employer must inform that person of the temporary nature of the employment and of the rights of the employee who is being replaced.

28.12 Communication during parental leave

- 28.12.1** Where an employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:
- 28.12.1(a)** make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave; and
 - 28.12.1(b)** provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave.
- 28.12.2** The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to

be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.

- 28.12.3** The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with 28.12.1.

29. PUBLIC HOLIDAYS

29.1 Prescribed public holidays

- 29.1.1** An employee, other than a casual, will be entitled to the following public holidays without loss of pay:

New Year's Day;
Australia Day;
Good Friday;
Easter Saturday;
Easter Monday;
Anzac Day;
Birthday of the Sovereign;
Labour Day;
Christmas Day; and
Boxing Day (except in South Australia, where Proclamation Day will apply).

- 29.1.2** In addition to the public holidays prescribed in 29.1.1, full-time employees are entitled to one additional public holiday without loss of pay. The additional public holiday which applies in each State is:

29.1.2(a) Northern Territory

The day shall be Picnic day.

29.1.2(b) Queensland

The day shall be Exhibition Day or local show day.

29.1.2(c) Victoria

29.1.2(c)(i) Within 40 kilometres of the GPO Melbourne - Melbourne Cup Day.

29.1.2(c)(ii) In any other district - one day for which a whole or part holiday for the public service is gazetted for the district or, in default thereof, a day agreed to by the employer and the majority of employees concerned.

29.1.2(d) South Australia

The day shall be the third Monday in May (Adelaide Cup Day).

29.1.2(e) Tasmania

The day shall be allowed on Regatta Day in Southern Tasmania and on Bank Holiday in Northern Tasmania.

29.1.2(f) Western Australia

The day shall be allowed on Foundation Day (State).

29.1.2(g) New South Wales

One additional day or equivalent as arranged between the parties.

29.1.2(h) Canberra

One additional day or equivalent as arranged between the parties.

29.2 Public holidays falling on a weekend

29.2.1 When Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof will be observed on 27 December.

29.2.2 When Boxing Day is a Saturday or a Sunday, a holiday in lieu thereof will be observed on 28 December.

29.2.3 When New Year's Day or Australia Day is a Saturday or a Sunday, a holiday in lieu thereof will be observed on the following Monday.

29.3 Prescription of additional days

Where in a State, Territory or locality, public holidays are declared or prescribed on days other than those set out in 29.1 and 29.2, those days will constitute additional holidays for the purpose of this award.

29.4 Substitution of other days

29.4.1 An employer, with the agreement of the majority of employees, may substitute another day for any prescribed in this clause.

29.4.2 An agreement pursuant to 29.4.1, will be recorded in writing and be available to every affected employee.

30. JURY SERVICE

30.1 An employee required to attend for jury service during his or her ordinary hours of work, will be reimbursed by the employer an amount equal to the difference between the amount paid in respect of the employee's attendance for such jury service and the amount of wage the employee would have worked had the employee not been on jury service.

30.2 An employee will notify his or her employer as soon as possible of the date upon which he or

she is required to attend for jury service.

30.3 The employee will also give his or her employer proof of attendance, the duration of such attendance and the amount received in respect of such jury service.

SCHEDULE A - SCHEDULE OF RESPONDENTS

A.A.R. International Transport Pty Ltd, Unit 16 MIAC BLDG., International Drive,
TULLAMARINE VIC 3043

A. & J. Mornington Float Hire, Tyabb Road, MOOROODUC VIC 3933

A.R.N. Carriers Pty Ltd, 60 May Street, NORTH FITZROY VIC 3068

A. Star Taxi Trucks, 22 Elm Grove, SPRINGVALE VIC 3171

AMAC Pty Ltd, 6 Ellen Street, ROZELLE NSW 2039

ABBCO Transport Services Pty Ltd, PO Box 469, PARRAMATTA NSW 2150

Abbey Removals Pty Ltd, 5 Rowe Street, HARBOARD NSW 2096

Abbotsford Taxi Truck Pty Ltd, 392 Victoria Street, NORTH RICHMOND VIC 3121

Abbott's Transport Co., 4/169 Bonds Road, PUNCHBOWL NSW 2196

Abel Tasman Transport, 25 Howard Road, GLENORCHY TAS 7010

Abertrans Pty Ltd, Collen Avenue, EAGLE FARM QLD 4007

Able Customs Agency, 7 Valency Road, GLEN IRIS VIC 3146

Aboods Transport Pty Ltd, 196 Briens Road, NORTHMEAD NSW 2152

Accustomed Agents, 21 Berry Street, NORTH SYDNEY NSW 2060

Ace Taxi Trucks Pty Ltd, C/- Peat Marwick, Mitchell, PO Box 1616, DARWIN NT 0801

Ace Transport Pty Ltd, 41 Musgrave Road, COOPERS PLAINS QLD 4108

Ace Transports, PO Box 3666, DARWIN NT 0801

Action Frozen Foods, 1 Norton Street, WAGGA WAGGA NSW 2650

Active Transport (Qld) Pty Ltd, 4 Mollison Street, WEST END QLD 4101

Actrans, PO Box Q.133, Queen Victoria Bldg., SYDNEY NSW 2000

Adams, G.A., 35 Kingsley Crescent, MONT ALBERT VIC 3127

Adams Transport, PO Box 46, MANJIMUP WA 6258

Adamson E. & Sons Pty Ltd, PO Box 164, KEMPSEY NSW 2440

Adamson (Taree) Pty Ltd, PO Box 2, TAREE NSW 2430

Addison H., 8 Duffy Street, BURWOOD VIC 3125

Adelaide Parcel Express Pty Ltd, 180 Grote Street, ADELAIDE SA 5000

Agosta Bros., 29 Pender Street, THORNBURY VIC 3071

Ahern B.J. Pty Ltd, 358 Rossmoyne Street, THORNBURY VIC 3071

Airfreight Clearing Pty Ltd, Melbourne Airport, TULLAMARINE VIC 3043

Air Freight (Brisbane Courier System), 23 Evelyn Street, NEWSTEAD QLD 4006

Air Sea Customs Service (NSW) Pty Ltd, 16 Bridge Street, SYDNEY NSW 2000

Air Sea Forwarders, 14 Bulletin Place, SYDNEY NSW 2000

Aitkens Removals, 266-272 High Street, KANGAROO FLAT VIC 3553

Aitkin Transport Pty Ltd, 15 Stratton Street, FORTITUDE VALLEY QLD 4006

Albury Border Transport, 260 Macauley Street, ALBURY NSW 2840

Albury M.R., 5 Moomin Street, LALOR PARK NSW 2147

Alert Transport (NSW) Pty Ltd, 4 Hiles Street, ALEXANDRIA NSW 2015

Aljon Taxi Trucks, 40 Egan Street, RICHMOND VIC 3121

All Star Transport Pty Ltd, 492 The Boulevarde, KIRRAWEE NSW 2232

Allen Bros (Asphalting Contractors) Pty Ltd 204 Koroit Creek Road, NORTH WILLIAMSTOWN
VIC 3016

Allied Express Pty Ltd, ALICE SPRINGS NT 0870
Allied Transport, Emily Gap Road, ALICE SPRINGS NT 0870
Allied Messengers, BOX 340, HARTWELL VIC 3124
Allstates Freighter (Melb) Pty Ltd, 172 Northbourne Road, CAMPBELLFIELD VIC 3061
Altrans Express, 76 Burrows Road, ST. PETERS NSW 2044
Altrans Interstate Pty Ltd, 2 Old Footscray Road, WEST MELBOURNE VIC 3003
Ambrose & Sons Pty Ltd, 182 Harbord Road, BROOKVALE NSW 2100
Amezdroz & Menzies Pty Ltd, C/- Shell Terminal, Simms Street, FOOTSCRAY VIC 3011
Amos Pty Ltd, M., 600 Military Road, MOSMAN NSW 2088
Amos (Dubbo) Pty Ltd, M., White Street, DUBBO NSW 2830
Amos M. (Tamworth) Pty Ltd, PO Box W.210, WEST TAMWORTH NSW 2340
Anderson A.C. & M.A., 15 Eldridge Road, BANKSTOWN NSW 2200
Anderson D.J. & R.E., 36 Burlington Street, RAMSGATE NSW 2217
Andersen G.A. & Co., 144 King Street, MELBOURNE VIC 3000
R.W. Anderson & Co., 89 Bennett Street, LAKE GRACE WA 6353
Andrews Package Express, 667 Bourke Street, MELBOURNE VIC 3000
Annerley Carriers, 101 Erica Street, CANNON HILL QLD 4170
Ansett Transport Industries (Operations) Pty Ltd, (including associated divisions & subsidiaries & associated companies), 489 Swanston Street, MELBOURNE VIC 3000
Apex Carriers Pty Ltd, PO Box 106, MARYBOROUGH QLD 4650
Arahill Walsh & Alwin Pty Ltd, 332 Pitt Street, SYDNEY NSW 2000
Armour A.C. & Co. Pty Ltd, 26 O'Connell Street, SYDNEY NSW 2000
Argosy Clearing Pty Ltd, Melbourne Airport, TULLAMARINE VIC 3043
Armstrong J.D. & Son, 6 Cessnock Street, CESSNOCK NSW 2325
Arnell Bros (Sunshine Carriers), Dora Street, BRAYBROOK VIC 3019
Arnold N.A. Pty Ltd, 98 St. Johns Road, GLEBE NSW 2037
Arnolds Transport Pty Ltd, 502 Clayton Road, CLAYTON VIC 3168
Arnolds Transport Pty Ltd, 1728 Ipswich Road, ROCKLEA QLD 4106
Arrow Freight Lines Pty Ltd, 3 Pratt Street, MADDINGTON WA 6109
Arthur L. Pty Ltd, 114 Cremorne Street, RICHMOND VIC 3121
Ashburton Express Service (WA) Pty Ltd, Alexandria Goods Siding, ALEXANDRIA NSW 2015
Atlas Transport Pty Ltd, 174 Koroit Creek Road, WILLIAMSTOWN VIC 3015
Auld J.B. & Co., 34 Harrington Street, SYDNEY NSW 2000
Austen & Butta Pty Ltd, PO Box 25, LITHGOW NSW 2790
Austens Transport, 1 Jackson Avenue, GRAFTON NSW 2460
Austex Services Pty. Ltd., 258 Flinders Lane, MELBOURNE VIC 3000
Austral Irving Customs Agency, 19 Pitt Street, SYDNEY NSW 2000
Australian Packers & Craters, 104 Doshon Street, BURANDA QLD 4102
Autotrans Pty. Ltd., 78-118 Cherry Lane, LAVERTON NORTH VIC 3026
Aztec Bulklines,
Aztec Freightlines,
BMI Limited (At Parramatta Office Only), 410 Church Street, PARRAMATTA NSW 2150
(In respect of employees performing clerical work in connection with the "hire and reward" carrying activities of that company its subsidiaries and associated companies)
B.&S. Distributors Pty Ltd, PO Box 646, COFFS HARBOUR NSW 2450
B.D.R. Transport, 41 Philpott Street, MARRICKVILLE NSW 2204
B.I.G. Transport, 83 Wilson Street, BOTANY NSW 2019
B.N.B Freighters (Vic) Pty. Ltd., 8 Dynon Road, FLEMINGTON VIC 3031
Bacon Pty Ltd, E.J., PO Box 273, MARRICKVILLE NSW 2204

Badenochs Transport Pty Ltd, 12 Deacon Avenue, RICHMOND SA 5033
Badenochs Transport, Sturt Highway, WINNELLIE NT 0820
Bailey And Roberts Pty Ltd, 237 Denison Street, BROADMEADOW NSW 2292
Bains Transport Pty Ltd, York Street, WOONONA NSW 2517
Bairnsdale Carrying Services, 3 Smith Street, BAIRNSDALE VIC 3875
Balcatta Limestone, PO Box 167, MT. HAWTHORN WA 6016
Balwyn and District Removals, 39 Barnsbury Road, BALWYN VIC 3103
Bamber Robert & Co. Pty Ltd, 73 Wyndham Street, ALEXANDRIA NSW 2015
Banham, Black & White Transport, 107 Bowen Street, WINDSOR QLD 4030
Banks Pty Ltd, T. & G. Building, Queen Street, BRISBANE QLD 4000
Bankstown Storage Co., 2A Napier Street, CONCORD NSW 2137
Bankstown Transport Services, 2A Napier Street, CONCORD NSW 2137
Bannister A.E. & Sons Pty Ltd, 26 Beatson Street, WOLLONGONG NSW 2500
Barclays Transport Pty Ltd, Mimmi Road, WALLSEND NSW 2287
Bardenhagen Enterprises Pty Ltd, LILYDALE TAS 7524
Barfreight International Pty Ltd, 469 King Street, WEST MELBOURNE VIC 3003
B.G. Barker, 32 Ardgower Crescent, LOWER TEMPLESTOWE VIC 3107
Barnes Auto Co., Boundary Street, SPRING HILL QLD 4000
Barnes Bros., 68 Stanley Street, ROCKHAMPTON QLD 4700
Barnes M.G. Transport Pty. Ltd., 219 Princes Highway, WERRIBEE VIC 3030
Barnett G.H. & A.V. 46 Fehon Street, YARRAVILLE VIC 3013
Bartlane S. Australia Wide Freight Services Pty Ltd, Cosgrove Road, ENFIELD NSW 2135
Bartram & Bartram, 30 Somerville Street, BENDIGO VIC 3550
R. Baumgart Transport, Island Plantation, MARYBOROUGH QLD 4650
Bays Transport Service Ltd, 12-30 Graylands Road, CLAREMONT WA 6010
Beach, Ian Cartage Pty Ltd, C/- Active Transport, Cnr Appleton Dock & Footscray Road, WEST MELBOURNE VIC 3003
Beagley H.V. & Sons, 4 Scotia Street, CROYDON SA 5008
Beamish W.H. Pty Ltd, Burwood Highway, WANTIRNA VIC 3152
Beard W.T. & Son, 289 Greenwood Drive, WATSONIA VIC 3087
Beavis Ron & Sons Pty Ltd, 34 Metford Road, TENAMBIT NSW 2323
Beck J.D., 31 Greenwood Street, PASCO VALE SOUTH VIC 3044
Beckleys Transport Services Pty Ltd, 34 Donnelly Avenue, NORLANE VIC 3220
Beckleys Transport Services Pty Ltd, 47 Day Street, NORTH LIDCOMBE NSW 2141
Beechboro Sand Supplies, 91A Noah Road, BASSENDEAN WA 6054
Behn's Heavy Haulage Pty. Ltd., 69 Davis Road, PADSTOW NSW 2211
Bell Bros. Holdings, 136 Great Eastern Highway, SOUTH GUILFORD WA 6055
Bell Edgar Transport Pty Ltd, 32 Leveson Street, NORTH MELBOURNE VIC 3051
Bell Freighters Pty Ltd, 144 Montague Road, SOUTH BRISBANE QLD 4000
Bell Freightlines Pty Ltd, Miller Street, WEST MELBOURNE VIC 3030
Bell J., 51 William Street, MELBOURNE VIC 3000
Bell, Ross H. Customs Agency, 202 Alison Road, RANDWICK NSW 2031
Bellamy Bros., 155 Bent Street, SOUTH GRAFTON NSW 2461
Bellway Pty Ltd, 54 Belgravia Street, BELMONT WA 6104
Bendigo Transporters (Holts) Pty Ltd, 30 McIvor Road, BENDIGO VIC 3550
Benedict Haulage, PO Box 93, MERRYLANDS NSW 2160
J.F. Bennett & Co. Pty Ltd, 404 Dana Street, BALLARAT VIC 3350
Berkeley Cleaning Co., (Management) Pty Ltd, 22 Bridge Road, GLEBE NSW 2037
Berkely Sanitation Services (Qld) Pty Ltd, Ashover Road, ROCKLEA QLD 4106

Berkeley Services, 208 Canterbury Road, BAYSWATER VIC 3153
Berry R.G. & Sons, PO Box 24, DUNGOG NSW 2420
Bertings Transport, Owen Street, DALBY QLD 4405
Betti L.& R., Lot 91, Frenchman Bay Road, ALBANY WA 6330
Beutel's C.R. Carrying Service, TRAAMPA via LOWOOD QLD 4311
Beynon & Beynon Pty Ltd, PO Box 80, CHESTER HILL NSW 2162
Beywon And Hayward, 122 New Canterbury Road, PETERHAM NSW 2049
Bibby K.M. & M.D. Pty Ltd, 336 Highett Road, HIGHETT VIC 3216
Biggs and Appleton, 101 Maud Street, UNLEY SA 5061
Bignell B.S. & C.A., 9 Saint Vincent Street, TAREE NSW 2430
Bilston, Howard & Rooks, 25 Kerr Street, FITZROY VIC 3065
Bingley Bros., PO Box 60, BOULDER WA 6432
Bishop & Reese, 19 Melville Street, ALBANY WA 6330
Blackney Pty Ltd, PO Box 231, Belmont, GEELONG VIC 3220
Blacks Heavy Haulage & Crane Hire, 9 Wilson Street, COLAC VIC 3250
Blakiston Ltd, 123 Wetherill Street, LIDCOMBE NSW 2141
Blakistons Ltd, Sudholz Street, WEST MELBOURNE VIC 3003
Blakiston Ltd, 2 Karpara Road, GILLMAN SA 5013
Blamey J. & Son Pty Ltd, 79 Market Street, MELBOURNE VIC 3000
Blanch N.R. & Son Pty Ltd, 38 Stockton Road, NELSON BAY NSW 2315
Blazley B.S. & N.J., Church Street, DELORAINIE TAS 7304
J.J. Bloomer Industries, 57 McCarthy Road, SALISBURY NORTH QLD 4108
Blue Circle Customs Service Pty Ltd, 187 King Street, MELBOURNE VIC 3000
Blue Circle Taxi Trucks (Victoria) Pty Ltd, 206 York Street, SOUTH MELBOURNE VIC 3205
Bolch Transport Pty Ltd, PO Box 935, DANDENONG VIC 3175
Bolden G.E., 84 Wallace Street, WEST PRESTON VIC 3072
Boles Transport Pty Ltd, Box 21, NORTH LIDCOMBE NSW 2141
Bolgiers Bulk Transport, 50 Railway Avenue, SOUTH TOWNSVILLE QLD 4810
Bolton Peter, 106 Wigram Road, FOREST LODGE NSW 2037
Booth B. & Sons, 57 Quarry Street, FREMANTLE WA 6160
Boronia Carrying Service, PO Box 2, BORONIA VIC 3155
G.A. Bottrell & Co., PO Box 35, INVERELL NSW 2360
Boulton Customs Agent Co., 106 Wigram Road, FOREST LODGE NSW 2037
Bourke, Joe Pty Ltd, 49 Rohini Street, TURRAMURRA NSW 2074
Bourke's Daily Transport, PO Box 368, TAREE NSW 2430
Bowden Pty Ltd, H.C., Cnr Burrows Road & Campbell Street, ALEXANDRIA NSW 2015
Bowens Freightlines Pty Ltd, Hill Road, LIDCOMBE NSW 2141
G.&D. Bowes Pty Ltd, 21 Church Street, WICKHAM NSW 2293
Boyer Contract, 11 Gifford Avenue, FERNTREE GULLY VIC 3156
Boyle's Transport & Shipping Services Pty Ltd, 49 Railway Parade, MORTDALE NSW 2223
Bradleys Removals, 11 Smith Street, CHATSWOOD NSW 2067
Bradstreet's Transport, Burleigh Street, TORONTO NSW 2282
Brandy Bros (Balina) Pty Ltd, 11 Mcdonald Road, WINDSOR QLD 4030
Brambles Ruys Pty Ltd, 362-370 Pitt Street, SYDNEY NSW 2000
Branca Transport, PO Box 223, MT. WAVERLEY VIC 3149
Braywin & Co. Pty Ltd, 31 Macquarie Street, SYDNEY NSW 2000
Brays Transport Services Pty Ltd, 15 Manning Street, MUSWELLBROOK NSW 2333
Brennan P. & W. Services, PO Box 515, HORSHAM VIC 3400
Bribie Black & White Transport, 107 Bowen Street, WINDSOR QLD 4030

Brierley Transport, 34 Marine Parade, NORDS WHARF NSW 2301
Brighton Transport Pty Ltd, 651 Merrylands Road, WENTWORTHVILLE NSW 2145
Brightwell & Son Pty Ltd. M., 7/19 Coulson Street, ERSKINVILLE NSW 2043
Brimco Crane Service, 34 Wingfield Road, WINGFIELD SA 5013
Brisbane Carrying Co. Pty Ltd, Fison Avenue, EAGLE FARM QLD 4006
Brisbane Market Freight Brokers (and associated Companies), Sherwood Road, ROCKLEA QLD 4106
Brisbane Truck Hire Service, 107 Bower Street, WINDSOR QLD 4030
Britton Simmons Pty Ltd, 22 Princess Highway, ARNCLIFFE NSW 2205
Bromage W.J. Pty Ltd, 308 Melbourne Road, NEWPORT VIC 3015
Brooks Transport, 1A Rusthavon Road, SOUTH HURSTVILLE NSW 2221
Brooks & Sons Pty Ltd, Roy, 97 Burrows Road, ALEXANDRIA NSW 2015
Brothers Transport Service Pty Ltd, Maroondah Highway, CROYDON NORTH VIC 3166
Browne G.K., 3 Ferndale Avenue, BLAXLAND NSW 2774
Brownes Transport Pty Ltd, Gleadow Street, LAUNCESTON TAS 7250
Brown & Mitchell Road Transport Service, 51 Moreland Street, FOOTSCRAY VIC 3011
Browns Transport Consolidated, Roma Street, BRISBANE QLD 4000
Warren Brown Transport, Rees James Road, RAYMOND TERRACE NSW 2234
Broz, T. & P. and Partners, Clayton Road, HELENA VALLEY WA 6056
Brunt M.L. & F.I., 128 Wilson Street, COLAC VIC 3250
Bryan Reg. A., 8-10 George Town Road, WARATAH NSW 2298
Buchanan, I.A., St. Werburgh Road, MT. BARKER WA 6324
Buchanan A.J., 156 Ferrars Street, SOUTH MELBOURNE VIC 3205
Buck Geo. Pty Ltd, 371 Settlement Road, THOMASTOWN VIC 3074
Bulk Carrying Co., 15 Divett Street, PORT ADELAIDE SA 5015
Bull Geo. & Co. Pty Ltd, Frederick Street, WELLAND SA 5007
Bunker Freight Lines Pty Ltd, 13 Naween Road, REGENCY PARK SA 5015
Bunker Freightlines, 14 Leake Street, YARRAVILLE VIC 3013
Buntine Roadways Pty Ltd, PO Box 147, KATHERINE NT 5780
Burgess & Drumming Customs and Transport Pty Ltd, 566 Lonsdale Street, MELBOURNE VIC 3000
Burns J.A., 471 Chapel Road, BANKSTOWN NSW 2200
Burrell G. & C., PO Box 38, WALLSEND NSW 2287
Burton Pty Ltd, G.H., 85 Yerrick Road, LAKEMBA NSW 2195
A.J. Bush & Sons Pty Ltd, (Transport), 913 Lytton Road, MURARRIE QLD 4172
Butcher Pty Ltd, J.W., 944 Elizabeth Street, ZETLAND NSW 2017
Butler Mchugh & Co., 306 St. Vincent Street, PORT ADELAIDE SA 5015
Butler Transport Pty Ltd, Dynan Road, WEST MELBOURNE VIC 3003
Butterworth Hancock & Co. Pty Ltd, 12 Todd Street, PORT ADELAIDE SA 5015
Byrnes Transport, PO Box 100, KATHERINE NT 0851
C. & O. Services, 815 Pacific Highway, CHATSWOOD NSW 2067
C.R. Timber Transport Service, 17-23 Lexia Place, MULGRAVE VIC 3170
Caddy T.R. & M.F., Main Road, WESBURN VIC 3139
Caelli Parcel Service, 77A Fletcher Street, ADAMSTOWN NSW 2289
Cahill J. Pty Ltd, 1A Ballarat Road, FOOTSCRAY VIC 3011
Cairns Cargo Distributors Pty Ltd, 173 Spence Street, Bungalow, CAIRNS QLD 4870
Callan P.J. & Sons, Gravel Pits Road, SOUTH GEELONG VIC 3220
Callen L.R., PO Box 326, RICHMOND VIC 3121
Calleja Transport, 20 Baldwin Road, ALTONA NTH VIC 3025

Camden Fertilisers, PO Box 35, NARELLAN NSW 2567
Cameron Bros. Carrying Co., Cnr Micklin Street & Ipswich Road, MOOROOKA QLD 4105
Cameron Glen Trucking Pty Ltd, 33 Stud Road, BAYSWATER VIC 3153
Campbell Customs Agency, J.N., 389 Sussex Street, SYDNEY NSW 2000
Campbells Transport Pty Ltd, 905-907 Nepean Highway, MORNINGTON VIC 3931
Campbell R.A. Transport Pty Ltd, Cnr Deniehy & Tennyson Streets, CLYDE NSW 2142
W. Canny & Sons Pty Ltd, Ray Street, WANGARATTA VIC 3677
Carey, Barry Customs Agents, 275 King Street, MELBOURNE VIC 3000
Carey's Freight Lines (A Division of Carey's (Tamworth) Pty Ltd), 138 Boniface Street, COOPERS PLAINS QLD 4108
Cargo Airfreight (Aust) Pty Ltd, 37 Queen Street, MELBOURNE VIC 3000
Carinda Transport, 159 Roockwood Road, YAGOONA NSW 2199
K. Carltan, 5 Canterbury Road, CRANBOURNE VIC 3979
Carless & Sons Pty Ltd, M., 2 Kinson Crescent, DENISTONE NSW 2114
Carnarvon Oil & Crane Pty Ltd, PO Box 500, CARNARVON WA 6701
Carpenteria Transport Pty Ltd (and all Operation Divisions), 839 Beaudesert Road, COOPERS PLAINS QLD 4108
Carry-A-Long Removals, 7 Beete Street, WELSHPOOL WA 6106
Carson Carriers Pty. Ltd., Bill, PO Box 198, GREENACRE NSW 2190
Carss Park Refrigerated Transport, PO Box 71, CARINGBAH NSW 2229
Carter Bar Transport, 1007 Kingsford Smith Drive, EAGLE FARM QLD 4007
S.G. & R.A. Carter, T/As Gympie Transport, 75 Newstead Terrace, NEWSTEAD QLD 4006
P.E. Carthy, Melbourne Road, BALLARAT VIC 3350
Casey Bros., Prince Street, BELLINGEN NSW 2454
Cassidy & Taxi Trucks, 29 Metropolitan Avenue, NUNAWADING VIC 3131
Catalaur & Sons, 2 George Street, BRUNSWICK JUNCTION WA 6224
Causley J.M. & N.A., PO Box 21, CHATSWORTH ISLAND NSW 2460
Cavanagh Bros., Marie Street, MILTON QLD 4064
Cawthorn R. & Sons, NEW NORFOLK TAS 7450
Cecon Transport Pty Ltd, PO Box 38708, WINNELLIE NT 0820
Central Coast Carrying Co. Pty Ltd, PO Box 390, GOSFORD NSW 2250
Centuri0n Transport Co. Pty Ltd, 20-22 Clavering Road, BAYSWATER WA 6053
Chadwick H.H. Transport, PO Box 693, NEWCASTLE NSW 2300
Chalmers, H.A. Pty Ltd, 30 Alfred Road, CHIPPING NORTON NSW 2170
Chalmers Industries Pty Ltd, 355 Frances Street, YARRAVILLE VIC 3013
R. Champion, 3 Armstrong Street, BOORT VIC 3537
Chapman Pty Ltd, W.F., PO Box 346, PENRITH NSW 2750
Charles Isles Transport Service Pty Ltd, 64 Kent Street, SYDNEY NSW 2000
Charlick Transport, 26 Leadenhall Street, PORT ADELAIDE SA 5015
Charters Freightlines & Storage, PO Box 154, RYDALMERE NSW 2112
Chemtrans, 3 Darling Street, CARRINGTON NSW 2294
Chris' Haulage, PO Box 1352, DARWIN NT 0801
Circle Airfreight, 221 O'Riordan Street, MASCOT NSW 2000
City Transport Co., 70 Chermshire Road, EAST IPSWICH QLD 4305
Civic Transport Service, 74 Sussex Street, MAYLANDS WA 6051
C.P. & N.R. Clarke Pty Ltd, 14 Hopetoun Street, KEMPSEY NSW 2440
Clarke, Ronald & Associates, 114 Castlereagh Street, SYDNEY NSW 2000
Clarke's Refrigerated Transport Pty Ltd, 337 Bayswater Road, BAYSWATER VIC 3155
Clarks Transport, 144 Montague Road, SOUTH BRISBANE QLD 4101

Clarks Transport Pty Ltd, 42 Randall Street, WAUCHOPE NSW 2446
Clayton, Mal, Transport, Healey Road, DANDENONG VIC 3175
Cleary M.G. & F.M., Hume Highway, NARELLAN NSW 2567
Cleveland Transport Service Pty Ltd, Cnr Shore & Haratio Streets, CLEVELAND QLD 4163
Clues W.H.A., 4 Megunyan Avenue, UNLEY SA 5061
Coal Handling & Haulage Pty Ltd, Pacific Highway, HEXHA NSW 2322
Cochrane's Transport Co. Pty Ltd, 219 Enmore Road, MARRICKVILLE NSW 2204
Cockerill C. & Son Pty Ltd, 54 Lambeth Street, KENSINGTON VIC 3031
Coghlan, J.J., 818 Glenferrie Road, HAWTHORN VIC 3122
Colbinra Transport Pty Ltd, PO Box 159, SINGLETON NSW 2330
Cole B.W., KUNNUNURRA WA 6743
Coleman P.N. Pty Ltd, 209 Rothery Road, CORRIMAL NSW 2518
R.J. Coleman Pty Ltd, 9 Phillimore Street, FREMANTLE WA 6160
Coles Transport, PO Box 562, GOULBURN NSW 2580
Collex (Vic) Pty. Ltd., 122 Herald Street, CHELTENHAM VIC 3192
Lance Collins & Associates, 409 Kiewa Street, ALBURY NSW 2640
Collins & Davey Pty Ltd, GPO Box 4747, MELBOURNE VIC 3001
Collins & Sons Pty Ltd, 121 Sydenham Road, MARRICKVILLE NSW 2204
Collins Carriers Pty Ltd, 8 Hermitage Road, AULDANA SA 5072
Collins F. Transport Services Pty Ltd, 32 Temple Drive, THOMASTOWN VIC 3074
Combined Transport Services, G. & J., Pty Ltd, PO Box 7, ROZELLE NSW 2039
Comet Overnight Transport, 20 Pearl Street, MOONAH TAS 7009
Commonwealth Freighters Pty Ltd, 64 Cosgrove Road, ENFIELD NSW 2135
Compass Cargo Clearances Pty Ltd, 152 Sussex Street, SYDNEY NSW 2000
Commonwealth Freighters, Cnr Lexton & Kyabram Streets, BROADMEADOWS VIC 3047
Commonwealth Freighters Pty Ltd, 2 Neon Street, SUMNER PARK QLD 4074
Complete Auto Transit Pty Ltd, Ainlee Drive, CAMPBELLFIELD VIC 3061
Computa Clearance, 4 Hart Street, PORT ADELAIDE SA 5015
Comtesse Pty Ltd, 2 Forge Street, WELSHPOOL WA 6106
Condon Transport Industries Pty Ltd, 1162 Churchill Road, DRYCREEK SA 5094
Conlon M.J. & Sons, Curtin Avenue, EAGLE FARM QLD 4006
Connell D.J., 387 Drummond Street, CARLTON VIC 3053
Conparti Pty Ltd, PO Box 42, AUBURN NSW 2144
Consolidated Cargo & Customs Services Pty Ltd, 822 Lorimer Street, PORT MELBOURNE VIC 3207
Container Haulage Pty Ltd, 12 Ewan Street, MASCOT NSW 2020
Contex Pty Ltd, Cullen Avenue, EAGLE FARM QLD 4007
Continental Freight Services Pty Ltd, 456 St. Kilda Road, MELBOURNE VIC 3000
Conwell & Sons Pty Ltd, 168 Milperra Road, REVESBY NSW 2212
Cook & Sons Pty Ltd, 247-261 King Street, MASCOT NSW 2020
Milton Cooke & Co., 2 Sarah Street, MASCOT NSW 2020
Cootamundra Transport Pty Ltd, PO Box 122, COOTAMUNDRA NSW 2590
Cootes I.R. Pty Ltd, 6 Pascal Road, SEAFORD VIC 3198
Cork, Bran International, 188 George Street, SYDNEY NSW 2000
Cormack Bros., PO Box 220, GRAFTON NSW 2460
Cornwell & Sons Pty Ltd, 14 Wangee Road, LAKEMBA NSW 2195
Costa Bros., 192 Francis Street, YARRAVILLE VIC 3013
Coulson Transport (Victoria) Pty Ltd, 10 Sudholz Street, WEST MELBOURNE VIC 3003
Coulson McWaters Pty Ltd, 214 Grant Street, MELBOURNE VIC 3000

Country Courier Services, 41 Skinner Street, WEST END QLD 4101
Couriers 24 Hours, 19 Berith Street, AUBURN NSW 2144
Cowin G.W. & Sons, 40 Villiers Street, NEW FARM QLD 4005
Coynes Transport Service Pty Ltd, 16 Dahlenburg Street, FOOTSCRAY VIC 3011
Crambs Tariff Service Pty Ltd, 83 Goulburn Street, SYDNEY NSW 2000
Crane F.R. & A.D. Bros Pty Ltd, 435 Bridge Road, RICHMOND VIC 3121
Crane H. Haulage Pty Ltd, 1 Whitehall Street, FOOTSCRAY VIC 3011
Crane G.I. & Sons Pty Ltd, 74 Wall Street, RICHMOND VIC 3121
Crawley F.M., PO Box 146, GLOUCESTER NSW 2422
Crealy Bros Pty Ltd, 128 Queen Street, BEACONSFIELD NSW 2014
Creswell A.J., 4 Rosendale Street, WEST HOBART TAS 7000
Crew Industries Pty Ltd, Franklin & Andrew Streets, COOPERS PLAINS QLD 4108
Cromack & Tranter, 75 Newstead Terrace, FORTITUDE VALLEY QLD 4006
Crommelin & Co. Pty Ltd, T.W., 18/22 Oxford Street, LEEDERVILLE WA 6007
Cronulla Carrying Co Pty Ltd, 205 Port Hacking Road, MIRANDA NSW 2228
Crough K.J., 9 Lorrean Avenue, EAST BRIGHTON VIC 3187
Crystal Transport Pty Ltd, PO Box 4, BENDIGO VIC 3550
Cubico Transport, 1 Colebard Street, ACACIA RIDGE QLD 4110
Customs Air Clearances Pty Ltd, Brisbane Airport, EAGLE FARM QLD 4007
Cupitt, David, Cnr Eaton Road & Larchmont Place, PENNANT HILLS NSW 2120
Customs International Co., 213 King Street, MELBOURNE VIC 3000
Curllett Cannon & John Fletcher, 17 Queen Street, MELBOURNE VIC 3000
Currington Transport, PO Box 38255, WINNELLIE NT 5789
Cutts D.C. & R., 48 Arnott Street, MANJIMUP WA 6238
D.J.C. Contracting Co. Pty Ltd, 1B Henley Marine Drive, FIVE DOCK NSW 2046
D'alterio L.& E.M., 80 Pakington Street, KEW VIC 3101
Dahl Meijer & Associates Pty Ltd, 103 Gover Street, NORTH ADELAIDE SA 5066
Danny's Transport Lines Pty Ltd, 7 Slough Road, ALTONA VIC 3018
Dart Express Pty Ltd, Beaudesert & Marshall Roads, ROCKLEA QLD 4107
Data Clearance Pty Ltd, 1307 Botany Road, MASCOT NSW 2020
Davey J. & Co., 7 Solomon Street, PALMYRA WA 6157
Davis L.R. Pty Ltd, 18 Leonard Crescent, ASCOT VALE VIC 3032
Dawe R. & H., PO Box 119, WONGAN HILLS WA 6603
Dawson A.F. Pty Ltd, 405 Monbulk Highway, UPWEY VIC 3158
Dawson K. Pty Ltd, 3 Margaret Street, HUNTINGDALE VIC 3166
Dawson's Removals & Storage, 959 Burwood Highway, FERNTREE GULLY VIC 3156
Dawson Removals & Storage, PO Box 240, BATHURST NSW 2795
Days Plant Hire Ltd, 6 Raglan Avenue, EDWARDSTOWN SA 5039
Debruyn C. & Sons, West Coast Transport, 56 Goderick Street, LAUNCESTON TAS 7250
De Luxe Taxi Truck & Carrying Co. Pty Ltd, Mars Road, LANE COVE NSW 2055
De Pledge & Boheemen, 42 Nelson Street, ALBANY WA 6330
Mike De Winter, T/As Mike De Winter Transport, 783 Boundary Road, COOPERS PLAINS QLD 4000
Dean Bros Pty Ltd, 37 Portal Street, DARRA QLD 4106
Debonde F. & D.L., 49 Charles Street, NORTHAM WA 6401
Deipenau H.E. Pty Ltd, 73 Victoria Street, EAST BRUNSWICK VIC 3056
Denton G. Pty Ltd, Naretha Street, HOLDEN HILL SA 5088
Devon Contractors Pty Ltd, 24 Murray Street, EAST DEVONPORT TAS 7310
Devon Metal Supplies Pty Ltd, DEVONPORT TAS 7310

Dewez Transport Co. Pty Ltd, Hedley Avenue, HENDRA QLD 4011
Dieterie & Victoria USA Pty Ltd, 446 William Street, WEST MELBOURNE VIC 3000
Dix D.M. & N.W., 67 James Street, GOOMALLING WA 6460
Dodd L.R. Pty Ltd, 14-16 Maribyrnong Street, FOOTSCRAY VIC 3011
Dodds Transport Pty Ltd, PO Box 197, KATHERINE NT 0851
Doncon & Co., 88 St. Georges Road, SHEPPARTON VIC 3630
Donnybrook Transport & Engineering Co., 9 Thompson Street, DONNYBROOK WA 6239
Donoghue Pty. Ltd., B.J., 7-15 Water Street, ENFIELD NSW 2136
Doolan J., 63 Buckley Street, ESSENDON VIC 3040
N. Doodt & Pty Ltd, Greswick Road, BALLARAT VIC 3350
Doosey Transport, 62 Rothdale Road, MOIL NT 0810
Doran & Sons Equipment Pty Ltd, 81 Flemin Street, WICKHAM NSW 2293
Doria A. & G., 74 Victoria Street, COBURG VIC 3058
S.A. Douglas & Sons Pty Ltd, 57 Dundas Road, MARYBOROUGH VIC 3456
Douglas McIntyre Pty Ltd, 30 Stone Street, STAFFORD QLD 4053
R.E. Down & Sons Pty Ltd, Cnr Musgrave Road & Buchanan Street, SOUTH BRISBANE QLD 4101
Downard Pickford Pty Ltd, PO Box 19, TOONGABBIE NSW 2146
Downard Pickfords Pty Ltd, 372-392 Lower Dandenong Road, BRAESIDE VIC 3195
Downards Transport Industries Pty Ltd, Bunny Road, CLAYTON VIC 3168
R.E. Downes Pty Ltd, NAR NAR GOON VIC 3812
Doyle L.R. & Associates, 422 City Road, SOUTH MELBOURNE VIC 3205
Drayton Removals, 2 Staverley Road, HERNE HILL VIC 3218
Drew G. & C., 68 Smiths Avenue, HURSTVILLE NSW 2220
Dring John Pty Ltd, ALICE SPRINGS NT 0870
Dring J. Pty Ltd, 64 George Street, THEBARTON SA 5031
Driscoll & Reynolds, 8 East Boundary Road, EAST BENTLEIGH VIC 3165
Drummond, R.J. & E.R., MALEWA VIC 3709
Drury L.A. & Co. Pty Ltd, PO Box 162, TAREE NSW 2430
Duggan H. & Sons, CRADOC TAS 7111
Dunkley C. & V.E. 16/18 Zenobia Street, PALMYRA WA 6157
Dunkley C.J. & Co. (NSW) Pty Ltd, 45 Macquarie Street, SYDNEY NSW 2000
Dunkley C.J. & Co. (Vic) Pty Ltd, 132 Albert Road, SOUTH MELBOURNE VIC 3205
Dunkley C.J. & Co. (SA) Pty Ltd, Suite 5 the Village, 240 Currie Street, ADELAIDE SA 5000
Dwyer S.M. & J., 40 Greenmeadows Crescent, TOONGABBIE NSW 2146
Dyer R. & Son, 25 Cowes Street, RENMARK SA 5341
Dyers Transport Pty Ltd, 34-36 York Street, SOUTH SALE VIC 3850
Dyson W.H. & Son Pty Ltd, 95 Lorimer Street, SOUTH MELBOURNE VIC 3205
Earthmovers Pty Ltd, 505 Sherwood Road, SHERWOOD QLD 4075
East Tamer Freight, 57 Anne Street, GEORGE TOWN TAS 7253
Eastoe's Transport Pty Ltd, 1 Joel Court, MOORABBIN VIC 3189
Ebert & Sara (Griffith) Transport, Jendaryar Avenue, GRIFFITH NSW 2680
Economy Exports Pty Ltd, 100 Inkerman Street, ST.KILDA VIC 3182
Edwards C.S.A. Transport, 27 Wellington Street, CHIPPENDALE NSW 2008
Edwards L.M. Transport Pty Ltd, 1307 Botany Road, MASCOT NSW 2020
M.A. Eden & Sons, BANANA via BOLOELA QLD 4702
Elder, Bell Bros. Service Pty Ltd, 74 Norma Road, MYAREE WA 6154
Ellis Cranes Pty Ltd, 13 Coonga Avenue, EDWARDSTOWN SA 5039
Ellison B., 93 Brighton Avenue, TORONTO NSW 2283

Endorsed Carriers & Stores Pty Ltd, 241 Roden Street, WEST MELBOURNE VIC 3003
English R.W. & Co. Pty Ltd, 145C George Street, SYDNEY NSW 2000
English Transport Pty Ltd, 24 Wedge Street, HAMILTON VIC 3300
Enright Transport Pty Ltd, Cnr Chester & Dogget Streets, FORTITUDE VALLEY QLD 4006
Epping Taxi Truck & Transport, 76 Chelmsford Avenue, EPPING NSW 2121
Erand Messengers, 83 Argus Street, CHELTENHAM VIC 3192
Evins, J.H. Construction Co. Pty Ltd, 34 Raglan Avenue, EDWARDSTOWN SA 5039
Executive Car Carriers, PO Box 333, PUNCHBOWL NSW 2196
Executive Courers of Australia, PO Box 1, GLEN IRIS VIC 3146
Expediters Pty Ltd, GPO Box 5313, SYDNEY NSW 2001
Express Carrying Co., 12 Phoebus Street, MT.GRAVATT QLD 4122
Express Deliveries Pty Ltd, 5A Sheridan Street, CAIRNS QLD 4870
Express Freight Pty Ltd, Cnr Cosgrove Road & Hume Highway, ENFIELD NSW 2135
Express Parcel Delivery, 25 Munro Street, AYR QLD 4807
Eyre Transporters, Taminga Street, REGENCY PARK SA 5010
F.B.T. Transport, 1 Amanda Road, WEST FOOTSCRAY VIC 3012
FCL Interstate Transport Service, 30 Lysaght Street, ACACIA RIDGE QLD 4110
FCN Transport Pty Ltd, Cnr Nudgee & Rabuers Road, NORTHGATE QLD 4013
Faiers Transport Pty Ltd, P.J., Cnr Biegelly & Littlefields Road, MULGOA NSW 2750
Fairfield Freight Lines Pty Ltd, PO Box 524, ALICE SPRINGS NT 5750
Falconers Transport Service, 3 Milton Street, BEDFORD PARK SA 5052
Farragher J. Pty Ltd, 14 McDougall Street, KOTARA NSW 2288
Tim Farragher Removals Pty Ltd, 15 Broadmeadow Road, BROADMEADOW NSW 2292
Farrance Pty Ltd, J. & N.J., 5 Gears Avenue, DRUMMOYNE NSW 2047
Farrell P.J. Pty Ltd, 6 Hall Street, NEWCASTLE WEST NSW 2302
Fast Freight Pty Ltd, 421 Somerville Road, WEST FOOTSCRAY VIC 3012
Featherstone F.B., 31 Church Street, HAWTHORN VIC 3122
Fedex Freight Services Pty Ltd, 10 Stewart Avenue, NEWCASTLE WEST NSW 2302
Ferns R.S. Ross Pty Ltd, Pyrmont Bridge Road, CAMPERDOWN NSW 2050
Ferrari Transport Service Pty Ltd, 77 Glenhuntly Road, ELWOOD VIC 3184
J.J. Field PtyLtd, 71 Bourke Road, ALEXANDRIA NSW 2015
Finemores Transport Pty Ltd, PO Box 70, WAGGA WAGGA NSW 2650
Finney Bryce Transport Pty Ltd, Nudgee & Rabuers Roads, NORTHGATE QLD 4013
Firkins Transport Pty Ltd, W.J., 411 Hobart Road, YOUNGTOWN TAS 7250
Flamish Pty Ltd, John, 409-411 Great Western Highway, WENTWORTHVILLE NSW 2145
Flanagan R.H. Pty Ltd, 1 Johnstone Street, PEPPERMINT GROVE WA 6011
Fleetxpress Ltd & Fleetways (Holdings) Ltd, Including associated Divisions & Subsidiaries & associated Companies, 499 St. Kilda Road, MELBOURNE VIC 3004
Fletcher John (Customs Agents) Pty Ltd, 65 Kent Street, SYDNEY NSW 2000
FLI Cargo Pty Ltd, 25 King Street, AIRPORT WEST VIC 3042
FLI Cargo Pty Ltd, 1307 Botany Road, MASCOT NSW 2020
FLI Transport Group, 1 Baker Street, EAST BOTANY NSW 2019
Flow Line Transport, 16 Kalumunda Road, GUILDFORD WA 6055
Forgie (Trucking) Pty Ltd, P.J., 21 Narrun Crescent, TELOPEA NSW 2177
Formby Removals, 10 Pardoe Street, EAST DEVONPORT TAS 7310
A.J. Francis & Sons Pty Ltd, Audley Street, RUTHERGLEN VIC 3685
J.D. & L.J. Frazer-Allen, 132 Wellington Parade, CASUARINA NT 5792
Freight Masters International Pty Ltd, 17 Queen Street, MELBOURNE VIC 3000
Freight Masters International, 8 Bourke Street, MASCOT NSW 2020

Freight Transfer Co., 33 Stone Street, STAFFORD QLD 4053
Fricker Bros Pty Ltd, 338 Carrington Street, ADELAIDE SA 5000
Frigmobile of Australia Pty Ltd, 8 Spring Street, SYDNEY NSW 2000
Frigtrans (Newcastle) Pty Ltd, PO Box 73, WARATAH NSW 2298
Frozen Freight Forwarders Pty Ltd, 3 Dahlenberg Street, FOOTSCRAY VIC 3011
J J H Fry Transport Service, 13 Chapel Street, KANGAROO FLAT VIC 3555
Gabriel J. & D., 64 Saltly Street, KINGSVILLE VIC 3012
Gaffney P.J., 4 Home Street, EAST PRESTON VIC 3072
Gale Bros. Pty Ltd, PO Box 37, WICKHAM NSW 2293
Galluccio Bros., 209 Collier Road, BAYSWATER WA 6053
Gandys Transport Co. Pty Ltd, PO Box 279, MANJIMUP WA 6258
Gardiner Constructions Pty Ltd, 14 Leek Street, YARRAVILLE VIC 3013
Garrett & Griffiths Pty Ltd, 121 McDonald Road, MORDIALLOC VIC 3195
Gattrans Pty Ltd, 14 Leek Street, YARRAVILLE VIC 3013
Gem Customs, 12 Sarah Street, MASCOT NSW 2020
George & Cook Co. Pty Ltd, C/- J. Campbell, 15 Merivale Road, BAMBTON NSW 2299
George Pty Ltd, W.J., 2 Chisholm Road, REGENTS PARK NSW 2143
Gericke H.C.W. & Sons, 4 Platt Crescent, NARACOORTE SA 5271
Giannini Bros Pty Ltd, 3 Esplanade, SEMAPHORE SA 5019
Gilbert Transport Pty Ltd, 235 Ross Street, PORT MELBOURNE VIC 3207
Giles, T.E.M., 40-42 Fitzgerald Street, GERALDTON WA 6530
Gillott Arthur H. Pty. Ltd., 5 West Street, PYMBLE NSW 2073
Gladman V.V., 123 Cole Street, GARDENVALE VIC 3185
Go Air Cargo System, 23 Evelyn Street, NEWSTEAD QLD 4006
Golden Messenger Pty Ltd, 31 Cobden Street, NORTH MELBOURNE VIC 3051
Goldhill Pty Ltd, 1210 Toorak Road, BURWOOD VIC 3125
Goodacre N.G., 364 Sussex Street, SYDNEY NSW 2000
Goodsir B. & M., PO Box 145, MUSWELLBROOK NSW 2333
Goodsir V. & G., PO Box 342, MUSWELLBROOK NSW 2333
Goodwin Transport Pty Ltd, 18 Olympia Street, BUNDOORA VIC 3083
Gormans Transport, PO Box 356, ROCKHAMPTON QLD 4700
Gosch, W.H. & Sons Pty Ltd, 9-11 Phillips Road, FOOTSCRAY VIC 3011
Gosford Roadways Pty Ltd, Haulage Contractors, Manns Road, WEST GOSFORD NSW 2230
Gourlay Bros Pty Ltd, PO Box 13, GLADESVILLE NSW 2111
Grace Bros. Holdings Ltd and Grace Bros Transport Group, including associated Divisions and Subsidiaries and associates Companies, 15 Wiluna Street, FYSHWICK ACT 2609
Gracevill Carriers, 45 Deshon Street, WOOLONGABBA QLD 4101
Grant G.W. & H.L., 55 Railway Street, ALTONA VIC 3018
Grant W.T., 452 Nepean Highway, EAST BRIGHTON VIC 3185
Gray, Ross, Transport, 29 Stevenson Street, DEER PARK VIC 3023
Greens Transport, 45 Newtown Road, NEWTOWN QLD 4350
Green C. (Ballarat Delivery Co), 31 Mair Street, BALLARAT VIC 3350
Greenaways Customs Services Pty Ltd, 297 Victoria Street, ABBOTSFORD VIC 3067
Greenways Customs Services Pty Ltd, 1/43 Bourke Road, ALEXANDRIA NSW 2015
Greenway's Refrigerated Transport Pty Ltd, Grant Road, SOMERVILLE VIC 3192
F.J. Greenshill Ltd, McCawley Street, KILCOY QLD 4515
Greentree & McPhan Pty Ltd, PO Box 154, RAYMOND TERRACE NSW 2324
Gronow J. Pty Ltd, 287 Inkerman Street, ST.KILDA VIC 3182
Grose A., 55 Disraeli Street, KEW VIC 3101

Gulf Transport Co. Pty Ltd, C/- Gaffney, Harvey & Ryan, Wood Street, DARWIN NT 0801
Gunter's Road Transport Pty Ltd, 151 Edmons Street, DIAMOND CREEK VIC 3089
Guzzardi Transport Pty Ltd, 27 Head Street, TRARALGON VIC 3844
M.M. Guzzardi, 4 Hiam Court, MORWELL VIC 3840
H.L.A. Customs Pty Ltd, 500 Collins Street, MELBOURNE VIC 3000
H.L.R. Liquid Waste Transport Pty Ltd, Lot 2 Ordish Road, DANDENONG VIC 3175
Haddad G.V.O. Transport, PO Box 137, MOREE NSW 2500
Hair H.K. & G.S. Pty Ltd, 1840 Sydney Road, CAMPBELLFIELD VIC 3061
Haire F.P. Transport Pty Ltd, 13 Lorraine Street, ESSENDON VIC 3040
Hall Reuber, J. (Vic), 187 King Street, MELBOURNE VIC 3000
Hall A.S. & Co., NEWDEGATE WA 6355
Hall J. E. Pty Ltd, C/- PO Box 17, SOUTH FREMANTLE WA 6162
Hall Pty Ltd, Perce, The Ironbarks, RMB 770, RICHMOND NSW 2753
Halls Van Lines Pty Ltd, Lexton Street, BROADMEADOWS VIC 3047
Halls Van Lines Pty Ltd, 10 Ormonde Street, HINDMARSH SA 5007
Halverson Jack, Cnr Carl & Victoria Street, MUSWELLBROOK NSW 2333
Hamilton Enterprises Pty Ltd, 376 Swan Street, RICHMOND VIC 3121
Hamilton Removals, 127 Fyffe Street, HAMILTON VIC 3300
Hamlett W., 10 Dynes Street, EAST RINGWOOD VIC 3135
Hammon Board Pty Ltd, 159 Kent Street, SYDNEY NSW 2000
Frank Hammond Pty Ltd, 66 Burnett Street, NORTH HOBART TAS 7000
Hammond Searoad Service, 74 Burrows Road, ALEXANDRIA NSW 2015
Hancock International Pty Ltd, PO Box 302, NORTH RYDE NSW 2113
Hancock & Sons C., 4 Napoleon Street, ROZELLE NSW 2510
Hanley's Removals Pty Ltd, PO Box 31, REGENTS PARK NSW 2143
Hanna's Carrying Service, Unit 3, Cnr Chifley & Market Streets, SMITHFIELD NSW 2164
Hannah P.W. Associates Pty Ltd, 153 Park Street, SOUTH MELBOURNE VIC 3205
Hanrahan J.E. & W.W., 7 Doust Street, MANJIMUP WA 6258
Harcombe Fuels, PO Box 283, COWRA NSW 2790
Hargrave (Tas) Pty Ltd, 4 Patrick Street, HOBART TAS 7000
Hargraves Pty Ltd, P.J., 4 Colless Street, PENRITH NSW 2750
Harries Transport, 42 Lardner Road, FRANKSTON VIC 3199
Hartney Transport Pty Ltd, 235 Queen Street, ALEXANDRIA NSW 2015
J.W.G. Harvey Pty Ltd, MORIAC VIC 3240
Hassett J., 33 Koonwarra Road, LEONGATHA VIC 3953
Hastings Transport Pty Ltd, 139 Kenkins Terrace, NARACOORTE SA 5271
Hawkey Bros Transport, Duranbah Road, CUDGEN NSW 2485
Hawkings G. & Sons Pty Ltd, PO Box 43, BOOLAROO NSW 2284
Haxton Haulage Pty Ltd, PO Box 49, MAITLAND NSW 2320
Haymarket Carrying Co. Pty Ltd, Unit 40, Sydney Haulage Terminal, Bellevue, ST. PETERS
NSW 2044
Haymarket Carrying Co. Pty Ltd, 35 Styles Street, LEICHHARDT NSW 2040
Hayter N.F. Pty Ltd, 3 Cressington Way, WALLSEND NSW 2287
Hayward A.E., Hobart Road, BREADALBANE TAS 7250
Hazel Bros, Channel Hwy, MARGATE TAS 7054
Healesville Transport Service, 12 Ryrie Street, HEALESVILLE VIC 3777
Heaney R.F., PO Box 185, BATHURST NSW 2795
Heggies Transport Pty Ltd, Post Office, CRAIGIEBURN VIC 3064
Heggie's Transport Pty Ltd, PO Box 153, WOLLONGONG EAST NSW 2500

Hensley H.J. Pty Ltd, PO Box 185, LISMORE NSW 2480
Hermes Overseas Baggage Agency, Johnston Street, FITZROY VIC 3065
Hermes Removals & Shipping Pty Ltd, PO Box 168, BROOKVALE NSW 2101
W.T. Hertwick & Co., 2 Toowoomba Road, LEICHHARDT QLD 4305
Hickey Pty Ltd, F.J., 47 Piper Street, LEICHHARDT NSW 2040
Hickey P., 43 Cecil Street, BENALLA VIC 3672
Hicks W.G. Pty Ltd, 562 City Road, SOUTH MELBOURNE VIC 3205
Hicks Express Transport, 218 Queen Street, SOUTHPORT QLD 4215
Higgins J.A. & P., Toodyay Road, GIDGEGANNUP WA 6555
High Seas Enterprises Pty Ltd, PO Box 393, PORT HEDLAND WA 6721
Highroad Transport Industries, 2 Beauchamp Road, MATRAVILLE NSW 2035
Highway Haulage Pty Ltd, 31 Randolph Street, ROCKLEA QLD 4106
Hile Nominees, 9 Link Street, TOOWOOMBA QLD 4350
Hill C.L., 21 Thompson Street, GLADESVILLE NSW 2111
Hindle P. & Co., 7 Cliff Street, FREMANTLE WA 6160
F.E. Hinspeter & Sons, Horweed Street, TOWNSVILLE QLD 4810
Hirst Jack Carriers, PO Box 1, JESMOND NSW 2299
Hirst Transport, Bourke Street, RAYMOND TERRACE NSW 2324
Hitchcock S.G. & Sons, 26 Constitution Street, BUNBURY WA 6230
Hobbs Bros. (Carriers) Pty Ltd, Victoria Road, ROZELLE NSW 2039
Hoepners Transport Pty Ltd, Mining Street, BUNDAMBA QLD 4303
Hoffmann R. & Co., PO Box 177, NORTH MELBOURNE VIC 3051
Hogan E.W., 3 Spray Avenue, MORDIALLOC VIC 3195
Holdsway F.S. & Sons Pty Ltd, 799 Fairfield Road, YERONGPILLY QLD 4105
Holloway Pty Ltd, L.G., PO Box 681, BURNIE TAS 7320
Holyman W. & Sons Pty Ltd, 310 Inglis Street, PORT MELBOURNE VIC 3011
Holyman W. & Sons Pty Ltd, 54 Brisbane Street, LAUNCESTON TAS 7250
Holymans Transport Pty Ltd, 28 River Road, WEST CAMELLIA NSW 2142
Holzheimer Transport, 156 Lyons Street, BUNGALOW, CAIRNS QLD 4870
Hood, Andrew & Sons, 67 St. Leonards Road, ASCOT VALE VIC 3032
Hood Telford Superspreaders, 251 Commercial Street, WEST GAMBIER SA 5290
Hopewell's Transport Pty Ltd, 27 Moxon Street, PUNCHBOWL NSW 2196
Hopkins A., 4 Ritchie Crescent, TAREE NSW 2430
Hopkins R.A. & D.P. Waste Disposal Service, Wing Stret, WINFIELD SA 5013
Horn George & Son Pty Ltd, 25 Rural Drive, SANDGATE NSW 2304
Horsham Removal Co., PO Box 57, HORSHAM VIC 3400
Hortin & Nadin Customs Agency, 16-20 Birmingham Street, ALEXANDRIA NSW 2015
Hose, David, (Colac) Pty Ltd, Main Street, ELLIMINYT VIC 3249
Houghton Transport, WATERVALE SA 5452
Houstan D.A. & S.E., WODAMILLING WA 6313
Hoveys Transport Service, 300-304 Thompsons Road, NORTH GEELONG VIC 3215
Howard Haulage Pty Ltd, Learnmonth Street, WILLOW TREE NSW 2339
Howard O'Farrell & Co. Pty Ltd, PO Box R 320, Royal Exchange, SYDNEY NSW 2001
Howard O'Farrell & Co., 158 City Road, MELBOURNE VIC 3000
Hughes E.P. Transport Pty Ltd, 78 Unley Road, UNLEY SA 5061
Hughes J.C., 44 Shelly Street, ELWOOD VIC 3184
Hughes W.E., 6 Park Street, HYDE PARK SA 5061
Hughes Bulk Haulage Pty Ltd, Boundary Road, DERRIMUT VIC 3012
Hunt & Sons Pty Ltd, H.E., Morton Park Road, MENANGLE NSW 2568

W.B. Hunter Pty Ltd, PO Box 96, SHEPPARTON VIC 3630
Hunter Valley Petroleum Services, PO Box 406, SINGLETON NSW 2330
Hurstville Transport Co. Pty Ltd, 15 Irvine Street, KINGSFORD NSW 2032
Hurry George & Co. Pty Ltd, 18 Queen Street, MELBOURNE VIC 3000
Hurry George & Co. Pty Ltd, 386 Flinders Lane, MELBOURNE VIC 3000
Hutchinson A.J. & Co., 145A George Street, SYDNEY NSW 2000
Hynards Pty Ltd, PO Box 302, NORTH RYDE NSW 2113
Hynes R.J., 32 Molong Street, CONDOBOLIN NSW 2877
IBIS Haulage Pty Ltd, 8th Flr, TNT Plaza, Tower 1, Lawson Sq., REDFERN NSW 2016
Ice Cold Freights, PO Box 99, YERONGA QLD 4104
Indygenics Pty. Ltd., 3 Henly Court, MOORABBIN VIC 3189
Impala Cartage Cont. Pty Ltd, Brough Court, SPRINGVALE VIC 3171
Indo Atlantic Freight (Aust) Pty Ltd, 43 Garden Drive, TULLAMARINE VIC 3043
Inglis Customs Services PtyLtd, 10 Dickens Road, ELWOOD VIC 3184
Intermodal, 30 Sir Joseph Banks Street, SYDNEY NSW 2000
Intermodal, 70 Sparks Avenue, FAIRFIELD VIC 3078
Integrated Transport Pty Ltd, PO Box 313, NORTH MELBOURNE VIC 3003
Intercontinental Moving Specialist Pty Ltd, Lot 2 Walter Street, BRAESIDE VIC 3195
Interport Jetair Pty Ltd, 140 Dunning Avenue, ROSEBERRY NSW 2018
Interport Storage (Melb) Pty Ltd, Mckenzie Road, FOOTSCRAY VIC 3011
Interstate Parcel Express Co. (Aust) Pty Ltd, including associated Divisions & Subsidiaries & associated Companies, 259 Glen Osmond Road, FREWVILLE SA 5063
Interstate Parcel Express (NSW) Pty Ltd, PO Box 61, VILLAWOOD NSW 2163
Interworld Forwarding Pty Ltd, 25 Wilson Street, BOTANY NSW 2019
Intransit International Pty Ltd, 35 Footscray Street, WEST MELBOURNE VIC 3003
Ironmonger, C.C., 39 Muir Street, MT.BARKER WA 6324
Irvine, J.C. Haulage Pty Ltd, 30 Lipson Street, PORT ADELAIDE SA 5015

J.A.G. Independent Carriers, 21 Rainer Street, PASCOE VALE SOUTH VIC 3044
Jachau Roderick G., 397 Little Collins Street, MELBOURNE VIC 3000
Jacqung, L.M., 8 Williams Road, PRAHRAN VIC 3181
Jackson G.H. & Son, 59 Maitland Street, GLEN IRIS VIC 3146
P.L. & E.T. Jackson, 324 New Cleveland Road, TINGALPA QLD 4173
Jacksions Transport Service Pty Ltd, 12 Warwick Street, HOBART TAS 7000
Jago & Sons Pty Ltd, W.M., 47 Princes Road, AUBURN NSW 2144
Jago H.A., 44 Rankin Street, BATHURST NSW 2795
James A.N. & H.H., 16 Rambler Street, RAINSWORTH QLD 4065
James E. & A., GREENBUSHES WA 6254
JAMES J. & H.J., CAPTEL WA 6271
Jamieson J.A., 14 First Avenue, NORTH DANDENONG VIC 3175
Janner's Transport, 368 Camp Road, BROADMEADOWS VIC 3047
Jardine Customs Service, 116 King Street, MELBOURNE VIC 3000
Jarrett J.S., 9 Merial Street, SANS SOUCI NSW 2219
Jetaway Aust Pty Ltd, 2 Lisbon Street, VILLAWOOD NSW 2163
Jetaway Australia Pty Ltd, 64 Great Eastern Highway, SOUTH GUILDFORD WA 6055
Jetlink Freight Services, 10 Dunning Avenue, ROSEBERRY NSW 2018
Jetlink Freight Services, 29 Felix Street, BRISBANE QLD 4000
Jetspress, 620 Footscray Road, WEST MELBOURNE VIC 3003
Johnson H.G. Co. Pty Ltd, PO Box 64, CLOVERDALE WA 6105

Johnson Removals, 135 Spring Street, HENDRA QLD 4011
Johnson & Sons Pty Ltd, A.J., 41-43 Bridge Road, RYDALMERE NSW 2116
Johnston's Transport Industries Pty Ltd, 4 Hiles Street, ALEXANDRIA NSW 2015
Johnston's Transport Industries Pty Ltd, 44 Claremont Avenue, GREENACRE NSW 2190
Johnston's Transport Industries Pty Ltd, 17 Dale Street, BROOKVALE NSW 2100
Jolley B.E. & V.J., 'Light & Heavy Transport & Crane Hire', North West Coastal Highway, CARNARVON WA 6335
Jolly C. & G., PO Box 139, KULIN WA 6365
Jolly S. MCL., 10 Goldsmith Street, BUNBURY WA 6230
Alan Jones Crane Hire Pty Ltd, 267 Treasure Road, WELSHPOOL WA 6106
Jones, Ray C. Pty Ltd, Tane Road, WANGARATTA VIC 3677
Jones Bros (Carriers) Pty Ltd, PO Box 151, SMITHFIELD NSW 2164
Jordan K.G., 80A Knocklofty Terrace, WEST HOBART TAS 7000
K. & S. Lake City Freighters Pty Ltd, Cnr Goode & Phillips Road, WEST MELBOURNE VIC 3003
K. & S. Lake City Freighters Pty Ltd, Lot 24 Bellrick Street, ACACIA RIDGE QLD 4110
K. & S. Lake City Freighters Pty Ltd, 141 Jubilee Hwy West, MT.GAMBIER SA 5290
Kain H.A. & Co., 364 Sussex Street, SYDNEY NSW 2000
Kalamunda Transport Pty Ltd, Dynan Railyards, FOOTSCRAY VIC 3012
Kalamunda Transport Pty Ltd, Railway Terrace, MILE END SA 5031
Kalamunda Transport Pty Ltd, Belmont Avenue, KEWDALE WA 6105
Kandra Car Carrying, 2 Neon Street, SUMNER PARK QLD 4076
Kargotich and Orton, Abernethy Road, BYFORD WA 6201
Karryall Transport Service, 61 Southern Road, MENTONE VIC 3194
Keating Francis & Co. Pty Ltd, 11 Divett Street, PORT ADELAIDE SA 5015
Keech - Farquhar Transport, 31 Terania Street, LISMORE NSW 2840
Keenan J.G., 19 Alverston Grove, MT. ELIZA VIC 3430
Keirs J. Pty Ltd, 11 Wickham Street, WICKHAM NSW 2293
Kelly, Alex & Sons Pty Ltd, Murray Street, COLAC VIC 3250
Kelly, Alex & Harman, 116 Jurnell Road, KEWDALE WA 6105
Kelly D.P. (Aust) Pty Ltd, 569 New Footscray Road, WEST MELBOURNE VIC 3003
Keneally F.W., 408 Collins Street, MELBOURNE VIC 3000
Kennedy's of Mt. Helena Pty Ltd, Bernard Street, MT. HELENA WA 6555
Kent John Carriers Pty Ltd, PO Box 12, WARATAH NSW 2298
Kent K.L. Removals, 30 Evans Street, BURWOOD VIC 3125
Keogh M. Pty Ltd, 2 Kensington Road, KENSINGTON VIC 3031
Kersel F. & Sons, 2 Gray Terrace, ROSEWATER SA 5013
Kerrigan F. Pty Ltd, 316 Swan Street, RICHMOND VIC 3121
Kerrison and Morrison, 206 Cimitiere Street, LAUNCESTON TAS 7250
Kessner, J.J. Pty Ltd, 1 Cambridge Street, SEAHOLME VIC 3018
K.F. Kiddle Estate, GNOWANGERUP WA 6335
Kilpatrick K. & Sons, 14 Seventeenth Avenue, Parkside, MT. ISA QLD 4825
Kimbers Mobile Cranes Pty Ltd, 178 Rutherland Avenue, CARLISLE WA 6101
King L. Pty Ltd, 174 Parker Street, DEVONPORT TAS 7310
King & Wilson Pty Ltd, 15 Kirkham Road, DANDENONG VIC 3175
King Bros Trading Pty Ltd, C/- Post Office, YINNAR VIC 3869
Kingsday Pty. Ltd., PO Box 227, CARLTON SOUTH VIC 3053
Kirk & Co. D.P., PO Box 730, QUEANBEYAN NSW 2620
Klippel K.J., PO Box 113, CORYONG VIC 3707
Knight R., 107 Cruickshank Street, PORT MELBOURNE VIC 3207

Knight's Transport Pty Ltd, Fitzroy Street, KILMORE VIC 3601
Knox, J.W. Carriers, 4 Farnham Street, BENTLEY WA 6102
R. Kozyerike, 41 Forrest Avenue, BUNBURY WA 6230
Kwik Transport, GPO Box S 1338, PERTH WA 6001
Kyabram Removals & Storage, Rowlands Court, KYABRAM VIC 3620
L.P. Transport, 381 Victoria Street, BRUNSWICK VIC 3056
L.R. Removals Pty Ltd, Warehouse 3/641 Burwood Highway, VERMONT SOUTH VIC 3133
L.R.D. Haulage Pty Ltd, Ingleburn Road, LEPPINGTON NSW 2171
L.S.R. Transport, 22 Dynon Road, KENSINGTON VIC 3031
Ladd N.C. Pty Ltd, 74 Arundel Street, FOREST LODGE NSW 2037
Lake Boga Transport Pty Ltd, 6 Chapman Street, SWAN HILL VIC 3585
Lancaster A., Pty Ltd, 21 Trevanion Street, FIVE DOCK NSW 2046
H.V. Lang Pty Ltd, 178 Queen Street, MELBOURNE VIC 3000
Langleys Interstate Transport, Summerland Way, KYOGLE NSW 2474
Lanseair Pty Ltd, 59 Clarendon Street, SOUTH MELBOURNE VIC 3205
Lanseair Express, 221-223 O'Riordan Street, MASCOT NSW 2020
Latimore V.L. & W.R., 2 Belbournie Street, WINGHAM NSW 2429
Laughton Transport Pty Ltd, Mt.Torrens Road, LOBETHAL SA 5341
Laurex Waste Collection, Newtown Street (Cnr Carnarvon St.), NORTH AUBURN NSW 2144
Laurex Waste Collection, Marshall Road, ROCKLEA QLD 4106
Laurex Waste Collection, 9A Kingston Avenue, RICHMOND SA 5033
Lawler D.J. & Son Transport, 41 Largs Avenue, LARGS NSW 2321
Lawn Pty Ltd, A.W., PO Box 12, COBBITY NSW 2570
Lawrence Delivery Service Pty Ltd, 110 Haines Street, NORTH MELBOURNE VIC 3051
Lawson H.D., 9 Abdale Street, WAVELL HEIGHTS QLD 4012
Leamond R.E. Pty Ltd, 47 Miles Grove, SEAFORD VIC 3198
Learnmonth Carriers Pty Ltd, 7 Saunders Crescent, TRARALGON VIC 3844
J.J. Leech Pty Ltd, 314 Barkers Street, CASTLEMAINE VIC 3450
Legal Eagal Begal and Briefcase Pty Ltd, 21 Barry Street, NORTH SYDNEY NSW 2060
Leitch Heavy Transport, 28 Fulton Street, HUNTINGDALE VIC 3166
Leonards Jinker Service Pty Ltd, 35 Felspar Street, WELSHPOOL WA 6106
Lesco Pty Ltd, PO Box 19, KINGSTON SA 5275
Lewis Pty Ltd, Stan, 44 Bayview Street, ARNCLIFFE NSW 2205
Lewis Reeves Pty Ltd, Suite 22 Astrojet Centre, Melbourne Aiport, TULLAMARINE VIC 3043
Liistro Sebastian J. & Co., 433 Abbotsford Street, NORTH MELBOURNE VIC 3051
Lind Contracting, 2615 Old Cleveland Road, CHANDLER QLD 4155
Lindisfarne Freighting Service, 76 Lincoln Sq., LINDISFARNE TAS 7015
Lindsay Bros (Coffs Harbour) Pty Ltd, PO Box 523, COFFS HARBOUR NSW 2450
Lindsay Bros Transport Pty Ltd, 1749 Ipswich Road, ROCKLEA QLD 4106
Linehaul (Aust) Pty Ltd, 363 Francis Street, WEST FOOTSCRAY VIC 3012
Liner Services Pty Ltd, 84 Burrows Road, ALEXANDRIA NSW 2015
Liner Services Pty Ltd, Appleton Dock, FOOTSCRAY VIC 3011
Linfox Transport Group Pty Ltd, 203 Grant Street, SOUTH MELBOURNE VIC 3205
Linfox Distributors (Sydney) Pty Ltd, PO Box 4, REGENTS PARK NSW 2143
Lismore Tenterfield Transport, 14 Paynell Avenue, LISMORE NSW 2480
Little R.N. & J.N., Woolcock Street, Garbutt, TOWNSVILLE QLD 4814
Live Stock Transport Pty Ltd, 14 Darling Street, KENSINGTON NSW 2033
Lloyd Agents, 12 Todd Street, PORT ADELAIDE SA 5015
Lloyds North Pty Ltd, Main Road, COOEE TAS 7320

Lochert Transport Pty Ltd, 78 Bacon Street, HINDMARSH SA 5007
Loftus J., 39 Malahang Parade, WEST HEIDELBERG VIC 3081
Lofts Stephen Import & Export Customs Agency, 40 Oxford Street, COLLINGWOOD VIC 3066
Logan Pye Pty Ltd A., 60 Helen Street, SEFTON NSW 2162
Longmuirs Transport, Rear 151 Croydon Avenue, CROYDON PARK NSW 2133
Lopez Bros Pty Ltd, PO Box 19, GLADESVILLE NSW 2111
J.C. & E.J. Lori (Kelmscott Transport & Agency), 259 Railway Avenue, KELMSCOTT WA 6111
Love W. & Son (Carrying) Pty Ltd, 22-24 Thurlow Street, NEWMARKET QLD 4051
Lucindale Carrier, Gum Avenue, LUCINDALE SA 5272
Ludwig, Herman (Air Cargo) Pty Ltd, 14 Freight Road, TULLAMARINE VIC 3043
Luscombe Pty Ltd P., 14 Bosworth Street, RICHMOND NSW 2753
Luya Julius Ltd, 93 Eagle Street, BRISBANE QLD 4000
Lyal Transport, PO Box 118, QUEENSTOWN TAS 7467
Littles Biloela Transport, Dawson Highway, BILOELA QLD 4715
Macdonald H.G., (Carriers) Pty Ltd, Rear 157 Murray Road, EAST PRESTON VIC 3072
Mackay, Robert & Sons Pty Ltd, Mackay Street, SPRINGVALE SOUTH VIC 3172
Macleary Co-Op Pty Ltd, PO Box 13, KEMPSEY NSW 2440
McAllister & Co W.N., 20 Hillpine Avenue, KOGARAH NSW 2217
McAulay Bros. Transport, Windsor Depot, 11 McDonald Road, WINDSOR QLD 4030
McBeatty Pty Ltd WA, 162 King Street, MASCOT NSW 2020
McBeth Bros., 20 Saville Street, NORTH PARRAMATTA NSW 2151
McCaffreys Services Pty Ltd, 1 Saunders Lane, PYRMONT NSW 2009
McCandlish & Sons Pty Ltd, 26 King Street, MELBOURNE VIC 3000
McCann R., 4 Catherine Street, WOLLONGONG NSW 2500
McCarthy, S John, Carrying Service, 79 Dixon Street, NEWSTEAD QLD 4006
McDauley T., DELORAINE TAS 7304
McClintocks Transport, 74 Montpelier Road, BOWEN HILLS QLD 4006
A.P. & M.J. McClure, 30 Lawrence Street, CASTLEMAINE VIC 3450
McCormack & Sons Pty Ltd, 119 Wigram Road, GLEBE NSW 2037
D.R. & J.R. McCubbing, KONDININ WA 6367
McCulloch Carrying Co. Pty Ltd, 105 King Street, MELBOURNE VIC 3000
McDonald Taxi Trucks, 2 Getrude Street, WINDSOR VIC 3181
McDonalds Transport Pty Ltd, Heath Street, LONSDALE SA 5160
McDonald Transport, Denman Avenue, KOOTINGAL NSW 2352
McIntosh C.B. (Customs Agents) Pty Ltd, 15 Young Street, SYDNEY NSW 2000
McIver Bros Transport, 79 Moonie Highway, DALBY QLD 4405
McKay Transport, PO Box 39030, WINNELLIE NT 5789
McKenzie Transport & Agency Pty Ltd, 53 Barker Road, KEW VIC 3101
McKie Peter, Holdings Pty Ltd, 65 Napier Street, ESSENDON VIC 3040
McKim Bros. Carriers, 21 Harrison Street, WICKHAM NSW 2293
McIeish A.J., 234 North Street, ALBURY NSW 2640
McMahon Waste Disposal, Prospect Road, GEPPS CROSS SA 5094
McMillan A.K. & Associates, 4 Curtain Avenue, HAMILTON QLD 4007
McNamara Soames Pty Ltd, 15 Young Street, SYDNEY NSW 2000
McNeilly Brian Pty Ltd, Melbourne Airport, TULLAMARINE VIC 3043
McPhee Transport, 209 Barry Road, CAMPBELLFIELD VIC 3061
McPhee Transport, 86 Wilkie Street, YERONPILLA QLD 4105
McPhee Transport J., Lots 2 & 3 Bennelong Road, HOMEBUSH NSW 2140
McQuillan Bros. Transport, 584 Bounday Road, COOPERS PLAIN QLD 4108

H. & D. Mcrae (Carriers) Pty Ltd, 96 Pyrmont Bridge Road, CAMPERDOWN NSW 2050
M H P Transport, PO Box 82, WOLLONGONG EAST NSW 2500
M & L Transport Pty Ltd, 29 Macquarie Street, PARRAMATTA NSW 2150
M.N. Tanker Services Pty Ltd, French Street, EAGLE FARM QLD 4007
Maddern G.E., Transport Pty Ltd, 370 Bilsen Road, GEEBUNG QLD 4034
J. Maher Transport, 161 Settlement Road, THOMASTOWN VIC 3074
Majeau Carrying Co. Pty Ltd, Holt Street, MEEANDAH QLD 4008
Majors Goroke, Box 41, GOROKE VIC 3412
Malatesta Transport, 6 Spencer Street, BUNBURY WA 6230
Maloney, M.M.C., PO Box 8, FLEMINGTON MARKETS NSW 2129
Maltrans International Pty Ltd, 559 Gardeners Road, MASCOT NSW 2020
Manders, Percy & Sons Pty Ltd, 30 Blackhall Street, EAST IPSWICH QLD 4305
Manhood Transport (Vic) Pty Ltd, 694 Glenferrie Road, HAWTHORN VIC 3122
Manhood Transport Co. Pty Ltd, PO Box 148, BELMONT NSW 2280
Manning D.C., 79 Market Street, MELBOURNE VIC 3000
Manning Transport Services, S.G., 6 Charles Street, PARRAMATTA NSW 2150
Manning Valley Refrigerated Transport, 412 Wingham Road, TAREE NSW 2430
Manns Carrying Agency Pty Ltd, 22 Bolan Street, Garbutt, TOWNSVILLE QLD 4814
Mansour Michael A., 16 Bridge Street, SYDNEY NSW 2000
Mantle J.E. Pty Ltd, Oakdale Road, GATESHEAD NSW 2290
Manton Customs Services Pty Ltd, PO Box 389, BRICKFIELD HILL NSW 2000
R. Mantova, T/As Mantova Heavy Haulage, 23 Learoyd Street, ACACIA RIDGE QLD 4110
Margan D.B. & Co. Pty Ltd, 283 Clarence Street, SYDNEY NSW 2000
Marheine B. Bulk Haulage Pty Ltd, PO Box 181, SINGLETON NSW 2330
Marinic Transport Industries Pty Ltd, PO Box 141, FOOTSCRAY VIC 3011
Marks, Bruce Liquid Haulage, PO Box 501, HAMILTON VIC 3300
Marr Contracting (Qld) Pty Ltd, Murarrie Road, MURARRIE QLD 4172
Marr Contracting (WA) Pty Ltd, PO Box 181, BENTLEY WA 6230
Marrawah Motor Transport, REDPA TAS 7330
Marryatt's Refrigerated Transport, 52 Hawder Street, BROMPTON SA 5007
Marsdens Pty Ltd, PO Box 8, WONTHELLA WA 6530
Marsdens Transport Services Pty Ltd, 1778 Ipswich Road, ROCKLEA QLD 4106
Marsh N.R., 31 Marsh Parade, CASULA NSW 2170
Marshall K.L. & R.L., 186 Samford Road, ENOGGERA QLD 4051
Marshall & Brougham Pty Ltd, 59 Maesbury Street, KENSINGTON SA 5068
Martin J., 1 Napoleon Street, SYDNEY NSW 2000
Marin W.J., 25 Lebanon Crescent, MULGRAVE VIC 3170
Martin & Sons H.G., Pty Ltd, Disett Street, PORT ADELAIDE SA 5015
Martins Coal Haulage Pty Ltd, 7 Sylvester Close, SINGLETON NSW 2330
Martrans Transport Co., 74 Edinburgh Road, MARRICKVILLE NSW 2204
Martrans Transport Co., 33 Exeter Terrace, DEVON PARK SA 5008
Martrans Transport Co., 113 Jurnall Road, KEWDALE WA 6105
Master Carrying Service, 13C Higgs Street, COOGEE NSW 2034
Master Movers, 48 Mary Parade, RYDALMERE NSW 2116
Mathers A., 62 Collins Street, HOBART TAS 7000
Matthews A., Pty Ltd, PO Box 97, BELMONT NSW 2280
Matthews D., PO Box 68, ROZELLE NSW 2039
Matthews T., 125 Rowan Street, BENDIGO VIC 3550
Maryborough Carrying Co., 189 Mary Street, MARYBOROUGH QLD 4650

Mayne Road, 23 Balham Road, ROCKLEA QLD 4106
A. Matthews Pty Ltd, 9 Railway Parade, BELMONT NSW 2280
Mauger & Sons S. & C. Pty Ltd, C/- Ampol Depot, PO Box 126, QUEANBEYAN NSW 2620
Mavin A.P. & M.I., 1 Angus McNeill Crescent, SOUTH KEMPSEY NSW 2440
May W.D. & P.M., Melbourne Airport, TULLAMARINE VIC 3043
Mayne Nickless Ltd, including associated Divisions & Subsidiaries & associated Companies, 390 St Kilda Road, MELBOURNE VIC 3004
R. & J. Mazzer, PO Box 92, THANGOOL, QLD 4716
Meadows Transport Services Pty Ltd, 33 Cleeland Road, NORTH ALTONA VIC 3025
Meads Transport Pty Ltd, Rural Drive, SANDATE NSW 2304
Mechanised Disposals Pty Ltd, PO Box 27, BAYSWATER VIC 3153
Athol Meinke & Co., 149 Gympie Road, MARYBOROUGH QLD 4650
Melbourne Customs Services, 104 Wellington Parade, EAST MELBOURNE VIC 3002
Meloy Ltd J, 42 Lombard Street, GLEBE NSW 2037
Menard Halford & Wetton Pty Ltd, 8 Spring Street, SYDNEY NSW 2000
Mercury Messengers, PO Box 869, GERALDTON WA 6530
Merrick Transport Co. (Qld) Pty Ltd, 476 Hellawell Street, SUNNYBANK HILLS QLD 4109
Merryville Equipment Hire, PO Box 18, CARRINGTON NSW 2294
Metropolitan Carriers Pty Ltd, 101 Fison Avenue, EAGLE FARM QLD 4007
Middleton's Messenger Services Pty Ltd, 206 Devonport Terrace, PROSPECT SA 5082
Mid-Murray Carriers Pty Ltd, PO Box 549, SWAN HILL VIC 3585
Midway Freightlines Pty Ltd, 20 Carrier Street, BENALLA VIC 3672
Miles L.J. (Customs Agency) Pty Ltd, 219 George Street, SYDNEY NSW 2000
Milikins Transport Pty Ltd, Lyric Bldg., Charing Cross, BENDIGO VIC 3550
Miller C.E. Pty Ltd, 508 Brunswick Road, NORTH FITZROY VIC 3068
Miller J.G. Removals & Storage Co., (Melbourne) Pty Ltd, 5 Cromwell Parade, WEST FOOTSCRAY VIC 3011
Miller M.E. Transport Co., 100 Governor Road, MORDIALLOC VIC 3195
Miller R.W. & Co. Pty Ltd, PO Box 51, CARRINGTON NSW 2294
Miller W.F. & Co. Pty Ltd, 215 Tone Road, WANGARATTA VIC 3677
Miller-Gronow Pty Ltd, 283 Inkerman Street, ST.KILDA VIC 3182
Mills A.J. & Sons Pty Ltd, PO Box 200, LISMORE NSW 2480
Mills Transport, 210 Union Street, SOUTH LISMORE NSW 2480
Milton Cooke & Co., 1265 Botany Road, MASCOT NSW 2020
Mitchell, Richard & Co., Sturt Highway, DARWIN NT 5790
Mitchell Transport Services Pty Ltd, 218 Nepean Highway, GARDENVALE VIC 3185
Modern Messengers of Melbourne, 496 Racecourse Road, NEWMARKET VIC 3031
Modran Pty Ltd, 328 Flinders Street, MELBOURNE VIC 3000
Mogal Freight Services Pty Ltd, 33 William Street, BOTANY NSW 2019
Monash Vale Transport (Vic) Pty Ltd, 80 Wright Street, DEVONPORT TAS 7310
Mooney's Transport Service Pty Ltd, PO Box 295, CONDOBOLIN NSW 2880
Moore F., 75 Molle Street, WEST HOBART TAS 7000
Moorebank Carriers Pty Ltd, 8 Panetta Avenue, LIVERPOOL NSW 2170
Moors Ros F. & Co., 153 Davis Road, PADSTOW NSW 2211
Morey & Sons, J.D. PO Box 41, SHEPPARTON VIC 3630
W.A. Morgan Pty Ltd, Barrack Road, CANNON HILLS QLD 4170
Morely J.W. Pty Ltd, Melbourne Airport, TULLAMARINE VIC 3043
J.W. Morley Pty Ltd, 5 Coleman Street, MASCOT NSW 2020
Morris M.L., 1373 Grand Junction Road, HOPE VALLEY SA 5090

Morris Lloyd, 386 Flinders Lane, MELBOURNE VIC 3000
Morris & Comm., 384 Chester Pars Road, ALBANY WA 6300
R. Morrison, 88 Mcconaghey Street, MITCHELTON QLD 4053
Moss Byson R., Pty Ltd, 380 Queens Street, BRISBANE QLD 4000
J.M. Moullin & Co. Pty Ltd, 158 Stirling Highway, CLAREMONT WA 6010
Mount Gambier Truck Traders, Penola Road, MT.GAMBIER SA 5290
Mr. Yellow Page Removals, 166aAWray Avenue, FREMANTLE WA 6160
Mt. Barker Transport Service, 15 Osbourne Road, MT.BARKER WA 6324
Muecke Carrying Co., Ltd, 6 McLaren Parade, PORT ADELAIDE SA 5015
Multigroup Distribution Services, 130 Ingram Road, ACACIA RIDGE QLD 4110
Mungerie Park Transport Pty Ltd, PO Box 268, RIVERSTONE NSW 2765
Murchison Transport Co., Hepburn Road, MT.MAGNET WA 6638
Murphy E. & Son Pty Ltd, 246 Whitehall Street, YARRAVILLE VIC 3013
Murray Jacob Transport Pty Ltd, 27 William Street, CAVAN SA 5094
Murray's Removals, 20 Stuart Road, DULWICH SA 5065
Muscat's Furniture Express Pty Ltd, 27 Spray Avenue, MORDIALLOC VIC 3195
Muston & Sons J., 19 Burrows Road, CHESTER HILL NSW 2162
N J G Customs & Services, 19 Alberstone Road, MT.ELIZA VIC 3930
Manoi Contracts, PO Box 16, DUNNEGAH NSW 2380
V.M. Nani & Co., 42 Forest Avenue, BUNBURY WA 6230
Narrabri Removals, 36 Gibbons Street, NARRABRI NSW 2390
Nash John, Transport Pty Ltd, Lot 87 Healey Road, DANDENONG VIC 3175
Nash Bros., Station Street, CORIO VIC 3214
Nates, Richard B. Pty Ltd, Kingston Road, KINGSTON QLD 4205
Neal A.R. Pty Ltd, 358 Rossmoyne Street, THORNBURY VIC 3071
Neal K.P. Pty Ltd, Rear 22 Grange Road, ALPHINGTON VIC 3078
Neate's Removals & Storage, 45 Betula Avenue, NUNAWADING VIC 3131
Neely Transport Pty Ltd, PO Box 134, SINGLETON NSW 2330
Neild Transport Service Pty Ltd, 100 Miller Street, PYRMONT NSW 2009
J.A. & E.P. Neill, 9 Catherine Street, Bluff Point, GERALDTON WA 6530
Nelson Bay Road Transport, PO Box 213, NELSON BAY NSW 2315
Nelson Transport Service, PO Box 52, COBDEN VIC 3266
Neptune Transport Industries Pty Ltd, PO Box 271, CAMPBELLFIELD VIC 3061
Nettlebeck and Stalker, 74 Upper Region Road, DIMBOOLA VIC 3414
Newman M, 89 Christmas Street, NORTHCOTE VIC 3070
Newport Taxi Trucks & Removals, 11 Hollywood Street, NEWPORT BEACH NSW 2106
Newstate Transport Management Ltd, 4 Cross Street, HURSTVILLE NSW 2220
Nicholls Crane Services, 205 Hanson Road, ATHOL PARK SA 5012
Nicholson J.N. Transport Industries, 94 Balham Road, ROCKLEA QLD 4106
Nicks E, 48 Melville Road, PASCOE VALE SOUTH VIC 3044
NIels Transport Ltd, Rosehill Transport Terminal, Durham Street, ROSEHILL NSW 2142
Nix F.D. & M.A., PO Box 93, ROEBOURNE, W.A. 6718
Nixon L. & M. Pty Ltd, 32 South Station Road, SILKSTONE QLD 4358
Nixon Cowra Pty Ltd, PO Box 106, COWRA NSW 2794
Nixon G.P. & Sons, PO Box 106, COWRA NSW 2794
Noakes S & Sons Removals Pty Ltd, John Street, THE OAKS NSW 2570
Noakes Transport Pty Ltd, 16 Ulladulla Place, KAREELA NSW 2232
Norgate Transport Industries, 360 Ingham Road, Garbutt, TOWNSVILLE QLD 4810
Norman Carriers, 207 Hyde Street, YARRAVILLE VIC 3013

North R.P. & Co. Pty Ltd, 21 Packerham Street, FREMANTLE WA 6160
North Australian Haulage, PO Box 39446, WINNELLIE NT 5789
North Coast Carrying Co., 120 Grey Street, SOUTH BRISBANE QLD 4100
North Shore Taxi Trucks & Removals, 143 Peshurst Street, WILLOUGHBY NSW 2068
North-West Couriers, PO Box 252, MOUNT ISA QLD 4825
Northern Downs Transport Pty Ltd, (Cobb & Co), 120 Grey Street, SOUTH BRISBANE QLD 4101
Northern Territory Freight Services Pty Ltd, Railway Terrace, DRY CREEK SA 5094
Northern Transport Pty Ltd, PO Box 159, ALICE SPRINGS NT 5750
Nortons Transport Pty Ltd, PO Box 82, LISMORE NSW 2480
Noseda Taxi Vans Pty Ltd, 1 Edsall Street, MALVERN VIC 3144
Nosworthy K.J. & M.L., PO Box 187, GOULBURN NSW 2580
Nuss R.J. Pty Ltd, Removals, PO Box 127, ROSEVILLE NSW 2069
O.D.M. Transport Pty Ltd, 223 Collier Road, BAYSWATER WA 6053
O.P.S. Trucking Pty Ltd, Bedford Street, GILLMAN SA 5013
Oceanair Pty Ltd, 1265 Botany Road, MASCOT NSW 2020
O'Dea & Belli, RAVENSTHORPE WA 6346
Olde F.M. & Co. Pty Ltd, PO Box 135, CANTERBURY NSW 2193
Oldfield P & J.A. PO Box 36, KOORDA WA 6475
Olsen Bros Transport, 48 Fitzroy Street, WARWICK QLD 4370
O'Neill P. & M., 33 Clayton Road, NARROGIN WA 6312
Orley R.W. & L.M. T/As Orley R & L, 11 Lovett Street, ELLEN GROVE QLD 4077
Osborn Reg. Pty Ltd, PO Box 56, MUSWELLBROOK, NSW 2333
Osborne W.E. & K., 244 East Esplanade, PORT MELBOURNE VIC 3207
Osborne W.F., 244 East Esplanade, PORT MELBOURNE VIC 3207
Osborne Transport, 3 Sundercombe Street, OSBORNE PARK WA 6017
Ostler M. Cartage, 551 High Street, EPPING VIC 3076
Overland Trucking Co., Ipswich & Elmes Road, ROCKLEA QLD 4106
Overseas Packers & Shippers Pty Ltd, Store 24 Hedley Avenue, HENDRA QLD 4011
Overseas Shipping Services Pty Ltd, 1609 Botany Road, MASCOT NSW 2020
P.C.T. Roadlines, PO Box 328, SMITHFIELD NSW 2164
Pace Air Clearances Pty Ltd, 966 Botany Road, MASCOT NSW 2020
Pace Air Pty Ltd, 37 Freight Road, TULLAMARINE VIC 3043
Padthaway Transport Co., 4 Deacon Avenue, RICHMOND SA 5033
Palmer B. Customs Agency, 49 York Street, SYDNEY NSW 2000
Palmer H.F. & Sons, 858 Nudgee Road, NORTHGATE QLD 4013
Palmer O.T. & P.M., 18 Coppin Road, MUNDARING WA 6073
Palmer R. & E., GEEVESTON TAS 7116
Palmer Searoads Pty Ltd, 66 Burnett Street, NORTH HOBART TAS 7000
Panucci Bruce, Transport Pty Ltd, 400 Mitchell Road, ALEXANDRIA NSW 2015
Panucci B, Transport Pty Ltd, Ingles Street, PORT MELBOURNE VIC 3207
Park A.R. & Sons Pty Ltd, 52 Molle Street, HOBART TAS 7000
Parker David & Co., 49 York Street, SYDNEY NSW 2000
Parker J.M. Pty Ltd, PO Box 535, STRATHFIELD NSW 2135
Parko Removals, 330 Invermay Road, MOWBRAY TAS 7250
Parnell Transport, 40 Reynolds Street, BELMONT QLD 4153
Parnell Transport Pty Ltd, PO Box 82, ORROROO SA 5431
Parow Wight Pty Ltd, 91 Nelsons Place, WILLIAMSTOWN VIC 3016
Parslow L.D., 153-155 Wilson Street, COLAC VIC 3250

Parson D.F. & J.M., C/- O.D. Transport, Norseman Road, ESPERANCE WA 6450
Parsons P.E. Pty Ltd, 414 Collins Street, MELBOURNE VIC 3000
Pascoe R.A., 12 Cassidy Street, KALGOORLIE WA 6430
Paton A Trucking, PO Box 2032, DARWIN NT 5790
Patterson (Carriers) Pty Ltd, Cnr Mullins & Roseberry Streets, BALMAIN NSW 2041
Pattersons Transport, Princes Highway, CORRIMAL NSW 2318
Payne & Thomas Customs Services, 386 Flinders Lane, MELBOURNE VIC 3000
Pearce Transport Pty Ltd, Rosewater Terrace, OTTOWAY SA 5013
Pearse R.R. & Sons, 40 Nelson Street, COORPAROO QLD 4151
Pearson A.C. & Co. Pty Ltd, 18 Emma Street, LEICHHARDT NSW 2040
Pedemont Roy Transport Pty Ltd, PO Box 126, LIVERPOOL NSW 2170
Pemble P.J. & Son, Sunnyside Avenue, LEICHHARDT NSW 2040
Personal Express Parcels, PO Box 6118, Hay Street, EAST PERTH WA 6000
Petti Sevitt Carrying Pty Ltd, PO Box 19, TOONGABBIE NSW 2146
Phillips Transport Pty Ltd, 15 Callister Street, SHEPPARTON VIC 3630
Phillips J.A. & Co., PO Box 635, TAMWORTH NSW 2340
Pickering Bros. Transport Pty Ltd, 6 Chapman Street, SWAN HILL VIC 3585
Pieck M.M., 228 The Esplanade, SEACLIFFE SA 5049
Pierce J.L. Pty Ltd, PO Box 160, TOONGABBIE NSW 2146
Pilkington & Co Carriers Pty Ltd, 258 Seven Hills Road, SOUTH SEVEN HILLS NSW 2147
Pimm E.A. Pty Ltd, Leigh Street, MILMERRAN QLD 4357
Pincott Peter & Co., 448 City Road, MELBOURNE VIC 3000
Pinner R.A., 13 Wheeler Street, SHEPPARTON VIC 3630
Pioneer Courier Service, 2 Downard Street, BRAESIDE VIC 3195
Pittman A. (Geelong) Pty Ltd, McCurdy Street, HERNE HILL VIC 3218
Pittman A., Pty Ltd, 367 Park Road, REGENTS PARK NSW 2143
Plant Hire Services, PO Box 12, SYDNEY NSW 2001
Porkys Pickup, PO Box 4545, NT 4790
Port Carriers Pty Ltd, 17 Divett Street, PORT ADELAIDE SA 5015
Portland Refrigerated Freighters Pty Ltd, Box 238, PORTLAND VIC 3305
Porter A.J. & J.A., GRAVELLY BEACH TAS 7251
Porter G.E. Pty Ltd, 15 Queens Parade, CLIFTON HILL VIC 3068
Porter N.C. (Customs Agents) Pty Ltd, 28 Pitt Street, SYDNEY NSW 2000
Porter N.C. (Carriers) Pty Ltd, PO Box R82, SYDNEY SOUTH NSW 2000
Porter's Haulage, PO Box 38767, WINNELLIE NT 5789
Pottsville Trucking, Cnr Palm Avenue & Cost Road, BOGANGAR NSW 2484
Powell & Moullin Pty Ltd, 14 Phillimore Street, FREMANTLE WA 6160
Power K.D. Sawmilling Co., 144 Bussell Highway, BUSSELTON WA 6280
Power P.E. (Wagga) Transport, Flinders Street, WAGGA WAGGA NSW 2650
Power P.R. Pty Ltd, 36 King Street, NORTH FITZROY VIC 3068
Powers Transport, 35 Emu Road, WEST FOOTSCRAY VIC 3011
Power P.E. (Wagga) Pty Ltd, PO Box S72, SOUTH WAGGA NSW 2650
Praznovsky Carriers Pty Ltd, 96 Fairbank Road, CLAYTON SOUTH VIC 3169
Precise Customs Clearances, 2-8 Sir John Young Crescent, WOOLLOOMOOLOO NSW 2011
Presto Transport Co. Pty Ltd, PO Box 277, ALEXANDRIA NSW 2015
Prices Furniture Removals, 85 Canning Street, LAUNCESTON TAS 7250
Priceways Pty Ltd, 90 Barkly Highway, MT. ISA QLD 4825
Progress Transport Co. Pty Ltd, 25 Fitzpatrick Street, REVESBY NSW 2212
C.K. Purchase, C/- Post Office, COOLGARDIE WA 6429

Pullin H.G. Pty Ltd, PO Box 364, MASCOT NSW 2020
Pyke L.C. & D.F. Transport, 65 Webb Street, NARREWARREN VIC 3805
Pynner J. & I., 61 Sinclair Road, BAYSWATER VIC 3153
Quan Sing Transport Co. Pty Ltd, PO Box 755, DARWIN NT 5790
Quarry Transport Ltd, 333 Marion Road, NORTH PLYMPTON SA 5037
Queensland Railfast Express Pty Ltd, 839 Beaudesert Road, WACOL QLD 4076
Queensland Railfast Express Pty Ltd, Curzon Street, TENNYSON QLD 4105
Quince W. Transport Pty Ltd, 43 Kurilpa Street, WEST END QLD 4101
R.T. Customs Pty Ltd, 404 Sussex Street, SYDNEY NSW 2000
R.H. Transport Services Pty Ltd, 34 Colebard Street, WEST ARCHERFIELD QLD 4108
Radford Carriers, 171 Bellevue Parade, ROCKDALE NSW 2216
Rae S.E. Pty Ltd. Lodges Road, NARELLAN NSW 2567
Railor Australia Pty Ltd, Parramatta Road, CLYDE NSW 2142
Rainbow Furniture Transport Pty Ltd, 51 Peterkin Street, ACACIA RIDGE QLD 4110
Randy International, 966 Botany Road, MASCOT NSW 2020
Rapid Transport Industries, 130 Taren Point Road, CARINGBAH NSW 2229
Rapsey Bulk Haulage, Lot 4 Assembly Drive, TULLAMARINE VIC 3043
A.W. Rasmussen Pty Ltd, (including associated divisions & subsidiaries & associated companies),
Gregory Street, MACKAY QLD 4740
Ratcliffe & Polly Pty Ltd. 49 York Street, SYDNEY NSW 2000
Raymond Ryce Pty Ltd, 10 Bulletin Place, MASCOT NSW 2020
Raymond Terrace Timber Supply, PO Box 39, RAYMOND TERRACE NSW 2324
Read's Enterprises, Lot 2 Ordish Road, DANDENONG VIC 3175
Redcliffe Transport Pty Ltd, 40 High Street, REDCLIFFE QLD 4020
Red Top Pty Ltd, 40 Abenethy Road, BELMONT WA 6104
Reese Bowen Pty Ltd, 414 Collins Street, MELBOURNE VIC 3000
Regan Express Customs Agents, 3 Uther Street, SURRY HILLS NSW 2010
Reid C. & Son Carring Pty Ltd, Box 50, ROSANNA VIC 3084
Reid Transport, 12 Hopkins Street, BURNIE TAS 7320
Reilly Freighters (NSW) Pty Ltd, Brian, Hutchison Street, ANNANDALE NSW 2038
R. Renfrey Pty Ltd, 77 Durro Road, NORTH GEELONG VIC 3220
Rennex F.M. Pty Ltd, PO Box 10, PORT KEMBLA NSW 2505
Renown Customs, 117 Harrington Street, SYDNEY NSW 2000
Reynoldson L., 28 Bolingbroke Street, PASCOE VALE VIC 3044
Rex Fastfreight, 64 Great Eastern Highway, SOUTH GUILDFORD WA 6055
Rhoades Transport, 60 Pickering Street, ALDERLEY QLD 4051
Rice Gilbert H. & Co., 93 Commercial Road, PORT ADELAIDE SA 5015
Rich F.R.N. Pty Ltd, 28 Henry Street, LEICHHARDT NSW 2040
Richards E & Sons Pty Ltd, 36 Evans Street, BRAYBROOK VIC 3019
Richardson Terry Transport Pty Ltd, McCarthur Road, CAMDEN EAST NSW 2570
Richers Transport, 127 Richmond Street, MARYBOROUGH QLD 4650
Richling Import Export Agency, 3A/966 Botany Road, MASCOT NSW 2020
Amos Ridley & Sons Pty Ltd, Lot 1 Arnot Street, EDGEWORTH NSW 2285
Ridolfo V.D. Pty Ltd, 82 Down Street, WELSHPOOL WA 6106
Rigby Bros Pty Ltd, 220 Campbell Street, HOBART TAS 7000
Rightway Transport Pty Ltd, PO Box 257, GOSFORD NSW 2250
J. Rijavec, C/- Post Office, MANJIMUP WA 6258
Riley J.E. Pty Ltd, Cowper Street, WEST MELBOURNE VIC 3003
Rinaldi & Patroni Pty Ltd, 33 McCoy Street, MYAREE WA 6154

Ring & Wilson, 115 High Street, ARMADALE VIC 3143
Riteway Express Pty Ltd, Bunnerong Road, HOMEBUSH NSW 2140
Rixon Transport, Melbourne Road, BALLARAT VIC 3350
Road Runner Courier Services, 22 Stewart Street, PADDINGTON NSW 2021
Roadfreighters Pty Ltd, PO Box 106, WINDSOR NSW 2756
Roadmaster Haulage Pty Ltd, Hill Street, LIDCOMBE NSW 2141
Roberts J. & A.J. Pty Ltd, Bunting Street, BROOKLYN VIC 3025
Roberts J. & J.A., 1 Longleat Avenue, KURMOND NSW 2757
Roberts Express Deliveries Pty Ltd, 3 Naweena Road, REGENCY PARK SA 5010
Roberts P.R. Pty Ltd, 26 Regentville Road, PENRITH NSW 2750
Robev Transport, PO Box 2148, NORTH PARRAMATTA NSW 2151
Robinson G.M. & C.M. 63 Milan Street, MENTONE VIC 3194
Robinson Stan Transport Pty Ltd, PO Box 198, MULLUMBIMBY NSW 2482
Robinson Carriers Pty Ltd, 5 Alfred Street, LEICHHARDT NSW 2040
Robinvale Sydney Transport Co. Pty Ltd, 27 Wingfield Road, WINGFIELD SA 5013
Rochedale Transport Pty Ltd, 101 Gardner Street, ROCHEDALE QLD 4122
Rocke E.A. Transport, Cnr Appleton Dock & Coode Road, FOOTSCRAY VIC 3011
Rocklea Carrying Co., 56 Orange Grove Road, COOPERS PLAINS QLD 4108
Rodgers Bros., 32 Clifton Street, BUNBURY WA 6230
Rodgerson W. Haulage Pty Ltd, 323 Williamstown Road, PORT MELBOURNE VIC 3207
Rosenblatt Norman J & Co. Pty Ltd, 24 Peel Street, COLLINGWOOD VIC 3066
Rosenhain & Bruce Pty Ltd, 49 Elizabeth Street, MELBOURNE VIC 3000
Rosich Transport, PO Box 143, BAYSWATERWA 6053
Roughan Haulage Pty Ltd, Varman Court, NUNAWADING VIC 3131
Rowe Lloyd Customs Agency, 738 Botany Road, MASCOT NSW 2020
Rowley & Taylor Customs Agency Pty Ltd, 16 Birmingham Street, ALEXANDRIA NSW 2015
Rudders Ltd, PO Box 235, DARWIN N.T 5794
Rudders Ltd, 4th Floor Tower House, TNT Plaza, Lawson Sq., REDFERN NSW 2046
Rue L.P. & H.J. PO Box 120, YOUNG NSW 2594
Rupe Julien Pty Ltd, 363 Francis Street, YARRAVILLE VIC 3013
Rural Transport Service, WANDERING WA 6308
Russell R.B. Transport Pty Ltd, 199 Fison Avenue, EAGLE FARM QLD 4007
Ryan J.H. & Sons Pty Ltd, 65 Tyabb Road, MORNINGTON VIC 3931
Ryans Removals Pty Ltd, 50 Eddington Street, WARRNAMBOOL VIC 3280
S.A. Sand & Metal Pty Ltd, 1329B Mach North East Road, TEA TREE GULLY SA 5091
S.B.M.S. Transport Pty Ltd, GPO Box 1328, SYDNEY NSW 2001
PD Transport Pty Ltd, PO Box 66, ENFIELD NSW 2160
S S Transport Services, 92 Ernest Street, SOUTH BRISBANE QLD 4101
S. & V. Car Carriers, 23 Runaway Bay Avenue, RUNAWAY BAY QLD 4216
Sadler J & Son, 21-23 Fernleigh Street, NEWTOWN VIC 3220
Sadleirs R.C. Pty Ltd, 3 Miles Road, KEWDALE WA 6105
Sadleirs Transport Co. Pty Ltd, PO Box 105, COWANDILLA SA 5033
Sadleirs Transport Co. Pty Ltd, PO Box 148, STRATHFIELD NSW 2135
Saggus N.V. Pty Ltd, 17 June Street, COFFS HARBOUR NSW 2450
Saint & Riley Pty Ltd, 355 Kent Street, SYDNEY NSW 2000
Salvant J. Pty Ltd, 60 Mona Vale Road, PYMBLE NSW 2073
Sand & Loam Distributors Pty Ltd, Hogarth Road, ELIZABETH SOUTH SA 5112
Santa Rosa Transport, PO Box 13, WERRIBEE VIC 3030
Sartori, S. Transport, Bellara Avenue, NORTHGATE QLD 4013

Satellite Express Pty Ltd, 30 Huxley Street, WEST RYDE NSW 2114
Saunders Ray, 6 Glenyan Avenue, BONDI BEACH NSW 2026
Saunders Pty Ltd, H., 456 Latrobe Street, MELBOURNE VIC 3000
Saundry Carriers Pty Ltd, 76 Rose Hill Road, EAST KEILOR VIC 3042
Saxbys, Through Street, SOUTH GRAFTON NSW 2461
Scarlett Bros., (S.G. & W.J. Scarlett), CUNDERDIN WA 6407
Schinzig C., C/- Post Office, DARKAN WA 6392
Schubert J.W. & E., 8 Arle Street, KATANNING WA 6317
Scott Packing & Warehousing Co. Aust. Pty Ltd, 88-90 Malcolm Road, BRAESIDE VIC 3195
Scotts Refrigerated Freightways Pty Ltd, 5 Lorraine Street, PEAKHURST NSW 2210
Scott's Taxi Vans, 41 Tennyson Street, FLEMINGTON VIC 3031
Scotts Transport Industries, C/- K. & S. Lake City Freighters, PO Box 567, MT.GAMBIER SA 5290
Screenings Pty Ltd, 5 Dequetteville Terrace, KENT TOWN SA 5067
Jack Seaton's Transport Pty Ltd, Grand Avenue, CAMELLIA NSW 2142
Seapak, 57 Lampton Avenue, DERWENT PARK TAS 7009
Seatons Distribution Service (Qld) Pty Ltd, 1 Baldock Street, MOOROOKA QLD 4105
Secon Carriers, PO Box 299, FOOTSCRAY VIC 3011
Selby Removals & Storage Pty Ltd, Bob, 28 Cox Avenue, KINGSWOOD NSW 2750
Selkirk Freightlines Pty Ltd, Howitt Street, BALLARAT VIC 3350
Seltino Trucking Pty Ltd, 1 Baldock Street, MOOROOKA QLD 4105
Seltino Trucking Pty Ltd, 78 Kitchen Road, DANDENONG VIC 3175
Selwood Interstate Transport, Kalimma Avenue, MULGRAVE VIC 3170
I.L. & E.M. Sergiacomi, Moorepark Road, BUNDABERG QLD 4670
Service Transport, 23 Wilson Street, BOTANY NSW 2019
Service Transport, 6 Sherim Crescent, DOUBLEVIEW WA 6018
Setts Transport Pty Ltd, 34 McIntyre Road, SUNSHINE VIC 3020
Seymour N. & Sons, Cnr Commercial & Master Streets, FORTITUDE VALLEY QLD 4006
Seymour Carriers, 22 Tallarook Street, SEYMOUR VIC 3660
Shanks Bros., Urch Street, GERALDTON WA 6530
Sheahan & Son W.J., PO Box 320, COWRA NSW 2794
Sheard's Interstate Transport Pty Ltd, PO Box 128, MATRAVILLE NSW 2036
Shelly P.E. Pty Ltd, Labillmere Street, BACCHUS MARSH VIC 3340
Sheppard United Tankers, Cnr Links & Fison Avenue, EAGLE FARM QLD 4007
Sheppard Wine Tankers Pty Ltd, 1184 Churchill Road, CAVAN SA 5094
Sherwood F. Transport Service, PO Box 584, ALBANY WA 6330
Sherwood Shipping Enterprises, 111 Rawson Road, GUILDFORD NSW 2161
Sheville Transport Industries Pty Ltd, PO Box 222, REVESBY NSW 2212
Shield A.J. & A.G. Pty Ltd, HUONVILLE TAS 7109
Shields Transport Pty Ltd, Cnr Ingles & Rogers Streets, PORT MELBOURNE VIC 3207
Shine W.B. & Co., 23 Shine Crescent, BRUNSWICK JUNCTION WA 6224
Shipping Services Pty Ltd, 32 Pitt Street, SYDNEY NSW 2000
Sidebottom K.E. & D.E., NUMURKAH VIC 3636
Silvendale Transport, Wiseman Road, BURLEIGH VIC 3795
Simins D., Amy Road, LAUNCESTON TAS 7250
Sim Transport Pty Ltd, C/- Wilson, Bishop, Bowes & Craig, 62 Cavenagh Street, DARWIN NT 0800
Simon Transport Pty Ltd, Jones & Wilkinson Street, TOOWOOMBA QLD 4350
Simpson A. & B.A., Sunnyside Avenue, LEICHHARDT NSW 2040

Singleton's Removals, 171 King Road, FAIRFIELD WEST NSW 2165
Skeggs B.R., SWANSEA TAS 7275
Skeggs R.B. & R.J., NUBEENA TAS 7184
Skippers Transport Pty Ltd, 12 Kindsay Street, PERTH WA 6000
Skypack International (Aust) Pty Ltd, 2 Sarah Street, MASCOT NSW 2020
Skyroad Air Cargo Express, 2 Bourke Road, ALEXANDRIA NSW 2015
Slack Ron & Co. Pty Ltd, PO Box 40, NEWTOWN NSW 2042
Sloan's Sand Depot Pty Ltd, 539 Churchill Road, KILBURN SA 5084
Smith Allan Pty Ltd, Kurnall Road, WELSHPOOL WA 6106
Smith Kevin Pty Ltd, Christie Street, ST. MARYS NSW 2760
Smith L. Heavy Haulage, 170 Rooks Road, VERMONT VIC 3133
Smith L.W. & V.F., 14 Great Eastern Highway, NORTHAM WA 6401
Smith Trevor Transport, 10 Cowpoer Street, CARRINGTON NSW 2294
Smith William D (Constructions) Pty Ltd, PO Box 19, WARATAH NSW 2298
Smith and Dow Pty Ltd, 30 Milton Street, WEST HEIDELBERG VIC 3081
Smith & Sons (Carriers) Pty Ltd, PO Box 97, CASTLE HILL NSW 2154
Snape's Removals Pty Ltd, PO Box 340, SUTHERLAND NSW 2232
Sole T.E. & Co. Pty Ltd, PO Box 11, GUYRA NSW 2365
Sommer George R, 62 Wyena Street, CAMPHILL QLD 4152
South Coast Carrying Service, 6/43 Pringle Road, FAIRY MEADOW NSW 2519
South Coast Transport Management, PO Box 22, PORT KEMBLA NSW 2505
South East Freighters, Butler Terrace, NARACORTE SA 5271
Southern Circulation Pty Ltd, 9 Lily Avenue, RIVERWOOD NSW 2210
Southern Districts Removals & Taxi Trucks, PO Box 296, LIVERPOOL NSW 2170
Southern Suburban Taxi Trucks Pty Ltd, PO Box 79, CHELTENHAM VIC 3192
Southern Transport Pty Ltd, ALBANY WA 6330
Southland Forwarding, 90 William Street, MELBOURNE VIC 3000
Southstate Transport Management, Belford Street, GILLMAN SA 5013
G. Spargo Transport Pty Ltd, 5 Bennett Street, BACCHUS MARSH VIC 3340
G. & G. Spedding, 1 Wentlock Crescent, SPRINGWOOD QLD 4127
Speechley J. & N., 5 Napoleon Street, SANS SOUCI NSW 2219
Speedy Taxi Trucks, 51 Stanne Street, NOWRA NSW 2540
Sporne's Transport Pty Ltd, 326 Princes Highway, BLAKEHURST NSW 2221
Stallans Transport, 20 Costin Street, MAREEBA QLD 4880
Standen E.A. Pty Ltd, 13 Blackwood Street, GERRINGONG NSW 2534
Star Carrying Service Pty Ltd, 30 West Beach Road, KESWICK SA 5035
Steel B. & W. Pty Ltd, Ferry Road, SANDGATE NSW 2304
Stephen Pty Ltd, Suite 101 Kyle House, 31 Macquarie Street, SYDNEY NSW 2000
Stephens F.H. Services, 544 Flinders Street, MELBOURNE VIC 3000
Stevens D.J., 111 Northern Road, WEST HEIDELBERG VIC 3081
Stevens Transport, PO Box 317, DARWIN NT 5790
Stevenson Transport Pty Ltd, PO Box 368, DANDENONG VIC 3175
Stevenson Keith Pty Ltd, 15 Pakenham Street, FREMANTLE WA 6160
Stevensons Transport, 136 Redwood Street, STAFFORD QLD 4034
Stokes Rohlig Pty Ltd, 62 Clarence Street, SYDNEY NSW 2000
Stones Concrete Pty Ltd,)
Devon Metal Suppliers Pty Ltd,) DEVONPORT TAS 7310
Stokes Workshop Pty. Ltd,)
Stotise, PO Box 2, WELSHPOOL VIC 3966

Strack Removals Pty Ltd, 45 Mcintosh Street, AIRPORT WEST VIC 3042
Stuart Boyd D., 214 Nott Street, PORT MELBOURNE VIC 3207
Stuchberry N.G. Pty Ltd, 8 Percy Street, PORTLAND VIC 3305
Studd W.C., 7 Jappardy Street, MORDIALLOC VIC 3195
Sultana C. & M., Lot 1 Great Western Highway, EASTERN CREEK NSW 2766
Allan Summers Transport, 5 Austin Street, WYNYARD TAS 7325
Sun City Removals, 134 Eleanor Street, GERALDTON WA 6530
Super Transport Service (NSW) Pty Ltd, Boyd Street, WEST MELBOURNE VIC 3003
Super Transport Service, 172 Railway Parade, LEEDERVILLE WA 6007
Super Transport Service Pty Ltd, 64-70 Arncliffe Street, ARNCLIFFE NSW 2205
Sutherland J.A. & G., 39 McCormack Street, KYABRAM VIC 3620
Swadling Pty Ltd, 97 Mullens Street, BALMAIN NSW 2041
Swadling & Ellis Pty Ltd, 347 Catherine Street, LEICHHARDT NSW 2040
Swading & Sons (Carriers) Pty Ltd, Lonsdale Street, LEICHHARDT NSW 2040
Swift Taxi Trucks, 172 Sutherland Street, PERTH WA 6000
T.B. Transport Pty Ltd, 276 Waverley Road, EAST MALVERN VIC 3145
TKT Cartage Contractors, 68 Carsanya Street, CAMPHILL QLD 4152
TNR Haulage Pty Ltd, R.M.B., 518 Macquarie Grove Road, CAMDEN NSW 2570
TNT Australia Pty Ltd, (including associated divisions & subsidiaries & associated Companies), TNT Plaza, Lawson Sq., REDFERN NSW 2016
TNT Express Worldwide (Australia) Pty Ltd, 280 Coward Street, MASCOT NSW 2020 [C39863/95]
Takora International Agencies, 14 Lochinval Place, HORNSBY NSW 2077
Tambellup Carrying Service, 132 Johnston Street, TAMBELLUP WA 6320
Tamworth Removals Pty Ltd, Lot 7 Dampier Street, TAMWORTH NSW 2340
Tanami Transport Pty Ltd, PO Box 109, ALICE SPRINGS NT 5750
Taranto/Twinro, 420 Princess Highway, GEELONG VIC 3220
Taranto Twinro Pty Ltd, 420 Princess Highway, GEELONG, VICTORIA 3220 (together with their subsidiary, associated and/or related companies)
Tartan Transport, Evesham Street, MOOROOKA QLD 4105
Tasbridge (Aust) Pty Ltd, PO Box 185, ST. KILDA WEST VIC 3182
TAS Bridge Pty Ltd, 27 Howard Road, DERWENT PARK TAS 7009
Tasbulk Freight, 266 Park Street, NEWTOWN TAS 7008
Tasmanian Searoads Pty Ltd, 14 Morris Street, COOEE TAS 7320
Tasmanian Searoads Pty Ltd, 12 Marine Terrace, BURNIE TAS 7320
Tattersall Bros Pty Ltd, Marian & Queen Streets, AUBURN NSW 2144
Taylor W.A., 188 King Street, MELBOURNE VIC 3000
Tea Tree Gully Carriers Pty Ltd, 32 William Street, TEA TREE GULLY SA 5091
Teal & Richards, 14 Great Eastern Highway, NORTHAM WA 6401
Telford & Hood Transport Pty Ltd, 10 Sturt Street, MT. GAMBIER SA 5290
Temple Transport Co., PO Box 200, HAMILTON HILL WA 6163
Templo Freezers, McDonald Road, BROOKLYN VIC 3025
Tenex Over-Nite Express (NQ), 25 Perkins Street, SOUTH TOWNSVILLE QLD 4801
Tenni T.R., 2 Tamar Street, ESSENDON VIC 3040
Textile Clearances Aust (Vic), 20 Queen Street, MELBOURNE VIC 3000
Thomas A.R.C., 28 Phillip Street, PARRAMATTA NSW 2150
Thomas J & E. Pty Ltd, Twynham Street, KATOOMBA NSW 2780
Thomas-Whitman Transport, PO Box 15, SPRINGVALE VIC 3171
Thompson W. Pty Ltd, 19 Margaret Street, HUNTINGDALE VIC 3166

Thompson Geoffrey Transport Pty Ltd, Wheeler Street, SHEPPARTON VIC 3630
Thompson & Co., PO Box 158, THREE SPRINGS WA 6519
Thorne R. Transport, 39 Howard Road, DERWENT PARK TAS 7009
Timber Transporters Pty Ltd, Francis Street, PORT ADELAIDE SA 5015
Thorpe Transport Pty Ltd, 59 Howard Road, DERWENT PARK TAS 7009
Time Cargo Australia Pty Ltd, 187 Hyde Road, YERONGA QLD 4104
Timor Transport Pty Ltd, PO Box 432, ALICE SPRINGS NT 5750
Tip Top Transport, PO Box 230, ASHFIELD NSW 2131
Tisdell Transport Pty Ltd, 6 Harris Street, CONDELL PARK NSW 2600
Toll Holdings Pty Ltd, 20 Cawley Road, BROOKLYN VIC 3025 [C32396/96]
Toll Transport, 20 Cawley Road, BROOKLYN VIC 3013
Tong Sing Pty Ltd and Tong Sing Transport Co, 173 Spence Street, BUNGALOW QLD 4870
Tonkris Pty Ltd, Murarrie Road, MURARRIE QLD 4172
Toogood I.G., 30 Elmhurst Road, BLACKBURN VIC 3130
Top Transport Group Pty Ltd, Enfield Transport Terminal, Cosgrove Road, ENFIELD NSW 2136
Total Transport Service, 325 Treasure Road, KEWDALE WA 6105
Toukley Transport Service, PO Box 63, TOUKLEY NSW 2263
Townsend C.G., 23 Murray Island, SYLVANIA NSW 2224
Townsend M. & N., CRADOC TAS 7111
Townsend T.L., PO Box 640, BURNIE TAS 7320
Tradex Transport Pty Ltd, 185 O'Riordan Street, MASCOT NSW 2020
Trans-Brick Pty Ltd, 78 Middleborough Road, BOX HILL VIC 3128
Trans Sand & Services Pty Ltd, 202 Station Street, NORLANE VIC 3214
Trans-Otway Ltd, Ryrie Street, GEELONG VIC 3220
Transcar, PO Box 85, NORTH GEELONG VIC 3215
Transcargo Customs Services, 22 Princes Highway, ARNCLIFFE NSW 2205
Transco Pty Ltd, 15 King Street, LISMORE NSW 2480
Transfer Transport, PO Box 288, ALICE SPRINGS NT 5750
Transpan, 9 Bradman Street, GREYSTANES NSW 2145
Transtore Pty Ltd, 54 Baron Street, GREENSLOPES QLD, 4120
Transwaste Pty Ltd, PO Box 20, FORESTHILL VIC 3133
Transwest Cement Haulage Pty Ltd, 202 Station Street, NORLANE VIC 3214
Trans-West Haulage Pty Ltd, 202 Station Street, NORLANE VIC 3214
Traal Bay Haulage Pty Ltd, Pacific Highway, URUNGA NSW 2455
Trimble J.W. Pty Ltd, 38 Church Street, NEWCASTLE NSW 2300
Trimble K. & M., Shark Lake, ESPERANCE WA 6450
Trimbles Transport Pty Ltd, Australia Road, BROADMEADOW NSW 2292
Tripodi J. & W., Lot 6 Anzac Highway, NARELLAN NSW 2567
Trojan Transport Service, PO Box 69, BOTANY NSW 2019
Troy Kevin & Co., 1 Sarah Street, MASCOT NSW 2020
Turners Transport, 66 Bayswater Road, Hyde Park, TOWNSVILLE QLD 4814
Turners Transport Pty Ltd, 74 Hooke Street, DUNGOG NSW 2420
Turtons Transport, 110 Delamer Street, CANLEY VALE NSW 2166
Twinro Freighters Pty Ltd, 18 Bronze Street, SUMNER QLD 4074
Two-Way Taxi Trucks, 45 Charles Street, MOONAH TAS 7009
Union Freighters, PO Box 264, ALBANY WA 6330
Universal Transport (Aust) Pty Ltd, PO Box 92, ST. PETERS NSW 2044
Universal Transport (Aust) Ltd, 5 Prohasky Street, PORT MELBOURNE VIC 3207
Universal Transport Australia Ltd., 26 Leadenhall Street, PORT ADELAIDE SA 5015

Valley Fuel Supplies, PO Box 242, SINGLETON NSW 2330
Vanguard Transport, PO Box 104, ABBOTSFORD VIC 3057
Vant Veer C. & A.S. & Sons, PO Box 79, THREE SPRINGS WA 6519
Veith Transport, 35 Franklyn Street, HUNTINGDALE VIC 3166
Viner (Removals & Storage) Co. Pty Ltd, 64 Weller Street, GOODWOOD SA 5034
WA Haulage Terminal Pty Ltd, 16 Kalamunda Road, GUILDFORD WA 6055
WA Refrigerated Transport Co., 440 Beaufort Street, PERTH WA 6000
W. & M. Meat Transport Pty Ltd, Wandall Road, TINGALPA QLD 4173
W. & R. Car Transport Pty Ltd, PO Box 110, BROADMEADOW NSW 2292
Waikerie Co-Op Producers Ltd, PO Box 371, WAIKERIE SA 5330
Walker D.C. & A.R., ORFORD TAS 7272
Walker Transport Pty Ltd, 34 Paton Street, MERRYLANDS NSW 2160
Wallace Transport Pty Ltd, 92 Buckland Street, ALEXANDRIA NSW 2015
Wallbridge T. Pty Ltd, 38 Lincoln Street, RICHMOND VIC 3121
Waller R.J., 299 Williamstown Road, PORT MELBOURNE VIC 3207
Walsh T.J. & J.A., 141 Albert Street, PORT MELBOURNE VIC 3207
Walsh Carriers Pty Ltd, 166 Boniface Street, COOPERS PLAINS QLD 4108
Walters J (Customs) Pty Ltd, 100 Clarence Street, SYDNEY NSW 2000
Wandabar Customs Agency, 8 Bourke Street, MASCOT NSW 2020
Waratah Taxi Trucks Pty Ltd, 80-82 Barcom Avenue, RUSHCUTTERS BAY NSW 2011
Wards Transport Services Pty Ltd)
Ward's Freight Services Pty Ltd) 8 South Street, RYDALMERE NSW 2116
Wards Freight Services Pty Ltd)
Waringah Crane & Transport Service, 17-19 Dale Street, BROOKVALE NSW 2100
Warren Barrie Industries Pty Ltd, 190 Duke Street, BRAYBROOK VIC 3019
Warren's Transport, 7 Guthrie Street, OSBORNE PARK WA 6017
Watkins M. & J., 128 Montifiore Crescent, NORWOOD TAS 7250
Watson Eris P. & Co., 28 Evans Street, MASCOT NSW 2020
Watson T.C., PO Box 25, BENCUBBIN WA 6477
Way R. Crane Service Pty Ltd, West Thebarton Road, THEBARTON SA 5031
Weate's Removals & Storage, 168 Bamfield Road, WEST HEIDELBERG VIC 3081
Welsh A.J. & Son Pty Ltd, Box 255, WARRNAMBOOL VIC 3280
West Coast Transport, 56 Goderick Street, LAUNCESTON TAS 7250
Westate Transport Management, 588 Hay Street, SUBIACO WA 6008
West Moreton Industries Group, Cnr Ipswich & Progress Road, WACOL QLD 4076
Western Hygenics Transport Co. Pty Ltd, Strang Street, SOUTH FREMANTLE WA 6162
Western Road Express Pty Ltd, 3 Preatt Crescent, MADDINGTON WA 6109
Westgate Transport, PO Box 71, AUBURN NSW 2144
Westgate Transport Industries, (Vic) Pty Ltd, PO Box 88, ALTONA VIC 3025
Westpoint Transport 1974, PO Box 57, ST. MARYS NSW 2760
Westwools Transport Pty Ltd, PO Box 12, NORTH FREMANTLE WA 6159
Wettenhall Interstate Services (Vic) Pty Ltd, 15-17 Normanby Road, CLAYTON VIC 3168
Wharf Transport Pty Ltd, 38 Tennyson Road, MORTLAKE NSW 2137
K. & T. Wheeler, Newhaven Street, ALEXANDRIA HILLS QLD 4572
L. White, 5 Waldron Street, WEST FOOTSCRAY VIC 3012
White P.W. & Son Pty Ltd, 12 Stubbs Street, KENSINGTON VIC 3031
Tom Whitehead & Co., 216 Durlasher Street, GERALDTON WA 6530
Whiteheat T Transport Pty Ltd, 37 Brooklyn Court, BROADMEADOWS VIC 3047
Whitmill Bros., Lake Street, FORSTER NSW 2428

Whybird A., 120 Brigg Street, IPSWICH QLD 4305
Wigmores Ltd, 7 Collier Street, FREMANTLE WA 6160
Wildman Carriers Pty Ltd, 75 Jephson Street, TOOWONG QLD 4066
Wilkinson Mal Transport Pty Ltd, Lot 9 Liverpool Road, KILSYTH VIC 3137
Williams & Hodgson Transport Pty Ltd, 41 Musgrave Road, COOPERS PLAINS QLD 4108
Williams & Penny, 103 Ward Street, KALGOORLIE WA 6430
Williams F.H. Pty Ltd, 10 Baker Street, BOTANY EAST NSW 2019
Williamson H.D., 12 Netherway Street, BURWOOD VIC 3125
Williamson Bros., 42 Cochrane Street, KEMPSEY NSW 2440
Wills Geo. & Co. Ltd, 21 Divett Street, PORT ADELAIDE SA 5015
Wills G. & Co. Ltd, 3 South Street, FREMANTLE WA 6160
Wilmot Express Pty Ltd, 38 Fairfield Street, VILLAWOOD NSW 2163
Wilson J. Pty Ltd, Cnr Tooroonga & Wattletree Road, MALVERN VIC 3144
Wilson (Canberra) J. (Queanbeyan, NSW), PO Box 595, QUEANBEYAN NSW 2620
J. Wilson Removals, PO Box 119, CLOVERDALE WA 6105
Wilson R, 19 Moresby Road, SEAFORD VIC 3198
Windram Specialised Transport Pty Ltd, Lot 11 Homestead Road, WONGA PARK VIC 3136
Windsor E.G. & Associates Pty Ltd, 6th Floor, 283 George Street, SYDNEY NSW 2000
Winter G.L., 5 Hope Street, BRUNSWICK VIC 3056
Wise C.W. Pty Ltd, 101 Carlton Crescent, SUMMER HILL NSW 2130
Wolfgranam & Co., Boundary Road, COOPERS PLAINS QLD 4108
Wolstenholme James & Co. Pty Ltd, PO Box 4, MAITLAND NSW 2320
Wonder Transport Pty Ltd, 15 Crown Street, TAMWORTH NSW 2340
Woodall T.T., 99 Martha Street, CAMP HILL QLD 4152
Woodhead & Moore Pty Ltd, PO Box 150, MARYBOROUGH QLD 4650
Woodland W.E., Aberdeen Street, MUSWELLBROOK NSW 2333
Woods C., 8 Churchill Drive, BUNBURY WA 6230
Woods & Sons Pty Ltd, PO Box 87, SMITHFIELD NSW 2164
Wool & General Storage Pty Ltd, 19 Scott Street, NEWCASTLE NSW 2300
Woons Transport Service Pty Ltd, 29 Tabrett Street, KEMPSEY NSW 2440
Workman (Carriers) Pty Ltd, 37A Water Street, ENFIELD NSW 2136
World Wide Shipping Services Pty Ltd, 18 Tenderin Road, BOTANY NSW 2019
Worsick J.K. Customs Agency, 279 Grant Street, MELBOURNE VIC 3000
Wragg & Co. Pty Ltd, PO Box 194, MARRICKVILLE NSW 2204
Wright B.G., 585 Princess Highway, BLAKEHURST NSW 2221
Wright George H. Pty Ltd, 52 Phillip Street, SYDNEY NSW 2000
Wright Heaton & Co. Ltd, 119 Vanessa Street, KINGSGROVE NSW 2208
Wright McCulloch Pty Ltd, 105 King Street, MELBOURNE VIC 3000
Wrights Ltd, PO Box 129, CLOVERDALE WA 6105
Yates A.J., 49 Tyrell Street, GLOUCESTER NSW 2422
Yellow Taxi Trucks, 435 Montague Road, WEST END QLD 4101
Yeo's Carrying Service, 15 Barramul Road, BULIMGA QLD 4171
York & Sons Pty Ltd, 34 Francis Avenue, BRIGHTON LE SANDS NSW 2216
Young Don, 15 Puerta Street, BURWOOD VIC 3125
Young W.A., Benetook Avenue, MILDURA VIC 3500
Young & Green Pty Ltd, PO Box 5167B, NEWCASTLE WEST NSW 2302
Youngs Transport Pty Ltd, (Sydney), PO Box Q185, Queen Victoria Bldg, SYDNEY NSW 2000
Young's Transport Agency, 111 Stanley Street, WEST MELBOURNE VIC 3003
Young Transport Pty Ltd, 64 George Street, THEBARTON SA 5031

DECLARATION

[Common rule declared by [PR950684](#) from 01Jan05]

Further to the decision issued by the Commission on 17 August 2004 [[PR950653](#)] and pursuant to ss.141 and 493A the Commission makes the following declaration for a common rule award:

1. In this Declaration:

“**the award**” means the *Clerks (Road Transport Industry) Award 2000* as varied from time to time;

“**employees**” means employees in the industry who perform work of a kind that is covered by the award;

“**employers**” means employers who employ employees;

“**the industry**” means the industry of clerical work in or in connection with the transport of goods, wares, merchandise, material or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state or of a solid or liquid or gaseous nature or otherwise, and/or livestock, but excluding payroll preparation, cash transportation and security services.

2. That save for and subject to the matters referred to in clauses 4 to 11 below, the whole of the terms of the award except those specified in clause 3 below, shall be:

2.1 a common rule for the industry in Victoria and known as the Clerks (Road Transport Industry) Victorian Common Rule Award 2005;

2.2 binding on all employers in respect of the employment by them of employees;

2.3 binding on all employees; and

2.4 binding on the Australian Municipal, Administrative, Clerical and Services Union and the registered organisations respondent to the Award.

3. The following clauses of the award are not included in the Clerks (Road Transport Industry) Victorian Common Rule Award 2005:

3.1 clause 3 - Commencement date of award and period of operation;

3.2 clauses 4.1, 4.2, 4.3.1 (b), 4.3.2 and 4.4 of Scope of award;

3.3 clause 6 - Savings; and

3.4 C - Leave reserved.

4. Subject to 4.1 to 4.5 below, all provisions in the Clerks (Road Transport Industry) Victorian

Common Rule Award are to operate from 1 January 2005:

- 4.1 With respect to annual leave, only periods of annual leave commencing on or after 31 January 2005 attract leave loading.
- 4.2 With respect to redundancy payments for employees of employers who have less than 15 employees, only service on or after 1 January 2005 is to be taken into account for the purpose of calculating 'service'.
- 4.3 With respect to redundancy payments for employees of employers who have 15 employees or more, only service on or after 1 January 2004 is to be taken into account for the purpose of calculating 'service'. [Note: the agreement in respect of this issue is without prejudice to the position a party may put in roping-in proceedings.]
- 4.4 Any accident make-up pay clause is to apply in relation to any injury on or after 3 August 2004.
- 4.5 The wages clauses (including all allowances and penalty payments) are to commence operation from the first pay period on or after Monday 3 January 2005 provided that in all cases the wages clauses commence operation no later than 5 January 2005.
5. The Clerks (Road Transport Industry) Victorian Common Rule Award 2005 shall not apply to employers respondent by any means to any other award of the Commission in respect of the employment by them of employees covered by that award.
6. The Clerks (Road Transport Industry) Victorian Common Rule Award 2005 shall not apply to the industry of private transport in respect of employees engaged in any clerical and administrative capacity in, or in connection with international freight forwarding and customs broking and clearing.
7. This declaration shall not apply to a person with a disability who is eligible for a Disability Support Pension and who is employed by a supported employment service that receives funding under the *Disability Services Act 1986* (Cth) to provide support for that person. (See Note 1 below.)
8. An employer who is making superannuation contributions into a complying superannuation fund, within the meaning of the *Superannuation Industry (Supervision) Act 1993* (Cth), on behalf of an employee covered by this declaration prior to the date of effect of this declaration is exempt from any provision in the award which specifies the fund or funds into which superannuation contributions are to be paid. [See Note 2 below.]
9. In the event of a dispute about the entitlement of an employer to set-off entitlements and benefits required to be provided under a contract of employment made prior to the date of this declaration against entitlements and benefits required to be provided under the Clerks (Road Transport Industry) Victorian Common Rule Award 2005, the matter may be referred to a Board of Reference consisting of a Member of the Commission which shall determine whether or not such a set-off should be permitted having regard to what is fair and equitable in all the circumstances of the case, without regard to technicalities and legal forms.

An appeal lies from a decision of a Board of Reference to a Full Bench of the Commission.

This clause shall apply for a period of twelve months from the commencement date of the Clerks

(Road Transport Industry) Victorian Common Rule Award 2005.

Any registered organisation bound by the terms of the Clerks (Road Transport Industry) Victorian Common Rule Award 2005 shall be notified of the time and date of hearing in relation to any application made pursuant to this provision.

10. Nothing in this declaration reduces or in any way detracts from any accrued rights to any forms of leave including sick leave, annual leave, long service leave or parental leave to which employees or any of them have become entitled by accrual or otherwise prior to the commencement date in clause 11 below.

11. This declaration shall be an award of the Commission, shall come into force on 1 January 2005 and shall remain in force for a period of 3 months and thereafter in accordance with the Act. [See Note 3 below.]

Note 1

1. Disability Support Pension means the Commonwealth pension scheme to provide income security for persons with a disability as provided for under the *Social Security Act 1991* (Cth), as amended from time to time, or any successor to that scheme.

2. The intention of this provision is limited to preventing the award from applying to sheltered workshops (i.e. supported employment services) - it does not prevent the award from applying to employees with disabilities in open employment.

3. Leave is reserved for any party to have this issue reconsidered in the light of any developments in the national process which is currently considering workplace relations issues for sheltered workshops. This national process includes the Disability Sector National Industry Consultative Council and any related applications that seek award coverage for sheltered workshops.

Note 2

1. The purpose of the exception above is to maintain the status quo in respect of employers who, as at the date of effect of the common rule declaration, are making superannuation contributions into a complying superannuation fund. These employers will not be required to change their existing arrangements. Nor will there be any requirement for the existing arrangements to be the subject of an agreement between the employer and employees. For the avoidance of doubt, the exception continues to apply to employers who are making superannuation contributions to complying superannuation funds which are successor funds (as defined in Regulation 1.03 of the *Superannuation Industry (Supervision) Regulations 1994* (Cth), or as amended or replaced by other legislation) into which benefits are transferred, after the date of effect of the common rule declaration, in accordance with the *Superannuation Industry (Supervision) Act 1993* (Cth) and the Regulations thereunder. Further, "existing arrangements" includes the making of contributions to such funds.

2. The exception is in respect of current and future employees of the employers who are entitled to the benefit of the exemption.

3. The exception does not apply to new businesses which are established after the date on which the award is declared to have effect as a common rule.

4. The exception only applies to employers who are required to apply the terms of the award by virtue of the Common Rule declaration. It does not apply to employers who are named respondents to the award or who are parties bound by virtue of the membership of an employer organisation.
5. The exception applies subject to any Commonwealth legislation to the contrary.

Note 3

Subject to section 113 of the *Workplace Relations Act 1996* and any order of the Commission, an award dealing with particular matters continues in force until a new award is made dealing with the same matters (see s.148 of the *Workplace Relations Act 1996*).

** end of text **