

Liquor, Hospitality and Miscellaneous Union

and

Chubb Security Personnel

Chubb Defence Greenfield's Agreement (NSW) 2006-2011

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SUBJECT

CLAUSE
No.

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APPENDIX A – Pay Rates for the life of the Agreement

PART 1 - AGREEMENT FORMALITIES

1.0 Title:

This Agreement is known as the Chubb Defence Greenfield's Agreement (NSW) 2006-2011..

1.1 Date and Period of Operation:

This Agreement begins on the date of lodgement and will remain in force for a period of five years.

1.2 Where and to Whom the Agreement Applies:

This Agreement applies to prospective employees at Sydney Central Defence Sites employed by the Company under the contract with Compass Group and covered by the classification structure set out in this Agreement clause 1.5

1.3 Parties Bound:

This Agreement is binding on the Liquor, Hospitality and Miscellaneous Union, its officers and its members; Chubb Security Personnel and its prospective employees under the Compass Group contract whether members of the Union or not.

1.4 Aims of Agreement:

This Agreement formally embodies the commitment of both Chubb Security Personnel and the Australian Liquor Hospitality and Miscellaneous Workers Union acting in partnership, to work together to invent the future for the Company and its employees, not to redesign the past..

This Agreement is to be read subject to the minimum conditions of employment in the Workplace Relations Act 1996, provided that the terms of this Agreement will prevail where they are more favourable.

1.5 Definitions:

Agreement: means the Chubb Defence Greenfield's Agreement (NSW) 2006-2011

Base pay Level: means the rate of pay shown in Appendix A and which is payable to an Officer for all ordinary hours of work- and for all hours of paid annual leave, defined in terms of the span of hours during which the Officers ordinary hours of work- are performed, as follows:

Level 1 is the rate payable to Employees who work ordinary hours on week days and with at least 51% of their ordinary hours as day work on week days

Level 2 is the rate payable to employees who work ordinary hours either;

(i) only on week days and with less than 51% of their ordinary hours as day work on week days, or

(ii) on both week days and weekends and with at least 36% of their ordinary hours as day work on week days

Level 3 is the rate payable to employees who work ordinary hours on both week days and weekends and with less than 36% of their ordinary hours as day work on week days.

Company: means Chubb Security Personnel (ABN 29 100 573 966.)

Competency Band: means the range of skills required to be exercised by an Officer, defined below.

(i) **Basic Security Officer:** means a person employed in one or more of the following capacities:

- (a) to watch, guard or protect persons and/or premises and /or property,
- (b) to respond to basic fire/security alarms at their designated site/post
- (c) as an employee stationed at an entrance and /or exit whose principal duties shall include the control of movement of persons, vehicles, goods and/or property coming out of or going into premises or property, including vehicles carrying goods of any description to ensure that the quantity and description of such goods is in accordance with the requirements of the relevant document and/or gate pass and who also may have other duties to perform and shall include an area or door attendant or commissionaire in a commercial building;
- (d) provided that, a Basic Security Officer may use electronic equipment such as hand held scanners or simple closed circuit television systems and may be required to utilise basic keyboard skills in the performance of their duties and may perform incidental duties which need not be of a security nature.

(ii) **Intermediate Security Officer:** means either:

- (a) an employee who is performing the duties of securing, watching, guarding and/or protecting as directed, including responses to alarm signals and attendances at and minor non technical servicing of automatic teller machines, and is required to patrol in a vehicle two or more separate establishments or sites; or
- (b) an employee who monitors and acts upon electronic intrusion detection or access control equipment terminating in a visual display unit or computerised printout except for simple closed circuit television systems and may be required to perform the duties of a Basic Security Officer; or
- (c) an employee who in addition to performing the duties defined under Basic Security Officer is appointed as a Leading Hand.

(iii) **Advanced Security Officer:** means either

- (a) an employee who in addition to performing the duties defined in Intermediate Security Officer
- (b) monitors and acts upon intelligent building management systems terminating at a visual display unit or computerised print out that has the capacity for and data input from the security officer; or

- (c) means a employee employed substantially in a security and/or data input and/or a monitoring function within a central station and principally occupied in one or more of the following duties-

Monitoring, recording, inputting information or reacting to signals and instruments related to electronic surveillance of any kind; coordinating, checking or recording the activities of Security Officers; operating or monitoring any medium of verbal communication.

Day Work on Week Days: means work which is performed on week days between the hours of 06:00 and 18:00 by static guards and between the hours of 06:00 and 18:00 by Patrol Officers and Radio Room Operators.

Employee: means any of the classifications of Security Officer covered by this Agreement.

Employer: means Chubb Security Personnel (ABN 29 100 573 966.)

Full Time Officer: means an Officer who is allocated sufficient ordinary hours of work each year to earn the guaranteed payment of 38 hours per week or 1976 hours per year at the appropriate ordinary time Base Pay Level, which shall take into account all ordinary hours of work and all paid leave, but which shall not take into account any overtime worked by the Officer.

Ordinary Hours: means the hours which an employee is rostered to work during shifts for which the required period of notice has been given and which are:

- (a) not in excess of 12 hours during any one shift;
- (b) not more than one shift in any 24 hour period;
- (c) not more than an average of 38 hours in any one week over the eight week roster cycle;
- (d) not more than 1976 hours in any one year;
- (e) is included within the span of hours encompassed by the employees Base Pay Level;
- (f) in the case of a Resident Officer, is included in the employee's regular roster.

The specified number of hours for the purposes of annual leave entitlements shall be 38 hours per week.

Overtime Hours: means all reasonable additional hours worked outside of and/or in excess of the limits prescribed for ordinary hours (as defined).

Overtime Rate A: means the rate shown in Appendix A and is payable for overtime which is, in the case of Resident Officers included within the Employees regular roster and which is, in any case, not in excess of 24 hours in any fortnight. In the case of a Reserve Officer any overtime work up to 24 hours in any fortnight. Overtime Rate A is in lieu of any overtime penalty or loading payable under the otherwise applicable Award.

Overtime Rate B: means the rate shown in Appendix A and is payable for overtime which is, in the case of Resident Officers, not included within the employee's regular roster or which is, in any case, in excess of 24 hours in any fortnight. In the case of a Reserve Officer any overtime worked in excess of 24 hours in any fortnight. Overtime Rate B is in lieu of any overtime penalty or loading payable under the otherwise applicable Award.

Part Time Officer: means a officer who is allocated sufficient ordinary hours of work each year to earn a maximum of 1560 hours per year at the appropriate ordinary time Base Pay Level, which shall take in to account all ordinary hours of work and all paid leave, but which shall not take into account any overtime worked by the Officer. The minimum ordinary hours of work shall be an average of 12 hours per week over a 12 week cycle. Officers not allocated sufficient hours over the 12 week cycle to reach the minimum hours shall be paid for 144 hours over the cycle

Pro-Rata: means in proportion to or according to a certain rate.

Remuneration: in this Agreement means the wage rate payable to employees for work performed.

Resident Officer: means an Officer whose hours of work are specified in a known regular roster determined by the Company and issued to the Officer at least seven days prior to the beginning of the roster cycle.

Reserve Officer: means an Officer who is not issued with a regular known roster but who is available to be allocated work on at least six days each week and who is advised by the Company of his/her actual hours of work as soon as practical after the requirement to have the work performed by that Officer becomes known to the Company.

Union means the Liquor, Hospitality and Miscellaneous Union

Week-Days: means the period between midnight at the start of Monday and midnight at the end of Friday.

Weekend: means the period between midnight at the start of Saturday and midnight at the end of Sunday.

PART 2 - TYPES OF EMPLOYMENT

Employees under this Agreement must be engaged as permanent (full time or regular part time employees).

2.1 Qualifying Period:

Employees engaged as permanent employees without any previous service with the Company may be engaged for a qualifying period of six months. During the qualifying period such employees may be terminated with one weeks notice. No other probationary periods shall apply

2.2 Permanent Full time Employment:

Employment as a full time Security Officer is restricted to employees who meet the definition of such an employee in Clause 1.5 (Definitions) of this Agreement, and who are engaged to work a set roster in accordance with Part 4 of this Agreement (Hours of Works and Rosters).

2.3 Permanent Part time Employment:

2.3.1 Employment as a part time Security Officer is restricted to employees who meet the definition of such an employee in Clause 1.5 (Definitions) of this Agreement and who are engaged to work a set roster in accordance with Part 4 of this Agreement.

2.3.2 A permanent part time employee will be paid the same rate per hour as is payable under the provisions of Appendix A, to a Full time Security Officer for performing the same classification of work.

2.4 Classification Structure:

There are three levels of classification: Basic Security Officer, Intermediate Security Officer and Advanced Security Officer which are defined in clause 1.5 (Definitions) of this Agreement.

3. PAYMENT OF WAGES

For wages payable under this Agreement please refer to Wages Table 1 contained within Appendix A and Clause 3.4 Operative Dates.

3.1 Base Pay Level

Base Pay Level means the rate of pay which is payable to an Officer for all ordinary hours of work and for all hours of paid annual leave, defined in terms of the span of hours during which the Officer's ordinary hours of work are performed, as follows:

Level 1, Level 2 and Level 3 are defined in Clause 1.5 (Definitions) of this Agreement.

3.2 Calculation Basis

The hourly rates paid under this Agreement have been calculated by reference to rostered hours, including penalty rates, allowances and rostered overtime, being worked immediately prior to the commencement of the Agreement, and also accounts for other gains made through this agreement, including but not limited to sick leave and competency based training programme.

The hourly rates payable under this Agreement are inclusive of all allowances, shift loadings, public holiday loadings and annual leave loadings payable under the otherwise applicable Award. Such additional payments shall not be read into this Agreement as an additional entitlement to the hourly rates.

3.3 Rates of Pay:

Refer to Table 1 in Appendix A. These rates shall be paid on or after the first pay period from the date an employee is engaged to perform work under this Agreement.

3.4 Operative Dates:

The following wage increases shall apply during the life of this agreement:

- 3.4.1** 1st full pay period after the 1st July 2006 – 4%
- 3.4.2** 1st full pay period Twelve months after the date of the payment in 3.4.1 – 4%
- 3.4.3** 1st full pay period Twelve months after the date of the payment in 3.4.2 – 4%
- 3.4.4** 1st full pay period Twelve months after the date of the payment in 3.4.3 – 4%
- 3.4.5** 1st full pay period Twelve months after the date of the payment in 3.4.4 – 4%

3.5 Resident Officers:

Base Pay Level: Each Resident Officer's Base Pay Level will be determined by the ordinary hours which the Officer is rostered to work during a full roster cycle.

Minimum weekly pay: A Resident Officer will be paid the first hours rostered in each fortnight as ordinary hours and at the appropriate Base Pay Level, even where the Officer is rostered to work more or less than 76 ordinary hours during any one fortnight. In addition, each Officer will be paid each fortnight for all hours of overtime per fortnight that are included in his/her roster cycle. Payment for non-rostered overtime will be made in the pay for the pay period in which the overtime is worked.

3.6 Reserve Officers:

Base Pay Level: Each Reserve Officer's Base Pay Level will be determined each fortnight by the ordinary hours actually worked by the Officer during that fortnight. Where no ordinary hours are worked during any particular fortnight the Base Pay Level 2 of the appropriate band will be paid.

Minimum Fortnightly Pay: A Reserve Officer will receive a minimum of 76 hours pay each fortnight at the appropriate Base Pay Level, even where less than 76 hours of work are allocated to that Officer. If less than 76 hours of work are allocated to an Officer then the amount paid for unworked hours will be recorded as a money amount which will then be deducted from the amount earned by the Officer during any future fortnight in which the Officer works more than 76 hours.

3.7 Part Time Officer:

Means a officer who is allocated sufficient ordinary hours of work each year to earn a maximum of 1560 hours per year at the appropriate ordinary time Base Pay Level, which shall take in to account all ordinary hours of work, but which shall not take into account any overtime worked by the Officer. The minimum ordinary hours of work shall be an average of 12 hours per week over a 12 week cycle. Officers not allocated sufficient hours over the 12 week cycle to reach the minimum hours shall be paid for 144 hours over the cycle

3.8 Negative Hours Deductions:

Deductions for "negative hours": Where a deduction is required to cover an amount paid for unworked hours the Officer's wages for the fortnight will first be calculated in the normal manner (including any overtime rates payable) and a deduction will then be made which is limited to one hour's pay at the appropriate Base Pay Level for each hour worked in excess of 76 hours, up to the amount repayable by the Officer.

This Agreement provides in an overall sense no disadvantage to the employees covered by the Agreement.

3.9 Pay Period:

Wages will be paid by EFT into a nominated account within 72 hours of the completion of each fortnightly pay period. Where a public holiday falls within the 72 hour period then the period will be extended by 24 hours.

3.10 Correction of Errors:

Should a pay be miscalculated or incorrectly shown on a pay slip, the right to claim waiting time shall be waived provided that the employee has been paid the ordinary base rate of pay and provided further that such underpayment or error is corrected within forty-eight hours of notification by the employee to the pay office of the employer concerned. Where such underpayment or error is not corrected within forty-eight hours then waiting time at the difference between the employee's ordinary rate and the Overtime Rate A shall apply for all hours worked until the error is corrected. For the purpose of this subclause, "forty-eight hours" shall mean hours which fall Monday to Friday inclusive.

3.11 Overpayments:

Upon notification of an overpayment, the employee is to have the amount in question deducted equally over a six (6) pay period cycle.

3.12 Supported wage system

3.12.1 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 Agreement. In the context of this clause, the following definitions will apply:

3.12.2 Supported wage system means the Commonwealth Government system to promote employment for people who cannot work at full Agreement wages because of a disability, as documented in Supported Wage System: Guidelines and Assessment Process.

3.12.3 Accredited assessor means a person accredited by the managing unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system.

3.12.4 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, as amended from time to time, or any successor to that scheme.

3.12.5 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.

3.12.6 Eligibility criteria

3.12.6.1 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 Agreement, because of the effects of a disability on their productive capacity and who meet the impairment criteria test for a disability support pension.

3.12.6.2 The clause does not apply to any existing employee who has a claim against the company which is subject to the provisions of workers' compensation legislation or any provision of this Agreement relating to the rehabilitation of employees who are injured in the course of their employment.

3.12.6.3 The clause also does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Service 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 s.12A of that Act, or if a part only has received recognition, that part.

3.12.7 Supported wage rates

3.12.7.1 Employees to whom this clause applies will be paid the applicable percentage of the minimum rate of pay prescribed by this Agreement for the class of work which the person is performing according to the following schedule:

Assessed capacity	% of prescribed Agreement rate
(clause [.4])	
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

3.12.7.2 Provided that the minimum amount payable will be not less than \$61.00 per week.

3.12.7.3 Where a person's assessed capacity is 10%, they will receive a high degree of assistance and support.

3.12.8 Assessment of capacity

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

3.12.8.1 the company and a union party to the Agreement, in consultation with the employee or, if desired by any of these; or

3.12.8.2 the company and an accredited assessor from a panel agreed by the parties to the Agreement and the employee.

3.12.9 Lodgement of assessment instrument

- 3.12.9.1** All assessment instruments under the conditions of this clause, including the appropriate percentage of the Agreement wage to be paid to the employee, shall be lodged by the company with the Registrar of the Australian Industrial Relations Commission.
- 3.12.9.2** All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the Agreement, is not a party to the assessment, it shall be referred by the Registrar to the Union/ relevant employee representative by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

3.12.10 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 will be in accordance with the procedures for assessing capacity under the supported wage system.

3.12.11 Other terms and conditions of employment

Where an assessment has been made, the applicable percentage will 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 Agreement paid on a pro rata basis.

3.12.12 Workplace adjustment

An employer wishing to employ a person under the provisions of this clause will 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.

3.12.13 Trial period

- 3.12.13.1** 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.
- 3.12.13.2** During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.
- 3.12.13.3** The minimum amount payable to the employee during the trial period shall be no less than \$61.00 per week.
- 3.12.13.4** Work trials should include induction or training as appropriate to the job being trialled.

3.12.13.5 Where the company 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.

PART 4 - ORDINARY TIME HOURS OF WORK

4.1 Ordinary Hours:

All Security Officers may be rostered to work ordinary hours (as defined) on any shifts including weekends and public holidays.

4.2 Rosters:

Provided that the flexibility inherent in Clause 4.1 is not undermined and the parameters are not breached it is agreed that the company will use its best endeavours to implement rosters in the following manner:

4.2.1 Work will be rostered over an eight (8) week 56 day cycle with a standard roster(s) applying to full time employees.

4.2.2 The duration of shifts for employees will be a maximum of 12 hours rostered to average 38 hours ordinary per week calculated over the roster cycle.

4.2.3 No more than 1976 ordinary hours rostered over any 12 month period.

4.2.4 No more than one shift shall be rostered to commence during any period of 24 consecutive hours.

4.3 Display of Rosters:

The company must, by legible notice display at a place accessible to the employees, notify employees who work their normal hours in accordance with a roster, of the commencing and ceasing times of their rostered hours of work. Such times, once notified, may not be changed without the payment of overtime, or by seven days' notice given in accordance with this subclause. However, by agreement between the employer and the employee less than seven days' notice may be substituted.

4.4 Transfer of an employee in response to a client's demand:

Where the employer transfers an employee in response to the clients demand and that transfer results in a loss of income for the employee , the employee must have their income at the site from which the employee was transferred maintained for the period remaining in the roster cycle.

4.5 Maximum Shift Sequence:

No more than seven consecutive shifts shall be worked by an Officer unless followed by a break of at least 24 hours. Where such a break cannot be given because of operational needs of the Company then the eighth shift shall be paid for at the higher overtime (OT rate B).

4.6 Minimum Shift Length:

All Officers required to work a shift of less than 4 hours duration shall be paid 4 hours pay at the appropriate rate for that shift. When Officers are required by the Company for disciplinary interviews a minimum of two (2) hours payment at the appropriate will be made.

4.7 Resident Officers:

Rosters for Resident Officers will include an average of 38 ordinary hours per week (averaged over the full roster cycle) and may also include reasonable additional hours of up to 12 hours of rostered overtime in any one week. If rostered overtime is included then the shifts and/or parts thereof which constitute overtime shall be clearly identified as such on the roster

4.8 Reserve Officers:

Availability: A Reserve Officer must be available to work on at least 6 days in each week and must notify the Company weekly in advance of the day (if any) during the following week on which they will not be available. A shift which is allocated to a Reserve Officer within the Officer's notified availability must not be declined without good reason.

4.9 Part-Time Officer:

An Officer who is allocated sufficient ordinary hours of work each year to earn maximum of 1560 hours per year at the appropriate ordinary time Base Pay Level, which shall take into account all ordinary hours of work, but which shall not take into account any overtime worked by the Officer. The minimum ordinary hours of work shall be an average of 12 hours per week over a 12 week cycle. Employees not allocated sufficient hours over the 12 week cycle to reach the minimum hours shall be paid for 144 hours over the cycle.

4.10 Crib Breaks:

A crib time of not less than twenty minutes shall be allowed not earlier than four hours not later than five hours after the time of commencement of each shift where it is reasonably practicable to do so. Time allowed as crib time shall be regarded as time worked and shall be paid for as such.

Where an employee is working a 12 hour shift a crib time of not less than thirty minutes shall be allowed not earlier than four hours not later than five hours after the time of commencement of each shift where it is reasonably practicable to do so. Time allowed as crib time shall be regarded as time worked and shall be paid for as such.

4.11 Provisional Protection:

If there are no positions available for 'all officers' competency band, the officer will be paid at their original band rate for six (6) weeks. After this they will be paid at the band and level of the job they are carrying out. Officers will be reappointed to their original band at the first available opportunity. The merit principle will apply

5. OVERTIME

5.1 Overtime Hours

Means all reasonable additional hours of work that are not encompassed by the definition of ordinary hours.

5.2 Overtime Rate 'A'

Means the rate payable for overtime which is, in the case of Resident Officers, included within the employee's regular roster and which is, in any case, not in excess of 24 hours in any fortnight. In the case of a reserve officer any overtime work up to 24 hours in any fortnight. Overtime Rate A is in lieu of any overtime penalty payable under the otherwise applicable Award.

5.3 Overtime Rate 'B'

Means the rate payable for overtime which is, in the case of Resident Offices, not included within the employee's regular roster or which is, in any case, in excess of 24 hours in any fortnight. In the case of a Reserve Officer any overtime worked in excess of 24 hours in any fortnight. Overtime Rate B is in lieu of any overtime penalty payable under the otherwise applicable Award.

5.4 Preference for Overtime

Overtime available at a site will first be offered to any Reserve Officers who have a negative hours balance and are able to perform the required duties and thereafter to Resident Officers employed at the site.

5.5 No Call Back

The call-back provisions in the otherwise applicable Award shall not apply to this Agreement.

6. ALLOWANCES

6.1 Travelling Expenses:

If an employee is required for operational reasons to significantly deviate from their normal journey they shall be remunerated accordingly.

6.2 Defence Allowance:

An allowance of \$0.0658 per ordinary hour worked shall be payable to all employees engaged to work at Sydney Central Defence sites under this agreement.

6.3 Miscellaneous Expenses:

All reasonable expenses incurred by employees at the company's request will be recompensed. Suitable written authority must be gained before any expense is incurred by the employee

6.4 No other allowances

No other allowances shall apply under this Agreement including those payable under the otherwise applicable Award.

PART 7 - MIXED FUNCTIONS

Where receiving on the job training, an Officer under this agreement must be prepared to relieve another Officer of higher category on a temporary basis during a shift. In all other cases an Officer performing duties which attract a higher rate of pay than the Officer's usual duties shall be paid at the higher rate provided he/she relieves for a full shift.

PART 8 - ANNUAL LEAVE

8.1 Payment of annual leave:

Annual Leave will be paid in accordance with the Workplace Relations Act 1996 as amended. Annual leave shall accrue on the specified hours of 38 ordinary hours per week.

8.2 Quantum:

An employee is entitled to accrue an amount of paid annual leave for each completed 4 week period of continuous service with an employer, of 1/13 of the number of nominal hours worked by the employee of the employer during that 4 week period.

Additional leave entitlement of shift workers

A shift worker is also entitled to accrue an amount of paid annual leave for each 12 month period of continuous service with an employer, of 1/52 of the number of nominal hours worked by the employee, for the employer, as a shift worker during that 12 month period.

A shift worker means an employee who:

- (a) is rostered in a business in which shifts are continuously rostered 24 hours a day for 7 days a week; and
- (b) is regularly rostered to work those shifts; and
- (c) regularly works on Sundays and public holidays;
- (d) an employee of a type that is prescribed by the Regulations to the Workplace Relations Act 1996.

8.3 Pay in advance:

Payment for annual leave will be made in the pay immediately prior to commencement of the leave.

8.4 Single day's leave:

The Company may approve single days of annual leave, or leave without pay, as requested by employees.

8.5 Annual Leave Application/processing:

In line with the Company's operational requirements, and to enable the Company to process annual leave applications within two (2) weeks of employee applying, the following process must occur:

- (a) The employee must give the Company a minimum of one (1) months advance notice as to the commencement date of the leave application.
- (b) The employee cannot submit/apply for annual leave more than three (3) months in advance.

8.6 Cashing-Out of Annual Leave

An employee of the employer both to whom this Agreement applies is entitled to cash-out a portion of his/her accrued annual leave provided the following conditions are met:

- (a) the employee gives the employer a written election to forgo the amount of annual leave; and
- (b) the employer authorises the employee to forgo the amount of annual leave; and
- (c) the amount of leave an employee is entitled to forgo is equal to more than 1/26 of the nominal hours worked by the employee for the employer during each 12 month period; and
- (d) the employer shall pay the employee in lieu of the annual leave forgone, a rate that is no less than the employee's basic periodic rate of pay at the time the employee provides the written election to cash-out annual leave.

Nothing in this clause is intended to contravene the cashing-out of annual leave provisions in the Workplace Relations Act 1996.

8.7 No Separate Leave Loading

No separate entitlement to annual leave loading is payable under this Agreement. Annual leave loading has been factored into the hourly rates of pay under this Agreement.

PART 9 - LONG SERVICE LEAVE

Long service leave is subject to and in accordance with the Long Service Leave Act 1955 (NSW) as amended from time to time.

PART 10 - PERSONAL/CARER'S LEAVE

10.1 Paid Personal/Carer's Leave:

A permanent employee under this Agreement is entitled to paid personal/carers leave in accordance with the provisions of the Workplace Relations Act 1996.

A permanent employee is entitled to accrue an amount of paid personal/carers leave for each completed 4 week period of continuous service with an employer, of 1/26 of the number of nominal hours worked by the employee for the employer during that 4 week period.

A permanent employee is not entitled to take paid carer's leave from his or her employment with the employer at the time if, during the period of 12 months ending at the time, the employee has already taken a total amount of paid carer's leave from that employment of 1/26 of the nominal hours worked by the employee for the employer during that period,

10.2 Personal Leave—Notice

To be entitled to sick leave during a period, an employee must give his or her employer notice in that the employee is (or will be) absent from his or her employment during the period because of a personal illness, or injury, of the employee.

The notice must be given to the employer as soon as reasonably practicable (which may be at a time before or after the sick leave has started).

The notice must be to the effect that the employee requires (or required) leave during the period because of a personal illness, or injury, of the employee.

This sub-clause does not apply to an employee who could not comply with it because of circumstances beyond the employee's control.

10.3 Personal Leave—Documentary Evidence

To be entitled to sick leave during the period, the employee must, in accordance with this section, give the employer a document (the required document) of whichever of the following types applies:

- (a) if it is reasonably practicable to do so—a medical certificate from a registered health practitioner;
- (b) if it is not reasonably practicable for the employee to give the employer a medical certificate—a statutory declaration made by the employee.

The required document must be given to the employer as soon as reasonably practicable (which may be at a time before or after the sick leave has started).

The required document must include a statement to the effect that:

- (a) if the required document is a medical certificate—in the registered health practitioner's opinion, the employee was, is, or will be unfit for work during the period because of a personal illness or injury; or
- (b) if the required document is a statutory declaration—the employee was, is, or will be unfit for work during the period because of a personal illness or injury.

This sub-clause does not apply to an employee who could not comply with it because of circumstances beyond the employee's control.

10.4 Carer's Leave—Notice

To be entitled to carer's leave during a period, an employee must give his or her employer notice in accordance with this sub-clause.

The notice must be given to the employer as soon as reasonably practicable (which may be at a time before or after the carer's leave has started).

The notice must be to the effect that the employee requires (or required) leave during the period to provide care or support to a member of the employee's immediate family, or a member of the employee's household, who requires (or required) care or support because of:

- (a) a personal illness, or injury, of the member; or
- (b) an unexpected emergency affecting the member.

This sub-clause does not apply to an employee who could not comply with it because of circumstances beyond the employee's control.

10.5 Carer's Leave—Documentary Evidence

This sub-clause applies if an employer requires an employee give the employer documentary evidence in relation to a period of carer's leave taken (or to be taken) by the employee to provide care or support to a member of the employee's immediate family or a member of the employee's household.

To be entitled to carer's leave during the period, the employee must, in accordance with this sub-clause, give the employer a document (the relevant document) that is:

- (a) if the care or support is required because of a personal illness, or injury, of the member—a medical certificate from a registered health practitioner, or a statutory declaration made by the employee; or
- (b) if the care or support is required because of an unexpected emergency affecting the member—a statutory declaration made by the employee.

The relevant document must be given to the employer as soon as reasonably practicable (which may be at a time before or after the carer's leave has started).

If the relevant document is a medical certificate, it must include a statement to the effect that, in the opinion of the registered health practitioner, the member had, has, or will have a personal illness or injury during the period.

If the relevant document is a statutory declaration, it must include a statement to the effect that the employee requires (or required) leave during the period to provide care or support to the member because the member requires (or required) care or support during the period because of:

- (a) a personal illness, or injury, of the member; or
- (b) an unexpected emergency affecting the member.

This sub-clause does not apply to an employee who could not comply with it because of circumstances beyond the employee's control.

10.6 Cumulative Personal Leave:

The rights under this Clause shall accumulate from year to year so that any part of the personal leave entitlements which has not been allowed in any year may, subject to the conditions prescribed by this clause, be claimed by the employee and shall be allowed by the employer in any subsequent year of employment.

10.7 Attendance at Hospital:

Notwithstanding anything contained in subclause 10.1 of this clause, a permanent employee suffering injury through an accident arising out of and in the course of such employee's employment (not being an injury in respect of which there is entitlement to Workers' Compensation) necessitating attendance during working hours of a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from pay for the time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer for all expenses reasonably incurred, in connection with such attendance and expenses shall include fares.

10.8 Unpaid Carer's Leave

Employees shall be further entitled to two days unpaid carer's leave in accordance with the Workplace Relations Act 1996.

PART 11 - COMPASSIONATE LEAVE

11.1 Paid Compassionate Leave:

Employees shall be entitled to a period of 2 days of compassionate leave for each occasion when a member of the employee's immediate family or a member of the employee's household:

- (a) Contracts or develops a personal illness that poses a serious threat to his or her life;
or
- (b) Sustains or develops a personal injury that poses a serious threat to his or her life;
or
- (c) Death.

11.2 Taking compassionate leave

An employee who is entitled to a period of compassionate leave for a particular occasion is entitled to take the leave as:

- (a) a single, unbroken period of 2 days; or
- (b) 2 separate period of 1 day each; or
- (c) Any separate periods to which the employee and his or her employer agree.

11.3 Use of Compassionate Leave:

Employees will only be entitled to use compassionate Leave:

- (a) for the purposes of spending time with a person who:
 - i. is a member of employee's immediate family or a member of the employee's household; and
 - ii. has a personal illness, or injury, that poses a serious threat to his or her life;
- (b) after the death of a member of the employee's immediate family or a member of the employee's household.
- (c) The employee will give the employer notice prior to the absence of the intention to have leave, the name of the person and the relationship of the person to the employee and estimated length of absence.
- (d) The employee shall, if required by the Company, establish by the production of evidence the validity of the use of Compassionate Leave.

PART 12 - OTHER LEAVE

12.1 Parental Leave:

Will be in accordance with the Workplace Relations Act 1996.

PART 13 - CLIENT CLOSEDOWN

If an Officer is rostered to work a shift on a permanent site and the client does not require the position to be filled during that shift (e.g. on a public holiday) the Officer will nevertheless be paid for the ordinary hours of the shift as though it had been worked. The Company may reassign (at no financial penalty) an employee to another location within the Sydney Metropolitan area.

PART 14 - TERMINATION OF EMPLOYMENT

14.1 Grounds for Termination:

An employee can be terminated on the following grounds;

14.1.1 For serious and wilful misconduct; ie.

- theft
- striking another employee
- falsification of records
- consumption of, or being under the influence of alcohol or non prescribed drugs during working hours
- gross insubordination
- or other conduct or actions that are so serious as to reflect a rejection of the employment contract.
- Chubb Blue Book

14.1.2 Performance Based Termination: Only after counselling and explanations of what is required, and following two written warnings. The final written warning will provide the employee with one day's paid leave to consider their position. In some cases the company may deem that the performance issue is so severe as to warrant the issuing of a final warning without previous discussions taking place.

14.2 Notice of termination by employer:

14.2.1 In order to terminate the employment of a full-time or regular part-time 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

14.2.2 In addition to this notice, 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.

14.2.3 Payment in lieu of the notice will be made if the appropriate notice period is not required to be worked. 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.

14.2.4 In calculating any payment in lieu of notice, the wages an employee would have received in respect of the ordinary time they would have worked during the period of notice had their employment not been terminated will be used.

14.2.5 The period of notice in this clause does not apply in the case of dismissal for conduct that justifies instant dismissal including inefficiency within the first fourteen days, neglect of duty or misconduct and in the case of casual employees, apprentices or employees engaged for a specific period of time or for a specific task or tasks.

14.2.6 Notwithstanding the foregoing provisions trainees who, are engaged for a specific period of time must once the traineeship is completed and provided that the trainees' services are retained have all service including the training period counted in determining entitlements. In the event that a trainee is terminated at the end of his or her traineeship and is re-engaged by the same employer within six months of such termination the period of traineeship must be counted as service in determining any future termination.

14.3 Notice of Termination by an Employee:

14.3.1 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.

14.3.2 If an employee fails to give notice the employer has the right to withhold monies due to the employee to a maximum amount equal to the ordinary time rate of pay for the period of notice.

14.4 Time off during notice period:

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

14.5 Extended notice of termination:

Despite any other provisions of this clause, where on account of the introduction or proposed introduction by an employer of mechanisation or technological changes in the industry in which the employer is engaged, the employer terminates the employment of an employee who has been employed for the preceding twelve months, such employee must be given three months' notice of the termination of employment. If the employer fails to give such notice in full:

- (a) the employee must be paid at the rate specified in clause 11 - Wages for the employee's ordinary classification for a period equal to the difference between three months and the period of the notice given, and
- (b) the period of notice required by this subclause to be given must be regarded as service with the employer for the purpose of the Long Service Leave Act 1955 (NSW), the Workplace Relations Act 1996 or any Act an-lending or replacing either of those Acts.

Nothing in 14.2 affects the common law right of an employer in relation to summary dismissal of an employee.

PART 15 - REDUNDANCY

15.1 Notification of Redundancy:

Where the company has made a definite decision that he/she no longer wishes the job the employee has been doing done, by anyone and this is not due to the ordinary and customary turnover of labour and that decision may lead to termination of employment, the company shall hold discussions with the employees directly affected and with their union or unions.

For the purposes of the discussion the company shall, as soon as practicable, provide to the employees concerned and their union or unions/ employee representatives, all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and categories of employees likely to be affected, and the number of workers normally employed and the period over which the terminations are likely to be carried out.

15.2 Time off Work during notice period:

During the period of notice of termination given by the company 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.

15.3 Notification to the Commonwealth Employment Service:

Where a decision has been made to terminate employees in the circumstances outlined herein, the company shall notify the Commonwealth Employment Service thereof as soon as possible giving relevant information including the number and categories of the employees likely to be affected and the period over which the terminations are intended to be carried out.

15.4 Severance Pay:

The scale of severance payments is as follows;

In addition to the period of notice prescribed for ordinary termination an employee whose employment is terminated for reasons of redundancy shall be entitled to redundancy as follows:

Period of continuous service	Severance pay
1 year or less	nil
1 year and up to the completion of 2 years	4 weeks' pay
2 years and up to the completion of 3 years	6 weeks' pay
3 years and up to the completion of 4 years	7 weeks' pay
4 years and over	8 weeks' pay

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

15.5 Employee leaving, during the notice period:

An employee whose employment is terminated for reasons of redundancy may terminate his/her employment during the period of notice, and if so, shall be entitled to the same benefits and payments under this clause had he/she remained with the company until the expiry of such notice. Provided that in such circumstances the employee shall not be entitled to Payment in lieu of notice.

15.6 Superannuation relating to redundancy:

Where an employee who is terminated receives a benefit from a superannuation scheme, he/she shall only receive the difference between the severance pay specified in that clause and the amount of superannuation benefit he/she receives which is attributable to company contributions only.

If this superannuation benefit is greater than the amount due he/she shall receive no payment under that clause.

15.7 Exemption from redundancy clause:

The redundancy shall not apply where employment is terminated as a consequence of conduct that justifies instant dismissal, including malingering, inefficiency or neglect of duty, in the case of employees engaged for a specific period of time or for a special task or tasks, casual employees, apprentices and trainees.

Redundancy shall not apply to employees with less than one year's continuous service.

15.8 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 company may at the company'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.

15.9 Transmission of business

15.9.1 The provisions of this clause are not applicable where a business is before or after the date of this agreement, transmitted from an employer (in this subclause called the transmittor) to another employer (in this sub clause called the transmittee), in any of the following circumstances:

15.9.1.1 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

15.9.1.2 Where the employee rejects an offer of employment with the transmittee:

a) 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

b) 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.

PART 16 - DISPUTES PROCEDURE

16.1 Disputes Procedure:

It is the intention of this agreement to eliminate disputes. It is agreed that the parties to this agreement shall confer in good faith with a view to resolving the matter.

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

16.1.1 The matter must first be discussed by the aggrieved employee with his or her immediate supervisor and;

16.1.2 If the matter is not settled at such a meeting, the parties must arrange for further discussions between the employee and his or her nominated representative, if any, and more senior levels of management.

16.1.3 If the matter is still not resolved a discussion must be held between a representative of the company and the Union, or other employee representative.

16.1.4 If the matter cannot be resolved it may be referred to the Australian Industrial Relations Commission where the parties may agree on a particular Commission member(s) and the powers to be conferred on the Commission in its attempt to resolve the dispute.

16.1.5 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 his or her health and safety.

16.1.6 Depending upon the nature of the matter involved, considerations of urgency or the number of employees concerned it may be appropriate for earlier stages of this disputes procedure to be bypassed.

16.1.7 Nothing in the disputes settling procedure shall operate to the prejudice of an employee's health and safety.

PART 17 - SUPERANNUATION

Superannuation will be provided in accordance with the Federal Government Superannuation Guarantee Levy... Superannuation will be paid to the fund of your choice. You may elect the Choice of Fund option at any time but only once in a 12 month period. Employees may increase their contributions as they see fit.

PART 18 - OCCUPATIONAL HEALTH & SAFETY

18.1 Occupational Health and Safety within the Workplace:

All employees are guaranteed a safe working environment as per the New South Wales Occupational Health and Safety Act 2000 and Occupational Health and Safety Regulation 2001. The company accepts responsibility for the health and safety of its employees in their work situation. Employees accept that they have a responsibility towards themselves, their workmates, clients, and the public. A system of accident elimination will be established and safety adopted as an integral part of all Chubb Security operations. To achieve the above the company will provide either directly, or through our clients;

- (a) a reasonable, safe and healthy working environment,
- (b) suitable protective clothing and equipment,
- (c) appropriate accident elimination education and training,
- (d) current accident elimination techniques and legislation, and
- (e) consultation on matters of health and safety through meetings eg tool box talks.

18.2 Occupational Health and Safety Obligations

Each of the parties to this agreement recognizes that they have specific obligations to achieve the common goal and objectives of a quality working environment.

18.2.1 The company is obligated to;

- (a) Provide opportunities for learning and skill formation and career progression for all employees.
- (b) Provide information about the company and conditions at the work-place which affects the jobs of employees.
- (c) Ensure that no employee will be required to undertake tasks for which they have not received adequate and appropriate training except in emergency situations.
- (d) Provide the appropriate skills development to ensure that all employees can participate in the consultative process, and
- (e) Provide a safe, healthy working environment, including the provision of protective equipment.

18.2.2 All employees are obliged to;

- (a) Participate in training arrangements.
- (b) Comply with all company safety rules and regulations including the use and return of all protective equipment.
- (c) Maintain a high standard of behaviour particularly in regard to attendance, punctuality and relations with others.
- (d) A personal commitment to participate in the process of quality improvement to all aspects of the enterprise's operation, including;
 - Safety
 - Quality
 - Housekeeping and cleanliness productivity and effectiveness

18.3 Hepatitis B:

Where it is deemed through appropriate risk assessment processes that you are at risk of contracting Hepatitis B the company will reimburse the difference between Medicare and the cost incurred by those officers who wish to receive Hepatitis B inoculations.

PART 19 - UNIFORMS

19.1 Uniform Provisions:

Chubb Security Personnel’s Security Officers must maintain the highest level of presentation possible in both their issued uniforms and personal grooming.

To achieve this, personnel must be prepared to commit themselves to maintaining uniforms and their personal appearance in line with company policy and customer expectations.

To ensure the serviceability of issued uniforms and to allow for the proper laundering Chubb Security will provide the following items to all personnel: -

Male security officers	Female Security Officers
2 pairs trousers	2 pairs pants
3 shirts	3 blouses
1 tie	1 tie
1 pair epaulettes	1 pair epaulettes
1 all weather jacket	1 all weather jacket
1 safety vest (where needed)	1 safety vest (where needed)

Additional uniform items will be issued as and when required.

19.2 Collection of Uniforms:

(a) Current employee.-

- (i) Employee initiates request for replacement uniform;
- (ii) Company forwards purchase order to employee; and
- (iii) Employee picks up uniforms from supplier (in own time).

Unserviceable Items	Serviceable Items
Employee to provide Statutory Declaration confirming all unserviceable items of uniforms have been destroyed. In the case of the employee not returning serviceable items of uniforms to the Company (if requested by the Company) then the amount of \$300.00 will be deducted from the employee to recover costs.	In the case of serviceable items of uniforms the employee shall, if requested by the Company, return all items in a serviceable state. Failure to return items in a serviceable state will result in the employee being charged an amount of \$10.00 per item of uniform.

- (b) Terminated Employee: Failure of a terminated employee to return Company issued items of uniform in a serviceable state upon termination will result in the following:

Unserviceable Items

Uniforms not returned in a serviceable state then an amount of \$10.00 per items of uniform will be deducted from the employee's termination payment.

Serviceable Items

Uniforms not returned at all (i.e., within five [5] working days of termination) will be considered as property of the terminated employee and an amount of \$800.00 will be deducted to recover replacement costs.

PART 20 - STANDARD OPERATING PROCEDURES

20.1 Standard Operating Procedures and Assignment Instructions:

Standard Operating Procedures and Assignment Instructions are the best way of ensuring Security Officers are fully aware of customer and company requirements. The company will ensure that every post will have a set of quality endorsed Standard Operating Procedures and Assignment Instructions that have been compiled in consultation with the customer and Chubb... The Assignment Instructions will be the controlling document for what service is provided and for how the service will be performed.. All Security Officers will be fully conversant with the Assignment Instructions and the services contained within.

20.2 Changes to Assignment Instructions:

In the event changes to Assignment Instructions are required, they shall be implemented through consultation between employee, customer and company.

20.3 Job Description:

All Chubb Security Officers will be issued with a job description upon commencement of employment with the company. The job description shall complement information contained in Standard Operating Procedures and Assignment Instructions.

20.4 Training:

All employees will be given access to Industry standard competency based training once the standard is introduced throughout the Industry.

20.5 Flexibility to Meet Work Surges:

A force of permanent full-time reserve officers will be maintained to provide our customers with more stable and experienced Security Officers to provide services to them.

20.6 Employer and Employee Duties

20.6.1 Employees covered by this Agreement may be required by the company to perform all work within their skill and competence including work which is incidental or peripheral to their main tasks or function.

20.6.2 If an employee wilfully or negligently damages or loses uniforms, protective clothing or equipment issued by the company, the company may require the employee to reimburse the company for such damage or loss.

PART 21 - ANTI DISCRIMINATION

21.1 It is the intention of the respondents to this award to achieve the principal object in s3(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.

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

21.3 Nothing in this clause is taken to affect:

- (a) any different treatment (or treatment having different effects) which is specifically exempted under the Commonwealth anti-discrimination legislation;
- (b) 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.
- (c) the exemptions recognised in the Workplace Relations Act 1996.

SIGNATURES TO THE AGREEMENT

Signed on behalf of Chubb Security Personnel

.....
(Company Representative Signature)

.....
(Company Representative Name - Print)

.....
(Date)

Signed on behalf of the Liquor, Hospitality and Miscellaneous Union:

.....
(Union Secretary Signature)

.....
(Union Secretary Name – Print)

.....
(Date)

APPENDIX A

Chubb Defence Agreement (NSW) 2006-2011

Rates payable under the Agreement

TABLE 1 as from the first full pay period on or after the date the relevant employee is engaged to perform work under the Agreement.

	Level "1"	Level "2"	Level "3"	Overtime "A"	Overtime "B"
Basic	15.0438	18.6642	20.7315	21.2592	25.6579
Intermediate	16.0933	19.7557	21.9219	22.3502	26.1666
Advanced	17.2976	20.1535	22.3015	23.0656	28.1114

TABLE 2 as from the first full pay period in July 2006

	Level "1"	Level "2"	Level "3"	Overtime "A"	Overtime "B"
Basic	15.6455	19.4107	21.5607	22.1096	26.6842
Intermediate	16.7370	20.5459	22.7988	23.2442	27.2132
Advanced	17.9895	20.9597	23.1935	23.9883	29.2359

TABLE 3 as from the first full pay period in July 2007

	Level "1"	Level "2"	Level "3"	Overtime "A"	Overtime "B"
Basic	16.2713	20.1872	22.4232	22.9940	27.7515
Intermediate	17.4065	21.3678	23.7107	24.1739	28.3018
Advanced	18.7091	21.7981	24.1213	24.9478	30.4053

TABLE 4 as from the first full pay period in July 2008

	Level "1"	Level "2"	Level "3"	Overtime "A"	Overtime "B"
Basic	16.9222	20.9947	23.3201	23.9137	28.8618
Intermediate	18.1027	22.2225	24.6591	25.1409	29.4338
Advanced	19.4575	26.6700	25.0861	25.9457	31.6215

TABLE 5 as from the first full pay period in July 2009

	Level "1"	Level "2"	Level "3"	Overtime "A"	Overtime "B"
Basic	17.5991	21.8345	24.2529	24.8702	30.0163
Intermediate	18.8268	23.1114	25.6455	26.1465	30.6112
Advanced	20.2358	27.7368	26.0895	26.9835	32.8864

TABLE 6 as from the first full pay period in July 2010

	Level "1"	Level "2"	Level "3"	Overtime "A"	Overtime "B"
Basic	18.3031	22.7079	25.2230	25.8651	31.2169
Intermediate	19.5799	24.0359	26.6713	27.1924	31.8356
Advanced	21.0452	28.8463	27.1331	28.0629	34.2018