REGISTER OF CONTRACT AGREEMENTS

Registered Contract Agreement Industrial Registrar

CONTRACT AGREEMENT NO: CA98/4

TITLE: K&S Smorgons Business Unit Lidcombe Carriers Contract Agreement

I.R.C. NO:

98/3856

DATE APPROVED/COMMENCEMENT: 28 July 1998

TERM:

12 months

NEW AGREEMENT OR

VARIATION:

New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 51

COVERAGE/DESCRIPTION OF

EMPLOYEES: Contract carriers operating from K&S Freighters Pty Ltd premises at Urig

Road, Lidcombe 2141

PARTIES: K&S Freighters Pty Ltd trading as K&S Smorgons Business Unit -&- Transport

Workers' Union of Australia, New South Wales Branch

K&S SMORGONS BUSINESS UNIT LIDCOMBE: CARRIERS CONTRACT AGREEMENT: 1 April 1998:

Registered Enterprise Agreement

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SCHEDULE - G - LOADING/UNLOADING CRANE SPECIFICATION.

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1. DEFINITION:

1.1 For the purposes of this Contract Agreement the meaning of the terms below shall prevail.

AWARD means the Transport Industry State Award (NSW) - as varied from time to time.

AGREEMENT means the K&S Smorgons Business Unit Carrier Contract Agreement

CONTRACT CARRIER OR CARRIER means an incorporated entity that accepts contracts of carriage with K&S Smorgons Business Unit.

K&S means K&S Frieghters Pty Ltd (ACN 004 550 332) trading as K&S Smorgons Business Unit.

LOADING / UNLOADING CRANE means a hydraulically operated crane pursuant to Schedule – G herein, fitted to a carrier's truck for the purposes of loading and unloading K&S product.

TRUCK means a truck cab – chassis, body and loading/unloading crane. The total unit must comply with one of the following categories: -

Category 1.....Carrying Capacity - Not less than 8 and less than 10 tonnes.

Category 2... Carrying Capacity - Not less than 12 and less than 14 tonnes

Category 3 ... Single Axle Drive Prime Mover

Category 4....Bogie Axle Drive Prime Mover.

UTILISATION CARTAGE RATE means the cartage rates applicable to the average annualised levels of truck productivity in respective fleet categories measured in tonne/drops per truck per year, pursuant to Schedule – A, herein.

1.2 INTERPRETATION:

Words imparting the singular number will include the plural number and words imparting the plural number include the singular. The masculine gender shall include the feminine and neuter gender.

1.3 CONTRACT AGREEMENT APPLICATION:

The awarding of this Contract Agreement by the NSW Industrial Relations Commission will rescind and replace any and all other agreements between the K&S Group and its Smorgons Business Unit – Lidcombe operation contract carriers existing prior to the IRC award date.



2 INDEPENDENT CONTRACTOR:

- This contract sets out the rights and obligations of K&S and the carrier operating a truck from the K&S Smorgons Business Unit Lidcombe Depot delivering K&S specified product.
- 2.2 The carrier is and at all time will remain an independent contractor and is not the legal Representative, agent, joint venturer, partner, or employee of K&S for any purpose whatsoever. The Carrier has no right or authority to assume or create any obligations of any kind or to make any Representation or warranties, whether expressed or implied, on behalf of K&S or to bind in any respect whatsoever or to represent that it is an employee, servant or agent of K&S. The Carrier shall ensure that any of its employees does not assume or create any obligations of any kind or to make any representations or warranties, whether expressed or implied, on behalf of K&S to bind in any respect whatsoever or represent in any way that he is an employee, servant or agent of K&S.
- 2.3 The Carrier is at all times and will remain responsible for all wages and salaries, sick leave, annual leave, long service leave, superannuating, worker's compensation insurance and any other entitlements of all persons employed or otherwise engaged by the Carrier in connection with the Carrier's cartage business and for all payroll and any other taxes payable in respect of those persons.
- 3. TERM OF THE CONTRACT AGREEMENT:

The term of this contract agreement shall be twelve (12) months from the date of IRC award.

- 4 CARTAGE RATES:
- Clause 16, Remuneration, of the Contract Determination for General Carriers is varied by this Agreement as follows:-

The cartage rates payable to Carriers, which is an all-up hourly rate inclusive of an allowance to include all costs associated with the provision, operation and maintenance of a loading /unloading crane pursuant to Schedule – G of the Agreement, herein, the provision and usage of all necessary tarpaulins, ropes, gates, chains, and dogs for use in a contract of carriage, Carrier incorporation costs and expenses, workers compensation insurance, superannuation and any other related costs for a carriers employees, will be as follows.

CATEGORY:	HOURLY RATE:	ALLOWANCE:	TOTAL HOURLY RATE:
	(contract determination)		
One	\$ 27.51	** \$ 7 49	\$ 35.00
Two	\$ 42.15	** \$ 5.85	\$ 48.00
Three	\$ 39.06	** \$ 5.85	\$ 44.91
* Four	\$ 48.21	** \$ 1.34	\$ 49.55

NB.* Category four carriers are not required to provide a loading/unloading crane.

In conjunction with the above cartage rates K&S will operate a BONUS system for carriers which will be based on the application of a Utilisation Cartage Rate, pursuant to Schedule -A, herein.

At the conclusion of each three (3) month period, should the amount that would otherwise have been paid to a carrier for cartage by the application of the Utilisation Cartage Rate, be greater than that paid to the carrier for cartage by the application of the Total Hourly Rate, above, K&S will pay the difference to that carrier on the regular pay date following the end of the relevant three (3) month period.

^{**} Allowances are fixed and not subject to variation due to cost increases



4.2 UTILISATION CARTAGE RATES:

- (a) The Utilisation Rates as set out in Schedule A, herein, are applicable only to the carriers relevant vehicle

 Category
- (b) For the first three (3) months period from the Contract commencement date, the annualised Utilisation Cartage
 Rate, for all vehicle categories, shall be 5000 tonne drops
- (c) On the fifteenth (15 th) calendar day from the start of every subsequent three (3) month period, during the term Of this Agreement, the annualised utilisation level for each category will be independently adjust, on a moving annual total basis, so as to reflect the actual utilisation atchieved for the previous three (3) months.
- (d) The Quarterly Carrier Fleet Productivity, measured in tonne drops, will be calculated pursuant to clause 4.3, herein.
 Utilisation Level and Availability, herein, over the total appropriate vehicle category carrier fleet but excluding any days that a carrier is unavailable pursuant to clause 4.3.

4.3 UTILISATION LEVEL AND AVAILABILITY:

The quarterly annualised utilisation level shall be calculated pursuant to the following Formula:

U = V / (T - R).

Where,

R = S / W = calculated unavailable trucks (number of trucks.)
S = sum of unavailable days (number of days).
W = working days in the quarter (number of days).
U = quarterly utilisation level (tonne drops per truck)
V = tonne drops available for the period (tonne drops)
T = base fleet number. (number of trucks)

(Example: see Schedule - D, herein.)

5. OBLIGATIONS OF THE CARRIER:

Clause 6, of the Contract determination for General Carriers is varied to include the following:

- (a) All carriers will be incorporated Entities by 26 April 1998.
- (b) All carriers, with the exception of those carriers with category 4. Vehicles (bogie axle drives) will have a loading/unloading crane operational on their vehicle by 26 April 1998.
- (c) All carriers will provide K&S with proof of currency documentation for all Statutory Requirements and Insurances pursuant to clause 6, herein.

NOTE:

The services of any carrier that does not fully comply the Clause 5., "OBLIGATIONS OF THE CARRIER:", herein, by the 26 April 1998, will no longer be utilised by K&S.



6. STATUTORY REQUIREMENTS AND INSURANCES:

- 6.1 Carriers will comply with the provisions of all relevant statutes and regulations made thereunder in relation to the use and/or operation of its truck in NSW and the carrier shall ensure payment of all lawful fees, licenses and taxes in relation thereto
- 6.2 Carriers shall arrange insurance cover, as specified by K&S pursuant to Schedule F herein, and keep current whilst working pursuant to this Agreement in respect of: -
 - (a) Motor vehicle comprehensive insurance for its truck.
 - (b) Motor vehicle compulsory third party insurance for its truck.
 - (c) Worker's Compensation insurance for all its employees, including casuals, whilst working pursuant to this Agreement.
 - (d) Public liability insurance with a minimum Palue of \$5 million.
 - (a) Carriers legal liability insurance -
- NB. All insurance policies with the exception of 6.2 (b) & (c), hereigh, must contain a special notation that the policy is strictly pursuant to the K&S insurance specification, Schedule F herein.

7. AVAILABILITY OF SUITABLE VEHICLE:

- 7.1 It is the obligation of the carrier on each working day to supply, have manned and operate and keep servicable, a suitable truck. Any variation to this obligation shall require written approval by K&S.
- 7.2 (a) No truck shall be brought into service by the carrier without the prior written approval of K&S.
 - (b) K&S shall have the discretion to refuse to load any truck that is unregistered or obviously defective.
- 7.3 The legal carrying capacity of a suitable truck shall be based on the RTA registered mass. And tare weight of the vehicle.
- 7.4 An unservicable truck shall be repaired as soon as practicable.
- 7.5 Where a carrier's driver is unable to report to work with the carrier's truck the carrier shall inform K&S at the earliest possible moment of the reason and anticipated period of absence.
- 7.6 Where a carrier is required to submit its truck to the Road & Traffic Authority for annual Inspection, it shall inform K&S four weeks prior to the registration renewal date or on Receipt of the inspection notification, whichever is the earliest.
- 7.7 All current operational trucks in the fleet are deemed to be approved vehicles for a period of one (1) year from the commencement date of the Agreement.

8. FLEET SIZE:

K&S shall have the absolute discretion to vary its fleet size in any manner and for any reason.



K&S SMORGONS BUSINESS UNIT - LIDCOMBE:

CARRIERS CONTRACT AGREEMENT: 1 April 1998:

AGREEMENT:

SIGNATORIES TO THE AGREEMENT:

It is agreed that the document entitled "K&S Smorgons Business Unit – Lidcombe Carriers Contract Agreement" has been consulted by the parties and is to be submitted to the Industrial Relations Commission of N S.W for the award to be made

Signed for and on behalf of K&S Freighters Pty. Ltd. Name: 2 Signatur In the presence of Witness: Signature Signed for and on behalf of the Transport Workers Union of Australia (New South Wales branch.) and the K&S Smorgons Business Unit -Lidcombe Contract Carriers. Name: Position: TWU State Secretary.: Date: Position: TWU Official: Date: In the presence of Witness: Signature 6 Date: 06-4-98

K&S SMORGONS BUSINESS UNIT

LIDCOMBE

CARRIERS CONTRACT AGREEMENT



SCHEDULE F

INSURANCE SPECIFICATION:

1. GENERAL

The Insurance coverage required pursuant to Clause 7 of the Carriers Contract Agreement is as follows:

- (a) Motor vehicle comprehensive or third party property.
- (b) Motor vehicle compulsory third party (green slip)
- (c) Workers' Compensation for all carriers' employees
- (d) Public liability cover to a minimum value of \$5 million
- (e) Carrier's legal liability insurance

2. MOTOR VEHICLE COMPREHENSIVE OR THIRD PARTY PROPERTY

The motor vehicle comprehensive policy must include a Third Party Liability in respect of bodily injury and/or property damage up to a limit of \$10 million for any one event.

The policy must also cover, but necessarily be limited to the following:

- (a) Finance payout
- (b) Any loss which may arise whilst the insured is operating beyond the limits of any carriageway or throughfare
- (c) Any losses due to theft, fire, flood and/or storm and tempest
- (d) Cross liability
- (e) Liability of passengers
- (f) Principal's Indemnity in respect of non-owned vehicles
- (g) Removal of debris/cleaning up costs
- (h) Signwriting

3. MOTOR VEHICLE COMPULSORY THIRD PARTY

This cover is that which is commonly known as "Green Slip" cover and is controlled by State Government legislation.



Registered Contract Agreement

As each Carrier operating in accordance with the Carrier's Contract
Agreement is trading as a Proprietary Limited Company, they are required, by law, to effect Workers' Compensation Insurance for each and every worker employed by their Company, including themselves.

The rate and conditions are controlled by the Workers' Compensation legislation.

5. PUBLIC LIABILITY

An All Risk Public Liability cover to a value of \$5 million is compulsory...

6. CARRIER'S LEGAL LIABILITY INSURANCE.

Each carrier shall effect a Carrier's Legal Liability Insurance with a minimum value of two hundred thousand dollars (\$200,000).

NOTE:

All insurance policies with the exception of 7.2(b) & (c) herein, must contain a special notation that the insurance cover is strictly in accordance with the K&S Insurance specification, Schedule F, herein.

K&S SMORGONS BUSINESS UNIT LIDCOMBE

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CARRIERS CONTRACT AGREEMENT SCHEDULE D

Example only

Determination of Utilisation Level

Tonne-drops available for the period (V)	=	8000
Base fleet of trucks (T)	=	8
Working days in the quarter (W)	=	65

UNAVAILABLE DAYS

Sick leave	A
	7
Vehicle breakdown	4
Bereavement	1
Special approved leave	2
Unauthorised leave	1
Failure to report	1
TOTAL DAYS (S)	13

Formula: U = V / (T - R), where R = S / W

Therefore

8000 / (8 - ¹³/₆₅) 2666 tonne drops/truck

K&S SMORGONS BUSINESS UNIT

LIDCOMBE

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CARRIERS CONTRACT AGREEMENT

CRANE SPECIFICATIONS

PRIMEMOVERS

TONNE / METER RATING 9.9 TONNES
MAXIMUM RADIUS 10.6 METRES
MAXIMUM LIFTING CAPACITY 3.03 TONNES AT 3.55 METRES
MAXIMUM LIFTING CAPACITY 73 TONNES AT 10.6 METRES

BODY TRUCKS

TONNE / METER RATING 9.9 TONNES
MAXIMUM RADIUS 10.6 METRES
MAXIMUM LIFTING CAPACITY 3.03 TONNES AT 3.55 METRES
MAXIMUM LIFTING CAPACITY 980 TONNES AT 7.53 METRES

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E A - UTILIZATION CARTAGE RATES FOR K&S SMORGON BUSINESS UNI
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Overtime cost (\$) \$7,981 X	Total hours per 4K TD/A 2333 F % Overtime per 4K TD/A 25.00 F Equiv normal time hours /A 583.25 F	Total casual labour (S) \$4,967 X	Casual Inbour, 4 weeks leave (\$) \$3,244 A (X) \$17.94 Casual Inbour, 12 RDOs (\$) \$1,723 A (X)	Normal time wages (S) \$28,462 X	LABOUR Weekly rate (\$) Weeks/year \$2 F	5000 20280 100% 20280	Working days/year 242 F Average tonne-drops/day 20.66 X	ops per annum) 5000 D D	Index at review 120.2 B
			Includes 15% plus I/12 loading		Grade 7. Transport Industry (NSW) Award rate for driver for 40 hours/week. (Overtime calculated on 38 hours)			Metropolitun firet	

				BINNING COSTS
of overtime cost of overtime	*Truck regi	×	\$16,392	TOTAL O & O COSTS (5)
of normal wages, casual labour. Report Repo	\$1050 amort	57 F	\$105 \$6,520.57	Incorporation fee (S) Profit on FC + ownership (S)
of normal wages, casual labour. Report Repor		C (X)	\$1,375	Administration costs (\$)
of normal wages, casual labour. Report Contract	\$1,290	B (X)	\$3,461 \$1,430	Reg'n, CTP insur & permit (\$) Insurance excl workers comp (\$)
of overline cost Of overline cost	\$50,000 truck depres	'ኳ	OSTS \$3,500	OWNERSHIP & OVERHEAD COSTS Depreciation (§)
of normal wages, casual Jabour. Rect Contract		7 X	\$44,467	"FIXED COST" LABOUR (5)
of normal wages, casual Jabour. Report Contract		×	\$2,173	"Running cost" labour (5)
Contract	8 9% of overtime c	××	7981 710	Total overlime cost (\$) Total workers comp insurance (\$)
of normal wagen, casual labour. Reo's Contract		ক ব	25% 75%	Split of overtime labour % charged to fixed labour cost
of normal wagen, casual labour. Reb		X	\$46,640	TOTAL LABOUR COST (\$)
of normal wages, casual labour.		×	\$5,230	Total labour oncosts (8)
1:	8.9% of normal wa	A (X)	2,975	Leave loading (5) Workers comp insurance (5)
Not applicable Not applicable 1 or experience of the second sec	Not applicable		1, /08 S0	Superaumation (5) Long service leave (5)
enien				LABOUR (continued)

					nt	Rounded to nearest whole cent	Rounded to n		×	\$4.24	PAID RATE (per TD)
									ক	12%	% margin allowed on running cost
									×	\$3.79	Running cost /TD
										\$0.93	Total Running Cost per Km
					above	Km allowed above	20280		×	\$18,951	TOTAL RUNNING COSTS (\$)
									×	\$2,173	"Running cost" labour (\$)
			14						×	51,364	Total tyre cost (S)
									×	\$360	Cost of punctures (\$)
						Typical cost	Typical cost		C	\$30	Cost of puncture repair (\$ each)
									d ;	-	con or receips (#)
									×t	6598	of receps (\$)
		replacement	for case	2 extra	K	40000	Tyre life		7 7	10	No. of recaps - rear drive
			•						×	3365	Cost of new tyres (3)
		Beaurepaire SP370 11R22.5 contact Mike O'Brien 648-5511 - Beaurepaire Stivet water	1911 - Beaure	O'Brien 048-2	contact Mike	SP370 11R22.5	Beaurepaire 3			\$630	Cost of new tyre (5 each)
	ion	70000	km tyre life	20280	1	Average km for 4K TD /year =	Average km		1 =	2	No. of new tyres - radial steer
						- Long					Tyres - based on km travelled
									×	\$6,919	Total servicing, R & M cost (S)
						164.0%	Reaco		С	\$3,000	Provision for amjor R & M (\$)
			9			era			>	000,10	National Section of the National National Section (National National Nation
						-24			< ₩	\$17.94	Mechanic cost (Mhour)
						0)1)			1 7	52	Truck working weeks/year
						CP4.E4			뉙	2	Minor R & M (hours/week)
			5	\$100	Renew oil	#32			×	\$2,053	Routine service cost per year (\$)
340	Water	\$79	01	\$105	Air out.	\$64	Airinga	Filters	C	\$293	Materials for routine service (\$)
					rate	International truck workshop rate	International		₩	\$55	Workshop cost (\$/hour)
									Ψ,	4	Hours per routine service
									*	4	Routine services per year
											Repairs & servicing - all time based
											RUNNING COSTS (continued)

Gross CC Income /A - Zone 1. (\$)	FAID CARTAGE/TD - ZONE 1.	"Fixed Cost" Labour (\$) Ownership & Overhead Cost + Profit (\$) Running cost + Profit (\$) \$4.24 CC OPERATING COST to K&S (\$) CC OPERATING COST/TD TO K&S (\$)
\$75,723	\$21.64	3500 \$44,467 16,392 14,865 \$75,723 \$21.64
\$76,147 \$76,571	\$21.15	PRODUCT 3600 \$44,467 16,392 15,289 \$76,147 \$21.15
	\$20.69	PRODUCTIVITY (Tomne - Drops per annum) 3600 3700 3800 3900 \$44,467 \$44,467 \$44,467 \$44,467 16,392 16,392 16,392 16,392 15,289 15,713 16,137 16,561 \$76,147 \$76,571 \$76,995 \$77,419 \$21.15 \$20.69 \$20.26 \$19.85
\$76,995	520.26	\$44,467 16,392 16,137 \$76,995 \$20.26
\$77,419	\$19,85	\$44,467 16,392 16,561 \$77,419 \$19.85
\$77,843	\$19.46	\$44,467 16,392 16,985 \$77,843 \$19.46
578,267	\$19.09	\$44,467 16,392 17,409 \$78,267 \$19.09
\$78,691 \$79,115	\$18.74	\$44,467 16,392 17,833 \$78,691 \$18.74
	518,40	\$44,467 16,392 18,257 \$79,115
\$79,539	\$18.08	\$44,467 16,392 18,681 \$79,539 \$18.08
\$79,963	\$17.77	\$44,467 16,392 19,105 \$79,963 \$17.77

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1 (Spin 1996)										XL	CHRRDDANK
	4600	PRODUCT 4700	PRODUCTIVITY (Tonne - Drops per Annum) 4700 4800 4900 5000	ne - Drops p 4900	9er Annum) 5000	5100	5200	5300	5400	5500	5600
"Fixed Cost" Labour (\$)	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467	\$44,467
Ownership & Overhead Cost+Profit (\$) Running Cost + Profit (\$) \$4.24	16,392 19,529	16,392 19,953	16,392 20,377	16,392 20,801	16,392 21,225	16,392 21,649	16,392 22,073	16,392 22,497	16,392 22,921	16,392 23,345	16,392 23,769
CC OPERATING COST TO K&S (\$)	\$80,387	\$80,811	\$81,235	\$81,659	\$82,083	\$82,507	\$82,931	\$83,355	\$83,779	\$84,203	\$84,627
CC OPERATING COST/TD TO K&S (\$)	\$17.48	\$17.19	\$16.92	\$16.67	\$16.42	\$16.18	\$15.95	\$15.73	\$15.51	\$15.31	\$15.11
							2				
PAID CARTAGE/TD - ZONE 1.	\$17.48	\$17.19	\$16.92	\$16.67	\$16,42	\$16.18	\$15.95	\$15.73	\$15.51	\$15,31	\$15.11
Gross CC Income /A - Zone 1. (5)	\$80,387	\$80,811	\$81,235	\$81,659	\$82,083	\$82,507	\$82,931	\$83,355	\$83,779	\$84,203	\$84,627

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Gross CC Income /A - Zone 1.(\$)	PAID CARTAGE/TD - ZONE 1.		CC OPERATING COST/TD TO K&S (\$)	CC OPERATING COST TO K&S (\$)	"Fixed Cost" Labour (\$) Ownership & Overhead Cost +Profit (\$) Running cost + Profit (\$) \$4.24	
\$85,044	\$14.92		\$14.92	\$85,051	\$44,467 16,392 24,193	5700
\$85,492	\$14.74		\$14.74	\$85,475	\$44,467 16,392 24,617	PRODUCT:
\$85,904	\$14.56		\$14.56	\$85,899	\$44,467 16,392 25,041	PRODUCTIVITY (Tonne - Drops per annum) 5800 5900 6000 6100
\$86,340	\$14.39		\$14.39	\$86,323	\$44,467 16,392 25,465	ne - Drops p
\$86,742	\$14.22		\$14.22	\$86,747	\$44,467 16,392 25,889	er annum) 6100
\$87,172	\$14.06		\$14.06	\$87,171	\$44,467 16,392 26,313	6200
\$87,570	\$13.90	2	\$13.90	\$87,595	\$44,467 16,392 26,737	6300
\$88,000	\$13.75		\$13.75	\$88,019	\$44,467 16,392 27,161	6400
\$88,465	\$13.61		\$13.61	\$88,443	\$44,467 16,392 27,585	6500
\$88,836	\$13,46		\$13.46	\$88,867	\$44,467 16,392 28,009	6600
\$89,311	\$13.33		\$13.33	\$89,291	\$44,467 16,392 28,433	6700

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NOTES FORMING PART OF CONTRACT SCHEDULE A

APPLICATION OF UTILIZATION RATES



VARIATION IN UTILIZATION RATES

drops/truck/year rate applies for productivity between 4451 and 4550 tonne/truck/year. The table of utilization rates misminted above are the mid points of 100 tonne-drops/track/year productivity steps, e.g. the 4500 tonne-

moving annual total basis except for the first 4 quarters, for which the productivity will be as follows: Agreement. Average unusual truck productivity shall be calculated in accordance with clauses 4.1c) and 4.1d) of the Contract Agreement on a The appropriate utilization rate to be paid shall be based on quarterly reviews of truck productivity as provided for in clause 4.1c) of the Contract

Start for Quarter 1 = 4000 tonne-drops/truck/year. Quarter 3 = (Start/4xZ) + qtr 1 + qtr 2 actual productivity tourie-drops/bruck/yearQuarter 2 = (Start/4x3) + qtr.1 actual productivity tenne-drops/buek/year

Quarter 4 = (Start/4) + qtr1 + qtr2 + qtr3 actual productivity tonue-drops/buck/year

Utilization rates of less than 3500tonne-drops/truck/year will be paid at the rate for 3500 tonne-drops/truck/year Quarter S = qir1 + qir2 + qir3 + qir4 sixtual productivity terme-drops/truck/year

reculculated rate is less than 3% then the existing rate will continue to apply until the next half-yearly rate review greater than 3%, then the recalculated table of utilization rates will apply until the next until the next half-yearly rate review. If the variation in the Where a recalculation of the above table of utilization rates, at a half-yearly review, varies the 5000 tours-drops/track/year rate by an amount equal to or

increase is only 2.8%, the existing rate of \$17.18 continues to be paid Example: The willigation rate for 5000 tonne-drops/truck/year in the table above is \$17.18. A rate review calculates the new rate to be \$17.66. As the

For the purposes of the recalculation of the table of utilization rates:

- Items of data marked "A" to be varied by any change in the Transport Industry Mixed Enterprises (State) Award grade 7 driver.
- Items of data nurked "B" to be varied by actual change in cost.
- Items of data marked "C" to be varied by the % change in the Sydney Consumer Price Index (All Groups Index Number) for the quarter immediately preceding the rate review. Buse CPI for percentage change to be June 1997 quarter = 120.20
- Items of data marked "D" to be the paid productivity level at the date of the review.
- are sufficiently changed to warrant alteration. Beens of than marked "F" are fixed for the term of the Contract of Carriage unless both parties agree that circumstances
- lterns marked "X" are calculated from the items of data "A", "B", "C", "D" and "F"

NOTES FORMING PART OF CONTRACT SCHEDULE A (continued)

SAFETY NET, CALCULATION OF WORKING DAYS



EARNINGS SAFETY NET

made up as follows: For the purposes of Safety Net adjustment, the 242 working days per annum which the Carrier will have his truck available for work is

TOTAL WORKING DAYS PER ANNUM:	52 weeks x 5 week days less Anninil Leave less Public Holidays less Rostered Days Off less Sick Leave plus casual labour payment for Annual leave plus casual labour payment for 12 RDOs
247	= 260 days = 20 = 10 = 12 = 8 = 20 = 12

The earnings safety nafety net per year as provided for in clause 5.1 of the Contract Agreement shall be the sum of the "Fixed" Cost Labour plan the Ownership and Overhead Cost.

paid, the samings safety safety net per year shall be varied according to the reculculated "Fixed" Cost Labour and Overhead Cost When at half-yearly review, a recalculation of the above table of utilization rules results in a change in the utilization rules to be

At the commencement of the Contract Agreement the earnings safety safety net and per year will be \$44467 + \$20210 = \$64677.

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SCHEDULE A - UTILIZATION CARTAGE RATES FOR K&S	ON CART	AGE RAT	FOR K&S SMORGON BUSINESS UNIT - LIDCOMBE:S DRIVE, P. MOVERS.
CPI INDICES			
Base Index - June Quarter 1997:	120.2	75	Sydney Consumer Price Index (All Groups Index)
Index at review	120.2	В	ะถเ
PRODUCTIVITY			
Volume (Toune drops per annum)	5000	D	
35		טנ	established for Lideombe SDPM vehicles.
Working days/year	242	দ চ	
Average tourse-drops/day	20.66	×	
Tonne-drops /year	5000	×	
Paid km/year	20600	×	
Paid km / total km ratio	100%	Ŧ	
Worldy rate (5)	\$522.00	>	Transport Industry (NSW) Award rate for driver for 40 hours/week (Overtime calculated on 38 hours)
Weeks/year	52	7	
Normal time wages (\$)	\$27,144	×	
Cannal labour, 4 weeks leave (\$) Cannal labour, 12 RDOs (\$)	\$3,094 \$1,643	% % %	\$17.11 Includes 15% plus 1/12 loading
Total casual labour (S)	\$4,737	×	
	×		
Total hours per 5K TD/A	1992	5 5	
Equiv normal time hours /A	278.88	4	
confined and anticons and an in the second			

			rice distilate fuel	ACCC average pump price distilate fuel		* = * #	\$0.748 20600 50 \$7,704	Fuel - based on km travelled Fuel Cost (\$/litre) Total km travelled Fuel consumption (fitres/100km) Track fuel cost (\$)
	celluneeux \$400	Accountment for \$800, filing for \$175, postage/telephone & intscellaments \$400 \$1050 amortized over 10 years *Truck registration based on International	filing fee \$175, p 10 years sasted on Internati	Accountants fee \$800, filing fee \$175, postage \$1059 amortized over 10 years *Truck registration based on International		X FF(X)	\$1,375 \$105 \$6,068 \$17,119	Administration costs (\$) Incorporation fee (\$) Profit on fixed costs + ownership 12% TFC TOTAL O & O COSTS (\$)
\$15,000	10 years st.line residual 0 11,179.00 Extra load permit pub.liah. \$140	depreciated 10 years thue of fleet \$40,000 CTF ins.* \$1,179.00 3% pub-lish.	& crane) years, Average vi \$982 rehensive	\$70,000 truck& crane depreciated 1 Average age of fleet 20 years, Average value of fleet \$40,000 Truck registration * \$982 CIP ins.* \$1 Truck and crane comprehensive 3% p	\$1,392	Б В(X) В(X)	35,500 \$5,500 \$2,161 \$1,910	OWNERSHIP & OVERHEAD COSTS Depreciation (\$) Reg'n, CTP insur & permit (\$) Insurance excl workers comp (\$) \$
			Registered Contract Agreemen	es of over all	8.9%	× × × × × ×	25% 75% 3639 324 \$991 \$39,518	Split of overtime labour % charged to running cost % charged to fixed labour cost Total overtime cost (\$) Total workers comp insurance (\$) "Running cost" labour (\$)
		7		7		×	\$40,509	TOTAL LABOUR COST (\$)
		arantee legislation) eeck	operannuation Gue al time wage = 1 w al labour,	normal time wage, (Superannuation Guarantee legislation) Not applicable 25% of 4 weeks normal time wage = 1 week of normal wages, casual labour.	8.9%	× 3888	1,628.64 \$0 \$522 2,837.42 \$4,988	LABOUR (continued) Superannuation (\$) Long service leave (\$) Leave loading (\$) Workers comp insurance (\$) Total labour oncosts (\$)

	Rounded to nearest whole cent	×	\$3,88	PAID RATE (per TD)
		দ্য	12%	% margin allowed on running cost
		×	\$3.46	Running cost /TD/Km
			\$0.84	Total Running Cost per Km
	20600 Km allowed above	×	\$17,303	TOTAL RUNNING COSTS (5)
		×	\$991	"Running cost" labour (S)
		×	\$1,055	Total tyre cost (5)
	Allow 1 puncture per month Typical cost	хоя	12 \$30 \$360	Expected no. of punctures Cost of puncture repair (\$ each) Cost of punctures (\$)
40000 km	20600 Average km for 37K TD/year = 50822 km/year, Expected life of	× 5 7	\$150.00 \$309	No. of recaps - rear drive Cost of recaps (\$ each) Cost of recaps (\$)
		>	380.01	Cost of new tyres (3)
3caurepaire Silverwater	Beaurepaire SP370 11R22.5 contact Mike O'Brien 648-3311 - Beaurepaire Silverwater	; B	\$655	Cost of new tyre (\$ each)
000 km	20600 = Average km for 4K TD /year Expected lift 70000	Ŧ	2	No. of new tyres - radial steer
				Tyres - based on ken travelled
	Con	×	\$7,553	Total servicing, R & M cost (S)
	Regitrac	С	\$3,000	Provision for major R & M (5)
	rist A	×	\$2,500	Minor R & M cost per year
	gre	В	\$24.04	Mechanic cost (\$/hour)
	(ec	'n	52	Truck working weeks/year
	i nen	ম	2	Minor R & M (hours/week)
	\$32.00	×	\$2,053	Routine service cost per year (\$)
\$79.00 Water \$40.00	out p.a.	С	\$293	Materials for routine service (\$)
	International truck workshop rate	В	\$55.00	Workshop cost (S/hour)
		ম	4	Hours per routine service
		ম	4	Routine services per year
	7.5			RUNNING COSTS (continued) Repairs & servicing - all time based
KLCCURSDP				

	3500	PRODUCTI 3600	IVITY (Ton 3700	PRODUCTIVITY (Tonne - Drops per annum) 3600 3700 3800 3900	er annum) 3900	4000	4100	4200	4300	4400	4500
Fixed Cost Labour (\$)	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518
Ownership & Overhead Cost + Profit (\$)	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119
Running cost + Profit (5)/TD \$3.88	13,559	13,947	14,335	14,723	15,111	15,499	15,887	16,275	16,663	17,051	17,439
CC OPERATING COST 16 K&S (5)	\$70,196	\$70,584	\$70,972	\$71,360	\$71,748	\$72,136	\$72,524	\$72,912	\$73,300	\$73,688	\$74,076
CC OPERATING COST/TD TO K&S (\$)	\$20.06	\$19.61	\$19.18	\$18.78	\$18.40	\$18.03	\$17.69	\$17.36	\$17.05	\$16.75	\$16.46
PAID CARTAGE/TD - ZONE 1.	\$20,06	19,612	\$19.18	\$18,78	518,40	\$18.03	\$17.69	\$17.36	\$17.05	\$16.75	\$16,46
Gross CC Income /A - Zone 1. (\$)	570,196	570,584 570,972	\$70,972	571,360	571,748	\$72,136	\$77,514	\$72,912	\$73,300	\$73,688	\$74,076

Registered Contract Agreement

2600	COSS	2400	0003	9	Annum)	le - Drops per Annum	IVITY (Tonne
THE STATE OF	100						

											O'Charles of the County of
	4600	PRODUCT:	IVITY (Ton 4800	PRODUCTIVITY (Tonne - Drops per Annum 4700 4800 4900 5000	5000	5190	5200	5300	5400	5590	5600
"Fixed Cost" Lisbour (\$)	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518
Ownership & Overhead Cost+Profit (\$) Running Cost + Profit (\$)/TD \$3.88	17,119 17,827	17,119 18,215	17,119 18,603	17,119 18,991	17,119 19,379	17,119 19,767	17,119 20,155	17,119 20,543	17,119 20,931	17,119 21,319	17,119 21,707
CC OPERATING COST TO KAS (\$)	\$74,464	\$74,852	\$75,240	\$75,628	\$76,016	\$76,404	\$76,792	\$77,180	\$77,568	\$77,956	\$78,344
CC OPERATING COST/TD TO K&S (\$)	\$16.19	\$15.93	\$15,68	\$15,43	\$15.20	\$14.98	\$14.77	\$14.56	\$14.36	\$14.17	\$13.99
							12				
PAID CARTAGE/TD - ZONE 1.	816.19	\$15.93	\$15.68	\$15.43	\$15.20	\$14.98	\$14,77	\$14.56	\$14.36	\$14.17	\$13.99
Gross CC Income /A - Zonc 1. (5)	\$74,464	\$74,852	\$75,240	\$75,628	\$76,016	\$76,404	\$76,791	\$77,180	\$77,568	\$77,956	\$78,344
4.1											

Registered Contract Agreement industrial Registrar

		Dilaban	TO VEIN						1		KTCCHR
	5700	5800	5900	5800 5900 6000 6100	6100	6200	6300	6400	6500	6600	6700
"Pixed Cost" Labour (\$)	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518	\$39,518
Ownership & Overhead Cost +Profit (\$)	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119	17,119
Running cost + Profit (\$)/TD \$3.88	22,095	22,483	22,871	23,259	23,647	24,035	24,423	24,811	25,199	25,587	25,975
CC OPERATING COST TO K&S (5)	\$78,732	\$79,120	\$79,508	\$79,896	\$80,284	\$80,672	\$81,060	\$81,448	\$81,836	\$82,224	\$82,612
CC OPERATING COST/TD TO K&S (3)	\$13.81	\$13.64	\$13,48	\$13.32	\$13.16	\$13.01	\$12.87	\$12.73	\$12.59	\$12.46	\$12.33
PAID CARTAGE/TD - ZONE 1.	\$13.81	\$13.64	\$13,48	\$13,32	\$13.16	10,618	\$12.87	\$12.73	\$12.59	\$12.46	\$12.33
Gross CC Income /A - Zone 1.(\$)	\$78,717	\$79,112	\$79,532	\$79,920	\$80,276	\$80,662	\$81,081	\$81,472	\$81,835	\$82,236	\$82,611
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NOTES FORMING PART OF CONTRACT SCHEDULE A

APPLICATION OF UTILIZATION RATES

drops/brack/year rate applies for productivity between 4451 and 4550 trons-drops/brack/year. The table of stilization rates calculated above are the mid points of 100 torne-drops/track/year productivity steps, e.g. the 4500 torne-

Agreement. Average semual truck productivity shall be calculated in accordance with classes 4.1c) and 4.1d) of the Contract Agreement on a moving armual total basis except for the first 4 quarton, for which the productivity will be as follows: The appropriate utilization rate to be paid shall be based on quarterly reviews of truck productivity as provided for in classe 4.1c) of the Contract

Start for Quarter 1 = 5000 tonne-drops/truck/year

Quarter 2 = (Start/4x3) + qtr.1 actual productivity (tonne-drops/truck/year.)

Quarter 3 = (Start/4x2) + qtr.1 + qtr.2 actual productivity (tome-drops/truck/year.)

Quarter 4 = {Sharl/4} + qir.1 + qir.2 + qtr.3 setual productivity (1eone-drops/buck/year.)
Quarter 5 = qtr.1 + qtr.2 + qtr.3 + qtr.4 actianl productivity (1eone-drops/buck/year.)

Otilization rates of less than 3500 tome-drops/truck/year will be paid at the rate for 3500 tonne-drops/truck/year

VARIATION IN UTILIZATION RATES

increase is only 2.8%, the existing rate of \$15.27 continues to be paid Example: The utilization rate for 5000 tome-drops/truck/year in the table above in \$15.27. A rate review calculates the new rate to be \$15.70. As the recalculated rate is less than 3% then the existing rate will continue to apply until the next half-yearly rate review

Where a recalculation of the above table of utilization rates, at a half-yearly review, writes the 5000 tonne-drops/bruck/year rate by an amount equal to or

greater than 3%, then the recolculated table of utilization rates will apply until the next until the next half-yearly rate review. If the variation in the

For the purposes of the recalculation of the table of utilization rates:

- Items of data marked "A" to be varied by any change in the Transport Industry Mixed Esturprises (State) Award grade 4 driver.
- Herns of duta marked "II" to be varied by actual change in cost.

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- Items of data marked "C" to be varied by the % change in the Sydney Consumer Price Index (All Groups Index Number) for the quarter immediately preceding the rate review. Base CPI for percentage change to be June 1997 quarter = 120.20
- Items of data marked "D" to be the actual average uranual truck productivity.
- Items of data marked "F" are fixed for the term of the Contract of Curriage unless both parties agree that stroumstances are sufficiently changed to warrant alteration.
- Items marked "X" are calculated from the items of data "A", "B", "C", "D" and "F"

NOTES FORMING PART OF CONTRACT SCHEDULE A (continued)

SAFETY NET, CALCULATION OF WORKING DAYS

made up as follows: For the purposes of Safety Net adjustment, the 242 working days per annum which the Carrier will have his truck available for work in

100	
	plus casual labour payment for 12 RDOs
= 20	plus canual Isbour payment for Annual leave
	less Sick Leave
= 12	less Rostered Days Off
= 10	less Public Holidays
= 20	less Annual Leave
= 260 days	52 wycks x 5 wyck days



TOTAL WORKING DAYS PER ANNUM:

242

shall be the sum of the "Fixed" Cont Labour plus the Ownership and Overhead Cont. The earnings safety safety net and an aranteed minimum earnings per year as provided for in clause 5.1 of the Contract of Carriage

\$39518 + \$17119 - \$56637. At the communecement of the Contract of Curriage the nurnings safety safety net and guaranteed minimum earnings per year will be paid, the earnings safety antety not per year shall be varied according to the recalculated "Fixed" Cost Labour and Overhead Cost. When at half-yearly review, a recalculation of the above table of utilization rates results in a change in the utilization rates to be

Registered Contract Agreement

SCHEDULE A - UTILIZAT	ION CAR	TAGE RA	UTILIZATION CARTAGE RATES FOR K&S SMORGON BUSINESS UNIT - LIDCOMBE: 12 TONNE.
CPI INDICES			
Base Index - June Quarter 1997:	120.2	Ŧ	Sydney Consumer Price Index (All Groups Index)
Index at review	120.2	В	June Quarter 1997.
PRODUCTIVITY			
Volume (Tonne drops per annum)	5000	D	Based on criteria
100		D	established for Lidconnibe 12 tonne vehicles.
		D	Zont 1.
Working days/year	242	Ŧ	
Average tonne-drops/day	20.66	×	8
Tonne-drops /year	5000	×	
Paid km/year	29482	×	
Paid km / total km ratio	100%	4	
Total km/yeur	29482	×	
LABOUR			Grade 4.
Weekly rate (\$)	\$496.98 \$2	₩ ₽	Transport Industry (NSW) Award rate for driver for 40 hours/week. (Overtime calculated on 38 hours)
Normal time wages (\$)	S25.843	×	
a v	,		Section 1. Annual Control of the Con
Casual Inbour, 12 RDOs (\$)	\$2,946 \$1,564	\$ \$ \$	耕
Total canual inbour (S)	\$4,510	×	
			egister act Agre
			1
	-		
Total hours per 4K TD/A	1992	ম 'ম	
Equiv normal time hours /A	278.88	দ	
Overtime cost (5)	\$3,465	×	

				km/litre	2 km		×××	50 \$11,026	Fuel consumption (litres/100km) Truck fuel cost (\$)
				ACCC average pump price distillate fuel	ACCC average pun		(w	\$0.748	RUNNING COSTS Fuel - based on km travelled Fuel Cost (S/litre)
		50	onal 12 tonne	*Truck registration based on International 12 tonne.	*Truck registratio		×	\$17,107	TOTAL O & O COSTS (\$)
							*	\$5,863.99	Profit on fixed costs + ownership 12% TFC
	\$400	e & miscellaneous	mago/leisphoo	Aconumtants for \$800, filing for \$175, postage/lelephone & miscellaneous \$400 \$1050 amortized over 10 years	Accountants fee \$800, filing fe \$1050 amortized over 10 years		4 (X)	\$1,375 \$105	Administration costs (5) Incorporation fee (5)
	\$140	\$1,179.00 Public liab.	CTP int.*	Truck registration * \$1,174 CTF ins.* \$ Truck registration * \$1,174 CTF ins.* \$ Truck + crane comprehensive: 3% Pr	Truck registration * Truck + crane comprehensive	\$1,770	B (X)	\$2,353 \$1,910	Reg'n, CIP insur & permit (5) Insurance excl workers comp (5)
residual	\$15,000	st, line with	depr.10yra		incl.Track + cruse.	\$70,000	দ	\$5,500	OWNERSHIP & OVERHEAD COSTS Depreciation (\$)
			I				×	\$37,624	"FIXED COST" LABOUR (\$)
			-ont rdu				×	\$943	"Running cost" labour (\$)
			ract Ag strial B		= 8.9% of overtime cost	8 9%	××	3465 308	Total overtime cost (\$) Total workers comp insurance (\$)
			Ere-G Greement Registrar	ere a			5 5	25% 75%	Split of overtime labour % charged to running cost % charged to fixed labour cost
				7			×	\$38,567	TOTAL LABOUR COST (\$)
1		kî.					×	\$4,749	Total labour oncosts (5)
			<u>k</u>	Not applicable 25% of 4 weeks normal time wage = 1 week of morenit wages, carstal labour.	Not applicable 25% of 4 weeks normal time wa if mornal wages, castal labour.	8.9%	388	\$497 2,701.42	Leave loading (\$) Workers comp insurance (\$)
		on)	rantee legislati	normal time wage, (Supernanuation Guarantee legislation)	normal time wage.	6%	(X)	1,550.58	Superannuation (\$)

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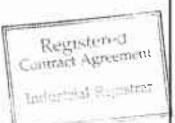
Require services preyer 4 Filters Required Services preyer 4 Filters previous preying 5 SS5.00 B National for make revices on pre year (\$) \$29.25 C Filters Analysis of Filters Analysis o								hole cent	Rounded to nearest whole cent	Ro		×	\$4.80	PAID RATE (per TD)
Filters Filters Filters International truck workshop rate S55,00 B S55,00 B S55,00 B S2,033 X Filters Antaga S24 Air out S105 Oil S79 Water service (\$\$) \$2,033 X Filters Antaga S24 Renew oil S100 Oil S79 Water service (\$\$) \$2,500 K S25,000 K S25,000 X S25,000 K S25,000 K												7	12%	6 margin allowed on running cost
## International track workshop rate \$55,00 ## Filters Market Sid Air out Sid												×	\$4.28	luming cost /TD/Km
## International truck workshop rate \$55,000 B B													\$0.73	cetal Running Cost per Km
### International Utack workshop rate \$							ove	lowed ab				×	\$21,419	TOTAL RUNNING COSTS (5)
Fear												×	\$943	'Running cost" labour (5)
Filters A				-								×	\$1,796	Total tyre cost (S)
Statistics								month	llow 1 puncture per pical cost	7 ≥		×CF	12 \$30 \$360	Expected no. of punctures Cost of puncture repair (5 cach) Cost of punctures (5)
F	J	km	40000			life of	Expected	[D/year]	verage km for 4K T		294	פ¤	8 \$150.00 \$884	No. of recaps - rear drive Cost of recaps (S each) Cost of recaps (S)
## ## ## ## ## ## ## ## ## ## ## ## ##		4	km paire Silverwate	70000 11 - Beaure	ted life en 648-33	Expec ike O'Bni	ar contact M	K TD /yea IR22.5 c	Average km for 41		294	פ¬	2 \$655 551.73	No. of new tyres - radial steer Cost of new tyres (\$ each) Cost of new tyres (\$)
## ## ## ## ## ## ## ## ## ## ## ## ##								h ry		(i		×	\$7,653	Total servicing, R & M cost (5)
#### based 4								2-17	Hatter			C	\$3,000	Provision for major R & M (8)
## ## ## ## ## ## ## ## ## ## ## ## ##								-				XBRR	2 52 \$25.00 \$2,600	Minor R & M (hours/week) Truck working weeks/year Mechanic cost (5/hour) Minor R & M cost per year
Itime based 4		Wat	\$79	ПО	005		Air out. Renew oi	orkshop r	itemational truck w		Filt	× C B	\$55.00 293.25 \$2,053	Workshop cost (\$/bour) Materials for routine service (\$) Routine service cost per year (\$)
Disposition Control of the Control o												হ হ		RUNNING COSTS (continued) Repairs & servicing - all time base Routine services per year Hours per routine service

\$76,320	\$75,840	\$75,360	\$74,880	\$74,400	\$73,920	\$73,440	\$72,960	\$72,480	\$72,000	\$71,520	Gross CC Income /A - Zone 1. (\$)
\$16.96	\$17.24	\$17.53	\$17.83	\$18.15	\$18.48	\$18.83	\$19.20	\$19.59	\$20.00	\$20.43	PAID CARTAGE/TD - ZONE 1.
\$16.96	\$17.24	\$17.53	\$17.83	\$18.15	\$18.48	\$18.83	\$19.20	\$19.59	\$20.00	\$20.43	CC OPERATING COST/ED TO K&S (\$)
\$76,320	\$75,840	\$75,360	\$74,880	\$74,400	\$73,920	\$73,440	\$72,960	\$72,480	\$72,000	\$71,520	CC OPERATING COST to K&S (8)
\$37,624 17,107 21,589	\$37,624 17,107 21,109	\$37,624 17,107 20,629	\$37,624 17,107 20,149	\$37,624 17,107 19,669	\$37,624 17,107 19,189	\$37,624 17,107 18,709	\$37,624 17,107 18,229	\$37,624 17,107 17,749	\$37,624 17,107 17,269	\$37,624 17,107 16,789	"Fixed Cost" Labour (\$) Ownership & Overhead Coat + Profit (\$) Running cost + Profit (\$)/TD \$4.80
4500	4400	4300	4200	4100	4000	per annum) 3900	PRODUCTIVITY (Tonne - Drops per annum) 3600 3700 3800 3900	TVITY (Tor 3700	PRODUCT 3600	3500	

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	4600	PRODUCT	PRODUCTIVITY (Tonne - Drops per Annum) 4700 4800 4900 5000	ле - Drops p 4900	er Annum) 5000	5100	5200	5300	5400	5500	5600
"Fixed Cost" Labour (\$)	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624
Ownership & Overhead Cost+Profit (\$) Running Cost + Profit (\$)/TD \$4.80	17,107 22,069	17,107 22,549	17,107 23,029	17,107 23,509	17,107 23,989	17,107 24,469	17,107 24,949	17,107 25,429	17,107 25,909	17,107 26,389	17,107 26,869
CC OPERATING COST TO K&S (5)	\$76,800	\$77,280	\$77,760	\$78,240	\$78,720	\$79,200	\$79,680	\$80,160	\$80,640	\$81,120	\$81,600
CC OPERATING COST/I'D TO K&S (\$)	\$16.70	\$16.44	\$16.20	\$15.97	\$15.74	\$15.53	\$15.32	\$15.12	\$14.93	\$14.75	\$14.57
							25				
PAID CARTAGE/TD - ZONE 1.	\$16.70	\$16.44	\$16.20	\$15,97	\$15.74	\$15.53	\$15.32	\$15.12	\$14.93	\$14.75	\$14.57
Gross CC Income /A - Zone 1. (\$)	\$76,800	\$77,280	\$77,760	\$78,240	\$78,720	\$79,200	\$79,680	\$80,160	\$80,640	\$81,120	\$81,600
Si .											



+Profit (\$)	\$700 \$37,624 17,107 27,349	PRODUCT 5800 581,624 17,107 27,829	\$900 \$97,624 17,107 28,309	\$37,624 17,107 28,789	PRODUCTIVITY (Tonne - Drops per annum) 5800 5900 6000 6100 \$37,624 \$37,624 \$37,624 \$37,624 17,107 17,107 17,107 17,107 27,829 28,309 28,789 29,269		6300 \$37,624 17,107 30,229		6500 \$37,624 17,107	6600 \$37,624 17,107 31,669	
Ownership & Overhead Cost +Profit (\$) Running cost + Profit (\$)/TD \$4.80 CC OPERATING COST TO K&S (\$)	27,349 27,349 \$82,080	17,107 27,829 \$82,560	28,309 283,040	28,789 \$83,520	29,269 \$84,000	29,749	30,229 \$84,960	_	31,189 385,920	31,669 386,400	00
CC OPERATING COST/TD TO K&S (\$)	\$14.40	\$14.23	\$14.07	\$13.92	\$13.77	\$13.63	\$13.49	\$13.35	\$13,22	\$13.09	9
PAID CARTAGE/TD - ZONE 1.	\$14.40	\$14.23	\$14.07	\$13.92	\$13.77	\$13.63	\$13.49	\$13.35	\$13.22	\$13.09	
Gross CC Income /A - Zone 1.(\$)	\$82,080	\$82,534	\$83,013	\$83,520	\$83,997	\$84,506	\$84,987	\$85,440	\$85,930	\$86,394	4

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NOTES FORMING PART OF CONTRACT SCHEDULE A

APPLICATION OF UTILIZATION RATES

productivity between 4451 and 4550 tome-drops/truck/year. The table of utilization rates calculated above are the mid points of 100 tones-droper productivity steps, e.g. the 4500 tones-drop rate applies for

moving annual total basis except for the first 4 quarters, for which the productivity will be an follows: Start for Quarter 1 = 4000 tnane-drops/truck/year Agreement. Average amoual truck productivity shall be calculated in accordance with clauses 4.1c) and 4.1d) of the Centract Agreement on a The appropriate utilization rate to be paid shall be based on quarterly reviews of truck productivity as provided for in clause 4.1c) of the Contract

Quarter 2 = (Start/4x3) + qtr.1 actual productivity, tonne-drops/truck/year

Quarter 3 = (Start/4x2) + qtr.1 + qtr.2 actual productivity.tonne-drops/trucic/year.

Quarter 4 = (Sturs/4) + qtr.1. + qtr.2. + qtr.3. actual productivity innne-drops/truck/year.

Quarter 5 = Qtr.1 +qtr.2. +qtr.3. +qtr.4. actual preductivity tenne-drops/triefs/year.

Utilization rates of less than 3500tonne-drops/truck/year will be paid at the rate for 3500tonne-drops/truck/year.

VARIATION IN UTILIZATION RATES

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> recalculated rate is less than 3% then the existing rate will continue to apply until the next half-yearly rate review greater than 3%, then the recalculated table of utilization rates will apply until the next until the next half-yearly rate review. If the variation in the Where a reguliculation of the above table of utilization rates, at a half-yearly review, varies the 5000tonne-dropa/truck/year rate by an amount equal to or

increase is only 2.1%, the existing rate of \$13.74. continues to be paid. Example: The utilization rate for 5000 touse-drops/buck/year in the table above is \$15.24. A rate review calculates the new rate to be \$16.18. As the

For the purposes of the recalculation of the table of utilization rates:

- Items of data marked "A" to be varied by any change in the Transport Industry Mixed Enterprises (State) Award grade 4 driver
- Items of data marked "B" to be varied by actual change in cost.
- Items of data marked "C" to be varied by the % change in the Sydney Consumer Price Index (All Groups Index Number) for the quarter immediately proceding the rate review. Base CPI for percentage change to be June 1997 quarter = 120.20
- hems of data marked "D" to be the paid productivity level at the date of the review.
- Items of data marked "F" are fixed for the term of the Contract Agreement unless both parties agree that circumstances are auditoiently changed to warrant alteration.
- Items marked "X" are calculated from the items of data "A", "B", "C", "D" and "F".

NOTES FORMING PART OF CONTRACT SCHEDULE A (continued)

SAFETY NET, CALCULATION OF WORKING DAYS

made up as follows: For the purposes of Safety Net adjustment, the 242 working days per annum which the Carrier will have his truck available for work is

dus casual lebeur psyment for 12 RDOs	this casual labour payment for Annual leave	ess Sick Leave	ess Rostered Duys Off	ess Public Holidays	ess Annual Leave	2 weeks a 5 week days	
= 12	= 20	 	= 12	= 10	= 20	= 260 days	

TOTAL WORKING DAYS PER ANNUM:

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Cost Labour plus the Ownership and Overhead Cost. The earnings safety safety net and per year as provided for in classe 5.1 of the Contract Agreement shall be the sum of the "Fixed"

EARNINGS SAFE, IV NET

paid, the earnings safety safety net per year shall be varied according to the reculculated "Fixed" Cost Labour and Overhead Cost When at half-yearly review, a reculculation of the above table of utilization rates results in a change in the utilization rates to be

\$37624 + \$17107 - \$54731. At the commencement of the Contract of Carriage the earnings safety safety net per year will be

SCHEDULE A . UTILIZATION CARTAGE RATES FOR K&S SMORGON BUSINESS UNIT - LIDCOMBE: 8 TONNE

CHINDLES Local Countries 1997: 120.2 F Sydney Consumer Price Index (All Groups Index)		×	\$3,695	Overtime cost (\$)
120.2 F 120.2 B 120.2 B 120.2 B 120.2 B 120.2 B D D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X 525,339 X 52,888 A (X) \$15.98 \$1,534 A (X) \$4,422 X		ম ম	13.00 303.29	% Overtime per 4K TD/A Equiv normal time hours /A
120.2 F 120.2 B 1000 D 10 242 F 20.66 X 5000 X 43562 X 100% F 43562 X 100% F 43562 X 525,339 X 52,888 A (X) 51,534 A (X) 54,422 X		দ্ৰ	2333	Total hours per 4K TD/A
120.2 F 120.2 B 120.2 B 120.2 B 120.2 B 120.2 B D D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X 100% F 52 F 525,339 X 52,888 A (X) 515,98 \$1,534 A (X) \$4,422 X				
120.2 F 120.2 B 120.2 B 120.2 B 120.2 B 120.2 B D D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X 100% F 52 F 525,339 X 52,888 A (X) 515,98 \$4,422 X				
120.2 F 120.2 B 120.2 B 120.2 B 120.2 B D D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X 100% F 52 F \$25,339 X \$2,888 A (X) \$15,98 \$4,422 X				
120.2 F 120.2 B 120.2 B 120.2 B 120.2 B D D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X 52 F \$25,339 X \$2,888 A (X) \$1,534 A (X) \$4,422 X				
120.2 F 120.2 B 120.2		×	\$4,422	Total casual labour (\$)
120.2 F 120.2 B 120.2 F 120.66 X 120.66	\$15,98	× ×	\$2,888 \$1,534	Casual labour, 4 weeks leave (\$) Casual labour, 12 RDOs (\$)
120.2 F 120.2 B 120.2 B 120.2 B 120.2 CB 120.2 CB 120.2 CB 120.66 CM 120.66		×	\$25,339	Normal time wages (S)
120.2 F 120.2 B 120.2 B 120.2 CB D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X S487.29 A		듁	52	Weeks/year
120.2 F 120.2 B 120.2 B 120.2 B 120.2 CB D D 242 F 20.66 X 5000 X 43562 X 100% F 43562 X	Grade 3. Transport Industry (NSW) Award rate for driver for 40 hours/week. (Overtime calculated on 38 hours)	>	\$487.29	LABOUR Weekly rate (\$)
120.2 F 120.2 B 120.2 B 120.2 B 120.2 B 120.2 B 120.6 C C C C C C C C C C C C C C C C C C C				a trial access from
120.2 F 120.2 B 120.2	Co	× ×	43562	Paid km / total km ratio
120.2 F 120.2 B 120.2 B 120.2 B D D 242 F 20.66 X 5000 X	Ranti	ı ×	43562	Paid knyyem
120.2 F 120.2 B 120.2 B 120.2 B D D 242 F 20.66 X	egg	×	5000	Tonne-drops /year
120.2 F 120.2 B 120.2 B D D 242 F	ist A al	×	20.66	Average tonne-drops/day
120.2 F 120.2 B 120.2 B D D	ter gre Rej	দ	242	Working days/year
120.2 F 120.2 B n) 5000 D	Zone 1. Congress of the second	Đ		
120.2 F 120.2 B	established in Lidcombe 8 (bonne valuicles.	ָּי ע	6	Accounts to distant sensite has senset h
120.2 F 120.2 B	Based on California	=	5000	PRODUCTIVITY
120.2 F	June Quarter 1997.	₩	120.2	Index at review
	Sydney Consumer Price Index (All Groups Index)	দ	120.2	CPI INDICES Base Index - June Quarter 1997:

L	
В	
R	
E	7
覇	쯗
×	6.2

	2.2 km/litre	жч	45 \$14,663	Fuel consumption (litres/100km) Truck fuel cost (5)
	ACCC average pump price distillate fuel	NB	\$0.748 43562	RUNNING COSTS Fuel - based on km travelled Fuel Cost (5/litre) Total km travelled
	*Truck registration based on 8 tonne International.	×	\$15,350	TOTAL O & O COSTS (\$)
	Accountants for \$800, filing fee \$175, postage/telephone & miscellaneous \$400 \$1050 uncertized over 10 years	C(X)	\$1,375 \$105 5,620.37	Administration costs (5) Incorporation fee (5) Profit on FC + ownership (5) 12% TFC
	Truck registration * \$901 CTP ins. \$1,179.00 \$1,530 Truck and crans comprehensive: 3.0% Public liab \$140.00	B (X)	\$2,080 1 \$1,670 1	Reg'n, CTP insur & permit (\$) Insurance excl workers comp (\$)
\$15,000 residual	\$60,000 incl. Trock + crane depreciated over 10 years straight line with Average upp of fixet 20 years, Average value of fixet \$40,000	₩ ₩	\$4,500	OWNERSHIP & OVERHEAD COSTS Depreciation (\$)
	Ш	×	\$37,106	"FIXED COST" LABOUR (\$)
		*	\$1,006	"Running cost" labour (\$)
		××	3695 329	Total overtime cost (5) Total workers comp insurance (\$)
	degistror degistror	4 4	25% 75%	Split of overtime labour % charged to running cost % charged to fixed inhour cost
		×	\$38,112	TOTAL LABOUR COST (\$)
		×	\$4,656	Total labour oncosts (\$)
	6% normal time wage, (Superannuation Guarantee legislation) Not applicable 25% of 4 weeks normal time wage = 1 week 8.9% of normal wages, casual labour.	3333	1,520.34 \$0 \$487.29 2,648.75	Superannuation (\$) Long service leave (\$) Leave loading (\$) Workers comp insurance (\$)

				Rounded to nearest whole cent	Rounded to nea		×	\$5.36	PAID RATE (per TD)
							F	12%	% margin allowed on running cost
							×	\$4.79	Running cost /TD
								\$0,55	Total Running Cost per Km
				Km allowed above	43562		×	\$23,947	TOTAL RUNNING COSTS (5)
							×	\$1,006	"Running cost" labour (8)
							×	\$1,829	Total tyre cost (5)
				ure per month	Allow 1 puncture per month Typical cost		× O ×	12 \$30 \$360	Expected no. of punctures Cost of puncture repair (\$ each) Cost of punctures (\$)
km	40000		cted life of	Average km for 4K TD/year /year Expected life of	Average km fo	43562	Х¤ч	\$150.00 \$653	No. of recaps - rear drive Cost of recaps (\$ each) Cost of recaps (\$)
Ħ	km paire Silverwau	70000 1 - Beaure	Expected life ke O'Brien 648-331	= Average km for 4K TD /year Expected life 70000 km Beaurepaire SP370 11R22.5 contact Mike O'Brien 648-3311 - Beaurepaire Silverwater	= Average km Beaurepairc SI	43562	דשא	2 \$655 815.23	No. of new tyres - radial steer Cost of new tyre (\$ each) Cost of new tyres (\$)
			L	1					Tyres - based on km travelled
				R Cont			×	\$6,449	Total servicing, R & M cost (\$)
			121				C	\$3,000	Provision for major R & M (\$)
			***				×	\$1,661	Minor R & M cost per year
			-				В	\$15.98	Mechanic cost (\$/hour)
							ম ম	52	Minor R & M (hours/week) Truck working weeks/year
			100.00	- 3	Fuel		×	\$1,788	Routine service cost per year (5)
Water \$0.00	\$79.00	5		\$64.00 Air out p.a	Airinpa	Filters	. n	\$227	Materials for routine service (\$)
				pop	International tr		В	\$55,00	Workshop cost (\$/hour)
							垣	4	Hours per routine service
							শ		Routine services per year
									RUNNING COSTS (continued) Repairs & servicing - all time based

											KICCHBRIX
	3500	PRODUCT 3600	PRODUCTIVITY (Tonne - Drops per annum) 3600 3700 3800 3900	ne - Drops p 3800	er annum) 3900	4000	4100	4200	4300	4400	4500
*Pixed Cost" Labour (\$)	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106
Ownership & Overhead Cost + Profit (\$)	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350
Running cost + Profit (\$)/TD \$5.36	18,781	19,317	19,853	20,389	20,925	21,461	21,997	22,533	23,069	23,605	24,141
CC OPERATING COST to K&S (5)	\$71,237	\$71,773	\$72,309	\$72,845	\$73,381	\$73,917	\$74,453	\$74,989	\$75,525	\$76,061	\$76,597
CC OPERATING COST/ID TO K&S (\$)	\$20.35	\$19,94	\$19.54	\$19.17	\$18.82	\$18.48	\$18.16	\$17.85	\$17.56	\$17.29	\$17.02
PAID CARTAGE/TD - ZONE 1.	\$20,35	\$19.94	\$19.54	\$19.17	\$10,82	\$18.48	\$18.16	\$17.85	\$17.56	\$17.29	\$17.02
Gross CC Income /A - Zone 1. (\$)	\$71,237	\$71,773	\$72,309	\$72,845	\$73,381	\$73,917	\$74,453	\$74,989	\$75,525	\$76,061	\$76,597
				7	1/1						
				tared	istered t Agreem mai Robbi	-					
					indus Contrac Keg	L	7				

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\$82,493	\$81,957	\$81,421	\$80,885	\$80,349	\$79,813	\$79,277	\$78,741	\$78,205	\$77,669	\$77,133	Gross CC Income /A - Zone 1, (5)
\$14,73	\$14.90	\$15.08	\$15.26	\$15.45	\$15.65	\$15.86	\$16.07	\$16.29	\$16.53	\$16,77	PAID CARTAGE/TD - ZONE 1.
				-4							
\$14.73	\$14.90	\$15.08	\$15.26	\$15.45	\$15.65	\$15.86	\$16.07	\$16.29	\$16.53	\$16.77	CC OPERATING COSTITD TO K&S (\$)
\$82,493	\$81,957	\$81,421	\$80,885	\$80,349	\$79,813	\$79,277	\$78,741	\$78,205	\$77,669	\$77,133	CC OPERATING COST TO K&S (5)
\$37,106 15,350 30,037	\$37,106 15,350 29,501	\$37,106 15,350 28,965	\$37,106 15,350 28,429	\$37,106 15,350 27,893	\$37,106 15,350 27,357	\$37,106 15,350 26,821	\$37,106 15,350 26,285	\$37,106 15,350 25,749	\$37,106 15,350 25,213	\$37,106 15,350 24,677	"Fixed Cost" Labour (\$) Ownership & Overhead Cost+Profit (\$) Running Cost + Profit (\$)/TD \$5.36
5600	5500	5400	5300	5200	5100	900 5000	PRODUCTIVITY (Tonne - Drops per Annum 4700 4800 4900 5000	TVITY (Ton 4800	PRODUCT 4700	4600	

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1											KILCURKIX
	5700	PRODUCT 5800	IVITY (Ton 5900	PRODUCTIVITY (Tonne - Drops per annum 5800 5900 6000 6100	er annum) 6100	6200	6300	6400	6500	6600	6700
"Birned Cod" Labour (S)	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	\$37,106	
Ownership & Overhead Cost + Profit (\$)	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350	15,350
Running cost + Profit (5)/TD \$5.36	30,573	31,109	31,645	32,181	32,717	33,253	33,789	34,325	34,861	35,397	1.0
CC OPERATING COST TO K&S (\$)	\$83,029	\$83,565	\$84,101	\$84,637	\$85,173	\$85,709	\$86,245	\$86,781	\$87,317	\$87,853	\$88,389
CC OPERATING COST/TD TO K&S (5)	\$14.57	\$14.41	\$14.25	\$14.11	\$13.96	\$13.82	\$13.69	\$13.56	\$13.43	\$13.31	\$13.19
							2				
PAID CARTAGE/TD - ZONE 1.	\$14.57	\$14.41	\$14.25	\$14.11	\$13.96	\$13.82	\$13.69	\$13.56	\$13.43	\$13.31	\$13.19
Gross CC Income /A - Zone 1.(\$)	\$83,049	\$83,578	\$84,075	\$84,660	\$85,156	\$85,684	\$86,247	\$86,784	\$87,295	\$87,846	\$88,373

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NOTES FORMING PART OF CONTRACT SCHEDULE A

APPLICATION OF UTILIZATION RATES



rate applies for productivity between 4451 and 4550 tonne-drops/truck/year. The table of utilization rates calculated above are the mid points of 100 tonne-drops/year productivity steps, e.g. the 4500 tonne-drops/buck/year

moving amust total basis except for the first 4 quarters, for which the productivity will be as follows: The appropriate utilization rate to be paid shall be based on quarterly reviews of truck productivity as provided for in clause 4.10) of the Contract Agreement. Average minual track productivity shall be calculated in accordance with clauses 4.1c) and 4.1d) of the Contract Agreement on a

Start for Quarter 1 = 4000 tonne-drops/truck/year

Quarter 2 = (Start/4x3) + actual productivity quarter 1 (torme-drops/brock/year.)

Quarter 3 = (Stars/4x2) + actual prod.qtr. 1+ 2.(tonne-drops/bruck/year.

Quarter 4 = (Start/4) + actual prod.qtr.1+2+3 (tonne-drops/truck/year.)

Quarter 5 = (Actual productivity quarter 1+2+3+4 (tonne-drops/buck/year.)

Utilization rates of less than 3500 tonne-drops/buck/year will be paid at the rate for 3500tonne-drops/buck/year.

Where a recalculation of the above table of utilization rates, at a half-yearly review, varies the 5000tonne-drops/brock/year rate by an unusual to or less than 3% then the existing rate will continue to apply antil the next half-yearly rate review. greater than 3%, then the ecoloulated table of utilization rates will apply until the next half-yearly rate review. If the variation in the receivalated rate is

VARIATION IN UTILIZATION RATES

invrease is only 2.8%, the existing rate of \$15.86, continues to be paid Example: The utilization rate for 5000knnte-drops/truck/year in the table above is \$15.86. A rate review calculates the new rate to be \$16.30. As the

For the purposes of the recalculation of the table of utilization rates:

- Items of data marked "A" to be varied by any change in the Transport Industry Mixed Enterprises (State) Award grade 3 driver
- Items of data marked "B" to be varied by actual change in cost.
- Items of data marked "C" to be varied by the % change in the Sydney Consumer Price Index (All Groups Index Number) for the quarter immediately preceding the rate review. Base CPI for percentage change to be June 1997 quarter = 120,20
- Items of data marked "D" to be the actual average annual truck productivity.
- Items of data marked "F" are fixed for the term of the Contract Agreement unless both parties agree that circumstances are sufficiently changed to warrant afteration.
- Items marked "X" are calculated from the items of data "A", "B", "C", "D" and "F".

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NOTES FORMING PART OF CONTRACT SCHEDULE A (continued)

SAFETY NET, CALCULATION OF WORKING DAYS

made up as follows: For the purposes of Safety Net adjustment, the 242 working days per annum which the Carrier will have his truck available for work is

plus cannal labour payment for 3 RDOs	plus casual labour payment for Annual leave	less Sick Leave	less Rostered Days Off	less Public Holidays	less Annual Leave	52 weeks x 5 week days
= 12	= 20		= 12	= 10	= 20	= 260 days



TOTAL WORKING DAYS

Labour plus the Ownership and Overhead Cost.

EARNINGS SAFETY NET

= 242 days

The earnings safety safety net per year as provided for in clause 5.1 of the Contract of Carriage shall be the sum of the "Fixed" Cost

paid, the earnings safety safety net per year shall be varied according to the recalculated "Fixed" Cost Labour and Overhead Cost. When at half-yearly review, a recalculation of the above table of utilization rates results in a change in the utilization rates to be

At the commencement of the Contract of Carriage the carnings safety safety safety set per year will be-

\$37106+ \$15350 =

CALINDICAS				
CFI HYDRICHO	130.3	Ħ.		Subsection Price Index (All Groups Index)
Index at review	120.2	В		
PRODUCTIVITY		j		d men
Volume (Tonne drops per annum)	5000	ם ם		Insection criteria Street Lideombe 12 tonne vehicles.
		D		ista Ag
Working days/year	242	¥		2, Ct
Average tonne-drops/day	20.66	×		Ritra
Tonne-drops /year	5000	×		ion Idu
Paid km/year	29482	×		In
Paid km / total km ratio	100%	म्ड		
Total km/year	29482	×		
LABOUR Weekly rate (\$)	\$496.98	A		Grade 4. Transport Industry (NSW) Award rate for driver for 40 hours/week. (Overtime calculated on 38 hours)
Weeks/year	52	뉙		
Normal time wages (\$)	\$25,843	×		
Casual labour, 4 weeks leave (\$)	\$2,946	88	\$16.29	Includes 15% plus 1/12 loading
(4)				
Total casual labour (S)	\$4,510	×		
Total hours per 4K TD/A	1992	≒		
% Overtime per 4K TD/A	14.00	₹		
Equiv normal time hours /A	278.88	Ŧ		
Overtime cost (\$)	\$3,465	×		

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1,550.58 A \$0 \$4,97 A \$4,97 A \$4,749 T (\$) \$38,567 T (\$) \$38,567 A 25% cont 75% cont 75% S1,465 BH (\$) \$2,7624 HH AD COSTS \$4,000 \$1,375 \$1,375 \$105 S1,4856 S1,375 S105 S1,4856 S1,375 S105 S1,4856 S1,3748 S0,748 S0,748 S0,748 S0,748 S0,748 S0,748 S0,748 S0,748	1 April 1998.				
(5) \$497 A (X) 270.1.42 A (X) 275. of 4 week some lime wage = 1 week some (\$) 2,701.42 A (X) 8.9% of normal wage, estand linkour. 8 (COST (\$) 2,701.42 A (X) 8.9% of normal wage, estand linkour. 8 (COST (\$) 2,701.42 A (X) 8.9% of normal wage, estand linkour. 8 (COST (\$) 2,701.42 A (X) 8.9% of normal wage, estand linkour. 9 (COST (\$) 3,75% F known and supply a state of the stat	LABOUR (continued)	1.550.58	A 03	6%	normal time wage; (Superannuarium Guarantee legislation)
\$497 A(X) \$29%, of 4 weeks normal time wage I week \$4,749 X \$4,749 X \$4,749 X \$4,749 X \$4,749	Long service serve (5)	\$0	A		
(\$) 2,701.42 A(X) 8.9% of normal wages, causal labour. \$4,749 X \$4,749 X \$5,4749 X \$7,50 \$1,700 X \$1,75% F \$25% Or incl.Truck + cruns. Average age of fleet 20 years, Average value of fleet \$40,000 \$25,622.79 F \$	eave loading (5)	\$497	A (X)		23% of 4 weeks normal time wage = 1 week
T (5) \$38,567 X	Workers comp insurance (\$)	2,701.42	A (X)	8.9%	of normal wages, cannal labour.
25% F 25% F	Total labour oncosts (5)	\$4,749	×		
const. 75% F const. 75% F const. 75% F const. 75% F struce (S) 308 X 8.9% = 8.9% of overtime cost 14.5	FOTAL LABOUR COST (5)	\$38,567	×		
3465 X 35943 X 35946 F 350,000 Incl.Truck crame dept.10yra st.line with \$10,000 Average age of fleet 20 years. Average value of fleet \$40,000 F 31,375 C (X) 31,400 B (X) 31,260 Truck craftstration 5 31,174 CTF ina. \$1,179.00 31,4856 X 314,856 ACCC average pump price distilate fuel 350,748 B 360,748 ACCC average pump price distilate fuel 360,748 B 360,748 ACCC average pump price distilate fuel 360,748 B 360,748 ACCC average pump price distilate fuel	Split of overtime labour % charged to running cost	25%	æj.		10.1
S	s charged to fixed labour cost	75%	' #J		
STS (5) 308 X 8.9% = 8.9% of overtime cost	otal overtime cost (5)	3465	×		
### ABOUR (\$) \$37,624 X VERHEAD COSTS	otal workers comp insurance (3)	306	>	8 9%	gis
VERHEAD COSTS \$4,000 F \$50,000 incl.Truck + cruse. depr.10yrs st.line with \$10,000 Average age of fleet 20 years, Average value of fleet \$40,000 Fruck registration * \$1,174 CTF ins.* \$1,179,000 S1,375 C(X) \$1,260 Truck registration * \$1,174 CTF ins.* \$1,179,000 S105 F	'Running cost" labour (5)	\$943	×		
STS (5) S1,856 S1,748 B S20,000 Incl. Truck + crume dept. 10yrs st. line with S10,000	TIXED COST" LABOUR (S)	\$37,624	×		
S4,000 F	OWNERSHIP & OVERHEAD CO	STS			
permit (5) \$2,353 B (X) ris comp (5) \$1,400 B (X) \$1,375 C (X) \$1,375 C (X) \$105 F + ownership \$5,622.79 F STS (5) \$14,856 X *Truck registration based on International 12 towns. travelled \$0.748 B 29482 X tree/100km) 50 F *Truck registration based on International 12 towns. *ACCC average pump price distilate fuel **ACCC average pump price distilate fuel	Degreeciation (\$)	\$4,000	দ	\$50,000	dept.10yrs stline with \$10,000
travelled \$0.748 \$0.	leg'n, CTP insur & permit (\$)	\$2,353	B (X)		\$1,174 CIP int. \$1,179.00
(5) \$1,375 C(X) \$105 F + ownership \$5,622.79 F \$14,856 X \$14,856 X travelled \$0.748 B 29482 X tres/100km) 50 F	asurance excl workers comp (\$)	\$1,400	B (X)	\$1,260	ebensive: 3% Public liab.
\$105 F + ownership \$5,622.79 F \$14,856 X \$14,856 X travelled \$0.748 B 29482 X tres/100km) 50 F	dministration costs (\$)	\$1,375	C (X)		Accomstants for \$800, filing fee \$175, postage/telephone & miscellaneous \$400
+ ownership \$5,622.79 F \$13,622.79 F \$14,856 X travelled \$0.748 B 29482 X tres/100km) \$0 F	scorporation fee (5)	\$105	Ή,		\$1050 amerized over 10 years
\$18 (\$) \$14,856 X travelled \$0.748 B 29482 X tres/100km) \$0 F	rofit on fixed costs + ownership 2% TFC	\$5,622.79	ম		
travelled \$0.748 B 29482 X tres/100km) 50 F	OTAL O & O COSTS (S)	\$14,856	×		*Truck registration based on International 12 tonne.
## (ravelled \$0.748 B B 29482 X (fifres/100km) 50 F	RUNNING COSTS	4			
\$0.748 B 29482 X (Hires/100km) 50 F	uel - based on knu (ravelled				
(litres/100km) 50 F 2	uel Cost (\$/litre)	\$0.748	₩		ACCC average pump price distilate fuel
50 F	Total km travelled	29482	×		
	Fuel consumption (litres/100km)	50	' '=		

Country Construction Construct	Filters Air in p.n. \$64 Air out. \$105 X Fuel \$32 Renew oil \$100 Fuel \$32 Renew oil \$100 Fuel \$32 Renew oil \$100 Requestion for 4K TD/year Expected life 70000 km Beautopaire \$1970 LIR22.5 contect Mike O'Brien 648-3311 - Beautopaire Silverwater X 29482 Average km for 4K TD/year Expected life of 40000 km F 29482 Average km for 4K TD/year Expected life of 40000 km X Allow I puncture per month C Typical cost X 29482 Km allowed above	Rounded to nearest whole cent	х	\$4,80	PAID RATE (per TD)
## International truck workshop rate ## International t	## ## ## ## ## ## ## ## ## ## ## ## ##		ম	12%	% margin allowed on numing cost
## International truck workshop rate ## International truck workshop rate ## International truck workshop rate ## 253.00 ## 253.25 ## 253.03 ## 255.00 ## 25	F		×	\$4.28	Running cost /TD/Km
## International truck workshop rate ## International truck workshop	## S15.00 ## Filters Air in p			\$0.73	Total Running Cost per Km
## F International truck workshop rate \$55,000 B Eliters Air in p.s. \$64 Air out. \$105 Oi \$70 Water \$203,25 C Filters Air in p.s. \$64 Air out. \$105 Oi \$70 Water \$20,000 X Fuel \$32 Renew oil \$100 Fuel \$33,000 C S7,653 X S7,653 X S655 B Eaurepaire \$1970 11R22.5 Contact Mile O'Brien 648-3311 - Beaurepaire \$1900 km \$884 X S1,796 X S1,796 X Allow puncture per month \$350 X S1,796 X S1,	## Enternational truck workshop rate \$55,00 ## Enternational truck workshop rate \$55,00 ## Enternational truck workshop rate \$29,225 ## C Filters Air in p. a. \$64 Air out. \$105 Out 200 \$20,003 ## S25,000 ## S25,00		×	\$21,419	TOTAL RUNNING COSTS (5)
Filters Air in p	## Enternational truck workshop rate ## \$40		×	\$943	"Running cost" labour (5)
Filters Air in p.a. \$64 Air out. \$105 Off State	### ### ### ### ######################		×	\$1,796	Total tyre cost (5)
## Filters International truck workshop rate ## ## ## ## ## ## ##	## F International truck workshop rate ## F International truck workshop rate ## P	Allow I puncture per month Typical cost	хСя	12 \$30 \$360	Expected no. of punctures Cost of puncture repair (\$ each) Cost of punctures (\$)
## F International truck workshop rate ## ## ## ## ## ## ##	## Filters International truck workshop rate \$40	Average km for 4K TD/year Expected life of 40000		8 \$150.00 \$884	No. of recaps - rear drive Cost of recaps (\$ each) Cost of recaps (\$)
F International truck workshop rate \$2,000 \$2,053 X Filters Air in p.a. \$64 Air out. \$105 \$2,500 \$3,000 C Filters Air in p.a. \$32 Renew oil \$100 Rect Agreement \$3,000 X \$3,000	##Sed # F \$25,000 # F \$293.25 # F \$20,003 # F \$20,003 # F \$20,003 # F \$20,000 # F # F # F # F # F # F # F			2 \$655 551.73	No. of new tyres - radial steer Cost of new tyre (\$ each) Cost of new tyres (\$)
F International truck workshop rate 23.25 C Filters Air in p.a. \$64 Air out. \$105 2 F Filters Air in p.a. \$32 Renew oil \$100 S1.000 X F F S25.000 B S25.000 X S7,653 X	## F International truck workshop rate \$32.00 B International truck workshop rate \$29.25 C Filters Air in p.a. \$64 Air out. \$105 Oi \$29 Water \$40 \$2,000 X Fuel \$32 Renew oil \$100 C S3,000 C S3,000 C S3,000 C S40 S50				Tyres - based on km travelled
## F	## F International truck workshop rate \$3.00 B International truck workshop rate \$1.033 X Filters Air in p.a. \$54 Air out. \$105 Off 20 Air out. \$100 Air out.		×	\$7,653	Total servicing, R & M cost (5)
F International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 21.053 X Fuel \$32 Renew oil \$100 22.500 B 23.600 X	F SS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 SS.000 X Fuel \$32 Renew oil \$100	R	C	\$3,000	Provision for major R & M (\$)
F SS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 SS.053 X Fuel \$32 Renew oil \$100 General Stereement	F International truck workshop rate \$53.00 B International truck workshop rate \$53.05 X Fuel \$32 Renew oil \$100 of the content of the conte	eg e	×	\$2,600	Minor R & M cost per year
F SS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 SZ.053 X Fuel \$32 Renew oil \$100	F SS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 \$2,053 X Fuel \$32 Renew oil \$100	: ۲	В	\$25,00	Mechanic cost (\$/heur)
F SSS.00 B International truck workshop rate 293.25 C Filters Air in p.s. \$64 Air out. \$105 SSC.053 X Fuel \$32 Renew oil \$100	F SS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 \$2,053 X Fuel \$32 Renew oil \$100	TOE	দ্য	52	Truck working weeks/year
F SS,00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 \$2,053 X Fuel \$32 Renew oil \$100	### F ### International truck workshop rate #### 293.25 C Filters Air in p.s. \$64 Air out. \$105 Of \$70 When \$40 \$2,053 X Fuel \$32 Renew oil \$100	;mse	'ব	2	Minor R & M (hours/week)
hased 4 F SSS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105	bussed 4 F SS.00 B International truck workshop rate 293.25 C Filters Air in p.a. \$64 Air out. \$105 Off \$79 Water \$40	\$32 Renew oil \$100	×	\$2,053	Routine service cost per year (5)
I time based 4 F 555.00 B	I time based 4 F SS.00 B International truck workshop rate	Air in p. 8. \$64 Air out. \$105 Oil \$79 Water	_	293.25	Materials for routine service (5)
I time based 4	time based 4	International truck workshop rate	в,	\$55.00	Workshop cost (Shour)
sed	sed		4		Routine services per year
UNNING COSTS (continued)			3	300	Repairs & servicing - all time based
					RUNNING COSTS (continued)

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		PRODUCT	IVITY (Ton	PRODUCTIVITY (Tonne - Drops per annum)	er annum)						
	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500
"Fixed Cost" Labour (5)	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624
Ownership & Overhead Cost + Profit (5)	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856
Running cost + Profit (\$)/TD \$4.80	16,789	17,269	17,749	18,229	18,709	19,189	19,669	20,149	20,629	21,109	21,589
CC OPERATING COST to K&S (5)	\$69,268	\$69,748	\$70,228	\$70,708	\$71,188	\$71,668	\$72,148	\$72,628	\$73,108	\$73,588	\$74,068
CC OPERATING COST/TD TO K&S (5)	\$19.79	\$19.37	\$18.98	\$18.61	\$18.25	\$17.92	\$17.60	\$17.29	\$17.00	\$16.72	\$16.46
PAID CARTAGE/TD - ZONE 1.	\$19.79	\$19.37	\$18.98	\$18.61	\$18.25	\$17.92	\$17.60	\$17.29	\$17.00	\$16.72	\$16,46
Gross CC Income /A - Zone 1. (\$)	\$69,268	\$69,748	\$70,228	\$70,708	\$71,188	\$71,668	\$72,148	\$72,628	\$73,108	\$73,588	\$74,068



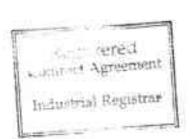
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##Red Cont* Labour (3) \$37,624 \$37,62												GECCHRA22
\$37,624 \$37,62		4600	PRODUCT	IVITY (Ton	ne - Drops p	er Annum)	\$100	5 200	5300	5400	5500	\$600
\$37,624 \$37,62												
\$4.800 14,856	"Fixed Cost" Labour (\$)	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624	\$37,624
\$4.80 22,069 22,549 23,029 23,989 24,469 24,949 25,429 25,909 26,389 \$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868 (5) \$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$16.21 \$15.96 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868 \$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868	Ownership & Overhead Cost+Profit (\$)	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856	14,856
\$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$77,428 \$77,428 \$77,908 \$78,388 \$78,868 \$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868		22,069	22,549	23,029	23,509	23,989	24,469	24,949	25,429	25,909	26,389	26,869
\$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868	CC OPERATING COST TO K&S (5)	\$74,548	\$75,028	\$75,508	\$75,988	\$76,468	\$76,948	\$77,428	\$77,908	\$78,388	\$78,868	\$79,348
\$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868	CC OFERATING COST/TD TO K&S (\$)	\$16.21	\$15.96	\$15.73	\$15.51	\$15.29	\$15.09	\$14.89	\$14.70	\$14.52	\$14.34	\$14.17
\$16.21 \$15.96 \$15.73 \$15.51 \$15.29 \$15.09 \$14.89 \$14.70 \$14.52 \$14.34 \$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868								×				
\$74,548 \$75,028 \$75,508 \$75,988 \$76,468 \$76,948 \$77,428 \$77,908 \$78,388 \$78,868	PAID CARTAGE/TD - ZONE 1.	\$16.21	\$15.96	\$15.73	\$15.51	\$15.29	\$15.09	\$14.89	\$14.70	\$14.52	\$14.34	\$14.17
	Gross CC Income /A - Zone I. (\$)	\$74,548	\$75,028	\$75,508	\$75,988	\$76,468	\$76,948	\$77,428	\$77,908	\$78,388	\$78,868	\$79,348
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	Gross CC Income /A - Zone 1.(\$)	PAID CARTAGE/TD - ZONE 1.		CC OPERATING COSTAID TO K&S (\$)	CC OPERATING COST TO K&S (\$)	Running cost + Profit (\$)/TD \$4.80	"Fixed Cost" Labour (\$)	
	\$79,800	\$14.00		\$14.00	\$79,828	27,349	\$37,624	5700
	\$80,330	\$13.85		\$13.85	\$80,308	27,829	\$37,624	PRODUCTI 5800
	\$80,771	\$13.69		\$13.69	\$80,788	28,309	\$37,624	PRODUCTIVITY (Tonne - Drops per annum) 5800 5900 6000 6100
	\$81,240	\$13.54		\$13.54	\$81,268	28,789	\$37,624	ne - Drops p
	\$81,740	\$13.40		\$13,40	\$81,748	29,269	\$37,624	er annum) 6100
	\$82,212	\$13.26		\$13.26	\$82,228	29,749	\$37,624	6200
9	\$82,719	\$13.13	-	\$13.13	\$82,708	30,229	\$37,624	6300
	\$83,200	\$13.00		\$13.00	\$83,188	30,709		6400
	\$83,655	\$12.87		\$12.87	\$83,668	31,189		6500
	\$84,150	\$12.75		\$12.75	\$84,148	31,669		6600
	\$84,621	\$12.63		\$12.63	\$84,628	32,149	\$37,624	6700



NOTES FORMING PART OF CONTRACT SCHEDULE A

APPLICATION OF UTILIZATION RATES

productivity between 4451 and 4550 tonne-drops/buck/year. The table of utilization rates calculated above are the mid points of 100 tunne-drops productivity steps, e.g. the 4500 sume-drop rate applies for

moving serval total basis except for the first 4 quarters, for which the productivity will be as follows: Agreement. Average annual truck productivity shall be calculated in accordance with clauses 4.1c) and 4.1d) of the Contract Agreement on a The appropriate utilization rate to be paid shall be based on quarterly reviews of truck productivity as provided for in classe 4.1c) of the Contract

Start for Quarter 1 = 4000 tonne-drops/truck/year Quarter 2 = (Start/4x3) + qtr.1 actual productivity. tonne-drops/truck/year

Quarter 3 = (Start/4x2) + qtr.1 + qtr.2 actual productivity tonne-drops/truck/year

Quarter 4 = (Start/4) + qtr.1, + qtr.2, + qtr.3, actual productivity tonne-drops/truck/year

Dillization rates of iess than 3500tonne-drops/truck/year will be paid at the rate for 3500tonne-drops/truck/year Quarter 5 = Qtr.1+qtr.2. + qtr.1. +qtr.4. actual productivity tenne-drops/mack/year.

VARIATION IN UTILIZATION RATES

recalculated rate is less than 3% then the existing rate will continue to apply until the next half-yearly rate review greater than 3%, then the recolculated table of utilization rates will apply until the next until the next half-yearly rate review. If the variation in the Where a reculculation of the above table of relification rates, at a half-yearly review, varies the 5000tonne-drops/truck/year rate by an amount equal to or

increase is only 2.8%, the existing rate of \$15.74, continues to be paid Example: The utilization rate for 5000 tourse-drops/track/year in the table above is \$15.74. A rate review calculates the new rate to be \$16.18. As the

Fir the purposes of the recalculation of the table of utilization rates

- Items of data marked "A" to be varied by any change in the Transport Industry Mixed Enterprises (State) Award grade 4 driver.
- lterns of data marked "B" to be varied by actual change in cost.
- Items of data marked "C" to be varied by the % change in the Sydney Consumer Price Index (All Groups Index Number) for the quarter immediately preceding the rate review. Base CPI for percentage change to be June 1997 quarter = 120.20
- Items of data marked "D" to be the paid productivity level at the date of the review.

Registered

- Items of data marked "F" are fixed for the term of the Contract Agreement unless both parties agree that circumstances are sufficiently changed to warrant alteration.
- Items marked "X" are calculated from the items of data "A", "B", "C", "D" and "F"

NOTES FORMING PART OF CONTRACT SCHEDULE A (continued)

SAFETY NET, CALCULATION OF WORKING DAYS

made up as follows: For the purposes of Safety Net adjustment, the 242 working days per annum which the Carrier will have his truck available for work is



plus casual labour payment for 12 KDOs	plus central labour payment for Armual Jeave	less Sick Leave	less Rostered Days Off	less Public Holidays	less Annual Leave	52 weeks x 5 week days	
= 12	20	00	= 12	= 10	= 20	= 260 days	

TOTAL WORKING DAYS PER ANNUM:

242

Cost Labour plus the Ownership and Overhead Cost. The earnings safety safety net and per year as provided for in clause 5.1 of the Contract Agreement shall be the sum of the "Fixed"

paid, the namings safety safety net per year shall be varied according to the reculculated "Fixed" Cost Labour and Overhead Cost When at half-yearly review, a renalculation of the above table of utilization rates results in a change in the utilization rates to be

At the communicament of the Contract of Carriage the earnings safety safety net per year will be \$37624 + \$17107 = \$54731.

K&S SMORGON BUSINESS UNIT

LIDCOMBE

CARRIERS CONTRACT AGREEMENT

B/D PRIMEMOVER (NON CRANE)

DAVID XUEREB LEROY RUSSELL WALLY HANSEN

S/D PRIMEMOVER (CRANE)

HERMAN KACZOROWSKI

8 TONNE BODY (CRANE)

ERNIE CRICHTON
ERIC COLEBROOK
KEVIN CONSTABLE
PAUL BISSAKER
IAN KEEVERS
FRANK SHERRY
CHRIS McCONNELL
ANDREW GARTREL

12 TONNE (CRANE)

TERRY VACONDIOS
PETER CASEY
ERNIE GADDES

