

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/22

TITLE: Incitec Ltd - Cockle Creek Enterprise Agreement 2002

I.R.C. NO: IRC2/7085

DATE APPROVED/COMMENCEMENT: 20 December 2002

TERM: 24

**NEW AGREEMENT OR
VARIATION:** Replaces EA99/285

GAZETTAL REFERENCE: 14 March 2003

DATE TERMINATED:

NUMBER OF PAGES: 33

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all employees at the establishment of Incitec Ltd - Cockle Creek, located at Main Road, Cockle Creek, who fall within the coverage of the Incitec Ltd NSW Manufacturing Award 1994

PARTIES: Incitec Limited -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Electrical Trades Union of Australia, New South Wales Branch, The Australian Workers' Union, New South Wales



INCITEC LTD

COCKLE CREEK

ENTERPRISE AGREEMENT AWARD

2002

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1. TITLE

This Agreement shall be known as the Incitec Ltd - Cockle Creek Enterprise Agreement 2002.

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3. COMMITMENT TO IMPROVING PRODUCTIVITY AND WORKPLACE REFORM

It is the objective of the parties to make the Incitec - Cockle Creek site a highly competitive manufacturer, and a model industrial site excelling in safety, productivity, quality, flexibility, communication and commitment.

We are committed to creating an environment which encourages and supports the development of a highly skilled and flexible workforce and where employee participation is a priority for the betterment of the individual and the business.

We are committed to reorganising work and management processes to improve the efficiency, profitability and competitive position of the site whilst enhancing the career opportunities and job security of the employees. Work will be organised to maximise the flexibility of the workforce and enable employees to work to the limits of their skills and capabilities. There will be no artificial barriers preventing employees from performing tasks in which they have been trained. All Incitec - Cockle Creek employees will receive equal treatment in benefits and conditions where practicable, and the principle of single status employment will be upheld wherever possible.

We are committed to the site achieving the status of being a "Continuous Improvement Site" as measured by agreed Key Performance Indicators (KPI's) and to future salary increases being based on performance against these KPI's.

4. APPLICATION

This Agreement shall apply at the establishment of Incitec Ltd - Cockle Creek, located at Main Road, Cockle Creek.

5. PARTIES BOUND

This Agreement shall be binding upon:

- (1) Incitec Ltd - Cockle Creek
- (2) AWU-FIME Amalgamated Union
- (3) Electrical Trades Union of Australia (NSW Branch)
- (4) AMWU - Automotive Food Metals and Engineering Printing and Kindred Industries Union



and all employees, employed by the Company, who are eligible to be members of any of the above unions.

6. RELATIONSHIP TO PARENT AWARD

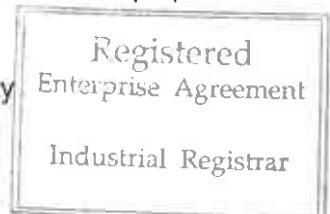
This Agreement shall be read in conjunction with the Incitec Ltd NSW Manufacturing Award 1994 provided that where there is any inconsistency this Agreement shall take precedence to the extent of the inconsistency.

- 6.1 There will be no negotiations or discussions with respect to Australian Workplace Agreements (AWA's) during the life of this agreement.

7. COCKLE CREEK CONTINUOUS IMPROVEMENT PROCESS

The purpose of the continuous improvement process is to :

- Improve communications and understanding of key business issues and measures in the pasture business
- Assist the company in manufacturing and supplying high quality products and in providing excellent customer service whilst conforming with site safety, health and environment requirements
- Create a workplace climate that nurtures mutual trust, respect, teamwork, personal growth, pride in performance and enjoyment and that supports the Agreement to improve workplace productivity and flexibility.
- Ensure that the sites manufacturing processes and activities keeps pace with the changing demands of the market place.
- Contribute to site strategies that improve site profitability



8. SALARY INCREASES

Salary increases applying for this agreement will be determined by a program consisting of a measurement of site performance improvement against predetermined and established Key Performance Indicator (KPI's) targets. A Salary increase of 3% will be paid under this system from 01/01/02 based on achieving target KPI performance. The table of KPI's will be reviewed and updated during September or October each year for calculation of the following years salary increase.

The achievement of the KPI objective will result in an increase applying to all classifications equal to the average Newcastle Manufacturing wages and salaries increase. Failure to achieve the KPI objective will result in an average Company increase, less 0.5%. If the KPI objective is exceeded by a pre-determined amount, which is currently 100 points or more, the salary increase will equal the average company increase, plus 0.5%.

Allowances for the impact of external factors on actual KPI performance will not be given. KPI performance will be measured from 1st October to 30th September (inclusive) each year.

The table of KPI's will be reviewed during September or October each year, and updated to meet existing business requirements and realistic future process improvement objectives. The next years table of KPI's and objectives will be determined by a committee made up of a cross section of the key stakeholders to this agreement.

9. SKILLS AND COMPETENCY DEVELOPMENT

The ongoing development of appropriate skills and competency is required to enable continued improvement in business performance. The attached skill lists (Refer Division 2 & 3) identify a clear and logical process for developing the necessary skills required in each stream.

10. DATE AND PERIOD OF OPERATION

This Agreement shall rescind and replace the terms and conditions of employment regulated by the Cockle Creek Enterprise Agreement 1999 and shall come into operation of the making thereof by the Industrial Relations Commission of New South Wales. It shall remain in force for a period of two (2) years.

30 20 December 2002
The parties agree that no later than four (4) months prior to the expiration of this Agreement, discussions shall commence regarding the desirability and content of a future Agreement.

11. LEAVE RESERVED

During this agreement, it is available to any of the parties to the agreement to initiate discussions and negotiation to seek agreement between all parties with respect to the following:

- a) Review of the Despatch area classification system to investigate viability of an intermediary level.

12. CONDITIONS

DIVISION 1 - GENERAL

1. Overtime

1.1 Where overtime is payable:

1.1.1 Overtime commences after the ordinary number of hours scheduled for each day have been worked.

1.1.2 Overtime shall be paid for dayworkers at the rate of one and a half times for the first two (2) hours and double-time thereafter,



except in the case of a call-in to work when the rate shall be double-time.

- 1.1.3 Overtime shall be paid for shiftworkers at the rate of double-time.
 - 1.1.4 An employee called-in to work overtime shall be paid for a minimum of four (4) hours work at the appropriate rate, providing the employee completes the work required.
 - 1.1.5 Additional work, relating to the mobilisation of the plant or equipment, due to original failure(s) will not incur an additional call-in.
 - 1.1.6 An employee called-in to work overtime shall be paid a phone allowance and a mileage allowance as set out in Schedule 1 for the use of his/her telephone and own private vehicle where the call-in involves an additional separate journey to and from the site.
 - 1.1.7 An employee required to work on a day or shift that he/she is not rostered to work shall be paid for a minimum of four (4) hours work at the appropriate rate providing that any employee who fails to complete the work required shall be paid for such time actually worked.
- 1.2 Where an employee is called-in to work:
- 1.2.1 He/she shall be entitled to a reasonable rest period as determined by his/her team irrespective of the day or timing of the work where he/she works in the Maintenance team.
 - 1.2.2 He/she shall be entitled to a rest period of ten (10) consecutive hours off duty between work of successive ordinary working days when overtime is worked where he/she works in a Production or Despatch team.

2. Meal Hours and Meal Tickets

- 2.1 Employees other than shiftworkers shall be allowed a meal break of thirty (30) minutes Monday to Friday inclusive.
- 2.2 Employees who are shiftworkers shall be allowed a crib break of twenty (20) minutes Monday to Sunday inclusive.
- 2.3 An employee shall not be compelled to work for more than five (5) hours without a break for a meal.
- 2.4 An employee required to work overtime for more than one and a half hours after their ordinary ceasing time shall be provided free of cost with a meal or allocated a meal ticket. The value of the meal ticket shall be as set out in Schedule 1. If the work extends for more than four (4) hours after ordinary ceasing time, the employee shall be provided with a second meal or allocated a meal ticket if he so chooses.

3. Public Holidays

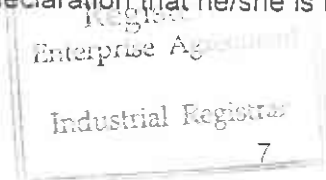
- 3.1 The Picnic Day holiday shall be recognised by allocating one (1) days ordinary hours to each employee's Credit leave entitlement, on 1 January each year.
- 3.2 Where an employee is rostered to work and does work on a public holiday, additional hours will be credited to Credit leave to take his/her total rate for hours worked to a total of two-and-one-half times ordinary rate of pay, except for Good Friday and 25 December when total rate will be triple time ordinary rate.
- 3.3 Where a shiftwork employee is rostered not to work on a public holiday, ordinary hours will be credited to Credit Leave.

4. Credit Leave

- 4.1 Credit leave entitlement will accrue in accordance with Clause 3 Public Holidays.
- 4.2 Credit leave will be added to entitlements at the end of each pay month using monthly timesheets.
- 4.3 Accumulated credit leave may be cashed in at the end of each pay using the monthly allowances timesheet or taken off as leave.
- 4.4 Accumulated credit leave may only be taken as leave when a spare technician is available to cover the absence.
- 4.5 Credit leave may not be taken if overtime costs will be incurred.
- 4.6 Accumulated credit leave in excess of 150 hours as at the 1st of December each year will be paid out at the employee's normal rate in the December pay.
- 4.7 Accumulated credit leave will be paid out at the employee's normal rate upon resignation, retrenchment, retirement or disablement, or paid to the employee's estate upon death in service.

5. Sick Leave

- 5.1 Sick leave entitlements accrued under previous Industrial Agreements was "frozen" as at 18 May, 1992.
- 5.2 The cash value of accumulated "frozen" sick leave shall be increased by the same percentage increase applied to salaries each year.
- 5.3 Accumulated frozen sick leave will be paid to an employee only in the following circumstances:
 - early retirement owing to permanent incapacity through ill health
 - retirement after reaching age 55 provided the employee signs a declaration that he/she is retiring permanently from the workforce



- redundancy (refer to matter 99/3184 from the Industrial Relations Commission of NSW in July 1999)
- death, in which case payment will be made to the employee's estate

6. Authorised Trade Union Training

- 6.1 An employee, nominated by his/her union to attend authorised Trade Union training courses, will be granted leave where his/her attendance will result in no interruption to Company operating requirements.
- 6.2 The Site Manager may use discretion in determining the amount of leave to be granted.

7. Classification

There will be one (1) classification used on site:

- Plant Technician

Plant Technicians will be responsible for all plant duties at the Cockle Creek site.

8. Remuneration

- 8.1 Plant Technicians will be paid an annualised salary which is inclusive of the base salary, shift premiums and all allowances and additional payments but which is exclusive of overtime payments and overtime related allowances.
- 8.2 Annual rates payable are as set out in Schedule 1.

9. Skills Development

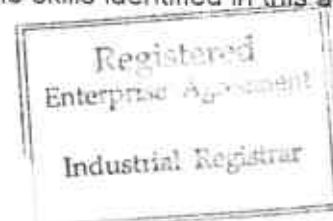
Skill Development will be managed with the introduction of the Learning Unit self paced training system. This system will be used in each section as a guide for personnel to achieve the necessary skills for each Level.

It is anticipated that this system will be implemented progressively during the life of this agreement.

10. Training Committee.

- 10.1 The role of the training committee will be replaced by the introduction of a Learning Unit Facilitator who will plan and develop the implementation of the Learning Units in line with the skills identified in this agreement.

11. Assessment of Skills.



Under the Learning Unit system competency of skills will be assessed using the Line Manager and Peer assessment. Learning outcomes and objectives will be clearly defined in the Learning Unit documentation.

12. Work Patterns

Work patterns (both Daywork and Shiftwork), including starting and finishing times may be varied to suit the requirements of the Plant or sections of the Plant. Change to work patterns will be subject to:

- i) consultation and mutual agreement between the parties
- ii) being guided by Occupational Health and Safety considerations

13. Leisure Days

Provided that an average of 38 hours per week will be worked over a fifty-two (52) week period:

- (i) Plant Technicians on permanent daywork will be responsible for co-ordinating the taking of one leisure day off per calendar month to a maximum of twelve per year whilst ensuring that the requirements of the plants continue to be met.
- (ii) Leisure days off will be incorporated in the shift roster for Plant Technicians on permanent shiftwork.

14. Redundancy

14.1 In the event of redundancy the provisions that are current Incitec/ORICA personnel practices will apply:

14.2 Incitec Redundancy Standard – Applicable to employees with less than thirteen years service and a start date prior to 30th October 2000.

14.2.1 A minimum period of notice of 1 month (or pay in lieu). Longer notice should be given wherever possible.

14.2.2 An upfront payment of 3 times normal notice period.

14.2.3 An additional payment for each completed year of service of three weeks pay (plus a further weeks pay for each completed four month period) up to a maximum of 60 weeks.

14.2.4 Payment of all statutory entitlements including accrued annual leave, annual leave loading, 'frozen sick' leave and Long Service Leave. Pro-rata long service leave will be paid after five years service to redundant employees.



14.2.5 Superannuation entitlements as at last day of service.

14.2.6 The company will provide outplacement assistance at a suitable level. The type and level of assistance will be appropriate to the needs of the redundant employee.

OR

14.3 ORICA Redundancy Standard – Applicable to employees with greater than thirteen years service or start date after 30th October 2000.

14.3.1 A minimum period of notice of 8 weeks (or pay in lieu). Longer notice should be given wherever possible.

14.3.2 A payment for each completed year of service of four weeks pay (plus a further weeks pay for each completed four month period) up to a maximum of 80 weeks.

14.3.3 Payment of all statutory entitlements including accrued annual leave, annual leave loading, 'frozen sick' leave and Long Service Leave. Pro-rata long service leave will be paid after five years service to redundant employees.

14.3.4 Superannuation entitlements as at last day of service.

14.3.5 The company will provide outplacement assistance at a suitable level. The type and level of assistance will be appropriate to the needs of the redundant employee.

14.4 Where the Company has made a definite decision regarding redundancy, the Company shall, as soon as practicable, hold discussions with employees directly affected and their union. The discussions shall cover reasons for termination and measures (e.g. retraining) taken to avoid or minimise the termination/s.

14.5 Where able, the Company will give employees three (3) months notice of termination. During the period of notice an employee shall be allowed up to five (5) days time off without loss of pay, for the purpose of seeking other employment, provided a minimum of four (4) hours is taken on each occasion.

14.6 The Company reserves the right to retain those employees it considers have special skills and/or abilities to satisfy its operating requirements.

14.7 If redundancies occur during the life of this agreement, where possible, voluntary means will be used.



15. Dispute Handling Procedure

Disputes arising on site will be dealt with on all occasions in accordance with the following procedure.

As soon as is practicable after a dispute or claim has arisen, the employee, or group of employees concerned, will take the matter up with their immediate coordinator affording the opportunity to remedy the cause of the dispute or claim.

Where any such attempt at settlement has failed, or where the dispute or claim is of such nature that a direct discussion between the employee and their immediate coordinator would be inappropriate, the employee/s shall forthwith take the matter up with the employer or a representative of the employer. The employee/s may elect to be accompanied by a duly authorised representative of their union.

The Company shall reply within twenty four (24) hours.

If the matter is not settled it shall be submitted to the New South Wales Industrial Commission which shall endeavour to resolve the issue between the parties by conciliation.

Without prejudice to any party, work should continue while the matter/s in dispute are being dealt with.

In the event of any alleged serious safety issue, the Company shall immediately investigate the allegation in consultation with Union officials and/or the chairperson of the Safety Committee and/or competent safety advisers - as agreed between the parties to this Agreement.

No strike action will be taken in contravention of this procedure.



DIVISION 2 - PRODUCTION

1. Application

This division shall only apply to Process Stream Plant Technicians.

2. Intention

Our aim for the Production Department is to develop a highly skilled, dedicated and motivated team of people who will strive to continually improve our operation to ensure that we maintain our competitive advantages in quality, service and cost.

3. Classification

Process Stream Plant Technicians will be employed in the Production Department under one of the following grades:

Trainee

Entry grade into Process Stream. A newly appointed Technician who works in a Process Team to the full extent of his/her skill and competence, including any incidental and peripheral work, depending on level of competence possessed.

The Trainee will serve a probationary period of 3 months. During this time he/she will go through the production induction procedure and plant training. Training will be in the form of on the job experience, procedure training and completion of allocated self paced Learning Units.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Level 1

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 1. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 2

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.



Level 3

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 4 (Acting Co-ordinator)

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 4. The Technician works in a Process Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed. This role also has responsibility for duties of the Learning Unit Facilitator position and covering Co-ordinators for short term absence. This is a development position with appointment approved by the Plant Manager.

Process Coordinator Level 1

A Technician who has had at least 12 months experience as a Plant Technician Level 3. The Technician will demonstrate competence in SH&E, Process understanding (including Manufacturing performance, costs awareness and quality), People Management (including team leadership, training) and computer skills. He/she will have demonstrated to the satisfaction of the Plant Manager that he/she possesses required job skills and knowledge.

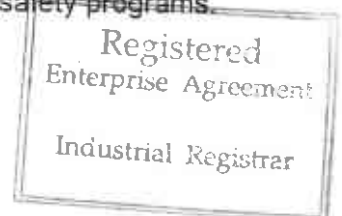
4. Key Skills

Trainee

- Drivers licence
- Front End Loader Ticket
- Fork Lift Ticket
- Non Technical inspections off Mobile Equipment inspection
- Demonstrated ability to satisfy requirements of new starter induction program including
- Safety awareness (Policy, Charter etc)
- Plant Process and Equipment Basics
- Complete audits (such as UAP's) and actively participate all safety programs.
- Demonstrate ability to understand, follow and create JSA
- Authorised as a Clearance Receiver.
- Undertake skill development for Level 1 tasks
- Complete the Learning Unit for Trainee in the G&A

Level 1

- Continued demonstration of trainee skills
- Demonstrated ability to perform duties of beltman, including:
- Demonstrated knowledge and understanding of the distribution belt systems in Shed 2,3 and 4.
- Knowledge of Shed Maps and the effect of position belt scrapers in the sheds.
- Demonstrated knowledge and understanding of the Granulation Circuit
- Know and identify all belts
- Know and demonstrate the safe cleaning method and frequency of all bets



- Know and demonstrate screen operations including
- Cleaning
- Gap Setting
- Tension Settings
- Knowledge and understanding of Conditioner and Disintegrator operation including
- Wear indicators
- Cleaning
- Satisfactorily completed all Critical Procedure Training
- Obtained First Aid Certificate
- Completed Confined Space Training to VETAB standards
- Completed Incitec CVE procedure and demonstrated ability to perform duties of "Standby Person".
- Demonstrated understanding of isolation procedures and ability to isolate when required for basic tasks.
- Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Independent Co-ordinator and Plant Manager.
- Satisfactorily complete the Learning Unit for Level 1.

Level 2

- Continued demonstration of ability to conduct all Level 1 skills
- Demonstrated ability to select and load raw materials to G & A including Sand, Sulphur, Spillage and trial materials as required.
- Basic understanding of scrubber systems, ability to demonstrate knowledge and understanding of
- Process flows
- Kimre Pad (Cleaning, replacement, System dP)
- Tank 8 and 9 levels, Road Sump and interaction of these with the process
- Environmental controls (Basic knowledge) including process flow of waste / water run off including MDH.
- Taking samples from scrubber area
- Conduct Hygiene Scrubber Pressure Survey
- Conduct Drager tests for 'F' in the plant
- Computer skills including basic use of Intranet to locate company documentation such as performance indicators, payroll and quality documents.
- SAP Training complete. Demonstrated ability to complete a Notification.
- SCAN Operation, able to
- Locate Scrubber information
- Navigate around SCAN Screens
- Knowledge of Key Quality Work Instructions for Fertiliser manufacture
- Able to safely unload Hypo and Caustic deliveries
- Understands PMP system and uses the system to raise plant modifications when required.
- Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Independent Co-ordinator and Plant Manager.
- Satisfactorily complete the Learning Unit for Level 2.

Level 3

- Continued demonstration of ability to conduct all Level 1, and 2 skills
- Demonstrated detailed knowledge and understanding of scan operations including
- Primary Screen Ratio

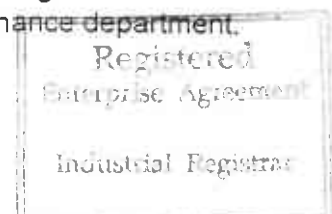


- Effluent to mixer
- A /R Ratio
- Attack Strength
- Acid SG
- Process flows
- Scrubber operation
- Environmental requirements – alarm status and actions (troubleshooting)
- Understands quality system including Auto Sampler, Sampling Requirements and sampling processes.
- Understands laboratory processes and the impact of these on plant operating strategy.
- Detailed knowledge of safety systems such as JSA's, Isolation Plans and Confined Space Entry requirements
- Demonstrated participation in reviewing and keeping up to date documentation
- Demonstrated knowledge and understanding of Cold Work Clearance procedures with ability to:
 - Issue clearance as Authorised
 - Isolate for specific tasks as Authorised for minor or basic tasks
 - Return to service at completion of work.
- Understand customer base and complete at least 1 customer visit.
- Ability to operate the plant consistently and efficiently to satisfy all quality requirements for fertiliser manufacture
- Demonstrated ability to complete CARs for all Out Of Specification production
- Demonstrated ability to control raw materials (Acid and Rock) to ensure plant efficiency is maintained
- Full demonstrated knowledge and understanding of the Scrubbers, Hygiene, MDH and road sump operations
- Demonstrated use of Prodlab software to view sample results and initiate corrective actions
- Trained in Hot Work Clearance and demonstrated ability to issue clearances within Authorisation.
- Ensure plant raw material stocks are maintained
 - Hypo
 - Caustic
 - Sand
- Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Independent Co-ordinator and Plant Manager
- Satisfactorily complete the Learning Unit for Level 4

Level 4 (Acting Co-ordinator / Learning Unit Co-Ordinator)

This position is by appointment of the Plant Plant Manager as determined by operational requirements. There will be no set number of Acting Co-ordinators at any one time.

- Continued demonstration of ability to conduct all Level 1, 2, 3 and 4 skills
- Demonstrated ability to manage plant operations to ensure
- Plant SH&E standards are maintained or exceeded
- All quality requirements are maintained
- All requirements of Level 1,2,3 and 4 positions are being satisfied
- Identify potential maintenance concerns with maintenance department.
Demonstrated through
- Use of SAP to raise notifications
- PMP system use by self and team members



- Participate in training programs
- Ensure manning requirements are maintained to achieve safe and efficient plant operation (AL/ RDO/ O/Time)
- Accurately complete shift log and delay recording
- Demonstrate knowledge and understanding of site emergency plan and procedures
- Undertake training and development for leadership skills as required.
- Demonstrated knowledge and understanding of the Shermis system with all incidents and accidents recorded according to company requirements.
- Continue to develop skills and capability to operate scan system. Demonstrate ability to relieve scan operator for entire shift when required.
- Attend Co-ordinator meetings and training as required.
- Participate in regular reviews of team outcomes and develop plans for team improvement.
- Provide coaching and individual training of team members to improve knowledge, understanding and team performance.
- Stand in for Co-Ordinator to assist in covering short term absence or for development in that role.
- Act in the role of Learning Unit Facilitator as required.
- Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Plant Manager and Site Manager.

Co-Ordinator

- Continued demonstration of ability to conduct all Level 1, 2, 3 and Acting Co-ordinator skills
- Demonstrated ability to manage plant operations to ensure
- Plant SH&E standards are maintained or exceeded
- All quality requirements are maintained
- All requirements of Level 1,2 and 3 positions are being satisfied
- Identify potential maintenance concerns with maintenance department. Demonstrated through
- Use of SAP to raise notifications
- Attendance at Maintenance planning and reliability meetings
- Annual Shutdown participation
- PMP system use by self and team members
- Maintain Plant and Personnel productivity as per Position Description
- Identify Team development requirements
- Develop training plans for team members
- Participate in training programs
- Arrange all mandatory team training requirements
- Ensure manning requirements are maintained to achieve safe and efficient plant operation (AL/ RDO/ O/Time)
- Accurately complete shift log and delay recording
- Issue clearances for CVE
- Demonstrate knowledge and understanding of site emergency plan and procedures
- Ensure team members satisfy requirements for SH&E meeting attendance
- Undertake training and development for leadership skills as required.
- Demonstrated knowledge and understanding of the Shermis system with all incidents and accidents recorded according to company requirements.
- Produce shed maps in line with quality system requirements.

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- Continue to develop skills and capability to operate scan system. Demonstrate ability to relieve or operate scan for entire shift when required.
- Identify opportunities for improving team performance. Participate in regular reviews of team outcomes and develop plans for team improvement.
- Completion of the Learning Unit for Co-Ordinator G&A.
- Continued demonstration of above skills to the acceptance of Peer Co-ordinator, Plant Manager and Site Manager.

5. Flexible Manning

Shift manning will be determined by operating and safety needs of all production activities and with mutual agreement between the Company and Production Technicians

Technicians can be utilised to allow continuous operation during rest and breaks in accordance with agreed manning as determined above.

Where a change in shift rosters is to occur, the persons involved shall receive a minimum of 4 weeks notice.



DIVISION 3 - DESPATCH

1. Application

This division shall only apply to Despatch Stream Plant Technicians.

2. Intention

Our aim for the Despatch Department is to develop a skilled, dedicated and motivated team of people who will strive to continually improve our operation to ensure that we maintain our competitive advantage in quality service and costs.

3. Classification

Despatch Stream Plant Technicians will be employed in the Despatch Department under one of the following levels:

Trainee

Entry grade into Despatch Stream. A newly appointed Technician who works in a Despatch Team to the full extent of his/her skill and competence, including any incidental and peripheral work, depending on level of competence possessed.

The Trainee will serve a probationary period of 3 months. During this time he/she will go through the despatch induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Level 1

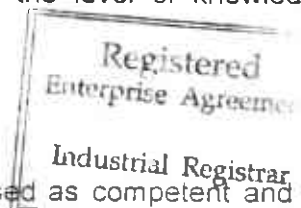
A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 1. The Technician works in a Despatch Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 2

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Despatch Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 3

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Despatch Team to the full extent of his/her skill and competence including any incidental



and peripheral work depending on the level of knowledge and competency possessed.

Level 4

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 4. The Technician works in a Despatch Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Co-ordinator

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Co-ordinator Level 2. The Technician works in a Despatch Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

4. Key Skills

Trainee

- Drivers licence
- Front End Loader Ticket
- Fork Lift Ticket
- Non Technical inspections off Mobile Equipment inspection
- Demonstrated ability to satisfy requirements of new starter induction program including
- Safety awareness (Policy, Charter etc)
- Plant Process and Equipment Basics
- Complete audits (such as UAP's) and actively participate all safety programs.
- Demonstrate ability to understand, follow and create JSA
- Authorised as a Clearance Receiver.
- Undertake skill development for Level 1 tasks
- Complete the Learning Unit for Trainee in the Despatch Area

Level 1

- Continues demonstration of Trainee Skills
- Performs Quality Control sampling and analysis operations.
- Obtains Rail Shunting Certification.
- Satisfactorily completes all Critical Procedure Training.
- Obtains St John First Aid Certificate.
- Carries out internal company audits as required.
- Performs maintenance/ cleaning on dust collection hoppers.
- Obtains certification for confined space entry.
- Actively participates in safety programs.
- Demonstrated understanding of isolation procedures and able to isolate when required.
- Undertakes skills development for Level 2.
- Satisfactorily complete Learning Unit for Level 1 Despatch



Level 2

- Continued demonstration of Level 1 Skills
- Knowledge of key quality work instructions for fertiliser Despatch.
- Completes P.M inspection checks.
- Demonstrated ability to carry out certain maintenance activities including
 - conveyor tracking and inspection
 - brush cleaner segment replacement
 - scraper segment replacement
 - screen cloth replacement
- Demonstrated ability to complete rail shunting operations including
 - pusher tractor operation
 - safe and efficient movements of rail on site
 - contamination checking
 - understanding and following signalling
- Demonstrated knowledge and understanding of f.e.l operations including
 - shed and product locations
 - understanding shed maps
 - ability to identify poor quality product/quarantine
 - ability to handle product correctly minimising product damage
 - full knowledge of all hopper locations including process spillage
 - demonstrate ability to service recovery system correctly at full rates
- Computer skills – achieves competence in use of S.A.P, HRaSSist and lotus notes.
- Undertakes skill development for level 3.
- Satisfactorily complete Learning Unit for Level 2 Despatch.

Level 3

- Continued demonstration of level 2 skills
- Understands P.M.P system and uses the system to raise plant modifications when required.
- Demonstrated detailed knowledge and understanding of Moly Additions System including
 - following correct filling procedure.
 - cleaning of inline filter
 - problem identification /trouble shooting/problem solving
 - S.H.E requirements
- Demonstrated detailed knowledge and understanding of recovery system including
 - deduster operations
 - system sequence start up/shut down
 - fault finding/fault rectify
 - alarm resetting
 - know and demonstrate safe cleaning method of all vital equipment within system
- Demonstrated detailed knowledge and understanding of bulk loading operations including
 - correct and legal loading of trucks
 - coordinating product requirements
 - traffic control
 - bulk rail loading
 - docket processing
 - scrutinising product quality
 - S.H.E requirements



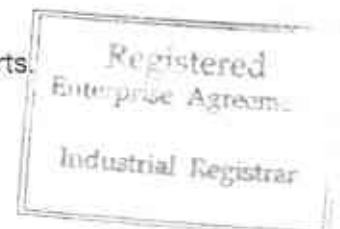
- customer focus
- moly dosing system
- Ensures housekeeping levels are being maintained
- Undertakes skill development for Level 4.
- Satisfactorily completes Learning Unit for Level 3 Despatch.

Level 4

- Continued demonstration of level 3 skills
- Identifies potential maintenance concerns with engineering dept demonstrated through
- use of S.A.P to raise notifications
- annual shutdown participation
- Assists in training of all operators in the team
- Accurately completes daily bulk w/bridge shift print out
- Directs relocation of tyne feeder
- Undertakes training and development for leadership skills as required
- Completes and develops Despatch J.S.As
- Demonstrated ability to totally manage Despatch plant operations on shiftwork patterns during peak season including
- coordinating operators on their shift
- actively pursue maintenance crews in the event of plant breakdown to minimise delays
- maintain plant productivity via low truck turnaround
- constantly scrutinise despatched product ensuring quality requirements are met
- S.H.E standards are maintained
- Knowledge and understanding of Cold Work and Hot Work Clearances and demonstrated ability to
- issue clearances as authorised
- isolate for specific tasks as authorised
- return to service at completion of work
- issue clearances during shutdown
- Completes Shermis notifications
- Performs Picking slip printing operations during out of peak season despatches
- Undertakes skill development for Despatch Coordinator
- Performs duties of Despatch Coordinator when required
- Satisfactorily Completes Learning Unit for Level 4 Despatch

Despatch Co-Ordinator

- Continued demonstration of level 4 skills
- Completes Despatch shift reports and daily summary reports.
- Completes all Despatch timekeeping
- Authorises leave requirements of Despatch team.
- Ensures optimum utilisation of available manning levels.
- Assists in developing team S.H.E initiatives.
- Identify team development requirements.
- Coordinate team training schedules
- Issues clearances for confined space entry in Despatch dept
- Completes all purchase orders and purchase requisitions in Despatch dept.
- Ensures sampling and analysis is carried out to approved methods .
- Continually scrutinise product quality and liase with Technical Manager regarding
- product handling



- out of spec product location
- shed map/shed heap management
- Attends W.O.R phone conference
- Coordinates site/departmental tours when required
- Input to yearly budget requirements for Despatch dept
- Conducts complaints investigations
- Manages seasonal casual labour requirements
- Manages sick leave
- Satisfactorily completes Learning Unit for Despatch Co-ordinator

5. Leisure Days

Leisure days are banked during the busy period and are taken during quiet periods in a manner agreeable to both parties

6. Flexible Manning

Shift manning will be determined by operating and safety needs of all despatch activities and with mutual agreement between the Company and Despatch Stream Technicians.

Technicians can be utilised to allow continuous operation during rest breaks in accordance with agreed manning as determined above.

7. Annual Leave

Annual Leave is normally taken during quiet periods in a manner agreeable to both parties.



DIVISION 4 - ENGINEERING

1. Application

This division shall only apply to Instrument/Electrical & Mechanical, Trades Streams Plant Technicians.

2. Intention

Our aim for the Engineering Department is to develop a highly-skilled, dedicated and motivated team of people who will strive to continually improve our operation to ensure that we maintain our competitive advantage in quality service and costs.

3. Classification

3.1 Mechanical Trades Stream

Level 1

Entry grade for Mechanical Tradesman. A newly appointed Technician who possesses a Mechanical Trades Certificate and who works in a Maintenance Team to the full extent of his/her skill and competence, including any incidental and peripheral work depending on the level of knowledge and competency possessed and must gain skills required for Level 1 Technician.

The Technician will serve a probationary period of 3 months. During this time he/she will go through the maintenance induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Level 2

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 3

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.



Level 4

A Technician who has been assessed as competent and is self motivated carrying out co-ordination of his /her own weekly tasks within the Engineering department and who satisfies all the Key Skill requirements outlined for Level 4. The Technician works in an Engineering team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed

3.2 Instrument/Electrical Trades Stream

Level 1

Entry grade for an Electrical Tradesman. A newly appointed Technician who possesses an Electrical Trades Certificate and a Qualified Supervisor Certificate who works in a Maintenance Team to the full extent of his/her skill and competence, including any incidental and peripheral work depending on level of competence.

The Technician will serve a probationary period of 3 months. During this time he/she will go through the maintenance induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Level 2

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 3

A Technician who has been assessed as competent and is self motivated carrying out co-ordination of his/her own weekly tasks within the Engineering department and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in an Engineering Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.



3.3 Mechanical Non Trades Stream

Level 1

Entry grade into Non Trades Stream. A newly appointed Technician who works in the Maintenance Team to the full extent of their skill and competence, including any incidental and peripheral work, depending on level of competence possessed, and must gain skills required for Level 1.

The Technician will serve a probationary period of 3 months. During this time he/she will go through the maintenance induction procedure and plant training.

In addition, the Technician has to gain knowledge of the company policies and procedures which cover Safety, Environmental Control and Customer Service.

Level 2

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 2. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

Level 3

A Technician who has been assessed as competent and who satisfies all the Key Skill requirements outlined for Level 3. The Technician works in a Maintenance Team to the full extent of his/her skill and competence including any incidental and peripheral work depending on the level of knowledge and competency possessed.

4. Key Skills

4.1 Mechanical Stream.

Level 1

Perform mechanical tasks to level of trade skills

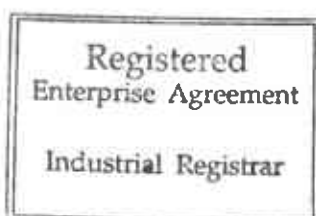
Perform structural work to standard attained by the completion of Year 1 of Welding Electric Arc Course No. 0278

Administration - use timesheets, cost codes, record work performed, learn, know and work to plant procedures and policies

Obtain knowledge of plant process and despatch operations

Carry out minor mechanical repairs of Mobile Equipment

Hold Fork Lift truck licence within 3 months of commencement of employment.



Hold crane drivers permit train and pass test

Hold Crane Chasers licence within 3 months of commencement of employment

Level 2

In addition to Level 1 skills the Level2 Technician:

Hold WorkCover Authority explosive powered tools licence

Hold WorkCover Authority crane driver licence class 12c

Hold St. Johns First Aid Certificate

Carry out structural work to level attained with completion of Welding Electric Arc Course No. 0278

Administration - raise work orders, raise requisitions, raise information reports, requisition job materials, participate in daily job leadership.

Plant Process - knowledge and understanding of: grinding/inloading, acidulation, product distribution, site services

Level 3

In addition to Level 2 skills the Level 3 Technician:

Use and work on site computers (Eng./Stores)

Hold Restricted electrical licence and carry out work in accordance with the licence.

Arrange, organise, control or carry out individual tasks or small projects.

Level 4

In addition to Level 3 skills the Level 4 Technician:

Sort and distribute PMs weekly

Maintain backlog

Co-ordinate shutdown work in Superphosphate, Despatch & Bagging Plants

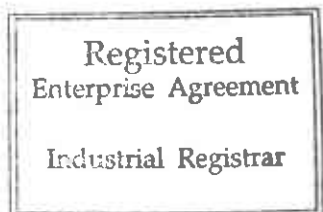
Obtain quotations

Supervise & assist contractors working on site

Order spare parts from outside suppliers

Ensure Engineering work is carried out in compliance of SH&E standards & procedures

Compile & write monthly team report



Complete work orders & return to originator
Organise overtime when required maintain overtime records
Update & revise P.Ms.
Hire in equipment as required
Organise external repairs of equipment when required
Maintain spares & ensure availability when required
Maintain housekeeping of workshop & maintenance work site

4.2 Instrument/Electrical Stream.

Level 1

Hold Fork lift Truck licence within 3 months of commencement of employment

Obtain Crane Chasers permit.

Hold Elect. A Grade licence - Qualified Supervisor Certificate

Hold Electrical Trade Certificate

Perform all elect/inst. work to level of trade skills, on equipment incl. motor installations

Administration - use timesheets, costs codes, record work performed, learn, know & work to plant policies & procedures

Mobile Equipment - carry out minor repairs

Level 2

In addition to Level 1 skills the Level 2 Technician:

Hold St. Johns First Aid Certificate

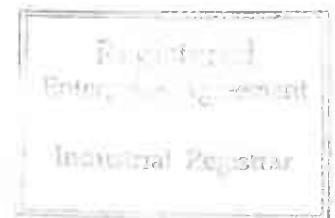
Hold Electrical Instrument Technician Certificate

Hold High Voltage Operator's Certificate

Hold Explosive Power Tool licence

Hold Crane Chasers licence

Administration - raise work orders, raise requisitions, raise information reports, requisition job materials, participate in daily job leadership



Carry out fabrication work to level of module NBB09

Plant Process - knowledge & understanding of:
Grinding/Inloading, Acidulation, Product Distribution, Site Services

Level 3

In addition to Level 2 skills the Level 3 Technician:

Sort and distribute PMs weekly

Maintain backlog

Co-ordinate shutdown work in Superphosphate, Despatch & Bagging Plants

Obtain quotations

Supervise & assist contractors working on site

Order spare parts from outside suppliers

Ensure Engineering work is carried out in compliance of SH&E standards & procedures

Compile & write monthly team report

Complete work orders & return to originator

Organise overtime when required maintain overtime records

Update & revise P.Ms.

Hire in equipment as required

Organise external repairs of equipment when required

Maintain spares & ensure availability when required

Maintain housekeeping of workshop & maintenance work site

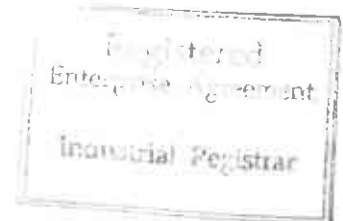
Use and work on site computers (Eng./Stores)

Arrange, organise, control or carry out individual tasks or projects

4.3 Mechanical Non Trades Stream

Level 1

Perform gardening tasks to level of WEA Gardening Certificate.



Administration - use timesheets, cost codes, record work performed, learn, know, and work to plant procedures and policies.

Obtain local knowledge of environment.

Hold Fork Lift truck licence within 3 months of commencement of employment.

Hold Crane drivers permit.

Hold Crane Chasers permit.

Hold Skid Steer licence within 3 months of commencement of employment.

Learn and understand Lube systems and PM's, and carry out lube tasks.

Level 2

In addition to Level 1 skills, the Technician shall ;

Hold Crane Chasers licence

Hold Work Cover Authority crane driver licence class 12c

Hold St. Johns First Aid Certificate

Administration - raise work orders, raise requisitions, raise information reports, requisition job materials, participate in daily job leadership.

Pass basic hand tools course - perform and use tools to this standard.

Complete Welding and Thermal Cutting Course NBB09

Obtain Explosive power tool licence.

Level 3

In addition to Level 2 skills, the Technician shall ;

Carry out work using Welding and Thermal Cutting skills

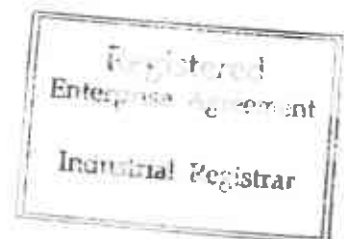
Use and work on site computers (Eng / Stores).

Arrange, organise, control or carry out individual tasks or small projects in gardening and lubrication.

Carry out work using explosive power tools.

Maintain general store stock levels

Maintain lubrication systems.



- Order spare parts from outside suppliers and maintain lube stock levels.
- Provide and manage an efficient Engineering Stores System (Inc Tool and Oil Store)
- Provide security to all engineering stores and workshop (including Tool and Oil Stores)
- Provide special shutdown supply service
- Participate in Bi-Annual stock take
- Actively participate in stores quality inspection procedure
- Conduct and report on random stock check of critical spares
- Review slow moving or dead stock
- Work with Line Managers and customers to establish service level agreements
- Support plant trouble shooting issues.

5. Certificates

- * Fork Lift Truck Certificate (Type 19)
- * Crane Chasers certificate
- * Crane Drivers certificate (Class 12c)
- * Explosive Power Tools licence.
- * Electric Arc Welding Course No. 0278
- * Welding and Thermal Cutting Course No. NBB09
- * Qualified Supervisors Certificate (Electrician)
- * High Voltage Operator's Certificate
- * Electrical Instrument Technician's Certificate
- * Rigging Certificate
- * Scaffolders Certificate
- * St - Johns First Aid Certificate.
- * Restricted Electrical Licence (Connect/Disconnect Motors)
- * WEA Gardening Certificate 8D405D
- * T.A.F.E. Basic Hand Tool Module
- * Skid Steer licence.



Incitec Ltd
COCKLE CREEK

SCHEDULE 1 - PLANT TECHNICIAN CLASSIFICATION STRUCTURE

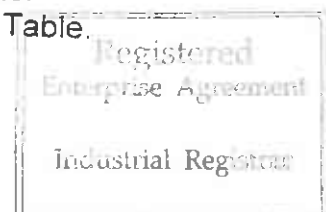
1. SALARIES

The annual rates payable shall be as set out below:

GRADE	BASE SALARY	STREAM				
		INST/ ELECT. STREAM	MECH. STREAM	MECH. NON- TRADE	PROCESS STREAM	DESPATCH STREAM
8	\$45,604	Level 3	Level 4		COORD'N ¹	COORD'N ²
7	\$44,168	Level 2	Level 3			
6	\$41,454	Level 1	Level 2			
5	\$38,929		Level 1		Level 4 ³	
4	\$36,559			Level 3	Level 3	COORD'N Level 4
3	\$34,311			Level 2		Level 3
2	\$32,222			Level 1	Level 2	Level 2
1	\$30,257				Level 1	Level 1
TRAINEE	\$28410				TRAINEE	TRAINEE

Notes:

- 1: Process Co-Ordinators nominally placed on Grade 8 pay scale, however pay increase from current grade 7 will only be given when performance of the group satisfies the roles and responsibilities as per the Position Description used in the Work Value (CAPE) review.
- 2: As per note 1, payment only made after demonstration of performance in line with Position Description used for Work Value (CAPE) review.
- 3: New position "Acting Co-ordinator" / "Learning Unit Facilitator"
- 4: Level has replaced existing terminology of Grade in above Table.



2. PHONE ALLOWANCE

The phone allowance shall be **\$3.30** (increased annually).

3. MILEAGE ALLOWANCE

The mileage allowance shall be **\$0.60** (increased annually) per kilometre.

4. MEAL TICKETS

The value of a Meal Ticket shall be **\$9.20** (increased annually).

5. OPERATIVE DATE


The provisions of Schedule 1 will apply from 1 January, 2002.




SIGNATORIES AND DECLARATION

The parties to this Agreement declare that it was not entered into under duress.


SIGNED for and on behalf of
INCITEC LTD - COCKLE CREEK

) 
) 2/10/02

SIGNED for and on behalf of
AWU-FIME AMALGAMATED UNION

) 
) 8/10/02

SIGNED for and on behalf of
THE ELECTRICAL TRADES UNION
OF AUSTRALIA (NSW BRANCH)

) 
) 16/10/02

SIGNED for and on behalf of
AUSTRALIAN MANUFACTURING
WORKERS' UNION
(Automotive, Food, Metals and Engineering,
Printing and Kindred Industries Union)

) 
) 1/11/2002

