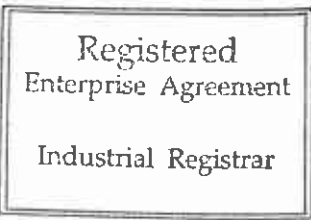


**REGISTER OF  
ENTERPRISE AGREEMENTS**



**ENTERPRISE AGREEMENT NO: EA98/242**

**TITLE: Bourke Shire Council Department of Engineering Services  
Camping Out Enterprise Agreement**

**I.R.C. NO: 98/4499**

**DATE APPROVED/COMMENCEMENT: Approved and commenced 3 September 1998**

**TERM: 36 months**

**NEW AGREEMENT OR  
VARIATION: New. Replaces EA 94/68.**

**GAZETTAL REFERENCE:**

**DATE TERMINATED:**

**NUMBER OF PAGES: 8**

**COVERAGE/DESCRIPTION OF**

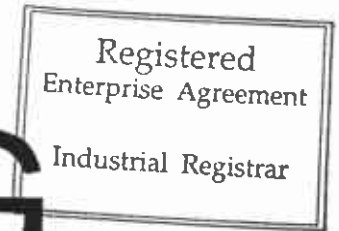
**EMPLOYEES: Employees engaged in camping out and/or engaged in the maintenance and/or repair of plant and equipment utilised as part of the camping out**

**PARTIES: Bourke Shire Council -&- Federated Municipal and Shire Council Employees' Union of Australia, New South Wales Division**

*Amended  
tendered  
3/7/98*

# BOURKE SHIRE COUNCIL

Department of Engineering Services



# CAMPING OUT ENTERPRISE AGREEMENT

**BOURKE SHIRE COUNCIL - CAMPING OUT ENTERPRISE AGREEMENT**

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Registered Enterprise Agreement Industrial Registrar
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**1. TITLE OF AGREEMENT**

This agreement shall be known as the Bourke Shire Council Camping Out Enterprise Agreement.

**2. PARTIES TO THE AGREEMENT**

The parties to this Agreement are the Bourke Shire Council (hereinafter called the Council) and the Federated Municipal and Shire Council Employees' Union of Australia, NSW Division (hereinafter called the Union).

**3. COVERAGE**

This Agreement covers all current and future employees (hereinafter called "Camping Out Employees") who:

- are, or will be, engaged in camping out and/or,
- are or will be, engaged in the maintenance and/or repair of plant and equipment utilised as part of the camping out ,

whether members of the Union or not.

**4. ENTERPRISE**

The Enterprise for which the Agreement is made is the Council.

**5. TERM OF THE AGREEMENT**

- a) This Agreement shall take effect from the beginning of the first pay period to commence on or after the date of registration by The Industrial Registrar and shall remain in force for a period of three (3) years.
- b) The parties to the Agreement agree that it is intended that this Agreement represent in general terms the original Agreement (registered on 11th March 1994) as amended, extended for a period of no less than three (3) years.

**6. NOTICE OF TERMINATION OF AGREEMENT**

- ~~a) Either party has the right to terminate this Agreement, then that party must give six (6) months notice in writing to the other party of~~ *in accordance with s. 44 of IR Act 1996*

*Delete*

~~Signature~~

**BOURKE SHIRE COUNCIL - CAMPING OUT ENTERPRISE AGREEMENT**

~~its intention to terminate the Agreement.~~

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**7. VARIATION TO THE ENTERPRISE AGREEMENT**

This Agreement may only be varied by mutual agreement in writing between the Union and the Council.

**8. FREELY ENTERED INTO**

The parties affirm that this Enterprise Agreement was not entered into under duress.

**9. INCIDENCE**

Except as herein provided, Camping Out Employees shall be bound by and subject to the appropriate conditions of employment as set out in The Local Government (State) Award 1997 and the Industrial Relations Act 1996.

**10. CAMPING OUT**

- a) "Camping Out" shall be defined as the process by which Camping Out Employees undertake duties without returning to their place of residence at the end of each working day, and remain overnight at a campsite provided by the Council.
- b) Camping Out includes any day that the Camping Out Employee returns to the Depot after twelve (12) noon.

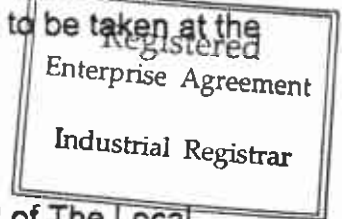
**11. HOURS OF WORK**

All Camping Out Employees shall work one hundred and fifty (150) hours per four week period, as per the following:

- a) Fifty (50) ordinary hours per week, Monday through to Friday, on an inclusive basis. Such time Monday to Friday, shall be a week under this Enterprise Agreement.
- b) Such fifty (50) hours per week shall be worked in three (3) consecutive weeks, to be described as "working weeks" and the Camping Out Employees shall not be required in the fourth week, except as provided in Clause c) below. The fourth week is to be described as a "rostered week off".
- c) Camping Out Employees may by mutual agreement with management work an additional week or weeks consecutively in addition to the initial

**BOURKE SHIRE COUNCIL - CAMPING OUT ENTERPRISE AGREEMENT**

three (3) week period, provided that this period does not extend beyond six (6) weeks, with accrued rostered time off to be taken at the expiration of the work period.



**12. SPREAD OF HOURS - ORDINARY HOURS**

- a) Hours shall be worked in accordance with Clause 12 of The Local Government (State) Award 1997
- b) No Camping Out employee shall be required to leave his place of residence prior to 5:00am Monday to Friday inclusive.
- c) Ordinary Hours

The following hours are recognised as "Ordinary Hours" for Camping Out Employees:

- For employees involved in the maintenance and/or repair of plant and equipment:

Monday – Friday 6:30am to 5:00pm  
 Morning Tea 9:30am to 9:40am  
 Lunch 12:30pm to 1:00pm

- For other employees involved in Camping Out:

Monday 7:00am to 6:30pm (on-site at 7:00am subject to travelling time being no more than two (2) hours)  
 Tuesday – Thursday 6:45am to 6:30pm  
 Friday 6:45am to 1:00pm (finish on-site prior to lunch)  
 Morning Tea 9:30am to 9:40am  
 Lunch 12:30pm to 1:15pm  
 Service Time 5:30pm to 6:30pm (daily except Friday)

**d) Time Sheets**

Time Sheets shall record Ordinary Hours as:

- For employees involved in the maintenance and/or repair of plant and equipment:

Monday – Friday 10 hours per day at Ordinary Time

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**BOURKE SHIRE COUNCIL – CAMPING OUT ENTERPRISE AGREEMENT**

- For other employees involved in Camping Out:

Monday	10.75 hours at Ordinary Time plus 2 hours travelling allowance at Overtime Rates
Tuesday – Thursday	11 hours per day at Ordinary Time
Friday	6.25 hours at Ordinary Time plus 2 hours travelling allowance at Overtime Rates.

**13. TRAVELLING TO AND FROM WORK**

- a) Camping Out Employees who are not involved in the maintenance and/or repair of plant and equipment:
  - be paid two (2) hours at the appropriate overtime rate at the beginning and end of each week worked to enable them to travel to and from the worksite, on the understanding that travelling time in excess of two (2) hours shall be part of the hours of the week, and
  - shall commence work as soon as practicable after arriving on-site.
- b) Camping Out Employees who camp out for the working week are entitled to return home to replenish supplies once each working week, outside Ordinary Hours, for which purpose Council will provide transport.

**14. HOLIDAYS**

- a) Holidays shall be those days identified in The Local Government (State) Award 1997, Clause 14. Such Holidays shall be taken on the day it falls due. There will be no payments of any type due to any employee who chooses to travel to and/or from their residence for the Holiday.
- b) If the Holiday falls due in a Camping Out Employee's rostered week off, the Camping Out Employee shall be paid for the Holiday at that time and there shall accrue to his/her benefit an additional day's leave at ordinary rates of pay to be taken at a mutually agreed time. Such mutually agreed time shall be within twelve (12) months of the Holiday taking place.

**15. CAMPING OUT ALLOWANCE**

- a) Except as provided for in sub-clause b) and c) below, each Camping Out Employee who is not engaged in the maintenance and/or repair of plant and equipment utilised as part of the camping out, shall receive



## BOURKE SHIRE COUNCIL - CAMPING OUT ENTERPRISE AGREEMENT

the Camping Out Allowance identified in The Local Government (State) Award 1997, Clause 8(viii) and calculated on the basis of each Camping Out Employee being deemed to have camped out over twenty (20) nights in each four (4) week cycle, being three (3) consecutive working weeks and one (1) rostered week off.

- b) No Camping Out Allowance shall be paid for Public Holidays, nor for any periods of leave or Workers' Compensation.
- c) Camping Out Employees who start and finish work at Council's Depot will only be paid Camping Out Allowance for those working days, where upon mutual agreement with management the employee elects to commence work an hour earlier than as usually provided for. In this instance, no overtime payment will be claimed nor be paid for, for the additional hour worked.

### 16. OVERTIME

- a) The Local Government (State) Award 1997, Clause 13 shall apply at the expiration of the fifty (50) ordinary hours each working week.
- b) All overtime worked in any other circumstances shall be regulated by The Local Government (State) Award 1997, Clause 13.

### 17. DISPUTES PROCEDURE

- a) The Disputes Procedure which shall apply in respect of this Agreement is as set out within The Industrial Relations Act 1996.
- b) In the event of an inability to resolve any dispute, assistance from The Industrial Relations Commission of NSW shall be sought as provided for under The Industrial Relations Act 1996.

### 18. UNION MEMBERSHIP

The Council recognises the role of unions generally under The Industrial Relations Act 1996. In this regard, the Council is supportive of employees having free choice to become members of The Union, or not; and incidental to that support, agrees to:

- Alert new employees as to the existence of The Union and provide to them the name of the local representative or Union delegate, and
- Make payroll deductions, subject to the employee having executed the appropriate payroll deduction authority.

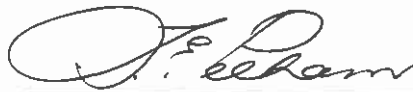


**BOURKE SHIRE COUNCIL – CAMPING OUT ENTERPRISE AGREEMENT**

**SIGNATORIES TO  
THE BOURKE SHIRE COUNCIL  
CAMPING OUT ENTERPRISE AGREEMENT**

Registered  
Enterprise Agreement  
Industrial Registrar

Signed for and on behalf of BOURKE SHIRE COUNCIL



GENERAL MANAGER

8/1/98

Date

Signed for and on behalf of The  
Federated Municipal Employees Union, NSW Branch



Secretary

13th August 1998

Date