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CSR Agreement on Overaward Conditions of Employment

# AGREEMENT on OVERAWARD CONDITIONS OF EMPLOYMENT between CSR LIMITED AND THE CSR & RINKER SALARIED STAFF ASSOCIATION

**1. ANNUAL LEAVE LOADING**

The Company shall continue to pay staff employees a loading of 25% of pay for annual leave, in lieu of that prescribed in Subclause 16.9 of the CSR Staff (Consolidated) Award 2000, subject to a limit of \$1,446.00 per annum.

**2. OVERTIME ARRANGEMENTS**

**LIMITATION ON PAYMENT OF OVERTIME**

Whilst the CSR Staff Award (Clause 14.3) expresses this limitation in terms of a salary cut-off point, eligibility is actually determined by job grade, viz employees of job grades up to and including job Grade 8. Staff employees with a job grade above 8 will not be eligible for overtime payments unless their salary level is below the rate cited for Level 5 in Clause 4.1.

**Salary set in Recognition of Hours of Work**

The basis of calculation of any annual rate of salary which is set in recognition of the hours of work involved (Clause 14.4.3) shall be recorded. Reference may be made to either:-

- the expected number of hours to be worked; or
- the general level of overtime payment; or
- the job classification or type of work to be done when a pattern of work has been *established* by custom and practice.

This requirement to record the basis of calculation shall not apply to arrangements already in place prior to making of this Agreement. Staff employees working in close conjunction with other employees (but excluding office staff) whose conditions are more favourable than provided by the Staff Award are to be paid in accordance with the superior overtime conditions.

**3. SALARY FOR CALCULATION OF SHIFT ALLOWANCES**

The reference in Clause 13.1.3 to "ordinary rate of salary for the appropriate job classification" is understood to mean the *job salary* for the position of the employee working the shift.

**4. SALARY REVIEW AND PERFORMANCE APPRAISAL**

The company will continue its current practice of an annual review of actual salaries (actual salaries may be in excess of those fixed by the Staff Award).

The CSR & Rinker Salaried Staff Association will be consulted about any proposed changes to current practice.



Employees will be given timely feedback on performance against goals and outcomes, and proper recognition and reward for performance.

**5. LONG SERVICE LEAVE**

All salaried staff are eligible for long service leave on full salary after periods of continuous employment by the Company as set out below:-

Long Service leave entitlement accrues at the following rate:-

- Less than 7 years' continuous employment - nil;
- 7 years continuous employment and up to one day less than 15 years' continuous employment - 1.0 week per year of applicable service;
- 15 years or more of continuous employment - 1.4 weeks per year of applicable service.

<p>Signed for and on behalf of CSR Limited</p>  <p>J Dyer Date 22/06/05</p>	<p>Signed for and on behalf of CSR &amp; Rinker Salaried Staff Association</p>  <p>L Cole Date 19/07/05</p>
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