This Fair Work Australia consolidated award incorporates all amendments up to and including 29 September 2008 (variation PR983537).

Clauses affected by the most recent amendment(s) are:

10. Clothing & Protective Equipment
13. Wage Rates
14. Fares, Travel & Accommodation
21. Meal Breaks

Appendix A - North West Shelf Gas Project Burrup Peninsula - Western Australia

About this Award:
Printed by authority of the Commonwealth Government Printer.

Disclaimer:
Please note that this consolidated award is prepared by the staff of Fair Work Australia and is believed to be accurate but no warranty of accuracy or reliability is given and no liability is accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon.

Copies of official decisions, awards and orders of Fair Work Australia and the Australian Industrial Relations Commission (prior to 1 July 2009) can be accessed at no cost through Fair Work Australia’s website (www.fwa.gov.au) or purchased from any office of Fair Work Australia.
A. Further to the Award Simplification decision of the Commission issued on 23 December 1997 [Print P7500] the above award is varied as follows:

By deleting all clauses and the schedule of respondents from the above award and inserting the following:
PART I - APPLICATION AND OPERATION OF THE AWARD

1. TITLE

This minimum rates award shall be known as the Mobile Crane Hiring Award 2002.
2. ARRANGEMENT

[2 amended by PR960135]

Part I - Application and Operation of the Award

1. Title
2. Arrangement [PR960135]
3. Duration
4. Incidence of Award
5. Definitions
6. Supersession of Award
7. Anti-Discrimination

Part II - Communication, Consultation and Dispute Resolution

8. Settlement of Disputes

Part III - Employer and Employee’s Duties, Employment Relationship and Related Arrangements

9. Contract of Employment [PR933680]
10. Clothing & Protective Equipment [PR983537]
11. Redundancy
12. Inclement Weather

Part IV - Wages and Related Matters

13. Wage Rates [PR983537]
13A. Transitional Wage Rates for Victoria - Application of Common Rule Award [PR960135]
14. Fares, Travel & Accommodation [PR983537]
15. Mixed Functions
16. Superannuation
17. Accident Make Up Pay
18. Payment of Wages
19. Time and Wages Record

Part V - Hours of Work, Breaks, Overtime, Shiftwork etc.

20. Hours of Work
21. Meal Breaks [PR983537]
22. Overtime
23. Shift Work
Part VI - Leave of Absence and Public Holidays

24. Public Holidays
25. Annual Leave
26. Personal Leave
27. Jury Service
28. Parental Leave

Part VII - Training and Related Matters

29. Training Leave

Appendix A - North West Shelf Gas Project Burrup Peninsula - Western Australia
[PR983537]

Schedule A - List of employer respondents [PR968107]
3. **DURATION**

This Award shall operate from the first pay period on or after 15 July 2002 and remain in force for a period of 12 months.
4. INCIDENCE OF AWARD

4.1 This Award shall apply in all States and Territories of Australia and shall be binding upon the Construction Forestry Mining & Energy Union and the respondent employers and members of the Australian Industry Group, in respect to all employees in the Mobile Crane Hiring Industry (whether members of the Union or not) engaged in the classifications set out in this award.
5. DEFINITIONS

The following definitions shall apply.

5.1 Crane Crew (Victoria only)

Flexibility and interchangeability between the jobs within the crane crew shall exist at all times as required by and with the discretion of management in accordance with daily operating requirements to achieve maximum efficiency and productivity.

For the purpose of on-site supervision, the crane operator will be regarded as the employee in charge of the crane crew.

The crane crew classification will only apply to those employees who meet the specifications set out below.

5.1.1 have the ability to perform full duties in a safe, competent and lawful manner.

5.1.2 hold current certification for crane operators and dogger/rigger.

5.1.3 able to check the serviceability of:-

(a) Vehicles for daily operations including driving duties;

(b) All lifting apparatus.

5.1.4 be competent in the setting up of mobile cranes, their attachments and lifting operations.

“attachments” shall include:-

- Flys
- Hookless Blocks
- Spreader Beams
- Piling Hammers and Equipment
- Slinging and Lifting Equipment

5.1.5 be fully conversant with the safe working loads and operations of the crane they are working with.

5.1.6 All members of the crane crew shall:-

(a) Notify supervisors of any unserviceable equipment;

(b) Identify, tag and segregate any unserviceable lifting equipment, such as slings, from the serviceable equipment for appropriate action by management.

5.1.7 All members of the crane crew shall be responsible for:
(a) Maintaining all equipment in good working order;
(b) Stowing all equipment safely; and
(c) Using all equipment in accordance with Manufacturer's specifications.

5.1.8 All members of the crane crew shall act in the interest of the Company's goodwill, in dealings with clients.

5.2 Dogger

The dogger will carry out the work of slinging loads and will control the movement of such loads when handled by lifting appliances. It is also the dogger's responsibility to control loads when out of view of the crane operator. A dogger must hold the current certificates issued in accordance with Statutory requirements.

5.3 Dogger/Rigger

In addition to the work of a Dogger, the Rigger directly in charge of the initial work of setting up the crane will ensure all rigging work is carried out in a safe and efficient manner in accordance with statutory requirements.

A Rigger must hold the current certificates in accordance with Statutory requirements.

5.4 Mobile Crane

A mobile crane is one having its own propulsion which includes tractor and crawler cranes.

5.5 Mobile Crane Hiring Industry

Is a service industry involving the hiring of mobile cranes, mobile elevated work platforms and like equipment and operating personnel to clients whose requirements include but are not limited to the provision and service of materials handling equipment, lifting and machinery movement equipment, earthmoving and construction plant hire and civil contracting, plant and mobile units for quarrying and mining projects, dig load and haul projects.

Hiring can be on an hour by hour, day by day, or contract basis depending on the nature of the task.

5.6 Mobile Crane Operator

The operator is the link between the operation of the mobile crane and its motive power and controls the apparatus inside the crane's cabin to regulate its movements i.e. 'luffing' (raising or lowering the jib or boom), 'slewing' (turning the crane on its axis) or/or 'hoisting' (raising or lowering) the hook.

A crane operator must hold the current certificates in accordance with Statutory requirements.
5.7 Mobile Elevated Work Platform (The Platform)

Is a vehicle mounted unit with a telescoping device, hinged device, or articulated device or any combination of these used to support a platform on which personnel, equipment, or materials may be elevated to perform work.

5.8 Mobile Elevating Work Platform Operator

Is an employee required to perform, alone or as part of a crew, tasks including:-

5.8.1 Driving/relocating the platform between work locations;

5.8.2 Setting up the platform; and

5.8.3 Operating the platform in a safe and efficient manner.

A mobile elevating work platform operator must hold the current certificates in accordance with statutory requirements.
6. SUPERSESSION OF AWARD

This Award supersedes the Award known as the Mobile Crane Hiring Award 1996 (Print N7176 [M0142]) and all variations thereto but no right, obligation or liability accrued or incurred under such Award shall be affected by such supersession.
7. **ANTI-DISCRIMINATION**

7.1 It is the intention of the respondents to this Award to achieve the principal object in s.3(j) of the Workplace Relations Act 1996 through respecting and valuing the diversity of the workforce by helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.

7.2 Accordingly, in fulfilling their obligations under the Settlement of Disputes Clause, the respondents must make every endeavour to ensure that neither the Award provisions nor their operation are directly or indirectly discriminatory in their effects.

7.3 Nothing in this Clause is to be taken to affect:

7.3.1 any different treatment (or treatment having different effects) which is specifically exempted under the Commonwealth anti-discrimination legislation;

7.3.2 junior rates of pay;

7.3.3 an employee, employer or registered organisation, pursuing matters of discrimination in any State or Federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission;

7.3.4 the exemptions in s.170CK(3) and (4) of the Act.
PART II - COMMUNICATION, CONSULTATION AND DISPUTE RESOLUTION

8. SETTLEMENT OF DISPUTES

The following procedure will be observed:

8.1 Where a dispute, grievance or other question arises, the employee(s) concerned shall raise the matter with the Supervisor or other nominated representative of the employer. At the employee's option, a duly appointed union representative may also be present.

For the purposes of this award "duly appointed union representative" shall mean the union member appointed as a job steward/delegate by the union members employed at each company or depot and accredited by the union. Such job steward/delegate shall be allowed the necessary time during working hours to interview the employee(s), the employer or nominated employer representative, and duly accredited Officials of the Union on the matters in dispute.

Provided that the foregoing does not relieve the job steward/delegate of the obligation imposed by the employer.

8.2 If not satisfactorily settled, or in cases where the matter is of such a nature as to warrant the omission of the step detailed in sub-clause 8.1 hereof, the duly appointed union representative and the employee(s) concerned shall discuss the matter with the nominated representative of the employer.

8.3 If still not resolved the duly appointed union representative shall refer the matter to an appropriate Official of the Union, who shall discuss the matter with the nominated representative of the employer.

8.4 If the matter is not resolved at the State level, it shall be referred to the Federal Office of the Union and a senior officer of the employer or employer organisation who shall endeavour to resolve the matter.

8.5 Throughout the foregoing procedure, normal work shall continue. No party shall be prejudiced as to final settlement by the continuance of work in accordance with this clause.

8.6 This procedure shall be followed in good faith and without unreasonable delay by any party.

8.7 This procedure shall not apply in the event of any genuine issue involving safety.

8.8 At any stage of this procedure, either party may refer the matter to the Australian Industrial Relations Commission for determination.

8.9 Each duly appointed union representative shall be granted up to five days paid leave per year to undertake training that will assist them in their settlement of disputes role. The time of taking such leave shall be agreed with the union so as to minimise any adverse affect on the employers' operations.
PART III - EMPLOYER AND EMPLOYEE’S DUTIES, EMPLOYMENT RELATIONSHIP AND RELATED ARRANGEMENTS

9. CONTRACT OF EMPLOYMENT

9.1 An employer may direct an employee to carry out such duties as are within the limits of the employee’s skill, competence and training consistent with the classification structure of this Award provided that such duties are not designed to promote deskillling and that any direction issued shall be consistent with the employer’s responsibilities to provide a safe and healthy working environment.

9.2 Employment shall be either weekly or casual hire.

9.3 Weekly Hire

9.3.1 Except as provided in 9.4 an employee shall be engaged by the week.

9.3.2 Termination of Employment

9.3.2(a) Notice of Termination of Employment

[9.3.2(a)(i) corrected by PR952284 ppc 16Jul02]

9.3.2(a)(i) Except as provided in subparagraph (v) below and subclause 11.2, the employer shall give to the employee the following notice of termination:

<table>
<thead>
<tr>
<th>Period of continuous service</th>
<th>Period of notice</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year or less</td>
<td>1 week</td>
</tr>
<tr>
<td>1 year and up to the completion of 3 years</td>
<td>2 weeks</td>
</tr>
<tr>
<td>3 years and up to the completion of 5 years</td>
<td>3 weeks</td>
</tr>
<tr>
<td>5 years and over</td>
<td>4 weeks</td>
</tr>
</tbody>
</table>

9.3.2(a)(ii) In addition to the above notice employees over 45 years of age at the time of giving notice with not less than two years continuous service shall be entitled to an additional weeks notice.

9.3.2(a)(iii) Payment in lieu of notice shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice and part payment in lieu.

9.3.2(a)(iv) In calculating any payment in lieu of notice the wages an employee would have received in respect of the ordinary time the employee or the employee would have worked during the period of notice had the employee’s employment not been terminated shall be used.
9.3.2(a)(v) The period of notice shall not apply in the case of dismissal for conduct that justifies instant dismissal including malingering, inefficiency or neglect of duty, or in the case of casual employees or employees engaged for a specific period of time or for a specific task or tasks.

9.3.2(a)(vi) Notwithstanding the foregoing provisions trainees and apprentices who are engaged for a specific period of time shall once the traineeship/apprenticeship is completed, and provided the trainees'/apprentices’ services are retained, have all service including the training period counted in determining entitlements. In the event that a trainee/apprentice is terminated at the end of their traineeship/apprenticeship and is re-engaged by the same employer within six months of such termination, the period of the traineeship/apprenticeship shall be counted as service in determining any future termination entitlements.

9.3.2(b) Notice of Termination By Employees

The notice of termination required to be given by an employee shall be a minimum of one week.

9.3.2(c) Time Off During Notice Period

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

9.3.2(d) Abandonment of Employment

9.3.2(d)(i) The absence of an employee from work for a continuous period exceeding three working days without the consent of the employer and without notification to the employer shall be prima facie evidence that the employee has abandoned employment.

9.3.2(d)(ii) Provided that if within a period of fourteen days from the employee's last attendance at work or at the date of the last absence in respect of which notification has been given or consent has been granted an employee has not established to the satisfaction of the employer that the absence was for a reasonable cause, the employee shall be deemed to have abandoned employment.
9.3.2(d)(iii) Termination of employment by abandonment in accordance with this paragraph shall operate as from the date of the last attendance at work or the last day's absence in respect of which consent was granted, or the date of the last absence in respect of which notification was given to the employer, whichever was the later.

9.4 Casual Employment

[9.4.1 substituted by PR931674 ppc 19Jun03; corrected by PR933680 ppc 19Jun03]

9.4.1(a) A casual employee is one engaged and paid in accordance with the provisions of this clause. A casual employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Award except annual leave, personal leave, parental leave, jury service, public holidays, notice of termination and redundancy.

9.4.1(b) An employer when engaging a person for casual employment must inform the employee in writing that the employee is to be employed as a casual, stating by whom the employee is employed, the job to be performed, the classification level, the actual or likely number of hours to be worked, and the relevant rate of pay.

9.4.1(c) A casual employee for working ordinary time shall be paid 125 per cent of one thirty-eighth of the relevant Weekly Rate (i.e. the hourly rate) prescribed by clause 13 for the employee’s classification.

9.4.1(d) A casual employee required to work overtime, or on a Saturday, or on a Sunday, or on a public holiday, shall be entitled to the relevant penalty rates prescribed by clause 22, provided that:

9.4.1(d)(i) where the relevant penalty is time and one half, the employee shall be paid 175 per cent of the hourly rate for the employee’s classification; and

9.4.1(d)(ii) where the relevant penalty rate is double time, the employee shall be paid 225 per cent of the hourly rate for the employee’s classification; and

9.4.1(d)(iii) where the relevant penalty rate is double time and a half, the employee shall be paid 275 per cent of the hourly rate for the employee’s classification.”

9.4.2 Casual employees shall be engaged for a minimum period of four (4) hours per day and engagement as a casual will not continue for a continuous period beyond four (4) weeks from the date of engagement.
Provided that by agreement, between the employee and the employer, the period of engagement may be extended up to a period not exceeding 13 weeks where the casual is replacing an employee who is absent from work due to any type of leave prescribed by the Award, long service leave, unpaid leave, an injury for which worker's compensation benefits are being paid, or to meet specific work projects. Provided further that such agreement be recorded in the time and wages record.

9.4.3 Arrangements by employers or employees designed to deliberately break the continuity of casual employment will not be accepted as breaking such continuity. Any continuous employment beyond 4 weeks from the date of engagement, where no agreement has been reached with the employee and recorded in the time and wages record, shall be treated as weekly employment.

9.4.4 This sub-clause shall not be used to reduce existing levels of weekly hire employees and as far as practicable shall not affect the skill development or earning opportunities of weekly hire employees.

9.4.5 A current casual employee may apply for a weekly hire position should a vacancy occur and, subject to being able to perform the duties required to fill the vacancy and all other things being equal, shall have preference of employment for the vacant position.

9.5 Loss of Validation of Licences/Certificates.

9.5.1 Employees shall notify the employer in the event of cancellation or suspension of licences and/or certificates required in the performance of their duties.

9.5.2 Should either a licence or certificate held by an employee be cancelled or suspended and the employee has notified the employer in accordance with paragraph 9.5.1, all possible alternate employment options will be examined and where practicable provided by the employer.
10. CLOTHING & PROTECTIVE EQUIPMENT

10.1 Protective Clothing

10.1.1 Where an employee is required to work in a place where in the absence of protective clothing or footwear, the employees’ clothing or footwear will become wet, the employee shall provide such waterproof clothing, safety helmet and footwear, as necessary, and be reimbursed by the employer for the cost of such clothing and protective equipment. Alternatively the employer may provide such clothing and protective equipment.

[10.1.2 varied by PR922006 PR936691 PR950602 PR961692 PR974604 PR979247; PR983537 ppc 01Oct08]

10.1.2 The purchase of safety footwear shall be subsidised by the employer and can be replaced when required due to wear, loss or damage. On each occasion that an employee obtains safety footwear, the employer shall subsidise the cost of such footwear to an amount of $53.40.

10.1.3 The employee will purchase the approved type safety footwear and shall present the receipt in order to obtain the subsidy.

10.1.4 All employees shall be eligible for the subsidy after one month qualifying service with the employer.

[10.1.5 varied by PR922006 PR936691 PR950602 PR961692 PR974604 PR979247; PR983537 ppc 01Oct08]

10.1.5 The purchase of a Tasmanian Bluey Jacket shall be subsidised by the employer and can be replaced when required due to wear, loss or damage. On each occasion the employer shall subsidise the cost of such jacket to an amount of $53.40.

10.2 Damage to Clothing

After one month’s service with the employer, compensation to the extent of any damage sustained to personal clothing shall be made where, during the course of the work, clothing is damaged.
11. REDUNDANCY

11.1 Definitions

11.1.1 Redundancy

11.1.1(a) Any employment situation where the number of employees reasonably required by the employer exceeds the number required to perform the work which is available.

11.1.1(b) Any one of the following factors may operate to reduce the amount of work which is available:

- closure of a Company.
- a decline in trade or business opportunities.
- technological change or changes in the industry.
- a decision by a Company to cease providing a particular service performed by its employees in a locality or from a site or depot.

11.1.2 Retrenchment

Retrenchment means termination of an employee who is made redundant in accordance with any of the circumstances covered by the above definition.

11.1.3 Ordinary Pay

Means the appropriate weekly pay for the relevant classification.

11.2 Payment in Lieu of Notice

11.2.1 Employees with more than 12 months continuous service shall be entitled to receive four weeks pay at ordinary rates in lieu of notice.

11.2.2 Employees with less than 12 months continuous service, other than casuals shall be entitled to notice on the following basis:

<table>
<thead>
<tr>
<th>Duration</th>
<th>Notice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 3 months</td>
<td>1 week</td>
</tr>
<tr>
<td>More than 3 months up to 6 months</td>
<td>2 weeks</td>
</tr>
<tr>
<td>More than 6 months up to 9 months</td>
<td>3 weeks</td>
</tr>
<tr>
<td>Over 9 months</td>
<td>4 weeks</td>
</tr>
</tbody>
</table>

Provided that an employee shall be paid in lieu of such notice or be required to work one week of such notice and be paid any balance in lieu.

11.3 Retrenchment Payments

11.3.1 Retrenched employees with more than twelve (12) months service, shall be entitled to three (3) weeks pay, at the ordinary rate of pay for each completed year of service and pro rata payments for any uncompleted final year up to a maximum of twenty-seven (27) weeks pay.
Provided that any employee who had at 16 September 1994 accrued any entitlements of more than twenty-seven (27) weeks pay shall be entitled to the number of weeks entitlement accrued at that date with payment at the ordinary rate of pay applicable at the date of retrenchment.

11.3.2 Other Entitlements

11.3.2(a) Pro-rata long service leave as provided for under the relevant Statute.

11.3.2(b) Payment of Public Holidays occurring within twenty (20) working days of the final day of employment.

11.3.2(c) Pro-rata annual leave plus loading of 17.5%.

11.3.2(d) Accumulated sick leave to a maximum of ten (10) days.

11.4 Transmission of Business

Except where an employee has received redundancy benefits, where a business is transmitted from an employer (in this subclause called "the transmittor") to another employer (in this sub-clause called "the transmittee") and an employee who at the time of such transmission was an employee of the transmittor in that business becomes an employee of the transmittee.

11.4.1 the continuity of the employment of the employee shall be deemed not to have been broken by reasons of such transmission; and

11.4.2 the period of employment which the employee has had with the transmittor or any prior transmitter shall be deemed to be service of the employee with the transmittee.

11.4.3 In this subclause "business" includes trade, process, business or occupation and includes part of any such business and "transmission" includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and "transmitted" has a corresponding meaning.
12. INCLEMENT WEATHER

12.1 Employees shall not be entitled to payment for time lost due to inclement weather unless work has ceased by agreement with the employer provided that employees shall not be required to work in unsafe conditions.

12.2 Subject to 12.1 employees unable to work at a site due to inclement weather may be required to:

- remain on site; or
- transfer the crane to an alternative site; or
- return to the depot;

until such inclement weather ceases or abates to allow safe work to continue.

12.3 Where cranes are left on site for five (5) working days or more and employees are deemed to be part of the site, the procedures on the site shall apply. A crane shall not be removed from a site if it is unsafe to do so as a result of weather conditions.

12.4 Definitions

12.4.1 “Inclement Weather” shall mean the existence of abnormal climatic conditions (i.e. rain, hail, snow, high winds, cold, extreme high temperature of the like or any combination thereof) by virtue of which it is not reasonable or safe to continue working whilst the same prevail.

12.4.2 “Employer” shall mean owner, manager or recognised agent of the owner or manager of the Company.

12.4.3 “Site Procedures” shall only relate to this Inclement Weather Clause.
PART IV - WAGES AND RELATED MATTERS

13. WAGE RATES

[Tables 13.1.1-13.1.4 substituted by PR932124 PR946796; PR960135 ppc 29Jun05]

13.1.1 Mobile Cranes - other than NSW

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base rate</th>
<th>Arbitrated safety net</th>
<th>Weekly total rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Operator of mobile crane with a maximum lifting capacity of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Up to 20 tonnes</td>
<td>453.80</td>
<td>161.00</td>
<td>614.80</td>
</tr>
<tr>
<td>Over 20 tonnes and up to 40 tonnes</td>
<td>459.80</td>
<td>161.00</td>
<td>620.80</td>
</tr>
<tr>
<td>Over 40 tonnes and up to 80 tonnes</td>
<td>487.90</td>
<td>159.00</td>
<td>646.90</td>
</tr>
<tr>
<td>Over 80 tonnes and up to 100 tonnes</td>
<td>505.50</td>
<td>159.00</td>
<td>664.50</td>
</tr>
<tr>
<td>(b) Thereafter for each additional 20 tonnes lifting capacity an additional $10.60 per week is applicable.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(c) Dogger</td>
<td>453.80</td>
<td>161.00</td>
<td>614.80</td>
</tr>
<tr>
<td>Dogger/Rigger</td>
<td>487.90</td>
<td>159.00</td>
<td>646.90</td>
</tr>
<tr>
<td>Crane Crew (Victoria only)</td>
<td>520.90</td>
<td>159.00</td>
<td>679.90</td>
</tr>
</tbody>
</table>

13.1.2 Mobile cranes - NSW

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base rate</th>
<th>Arbitrated safety net</th>
<th>Weekly total rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Operator of mobile crane with a maximum lifting capacity of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(i) Up to 20 tonnes</td>
<td>482.40</td>
<td>159.00</td>
<td>641.40</td>
</tr>
<tr>
<td>(ii) Over 20 tonnes and up to 40 tonnes</td>
<td>495.60</td>
<td>159.00</td>
<td>654.60</td>
</tr>
<tr>
<td>(iii) Over 40 tonnes and up to 80 tonnes</td>
<td>508.50</td>
<td>159.00</td>
<td>667.50</td>
</tr>
<tr>
<td>(iv) Over 80 tonnes and up to 100 tonnes</td>
<td>521.40</td>
<td>159.00</td>
<td>680.40</td>
</tr>
<tr>
<td>(v) Thereafter for each additional 20 tonnes lifting capacity an additional $10.60 per week is applicable.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) Dogger</td>
<td>482.40</td>
<td>159.00</td>
<td>641.40</td>
</tr>
<tr>
<td>(c) Dogger/Rigger</td>
<td>508.50</td>
<td>159.00</td>
<td>667.50</td>
</tr>
</tbody>
</table>
### 13.1.3 Operator - special purpose crane GCI (all states/territories)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base rate $</th>
<th>Arbitrated safety net $</th>
<th>Weekly total rate $</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Including mobile crane CGI 500 series)</td>
<td>487.90</td>
<td>159.00</td>
<td>646.90</td>
</tr>
</tbody>
</table>

### 13.1.4 Mobile elevated work platforms (all states/territories)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base rate $</th>
<th>Arbitrated safety net $</th>
<th>Weekly total rate $</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Trainee (undergoing training programme in accordance with agreed national standards)</td>
<td>431.70</td>
<td>161.00</td>
<td>592.70</td>
</tr>
<tr>
<td>(b) boom length up and including 11 metres (including trainee)</td>
<td>434.10</td>
<td>161.00</td>
<td>595.10</td>
</tr>
<tr>
<td>(c) boom length over 11 metres and up to 17 metres</td>
<td>453.80</td>
<td>161.00</td>
<td>614.80</td>
</tr>
<tr>
<td>(d) boom length over 17 metres and up to 23 metres</td>
<td>467.00</td>
<td>159.00</td>
<td>626.00</td>
</tr>
<tr>
<td>(e) boom length over 23 metres and up to 28 metres</td>
<td>482.40</td>
<td>159.00</td>
<td>641.40</td>
</tr>
<tr>
<td>(f) where boom length rating is in excess of 28 metres an additional $1.03 per metre</td>
<td>482.40</td>
<td>159.00</td>
<td>641.40</td>
</tr>
<tr>
<td>(g) mobile hydraulic platform equipped with an underbridge unit</td>
<td>482.40</td>
<td>159.00</td>
<td>641.40</td>
</tr>
</tbody>
</table>

**13.1.5** The above wage rates include an amount for an industry allowance.

[13.2 substituted by PR932124 PR946796; PR960135 ppc 29Jun05]

**13.2** The rates of pay in this award include the arbitrated safety net adjustment payable under the Safety Net Review - Wages June 2005 decision (Print PR002005). This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous National Wage Case principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**13.3** Where more than one crane is engaged on any single lift the following additional payments shall be made:
13.3.1 where two cranes are engaged the drivers thereof shall be paid at the rate of $2.70 per day for each day so occupied;

13.3.2 where three cranes are engaged the drivers thereof shall be paid at the rate of $5.35 per day for each day so occupied;

13.3.3 where four cranes are engaged the drivers thereof shall be paid at the rate of $8.00 per day for each day so occupied;

13.3.4 where more than four cranes are engaged the drivers shall be paid at the rate of $10.70 per day for each day so occupied.

13.4 Pile Driving Allowance

An employee performing pile driving or extraction shall receive $13.10 per day or part thereof.

13.5 Demolition Allowance (NSW only)

$1.80 per hour shall be paid for all time engaged on the demolition of buildings or structures.

13.6 Wet Work Allowance (NSW only)

Employees working in any place where water is continually dripping on the employee so that clothing and safety footwear become wet, or where there is water underfoot, shall be paid 54 cents per hour whilst so engaged.
13.7 Dirty Work Allowance (NSW only)

[13.7 corrected by PR920851; varied by PR932124 PR946796 PR960135 PR974890 PR979247; PR983537 ppc 01Oct08]

An employee engaged on unusually dirty work shall be paid 54 cents per hour.
13A. TRANSITIONAL WAGE RATES FOR VICTORIA-APPLICATION OF COMMON RULE AWARD

[13A inserted by PR960135 ppc 29Jun05]

13A.1 This clause contains the following transitional rates of pay and allowances for employers in the state of Victoria who were previously not bound by this award, but are now subject to the award by virtue of the award having been declared a common rule under s.141 of the Workplace Relations Act 1996.

13A.2 These rates of pay and allowances apply only until 31 July 2005. From 1 August 2005 the wage rates and allowances prescribed in the rest of this award shall apply.

13A.3 Mobile Cranes -other than NSW (clause 13.1.1)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base Rate</th>
<th>Arbitrated Safety Net</th>
<th>Weekly Total Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>(a) Operator of mobile crane with a maximum lifting capacity of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Up to 20 tonnes</td>
<td>453.80</td>
<td>144.00</td>
<td>597.80</td>
</tr>
<tr>
<td>Over 20 tonnes and up to 40 tonnes</td>
<td>459.80</td>
<td>144.00</td>
<td>603.80</td>
</tr>
<tr>
<td>Over 40 tonnes and up to 80 tonnes</td>
<td>487.90</td>
<td>142.00</td>
<td>629.90</td>
</tr>
<tr>
<td>Over 80 tonnes and up to 100 tonnes</td>
<td>505.50</td>
<td>142.00</td>
<td>647.50</td>
</tr>
<tr>
<td>(b) Thereafter for each additional 20 tonnes lifting capacity an additional $10.60 per week is applicable.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(c) Dogger</td>
<td>453.80</td>
<td>144.00</td>
<td>597.80</td>
</tr>
<tr>
<td>Dogger/Rigger</td>
<td>487.90</td>
<td>142.00</td>
<td>629.90</td>
</tr>
<tr>
<td>Crane Crew (Victoria only)</td>
<td>520.90</td>
<td>142.00</td>
<td>662.90</td>
</tr>
</tbody>
</table>

13A.4 Operator - special purpose crane GCI (all states/territories) (clause13.1.3)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base Rate</th>
<th>Arbitrated Safety Net</th>
<th>Weekly Total Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>(Including mobile tower crane GCI 500 series)</td>
<td>487.90</td>
<td>142.00</td>
<td>629.90</td>
</tr>
</tbody>
</table>
### Mobile elevated work platforms (all states/territories) (clause 13.1.4)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Base Rate</th>
<th>Arbitrated Safety Net</th>
<th>Weekly Total Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Trainee (undergoing training program in accordance with agreed national standards)</td>
<td>431.70</td>
<td>144.00</td>
<td>575.70</td>
</tr>
<tr>
<td>(b) boom length up to and including 11 metres (including trainee)</td>
<td>434.10</td>
<td>144.00</td>
<td>578.10</td>
</tr>
<tr>
<td>(c) boom length over 11 metres and up to 17 metres</td>
<td>453.80</td>
<td>144.00</td>
<td>597.80</td>
</tr>
<tr>
<td>(d) boom length over 17 metres and up to 23 metres</td>
<td>467.00</td>
<td>142.00</td>
<td>609.00</td>
</tr>
<tr>
<td>(e) boom length over 23 metres and up to 28 metres</td>
<td>482.40</td>
<td>142.00</td>
<td>624.40</td>
</tr>
<tr>
<td>(f) where boom length rating is an additional $1.03 per metre in excess of 28 metres</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(g) mobile hydraulic platform equipped with an under-bridge unit</td>
<td>482.40</td>
<td>142.00</td>
<td>605.40</td>
</tr>
</tbody>
</table>

### Where more than one crane is engaged on a single lift the following additional payments shall be made (clause 13.3):

- **13A.6.1** where two cranes are engaged the drivers thereof shall be paid at the rate of $2.40 per day for each day so occupied. (clause 13.3.1)
- **13A.6.2** where three cranes are engaged the drivers thereof shall be paid at the rate of $4.65 per day for each day so occupied. (clause 13.3.2)
- **13A.6.3** where four cranes are engaged the drivers thereof shall be paid at the rate of $7.05 per day for each day so occupied. (clause 13.3.3)
- **13A.6.4** where more than four cranes are engaged the drivers thereof shall be paid at the rate of $9.45 per day for each day so occupied. (clause 13.3.4)

### Pile Driving Allowance (clause 13.4)

An employee performing pile driving or extraction shall receive $11.55 per day or part thereof.”
14. FARES, TRAVEL 7 ACCOMMODATION

14.1 Fares and Travel Allowance

[14.1.1 varied by PR953899 PR961692 PR974604; PR983537 ppc 01Oct08]

14.1.1 $16.50 per day shall be paid to compensate for travel patterns and costs peculiar to the nature of employment in the mobile crane hiring industry ie. paid only once per day.

Provided that in NSW an additional amount of $6.90 per day (non-adjustable) shall be paid.

14.1.2 This allowance shall be payable for every day upon which an employee works or reports for work in accordance with the employer’s requirements but shall not be taken into account in calculating overtime, penalty rates, annual leave, sick leave or RDOs.

14.1.3 It is recommended that for taxation purposes, employees maintain a private log book of travel times and expenditures.

14.1.4 An employee directed to a work site where there is no reasonable means of transport available on cessation of work shall be reimbursed the cost of, or be supplied with, transport by the employer to return to the Depot or point where work was commenced.

Provided that this provision shall apply only on the first day of engagement on any work site.

14.2 Travel During Working Hours

14.2.1 Car Allowance

[14.2.1 varied by PR953899 PR961692 PR974604; PR983537 ppc 01Oct08]

An employee directed by an employer to use a private vehicle during working time shall be paid 89 cents per km measured to and from respective sites, in addition to payment for the time travelling at the appropriate ordinary time or overtime rate.

14.2.2 Provided the time spent travelling from home to the initial work site and travelling from the final work site to home on any day shall not be paid unless the employee travels beyond a radius of 50km from the employer’s depot. An employee travelling beyond the 50km radius on any day shall be paid travelling time at the appropriate rate for the time taken travelling to and from the site to the 50km radius line.
14.3 Accommodation and Overnight Allowance

[14.3 varied by PR922006 PR936691 PR950602 PR961692 PR974604 PR979247; PR983537 ppc 01Oct08]

Where an employee is required by the employer to be away from home overnight they shall be reimbursed the cost of, or be provided with, first class accommodation, including full board, by the employer. In addition $12.30 shall be paid for each night the employee is required to be away from home.
15. MIXED FUNCTIONS

Where an employee on any day performs work in a classification attracting a higher rate of pay then such higher rate of pay shall apply for the whole day.
16. SUPERANNUATION

Note: The Superannuation Legislation Amendment (Choice of Superannuation Funds) Act 2005 provides that individual employees generally have the opportunity to choose their own superannuation funds. For further information see the AIRC guidance note — Choice of Superannuation Funds and Award Provisions.

The subject of superannuation is dealt with extensively by legislation including the Superannuation Guarantee (Administration) Act 1992, the Superannuation Guarantee Charge Act 1992, the Superannuation Industry (Supervision) Act 1993 and the Superannuation (Resolution of Complaints) Act 1993 (collectively the superannuation legislation). This legislation, as varied from time to time, governs the superannuation rights and obligations of the parties.

16.1 Definitions

16.1.2 “Fund” means a complying fund, as defined in the Superannuation legislation.

16.1.3 “Eligible employee” shall mean an employee who is entitled to receive employer superannuation contributions in accordance with the Superannuation legislation.

16.1.4 “The relevant fund” means the C+BUS Scheme.

16.2 Employers shall contribute an amount on behalf of each eligible employee into a relevant superannuation fund, which reflects the employers’ liability as prescribed in Part 3 of the of the Superannuation Guarantee (Administration) Act 1992 (as set out below), or any higher amount as required by the Trust Deed of the relevant fund.

The level of contributions required under the Superannuation Guarantee (Administration) Act 1992 are (subject to any variation to that act) as follows:

<table>
<thead>
<tr>
<th>Financial Year (1 July - 30 June)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001 - 02</td>
<td>8</td>
</tr>
<tr>
<td>2002 - 03 and subsequent years</td>
<td>9</td>
</tr>
</tbody>
</table>

16.3 This clause shall not apply to persons holding an exemption granted by the trustees of the relevant fund.
17. ACCIDENT MAKE UP PAY

17.1 An employee's entitlement to accident make up pay for a work related injury shall be subject to:-

17.1.1 The employee suffering an injury for which weekly compensation payments are payable pursuant to the relevant Workers' Compensation legislation.

17.1.2 An employer shall pay accident make up pay during the incapacity of the employee, within the meaning of the relevant legislation.

17.1.3 The liability of the employer under this Clause shall arise at the date of the injury in respect to which compensation is payable under the relevant legislation and shall continue whilst the employer is liable to pay compensation up to an aggregate maximum of 52 weeks payment for any one injury.

17.1.4 Accident make up pay shall only be payable to an employee whilst in the employment of the employer by whom the employee was employed at the time of the incapacity.

Provided that in the case of termination of an employee who is incapacitated and receiving accident make up pay, such payment shall continue to apply except where:

the termination is due to serious and/or wilful misconduct; or

arises from a declaration of liquidation/insolvency of the employer in which case the employee's entitlement shall be considered by the parties to the Award.

To qualify for the continuation of accident make up pay on termination, an employee shall if required provide evidence to the employer of the continuation of weekly compensation payments.

17.1.5 Accident make up pay shall not apply in respect of any injury during the first five ordinary working days of incapacity.

17.1.6 Accident make up pay shall not apply to any incapacity occurring during the first three weeks of employment unless such incapacity extends beyond the first three weeks and then, subject to the above, accident make up pay shall apply only to the period of incapacity after the first three weeks. Provided that industrial diseases contracted by gradual process or injuries subject to recurrence, aggravations or accelerations shall not be subject to accident make up pay unless the employee has been employed at the time of the incapacity for a minimum period of one month.

17.1.7 An employee on engagement may be required to declare all workers compensation claims made in the previous five years and in the event of false or inaccurate information being deliberately and knowingly declared the employer may require the employee to forfeit the entitlement to accident make up pay provided by this Clause.
17.2 Absences on Other Paid Leave

An employee shall not be entitled to accident make up pay in respect of any period of other paid leave.

17.3 Notice of Injury

An employee upon receiving an injury for which the employee claims to be entitled to receive accident make up pay shall give notice in writing of the said injury to the employer as soon as reasonably practicable after the occurrence; provided that such notice may be given by a representative of the employee.

17.4 Medical Examination

In order to receive entitlement to accident make up pay, an employee shall conform to the requirements of the relevant legislation as to medical examination. Where, in accordance with the relevant legislation, a medical referee gives a certificate as to the condition of the employee and the employee's fitness for work, or specifies work for which the employee is fit, and such work is made available by the employer and refused by the employee or the employee fails to commence the work, accident make up pay shall cease from the date of such refusal or failure to commence the work.

17.5 Redemption of Weekly Payments

Where there is a redemption of weekly compensation payments under the relevant legislation, the employer's liability to pay accident make up pay shall cease as from the date of such redemption.

17.6 Civil Damages Claim

17.6.1 An employee receiving or who has received accident make up pay shall advise the employer of any action the employee may institute or any claim the employee may make for damages. Further, the employee shall, if requested, provided an authority to the employer entitling the employer to a charge upon any money payable pursuant to any verdict of settlement on that injury.

17.6.2 Where an employee obtains a verdict for damages in respect of an injury for which the employee has received accident make up pay the employer's liability to pay accident make up pay shall cease from the date of such verdict; provided that if the verdict for damages is not reduced either in whole or part by the amount of accident make up pay made by the employer, the employee shall pay to the employer any amount of accident make up pay already received in respect of that injury by which the verdict has not been so reduced.
17.6.3 Where an employee obtains a verdict for damages against a person other than the employer in respect of an injury for which the employee has received accident make up pay the employer's liability to pay accident make up pay shall cease from the date of such verdict; provided that if the verdict for damages is not reduced either in whole or part by the amount of accident make up pay made by the employer, the employee shall pay to the employer any amount of accident make up pay already received in respect of that injury by which the verdict has not been so reduced.

17.7 Insurance Against Liability

Nothing in this Award shall require an employer to insure against liability for accident make up pay.

17.8 Variations in Compensation Rates

Any changes in compensation rates under the relevant legislation shall not increase the amount of accident make up pay above the amount that would have been payable had the rates of compensation remained unchanged.

17.9 Death of Employee

All rights to accident make up pay shall cease on the death of an employee.

17.10 Committee to Review

In the event of any dispute arising as to the entitlement of an employee to payment of accident make up pay, the matter shall either:

17.10.1 Be dealt with by Clause 8 - Settlement of Disputes.

Or

17.10.2 If the parties to this Award agree be referred to a Committee of Review. The Committee shall comprise two representatives of employers and two representatives of employees together with a chairman mutually agreed upon or as appointed by the president or the Industrial Registrar of the Australian Industrial Relations Commission. The decision of the Committee shall be final and accepted by all parties.

17.11 Definitions

17.11.1 "Accident Make Up Pay" means a weekly payment being the difference between the weekly compensation paid to the employee pursuant to the relevant Workers' Compensation legislation and the wages the employee would have received for ordinary hours worked if the employee had been performing normal duties. This shall exclude additional payments such as attendance, bonus payments, shift penalties, overtime payments, fares and travelling allowance, site allowance, or other such rates.
17.11.2 “Part of a Week Payment of Accident Make Up Pay” shall mean a direct pro-rata of one week's ordinary earnings.

17.11.3 “Injury” shall be given the same meaning and application as applying under the relevant Workers' Compensation legislation and no injury shall result in the application of accident make up pay unless an entitlement exists under such legislation.

17.11.4 “Relevant Workers’ Compensation legislation” and “relevant legislation” shall mean the relevant Workers’ Compensation Act or its equivalent in each State or Territory.
18. PAYMENT OF WAGES

18.1 Wages shall be paid in cash either weekly or fortnightly. Provided that an employer with the consent of the employee may elect to pay wages by cheque or direct transfer into the employee's bank (or other recognised financial institution) account. Should the employer and employee so elect, the employer shall pay for establishment cost only of the account. Maintenance costs of the account shall be the employee's responsibility.

18.2 Wages to be Paid During Working Hours

Wages shall be paid during ordinary working hours and an employee kept waiting for wages on pay day after the usual time for ceasing work, shall be paid at overtime rates for the period kept waiting.

18.3 Day Off Coinciding With Pay Day

In the event that an employee, by virtue of the arrangement of ordinary working hours, is to take a day off on a day which coincides with pay day, such employee shall be paid no later than the working day immediately following pay day.

Provided that where the employer is able to make suitable arrangements, wages may be paid on the working day preceding pay day.

18.4 Termination of Employment

Upon termination of employment, wages due shall be paid on the day of such termination or forwarded by electronic transfer or post on the next working day.

18.5 Details of Payments to be Given

An employer must issue to an employee a written pay slip relating to each payment to the employee. Such pay slip must contain the following details:

- the name of the employee;
- the classification of the employee;
- the date on which the payment is made;
- the period of days to which the payment relates;
- the ordinary hourly rate, the number of hours in that period for which the employee was employed at that rate, and the amount of the payment made at that rate;
- any overtime rates, number of hours employed at overtime rates, and the amount of payment at overtime rates;
- the gross amount of the payment;
- the net amount of the payment;
- any amount included in the net amount of the payment that is by way of an allowance;
- the amount and purpose of any deductions made;
- the name number, or the name and number, of the fund or account into which the amount of the deduction was paid;
- the amount of each superannuation contribution made during the period and the name of the superannuation fund to which the contribution was made.
18.6 Casual Employees

Where a casual employee is engaged for a work period which includes the designated pay day, wages will be paid in accordance with such arrangements. This shall not affect the employee's status as a casual. If a casual is engaged on a daily basis, then the payment shall be made on a daily basis unless otherwise mutually agreed.
19. TIME AND WAGES RECORD

19.1 Each employer shall keep a time and wages record showing the name of each employee, classification, time of starting and finishing work each day, the amount of overtime worked and all amounts paid as wages, special rates and allowances.

19.2 Any time occupied by an employee in the making of any records, shall be treated as time worked.

19.3 An employer may provide a mechanical/electronic device for the purpose of recording the time worked by each employee, and such device shall be recognised as the time and wages record.

19.4 All records and documentation referred to in 19.1 hereof or copies thereof, shall be available for inspection during the usual office hours at the employer’s office or other convenient place.
PART V - HOURS OF WORK, BREAKS, OVERTIME, SHIFTWORK ETC.

20. HOURS OF WORK

20.1 The ordinary hours of work shall be 38 per week, Monday to Friday, worked continuously at the discretion of the employer, between 6.00am and 6.00pm except for meal breaks, arranged in accordance with 20.2.

20.2 The method of working the 38-hour week may be any one of the following:-

20.2.1 by employees working less than eight ordinary hours each day; or

20.2.2 by employees working less than eight ordinary hours on one or more days each week; or

20.2.3 by fixing one week day on which all employees will be off during a particular work cycle; or

20.2.4 by rostering employees off on various days of the week during a particular work cycle so that each employee has one week day off during that cycle.

20.3 A regular starting and finishing time shall be fixed at each depot, which shall not be changed, except after notice of at least a week. Provided that an employee/s starting time for a particular day may be altered to suit the business requirements of the employer by mutual agreement with the employee/s concerned.

20.4 The ordinary hours of work prescribed herein shall not exceed ten hours on any day provided that any arrangement of ordinary working hours in excess of eight hours in any one day shall be with the agreement of the majority of employees involved.

20.5 An assessment should be made as to which method of implementation best suits the business and the proposal shall be discussed with the employees concerned. In the absence of agreement the Settlement of Disputes Clause shall be applied.

20.6 Circumstances may arise where different methods of implementation of a 38-hour week apply to various groups or sections of employees in the establishment concerned.

20.7 Providing for Rostered Days Off

20.7.1 Where the hours of work are arranged in accordance with subclause 20.2.3 and 20.2.4 the ordinary working hours shall be worked in a twenty (20) day cycle, Monday to Friday inclusive, with eight (8) hours worked for each of nineteen (19) days and with 0.4 of an hour on each of those days accruing toward the twentieth (20th) day which shall be taken as a paid day off and known as Rostered Day Off.

20.7.2 An employee shall be entitled to 13 Rostered Days Off per year provided that the number of Rostered Days Off shall be reduced to the extent of any annual leave taken on the basis of one day for each four weeks of annual leave taken.
20.7.3 By mutual agreement between the employer and employee Rostered Days Off may be accumulated to a maximum of five (5) days over a twenty (20) week period. Accumulated Rostered Days Off must be taken no later than the fourteen (14) day period commencing at the time of the fifth (5th) accumulated Rostered Day Off of the twenty (20) week cycle.

20.7.4(a) Where an employer, who is not a party to an industry agreement dealing with rostered days off, and a majority of employees at an enterprise agree, another day may be substituted for the nominated industry rostered day off.

20.7.4(b) Where there are union members employed at the enterprise, and the majority of the members request the union to be consulted, that consultation will take place at least five days prior to the alternate RDO being implemented.

20.7.4(c) Where there is a dispute in relation to an alternate RDO, the matter may be determined in accordance with clause 8 – Settlement of disputes, of this award.

20.7.5(a) Employee(s) who agree to work on the Rostered Day Off to satisfy the employer's business requirements shall take an alternative Rostered Day Off on a mutually convenient day prior to the next rostered day off. Where agreement cannot be reached it shall be taken in conjunction with the next rostered day off.

20.7.5(b) Except in the case of an emergency circumstance no employee shall be required to work on a rostered day off. Where an emergency circumstance does occur the employee shall be paid an additional days pay at ordinary rates for that week (that is 45 hours and 36 minutes pay for that week at the ordinary rate instead of 38 hours pay) in addition to being given a substitute rostered day off. An emergency shall mean where less than 24 hours notice of the requirement to work on the rostered day off has been given.

20.7.6 In the case of termination an employee who has not worked a completed nineteen (19) day four (4) week cycle shall receive pro rata accrued entitlements for each day worked in such cycle.

20.7.7 Any dispute arising as a result of the implementation of rostered days off shall be progressed in accordance with Clause 8 - Settlement of Disputes.

20.8 Make-Up Time

20.8.1 Subject to a majority of employees at a workplace agreeing to introduce this provision (in which case the union and any appropriate employer organisation will be provided with a courtesy copy in writing) an employee, other than an employee on shift work, may elect, with the consent of the employer, to work make-up time, under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award.
20.8.2 Subject to a majority of employees at a workplace agreeing to introduce this provision (in which case the union and any appropriate employer organisation will be provided with a courtesy copy in writing) an employee on shift work may elect, with the consent of their employer, to work make-up time under which the employee takes time off ordinary hours and works those hours at a later time, at the shift work rate which would have been applicable to the hours taken off.
21. MEAL BREAKS

21.1 Meal Interval

A set meal interval shall be established in each depot by mutual agreement between the employer and employees which may be altered by the employer by giving one weeks notice. An employee shall cease work for a meal interval of thirty (30) minutes on all working days, except Saturday and Sunday, between the hours of 11:30 a.m. and 1:00 p.m., inclusive.

An employee may be required to change the meal break to suit the requirements of the employer or client provided that an employee who has not completed the meal break after six (6) hours from the normal starting time on any day to suit the requirements of the employer or the client shall be paid at the appropriate penalty rates thereafter until a meal break is allowed.

21.2 Meal Interval During Overtime

21.2.1 If the period of overtime is more than 1 1/2 hours after working ordinary hours an employee before starting such overtime shall be allowed a meal break of twenty minutes, which shall be paid for at ordinary time.

If agreement is reached between the employer and employee for variation of this provision to meet the circumstances of work in hand, then the employer shall not be required to make payment in excess of twenty minutes.

21.2.2 An employee working overtime shall be allowed a meal break of twenty minutes for each four hours of overtime worked provided that the employee continues to work after such meal break.

21.2.3 An employee required to work overtime for more than 1 1/2 hours after working ordinary hours shall either be supplied meals by the employer, or be paid $11.90 for the first and subsequent meals.

21.2.4 An employee required to start work two or more hours prior to the normal commencement time shall be paid $11.90 meal allowance and be allowed a twenty minute meal break as soon as is practicable.

Such allowance shall be payable in any event where an employee is required to start work at or prior to 5.00am.

21.2.5 Where an employee is required to work overtime on a Saturday or Sunday the first prescribed meal break shall be between 10.00am and 1.00pm and be paid at ordinary rates.
22. **OVERTIME**

22.1 An employee may be required to work reasonable overtime and such overtime need not be limited to one job only. An employee may be notified to work such overtime prior to leaving the employer's premises or where the employee agrees, after having left the employer's premises.

22.2.1 All time worked on weekdays outside the ordinary hours and on Saturdays, shall be paid at time and one half for the first two hours and double time thereafter. Provided that overtime worked after 12 noon on Saturday shall be paid at double time.

22.2.2 All time worked on a Sunday shall be paid at double time.

22.2.3 All time worked on a public holiday shall be paid at double time and one half.

22.3 An employee shall be paid a minimum of four hours at the appropriate penalty rates for working overtime on a Saturday, Sunday or Public Holiday.

22.4 An employee travelling between the depot and nominated work site outside of ordinary hours shall be paid at the appropriate overtime rates for the period of such travel.

22.5 An employee travelling to and/or from home to start/finish overtime when reasonable means of transport are not available shall either be provided with transport to and/or from home or paid ordinary rates for the time taken for such travel.

22.6 When overtime work is necessary, it shall, wherever reasonably practicable, be so arranged that employees have at least ten consecutive hours off duty between the work of successive days or shifts. An employee who works so much overtime:-

- between the finish of ordinary work on any day or shift and the commencement of ordinary work on the next day or shift, that the employee has not had at least ten consecutive hours off duty between these times,

  or

- on Saturdays, Sundays and holidays, not being ordinary working days, or on a rostered day off, without having had ten consecutive hours off duty in the twenty-four hours preceding the employees ordinary commencing time on the next ordinary day or shift

shall; subject to this sub-clause, be released after completion of such overtime until the employee has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instruction of the employer such an employee resumes or continues work without having had such ten consecutive hours off duty, the employee shall be paid at double rates until released from duty for such a period and shall then be entitled to be absent until the employee has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.
22.7 Call Back

22.7.1 An employee recalled to work after leaving the employer's premises shall be paid a minimum of four hours at the appropriate penalty rates. The employee shall not be required to work the full four hours if the job the employee was recalled to perform is completed within a shorter period.

22.7.2 An employee directed to be on standby either at home, place of work or elsewhere, to work prior to or after ordinary hours, or on a Saturday, or on a Sunday or public holiday, shall be paid standby time at the ordinary rate for the period from which the employee is directed to standby and until released by the employer.

22.7.3 Where such overtime goes beyond midnight or commences between midnight and 2.00 a.m., a minimum of eight hours at the appropriate rate shall be paid.

22.8 Time Off In Lieu Of Payment For Overtime

22.8.1 Subject to a majority of employees at a workplace agreeing to introduce this provision (in which case the union and any appropriate employer organisation will be provided with a courtesy copy in writing) an employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer.

22.8.2 Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is an hour for each hour worked.

22.8.3 An employer shall, if requested by an employee, provide payment, at the rate provided for the payment of overtime in this award, for any overtime worked under paragraph 22.8.1 where such time has not been taken within four weeks of accrual.
23. **SHIFT WORK**

23.1 An employee may be required to work shift work.

23.2 Except as provided for in 23.3 shift workers shall be paid 15% more than the ordinary rate for such shifts.

23.3.1 Shift workers who work on any afternoon or night shift roster which does not continue for at least five (5) successive afternoons or nights, shall be paid for each shift 50% for the first two (2) hours thereof, and 100% for the remaining hours thereof, in addition to the ordinary rate.

23.3.2 Where on a site at which the employee is engaged the shift premiums for the majority of employees are higher than those provided in sub-clause 23.2, such employee shall receive such higher shift premiums.

23.3.3 Where an employee is engaged in shift work on a site where employees receive compensation by way of annual leave and annual leave loading or otherwise for working Saturday, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

23.4 All time worked on Saturdays, shall be paid at overtime rates.

23.5 All time worked on Sundays shall be paid at the rate of double time.

23.6 All time worked on holidays shall be paid at the rate of double time and one half.

23.7 All work outside the ordinary hours of shift work shall be paid at the rate of double time.

23.8 A dayworker required to work shift work shall receive one (1) weeks notice or payment of penalty rates.

23.9 **Definitions:**

23.9.1 "Day Shift" means any shift starting at, or after 6:00 am and before 10:00 am.

23.9.2 "Afternoon Shift" means any shift starting at, or after 10:00 am and before 8:00 pm.

23.9.3 "Night Shift" means any shift starting at, or after 8:00 pm and before 6:00 am.
PART VI - LEAVE OF ABSENCE AND PUBLIC HOLIDAYS

24. PUBLIC HOLIDAYS

24.1 An employee other than a casual employee (as defined), shall be entitled to holidays on the following days without deduction of ordinary pay.

24.1.1 New Year's Day, Good Friday, Easter Saturday, Easter Monday, Christmas Day and boxing Day (except in South Australia where Commemoration Day - 28 December - shall be observed as a holiday throughout the State, except at Whyalla); and

24.1.2 the following days, as prescribed in the relevant States, Territories and localities: Australia Day, ANZAC Day, Queen's Birthday (except in Western Australia where Union Picnic Day will be held in lieu thereof) and Eight Hours' Day or Labour Day; and

24.1.3 one other day specified as follows in each State, Territory or locality:

24.1.3(a) in Victoria: Melbourne Cup Day.

Provided that for an employee employed at work beyond a radius of 40 kilometres of the GPO Melbourne, another day may, by agreement between the employer and employee representative or majority of employees, be substituted for Melbourne Cup Day, provided further that for any employee resident in Geelong, and employed within a radius of 50 kilometres of the GPO Geelong, Geelong Cup Day shall be substituted for Melbourne Cup Day.

24.1.3(b) in South Australia: the third Monday in May.

24.1.3(c) in Tasmania: Show Day in the locality as proclaimed or gazetted by the authority of the State government.

24.1.3(d) in Queensland: Show Day in the locality as proclaimed or gazetted by the authority of the State government.

24.1.3(e) New South Wales: Picnic Day. Provided that:

24.1.3(i) The first Monday in December of each year shall be the Union Picnic Day.

24.1.3(ii) Where an employer holds a regular picnic for his/her employees on some other working day during the year such day may be given and may be taken as a picnic day in lieu of the picnic day here fixed.

24.1.3(f) in Western Australia: Foundation Day or any other day which by Act of Parliament or State Proclamation is substituted for the said day.
24.1.4 An employer whose business is situated near a State or Territory border and whose operations traverse the border may elect to follow a particular State or Territory's public holidays, subject to agreement with the employee representative or majority of employees.

24.2.1 When Christmas Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on 27 December.

24.2.2 When Boxing Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on 28 December.

24.2.3 When New Year's Day or Australia Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.

24.3 Where in a State, Territory or locality public holidays are declared or prescribed on days other than those set out in paragraphs 24.1.1, 24.1.2 and 24.1.3 above, those days shall constitute additional holidays for the purpose of this award.

24.4.1 An employer and his/her employees may agree to substitute another day for any prescribed in this clause. For this purpose, the consent of the majority of affected employees shall constitute agreement.

24.4.2 An agreement pursuant to 24.4.1 shall be recorded in writing and be available to every effected employee.

24.4.3 The unions which are party to this award shall be informed of an agreement pursuant to 24.4.1 hereof provided such agreement is made with a union member.

24.5 Where an employee is absent from his/her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

24.6.1 An employer who terminates the employment of an employee except for reasons of misconduct or incompetency (proof of which shall lie upon the employer) shall pay the employee a day's ordinary wages for each holiday prescribed in or each holiday in a group as prescribed in 24.6.2 which falls within 10 consecutive calendar days after the day of termination.

24.6.2 Where any two or more of the holidays prescribed in this award occur within a 7 day span, such holidays shall for the purposes of this award be a group of holidays. If the first day of the group of holidays falls within 10 consecutive days after termination, the whole group shall be deemed to fall within the 10 consecutive days.

Christmas Day, Boxing Day and New Year's Day shall be regarded as a group.

24.6.3 No employee shall be entitled to receive payment from more than one employer in respect of the same public holiday or group of holidays.
24.7 Where an employee is working on a part time basis pursuant to the provisions of clause 28 - Parental Leave, of the award, the holidays provisions in this clause shall only apply in respect of that part of a holiday or group of holidays which coincides with the ordinary hours of part time work applicable to that employee.
25. ANNUAL LEAVE

25.1.1 A period of twenty-eight (28) consecutive days, including weekends, but exclusive of any public holidays occurring during the period, shall be given and taken as leave annually to all employees, other than casual employees, after twelve (12) months continuous service with an employer.

25.1.2 Leave shall be given and shall be taken within six (6) months from the date when the right to annual leave occurred and after not less than four (4) weeks notice to the employee.

25.2 An employee on weekly hiring shall accrue annual leave at the rate of 2.923 hours for each thirty-eight (38) ordinary working hours worked.

25.3 Broken Leave

25.3.1 The annual leave shall be given and taken in one or two continuous periods. If given in two (2) separate periods, then one of those two (2) periods must be at least twenty-one (21) consecutive days, including non-working days.

25.3.2 If the employer and an employee so agree, an annual leave entitlement may be given, and taken in two (2) separate periods, neither of which is of at least twenty-one (21) consecutive days, including non-working days, or on three (3) separate periods.

25.3.3 Notwithstanding the provision of this clause, an employee may elect, with the consent of the employer, to take annual leave in single day periods or part of a single day not exceeding a total of five days in any calendar year at a time or times agreed between them.

25.3.4 An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.

25.4 The annual leave provided by this Clause shall be allowed and shall be taken, and except as provided by sub-clause 25.9, payment shall not be made or accepted in lieu of annual leave.

25.5 Leave Allowed Before Due Date

25.5.1 An employer may allow an employee to take annual leave prior to the employee's right thereof. In such circumstances, the qualifying period of further annual leave shall not commence until the expiration of twelve (12) months in respect of which the leave so allowed was taken.

25.5.2 Where an employer has allowed an employee to take annual leave pursuant to 25.5.1 and the employee's services are terminated (by whatsoever cause) before the right thereto has accrued, the employer shall be entitled to deduct from any remuneration payable any excess due on account of such annual leave payments.
25.6 Calculation of Continuous Service

For the purpose of this Clause, service shall be deemed to be continuous notwithstanding:

- Any interruption or termination of the employment by the employer, if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect to leave of absence.

- Personal sickness or accident.

- Leave lawfully granted by the employer.

- Jury service.

In cases of any absence from work by reason not specified in this Clause, the employee, to be entitled to the benefit of this sub-clause, shall inform the employer, in writing if practicable, within twenty-four (24) hours of the commencement of such absence of the employee’s inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of the absence. A notification given by an employee, pursuant to subclause 26.3 - Sick Leave shall be accepted as notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause, shall not be deemed to break the continuity of service for the purposes of this Clause, unless the employer, during the absence, or within fourteen (14) days of the termination of the absence, notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism, such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism, notice may be given to employees by the posting up of a notification in the depot, in the manner in which general notifications to employees are usually made in that depot, and by posting to each union whose members have participated in such concerted or collective absenteeism, a copy of it not later than the day it is posted up in the depot.

25.7 Payment for Period of Annual Leave

Each employee, before going on leave, shall be paid the wages the employee would have received in respect to the ordinary time the employee would have worked had the employee not been on leave during the relevant period, provided that payment for the period specified in sub-clause 25.2 of this Clause shall not exceed 152 ordinary hours. Subject to sub-clause 25.9, each employee shall, where applicable, have the amount of wages to be received for annual leave, calculated by including the following:

25.7.1 The rate applicable as prescribed by Clause 13 - Wage Rates.

25.7.2 The rate payable pursuant to Clause 15 - Mixed Functions, calculated on a daily basis which the employee would have received for ordinary time during the relevant period.
25.7.3 Any other rate to which the employee is entitled in accordance with the contract of employment for ordinary hours of work, provided that this provision shall not operate, so as to include any payment which is of a similar nature to, or is paid for the same reasons as, or is paid in lieu of, those prescribed by Clause 22 - Overtime, and Clause 14 - Fares, Travel and Accommodation, nor any payment which might have become payable to the employee as reimbursement for expenses incurred.

25.8 Loading on Annual Leave

25.8.1 During a period of Annual Leave, an employee shall receive a loading of 17 1/2% calculated on the relevant weekly wage rate. Provided that where the employee would have received shift loadings prescribed by Clause 23, had they not been on leave and such loading would be of a greater amount than 17-1/2%, then it shall apply to the relevant weekly wage rate in lieu of 17-1/2%.

25.8.2 Loading on Termination

The loading prescribed above shall also apply to proportionate leave on lawful termination.

25.9 Proportionate Leave on Termination

Any employee on weekly hiring who after one week's continuous service in the first qualifying twelve (12) monthly period with an employer, leaves the employment of the employer, or whose employment is terminated by the employer through no fault of the employee, shall be paid for 2.923 hours for each 38 ordinary hours worked.

25.10 Annual Close Down

Where an employer closes down the depot or a section thereof, for the purposes of allowing annual leave to all or the bulk of employees in the depot or section concerned, the following shall apply:

25.10.1 The employer may, by giving not less than 4 weeks notice, stand off for the duration of the close down all employees in the depot, or section concerned, and allow to those who are not then qualified for full entitlement to annual leave for 12 months continuous service, paid leave on a proportionate basis at the appropriate rate of wage as prescribed by this clause for 2.923 hours for each 38 ordinary hours worked.

25.10.2 An employee who has qualified for a full entitlement to annual leave for 12 months continuous service, and has completed a further week or more of continuous service shall be allowed leave and shall be paid at the appropriate rate of wage for 2.923 hours for each 38 ordinary hours worked since the close of the employee’s last 12 monthly qualifying period.
25.10.3 The next 12 monthly qualifying period for each employee affected by such close down shall commence from the day on which the depot, or section concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next 12 monthly qualifying period.

25.10.4 If in the first year of service with an employer an employee is allowed proportionate annual leave, and subsequently within such year leaves the employment or the employment is terminated by the employer through no fault of the employee, the employee shall be entitled to the benefit of 25.10.1 subject to adjustment for any proportionate leave which the employee may have been allowed as aforesaid.

25.10.5 An employer may close down the depot for one or two separate periods for the purpose of granting annual leave in accordance with this sub-clause. If the employer closes down the depot in two separate periods one of those periods shall be for a period of at least 21 consecutive days including non-working days.

Provided that where the majority of the employees in the depot or section concerned agrees, the employer may close down the depot in accordance with this sub-clause in two separate periods neither of which is of at least 21 consecutive days including non-working days, or in three separate periods. In such cases the employer shall advise the employees concerned of the proposed dates of each close down before asking them for their agreement.

25.11 Part Close Down and Part Rostered Leave

25.11.1 An employer may close down the depot, or a section thereof for a period of at least 21 consecutive days including non-working days and grant the balance of the annual leave due to an employee in one continuous period in accordance with a roster.

25.11.2 An employer may close down the depot, or a section thereof for a period of less than 21 consecutive days including non-working days and allow the balance of the annual leave due to an employee in one or two continuous periods either of which may be in accordance with a roster. In such a case the granting and taking of annual leave shall be subject to the agreement of the employer and the majority of employees in the depot, or a section thereof, and before asking the employees concerned for their agreement the employer shall advise them of the proposed date of the close down or close downs and the details of the annual leave roster.
26. **PERSONAL LEAVE**

26.1 **Amount of Paid Personal Leave**

26.1.1 Paid personal leave will be available to an employee (other than a casual) when they are absent due to

- personal illness or injury (sick leave); or
- for the purposes of caring for an immediate family or household member who is sick and requires the employee’s care and support (carer’s leave); or
- bereavement on the death of an immediate family or household member (bereavement leave).

26.1.2(a) The amount of personal leave to which an employee is entitled is as follows:

- 4 days in the first month and then one additional day at the beginning each of the next nine (9) calendar months, shall be available in the first year of employment:
- 13 days at the beginning of the employees second and each subsequent year, which subject to 26.3.5, shall commence on the anniversary of engagement.

26.1.2(b) In any year unused personal leave accrues at the rate of the less of:

26.1.2(b)(i) 10 days less the amount of sick leave and carer’s leave taken from the current year’s personal leave entitlement in that year; or

26.1.2(b)(ii) the balance of that year’s unused personal leave.

26.1.2(c) Personal leave shall be cumulative and any period of personal leave not taken in any year may be taken in subsequent years.

26.2 **Immediate Family Or Household**

26.2.1 The entitlement to use personal leave for the purpose of carer’s or bereavement leave is subject to the person in respect of whom the leave is being taken being either:

26.2.1(a) a member of the employee’s immediate family; or

26.2.1(b) a member of the employees’ household.

26.2.2 The term “immediate family” includes:

26.2.2(a) spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite sex to the employee who lives with the employee as his or her husband or **wife on a bona fide domestic basis; and**
26.2.2(b) child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the employee or spouse of the employee.

26.3 Sick Leave

26.3.1 An employee (other than a casual) during his/her first year of employment with an employer shall be entitled to use personal leave as sick leave, on account of personal illness or injury other than that covered by workers compensation, at the rate of one day at the beginning of each of the first ten calendar months.

Provided that an employee who has completed one year of continuous employment shall be credited with a further 10 days sick leave entitlement at the beginning of his/her second and subsequent year, which subject to 26.3.5, shall commence on the anniversary of engagement.

26.3.2 An employee is entitled to use accumulated personal leave for the purpose of sick leave where the current year’s sick leave entitlement has been exhausted.

26.3.3 An employee shall as far as practicable prior to the employee's required starting time on any day, or where not practicable within 24 hours of the commencement of such absence, inform the employer of the employee’s inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the employee’s absence.

26.3.4 Other than for two single days each year proof to the satisfaction of the employer shall, if required, be supplied by the employee. Proof shall be in the form of a certificate from a medical practitioner or where acceptable to the employer a statutory declaration.

26.3.5 If an employee is terminated by the employer and is re-engaged by the same employer within a period of six months, then the employee's unclaimed balance of sick leave shall continue from the date of re-engagement.

26.4 Bereavement Leave

26.4.1 An employee (other than a casual) is entitled to use up to three (3) days paid personal leave as bereavement leave on the death within Australia of a member of the employee’s immediate family or household. Such leave shall be up to and including the day of the funeral of such relation (or where made necessary because of travel arrangements, the day after the funeral). Such entitlement shall also apply on each occasion the employee travels overseas in connection with the death outside Australia of a member of the employee’s immediate family.

26.5 Carer's Leave

26.5.1 An employee (other than a casual) is entitled to use up to five days personal leave each year as carer’s leave to provide care and support for members of the employees immediate family of household who are sick and require care and support. This entitlement is subject to the employee being responsible for the care and support of the person concerned.
26.5.2 The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another.

26.5.3 In normal circumstances an employee shall not take carer’s leave under this clause where another person has taken leave to care for the same person.

26.5.4 The employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reason for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

26.5.5 An employee may take unpaid carer’s leave by agreement with the employer.
27. JURY SERVICE

A weekly hire employee required to attend for jury service during ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of attendance for such jury service and the amount of wages which would have been received in respect of the ordinary time (including fares and travel) which would have been worked had the employee not been on jury service.

An employee shall notify the employer as soon as possible of the date upon which attendance for jury service is required. Further, the employee shall provide to the employer proof of attendance, the duration of such attendance and the amount received in respect of such jury service.
28. PARENTAL LEAVE

Subject to the terms of this clause employees (other than casuals) are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

28.1 Definitions

28.1.1 For the purpose of this clause child means a child of the employee under the age of one year except for adoption of a child where child means a person under the age of five years who is placed with the employee for the purposes of adoption, other than a child or step-child of the employee or of the spouse of the employee or a child who has previously lived continuously with the employee for a period of six months or more.

28.1.2 Subject to 28.1.3 in this clause "spouse" includes a de facto or a former spouse.

28.1.3 In relation to 28.5 "spouse" includes a de facto spouse but does not include a former spouse.

28.2 Basic entitlement

28.2.1 After twelve months continuous service, parents are entitled to a combined total of 52 weeks unpaid parental leave on a shared basis in relation to the birth or adoption of their child. For females, maternity leave may be taken and for males, paternity leave may be taken. Adoption leave may be taken in the case of adoption.

28.2.2 Subject to 28.3.6, parental leave is to be available to only one parent at a time, except that both parents may simultaneously access the leave in the following circumstances:

28.2.2(a) for maternity and paternity leave, an unbroken period of up to one week at the time of the birth of the child;

28.2.2(b) for adoption leave, an unbroken period of up to three weeks at the time of the placement of the child.

28.3 Maternity Leave

28.3.1 An employee must provide notice to the employer in advance of the expected date of commencement of parental leave. The notice requirements are:

28.3.1(a) of the expected date of confinement (included in a certificate from a registered medical practitioner stating that the employee is pregnant) - at least 10 weeks;

28.3.1(b) of the date on which the employee proposes to commence maternity leave, and the period of leave to be taken - at least 4 weeks.
28.3.2 When the employee gives notice under 28.3.1(a) the employee must also provide a statutory declaration stating particulars of any period of paternity leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.

28.3.3 An employee will not be in breach of this clause if failure to give the stipulated notice is occasioned by confinement occurring earlier than the presumed date.

28.3.4 Subject to clause 28.2.1 and unless agreed otherwise between the employer and employee, an employee may commence parental leave at any time within six weeks immediately prior to the expected date of the birth.

28.3.5 Where an employee continues to work within the six week period immediately prior to the expected date of birth, or where the employee elects to return to work within six weeks after the birth of the child, an employer may require the employee to provide a medical certificate stating that she is fit to work on her normal duties.

28.3.6 Special Maternity Leave

28.3.6(a) Where the pregnancy of an employee not then on maternity leave terminates after 28 weeks other than by the birth of a living child, then the employee may take unpaid special maternity leave of such periods as a registered medical practitioner certifies as necessary.

28.3.6(b) Where an employee is suffering from an illness not related to the direct consequences of the confinement, an employee may take any paid sick leave to which she is entitled in lieu of, or in addition to, special maternity leave.

28.3.6(c) Where an employee not then on maternity leave suffers an illness related to her pregnancy, she may take any paid sick leave to which she is then entitled and such further unpaid special maternity leave as a registered medical practitioner certifies as necessary before her return to work. The aggregate of paid sick leave, special maternity leave and parental leave, including parental leave taken by a spouse, may not exceed 52 weeks.

28.3.7 Where leave is granted under clause 28.3.4, during the period of leave an employee may return to work at any time, as agreed between the employer and the employee provided that time does not exceed four weeks from the recommencement date desired by the employee.

28.4 Paternity leave

An employee will provide to the employer at least ten weeks prior to each proposed period of paternity leave:

28.4.1 A certificate from a registered medical practitioner which names his spouse, states that she is pregnant and the expected date of confinement, or states the date on which the birth took place; and
28.4.2 written notification of the dates on which he proposes to start and finish the period of paternity leave; and

28.4.3 a statutory declaration stating:

   28.4.3(a) he will take that period of paternity leave to become the primary care-giver of a child;
   
   28.4.3(b) particulars of any period of maternity leave sought or taken by his spouse; and
   
   28.4.3(c) that for the period of paternity leave he will not engage in any conduct inconsistent with his contract of employment.

28.4.4 The employee will not be in breach of 28.4 if the failure to give the required period of notice is because of the birth occurring earlier than expected, the death of the mother of the child, or other compelling circumstances.

28.5 Adoption leave

28.5.1 The employee will notify the employer at least ten weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the employee, the adoption of a child takes place earlier.

28.5.2 Before commencing adoption leave, an employee will provide the employer with a statutory declaration stating:

   28.5.2(a) the employee is seeking adoption to become the primary care-giver of the child;
   
   28.5.2(b) particulars of any period of adoption leave sought or taken by the employee’s spouse; and
   
   28.5.2(c) that for the period of adoption leave the employee will not engage in any conduct inconsistent with their contract of employment.

28.5.3 An employer may require an employee to provide confirmation from the appropriate government authority of the placement.

28.5.4 Where the placement of a child for adoption with an employee does not proceed or continue, the employee will notify the employer immediately and the employer will nominate a time not exceeding four weeks from receipt of notification for the employee’s return to work.

28.5.5 An employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.
28.5.6 An employee seeking to adopt a child is entitled to take unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The employee and the employer should agree on the length of the unpaid leave. Where agreement cannot be reached, the employee is entitled to take up to two days unpaid leave. Where paid leave is available to the employee, the employer may require the employee to take such leave instead.

28.6 Variation of period of parental leave

Unless agreed otherwise between the employer and employee, an employee may apply to their employer to change the period of parental leave on one occasion. Any such change is to be notified at least four weeks prior to the commencement of the changed arrangements.

28.7 Parental leave and other entitlements

An employee may in lieu of or in conjunction with parental leave, access other paid leave entitlements which they have accrued, such as annual leave or long service leave, subject to the total amount of leave not exceeding 52 weeks.

28.8 Transfer to a safe job

28.8.1 Where an employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to continue at her present work, the employee will, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of maternity leave.

28.8.2 If the transfer to a safe job is not practicable, the employee may elect, or the employer may require the employee, to commence parental leave for such period as is certified necessary by a registered medical practitioner.

28.9 Returning to work after a period of parental leave

28.9.1 An employee will notify of their intention to return to work after a period of parental leave at least four weeks prior to the expiration of the leave.

28.9.2 An employee will be entitled to the position which they held immediately before proceeding on parental leave. In the case of an employee transferred to a safe job pursuant to clause 28.8, the employee will be entitled to return to the position they held immediately before such transfer.

28.9.3 Where such position no longer exists but there are other positions available which the employee is qualified for and is capable of performing, the employee will be entitled to a position as nearly comparable in status and pay to that of their former position.
28.10 Replacement employees

28.10.1 A replacement employee is an employee specifically engaged or temporarily promoted or transferred, as a result of an employee proceeding on parental leave.

28.10.2 A replacement employee will be informed of the temporary nature of the employment and of the rights of the employee who is being replaced.

28.11 Part-Time Work

28.11.1 With the agreement of the employer:

28.11.1(a) A male employee may work part-time in one or more periods at any time from the date of birth of the child until its second birthday or, in relation to adoption, from the date of placement of the child until the second anniversary of the placement.

28.11.1(b) A female employee may work part-time in one or more periods while she is pregnant where part-time employment is, because of the pregnancy, necessary or desirable.

28.11.1(c) A female employee may work part-time in one or more periods at any time from the seventh week after the date of birth of the child until its second birthday.

28.11.1(d) In relation to adoption a female employee may work part-time in one or more periods at any time from the date of the placement of the child until the second anniversary of that date.

28.11.2 Return to Former Position

28.11.2(a) An employee who has had at least 12 months continuous service with an employer immediately before commencing part-time employment after the birth or placement of a child has, at the expiration of the period of such part-time employment or the first period, if there is more than one, the right to return to his or her former position.

28.11.2(b) Nothing in subparagraph (a) hereof shall prevent the employer from permitting the employee to return to his or her former position after a second or subsequent period of part-time employment.

28.11.3 Effective of Part-Time Employment on Continuous Service

Commencement on part-time work under this clause, and return from part-time work to full-time work under this clause, shall not break the continuity of service or employment.
28.11.4 Pro-Rate Entitlements

Subject to the provisions of this subclause and the matters agreed to in accordance with paragraph (8) hereof, part-time employment shall be in accordance with the provisions of this award which shall apply pro rata.

28.11.5 Transitional Arrangements - Annual Leave

28.11.5(a) An employee working part-time under this subclause shall be paid for and take any leave accrued in respect of a period of full-time employment, in such periods and manner as specified in the annual leave provisions of this award, as if the employee were working full-time in the class of work the employee was performing as a full-time employee immediately before commencing part-time work under this subclause.

28.11.5(b)(i) A full-time employee shall be paid for and take any annual leave accrued in respect of a period of part-time employment under this subclause, in such periods and manner as specified in the award, as if the employee were working part-time in the class of work the employee was performing as a part-time employee immediately before resuming full-time work.

28.11.5(b)(ii) Provided that, by agreement between the employer and the employee, the period over which the leave is taken may be shortened to the extent necessary for the employee to receive pay at the employee's current full-time rate.

28.11.6 Transitional Arrangements - Sick Leave

An employee working part-time under this subclause shall have sick leave entitlements which have accrued under this award (including any entitlement accrued in respect of previous full-time employment) converted into hours. When this entitlement is used, whether as a part-time employee or as a full-time employee, it shall be debited for the ordinary hours that the employee would have worked during the period of absence.

28.11.7 Part-Time Work Agreement

28.11.7(a) Before commencing a period of part-time employment under this subclause the employee and the employer shall agree:

28.11.7(a)(i) that the employee may work part-time;

28.11.7(a)(ii) upon the ours to be worked by the employee, the days upon which they will be worked and commencing times for the work;

28.11.7(a)(iii) upon the classification applying to the work to be performed; and

28.11.7(a)(iv) upon the period of part-time employment.
28.11.7(b) The terms of this agreement may be varied by consent.

28.11.7(c) The terms of this agreement or any variation to it shall be reduced in writing and retained by the employer. A copy of the agreement and any variation to it shall be provided to the employee by the employer.

28.11.7(d) The terms of this agreement shall apply to the part-time employment.

28.11.8 Termination of Employment

28.11.8(a) The employment of a part-time employee under this clause, may be terminated in accordance with the provisions of this award but may not be terminated by the employer because the employee has exercised or proposes to exercise any rights arising under this clause or has enjoyed or proposes to enjoy any benefits arising under this clause.

28.11.8(b) Any termination entitlements payable to an employee whose employment is terminated while working part-time under this clause, or while working full-time after transferring from part-time work under this clause, shall be calculated by reference to the full-time rate of pay at the time of termination and by regarding all service as a full-time employee as qualifying for a termination entitlement based on the period of full-time employment and all service as a part-time employee on a pro rata basis.

28.11.9 Extension of Hours of Work

An employer may request, but not require, an employee working part-time under this clause to work outside or in excess of the employee's ordinary hours of duty provided for in accordance with 28.11.7.

28.11.10 Nature of Part-Time Work

The work to be performed part-time need not be the work performed by the employee in his or her former position but shall be work otherwise performed under this award.

28.11.11 Replacement Employees

28.11.11(a) A replacement employee is an employee specifically engaged as a result of an employee working part-time under this subclause.

28.11.11(b) A replacement employee may be employed part-time. Subject to this paragraph, paragraphs (5), (6), (7), (9) and (11) of this subclause apply to the part-time employment of replacement employee.

28.11.11(c) Before an employer engages a replacement employee under this paragraph, the employer shall inform the person of the temporary nature of the employment and of the rights of the employee who is being replaced.
28.11.11(d) Unbroken service as a replacement employee shall be treated as continuous service for the purposes of subparagraph 28.11.3 hereof.

28.11.11(e) Nothing in this subclause shall be construed as requiring an employer to engage a replacement employee.
PART VII - TRAINING AND RELATED MATTERS

29. TRAINING LEAVE

29.1 Following proper consultation, which may involve the setting up of training committees, the employer shall develop a training policy and programme consistent with:-

- the current and future skill needs of the enterprise;
- the size, structure and nature of the operations of the enterprise;
- the need to develop vocation skills relevant to the enterprise and the industry, through courses conducted by accredited educational institutions and providers.

29.2 Where agreed by the employer that additional training should be undertaken by an employee, that training may be undertaken either on or off the job, provided that if the training is undertaken during ordinary working hours, the employee concerned shall not suffer any loss of pay. An employer shall not unreasonably withhold such paid training leave.

29.3 First Aid Training

Each employee shall be allowed time off without loss of ordinary pay for up to two days instruction in first aid by the St. John's Ambulance or other like body recognised as an authority in first aid training.

Such leave will be granted on request provided it is taken at a mutually convenient time arranged between the employee and the employer.

The employee shall provided the employer with proof of attendance for the duration of the period of leave.
1.1 Application

This clause shall apply to employees employed by respondent employers who perform work within the scope of the award (as defined in 1.2 hereof) on the North West Shelf Gas Project, Burrup Peninsula in the State of Western Australia.

The provisions of this award shall apply to such work unless any such provisions are inconsistent with the provisions of this appendix, in which case the provisions of this appendix shall prevail.

1.2 Scope

This clause shall apply to all work associated with the construction of the North West Shelf Gas Project on the Burrup Peninsula.

1.3 Site disability allowance

To compensate for conditions which exist and far exceed those conditions which are provided for within the award, including excessive dust, heat and extremes of terrain, an employee shall be entitled to a payment of $2.04 per hour for each hour worked.

1.4 Special rates

Employees shall be paid an allowance at the rate of $4.28 per hour for each hour worked to compensate for disabilities associated with the following classes of work, whether or not such work is performed in any one hour:

- dirty or offensive work;
- work in wet places;
- work in any confined space;
- handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature, or working in the immediate vicinity so as to be affected by the use thereof;
- work in a place where fumes of sulphur or other acid or other offensive fumes are present.
1.5 Safety footwear

[Appx A:1.5 varied by PR974604; PR983537 ppc 01Oct08]

Each employee when commencing on site shall be reimbursed the cost of or supplied with one pair of safety boots, and thereafter each employee shall be entitled to a payment of 15 cents per hour for each hour worked to enable the employee to maintain and replace safety footwear as necessary.

1.6 Living away from home allowance

[Appx A:1.6.1 varied by PR922006 PR936691 PR950602 PR961692 PR974604 PR979247; PR983537 ppc 01Oct08]

1.6.1 Married employees who qualify for the provisions 14.3 of this award and who choose to live in a caravan or other accommodation rather than that provided by the employer will be paid an allowance of $450.80 per week in lieu of 14.3 of this award.

1.6.2 The quantum prescribed in this subclause may be reviewed by the parties every six months subject to rent, caravan hire and caravan site charge movements in Karratha.

1.6.3 For the purpose of this clause a married employee includes:

- a person who has a de facto spouse; and
- a person who is a sole parent with dependant children.

1.6.4 Employees who qualify for the allowance prescribed in 1.6.1 hereof and who elect to lawfully return home in the event of a Christmas shut-down or over the Easter break or for a period of annual leave or rest and recreation leave shall be entitled to be paid the allowance prescribed in 1.6.1 hereof.

1.7 Travel allowance

[Appx A:1.7 varied by PR950602 PR961692 PR974604; PR983537 ppc 01Oct08]

Employees performing work to which this clause applies and residing at Roebourne shall, in lieu of the provisions of 14.1 of this award, be paid a travel allowance of $25.20 per day. Provided that this allowance shall not be payable where the employer provides transport.
1.8 Rest and recreation leave

The following conditions shall apply to an employee when employed on a job or construction work at such a distance from the employee’s usual place of residence that the employee cannot reasonably return to that place each night and where such construction work is located north of the 26th parallel of south latitude in Western Australia or in any other area to which air transport is the only practicable means of travel; an employee may return home, subject to sub-clauses 1.8.1 and 1.8.2 hereof, after ten weeks’ continuous service and shall in such circumstances be entitled to two days’ leave with pay in addition to the weekend.

Thereafter, the employee may return to the employee’s usual place of residence, subject to sub-clauses 1.8.1 and 1.8.2 hereof, after each period of ten weeks' continuous service, and in each case the employee shall be entitled to two days' leave of which one day shall be paid leave. Payment for leave and reimbursement for any economy air fare paid by the employee shall be made at the completion of the first pay period commencing after the date of return to the job.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of any such period of ten weeks as hereinbefore mentioned, then the provisions of this paragraph shall not be applicable.

1.8.1 Remote Areas of Western Australia

Employees on jobs north of latitude 26 degrees south or elsewhere in the State of Western Australia shall be entitled to travel to their usual place of residence, or Perth, whichever is the closest to the job and return provided that reimbursement of air fare in no case shall exceed the economy air fare from the job to Perth and return.

1.8.2 Limitation of entitlement

The entitlement shall be availed of as soon as reasonably practical after it becomes due and shall lapse after a period of two months provided that the employee has been notified in writing by the employer in the week prior to such entitlement becoming due of the date of entitlement and that such entitlement will lapse if not taken before the appropriate date two months later. (Proof of such written notice shall lie with the employer).

1.8.3 Service Requirements

For the purpose of this sub-clause, service shall be deemed to be continuous notwithstanding an employee's absence from work as prescribed in this Clause.

1.8.4 Variable Return Home

In special circumstances, and by agreement with the employer, the return of the usual place of residence entitlements may be granted earlier or taken later than the prescribed date of accrual without alteration to the employee's accrual entitlements.
1.8.5 Non payment in lieu

Payment of fares and leave with pay as provided for in this sub-clause shall not be made unless availed of by the employee.

1.9 Christmas leave and travel

Employees who qualify for the provisions of 1.8 hereof may return to their home or to Perth or to any other place at Christmas:

1.9.1 by availing themselves of the entitlement to leave and travelling prior to the completion of the next accrual period; or

1.9.2 by availing themselves of leave and travelling in advance but, if by service subsequent to the taking of leave and entitlement to that leave and travelling does not accrue, any payment of ordinary pay for the period of leave and the cost of air fares shall be refunded to the employer through no fault of that employee. For the purposes of this provision the employer may deduct any amount to be refunded from any monies otherwise due to the employee under the contract of employment.

1.10 Rostered days off

1.10.1 Notwithstanding the provisions of 20.7 of this award the employer and the employee may agree to accrue up to a maximum of five rostered days off to be taken at a mutually agreed time.

1.10.2 If agreement cannot be reached the shop steward/union shall be involved and the project disputes procedure shall be followed.

1.10.3 Provided that should the services of an employee terminate with any such accrued rostered days off not taken the employee shall be given payment in lieu of those days.

1.11 Rest periods

1.11.1 Employees engaged on work to which this clause applies shall be entitled to one break of ten minutes each morning and one break of ten minutes each afternoon.

1.11.2 An employer and employee may agree to any variation of the provisions of this clause to meet the circumstances of the work in hand provided that the employer shall not be required to make payment in excess of the time prescribed for rest periods in this clause.

1.12 Meal interval

Notwithstanding the provisions of 21.1 of this award and subject to agreement between the employer and the employee an employee may be required to work for up to 6 hours before the cessation of work for the purposes of a meal.
1.13 Meal allowance

1.13.1 Notwithstanding the provisions of 21.2.3 of this award an employee shall be entitled to a meal allowance of the amount prescribed therein, however, for the purposes of this clause the qualifying period of one and one half hours overtime to be worked shall commence at the time of the completion of the daily component of the usual project 54 hour working week.

1.13.2 In all other respects the provisions of clause 21 of this award shall apply for the purposes of this clause.

1.14 Cyclone procedure

1.14.1 Notwithstanding the provisions of this award and subject to the provisions of this clause, the following shall apply when, because of a cyclone, the employer stands down those employed under this appendix.

1.14.2 Each employee who:

   1.14.2(a) at the commencement of the cyclone period reports for and remains at work until otherwise directed by the employer; and

   1.14.2(b) following the all clear resumes duty in accordance with the direction of the employer:

   shall be paid for the normal rostered ordinary time and overtime occurring during the stand-down.

   1.14.2(c) Notwithstanding the provisions of this subclause, an employee who prior to the stand-down due to a cyclone has commenced an overtime shift shall be paid what would have been earned on that shift but for the stand-down.

1.14.3 An employee who, on any day during the cyclone stand-down:

   1.14.3(a) is required for work and is requested to do so by the employer; and

   1.14.3(b) is not willing or available to work when so requested;

   is not entitled to pay for that day.

1.14.4 An employee who is required to remain at or who is called out to work during the period of time in which the operation has been stood down because of a cyclone shall be paid for all time worked at penalty rates but not so as to exceed a maximum of double time unless the day concerned is a public holiday in which event the maximum payment, subject to other provisions of this award, shall not exceed 2½ times the single time rate.

1.14.5 After the all clear has been given each employee shall be notified by the employer of:
the time at which normal operations are to resume; and
the time at which employees are to resume work; and

an employee who does not present for work at the time referred to herein is in respect of that day only entitled to payment for time worked.

1.14.6 The notification to be given by the employer to the employee pursuant to 1.14.5 hereof may be per medium of written notice or by special announcement broadcast by radio and/or television provided that such an announcement is repeated at not less than hourly intervals on at least two occasions prior to the then stated time at which normal operations are to be resumed.

1.14.7 Where, on the day following the resumption of normal operations or on any subsequent day, an employee cannot, because of damage caused to the operations by the cyclone, be usefully employed, the employer may stand the employee down without pay.

1.15 Project disputes procedure

1.15.1 All parties understand the importance of the project and in the interests of continued smooth running agree that every endeavour will be made to resolve disputes by using the following procedures.

1.15.2 The parties agree at all times to abide by the following procedure and work will continue without any industrial action while the parties seek resolution;

1.15.2(a) Site contractors acknowledge that as negotiations proceed during the following procedure it may be necessary to report back to or gain instruction from, the workforce. However, where such meetings are required, the unions agree to minimise disruption and shall obtain the agreement of management about timing and the venue for the meeting otherwise work shall continue as normal.

1.15.2(b) Contractors or their representatives shall make themselves available upon the request of the shop steward so as to quickly deal with the grievance or claim being raised. However, all parties need to understand that the process of negotiation and consultation takes time.

1.15.2(c) The employer shall ensure that all practices applying during operation of the procedure are in accordance with safe working practices and consistent with established custom and practice at the workplace.

1.15.2(d) Sensible time limits shall be allowed for the completion of the steps in 1.15.4 and 1.15.5 hereof. However, unless mutually agreed between the parties at the time, these steps could take up to 3 working days providing the State union official(s) to be involved is/are available in that time to participate in direct negotiation.

1.15.3 The employee and/or the shop steward shall discuss the claim/or grievance with the employee’s foreman or supervisor.
1.15.4 If the matter is unable to be resolved the shop steward shall discuss any claim or grievance with the staff member responsible for industrial relations. If the matter remains unresolved then it shall be brought to the attention of the contractor’s project manager.

1.15.5 In the event of such negotiations not resolving the claim or grievance the shop steward shall involve the appropriate State union official who shall meet with the employer and participate in direct negotiations in an attempt to resolve the matter. The employer may seek the assistance of the CWAI, in a further attempt to resolve the matter through direct negotiation.

1.15.6 If the matter is not resolved by negotiation in accordance with steps 1.15.4 and 1.15.5 hereof, the parties shall record the matter(s) which remain in dispute and that this procedure has been complied with.

1.15.7 In order to allow for the peaceful resolution of grievances the parties shall be committed to avoid stoppages of work, lockouts or any other bans or limitations on the performance of work while steps 1.15.4 to 1.15.5 hereof are being followed.
SCHEDULE A - EMPLOYER RESPONDENTS

[Sched A corrected by PR939069 ppc 16Jul02; varied by PR968107 ppc 27Jan06]

AUSTRALIAN CAPITAL TERRITORY

ACT Capital Crane Hire, 7 Casuarina Sands, COTTER via WESTON ACT 2611
Mitchell Crane Hire, PO Box 1532, TUGGERANONG ACT 2901

NEW SOUTH WALES

ABC Cranes 1581 Botany Road BOTANY NSW 2019
A A Aarons Cranes & Cartage Mars Road Lane Cove 2066
Abscaff Rigging 91 Abercrombie Street CHIPPENDALE NSW 2008
Action Crane Hire Pty Ltd 12 Homedale Avenue BANKSTOWN NSW 2200
Action Recovery Services Pty Ltd 12 Homedale Avenue BANKSTOWN NSW 2200
Adair Crane Services 20 Tattersall Road BLACKTOWN NSW 2148
Advanced Lifting Services 120 Industrial Road Oak Flats 2529
Albion Park Crane Hire Russell Street Albion Park 2527
Albury Crane Hire P/L 506A Young Street ALBURY NSW 2640
Alco Cranes 114 Oxford Street SMITHFIELD NSW 2164
All Purpose Cranes 40 Trobriand Crescent GLENFIELD NSW 2167
Allfab Mobile Cranes Pty Ltd Shellharbour Road KEMBLAWARRA NSW 2505
Antax Crane Hire Pty Ltd 93 Bellambi Lane Bellambi 2518
Apex Mobile Cranes/General Cranes 145 Wood Park Road SMITHFIELD NSW 2164
Bains Cranes 22 Bogon Avenue BAULKHAM HILLS NSW 2153
Bananacoast Cranes Gaudrons Road MONEE BEACH NSW 2450
Baradom Pty Ltd Bennelong Road HOMEBOUSH NSW 2140
Barry & Heasman Crane 36 Coronation Road BAULKHAM HILLS NSW 2153
Baulkham Hills Crane Hire Chapel Lane BAULKHAM HILLS NSW 2153
Bell's Contracting Services 359 Great Western Highway SPRINGWOOD NSW 2777
Bennett Industries 70 Carrington Street LISMORE NSW 2480
Bill Wood Cranes 2 Chestnut Avenue SANDY BEACH NSW 2456
Boorman Cranes 16 Ambler Close Emu Plains 2750
Bowers Crane Service Hambledon Hill Road SINGLETON NSW 2330
Bradstreets Crane Hire 75 Sheppard Street HUME NSW 2601
Brambles Australia 73-79 Mount Street NORTH SYDNEY NSW 2060
Brenton-AWFT-Atkenson (Trading under Francrane) PO Box 239 DOONSIDE NSW 2767
Brilly Cranes 37 The Causeway SOUTH STRATHFIELD NSW 2135
Brooks Bros Muffett Street SCONE NSW 2337
Brunswick Crane Hire Pacific Highway TYAGARAH NSW 2481
J Butler 46 Meta Street CARINGBAH NSW 2229
J. Butler Southern City Cranes 46 Meta Street CARINGBAH NSW 2229
Cal Hire Pty Ltd Karoonda Close RATHMINES NSW 2250
Camtrac Pty Ltd Macquarie Grove Road CAMDEN NSW 2570
Camtrac Pty Ltd Lackey Road MOSSVALE NSW 2577
Canberra Cranes & Forklift Services 36 Barrier Street FYSHWICK ACT 2609
Carrington Steel P/L PO Box 27 CARRINGTON NSW 2294
Causero A 13 O'Neil Street Unanderra 2526
Cranes & Forklift Services Pty Ltd 1581 Botany Road BOTANY NSW 2019
Central Coast Cranes Pty Ltd 11 Dell Road GOSFORD WEST NSW 2250
Chapman Cranes 78 Parramatta Road LIDCOMBE NSW 2141
Charter Cranes & Equipment P/L 2nd Floor 24 Bay St Double Bay 2028
Citiwide Cranes Pty Ltd 58 Chadderton Street LANSVALE NSW 2166
City Window Cleaning 3 Callan Street MITCHELL ACT 2911
City & Rural Crane Hire P/L Green Road Kellyville 2153
Cleary Bros (Bombo) Pty Ltd 39 Five Islands Road PORT KEMBLA NSW 2505
Cleary Bros Beach Road BERRY NSW 2535
PB Coleman Pty Ltd 229 Rothery Road CORRIMAL NSW 2158
Colla Bros 100 Benerembah Street GRIFFITH NSW 2680
Combined Crane Service 14 Largs Avenue MAITLAND NSW 2320
Commercial Rigging Pty Ltd 22 Victoria Street ST PETERS NSW 2044
Compass Cranes Park Road REGENTS PARK NSW 2143
Coopers Cranes 37 Berry Street GRANVILLE NSW 2142
G & P Coupland Cranes Pty Ltd 358 Luxford Road Lethridge Park 2770
Crane Equip (John Sheridan) Pty Ltd 37 Waipori Street ST IVES CHASE NSW 2075
Cunningham Cranes Pty Ltd 20 Sammut St Smithfield 2164

Davies Cranes 3 Arnold Avenue KELLYVILLE NSW 2153
JL & I Davies 3 Arnold Avenue KELLYVILLE NSW 2153
Davis Cranes 78 Clarence Street MERRYLANDS NSW 2160
Davis Cranes 22 Vardys Road EAST KINGSLANGLEY NSW 2147
Dawson Cranes 44 Links Road ST MARYS NSW 2760
Dayal Singh Constructions 338 Armidale Road TAMWORTH NSW 2340
Dee Why Crane Service 17 Dale Street BROOKVALE NSW 2100
Dentcrane Old Springhill Road PORT KEMBLA NSW 2505
Didovitch Cranes 12 Warren Avenue BANKSTOWN NSW 2250
Dowling Crane Service 17A Pacific Highway RAYMOND TERRACE NSW 2324
Downweld Crane & Rigging Services Pty Ltd 145 Woodpark Road Smithfield 2164

Eveready Cranes 94 Toongabbie Road TOONGABBIE NSW 2146
Ferrcom Pty Ltd 6 Harford Street PENRITH NSW 2750
Fisher Crane Hire 2 Douglas Street NARRANDERA NSW 2700
Forners Cranes 12 Homedale Road Bankstown 2200
Francrane P/L 67 Doonside Crescent Blacktown 2148
Freds Cranes 152 Alfred Street CHIPPING NORTON NSW 2170
Fregonia Hire Pty Ltd 43 Beatson Street Wollongong 2500
Fuller's Crane & Rigging Services Pty Ltd 178 Grange Avenue Schofields 2762

Gerry's Crane Rigging Service P/L 10 Duff Road CECIL PARK NSW 2171
Gillespie Cranes 83 Lilyfield Road LILYFIELD NSW 2040
Gillmarr Crane & Rigging Services 83 Lilyfield Road LILYFIELD NSW 2040
Glennelle Services 12 Moncrief Road LAYLOR PARK NSW 2147
Griffith Mobile Crane Hire 26 Whybrow Street GRIFFITH NSW 2680
Guido Comacchio 168 Shellharbour Road Port Kembla 2505
Anthony Pieber Guildford Towing & Transport 170 Woodpark Road SMITHFIELD NSW 2164
H.F. Hand & Co Pty Ltd PO Box 152 WEST KEMPSEY NSW 2440
Hanna & Edmed 194 Byangum Road MURWILLUMBAH NSW 2484

Hambly's Crane & Haulage Pty Ltd 58 Girrawheen Avenue Kiana 2533
Harley Cranes P/L PO Box 143 Chester Hill 2162
R. William Hastings Crane Hire PO Box 236 KEMPSEY NSW 2440
Hills District Crane 3 Arnold Avenue KELLYVILLE NSW 2153
Hollingworth Cranes Pty Ltd 57 Wayo Street GOULBURN NSW 2580
Hunter Valley Cranes Pty Ltd 2 Cleveland Street Strathfield 2135

I.M. Engineering Pty Ltd Sandpiper Close KOORAGANG ISLAND NSW 2304
Ison & Sons Princes Highway SOUTH NOWRA NSW 2540

Jasen Fabrications 5 Snow Street SOUTH LISMORE NSW 2480
Jim Zsovar Crane Hire 11 Greenwood Place Barrack Heights 2528
Johnson & Morris 116 Canterbury Road BANKSTOWN NSW 2200
JR's Crane Hire 85 Vermont Road Warrawong 2502

Kanabrook Cranes Pty Ltd 22 Pacific Hwy Mount White 2250
Kwik-Lift Transport 16 Stephen Drive Woonona 2517

Legend Cranes Pty Ltd, 645 Cabbage Tree Road, WILLIAMSTOWN NSW 2301
Les-El Crane Hire P/L 50 Oxford Street SMITHFIELD NSW 2164
Liverpool Crane Service 67 St John Road Busby 2168
DJ Lynch Engineering Crane Hire Mount Street GUNDAGAI NSW 2722

MacArthur District Cranes 6 Lindley Avenue MACQUARIE FIELDS NSW 2564
Macksville Motor Wreckers - Crane Hire 10 Tarrawonga Street MACKSVILLE NSW 2447
Maitland Centre 14 Largs Avenue MAITLAND NSW 2320
Marr Contracting 292-294 Howard Street MASCOT NSW 2020
Masons Equipment Hire 11 Riverside Road SOUTH GRAFTON NSW 2461
MIA Crane Services Leeton & Narrandera Douglas Street NARRANDERA NSW 2700
Mobile Crane Company Pty Ltd 17 Hargraves Place WETHERILL PARK NSW 2164
Muswellbrook Crane Service Denman Road MUSWELLBROOK NSW 2333

Narooma Crane Service Princess Highway TILBA TILBA NSW 2546
Nina Holdings P/L 22 Resevoir Road MT PRITCHARD NSW 2120
North Coast Cranes Pacific Highway BOAMBEE NSW 2450
Northern Beaches Crane Hire 6 Iluka Avenue Elanora Heights 2101

P B Coleman Pty Ltd 229 Rothery Road Corrimal 2158
Pacific Crane Hire 6 Kelso Drive MORREBANK NSW 2170
Pambula Engineering Boundary Road PAMBULA NSW 2549
Penrith Cranes Cranebrook Road CRANEBROOK NSW 2750
Peter McKenzie 11 Star Avenue GOONELLABAH NSW 2480
WA Pickels NSW 234 North Street ALBURY NSW 2640
Pittwater Cranes Service 14 Polo Avenue MONA VALE NSW 2130
Port Macquarie Cranes PO Box 1054 PORT MACQUARIE NSW 2444
Preston Cranes 65 Derby Street SILVERWATER NSW 2141

R.F. Hand Pty Ltd P.O. Box 152 WEST KEMPSEY NSW 2440
Ramsey Cranes P/L 21 King Road Hornsby 2077
Regemade Cranes & Rigging, 10 Silva Avenue, QUEANBEYAN NSW 2620
Riverina Crane & Towing Moorong Street WAGGA NSW 2656
Santos Crane Lot 251 17th Avenue HOXTON PARK NSW 2171
Sapphire Coast Cranes, Spring Creek Road, BEGA NSW 2500
Service P/L 120 Station Road SEVEN HILLS NSW 2147
Shane Robinson Crane Hire 11 Coombes Drive Penrith 2750
M.J. Sherrin Pty Ltd 17 Princes Road AUBURN NSW 2144
M.J. Sherrin Pty Ltd 19 Wallsend Road SANDBARGE NSW 2304
Specialised Cranes Pty Ltd 21/28 Barry Road Chipping Norton 2170
Speedy Crane Hire 19 Loftus Avenue Loftus 2232
Spindler Cranes 14 Commercial Road OAKVILLE NSW 2765
Spintiki Crane & Travel Tower Service P/L 120 Station Road SEVEN HILLS NSW 2145
St. Marys Cranes 10 Charles St ST MARYS NSW 2760
Strongs Cranes 27 Skinner Street BELINNA NSW 2478
Structural Cranes Pty Ltd Holland Street WICKHAM NSW 2293
Superior Rigging & Crane Erection Pty Ltd PO Box 78 ST PETERS NSW 2044
Swares's Cranes 9 Grasmere Street GUILDFORD NSW 2161
Sydney Cranes Park Road REGENTS PARK NSW 2143

T & A Crane Hire 5 Kempsey Place Bossley Park 2176
Tolo Cranes 48 Olivett Street GLENBROOK NSW 2773
Tweed Crane Hire PO Box 331 Tweed Heads 2485

Verdon R & M Crane Hire P/L 275 Princess Highway Unanderra 2526

W & P Equipment Hire 112 Queen Street GRAFTON NSW 2460
Wagga Mobile Cranes Pty Ltd 7 Pearson Street WAGGA WAGGA NSW 2650
Waters Cranes 9 Dyer Crescent GOSFORD WEST NSW 2250
Wellington's Cranes 12 Richmond Road WINDSOR NSW 2756
Wellmec t/as Utex 3 Viccta Way Bommaderry NSW 2541
Wilson Mobile Cranes Pty Ltd 10 Bessemer Street BLACKTOWN NSW 2148
Wollongong Formwork Pty Ltd 17 Glastonbury Avenue UNANDERRA NSW 2526
Wyong Crane Services 64 Wallarah Road GOROKAN NSW 2263
3 Way Constructions PO Box 375 BLACKTOWN NSW 2148

Yoogali Engineering Co 26 Whybrow Street GRIFFITH NSW 2680
Young Crane Hire & Welding Service Boorowa Road YOUNG NSW 2594

VICTORIA

A. K. Z. Crane Hire Latrobe Road MORWELL VIC 3940
A. J. Plum 125 McKellar Street BENALLA VIC 3672
A-Line Crane Trucks 84 Canning Street AVONDALE HEIGHTS VIC 3034
AAA Statewide Contracting 289 Jells Road WHEELERS HILL VIC 3150
AAA Victoria Crane rucks 289 Jells Road WHEELERS HILL VIC 3150
Accurate Signs P/L 188 Day Street PORT MELBOURNE VIC 3207
Ace Tower Hire Old Hereford Road MT EVELYN VIC 3796
Active Cranes 15 Clydeandsdale Street BOX HILL VIC 3128
Adrian Evans Trading as Belmont Cranes 18 Darambal Crescent LEOPOLD VIC 3224
Alexandra Crane Hire RMB 4040 ALEXANDRA VIC 3714
All Lift 19 Donnel Street EAST ROSANNA VIC 3084
All Suburbs Tower Hire 1 Salmon Bay PATTERSON LAKES VIC 3197
Allover Crane Hire 6 Aumann Drive TEMPLESTOWE VIC 3106
Alpine Tower Hire P/L 13-17 Grove Street VERMONT VIC 3183
Anchor Mobile Cranes 37 Potter Street BLACK ROCK VIC 3193
G Anderson Andersons Road BARRABOOL VIC 3220
Anglesea Mobile Cranes P/L Sandra Avenue MORLANE VIC 3214
Anvil Eng. & Crane Hire 300 Mahoneys Road THOMASTOWN VIC 3074
Anvil Engineering & Crane Hire 300 Mahoneys Road THOMASTOWN VIC 3074
L. Arthur Craigieburn Road YOROKE VIC 3047
Ascom P/L Cnr Wellington & Mantilla Roads CLAYTON VIC 3168
Assco 15 City Road SOUTH MELBOURNE VIC 3000
ATC Travel Towers 42 St Kinnord Street ESSENDON VIC 3040
Australian Chamber of Manufacturers GPO Box 1469 MELBOURNE VIC 3004

B & G Equipment Hire 74 Church Street WODONGA VIC 3690
Balaccon Pty Ltd PO Box 365 Cobram VIC 3644
B. Carpenter Pendlebury Street ALEXANDRIA VIC 3714
S. Bennett B.T. Crane Hire Round Tower Road DANDENONG VIC 3175
Ballantyne Crane Service 80 Waterban Road BALLARAT VIC 3350
Ballarat Crane Service 317 Skipton Street BALLARAT VIC 3350
Ballarat Lifting Service 821A Howitt Street BALLARAT VIC 3350
Barry James Crane Hire 317 Skipton Street BALLARAT VIC 3350
Barry James Cranes P/L Cnr Seabeach Pd and Maddern Ave NORTH SHORE VIC 3214
Barry James Cranes P/L Lot 10 Burgess Street ALTONA NORTH 3025
Barry James Cranes P/L 19 Griffith St BACCHUS MARSH 3340
Barry James Mobile Cranes P/L Cnr Gurtrude and Lynott Streets HORSHAM 3400
Barry James Mobile Cranes P/L 19 Cypress Street STAWELL 3300
Barry James Mobile Cranes P/L 31 Wiltshire Lane BALLARAT 3350
Barry Schoder Proprietor 30 Thunder Street BENDIGO VIC 3305
Bartel Tower Hire 44 Sans Souci Drive WODONGA VIC 3690
Ronald J. Bartes 10 Victoria Road BEECHWORTH VIC 3747
G Bartells KANGAROO FLAT VIC 3555
Bay City Mobile Cranes 24 Denmon Street EAST GEELONG VIC 3219
Bayswater Crane Trucks 33 Anderson Street FEATHERGULLY VIC 3156
Terry Beasley Contract Fabrication & Construction Engineering 75 Triholm Street LAVERTON VIC 3028
Bellfield Mobile Crane 9 Salisbury Street SUNSHINE VIC 3020
Bellfield Mobile Crane P/L 40 Swanston Street PRESTON VIC 3072
Benson & Morgan Heart Road SALE VIC 3850
Berkley Cleaning 76 Nicholson Street ABBOTSFORD VIC 3067
Better Built Crane Hire 120 Canterbury Road BAYSWATER VIC 3153
Bettiol Crane Hire 4 The Concord BUNDOORA VIC 3083
K. E Black & Sons 9 Wilson Street COLAC VIC 3250
K G Black Crane Hire 1 Dunbar Avenue CRANBOURNE VIC 3977
Blacks Crane Hire 9 Wilson Street COLAC VIC 3250
D. Bottomley English Street SEVILLE VIC 3139
Bromac Tower Hire 2 Moonah Road WANTIRNA SOUTH VIC 3152 Victoria
Buchanan Crane Hire Pty Ltd 490 Bentons Road Moorooduc 3933
WM Buckle & Son 125 Ormond Road GEELANG EAST VIC 3219
Dick Buyel Electrics Pensylvania Avenue BATESFORD VIC 3221

A. H. Cains 21 Mitchell Road LILYDALE VIC 3140
J.J. Cairns C/- P.O. Box Harcourt HARCOURT VIC 3453
Calder Mobile Cranes 13 Market Street KYNETON VIC 3444
W. R. Carpenter and Co. 291 Mt. Alexander Road ASCOT VALE VIC 3032
Carpenter & Warne C - 9 Peterkin Street ALEXANDRA VIC 3714
S & G Carter Crane Hire 92 McMahon Road RESERVOIR VIC 3073
Carty's Travel Tower Pollocksford Road GNARWARRE VIC 3221
Carty's Travel Tower Hire Railway Siding SOUTH GEELANG VIC 3220
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<td>Contract Fabrication &amp; Construction Engineering 75 Triholm St LAVERTON VIC 3028</td>
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<td>G.E.C. Contractors 3 Callender Ave</td>
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<td>Crane Trucks 56 Chiltern St</td>
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<td>S.J. Duff 125 Ocean Rd</td>
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<td>8 Wimmena Avenue MANIFOLD HEIGHTS VIC 3220</td>
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<td>148 North Boundary Road HAMILTON VIC 3300</td>
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<td>Ford Road SHEPPARTON VIC 3630</td>
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<td>G. Harrison</td>
<td>48 Drouin Road LONGWARRY VIC 3816</td>
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<td>R.A. &amp; S Hayward Travel Tower Hire</td>
<td>RMB 1970 Smiths Road LETHBRIDGE VIC 3332</td>
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<td>PO Box 526 LAVERTON VIC 3028</td>
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<td>Heidelberg Tower Hire Service</td>
<td>432 Waterdale Road HEIDELBERG VIC 3084</td>
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<td>Hi Tower Hire</td>
<td>4 Hampden Road ARMADAILE VIC 3143</td>
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<td>R.F. &amp; M.L. Hickman</td>
<td>10 Edwards Road MAIDEN GULLY VIC 3551</td>
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<td>Hickmans Mobile Platform</td>
<td>Hire Edwards Road MAIDEN GULLY VIC 3551</td>
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<td>G Higgins &amp; Co</td>
<td>170 Sydney Road WEST BRUNSWICK VIC 3055</td>
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<td>Highland Crane Hire Princes Highway</td>
<td>2 Prince Highway MORWELL VIC 3840</td>
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<td>38 Greenaway Street BULLEEN VIC 3105</td>
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<td>Hydralift Crane Service Pty Ltd,</td>
<td>16 Nantilla Road, CLAYTON VIC 3168</td>
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<td>IBM Rigging &amp; Construction P/L</td>
<td>T/A IBM Crane Hire 21 Windermere Crescent</td>
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<td>IC Hire Pty Ltd</td>
<td>MULGRAVE VIC 3170 [inserted by PR939069]</td>
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<td>Independent Crane Hire Factory</td>
<td>7 61 Horne Street CAMPBELLFIELD VIC 3061</td>
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<td>Brian Irving</td>
<td>81 Hope Street SPOTSWOOD VIC 3015</td>
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<tr>
<td>Brian Irving</td>
<td>97 High Street NEWPORT VIC 3015</td>
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<td>J.B.V. Contractors</td>
<td>66 Old Warburton Road SEVILLE VIC 3139</td>
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<td>Jennings Mobile Cranes</td>
<td>690 Springvale Road MULGRAVE VIC 3170</td>
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<td>Jet Cranes P/L</td>
<td>54 Spry Street NORTH COBURG VIC 3058</td>
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<td>330 Mahoneys Road THOMASTOWN VIC 3074</td>
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<td>Peter Johansson Trading as Skylift</td>
<td>Rentals 37 Edols Street NORTH GEELONG VIC 3215</td>
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<td>Johnsway Crane Hire Bay Road</td>
<td>SANDRINGHAM VIC 3191</td>
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<td>G. Jones</td>
<td>349 Hull Road MOOROOLBARK VIC 3138</td>
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<td>K.S. Electrics</td>
<td>Finlay Road CARLTON VIC 3053</td>
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<td>G K &amp; T Kanakis 9</td>
<td>Coleridge Court TEMPLESTOWE VIC 3106</td>
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<td>Kaye Form Cnr Bridge &amp; Greenaway</td>
<td>Streets BULLEEN VIC 3105</td>
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<tr>
<td>Bill Kerry Machinery Transport</td>
<td>111 North Street GLENROY VIC 3946</td>
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<td>Ken Hill Cranes</td>
<td>82 Greta Road WANGARATTA VIC 3677</td>
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<td>Kenco Crane Hire</td>
<td>568 Geelong Road BROOKLYN VIC 3012</td>
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<td>R. Knight</td>
<td>107 Cruickshank Street PORT MELBOURNE VIC 3207</td>
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<td>Knox Travel Tower</td>
<td>Hire 2 St Elmo Avenue FERNTREE GULY VIC 3156</td>
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<td>A. Charles Knox Lot</td>
<td>10 McMullen Road OFFICER VIC 3809</td>
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<td>Kuzman Bros Construction</td>
<td>26 McNabb Street BERWICK VIC 3806</td>
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<tr>
<td>Kyneton Crane Hire</td>
<td>37 Donnithorne Street KYNETON VIC 3444</td>
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L.C. Management 21 Louis Street AIRPORT WEST VIC 3041
Lilydale Tower Hire 106 Cambridge Road MOOROOLBARK VIC 3138
MCL Crane Hire Pty Ltd 4 Jarrah Court HOPPERS CROSSING VIC 3030 [inserted by PR939069]
Keith McCabe 36 Orr Street YARRAWONGA VIC 3730
Ivan McNeill & Co P/L 17 Werril Street SWAN HILL VIC 3585
McCabe Mobile Cranes Pty Ltd 36 Orr Street YARRAWONGA VIC 3730
McInnes Transport Pty Ltd Princess Highway DANDENONG VIC 3175
McNeill Mobile Cranes 1 Watson Street SHEPPARTON VIC 3630
McNeill Mobile Cranes Pty Ltd 20 North Street SHEPPARTON VIC 3630
M. Macreadie 16 Delhi Street SEYMOUR VIC 3660
Mansfield Crane Hire 35 Hunter Street MANSFIELD VIC 3722
Martin’s Mobile Cranes 85 Darinie Street SWAN HILL VIC 3585
Melbourne Crane Hire (VIC) Pty Ltd T/A Betta Crane & Access Hire 215 Kororoit Creek Road WILLIAMSTOWN VIC 3016 [inserted by PR939069]
Melbourne Travel Tower 96 Delfield Drive TEMPLESTONE VIC 3106
Membrey’s Transport & Crane Hire Pty Ltd, 69 Remington Drive, DANDENONG SOUTH VIC 3175
D & J Metcalf P/L Travel Tower Hire 16 Taylor Street ELTHAM VIC 3095
D Metcalfe 20 Henry Street ELTHAM VIC 3095
Mitcham Mobile Cranes 30 Rooks Road NUNAWADING VIC 3131
P & R Mitchel Contractors 964 Drummond Street CARLTON NORTH VIC 3053
Modern Crane Service Pty Ltd 378 Barkley Street FOOTSCRAY VIC 3011
Moe Crane Hire 111 Moore Street MOE VIC 3825
Monash Plant Hire 750 Blackburn Road CLAYTON NORTH VIC 3169
Moorabbin Mobile Cranes 42 MacBeth Street BRAESIDE VIC 3195
Mordialloc Cranes Mills Road BRAESIDE VIC 3195
Mount Dandenong Crane Hire 32 Hume Lane MOUNT DANDENONG VIC 3767
Mr P. Try & Mr D. Nash 27 Hardy Street SELBY VIC 3159
B J & B J Murphy 113 McCartin Street LEONGATHA VIC 3953
Murray A.B. & C. Pty Ltd 5 McNeily Road DROUIN VIC 3818
Mustey and McIntosh Main Road LANCEFIELD VIC 3435
North Eastern Tower Hire 12 Parfitt Road WANGARATTA VIC 3677
Northern Mobile Cranes Pty Ltd 1834 Sydney Road CAMPBELLFIELD VIC 3061
Old Bull & Box Engineering 155 Melbourne Road Wodonga VIC 3690
Joe O’Grady Crane Truck Hire 65 Brunel Road SEAFORD VIC 3198
O’Neil Mobile Cranes Pty Ltd 20 Standing Drive TRARALGON VIC 3844
Ormond Engineering & Plant Hire 111 Moore Street MOE VIC 3825
P.W. Crane Hire 57 McLiod Street Bairnsdale VIC 3875
Pakenham Crane Trucks Kirkham West Road KEYSBOROUGH VIC 3173
Panna Trucks & Crane Hire 5 Garden Drive TULLAMARINE VIC 3043
Peel Mawor Pty Ltd 2 Osborne Court WARNAMBOOL VIC 3280
Peninsula Mobile Cranes 277 Wickham Road MOORABIN VIC 3189
Peninsula Travel Tower 18 Cadles Road CURRUM DOWNS VIC 3200
Penna Cranes 2 Douglas Court NORTH ESSENDON VIC 3041
Peter Johansson Skylift Rentals 37 Edols Street GEELONG NORTH VIC 3215
PJD Services 505 Maroondah Highway RINGWOOD VIC 3134
S.J. & D.L. Plunkett 12 Kays Avenue HALLAM VIC 3803
Portland Mobile Crane (Prince Engineering) Port Arlington Road MOOLAP VIC 3221

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Premier Crane Co 1B White Hall Street FOOTSCRAY VIC 3011
Programmed Maintenance 10 Queens Road MELBOURNE VIC 3004

R & D Services 199 Moray Street SOUTH MELBOURNE VIC 3205
C.A. & J.M. Radford Transport 208 Belgrave-Hallam Road HALLAM VIC 3803
Radleys of Hamilton Coleraine Road HAMILTON VIC 3300
Rangeview Tower Hire 68 Percy Street MITCHAM VIC 3132
J & S Reid P/L 9 Maidstone Street RINGWOOD VIC 3134
Riddington & Webb 6 Akuna Avenue TALLANGATTA VIC 3700
A.H. & D.E. Robbins PO Box 392 COLAC VIC 3250
C J Robertson & Co P/L 85 Wilson Street HORSHAM VIC 3400
Roblift Crane Hire 1 Vine Avenue HORSHAM VIC 3400
Kevin Rouchan Cranes 821A Howitt Street BALLARAT VIC 3350
Rusco Travel Tower 54 Mitchell Drive WODONGA VIC 3690
Russell King Mobile Cranes Pty Ltd 7 Duffy Street BURWOOD VIC 3125
H. Russell Mobile Crane 10 Ophelia Street FERNTREE GULLY VIC 3156

Safelop 2 Yuruga Court MOOROOLBARK VIC 3138
Schultz Machinery Hire & Services Emily Street SEYMOUR VIC 3660
Selby Tower Hire 4 Caroline Street SELBY VIC 3159
Sergi Group Pty Ltd, 51-55 Garden Street, MULGRAVE VIC 3170
Shelton Timber Treatment Co. PO Box 309 COLAC VIC 3250
Shepparton Mobile Cranes 17 Wheelers Street SHEPPARTON VIC 3630
Sheridan Morley Travel Towers 42 Molan Street RINGWOOD VIC 3134
M.J. Sherrin Pty Ltd Factory 2 Golf Avenue MORDIALLOC VIC 3195
M.J. Sherrin Travel Tower Hire Factory 2 Golf Avenue MORDIALLOC VIC 3195
M.J. Sherrin Travel Tower Hire PO Box 13 MOORABBIN VIC 3189
Skybird Tower Hire Lot 8 Bushy Park Lane WANTIRNA SOUTH VIC 3152
Skyrider Tower Hire Pty Ltd RSD M532 Glen Park BALLARAT VIC 3352
Snow Evans Cranes 3 Swallow Crescent PATTERSON LAKES VIC 3197
Southern Plant Hire 1846 Princess Highway CLAYTON VIC 3168
Southern Suburbs & Peninsula Crane Hire 6 Apsey Place SEAFOOD VIC 3198
Spikings Mobile Cranes 96 Ryot Street WARRNAMBOOL VIC 3280
Stargazer Tower Hire 3 Lilac Street BAYSWATER VIC 3153
Stephens & Gould Travel Tower Hire 314 Windermere Street BALLARAT VIC 3350
Sunshine Painting Service 64 Monash Street SUNSHINE VIC 3020
Sunshine Tower Hire 64 Monash Street SUNSHINE VIC 3020

Talon International 27 Pickering Road GLEN WAVERLY VIC 3150
Ian Taylor Constructions P/L 1 Burton Court BAYSWATER VIC 3153
Terry Graham Travel Towers 1 Shadwell Court NEWCOMB VIC 3219
Thomas & Claffey 4 The Concord BUNDOORA VIC 3083
R. Thyer Wellington Road CLEMATIS VIC 3159
Total Travel Tower Service 25 Batman Road ELTHAM VIC 3095

Eddie Vella Cherry Picker Cobar Place ST ALBANS VIC 3021
Ray Van De Poppe Plumbing Services P/L PO Box 39 NORTH SHORE VIC 3214

S.R. & R.S. Wales Brisbane Hill Road WARBURTON VIC 3799
Wangaratta Cranes Roy Street WANGARATTA VIC 3677
Warrnambool Tree Removalists 2 Osbourne Court WARRNAMBOOL VIC 3280
Water Christie Crane Hire 17 Taylors Road CROYDON VIC 3136
West Lift Mobile Cranes 4 Longfield Street STAWELL VIC 3380
Whelan Rentals 221 Normanby Road SOUTH MELBOURNE VIC 3205
R.G. Wilkie Crane Hire Gipp Street KILMORE VIC 3601
Williamstown Crane Hire MacCauley Street WILLIAMSTOWN VIC 3016
A & J Wilson Travel Tower Hire 432 Waterdale Road HEIDELBERG WEST VIC 3081
Wilson Crane Hire Flora Avenue CABRITA VIC 3505
Wodonga Crane Hire P/L 22 South Street WODONGA VIC 3690
Wodonga Crane Hire 22 South Street WODONGA VIC 3690
J H & P J Wood Brinsmeads Lane LEOPOLD VIC 3221
J.H. Wood 34 Crestmoor Drive HIGHTON VIC 3216
JH & PJ Wood Grubb Road WALLINGTON VIC 3221
Woods of Geelong 8 East View Parade BELMONT VIC 3216
W.L. Woods River Road WARBURTON VIC 3799
Wyndham Crane Hire 39 Edgar Street WERRIBEE VIC 3030
Yomara 50 Matthews Road CORIO VIC 3214

QUEENSLAND

A.T.W. Crane Hire Lochlarney Street BEENLEIGH QLD 4207
Action Travel Tower Hire 24 Boyland Avenue COOPERS PLAINS QLD 4108
Advanx Cherry Picker Hire 27 Bunya Road PARKHURST QLD 4700
Aitken Crane Services P/L PO Box 503 Archerfield 4108
Aitken Transport P/L PO Box 12 FORTITUDE VALLEY QLD 4006
Albert District Crane Hire 13 Distillery Road BEENLEIGH QLD 4207
Allwin Plant Services Pty Ltd 42 Bevlin Court Albany Creek 4035
Alpha Unit Trust T/A Sitemaster Plant Hire 11 Hutchinson Street Burleigh Heads 4220
Amac Tower Hire 28 Jennifer Street Seventeen Mile Rocks 4073
Anmel Cherry Picker Hire PO Box 211 Beerwah 4519
Apex Cranes 113 Kenny Street PORTSMITH QLD 4870
Arabs Crane Hire Distillery Road BEENLEIGH QLD 4207
Austin's Mobile Crane Park Street NORTH ROCKHAMPTON QLD 4701
Aussie Cranes PO Box 1190 Runaway Bay 4216
AWR Fertilisers & Transport Services 35 Anzac Road Proserpine 4800

Barkly Welders 37-39 Commercial Road SUNSET MT. ISA QLD 4825
Bay Treelopping PO Box 1038 Hervey Bay Town 4655
Bayview Crane Hire 3 Peridot Street BAYVIEW HEIGHTS QLD 4868
Beenleigh Crane Hire Precision Street SALISBURY QLD 4107
Beenleigh Crane Hire 41 City Road BEENLEIGH QLD 4207
Beerwah Crane Hire Peachester Road BEERWAH QLD 4519
Bellingham & Co 69 Fitzroy Street WARWICK QLD 4370
Bells Carrying & Crane Hire Service 153-159 Brown Street BUNGALOW QLD 4870
Birch Crane Hire 54 Satellite Crescent OUTER HARBOUR MACKAY QLD 4740
Blackwater Travel Tower Crane and Dozer Hire Karri Street BLACKWATER QLD 4717
Bolmak Pty Ltd 20 Enterprise Road MOUNT ISA QLD 4825
Bowden & Stagg Loudoun Street DALBY QLD 4405
Branridge Pty Ltd 192 Churchill Street CHILDERS QLD 4660
Brisbane & Gold Coast T.A.C. Hire Services Balham Road ROCKLEA QLD 4106
Brisbane Tower Hire 13 Franklin Road ROCKLEA QLD 4106
Brooks Crane Hire 21 Sturt Street WESTCOURT QLD 4870
Buchanan Transport Pty Ltd 50 Dalrymple Street BOWEN QLD 4805
Bundaberg Crane Hire 64 Baker Street BUNDABERG QLD 4670
Bunbel Pty Ltd T/A Coast & Country Crane Hire Kawana Industrial Estate Kawana 4701
Burpengary Crane Hire 67 Osborne Terrace DECEPTION BAY QLD 4508
K.N Busiko & Co Crane Hire 98 Wyndham Street ROMA QLD 4455

Caboolture Crane Hire Semple Lane CABOOLTURE QLD 4510
Caboolture Welding Works 3 East Street CABOOLTURE QLD 4510
Cairns Crane 219 Scott Street CAIRNS QLD 4870
Capable Crane Hire (Capalaba) 1 Weldon Street BIRKDALE QLD 4159
Capacity Cranes Benaraby Road SOUTH GLADSTONE QLD 4680
Centenary Access Equipment Hire 47 Station Avenue DARRA QLD 4076
Centenary Hire and Sale 47 Station Avenue DARRA QLD 4076
Central Queensland Crane Hire 97 Kent Street ROCKHAMPTON QLD 4700
Cherry Picker Hire 111 The Esplanade Golden Beach CALOUNDRA QLD 4551
City Hire Service 12 Herston Road KELVIN GROVE QLD 4059
City-Wide Travel Tower Hire 24 Sovereign Avenue BRAY PARK QLD 4500
Claude Neon Ltd 769 Kingsford Smith Drive EAGLE FARM QLD 4007
Clark Vincent 16 River Crescent Cypress GaRoadens 4218
Cobra Crane Hire 34 Hoad Street EARLVILLE QLD 4870
Col Barr Engineering 13 Muriel Street REDLAND BAY QLD 4165
Condamine Concrete Products Pty Ltd Cnr McEvoy & McDougall Streets WARRICK QLD 4370
Crane Hire Services Harvey Street EAGLE FARM QLD 4007
Crane Mobile Hiring Co 350 Adelaide Street BRISBANE QLD 4000
Crossy's Crane Hire 12 Parkway Street Trinity Park 4879
C.Q. Crane Hire 97 Kent Street ROCKHAMPTON QLD 4700

DJ Crane Hire Karara Road CAMBOOYA QLD 4358
J.B. Davies Enterprises Pty Ltd 43 Colebard Street WEST ARCHERFIELD QLD 4108
Dick Sugden Cranes 21 Prescott Street TOOWOOOMBA QLD 4350
Doug Sim Enterprises 27 Moore Street ALBION QLD 4010
Doyle's Crane Hire 30 Wickham Street GYMPIE QLD 4570

Eagle Engineering Pty Ltd 6 Bentley Street Gladstone 4680
Eagle Crane Hire 4 Kerrabee Street NERANG QLD 4211
Earthmoving Shute Harbour Road CANNON VALE QLD 4802
Edi Hire Young Street GLADSTONE QLD 4680
Edman Crane Hire 39 Binya Avenue Kirra 4225
E F S Contracting 365 Wondall Road Tingalpa 4173
Emerald Carrying Co Daniels Street EMERALD QLD 4720
Emerald Crane Hire 60 Robert Street EMERALD QLD 4720
Epoca Constructions Pty Ltd Elvin Street MACKAY QLD 4740

Far North Crane Hire 63 Aumulier Street PORTSMOUTH QLD 4870
Fowler Crane Hire 15 Penda Avenue GLADSTONE QLD 4680
Fox Industrial Services Crane Hire 3 Cooney Street IPSWICH QLD 4305
Franjan Travel Towers 51 Wellington Road WOOLOOWIN QLD 4030

GM & GS Pease Pty Ltd T/A Tully General Carriers Bruce Highway Tully 4854
Gatton Crane Hire 41 Smith Street GATTON QLD 4343
General Crane Hire 114 Links Avenue EAGLE FARM QLD 4007
General Rigging 30 Wheelers Crescent CURRUMBIN QLD 4223
Gladstone Capacity Cranes Toolooara Industrial Benaraby Road SOUTH GLADSTONE QLD 4680
Gladstone Crane Hire 30 Penda Avenue GLADSTONE QLD 4680
Goldsworthy Crane Hire 7 Palm Ave PARAMATTA PARK QLD 4870
Goldsworthy Crane Hire 276 Hartly Street BUNGALOW CAIRNS QLD 4870
Gordon Davis Crane Hire Paxton Road SPRINGWOOD QLD 4127
Grahams Crane Hire 61 National Park Road NAMBOUR QLD 4560
Gympie Crane Hire Topkins Road GYMPIE QLD 4570

H & L Crane Hire 222 Kloske Road BURBANK QLD 4156
Harbour Crane Hire 130 Lytton Road HEMMANT QLD 4174
Hertricks Crane Hire 136 Chum Street DINMORE QLD 4303
Hervey Bay Crane and Forklift Hire 47 Main Street PIALABA QLD 4655
Hi-Way Engineering Crane Hire Carrington Road TOOWOOMBA QLD 4350
Hickmotts Crane Service Bruce Highway BOWEN QLD 4805
Hinspeter Crane Service P/L Horwood Street Currajong 4812
FE Hinspeter & Sons PO Box 5280 MSO TOWNSVILLE QLD 4810
Holt's Cranes & Transport Carrington Road TOOWOOMBA QLD 4350
Hornibrook Group 99 Stuart Street BULIMBA QLD 4171
K & M Howard Crane Hire Pty Ltd Braham Street MIDDLEMOUNT QLD 4746
KJ & MV Howard Centenary Road SOUTH MIDDLEMOUNT QLD 4746 Hughes Cranes &

International Rigging (Aust) Pty Ltd 22 Sinnamon Road JINDALEE QLD 4074
International Rigging (Aust) Pty Ltd PO Box 203 KENMORE QLD 4069
Ipswich Crane Hire 3 Cooney Street IPSWICH QLD 4305

J & Y Crane Hire & Rigging Services 61 McKenney Street MACKAY QLD 4740
J.K. Hydraulics Pty Ltd 28 Randall Street SLACKS CREEK QLD 4127
J & R Rigging 1 Manski Street Maryborough 4650
Jack Hams Engineering Haly Street WONDAI QLD 4606
Jag Access Hire Cnr Pumicestone Road & Sample Lane CABOOLTURE QLD 4510
A & MG Jones 35 Beach Road SARINA QLD 4737

K.M. Crane Hire 75 Radley Street VIRGINIA QLD 4014
KM Crane Hire 16 Esker Street PINKENBAR QLD 4008
Keith Skinner Crane Hire Chamberlain Road BURUA QLD 4680
Kelly Green and Co Wises Road MAROOCHYDORE QLD 4558
Kelly's Septic Tanks Pty Ltd Pacific Highway SLACKS CREEK QLD 4127
Kelly Green & Co Pty Ltd T/A Caloundra Crane Hire Lot 4 Wises Road Maroochydore 4558
Keoghan's Crane Service 15 Ryan Road RYAN QLD 4810
Keppell Crane Hire 34 McBean Street Yeppoon 4703
K & M King & Cherry Picker 19 Granados Street KIRWAN QLD 4817
K & M Bushby Family Trust 228 Mullawa Drive Palm Beach 4221
Kingston Crane Hire 3539 Pacific Highway SLACKS CREEK QLD 4127
Koppen's Cranes Palmer Street PORTSMITH QLD 4870
Kuttabul Engineering Bruce Highway Kuttabul 4741

Lanpak Pty Ltd T/A Morayfield Crane Hire cnr Bruce Hwy & Reynolds Court Burpengary 4505
Lanpak Pty Ltd T/A Bribie Island Crane Hire cnr Bruce Hwy & Reynolds Court Burpengary 4505
Lee Crane Hire 30 Archer Street BILOELA QLD 4715
Lewis Rigging Service 94 Yolanda Drive TOWNSVILLE QLD 4810
Lift-Hire Crane Service 80 Araluen Street KEDRON QLD 4031
Lindores Cranes & Rigging 170 Belwood Street DARRA QLD 4076
Lindores Rigging Pty Ltd Off Reedy Creek Road Burleigh Heads 4220
Litzow Crane Hire Lot 1 Else Road Yarwun 4694
Logan Crane Hire 12 Paxton Road SPRINGWOOD QLD 4127
Longreach Crane Hire 11 Womead Road Longreach 4730
Lou’s Crane Hire & Plant Hire 50 James Street YEPPON QLD 4703

M & B Rigging Pty Ltd Suite 12 Maroochy House MAROOCHYDORE QLD 4558
M & B Rigging Pty Ltd 10 Commerce Avenue Kawana 4701
M R & A M Ungerer T/A Gateway Crane Hire Lot 3 Garretts Road Sarina 4737
Vic Mabin & Co Crane Hire Gregory Highway EMERALD QLD 4720
Mackay Demolitions Mobile Cherry Picker Hire 66 McKenny Street MACKAY QLD 4740
Mackay’s Crane Hire Wadell Street GYMPIE QLD 4570
Macs V.G. Carriers (Crane Hire) 7 Hanson Road GLADSTONE QLD 4680
D J Madder Pty Ltd T/A All Terrain Crane/Forklift Hire 40 Barnes Street Earlville 4870
Manders Holdings P/L PO Box 501 IPSWICH QLD 4305
Mann’s Transport 43 Herbert Street Goodiwindi 4390
Mareeba Crane Hire Ray Street MAREEBA QLD 4880
Marine Contracting Pty Ltd 22 Wright Street BALMORAL QLD 4171
Marlin Coast Crane Hire 50 Arnold Street STRATFORD QLD 4872
Maroochy Crane Hire Service Street MAROOCHYDORE QLD 4566
Maros Constructions Co (Qld) Pty Ltd 28 Antimony Street CAROLE PARK QLD 4302
Marr Contracting (Qld) Pty Ltd PO Box 36 CANNON HILL QLD 4170
Maryborough Crane Hire 77 Morning Street MARYBOROUGH QLD 4650
Matherson Crane Hire 36 Aerodrome Rd GLADSTONE QLD 4680
Matthew Wray Stewart Co P/L T/A Stewart & Sons Crane Hire 11 Production Street Bundaberg 4670
Melco Machinery Hire Chr Condamine & Alderley Street TOOWOOMBA QLD 4350
Metropolitan Carriers P/L T/A Metro Lift Cranes and Rigging 199 Fison Avenue West Eagle Farm 4009
Millers Crane Hire 7 Sam Street GLADSTONE QLD 4680
Millets Crane Hire 152 Russell Street EDGE HILL QLD 4870
Millets Mobile Crane and Forklift Hire Pty Ltd 152 Russell Street EDGE HILL CAIRNS QLD 4870
Minthaven Pty Ltd Cranes & Rigging Services 16 Pinacle Street Brendale 4500
Moffitt Cranes 63 Goondoola Road REDBANK PLAINS QLD 4301
Monaghan’s Crane Hire 29 The Esplanade GLADSTONE QLD 4680
Monty’s Cranes Pty Ltd 36 Queensland Road DARRA QLD 4076
Morrow Access Hire 6 William Street PORTSMITH QLD 4870
J.K. Morrow Sales 6 William Street PORTSMITH QLD 4870
Mt. Morgan Truck & Crane Services 27 Gordon Street MT. MORGON QLD 4714
Mullan Mobile Eng. 26 Carbine Road MT ISA QLD 4825
Mullan Mobile Eng. 1A Ryan Road MOUNT ISA QLD 4825

Nambour Crane Hire 246 Main Road MAROOCHYDORE QLD 4558
Neil Mansell Transport Pty Ltd T/A Neil Mansell Crane Hire 27 Production Street Kawana 4701
Noosa Crane Hire Lot 12 Justins Road EUMUNDI QLD 4562
Noosa Eng. & Crane Hire Pty Ltd 9 Leo Alley Road NOOSAVILLE QLD 4566
North Coast Cranes Justins Road EUMUNDI QLD 4562
Northcoast Coast Cranes Lyons Street BUNGALOW QLD 4870
Northcoast Travel Tower Hire Black Mountain Road COOROY QLD 4563
Northern Crane Hire 6 Kingsford Street MOOROOBOOL QLD 4870
Northside Crane Hire 104 Delta Street GEEBUNG QLD 4300
<table>
<thead>
<tr>
<th>Company</th>
<th>Address</th>
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<tr>
<td>Northside Crane Hire Services P/L C/- JK Skaines</td>
<td>1st L Coondara Centre 675 Gympie Road Lawnton 4501</td>
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<tr>
<td>DD &amp; JM Nutley 29 Jodrell Street INNISFAIL QLD 4860</td>
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<td>Nqea Australia Pty Ltd 60-92 Cook Street Cairns 4870</td>
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<td>O'Boyle Crane Hire Pty Ltd 229 Freeman Road INALA QLD 4077</td>
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<td>Oakley Crane Hire Carrington Road TOOWOOMBA QLD 4350</td>
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<td>Oakley Crane Hire Hastings Road OAKEY QLD 4401</td>
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<td>AG &amp; NB &amp; GL Olman T/A CQ Crane Hire 97 Kent Street Rockhampton 4700</td>
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<td>Pearce Crane Hire PO Box 127 PITTSWORTH QLD 4356</td>
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<td>Peninsula Crane Hire 15 Huntington Street CLONTARF QLD 4019</td>
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<td>Persal &amp; Co T/A Wide Bay Crane Hire PO Box 48 Maryborough 4650</td>
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<td>Phil's Crane Hire 1 Alzino Place Nerang 4211</td>
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<td>Pin Constructions P/L 6 Brownie Street JAMBORNEE HEIGHTS QLD 4074</td>
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<td>Podevin Crane Hire c/- Podevin Development Co Pty Ltd 6 Eva Street CALOUNDRA QLD 4551</td>
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<td>Programmed Maintenance Services Pty Ltd 16 Shoebury Street Rocklea 4106</td>
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<td>Project Hire 95 North Quay BRISBANE QLD 4001</td>
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<td>Qual Constructions Pty Ltd PO Box 5072 Gladstone 4680</td>
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<td>Queensland Cranes Pty Ltd P O Box 351 Hamilton Central 4007</td>
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<td>Queensland Cranes Pty Ltd 1007 Nudgee Road Banyo 4014</td>
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<td>R.P.C. 130 Cobalt Street CAROLE PARK QLD 4300</td>
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<td>RC &amp; DM Austin Pty Ltd T/A Rockhampton Crane Hire Park Street Rockhampton 4700</td>
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<td>RJ &amp; DJ Brown 46 Larch Street Andrews 4220</td>
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<td>Rainbow Crane Hire 28 Till Street WESTCOURT QLD 4870</td>
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<td>Raymar Crane Hire 18 Mond Street THORNESIDE QLD 4158</td>
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<td>Raymar Crane Hire/ Capable Crane Hire/ Cleveland Crane Hire (Partnership) 6 Mossip Court Wellington Point 4160</td>
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<td>Reb Engineering Pty Ltd Presto Avenue Mackay 4740</td>
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<td>Redcliffe Crane Hire Pty Ltd 102 Anzac Ave REDCLIFFE QLD 4020</td>
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<td>Red Dragon Crane Hire 50 Leichhardt Drive Moranbah 4744</td>
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<td>Redcliffe Crane Hire Pty Ltd 192 Anzac Ave REDCLIFFE QLD 4020</td>
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<td>Redland Crane Hire Precision Street SALISBURY NORTH QLD 4107</td>
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<td>V &amp; J Reibelt 38 Durant Street MT GRAVATT QLD 4122</td>
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<td>Rockhampton Travel Tower Hire 117 Rundle Street ROCKHAMPTON QLD 4700</td>
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<td>Rocklea Carrying Co 56 Orange Grove Road COOPERS PLAINS QLD 4108</td>
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<td>S.E.C.A Pty Ltd Cnr Neon &amp; Boran Streets SUMNER PARK QLD 4074</td>
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<td>Sam Recciu Cranes P/L Benaraby Road GLADSTONE QLD 4680</td>
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<td>Sharpe Contractors 145 Spencer Street GATTON QLD 4343</td>
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<td>Sharpe Transport P/L 145 Spencer Street GATTON QLD 4343</td>
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<td>M.J. Sherrin Pty Ltd Roland Street SLACKS CREEK QLD 4127</td>
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<td>MJ Sherrin Pty Ltd 278 Montague Road WEST END QLD 4101</td>
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<td>Col Shusters Crane Hire 18 Hibiscus Haven BURLEIGH HEADS QLD 4220</td>
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<td>DJ Sim &amp; Co 27 Moore Street ALBION QLD 4010</td>
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<td>Simon Carves Aust. Elect. Construction Wrights Building BARC. MOUNT ISA QLD 4825</td>
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<td>Site Cranes Cunningham Hwy Karara 4352</td>
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<td>Ski-Hi Work Platforms 36 Clare Street PARAMATTA PARK QLD 4870</td>
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<td>Skylift Services Pty Ltd 238 Gilmore Road Buranda 4102</td>
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<td>Smart Action Pty Ltd T/A Barr Crane Hire 13 Muriel Street Redland Bay 4165</td>
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Smiley's Crane Hire 47 Vernon Road NUNDAH QLD 4012
Smithy's Crane Hire Boundary Road MACKAY QLD 4740
Snows Crane Hire Cnr Mortensen Road and Pacific Highway NERANG QLD 4211
Snows Engineering & Crane Hire PO Box 236 BEAUDESERT QLD 4285
Solari & Son Steel Townsville Road INGHAM QLD 4850
Southport Travel Tower 316 Brisbane Road LABRADOR QLD 4215
Springwood Crane Hire 3481 Pacific Highway SPRINGWOOD QLD 4427
Stallin's Crane Hire 28 Costin Street MAREEBA QLD 4880
Steelcon North West Pty Ltd 147 West Street MOUNT ISA QLD 4825
Stewart & Sons Steel 11 Production Street BUNDABERG QLD 4670
Storey Stell Olney Court SOUTHPORT QLD 4215
Strathpine Crane Hire 15 Huntington Street CONTARE QLD 4019
Sun State Crane Hire 4 Illawong Court GLADSTONE QLD 4680
Sunshine Coast Crane Hire Lynne Street CALOUNDRA QLD 4551
Swift Eng. Mobile Cranes Boundary Road MACKAY QLD 4740

TD Crane Services Pty Ltd 151 Elliot Road BANYO QLD 4014
TWT Crane Services Lagoons Street GOONDIWINDI QLD 4390
T.A.C. Hire Services Balham Road ROCKLEA QLD 4106
Tableland Japanese Spares Crane Hire Albrecht Road TOLGA QLD 4882
Talon International Pty Ltd 52 Lysaght Street ACACIA RIDGE QLD 4110
The Lynch Mob Pty Ltd 1944 Wynnum Road Wynnum West 4178 Capalaba 4157
Theiss Watkins White Management Pty Ltd 200 Mary Street BRISBANE QLD 4000
Tom Cheshire Elevating Platform Hire 21 Stanton Street BELGIAN GARDENS QLD 4810
Towamba Pty Ltd (T/A K & M Crane Hire) 75 Bradley Street Virginia 4014
Transfield Qld Pty Ltd 153 West Street MOUNT ISA QLD 4825
Travel Tower Services N.Q. 272A Ross River Road AITKENVALE QLD 4814
Tree Services Mackay Gormleys Road Seaforth 4741
Trician Investment Pty Ltd T/A Trilift M/S 283 Hay Point Rockhampton 4700
Tundine Pty Ltd 511 Nudgee Road Hendra 4011
T.P. Turner Pty Ltd 2 Mining Street BUNDAMBA QLD 4304

Underwood Crane Hire 29 Glengala Drive ROCHEDALE QLD 4123
United Cranes & Rigging 107 Fison Avenue EAGLE FARM QLD 4007
Universal Contracting Pty Ltd Armada Place Banyo 4014
Universal Crane Co South Tree Wharf GLADSTONE QLD 4680

Valenjax Crane Hire & Engineering Services 35 Clements Street MACKAY QLD 4740
Valenjax Crane Hire & Eng. Services 39 Mengel Street EAST MACKAY QLD 4740

WR Carpenter & Co Pty Ltd PO Box 9 BRISBANE AIRPORT QLD 4007
Walter Wright (Qld) PO Box 995 MACKAY QLD 4740
Watts Plant Division Pty Ltd 95 North Quay BRISBANE QLD 4001
Webbs Crane Hire Logan River Road LOGAN VILLAGE QLD 4206
Wide Bay Crane Hire 5 Whittred Street BUNDABERG QLD 4670
Woody Wood Peckers Tree Services & Woody Wood Peckers Tree Lopping PO Box 964

Y-T's Crane Hire 4 Olive Street MANOORA QLD 4870
Yeppoon Crane Hire 7 Charles Street YEPPOON QLD 4703
Ypinazar & Co Crane Hire 17 Irving Street AYR QLD 4807
Ypinazar & Co 17 Irving Street AYR QLD 4807
**SOUTH AUSTRALIA**

A.A. Erectors 69 The Strand BRAHMA LODGE S.A. 5109  
Action Crane Hire Pty Ltd 11 Grand Central Avenue HALLETT COVE S.A. 5158  
A & K Crane Hire Box 436 McLaren Vale Road MCLAREN VALE S.A 5171  
Apollo Crane Hire PO Box 429 ELIZABETH S.A. 5112

B.J. Constructions Pty Ltd 44 Lantana Ave PARAFIELD S.A. 5107  
B.T.L. Contructions Pty Ltd 4 Lee Street WINGFIELD S.A. 5013  
Brimco Crane Service 34 Wingfield Road WINGFIELD S.A. 5013

C & L Ridding Services Pty Ltd 51 3RD Avenue SEFTON PARK S.A. 5083  
Canny Rigging Co 555 Waterloo Cnr Road BURTON S.A. 5110  
Cranes & Riggers 15 Goodrington Way MOANA HEIGHTS S.A. 5169

Days Plant Hire Pty Ltd 39 Ragland Ave EDWARDSTOWN S.A. 5039  
Dyer Transport Pty Ltd PO Box 517 RENMARK S.A. 5341

James Contract Supplies Pty Ltd 70-78 Francis Street WINGFIELD S.A. 5013

McGuinness Rigging Pty Ltd PO Box 159 ALDINGA S.A. 5173  
Piber Pty Ltd 26 Wingfield Road WINGFIELD S.A. 5013  
Prince Mobile Cranes 231 Jubilee Highway West MT GAMBIER S.A. 5290

S.E.S. Crane Hire Pty Ltd 611 Churchill Road DRY CREEK S.A. 5094

M.J. Sherrin Pty Ltd PO Box 146 PARA HILLS S.A. 5096  
Tiger Cranes Pty Ltd PO Box 570 MORPHETTVALE S.A. 5162

**WESTERN AUSTRALIA**

Advance Crane Hire Lot 1 Stirling Crescent HAZELMERE W.A. 6055  
Aussie Cherry Picker Hire 24 Redcliffe Road REDCLIFFE W.A. 6104

AW Baulderstone Pty Ltd 384 Portrush Road KENSINGTON W.A. 6151  
P.C. Lawrence Bellway Pty Ltd 39 Abernethy Road BELMONT W.A. 6104  
Bentley Crane Hire 9 Charles Street BENTLEY W.A. 6102

Coleman Cranes 223 Hampton Road SOUTH FREMANTLE W.A. 6160  
Comtesse Pty Ltd 93 Vulcan Road CANNING VALE W.A. 6155  
Constantine 1719 Albany Highway KENWICK W.A. 6107

Davelick Hire 24 Connell Avenue MARTIN W.A. 6110

Esperance Crane Hire PO Box 1860 Esperance 6450

Mr P. Calorn GALBY Pty Ltd Lot 188 Camboon Road MALAGA W.A. 6062  
G.A.S. Structural Pty Ltd & Kenwick Nominees Pty Ltd 97 Guthrie Street OSBORNE PARK W.A. 6017
R. Hassell Midland Crane Service 45 Elgee Road BELLEVUE W.A. 6065

J R Engineering Great Eastern Highway Kalgoorlie 6430
Jonesway Crane Service 217 Alexander Road BELMONT W.A. 6104

Kourtneys Crane Hire 15 Elizabeth Street Kalgoorlie 6430
Karratha Rigging Service Lambton Road KARRATHA QLD W.A. 6714
Kwik Crane Hire Pty Ltd Lot 188 Camboon Road MALAGA W.A. 6062
Kwinana Hire Construction Services Pty Ltd 12 Lionel Road NAVAL BASE W.A. 6165

Maddington & Districts Crane Hire 184 Maddington Road MADDINGTON W.A. 6109
Metro Crane Trucks 49 Lincoln Road MORLEY W.A. 6062
Myaree Crane Hire Services 13 Malland Street MYAREE W.A. 6154

Northern Suburbs Crane Hire 105 Garden Park Drive WANNAMAL W.A. 6065
Northern Suburbs Crane Hire Hamilton Street OSBORNE PARK W.A. 6017

Orelia Crane Hire Service 24 Hennessy Avenue ORELIA W.A. 6167

Pemac Crane Hire 22 Devonshire Street MORLEY W.A. 6062
Penn's Crane Hire 203 Dugan Street Kalgoorlie 6430

M.J. Sherrin Pty Ltd 1259 Main North Road TARA HILLS WEST W.A. 6000
Skippers Transport Pty Ltd 35 Walters Drive OSBORNE PARK W.A. 6017

Tom's Crane & Plant Hire Lot 273 Victoria Road MALAGA W.A. 6062
Toms Crane and Plant Hire Co 222 MacDonald Street JOONDANNA W.A. 6714

Universal Crane Hire Pty Ltd 8 Lower Park Road MADDINGTON W.A. 6109
Uniway Crane Hire 27-31 Fairbrother Street BELMONT W.A. 6104

W.A. Crane Hire 11 Kitson Place MADDINGTON W.A. 6109
Walter Wright (WA) Pty Ltd Lambton Road KARRATHA W.A. 6714
Wangara Crane Hire 25 Berryman Drive WANGARA W.A. 6065
Wanneroo Crane Hire 33 Dellamarta Road WANNEROO W.A. 6065
Wrights Crane Hire Lot 1 Stirling Crescent HAZELMERE W.A. 6055

Yabarab Pty Ltd T/A J G B Contracting Services West Kalgoorlie Road Kalgoorlie 6430

**TASMANIA**

Chas Kelly Transport 135 Wright Street EAST DEVONPORT TAS 7310
Continental Engineering P/L 9 Surveyors Drive Derwent Park 7009

Elliott Bros Pty Ltd 44 Montpelier Retreat BATTERY POINT TAS 7000

Fisher Engineering & Crane Hire 102 Goderich Street Invermay 7248

Hazell Bros Cranes Pty Ltd PO Box 169 MOONA TAS 7009
A.E. Jack Pty Ltd PO Box 184 SOUTH LAUNCESTON TAS 7250
Johns Perry Hayward Division Cranes and Construction Hobart Road BREADALBANE TAS 7250

Kellys 62 Newdegate Street Hobart 7000
Kripps Bros PO Box 193 Kingsmeadows 7249

Northern Crane Hire 15 Blue Gum Road Youngtown 7249

PJ's Lifting Service PO Box 270 Prospect Vale 7250
I F & D E Pfeiffer East Street Carrick 7291

Simon Carves Australia P/L Kpmg Peat Marwick Dx 135 Hobart 7000
Steel Mains Pty Ltd PO Box 261 MOONAH TAS 7009

Tasmanian Engineering Service Pty Ltd PO Box 215 SOMERSET TAS 7322
The Australian Crane Co Pty Ltd 385 Hobart Road YOUNG TOWN TAS 7250
The Engineering Company 92 Sutherland Street Moonah 7009

NORTHERN TERRITORY

International Rigging (NT) Pty Ltd PO Box 38627 WINNELLIE N.T. 0820
DECLARATION – VICTORIA

[Common rule declared by PR954152 from 01Jan05]

Further to the decision issued by the Commission on 10 December 2004 [PR954142] and pursuant to ss. 141 and 493A of the Workplace Relations Act 1996 (the Act), the Commission makes the following declaration for a common rule award:

1. In this Declaration:

1.1 the award means the Mobile Crane Hiring Award 2002, as varied from time to time;

1.2 employees means employees in the industry who perform work of a kind that is covered by the award;

1.3 employers means employers who employ employees;

1.4 the industry means:

1.4.1 the industry of the hiring of mobile cranes, mobile elevated work platforms and like equipment and operating personnel to clients whose requirements include but are not limited to the provision and service of materials handling equipment, lifting and machinery movement equipment, earthmoving and construction plant hire and civil contracting, plant and mobile units for quarrying and mining projects, dig loads and haul projects.

1.4.2 Hiring can be on an hour by hour, day by day, or contract basis depending on the nature of the task.

2. That save for and subject to the matters referred to in clauses 4 to 7 below, the whole of the terms of the award, as varied from time to time, except those specified in clause 3 below, shall be:

2.1 a common rule for the industry in Victoria and known as the Mobile Crane Hiring Victorian Common Rule Declaration 2005;

2.2 binding on all employers in respect of the employment by them of employees;

2.3 binding on all employees; and

2.4 binding on Construction, Forestry, Mining and Energy Union and the registered organisations respondent to the award.

3. The following clauses of the award are not included in the Mobile Crane Hiring Victorian Common Rule Declaration 2005:

3.1 clause 3 - Duration;

3.2 clause 4 - Incidence of award;

3.3 Appendix A - North West Shelf Gas Project Burrup Peninsula - Western Australia; and
3.4 Schedule A - List of employer respondents.

4. Subject to 4.1 to 4.4 below, all provisions in the Mobile Crane Hiring Victorian Common Rule Declaration 2005 are to operate from 1 January 2005.

4.1 With respect to annual leave, only periods of annual leave commencing on or after 31 January 2005 attract leave loading.

4.2 With respect to redundancy payments only service on or after 1 January 2004 is to be taken into account for the purpose of calculating service. [Note: the agreement in respect of this issue is without prejudice to the position a party may put in roping-in proceedings.]

4.3 Any accident make-up pay clause is to apply in relation to any injury on or after 3 August 2004.

4.4 The wages clauses (including all allowances and penalty payments) are to commence operation from the first pay period on or after Monday, 3 January 2005 provided that in all cases the wages clauses commence operation no later than 5 January 2005.

5. The Mobile Crane Hiring Victorian Common Rule Declaration 2005 shall not apply to employers respondent by any means to any other award of the Commission in respect of the employment by them of employees covered by that award.

6. This declaration shall not apply to a person with a disability who is eligible for a Disability Support Pension and who is employed by a supported employment service that receives funding under the Disability Services Act 1986 to provide support for that person. [See Note 1 below]

7. An employer who is making superannuation contributions into a complying superannuation fund, within the meaning of the Superannuation Industry (Supervision) Act 1993 (Cth), on behalf of an employee covered by this declaration, prior to the date of effect of this declaration is exempt from any provision in the award which specifies the fund or funds into which superannuation contributions are to be paid. [See Note 2 below].

8. In the event of a dispute about the entitlement of an employer to set-off entitlements and benefits provided under a contract of employment made prior to the date of this declaration against entitlements and benefits required to be provided under the Mobile Crane Hiring Victorian Common Rule Declaration 2005, the matter may be referred to a Board of Reference, consisting of a member of the Commission, which shall determine whether or not such a set-off should be permitted having regard to what is fair and equitable in all the circumstances of the case, without regard to technicalities and legal forms.

8.1 An appeal lies from a decision of a Board of Reference to a Full Bench of the Commission.

8.2 This clause shall apply for a period of twelve months from the commencement date of the Mobile Crane Hiring Victorian Common Rule Declaration 2005.
8.3 Any registered organisation bound by the terms of the Mobile Crane Hiring Victorian Common Rule Declaration 2005 shall be notified of the time and date of hearing in relation to any application made pursuant to this provision.

9. Nothing in this declaration reduces or in any way detracts from any accrued rights to any forms of leave including sick leave, annual leave, long service leave or parental leave to which employees or any of them have become entitled by accrual or otherwise prior to the commencement date in clause 10 below.

10. This declaration shall be an award of the Commission, shall come into force on 1 January 2005 and shall remain in force for a period of three months and thereafter in accordance with the Act. [See Note 3 below].

Note 1

1. Disability Support Pension means the Commonwealth pension scheme to provide income security for persons with a disability as provided for under the Social Security Act 1991 (Cth), as amended from time to time, or any successor to that scheme.

2. The intention of this provision is limited to preventing the award from applying to sheltered workshops (i.e. supported employment services) - it does not prevent the award from applying to employees with disabilities in open employment; and

3. Leave is reserved for any party to have this issue reconsidered in the light of any developments in the national process which is currently considering workplace relations issues for sheltered workshops. This national process includes the Disability Sector National Industry Consultative Council and any related applications that seek award coverage for sheltered workshops.

Note 2

1. The purpose of the exception above is to maintain the status quo in respect of employers who, as at the date of effect of the common rule declaration, are making superannuation contributions into a complying superannuation fund. These employers will not be required to change their existing arrangements. Nor will there be any requirement for the existing arrangements to be the subject of an agreement between the employer and employees. For the avoidance of doubt, the exception continues to apply to employers who are making superannuation contributions to complying superannuation funds which are successor funds (as defined in Regulation 1.03 of the Superannuation Industry (Supervision) Regulations 1994 (Cth), or as amended or replaced by other legislation) into which benefits are transferred, after the date of effect of the common rule declaration, in accordance with the Superannuation Industry (Supervision) Act 1993 (Cth) and the Regulations thereunder. Further, “existing arrangements” includes the making of contributions to such funds.

2. The exception is in respect of current and future employees of the employers who are entitled to the benefit of the exemption.

3. The exception does not apply to new businesses which are established after the date on which the award is declared to have effect as a common rule.
4. The exception only applies to employers who are required to apply the terms of the award by virtue of the Common Rule declaration. It does not apply to employers who are named respondents to the award or who are parties bound by virtue of the membership of an employer organisation.

5. The exception applies subject to any Commonwealth legislation to the contrary.

**Note 3**

1. Subject to section 113 of the *Workplace Relations Act 1996* and any order of the Commission, an award dealing with particular matters continues in force until a new award is made dealing with the same matters (see s.148 of the *Workplace Relations Act 1996*).

**end of text**