

**Veolia Environmental Services
(Australia) Pty Ltd**

Veolia Regional Municipal Drivers Enterprise
Agreement 2023

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1. TITLE

1.1. This Agreement shall be known as the *Veolia Regional Municipal Drivers Enterprise Agreement 2023*.

2. PARTIES AND COVERAGE OF THIS AGREEMENT

2.1. This Agreement is made between and covers:

- (a) Veolia Environmental Services (Australia) Pty Ltd (ABN 20 051 316 584) (hereinafter referred to as **“the Company”**);
- (b) The Transport Workers' Union of Australia - Victorian & Tasmanian Branch (hereinafter referred to as the **“Union”**);
- (c) Employees of the company, performing work within the incidence of this Agreement and under the classifications contained in this Agreement (hereinafter referred to as **“Employees”**).

3. INCIDENCE AND DURATION

3.1. This agreement applies to municipal waste collections services only and covers employees engaged in the classifications set out in this Agreement at Schedule One who are employed under the following council contracts:

- Mount Alexander Shire Council
- Greater Shepparton City Council
- Loddon Shire Council
- Gannawarra Shire Council

3.2. This Agreement shall commence operation 7 calendar days from the date of approval by the Fair Work Commission and continue until its expiry date.

3.3. The nominal expiry date of this Agreement is 30 June 2025. The parties will commit to commence negotiating a replacement Agreement, six months prior to the expiry date.

4. NO EXTRA CLAIMS

4.1. During the life of this Agreement, the parties will not pursue any extra claims in regards to wage rates, terms and conditions of employment or any other matters that could otherwise be the subject of protected industrial action pursuant to the Fair Work Act (“FW Act”).

5. RELATIONSHIP TO AWARD & NES

5.1. This Agreement is supplementary to and will be read and interpreted wholly in conjunction with the Waste Management Award 2020 (**“Award”**).

5.2. This Agreement is to be read and interpreted in conjunction with the National Employment Standards (**“NES”**). Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit to Employees, the NES provision will apply to the extent of the inconsistency,

6. FLEXIBILITY PROVISION

- 6.1. Veolia and an individual Employee may agree to vary the effect of the terms of this Agreement that deal with the one or more of the following matters:
- (a) arrangements about when work is performed;
 - (b) overtime rates;
 - (c) penalty rates;
 - (d) allowances; or
 - (e) leave loading.
- 6.2. The arrangement must be genuinely agreed to by Veolia and the Employee.
- 6.3. Veolia must ensure that any individual flexibility arrangement giving effect to the flexibility above;
- (a) is in writing;
 - (b) includes the name of Veolia and the Employee;
 - (c) is signed by Veolia and the Employee (and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee);
 - (d) includes details of;
 - (i) the terms of the enterprise agreement that will be varied by the arrangement; and
 - (ii) how the arrangement will vary the effect of the terms; and
 - (iii) how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - (e) states the day on which the arrangement commences.
- 6.4. Veolia must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 6.5. Veolia or the Employee may terminate the individual flexibility arrangement;
- (a) by giving no more than 28 days' written notice to the other party to the arrangement; or
 - (b) if agreed in writing, at any time.

7. CONSULTATION ON MAJOR CHANGE

- 7.1. This term applies if the employer;
- (a) has made a definite decision to introduce a major change in production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the employees; or
 - (b) proposes to introduce a change to the regular roster or ordinary hours of work of employees.

MAJOR CHANGE

- 7.2. For a major change referred to in paragraph 7.1(a):

- (a) the employer must notify the relevant employees of the decision to introduce the major change; and
 - (b) subclauses 7.3 to 7.9 apply.
- 7.3. The relevant employees may appoint a representative for the purposes of the procedures in this term.
- 7.4. If;
- (a) a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
 - (b) the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.
- 7.5. As soon as practicable after making its decision, the employer must:
- (a) discuss with the relevant employees:
 - (iv) the introduction of the change; and
 - (v) the effect the change is likely to have on the employees; and
 - (vi) measures the employer is taking to avert or mitigate the adverse effect of the change on the employees; and
 - (b) for the purposes of the discussion - provide in writing to the relevant employees:
 - (i) all relevant information about the change including the nature of the change proposed; and
 - (ii) information about the expected effects of the change on the employees; and
 - (iii) any other matters likely to affect the employees.
- 7.6. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
- 7.7. The employer must give prompt and genuine consideration to matters raised about the major change by the relevant employees.
- 7.8. If a term in this agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the employer, the requirements set out in paragraph 7.2 (a) and subclauses 7.3 and 7.5 are taken not to apply.
- 7.9. in this this term, a major change is **likely to have a significant effect on employees** if it results in:
- (a) the termination of the employment of employees: or
 - (b) major change to the composition, operation or size of the employer's workforce or the skills required of employees: or
 - (c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - (d) the alteration of hours of work; or
 - (e) the need to retrain employees; or
 - (f) the need to relocate employees to another workplace; or

(g) the restructuring of jobs.

CHANGE TO REGULAR ROSTER OR ORDINARY HOURS OF WORK

7.10. For a change referred to in paragraph 7.1(b):

(a) the employer must notify the relevant employees of the proposed change; and

(b) subclauses 7.11 to 7.15 apply.

7.11. The relevant employees may appoint a representative for the purposes of the procedures in this term.

7.12. If:

(a) a relevant employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and

(b) the employee or employees advise the employer of the identity of the representative; the employer must recognise the representative.

7.13. As soon as practicable after proposing to introduce the change, the employer must:

(a) discuss with the relevant employees the introduction of the change; and

(b) for the purpose of the discussion - provide to the relevant employees:

(i) all relevant information about the change, including the nature of the change; and

(ii) information about what the employer reasonably believes will be the effects of the change on the employees; and

(iii) information about any other matters that the employer reasonably believes are likely to affect the employees; and

(c) invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).

7.14. However, the employer is not required to disclose confidential or commercially sensitive information to the relevant employees.

7.15. The employer must give prompt and genuine consideration to matters raised about the change by the relevant employees.

7.16. In this term:

relevant employees means the employees who may be affected by a change referred to in sub clause 7.1.

8. DISPUTE SETTLEMENT PROCEDURE

8.1. If a dispute relates to;

(a) a matter arising under this Agreement; or

(b) the NES; or

(c) Any matter arising directly out of the employment relationship.

This term sets out procedures to settle the dispute.

- 8.2. An Employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
- 8.3. In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management.
- 8.4. If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to FWC.
- 8.5. The FWC may deal with the dispute in 2 stages:
 - (a) the FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation: and
 - (b) if the FWC is unable to resolve the dispute at the first stage, the FWC may then:
 - (i) arbitrate the dispute; and
 - (ii) make a determination that is binding on the parties.
- 8.6. While the Parties are trying to resolve the dispute using the procedures in this term:
 - (a) an Employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety: and
 - (b) an Employee must comply with a direction given by Veolia to perform other available work at the same workplace, unless:
 - (i) the work is not safe; or
 - (ii) applicable occupational health and safety legislation would not permit the work to be performed; or
 - (iii) the work is not appropriate for the Employee to perform; or
 - (iv) there are other reasonable grounds for the Employee to refuse to comply with the direction.
 - (c) Untill the dispute is resolved, the status quo will prevail.
- 8.7. The parties to the dispute agree to be bound by a decision made by the FWC in accordance with this clause (subject to any right to appeal under the FW Act).

9. TECHNOLOGY

- 9.1. The parties agree that the development and implementation of technology into the workplace will proceed in a cooperative and constructive manner.

10. CONTRACT OF EMPLOYMENT

10.1. EMPLOYEE RESPONSIBILITIES

- (a) Employees fundamental responsibilities include:
 - (i) To complete all work to the best of their ability, skill and competency;
 - (ii) To carry out their work at places reasonably requested by the company;
 - (iii) To comply with Company policies, practices and procedures as varied from time to

time;

- (iv) To report to the company immediately, any breach or suspected breach of Company Policy, practices or procedures as varied from time to time;
 - (v) To do their best to promote and not harm the Company's business, interests or reputation;
 - (vi) To attend and remain at their place of work, unless their absence is authorised;
 - (vii) To comply with all lawful and reasonable instructions or those of those of the Company's clients in order to protect their own health and safety and the safety of other employees and any other person having dealing with the Company at the workplace.
 - (viii) To refrain from smoking substances at the workplace (including on or in all property and vehicles owned by the Company) unless it is a designated smoking area and to adhere to any applicable legislation and Company policy in relation to smoking, as amended from time to time.
 - (ix) To keep confidential any 'Confidential Information' of the Company which the employee becomes aware of through their employment with the Company. Confidential Information includes all information relating to the business and operational interests, methodology and affairs, financial information and any other material which the Company deems as confidential. Nothing in this provision precludes the employee from divulging information about this Agreement to any other person.
 - (x) To respect and value diversity within the workplace by helping prevent and eliminate unlawful discrimination, harassment and bullying;
 - (xi) To comply with all applicable Occupational Health and Safety legislation and regulations, implementation of industry codes and practices to provide a safe workplace.
- (b) The Company may direct an employee to carry out such duties as are within the employee's skills, training and competencies, and to use such equipment as necessary, consistent with the Classification Structure of this Agreement.
- (c) Any direction referred to in this clause shall be consistent with the Company's occupational, health and safety responsibilities.
- (d) Employee duties and responsibilities may be amended from time to time.
- (e) All employees are required to commit to behaving in line with the Veolia Australia and New Zealand (VANZ) Always Safe Principles and Veolia Corporate Values.
- (i) The VANZ Corporate Values:
 - Responsibility
 - Solidarity
 - Respect
 - Innovation
 - Customer Focus
 - (ii) The VANZ Always Safe Principles;

- All injuries and occupational exposures CAN be prevented
- No task is SO important that it cannot be done safely
- Management IS accountable - everyone's responsible
- Employee engagement IS essential
- Developing our people IS critical to achieving Veolia's safety goals
- Working safely IS a condition of employment

11. TYPES OF EMPLOYMENT

11.1. FULL TIME PERMANENT EMPLOYMENT

11.1.1. A full time employee is required to work 38 ordinary hours a week.

11.2. PART TIME EMPLOYMENT

11.2.1. A part-time employee is an employee who works less than 38 ordinary hours per week.

11.2.2. A part-time employee is to be paid per hour 1/38th of the weekly rate applicable to a full-time employee for the classification in which the employee is engaged with a minimum payment of four hours for each day.

11.2.3. Before commencing employment, the part-time employee and employer must agree upon:

- the hours to be worked by the employee, the days upon which they will be worked and the commencing and finishing times; and
- the employee's classification.

11.2.4. The terms of the agreement are pursuant to sub clause 11.2.3 (above) and any agreed variation to it, must be in writing and retained by the employer. The employer must provide a copy of the agreement, and any agreed variation to it, to the employee.

11.2.5. The employer must pay a part-time employee at overtime rates for all time worked:

- in excess of the agreed hours; or
- outside the spread of hours in clause; or
- in excess of the daily or weekly hours agreed under sub clause 11.2.3 (above).

11.2.6. The terms of this agreement apply pro rata to part-time employees on the basis that ordinary weekly hours for full-time employees are 38.

11.3. MAXIMUM TERM EMPLOYMENT

11.3.1. An Employee engaged under a maximum term contract is entitled to the same benefits under this Agreement as a Full-time or Part-time Employee (as the case may be) unless otherwise provided for in this Agreement.

11.3.2. The employment of an Employee engaged under a maximum term contract will, if not

terminated earlier, automatically cease upon the expiration of the term of the contract or completion of the task or project (and the Employee will not be entitled to any notice or payment in lieu of notice or redundancy pay) unless the Employee and Veolia have agreed in writing to extend or renew the Employee's contract.

11.4. CASUAL EMPLOYMENT

- 11.4.1. A Casual Employee (as defined by 15A of the FW Act) is an Employee who is engaged by Veolia from time to time to perform work when they accept an offer of work from Veolia and is paid only for hours actually worked.
- 11.4.2. Work may not be available to a Casual Employee each work or work cycle and Veolia provides no guarantee of, or firm advance commitment to, continuing and/or indefinite work.
- 11.4.3. A Casual Employee receives a 25% casual loading on the applicable Base Hourly Rate of Pay for working Ordinary Hours in lieu of entitlements which permanent Employees receive such as paid annual leave, paid personal/carer's leave, notice of termination, redundancy benefits, and payment for public holidays not worked.
- 11.4.4. A Casual Employee will be engaged for a minimum of four consecutive hours on any given shift.
- 11.4.5. A Casual Employee who works Overtime will be paid the applicable Overtime Rate under this Agreement in lieu of the 25% casual loading.
- 11.4.6. A Casual Employee may be entitled to request conversion to Full-time or Part-time employment and / or Veolia may be obliged to offer such conversion to a Casual Employee in accordance with the FW Act. Any request for, or offer of conversion will be dealt with in accordance with the requirements of the FW Act.
- 11.4.7. The company will not disengage and re-engage a casual employee for the purposes of avoiding its obligations under clause 11.5.6.
- 11.4.8. A casual employee will be provided with notice in advance of, at minimum, the evening prior to the cancellation of a shift the following day. Failure to provide minimum notice of a shift cancellation, will see the casual employee receive compensation per clauses 11.4.3 and 11.4.4.

11.5. TRANSITION TO RETIREMENT PROVISIONS

- 11.5.1. The parties agree to the introduction of a process for employees engaged under this Agreement to formally support their transition toward retirement. Details of the process are as follows.
- 11.5.2. An employee who has been engaged by the Company on a permanent basis for a period of no less than 7 years and who has reached an age entitling them to retire from their employment may request transition support.
- 11.5.3. The agreed period of transition from approval to retirement will be no greater than two

(2) years.

- 11.5.4. The employee may request a change in their ordinary hours of work from permanent full-time to permanent part-time (in which case Clause 8.2 (b) 4) for the duration of the agreement.
- 11.5.5. During the agreed period of transition the employee's accrued long service leave entitlements will be preserved and upon retirement paid out as if their employment had continued on a full-time basis.
- 11.5.6. An employee seeking transition support to retirement will make an application in writing to the Company detailing the support they are seeking, the proposed effective date of the change and the planned date of retirement.
- 11.5.7. The Company will review all requests for transition support under this clause based upon its operational needs and will respond in writing to advise the details of its agreement to provide such support under this clause.

12. PROBATIONARY PERIOD

- 12.1.1. All employees, other than casual employees, will serve a probationary period of 6 months following the commencement of employment.
- 12.1.2. During their probationary period, an employee shall receive on the job training and supervision and will be assessed as to their suitability for ongoing employment. This assessment will include feedback from the Driver Trainer and Driving Assessor.

13. WORK REQUIREMENTS & CLASSIFICATIONS

13.1. Classifications

- 13.1.1. All employees covered by this Agreement shall be classified in accordance with the Classification Structure set out in Schedule One to this Agreement.
- 13.1.2. Employees are, subject to their qualifications, skills and competency and fitness, required to perform all of the tasks of their position and classification, including those tasks that are incidental to or of a lower classification to the main functions of their position.
- 13.1.3. The allocation of tasks and the location of work will be at the Company's direction in consideration of the operational requirements of the business.

13.2. Qualifications and licences

- (a) An employee may be required as a condition of their employment to hold relevant qualifications and licenses. Copies of the required qualifications and licenses will be supplied to the Company by the employee. An employee must inform the Company as soon as the employee becomes aware that the license or qualification is suspended or cancelled or the employee becomes disqualified from holding or obtaining that license or qualification and / or the employee is facing court proceedings where their license may be suspended or cancelled.

- (b) If an inherent requirement of the employee's position is to hold a qualification or license, a loss of that qualification or license may result in termination of employment.
- (c) The Company reserves the right to randomly check license demerit points status and license validity of employees operating all vehicles and equipment. Employees will provide the Company, through their consent and at the Company's expense, with a copy of their Driver license demerit point reading up to twice per year, or on request from Management. Copies supplied to the Company must be dated no more than one week preceding the date of issue to the Company. The Company will handle such records in accordance with its Privacy Policy as amended from time to time.
- (d) If an employee does not hold the appropriate current qualification or license, the employee is forbidden from participating in activities that require that qualification or license. Should the employee engage in those activities, such conduct may result in disciplinary action including termination of employment.

13.3. **Compliance to site access and regulatory requirements**

- (a) Where an employee may be required to obtain a Police Check, security identification card and / or client site induction or undertake other checks, training; or licenses in order to meet customers' or regulatory requirements to perform their duties, employees will undertake the check, training or licenses and provide a copy to the Company upon request by Management.
- (b) The cost of the application fee and any related expenses will be borne by the Company.
- (c) The Company will not use these records for any purpose other than meeting the Company's or a customer's contractual or legal requirements.
- (d) The Company will handle such records in accordance with its Privacy Policy and its National Policy for Police Checks once developed.

13.4. **Training**

- (a) Employees are to undertake training as may be required by the Company from time to time.
- (b) Training provided by the Company is aimed at ensuring that employees have all the skills and competencies required to perform all tasks required. The Company will pay for the costs of training that it directs an employee to undertake.
- (c) Where an employee is required to travel for training, the employee will receive a normal day's pay for that day. There is no additional payment for travel time.
- (d) Where an employee incurs out of pocket expenses, the Company will reimburse such expenses provided that the expenses are reasonable and receipts or other evidence of the expense incurred is provided.
- (e) Should the Company invest in an employee's further training and development, and the employee, within a six month period of undertaking that training, resigns from their employment with the Company, the employee will be required to reimburse the company as defined by the National Employment Standards.
- (f) An employee representative is entitled to leave with pay each calendar year, non-cumulative, to a maximum of 38 hours per employee per year, to attend a Company approved course

including but not limited to courses which are specifically directed towards effective resolution of disputes regarding industrial matters under this Agreement and/or industrial issues which arise at the workplace. Union delegates and/or employee representatives are only entitled to leave in accordance with this clause for bona-fide courses.

- (i) For the purposes of this clause, a bona-fide Training Leave Course conducted by or on behalf of a registered training organisation whose scope of registration includes industrial relations training. Nothing in this clause will prevent the employee representative and the Company from reaching agreement that such training can be provided by a union or other accredited training provider/s.
- (ii) An employee representative must give the Company six weeks notice of their intention to attend such courses and the leave to be taken, or such shorter period of notice as the Company may agree to accept.
- (iii) The notice to the Company must include details of the type, content and duration of the course to be attended. Upon request, the course curriculum must be provided to the Company.
- (iv) The Company will not be liable for any additional expenses associated with an employee's attendance at a course other than the payment of ordinary time earnings for such absence.
- (v) The employee must provide the Company with proof of attendance.

13.5. Performance reviews

13.5.1. The Company may conduct performance reviews of employee's performance from time to time.

- (a) The purpose of the reviews is to assess performance against key performance requirements of the employee's position. This will include an assessment of behaviour and work approach as it relates to Company expectations.
- (b) Performance reviews may also be used to assess future training, development needs, career planning and skills gaps.

13.6. Transfer of work location

- (a) Subject to the provisions of this clause, the Company may require an employee to transfer from one work location to another on a temporary, long term or indefinite basis.
- (b) In the event that the Company requires the employee to transfer from one work location to another, the Company will consult with the employee as soon as possible about the proposed change of location and expected duration of the change.
- (c) For any temporary transfer from one work location to another, the Company will compensate employees in accordance with the Travel Allowance provisions set out in Schedule Three.
- (d) Prior to the transfer of an employee from one location to another on a long term or indefinite basis only, the Company will first hold discussions with employees to assess whether there are any volunteers wishing to change locations. Where there are no suitable volunteers, then the Company will discuss and consult with the employee affected about any concerns that the employee may have in respect of such a transfer. Relocation assistance in these instances may be provided according to Company Policy as varied from time to time.

13.7. **Secondary employment declaration**

- (a) If an employee wishes to undertake secondary employment, that employee must make a written disclosure to the Company as to how many additional hours of work they are undertaking per day and per week and provide a written commitment that undertaking such employment does not, in any way, affect their primary obligations to Veolia and their obligations under fatigue management and other relevant occupational health and safety laws.
- (b) In the event that such a declaration is deemed by the Company to breach the employee's obligation/s under this clause, the Company, where reasonable, may request the employee to cease such secondary employment.
- (c) If an employee fails to disclose secondary employment to the Company in accordance with this clause, or the employee knowingly enters into secondary employment that breaches their obligations under fatigue management and other relevant occupational health and safety laws, that employee may be subjected to disciplinary action.

13.8. **Medical Examination**

- (a) Employees shall undertake a medical examination by a Company recognized doctor at the Company's expense, periodically up to once every two years during their period of employment, for the purposes of ensuring exposure to workplace hazards have not adversely affected the employee's health.
- (b) The Company will undertake such testing through the services of a network of Company preferred clinics and medical professionals. An employee may make a request to management to attend to an alternative clinic or health professional to undertake their testing, self-selected from the Company's preferred network so long as the testing supplied meets with the Company's requirements and it is reasonable for that employee to attend to the self-selected clinic or health professional.

14. **EMPLOYEE COMMITMENT TO SAFE WORKING PRACTICES**

14.1. Employees commit to the following to ensure a safe working environment:

- (a) Participate in workplace consultation on safety, health, environment and quality matters.
- (b) Report all workplace Hazards and Incidents as soon as they are apparent or occur.
- (c) Comply with Company and client safety, health, environment and quality requirements, including Fatal Risk Protocols, policies, procedures and other work instructions.
- (d) Participate in incident investigations carried out for the purpose of safety improvement.
- (e) Abide by all road rules, laws, road signage and speed restrictions.
- (f) Fulfill requirements of Return to Work arrangements, including undertaking reasonable alternative duties beyond those specified by this agreement.
- (g) Participate in the Driver debrief process.

15. EMPLOYEE ENGAGEMENT COMMITTEE

- 15.1. A Divisional Employee Engagement Committee will meet quarterly and Workplace Employee Engagement Committees will meet bi- annually in each Depot.
- 15.2. The Divisional Employee Engagement Committee will consist of management representatives and employee representatives from Depots.
- 15.3. The Divisional Employee Engagement Committee will discuss matters relating to the Division and consider issues raised by Workplace Employee Engagement Committees, they can also identify new areas of workplace activity that can be improved to enhance productivity, customer service and job satisfaction:
 - (a) The Divisional Employee Engagement Committee will consist of management representatives and elected members representing each Depot and that Depots Workplace Employee Engagement Committee.
 - (b) The Divisional Employee Engagement Committee will draft and sign off on the Divisional and Workplace Employee Engagement Committees.
 - (c) The Charter will cover the elected representative process, the regularity of meetings, the format of the agendas and action items, communications with employees and the framework for decision making.

16. WAGES

16.1. Payment of wages

- (a) Employees covered by the Agreement shall be paid the rates of pay specified in Schedule Two of this Agreement for all ordinary hours of work.
- (b) Wages will be paid weekly by electronic fund transfer to an employee's nominated account.
- (c) Payslips will be provided to employees electronically. Each Depot will provide a place where employees can print their pay slips from a printer All payslips will comply with the requirements of the Fair Work Act 2009 in relation to information contained on the pay slip.
- (d) In the event that the Company overpays an employee, the employee agrees that the Company may recover such overpayment, in accordance with the Company policy as amended from time to time.
- (e) As soon as the Company or the Employee becomes aware that an overpayment or underpayment has occurred, either will notify the other.

17. HOURS OF WORK

17.1. Ordinary Hours

- (a) Ordinary hours of day work shall be worked Monday to Saturday, between the span of hours from 4:00 am to 5:00 pm. Daily hours worked in excess of 8 hours will attract overtime penalty rates as per Clause 22.1 (b) Employees work a 40 hour week with two hours accruing towards a rostered day off.
- (b) Start times may be varied provided a minimum notice of 24 hours has been provided to the

employee except where in an emergency situation the employee has agreed to a lesser notice period.

18. ROSTERING ARRANGEMENTS

- (a) The Company will determine the most appropriate roster arrangement further to a detailed assessment of customer needs and optimal operational effectiveness.
- (b) Full time employees shall normally be rostered to work their 38 hours over five days, Monday to Friday. Part time and casual employees may be rostered on a pro rata and as needed basis, which may vary from week to week depending on work demands.
- (c) Roster changes will be by agreement between the Company and employee/s as far as practicable. If no agreement can be reached, then the Company may direct an employee to commence an alternative rostering arrangement by giving 7 days notice.
- (d) Employees rostered for weekend work are required to comply with rostering allocations.
- (e) In the event the company proposes to change the regular roster in any of its workplaces, the change will be in accordance with clause 7.1 (b) of this agreement covering the consultative requirements for proposals to introduce a change to the regular roster.

19. BREAKS

19.1 Meal Break

- (a) Employees shall be entitled to an unpaid meal break of not less than 30 minutes and not more than 1 hour within 5 and a quarter hours of commencing duty.
- (b) The employer and the employee will agree on the time and length of the meal break having regard, among other things, to the fatigue management regulations.

20. SHIFT WORK

20.1 Definitions

- (a) Afternoon Shift means a shift where ordinary hours worked finish after 6.30pm and at or before 12.30am.
- (b) Night Shift means a shift where ordinary hours of work finish after 12.30am and at or before 8.30am.
- (c) Continuous Work means work carried on with continuous shifts throughout a 24 hour period on each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the Company.
- (d) Rostered Shift means an afternoon, night or continuous shift for which the employee concerned has had at least 48 hours notice of being required to work.
- (e) Shift work means work extending for at least five consecutive days and performed either in daily recurrent periods or in a regular rotating period falling within the limits of the defined afternoon, night or continuous shifts.

20.2 Shift Loadings

- (a) Afternoon shift - employees performing work on afternoon shift shall be paid a shift loading of 17.5% on the employee's ordinary hour rate of pay for all ordinary hours of work conducted.

- (b) Night shift - employees performing work on night shift shall be paid a shift loading of 30% on the employee's ordinary hour rate of pay for all ordinary hours of work conducted.

20.3 Shift work - Overtime

- (a) An employee engaged to work shift work must be paid at overtime rates as provided for in the Agreement, instead of the shift loading, if;
 - (i) The employee has not had at least 48 hours notice of the shift; or
 - (ii) The shift worked is not Shift work as defined in sub clause 21.1 (d); or
 - (iii) The shift work is performed outside ordinary hours or in excess of eight hours per shift.

20.4 Shift work - Saturday

When ordinary hours on a Saturday form part of a regular five day shift arrangement, the employee will be paid a double time rate for all hours worked on Saturday.

20.5 Shift work - Sunday or Public Holiday

Where the majority portion of a rostered shift falls on a Sunday or Public Holiday, the employee shall be paid the rates as prescribed by the penalty rates set out in the Overtime and Penalty Rates clause of this Agreement.

20.6 Transfer to and from Shift work

An employee may be transferred to and from Shift work provided the employee has been provided at least 14 days notice, unless an otherwise agreed to period of notice has been provided and consented to by the Company and employee.

21. ROSTERED DAYS OFF

21.1 Rostered Days Off Accrual

- (a) Full time employees who work a 40 hour week will be paid for 38 hours per week with the remaining two hours accruing toward Rostered Days off (RDO).
- (b) If an employee has an accumulation greater than 5 RDO's at the end of each calendar year, the company will pay out all accumulated RDO's in excess of 5 days, in the first pay period of the new calendar year, unless otherwise applied for, and approved in advance. This will only be approved under special circumstances.

21.2 Taking an RDO

21.2.1. RDO's will be taken in the following manner:

- (a) Allocated by a roster drawn up in consultation with the Supervisor and/or Manager and which, as far as practicable, shall meet the preferences of individual employees.
- (b) The rosters in attempting to meet individual preferences, must consider the needs of the business, and aim to maximize the availability of employees in order to

accommodate manning levels.

- (c) The number of days that may be taken at any one time shall not exceed two consecutive days, except in circumstances where special requests are made and where a reasonable period of notice has been provided by the employee and the request is approved by the Company.
- (d) Employees may request in writing to their immediate Supervisor and / or Manager to cash out RDO's. RDO's may be cashed out at ordinary time rates, where agreed by the Company to do so, in lieu of the rostering arrangement.

22. OVERTIME AND PENALTY RATES

22.1 Overtime worked beyond Ordinary Hours

- (a) The Company may require an employee to work a reasonable period of overtime. Overtime will be offered to full time employees in the first instance where operationally and economically reasonable.
- (b) Time worked in excess of the ordinary hours on any one day, subject to the provisions of this Agreement, shall be paid at a rate of time and one half the ordinary time rate for the first two hours and double time thereafter.
- (c) Overtime beyond ordinary hours of work shall be calculated daily.

22.2 Overtime worked on Saturday

- 22.2.1. All time worked on a Saturday outside of employees ordinary hours of work shall be paid at the rate of double ordinary time rates. An employee required to attend for work on a Saturday shall be paid for a minimum of four hours and provided at least 24 hours advance notice of the requirement to undertake overtime.

22.3 Overtime worked on Sunday

- 22.3.1. All time worked on a Sunday shall be paid at the rate of double time and one half. An employee required to attend work on a Sunday shall be paid for a minimum of four hours and provided at least 24 hours advance notice of the requirement to undertake overtime.

22.4 Overtime worked on Public Holidays

- 22.4.1. All time worked on a Public Holiday shall be paid at a rate of double time and one half the ordinary time rates. An employee required to attend work on a public holiday will be paid a minimum of four hours work at such rates. All employees are required to comply with Public Holiday rostering arrangements in accordance with the provisions of the National Employment Standards. Reasonable advance notice will be provided to employees rostered to work on Public Holidays.

22.5 Rest Break Between Shifts following Overtime

- 22.5.1. When overtime work is necessary it must, wherever reasonably practicable, be so arranged that employees have at least 10 consecutive hours off duty between the work of successive days.

- (a) An employee (other than a casual employee) who has not had at least 10 consecutive hours off duty between finishing overtime and the commencement of ordinary hours the next day must, subject to this subclause, be given time off without loss of pay until 10 consecutive hours have elapsed.
- (b) If, on the instruction of the employer, such an employee resumes or continues work without having had 10 consecutive hours off duty, the employee must be paid at 200% of the relevant minimum wage for such period, calculated hourly until released from duty, and is then entitled to be absent until 10 consecutive hours off duty have expired, without loss of pay for ordinary working time occurring during such absence.

23. SUPERANNUATION

23.1 Superannuation legislation

- (a) Superannuation legislation, including the Superannuation Guarantee (Administration) Act 1992 (Cth), the Superannuation Guarantee Charge Act 1992 (Cth), the Superannuation Industry (Supervision) Act 1993 (Cth) and the Superannuation (Resolution of Complaints) Act 1993 (Cth), deals with the superannuation rights and obligations of companies' and employees. Under superannuation legislation individual employees generally have the opportunity to choose their own superannuation fund. If an employee does not choose a superannuation fund, any superannuation fund nominated in this clause applies.
- (b) The rights and obligations in these clauses supplement those in superannuation legislation.

23.2 Company contributions

- (a) The company must make such superannuation contributions to a superannuation fund for the benefit of an employee as will avoid the company being required to pay the superannuation guarantee charge under superannuation legislation with respect to that employee.

23.3 Voluntary employee contributions

- (a) Subject to the governing rules of the relevant superannuation fund, an employee may, in writing, authorise the company to pay on behalf of the employee a specified amount from the post-taxation wages of the employee into the same superannuation fund as the company makes the superannuation contributions provided for in clause 23.2.
- (b) An employee may adjust the amount the employee has authorised the company to pay from the wages of the employee from the first of the month following the giving of three months' written notice to the company.
- (c) The company must pay the amount authorised under clauses 23.3(a) or (b) no later than 28 days after the end of the month in which the deduction authorised under clauses 23.3 (a) or (b) were made.

23.4 Superannuation fund

- 23.4.1. Unless, to comply with superannuation legislation, the company is required to make the superannuation contributions provided for in clause 23.2 to another superannuation fund that is chosen by the employee, the company must make the superannuation

contributions provided for in clause 23.2 and pay the amount authorised under clauses 23.3(a) or (b) to one of the following superannuation funds or its successor;

- (a) TWUSUPER;
- (b) any superannuation fund to which the company was making superannuation contributions for the benefit of its employees before 12 September 2008, provided the superannuation fund is an eligible choice fund and is a fund that offers a MySuper product or is an exempt public sector scheme; or
- (c) A superannuation fund or scheme which the employee is a defined benefit member of.

24. INCOME PROTECTION INSURANCE

- 24.1 The Company shall contribute to an income protection insurance scheme agreed to by the Company and majority of employees under this Agreement, an amount equal to 1.68% of the gross weekly ordinary time earnings for each full time or part time employee.
- 24.2 Where the cost of the income protection scheme is greater than 1.68% of gross weekly ordinary time earnings contributed by the Company, the difference shall be deducted from the employee weekly wages, identified on employee payslips.
- 24.3 The Company shall not be liable in any manner or form in relation to any claim which has or might be made against the income protection fund by an employee either during or after their employment with the Company.

25. ALLOWANCES

- 25.1 Employees shall be entitled to the allowances as specified in Schedule Three of this Agreement. The allowances specified in Schedule Three are the only allowances applicable to the work and circumstances covered by this Agreement.

26. LEAVE ENTITLEMENTS

- 26.1 Employees will be entitled to various forms of leave in accordance with the National Employment Standards ("**NES**"), as set out in the FW Act and relevant company policies as amended from time to time. A summary of these entitlements is set out below:

Leave entitlements may only be taken in a manner reasonably determined by the Company.

26.2 Annual Leave

- (a) A full time employee is entitled to accrue 4 weeks annual leave for each twelve month period of continuous service. Shift Workers are entitled to accrue 5 weeks annual leave for each 12 month period of continuous service. A part time employee is entitled to annual leave on a pro-rata basis in accordance with the number of hours per week the employee is engaged to work.
- (b) Annual leave is to be taken if authorised by the Company following a request by the employee,

and subject at all times to the reasonable operational requirements of the Company.

- (c) The Company is to provide approval of annual leave in writing, at least two weeks in advance of leave being taken.
- (d) Annual leave not taken is cumulative. Accrued and untaken annual leave is payable upon termination.
 - (i) the Company may direct the employee to take annual leave at any time, provided such direction is reasonable, taking into account the accrued annual leave entitlements and the operations of the business; and
 - (ii) the Company may from time to time agree, in writing, to cash out any amount of an employee's accrued annual leave balance provided the employee retains at all times 4 weeks accumulated annual leave.

26.3 **Annual Leave Loading**

Annual leave loading of 17.5% of an Employee's Base Rate of Pay for Ordinary Hours will be paid during a period of annual leave. An employee who elects to cash out Annual Leave will be paid at least the full amount that would have been payable to the employee had the employee taken the leave that the employee has forgone.

26.4 **Long Service Leave**

Long service leave will accrue in accordance with the Long Service Leave Act 2018 (Victoria).

26.5 **Personal/Carers Leave**

26.5.1. Paid Personal/ Carer's Leave

- (a) Casual Employees are not entitled to paid personal / carer's leave under this clause.
- (b) Full time Employees accrue paid personal / carer's leave at the rate of 10 days per completed year of service.
- (c) Part time Employees accrue paid personal / carer's leave on a pro rata basis according to the average number of Ordinary Hours worked by the Employee compared to the full time equivalent of 38 Ordinary Hours per week.
- (d) Paid personal / carer's leave that is accrued but not taken accumulates progressively during each year of service and from year to year.
- (e) An Employee may take paid personal / carer's leave;
 - (i) where the Employee is unable to attend or remain at work on account of personal illness or injury; or
 - (ii) to provide care or support to a member of their immediate family or household;
 - (iii) who requires care or support because of personal illness or injury or because of;
 - (iv) an unexpected emergency affecting the member.

- (f) An Employee accessing paid personal / carer's leave must notify their immediate supervisor of their inability to attend or remain at work as soon as reasonably practicable and must indicate the anticipated duration of the absence.
- (g) An Employee accessing personal / carer's leave for two or more consecutive days must provide evidence in the form of a medical certificate from a registered health practitioner or a statutory declaration evidencing the need to take such leave.
- (h) Notwithstanding subclause (g), Veolia may require an Employee to provide a medical certificate from a registered medical practitioner or a statutory declaration evidencing the need to take personal / carer's leave for a single day.
- (i) If an Employee makes a claim for personal / carer's leave but fails to provide the required evidence to substantiate such a claim, Veolia may, at its discretion, treat any absence as unauthorised.
- (j) An Employee is not entitled to take, and does not accrue, personal / carer's leave (whether paid or unpaid) during a period of workers' compensation.
- (k) No payment for accrued but untaken paid personal / carer's leave shall be made to Employees upon termination of employment.

26.5.2. Unpaid Carer's Leave

An Employee who has exhausted their paid personal / carer's leave accrual, including a Casual Employee, may access up to 2 days of unpaid carers leave in order to care for or support a member of their immediate family or household who requires care or support because of personal illness or injury or because of an unexpected emergency affecting the member.

26.6 **Family Violence Leave**

- (a) Employees are entitled to paid family and domestic violence leave in accordance with, and subject to the terms and conditions set out in, the NES.

26.7 **Compassionate Leave**

- (a) An employee is entitled to 2 days paid compassionate leave (as defined by the NES) for each occasion on the death or life threatening illness of, or injury to, a member of the employee's household or Immediate Family, a child is stillborn, where the child would have been a member of the employee's immediate family, or a member of the employee's household, if the child had been born alive, or the employee, or the employee's spouse or de facto partner, has a miscarriage. If requested to do so, the employee shall provide the Company with satisfactory proof of such death or life threatening illness or injury.
- (b) A Casual Employee is not entitled to paid compassionate leave but is entitled to not be available to attend work, or to leave work, for each occasion that a member of the Employee's immediate family or household develops or sustains a personal injury or illness that poses a serious threat to his or her life or dies. Veolia and the Casual Employee will agree on the period for which the Casual Employees will be entitled to not be available to attend work. In the absence of agreement, the Casual Employee is entitled to not be available to attend work for up to 48 hours per occasion.

26.8 Parental Leave

An employee will be entitled to maternity, paternity and/or adoption leave in accordance with the provisions of the NES and where Company Policy provides for Parental Leave, as amended from time to time.

26.9 Other Leave

An employee will be entitled to other leave such as Community Service Leave in accordance with the NES and Company policy, as it may apply from time to time.

26.10 Public Holidays

- (a) A full time and part time employee, whose ordinary hours of work include a public holiday, are entitled to public holidays in accordance with the NES and Veolia policy where Veolia's policy is more generous than the NES.
- (b) Any Public Holidays gazetted by the State Government of Victoria or Regional gazetted Public Holidays will apply to all employees covered by the scope of this agreement.
- (c) Where a public holiday falls on a Saturday or Sunday, the day gazetted by the State or federal Government to be observed as the public holiday, shall be substituted for the day of the public holiday. An employee shall not be entitled to the benefit of more than one holiday as a consequence of such proclamation.

27. TERMINATION OF EMPLOYMENT

27.1 Notice of Termination

- (a) The Company or an employee may terminate the employment relationship by giving the following period of notice:

Period of Continuous Service	Period of Notice
1 year or less	1 week
Over 1 year but less than 3 years	2 weeks
Over 3 years but less than 5 years	3 weeks
Over 5 years	4 weeks

In addition to the notice set out above, the Company will provide an employee with one week additional notice where the employee is over 45 years of age and has completed at least two years continuous service.

Should the employee fail to provide the requisite period of notice, the Company may withhold from any payments outstanding to the employee in accordance with the National Employment Standards.

- (b) Payment in lieu of notice will be made by the Company where the Company does not require

the employee to work out the notice period, at any time during the notice period.

- (c) Where either party has provided notice of termination, the Company may require the employee to:
 - (i) Not perform any work for it;
 - (ii) Not attend the Company's place of business; or
 - (iii) Perform only those duties which the Company specifies to the employee.

27.2 Termination without Notice

The Company may terminate an employee without notice in circumstances of serious misconduct.

27.3 Abandonment of Employment

- (a) An Employee who is absent from work for 3 consecutive rostered shifts / a continuous period of five working days without the consent of Veolia, and without notification to Veolia, shall be deemed to have abandoned his/her employment, unless Veolia is satisfied that the Employee was absent for a reasonable cause and there were exceptional circumstances preventing the Employee from communicating the reason/s for their absence to Veolia.
- (b) Where an Employee is deemed to have abandoned their employment. Veolia will terminate the Employee's employment in accordance with clause 27 and the requirements of s 117 of the FW Act.

28. DRUG AND ALCOHOL

- 28.1 Employees must not attend the workplace under the influence of alcohol or other drugs (prescription or otherwise) which may impact their performance.
- 28.2 Employees may be required by Veolia to undertake random, casual and /or for-cause or incident-specific medical, alcohol and / or drug testing.
- 28.3 A refusal by an Employee to submit to such testing, or testing positive to alcohol or other drugs, may constitute misconduct and may lead to disciplinary action.

29. PROVISION OF EQUIPMENT & UNIFORMS

- 29.1 It is the responsibility of the Company to provide employees with the necessary equipment and uniforms in order to perform the tasks assigned to them by the Company, including adequate provision of safety equipment and / or clothing in order for employees to safely carry out their duties.
- 29.2 Full time and part time employees, on commencement of employment with the Company, will be provided with the following uniform issue:
 - (i) Four pairs of trousers or shorts or overalls in any combination preferred by the employee;
 - (ii) Four Company Polo Shirts or Drill Shirts in short or long sleeve in any combination preferred by the employee;
 - (iii) One pair of safety boots upon commencement of employment and an additional pair of safety boots issued upon successful completion of the probationary period;

- (iv) One fit for purposes / PPE jacket; and
- (v) Two bonded high visibility windcheaters.

- 29.3 The Company will replace items from the initial issue on a fair wear and tear basis. In order to receive the replacement item, employees are required to return the uniform item that is to be replaced. No exchange will occur until that item has been returned to the Company.
- 29.4 The Company will issue a written memo to all employees covered by this Agreement on an annual basis to remind employees of their entitlement to replace PPE in accordance with sub clause 29.2.
- 29.5 Uniforms are issued for the comfort and safety of employees and in order to present professionally to customers. Employees will be required to wear long sleeve trousers and long sleeve shirts where it is a designated safety requirement for specific Veolia and Veolia's customer sites. The upkeep, laundering and general condition and presentation are the responsibility of the employee.
- 29.6 All employees that have been issued with uniforms must wear that uniform at all times whilst on duty. Any employee reporting for duty out of uniform will not be permitted to commence work and will not be paid until they report for duty in uniform unless by prior notification and agreement.

30. UNION RECOGNITION AND DELEGATES' RIGHTS

- 30.1 The Company recognises the fact that delegates or co-delegates are required to attend union meetings, training courses, etc., during the course of their duties.
- 30.2 The Company will allow in total 12 days in any calendar year at ordinary rates to attend such courses by representatives called upon by the Union to represent the Employees covered under this Agreement.
- 30.3 To clarify, the 12 days in total (6 per delegate/co-delegate) will apply to all yard representatives a maximum of two, whether delegate, co-delegate or other and a running total will be kept by the supervisor responsible. The request for leave must be applied for in writing and have the sanction of the Union.
- 30.4 The Company will continue to recognize the role of the Delegates in the workplace and the function they perform in this role. This has been the case in the past and will continue under the terms of this agreement. Equally the delegates recognize their responsibilities as Employees of the Company

SCHEDULE ONE: CLASSIFICATION STRUCTURE

Level 2

An employee performing the following function/s

- Offsider (includes Runners) to a Driver in all waste management systems.

Level 3

An employee performing the following function/s;

- Driver in Training - An employee undertaking the Veolia Victoria Driver Development Program in accordance with the published Veolia Driver Development Procedure, for any full day that the employee is not required to perform duties as a trainee driver as specified in Level 4.
- Driver (not elsewhere included) of a waste management vehicle up to and including 4.5 tonnes GVM

Level 4

An employee performing the following function/s:

- Driver of a vehicle with a truck mounted loading crane;
- Driver/operator of a mechanical road sweeper;
- Driver of a waste management vehicle exceeding 4.5 tonnes GVM and up to and including 14 tonnes GVM.
- Driver in Training - An employee undertaking the Veolia Victoria Driver Development Program in accordance with the published Veolia Driver Development Procedure for any day or part thereof that the employee is required to perform duties as a trainee driver of a vehicle exceeding 14 tonnes GVM.

Level 5

An employee performing the following function/s:

- Driver of a waste management vehicle exceeding 14 tonnes GVM and up to and including 30 tonnes GVM being:
 - Rear end loading vehicles
 - Roll on/roll off vehicles including hook lift, dino and cable
 - Side lift vehicles (commercial collections)
 - Liquid waste rigid vehicles
 - Lift on skip or marrell vehicles
 - Vehicle carrying septic tanks, chemical closets, portaloos, etc

Level 6

An employee performing the following function/s:

- Driver of an articulated vehicle;
- Driver of a rigid vehicle exceeding 30 tonnes GVM;
- Driver of a front lift vehicle; and
- Driver of a vehicle collecting containers of solid waste and/or recyclable materials by means of a one-man side operated grab and lifting device (SOLO) in accordance with local government contracts:

Level 7

An employee performing one or more of the following functions:

- Driver/instructor (all systems)
- Leading Hand

SCHEDULE TWO: WAGES

Upon certification of this agreement the following increases will come into effect:

Effective from the first full pay period on or after 1 July 2023	
Level	Hourly Wage Rate
2	\$28.78
3	\$29.10
4	\$29.75
5	\$30.25
6	\$31.17
7	\$34.20

First full pay period on or after 1 July 2024	
Level	Hourly Wage Rate
2	\$30.22
3	\$30.56
4	\$31.24
5	\$31.77
6	\$32.74
7	\$35.92

Any back payment will only be paid to Veolia employees engaged at the time of FWC approval.

SCHEDULE THREE: ALLOWANCES

The allowances set out in this Schedule shall stand alone and will not be taken into account when calculating any other entitlement due to the employee under this Agreement.

The following allowances are to be increased by;

- by a further 3% from the first full pay period on or after 1 July 2024

1. Relief Driver Allowance

An employee who has been designated by the Company as a relief driver who is required to replace the regular driver who is absent from work for whatever reason on their route/s. Shall be paid an additional \$57.67 per week for every week, or part thereof, worked as a relief driver.

2. Call Back Allowance

An employee who is recalled back to work on the same day as having completed their normal shift will in addition to any overtime payments, be paid a call back allowance of \$38.44 on each occasion they are recalled to work.

3. Standby Allowance

An employee who is required to hold themselves ready to return to work during an off duty period, shall be paid a standby allowance of \$28.82 per day for each day they are on standby or when rostered for the week \$201.76. Should the employee be required to attend to the workplace on more than one additional occasion per day following the initial call in, and where deemed reasonable that they would have not been required to remain at the workplace following that initial call in order to continue duties, the employee will be paid this allowance up to a maximum of twice per day should they be required to return to duties.

4. Travel Allowance

A travel allowance of \$19.29 is payable per each way trip whenever an employee is required to use their car to travel to a different work location to start work and it is not their normal place of commencing work. The Company will reimburse fees incurred for usage of Tollway travel incurred on these journeys, so long as the employee submits Tollway receipts evidencing usage.

5. Meal Allowance

A meal allowance of \$24.90 is payable whenever overtime of two hours or more is worked, except in circumstances where the Company provides a meal to employees. Meal allowance, or the provision of a meal by the Company, is not provided for whenever overtime is worked on weekends.

6. Mobile Phone Allowance

A mobile phone allowance of \$20.60 per week is only payable in the event of the Company vehicle not being fitted with a company issued communication device, where the employee relies on using their personal mobile phone for communication.

7. Occupational Health and Safety Representative Allowance

Employee(s) covered by this Agreement that are duly elected / appointed as the employee workplace Occupational Health and Safety representative, shall be paid an allowance of \$17.91 per week.

8. Distant Work Allowance

If an Employee is required to travel for work purposes and this involves overnight stays as a part of the travel arrangement, the Company will arrange and pay for accommodation. In addition, the Company will pay employees required to be away from home overnight an allowance of \$59.72 per night plus \$29.85 on the final day of the trip for meal and incidental costs if alternative arrangements are not agreed between the Company and employee in relation to a specific project.

9. Liquid Tanker Driver Allowance

Employees required to operate a Liquid Tanker Vehicle will be paid an allowance of \$3.94 per hour for every hour of completed work undertaken when driving and operating a Liquid Tanker Vehicle.

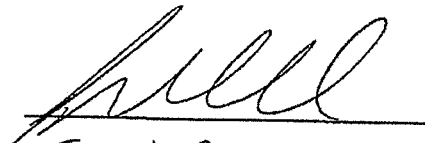
SUMMARY ALLOWANCES

ALLOWANCE	Allowances effective from the first full pay period on or after approval of this agreement	Increase of 3.0%, effective from the first full pay period on or after 1 July 2024
Relief Driver	\$57.67	\$59.40
Call Back	\$38.44	\$39.59
Stand By (per week)	\$201.76	\$207.81
Stand By (per day)	\$28.82	\$29.69
Travel Allowance	\$19.29	\$19.87
Meal Allowance	\$24.90	\$25.65
Mobile Phone	\$20.60	\$21.22
Occupational Health and Safety Representative Allowance	\$17.91	\$18.45
Distant Work Allowance	\$59.72 per night, plus \$29.85 on the final day of the trip	\$61.51 per night, plus \$30.75 on the final day of the trip
Liquid Tanker	\$3.94	\$4.05

SIGNATORIES

SIGNED on behalf of and with the authority of Veolia Environmental Services (Australia) Pty Ltd by:

Signature of the authorised person:



Name in full:

JASON RANDALL

Address:

11 RELIANCE COURT

Post code:

ECHUCA VIC.

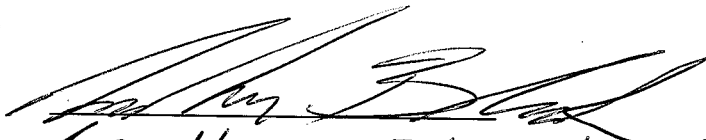
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Explanation of authority:

COLLECTIONS SERVICES MANAGER NTH. VIC

SIGNED by a representative of the EMPLOYEES covered by this Agreement:

Signature of the authorised person:



Name in full:

GRAHAM BLACK

Address:

11 RELIANCE CRT ECHUCA

VIC

Post code:

3564

Explanation of authority:

AN EMPLOYEE COVERED BY THE AGREEMENT

SIGNED on behalf of and with the authority of the Transport Workers Union (VIC Branch) by:

Signature of the authorised person:

Name in full:

Address:

Post code:

Explanation of authority:
