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MEMORANDUM



Thiess Contractors
Pty Limited
A.C.N. 010 221 486

done sat-
20.6.02.

file Paul

TO: Nick Jukes
Jo Trio

cc: Martin Albrecht

FROM: Paul Darrouzet

SUBJECT: Memorandum of Understanding - Workplace Reform - Australian
Workers Union.

Attached please find signed document formalising our joint commitment to the reform process.

It is project specific and now puts the A.W.U. on a equivalent basis to the C.F.M.E.U.

Regards

Paul Darrouzet



MEMORANDUM OF UNDERSTANDING ON RESTRUCTURING

PROJECTS: **DAWESVILLE CHANNEL - EARTHWORKS
DAWESVILLE CHANNEL - TRAINING WALLS**

COMPANY: **THIESS CONTRACTORS PTY LTD**

UNION: **AUSTRALIAN WORKERS UNION**



MEMORANDUM OF UNDERSTANDING ON RESTRUCTURING - 2

THIESS CONTRACTORS PTY LTD

INTRODUCTION

The Company and the Union recognise the Federal Government and the ACTU positions on Award Restructuring, and that the key objectives of the Structural Efficiency Principle are to:

- a) increase efficiency;
- b) provide workers with access to more secure, varied, fulfilling and better paid jobs;
- c) promote confidence, investment and jobs by ensuring that the industry delivers a quality product which seeks to meet the budget and time constraints of investors.

These issues are being addressed at an industry level through the award restructuring process. All parties will continue to support that process.

The Company and Union acknowledge, however, that appropriate action at individual company level is essential to the achievement of these objectives.

It is the responsibility of the individual company and its employees to observe awards, proper safety standards and industry agreements and to ensure that proper relations are established and maintained between the Company, its employees, and their union, as a basis for sustained improvement in the industry's industrial relations environment.

Such improvements are vital to encouraging investment, and thus job opportunities, in the industry.

COMPANY AND UNION COMMITMENT

The parties:

- Recognise the need to improve efficiency in Civil Operations.
- Are committed to the award restructuring concept at the Dawesville Channel construction project because they believe it will lead to an improvement in the future of the industry, not just the Company and its workforce.
- Will pursue the restructuring process through consultation between management, the workforce and their union and have the Workplace Reform Advisers assisting in the establishment of the restructuring program.



MEMORANDUM OF UNDERSTANDING ON RESTRUCTURING - 3 THIESS CONTRACTORS PTY LTD

- Are committed to action that enables the Company's direct workforce on this Project to take full advantage of the proposed new wage classification structure, through:
 - Developing training opportunities
 - Establishing clearly defined career paths
- Recognise that sub-contracting is an integral part of the industry and that the development of restructuring plans will keep this in mind.
- Will assist sub-contractors that carry out work for Thiess Contractors Pty Ltd, to address the need for restructuring and help them to commence the process, and this will include a review of the scope of contracts.

INTENT

The parties are committed to implementing the elements of this Memorandum under the terms and conditions of the Australian Workers Union - Construction and Maintenance Award 1989 provision for restructuring.

This commitment extends to adherence to the proposals for transitional arrangements to new award skill/pay structures and is only applicable on the Dawesville Channel Project (Earthworks/Training Walls).

PRINCIPLES

The parties are committed to the following principles:

Restructuring

The restructuring process recognises that rigid and narrow forms of work organisation are no longer appropriate. This will require a re-examination of the organisation of construction activity and re-design of jobs by increasing and/or widening of the skills (where appropriate) to provide greater opportunities, more interesting work and increased continuity of work for the Company's workforce. Significant efficiency improvement can be gained through a more flexible, better skilled and motivated workforce. Employees will gain greater job satisfaction, career progression, responsibility and development and use of their skills.



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Training/Payment for Skills

As an integral part of the restructuring exercise the Company and the Union will, with the direct involvement of the workforce, work together to put in place a Skills Enhancement Program which will provide opportunities to the workforce to obtain both higher and more broadly based skills and be paid for those skills.

The parties will continue to actively support the industry wide approach to curriculum development and accreditations through the National Building and Construction Industry Training Council.

CONSULTATIVE COMMITTEE

The Company and the Union have agreed on the formation of a Consultative Committee and for it to be the forum for examining efficiency issues, job redesign and training plans to achieve successful development of the Skills Enhancement Program.

Proposals from the Consultative Committee will be forwarded to Company Senior Management, the Monitoring Committee and the workforce for their consideration.

The Consultative Committee will be made up from:

1. Nominated representatives of Company management, drawing on project managers and supervisors with the experience and technical expertise to analyse efficiency issues, and one staff member with direct responsibilities for broader industrial relations matters.
2. Nominated representatives of the Company's workforce with the experience and expertise to analyse efficiency issues, and at least one union delegate with direct responsibilities for broader industrial relations matters.

SUBCONTRACTORS

The Memorandum only covers Thiess Contractors Pty Ltd and its direct workforce.

Sub-contractors and their workforce on these projects are not covered by the Memorandum.



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THIESS CONTRACTORS PTY LTD

MONITORING COMMITTEE

The Company and Union agree to establish a Monitoring Committee to review progress on the elements of this Memorandum of Understanding.

The Committee shall meet every six months or more often if issues require clarification.

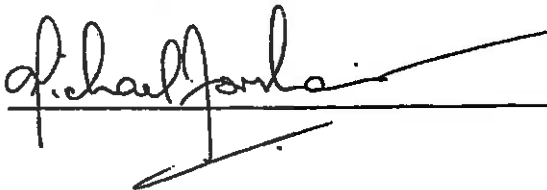
The Committee shall consist of Company Senior Management and industrial relations representatives, and the Company's Union delegates, and State Secretary of the AWU or his nominees.

SIGNATORIES

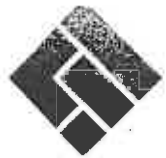
Date: 11/6/92.



THIESS CONTRACTORS PTY LTD



AUSTRALIAN WORKERS UNION



AUSTRALIAN
SECURITIES
COMMISSION

CIB FRAUD SQUAD
ATTN: MIKE WELLS
CURTIN HOUSE
60 BEAUFORT ST
PERTH WA 6062

Certificate of the Registration of a Company

Corporations Law Paragraph 1274 (2) (b)

This is to certify that

COMETVALE PTY. LTD.

Australian Company Number 010 221 486

is taken to be registered as a company under the
Corporations Law of Queensland.

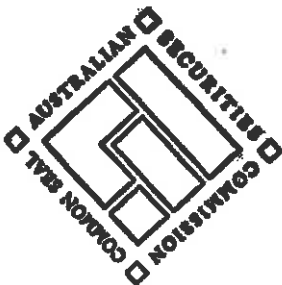
On the twenty-ninth day of June 1981 the company changed its name to
THIESS CONTRACTORS PTY. LTD.

The company is limited by shares.

The company is a proprietary company.

The day of commencement of registration is
the thirtieth day of March 1981.

Given under the seal of the
Australian Securities Commission
on this twenty-ninth day of January, 1997.




A delegate of the Australian Securities Commission