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The date of publication of this Gazette is 6 December 2006

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Australian Government
Attorney-General's Department
Office of Legislative Drafting and Publishing

This Gazette is published by the Office of Legislative Drafting and Publishing (OLDP) on behalf of the Commonwealth of Australia.

OLDP is a specialist professional drafter and the pre-eminent drafter of Commonwealth subordinate legislation.

OLDP strives to maintain and enhance its reputation as a centre of drafting excellence. OLDP produces legislative and administrative instruments of the highest standard through the innovative use of plain English, current technology and rigorous quality assurance procedures.

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- drafting
- advising about drafting and interpreting instruments created under a statutory power
- maintaining the Federal Register of Legislative Instruments, registering legislative instruments and lodging registered instruments for tabling in Parliament
- preparing compilations of Acts and select legislative instruments

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- the basis and role of delegated legislation and other instruments made under a statutory power
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- arranging gazettal and tabling of other OLDP drafted non-legislative instruments.
- preparing compilations of legislative and non-legislative instruments

How to contact us

First Assistant Secretary
Office of Legislative Drafting and Publishing
Attorney-General's Department
Robert Garran Offices
National Circuit
Barton ACT 2600
Tel. (02) 6203 9001
Fax. (02) 6282 4352

THIS GAZETTE IS PRODUCED AS A CAMERA-READY PUBLICATION

QUALITY OF YOUR PUBLICATION

To maximise the quality of notices, all copy must be typewritten or typeset using a laser printer. Handwritten material will generally not be accepted. Other material may be accepted, however, the Attorney-General's Department will take no responsibility for the quality of production of these notices.

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A charge of \$143.00 per page will apply to the submission of notices for this Gazette.

CUSTOMER ACCOUNT NUMBERS must be clearly indicated on the covering sheet and submitted with your notice. Any notice submitted without this information will not be published.

CLOSING TIMES

Copy for inclusion in this Gazette will be accepted by the Gazette Office until 10.00 am on Friday in the week before publication, unless an earlier closing time has been advised.

INQUIRIES

All inquiries should be directed to (02) 6203 9009.

Christmas/New Year publication arrangements

The last Government Notices Gazette for 2006 will be published on **Wednesday, 20 December 2006**. Normal closing times will apply.

The first Government Notices Gazette for 2007 will be published on **Wednesday, 10 January 2007**.

Arrangements for publication of Special Gazettes over the Christmas/New Year period can be made by telephoning: (02) 6203 9009.

General Information

GAZETTE INQUIRIES

Lodgment Inquiries: (02) 6203 9009
Subscriptions (Fax): (02) 6293 8388
Subscriptions (Tel): 1300 857 522

The **GOVERNMENT NOTICES GAZETTE** is published each Wednesday and contains a range of legislation (including proclamations) and information about legislation as well as special information and government departments' notices. The Gazette is sold at \$6.40 each or on subscription for \$314.00 (50 issues). Prices are GST inclusive.

NOTICES FOR PUBLICATION and related correspondence can be lodged:

By hand: Gazette Office, 63 Denison Street, Deakin ACT 2600

By post: Gazette Office, Attorney General's Department, Cnr Kings Avenue and National Circuit, Barton ACT 2600.

By fax: (02) 6282 5140

By e-mail: gazettes@ag.gov.au.

Notices received before closing times will be accepted for publication in the next available issue of the *Gazette*, unless otherwise specified.

All notices lodged for publication must be accompanied by a covering note clearly setting out requirements. For the purposes of publication, electronic copy is preferred. However, publication of hard copy notices can be arranged. Further information is provided below.

Publication of hard copy notices

Where a notice for publication includes a signature or other handwritten material that must appear in the published notice, a hard copy of the notice will be accepted for publication. The notice must be either an original or a good copy. Print should be confined to one side of the paper and sheets must be A4 size and numbered consecutively. Dates, proper names and signatures are to be shown clearly. An electronic copy of the notice should also be e-mailed to the Gazette Office.

Publication of electronic notices

Where a notice for publication is provided in electronic form it should be provided in Word, RTF (Rich Text Format) or searchable PDF format.

For further information contact the Gazette Office on (02) 6203 9009. Information is also available from the following Internet site: <http://www.ag.gov.au/GNGazette/>.

CLOSING TIMES FOR LODGMENT

All notices for publication must be lodged by the following times (except at holiday periods for which special advice of earlier closing times will be given).

All *Government Notices Gazette* copy: Friday at 10.00 am in the week prior to publication.

Special Gazette Notices: by 9.30 am on the day of publication.

Periodic Gazettes: as agreed but generally 7 working days prior to date of publication.

ADVERTISING RATES (GST inclusive)

Government Notices: \$143 per A4 page — minimum charge one page.

Special Gazette notices:

- during business hours: \$264 per page.
- outside normal business hours: \$396 per page for the first two pages and \$264 for each subsequent page.

Periodic Gazette notices: \$350 for the first page and \$50 for each subsequent page.

Other charges may apply, for further information please see the Lodging Notices section, More information at <http://www.ag.gov.au/GNGazette>

Additional copies of Special and Periodic Gazettes can be provided at a cost of 2.75 cents per page per copy — minimum charge: \$5.50.

Payment may be made by credit card, EFT, cheque, money order or customer account code (for account code customers only).

SUBSCRIPTIONS are payable in advance and are accepted for a maximum period of one year. All subscriptions are on a firm basis and refunds for cancellations will not be given. Rates include surface postage in Australia and overseas. For further information about subscriptions telephone 1300 857 522.

AVAILABILITY

The *Gazette* may be purchased by mail order (Tel. 1300 857 522, Fax (02) 6293 8388) from CanPrint Communications, 16 Nyrang Street, Fyshwick ACT 2609. Over the counter sales are available from CanPrint Communications at the address above.

Over the counter sales are also available from the following outlets:

Canberra: CanPrint Communications

16 Nyrang Street

Fyshwick ACT 2609

Phone: 1300 857 522 Fax: (02) 6293 8388

Melbourne: Information Victoria

356 Collins Street

Melbourne VIC 3000

Phone: 1 300 366 356 Fax: (03) 9603 9920

Brisbane: Goprint

371 Vulture Street

Woolloongabba QLD 4102

Phone: (07) 3246 3399 Fax: (07) 3246 3534

Hobart: Printing Authority of Tasmania

2 Salamanca Place

Hobart TAS 7000

Phone: 1 800 030 940 Fax: (03) 6223 7638

Adelaide: Service SA Government Legislation Outlet
Ground Floor

101 Grenfell Street

Adelaide SA 5000

Phone: 13 2324 Fax: (08) 8207 1949

Sydney: NSW Government Information

LEVEL 3, McKell Building

2-24 Rawson Place

Sydney NSW 2000

Phone: 1300 656 986 Fax: (02) 9372 8993

GAZETTES

When a *Special Gazette* is issued outside normal business hours, a copy of the Gazette will be posted on a noticeboard at the front entrance of the Attorney-General's Department, cnr Kings Avenue and National Circuit, Barton ACT 2600. Copies will be available on the next business day from CanPrint Communications, 16 Nyrang Street, Fyshwick ACT 2609.

ALL REMITTANCES should be made available to: Collector of Public Moneys, Attorney-General's Department.

ISSUES OF PERIODIC GAZETTES

The following Periodic issues of the *Gazette* have been published.

The *Gazette* may be purchased by mail order from CanPrint Communications, 16 Nyrang Street, Fyshwick ACT 2609.

Over the counter sales are available from CanPrint Communications and other outlets (see General Information for Details).

Gazette number	Date of Publication	Subject
P1	14.8.06	Great Barrier Reef Marine Park Act 1975 Particulars of permissions granted, refused, suspended, reinstated, revoked or reconsidered for the period 1.10.05 to 31.5.06 and not previously gazetted Particulars of permissions granted, refused, suspended, reinstated, revoked or reconsidered for the period 1.6.06 to 30.6.06
P2	20.11.06	Great Barrier Reef Marine Park Act 1975 Particulars of permissions granted, refused, suspended, reinstated, revoked or reconsidered for the period 1.5.06 to 30.9.06 and not previously gazetted

Government Departments

Attorney-General



Australian Government
Australian Customs Service

Customs Act 1901 Notice under Section 15

Wharf Appointment Appointment No. 2400

I, Janine Hill, delegate of the Chief Executive Officer of Customs, under subsection 15(2) of *the Customs Act 1901* hereby:

- (a) appoint as a wharf all of the area known as “Useless Loop Wharf”, in the Port of Useless Loop and including the area known as “Slope Island” and an area extending for fifty metres in all directions from the wharf structure, as per the markings on Statutory Services Diagram No.93807, registered with the Department of Land Administration; and
- (b) fix as the limits of the wharf, the bounds shown and described on the said plan.

Dated the 8th day of November 2006

A handwritten signature in black ink, appearing to read 'J Hill', written over a light blue circular stamp.

Janine Hill
A/g Director Border Enforcement
Australian Customs Service
Western Australia



Australian Government
Australian Customs Service

Customs Act 1901
Notice under Section 15

Notice of Revocation
Revocation No. 2399

I, Janine Hill, delegate of the Chief Executive Officer of Customs, under subsection 33(3) of the *Acts Interpretation Act 1901* and subsection 15(2) of the *Customs Act 1901* revoke the appointment of the following wharf:

- (a) The Wharf known as "Useless Loop Wharf" in the Port of Carnarvon, dated 6 October 1998, appointment No. W96/017 which appeared in the Commonwealth of Australia Gazette No. 42, dated 21 October 1998.

Dated the 8th day of November 2006

A handwritten signature in black ink, appearing to read 'J Hill'.

Janine Hill
A/g Director Border Enforcement
Australian Customs Service
Western Australia

COMMONWEALTH OF AUSTRALIA
CUSTOMS ACT 1901

NOTICE OF RATES OF EXCHANGE - section 161J *CUSTOMS ACT 1901*

I, John Fenning, delegate of the Chief Executive Officer of Customs, hereby specify, pursuant to section 161J of the *Customs Act 1901*, that the amounts set out in Columns 3 to 9 hereunder are the ruling rates of exchange, on the dates specified, for the purposes of ascertaining the value of imported goods under the provisions of Division 2 of Part VIII of the *Customs Act 1901*.

SCHEDULE

(Foreign Currency = AUS \$1)

Column 1	Column 2 Currency	Column 3 22/11/2006	Column 4 23/11/06	Column 5 24/11/2006	Column 6 25/11/2006	Column 7 26/11/2006	Column 8 27/11/06	Column 9 28/11/06
Brazil	Real	1.667	1.6776	1.6779	1.6779	1.6779	1.6915	1.7113
Canada	Dollar	0.8832	0.8841	0.8836	0.8836	0.8836	0.8836	0.8814
China, PR of	Yuan	6.0637	6.0879	6.0808	6.0808	6.0808	6.1198	6.1002
Denmark	Kroner	4.4724	4.4637	4.4558	4.4558	4.4558	4.4231	4.415
European Union	Euro	0.5998	0.5985	0.5976	0.5976	0.5976	0.5934	0.5922
Fiji	Dollar	1.3103	1.3113	1.3108	1.3108	1.3108	1.3102	1.3127
Hong Kong	Dollar	6.0048	6.031	6.0259	6.0259	6.0259	6.0685	6.0513
India	Rupee	34.5395	34.598	34.6412	34.6412	34.6412	34.871	34.7457
Indonesia	Rupiah	7047.0	7075.0	7071.0	7071.0	7071.0	7131.0	7117.0
Israel	Shekel	3.33	3.3381	3.3367	3.3367	3.3367	3.3497	3.3468
Japan	Yen	90.79	90.37	90.05	90.05	90.05	90.23	90.27
Korea, Republic of	Won	719.09	720.12	719.87	719.87	719.87	724.49	722.78
Malaysia	Ringgit	2.813	2.8196	2.8148	2.8148	2.8148	2.8339	2.831
New Zealand	Dollar	1.1505	1.1536	1.1562	1.1562	1.1562	1.1599	1.1613
Norway	Kroner	4.9512	4.9415	4.9343	4.9343	4.9343	4.9104	4.8965
Pakistan	Rupee	46.86	47.09	47.05	47.05	47.05	47.39	47.28
Papua New Guinea	Kina	2.3161	2.3267	2.3252	2.3252	2.3252	2.3429	2.3369
Philippines	Peso	38.37	38.47	38.47	38.47	38.47	38.73	38.65
Singapore	Dollar	1.2012	1.2029	1.2018	1.2018	1.2018	1.2092	1.2062
Solomon Islands	Dollar	5.8469	5.8741	5.8704	5.8704	5.8704	5.9151	5.8999
South Africa	Rand	5.5426	5.526	5.5589	5.5589	5.5589	5.5317	5.5512
Sri Lanka	Rupee	82.56	82.94	83.06	83.06	83.06	83.92	83.99
Sweden	Krona	5.4656	5.4262	5.4155	5.4155	5.4155	5.3658	5.3541
Switzerland	Franc	0.956	0.9501	0.9474	0.9474	0.9474	0.9399	0.9384
Taiwan Province	Dollar	25.29	25.37	25.35	25.35	25.35	25.54	25.41
Thailand	Baht	28.19	28.29	28.27	28.27	28.27	28.42	28.3
United Kingdom	Pound	0.4057	0.4046	0.4041	0.4041	0.4041	0.4018	0.4014
USA	Dollar	0.7712	0.7748	0.7743	0.7743	0.7743	0.7802	0.7782

John Fenning
Delegate of the Chief Executive Officer of Customs
Canberra ACT
29/11/2006

Employment and Workplace Relations



Australian Government

**Australian Safety and
Compensation Council**

Do you work with chemicals?

As part of the development of the new **Workplace Hazardous Chemicals Framework**, the Australian Safety and Compensation Council (ASCC) invites your comments on the following draft documents:

- *Draft National Code of Practice for the Labelling of Workplace Hazardous Chemicals*
- *Draft National Code of Practice for the Preparation of Safety Data Sheets*

These documents will be available in December, with a Public Discussion Paper, free of charge, from the ASCC website at ascc.gov.au.

The following documents are also currently available for public comment::

- *Draft National Standard for the Control of Workplace Hazardous Chemicals*
- *Draft National Code of Practice for the Control of Workplace Hazardous Chemicals*
- *Draft Regulation Impact Statement—Proposed Revisions to the National OHS Framework for the Control of Workplace Hazardous Substances and Dangerous Goods*

The public comment for these documents has been extended to 1 March 2007.

If you are not able to download the documents they can be provided on CD-ROM or a limited number of printed copies will be made available. Please place your request for a CD-ROM or printed materials by:

- Telephoning freecall 1800 552 488
- Emailing chemicals@dewr.gov.au
- Faxing (02) 6276 8733

Include your name and postal address and which document/s you are requesting.

Public comment for these documents closes on **1 March 2007**.

The ASCC leads and coordinates national efforts to promote best practice in occupational health and safety (OHS), improve workers' compensation arrangements and improve rehabilitation and return to work of injured workers.



Occupational Health and Safety (Commonwealth Employment) (Commonwealth authority) Notice 2006 (1)

Notice No. 1 of 2006

I, KEVIN JAMES ANDREWS, Minister for Employment and Workplace Relations, make this Notice under subsection 5(1) of the *Occupational Health and Safety (Commonwealth Employment) Act 1991*.

Dated

27th November November 2006

Minister for Employment and Workplace Relations

1 Name of Notice

This Notice is the Occupational Health and Safety (Commonwealth Employment) (Commonwealth authority) Notice 2006 (1).

2 Period of declaration

This Notice commences on 20 November 2006 and ceases to have effect on the day on which Part 1 of Schedule 1 of the *OHS and SRC Legislation Amendment Act 2006* commences.

3 Declaration

I declare that Telstra Corporation Limited (ABN 33 051 775 556) is a Commonwealth authority for the purposes of the *Occupational Health and Safety (Commonwealth Employment) Act 1991*.

Notes:

1. Paragraph (c) of the definition of 'Commonwealth authority' in subsection 5(1) of the Act provides that the Minister can, by notice published in the *Gazette*, declare a body corporate that is incorporated under a law of the Commonwealth or a State or Territory in which the Commonwealth has a substantial interest to be a Commonwealth authority for the purposes of the Act.

2. The *OHS and SRC Legislation Amendment Act 2006* will commence on a date to be fixed by proclamation. If no proclamation is made, the Act will commence on 15 March 2007.



Workplace Relations Act 1996

Australian Industrial Registry
Terrace Towers
Level 8, 80 William Street
EAST SYDNEY NSW 2011

NOTICE OF APPLICATION FOR CONSENT TO ALTERATION OF ELIGIBILITY RULES OF AN ORGANISATION

(D2006/75)

NOTICE is given that an application has been made under Schedule 1 of the *Workplace Relations Act 1996* for consent to an alteration of the eligibility rules of the Aged & Community Services Association of NSW & ACT Incorporated.

A copy of the application has been published on the website of the Australian Industrial Relations Commission at: <http://www.airc.gov.au/> (under "Organisations", click on "Gazette Notices").

Alternatively, a copy of the application can be obtained on request from the Australian Industrial Registry. Requests should be directed to Barry Jenkins, Australian Industrial Registry, Level 8, 80 William Street, East Sydney NSW 2011 (Fax: (02) 9380 6990 or E-mail: barry.jenkins@air.gov.au).

Information contained in the supporting documents to the application concerning the proposed alterations is as follows:

Particulars of the proposed alterations (insertions in **bold**, deletions in ~~striketrough~~ formatting):

1 - NAME AND INDUSTRY

- 1.1 The name of the Organisation is "Aged & Community Services Association of NSW & ACT Incorporated", hereinafter referred to as the Association.
- 1.2 The industry for which the Association is formed is the "not-for-profit aged and community services industry" within ~~New South Wales and the Australian Capital Territory and in South Australia in respect of the Elderly Citizens' Homes of S.A. Inc.~~ **Australia** which means and includes the delivery of extended care services, including accommodation and/or nursing and/or rehabilitation and/or therapeutic services, for the health and wellbeing of aged or disabled persons domiciled in or attending independent self-care living units, hostels, nursing homes, day-care centres, sheltered workshops, group homes and like establishments, and the community for domiciliary care services, by religious, charitable, benevolent, trustee or community not-for-profit organisations, state or local government agencies, whether incorporated or unincorporated.

Sub-rule 5.1 of the eligibility rules is to remain unaltered.

Reasons for proposed alterations:

This change reflects the increasing prevalence of aged care providers operating on a national scope and takes into account the impact of the Federal Governments Workchoices reforms which aim to achieve a national workplace relations system.

To improve service to members whose operations overlap State borders and who operate in a national market servicing the aged care industry on a national basis.

Nationally operating members often operate out of a Head Office or Administration Centre outside NSW and do not distinguish in which state their clients receive care.

ACS needs to operate Australia wide in order to service its members who will increasingly move towards providing a national industrial relations framework including AWAs and Collective Agreements across State boundaries.

Effect of proposed alterations:

The proposed change will extend the representation of ACS to the operations of member organisations beyond NSW and the ACT, and to any organisations that operate outside NSW and the ACT which wish to receive industrial and other services from ACS NSW & ACT.

The proposed change will enable ACS to provide services to interstate organisations currently not able to avail themselves of ACS membership.

Any interested organisation registered under the Workplace Relations Act, association or person who desires to object to the application may do so by lodging in the Industrial Registry, marked to the attention of Barry Jenkins, a notice of objection accompanied by a written statement within thirty-five (35) days after the publication of this advertisement and by serving on the organisation, whose address for service is:

Aged & Community Services Association of NSW & ACT Incorporated
Level 3
9 Blaxland Road
RHODES NSW 2138

within seven (7) days after the notice of objection has been lodged, copies of the notice of objection and written statement so lodged.

Douglas Williams
Industrial Registrar

Environment and Heritage



THE WATER EFFICIENCY LABELLING AND STANDARDS REGULATOR

NOTICE UNDER SUBSECTION 28(1) OF THE *WATER EFFICIENCY LABELLING AND STANDARDS ACT 2005* CONCERNING A DECISION TO REGISTER WELS PRODUCTS

I, Dijana Dordevic, delegate of the Water Efficiency Labelling and Standards Regulator pursuant to section 25 of the *Water Efficiency Labelling and Standards Act 2005* (the WELS Act), register the following WELS product(s) under subsection 28(1) of the WELS Act.

Registered WELS products

Brand Name	Family Name / Product Name / Model Reference	Name of Registration Holder
Grohe	Family Name: Grohe In Wall cisterns 38591, 38592, 38593, 38594	Argent Australia Pty Ltd
Grohe	Family Addition: Grohe fixed overhead shower 28094B, 90021, 27005B	Argent Australia Pty Ltd
Huayi	Family Addition: Zool GM56076C	Guangdong Huayi Plumbing Fittings Industry Co Ltd
MBI	Family Name: Tuscan Tuscan Suite S Trap, Tuscan Suite P Trap	IVDM Pty Ltd
Renaissance	Addition to Family Name: Renaissance Zero Star RE 25, RE 45, RE 57, RE 55ES	Renaissance Traditional Bathrooms
Kohler	Patio P with Patio Tank, Panache, Patio S with Patio Tank, Patio P with Coture tank, Patio S with Coture tank	Kohler Co.
Huayi	Family Addition: Style F33000C, 9B1422+F34001C FM16657C, F16000C, JN16090C BM33064C, GM33076C BM34003 QM34A11	Guangdong Huayi Plumbing Fittings Industry Co Ltd
Huayi	Family Addition: Creation BM56064C GM16076C JN56090C, BM16A64C QM16A97C, FM16A73C	Guangdong Huayi Plumbing Fittings Industry Co Ltd
Grohe	Family Addition: Grohe Hand Held Showers 97162B, 77162B, 87162B	Argent Australia Pty Ltd
Galvin	Family Name: Water Turrets TG29C, TG29E, TG32T/RC, TG32T/RE, TG32TC, TG32TE, TG33T/RE, TG33T/RC, TG34T/RE, TG34T/RC	Galvin Engineering
Galvin	Family Name: Pre-rinse Unit TF81HJS, TF81HJP, TF82HJS, TF82HJP, TF83HJS, TF83HJP, TF84HCP, TF84HCS, TF81WJS, TF81WJP, TF82WJS, TF82WJP, TF83WJS, TF83WJP	Galvin Engineering

	TF80HS, TF80HJP, TF80WS, TF80WJP	
Abey	Family Addition: Basin Mixer & Spout 4 Star OZONE 13303, OZONE 13300	Abey Australia Pty Ltd
Abey	Family Addition: Showers Plus 3 PSO1	Abey Australia Pty Ltd
Abey	Family Addition: Single Lever Mixer 4 Star VWBS1, VWBS2, PWBS1, PWBS2	Abey Australia Pty Ltd
Abey	Family Addition: Showers 3 Star Plus Ozone 14339	Abey Australia Pty Ltd
Guo Yuan	Family Addition: Tap Guo 4 Diamond, Quadra, Talia	Guo Yuan Hardware Co Ltd.
Ram Tapware	Family Addition: Showers Rain 200mm Round, Rain 200mm Square, Fiesta 200mm Round, Evolve 200mm Round, Evolve 200 x 150mm, Merino 200mm Round, Merino 150mm Round, Rain 250 x 150mm, Luka	Ramtaps Pty Ltd
Dornbracht	Meta.02, Tara Classic	Alloys F. Dombracht GmbH & Co. KG Armaturenfabrik
Dornbracht	eMote, LULU, Madison, Maro, MEM, Meta Pur, Meta.02, Tara, Tara Classic, Yota	Alloys F. Dombracht GmbH & Co. KG Armaturenfabrik
Methven	Family Addition: Methven 3 Star Sensor Fixed Spray FLX32, ComoMk11 Fixed Spray FLX160, Como Mk11 Multi Spray FLX162, Ergo Multi Spray FLX148	Methven Australia Pty Ltd
Methven	Family Addition: Methven 3 Star 7.5 Daintree Multi Spray FLX33	Methven Australia Pty Ltd
BSP	20526P, 20500P, 20532P, 20507P	BSP Plumbing Products
NEC	NW-752	Daewoo Electronics Corp
ARISTON	AQXXL109	Indesit Company Singapore Pty.Ltd
VOLA	Family Name: Single Lever High Flow Vola 2100, Vola 2200, Vola 2300, Vola 2400, Vola 2500	Dedece
Crestial	Family Name: Crestial 28 510 00, 28 521 00	Sum International
SPL Wholesale	OET305G, OET001, OET003	OET Range
NOBEL	NBFSD 45/W, NBFSD 45/SS	Midea Dishwasher Mfg. Co. Ltd
Nightingale	HDS1255TVE/HWM1255DS	Haec Pty Ltd
Dorf Clark Ind	Family Name: Shr-12703 Dorf - Stayfast 75	GWA International Ltd
Dorf Clark Ind	Family Addition: Shr-95157 Irwell - IFS, Dorf - Booster	GWA International Ltd
Dorf Clark Ind	Family Addition: Taps -3S-M24 Irwell - Square Pin Dorf - Petra	GWA International Ltd

WELS registrations are subject to the registration conditions in the *Water Efficiency Labelling and Standards Determination 2005*

(available at
<http://www.comlaw.gov.au/ComLaw/Legislation/LegislativeInstrument1.nsf/asmade/bytitle/67F2FED0FD163464CA257023000E65C4?OpenDocument>).



Delegate for the Water Efficiency Labelling and Standards Regulator
1 December 2006

Environment Protection and Biodiversity Conservation Act 1999**Making and Adoption of recovery plans**

I, IAN GORDON CAMPBELL, Minister for the Environment and Heritage, hereby give notice that I, under section 269A of the EPBC Act, have:

- a. made two recovery plans for the following Christmas Island and Cocos (Keeling) Island species *and*
- b. adopted the following five recovery plans prepared by New South Wales, the Northern Territory and Queensland governments (or agencies):

Recovery plan for Christmas Island species Made by the Minister:

1. *National Recovery Plan for Lister's Gecko (Lepidodactylus listeri) and the Christmas Island Blind Snake (Typhlops exocoeti)*

Recovery plan for Cocos (Keeling) Island species Made by the Minister:

2. *National Recovery Plan for the Buff Banded Rail Cocos (Keeling) Island (Gallirallus philippensis andrewsi)*

Recovery plans for New South Wales species Adopted by the Minister:

3. *National Recovery Plan for Smooth Davidsonia (Davidsonia johnsonii)*
4. *National Recovery Plan for Pimelea spicata*
5. *National Recovery Plan for Oxleyan Pygmy Perch (Nannoperca oxleyana)*

Recovery plans for Northern Territory species Adopted by the Minister:

6. *Recovery Plan for the Marsupial Moles Notoryctes typhlops and N. caurinus*

Recovery plans for Queensland species Adopted by the Minister:

7. *Recovery Plan for the Bridled Nail-tail Wallaby (Onychogalea fraenata)*

These recovery plans came into force on **10 November 2006** and are available from the Australian Government Department of the Environment and Heritage web site at www.deh.gov.au/biodiversity/threatened/recovery or by contacting the Department's Community Information Unit:

Email: ciu@deh.gov.au

Mail: Community Information Unit
Department of the Environment and Heritage
GPO Box 787
Canberra ACT 2601

Freecall: 1800 803 772

Further information about the Department can be found at www.deh.gov.au

Commonwealth of Australia

**Inclusion of species in the list of threatened species under section 178 of the
Environment Protection and Biodiversity Conservation Act 1999 (49)**

I, IAN CAMPBELL, Minister for the Environment and Heritage, pursuant to section 184(1) of the *Environment Protection and Biodiversity Conservation Act 1999*, hereby amend the list referred to in section 178 of that Act by:

deleting from the list in the **vulnerable** category

- *Goodenia macbarronii* (Narrow Goodenia)

including in the list in the **endangered** category

- *Epthianura crocea tunneyi* (Yellow Chat (Alligator Rivers)).

Dated this 23rd day of November 2006



Minister for the Environment and Heritage

DEPARTMENT OF THE ENVIRONMENT AND HERITAGE

Environment Protection and Biodiversity Conservation Act 1999

NOTICE OF A DECISION ON WHETHER AN ACTION IS A CONTROLLED ACTION OR NOT

1. Pursuant to section 77(1)(b) of the *Environment Protection and Biodiversity Conservation Act 1999* and paragraph 16.02(1)(a) of the *Environment Protection and Biodiversity Conservation Regulations 2000*, notice is hereby given that the Minister for the Environment and Heritage or a delegate of that Minister, has decided that each action identified in the following table is a controlled action. The controlling provisions for each action are specified in column 4 of each row.

Reference No	Title of action	Date of Decision	Controlling Provisions
2006/3070	Cape View Developments WA Pty Ltd/Tourism and recreation/Busselton/WA/Cape View Resort at Lot 190 Little Colin Street	27-Nov-06	<ul style="list-style-type: none"> sections 18 and 18A (Listed threatened species and communities)
2006/3104	Moly Metals Australia Pty Ltd/Mining/near Marble Bar/WA/Spinifex Ridge Molybdenum Project	29-Nov-06	<ul style="list-style-type: none"> sections 18 and 18A (Listed threatened species and communities) sections 20 and 20A (Listed migratory species)
2006/3135	Fraser Coast Pty Ltd/Residential development/Nikenbah/QLD/Residential subdivision of Lot 3 RP 185332, 366 Doolong South Road	28-Nov-06	<ul style="list-style-type: none"> sections 18 and 18A (Listed threatened species and communities)
2006/3150	Queensland Water Infrastructure Pty Ltd/Water management and use/Mary River/QLD/Traveston Crossing Dam	29-Nov-06	<ul style="list-style-type: none"> sections 12 and 15A (World Heritage); s 16 the ecological character of a declared Ramsar wetland sections 18 and 18A (Listed threatened species and communities) sections 20 and 20A (Listed migratory species)

2. Pursuant to section 77(1)(b) of the *Environment Protection and Biodiversity Conservation Act 1999* and paragraph 16.02(1)(a) of the *Environment Protection and Biodiversity Conservation Regulations 2000*, notice is hereby given that the Minister for the Environment and Heritage or a delegate of that Minister, has decided that each action identified in the following table is not a controlled action.

Reference No	Title of action	Date of Decision	Component decision under s.77A applies
2006/3138	VicRoads (Northern Region)/Transport - land/Lancefield/VIC/Rehabilitation of Musteys Bridge over Deep Creek	27-Nov-06	No
2006/3142	ConocoPhillips Australia Pty Ltd/Exploration (mineral, oil and gas - marine)/Bonaparte Basin/Commonwealth Marine/Caldita 3D Marine Seismic Survey - NT/P61, NT/P69, and acreage release area NT06-5	28-Nov-06	Yes

NOTICE OF A PARTICULAR MANNER DECISION UNDER SECTION 77A

Pursuant to section 77A and section 77(1)(b) of the *Environment Protection and Biodiversity Conservation Act 1999* and paragraph 16.02(1)(a) of the *Environment Protection and Biodiversity Conservation Regulations 2000*, notice is hereby given that, in deciding whether an action is a controlled action or not, the Minister for the Environment and Heritage or a delegate of that Minister, decided that a provision of Part 3 of the Act is not a controlling provision for each action identified in the following table because of the particular manner in which the action will be taken.

Reference No	Title of action	Component Decision - Controlling Provisions and Particular Manner of undertaking the action
2006/3142	ConocoPhillips Australia Pty Ltd/Exploration (mineral, oil and gas - marine)/Bonaparte Basin/Commonwealth Marine/Caldita 3D Marine Seismic Survey - NT/P61, NT/P69, and acreage release area NT06-5	<ul style="list-style-type: none"> • s 18 a listed threatened species or ecological community • s 20 a listed migratory species • s 23 activities involving the Commonwealth marine environment <p>Manner in which the proposed action is to be taken:</p>

2006/3142 Contd...	ConocoPhillips Australia Pty Ltd/Exploration (mineral, oil and gas - marine)/Bonaparte Basin/Commonwealth Marine/Caldita 3D Marine Seismic Survey - NT/P61, NT/P69, and acreage release area NT06-5 contd...	Details of the manner in which the proposed action is to be taken can be accessed on our public notifications website at http://www.deh.gov.au/epbc or by contacting the Department of the Environment and Heritage awd_online_queries@erin.gov.au
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DEPARTMENT OF THE ENVIRONMENT AND HERITAGE

Environment Protection and Biodiversity Conservation Act 1999

NOTICE OF A DECISION ON THE APPROACH TO BE USED FOR ASSESSMENT OF THE RELEVANT IMPACTS OF AN ACTION

Pursuant to Section 91(1)(b) of the *Environment Protection and Biodiversity Conservation Act 1999* and paragraph 16.02(1)(a) of the *Environment Protection and Biodiversity Conservation Regulations 2000*, notice is hereby given that the Minister for the Environment and Heritage or a delegate of that Minister, has decided on the approach to be used for the assessment of the relevant impacts of each action identified in columns 1 and 2 of each row of the following table. The assessment approach for each identified action is specified in column 4 of each row.

Reference No	Title of action	Date of Decision	Assessment approach
2006/2602	JAG Marine Group Pty Ltd/Urban and commercial new development/Bowen/QLD/Expansion of Bowen Marina, Lot 310 on SP143899	30/11/2006	Assessment Preliminary Documentation

DEPARTMENT OF THE ENVIRONMENT AND HERITAGE

Environment Protection and Biodiversity Conservation Act 1999

NOTICE OF THE GRANTING OF AN APPROVAL FOR TAKING AN ACTION

Notice is hereby given that the Minister for the Environment and Heritage, or a delegate of that Minister, has decided to grant the following approval for taking each action identified in the following table.

Reference No	Title of action	Approval	Date
2005/2152	Mr Louis Campagnolo/Agriculture and forestry/Kurrimine Beach/QLD/Vegetation clearing	Approved with Conditions	23-NOV-2006
2006/2522	Aztec Resources Limited/Mining/Kimberley Region/WA/Koolan Island Iron Ore Mine and Port Facility	Approved with Conditions	24-NOV-2006

NOTICE OF VARIATION OF CONDITIONS OF APPROVAL

Pursuant to section 143(5)(b) of the *Environment Protection and Biodiversity Conservation Act* and paragraph 16.02(1)(a) of the *Environment Protection and Biodiversity Conservation Regulations 2000*, notice is hereby given that, the Minister for the Environment and Heritage or a delegate of that Minister, has decided to vary the conditions attached to the approval for each action identified in the following table.

Reference No	Title of action	Date of Decision
2001/232	Powerlink Queensland / Energy and Infrastructure (incl. Pipelines) / Innisfail / QLD / High Voltage Electricity Transmission Line	13 Nov 06

Some public notifications on the Internet and in the Gazette relating to the processing of referrals for approval under Chapter 4 of the *Environment Protection and Biodiversity Conservation Act 1999* may occasionally be missed in processing by the Department of Environment and Heritage, or may not meet timeframes for notification. The Department of the Environment and Heritage has implemented systems and ongoing quality assurance procedures to minimise any risk of missing a notification within the required timeframe. Where a missed notification is identified the practice will be to notify these even though the timeframe for notification has lapsed. This will ensure that the history of notifications for each referral is available to the public. The Department of the Environment and Heritage regrets any inconvenience that may be caused by a missed notification. Please note that late notifications have not affected subsequent processing of referrals or assessments and they do not affect decisions made.

For more information see: <http://www.deh.gov.au/epbc>

Finance and Administration

NOTICE OF NEW DATA MATCHING PROGRAM

Centrelink intends to trial matching Centrelink customer records with customer account records held with the Commonwealth Bank of Australia (CBA).

This data matching identifies possible incorrect and/or fraudulent payments by comparing Centrelink customer records with CBA customer accounts. The objectives of this data matching exercise are to:

- achieve savings in program outlays by identifying customers and their partners with undisclosed and / or under-declared income and assets from financial holdings;
- deter customers from neglecting to disclose income and assets from financial holdings and to promote voluntary compliance through public awareness of the program; and to
- ensure customers are in receipt of their correct entitlement by verifying details relating to their financial holdings.

The matching of Centrelink and CBA data will initially be run as a Proof of Concept trial. If the trial is successful, further consideration will be given on how to progress this work.

A protocol document describing this program has been developed. Copies of the protocol are available from:

Manager
Data Matching
Compliance and Review Branch
Centrelink
PO Box 7788
CANBERRA MAIL CENTRE ACT 2610

Contact Officer: Linda Rossiter
Ph: (02) 6208 8686

Centrelink and the ATO both adhere to the Privacy Commissioner's *Guidelines on Data-matching in Commonwealth Administration* which includes standards for data matching to protect the privacy of individuals.

Foreign Affairs and Trade



MINISTER FOR FOREIGN AFFAIRS

Law and Justice Legislation Amendment (Serious Drug Offences and Other Measures) Act 2005

Pursuant to section 2 of the *Law and Justice Legislation Amendment (Serious Drug Offences and Other Measures) Act 2005*, notice is hereby given by the Minister for Foreign Affairs that the Optional Protocol to the Convention on the Rights of the Child on Involvement of Children in Armed Conflict entered into force for Australia on 26 October 2006.

Dated this 23rd day of November 2006

A handwritten signature in black ink, appearing to read 'Alexander Downer'.

Alexander Downer
Minister for Foreign Affairs

Health and Ageing



Australian Government
Department of Health and Ageing
Therapeutic Goods Administration

THERAPEUTIC GOODS ACT 1989

THERAPEUTIC GOODS REGULATIONS 1990

DESIGNATION OF OBLIMERSEN (GENASENSE) AS AN ORPHAN DRUG

I, Leonie Hunt, delegate of the Secretary for the purposes of 16J of the *Therapeutic Goods Regulations 1990* (“the Regulations”), acting under subregulation 16J(2) of the Regulations, designated oblimersen (GENASENSE) solution as an orphan drug on 24 November 2006 for the treatment of patients with stage IV malignant melanoma.

The dose form for oblimersen (GENASENSE) is a solution for intravenous infusion.

The sponsor of oblimersen (GENASENSE) is Kendle R and D Pty Ltd.

(signed)

Dr Leonie Hunt
Director
Drug Safety and Evaluation Branch
Therapeutic Goods Administration

Dated this 24th Day of November 2006

Immigration and Multicultural Affairs

IMMI 06/082



Commonwealth of Australia

Migration Regulations 1994

TRAVEL AGENTS FOR PRC CITIZENS APPLYING FOR TOURIST VISAS (REGULATION 1218(1)(b)(iii))

I, **AMANDA VANSTONE**, Minister for Immigration and Multicultural Affairs, acting under regulation 1.17 and subparagraph 1218(1)(b)(iii) of Schedule 1 of the *Migration Regulations 1994* ('the Regulations'):

1. **REVOKE** the Instrument IMMI 06/072, signed on 27 October 2006, specifying travel agents for the purposes of subparagraph 1218(1)(b)(iii) of Schedule 1 to the Regulations; and
2. **SPECIFY** the travel agents listed in Schedules 1 and 2 to this Instrument as travel agents for the purposes of subparagraph 1218(1)(b)(iii) of Schedule 1 to the Regulations.

This Instrument, IMMI 06/082, commences on the day after registration on the Federal Register of Legislative Instruments.

Dated 23/11 2006

A handwritten signature in black ink, appearing to be 'A. Vanstone'.

Minister for Immigration and Multicultural Affairs

[NOTE 1: Regulation 1.17 provides that the Minister may, by notice published in the *Gazette*, specify matters required by individual provisions of the Regulations to be specified for the purposes of those provisions.

NOTE 2: Subparagraph 1218(1)(b)(iii) of Schedule 1 to the Regulations relates to an applicant intending to travel to Australia as a member of a tour organised by a travel agent specified in a Gazette Notice.]

SCHEDULE 1**TRAVEL AGENTS IN AUSTRALIA**

	Company	Trading Name	Name of Director	Address	State
1	Ai Hua International Travel Pty Ltd	N/A	Ms Joanna Yang	Suite 1, Level 3, HSBC Building, 724-728 George Street, Sydney 2000	NSW
2	ANZ Holiday	ANZ Travel Services Pty Ltd	Ms Yi Shi Li	Office 16, 17 Karp Street, Bundall 4217	QLD
3	AOT Group Pty Ltd	Travelpoint, New South Wales Holidays, Pacific Leisure Group, Journey Events Travel, Hotelbank, Travel Challenge, My Travel Group, Remunerator Travel Services, Sports Events, Footy Tours Australia, Carlton Blues Travel Centre, Essendon Bomberland Travel, Magpie Travel, Saints Travel, Sydney Swans Travel, Tigerland Travel	Mr Andrew Burnes	Level 8, 420 St Kilda Road, Melbourne 3004	VIC
4	Aufan International Pty Ltd	New Asia Pacific Travel	Mr Raymond Shen	Suite A, Level 14, 44 Market Street, Sydney 2000	NSW
5	Auga Travel Services Pty Ltd	N/A	Miss Ivy Fang	Suite 1005, Level 10, 370 Pitt Street, Sydney 2000	NSW
6	Aus Wonder Travel Pty Ltd	Aus Wonder Holiday	Ms Monica Hui	Shop 2, 282 Sailors Bay Road, Northbridge 2063	NSW
7	Australia Bound Travel Pty Ltd	N/A	Mr James Sheng Xue	Suite 906-908, 1 Queens Road, Melbourne 3004	VIC
8	Australia Tours and Travel Pty Ltd	N/A	Ms Ching Hsiu Tsai	Suite 281, 398 Pitt Street, Sydney 2000	NSW
9	Australian Tours Management	N/A	Ms Bee Ho Teow	Level 1, 28 Victoria St, Carlton 3053	VIC
10	Australian Vacations Pty Ltd	N/A	Mr Peter Colahan	Level 2, Gateway Building, 50 Appel St, Surfer's Paradise 4217	QLD
11	Aviation Travel Services	N/A	Mr David Yu	Suite 503-505, Level 5, 451 Pitt St, Sydney 2000	NSW
12	Bernley Enterprise Pty Ltd	PTC Express Travel	Mr Christopher En Ying Zhang	Suite 30, 330 Wattle Street, Ultimo 2007	NSW
13	Bonaventure Travel	N/A	Isabelle Chu	1195 Hay Street, West Perth 6005	WA
14	Chan & Lam Pty Ltd	Package Travel	Mr Frank Lin	Suite 608, 379-383 Pitt Street, Sydney 2000	NSW
15	China Travel Service (Australia) Pty Ltd	N/A	Mr Yuanfang Wang	Suite 3-7, Level 1, 650 George Street, Sydney 2000	NSW
16	Chung Pak Travel Pty Ltd	CP Tours	Mr Robert Leung	Level 1, 748 George Street, Sydney 2000	NSW

17	Direct Link Travel Pty Ltd	N/A	Mr Fred Chang Chen	Suite 203A, 431-439 Sussex Street, Sydney 2000	NSW
18	Equity Consulting Services Pty Ltd	Equity Travel	Ms Cheryl Ying Zhong	Suite 10, Level 1, 428 George Street, Sydney 2000	NSW
19	ERM Travel Services BNE Pty Ltd	N/A	Ms Nancy Zhang	49 Ardargie Street, Sunnybank 4109	QLD
20	Evergreen Cactus (Aust) Pty Ltd	EC Travel	Mr Joe Dong Liu	2B 108 Bourke Street, Melbourne 3000	VIC
21	Ever Sun Travel Pty Ltd	Eversun Holidays, Ever Sun Tours & Travel	Ms Joanne Min Li Yan	Suite 1216A, World Tower, 87 Liverpool St, Sydney 2000	NSW
22	Experience Tours Australia Pty Ltd	N/A	Mr Tee Teh	47-51 Chetwynd St, North Melbourne 3051	VIC
23	Extragreen Holidays (Aust) Pty Ltd	N/A	Ms Rose Mui Chin Yong	260-262 Swanston St, Melbourne 3000	VIC
24	FriendshipXchange Network Pty Ltd	Selective Tours	Ms Christine Ji	18 Paterson Street, Carlingford 2118	NSW
25	Golden Dragon Travel Pty Ltd	N/A	Mr Leon Yu Chou Chen	118 Bassett Street, Hurstville 2220	NSW
26	Golden Wattle Travel Services Pty Ltd	N/A	Mr Wai Kin Yu	Shop K1, 12 Market City, Cnr Thomas and Hay Streets, Haymarket 2000	NSW
27	Grandcity (Australia) Travel and Tour Pty Ltd	N/A	Ms Na Xu	224-226 Lonsdale Street, Melbourne 3000	VIC
28	GTA Australasia Pty Ltd	N/A	Mr John Guscic	Level 1, 655 Pacific Highway, St Leonards 2065	NSW
29	Holiday Edge Pty Ltd	N/A	Mr Kwan Wing Cheung	Suite 29, 330 Wattle Street, Ultimo 2007	NSW
30	Honey Trading Pty Ltd	Honey Travel & Tours Agency	Ms Ying Lin	Suite 5, Level 2, 377-383 Sussex Street, Sydney 2000	NSW
31	Hung Ta Travel Service Co Pty Ltd	N/A	Mr Hung Jen Weng	12 Noel Street, Surfers Paradise 4217	QLD
32	Interworld Travel Pty Ltd	Brian Davis Tours	Michael John Deering	200 St Georges Terrace, Cloisters Sq, Perth 6000	WA
33	Jaecer Holdings Pty Ltd	Motive Tours Australia	Mr Clive Nelthorpe	Mezzanine Level, 28 The Esplanade, Perth 6000	WA
34	Jaiara Pty Ltd	Jade Express Travel	Mr Tony Lock Liu	Suite 403, 309 Pitt Street, Sydney 2000	NSW
35	Jet Travel Pty Ltd	N/A	Mr Ming-Hung Chien	Suite 5A Carnaby Centre, 409 Mains Road, Macgregor 4109	QLD
36	Joy Travel Pty Ltd	N/A	Mr Paul Zhi Ming Lee	Piazza on the Boulevard, Shop F14, 3221 Gold Coast Hwy, Surfers Paradise 4217	QLD
37	JTB Oceania Pty Ltd	N/A	Mr Koji Iwatsuki	Level 15, 383 Kent Street, Sydney 2000	NSW
38	Lion International Travel Service Pty Ltd	Lion Tours	Ms Anita Chien Chou	Suite 705, Thakral House, 301 George Street, Sydney 2000	NSW
39	Pan Pacific Travel (Australia) Pty Ltd	N/A	Mr Kevin Carruthers	Suite 7, 6 Glen Street, Milsons Point, Sydney 2000	NSW
40	Platinum Travels Pty Ltd	Platinum Holidays	Mr Ben Khalid	Level 1, 18 Angove St, North Perth 6006	WA

41	SL Holidays Pty Ltd	Sunlover Holidays, Queensland HolidayXperts, Bestrates	Mr Andrew Burnes	30 Makerston Street, Brisbane 4000	QLD
42	Southbound Australia Pty Ltd	N/A	Ms Natalie Pickett	Suite 14, Level 2, 82 Acland St, St Kilda 3182	VIC
43	Sovereign Fortune Hospitality Service Pty Ltd	N/A	Ms Shu Fen Hillier	277-287 Tamborine Mountain Road, Tamborine 4270	QLD
44	Sunland Holidays Pty Ltd	N/A	Mr Paul Kin BoYip	Suite 502, 208 Forest Road, Hurstville 2220	NSW
45	Sydney Flying Eagle International Transportation Company	Great World Travel	Mr Ting Zhang	1216D, 87 Liverpool St, Sydney 2000	NSW
46	Time Travel Pty Ltd	N/A	Ms Wendy Wong	20 Carrington Road, Niddrie 3042	VIC
47	Tour Hosts Pty Ltd	N/A	Mrs Roslyn Bonanno	L10, 51 Druitt Street, Sydney 2000	NSW
48	Tournet Australia Pty Ltd	N/A	Mr Francis Ho	Level 10, 84 Pitt Street, Sydney 2000	NSW
49	Tranquil Travel Service Pty Ltd	N/A	Ms Christina Houchen Seeliger	25 Gresham Street, Adelaide 5000	SA
50	Transglobal Tours Pty Ltd	Transglobal Travel Pty Ltd	Mr Michael Lai	Level 3, 398-408 Pitt Street, Sydney 2000	NSW
51	Transhemisphere Pty Ltd	Starlight Tours	Mr Stanley Xie	Suite 701, Sovereign Centre, 97-99 Bathurst St, Sydney 2000	NSW
52	Travel Mart Pty Ltd	Travel Mart Tours & Travel	Ms Angel Ren	Suite 11, Level 14, 327 Pitt Street, Sydney 2000	NSW
53	Travel World (Australia) Pty Ltd	N/A	Mr Tony Tung	Unit 5, Bourke Street, Waterloo 2017	NSW
54	Valentino Tours and Travel	Valentino Holidays Pty Ltd	Mr Peter Chin	106 Burswood Road, Burswood 6100	WA
55	Wel-Travel (Australia)	N/A	Mr James Kwan	Level 7, The Victoria, 14- 16 Victoria Avenue, Perth 6000	WA
56	Winglong Travel Pty Ltd	N/A	Mr David Wei Foo	Suite 604, 309 Pitt Street, Sydney 2000	NSW

SCHEDULE 2

TRAVEL AGENTS IN CHINA

	Travel Agent	Province/Municipality
1	Beijing Hua Yuan International Travel Co Ltd	Beijing
2	China Bamboo Garden International Tours	Beijing
3	China Post and Telecom Tours	Beijing
4	China Travel Service Co Ltd, Beijing	Beijing
5	Beijing GZL International Travel Service Co Ltd	Beijing
6	Beijing North Star International Tourist Corporation	Beijing
7	Beijing Xinhua International Tours Co Ltd	Beijing
8	China Comfort Travel (Shenzhen) Ltd	Guangdong
9	China Comfort Travel Service Head Office	National
10	China Comfort Wuxi Travel Service	Jiangsu
11	China International Travel Service Head Office	National
12	China International Travel Service Shanghai	Shanghai
13	China International Travel Service Zhejiang	Zhejiang
14	China Merchants Group Shanghai International Travel Service	Shanghai
15	China Merchants International Travel Corporation	National
16	China Nationality Travel Service Co Ltd	Beijing
17	China Peace International Travel Corporation	Beijing
18	China Travel International Ltd	Beijing
19	China Travel Service Head Office	National
20	China Travel Service Shunde	Guangdong
21	China Travel Service Wuxi	Jiangsu
22	China Women Travel Service	National
23	China Youth Travel Service Head Office	National

24	China Youth Travel Service Jiangsu	Jiangsu
25	Chongqing China International Travel Service	Chongqing
26	Chongqing China Youth Travel Service	Chongqing
27	CTS International Travel Co Ltd Nanhai	Guangdong
28	CYTS Guangdong	Guangdong
29	CYTS Guangdong Railway	Guangdong
30	Dongguan CTS	Guangdong
31	Dongguan International Travel Service	Guangdong
32	Foshan Tours Company	Guangdong
33	Guangdong China Travel Service Co Ltd	Guangdong
34	Guangdong CITS Co Ltd	Guangdong
35	Guangdong Newsway International Travel Services Ltd	Guangdong
36	GZL International Travel Service Ltd	Guangdong
37	Hangzhou China Travel Service	Zhejiang
38	Hangzhou OTC Travel International	Zhejiang
39	Hebei China Travel Service	Hebei
40	Hebei Overseas Tourist Corp	Hebei
41	Huating Overseas Tourist Company	Shanghai
42	Jiangsu China Travel Service	Jiangsu
43	Qingdao China International Travel Service	Shandong
44	Qingdao Huaqing International Travel Service	Shandong
45	Shandong China International Travel Service	Shandong
46	Shandong China Youth Travel Service	Shandong
47	Shanghai Airline Tours International Co Ltd	Shanghai
48	Shanghai Business International Travel Service	Shanghai
49	Shanghai Charming International Travel Service Co Ltd	Shanghai

50	Shanghai China Travel International Ltd (CTIS)	Shanghai
51	Shanghai China Youth Travel Service	Shanghai
52	Shanghai Eastern Air International Travel Service & Transport Co	Shanghai
53	Shanghai FASCO International Tour and Travel Co Ltd	Shanghai
54	Shanghai New Comfort International Travel Co Ltd	Shanghai
55	Shanghai Shi Hua International Travel Service	Shanghai
56	Shanghai Spring International Travel Service	Shanghai
57	Shanghai Women International Travel Service Co Ltd	Shanghai
58	Shanghai Jin Jiang Tours Ltd	Shanghai
59	Shenzhen China Merchants	Guangdong
60	Shenzhen CITS	Guangdong
61	Shenzhen Port China Travel Service Co Ltd	Guangdong
62	Shenzhen Tourism (Group) Corporation	Guangdong
63	Shunde SZL International Travel Service Co Ltd	Guangdong
64	Suzhou China Youth Travel Service	Jiangsu
65	Suzhou CITS (Group)	Jiangsu
66	Tianjin China International Travel Service	Tianjin
67	Tianjin China Travel Service	Tianjin
68	Tianjin China Youth Travel Service	Tianjin
69	Tianjin Classical Holiday International Travel Service	Tianjin
70	Wuxi China International Travel Service	Jiangsu
71	Zhejiang China Travel Service	Zhejiang
72	Zhejiang Comfort Travel Service	Zhejiang
73	Zhejiang CYTS International Travel	Zhejiang
74	Zhuhai S.E.Z Mondial International Travel Service	Guangdong

Industry, Tourism and Resources

Pooled Development Funds Act 1992

The Pooled Development Funds Registration Board advises that pursuant to *s14* of the *Pooled Development Funds Act 1992*, as amended, the following companies were **granted registration** as a Pooled Development Fund.

HEALTHCAP PARTNERS LTD [ACN 122 437 503] on 15 November 2006

MINRES CAPITAL [ACN 121 768 134] on 15 November 2006

AUSTRALIS INVESTMENT HOLDINGS PTY LTD [ACN 121 768 116] on 15 November 2006

ASHTON COURT CAPITAL PTY LTD [ACN 122 203 650] on 15 November 2006

MATCH DEVELOPMENT FUND PTY LTD [ACN 122 203 641] on 15 November 2006

The PDF Registration Board advises that the following are no longer pooled development funds because their registration declaration was **revoked** pursuant to *s46(3)* of the *Pooled Development Funds Act 1992*, as amended.

MARINER BRIDGE INVESTMENTS LIMITE [ACN 088 267 190] on 15 November 2006

WHISE ACOUSTICS LIMITED [ACN 088 097 312] on 15 November 2006

Brian Watson

Chairman

Pooled Development Funds Registration Board

COMMONWEALTH OF AUSTRALIA
Petroleum (Submerged Lands) Act 1967
NOTICE OF GRANT OF RETENTION LEASE AC/RL7

Retention Lease AC/RL7 has been granted to Coogee Resources (Ashmore Cartier) Pty Ltd and Cue (Ashmore Cartier) Pty Ltd to have effect for a period of five years from and including 27 November 2006.

RJ Pegler
Delegate of the Designated Authority
For the Territory of Ashmore and Cartier Islands Adjacent Area

Transport and Regional Services

Regulation 25

**COMMONWEALTH OF AUSTRALIA
NAVIGATION ACT 1912**

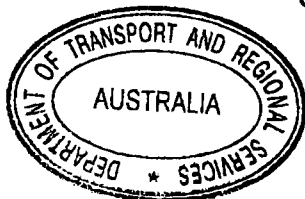
CT-4

No: 950**PERMIT TO UNLICENSED SHIP - CONTINUING**

Name of Ship	Port of Registry	IMO Number
MAERSK TOBA	PIRAEUS	7909413

Pursuant to the provisions of Section 286 of the Navigation Act, I hereby grant, subject to the conditions set out hereunder, permission for the above-named ship to carry passengers and cargo between the ports, or any of them, specified hereunder.

This permit remains in force until cancelled by me upon not less than six months' notice to the master, owner, or agent of the ship of the intended cancellation.

NAMES OF PORTS FOR WHICH PERMIT ISSUED**Fremantle, Sydney, Melbourne, Adelaide**Dated at **CANBERRA**the **28** day of**November/2006**Official
Stamp
**Delegate of the Minister for Transport
and Regional Services****CONDITIONS SUBJECT TO WHICH THIS PERMIT IS ISSUED**

1. That the Operations Centre is notified, within 14 days after every sailing, of the date of the voyage and the cargo carried by the ship.
2. This Permit covers the period 27/11/2006 to 26/02/2007.
3. This permit is issued on condition that the ship named in the permit leaves Australia and travels to a port outside Australia at least once in any three (3) month period.
4. General Cargo only may be carried.
5. The cargo may only be carried from: Fremantle to Sydney and Melbourne; Sydney to Fremantle; Melbourne to Fremantle; and Adelaide to Fremantle
6. If there is a change in schedule the Operations Centre must be advised before the vessel sails.
7. This permit is issued on condition that the ship named in the permit complies with all the standards of safety and marine environment protection of international conventions and agreements to which Australia is party.
8. This permit must be produced to Customs for clearance at each port of loading or discharge, prior to taking on board or discharging any cargo or passengers carried under permit.
9. This permit is subject to the condition that coastal cargo is carried by the permit holder only if:
 - (a) there is no licensed ship available for that carriage; or
 - (b) the service offered by an available licensed ship is, in the opinion of the Minister or the Minister's delegate, not adequate for the proposed carriage; and
 in the opinion of the Minister's delegate, it is in the public interest for the permit holder to carry the coastal
10. The permit holder must check the availability of relevant licensed vessels on routes serviced by licensed operators with those operators before accepting coastal cargo for those routes, and before each sailing must send to the Department documentary evidence that it has done so. Contact details of relevant licensed operators are available on request from the Operations Centre.

Regulation 25

CT-4

**COMMONWEALTH OF AUSTRALIA
NAVIGATION ACT 1912**

No: 951

PERMIT TO UNLICENSED SHIP - CONTINUING

Name of Ship	Port of Registry	OFFICIAL NUMBER
NAMHAE GAS	YEOSU	9006693

Pursuant to the provisions of Section 286 of the Navigation Act, I hereby grant, subject to the conditions set out hereunder, permission for the above-named ship to carry passengers and cargo between the ports, or any of them, specified hereunder.

This permit remains in force until cancelled by me upon not less than six months' notice to the master, owner, or agent of the ship of the intended cancellation.

NAMES OF PORTS FOR WHICH PERMIT ISSUED

**Westernport, Botany, Brisbane, Cairns, Hobart, Devonport, Gladstone, Townsville, Darwin,
Bell Bay**

Dated at **CANBERRA** this  day of **November 2006**

Official
Stamp




**Delegate of the Minister for Transport
and Regional Services**

CONDITIONS SUBJECT TO WHICH THIS PERMIT IS ISSUED

1. That the Transport Regulation Division is notified, within 14 days after every sailing, of the date of the voyage and the cargo carried by the ship.
2. This permit covers the period 14/12/2006 to 13/03/2007.
3. This permit is issued on condition that the ship named in the permit leaves Australia and travels to a port outside Australia at least once in any three (3) month period.
4. Liquid Petroleum Gas only may be carried.
5. The cargo may only be carried between Westernport, Botany, Brisbane, Cairns, Hobart, Devonport, Gladstone, ~~Townsville, Darwin and Bell Bay.~~
6. If there is a change in schedule the Transport Regulation Division must be advised before the vessel sails.
7. That the vessel is not detained under Australia's Port State Control program.
8. This permit must be produced to Customs for clearance at each port of loading or discharge, prior to taking on board or discharging any cargo or passengers carried under this permit.

R308/2006071



Australian Government

Department of Transport and Regional Services

Aviation Transport Security Regulations 2005

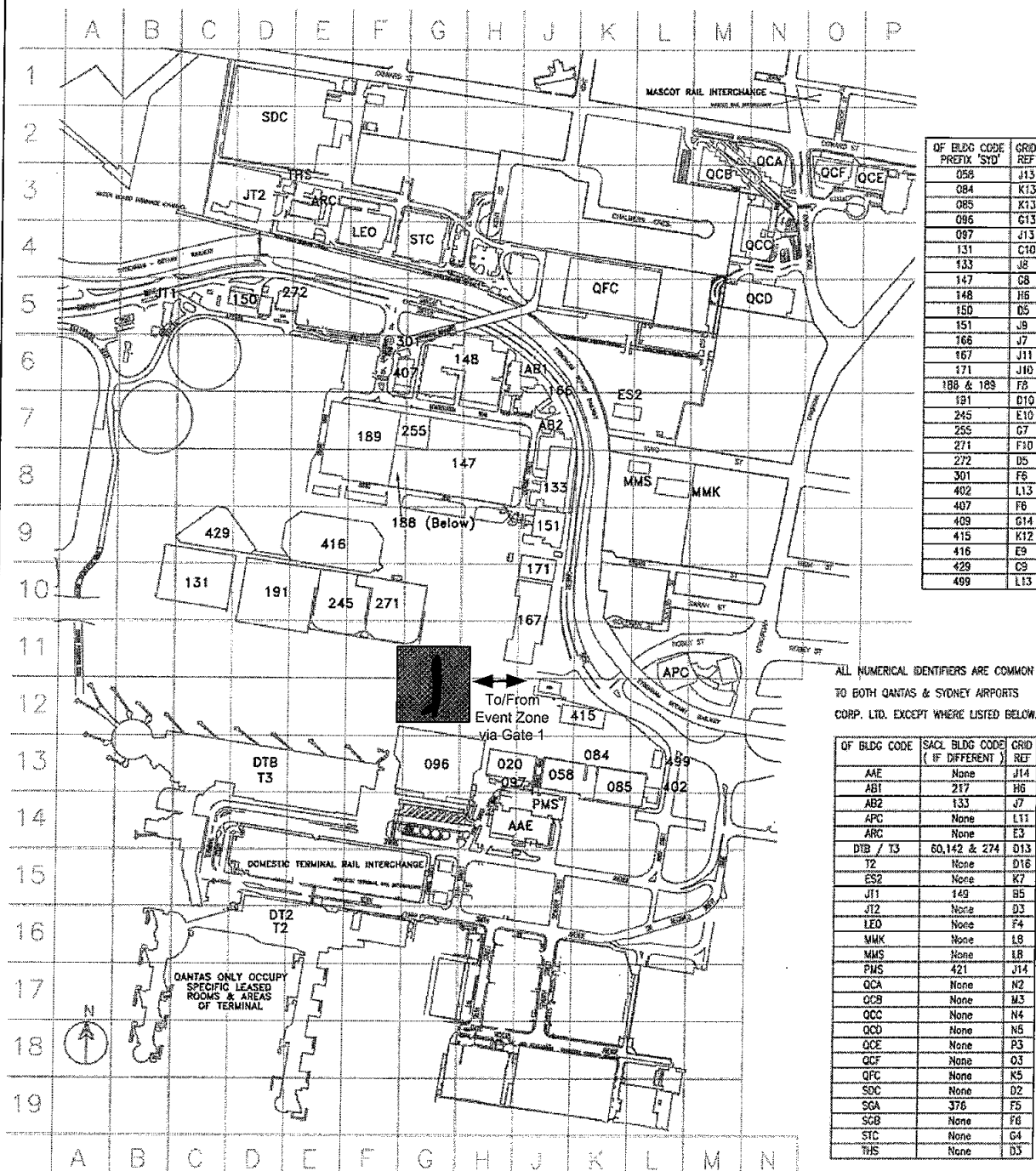
EXEMPTION FROM DISPLAYING AN ASIC IN A SECURE AREA

I, **JANE MARY HANNA**, Acting General Manager, Aviation Security Operations Branch, Office of Transport Security, Department of Transport and Regional Services, under regulation 3.08 of the *Aviation Transport Security Regulations 2005*, GIVE all Australian Defence Force personnel participating in the Counter Terrorism Exercise at Sydney Airport an exemption from displaying an ASIC in the designated airside area adjacent to Hangar 96 Qantas Jetbase. This exemption operates for the period from 2100 hours Monday, 4 December 2006 to 0300 hours Tuesday, 5 December 2006.

Date: 30 November 2006

A handwritten signature in dark ink, appearing to read 'Jane Mary Hanna'.

Jane Mary Hanna
Delegate of the Secretary,
Department of Transport and Regional Services



Treasury

COMMONWEALTH OF AUSTRALIA***Foreign Acquisitions and Takeovers Act 1975*****ORDER UNDER SUBSECTION 21A(2)**

WHEREAS –

- (A) Sarah Carol Robinson and Niels-Ole Hejesen are foreign persons for the purposes of section 21A of the *Foreign Acquisitions and Takeovers Act 1975* (“the Act”); and
- (B) Sarah Carol Robinson and Niels-Ole Hejesen propose to acquire an interest in Australian urban land known as 14 Chipper View, Parmelia, Western Australia and referred to in the notice furnished on 9 November 2006 under section 26A of the Act.

NOW THEREFORE, I, Patrick Colmer, General Manager of the Foreign Investment and Trade Policy Division, of the Treasury and authorised to make this order for and on behalf of the Treasurer, being satisfied that:

- (i) Sarah Carol Robinson and Niels-Ole Hejesen propose to acquire an interest in Australian urban land; and
- (ii) the proposed acquisition would be contrary to the national interest.

PROHIBIT the proposed acquisition pursuant to subsection 21A(2) of the Act.

Dated this 30th day of November 2006



General Manager

COMMONWEALTH OF AUSTRALIA

Foreign Acquisitions and Takeovers Act 1975

ORDER UNDER SUBSECTION 22(1)

WHEREAS -

CEMEX Australia Pty Ltd, CEMEX, S.A.B. de C.V. and the companies listed in Annexure A to the relevant notice have given such notice under section 26 of the *Foreign Acquisitions and Takeovers Act 1975* ('the Act') that they intend to enter into an agreement by virtue of which they are to acquire a substantial shareholding in Rinker Group Limited, ACN 003 433 118 ('the proposed acquisition').

NOW THEREFORE, I, Patrick Colmer, General Manager of the Foreign Investment and Trade Policy Division of the Treasury and authorised to make this order for and on behalf of the Treasurer under subsection 22(1) of the Act, for the purposes of enabling due consideration to be given to the question whether an order should be made under subsection 18(2) of the Act, PROHIBIT the proposed acquisition for a period of ninety days from the date this order comes into operation (i.e. the date it is published in the *Gazette*).

Dated this

30th

day of November 2006



General Manager

COMMONWEALTH OF AUSTRALIA
Foreign Acquisitions and Takeovers Act 1975
ORDER UNDER SUBSECTION 22(1)

WHEREAS -

- (A) Pang Seng Lim is a foreign person for the purposes of section 21A of the *Foreign Acquisitions and Takeovers Act 1975* ('the Act'); and
- (B) Pang Seng Lim proposes to acquire an interest in Australian urban land known as 122 Mathieson Road, Ascot, WA and referred to in the notice furnished on 30 October 2006 under section 26A of the Act.

NOW THEREFORE, I, Patrick Colmer, General Manager of the Foreign Investment and Trade Policy Division, of the Treasury and authorised to make this order for and on behalf of the Treasurer, PROHIBIT, pursuant to subsection 22(1) of the Act, the proposed acquisition for a period not exceeding ninety days after this order comes into operation, for the purpose of enabling consideration to be given as to whether an order should be made under subsection 21A(2) of the Act in respect of the proposed acquisition.

Dated this 29th day of November 2006


General Manager

COMMONWEALTH OF AUSTRALIA
Foreign Acquisitions and Takeovers Act 1975
ORDER UNDER SUBSECTION 22(1)

WHEREAS -

- (A) Wayne Martin Elliott and Paget Marie Elliott are foreign persons for the purposes of section 21A of the *Foreign Acquisitions and Takeovers Act 1975* ('the Act'); and
- (B) Wayne Martin Elliott and Paget Marie Elliott propose to acquire an interest in Australian urban land known as 38 Sydney Hall Way, Narrogin, WA and referred to in the notice furnished on 1 November 2006 under section 26A of the Act.

NOW THEREFORE, I, Patrick Colmer, General Manager of the Foreign Investment and Trade Policy Division, of the Treasury and authorised to make this order for and on behalf of the Treasurer, PROHIBIT, pursuant to subsection 22(1) of the Act, the proposed acquisition for a period not exceeding ninety days after this order comes into operation, for the purpose of enabling consideration to be given as to whether an order should be made under subsection 21A(2) of the Act in respect of the proposed acquisition.

Dated this 30th day of November 2006



General Manager

COMMISSIONER OF TAXATION

The Commissioner of Taxation, Michael D'Ascenzo, gives notice of the following Rulings, copies of which can be obtained from Branches of the Australian Taxation Office or at <http://law.ato.gov.au>.

NOTICE OF RULINGS

Ruling Number	Subject	Brief Description
TD 2006/75	Income tax: consolidation: can the transfer of a tax loss under section 707-120 of the <i>Income Tax Assessment Act 1997</i> , to the extent that it could have been utilised by the transferor in the trial year under section 165-20 of that Act, constitute a COT transfer?	This Determination concludes that the transfer of the tax loss to the head company cannot be a COT transfer as defined in subsection 707-210(1A) of the <i>Income Tax Assessment Act 1997</i> (ITAA 1997) as the transferor is unable to meet the conditions in section 165-12 of the ITAA 1997 in respect of the loss. The tax loss is transferred because the transferor meets the conditions in section 165-20 of the ITAA 1997. This Determination applies to years of income commencing both before and after 6 December 2006, its date of issue.
TD 2006/76	Income tax: consolidation: can a tax loss, transferred under section 707-120 of the <i>Income Tax Assessment Act 1997</i> to the extent that it could have been utilised by the transferor in the trial year under section 165-20 of that Act, satisfy the condition described in paragraph 707-350(1)(c) of the <i>Income Tax (Transitional Provisions) Act 1997</i> ?	This Determination concludes that a tax loss that is transferred to the extent it could have been utilised by the transferor in the trial year under section 165-20 of the <i>Income Tax Assessment Act 1997</i> is not transferred because the real loss-maker met the conditions in section 165-12 of that Act. As a result, the loss cannot be utilised under the alternative loss utilisation regime (the '1/3 rd method') described in section 707-350 of the <i>Income Tax (Transitional Provisions) Act 1997</i> . This Determination applies to years of income commencing both before and after 6 December 2006, its date of issue.
PR 2006/154	Income tax: 2007 Timbercorp Olive Project – Early Growers (to 15 June 2007)	This Ruling applies to Growers who are accepted to participate in the Project on or before 15 June 2007 and who entered into the scheme as specified in the Ruling for the commercial growing and cultivation of olive trees for the purpose of harvesting olives for processing into olive oil and selling the olive oil. This Ruling applies prospectively from 6 December 2006.
PR 2006/155	Income tax: 2007 Timbercorp Olive Project – Post 30 June Growers	This Ruling applies to Growers who are accepted to participate in the Project on or after 1 July 2007 and on or before 15 June 2008 and who entered into the scheme as specified in the Ruling for the commercial growing and cultivation of olive trees for the purpose of harvesting olives for processing into olive oil and selling the olive oil. This Ruling applies prospectively from 6 December 2006.
CR 2006/119	Income tax: assessable income: employees of the Australian Public Service and the Australian Federal Police working in Papua New Guinea as part of the Enhanced Cooperation program	This Ruling applies to employees of the Australian Public Service and of the Australian Federal Police who are deployed to Papua New Guinea as part of the Enhanced Cooperation program under the Joint Agreement of Enhanced Co-operation or the Development Cooperation Treaty. This Ruling applies from 6 December 2006.
CR 2006/120	Income tax: Approved Early Retirement Scheme – Advantage Petroleum Pty Ltd	This Ruling applies to those employees of Advantage Petroleum Pty Ltd who receive a payment under the Scheme described in the Ruling. This Ruling applies from 6 December 2006.

NOTICE OF WITHDRAWAL

Ruling Number	Subject	Brief Description
CR 2006/120	Income tax: Approved Early Retirement Scheme – Advantage Petroleum Pty Ltd	This Class Ruling is withdrawn from 7 December 2007.
CR 2004/73	Income tax: assessable income: employees of the Australian Public Service and the Australian Federal Police working in Papua New Guinea as part of the 'Enhanced Cooperation Package' program	CR 2004/73 is being replaced by CR 2006/119 to clarify the tax implications of the transfer allowances received. Accordingly it is no longer current. This Class Ruling is withdrawn from 6 December 2006.

NOTICE OF ADDENDUM

Ruling Number	Subject	Brief Description
GSTR 2006/9	Goods and services tax: supplies	This Addendum amends GSTR 2006/9 to correct an error in one diagram of the Ruling and an ambiguity in another paragraph of the Ruling.
PR 2006/62	Income tax: Rewards Group Teak Project 2006 (Post 30 June Growers)	This Addendum amends PR 2006/62 to include a 5 year Principal and Interest loan option offered by Rewards Projects Limited.

GAZETTE NOTICE

Income Tax Assessment Act 1936

NOTICE UNDER SUBSECTION 128AE(2) DECLARING A PERSON TO BE AN
OFFSHORE BANKING UNIT

I, PETER DUTTON, Minister for Revenue and Assistant Treasurer, in exercise of the powers and functions delegated to me by the Treasurer by instrument of delegation signed and dated on 8 April 1998, declare that the following person is an Offshore Banking Unit for the purposes of Division 11A of Part III of the *Income Tax Assessment Act 1936* from the date of publication of this notice in the *Gazette*.

CHALLENGER LIFE NO.2 LIMITED

Dated this 26th day of November 2006



PETER DUTTON
Minister for Revenue and Assistant Treasurer

GAZETTE NOTICE

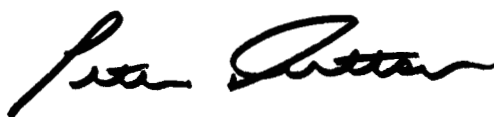
Income Tax Assessment Act 1936

**NOTICE UNDER SUBSECTION 128AE(2) DECLARING A PERSON TO BE AN
OFFSHORE BANKING UNIT**

I, PETER DUTTON, Assistant Treasurer, in exercise of the powers and functions delegated to me by the Treasurer by instrument of delegation signed and dated on 8 April 1998, declare that the following person is an Offshore Banking Unit for the purposes of Division 11A of Part III of the *Income Tax Assessment Act 1936* from the date of publication of this notice in the *Gazette*.

Voyager Funds Management Pty Ltd

Dated this 26th day of November 2006

A handwritten signature in black ink, appearing to read 'Peter Dutton', written in a cursive style.

PETER DUTTON
Minister of Revenue and Assistant Treasurer

GAZETTE NOTICE

Income Tax Assessment Act 1936

**NOTICE UNDER SUBSECTION 128AE(2) DECLARING A PERSON TO BE AN
OFFSHORE BANKING UNIT**

I, PETER DUTTON, Minister for Revenue and Assistant Treasurer, in exercise of the powers and functions delegated to me by the Treasurer by instrument of delegation signed and dated on 8 April 1998, declare that the following person is an Offshore Banking Unit for the purposes of Division 11A of Part III of the *Income Tax Assessment Act 1936* from the date of publication of this notice in the *Gazette*.

CRUICKSHANK ASSET MANAGEMENT PTY LTD

Dated this 26th day of November 2006



PETER DUTTON
Minister for Revenue and Assistant Treasurer

GAZETTE NOTICE

Income Tax Assessment Act 1936

NOTICE UNDER SUBSECTION 128AE(2) DECLARING A PERSON TO BE AN
OFFSHORE BANKING UNIT

I, PETER DUTTON, Minister for Revenue and Assistant Treasurer, in exercise of the powers and functions delegated to me by the Treasurer by instrument of delegation signed and dated on 8 April 1998, declare that the following person is an Offshore Banking Unit for the purposes of Division 11A of Part III of the *Income Tax Assessment Act 1936* from the date of publication of this notice in the *Gazette*.

Macquarie Investments Australia Pty Ltd

Dated this **26th** day of **November** 2006

A handwritten signature in black ink, appearing to read 'Peter Dutton', written in a cursive style.

PETER DUTTON
Minister for Revenue and Assistant Treasurer



Approval to hold a stake in a financial sector company of more than 15%

Financial Sector (Shareholdings) Act 1998

TO:

Bank of Queensland Limited ABN 32 009 656 740
259 Queen Street, Brisbane QLD 4000

SINCE:

A. Bank of Queensland Limited ABN 32 009 656 740 (the applicant) has applied for an approval under section 14 of the *Financial Sector (Shareholdings) Act 1998* (the Act) to hold a 100% stake in Pioneer Permanent Building Society Limited ABN 36 087 652 042 (the company);

B. The company is a financial sector company within the meaning of the Act; and

C. I am satisfied that it is in the national interest to approve the applicant holding a stake in the company of more than 15%,

I, Brandon Khoo, a delegate of the Treasurer, under subsection 14(1) of the Act, APPROVE the applicant holding a 100% stake in the company.

This approval remains in force indefinitely.

Dated 24 November 2006

.....
Brandon Kong Leong Khoo
Executive General Manager
Specialised Institutions Division
APRA

Interpretation

In this Notice

APRA means the Australian Prudential Regulation Authority.



Revocation of Authority to carry on banking business

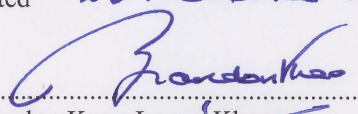
Banking Act 1959

SINCE

- A. on 25 September 2006 Dairy Farmers Credit Union Limited ABN 90 087 649 983 (the ADI) applied in writing to APRA under subsection 9A(1) of the *Banking Act 1959* (the Act), to revoke its authority to carry on banking business in Australia (the Authority); and
- B. I am satisfied that revocation of the Authority:
- (i) would not be contrary to the national interest; and
 - (ii) would not be contrary to the interests of the depositors of the ADI;

I, Brandon Kong Leong Khoo, a delegate of APRA, under subsection 9A(1) of the Act, REVOKE the Authority with effect from 1 December 2006.

Dated 28 November 2006


.....
Brandon Kong Leong Khoo
Executive General Manager
Specialised Institutions Division

Interpretation

Document ID: 119818

In this Notice

APRA means the Australian Prudential Regulation Authority.

ADI is short for authorised deposit-taking institution and has the meaning given in subsection 5(1) of the Act.

banking business has the meaning given in subsection 5(1) of the Act.

Note 1 Under subsection 9A(6) of the Act, APRA must publish a copy of this Notice in the *Gazette* and may cause notice of the revocation to be published in any other way it considers appropriate.

Note 2 Under subsection 8(1) of the Act, a body corporate is guilty of an offence if the body corporate carries on banking business in Australia and the body corporate is not the Reserve Bank and the body corporate is not an ADI and there is no order in force under section 11 of the Act determining that subsection 8(1) does not apply to the body corporate. A maximum penalty of 200 penalty units applies or by virtue of subsection 4B(3) of the *Crimes Act 1914* in the case of a body corporate, a maximum penalty not exceeding 1,000 penalty units. By virtue of subsection 8(2) of the Act, an offence against subsection 8(1) is an indictable offence. Under subsection 8(3) of the Act, if a body corporate commits an offence against subsection 8(1), the body corporate is guilty of an offence against that subsection in respect of the first day on which the offence is committed and each subsequent day (if any) on which the circumstances that gave rise to the body corporate committing the offence continue (including the day of conviction for any such offence or any later day).



Commonwealth of Australia

Historic Shipwrecks Act 1976

Provisional Declaration of a Historic Shipwreck

I, IAN GORDON CAMPBELL, Minister for the Environment and Heritage, being of the opinion that the articles described in the schedule appear to be the remains of a ship located in Australian waters, and that they may be of historic significance, in that they may be the remains of Japanese Midget Submarine M24, pursuant to subsections 6(1) of the *Historic Shipwrecks Act 1976*, hereby provisionally declare the articles described in the schedule to be a historic shipwreck.

This declaration takes effect on the first moment of the day following its publication in the *Gazette*.

SCHEDULE

Description of articles:	Located At or About:
An object partly buried in sea floor sand and protruding from the sand by about one metre along its entire length. It is about 22m long and 1.8m at its widest point. A structure of about 1.3m in height and 2.48m along its base from front to back and about 75cm in width sits on top of the object. The object tapers towards one end and ends with what appear to be contra-rotating propellers (one in front of the other) with blades about 45cm in length. The front of the object has been damaged for a length of about 1.9m. There is a tear about 2m long and 50cm in width running crossways approximately 1m from the rear of the structure on top of the object. The object is covered in sea detritus and occasional soft corals. There is a large fishing net at the front of the object.	Waters to the east of Sydney

Dated 24 November 2006

[signed]

Ian Gordon Campbell
Minister for the Environment and Heritage

Commonwealth of Australia*Historic Shipwrecks Act 1976***Provisional Declaration of Historic Relics**

I, IAN GORDON CAMPBELL, Minister for the Environment and Heritage, being of the opinion that the articles described in Schedule 1 appear to be the remains of a ship, and that the articles in and around the articles described in Schedule 1 may have been associated with that ship, and may be of historic significance in that they may be articles associated with Japanese Midget Submarine *M24*, pursuant to subsections 6(2) and 6(3) of the *Historic Shipwrecks Act 1976*, hereby provisionally declare:

- all articles described in Schedule 2, that are situated in Australian waters or waters above the continental shelf of Australia, to be historic relics; and
- all articles that were within the description in Schedule 2 but that have been removed from Australian waters or waters above the continental shelf of Australia, to be historic relics.

This declaration takes effect on the first moment of the day following its publication in the *Gazette*.

SCHEDULE 1

Description of articles:	Located At or About:
An object partly buried in sea floor sand and protruding from the sand by about one metre along its entire length. It is about 22m long and 1.8m at its widest point. A structure of about 1.3m in height and 2.48m along its base from front to back and about 75cm in width sits on top of the object. The object tapers towards one end and ends with what appear to be contra-rotating propellers (one in front of the other) with blades about 45cm in length. The front of the object has been damaged for a length of about 1.9m. There is a tear about 2m long and 50cm in width running crossways approximately 1m from the rear of the structure on top of the object. The object is covered in sea detritus and occasional soft corals. There is a large fishing net at the front of the object.	Waters to the east of Sydney

SCHEDULE 2

Description of articles:	
<ul style="list-style-type: none">- All man-made articles located inside the articles described in Schedule 1;- All man-made articles attached to the articles described in Schedule 1;- All human remains located inside the articles described in Schedule 1;- All man-made articles located on the seabed or in the subsoil, within a radius of 800 metres of the articles described in Schedule 1;- All human remains within a radius of 800 metres of the articles described in Schedule 1.	

Dated 24/11/2006

[*signed*]

Ian Gordon Campbell
Minister for the Environment and Heritage



COMMONWEALTH OF AUSTRALIA

Environment Protection and Biodiversity Conservation Act 1999

VARIATION TO DECLARATION OF APPROVED WILDLIFE TRADE OPERATION

I, LARA MUSGRAVE, Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act), the Declaration of an Approved Wildlife Trade Operation dated 28 November 2005 for the harvesting of specimens that are, or are derived from, fish or invertebrates, other than species listed under Part 13 of the EPBC Act, taken in the New South Wales Abalone Fishery, as defined in Schedule 1 of the New South Wales *Fisheries Management Act 1994*:

1. Revoke condition a):
Is valid until 28 November 2006.
2. Include a new condition a):
Is valid until 28 November 2008.
3. Revoke condition b) and the Schedule (dated November 2005):
Is subject to the conditions applied under section 303FT specified in the November 2005 Schedule.
4. Include a new condition b) and Schedule (dated November 2006):
Is subject to the conditions applied under section 303FT specified in the November 2006 Schedule.

Dated this 21 day of

November 2006

Delegate of the Minister for the Environment and Heritage

SCHEDULE
November 2006

**Declaration of the Harvest Operations of the New South Wales (NSW) Abalone Fishery as
an approved Wildlife Trade Operation**

ADDITIONAL PROVISIONS (section 303FT)

Relating to the harvesting of fish specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the Act, taken in the NSW Abalone Fishery.

1. Operation of the fishery will be carried out in accordance with the NSW Abalone Share Management Plan 2000 in force under the *NSW Fisheries Management Act 1994*.
2. NSW Department of Primary Industries (DPI) to advise the Department of the Environment and Heritage (DEH) of any material change to the Abalone Fishery management arrangements that could negatively affect the assessment of the fishery against the *Environment Protection and Biodiversity Conservation Act 1999* criteria, within three months of that change being made.
3. A report to be produced and presented to DEH annually, and to include:
 - a) information sufficient to allow assessment of the progress of NSW DPI, in conjunction with industry and other stakeholders, in implementing the conditions and recommendations made; and
 - b) the status of the Abalone Fishery performance indicators compared to the trigger points.
4. The Fishery Management Strategy for the NSW Abalone Fishery to be finalised and approved by the end of April 2007.
5. NSW DPI, in conjunction with NSW Abalone Fishery stakeholders, to develop and implement within 12 months an agreed recovery strategy for abalone stocks across the fishery that defines the following:
 - precautionary recovery targets and associated timeframes;
 - specific measures to promote the rebuilding of stocks to target levels; and
 - stock and catch monitoring and compliance measures required to evaluate and enforce the recovery of depleted stocks.



COMMONWEALTH OF AUSTRALIA

Environment Protection and Biodiversity Conservation Act 1999

VARIATION TO DECLARATION OF APPROVED WILDLIFE TRADE OPERATION

I, LARA MUSGRAVE, Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act), the Declaration of an Approved Wildlife Trade Operation dated 29 November 2005 for the harvesting of specimens that are, or are derived from, fish or invertebrates, other than species listed under Part 13 of the EPBC Act, taken in the New South Wales Lobster Fishery, as defined in Schedule 1 of the New South Wales *Fisheries Management Act 1994*:

1. Revoke condition a):
Is valid until 29 November 2006.
2. Include a new condition a):
Is valid until 31 March 2007.
3. Revoke condition b).
4. Include a new condition b) and Schedule (dated November 2006):

Is subject to the conditions applied under section 303FT specified in the November 2006 Schedule.

Dated this 27th day of November 2006

.....
Delegate of the Minister for the Environment and Heritage

SCHEDULE
November 2006

**Declaration of the Harvest Operations of the New South Wales (NSW) Lobster Fishery as
an approved Wildlife Trade Operation**

ADDITIONAL PROVISIONS (section 303FT)

Relating to the harvesting of fish specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the Act, taken in the NSW Lobster Fishery.

1. Operation of the fishery will be carried out in accordance with the *NSW Lobster Share Management Plan 2000* in force under the *NSW Fisheries Management Act 1994*.
2. The Fishery Management Strategy for the NSW Lobster Fishery to be finalised and approved by 28 February 2007.



COMMONWEALTH OF AUSTRALIA

Environment Protection and Biodiversity Conservation Act 1999

VARIATION TO DECLARATION OF APPROVED WILDLIFE TRADE OPERATION

I, LARA MUSGRAVE, Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act), the Declaration of an Approved Wildlife Trade Operation dated 29 November 2005 for the harvesting of specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the EPBC Act, taken in the Commonwealth Informally Managed Fishing Permits (IMFP), as defined in the *Management Policy for the Small Pelagic Fishery 2002* made under the *Fisheries Management Act 1991*:

1. Revoke condition a):
Is valid until 28 November 2006.
2. Include a new condition a):
Is valid until 27 November 2008.
3. Revoke condition b) and the Schedule (dated November 2005)
Is subject to the conditions applied under s.303FT specified in the Schedule.
4. Include a new condition b) and Schedule (dated November 2006)
Is subject to the conditions applied under s.303FT specified in the November 2006 Schedule.

Dated this

27th

day of

November

2006

.....
Delegate of the Minister for the Environment and Heritage

Under the *Administrative Appeals Tribunal Act 1975*, a person whose interests are affected by this decision may apply for a statement of reasons and for independent review of the decision. An application for a statement of reason may be made in writing to the Department of the Environment and Heritage within 28 days of the date of the declaration. An application for independent review may be made to the Administrative Appeals Tribunal on payment of the relevant fee within 28 days of the date of the declaration, or if reasons are sought, within 28 days of receipt of reasons. Further information may be obtained from the Director, Sustainable Fisheries Section.

SCHEDULE
November 2006

Declaration of the Harvest Operations of the Commonwealth Informally Managed Fishing Permits (IMFP) as an Approved Wildlife Trade Operation

ADDITIONAL PROVISIONS (s.303 FT)

Relating to the harvesting of fish specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the EPBC Act, taken in accordance with permit conditions stipulated for the Commonwealth Informally Managed Fishing Permits, in force under the *Fisheries Management Act 1991*.

1. Operation of the permits will be carried out in accordance with the IMFP conditions as in force under the Commonwealth *Fisheries Management Act 1991*
2. The Australian Fisheries Management Authority (AFMA) will inform the Department of the Environment and Heritage (DEH) of any changes to the IMFP or other significant policy documents.
3. Within 12 months AFMA to develop and implement performance measures for the Fishery in association with the Small Pelagics Fishery Harvest Strategy or through other mechanisms to enable AFMA to respond to changes in catch and effort in the Fishery.
4. Within 1 month of an interaction with a dolphin occurring, AFMA, in consultation with DEH, will develop and implement an appropriate management response to mitigate against future interactions.
5. Reports to be produced and presented to DEH 6 monthly, and to include:
 - i. information sufficient to allow assessment of the progress of AFMA in implementing Condition 3; and
 - ii. a description of the status of the IMFP and catch and effort information.



COMMONWEALTH OF AUSTRALIA

Environment Protection and Biodiversity Conservation Act 1999

**VARIATION TO DECLARATION OF APPROVED WILDLIFE TRADE
OPERATION**

I, LARA MUSGRAVE, Acting Assistant Secretary, Marine Environment Branch as Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act), the Declaration of an Approved Wildlife Trade Operation dated 28 November 2005 for the harvesting of specimens that are, or are derived from, fish or invertebrates, other than species listed under Part 13 of the EPBC Act, taken in the Queensland East Coast Inshore Finfish Fishery, as defined in the *Queensland Fisheries Act 1994* and the *Fisheries Regulation 1995*:

1. Revoke:
 - a) is valid until 30 November 2006;
2. Include:
 - a) is valid until 30 November 2008;
3. Revoke the Schedule (dated May 2006):
 - b) is subject to the conditions applied under section 303FT specified in the Schedule.
4. Include a new Schedule (dated November 2006):
 - b) is subject to the conditions applied under section 303FT specified in the November 2006 Schedule.

Dated this 27th day of November 2006

.....
Delegate of the Minister for the Environment and Heritage

SCHEDULE
November 2006

**Declaration of the Harvest Operations of the Queensland East Coast Inshore Finfish
Fishery as an approved Wildlife Trade Operation**

ADDITIONAL PROVISIONS (section 303FT)

Relating to the harvesting of fish specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the EPBC Act, taken in the Queensland East Coast Inshore Finfish Fishery.

1. Operation of the fishery will be carried out in accordance with the management regime in force under the Queensland *Fisheries Act 1994* and the *Fisheries Regulation 1995*.
2. The Queensland Department of Primary Industries and Fisheries (QDPI&F) to inform the Department of the Environment and Heritage (DEH) of any intended amendments to the management regime or managerial commitments made in the submission that may affect sustainability of the target/by-product species or have a negative impact on the status of bycatch, protected species or the ecosystem.
3. QDPI&F to finalise the development of a formal management regime, including fishery specific objectives, performance measures and criteria and management responses, that addresses the ecological sustainability of target (including byproduct) and bycatch species (including protected species) taken in the East Coast Inshore Finfish Fishery.
4. QDPI&F to conduct the program of stock assessments for species taken in the fishery based on priorities established through a risk assessment analysis.
5. QDPI&F to report on progress in developing the formal management arrangements for the fishery and progress in conducting stock assessments for species considered at risk by 1 November 2008.



COMMONWEALTH OF AUSTRALIA

Environment Protection and Biodiversity Conservation Act 1999

VARIATION TO DECLARATION OF APPROVED WILDLIFE TRADE OPERATION

I, LARA MUSGRAVE, Acting Assistant Secretary, Marine Environment Branch, as Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999*, the Declaration of an Approved Wildlife Trade Operation dated 27 November 2006 on the harvest of product from the Commonwealth Informally Managed Fishing Permits by:

1. Varying:

I, LARA MUSGRAVE, Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act), the Declaration of an Approved Wildlife Trade Operation dated 29 November 2005 for the harvesting of specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the EPBC Act, taken in the Commonwealth Informally Managed Fishing Permits, as defined in the *Management Policy for the Small Pelagic Fishery 2002* made under the *Fisheries Management Act 1991*.

To read:

I, LARA MUSGRAVE, Acting Assistant Secretary, Marine Environment Branch, as Delegate of the Minister for the Environment and Heritage, hereby vary under subsection 303FT(7b) of the *Environment Protection and Biodiversity Conservation Act 1999*, the Declaration of an Approved Wildlife Trade Operation dated 27 November 2006 for the harvesting of specimens that are, or are derived from, fish or invertebrates, other than specimens of species listed under Part 13 of the EPBC Act, taken in accordance with the permit conditions stipulated for the Commonwealth Informally Managed Fishing Permits, in force under the *Fisheries Management Act 1991*.

Dated this 28th day of November 2006

.....
Delegate of the Minister for the Environment and Heritage

Under the *Administrative Appeals Tribunal Act 1975*, a person whose interests are affected by this decision may apply for a statement of reasons and for independent review of the decision. An application for a statement of reasons may be made in writing to the Department of the Environment and Heritage within 28 days of the date of the declaration. An application for independent review may be made to the Administrative Appeals Tribunal on payment of the relevant fee within 28 days of the date of the declaration, or if reasons are sought, within 28 days of receipt of reasons. Further information may be obtained from the Director, Sustainable Fisheries Section.



POLYVINYL CHLORIDE HOMOPOLYMER RESIN EXPORTED FROM THE UNITED STATES OF AMERICA

Finding in relation to continuation inquiry

Public notice under s. 269ZH(1) of the *Customs Act 1901*

The Australian Customs Service has completed its inquiry into whether the expiration of the anti-dumping measures applying to polyvinyl chloride homopolymer resin (PVC) exported to Australia from the United States of America (USA) would lead, or would be likely to lead, to a continuation of, or a recurrence of, the dumping and the material injury that the measures are intended to prevent. Recommendations resulting from that inquiry, reasons for the recommendations and material findings of fact and law in relation to the inquiry are contained in Trade Measures Report No 115 (referred to in this notice as "the Report").

In the Report Customs recommended that the Minister for Justice and Customs take steps to secure the continuation of the anti-dumping measures applying to exports of polyvinyl chloride homopolymer resin from the USA.

I, CHRISTOPHER MARTIN ELLISON, Minister for Justice and Customs, have considered the Report and accepted the recommendations and reasons for the recommendations, including all material findings of fact or law set out in the Report.

Accordingly, I declare that I have decided to take steps to secure the continuation of anti-dumping measures currently applying to PVC, exported to Australia from the USA, which were due to expire on 22 January 2007.

Non-confidential versions of the Report will be sent to all interested parties that participated in the inquiry. Additional copies may be obtained by contacting Trade Measures Office Management, Canberra, on telephone number 02 6275 6547 or facsimile 02 6275 6990. Trade Measures reports are also available on the Customs internet home page at www.customs.gov.au.

Enquiries about this notice may be directed to Operations 2, Trade Measures Branch, Australian Customs Service, or by email to tmops2@customs.gov.au.

Dated this 23rd day of November 2006

CHRISTOPHER MARTIN ELLISON
Minister for Justice and Customs

protecting our borders



Commonwealth
of Australia

Gazette

No. S217, Friday, 1 December 2006

Published by the Commonwealth of Australia

SPECIAL

COMMONWEALTH OF AUSTRALIA

Workplace Relations Act 1996

Notice under paragraphs 337(4)(d), 370(4)(d) and 384(3)(c) – Providing employees with the information statement

I, GEOFFREY CASSON, Acting Employment Advocate, acting under paragraphs 337(4)(d), 370(4)(d) and 384(3)(c) of the *Workplace Relations Act 1996*, revoke all previous notices issued under these paragraphs, and GIVE NOTICE, as set out hereunder, of the approved form of the information statements which an employer must take reasonable steps to ensure that all eligible employee(s) in relation to making, varying and terminating by approval a workplace agreement, are to be given before the agreement is approved:

1. The information statements relevant to the type of workplace agreement, are as follows:

- When making, varying and terminating by approval an Australian workplace agreement use
INFORMATION STATEMENT FOR EMPLOYEES AUSTRALIAN WORKPLACE
AGREEMENT immediately below**

Information Statement for Employees Australian Workplace Agreement

You must have this Information Statement for at least seven days before you make, vary, or agree to terminate an Australian Workplace Agreement with your employer.

If you have any questions, you can call the Office of the Employment Advocate on **1300 366 632**, or visit **www.oea.gov.au**.

What is an Australian Workplace Agreement?

An Australian Workplace Agreement is an individual written agreement between you and your employer that sets out terms and conditions of your employment.

An Australian Workplace Agreement does not start to operate until your employer lodges it with the OEA.

What does an Australian Workplace Agreement do?

Once an Australian Workplace Agreement starts to operate, it replaces any award or workplace agreement that would otherwise apply to you. An Australian Workplace Agreement overrides employment conditions in state or territory laws, if the Australian Workplace Agreement mentions those conditions. However, an Australian Workplace Agreement cannot override state or territory laws which cover occupational health and safety, workers' compensation or certain laws dealing with training arrangements.

Where the conditions in an Australian Workplace Agreement are less favourable than the conditions in the Australian Fair Pay and Conditions Standard (**the Standard**), the conditions in the Standard will apply (see page 3).

Protected conditions are included in an Australian Workplace Agreement, unless these conditions are specifically removed or changed by the Australian Workplace Agreement (see page 4).

Can someone help me negotiate an Australian Workplace Agreement with my employer?

You can appoint a person to help you, or represent you, in making, varying or terminating an Australian Workplace Agreement. That person is called a bargaining agent. A bargaining agent can be a friend, relative, solicitor, union representative or any other person whose advice you trust.

If you decide to appoint a bargaining agent, you must do it in writing. Your employer cannot refuse to recognise your bargaining agent, but you must give your employer a copy of the written appointment.

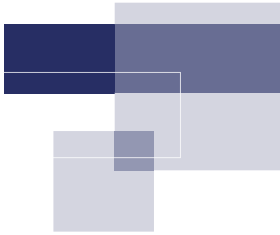
Do I have to sign an Australian Workplace Agreement?

No. You can choose to sign, or not to sign, an Australian Workplace Agreement. However, under the law, if you are a new employee, your employer can make the offer of a job conditional on signing an Australian Workplace Agreement.



Australian Government

Office of the Employment Advocate



How is an Australian Workplace Agreement made?

Your employer must give you the proposed Australian Workplace Agreement, or give you ready access to it, for at least seven days before your Australian Workplace Agreement is signed. If you wish, you can waive this seven day period, but you must do it in writing.

If your Australian Workplace Agreement incorporates terms from another workplace agreement or award, your employer must also give you the other workplace agreement or Australian Workplace Agreement or award, or give you ready access to it.

If there are any changes to the proposed Australian Workplace Agreement, after your employer has given it to you and before you have signed it, your employer must give you a copy of the changed Australian Workplace Agreement for an extra seven days before it is signed.

How is an Australian Workplace Agreement approved?

An Australian Workplace Agreement is approved when both you and your employer sign and date the Australian Workplace Agreement, and your signatures are witnessed. If you are under the age of 18, an appropriate adult, such as your parent or guardian, must also sign and date your Australian Workplace Agreement and have their signature witnessed.

Remember, an Australian Workplace Agreement does not start to operate until your employer lodges it with the OEA.

How is an Australian Workplace Agreement lodged?

Your employer must declare that they have followed the correct procedures for making an Australian Workplace Agreement. Your employer must lodge the declaration and a copy of your Australian Workplace Agreement with the OEA, within 14 days of the Australian Workplace Agreement being made.

If you believe that the correct procedures have not been followed, you can call the OEA on **1300 366 632**.

The Office of Workplace Services (OWS) is responsible for investigating complaints to ensure compliance with the *Workplace Relations Act 1996*. You can call the OWS on **1300 724 200** or visit **www.ows.gov.au**.

When does an Australian Workplace Agreement start?

An Australian Workplace Agreement starts on the day the OEA receives your employer's declaration, together with the Australian Workplace Agreement. The OEA will send you a receipt which tells you the date your employer's declaration was received.

When does an Australian Workplace Agreement stop?

An Australian Workplace Agreement stops when it is terminated or replaced by another Australian Workplace Agreement.

If your Australian Workplace Agreement is terminated, your employment conditions will be those in the Australian Fair Pay and Conditions Standard and any protected conditions that would otherwise apply (see pages 3 and 4).

Information Statement for Employees – Australian Workplace Agreement

How is an Australian Workplace Agreement varied or terminated by agreement?

Once your Australian Workplace Agreement has started to operate, you and your employer can change its terms by making a variation agreement. The procedure for making a variation agreement is the same as the procedure for making an Australian Workplace Agreement (see page 2). You can appoint a bargaining agent to help you (see page 1).

If you and your employer want to end your Australian Workplace Agreement, you can make a termination agreement. The procedure for making a termination agreement is the same as the procedure for making an Australian Workplace Agreement (see page 2), except that you do not need to have the termination agreement for at least seven days. You can appoint a bargaining agent to help you (see page 1).

Any variation agreement or termination agreement starts on the day the OEA receives your employer's declaration, together with the variation agreement or termination agreement. The OEA will send you a receipt which tells you the date your employer's declaration was received.

After your Australian Workplace Agreement passes the nominal expiry date, it is also possible for either the employer, or you (through a bargaining agent), to end the Australian Workplace Agreement. The nominal expiry date is the expiry date mentioned in the Australian Workplace Agreement or, if no date is mentioned, five years after the day the Australian Workplace Agreement was lodged.

Other important information

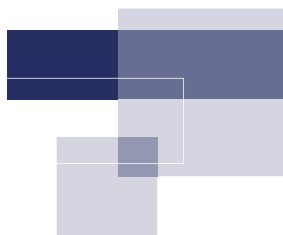
What is the Australian Fair Pay and Conditions Standard?

The Australian Fair Pay and Conditions Standard (**the Standard**) contains five minimum conditions. Where the conditions in your Australian Workplace Agreement are less favourable than those in the Standard, the conditions in the Standard will apply.

The minimum conditions in the Standard are:

- (1) For all employees, a federal minimum wage, rates of pay under an applicable Australian Pay and Classification Scale, and in addition for casual employees, a casual loading set by the Australian Fair Pay Commission;
- (2) For all employees, maximum ordinary hours of work limited to 38 hours per week (which can be averaged over up to twelve months in an agreement or award) and reasonable additional hours;
- (3) For employees other than casuals, four weeks paid annual leave per year (five weeks for continuous shift employees), up to two weeks of which can be cashed out in a workplace agreement *;
- (4) For employees other than casuals, ten days paid personal/carer's leave per year*; and two days paid compassionate leave per occasion;
- (5) For all employees, where the employee has exhausted all other paid personal/carer's leave entitlements, two days unpaid carer's leave per occasion; and,
- (6) For all employees other than certain casual employees, up to 52 weeks unpaid parental leave (maternity, paternity and adoption).

* These conditions are to apply on a pro-rata basis according to the hours worked by the employee.



What are protected conditions?

Where you would otherwise be covered by an award, a notional agreement preserving state awards (**NAPSA**) or a preserved state agreement (**PSA**), certain conditions in either the award, the NAPSA or the PSA are protected when you make an Australian Workplace Agreement with your employer.

You and your employer can agree to remove or change these protected conditions. However, unless your Australian Workplace Agreement specifically removes or changes these protected conditions, they will be included automatically in your Australian Workplace Agreement.

Protected conditions are public holidays, rest breaks (including meal breaks), incentive-based payments and bonuses, annual leave loadings, allowances, penalty rates and shift/overtime loadings.

Please note that there are some protected conditions applying to outworkers that cannot be changed to provide a less favourable outcome.

For more information on NAPSAs or PSAs, call the OEA on **1300 366 632** or visit www.oea.gov.au.

Is there anything that should not be included in my agreement?

Yes. A workplace agreement must not contain prohibited content. Prohibited content includes terms of a workplace agreement that:

1. deal with pay deductions and payroll deduction facilities for trade union membership subscriptions or dues;
2. allow employees to receive leave to attend union training sessions or paid leave to attend union meetings;
3. deal with the rights of trade unions or employer associations to be involved in dispute resolution (unless the organisation is the representative of the employer or employee's choice);
4. deal with right of entry by unions and employer associations;
5. deal with the renegotiation of a workplace agreement;
6. restrict an employer from using independent contractors or labour-hire arrangements;
7. deal with the forgoing of annual leave credited to an employee bound by the agreement for an amount of pay or other benefit otherwise than at the written election of the employee;
8. require the provision of employee information to trade unions unless required by law;
9. deal with the forgoing of personal/carer's leave or paid compassionate leave for an amount of pay or benefit that would not result in a more favourable outcome than the Standard;
10. directly or indirectly encourage other persons bound by the agreement to become or remain a member of an industrial association;
11. directly or indirectly discourage other persons bound by the agreement to not become or not remain a member of an industrial association;
12. require a person bound by the agreement to indicate support, or lack of support for persons bound by the agreement being members of an industrial association;
13. allow persons bound by the workplace agreement to engage in or organise industrial action;
14. prohibit or restrict disclosure of a workplace agreement's details by parties to the agreement;
15. provide a remedy for dismissal for a reason that is harsh, unjust or unreasonable;

Information Statement for Employees – **Australian Workplace Agreement**

16. are discriminatory in that it discriminates against an employee bound by the agreement because of or for reasons including race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin. A provision is not discriminatory merely because it provides for rates in accordance with the relevant Australian Pay and Classification Scale or Federal Minimum Wage; or discriminates on the basis of the inherent requirements of the employment; or it is in respect of employment in an institution conducted in accordance with particular teachings/beliefs of a particular religion or creed and discriminates on the basis of those teachings/beliefs and is done in good faith;
17. is objectionable in that it is a provision that requires or permits any conduct that would contravene the freedom of association provisions of the *Workplace Relations Act 1996* including a provision that requires payment of a bargaining services fee to an industrial organisation;
18. deal with a matter that does not pertain to the employment relationship (unless it is ancillary/incidental/ a machinery matter/or is trivial);
19. directly or indirectly restrict the ability of Australian Workplace Agreements to be offered, negotiated or entered into;
20. allow for the imposition of a penalty on an employee for breach of a requirement to provide evidence or notice:
 - for the purpose of substantiating an entitlement to sick or carer's leave; or
 - for the purpose of substantiating a reason for absence from work due to illness or injury affecting the employee or the employee's immediate family or household;
21. allow for the imposition of a penalty on an employee for being absent from work due to:
 - an illness, injury or emergency affecting the employee; or
 - an illness, injury or emergency affecting a member of the employee's immediate family or household;
22. contain such other prohibited content as is specified in the Workplace Relations Regulations 2006 as amended from time to time.

Negotiating your workplace agreement and prohibited content

A person (for example, the employer, employee, union or another person) can be fined up to \$6,600 (for individuals) and \$33,000 (for corporations), if, when negotiating a workplace agreement (or variation to a workplace agreement) they:

- try to include a term in that workplace agreement (or a variation to a workplace agreement) that includes prohibited content; and
- were reckless as to whether the term contained prohibited content.

Misrepresentations about prohibited content

A person (for example, the employer, employee, union or another person) may also be fined up to \$6,600 (for individuals) and \$33,000 (for corporations) if they:

- make a misrepresentation that a particular term of a workplace agreement (or a variation to a workplace agreement) does not contain prohibited content; and
- were reckless as to whether the term contains prohibited content.



Are my personal details kept private?

The OEA asks your employer to provide certain information about you, such as your name and address. The OEA needs this information to send you a declaration receipt.

The OEA treats the privacy of individuals' personal information very seriously. Personal information is any information that would identify a natural person.

Any personal information provided by your employer in the declaration form will be used or disclosed only for the purposes of sending declaration receipts, providing information to the Minister, and conducting research related to the Employment Advocate's promotional, educational, advice and assistance functions under the *Workplace Relations Act 1996*. This information may also be disclosed to workplace inspectors appointed under this Act.

Your details may also be used to provide you with information, as part of the OEA's workplace agreement education function. If you do not want your personal information to be used in this way, please call **1300 366 632**.

What is the Office of the Employment Advocate?

The Office of the Employment Advocate is the Australian Government agency responsible for accepting lodgement of workplace agreements (including Australian Workplace Agreements and collective agreements) and for providing information about workplace agreements to employees, employers and organisations.

Community language information

English

This publication was issued by the Office of the Employment Advocate (OEA) and provides information about workplace agreements. If you cannot read English and need help to understand this information, please call the OEA through the Translating and Interpreting Service on 13 14 50. This telephone interpreting service will be paid for by the OEA.

Arabic

هذه المعلومات صادرة عن مكتب المدافع عن الحقوق المتعلقة بالتوظيف، وهي معرضة لتفاصيل عن التفاصيل أماكن العمل. إذا كنت لا تستطيع قراءة اللغة الإنكليزية واحتجت لمساعدة في فهم هذه المعلومات يرجى الاتصال بـ OEA عن طريق خدمة الترجمة الخطية والشفوية على الرقم 13 14 50. ستقوم OEA بدفع رسوم خدمة الترجمة الهاتفية هذه

Chinese

此出版物由就业咨询局 (Office of the Employment Advocate, 简称 OEA) 签发, 其中提供了有关工作场所协议的信息。如果你不能阅读英文而需要帮助了解此资料, 请致电 13 14 50, 通过翻译与传译服务与 OEA 联系。该电话传译服务之费用将由 OEA 支付。

Croatian

Ova publikacija koju je izdao Zastupnički ured za radne odnose (Office of the Employment Advocate – OEA) pruža obavijesti o ugovorima o radu (workplace agreements). Ako ne možete čitati engleski i potreba vam je pomoć za razumijevanje ovih obavijesti, molimo vas, nazovite OEA putem Službe prevoditelja i tumača na broj 13 14 50. Ove usluge telefonske službe tumača plaća OEA.

Farsi

این نشریه توسط اداره حمایت استخدام (Office of the Employment Advocate (OEA)) صادر شده است و اطلاعاتی درباره توافقی های محل کار را عرضه می کند. اگر شما نمی توانید انگلیسی بخوانید و برای فهمیدن این اطلاعات نیاز به کمک دارید، خواهشمندیم از طریق سرویس ترجمه کتبی و حضوری توسط شماره 131450 به OEA تلفن کنید. هزینه این سرویس ترجمه تلفنی را OEA پرداخت.

Filipino

Ang pahayag na ito ay ipinalabas ng Tanggapan ng Tagapagtaguyod ng Hanapbuhay (OEA) at ito ay nagbabahagi ng impormasyon hinggil sa mga kasunduan sa pinagtatrabahuhan. Kung hindi kayo nakababasa sa Ingles at nangangailangan ng tulong upang maintindihan ang impormasyong ito, mangyaring tumawag sa OEA sa pamamagitan ng Serbisyo sa Pagsasalain at Pagpapaliwanag sa 13 14 50. Ang serbisyo ng pagsasalain sa telepono ay babayaran ng OEA.

Greek

Αυτό το έντυπο εκδόθηκε από το Γραφείο του Συνηγόρου Επαγγελματικής Απασχόλησης (Office of the Employment Advocate – OEA) και παρέχει πληροφορίες για τις συμβάσεις εργασιακού χώρου. Αν δεν μπορείτε να διαβάσετε Αγγλικά και χρειάζεστε βοήθεια για να καταλάβετε αυτές τις πληροφορίες, παρακαλούμε να τηλεφωνήσετε στο OEA μέσω της Υπηρεσίας Μεταφραστών και Διερμηνέων (Translating and Interpreting Service) στο 13 14 50. Αυτή η τηλεφωνική υπηρεσία διερμηνέων θα πληρωθεί από το OEA.

Indonesian

Publikasi diterbitkan oleh Office of the Employment Advocate – OEA (Kantor Pembela Pekerjaan) dan memberikan informasi tentang persetujuan tempat kerja. Jika Anda tidak dapat membaca bahasa Inggris dan membutuhkan bantuan untuk memahami informasi ini, silakan telepon OEA lewat Translating and Interpreting Service (layanan penterjemah dan juru bahasa) di 13 14 50. Biaya layanan juru bahasa lewat telepon tersebut akan dibayar oleh OEA.

Italian

Il presente opuscolo viene pubblicato dall'Office of the Employment Advocate (OEA) e contiene informazioni sui contratti di lavoro a carattere aziendale. Se non siete in grado di leggere l'inglese e avete bisogno di spiegazioni, telefonate all'OEA tramite il Servizio Traduttori e Interpreti, chiamando il 13 14 50. Questo servizio è a carico dell'OEA.

Khmer

អ្នកទូទៅនេះចេញដោយ Office of the Employment Advocate (OEA) ឬ ការិយាល័យ ទ្រទ្រង់ការងារ ហើយផ្តល់ព័ត៌មានអំពីកិច្ចព្រមព្រៀងការងារ។ បើលោកអ្នកមិនអាចអានភាសាអង់គ្លេសបានទេ ហើយត្រូវការជំនួយ ដើម្បីអោយបានយល់ដឹងពីព័ត៌មាននេះ សូមទូរស័ព្ទទៅ OEA តាមរយៈ សេវាកម្មកម្រៃ (TIS) លេខ 13 14 50 ។ ការិយាល័យ OEA នឹងបង់ថ្លៃ ចំពោះការប្រើសេវាកម្មកម្រៃ តាមទូរស័ព្ទនេះ។

Korean

이 간행물은 고용 보호 사무소(OEA: Office of the Employment Advocate)가 발간한 것으로서 워크플레이스 어그리먼트들에 관한 정보를 제공하는 하는 것입니다. 영어를 이해하지 못하고 이 정보를 이해하기 위해 도움이 필요하신 경우에는 13 14 50 번호로 번역 및 통역 서비스(TIS)에 전화하십시오. OEA 로 연락하여 주시기 바랍니다. 이 전화 통역 서비스 비용은 OEA 가 부담합니다.

Lao

ເອກະສານນີ້ແມ່ນຈັດພິມໂດຍຫ້ອງການສົ່ງເສີມວຽກງານ (Office of the Employment Advocate [OEA]) ແລະ ໃຫ້ຂ່າຍລະອຽດກ່ຽວກັບສັນຍາການເຮັດວຽກ. ຖ້າທ່ານອ່ານ ພາສາ ອັງ ກິດບໍ່ໄດ້ ແລະ ຕ້ອງການຄວາມຊ່ວຍເຫຼືອເພື່ອອະທິບາຍຂ່າຍລະອຽດກ່ຽວກັບນີ້, ກະລຸນາໂທຂະສັບຫາ ຫ້ອງການ OEA ໂດຍທ່ານໝາຍແປເອກະສານແລະແປພາສາ ທີ່ ພາຍເລກ 13 14 50. ທາງຫ້ອງການ OEA ຈະເປັນຜູ້ ອອກຄ່າໃຊ້ຈ່າຍໃນການໂທຂະສັບນີ້ໃຫ້.

Macedonian

Оваа публикација ја издаде Службата на Застапникот за вработување (Office of the Employment Advocate - OEA) и содржи информации за работните спогодби. Ако не можете да читате на англиски јазик и ако ви треба помош да ги разберете овие информации, ве молиме телефонирајте во OEA-службата преку Службата за писмено и усмено преведување (Translating and Interpreting Service) на 13 14 50. За преведувањето ќе плати OEA-службата.

Malay

Terbitan ini dikeluarkan oleh Pejabat Advokat Pekerjaan (Office of the Employment Advocate – OEA) dan memberi maklumat mengenai perjanjian tempat kerja. Jika anda tidak dapat berbahasa Inggeris dan memerlukan bantuan untuk memahami maklumat ini, sila telefon OEA melalui Perkhidmatan Penterjemahan dan Jurbahasa (Translating and Interpreting Service) pada nombor 13 14 50. Perkhidmatan ini akan dibiayai oleh OEA.

Polish

Jest to publikacja Biura Rady ds. Zatrudnienia (Office of the Employment Advocate, w skrócie OEA) i zawiera informacje na temat umów o pracę. Jeśli nie mówisz po angielsku i potrzebujesz pomocy w przeczytaniu i zrozumieniu tej informacji, prosimy zadzwonić do OEA za pośrednictwem tłumacza z Biura Tłumaczy (Translating and Interpreting Service) pod numerem 13 14 50. Usługi telefoniczne tłumacza zostaną opłacone przez OEA.

Portuguese

Este publicação foi emitido pelo Escritório de Apoio ao Trabalho [Office of the Employment Advocate OEA] e oferece informações a respeito de acordos empregatícios. Se você não puder ler em inglês e precisa de ajuda para entender estas informações, telefone para o OEA através do Serviço de Interpretação e Tradução telefone numero 13 14 50. Este serviço de interpretação por telefone será pago pelo OEA.

Russian

Данная публикация подготовлена Юридической службой по делам занятости Оу-И-Эй [Office of the Employment Advocate (OEA)] и содержит информацию о трудовых договорах. Если Вы не умеете читать по-английски и для понимания этой информации Вам необходима помощь, свяжитесь, пожалуйста, с Оу-И-Эй через телефонную переводческую службу по номеру 13 14 50. Оплата телефонных услуг переводчика будет произведена за счет Оу-И-Эй.

Samoan

O lenei faasalalaga na auina mai i le Ofisa Su'esu'e o Galuega, le Office of the Employment Advocate (OEA) ma e mau ai faamatalaga i faagaiga tau galuega. A le mafai ona e faitau i le gagana Peretania, ma e man'omia se fesousoani i le faamalamalama o nei faamatalaga, vala'au i le OEA e auala i le tautua Faailili 'Upu i le 13 14 50. O le tautua Faailili 'Upu e tologina e le OEA.

Serbian

Ova publikacija koju je izdala Kancelarija advokature za radne odnose (Office of the Employment Advocate – OEA) pruža informacije o radnim ugovorima (workplace agreements). Ako ne možete da čitate engleski i potrebna vam je pomoć da biste razumeli ove informacije, molimo vas da nazovete OEA preko Službe za prevodjenje na broj 13 14 50. Ove usluge telefonske prevoditeljske službe plaćane su od strane OEA.

Spanish

El presente documento fue expedido por la Oficina del Defensor del Empleo (Office of the Employment Advocate/OEA) y proporciona información sobre acuerdos de condiciones laborales. Si usted no puede leer en inglés y necesita ayuda para entender la información contenida en este documento, llame a la OEA por medio del Servicio de Traducción e Interpretación (Translating and Interpreting Service), al 13 14 50. La OEA abonará la tarifa de dicho servicio de interpretación telefónica.

Swahili

Hili tangazo limepeanwa na afisi ya wakili anayotetea utumishi na inapeana habari ya mapatano yanayoendelea kazini. Ikiwa huwezi kusoma kingereza na unahitaji kusaidiwa kuelewa haya maneno tafadhali piga simu afisi ya wakili wa utumishi ukipitia afisi ya kufasiri na kufafanua kwa namba ya simu, moja tatu moja nne tano sufuri (13 14 50). Hii manufaa inayotumia simu italihiwa na afisi ya utumishi.

Thai

เอกสารนี้ จัดพิมพ์โดยสำนักงาน Office of the Employment Advocate หรือ OEA ซึ่งได้ให้ข้อมูลเกี่ยวกับข้อตกลงต่างๆ ในสถานที่ทำงาน หากท่านอ่านภาษาอังกฤษไม่ได้ และต้องการความช่วยเหลือเพื่อทำความเข้าใจข้อมูลเหล่านี้ กรุณาติดต่อสำนักงาน OEA ผ่านบริการล่ามและแปลภาษา (Translating and Interpreting Service) ที่หมายเลข 13 14 50 OEA จะเป็นผู้ชำระค่าใช้จ่ายสำหรับบริการแปลภาษาทางโทรศัพท์นี้ให้ท่าน

Tongan

Ko e tohi fakamatala ko 'eni' 'oku 'oatu ia 'e he Office of the Employment Advocate (OEA) ('Ofisi Taukave'i Ngäue) pea 'oatu foki ai ha fakamatala fekau'aki mo e ngaahi aleapau fakangäue'anga . Kapau 'oku 'ikai ke ke lava 'o lautohi faka-Pilitania pea 'oku ke toe fiema'u ha tokoni ke mahino 'a e fakamatala ko 'eni' , pea ke kätaki 'o tä ki he OEA 'o fakafou atu 'i he Translating and Interpreting Service (Va'a Ngäue ki he Fakatonulea mo Liliu Lea) 'i he 13 14 50. 'E totongi 'e he OEA 'a e fakatonulea fakatelefonu ko 'eni'.

Turkish

Bu yayın İstihdam Sözcüsü Ofisi (OEA) tarafından verilmiştir ve işyeri anlaşmaları konusunda bilgi sağlamaktadır. İngilizce okuyamıyorsanız ve bu bilgileri anlamak için yardıma gereksinmeniz varsa lütfen OEA'yı 13 14 50 numaralı Yazılı ve Sözlü Çeviri Servisi aracılığıyla arayınız. Bu telefonla tercüme servisinin ücreti OEA tarafından karşılanacaktır.

Vietnamese

Tài liệu này do Văn phòng Cố Động Nhân Dụng OEA phát hành để cung cấp những thông tin về hợp đồng lao động. Nếu quý vị không thể đọc tiếng Anh và cần được giúp đỡ để hiểu thông tin này, xin vui lòng gọi điện thoại cho OEA qua dịch vụ Phiên Dịch và Thông Ngôn Qua Điện Thoại số 13 14 50. Văn phòng OEA sẽ trả lệ phí cho dịch vụ thông ngôn này.



- **When making, varying and terminating by approval an Employee collective agreement or a Union collective agreement use INFORMATION STATEMENT FOR EMPLOYEES COLLECTIVE AGREEMENT immediately below**

Information Statement for Employees Collective agreements

You must have this Information Statement for at least seven days before your employer asks you and your workmates to decide whether you want to approve the making, varying, or termination of a collective workplace agreement.

For information about greenfields workplace agreements, you need to read a different Information Statement called Information Statement for Employees (Greenfields agreements).

If you have any questions, you can call the Office of the Employment Advocate on **1300 366 632**, or visit **www.oea.gov.au**.

What is a collective workplace agreement?

A collective workplace agreement is a written agreement that sets out terms and conditions of your employment. A collective agreement may cover businesses run by more than one employer.

An **employee collective agreement** is made between your employer and the employees employed at the time who will be covered by the agreement.

A **union collective agreement** is made between your employer and a union or unions.

A collective agreement does not start to operate until your employer lodges it with the OEA.

What does a collective workplace agreement do?

Once a collective workplace agreement starts to operate, it replaces any award that would otherwise apply to you. However, it does not replace a current Australian Workplace Agreement or another collective agreement that has not reached its nominal expiry date.

A collective agreement overrides employment conditions in state or territory laws, if the agreement mentions those conditions. However, an agreement cannot override state or territory laws which cover occupational health and safety, workers' compensation or certain laws dealing with training arrangements.

Where the conditions in a collective agreement are less favourable than the conditions in the Australian Fair Pay and Conditions Standard (**the Standard**), the conditions in the Standard will apply (see page 5).

Protected award conditions are included in a collective agreement, unless these conditions are specifically removed or changed by the agreement (see page 5).

In some circumstances, a collective agreement for Victorian employees must include certain terms (see page 7).

Can someone help me negotiate the collective agreement with my employer?

You can ask a person to represent you in discussions with your employer about making an **employee collective agreement**. That person is called a bargaining agent. A bargaining agent can be a friend, relative, solicitor, union representative or any other person whose advice you trust.

At any time, you can withdraw the request that the person represent you.

Your employer must give your bargaining agent a reasonable opportunity to meet and confer with them about the agreement, in the seven day period before the agreement is approved.

If you ask a person to be your bargaining agent, they can ask the OEA for a certificate. Your bargaining agent can give that certificate to the employer to show that an employee has asked them to meet and confer with the employer. This certificate will not identify you as the employee who made the request.



Australian Government

Office of the Employment Advocate



How is a collective agreement made?

Your employer must take reasonable steps to make sure that you, and all other employees who will be covered by the collective agreement, have the proposed agreement, or have ready access to a copy of it, at least seven days before the agreement is approved.

If you wish, you and your workmates can waive this seven day period. But, your waiver must be in writing, and be signed and dated by all employees who will be covered by the agreement.

If the collective agreement includes terms from another workplace agreement or award, your employer must also give you, and all other employees who will be covered by the proposed agreement, the other workplace agreement or award, or give you ready access to it.

Your employer must also take reasonable steps to make sure that you, and all other employees who will be covered by the collective agreement, have this Information Statement for at least seven days before the agreement is approved.

If you start employment with your employer in the seven days before the collective agreement is approved, your employer must take reasonable steps to give you a copy of the collective agreement and this Information Statement, as soon as you start.

If there are any changes to the proposed agreement, after your employer has given it to you and before it is approved, your employer must give you an extra seven days to consider the agreement.

How is a collective agreement approved?

A **union collective agreement** must first be signed by the employer and the relevant union or unions. After that happens, the employer must take the following steps, within a reasonable time.

For both a **union and an employee collective agreement**, your employer must give all employees employed at the time, and who will be covered by the agreement, a reasonable opportunity to decide whether they want to approve the agreement. The agreement is approved when:

- your employer conducts a vote, and a majority of those employees that make a valid vote decide to approve the agreement; or
- another approach is used, with a majority of employees deciding they want to approve the agreement.

When will this happen in my workplace?

Your employer must set out, in this Information Statement, details of **how and when** they will seek the approval of you and your workmates to the collective agreement. A special page (see page 9) is provided for this purpose.

How is a collective agreement lodged?

Your employer must declare that they have followed the correct procedures for making a collective workplace agreement. Your employer must lodge the declaration and a copy of the agreement with the OEA, within 14 days of the agreement being approved.

If you believe that the correct procedures have not been followed, you can call the OEA on **1300 366 632**.

The Office of Workplace Services (OWS) is responsible for investigating complaints to ensure compliance with the *Workplace Relations Act 1996*. You can call the OWS on **1300 724 200** or visit **www.ows.gov.au**.

Information Statement for Employees – **Collective agreements**

When does a collective agreement start?

A collective agreement starts on the day the OEA receives your employer's declaration together with a copy of the agreement. The OEA will send your employer a receipt to tell them the date on which their declaration was received. Your employer must take reasonable steps to provide you with a copy of this receipt within 21 days.

If your workplace agreement is a union collective agreement, the OEA will also send a receipt to the relevant union or unions.

When does a collective agreement stop?

A collective agreement stops when it is replaced by another workplace agreement or terminated.

If your collective agreement is terminated, your employment conditions will be those in the Australian Fair Pay and Conditions Standard and any protected award conditions that would otherwise apply (see page 5).

How is a collective workplace agreement varied?

Once a collective workplace agreement has started to operate, the employees and the employer can change its terms by making a variation agreement. The procedures for making, approving and lodging a variation agreement are the same as those for a collective workplace agreement (see page 2).

Employees who are not covered by the collective workplace agreement, but who will be covered when the agreement is varied, must also be included in these procedures.

If the agreement being varied is an **employee collective agreement**, you can ask a bargaining agent to represent you in discussions with your employer about the variation agreement (see page 1).

Your employer must set out, in this Information Statement, details of **how and when** they will seek the approval of you and your workmates to the variation agreement. A special page (see page 11) is provided for this purpose.

Your employer must declare that they have followed the correct procedures for making a variation agreement. Your employer must lodge the declaration and a copy of the variation agreement with the OEA, within 14 days of the agreement being approved.

If you believe that the correct procedures have not been followed, you can call the OEA on **1300 366 632** or the OWS on **1300 724 200**.

A variation agreement starts on the day the OEA receives your employer's declaration, together with a copy of the agreement. The OEA will send your employer a receipt to tell them the date on which their declaration was received. Your employer must take reasonable steps to provide you with a copy of this receipt within 21 days. If the variation agreement is a union collective agreement, the OEA will also send a receipt to the relevant union or unions.



How is a collective agreement terminated?

If you, your workmates and your employer all want to end your **employee collective agreement**, you can agree to terminate it.

In the case of a **union collective agreement**, your employer and the union or unions which made the agreement can agree to terminate it.

Your employer must take reasonable steps to make sure that you, and all other employees covered by the collective agreement to be terminated, have this Information Statement for at least seven days before the termination is approved.

If you start employment with your employer during the period seven days before the termination is approved, and you are covered by the collective agreement, your employer must take reasonable steps to give you this Information Statement as soon as you start employment.

For the termination of both a **union and an employee collective agreement**, your employer must give all employees employed at the time, and who are covered by the agreement, a reasonable opportunity to decide whether they want to approve the termination. The termination is approved when:

- your employer conducts a vote, and a majority of those employees that make a valid vote decide to approve the termination; or
- another approach is used, with a majority of employees deciding they want to approve the termination.

Your employer must set out, in this Information Statement, details of **how and when** they will seek the approval of you and your workmates to the termination. A special page (see page 13) is provided for this purpose.

Your employer must declare that they have followed the correct procedures for terminating a collective workplace agreement. Your employer must lodge the declaration with the OEA, within 14 days of the termination being approved.

If you believe that the correct procedures have not been followed, you can call the OEA on **1300 366 632** or the OWS on **1300 724 200**.

Your agreement is terminated on the day the OEA receives your employer's declaration. The OEA will send your employer a receipt to tell them the date on which their declaration was received.

Your employer must take reasonable steps to provide you with a copy of this receipt within 21 days. If the agreement terminated is a union collective agreement, the OEA will also send a receipt to the relevant union or unions.

After your collective agreement passes the nominal expiry date, it is also possible for the employer, or a majority of employees, or a union (if it is a union collective agreement), to end the agreement.

The nominal expiry date is the expiry date mentioned in the agreement or, if no date is mentioned, five years after the day the agreement was lodged.

Information Statement for Employees – **Collective agreements**

Other important information

What is the Australian Fair Pay and Conditions Standard?

The Australian Fair Pay and Conditions Standard (**the Standard**) contains five minimum conditions. Where the conditions in your collective agreement are less favourable than those in the Standard, the conditions in the Standard will apply.

The minimum conditions in the Standard are:

- (1) For all employees, a federal minimum wage, rates of pay under an applicable Australian Pay and Classification Scale, and in addition for casual employees, a casual loading set by the Australian Fair Pay Commission;
- (2) For all employees, maximum ordinary hours of work limited to 38 hours per week (which can be averaged over up to twelve months in an agreement or award) and reasonable additional hours;
- (3) For employees other than casuals, four weeks paid annual leave per year (five weeks for continuous shift employees), up to two weeks of which can be cashed out in a workplace agreement *;
- (4) For employees other than casuals, ten days paid personal/carer's leave per year*; and two days paid compassionate leave per occasion;
- (5) For all employees, where the employee has exhausted all other paid personal/carer's leave entitlements, two days unpaid carer's leave per occasion; and,
- (6) For all employees other than certain casual employees, up to 52 weeks unpaid parental leave (maternity, paternity and adoption).

* These conditions are to apply on a pro-rata basis according to the hours worked by the employee.

What are protected conditions?

Where you would otherwise be covered by an award, a notional agreement preserving state awards (**NAPSA**) or a preserved state agreement (**PSA**), certain conditions in either the award, the NAPSA or the PSA are protected when you make an agreement with your employer.

You and your employer can agree to remove or change these protected conditions. However, unless your agreement specifically removes or changes these protected conditions, they will be included automatically in your agreement.

Protected conditions are public holidays, rest breaks (including meal breaks), incentive-based payments and bonuses, annual leave loadings, allowances, penalty rates and shift/overtime loadings.

Please note that there are some protected conditions applying to outworkers that cannot be changed to provide a less favourable outcome.

For more information on NAPSAs or PSAs, call the OEA on **1300 366 632** or visit **www.oea.gov.au**.



Is there anything that should not be included in my agreement?

Yes. A workplace agreement must not contain prohibited content. Prohibited content includes terms of a workplace agreement that:

1. deal with pay deductions and payroll deduction facilities for trade union membership subscriptions or dues;
2. allow employees to receive leave to attend union training sessions or paid leave to attend union meetings;
3. deal with the rights of trade unions or employer associations to be involved in dispute resolution (unless the organisation is the representative of the employer or employee's choice);
4. deal with right of entry by unions and employer associations;
5. deal with the renegotiation of a workplace agreement;
6. restrict an employer from using independent contractors or labour-hire arrangements;
7. deal with the forgoing of annual leave credited to an employee bound by the agreement for an amount of pay or other benefit otherwise than at the written election of the employee;
8. require the provision of employee information to trade unions unless required by law;
9. deal with the forgoing of personal/carer's leave or paid compassionate leave for an amount of pay or benefit that would not result in a more favourable outcome than the Standard;
10. directly or indirectly encourage other persons bound by the agreement to become or remain a member of an industrial association;
11. directly or indirectly discourage other persons bound by the agreement to not become or not remain a member of an industrial association;
12. require a person bound by the agreement to indicate support, or lack of support for persons bound by the agreement being members of an industrial association;
13. allow persons bound by the workplace agreement to engage in or organise industrial action;
14. prohibit or restrict disclosure of a workplace agreement's details by parties to the agreement;
15. provide a remedy for dismissal for a reason that is harsh, unjust or unreasonable;
16. are discriminatory in that it discriminates against an employee bound by the agreement because of or for reasons including race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin. A provision is not discriminatory merely because it provides for rates in accordance with the relevant Australian Pay and Classification Scale or Federal Minimum Wage; or discriminates on the basis of the inherent requirements of the employment; or it is in respect of employment in an institution conducted in accordance with particular teachings/beliefs of a particular religion or creed and discriminates on the basis of those teachings/beliefs and is done in good faith;
17. is objectionable in that it is a provision that requires or permits any conduct that would contravene the freedom of association provisions of the *Workplace Relations Act 1996* including a provision that requires payment of a bargaining services fee to an industrial organisation;
18. deal with a matter that does not pertain to the employment relationship (unless it is ancillary/incidental/ a machinery matter/or is trivial);
19. directly or indirectly restrict the ability of Australian Workplace Agreements to be offered, negotiated or entered into;

Information Statement for Employees – **Collective agreements**

20. allow for the imposition of a penalty on an employee for breach of a requirement to provide evidence or notice:
 - for the purpose of substantiating an entitlement to sick or carer's leave; or
 - for the purpose of substantiating a reason for absence from work due to illness or injury affecting the employee or the employee's immediate family or household;
21. allow for the imposition of a penalty on an employee for being absent from work due to:
 - an illness, injury or emergency affecting the employee; or
 - an illness, injury or emergency affecting a member of the employee's immediate family or household;
22. contain such other prohibited content as is specified in the Workplace Relations Regulations 2006 as amended from time to time.

Negotiating your workplace agreement and prohibited content

A person (for example, the employer, employee, union or another person) can be fined up to \$6,600 (for individuals) and \$33,000 (for corporations), if, when negotiating a workplace agreement (or variation to a workplace agreement) they:

- try to include a term in that workplace agreement (or a variation to a workplace agreement) that includes prohibited content; and
- were reckless as to whether the term contained prohibited content.

Misrepresentations about prohibited content

A person (for example, the employer, employee, union or another person) may also be fined up to \$6,600 (for individuals) and \$33,000 (for corporations) if they:

- make a misrepresentation that a particular term of a workplace agreement (or a variation to a workplace agreement) does not contain prohibited content; and
- were reckless as to whether the term contains prohibited content.

Why are workplace agreements for some Victorian employees different?

If you work in Victoria and your employer is not a 'constitutional corporation' – for example, your employer has not set up a company – your workplace agreement must contain guarantees of minimum wage rates and casual loadings. If these are not included, your agreement will be void.

What is the Office of the Employment Advocate?

The Office of the Employment Advocate is the Australian Government agency responsible for accepting lodgement of workplace agreements (including Australian Workplace Agreements and collective agreements) and for providing information about workplace agreements to employees, employers and organisations.

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Information Statement for Employees – **Collective agreements**

Approval of collective agreement

How and when

Your employer must set out below details of **how and when** they will seek the approval of you and your workmates to the collective agreement.

Your employer must allow you a reasonable opportunity to decide whether you want to approve the collective agreement.

On this date ____/____/____, the employer _____ will:
DD MM YY EMPLOYER

If approval is to be by vote, please write how the vote will be conducted in the blue box.

Hold a vote to approve the collective agreement by:

If a majority of those employees who cast a valid vote decide that they want to approve the collective agreement, the agreement will be approved.

OR

If another approval method is used, please write the description of the method being used in the blue box.

Use the following method to approve the collective agreement:

If a majority of all employees who are to be covered by the collective agreement decide that they want to approve the agreement, then the agreement will be approved.

Instructions for employers: Every employee covered by the agreement must be given a copy of this Information Statement with the 'How and when' completed. You can download a copy of this page (ISE-CAAHW-1106) at www.oea.gov.au by selecting 'Finding out about workplace agreements' under the Employers menu, then select the type of agreement this is. The downloaded version can be edited, printed and attached to the Information Statement. Please do not remove this page.

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Information Statement for Employees – **Collective agreements**

Approval of variation agreement

How and when

Your employer must set out below details of **how and when** they will seek the approval of you and your workmates to the variation agreement.

Your employer must allow you a reasonable opportunity to decide whether you want to approve the variation agreement.

On this date ____ / ____ / ____, the employer _____ will:
DD MM YY EMPLOYER

If approval is to be by vote, please write how the vote will be conducted in the blue box.

Hold a vote to approve the variation agreement by:

If a majority of those employees who cast a valid vote decide that they want to approve the variation agreement, the agreement will be approved.

OR

If another approval method is used, please write the description of the method being used in the blue box.

Use the following method to approve the variation agreement:

If a majority of all employees who are to be covered by the variation agreement decide that they want to approve the agreement, then the agreement will be approved.

Instructions for Employers: Every employee covered by the agreement must be given a copy of this Information Statement with the 'How and when' completed. You can download a copy of this page (ISE-CAVAHW-1106) at www.oea.gov.au by selecting 'Finding out about workplace agreements' under the Employers menu, then select the type of agreement this is. The downloaded version can be edited, printed and attached to the Information Statement. Please do not remove this page.

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Information Statement for Employees – **Collective agreements**

Approval of termination

How and when

Your employer must set out below details of **how and when** they will seek the approval of you and your workmates to the termination.

Your employer must allow you a reasonable opportunity to decide whether you want to approve the termination.

On this date ____ / ____ / ____, the employer _____ will:
DD MM YY EMPLOYER

If approval is to be by vote, please write how the vote will be conducted in the blue box.

Hold a vote to approve the termination by:

If a majority of those employees who cast a valid vote decide that they want to approve the termination, the termination will be approved.

OR

If another approval method is used, please write the description of the method being used in the blue box.

Use the following method to approve the termination:

If a majority of all employees who are covered by the agreement decide that they want to approve the termination, then it will be approved.

Instructions for employers: Every employee covered by the agreement must be given a copy of this Information Statement with the 'How and when' completed. You can download a copy of this page (ISE-CATAHW-1106) at www.oea.gov.au by selecting 'Finding out about workplace agreements' under the Employers menu, then select the type of agreement this is. The downloaded version can be edited, printed and attached to the Information Statement. Please do not remove this page.

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Community language information

English

This publication was issued by the Office of the Employment Advocate (OEA) and provides information about workplace agreements. If you cannot read English and need help to understand this information, please call the OEA through the Translating and Interpreting Service on 13 14 50. This telephone interpreting service will be paid for by the OEA.

Arabic

هذه المعلومات صادرة عن مكتب المدافع عن الحقوق المتعلقة بالتوظيف، وهي تعرض تفاصيل عن اتفاقيات أماكن العمل. إذا كنت لا تستطيع قراءة اللغة الإنجليزية واحتجت لمساعدة في فهم هذه المعلومات يرجى الاتصال بـ OEA عن طريق خدمة الترجمة الخطية والتفوية على الرقم 13 14 50. سوف OEA بنفء رسوم خدمة الترجمة الهاتفية هذه.

Chinese

此出版物由就业咨询局 (Office of the Employment Advocate, 简称 OEA) 签发, 其中提供了有关工作场所协议的信息。如果你不能阅读英文而需要帮助了解此资料, 请致电 13 14 50, 通过翻译与传译服务与 OEA 联系。该电话传译服务之费用将由 OEA 支付。

Croatian

Ova publikacija koju je izdao Zastupnički ured za radne odnose (Office of the Employment Advocate – OEA) pruža obavijesti o ugovorima o radu (workplace agreements). Ako ne možete čitati engleski i potrebiti a vam je pomoć za razumijevanje ovih obavijesti, molimo vas, nazovite OEA putem Službe prevoditelja i tumača na broj 13 14 50. Ove usluge telefonske službe tumača plaća OEA.

Farsi

این نشریه توسط اداره حمایت استخدام (Office of the Employment Advocate (OEA)) صادر شده است و اطلاعاتی درباره توافق های محل کار را عرضه می کند. اگر شما نمی توانید انگلیسی بخوانید و برای فهمیدن این اطلاعات نیاز به کمک دارید، خواهشمند از طریق سرویس ترجمه کتبی و حضوری توسط شماره 131450 به OEA تلفن کنید. هزینه این سرویس ترجمه تلفنی را OEA خواهد پرداخت.

Filipino

Ang pahayag na ito ay ipinalabas ng Tanggapan ng Tagapagtaguyod ng Hanapbuhay (OEA) at ito ay nagbabahagi ng impormasyon hinggil sa mga kasunduan sa pinagtatrabahuhan. Kung hindi kayo nakababasa sa Ingles at nangangailangan ng tulong upang maintindihan ang impormasyong ito, mangyaring tumawag sa OEA sa pamamagitan ng Serbisyo sa Pagsasalín at Pagpapaliwanag sa 13 14 50. Ang serbisyo ng pagsasalín sa telepono ay babayaran ng OEA.

Greek

Αυτό το έντυπο εκδόθηκε από το Γραφείο του Συνήγορου Επαγγελματικής Απασχόλησης (Office of the Employment Advocate - OEA) και παρέχει πληροφορίες για τις συμβάσεις εργασιακού χώρου. Αν δεν μπορείτε να διαβάσετε Αγγλικά και χρειάζεστε βοήθεια για να καταλάβετε αυτές τις πληροφορίες, παρακαλείσθε να τηλεφωνήσετε στο OEA μέσω της Υπηρεσίας Μεταφραστών και Διερμηνέων (Translating and Interpreting Service) στο 13 14 50. Αυτή η τηλεφωνική υπηρεσία διερμηνέων θα πληρωθεί από το OEA.

Indonesian

Publikasi diterbitkan oleh Office of the Employment Advocate – OEA (Kantor Pembela Pekerjaan) dan memberikan informasi tentang persetujuan tempat kerja. Jika Anda tidak dapat membaca bahasa Inggris dan membutuhkan bantuan untuk memahami informasi ini, silakan telepon OEA lewat Translating and Interpreting Service (layanan penterjemah dan juru bahasa) di 13 14 50. Biaya layanan juru bahasa lewat telepon tersebut akan dibayar oleh OEA.

Italian

Il presente opuscolo viene pubblicato dall'Office of the Employment Advocate (OEA) e contiene informazioni sui contratti di lavoro a carattere aziendale. Se non siete in grado di leggere l'inglese e avete bisogno di spiegazioni, telefonate all'OEA tramite il Servizio Traduttori e Interpreti, chiamando il 13 14 50. Questo servizio è a carico dell'OEA.

Khmer

អង្គជូននេះចេញដោយ Office of the Employment Advocate (OEA) ឬ ការិយាល័យ

គ្រូបង់ការងារ ហើយផ្តល់ព័ត៌មានអំពីកិច្ចព្រមព្រៀងការងារ។

បើលោកអ្នកមិនអាចអានភាសាអង់គ្លេសបានទេ ហើយត្រូវការជំនួយ

ដើម្បីអោយបានយល់ដឹងពីព័ត៌មាននេះ សូមទូរស័ព្ទទៅ OEA តាមរយៈ សេវាបកប្រែ

(TIS) លេខ 13 14 50 ។ ការិយាល័យ OEA នឹងបង់ថ្លៃ ចំពោះការប្រើសេវាបកប្រែ

តាមទូរស័ព្ទនេះ។

Korean

이 간행물은 고용 보호 사무소(OEA: Office of the Employment Advocate)가 발간한 것으로서 워크플레이스 어그리먼트들에 관한 정보를 제공하는 하는 것입니다. 영어를 이해하지 못하시고 이 정보를 이해하기 위해 도움이 필요하신 경우에는 13 14 50 번으로 번역 및 통역 서비스(TIS)에 전화하셔서 OEA 로 연락하여 주시기 바랍니다. 이 전화 통역 서비스 비용은 OEA 가 부담합니다.

Lao

ເອກະສານນີ້ແມ່ນຈັດພິມໂດຍຫ້ອງການສົ່ງເສີມວຽກງານ (Office of the Employment Advocate [OEA]) ແລະ ໃຫ້ຂ່າຍລະອຽດກ່ຽວກັບສັນຍາການເຮັດວຽກ. ຖ້າທ່ານອ່ານ ພາສາ ອັງກິດບໍ່ໄດ້ ແລະ ຕ້ອງການຄວາມຊ່ວຍເຫຼືອເພື່ອອະທິບາຍຂ່າຍລະອຽດດັ່ງກ່າວນີ້, ກະຊວງໂທລະສັບຫາ ຫ້ອງການ OEA ໂດຍຕ່ຳນັດແນວແປເອກະສານແລະແປພາສາ ທີ່ ພາຍເລກ 13 14 50. ຫາງຫ້ອງການ OEA ຈະເປັນຜູ້ອອກຄ່າໃຊ້ຈ່າຍໃນການໂທລະສັບນີ້ໃຫ້.

Macedonian

Oваа публикација ја издаде Службата на Застапникот за вработување (Office of the Employment Advocate – OEA) и содржи информации за работните спогодби. Ако не можете да читате на англиски јазик и ако ви треба помош да ги разберете овие информации, ве молиме телефонирајте во ОЕА-службата преку Службата за писмено и усмено преведување (Translating and Interpreting Service) на 13 14 50. За преведувањето ќе плати ОЕА-службата.

Malay

Terbitan ini dikeluarkan oleh Pejabat Advokat Pekerjaan (Office of the Employment Advocate – OEA) dan memberi maklumat mengenai perjanjian tempat kerja. Jika anda tidak dapat berbahasa Inggeris dan memerlukan bantuan untuk memahami maklumat ini, sila telefon OEA melalui Perkhidmatan Penterjemahan dan Jurbahasa (Translating and Interpreting Service) pada nombor 13 14 50. Perkhidmatan ini akan dibiayai oleh OEA.

Polish

Jest to publikacja Biura Radcy ds. Zatrudnienia (Office of the Employment Advocate, w skrócie OEA) i zawiera informacje na temat umów o pracę. Jeśli nie mówisz po angielsku i potrzebujesz pomocy w przeczytaniu i zrozumieniu tej informacji, prosimy zadzwonić do OEA za pośrednictwem tłumacza z Biura Tłumaczy (Translating and Interpreting Service) pod numerem 13 14 50. Usługi telefoniczne tłumacza zostaną opłacone przez OEA.

Portuguese

Este publicação foi emitido pelo Escritório de Apoio ao Trabalho [Office of the Employment Advocate OEA] e oferece informações a respeito de acordos empregatícios. Se você não puder ler em inglês e precisa de ajuda para entender estas informações, telefone para o OEA através do Serviço de Interpretação e Tradução telefone numero 13 14 50. Este serviço de interpretação por telefone será pago pelo OEA.

Russian

Данная публикация подготовлена Юридической службой по делам занятости Оу-И-Эй [Office of the Employment Advocate (OEA)] и содержит информацию о трудовых договорах. Если Вы не умеете читать по-английски и для понимания этой информации Вам необходима помощь, свяжитесь, пожалуйста, с Оу-И-Эй через телефонную переводческую службу по номеру 13 14 50. Оплата телефонных услуг переводчика будет произведена за счет Оу-И-Эй.

Samoa

O leni faasalalaua na aua mai i le Ofisa Su'esu'e o Galuega, le Office of the Employment Advocate (OEA) ma e mau ai faamatalaga i faaiga tau galuega. A le mafai ona e faitau i le gagana Peretania, ma e mana'omia se fesoasoani i le faamalamalama o nei faamatalaga, vala'au i le OEA e auala i le tautua Faailili 'Upu i le 13 14 50. O le tautua Faailili 'Upu e togiaina e le OEA.

Serbian

Ova publikacija koju je izdala Kancelarija advokature za radne odnose (Office of the Employment Advocate – OEA) pruža informacije o radnim ugovorima (workplace agreements). Ako ne možete da čitate engleski i potrebna vam je pomoć da biste razumeli ove informacije, molimo vas da nazovete OEA preko Službe za prevodjenje na broj 13 14 50. Ove usluge telefonske prevoditeljske službe plaćene su od strane OEA.

Spanish

El presente documento fue expedido por la Oficina del Defensor del Empleo (Office of the Employment Advocate/OEA) y proporciona información sobre acuerdos de condiciones laborales. Si usted no puede leer en inglés y necesita ayuda para entender la información contenida en este documento, llame a la OEA por medio del Servicio de Traducción e Interpretación (Translating and Interpreting Service), al 13 14 50. La OEA abonará la tarifa de dicho servicio de interpretación telefónica.

Swahili

Hili tangazo limepanwa na afisi ya wakili anayotetea utumishi na inapeana habari ya mapatano yanayoendelea kazini. Ikiwa huwezi kusoma kingereza na unahitaji kusaidiwa kuelewa haya maneno tafadhali piga simu afisi ya wakili wa utumishi ukipitia afisi ya kufasiri na kufafanua kwa namba ya simu, moja tatu moja nne tano sufuri (13 14 50). Hii manufaa inayotumia simu italiwiwa na afisi ya utumishi.

Thai

เอกสารนี้ จัดพิมพ์โดยสำนักงาน Office of the Employment Advocate หรือ OEA ซึ่งได้ให้ข้อมูลเกี่ยวกับข้อตกลงต่างๆ ในสถานที่ทำงาน หากท่านอ่านภาษาอังกฤษไม่ได้ และต้องการความช่วยเหลือเพื่อทำความเข้าใจข้อมูลเหล่านี้ กรุณาติดต่อสำนักงาน OEA ผ่านบริการล่ามและแปลภาษา (Translating and Interpreting Service) ที่หมายเลข 13 14 50 OEA จะเป็นผู้ชำระค่าใช้จ่ายสำหรับบริการแปลภาษาทางโทรศัพท์นี้ให้ท่าน

Tongan

Ko e tohi fakamatala ko 'eni' 'oku 'oatu ia 'e he Office of the Employment Advocate (OEA) ('Ofisi Taukave' Ngāue) pea 'oatu foki ai ha fakamatala fekau'aki mo e ngaahi aleapau fakangāue'anga'. Kapau 'oku 'ikai ke ke lava 'o lautohi faka-Pilitānia pea 'oku ke toe fiera'ua 'a tokoni ke mahino 'a e fakamatala ko 'eni', pea ke kātaki 'o tā ki he OEA 'o fakafou atu 'i he Translating and Interpreting Service (Va'a Ngāue ki he Fakatonulea mo Liliu Lea) 'i he 13 14 50. 'E totongi 'e he OEA 'a e fakatonulea fakatelefono ko 'eni'.

Turkish

Bu yayın İstihdam Sözcüsü Ofisi (OEA) tarafından verilmiştir ve işyeri anlaşmaları konusunda bilgi sağlamaktadır. İngilizce okuyamıyorsanız ve bu bilgileri anlamak için yardım gereksinmeniz varsa lütfen OEA'yı 13 14 50 numaradaki Yazılı ve Sözlü Çeviri Servisi aracılığıyla arayınız. Bu telefonla tercüme servisinin ücreti OEA tarafından karşılanacaktır.

Vietnamese

Tài liệu này do Văn phòng Cố Động Nhân Dung OEA phát hành để cung cấp những thông tin về hợp đồng lao động. Nếu quý vị không thể đọc tiếng Anh và cần được giúp đỡ để hiểu thông tin này, xin vui lòng gọi điện thoại cho OEA qua dịch vụ Phiên Dịch và Thông Ngôn Qua Điện Thoại số 13 14 50. Văn phòng OEA sẽ trả lệ phí cho dịch vụ thông ngôn này.



- **When making, varying and terminating by approval a Union greenfields agreement or an Employer greenfields agreement use INFORMATION STATEMENT FOR EMPLOYEES GREENFIELDS AGREEMENT immediately below**

Information Statement for Employees Greenfields agreements

You must have this Information Statement for at least seven days before your employer asks you and your workmates to decide whether you want to approve the variation or termination of a greenfields workplace agreement.

If you have any questions, you can call the Office of the Employment Advocate on **1300 366 632**, or visit **www.oea.gov.au**.

What is a greenfields agreement?

A greenfields agreement is a written agreement that sets out terms and conditions of your employment.

A greenfields agreement is made for a new project or business which the employer proposes to set up. An agreement like this is made and lodged, before any workers are actually employed.

It operates until it is varied or terminated.

When employees start work with the new project or business, their conditions are set by the greenfields agreement, provided the agreement covers the employees.

An **employer greenfields agreement** is made by the employer.

A **union greenfields agreement** is made between the employer and a union or unions.

A greenfields agreement does not start to operate until your employer lodges it with the OEA.

What does a greenfields agreement do?

Once a greenfields agreement starts to operate, it replaces any award that would otherwise apply to you. However, it does not replace a current Australian Workplace Agreement.

A greenfields agreement overrides employment conditions in state or territory laws, if the agreement mentions those conditions. However, an agreement cannot override state or territory laws which cover occupational health and safety, workers' compensation or certain laws dealing with training arrangements.

Where the conditions in a greenfields agreement are less favourable than the conditions in the Australian Fair Pay and Conditions Standard (**the Standard**), the conditions in the Standard will apply (see page 4).

Protected conditions are included in a greenfields agreement, unless these conditions are specifically removed or changed by the agreement (see page 4).

If your greenfields agreement is terminated, your employment conditions will be those in the Australian and Conditions Standard and any protected conditions that would otherwise apply (see page 4).

In some circumstances, a greenfields agreement for Victorian employees must include certain terms (see page 6).

What is a variation to a greenfields agreement?

After a greenfields agreement has started to operate, the employees and the employer can change the agreement's terms by making a variation.

Can someone help me negotiate a variation with my employer?

You can ask a person to represent you in discussions with your employer about a variation to an **employer greenfields agreement**. That person is called a bargaining agent. A bargaining agent can be a friend, relative, solicitor, union representative or any other person whose advice you trust.

At any time, you can withdraw the request that the person represent you.

Your employer must give your bargaining agent a reasonable opportunity to meet and confer with them about the variation, in the seven day period before it is approved.

If you ask a person to be your bargaining agent, they can ask the OEA for a certificate. Your bargaining agent can give that certificate to the employer to show that an employee has asked them to meet and confer with the employer. This certificate will not identify you as the employee who made the request.



Australian Government

Office of the Employment Advocate



How is a variation to a greenfields agreement made?

Your employer must take reasonable steps to make sure that you, and all other employees who will be covered by the greenfields agreement as varied, have the variation, or have ready access to a copy of it, at least seven days before it is approved.

If you wish, you and your workmates can waive this seven day period. But, your waiver must be in writing, and be signed and dated by all employees who will be covered by the greenfields agreement as varied.

If the variation includes terms from another workplace agreement or award, your employer must also give you, and all other employees who will be covered by the greenfields agreement as varied, the other workplace agreement or award, or give you ready access to it.

Your employer must also take reasonable steps to make sure that you, and all other employees who will be covered by the greenfields agreement as varied, have this Information Statement for at least seven days before the variation is approved.

If you start employment with your employer in the seven days before the variation is approved, your employer must take reasonable steps to give you a copy of the variation and this Information Statement, as soon as you start.

If there are any changes to the proposed variation, after your employer has given it to you and before it is approved, your employer must give you an extra seven days to consider the variation.

How is a variation approved?

A variation to a **union greenfields agreement** must first be signed by the employer and the relevant union or unions. After that happens, the employer must take the following steps, within a reasonable time.

For both a **union greenfields agreement and an employer greenfields agreement**, your employer must give all employees employed at the time, and who will be covered by the agreement as varied, a reasonable opportunity to decide whether they want to approve the variation. The variation is approved when:

- your employer conducts a vote, and a majority of those employees that make a valid vote decide to approve the variation; or
- another approach is used, with a majority of employees deciding they want to approve the variation.

When will this happen in my workplace?

Your employer must set out, in this Information Statement, details of how and when they will seek the approval of you and your workmates to the variation. A special page (see page 7) is provided for this purpose.

How is a variation lodged?

Your employer must declare that they have followed the correct procedures for making a variation to a greenfields workplace agreement. Your employer must lodge the declaration and a copy of the variation with the OEA, within 14 days of the agreement being approved.

If you believe that the correct procedures have not been followed, you can call the OEA on **1300 366 632**.

The Office of Workplace Services (OWS) is responsible for investigating complaints to ensure compliance with the *Workplace Relations Act 1996*. You can call the OWS on **1300 724 200** or visit **www.ows.gov.au**.

Information Statement for Employees – **Greenfields agreements**

When does a variation begin to operate?

A variation to a greenfields workplace agreement starts on the day the OEA receives your employer's declaration, together with a copy of the variation. The OEA will send your employer a receipt to tell them the date on which their declaration was received. Your employer must take reasonable steps to provide you with a copy of this receipt within 21 days.

If your workplace agreement is a union greenfields agreement, the OEA will also send a receipt to the relevant union or unions.

How is a greenfields workplace agreement terminated?

If you, your workmates and your employer all want to end your **employer greenfields agreement**, you can agree to terminate it.

In the case of a **union greenfields agreement**, your employer and the union or unions which made the agreement can agree to terminate it.

Your employer must take reasonable steps to make sure that you, and all other employees covered by the greenfields agreement to be terminated, have this Information Statement for at least seven days before the termination is approved.

If you start employment with your employer during the period seven days before the termination is approved, and you are covered by the greenfields agreement, your employer must take reasonable steps to give you this Information Statement as soon as you start employment.

For the termination of both a union and an employer greenfields agreement, your employer must give all employees employed at the time, and who are covered by the agreement, a reasonable opportunity to decide whether they want to approve the termination. The termination is approved when:

- your employer conducts a vote, and a majority of those employees that make a valid vote decide to approve the termination; or
- another approach is used, with a majority of employees deciding they want to approve the termination.

Your employer must set out, in this Information Statement, details of **how and when** they will seek the approval of you and your workmates to the termination. A special page (see page 9) is provided for this purpose.

Your employer must declare that they have followed the correct procedures for terminating a greenfields workplace agreement. Your employer must lodge the declaration with the OEA, within 14 days of the termination being approved.

If you believe that the correct procedures have not been followed, you can call the OEA on **1300 366 632** or the OWS on **1300 724 200**.

Your agreement is terminated on the day the OEA receives your employer's declaration. The OEA will send your employer a receipt to tell them the date on which their declaration was received.

Your employer must take reasonable steps to provide you with a copy of this receipt within 21 days. If the agreement terminated is a union greenfields agreement, the OEA will also send a receipt to the relevant union or unions.

After your greenfields agreement passes the nominal expiry date, it is also possible for the employer, or a majority of employees, or a union (if it is a union greenfields agreement), to end the agreement. The nominal expiry date is the expiry date mentioned in the agreement. If no date is mentioned, the nominal expiry date for a **union greenfields agreement** is five years after the day the agreement was lodged, and one year for an **employer greenfields agreement**.



Other important information

What is the Australian Fair Pay and Conditions Standard?

The Australian Fair Pay and Conditions Standard (**the Standard**) contains five minimum conditions. Where the conditions in your agreement are less favourable than those in the Standard, the conditions in the Standard will apply.

- (1) For all employees, a federal minimum wage, rates of pay under an applicable Australian Pay and Classification Scale, and in addition for casual employees, a casual loading set by the Australian Fair Pay Commission;
- (2) For all employees, maximum ordinary hours of work limited to 38 hours per week (which can be averaged over up to twelve months in an agreement or award) and reasonable additional hours;
- (3) For employees other than casuals, four weeks paid annual leave per year (five weeks for continuous shift employees), up to two weeks of which can be cashed out in a workplace agreement *;
- (4) For employees other than casuals, ten days paid personal/carer's leave per year*; and two days paid compassionate leave per occasion;
- (5) For all employees, where the employee has exhausted all other paid personal/carer's leave entitlements, two days unpaid carer's leave per occasion; and,
- (6) For all employees other than certain casual employees, up to 52 weeks unpaid parental leave (maternity, paternity and adoption).

* These conditions are to apply on a pro-rata basis according to the hours worked by the employee.

What are protected conditions?

Where you would otherwise be covered by an award, a notional agreement preserving state awards (**NAPSA**) or a preserved state agreement (**PSA**), certain conditions in either the award, the NAPSA or the PSA are protected when you make an agreement with your employer.

You and your employer can agree to remove or change these protected conditions. However, unless your agreement specifically removes or changes these protected conditions, they will be included automatically in your agreement.

Protected conditions are public holidays, rest breaks (including meal breaks), incentive-based payments and bonuses, annual leave loadings, allowances, penalty rates and shift/overtime loadings.

Please note that there are some protected conditions applying to outworkers that cannot be changed to provide a less favourable outcome.


For more information on NAPSAs or PSAs, call the OEA on **1300 366 632** or visit **www.oea.gov.au**.

Information Statement for Employees – **Greenfields agreements**

Is there anything that should not be included in my agreement?

Yes. A workplace agreement must not contain prohibited content. Prohibited content includes terms of a workplace agreement that:

1. deal with pay deductions and payroll deduction facilities for trade union membership subscriptions or dues;
2. allow employees to receive leave to attend union training sessions or paid leave to attend union meetings;
3. deal with the rights of trade unions or employer associations to be involved in dispute resolution (unless the organisation is the representative of the employer or employee's choice);
4. deal with right of entry by unions and employer associations;
5. deal with the renegotiation of a workplace agreement;
6. restrict an employer from using independent contractors or labour-hire arrangements;
7. deal with the forgoing of annual leave credited to an employee bound by the agreement for an amount of pay or other benefit otherwise than at the written election of the employee;
8. require the provision of employee information to trade unions unless required by law;
9. deal with the forgoing of personal/carer's leave or paid compassionate leave for an amount of pay or benefit that would not result in a more favourable outcome than the Standard;
10. directly or indirectly encourage other persons bound by the agreement to become or remain a member of an industrial association;
11. directly or indirectly discourage other persons bound by the agreement to not become or not remain a member of an industrial association;
12. require a person bound by the agreement to indicate support, or lack of support for persons bound by the agreement being members of an industrial association;
13. allow persons bound by the workplace agreement to engage in or organise industrial action;
14. prohibit or restrict disclosure of a workplace agreement's details by parties to the agreement;
15. provide a remedy for dismissal for a reason that is harsh, unjust or unreasonable;
16. are discriminatory in that it discriminates against an employee bound by the agreement because of or for reasons including race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin. A provision is not discriminatory merely because it provides for rates in accordance with the relevant Australian Pay and Classification Scale or Federal Minimum Wage; or discriminates on the basis of the inherent requirements of the employment; or it is in respect of employment in an institution conducted in accordance with particular teachings/beliefs of a particular religion or creed and discriminates on the basis of those teachings/beliefs and is done in good faith;
17. is objectionable in that it is a provision that requires or permits any conduct that would contravene the freedom of association provisions of the *Workplace Relations Act 1996* including a provision that requires payment of a bargaining services fee to an industrial organisation;
18. deal with a matter that does not pertain to the employment relationship (unless it is ancillary/incidental/a machinery matter/or is trivial);
19. directly or indirectly restrict the ability of Australian Workplace Agreements to be offered, negotiated or entered into;

- 
20. allow for the imposition of a penalty on an employee for breach of a requirement to provide evidence or notice:
 - for the purpose of substantiating an entitlement to sick or carer's leave; or
 - for the purpose of substantiating a reason for absence from work due to illness or injury affecting the employee or the employee's immediate family or household;
 21. allow for the imposition of a penalty on an employee for being absent from work due to:
 - an illness, injury or emergency affecting the employee; or
 - an illness, injury or emergency affecting a member of the employee's immediate family or household;
 22. contain such other prohibited content as is specified in the Workplace Relations Regulations 2006 as amended from time to time.

Negotiating your workplace agreement and prohibited content

A person (for example, the employer, employee, union or another person) can be fined up to \$6,600 (for individuals) and \$33,000 (for corporations), if, when negotiating a workplace agreement (or variation to a workplace agreement) they:

- try to include a term in that workplace agreement (or a variation to a workplace agreement) that includes prohibited content; and
- were reckless as to whether the term contained prohibited content.

Misrepresentations about prohibited content

A person (for example, the employer, employee, union or another person) may also be fined up to \$6,600 (for individuals) and \$33,000 (for corporations) if they:

- make a misrepresentation that a particular term of a workplace agreement (or a variation to a workplace agreement) does not contain prohibited content; and
- were reckless as to whether the term contains prohibited content.

Why are workplace agreements for some Victorian employees different?

If you work in Victoria and your employer is not a 'constitutional corporation' – for example, your employer has not set up a company – your workplace agreement must contain guarantees of minimum wage rates and casual loadings. If these are not included, your agreement will be void.

What is the Office of the Employment Advocate?

The Office of the Employment Advocate is the Australian Government agency responsible for accepting lodgement of workplace agreements (including Australian Workplace Agreements and collective agreements) and for providing information about workplace agreements to employees, employers and organisations.

Information Statement for Employees – **Greenfields agreements**

Approval of variation agreement

How and when

Your employer must set out below details of **how and when** they will seek the approval of you and your workmates to the variation agreement.

Your employer must allow you a reasonable opportunity to decide whether you want to approve the variation agreement.

On this date ____ / ____ / ____, the employer _____ will:
DD MM YY EMPLOYER

If approval is to be by vote, please write how the vote will be conducted in the blue box.

Hold a vote to approve this variation agreement by:

If a majority of all employees who cast a valid vote decide that they want to approve the variation agreement, the agreement will be approved.

OR

If another approval method is used, please write the description of the method being used in the blue box.

Use the following method to approve the variation agreement:

If a majority of all employees who are to be covered by the variation decide that they want to approve the agreement, then the agreement will be approved.

Instructions for employers: Every employee covered by the agreement must be given a copy of this Information Statement with the 'How and when' completed. You can download a copy of this page (ISE-GAVAHW-1106) at www.oea.gov.au by selecting 'Finding out about workplace agreements' under the Employers menu, then select the type of agreement this is. The downloaded version can be edited, printed and attached to the Information Statement. Please do not remove this page.

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Information Statement for Employees – Greenfields agreements

Approval of termination

How and when

Your employer must set out below details of how and when they will seek the approval of you and your workmates to the termination.

Your employer must allow you a reasonable opportunity to decide whether you want to approve the termination.

On this date ____ / ____ / ____, the employer _____ will:
DD MM YY EMPLOYER

If approval is to be by vote, please write how the vote will be conducted in the blue box.

Hold a vote to approve the termination by:

If a majority of those employees who cast a valid vote decide that they want to approve the termination, the termination will be approved.

OR

If another approval method is used, please write the description of the method being used in the blue box.

Use the following method to approve the termination:

If a majority of all employees who are to be covered by the agreement decide that they want to approve the termination, then it will be approved.

Instructions for employers: Every employee covered by the agreement must be given a copy of this Information Statement with the 'How and when' completed. You can download a copy of this page (ISE-GATAHW-1106) at www.oea.gov.au by selecting 'Finding out about workplace agreements' under the Employers menu, then select the type of agreement this is. The downloaded version can be edited, printed and attached to the Information Statement. Please do not remove this page.

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Community Language Information

English

This publication was issued by the Office of the Employment Advocate (OEA) and provides information about workplace agreements. If you cannot read English and need help to understand this information, please call the OEA through the Translating and Interpreting Service on 13 14 50. This telephone interpreting service will be paid for by the OEA.

Arabic

هذه المعلومات صادرة عن مكتب المدافع عن الحقوق المتعلقة بالتوظيف، وهي تعرض تفاصيل عن اتفاقيات أماكن العمل. إذا كنت لا تستطيع قراءة اللغة الإنكليزية والحجت لمساعدة في فهم هذه المعلومات يرجى الاتصال بـ OEA عن طريق خدمة الترجمة الخطية والشفوية على الرقم 13 14 50. سيتم دفع رسوم خدمة الترجمة الهاتفية هذه.

Chinese

此出版物由就业咨询局 (Office of the Employment Advocate, 简称 OEA) 签发, 其中提供了有关工作场所协议的信息。如果你不能阅读英文而需要帮助了解此资料, 请致电 13 14 50, 通过翻译与传译服务与 OEA 联系。该电话传译服务之费用将由 OEA 支付。

Croatian

Ova publikacija koju je izdao Zastupnički ured za radne odnose (Office of the Employment Advocate – OEA) pruža obavijesti o ugovorima o radu (workplace agreements). Ako ne možete čitati engleski i potrebi a vam je pomoć za razumijevanje ovih obavijesti, molimo vas, nazovite OEA putem Službe prevoditelja i tumača na broj 13 14 50. Ove usluge telefonske službe tumača plaća OEA.

Farsi

این نشریه توسط اداره حمایت استخدام (Office of the Employment Advocate (OEA)) صادر شده است و اطلاعاتی درباره توافق های محل کار را عرضه می کند. اگر شما نمی توانید انگلیسی بخوانید و برای فهمیدن این اطلاعات نیاز به کمک دارید، خواهشمند از طریق سرویس ترجمه کتبی و حضوری توسط شماره 131450 به تلفن کنید. هزینه این سرویس ترجمه تلفنی را OEA خواهد پرداخت.

Filipino

Ang pahayag na ito ay ipinalabas ng Tanggapan ng Tagapagtaguyod ng Hanapbuhay (OEA) at ito ay nagbabahagi ng impormasyon hinggil sa mga kasunduan sa pinagtatrabahuhan. Kung hindi kayo nakababasa sa Ingles at nangangailangan ng tulong upang maintindihan ang impormasyong ito, mangyaring tumawag sa OEA sa pamamagitan ng Serbisyo sa Pagsasalín at Pagpapaliwanag sa 13 14 50. Ang serbisyo ng pagsasalín sa telepono ay babayaran ng OEA.

Greek

Αυτό το έντυπο εκδόθηκε από το Γραφείο του Συνήγορου Εργαζομένων Απασχόλησης (Office of the Employment Advocate - OEA) και παρέχει πληροφορίες για τις συμβάσεις εργασιακού υαίου. Αν δεν μπορείτε να διαβάσετε Αγγλικά και χρειάζεστε βοήθεια για να καταλάβετε αυτές τις πληροφορίες, παρακαλούμε να τηλεφωνήσετε στο OEA μέσω της Υπηρεσίας Μεταφραστών και Διερμηνέων (Translating and Interpreting Service) στο 13 14 50. Αυτή η τηλεφωνική υπηρεσία διερμηνέων θα πληρωθεί από το OEA.

Indonesian

Publikasi diterbitkan oleh Office of the Employment Advocate – OEA (Kantor Pembela Pekerjaan) dan memberikan informasi tentang persetujuan tempat kerja. Jika Anda tidak dapat membaca bahasa Inggris dan membutuhkan bantuan untuk memahami informasi ini, silakan telepon OEA lewat Translating and Interpreting Service (layanan penjerjemah dan juru bahasa) di 13 14 50. Biaya layanan juru bahasa lewat telepon tersebut akan dibayar oleh OEA.

Italian

Il presente opuscolo viene pubblicato dall'Office of the Employment Advocate (OEA) e contiene informazioni sui contratti di lavoro a carattere aziendale. Se non siete in grado di leggere l'inglese e avete bisogno di spiegazioni, telefonate all'OEA tramite il Servizio Traduttori e Interpreti, chiamando il 13 14 50. Questo servizio è a carico dell'OEA.

Khmer

អគ្គបទនេះចេញដោយ Office of the Employment Advocate (OEA) ឬ ការិយាល័យ ទ្រទ្រង់ការងារ ហើយផ្តល់ព័ត៌មានអំពីកិច្ចព្រមព្រៀងការងារ។
បើលោកអ្នកមិនអាចអានភាសាអង់គ្លេសបានទេ ហើយត្រូវការជំនួយ ដើម្បីអោយបានយល់ដឹងពីព័ត៌មាននេះ សូមទូរស័ព្ទទៅ OEA តាមរយៈ សេវាបកប្រែ (TIS) លេខ 13 14 50 ។ ការិយាល័យ OEA នឹងបង់ថ្លៃ ចំពោះការប្រើសេវាបកប្រែ តាមទូរស័ព្ទនេះ។

Korean

이 간행물은 고용 보호 사무소(OEA: Office of the Employment Advocate)가 발간한 것으로서 워크플레이스 어그리먼트들에 관한 정보를 제공하는 하는 것입니다. 영어를 이해하지 못하고 이 정보를 이해하기 위해 도움이 필요하신 경우에는 13 14 50 번으로 번역 및 통역 서비스(TIS)에 전화하셔서 OEA 로 연락하여 주시기 바랍니다. 이 전화 통역 서비스 비용은 OEA 가 부담합니다.

Lao

ເອກະສານນີ້ແມ່ນຈັດພິມໂດຍຫ້ອງການສົ່ງເສີມວຽກງານ (Office of the Employment Advocate [OEA]) ແລະ ໃຫ້ຂ່າຍລະອຽດກ່ຽວກັບສັນຍາການເຮັດວຽກ. ຖ້າທ່ານບໍ່ອ່ານພາສາ ອັງກິດໄດ້ ແລະ ຫ້ອງການບໍ່ສາມາດຊ່ວຍເຫຼືອເພື່ອອະທິບາຍຂ່າຍລະອຽດດັ່ງກ່າວນີ້, ກະຊວງໂທລະສັບຫາ ຫ້ອງການ OEA ໂດຍຜ່ານຜແນກແປເອກະສານແລະແປພາສາ ທີ່ ພາຍເລກ 13 14 50. ຫາງຫ້ອງການ OEA ຈະເປັນຜູ້ ອອກຄ່າໃຊ້ຈ່າຍໃນການໂທລະສັບນີ້ໃຫ້.

Macedonian

Оваа публикација ја издаде Службата на Застапникот за вработување (Office of the Employment Advocate - OEA) и содржи информации за работните спогодби. Ако не можете да читате на англиски јазик и ако ви треба помош да ги разберете овие информации, ве молиме телефонирајте во OEA-службата преку Службата за писмено и усмено преведување (Translating and Interpreting Service) на 13 14 50. За преведувањето ќе плати OEA-службата.

Malay

Terbitan ini dikeluarkan oleh Pejabat Advokat Pekerjaan (Office of the Employment Advocate – OEA) dan memberi maklumat mengenai perjanjian tempat kerja. Jika anda tidak dapat berbahasa Inggeris dan memerlukan bantuan untuk memahami maklumat ini, sila telefon OEA melalui Perkhidmatan Penjerjemahan dan Jurbahasa (Translating and Interpreting Service) pada nombor 13 14 50. Perkhidmatan ini akan dibiayai oleh OEA.

Polish

Jest to publikacja Biura Radcy ds. Zatrudnienia (Office of the Employment Advocate, w skrócie OEA) i zawiera informacje na temat umów o pracę. Jeśli nie mówisz po angielsku i potrzebujesz pomocy w przeczytaniu i zrozumieniu tej informacji, prosimy zadzwonić do OEA za pośrednictwem tłumacza z Biura Tłumaczy (Translating and Interpreting Service) pod numerem 13 14 50. Usługi telefoniczne tłumacza zostaną opłacone przez OEA.

Portuguese

Este publicação foi emitido pelo Escritório de Apoio ao Trabalho (Office of the Employment Advocate OEA) e oferece informações a respeito de acordos empregatícios. Se você não puder ler em inglês e precisa de ajuda para entender estas informações, telefone para o OEA através do Serviço de Interpretação e Tradução telefone numero 13 14 50. Este serviço de interpretação por telefone será pago pelo OEA.

Russian

Данная публикация подготовлена Юридической службой по делам занятости Оу-И-Эй [Office of the Employment Advocate (OEA)] и содержит информацию о трудовых договорах. Если Вы не умеете читать по-английски и для понимания этой информации Вам необходима помощь, свяжитесь, пожалуйста, с Оу-И-Эй через телефонную переводческую службу по номеру 13 14 50. Оплата телефонных услуг переводчика будет произведена за счет Оу-И-Эй.

Samoan

O lenei faasalalauga na auina mai i le Ofisa Su'esu'e o Galuega, le Office of the Employment Advocate (OEA) ma e maua ai faamatalaga i faaiga tau galuega. A le mafai ona e faitau i le gagana Peretania, ma e mana'omia se fesoasoani i le faamalamalama o nei faamatalaga, vala'au i le OEA e auala i le tautua Faailili 'Upu i le 13 14 50. O le tautua Faailili 'Upu e tologina e le OEA.

Serbian

Ova publikacija koju je izdala Kancelarija advokature za radne odnose (Office of the Employment Advocate – OEA) pruža informacije o radnim ugovorima (workplace agreements). Ako ne možete da čitate engleski i potrebna vam je pomoć da biste razumeli ove informacije, molimo vas da nazovete OEA preko Službe za prevodjenje na broj 13 14 50. Ove usluge telefonske prevoditeljske službe plaćene su od strane OEA.

Spanish

El presente documento fue expedido por la Oficina del Defensor del Empleo (Office of the Employment Advocate/OEA) y proporciona información sobre acuerdos de condiciones laborales. Si usted no puede leer en inglés y necesita ayuda para entender la información contenida en este documento, llame a la OEA por medio del Servicio de Traducción e Interpretación (Translating and Interpreting Service), al 13 14 50. La OEA abonará la tarifa de dicho servicio de interpretación telefónica.

Swahili

Hili tangazo limepanwa na afisi ya wakili anayotetea utumishi na inapeana habari ya mapatano yanayoendelea kazini. Ikiwa huwezi kusoma kingereza na unahitaji kusaidiwa kuelewa haya maneno tafadhali piga simu afisi ya wakili wa utumishi ukipitia afisi ya kufasiri na kufanua kwa namba ya simu, moja tatu moja nne tano safuri (13 14 50). Hii manufaa inayotumia simu italiwiwa na afisi ya utumishi.

Thai

เอกสารนี้ จัดพิมพ์โดยสำนักงาน Office of the Employment Advocate หรือ OEA ซึ่งได้ให้ข้อมูลเกี่ยวกับข้อตกลงต่างๆ ในสถานที่ทำงาน หากท่านอ่านภาษาอังกฤษไม่ได้อาจต้องการความช่วยเหลือเพื่อทำความเข้าใจข้อมูลเหล่านี้ กรุณาติดต่อสำนักงาน OEA ผ่านบริการล่ามและแปลภาษา (Translating and Interpreting Service) ที่หมายเลข 13 14 50 OEA จะเป็นผู้ชำระค่าใช้จ่ายสำหรับบริการแปลภาษาทางโทรศัพท์นี้ให้ท่าน

Tongan

Ko e tohi fakamatala ko 'eni' 'oku 'oatu ia 'e he Office of the Employment Advocate (OEA) ('Ofisi Taukave'i Ngāue) pea 'oatu foki ai ha fakamatala fekau'aki mo e ngaahi aleapau fakangāue'anga'. Kapau 'oku 'ikai ke ke lava' o lautohi faka-Piliitānia pea 'oku ke toe fiema'u ha tokoni ke mahino 'a e fakamatala ko 'eni', pea ke kātaki 'o tā ki he OEA' o fakafu atu 'i he Translating and Interpreting Service (Va'a Ngāue ki he Fakatonulea mo Liliu Lea) 'i he 13 14 50. 'E totongi 'e he OEA' a e fakatonulea fakatelefono ko 'eni.'

Turkish

Bu yayın İstihdam Sözcüsü Ofisi (OEA) tarafından verilmiştir ve işyeri anlaşmaları konusunda bilgi sağlamaktadır. İngilizce okuyamıyorsanız ve bu bilgileri anlamak için yardıma gereksiniminz varsa lütfen OEA'yı 13 14 50 numaralı Yazılı ve Sözlü Çeviri Servisi aracılığıyla arayınız. Bu telefonla tercüme servisinin ücreti OEA tarafından karşılanacaktır.

Vietnamese

Tài liệu này do Văn phòng Cố Động Nhân Dụng OEA phát hành để cung cấp những thông tin về hợp đồng lao động. Nếu quý vị không thể đọc tiếng Anh và cần được giúp đỡ để hiểu thông tin này, xin vui lòng gọi điện thoại cho OEA qua dịch vụ Phiên Dịch và Thông Ngôn Qua Điện Thoại số 13 14 50. Văn phòng OEA sẽ trả lệ phí cho dịch vụ thông ngôn này.



A handwritten signature in black ink, appearing to read 'G. Casson', with a large, stylized flourish extending from the bottom left.

GEOFFREY CASSON
Acting Employment Advocate

1 December 2006



Commonwealth of Australia

Historic Shipwrecks Act 1976

Department of the Environment and Heritage

Declaration of a Protected Zone

I, IAN GORDON CAMPBELL, Minister for the Environment and Heritage, acting under subsection 7(1) of the *Historic Shipwrecks Act 1976*, hereby declare the area specified in the Schedule, being an area within which the articles provisionally declared to be a historic shipwreck and historic relics by declarations dated 24 November 2006 and published in the Commonwealth Gazette (Special Gazette No. S210) on 24 November 2006.

SCHEDULE

So much of the area bounded by an imaginary line forming a circle with a radius of 500 metres the centre of which is at the intersection of the parallel 33° 40' 21" South latitude with the meridian 151° 22' 58" East longitude as consists of Australian waters.

Dated 1 December 2006

[Signed]

Ian Gordon Campbell
Minister for the Environment and Heritage



Australian Government
Attorney General's Department

Obtaining copies of Commonwealth Acts and Legislative Instruments

Copies of Commonwealth Acts, Legislative Instruments and related legislative material can be purchased at the following locations or ordered online or by mail or telephone.

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Copies are available for sale or order at:

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Canberra	CanPrint Communications 16 Nyrang Street, Fyshwick ACT 2609	(02) 6295 4422	(02) 6295 4473
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Brisbane	Goprint 371 Vulture Street, Woolloongabba QLD 4102	(07) 3246 3399	(07) 3246 3534
Hobart	Printing Authority of Tasmania 2 Salamanca Place, Hobart TAS 7000	1 800 030 940	(03) 6223 7638
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