

AGREEMENT 2000 – 2003

(SWANSTON TRAMS)

NATIONAL EXPRESS GROUP AUSTRALIA

DRAFT

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APPENDIX 1 – AWARDS & AGREEMENTS

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## 1. PREAMBLE

This new Agreement is part of a wider focus on the future.

To grow and prosper, National Express Group Australia (Swanston Trams) Pty Ltd ("Company") has to improve service, performance and efficiency. The parties believe this aim can be achieved by adopting the following principles:

- **Safety:** provide a safe environment for our employees and customers;
- **Commercial focus:** recognise that we have to make a profit;
- **Customer Service:** ensure our actions benefit our customers;
- **Continual Improvement:** identify better ways to work;
- **Teamwork:** support each other and help everyone to realise their potential;
- **Mutual Respect:** treat people as we would like to be treated;
- **Diversity:** recognise and value the different cultures within our workforce;
- **Achievement:** set challenging goals, give regular feedback and reward success;
- **Integrity:** be truthful and fair and lead by example.

This Agreement is premised on these principles.

## 2. TITLE

This Agreement will be known as the National Express Group Australia (Swanston Trams) Agreement 2000-2003 ("Agreement").

## 3. PARTIES BOUND BY AGREEMENT

The following parties are bound by this agreement:

The Company in respect of all of its employees engaged under this Agreement.

The Rail Tram and Bus Union ("RTBU") and its members.

## 4. RELATIONSHIP WITH AWARDS AND AGREEMENTS

This Agreement is to be read in conjunction with the Awards/Agreements, and conditions of employment set out in Appendices 1 & 2 respectively. In the event of any inconsistency between this agreement and the applicable awards/agreements set out in the Appendices then the provisions of this agreement shall prevail to the extent of the inconsistency.

## 5. TERM OF AGREEMENT

This Agreement will come into operation from the date of certification by the Australian Industrial Relations Commission ("AIRC") and will remain in force for a period of three (3) years.