



PFIZER (PERTH) GENERAL AGREEMENT 2023

1. Title

- 1.1 This agreement shall be known as the Pfizer (Perth) General Agreement 2023 and is made pursuant to Section 172 of the Fair Work Act 2009.

2. Arrangement and Interpretation

- 2.1 The following is an arrangement of contents outlining the clauses set out within this Agreement.

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2.2 In this Agreement:

this Agreement means the *Pfizer (Perth) General Agreement 2023*.

Base Hourly Rate means the employee's actual base annual salary paid divided by 52 divided by the employee's ordinary weekly working hours.

Colleague means an employee of the Company.

the Company means:

- a) Pfizer (Perth) Pty Ltd at 15 Brodie Hall Drive, Bentley, Western Australia, 6102; or
- b) where a transfer of Pfizer (Perth) Pty Ltd's business occurs in accordance with Part 2-8 of the FW Act following approval of this Agreement by the Fair Work Commission, the transferee entity that becomes the new employer as defined in that Part 2-8.

Confidential Information has the meaning given in clause 36.4.

FW Act means *Fair Work Act 2009* (Cth), as amended.

IFA means an individual flexibility arrangement made in accordance with clause 5 below and Part 2-4, Division 5 of the FW Act.

Intellectual Property rights has the meaning given in clause 37.5.

NES means National Employment Standards under Part 2-2 of the FW Act.

Still birth or **still born**, in relation to a child, means a child:

who weighs at least 400 grams at delivery or whose period of gestation was at least 20 weeks; and

- a) who has not breathed since delivery; and
- b) whose heart has not beaten since delivery.

the Parties means the Company, the UWU and the colleagues covered by this Agreement.

UWU means the United Workers Union of 54 Cheriton Street, Perth, Western Australia, 6000.

3. Term, Scope and Coverage

- 3.1 This Agreement shall operate on the day seven (7) days after approval of this Agreement by the Fair Work Commission and shall have a nominal expiry date of **1st April 2025**. This Agreement shall continue to operate until it has been replaced or terminated in accordance with the FW Act.
- 3.2 The Parties agree to commence negotiations for a replacement agreement at least three (3) months before the nominal expiry date. The parties intend to conclude these negotiations prior to the nominal expiry date. These negotiations will be conducted on a collective basis between the parties with the negotiated outcome being collectively approved. The Parties agree to bargain collectively for the renewal, extension, variation or renegotiation of this Agreement.
- 3.3 This Agreement covers all colleagues employed by the Company except:
 - Any colleague who is classified as being at a manager level or above;
 - Any colleague employed within Human Resources, Finance, Digital and Global Procurement and Operations (GPO); and
 - Colleagues who are covered under the *Pfizer (Perth) and United Workers' Union Pharmaceutical Operator Agreement 2022*.
- 3.4 This Agreement shall also cover:
 - the Company; and
 - the UWU, subject to an application being made by them in accordance with section 183 of the FW Act to be covered by this Agreement.
- 3.5 This Agreement replaces and excludes all enterprise agreements and awards in operation prior to the approval of this Agreement.
- 3.6 This Agreement will be read and interpreted in conjunction with the NES. Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.
- 3.7 The Parties agree not to pursue any further claims for the term of this Agreement in relation to the items contained in this Agreement, except where provided.
- 3.8 Nothing in this clause 3 prevents the Parties from commencing discussions for potential new classification structures.

4. Dispute Resolution

- 4.1 The following procedure must be followed to settle any employment related dispute including about the interpretation, application or operation of any provision of this Agreement or in relation to the NES.
- 4.2 A colleague may elect to appoint a person to be present or to provide advice to them as part of this disputes settlement procedure. This person may be present during any discussions.
- 4.3 The colleague's immediate line manager shall meet with the colleague to try to resolve the dispute.
- 4.4 If the dispute cannot be resolved to the satisfaction of the colleague, the matter may be referred to the next manager in the chain of command or the relevant member of the Site Leadership Team. If the dispute remains unresolved, the colleague may refer the matter in writing to the Site Leader.
- 4.5 Where a dispute is not resolved following these procedures, the dispute may be referred for conciliation and/or arbitration to the Fair Work Commission. The matter may not be referred to Fair Work Commission until the above processes have been exhausted.
- 4.6 This clause 4 is subject to any applicable work health and safety legislation.
- 4.7 Until the matter is finally determined, all work shall continue in accordance with the status quo which existed prior to the matter in dispute arising, or other agreed arrangements. No person shall be prejudiced as to the final settlement by the continuance or deferment of the work in accordance with this subclause.

5. Individual Flexibility Arrangements

- 5.1 The Company and a colleague covered by this Agreement may agree to make an individual flexibility arrangement (IFA) to vary the effect of terms of this Agreement.
- 5.2 The IFA must meet the genuine needs of the Company and the colleague, and must be genuinely agreed to by the Company and the colleague.
- 5.3 The Company must ensure that the terms of the IFA are about permitted matters under section 172 of the FW Act, and are not unlawful terms under section 194 of the FW Act, and results in the colleague being better off overall than the colleague would be if no arrangement was made.
- 5.4 The Company must ensure that the IFA is in writing, includes the name of the Company and colleague, is signed by the Company and colleague and if the colleague is under 18 years of age, signed by a parent or guardian of the colleague and includes details of:
 - the terms of this Agreement that will be varied by the arrangement; and
 - how the IFA will vary the effect of the terms; and
 - how the colleague will be better off overall in relation to the terms and conditions of his or her employment as a result of the IFA; and
 - the day on which the arrangement commences.

- 5.5 The Company must give the colleague a copy of the IFA within 14 days after it is agreed to. The Company or colleague may terminate the IFA by giving no less than 28 days written notice to the other party to the arrangement, or if the Company and colleague agree in writing at any time.

6. Types of Employment

- 6.1 Employment may be either on a permanent, maximum term or casual basis. Permanent colleagues can work full time or part time hours.
- 6.2 Colleagues may be employed under a maximum six (6) month probationary period at the commencement of their employment with the Company.
- 6.3 Unless hereinafter provided, colleagues engaged on a part time basis will be paid on a pro rata basis depending upon the actual ordinary hours worked and are entitled to all entitlements under this agreement on a pro rata basis to that of a full time equivalent.
- 6.4 A casual colleague is defined as any person who is engaged on an hourly basis and shall be eligible to a 30% casual loading paid in addition to their base hourly rate. Casual colleagues are not eligible for paid annual leave, personal leave or any other conditions outlined in this Agreement which specifically exclude casuals.
- 6.5 Where a casual colleague has been working a regular pattern of work within the same department for a period of no less than three (3) months, the Company shall extend an offer of maximum term employment to the colleague for a period of no less than six (6) months.
- 6.6 Casual conversion is provided for in the NES.

7. Consultation Term

- 7.1 This clause applies if the Company:
- a) has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on colleagues of the Company; or
 - b) proposes to introduce a change to the regular roster or ordinary hours of work of colleagues in accordance with clause 12.
- 7.2 The Company must notify the relevant colleagues of the decision to introduce the major change. The relevant colleagues may appoint a person to represent their interests for the purposes of these procedures.
- 7.3 As soon as practicable after making its decision but no longer than seven (7) days after making the decision, then unless there are privacy or confidentiality restrictions that are required under law, the Company must consult with the relevant colleagues the introduction of the change, the effect the change is likely to have on the colleagues and measures the Company is taking to avert or mitigate the adverse effect of the change on the colleagues.
- 7.4 The Company must provide, in writing, to the relevant colleagues all relevant information about the change including the nature of the change proposed, information about the expected effects of the change on the colleagues and any other matters likely to affect the colleagues. The

Company is not required to disclose confidential or commercially sensitive information to the relevant colleagues.

- 7.5 The Company must give prompt and genuine consideration to matters raised about the major change by the relevant colleagues including proposal to over or mitigate the adverse effects of any changes.
- 7.6 In this clause, a major change is likely to have a significant effect on colleagues if it results in:
- the termination of the employment of colleagues; or
 - major change to the composition, operation or size of the employer's workforce or to the skills required of colleagues; or
 - the elimination or reduction of job opportunities (including opportunities for promotion or tenure); or the alteration of hours of work; or
 - the need to retrain colleagues; or
 - the need to relocate colleagues to another workplace; or
 - change of ownership; or
 - Departmental or organisational restructure; or
 - the restructuring of jobs.

8. Ordinary Hours, Span of Hours and Breaks

- 8.1 Except as hereinafter provided, the ordinary hours of employment shall be worked between the following spread and span of hours. The hours of employment and public holiday entitlements for shift workers are contained in the attached Appendices.

Span of Hours: Monday to Friday
6:00am to 6:00pm (06:00 to 18:00)

- 8.2 Ordinary hours for full time colleagues shall be a maximum of 40 hours per week. Ordinary hours for part time colleagues shall be stipulated in the employment contract and shall include the days of the week on which the colleague works, the hours of work, and the start and finish time. Ordinary hours must not exceed 10 hours per day.
- 8.3 Colleagues are entitled to a minimum of a 30 minute unpaid meal-break and two 15 minute paid breaks if they work longer than five (5) hours in that day. If a part time or casual colleague works less than five (5) hours but a minimum of three (3) hours they shall only be eligible to one (1) 15 minute paid break.

9. Requests for Flexible Working Arrangements

- 9.1 If any of the circumstances referred to in clause 9.2 apply to a colleague and the colleague would like to change his or her working arrangements because of those circumstances then the colleague may make a request to the Company for a change in working arrangements relating to those circumstances.

- 9.2 The following are the circumstances referred to in clause 9.1:
- a) the colleague is the parent, or has responsibility for the care, of a child who is of school age or younger;
 - b) the colleague is a carer (within the meaning of the Carer Recognition Act 2010);
 - c) the colleague has a disability;
 - d) the colleague is 55 or older;
 - e) the colleague is experiencing family and domestic violence; or
 - f) the colleague provides care or support to a member of the colleague's immediate family, or a member of the colleague's household, who requires care or support because the member is experiencing family and domestic violence.
- 9.3 The colleague is not entitled to make a request unless:
- a) for colleagues other than casuals, the colleague has completed at least 12 months of continuous service with the Company immediately before making the request; or
 - b) for casuals colleagues, the colleague is a regular casual who has been employed on that basis for a period of at least 12 months, and has a reasonable expectation of continuing employment on a systematic and regular basis.
- 9.4 The request from the colleague must be in writing and set out the details for the change and the reasons for the change.
- 9.5 The Company must respond to the request within 21 days, and must comply with the relevant provisions in the NES in relation to consultation with the colleague in an effort to reach agreement, genuine consideration of the colleague's request, and the content of the response to the colleague's request.

10. Payment of Salaries

- 10.1 Salaries are determined by the Company's Global Remuneration Structure.
- 10.2 Colleagues employed under this Agreement are classified according to the classification structure in the relevant underlying modern award. Links to the underlying modern awards are included at Appendix 3. During the term of this Agreement the Parties may engage in discussions regarding a new classification structure.
- 10.3 A colleague's base salary will be paid at a rate which is above the minimum annual base salary calculated in accordance with this clause 10.3. The Company shall calculate the minimum annual base salary for the relevant classification as follows:
- a) taking the minimum base annual salary payable under the relevant modern award for a 38 hour working week;
 - b) adding an additional two (2) hours a week paid at overtime rates to calculate the minimum annual base salary for 40 hours a week; and
 - c) adding annual leave loading at the rate of 17.5% per annum, calculated on 40 hours a week.

- 10.4 Wages are paid on a fortnightly basis within a minimum of four (4) days after the completion of the fortnightly pay cycle, by electronic transfer into a bank account nominated by the colleague.

11. Overtime and Penalty Rates

- 11.1 Any hours worked in excess or outside of the colleague's ordinary hours shall attract overtime at a rate of time and one half for the first two (2) hours, and then double time thereafter (measured at 15 minute intervals). All overtime requires approval in advance by the relevant manager.
- 11.2 Overtime worked on a Sunday shall attract an overtime rate of 200% of the colleague's Base Hourly Rate.
- 11.3 Overtime shall be based on a colleague's Base Hourly Rate except where otherwise provided.
- 11.4 A colleague and their manager may agree to time off in lieu of overtime payments at a rate of time for time. Any agreement to have time off in lieu of overtime must be recorded in writing and specify the day, start time and finish time of the overtime.
- 11.5 Overtime performed on a public holiday shall attract an overtime rate of double time and a half (250%) for the first two hours and triple time (300%) thereafter. This overtime rate includes payment of the public holiday penalty.
- 11.6 A colleague may refuse to work overtime in circumstances where the working of such overtime would result in the colleague working hours which are unreasonable having regard to the risk to the colleague's health and safety, the colleague's personal circumstances including any family responsibilities, the needs of the workplace and any other relevant matter.
- 11.7 A minimum 10 hour break must be maintained between finishing and starting times.
- 11.8 If a colleague is required to work ordinary hours during any of the following span of hours the corresponding penalty rate will apply:

Monday to Friday – 6:00pm to 6:00am (18:00 to 06:00)	30%
Saturday Shift – 12:00am to 11:59pm (00:00 to 23:59)	50%
Sunday Shift – 12:00am to 11:59pm (00:00 to 23:59)	100%
Public Holiday – 12:00am to 11:59pm (00:00 to 23:59)	100%

12. Introduction of Shifts for Non-Shift Workers

- 12.1 In this clause:
- 'shift work' means work outside the span of hours in clause 8 and 'shift worker' has a corresponding meaning;
 - 'non-shift worker' means a worker whose ordinary hours are worked within the span of hours in clause 8.
- 12.2 At the development of this Agreement, there is no intention to make any variations to the ordinary hours of employment or to introduce shift work for those colleagues who are not shift workers in accordance with Appendix 1 and 2 of this Agreement. If during the term of this Agreement, the Company considers the introduction of shift work for colleagues who

traditionally have not worked shifts, the Company will enter into consultation with affected colleagues as per clause 7 of this Agreement in an attempt to reach agreement.

- 12.3 The Company and the colleagues may reach agreement in writing as to how the shift pattern or length of shifts will operate and such agreement shall be honoured.
- 12.4 Colleagues will be encouraged to be part of the discussion regarding any variation to hours of employment. Consideration by the Company will be given to the impact of the proposed changes, which will include consideration of a colleague's individual personal circumstances. Personal circumstances includes whether the colleague is a parent or has responsibility for the care of a child who is of school age or younger, if the colleague is a carer, the colleague is aged 55 or older, the colleague is experiencing family or domestic violence, or provides care or support for someone who is experiencing violence.
- 12.5 In the event that an agreement cannot be reached or the Company is unable to achieve its desired outcomes through the abovementioned process, the parties agree to refer the matter to conciliation and/or arbitration in the Fair Work Commission. The Fair Work Commission shall consider any matters it deems necessary in making a determination during arbitration, including the commercial needs of the business and possible implication to colleagues due to the roster variation. The final decision of the Fair Work Commission shall be binding on all parties.
- 12.6 The process to change the working hours for colleagues working the shift patterns in Appendix 1 and Appendix 2 are contained in those Appendices.

13. Recall and Standby

- 13.1 A colleague who is recalled to work after leaving the premises shall be paid a minimum payment of four (4) hours at overtime rates or for whatever hours they work, whichever is greater.
- 13.2 A colleague who is asked to be on standby in readiness to present for work outside of their ordinary working hours shall be paid an hourly allowance of \$5.00 per hour for the duration of the standby period.
- 13.3 In order to be eligible to the standby allowance, the colleague must be requested by their manager to remain ready for a recall to work and avoid any activities which would prevent them from attending work immediately when requested, and must remain contactable during the standby period.
- 13.4 A colleague who is contacted outside of ordinary works to see if they are available to work overtime does not qualify for the standby allowance. This allowance is only paid when they are directed to remain ready for recall.
- 13.5 If a colleague has agreed to work overtime, and they have been requested to attend work at a later time than originally planned, the colleague will be eligible to the standby allowance from when they were meant to start their overtime shift to when they actually commence work.

14. Public Holidays

- 14.1 With the exception of those conditions which apply to shift workers as contained in the attached Appendices, colleagues are eligible to the following days off work as paid public holidays if they would normally be required to work on the day had it not been a public holiday:

New Years Day	Easter Monday	King's birthday
Australia Day	ANZAC Day	Christmas Day
Labour Day	WA Day	Boxing Day
Good Friday		

- 14.2 Colleagues other than the shift workers working the shifts in the attached Appendices will be entitled to such additional gazetted public holidays in Western Australia from time to time.

15. Private Health Insurance Subsidy

- 15.1 Except as specified elsewhere in this clause 15, all colleagues are eligible to apply for a private health insurance subsidy paid on a pro-rata fortnightly basis, based on the maximum annual rates outlined in the following table, provided that the total benefit shall not be in excess of the total cost of that policy.

Classification	Upon Registration
Single – Annual	\$ 1,439
Family – Annual	\$ 2,879

- 15.2 This allowance will form part of the colleague's taxable income and therefore the employee will be required to pay income tax on these amounts. Superannuation will not be payable on the subsidy. Part-time colleagues are eligible for the same subsidy amount as full time colleagues.
- 15.3 If there are two or more colleagues from the same family, they are each eligible to claim up to the maximum family subsidy, but the total benefit shall not be in excess of the total cost of that policy.
- 15.4 This subsidy will not apply to colleagues during period of unpaid leave, periods of unpaid maternity leave, casuals and colleagues absent from work and in receipt of workers' compensation payments.
- 15.5 Colleagues are required to provide proof of their insurance and cost of insurance prior to being eligible for this subsidy. The subsidy shall only apply from the date such information is provided.
- 15.6 Colleagues are required to notify the company of any change to the rate of their policy.

16. Income Protection Insurance

- 16.1 Subject to clause 16.2, all colleagues are eligible to income protection insurance provided by the Company in accordance with the terms of the insurance policy. This policy is designed to protect colleagues against loss of income during periods of illness or injury.
- 16.2 The insurance policy contains conditions relating to its application. Colleagues must refer to the terms of the policy for further details, such as a qualifying claim period, maximum rate of protection, maximum length of coverage and options for extended cover. This insurance may not apply to casuals, colleagues over the age of 65, colleagues who are refused coverage by the insurer and colleagues who perform less than an average of 15 hours work per week.

17. Superannuation

- 17.1 The Company will make contributions to an eligible superannuation fund on behalf of colleagues in accordance with the provisions of the *Superannuation Guarantee (Administration) Act 1992* (Cth).

18. Annual Leave

- 18.1 Full time colleagues are eligible to accrue 168 hours (4 weeks and 1 day) of annual leave for each year of service.
- 18.2 Additional annual leave for shift workers is contained in Appendices 1 and 2.
- 18.3 Part time colleagues accrue annual leave on a pro-rata basis to that of a full time equivalent.
- 18.4 Annual leave must be taken at a time convenient to the colleague and employer, however an application for leave shall not be unreasonably refused.
- 18.5 If a colleague has accrued in excess of 240 hours annual leave, the Company may direct the colleague to reduce their leave to below 240 hours within a 6 month period.
- 18.6 Casual colleagues, colleagues receiving leave without pay, colleagues receiving income protection insurance and colleagues absent on workers compensation are not eligible to accrue annual leave.
- 18.7 Certain colleagues who are required to work may not be permitted to access annual leave during shut down periods due to the specific needs of the business at the discretion of the employer.
- 18.8 If during a period of annual leave, a colleague has reason to access their personal leave accruals, then they shall be eligible to claim that absence from their personal leave accruals (with medical certificate), only if such event confines them to their place of residence or hospital.
- 18.9 The Company prefers that colleagues utilize their accrued leave for rest and relaxation, therefore cashing out of leave must be the exception and not the rule. However under exceptional circumstances, a colleague may apply to cash out accrued annual leave as long as the colleague retains at least four weeks of annual leave after the cash out has

occurred. Colleagues may only apply to cash out accrued annual leave once during the term of this agreement.

19. Plant Shut Downs

- 19.1 Colleagues will be given at least 10 weeks' notice of a planned shutdown. Colleagues must take paid or unpaid leave during a planned shutdown. Due to the nature of unplanned shutdowns this notice period will not be provided. Each individual colleague can be directed to take no more than three (3) weeks of annual leave in any 12 month period for the purposes of a planned shutdown.
- 19.2 The provision of this clause shall not be applied unless and until the ordinary hours in which the colleague cannot be usefully employed exceeds four hours. A planned Shutdown occurs when the site needs to cease production operations for installation of new capital equipment, routine preventative maintenance and/or relocation of business operations.
- 19.3 An unplanned shutdown occurs when the site needs to cease production operations for one of the following reasons urgent repairs for plant, loss of utilities, strike or industrial action, loss of supply of inputs to manufacturing process, natural disaster, pandemic management and any significant unforeseeable event.
- 19.4 In the event of an unplanned shutdown and a colleague does not have sufficient annual leave to cover such absence, Pfizer shall permit the colleague to go into negative on their annual leave accruals by a maximum of two (2) weeks of annual leave. If the colleague leaves prior to accruing sufficient leave to cover the negative amount, the remaining owed shall be deducted from the colleague's final termination payment. In order for this clause to be activated, the unplanned shutdown must be for longer than four (4) hours.
- 19.5 In the event of a planned shutdown a colleague does not have sufficient annual leave to cover such absence because they are a new colleague and have not accrued sufficient leave, Pfizer shall permit the colleague to go into negative on their annual leave accruals by a maximum of one week of annual leave. If the colleague leaves prior to accruing sufficient leave to cover the negative amount, the remaining owed shall be deducted from the colleague's final termination payment.

20. Purchasing Additional Leave

- 20.1 Colleagues may apply to purchase up to two (2) weeks' additional leave in any year.
- 20.2 Leave will be purchased via a salary sacrifice arrangement and the cost of purchasing additional leave will be deducted from the colleague's salary in equal instalments each pay period.
- 20.3 The colleague will be paid a reduced salary over the period they purchase leave and in return they will accrue the relevant proportion of purchased leave every 2 weeks, which will be credited on a fortnightly basis.
- 20.4 Approval may be granted to purchase additional leave for a period of one (1) year however approval does not guarantee continuation in subsequent years.

- 20.5 Purchased leave must be used within one (1) month after the final instalment if such a time is convenient to the employer and further leave cannot be purchased until the subsequent purchased leave has been taken.

21. Personal Leave

- 21.1 A colleague is entitled to personal leave defined as:
- a) personal illness or injury (sick leave); and
 - b) to care for members of their immediate family or household who are sick and require care and support or who require care due to an unexpected emergency (carers leave).
- 21.2 Casual colleagues, colleagues receiving leave without pay and colleagues absent on Workers Compensation are not eligible to accrue paid personal leave.
- 21.3 The entitlement to use personal leave for the purpose of carers leave is subject to the person being either a member of the colleagues' immediate family or a member of the colleague's household. The term 'immediate family' includes:
- a) spouse including same sex partner (including a former spouse, a de facto spouse and a former de facto spouse) of the colleague. A de facto spouse means a person who lives with the colleague as his or her husband or wife on a bona fide domestic basis; and
 - b) child or an adult child (including an adopted child, a step-child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the colleague or spouse of the colleague.
- 21.4 Payment for personal leave shall be made at the colleague's ordinary rate where sufficient leave has been accrued to cover the absence and as if the colleague has not been absent for that period. All absences for personal leave shall be deducted from a colleagues personal leave accruals.
- 21.5 A colleague who is absent for two (2) consecutive working days or if they have had more than five (5) single day absences in any calendar year, must provide the employer with a certificate from a registered medical practitioner in order to be eligible to paid personal leave for such absences, or a statutory declaration declaring that they were unwell and could not attend a medical practitioner due to a lack of availability.

Sick Leave

- 21.6 Sick leave is leave to which a colleague is entitled without loss of pay because of his or her personal illness or injury. A full time colleague accrues sick leave on a fortnightly basis at the rate of two weeks per annum based on their average ordinary number of hours per week. A part time colleague is eligible to accrue sick leave on a pro-rata basis to that of a full-time equivalent.
- 21.7 Unused sick leave will accumulate from year to year. Payment for sick leave will be at the rate the colleague would have received had the colleague not proceeded on sick leave.

- 21.8 A colleague must advise the employer as soon as reasonably practicable of the inability to attend work, the nature of the illness or injury and the estimated duration of the absence.
- 21.9 This clause will not apply where the colleague is in receipt of workers' compensation under the *Workers' Compensation and Rehabilitation Act 1981 (WA)*.

Carers Leave

- 21.10 A colleague is entitled to use any accrued sick leave entitlement as carer's leave.
- 21.11 Before taking carer's leave, a colleague must, wherever practicable, give the employer notice prior to the absence of the intention to take carer's leave. The notice must include the name of the person requiring care, their relationship to that person, the reasons for taking the leave and the estimated length of absence.
- 21.12 In addition to those provisions outlined in the clause, when a colleague has exhausted all personal leave entitlements, a colleague is entitled to 2 days of unpaid carer's leave for each occasion.

22. Long Service Leave

- 22.1 Long Service leave will accrue, be taken and paid in accordance with the provisions of the *Long Service Leave Act 1958 (WA)*.
- 22.2 Colleagues may access their long service leave on a pro-rata basis after seven (7) years continuous employment however the rate of accrual shall not change as a result of this clause.
- 22.3 The Company prefers that colleagues utilize their accrued leave for rest and relaxation, therefore cashing out of leave must be the exception and not the rule. However under exceptional circumstances, a colleague may apply to cash out accrued long service leave as long as the colleague retains at least 50% of their entitlement. Colleagues may only apply to cash out accrued long service leave once during the term of this Agreement.

23. Compassionate Leave

- 23.1 Colleagues are entitled to up to three (3) days' paid leave on each occasion when a member of the colleague's immediate family contracts or develops a personal illness that poses a serious threat to their life or sustains a personal injury that poses a serious threat to their life. Compassionate leave is also available where the employee, or the employee's spouse or de facto partner, has a miscarriage. To be entitled to leave a colleague may be requested to provide evidence.
- 23.2 For the purposes of this clause the term 'immediate family' includes:
- a) a spouse including same sex partner (including a former spouse, a de facto spouse and a former de facto spouse) of the colleague. A de facto spouse means a person who lives with the colleague as his or her husband or wife on a bona fide domestic basis; and

- b) a child or an adult child (including an adopted child, a step-child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the colleague or spouse of the colleague.

23.3 Where compassionate leave is required to be accessed for person located overseas, a colleague may access up to additional 26 calendar days as unpaid leave.

24. Bereavement Leave

24.1 Colleagues are entitled to following amount of paid bereavement leave in the event of the death of an immediate or extended family member as defined below.

Defined Family Member	Amount of Paid Leave
Immediate Family	Up to 10 Days
Extended Family Member	Up to 5 Days

24.2 To be entitled to leave a colleague may be requested to provide evidence.

24.3 For the purposes of this clause the term 'immediate family' includes:

- a) Existing spouse (including common law spouse)
- b) Parent, Grandparent or Sibling;
- c) Child or an adult child (including a still birth, a grandchild, an adopted child, a step-child, a foster child or an ex-nuptial child); and
- d) anyone living in the colleague's household at the time they died.

24.4 For the purposes of this clause the term 'extended family' includes:

- a) Colleague's immediate aunts/ uncles/ first cousins; and
- b) in law's family or domestic partner's family including parents, children, siblings and grandparents.

25. Parental Leave

25.1 Parental leave is a period of leave taken in connection with birth, adoption, surrogacy, fostering or still birth of a child/children into a colleague's permanent care and is available to all permanent colleagues, as well as maximum term colleagues who have greater than 12 months service.

25.2 The Company offers eligible colleagues 12 weeks paid parental leave at ordinary salary. Ordinary salary shall include the weekly annualised salary and benefits that the colleague would otherwise have received when working. Leave must be taken as full pay and other leave entitlements will accrue as normal during this period.

25.3 Parental leave may consist of a period of leave paid by the Company, government paid parental leave and unpaid leave available under the NES. Any period of paid parental leave provided by the Company shall run concurrently with any period of unpaid parental leave available under the NES.

- 25.4 Colleagues taking parental leave are required to give written notice at least 10 weeks before they plan to start leave or if they aren't able to give 10 weeks' notice, as soon as possible. The colleague is to confirm the leave dates at least 4 weeks before their leave is due to start. If a colleague needs to make any changes to their leave dates, they should do so as soon as possible.
- 25.5 The entitlement to unpaid Parental Leave is determined by the NES.
- 25.6 The Australian Government has a paid parental leave scheme to provide financial support for eligible working parents to help with the cost of a newborn baby or adopted child. The paid parental leave referred to in this clause relates to paid parental leave provided by the Company and is paid in addition to any entitlement under the Government scheme.
- 25.7 Colleagues are encouraged to remain in contact with their manager and team members during their parental leave period. This can be facilitated through Keeping in Touch days and colleagues are able to retain their company equipment (work mobile, security pass, laptop, tablet) during their parental leave.
- 25.8 Colleagues may take annual or long service leave in conjunction with paid parental leave. However, the total period of paid and unpaid leave cannot extend beyond the maximum period of leave available under the NES.
- 25.9 Colleagues wishing to access any accrued annual or long service leave entitlements can do so immediately after their paid parental leave has been exhausted.

26. Family and Domestic Violence Leave

- 26.1 Domestic violence means violent, threatening or other abusive behaviour by a colleague's close relative that seeks to coerce or control the colleague and/or causes them harm or fear. It can also include physical, sexual or psychological abuse.
- 26.2 Colleagues are entitled to up to 10 days paid domestic violence leave each year if they need to deal with the impact of domestic violence. Leave may be taken as consecutive or single days, part days or hours. This leave does not accrue, cannot be cashed out or get paid out in the event of a termination.
- 26.3 Leave can be requested for:
- a) Making arrangements for colleague's own safety or that of a close relative (including relocation);
 - b) Attending court proceedings or accessing police matters; or
 - c) Seeking medical attention or counselling support.
- 26.4 Depending on the specific circumstances, other unpaid leave may also be taken as agreed by the manager. Colleagues may also request implementing safety measure and adjustments in the workplace such as requesting flexible working arrangements to attend to matters that are supportive of their needs.
- 26.5 The Company at its own discretion may ask for evidence or supporting documentation in support of the leave request. Any information that is shared by the colleague with their manager or People Experience will be maintained in strict confidentiality. The Company's

primary concern is the colleague's safety and the Company may need to disclose this information in exceptional circumstances.

- 26.6 The Company is committed to a workplace free of discrimination, harassment and retaliation of or against our colleagues who have been through or reported domestic violence or abuse. Managers and colleagues have a responsibility to act and to report any potential violations of which they become aware. Anyone who engages in acts of discrimination or retaliation in violation of this clause may be subject to disciplinary action.
- 26.7 Confidential counselling support and advice can be provided by our Employee Assistance Programme providers.

27. Paid Examination Leave

- 27.1 Paid Examination Leave and reimbursement of reasonable expenses associated with travel to and from the location of the exam may be granted if a colleague is required to sit an examination during working hours. Approval of Paid Examination Leave is at the discretion of the colleague's manager and will only be available if a colleague is undertaking an approved course of study through the Company's Education assistance program.

28. Wellness Day

- 28.1 A Wellness Day is an extra paid day off from work to be used with a focus on the colleague's health and wellness.
- 28.2 One Wellness Day is to be provided each calendar year at the Company's discretion. Once granted, the use of the Wellness Day is at the colleague's discretion, unless there are extenuating circumstances. Extenuating circumstances are as determined by management and includes matters such as shift coverage requirements. If unused, Wellness Day will expire at the end of the calendar year and do not accrue from year to year.

29. Termination of Employment

- 29.1 The colleague and the Company are required to provide a minimum of four (4) weeks' notice of termination of employment, except in the case of casuals who are required to provide or be provided with one hour's notice. The Company may elect to pay out this notice in lieu and not require the colleague to work out the notice period.
- 29.2 In addition to the notice period required to be given by the employer, colleagues over the age of 45 years of age and with not less than two years continuous service at the time of giving notice, will be entitled to receive an additional one week's notice.
- 29.3 If a colleague fails to provide the sufficient period of notice, the Company has a right to withhold monies due to the colleague to the maximum amount equal to the ordinary hours for the period of notice that should have been worked by the colleague.
- 29.4 Where a permanent colleague has been given a notice of termination, the colleague will be allowed up to one day's leave without loss of pay for the purpose of seeking alternative employment.

- 29.5 A colleague upon termination of their employment for any reason shall receive payment for any accrued untaken annual and long service leave. Payment for accrued personal leave shall not be made upon termination.
- 29.6 At the termination of employment, all items of equipment issued must be returned to the Company, including any records that were kept and maintained as part of their role, and all Confidential Information.

30. Redundancy

- 30.1 Redundancy occurs when the Company deems that a position is no longer required and the tasks of the position are no longer required to be performed, resulting in the termination of the colleague's employment. It is not due to the ordinary and customary turnover of labour.
- 30.2 Consultation in accordance with clause 7 will take place as soon as is practicable after the Company has made a definite decision. The discussions shall include the reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of any terminations on the colleagues concerned.
- 30.3 For the purposes of the discussion the Company will, as soon as practicable, provide in writing to the colleagues concerned and their representative, all relevant information about the proposed redundancies including the reasons for the proposed redundancies, the number and categories of colleagues likely to be affected, and the number of workers normally employed and the period over which the redundancies are likely to be carried out. The Company will not be required to disclose Confidential Information, the disclosure of which would be inimical to the employer's interests.
- 30.4 Eligible colleagues receiving a Healthy Subsidy Allowance will be provided sufficient additional payment to cover one (1) year of subsidies in addition to eligible severance pay as at the rate at the time of redundancy.
- 30.5 A colleague who is made redundant shall receive:
- a) 4 weeks for every -continuous year of service if under the age of 45; or
 - b) 5 weeks for every continuous year of service if 45 years of age or older.
- 30.6 All redundant colleagues regardless of whether they reach the seven (7) year pro-rata period will receive pro rata long service leave payments, based on a calculation of 0.866 weeks per year completed of service.
- 30.7 Where a colleague whose employment is made redundant due to organisational change, the Company may terminate his/her employment during the period of notice and, if so, the colleague will be entitled to the same benefits and conditions under this clause had he/she remained with the employer until the expiry of such notice. In such circumstances the colleague will not be entitled to payment in lieu of notice.
- 30.8 Colleagues who are made redundant shall be eligible for assistance from an external outplacement service at no cost for a minimum period of one (1) month. The outplacement provider selected shall be at the discretion of the employer.

- 30.9 This clause 30 will not apply to colleagues with less than one (1) year's continuous service. Severance payments shall not be made in circumstances where a colleague has been transferred to a suitable alternative position without any detriment to their conditions of employment. This clause shall also not apply where employment is terminated as a consequence of conduct that justifies instant dismissal, or in the case of casual colleagues, or colleagues engaged for a specific period of time.
- 30.10 A colleague who has been made redundant shall be eligible to a minimum of one days paid time off during every week of notice for the purpose of seeking alternative employment. Further paid leave may be approved.

31. Community Service Leave or Jury Duty

- 31.1 A colleague who engages in providing assistance during an emergency as a dedicated member of volunteer service is entitled to be absent with pay for:
- a) the time they are engaged in that activity,
 - b) reasonable travelling time associated with the activity, and
 - c) reasonable rest time immediately following the activity,
- provided the colleague's absence is reasonable in all circumstances.
- 31.2 A colleague required to attend for jury service during their ordinary working hours shall be reimbursed by the Company an amount equal to the difference between the amount paid in respect of their attendance for jury service and the wages they would have received had they not been on jury service.
- 31.3 A colleague required to attend for jury service in excess of two (2) hours on the day the colleague was rostered to work shall be excused from the shift commencing on that day. Payment for the excused shift will be in accordance with their ordinary hours for relevant days.

32. First Aid Allowance

- 32.1 The Site Leader shall be responsible for determining the appropriate number of First Aid Officers across site. Those who are appointed to provide First Aid to colleagues and contractors in the event of an injury or emergency shall receive a weekly allowance as outlined below.

Effective Date	Weekly Allowance
Allowance	\$28.53

33. Training and Development

- 33.1 The Parties recognise that increasing colleague satisfaction and the efficiency and productivity of the Company requires an ongoing commitment to education, professional development, training and skills maintenance, development and enhancement.

- 33.2 Accordingly, the Parties commit themselves to developing a more highly skilled workforce, providing colleagues with opportunities through appropriate education and training to acquire additional skills and removing barriers to the utilisation of skills.
- 33.3 All colleagues shall have reasonable and equitable access to education and training. Such education and training will be consistent with operational objectives and enable colleagues to acquire the range of skills they are required to apply in their positions.
- 33.4 Area managers shall be responsible for working with their teams to develop an annual training and development plan based on the operation requirements of their workforce and set performance objectives of their colleagues.
- 33.5 Applications for external courses of study will be at the discretion of the Company and may only be approved if the selected course:
- a) Is relevant to the colleague's current field of employment or position;
 - b) Provides a direct benefit to the colleague and the business;
 - c) Is able to be claimed as tax deductible training – meaning they are directly relevant to the colleague's current occupation;
 - d) Is supported by the Manager and documented on a colleague's performance appraisal;
 - e) Can be supported by a business case which outlines the value for investment;
 - f) Does not exceed a maximum refundable amount of \$5000 per annum per colleague; and
 - g) Can be facilitated under the existing budget allocation.

34. Higher Duties Allowance

- 34.1 Higher duties shall be payable to a colleague who undertakes responsibilities of a higher paid position for the period in which they perform those higher duties and they are formally appointed to the acting role.
- 34.2 Higher duties and salary arrangements must be agreed with the colleague in advance prior to the work being performed, and approved by the Site Leader.

35. Workplace Representatives and Union Rights

- 35.1 The Company shall provide a notice board for UWW communications with colleagues in the main canteen and the warehouse canteen.
- 35.2 The Company shall post a copy of this Agreement on the Company Intranet.
- 35.3 Subject to this clause 35, the Company will provide paid time for nominated UWW delegates to attend union training. A UWW delegate is eligible to attend up to five (5) days training during their first 12 months of appointment to the role, then three (3) days per year thereafter. Colleagues seeking to attend UWW Delegate training must provide the Company with a minimum of four (4) weeks' notice of the intention to attend training, and evidence of the intended training such as a copy of a training agenda or registration form. There should be no

more than six (6) delegates attending training at the same time and no more than one (1) delegate from each area at the same time unless agreed by the Company.

- 35.4 The Company will consider requests for meetings between colleagues and the UWU representative during paid time, for the purposes of on-site union business.
- 35.5 The Company will provide nominated UWU delegates with an email notification at least two (2) days prior to when new colleagues will be inducted by the Company.
- 35.6 The Company will provide paid time of 20 minutes per month for nominated UWU Delegates to present to new colleagues directly employed by The Company.
- 35.7 The Parties agree to maintain a working group that will meet on a quarterly basis and provide a forum for colleague representatives to discuss matters relating to the application of this Agreement or any concerns or issues. If any party wishes to invite more than six (6) representatives, the other Parties must approve their attendance.
- 35.8 The Company agrees to continue payroll deduction of union fees for the term of this Agreement.
- 35.9 The Company agrees to allow UWU officials access to the main staff canteen with colleagues during meal breaks, for the following purposes:
- Involvement under the disputes procedure of this Agreement; and
 - Distributing written information to UWU delegates and employees.

The UWU acknowledges that this space is provided for colleagues to eat their meals and therefore the UWU agrees not to enter into any disruptive behaviour that might interfere with a colleague's ability to do so.

36. Duty and Confidentiality

- 36.1 Colleagues are required to follow all lawful directions and perform any duties that they are skilled and competent to perform.
- 36.2 Colleagues are expected to provide the Company with information and reports as to the affairs of the Company as requested and generally keep the Company fully informed of all material developments in or relevant to the Company business within the scope of their duties.
- 36.3 Colleagues must not disclose any Confidential Information unless they are required to disclose in the course of your duties as a colleague or are required by law to do so.
- 36.4 Confidential Information includes all confidential information including, but not limited to trade secrets, confidential know-how, financial, accounting, marketing and technical information, customer and supplier lists, information regarding supplier production and delivery capabilities, know-how, technology, operating procedures, price lists, data bases, source codes methodologies, formulae, formulations, recipes, details of customers and potential customers and their particular requirements, profit margins, discounts, rebates and other financial information, production or design secrets, technical design, drawings or specifications of the Company's or any Group Member's products, pricing, credit policies, credit procedures, payment policies, payment procedures and systems, information regarding current activities

and current and future plans relating to all or any development, production, marketing or sales including the timing of all or any such matters.

- 36.5 Colleagues must only use Confidential Information for the purpose of performing their duties as a colleague of the Company.
- 36.6 Colleagues must immediately notify the Company of any suspected or actual unauthorised use, copying or disclosure of Confidential Information.

37. Intellectual Property

- 37.1 Colleagues assign to the Company all existing and future Intellectual Property rights and colleagues acknowledge that by virtue of this clause all such existing Intellectual Property rights are vested in the Company and, on their creation, all such future Intellectual Property rights will vest in the Company.
- 37.2 Colleagues acknowledge that you may have moral rights in respect of Intellectual Property in so far as you are able, waive your moral rights in respect of the Intellectual Property rights.
- 37.3 Colleagues must disclose everything in which Intellectual Property rights may subsist.
- 37.4 Colleagues must do all things reasonably requested to enable it to exploit and further assure the rights assigned, and consents given under this Intellectual Property clause.
- 37.5 Intellectual Property rights means all intellectual property rights including patents, copyright, registered designs, trademarks and the right to have Confidential Information kept confidential; and any application or right to apply for registration of any of those rights, created or generated by you (whether alone or with any other persons) in the course of, in connection with or arising out of your employment with the Company including Intellectual Property Rights created using, to any extent, the property, computer systems or resources or Confidential Information; and/or outside working hours or outside the workplace.
- 37.6 Moral rights means the right of integrity of authorship, the right of attribution of authorship of a work and the right not to have authorship of a work falsely attributed, (which are rights created by the Copyright Act 1968 (Cth), and any other similar right capable of protection under the laws of any relevant jurisdiction.

38. Transmission of Business

- 38.1 Where the business is, before or after the date of this Agreement, transmitted from the Company (in this clause called the transmitter) to another Company (in this clause called the transferee) and a colleague who at the time of such transmission was a colleague of the transmitter in that business becomes a colleague of the transferee the continuity of the employment of the colleague shall be deemed not to have been broken by reason of such transmission; and the period of employment which the colleague has had with the transmitter or any prior transmitter shall be deemed to be service of the colleague with the transferee.
- 38.2 In this clause 38, business includes trade, process, business or occupation and includes part of any business and transmission includes transfer, conveyance, assignment or succession, whether by agreement or by operation of law, and transmitted has a corresponding meaning.

APPENDIX ONE –SHIFT WORKERS (42 HOURS)

- 1.1 The conditions outlined in this appendix apply to those colleagues working an average of 42 hours per week under shift work arrangements. All conditions contained in this document shall apply except as varied hereinafter.
- 1.2 The ordinary hours of employment shall be between the following spread of hours.
 - 1.1.1 Monday to Sunday;
 - 1.1.2 24 Hours per day;
 - 1.1.3 Maximum average of 42 hours per week; and
 - 1.1.4 Maximum of 12 hours per day.
- 1.3 Colleagues who work 12 hours shifts are eligible to a 30 minute paid meal break and two 15 minute paid crib breaks.
- 1.4 Full Time Shift workers who work 12 hour shifts (which includes regular shifts on weekends and public holidays) are eligible to an additional two weeks annual leave per year of service in compensation for working shift work on weekends and being rostered work performed on Australia Day, Anzac Day, Labour Day, WA Day and King's Birthday. Part time colleagues shall be eligible to this entitlement on a pro-rata basis to that of a full time equivalent.
- 1.5 Permanent Shift workers who work 12 hour shifts shall be eligible to the following public holidays off work with pay if they would normally be required to work that day had it not been a public holiday. If they would not normally be rostered to work on any of these days, then payment shall not apply.
 - 1.5.1 New Years Day
 - 1.5.2 Good Friday
 - 1.5.3 Easter Monday
 - 1.5.4 Boxing Day
 - 1.5.5 Christmas Day
- 1.6 If during the term of this agreement, a change in the roster or shift pattern is proposed, colleagues will be encouraged to be part of the discussion as per clause 7 of this Agreement regarding any variation to hours of employment. Consideration by The Company will be given to the impact of the proposed changes.
- 1.7 In the event an agreement cannot be reached or the Company is unable to achieve its desired outcomes through the process in clause 1.6 above, the parties agree to refer the matter to conciliation and/or arbitration in the Fair Work Commission. The Fair Work Commission shall consider any matters it deems necessary in making a determination during arbitration including the commercial needs of the business and possible implications on colleagues due to a roster variation. The final decision of the Fair Work Commission shall be binding on all parties.
- 1.8 Colleagues engaged on shift work arrangements will be eligible to the following penalties for ordinary hours worked during the following times calculated on their base hourly rate.

Monday to Friday – 6:00pm to 6:00am (18:00 to 06:00)	30%
Saturday Shift – 12:00am to 11:59pm (00:00 to 23:59)	50%
Sunday Shift – 12:00am to 11:59pm (00:00 to 23:59)	100%
Public Holiday – 12:00am to 11:59pm (00:00 to 23:59)	100%

- 1.9 A shift colleague's salary may be annualised if they work on a consistent shift pattern. However the colleague must receive a letter that clearly breaks down how that annualised salary has been calculated based on the provisions contained in this Agreement.

APPENDIX TWO –SHIFT WORKERS (40 HOURS)

- 1.1 The conditions outlined in this appendix apply to those colleagues working on an average of 40 hours per week under a shift work arrangement. All conditions contained in this document shall apply except as varied hereinafter.
- 1.2 The ordinary hours of employment shall be between the following spread of hours.
 - 1.2.1 Monday to Sunday;
 - 1.2.2 24 Hours per day;
 - 1.2.3 Maximum average of 40 hours per week; and
 - 1.2.4 Maximum of 10 hours per day.
- 1.3 Colleagues who work 10 hours shifts are eligible to a 30 minute unpaid meal break and two 15 minute paid crib breaks.
- 1.4 Full Time Shift workers who work 10 hour shifts (which includes regular shifts on weekends and public holidays) are eligible to an additional two weeks of annual leave per year of service in compensation for working shift work on weekends and being rostered work performed on Australia Day, Anzac Day, Labour Day, WA Day and King's Birthday. Part time colleagues shall be eligible to this entitlement on a pro-rata basis to that of a full time equivalent.
- 1.5 Permanent Shift workers who work 10 hour shifts shall be eligible to the following public holidays off work with pay if they would normally be required to work that day had it not been a public holiday. If they would not normally be rostered to work on any of these days, then payment shall not apply.
 - 1.5.1 New Years Day
 - 1.5.2 Good Friday
 - 1.5.3 Easter Monday
 - 1.5.4 Boxing Day
 - 1.5.5 Christmas Day
- 1.6 If during the term of this Agreement, a change in the roster or shift pattern is proposed, colleagues will be encouraged to be part of the discussion as per clause 7 of this Agreement regarding any variation to hours of employment. Consideration by The Company will be given to the impact of the proposed changes.
- 1.7 In the event an agreement cannot be reached or the Company is unable to achieve its desired outcomes through the process in clause 1.6 above, the parties agree to refer the matter to conciliation and/or arbitration in the Fair Work Commission. The Fair Work Commission shall consider any matters it deems necessary in making a determination during arbitration including the commercial needs of the business and possible implications on colleagues due to a roster variation. The final decision of the Fair Work Commission shall be binding on all parties.
- 1.8 Colleagues engaged shift work arrangements will be eligible to the following penalties for ordinary hours worked during the following times calculated on their base hourly rate.

Monday to Friday – 6:00pm to 6:00am (18:00 to 06:00)	30%
Saturday Shift – 12:00am to 11:59pm (00:00 to 23:59)	50%
Sunday Shift – 12:00am to 11:59pm (00:00 to 23:59)	100%
Public Holiday – 12:00am to 11:59pm (00:00 to 23:59)	100%

- 1.9 A shift colleague's salary may be annualised if they work on a consistent shift pattern. However the colleague must receive a letter that clearly breaks down how that annualised salary has been calculated based on the provisions contained in the agreement.

APPENDIX THREE –MINIMUM RATES FOR MODERN AWARD COLLEAGUES

- 1.1 The Company provides the commitment that any colleagues covered by the modern awards outlined below will be paid a rate higher than the minimum rate calculated
- 38.3 The minimum annual rate in Appendix 3 will increase annually according to the Fair Work Commission's wage increase determinations, and is inclusive of:
- a) annual leave loading at the rate of 17.5% per annum; and
 - b) an additional two (2) hours a week paid at overtime rates.


Clerks – Private Sector Award 2020 - [Clerks – Private Sector Award 2020 \[MA000002\] | Fair Work Commission \(fwc.gov.au\)](#)

Professional Employees Award 2020 - [Professional Employees Award 2020 \[MA000065\] | Fair Work Commission \(fwc.gov.au\)](#)

Pharmaceutical Industry Award 2020 - [Pharmaceutical Industry Award 2020 \[MA000069\] | Fair Work Commission \(fwc.gov.au\)](#)

APPENDIX THREE – SIGNATORIES

Signed on behalf of Pfizer (Perth) Pty Ltd, 15 Brodie Hall Drive, Bentley WA 6102 ABN 32051824956

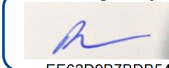
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Signature

March 17, 2023

Date

Signed in the presence of:


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Signature

March 19, 2023

Date

Signed on behalf of The United Workers Union, 54 Cheriton Street, Perth, Western Australia, 6000
ABN 52 728 088 684

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Signature

March 16, 2023

Date

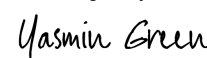
Godfrey Moase

Print Name

Executive Director

Position

Signed in the presence of:

DocuSigned by:

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Signature

March 19, 2023

Date

Yasmin Green

Print Name

Lead Industrial Administration Officer

Position

