

# CSR & Holcim Staff Association

## CSR Award Modernisation Update

**Topic:** CSR Staff (Consolidated) Award 2000 Update

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Dear CSR Staff,

### Update

As you are aware CSR Limited and the CSR & Holcim Staff Association (the Staff Association) have been working together to modernise the CSR Staff (Consolidated) Award 2000 (the CSR Award). The purpose of this memo is to update you on the current status of the Award modernisation process.

The CSR Award underpins CSR staff contracts of employment and many of the significant benefits enjoyed by staff. Many of the significant benefits contained in the CSR Award were negotiated for CSR staff by the Staff Association.

In late 2013 an application to modernise the CSR Award was filed with the Fair Work Commission (FWC). Our initial application was refused. Subsequently, CSR and the Staff Association successfully appealed this decision to the full Federal Court of Australia. This matter was referred back to the FWC for a final hearing. On 16 November 2015 the FWC again decided to refuse the application to modernise the CSR Award.

The implication of the decision is that the CSR Award ceased operating that same day.

### Protecting the interests of CSR Staff

To ensure CSR staff continue to receive the significant benefits as provided by the CSR Award, the Staff Association has negotiated with CSR Limited to safeguard and maintain existing terms and conditions expressed in the CSR Award.

For CSR staff this means that terms and conditions of the CSR Award including:

- Generous redundancy provisions;
- Beneficial long service leave provisions;
- Overtime and leave entitlements;
- CSR Superannuation payments; and
- Access to unfair dismissal protection,

shall continue to be maintained.

The Staff Association and CSR are currently investigating the alternatives to continue to safeguard and protect the terms and conditions of the CSR Award for CSR staff.

The Staff Association is committed to assist CSR staff protect their interests and have strong experience in delivering this for Members for over 73 years. Given the extensive knowledge of the CSR business and the negotiation of the modern award, the Staff Association is uniquely placed to represent CSR staff.

### **The Next Phase**

It is envisaged that an alternative arrangement to continue to safeguard and protect the terms and conditions of the CSR Award for CSR staff will be finalised in the New Year.

This communication and other relevant material concerning the next phase will be placed onto the Staff Association's web page at URL: [www.csrholcimwilmar.com](http://www.csrholcimwilmar.com)

We will keep you advised of developments.



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