



McDonald's Australia Limited
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4 September 2017

Stephen Palethorpe
Committee Secretary
Senate Education and Employment Legislation Committee
By email: eec.sen@aph.gov.au

McDonald's Australia Limited

Senate Education and Employment Legislation Committee (the Committee)

Inquiry into penalty rates and the Fair Work Amendment (Pay Protection) Bill 2017

Dear Mr Palethorpe,

Responses to questions on notice in connection with the Committee Hearing on Friday 25 August 2017

McDonald's Australia Limited (McDonald's) has received over 80 questions on notice both in the course of, and following, the Committee Hearing on 25 August 2017.

The questions on notice deal with a number of areas. Given the volume of questions, we have categorised our responses under the headings below in an effort to assist the Committee.

Note, approximately 84% of McDonald's restaurants are franchised and owned and operated by local Australian franchisees. Specific information held by franchisees may not be in our possession or otherwise available to us. In that regard, some of our responses are confined to information related to McDonald's Australia Limited.

McDonald's Australia Enterprise Agreements

McDonald's is a prudent employer and a good corporate citizen. We have been operating in Australia for over 45 years and along with our 256 franchisees currently employ over 100,000 people nationally.

The McDonald's system has operated under successive national enterprise agreements since 29 June 2010 and prior to this, a number of state based enterprise awards and instruments. The Australian industrial relations framework has continued to evolve over the years. McDonald's continues to operate and structure its workforce within the bounds of the relevant legislative framework.

McDonald's enterprise agreements have delivered real wage increases to employees of between 22% and 30% between 2012 to 2016, whilst the minimum rates in the Fast Food Industry Award 2010 (Award) increased by approximately 11% over the same period. These increases are particularly substantial in view of the low wage growth figures over this period.

McDonald's Australia Enterprise Agreement 2009

On 29 June 2010, the McDonald's Australia Enterprise Agreement 2009 was approved by a Full Bench of Fair Work Australia in accordance with the Act ([2010] FWAA 4754) after extensive scrutiny by the Tribunal. The McDonald's Australia Enterprise Agreement 2009 was in operation for the period 29 June 2010 to 30 July 2013.

McDonald's Australia Enterprise Agreement 2013 (2013 Agreement)

On 24 July 2013, the McDonald's Australia Enterprise Agreement 2013 was approved by Commissioner Bull of the Fair Work Commission (FWC) ([2013] FWC 5001).

The pre-approval steps required to be undertaken by a business when bargaining for an enterprise agreement are set out in Division 4, Sub-division A of the Act. Such steps were complied with by McDonald's in relation to the 2013 Agreement.

With respect to the questions asked about material provided to employees, we confirm that this included:

- A copy of the proposed agreement (the 2013 Agreement);
- A copy of the underlying reference instruments and the National Employment Standards;
- An explanatory document which explained the terms of the 2013 Agreement, and the effect of those terms; and
- Posters inviting employees to attend meetings where further explanation was provided, and where employees were able to ask questions about terms of the 2013 Agreement and their effect.

As required by the Act, the 2013 Agreement was put to a vote. 97% of employees who cast a valid vote voted in support of the 2013 Agreement.

The relevant information is set out in the Form F16 Application for Approval of Enterprise Agreement and the Form F17 - Employer's Statutory Declaration in Support of Application for Approval of Enterprise Agreement filed in the FWC, included as **Annexure A**.

The FWC was satisfied that the relevant statutory requirements had been met and the 2013 Agreement was approved on 24 July 2013.

More beneficial entitlements

The relevant comparative tables are set out in the Form F17.

The base rates of pay, paid across all days of the week, are higher than the base rates in the Award, and the relevant state based pre-reform industrial instruments that applied at the test time.

These higher base rates form the basis for the calculation of various other benefits, such as penalties and loadings which are contained in the 2013 Agreement. Leave entitlements such as annual, personal/carer's, compassionate and long service leave are all calculated on the higher base rate, along with superannuation payments and termination payments.

The 2013 Agreement, in addition to fixed annual wage increases of up to 4.2% each year during its nominal term, provides for additional entitlements, such as:

- Guaranteed minimum hours of work for permanent employees.
- Flexibility for employees in the rostering and the ability for McDonald's to offer hours to employees to suit their availability.
- Additional public holidays and entitlements for employees not working on public holidays.
- More generous leave entitlements, including additional compassionate leave, paid natural disaster leave, paid jury service leave (uncapped), domestic violence leave, unpaid study leave, and blood/bone marrow donor leave.
- Comprehensive car insurance for delivery drivers' vehicles paid for by McDonald's for time using their vehicle whilst at work.

McDonald's and its franchisees also provide employees with access to a range of other benefits, including:

- Access to a free Employee Assistance Program (EAP).
- Half price meals for Crew on every shift and free meals for Crew Trainers and Management employees.
- Employees are also eligible for a 20% discount at any restaurant in the country, and receive access to a world class benefits program offering discounts and cash back of over 10% at over 300 different retailers.
- Access to a national recognised Registered Training Organisation which provides nationally recognised qualifications to employees at no cost, and we pay them whilst they complete the traineeship.

Many of McDonald's employees also receive remuneration packages significantly above the minimum required by the 2013 Agreement. For some of our Restaurant Managers this may be even double. For example, Restaurant Managers employed by McDonald's are paid a base salary of approximately \$20,000 above the Award. Our managers also enjoy other benefits, such as:

- eligibility to participate in a bonus program (that could provide a manager an additional \$12,000 per year);
- a car allowance of up to \$15,000 a year;
- health insurance paid for by McDonald's; and
- a phone allowance.

The Better off Overall Test (The BOOT)

Section 193 of the Act provides (emphasis added):

"When a non greenfields agreement passes the better off overall test

- (1) *An enterprise agreement that is not a greenfields agreement passes the better off overall test under this section if FWC is satisfied, as at the test time, that each award covered employee, and each prospective award covered employee, for the agreement would be better off overall if the agreement applied to the employee than if the relevant modern award applied to the employee".*

Test Time

- (6) *The test time is the time the application for approval of the agreement by FWC was made under section 185. FWC may assume employee better off overall in certain circumstances.*
- (7) *For the purposes of determining whether an enterprise agreement passes the better off overall test, if a class of employees to which a particular employee belongs would be better off if the agreement applied to that class than if the relevant Modern Award applied to that class, FWC is entitled to assume, in the absence of evidence to the contrary, that the employee would be better off overall if the agreement applied to the employee."*

The following wording in the Explanatory Memorandum for the Fair Work Bill 2008 clarifies the intended operation of the BOOT (emphasis added):

"Subdivision C – Better off overall test Clause 193 – Passing the better off overall test

816. This clause provides when an enterprise agreement passes the better off overall test.

817. Subclause 193(1) provides that an agreement that is not a greenfields agreement passes the better off overall if FWA is satisfied, as at the test time, that each award covered employee and each prospective award covered employee would be better off overall if they were employed under the agreement than under the relevant modern award.

818. Although the better off overall test requires FWA to be satisfied that each award covered employee and each prospective award covered employee will be better off overall, it is intended that FWA will generally be able to apply the better off overall test to classes of employees. In the context of the approval of enterprise agreements, the better off overall test does not require FWA to enquire into each employee's individual circumstances.

The 2013 Agreement was assessed by the FWC as passing the BOOT within the meaning of section 193 of the FW Act.

Crew Trainers

Clause 21.3 of the 2013 Agreement provides for an additional allowance for employees classified as a "Crew Trainer". These employees are classified as Level 2 employees under the 2013 Agreement.

A Crew Trainer is principally employed in the preparation of food, receipt of orders or delivery or service of meals for McDonald's customers. A Crew Trainer may be required to spend a period of time during some of their rostered shifts training new McDonald's employees on standard procedures. The restaurant's management team have overall responsibility for the training and development of crew.

The additional allowance paid to a Crew Trainer varies depending on their State/Territory of employment as set out in clause 21 of the 2013 Enterprise Agreement.

Rostering patterns

Rosters for McDonald's are created based on a number of factors including employee availability. There are thousands of different roster patterns which our employees work.

Variation of the McDonald's Australia Enterprise Agreement in 2015-16

In December 2015, McDonald's made an application to the FWC for a single interest employer authorisation in support of a proposed variation of the 2013 Agreement. This application was approved by Deputy President Sams on 23 December 2015. A copy of the Decision and Order of Deputy President Sams is attached. See **Annexure B**.

On 5 February 2016, an application was made to the FWC for the approval of a proposed variation to the 2013 Agreement. The variation was sought specifically for the purpose of:

- Including a specific home delivery driver classification for clarity purposes;
- Including specific allowances and benefits for the home delivery driver classification;
- Adopting the model consultation clause contained in the *Fair Work Regulations 2009*; and
- Updating the list of franchisee employers.

The FWC was satisfied that the relevant statutory requirements had been met and the variation to the 2013 Agreement was approved by Deputy President Sams on 25 February 2016. See **Annexure C**.

Relationship with Union

McDonald's maintains a professional relationship with the Shop, Distributive and Allied Employees Association

(SDA), being a recognised trade union entitled to represent employees of McDonald's and its franchisees.

Union Membership

Freedom of association rights are well entrenched in our legal landscape. McDonald's employees are not asked, nor are they required to disclose, whether or not they are members of a trade union. For this reason, any statistics on union membership are inherently unreliable.

As at 29 August 2017, McDonald's (excluding franchisees) had 2,417 known SDA members. This information is based on payroll deduction records and represents approximately 14.8% of the McDonald's restaurant workforce.

No payments are being received or requested from the SDA in connection with processing these deductions.

McDonald's is not processing deductions on behalf of any other trade union, and is not aware of employees that are members of any other trade union.

McDonald's is not in a position to collect information regarding union membership/payroll deductions in its franchised restaurants.

Recruitment activities

Part 3-4 of the Act sets out a trade union's right to enter workplaces. Clause 43 of the 2013 Agreement refers to union membership.

McDonald's takes a neutral position in relation to its employees' right to join or not join a trade union. Employees are not encouraged to join the SDA or any other union. McDonald's does not provide any employees with SDA literature, or materials to encourage them to join the SDA.

Material summarising an employees' rights is available on our employee intranet. For employees under the age of 18, a letter is also sent to their parent or guardian before they commence their first shift. A copy of the relevant material has been provided to the Committee.

In addition, new employees are provided with a copy of the Fair Work Information Statement, which sets out their freedom of association rights. Also, at the commencement of negotiations for an enterprise agreement, all employees are provided with a Notice of Employee Representational Rights.

Disputes

McDonald's representatives, and representatives of the SDA, regularly discuss matters affecting McDonald's employees. The general approach of the parties is to work towards a mutually agreeable resolution without the need for the matter to be escalated to the FWC or any other court or tribunal.

Based on information in our possession, in the past two years, the SDA have filed nine matters in the FWC against McDonald's and its franchisees. No matters have been commenced in a court against McDonald's by the SDA in that period.

Memorandum of Understanding

McDonald's has not entered into a memorandum of understanding, or any similar arrangement with the SDA.

Payments or in-kind gifts

McDonald's does not accept, and based on company records has never accepted, or taken any payments or in-kind gifts from the SDA or any other trade union. This includes any form of payment for the cost of processing the payroll deductions for union membership dues. McDonald's has not made any payments, other than the deducted union membership dues, to the SDA or any other trade union.

Superannuation

The Retail Employees Superannuation Trust (REST) is currently the default fund in the 2013 Agreement.

REST is the main industry fund in the retail and fast food industry. It is listed as one of the default superannuation funds in the Award. Further REST was the sole default superannuation fund in most of the pre-reform industrial instruments covering McDonald's employees.

McDonald's currently has 17,062 employees employed in restaurants who have a superannuation account with REST. McDonald's does not possess information of REST membership in our franchised restaurants.

Of our employees under the age of 18 there are 5,131 employees that have a superannuation account with REST. In the period between 1 August 2016 and 31 July 2016, McDonald's Australia made minimum superannuation guarantee contributions to REST totalling \$10,688,300.59.

McDonald's intends to review its default fund arrangements for any future enterprise agreement and its capacity to offer a full super choice model in future.

We trust that this information assists the Committee.

Yours sincerely,

Craig Cawood

**SVP General Counsel
McDonald's Australia Limited**

List of annexures:

- Annexure A - F16 and F17 related to the 2013 Agreement
- Annexure B – FWC Decision [2015] FWC 8870 and Order PR575362
- Annexure C – FWC Decision [2016] FWCA 1209

Form F16 Application for Approval of Enterprise Agreement

IN FAIR WORK AUSTRALIA

FWA use only

FWA Matter No.:

APPLICATION FOR APPROVAL OF ENTERPRISE
AGREEMENT

Fair Work Act 2009—s.185



Applicant

Name: McDonald's Australia Limited

Title [if applicable] Mr ☐ Mrs ☐ Ms ☐ Other ☐ Specify: ☐

Address:

Suburb: THORNLEIGH State: NSW Postcode: 2120

If the Applicant is a company or organisation:

Contact person: Philip Willcockson ABN: 43 008 496 928

Contact details for the Applicant or contact person (if one is specified):

Telephone: Mobile:

Fax: Email:

Is the Applicant?

- ☐ the employer;
☐ an employee organisation which was a bargaining representative;
☐ a bargaining representative appointed by the employer;
☐ a bargaining representative appointed by an employee;
☒ other (please specify):

On 23 April 2013, Deputy President Sams made an order granting an application for a single interest employer authorisation in relation to the enterprise agreement the subject of this Application. A copy of the order (PR535937), and the decision of Deputy President Sams in relation to the order ([2013] FWC 2477), is annexed to this Application and marked Attachment A. Pursuant to the order and the decision, McDonald's Australia Limited is authorised to make applications under the Fair Work Act 2009 (Cth) on behalf of the employers named in Annexure A of the order (which include the Applicant).

Applicant's representative (if any)

Name: Minter Ellison Lawyers

ABN: 91556716819

Address:

Suburb: Sydney State: NSW Postcode: 2000

Contact person: Harriet Eager

Telephone: Mobile:

Fax: Email:

1. Is the enterprise agreement:

- ☒ a single-enterprise agreement;
☐ a multi-enterprise agreement.

2. What is the full and precise name of the agreement?

McDonald's Australia Enterprise Agreement 2013 (Agreement).

3. Employer

3.1 If the Applicant is not the employer, please provide details of the employer to be covered by the agreement:

Not applicable.

The employers to be covered by the Agreement are the employers specified in Annexure A to the attached order (which include the Applicant).

Legal name:		
Trading name:		
ABN:		
Address:		
Suburb:	State:	Postcode:
Contact person:		
Contact details for the Employer or contact person (if one is specified):		
Telephone:	Mobile:	
Fax:	Email:	

3.2 What is the industry of the employer?

Fast Food Industry.

4. Bargaining Representative—Employer

Did the employer appoint a bargaining representative? (s.176(1)(d))

- ☐ Yes
☒ No

If "Yes", provide details of that bargaining representative:

Name:		
Address:		
Suburb:	State:	Postcode:
Contact person:		
Telephone:	Mobile:	

Fax:

Email:

5. Bargaining representative(s)—Union(s)

Were any employee organisations (unions) bargaining representatives for the agreement? (s.176(1)(b) and (3))

☒ Yes

☐ No

If "Yes", provide details of that bargaining representative:

Employee Organisation 1			
Name:	Shop, Distributive and Allied Employees' Association		
	ABN: <i>[If known]</i>		
Address:			
Suburb:	MELBOURNE	State: VIC	Postcode: 3000
Contact person:	Mr Joe de Bruyn		
Telephone:		Mobile:	
Fax:		Email:	

6. Bargaining Representatives—Employees

6.1 How many instruments of appointment signed by an employee or employees appointing a bargaining representative were given to the employer? (s.176(1)(c) and (4), s.178(2)(a))

None.

6.2 If one or more such instruments were given to the employer, please provide details of each such bargaining representative who is not a union specified above:

Name:			
Address:			
Suburb:	State:	Postcode:	
Contact person:	<i>[if applicable]</i>		
Telephone:		Mobile:	
Fax:		Email:	

7. Other

7.1 Are the substantive provisions, or most of the substantive provisions, of the agreement based on a template other than an existing agreement applying to the employer?

☐ Yes

☒ No

7.2 Is the Applicant or the Applicant's representative aware of other agreement(s) in identical or substantially identical terms having been dealt with by FWA?

☐ Yes
☒ No

If "Yes", please provide information that would assist in identifying such agreement(s) (e.g. identification number and date of FWA's decision, the name of such agreement, the name of the member of FWA who dealt with such agreement or the name of the employer covered by such agreement):

However, the Agreement contains terms that are substantially similar to the *McDonald's Australia Enterprise Agreement 2009* ([2010] FWAA 4754), which the Agreement is intended to replace.

Date:	26 June 2013
Signature:	
Name:	Harriet Eager
Capacity/Position:	Special Counsel, Minter Ellison Lawyers

Service requirements

A copy of this application must be served on each employer covered by the agreement, each employee organisation that was a bargaining representative and any other employee bargaining representative of which the Applicant is aware, as soon as practicable after the application is lodged.

A copy of this application must also be brought to the attention of employees covered by the agreement through the usual means adopted by the employer(s) for communicating with employees e.g. posting on employee notice boards or by email to employees where this is the usual method.

Note: Rules 9 and 10 deal with service.

Other requirements

The application must be accompanied by declarations completed by an officer or employee of each employer covered by the agreement and an officer or employee of each employee organisation which was a bargaining representative for the agreement and which support the application. These declarations may be found at:

- Form F17 for employer declarations; and
- Form F18 for employee organisation declarations.

When lodging this application, the application must be accompanied by:

- a signed copy of the agreement (see s.185(2)(a)); and

When lodging this application, the application must be accompanied by:

- a signed copy of the agreement (see s.185(2)(a)); and
- sufficient additional copies to enable a copy to be provided to each bargaining representative in the event of approval by FWA.

Note: A copy of an enterprise agreement is a signed copy only if:

- (a) it is signed by:
 - (i) the employer covered by the agreement; and
 - (ii) at least 1 representative of the employees covered by the agreement; and
- (b) it includes:
 - (i) the full name and address of each person who signs the agreement; and
 - (ii) an explanation of the person's authority to sign the agreement.

(See reg. 2.06A of the *Fair Work Regulations 2009*.)

Attachment A -

Single Interest Employer Authorisation



ORDER

Fair Work Act 2009

s 248 - Application for a single interest employer authorisation

McDonald's Australia Limited

(B2013/793)

DEPUTY PRESIDENT SAMS

SYDNEY, 23 APRIL 2013

Application for a single interest employer authorisation - franchisees of McDonald's Australia Limited seek new agreement - relevant tests - application granted.

A. Further to the decision in *McDonald's Australia Limited* [2013] FWC 2477, and pursuant to s 249 of the *Fair Work Act 2009*, the Fair Work Commission orders that:

1. This application for a single interest employer authorisation is granted.
2. The employers/franchisees to be covered by an agreement are listed in Annexure A and include McDonald's Australia Pty Limited.

B. This order shall take effect on and from 22 April 2013.



DEPUTY PRESIDENT

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Annexure A

STATE	RESTAURANT SUBURB	FRANCHISEE FULL NAME	COMPANY NAME	ABN
/	/	/	MCDONALD'S AUSTRALIA LIMITED	43 008 496 928
VIC	RICHMOND	Abc Farrugia	CHASMIC PTY LTD	54 235 445 818
QLD	KEPERRA	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	MITCHELTON	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	KENMORE	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	THE GAP	Adam Dando	JASIE PTY LTD	93 611 590 840
VIC	SOUTH YARRA	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	ELSTERNWICK	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	MALVERN EAST	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	ORMOND	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	PRAHRAN	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	MELBOURNE	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
NSW	EDGEWORTH	Adam Sherman	SOIAC PTY LTD	66 110 292 496
NSW	GLENDALE	Adam Sherman	REASI PTY LTD	54 101 150 707
NSW	MORISSET	Adam Sherman	NEWCASTLE GROUP PTY LTD	93 133 937 792
NSW	TORONTO	Adam Sherman	ABSOLUTE FUTURE PTY LIMITED	57 095 083 060
NSW	GLEN INNES	Adrian Sippel	GIQSR PTY LTD	94 687 995 515
QLD	GOONDIWINDI	Alan Barter	PLEXET PTY LTD	64 244 856 503
SA	CAMDEN PARK	Alan Robson	IA & DM ROBSON PTY LTD	95 076 809 759
SA	CROYDON	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
SA	PORT ADELAIDE	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
SA	WEST BEACH	Alan Robson	IA & DM ROBSON PTY LTD	95 076 809 759
SA	WEST LAKES	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
VIC	VERMONT	Alcc Yankos	KIRKWAN PTY LTD	24 198 351 766
NSW	FAIRFIELD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	PRAIRIEWOOD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	PRAIRIEWOOD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	ST CLAIR	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	ST MARYS STH	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	WETHERILL PARK	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	COOMA	Alicia Edmed	TAWM PTY LTD	58 037 148 073
QLD	AITKENVALE	Alison Wood	BMK WOOD PTY LTD	56 797 828 731
QLD	TOWNSVILLE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
QLD	AITKENVALE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
QLD	TOWNSVILLE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743

NSW	CARTWRIGHT	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
NSW	LIVERPOOL	Allan Spinks	A.F. SPINKS PTY LIMITED	15 067 433 532
NSW	LIVERPOOL	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
NSW	VILLAWOOD	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
QLD	DALBY	Andrea Steele	KWA SIMBI TWO PTY LTD	97 133 206 283
QLD	KINGAROY	Andrea Steele	KWA SIMBI PTY LTD	47 198 127 014
TAS	HOBART	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	KINGSTON	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	MOONAH	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	SANDY BAY	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
SA	GOLDEN GROVE	Andrew Moffa	KMA INVESTMENTS PTY LTD	28 070 466 278
SA	KADINA	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
SA	PARALOWIE	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
SA	ENFIELD (from 01.05.13)	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
NSW	MT DRUITT	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
NSW	MT DRUITT	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
NSW	PLUMPTON	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
QLD	MT GRAVATT EAST	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	CARINDALE	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	ROCKLEA (from 03.05.13)	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	COORPAROO	Ann Brown	ANN BROWN T/AS MCDONALD's COORPAROO	94 983 225 465
VIC	AIRPORT WEST	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	FLEMINGTON	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MELBOURNE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MELBOURNE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	OAK PARK	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	PARKVILLE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MARYBOROUGH	Anthony Whiteford	CENTRAL INVESTMENTS PTY LTD	75 059 371 876
QLD	NORTH ROCKHAMPTON	Anton Gazal	AK GAZ PTY LTD	37 662 392 589
QLD	YEPPON	Anton Gazal	A K GAZ PTY LTD	37 662 392 589
WA	BALLAJURA	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	GIRRAWHEEN	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	LANDSDALE	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	MIRRABOOKA	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BROADMEADOWS	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BRUNSWICK	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132

	EAST			
VIC	CRAIGIEBURN	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	EPPING	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	EPPING	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	FAWKNER	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PASCOE VALE	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	ROXBURGH PARK	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	THOMASTOWN	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	RICHMOND	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	WOLLERT	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BRAESIDE	Bart Stremski	STRENSON PTY LTD	65 236 039 673
VIC	HEATHERTON	Bart Stremski	STRENSON PTY LTD	65 236 039 673
ACT	CONDER	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
ACT	ERINDALE	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
ACT	TUGGERANONG	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
VIC	WEST MELTON	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
VIC	MELTON EAST	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
VIC	ROCKBANK	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
NSW	ARMIDALE	Benita Johnson	BENTROSON PTY LTD	26 434 654 959
SA	MOUNT GAMBIER	Bernie Knight	KNI-TIME PTY LTD	97 091 094 405
VIC	PORTLAND	Bernie Knight	BALLENA PTY LTD	24 831 716 076
VIC	MOUNT WAVERLEY	Bob May	MAYMAC FOODS PTY LTD	76 500 724 297
VIC	MULGRAVE	Bob May	WAVEMAX PTY LTD	34 107 807 273
NSW	LEETON	Bradley Carroll	BRATE PTY LTD	94 114 186 049
NSW	TEMORA	Bradley Carroll	BMC BURGER PTY LTD	72 437 781 734
VIC	DONCASTER	Brian McMaster	MCMASTER & CO. PTY LTD	70 853 678 920
VIC	DONCASTER	Brian McMaster	MCMASTER & CO. PTY LTD	70 853 678 920
VIC	YALLAMBIE	Brian McMaster	MCMASTER & CO. PTY LTD	70 853 678 920
VIC	THE GLEN (from 15.05.13)	Brian McMaster	MCMASTER & CO. PTY LTD	900 0572 0730
VIC	NUNAWADING (from 17.06.13)	Brian McMaster	MCMASTER & CO. PTY LTD	900 0572 0730
VIC	EASTLAND (from 24.06.13)	Brian McMaster	MCMASTER & CO. PTY LTD	900 0572 0730
VIC	ST KILDA	Bruce Clark	AUZCAN PTY LTD	19 415 456 756
SA	NARACORTE	Bryce Crick	BANDEC PTY LTD	19 850 814 077
QLD	LOGANHOLME	Caroline Ting	CAISER PTY LTD	60 569 924 503
QLD	LOGANHOLME	Caroline Ting	CAISER PTY LTD	60 569 924 503
NT	ALICE	Charlotte Dyer	ALLIS VENTURES PTY LTD	23 163 616 003

	SPRINGS			
VIC	SWAN HILL	Chris Arneil	ARN TAS INVESTMENTS PTY LTD	88 493 007 552
SA	MODBURY	Chris Baker	MACCADE PTY LTD	35 433 134 489
VIC	HOPPERS CROSSING	Chris Carroll	ZACALEKYE PTY LTD	64 006 808 902
VIC	LAVERTON	Chris Carroll	ZACALE PTY LTD	37 431 646 296
VIC	POINT COOK	Chris Carroll	ZACALE PTY LTD	37 431 646 296
VIC	WILLIAMS LANDING	Chris Carroll	ZACALE PTY LTD	37 431 646 296
NSW	YOUNG	Chris Harrison	DELICIOUS DOUGH PTY LTD	80 085 679 856
NSW	INVERELL	Chris Rodgers	INVERELL M PTY LTD	49 349 831 610
NSW	MOREE	Chris Rodgers	MOREE M PTY LTD	88 679 842 697
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	GORDONVALE	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	INNISFAIL	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
WA	KARRATHA	Clayton McIntosh	EDEN CORPORATION PTY LTD	48 545 239 871
ACT	DICKSON	Con Kourpanidis	ALGERNON PTY LTD	21 051 875 953
TAS	NORTH HOBART	Corey Mingari	MADMEL INVESTMENTS PTY LTD	60 834 633 809
ACT	FYSHWICK	Craig Coleman	MANHAD PTY LTD	76 902 932 827
ACT	MAJURA	Craig Coleman	MANHAD PTY LTD	76 902 932 827
ACT	MANUKA	Craig Coleman	COLEDON PTY LTD	79 696 182 107
ACT	WODEN	Craig Coleman	COLEMAN'S FAMILY RESTAURANTS PTY LTD	37 795 091 850
NSW	QUEANBEYAN	Craig Coleman	MANHAD PTY LTD	21 135 338 715
NSW	FORSTER	Craig Evans	CRAAMA PTY LTD	99 135 268 412
NSW	TAREE	Craig Evans	CRAAMA PTY LTD	99 135 268 412
NSW	GLENTHORNE	Craig Evans	CRAAMA PTY LTD	99 135 268 412
QLD	BUNDABERG	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	BUNDABERG	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	GYMPIE	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	HERVEY BAY	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	MORANBAH	Craig Miels	MIELS FAMILY HOLDINGS PTY LTD	58 126 494 162
NSW	BOMADERRY	Darian Hall	DDSN PTY LTD	22 749 513 838
NSW	SOUTH NOWRA	Darian Hall	DDSN PTY LTD	22 749 513 838
NSW	WARNERS BAY	Darrell Smith	KYMAR PTY LTD	46 690 077 226
VIC	SALE	Darren Cowell	RADWELL NOMINEES PTY LTD	51 309 084 822
VIC	TRARALGON	Darren Cowell	FREELAKE PTY LTD	22 604 467 958
NSW	GRIFFITH	Darryn Savage	GRIFFITH M PTY LIMITED	22 322 836 698
NSW	DARLING QUARTER	David Andrews	RAW TALENT PTY LTD	44 057 518 948

NSW	DARLING HARBOUR	David Andrews	RAW TALENT PTY LTD	44 057 518 948
WA	ESPERANCE	David Eagles	EYRIE HOLDINGS PTY LTD	16 569 174 439
VIC	SPRINGVALE	David Fowler	DADAK PTY LTD	67 083 776 390
QLD	YAMANTO	David Kimmorley	ROMALD PTY LTD	78 983 998 614
NSW	COFFS HARBOUR	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	COFFS HARBOUR	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	GRAFTON	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	GRAFTON	David Munro	VIDROL PTY LTD	19 133 951 112
NSW	NAMBUCCA HEADS	David Munro	ALJAWIDA PTY LTD	15 135 387 687
QLD	FOREST LAKE	David Robinson	MOJIOS PTY LTD	38 848 745 482
QLD	INALA	David Robinson	MOJIOS PTY LTD	38 848 745 482
QLD	SPRINGFIELD	David Robinson	MOJIOS PTY LTD	38 848 745 482
QLD	RICHLANDS	David Robinson	MOJIOS PTY LTD	38 848 745 482
VIC	PAKENHAM	Denise Nabb	MARJONS RESTAURANTS PTY LTD	34 647 297 530
VIC	OFFICER	Denise Nabb	DENRICH PTY LTD	93 359 781 831
VIC	OFFICER	Denise Nabb	DENRICH PTY LTD	93 359 781 831
QLD	ROBINA	Don Stalker	MAZER PTY LTD	88-653 237 054
QLD	ROBINA	Don Stalker	MAZER PTY LTD	88-653-237-054
NSW	ULLADULLA	Donna Brooks	MAMMATH PTY LTD	33 953 617 326
QLD	BEAUDESERT	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
QLD	JIMBOOMBA	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
QLD	MEADOWBROOK	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
VIC	ECHUCA	Doug Pearce	HIGOAL PTY LTD	76 704 749 349
VIC	SHEPPARTON	Doug Pearce	HIGOAL PTY LTD	76 704 749 349
VIC	SHEPPARTON	Doug Pearce	HIGOAL PTY LTD	76 704 749 349
VIC	CAMPBELLFIE LD	Dylan Shirley	MADMAC INVESTMENTS PTY LTD	68 719 938 790
VIC	BENALLA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	EUROA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	GLENROWAN	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	GLENROWAN	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	WODONGA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
QLD	BLACKWATER	Edward Salzwedel	EBURG PTY LTD	13 951 963 097
QLD	EMERALD	Edward Salzwedel	EBURG PTY LTD	13 951 963 097
VIC	CLIFTON HILL	Frank Liew	F & F LIEW PTY LTD	99 752 836 728
VIC	RICHMOND	Frank Liew	F & F LIEW PTY LTD	99 752 836 728
NSW	CAMBRIDGE GARDENS	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979
NSW	PENRITH	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979

NSW	ST MARYS	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979
NSW	KIRRAWEE	Frank Tagg	CIRCLES OF GOLD PTY LTD	60 088 460 146
NSW	MARRICKVILLE	Fred Madon	F & J MADON PTY LTD	36 365 988 054
NSW	ST PETERS	Fred Madon	F & J MADON PTY LTD	36 365 988 054
NSW	DUBBO	Gary Barraclough	GARROSE PTY LTD	71 447 706 703
NSW	DUBBO WEST	Gary Barraclough	ROSEGAR PTY LTD	11 493 385 969
NSW	WELLINGTON	Gary Barraclough	LUGESAL PTY LTD	55 663 920 801
QLD	KULUIN	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	MAROOCHYD ORE	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	NOOSAVILLE	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	DECEPTION BAY	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	KALLANGUR	Gary Coyne	G & G COYNE PTY LTD	56 051 685 744
QLD	MANGO HILL	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	MANGO HILL	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	STRATHPINE	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	WARNER	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
NSW	DENILIQUIN	Gary Radford	BAKRAD PTY LTD	31 473 102 621
VIC	CALDERMEAD E	Gary Sandler	LIESARY PTY LTD	23 358 434 260
QLD	GRACEMERE	Gary St George	GLENMORE PTY LTD	21 433 584 079
QLD	ROCKHAMPTON	Gary St George	GLENMORE PTY LTD	94 762 808 977
SA	ALDINGA BEACH	Gavin Daniell	MAIDSTON AUST PTY LTD	77 109 610 802
SA	VICTOR HARBOR	Gavin Daniell	MAIDSTON AUST PTY LTD	77 109 610 802
VIC	BELMONT	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
VIC	LEOPOLD	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
VIC	NEWCOMB	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
SA	FELIXSTOW	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
SA	FREWVILLE	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
SA	MOUNT BARKER	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
QLD	INGHAM	George Colbran	KIRKHEN PTY LTD	97 893 144 158
QLD	TOWNSVILLE	George Colbran	KIRKHEN PTY LTD	97 893 144 158
NSW	CARLINGFORD	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	NORTH RYDE	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	WEST RYDE	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	HURSTVILLE	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126

VIC	CHADSTONE	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
VIC	CHADSTONE	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
VIC	NOBLE PARK	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
NSW	BONDI	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	BONDI JUNCTION	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	BONDI JUNCTION	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	COOGEE	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	KINGS CROSS	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
SA	KINGS PARK	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	MURRAY BRIDGE	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	ADELAIDE	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	TRINITY GARDENS	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
NSW	GOULBURN	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	GOULBURN	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	PICTON	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	SUTTON FOREST	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
WA	COLLIE	Grant Smith	YIPPY TRI-SMITH PTY LTD	18 577 478 417
WA	CANNING VALE	Greg Battle	STAR STORM INVESTMENTS PTY LTD	81 915 804 371
QLD	COOLUM BEACH	Greg Biggs	GARTAJ PTY LTD	27 096 820 866
QLD	NAMBOUR	Greg Biggs	GARTAJ PTY LTD	27 096 820 866
SA	GLENELG	Greg Digance	GAAGE PTY LTD	62 112 343 528
ACT	BELCONNEN	Hani Sidasos	HANGESID PTY LTD	75 842 482 091
ACT	BELCONNEN	Hani Sidasos	HANGESID PTY LTD	75 842 482 091
ACT	CHARNWOOD	Hani Sidasos	GAJJH UNITED PTY LTD	37 434 436 066
ACT	NICHOLLS	Hani Sidasos	GAJJH UNITED PTY LTD	37 434 436 066
ACT	GUNGAHLIN	Hani Sidasos	GAJJH UNITED PTY LTD	37 434 436 066
ACT	HOLT	Hani Sidasos	HANGESID PTY LTD	75 842 482 091
ACT	LYNEHAM	Hani Sidasos	GAJJH UNITED PTY LTD	37 434 436 066
ACT	WESTON	Hani Sidasos	HANGESID PTY LTD	75 842 482 091
VIC	BLACKBURN SOUTH	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	BOX HILL	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	BLACKBURN NORTH	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	BURWOOD	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	FOREST HILL	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	HEIDELBERG	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	KINGSBURY	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519

VIC	DONCASTER	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	BAYSWATER NORTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	DANDENONG NORTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	ENDEAVOUR HILLS	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	FERNTREE GULLY	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	NARRE WARREN	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	KILSYTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	WANTIRNA SOUTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	KNOXFIELD	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
SA	COLLINSWOOD	Howard Norman	DEBARD PTY LTD	48 964 521 559
SA	GILLES PLAINS	Howard Norman	DEBARD PTY LTD	48 964 521 559
VIC	BAKERY HILL	Ian Corcoran	CORCORAN FOODS PTY LTD	12 359 889 834
NSW	GLENMORE PARK	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	MINCHINBURY	Ian Garton	GARTON GROUP PTY LTD	21 083 958 007
NSW	PENRITH	Ian Garton	IAN GARTON T/AS MCDONALD'S PENRITH	64 688 177 263
NSW	PENRITH	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	PENRITH	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	ST MARYS	Ian Garton	GARTON GROUP PTY LTD	21 083 958 007
VIC	BERWICK	Ian Seal	BERWICK ENTERPRISES PTY LTD	39 215 779 728
VIC	BERWICK	Ian Seal	BERWICK SOUTH ENTERPRISES PTY LTD	87 198 723 256
VIC	HAMPTON PARK	Ian Seal	BERWICK ENTERPRISES PTY LTD	39 215 779 728
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES GROUP PTY LTD	52 164 038 029
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES GROUP PTY LTD	28 281 024 855
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES PTY LTD	87 091 125 950
VIC	BORONIA	James Currie	AARROD PTY LTD	64 707 457 865
VIC	WANTIRNA	James Currie	JARRON PTY LTD	76 072 170 275
VIC	MELBOURNE	James O'Rourke	LOWGAN PTY LTD	13 121 029 958
VIC	BRUNSWICK	James O'Rourke	LOWGAN PTY LTD	13 121 029 958
VIC	MELBOURNE	James O'Rourke	JADAM FOOD PTY LTD	79 077 616 383
SA	NOARLUNGA BEACH	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	HALLETT COVE	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	NOARLUNGA	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	SEAFORD	Jami Hodge	JAMERI PTY LTD	73 773 989 065
VIC	CLAYTON	Jamie Evans	EVANS ARCHES PTY LTD	57 936 979 828

QLD	TOWNSVILLE	Janelle Doyle	NELLANDI PTY LTD	11 965 431 655
QLD	BEENLEIGH	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WATERFORD	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WOODRIDGE	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WATERFORD WEST	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
WA	RIVERTON	Janiene Pollock	WESTSIDE QSR PTY LTD	65 719 144 642
WA	WILLETTON	Janiene Pollock	WESTSIDE QSR PTY LTD	47 838 557 968
QLD	ATHERTON	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	CAIRNS	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	EARLVILLE	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	CAIRNS	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	MAREEBA	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	REDLYNCH	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	SMITHFIELD	Jason Berther	JATAM PTY LTD	68 658 084 058
VIC	NORTH ESSENDON	Javier Rojas	RTJ INVESTMENTS PTY LTD	28 937 826 451
VIC	CORIO	Jeff Madden	PENFREY NOMINEES PTY LTD	43 794 936 594
VIC	CORIO	Jeff Madden	PENFREY NOMINEES PTY LTD	43 794 936 594
VIC	GEE LONG	Jeff Madden	PENFREY NOMINEEZ PTY LTD	43 794 936 594
VIC	GEE LONG NORTH	Jeff Madden	PENFREY NOMINEEZ PTY LTD	43 794 936 594
VIC	AVONDALE HEIGHTS	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	DEER PARK	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	DERRIMUT	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	LAVERTON NORTH	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	BRAYBROOK	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	BURNSIDE	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	ST ALBANS	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	TAYLORS LAKES	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
NSW	BATEMANS BAY	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	BEGA	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	MERIMBULA	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	CASINO	Jim Moffitt	JAELJAM PTY LTD	38 817 668 606
NSW	GOONELLABA H	Jim Moffitt	JAELJAM PTY LTD	38 817 668 606
NSW	LISMORE	Jim Moffitt	JAELJAM PTY LTD	38 817 668 606
NSW	LISMORE	Jim Moffitt	JAELJAM PTY LTD	38 817 668 606
QLD	CAPALABA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	CAPALABA	Jim Park	PARAMOUR PTY LTD	37 052 172 307

QLD	TINGALPA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	WYNNUM WEST	Jim Park	PARAMOUR PTY LTD	37 052 172 307
NSW	BASS HILL	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	ENFIELD	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	GREENACRE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	GREENACRE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	LANSVALE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
VIC	CHELTENHAM	Joe Aprile	J & P APRILE NOMINEES PTY LTD	95 007 173 962
VIC	CHELTENHAM	Joe Aprile	J & P APRILE NOMINEES PTY LTD	95 007 173 962
QLD	MOLENDINAR	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
QLD	BROADBEACH	Joe Condon	BRAYCON HOLDINGS PTY LTD	54 450 426 946
QLD	NERANG	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
QLD	NERANG	Joe Condon	BRAYCON HOLDINGS PTY LTD	54 450 426 946
QLD	SOUTHPORT	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
TAS	NEW NORFOLK	John Barry-Murphy	YASINCO PTY LTD	57 457 435 226
TAS	GLENORCHY	John Barry-Murphy	YASINCO PTY LTD	57 457 435 226
TAS	ROSNY PARK	John Barry-Murphy	YASINCO PTY LTD	57 457 435 226
NSW	CARNES HILL	John Bouropoulos	THE NORTH HILL HAMBURGER CO PTY LTD	79 725 876 221
NSW	PRESTONS	John Bouropoulos	THE NORTH HILL HAMBURGER CO PTY LTD	79 725 876 221
NSW	DRUMMOYNE	John Ciske	CISKE GROUP PTY LTD	21 804 973 281
NSW	CHINDERAH	John Davis	ANJOSHCO PTY LTD	67 091 117 387
NSW	TWEED HEADS SOUTH	John Davis	NEWCOOL PTY LTD	92 586 772 457
NSW	TWEED HEADS SOUTH	John Davis	TWOCOOL PTY LTD	89 358 006 601
WA	BUSSELTON	John Frankham	JOHN FRANKHAM PTY LIMITED	43 791 911 595
WA	FALCON	John Frankham	JOHN FRANKHAM PTY LIMITED	43 791 911 595
NSW	DURAL	John Leckie	B & J LECKIE PTY LTD	90 496 270 781
NSW	TAMWORTH	John O'Sullivan	TAMWORTH EAST PTY LTD	58 760 850 625
NSW	SOUTH TAMWORTH	John O'Sullivan	HOLDEAST PTY LTD	28 064 848 577
NSW	TAMWORTH	John O'Sullivan	T3 PTY LTD	53 473 927 256
QLD	JINDALEE	John Prior	JOKA PTY LTD	61 124 097 158
QLD	MT.OMMANEY	John Prior	KAJO ENTERPRISES PTY LTD	76 070 143 207
SA	ELIZABETH	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
SA	ELIZABETH	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
SA	GAWLER	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
VIC	HAMILTON	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	HORSHAM	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	WARRNAMBOOL	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	WARRNAMBOOL	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508

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QLD	BROADBEACH	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	HELENSVALE	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	MERMAID WATERS	Jonathan Pitt	GOLDMAKK PTY LTD	60 878 701 638
QLD	MERRIMAC	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	BROADBEACH	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	INDOOROOPI LY	Justin Lemberg	J & E LEMBERG PTY LTD	99 702 283 122
QLD	INDOOROOPI LY	Justin Lemberg	J & E LEMBERG PTY LTD	99 702 283 122
VIC	MOOROPNA	Karen Pearse	PEARSE GROUP PTY LTD	61 893 950 514
VIC	SHEPPARTON	Karen Pearse	PEARSE GROUP PTY LTD	61 893 950 514
NSW	SHELLHARBO UR	Katia Dwarte	JAMEL PTY LTD	52 848 330 901
NSW	WARILLA	Katia Dwarte	JAMEL PTY LTD	52 848 330 901
NSW	WARRAWONG	Katia Dwarte	JAMEL PTY LTD	52 848 330 901
QLD	TOOWOOMBA	Keith Beer	BEER GARDENS TOOWOOMBA PTY LTD	47 959 483 512
QLD	TOOWOOMBA	Keith Beer	KAB (QLD) PTY LTD	67 913 829 866
QLD	TOOWOOMBA WEST	Keith Beer	K.W. & A.E. BEER PTY LTD	38 009 992 992
VIC	SEYMOUR	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	MELBOURNE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	MELBOURNE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	TULLAMARINE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WALLAN	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WHITTLESEA	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WALLAN	Kendall Crozier	MEMPHIS CORPORATION PTY LTD	77 073 394 044
NSW	BLAXLAND	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	EMU PLAINS	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	LITHGOW	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	MUDGE	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	CREMORNE	Keryn Jensen	NORTH SHORE QSR PTY LTD	90 423 274 957
NSW	ST LEONARDS	Keryn Jensen	NORTH SHORE QSR PTY LTD	90 423 274 957
QLD	CHINCHILLA	Kym Munro	HBK HOLDINGS PTY LTD	39 159 199 489
VIC	BACCHUS MARSH	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	BALLAN	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	BALLARAT	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	SEBASTOPOL	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	WENDOUREE	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
SA	WHYALLA	Leanne Ashworth	PADERSON PTY LTD	59 525 330 579

NSW	EMERTON	Leon Brown	CELLET PTY LTD	56 733 827 121
QLD	BELLBOWRIE	Lisa Mackintosh	MACKALLAN PTY LTD	27 975 075 295
VIC	BALWYN	Lou Di Nicolantonio	TANDER PTY LTD	82 771 489 898
NSW	CARINGBAH	Louie Treffiletti	JABBA RESTAURANTS NSW PTY LTD	51 132 373 305
NSW	ROCKDALE	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
NSW	ROCKDALE	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
NSW	TAREN POINT	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
WA	PORT HEDLAND	Luke Jessop	MILC NOMINEES PTY LTD	71 594 271 921
NSW	COWRA	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
NSW	FORBES	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
NSW	PARKES	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
QLD	ROMA	Marc Benson	M & M BENSON INVESTMENTS PTY LTD	78 717 903 014
QLD	ROCKHAMPTON NORTH	Marc Smorenburg	MARC AUSTRALIA PTY LTD	36 848 124 635
QLD	ROCKHAMPTON NORTH	Marc Smorenburg	MARC AUSTRALIA PTY LTD	36 848 124 635
SA	ENFIELD (ceases 01.05.13)	Marcel Barendregt	DAMIK PTY LTD	49 008 156 232
NSW	MITTAGONG	Marcelle Bain	PETER & MARCELLE BAIN PTY LIMITED	44 963 791 866
QLD	BURLEIGH HEADS	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
QLD	BURLEIGH WATERS	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
QLD	REEDY CREEK	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
NSW	ALBURY	Maree Cables	JORANDA PTY LTD	62 948 493 882
NSW	YASS (from 01.06.13)	Maree Cables	JORANDA PTY LTD	62 948 493 882
NSW	LAVINGTON	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
NSW	GUNDAGAI (from 01.06.13)	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
NSW	TUMUT (from 01.06.13)	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
VIC	COROWA	Maree Cables	JORANDA PTY LTD	62 948 493 882
VIC	WEST WODONGA	Maree Cables	FULLMERE PTY LTD	71 006 609 894
VIC	ROWVILLE	Mark Achermann	ZERMATT NOMINEES PTY LTD	94 425 543 429
WA	ARMADALE	Mark Conacher	MARJOM PTY LTD	98 756 778 119
WA	KELMSCOTT	Mark Conacher	MARJOM PTY LTD	98 756 778 119
NSW	BROKEN HILL	Mark Craven	MOOSKY PTY LTD	56 590 863 735
ACT	BRADDON	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
ACT	CANBERRA	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
ACT	CANBERRA CITY	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
SA	DARLINGTON	Mark Dutschke	KALBAK PTY LTD	22 460 709 742

SA	MORPHETT VALE	Mark Ditschke	KALBAK PTY LTD	22 460 709 742
NSW	KELLYVILLE	Mark Halford	JAYARK PTY LTD	87 119 660 722
NSW	RICHMOND	Mark Halford	MACEY PTY LTD	57 496 246 144
NSW	ROUSE HILL	Mark Halford	SHERLEE PTY LTD	25 915 369 446
NSW	ROUSE HILL	Mark Halford	PIPMAY PTY LTD	72 213 387 919
NSW	WINDSOR	Mark Halford	MARK HALFORD T/AS MCDONALDS WINDSOR	41 128 135 513
QLD	MT GRAVATT	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	MOUNT GRAVATT	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	SUNNYBANK	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	WISHART	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	TOOWOOMBA	Mark Ward	GREENWICH INVESTMENTS (QLD) PTY LTD	70 066 108 624
QLD	HIGHFIELDS	Mark Ward	NORCLIFFE PTY LTD	61 065 527 975
QLD	TOOWOOMBA	Mark Ward	GREENWICH INVESTMENTS (QLD) PTY LTD	70 066 108 624
QLD	TOOWOOMBA	Mark Ward	NORCLIFFE PTY LTD	61 065 527 975
QLD	CABOOLTURE	Mathew Grut	KESBES PTY LTD	24 008 619 083
QLD	BRIEBE ISLAND	Mathew Grut	KESBES PTY LTD	24 008 619 083
QLD	SOUTHPORT	Matt Kennedy	JEFFERSON LANE ENTERPRISES PTY LTD	74 402 915 390
WA	ALBANY	Max Sharp	SHARLIMAH PTY LTD	92 905 645 346
QLD	SOUTHPORT	Michael Atkins	TOP END ENTERPRISES PTY LTD	90 060 539 175
QLD	BIGGERA WATERS	Michael Atkins	JOMIK INVESTMENTS PTY LTD	46 709 599 446
QLD	HOPE ISLAND	Michael Atkins	JOMIK INVESTMENTS PTY LTD	46 709 599 446
QLD	PACIFIC PINES	Michael Atkins	JOMIK INVESTMENTS PTY LTD	88 629 588 602
QLD	RUNAWAY BAY	Michael Atkins	MABEN PTY LTD	80 268 107 501
SA	SALISBURY DOWNS	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
SA	POORAKA	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
SA	SALISBURY	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
NSW	SALAMANDER BAY	Michael Feros	MUO GROUP PTY LTD	92 486 048 336
VIC	HOPPERS CROSSING	Michael Lee	NEZCOPIC (HOGANS CORNER) PTY LTD	33 254 762 507
VIC	WYNDHAM VALE	Michael Lee	NEZCOPIC (HOGANS CORNER) PTY LTD	33 254 762 507
VIC	WERRIBEE	Michael Lee	NEZCOPIC (WERRIBEE) PTY LTD	33 220 516 614
VIC	WERRIBEE	Michael Lee	NEZCOPIC (WERRIBEE) PTY LTD	33 220 516 614
QLD	AIRLIE BEACH	Michael Muller	MUAN PTY LTD	25 063 727 891
QLD	BOWEN	Michael Muller	CASSEY PTY LTD	11 474 751 577
QLD	CANNONVALE	Michael Muller	CASSEY PTY LTD	11 474 751 577
QLD	COOMERA	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	UPPER COOMERA	Michael Power	DEMI PTY LTD	63 500 168 778

QLD	HELENSVALE	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	ORMEAU	Michael Power	DEMI PTY LTD	63 500 168 778
NSW	TWEED HEADS	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	BURLEIGH HEADS	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	95 556 976 129
QLD	COOLANGATT A	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	MAIN BEACH	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	ALBION	Mike Bolton	VANT MANAGEMENT PTY LTD	51 163 953 682
QLD	CHERMSIDE	Mike Bolton	VANT MANAGEMENT PTY LTD	91 914 847 109
QLD	NUDGEE	Mike Bolton	VANT MANAGEMENT PTY LTD	53 305 028 572
QLD	TOOMBUL	Mike Bolton	VANT MANAGEMENT PTY LTD	23 675 847 874
QLD	VIRGINIA	Mike Bolton	VANT MANAGEMENT PTY LTD	75 416 702 815
QLD	WINDSOR	Mike Bolton	VANT MANAGEMENT PTY LTD	69 965 586 334
QLD	STAPYLTON	Mike Fegelson	MADTIME PTY LTD	36 056 177 989
VIC	BAIRNSDALE	Mike Goodluck	LUCKY LAKES PTY LTD	90 885 570 157
VIC	LAKES ENTRANCE	Mike Goodluck	LUCKY LAKES PTY LTD	90 885 570 157
NSW	GRETA	Murray McKeough	ROSSGLEN PTY LTD	74 335 529 071
NSW	RUTHERFORD	Murray McKeough	ROSSGLEN PTY LTD	31 067 461 581
NSW	SINGLETON	Murray McKeough	BAKSTON PTY LTD	21 255 235 126
SA	PORT AUGUSTA	Neil Lucas	NEKA ENTERPRISES PTY LTD	90 372 729 813
SA	PORT PIKE	Neil Lucas	NEKA ENTERPRISES PTY LTD	90 372 729 813
WA	FOREST LAKES	Nick Agostino	AGOSTINO GROUP HOLDINGS PTY LTD	14 429 404 939
WA	MADDINGTON	Nick Agostino	AGOSTINO GROUP HOLDINGS PTY LTD	14 429 404 939
NSW	CROYDON PARK	Nick Leontios	NIXMAX PTY LTD	17 096 287 884
NSW	HURLSTONE PARK	Nick Leontios	NIXMAX PTY LTD	17 096 287 884
VIC	LILYDALE	Nick Newton	NEWSTORES PTY LTD	12 441 747 322
VIC	MOOROOLBAR K	Nick Newton	NEWSTORES PTY LTD	12 441 747 322
WA	TREENDALE	Nick Tsargaris	EPREMA HOLDINGS PTY LTD	72 466 106 165
VIC	CHELtenham	Nigel Houghton	NIGATE ENTERPRISES PTY LTD	84 060 070 844
VIC	SOUTH OAKLEIGH	Nigel Houghton	NIGATE ENTERPRISES PTY LTD	84 060 070 844
WA	SUCCESS	Norm Sinclair	KLEPEACH PTY LTD	93 649 344 120
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
QLD	ANNERLEY	Paul Finn	EMQUEST PTY LTD	77 776 306 650
QLD	ROCKLEA (ceases 03.05.13)	Paul Finn	EMQUEST PTY LTD	77 776 306 650

QLD	SALISBURY	Paul Finn	EMQUEST PTY LTD	77 776 306 650
VIC	HAWTHORN	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
VIC	HOLMESGLEN	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
VIC	KEW	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
NSW	WERRINGTON	Paul McDonald	GREAT WESTERN FOODS PTY LTD	57 543 161 004
QLD	AYR	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	CHARTERS TOWERS	Paul Rissman	LARDNER HOLDINGS PTY LTD	62 668 691 327
QLD	TOWNSVILLE	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	RASMUSSEN	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	THURINGOWA CENTRAL	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
NSW	SEVEN HILLS	Paul Vita	REMGIN PTY LTD	78 113 361 301
NSW	SEVEN HILLS	Paul Vita	REMGIN PTY LTD	78 113 361 301
SA	ADELAIDE	Peter Annells	P J ANNELLS PTY LTD	41 911 973 177
VIC	GEE LONG WEST	Peter Coomes	P S & D R COOMES PTY LTD	92 856 024 471
VIC	WAURN PONDS	Peter Coomes	P S & D R COOMES PTY LTD	92 856 024 471
NSW	CAMPBELLTOWN	Peter Meadows	JEMADA PTY LTD	60 134 643 020
NSW	CAMPBELLTOWN	Peter Meadows	JAMADA PTY LTD	60 134 643 020
NSW	CASULA	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	MACQUARIE FIELDS	Peter Meadows	MEADOWS FAMILY RESTAURANTS PTY LTD	41 101 524 949
NSW	LIVERPOOL SOUTH	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	MOOREBANK	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	ROSEMEADOW	Peter Meadows	MEADOWS FAMILY RESTAURANTS PTY LTD	41 101 524 949
VIC	BENDIGO	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	WHITE HILLS	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	KANGAROO FLAT	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	BENDIGO	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
WA	PERTH	Peter Neeson	PALSS PTY LTD	52 404 312 417
WA	EAST VICTORIA PARK	Peter Neeson	PALSS PTY LTD	52 404 312 417
WA	FORRESTFIELD	Peter Neeson	PALSS PTY LTD	52 404 312 417
SA	ADELAIDE	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
SA	ADELAIDE	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
SA	MELROSE PARK	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
VIC	COLAC	Peter Shaw	PD & KJ SHAW PTY LTD	57 411 669 955
NSW	MERRYLANDS	Peter Zalfelds	PETONA PTY LTD	18 080 956 501

NSW	MERRYLANDS	Peter Zalfelds	PETER ZALFELDS T/AS MCDONALD'S MERRYLANDS	72 495 807 698
NSW	MERRYLANDS	Peter Zalfelds	PETONA PTY LTD	18 080 956 501
NSW	SCONE	Phil Wilson	CAPALOY PTY LTD	20 346 725 043
VIC	MILL PARK	Philip Keir	MCKEIR PTY LTD	82 090 847 287
VIC	MORANG	Philip Keir	MCKEIR PTY LTD	82 090 847 287
VIC	MOE	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	MORWELL	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	WARRAGUL	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
QLD	KAWANA	Randy Burningham	BLACKSTEN PTY LTD	95 778 081 392
QLD	MINYAMA	Randy Burningham	WINDMAR PTY LTD	26 056 789 371
QLD	MOOLOOLABA	Randy Burningham	CALLIMAN PTY LTD	60 865 466 918
QLD	MAROOCHYD ORE	Randy Burningham	WINDMAR PTY LTD	26 056 789 371
NSW	GOROKAN	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
NSW	TUGGERAH	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
NSW	WYONG	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
VIC	ARARAT	Richard Harris	HARRICO PTY LTD	78 920 297 616
VIC	STAWELL	Richard Harris	HARRICO PTY LTD	78 920 297 616
WA	BEECHBORO	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
WA	ELLENBROOK	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
WA	NORTHAM	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
QLD	STAFFORD	Richard Norman	GIFF GAFF PTY LTD	85 354 460 516
VIC	DIAMOND CREEK	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	ELTHAM	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	GREENSBORO UGH	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	GREENSBORO UGH	Richard Vom	VOMDAY PTY LTD	57 594 900 337
NSW	SYLVANIA	Robert Lancaster	ROBANLOU PTY LTD	67 152 074 553
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	STUART PARK	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
SA	RENMARK	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
VIC	MILDURA	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
VIC	MILDURA	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
QLD	BRACKEN RIDGE	Rod Chiapello	CHIAPELLO HOLDINGS PTY LTD	29 672 086 132
QLD	CANNON HILL	Rod Morris	CENTHEAD PTY LTD	27 926 737 492

QLD	VICTORIA POINT	Rod Morris	CENTHEAD PTY LTD	27 926 737 492
WA	SPEARWOOD	Rod Sinclair	KANKU PTY LTD	11 919 960 647
NSW	BLACKTOWN	Rodney Higgs	CLEMANDOT PTY LTD	98 934 415 989
VIC	OAKLEIGH	Roland Zammit	ZAMMIT GROUP PTY LTD	59 103 290 636
QLD	GLADSTONE	Ron Hawkins	R & S HAWKINS PTY LTD	48 925 881 816
QLD	GLADSTONE	Ron Hawkins	R & S HAWKINS PTY LTD	48 925 881 816
NSW	BATEAU BAY	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	ERINA	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	ERINA	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	GOSFORD	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	GOSFORD WEST	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	LISAROW	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	TUMBI UMBI	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	WOY WOY	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	WYOMING	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	RURAL VIEW	Ron Reseck	R & C RESECK INVESTMENTS PTY LTD	27 010 925 523
VIC	KEYSBOROUGH	Ross Thornton	KATTERN PTY LTD	81 039 946 046
VIC	KEYSBOROUGH	Ross Thornton	KATTERN PTY LTD	81 039 946 046
NSW	HORNSBY	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	ST IVES	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	WAITARA	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	BALLINA	Scott Campbell	SCETTELS PTY LTD	96 468 466 343
NSW	YAMBA	Scott Campbell	SCETTELS PTY LTD	48 639 837 412
WA	KALGOORLIE	Scott Gunson	ASHDABS PTY LTD	83 488 388 639
WA	KALGOORLIE	Scott Gunson	ASHDABS PTY LTD	83 488 388 639
NSW	KEMPSEY	Sean Davis	SEAKAT INVESTMENTS	37 758 172 719
NSW	BURWOOD	Selva Rasiah	JANASEL PTY LTD	67 092 374 966
QLD	GATTON	Shane Doyle	MPP PTY LTD	84 223 115 776
QLD	GATTON	Shane Doyle	MPP PTY LTD	84 223 115 776
NSW	KINCUMBER	Shannon Fell	PENNON ENTERPRISES PTY LTD	45 372 137 689
WA	BUTLER	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	CURRAMBINE	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	DUNCRAIG	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	JOONDALUP	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947

WA	MINDARIE	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
VIC	BASS	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
VIC	LEONGATHA	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
VIC	WONTHAGGI	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
QLD	CABOOLTURE	Stephen Flook	MSII PTY LTD	32 798 204 409
QLD	CABOOLTURE	Stephen Flook	MSII PTY LTD	32 798 204 409
QLD	CLONTARF	Stephen Flook	MSII PTY LTD	50 228 421 902
QLD	KIPPA-RING	Stephen Flook	MSII PTY LTD	32 798 204 409
QLD	REDCLIFFE	Stephen Flook	MSII PTY LTD	32 798 204 409
QLD	ORMISTON	Steven Morris	SMSM PTY LTD	39 867 109 353
TAS	BURNIE	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
TAS	DEVONPORT	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	DEVONPORT	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	LAUNCESTON	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	KINGS MEADOWS	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	LAUNCESTON	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
TAS	ULVERSTONE	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
VIC	TORQUAY	Stuart Coomes	TORCOOMES PTY LTD	43 090 453 026
QLD	MOUNT ISA	Stuart Reseck	SNR HOLDINGS PTY LTD	85 104 198 147
QLD	SURFERS PARADISE	Tania Balhatchet	JAKIARA (QLD) PTY LTD	89 822 687 357
WA	BROOME	Tania Mesch	RAINBOW BRIDGE PTY LTD	11 541 292 294
QLD	FORTITUDE VALLEY	Tanya Mantel-Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
QLD	MYER I (from 01.09.13)	Tanya Mantel-Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
QLD	MYER II (from 01.09.13)	Tanya Mantel-Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
WA	BICTON	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	MELVILLE	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	O'CONNOR	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	TUART HILL	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
WA	WANNEROO	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
WA	WARWICK	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
QLD	CALOUNDRA	Tim Banks	LOUDOU PTY LTD	59 072 416 892
QLD	CURRIMUNDI	Tim Banks	LOUDOU PTY LTD	59 072 416 892
WA	GERALDTON	Tim Parker	KATAHDIN PTY LTD	48 949 938 271
WA	WEBBERTON	Tim Parker	KATAHDIN PTY LTD	48 949 938 271
VIC	KEILOR NORTH	Tim Westover	BLININ PTY LTD	96 490 776 998
VIC	KEILOR NORTH	Tim Westover	BLININ PTY LTD	96 490 776 998
VIC	GISBORNE	Tim Westover	BLININ PTY LTD	96 490 776 998

VIC	SUNBURY	Tim Westover	BLININ PTY LTD	96 490 776 998
VIC	SYDENHAM	Tim Westover	BLININ PTY LTD	96 490 776 998
VIC	TAYLORS LAKES	Tim Westover	BLININ PTY LTD	96 490 776 998
NSW	ORANGE	Todd Bryant	T & K BRYANT PTY LTD	98 544 336 988
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	KOORINGAL	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
SA	PORT LINCOLN	Tony Baj	GINTONAK PTY LTD	82 837 643 992
NSW	WENTWORTH VILLE	Tony Decaria	TONDOL PTY LTD	79 392 945 760
NSW	MENAI	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	PADSTOW	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	PUNCHBOWL	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	ROSELANDS	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
QLD	MARYBOROUGH	Tony Keenan	JONCLO HOLDINGS	14 628 228 733
VIC	HASTINGS	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	MORNINGTON	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	ROSEBUD	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	SOMERVILLE	Tony Kitto	DASTIM PTY LTD	98 383 486 082
NSW	LIVERPOOL	Tony Spinks	LSM HOLDINGS PTY LTD	91 719 832 157
QLD	ELANORA	Tony Ward	WAX UP PTY LTD	54 591 957 868
QLD	PALM BEACH	Tony Ward	WAX UP PTY LTD	54 591 957 868
QLD	STANTHORPE	Trevor Burton	FURTHER PROOF PTY LTD	32 282 681 232
QLD	WARWICK	Trevor Burton	FURTHER PROOF PTY LTD	32 282 681 232
VIC	COBRAM	Tully Lyster	LEVEKE PTY LTD	58 132 945 763
VIC	WANGARATTA	Tully Lyster	TARL PTY LTD	56 103 657 650
VIC	YARRAWONG A	Tully Lyster	KAILEV PTY LTD	45 127 295 523
WA	BUNBURY	Vicki Cottrell	MISTI VALE PTY LTD	20 492 066 982
WA	CAREY PARK	Vicki Cottrell	DRIFTA INVESTMENTS PTY LTD	39 818 411 078
NT	KATHERINE	Vicki-Leigh Lettice	VIGR HOLDINGS PTY LTD	73 681 793 931
NT	PALMERSTON	Vicki-Leigh Lettice	VIGR HOLDINGS PTY LTD	73 681 793 931
NSW	BATHURST	Wade Whitley	WHITAYLEE & SONS PTY LTD	93 711 232 207
NSW	KELSO	Wade Whitley	WHITAYLEE & SONS PTY LTD	93 711 232 207
NSW	FRENCHS FOREST	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	WARRIEWOOD	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	BROOKVALE	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339

NSW	BROOKVALE	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	GUNNEDAH	Wayne Greenwood	LIME88 PTY LTD	16 862 466 060
NSW	NARRABRI	Wayne Greenwood	LILLIAN INVESTMENTS PTY LTD	45 143 123 922
TAS	BRIDGEWATER	Will Luders	CAHOW PTY LTD	48 151 495 528
TAS	SORELL	Will Luders	CAHOW PTY LTD	48 151 495 528
VIC	ALTONA	Zoe Gladio	GLADSIDE PTY LTD	36 000 697 763
VIC	YARRAVILLE	Zoe Gladio	GLADSIDE PTY LTD	36 000 697 763



DECISION

Fair Work Act 2009

s 248 - Application for a single interest employer authorisation

McDonald's Australia Limited

(B2013/793)

DEPUTY PRESIDENT SAMS

SYDNEY, 23 APRIL 2013

Application for a single interest employer authorisation - franchisees of McDonald's Australia Limited seek new agreement - relevant tests - application granted.

[1] By application, pursuant to s 248 of the *Fair Work Act 2009* (the 'Act'), McDonald's Australia Limited (the 'applicant') seeks the approval of the Fair Work Commission (the 'Commission') of a single interest employer authorisation in relation to a proposed new enterprise agreement.

[2] The relevant provisions of the Act governing an application of this kind require the Commission to be satisfied of a number of matters. If the Commission is so satisfied then it must make the authorisation. These matters are set out in ss 249(1) - (4) and s 250 of the Act as follows:

~~'249 When the FWC must make a single interest employer authorisation'~~

Single interest employer authorisation

(1) The FWC must make a single interest employer authorisation in relation to a proposed enterprise agreement if:

(a) an application for the authorisation has been made; and

(b) the FWC is satisfied that:

(i) the employers that will be covered by the agreement have agreed to bargain together; and

(ii) no person coerced, or threatened to coerce, any of the employers to agree to bargain together; and

- (c) the requirements of either subsection (2) (which deals with franchisees) or (3) (which deals with employers that may bargain together for a proposed enterprise agreement) are met.

Franchisees

(2) The requirements of this subsection are met if the FWC is satisfied that the employers carry on similar business activities under the same franchise and are:

- (a) franchisees of the same franchisor; or
- (b) related bodies corporate of the same franchisor; or
- (c) any combination of the above.

Employers that may bargain together for the agreement

(3) The requirements of this subsection are met if the FWC is satisfied that all of the employers are specified in a declaration made under section 247 in relation to the agreement.

Operation of authorisation

(4) The authorisation:

- (a) comes into operation on the day on which it is made; and
- (b) ceases to be in operation at the earlier of the following:
 - (i) the day on which the enterprise agreement to which the authorisation relates is made;
 - (ii) 12 months after the day on which the authorisation is made or, if the period is extended under section 252, at the end of that period.

250 What a single interest employer authorisation must specify

What authorisation must specify

(1) A single interest employer authorisation in relation to a proposed enterprise agreement must specify the following:

- (a) the employers that will be covered by the agreement;
- (b) the employees who will be covered by the agreement;
- (c) the person (if any) nominated by the employers to make applications under this Act if the authorisation is made;
- (d) any other matter prescribed by the procedural rules.

Authorisation may relate to only some of employers or employees

(2) If the FWC is satisfied of the matters specified in subsection 249(2) or (3) (which deal with franchisees and employers that may bargain together for a proposed

enterprise agreement) in relation to only some of the employers that will be covered by the agreement, the FWC may make a single interest employer authorisation specifying those employers and their employees only.'

[3] The application was listed for hearing on 22 April 2013. Ms H *Eager*, of Minter Ellison Lawyers appeared with Mr P *Willcockson* for the applicant and Mr B *Govind* appeared for the Shop, Distributive and Allied Employees' Association (the 'Union').

[4] Ms *Eager* set out the statutory provisions governing the application and submitted that all of the matters which the Commission must be satisfied of having been met. Ms *Eager* relied on a statutory declaration of Ms Joanne *Taylor*, Senior Vice President/Chief Restaurant Support Officer of the applicant, which set out the following background:

'McDonald's is a franchise business with 904 restaurants around Australia. Of those restaurants, approximately 75% are owned and operated by McDonald's franchisees. The remainder of the restaurants are operated by McDonald's.

At the date of this declaration, McDonald's has 252 franchisees (Franchisees). A list of the franchisees, that I have caused to be created, is annexed and marked JT-1.

On 7 December 2009, Fair Work Australia (as it then was), granted a single interest employer authorisation to McDonald's and its franchisees at that time, in relation to the negotiation of the *McDonald's Australia Enterprise Agreement 2009* (see PR991483)

Following that authorisation, on 29 June 2010, the *McDonald's Australia Enterprise Agreement 2009* was approved by Fair Work Australia (as it then was (see [2010] FWA 4754). Annexed and marked JT-2 is a copy of the *McDonald's Australia Enterprise Agreement 2009*.

The *McDonald's Australia Enterprise Agreement 2009* has a nominal expiry date of 22 June 2013.

McDonald's and its Franchisees intend to initiate bargaining for a new enterprise agreement shortly (Proposed Agreement).'

[5] During the course of proceedings, Ms *Eager* tendered an updated list of the McDonald's franchisees which have provided the applicant with written authorisation in relation to the application. The number of franchisees, who operate over 600 restaurants, is now 252 and the list is annexed to this decision as 'Annexure A'. She indicated that it was expected that other McDonald's franchisees will seek to be included in the single interest employer authorisation at some point in the future.

[6] The proposed agreement is to cover employees who are either employed by the applicant directly or by a franchisee in classifications of McDonald's Employee Levels 2 - 4. In answer to a question from me as to the absence of a Level 1 Employee Classification, Ms *Eager* said that it was the intention of the applicant and the Union in the negotiations to have all employees commence at the current Level 2 rate, making the level 1 rate superfluous. The result will be a simple rejigging of the classifications.

[7] Mr *Govind* submitted that the application should be granted as all the legislative requirements had been met. He added that his Union will be commencing negotiations with McDonald's shortly on a new agreement to replace the 2009 Agreement.

[8] Given the consent of the parties, the evidence of Ms Taylor and the history of negotiations between the applicant and the Union, I am satisfied that all of the statutory requirements governing this application have been met. Specifically, I am satisfied that:

- a) the application is competently before the Commission;
- b) the employers to be covered by agreement are identified and listed in Annexure A, and include the applicant;
- c) the employers, as franchisees of the applicant, have agreed to bargain together for a new agreement;
- d) all of the franchisees are carrying on the same business activities as the applicant;
- e) there has been no coercion or threat of coercion on the franchisees to bargain together;
- f) the employees to be covered by the proposed agreement are employed by the franchisees or the applicant in their restaurants across Australia; and
- g) the person nominated by the employers/franchisees to make applications under this Act is McDonald's Australia Pty Limited.

[9] The order giving effect to the grant of this application shall take effect on 22 April 2013 and is published separately to this decision



DEPUTY PRESIDENT

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Annexure A

STATE	RESTAURANT SUBURB	FRANCHISEE FULL NAME	COMPANY NAME	ABN
/	/	/	MCDONALD'S AUSTRALIA LIMITED	43 008 496 928
VIC	RICHMOND	Abe Farrugia	CHASMIC PTY LTD	54 235 445 818
QLD	KEPERRA	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	MITCHELTON	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	KENMORE	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	THE GAP	Adam Dando	JASIE PTY LTD	93 611 590 840
VIC	SOUTH YARRA	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	ELSTERNWICK	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	MALVERN EAST	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	ORMOND	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	PRAHRAN	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	MELBOURNE	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
NSW	EDGEWORTH	Adam Sherman	SOJAC PTY LTD	66 110 292 496
NSW	GLENDALE	Adam Sherman	REASI PTY LTD	54 101 150 707
NSW	MORISSET	Adam Sherman	NEWCASTLE GROUP PTY LTD	93 133 937 792
NSW	TORONTO	Adam Sherman	ABSOLUTE FUTURE PTY LIMITED	57 095 083 060
NSW	GLEN INNES	Adrian Sippel	GIQSR PTY LTD	94 687 995 515
QLD	GOONDIWINDI	Alan Barter	PLEXET PTY LTD	64 244 856 503
SA	CAMDEN PARK	Alan Robson	IA & DM ROBSON PTY LTD	95 076 809 759
SA	CROYDON	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
SA	PORT ADELAIDE	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
SA	WEST BEACH	Alan Robson	IA & DM ROBSON PTY LTD	95 076 809 759
SA	WEST LAKES	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
VIC	VERMONT	Alec Yankos	KIRKWAN PTY LTD	24 198 351 766
NSW	FAIRFIELD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	PRAIRIEWOOD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	PRAIRIEWOOD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	ST CLAIR	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	ST MARYS STH	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	WETHERILL PARK	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	COOMA	Alicia Edmed	TAWM PTY LTD	58 037 148 073
QLD	AITKENVALE	Alison Wood	BMK WOOD PTY LTD	56 797 828 731
QLD	TOWNSVILLE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
QLD	AITKENVALE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
QLD	TOWNSVILLE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743

NSW	CARTWRIGHT	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
NSW	LIVERPOOL	Allan Spinks	A.F. SPINKS PTY LIMITED	15 067 433 532
NSW	LIVERPOOL	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
NSW	VILLAWOOD	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
QLD	DALBY	Andrea Steele	KWA SIMBI TWO PTY LTD	97 133 206 283
QLD	KINGAROY	Andrea Steele	KWA SIMBI PTY LTD	47 198 127 014
TAS	HOBART	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	KINGSTON	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	MOONAH	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	SANDY BAY	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
SA	GOLDEN GROVE	Andrew Moffa	KMA INVESTMENTS PTY LTD	28 070 466 278
SA	KADINA	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
SA	PARALOWIE	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
SA	ENFIELD (from 01.05.13)	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
NSW	MT DRUITT	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
NSW	MT DRUITT	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
NSW	PLUMPTON	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
QLD	MT GRAVATT EAST	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	CARINDALE	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	ROCKLEA (from 03.05.13)	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	COORPAROO	Ann Brown	ANN BROWN T/AS MCDONALD'S COORPAROO	94 983 225 465
VIC	AIRPORT WEST	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	FLEMINGTON	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MELBOURNE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MELBOURNE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	OAK PARK	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	PARKVILLE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MARYBOROUGH	Anthony Whiteford	CENTRAL INVESTMENTS PTY LTD	75 059 371 876
QLD	NORTH ROCKHAMPTON	Anton Gazal	AK GAZ PTY LTD	37 662 392 589
QLD	YEPPON	Anton Gazal	A K GAZ PTY LTD	37 662 392 589
WA	BALLAJURA	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	GIRRAWHEEN	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	LANDSDALE	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	MIRRABOOKA	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BROADMEADOWS	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BRUNSWICK	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132

	EAST			
VIC	CRAIGIEBURN	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	EPPING	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	EPPING	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	FAWKNER	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PASCOE VALE	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	ROXBURGH PARK	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	THOMASTOWN	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	RICHMOND	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	WOLLERT	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BRAESIDE	Bart Stremski	STRENSON PTY LTD	65 236 039 673
VIC	HEATHERTON	Bart Stremski	STRENSON PTY LTD	65 236 039 673
ACT	CONDER	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
ACT	ERINDALE	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
ACT	TUGGERANONG	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
VIC	WEST MELTON	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
VIC	MELTON EAST	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
VIC	ROCKBANK	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
NSW	ARMIDALE	Benita Johnson	BENTROSON PTY LTD	26 434 654 959
SA	MOUNT GAMBIER	Bernie Knight	KNI-TIME PTY LTD	97 091 094 405
VIC	PORTLAND	Bernie Knight	BALLENA PTY LTD	24 831 716 076
VIC	MOUNT WAVERLEY	Bob May	MAYMAC FOODS PTY LTD	76 500 724 297
VIC	MULGRAVE	Bob May	WAVEMAX PTY LTD	34 107 807 273
NSW	LEETON	Bradley Carroll	BRAITE PTY LTD	94 114 186 049
NSW	TEMORA	Bradley Carroll	BMC BURGER PTY LTD	72 437 781 734
VIC	DONCASTER	Brian McMaster	MCMaster & CO. PTY LTD	70 853 678 920
VIC	DONCASTER	Brian McMaster	MCMaster & CO. PTY LTD	70 853 678 920
VIC	YALLAMBIE	Brian McMaster	MCMaster & CO. PTY LTD	70 853 678 920
VIC	THE GLEN (from 15.05.13)	Brian McMaster	MCMaster & CO. PTY LTD	900 0572 0730
VIC	NUNAWADING (from 17.06.13)	Brian McMaster	MCMaster & CO. PTY LTD	900 0572 0730
VIC	EASTLAND (from 24.06.13)	Brian McMaster	MCMaster & CO. PTY LTD	900 0572 0730
VIC	ST KILDA	Bruce Clark	AUZCAN PTY LTD	19 415 456 756
SA	NARACOORTE	Bryce Crick	BANDEC PTY LTD	19 850 814 077
QLD	LOGANHOLME	Caroline Ting	CAISER PTY LTD	60 569 924 503
QLD	LOGANHOLME	Caroline Ting	CAISER PTY LTD	60 569 924 503
NT	ALICE	Charlotte Dyer	ALLIS VENTURES PTY LTD	23 163 616 003

	SPRINGS			
VIC	SWAN HILL	Chris Arnell	ARN TAS INVESTMENTS PTY LTD	88 493 007 552
SA	MODBURY	Chris Baker	MACCADE PTY LTD	35 433 134 489
VIC	HOPPERS CROSSING	Chris Carroll	ZACALEKYE PTY LTD	64 006 808 902
VIC	LAVERTON	Chris Carroll	ZACALE PTY LTD	37 431 646 296
VIC	POINT COOK	Chris Carroll	ZACALE PTY LTD	37 431 646 296
VIC	WILLIAMS LANDING	Chris Carroll	ZACALE PTY LTD	37 431 646 296
NSW	YOUNG	Chris Harrison	DELICIOUS DOUGH PTY LTD	80 085 679 856
NSW	INVERELL	Chris Rodgers	INVERELL M PTY LTD	49 349 831 610
NSW	MOREE	Chris Rodgers	MOREE M PTY LTD	88 679 842 697
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	GORDONVALE	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	INNISFAIL	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
WA	KARRATHA	Clayton McIntosh	EDEN CORPORATION PTY LTD	48 545 239 871
ACT	DICKSON	Con Kourpanidis	ALGERNON PTY LTD	21 051 875 953
TAS	NORTH HOBART	Corey Mingari	MADMEL INVESTMENTS PTY LTD	60 834 633 809
ACT	FYSHWICK	Craig Coleman	MANHAD PTY LTD	76 902 932 827
ACT	MAJURA	Craig Coleman	MANHAD PTY LTD	76 902 932 827
ACT	MANUKA	Craig Coleman	COLEDON PTY LTD	79 696 182 107
ACT	WODEN	Craig Coleman	COLEMAN'S FAMILY RESTAURANTS PTY LTD	37 795 091 850
NSW	QUEANBEYAN	Craig Coleman	MANHAD PTY LTD	21 135 338 715
NSW	FORSTER	Craig Evans	CRAAMA PTY LTD	99 135 268 412
NSW	TAREE	Craig Evans	CRAAMA PTY LTD	99 135 268 412
NSW	GLENTHORNE	Craig Evans	CRAAMA PTY LTD	99 135 268 412
QLD	BUNDABERG	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	BUNDABERG	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	GYMPIE	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	HERVEY BAY	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	MORANBAH	Craig Miels	MIELS FAMILY HOLDINGS PTY LTD	58 126 494 162
NSW	BOMADERRY	Darian Hall	DDSN PTY LTD	22 749 513 838
NSW	SOUTH NOWRA	Darian Hall	DDSN PTY LTD	22 749 513 838
NSW	WARNERS BAY	Darrell Smith	KYMAR PTY LTD	46 690 077 226
VIC	SALE	Darren Cowell	RADWELL NOMINEES PTY LTD	51 309 084 822
VIC	TRARALGON	Darren Cowell	FREELAKE PTY LTD	22 604 467 958
NSW	GRIFFITH	Darryn Savage	GRIFFITH M PTY LIMITED	22 322 836 698
NSW	DARLING QUARTER	David Andrews	RAW TALENT PTY LTD	44 057 518 948

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NSW	DARLING HARBOUR	David Andrews	RAW TALENT PTY LTD	44 057 518 948
WA	ESPERANCE	David Eagles	EYRIE HOLDINGS PTY LTD	16 569 174 439
VIC	SPRINGVALE	David Fowler	DADAK PTY LTD	67 083 776 390
QLD	YAMANTO	David Kimmorley	ROMALD PTY LTD	78 983 998 614
NSW	COFFS HARBOUR	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	COFFS HARBOUR	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	GRAFTON	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	GRAFTON	David Munro	VIDROL PTY LTD	19 133 951 112
NSW	NAMBUCCA HEADS	David Munro	ALJAWIDA PTY LTD	15 135 387 687
QLD	FOREST LAKE	David Robinson	MOIJOS PTY LTD	38 848 745 482
QLD	INALA	David Robinson	MOIJOS PTY LTD	38 848 745 482
QLD	SPRINGFIELD	David Robinson	MOIJOS PTY LTD	38 848 745 482
QLD	RICHLANDS	David Robinson	MOIJOS PTY LTD	38 848 745 482
VIC	PAKENHAM	Denise Nabb	MARJONS RESTAURANTS PTY LTD	34 647 297 530
VIC	OFFICER	Denise Nabb	DENRICH PTY LTD	93 359 781 831
VIC	OFFICER	Denise Nabb	DENRICH PTY LTD	93 359 781 831
QLD	ROBINA	Don Stalker	MAZER PTY LTD	88 653 237 054
QLD	ROBINA	Don Stalker	MAZER PTY LTD	88 653 237 054
NSW	ULLADULLA	Donna Brooks	MAMMATH PTY LTD	33 953 617 326
QLD	BEAUDESERT	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
QLD	JIMBOOMBA	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
QLD	MEADOWBROOK	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
VIC	ECHUCA	Doug Pearce	HIGOAL PTY LTD	76 704 749 349
VIC	SHEPPARTON	Doug Pearce	HIGOAL PTY LTD	76 704 749 349
VIC	SHEPPARTON	Doug Pearce	HIGOAL PTY LTD	76 704 749 349
VIC	CAMPBELLFIE LD	Dylan Shirley	MADMAC INVESTMENTS PTY LTD	68 719 938 790
VIC	BENALLA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	EUROA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	GLENROWAN	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	GLENROWAN	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	WODONGA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
QLD	BLACKWATER	Edward Salzwedel	EBURG PTY LTD	13 951 963 097
QLD	EMERALD	Edward Salzwedel	EBURG PTY LTD	13 951 963 097
VIC	CLIFTON HILL	Frank Liew	F & F LIEW PTY LTD	99 752 836 728
VIC	RICHMOND	Frank Liew	F & F LIEW PTY LTD	99 752 836 728
NSW	CAMBRIDGE GARDENS	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979
NSW	PENRITH	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979

NSW	ST MARYS	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979
NSW	KIRRAWEE	Frank Tagg	CIRCLES OF GOLD PTY LTD	60 088 460 146
NSW	MARRICKVILLE	Fred Madon	F & J MADON PTY LTD	36 365 988 054
NSW	ST PETERS	Fred Madon	F & J MADON PTY LTD	36 365 988 054
NSW	DUBBO	Gary Barraclough	GARROSE PTY LTD	71 447 706 703
NSW	DUBBO WEST	Gary Barraclough	ROSEGAR PTY LTD	11 493 885 969
NSW	WELLINGTON	Gary Barraclough	LUGESAL PTY LTD	55 663 920 801
QLD	KULUIN	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	MAROOCHYD ORE	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	NOOSAVILLE	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	DECEPTION BAY	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	KALLANGUR	Gary Coyne	G & G COYNE PTY LTD	56 051 685 744
QLD	MANGO HILL	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	MANGO HILL	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	STRATHPINE	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	WARNER	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
NSW	DENILQUIN	Gary Radford	BAKRAD PTY LTD	31 473 102 621
VIC	CALDERMEAD E	Gary Sandler	LIESARY PTY LTD	23 358 434 260
QLD	GRACEMERE	Gary St George	GLENMORE PTY LTD	21 433 584 079
QLD	ROCKHAMPTON	Gary St George	GLENMORE PTY LTD	94 762 808 977
SA	ALDINGA BEACH	Gavin Daniell	MAIDSTON AUST PTY LTD	77 109 610 802
SA	VICTOR HARBOR	Gavin Daniell	MAIDSTON AUST PTY LTD	77 109 610 802
VIC	BELMONT	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
VIC	LEOPOLD	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
VIC	NEWCOMB	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
SA	FELIXSTOW	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
SA	FREWVILLE	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
SA	MOUNT BARKER	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
QLD	INGHAM	George Colbran	KIRKHEN PTY LTD	97 893 144 158
QLD	TOWNSVILLE	George Colbran	KIRKHEN PTY LTD	97 893 144 158
NSW	CARLINGFORD	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	NORTH RYDE	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	WESTRYDE	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	HURSTVILLE	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126

VIC	CHADSTONE	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
VIC	CHADSTONE	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
VIC	NOBLE PARK	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
NSW	BONDI	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	BONDI JUNCTION	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	BONDI JUNCTION	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	COOGEE	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	KINGS CROSS	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
SA	KINGS PARK	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	MURRAY BRIDGE	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	ADELAIDE	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	TRINITY GARDENS	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
NSW	GOULBURN	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	GOULBURN	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	PICTON	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	SUTTON FOREST	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
WA	COLLIE	Grant Smith	YIPPY TRI-SMITH PTY LTD	18 577 478 417
WA	CANNING VALE	Greg Battle	STAR STORM INVESTMENTS PTY LTD	81 915 804 371
QLD	COOLUM BEACH	Greg Biggs	GARTAJ PTY LTD	27 096 820 866
QLD	NAMBOUR	Greg Biggs	GARTAJ PTY LTD	27 096 820 866
SA	GLENELG	Greg Digance	GAAGE PTY LTD	62 112 343 528
ACT	BELCONNEN	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
ACT	BELCONNEN	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
ACT	CHARNWOOD	Hani Sidaros	GAJH UNITED PTY LTD	37 434 436 066
ACT	NICHOLLS	Hani Sidaros	GAJH UNITED PTY LTD	37 434 436 066
ACT	GUNGAHLIN	Hani Sidaros	GAJH UNITED PTY LTD	37 434 436 066
ACT	HOLT	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
ACT	LYNEHAM	Hani Sidaros	GAJH UNITED PTY LTD	37 434 436 066
ACT	WESTON	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
VIC	BLACKBURN SOUTH	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	BOX HILL	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	BLACKBURN NORTH	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	BURWOOD	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	FOREST HILL	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	HEIDELBERG	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	KINGSBURY	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519

VIC	DONCASTER	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	BAYSWATER NORTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	DANDENONG NORTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	ENDEAVOUR HILLS	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	FERNTREE GULLY	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	NARRE WARREN	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	KILSYTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	WANTIRNA SOUTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	KNOXFIELD	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
SA	COLLINSWOOD	Howard Norman	DEBARD PTY LTD	48 964 521 559
SA	GILLES PLAINS	Howard Norman	DEBARD PTY LTD	48 964 521 559
VIC	BAKERY HILL	Ian Corcoran	CORCORAN FOODS PTY LTD	12 359 889 834
NSW	GLENMORE PARK	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	MINCHINBURY	Ian Garton	GARTON GROUP PTY LTD	21 083 958 007
NSW	PENRITH	Ian Garton	IAN GARTON T/AS MCDONALD'S PENRITH	64 688 177 263
NSW	PENRITH	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	PENRITH	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	ST MARYS	Ian Garton	GARTON GROUP PTY LTD	21 083 958 007
VIC	BERWICK	Ian Seal	BERWICK ENTERPRISES PTY LTD	39 215 779 728
VIC	BERWICK	Ian Seal	BERWICK SOUTH ENTERPRISES PTY LTD	87 198 723 256
VIC	HAMPTON PARK	Ian Seal	BERWICK ENTERPRISES PTY LTD	39 215 779 728
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES GROUP PTY LTD	52 164 038 029
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES GROUP PTY LTD	28 281 024 855
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES PTY LTD	87 091 125 950
VIC	BORONIA	James Currie	AARROD PTY LTD	64 707 457 865
VIC	WANTIRNA	James Currie	JARRON PTY LTD	76 072 170 275
VIC	MELBOURNE	James O'Rourke	LOWGAN PTY LTD	13 121 029 958
VIC	BRUNSWICK	James O'Rourke	LOWGAN PTY LTD	13 121 029 958
VIC	MELBOURNE	James O'Rourke	JADAM FOOD PTY LTD	79 077 616 383
SA	NOARLUNGA BEACH	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	HALLETT COVE	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	NOARLUNGA	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	SEAFORD	Jami Hodge	JAMERI PTY LTD	73 773 989 065
VIC	CLAYTON	Jamie Evans	EVANS ARCHES PTY LTD	57 936 979 828

QLD	TOWNSVILLE	Janelle Doyle	NELLANDI PTY LTD	11 965 431 655
QLD	BEENLEIGH	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WATERFORD	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WOODRIDGE	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WATERFORD WEST	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
WA	RIVERTON	Janiene Pollock	WESTSIDE QSR PTY LTD	65 719 144 642
WA	WILLETTON	Janiene Pollock	WESTSIDE QSR PTY LTD	47 838 557 968
QLD	ATHERTON	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	CAIRNS	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	EARLVILLE	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	CAIRNS	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	MAREEBA	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	REDLYNCH	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	SMITHFIELD	Jason Berther	JATAM PTY LTD	68 658 084 058
VIC	NORTH ESSENDON	Javier Rojas	RTJ INVESTMENTS PTY LTD	28 937 826 451
VIC	CORIO	Jeff Madden	PENFREY NOMINEES PTY LTD	43 794 936 594
VIC	CORIO	Jeff Madden	PENFREY NOMINEES PTY LTD	43 794 936 594
VIC	GEELONG	Jeff Madden	PENFREY NOMINEEZ PTY LTD	43 794 936 594
VIC	GEELONG NORTH	Jeff Madden	PENFREY NOMINEEZ PTY LTD	43 794 936 594
VIC	AVONDALE HEIGHTS	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	DEER PARK	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	DERRIMUT	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	LAVERTON NORTH	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	BRAYBROOK	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	BURNSIDE	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	ST ALBANS	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	TAYLORS LAKES	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
NSW	BATEMANS BAY	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	BEGA	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	MERIMBULA	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	CASINO	Jim Moffitt	JAEIJAM PTY LTD	38 817 668 606
NSW	GOONELLABA H	Jim Moffitt	JAEIJAM PTY LTD	38 817 668 606
NSW	LISMORE	Jim Moffitt	JAEIJAM PTY LTD	38 817 668 606
NSW	LISMORE	Jim Moffitt	JAEIJAM PTY LTD	38 817 668 606
QLD	CAPALABA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	CAPALABA	Jim Park	PARAMOUR PTY LTD	37 052 172 307

QLD	TINGALPA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	WYNNUM WEST	Jim Park	PARAMOUR PTY LTD	37 052 172 307
NSW	BASS HILL	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	ENFIELD	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	GREENACRE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	GREENACRE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	LANSVALE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
VIC	CHELTENHAM	Joe Aprile	J & P APRILE NOMINEES PTY LTD	95 007 173 962
VIC	CHELTENHAM	Joe Aprile	J & P APRILE NOMINEES PTY LTD	95 007 173 962
QLD	MOLENDINAR	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
QLD	BROADBEACH	Joe Condon	BRAYCON HOLDINGS PTY LTD	54 450 426 946
QLD	NERANG	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
QLD	NERANG	Joe Condon	BRAYCON HOLDINGS PTY LTD	54 450 426 946
QLD	SOUTHPORT	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
TAS	NEW NORFOLK	John Barry-Murphy	YASINCO PTY LTD	57 457 435 226
TAS	GLENORCHY	John Barry-Murphy	YASINCO PTY LTD	57 457 435 226
TAS	ROSNY PARK	John Barry-Murphy	YASINCO PTY LTD	57 457 435 226
NSW	CARNES HILL	John Bouropoulos	THE NORTH HILL HAMBURGER CO PTY LTD	79 725 876 221
NSW	PRESTONS	John Bouropoulos	THE NORTH HILL HAMBURGER CO PTY LTD	79 725 876 221
NSW	DRUMMOYNE	John Ciske	CISKE GROUP PTY LTD	21 804 973 281
NSW	CHINDERAH	John Davis	ANJOSHCO PTY LTD	67 091 117 387
NSW	TWEED HEADS SOUTH	John Davis	NEWCOOL PTY LTD	92 586 772 457
NSW	TWEED HEADS SOUTH	John Davis	TWOCOOL PTY LTD	89 358 006 601
WA	BUSSELTON	John Frankham	JOHN FRANKHAM PTY LIMITED	43 791 911 595
WA	FALCON	John Frankham	JOHN FRANKHAM PTY LIMITED	43 791 911 595
NSW	DURAL	John Leckie	B & J LECKIE PTY LTD	90 496 270 781
NSW	TAMWORTH	John O'Sullivan	TAMWORTH EAST PTY LTD	58 760 850 625
NSW	SOUTH TAMWORTH	John O'Sullivan	HOLDEAST PTY LTD	28 064 848 577
NSW	TAMWORTH	John O'Sullivan	T3 PTY LTD	53 473 927 256
QLD	JINDALEE	John Prior	JOKA PTY LTD	61 124 097 158
QLD	MT.OMMANEY	John Prior	KAJO ENTERPRISES PTY LTD	76 070 143 207
SA	ELIZABETH	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
SA	ELIZABETH	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
SA	GAWLER	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
VIC	HAMILTON	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	HORSHAM	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	WARRNAMBOOL	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	WARRNAMBO	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508

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QLD	BROADBEACH	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	HELENSVALE	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	MERMAID WATERS	Jonathan Pitt	GOLDMAKK PTY LTD	60 878 701 638
QLD	MERRIMAC	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	BROADBEACH	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	INDOOROPILLY	Justin Lemberg	J & E LEMBERG PTY LTD	99 702 283 122
QLD	INDOOROPILLY	Justin Lemberg	J & E LEMBERG PTY LTD	99 702 283 122
VIC	MOOROPNA	Karen Pearse	PEARSE GROUP PTY LTD	61 893 950 514
VIC	SHEPPARTON	Karen Pearse	PEARSE GROUP PTY LTD	61 893 950 514
NSW	SHELLHARBOUR	Katia Dwart	JAMEL PTY LTD	52 848 330 901
NSW	WARILLA	Katia Dwart	JAMEL PTY LTD	52 848 330 901
NSW	WARRAWONG	Katia Dwart	JAMEL PTY LTD	52 848 330 901
QLD	TOOWOOMBA	Keith Beer	BEER GARDENS TOOWOOMBA PTY LTD	47 959 483 512
QLD	TOOWOOMBA	Keith Beer	KAB (QLD) PTY LTD	67 913 829 866
QLD	TOOWOOMBA WEST	Keith Beer	K.W. & A.E.BEER PTY LTD	38 009 992 992
VIC	SEYMOUR	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	MELBOURNE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	MELBOURNE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	TULLAMARINE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WALLAN	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WHITTLESEA	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WALLAN	Kendall Crozier	MEMPHIS CORPORATION PTY LTD	77 073 394 044
NSW	BLAXLAND	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	EMU PLAINS	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	LITHGOW	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	MUDGEE	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	CREMORNE	Keryn Jensen	NORTH SHORE QSR PTY LTD	90 423 274 957
NSW	ST LEONARDS	Keryn Jensen	NORTH SHORE QSR PTY LTD	90 423 274 957
QLD	CHINCHILLA	Kym Munro	HBK HOLDINGS PTY LTD	39 159 199 489
VIC	BACCHUS MARSH	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	BALLAN	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	BALLARAT	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	SEBASTOPOL	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	WENDOUREE	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
SA	WHYALLA	Leanne Ashworth	PADERSON PTY LTD	59 525 330 579

NSW	EMERTON	Leon Brown	CELLET PTY LTD	56 733 827 121
QLD	BELLBOWRIE	Lisa Mackintosh	MACKALLAN PTY LTD	27 975 075 295
VIC	BALWYN	Lou Di Nicolantonio	TANDER PTY LTD	82 771 489 898
NSW	CARINGBAH	Louie Treffiletti	JABBA RESTAURANTS NSW PTY LTD	51 132 373 305
NSW	ROCKDALE	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
NSW	ROCKDALE	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
NSW	TAREN POINT	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
WA	PORT HEDLAND	Luke Jessop	MILC NOMINEES PTY LTD	71 594 271 921
NSW	COWRA	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
NSW	FORBES	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
NSW	PARKES	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
QLD	ROMA	Marc Benson	M & M BENSON INVESTMENTS PTY LTD	78 717 903 014
QLD	ROCKHAMPTON NORTH	Marc Smorenburg	MARC AUSTRALIA PTY LTD	36 848 124 635
QLD	ROCKHAMPTON NORTH	Marc Smorenburg	MARC AUSTRALIA PTY LTD	36 848 124 635
SA	ENFIELD (ceases 01.05.13)	Marcel Barendregt	DAMIK PTY LTD	49 008 156 232
NSW	MITTAGONG	Marcelle Bain	PETER & MARCELLE BAIN PTY LIMITED	44 963 791 866
QLD	BURLEIGH HEADS	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
QLD	BURLEIGH WATERS	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
QLD	REEDY CREEK	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
NSW	ALBURY	Maree Cables	JORANDA PTY LTD	62 948 493 882
NSW	YASS (from 01.06.13)	Maree Cables	JORANDA PTY LTD	62 948 493 882
NSW	LAVINGTON	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
NSW	GUNDAGAI (from 01.06.13)	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
NSW	TUMUT (from 01.06.13)	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
VIC	COROWA	Maree Cables	JORANDA PTY LTD	62 948 493 882
VIC	WEST WODONGA	Maree Cables	FULLMERE PTY LTD	71 006 609 894
VIC	ROWVILLE	Mark Achermann	ZERMATT NOMINEES PTY LTD	94 425 543 429
WA	ARMADALE	Mark Conacher	MARJOM PTY LTD	98 756 778 119
WA	KELMSCOTT	Mark Conacher	MARJOM PTY LTD	98 756 778 119
NSW	BROKEN HILL	Mark Craven	MOOSKY PTY LTD	56 590 863 735
ACT	BRADDON	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
ACT	CANBERRA	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
ACT	CANBERRA CITY	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
SA	DARLINGTON	Mark Dutschke	KALBAK PTY LTD	22 460 709 742

SA	MORPHETT VALE	Mark Dutschke	KALBAK PTY LTD	22 460 709 742
NSW	KELLYVILLE	Mark Halford	JAYARK PTY LTD	87 119 660 722
NSW	RICHMOND	Mark Halford	MACEY PTY LTD	57 496 246 144
NSW	ROUSE HILL	Mark Halford	SHERLEE PTY LTD	25 915 369 446
NSW	ROUSE HILL	Mark Halford	PIPMAY PTY LTD	72 213 387 919
NSW	WINDSOR	Mark Halford	MARK HALFORD T/AS MCDONALDS WINDSOR	41 128 135 513
QLD	MT GRAVATT	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	MOUNT GRAVATT	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	SUNNYBANK	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	WISHART	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	TOOWOOMBA	Mark Ward	GREENWICH INVESTMENTS (QLD) PTY LTD	70 066 108 624
QLD	HIGHFIELDS	Mark Ward	NORCLIFFE PTY LTD	61 065 527 975
QLD	TOOWOOMBA	Mark Ward	GREENWICH INVESTMENTS (QLD) PTY LTD	70 066 108 624
QLD	TOOWOOMBA	Mark Ward	NORCLIFFE PTY LTD	61 065 527 975
QLD	CABOOLTURE	Mathew Grut	KESBES PTY LTD	24 008 619 083
QLD	BRIE ISLAND	Mathew Grut	KESBES PTY LTD	24 008 619 083
QLD	SOUTHPORT	Matt Kennedy	JEFFERSON LANE ENTERPRISES PTY LTD	74 402 915 390
WA	ALBANY	Max Sharp	SHARLUMAH PTY LTD	92 905 645 346
QLD	SOUTHPORT	Michael Atkins	TOP END ENTERPRISES PTY LTD	90 060 539 175
QLD	BIGGERA WATERS	Michael Atkins	JOMIK INVESTMENTS PTY LTD	46 709 599 446
QLD	HOPE ISLAND	Michael Atkins	JOMIK INVESTMENTS PTY LTD	46 709 599 446
QLD	PACIFIC PINES	Michael Atkins	JOMIK INVESTMENTS PTY LTD	88 629 588 602
QLD	RUNAWAY BAY	Michael Atkins	MABEN PTY LTD	80 268 107 501
SA	SALISBURY DOWNS	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
SA	POORAKA	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
SA	SALISBURY	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
NSW	SALAMANDER BAY	Michael Feros	MJO GROUP PTY LTD	92 486 048 336
VIC	HOPPERS CROSSING	Michael Lee	NEZCOPIC (HOGANS CORNER) PTY LTD	33 254 762 507
VIC	WYNDHAM VALE	Michael Lee	NEZCOPIC (HOGANS CORNER) PTY LTD	33 254 762 507
VIC	WERRIBEE	Michael Lee	NEZCOPIC (WERRIBEE) PTY LTD	33 220 516 614
VIC	WERRIBEE	Michael Lee	NEZCOPIC (WERRIBEE) PTY LTD	33 220 516 614
QLD	AIRLIE BEACH	Michael Muller	MUAN PTY LTD	25 063 727 891
QLD	BOWEN	Michael Muller	CASSEY PTY LTD	11 474 751 577
QLD	CANNONVALE	Michael Muller	CASSEY PTY LTD	11 474 751 577
QLD	COOMERA	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	UPPER COOMERA	Michael Power	DEMI PTY LTD	63 500 168 778

QLD	HELENSVALE	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	ORMEAU	Michael Power	DEMI PTY LTD	63 500 168 778
NSW	TWEED HEADS	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	BURLEIGH HEADS	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	95 556 976 129
QLD	COOLANGATT A	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	MAIN BEACH	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	ALBION	Mike Bolton	VANT MANAGEMENT PTY LTD	51 163 953 682
QLD	CHERMSIDE	Mike Bolton	VANT MANAGEMENT PTY LTD	91 914 847 109
QLD	NUDGEE	Mike Bolton	VANT MANAGEMENT PTY LTD	53 305 028 572
QLD	TOOMBUL	Mike Bolton	VANT MANAGEMENT PTY LTD	23 675 847 874
QLD	VIRGINIA	Mike Bolton	VANT MANAGEMENT PTY LTD	75 416 702 815
QLD	WINDSOR	Mike Bolton	VANT MANAGEMENT PTY LTD	69 965 586 334
QLD	STAPYLTON	Mike Fegelson	MADTIME PTY LTD	36 056 177 989
VIC	BAIRNSDALE	Mike Goodluck	LUCKY LAKES PTY LTD	90 885 570 157
VIC	LAKES ENTRANCE	Mike Goodluck	LUCKY LAKES PTY LTD	90 885 570 157
NSW	GRETA	Murray McKeough	ROSSGLEN PTY LTD	74 335 529 071
NSW	RUTHERFORD	Murray McKeough	ROSSGLEN PTY LTD	31 067 461 581
NSW	SINGLETON	Murray McKeough	BAKSTON PTY LTD	21 255 235 126
SA	PORT AUGUSTA	Neil Lucas	NEKA ENTERPRISES PTY LTD	90 372 729 813
SA	PORT PIRIE	Neil Lucas	NEKA ENTERPRISES PTY LTD	90 372 729 813
WA	FOREST LAKES	Nick Agostino	AGOSTINO GROUP HOLDINGS PTY LTD	14 429 404 939
WA	MADDINGTON	Nick Agostino	AGOSTINO GROUP HOLDINGS PTY LTD	14 429 404 939
NSW	CROYDON PARK	Nick Leontios	NIXMAX PTY LTD	17 096 287 884
NSW	HURLSTONE PARK	Nick Leontios	NIXMAX PTY LTD	17 096 287 884
VIC	LILYDALE	Nick Newton	NEWSTORES PTY LTD	12 441 747 322
VIC	MOOROOLBAR K	Nick Newton	NEWSTORES PTY LTD	12 441 747 322
WA	TREENDALE	Nick Tsargaris	EPREMA HOLDINGS PTY LTD	72 466 106 165
VIC	CHELTENHAM	Nigel Houghton	NIGATE ENTERPRISES PTY LTD	84 060 070 844
VIC	SOUTH OAKLEIGH	Nigel Houghton	NIGATE ENTERPRISES PTY LTD	84 060 070 844
WA	SUCCESS	Norm Sinclair	KLEPEACH PTY LTD	93 649 344 120
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
QLD	ANMERLEY	Paul Finn	EMQUEST PTY LTD	77 776 306 650
QLD	ROCKLEA (ceases 03.05.13)	Paul Finn	EMQUEST PTY LTD	77 776 306 650

QLD	SALISBURY	Paul Finn	EMQUEST PTY LTD	77 776 306 650
VIC	HAWTHORN	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
VIC	HOLMESGLEN	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
VIC	KEW	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
NSW	WERRINGTON	Paul McDonald	GREAT WESTERN FOODS PTY LTD	57 543 161 004
QLD	AYR	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	CHARTERS TOWERS	Paul Rissman	LARDNER HOLDINGS PTY LTD	62 668 691 327
QLD	TOWNSVILLE	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	RASMUSSEN	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	THURINGOWA CENTRAL	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
NSW	SEVEN HILLS	Paul Vita	REMGIN PTY LTD	78 113 361 301
NSW	SEVEN HILLS	Paul Vita	REMGIN PTY LTD	78 113 361 301
SA	ADELAIDE	Peter Annells	P J ANNELLS PTY LTD	41 911 973 177
VIC	GEE LONG WEST	Peter Coomes	P S & D R COOMES PTY LTD	92 856 024 471
VIC	WAURN PONDS	Peter Coomes	P S & D R COOMES PTY LTD	92 856 024 471
NSW	CAMPBELLTOWN	Peter Meadows	JEMADA PTY LTD	60 134 643 020
NSW	CAMPBELLTOWN	Peter Meadows	JAMADA PTY LTD	60 134 643 020
NSW	CASULA	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	MACQUARIE FIELDS	Peter Meadows	MEADOWS FAMILY RESTAURANTS PTY LTD	41 101 524 949
NSW	LIVERPOOL SOUTH	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	MOOREBANK	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	ROSEMEADOW	Peter Meadows	MEADOWS FAMILY RESTAURANTS PTY LTD	41 101 524 949
VIC	BENDIGO	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	WHITE HILLS	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	KANGAROO FLAT	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	BENDIGO	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
WA	PERTH	Peter Neeson	PALSS PTY LTD	52 404 312 417
WA	EAST VICTORIA PARK	Peter Neeson	PALSS PTY LTD	52 404 312 417
WA	FORRESTFIELD	Peter Neeson	PALSS PTY LTD	52 404 312 417
SA	ADELAIDE	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
SA	ADELAIDE	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
SA	MELROSE PARK	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
VIC	COLAC	Peter Shaw	PD & KJ SHAW PTY LTD	57 411 669 955
NSW	MERRYLANDS	Peter Zalfelds	PETONA PTY LTD	18 080 956 501
NSW	MERRYLANDS	Peter Zalfelds	PETER ZALFELDS T/AS	72 495 807 698

			MCDONALD'S MERRYLANDS	
NSW	MERRYLANDS	Peter Zalfelds	PETONA PTY LTD	18 080 956 501
NSW	SCONE	Phil Wilson	CAPALOY PTY LTD	20 346 725 043
VIC	MILL PARK	Philip Keir	MCKEIR PTY LTD	82 090 847 287
VIC	MORANG	Philip Keir	MCKEIR PTY LTD	82 090 847 287
VIC	MOE	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	MORWELL	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	WARRAGUL	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
QLD	KAWANA	Randy Burningham	BLACKSTEN PTY LTD	95 778 081 392
QLD	MINYAMA	Randy Burningham	WINDMAR PTY LTD	26 056 789 371
QLD	MOOLOOLABA	Randy Burningham	CALLIMAN PTY LTD	60 865 466 918
QLD	MAROOCHYD ORE	Randy Burningham	WINDMAR PTY LTD	26 056 789 371
NSW	GOROKAN	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
NSW	TUGGERAH	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
NSW	WYONG	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
VIC	ARARAT	Richard Harris	HARRICO PTY LTD	78 920 297 616
VIC	STAWELL	Richard Harris	HARRICO PTY LTD	78 920 297 616
WA	BEECHBORO	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
WA	ELLENBROOK	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
WA	NORTHAM	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
QLD	STAFFORD	Richard Norman	GIFF GAFF PTY LTD	85 354 460 516
VIC	DIAMOND CREEK	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	ELTHAM	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	GREENSBORO UGH	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	GREENSBORO UGH	Richard Vom	VOMDAY PTY LTD	57 594 900 337
NSW	SYLVANIA	Robert Lancaster	ROBANLOU PTY LTD	67 152 074 553
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	STUART PARK	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
SA	RENMARK	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
VIC	MILDURA	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
VIC	MILDURA	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
QLD	BRACKEN RIDGE	Rod Chiapello	CHIAPELLO HOLDINGS PTY LTD	29 672 086 132
QLD	CANNON HILL	Rod Morris	CENTHEAD PTY LTD	27 926 737 492
QLD	VICTORIA	Rod Morris	CENTHEAD PTY LTD	27 926 737 492

	POINT			
WA	SPEARWOOD	Rod Sinclair	KANKU PTY LTD	11 919 960 647
NSW	BLACKTOWN	Rodney Higgs	CLEMANDOT PTY LTD	98 934 415 989
VIC	OAKLEIGH	Roland Zammit	ZAMMIT GROUP PTY LTD	59 103 290 636
QLD	GLADSTONE	Ron Hawkins	R & S HAWKINS PTY LTD	48 925 881 816
QLD	GLADSTONE	Ron Hawkins	R & S HAWKINS PTY LTD	48 925 881 816
NSW	BATEAU BAY	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	ERINA	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	ERINA	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	GOSFORD	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	GOSFORD WEST	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	LISAROW	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	TUMBI UMBI	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	WOY WOY	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	WYOMING	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	RURAL VIEW	Ron Reseck	R & C RESECK INVESTMENTS PTY LTD	27 010 925 523
VIC	KEYSBOROUGH	Ross Thornton	KATTERN PTY LTD	81 039 946 046
VIC	KEYSBOROUGH	Ross Thornton	KATTERN PTY LTD	81 039 946 046
NSW	HORNSBY	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	ST IVES	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	WAITARA	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	BALLINA	Scott Campbell	SCETTELS PTY LTD	96 468 466 343
NSW	YAMBA	Scott Campbell	SCETTELS PTY LTD	48 639 837 412
WA	KALGOORLIE	Scott Gunson	ASHDABS PTY LTD	83 488 388 639
WA	KALGOORLIE	Scott Gunson	ASHDABS PTY LTD	83 488 388 639
NSW	KEMPSEY	Sean Davis	SEAKAT INVESTMENTS	37 758 172 719
NSW	BURWOOD	Selva Rasiah	JANASEL PTY LTD	67 092 374 966
QLD	GATTON	Shane Doyle	MPP PTY LTD	84 223 115 776
QLD	GATTON	Shane Doyle	MPP PTY LTD	84 223 115 776
NSW	KINCUMBER	Shannon Fell	PENNON ENTERPRISES PTY LTD	45 372 137 689
WA	BUTLER	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	CURRAMBINE	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	DUNCRAIG	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	JOONDALUP	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	MINDARIE	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947

VIC	BASS	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
VIC	LEONGATHA	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
VIC	WONTHAGGI	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
QLD	CABOOLTURE	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	CABOOLTURE	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	CLONTARF	Stephen Flook	MSJI PTY LTD	50 228 421 902
QLD	KIPPA-RING	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	REDCLIFFE	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	ORMISTON	Steven Morris	SMSM PTY LTD	39 867 109 353
TAS	BURNIE	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
TAS	DEVONPORT	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	DEVONPORT	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	LAUNCESTON	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	KINGS MEADOWS	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	LAUNCESTON	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
TAS	ULVERSTONE	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
VIC	TORQUAY	Stuart Coomes	TORCOOMES PTY LTD	43 090 453 026
QLD	MOUNT ISA	Stuart Reseck	SNR HOLDINGS PTY LTD	85 104 198 147
QLD	SURFERS PARADISE	Tania Balhatchet	JAKIARA (QLD) PTY LTD	89 822 687 357
WA	BROOME	Tania Mesch	RAINBOW BRIDGE PTY LTD	11 541 292 294
QLD	FORTITUDE VALLEY	Tanya Manteit-Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
QLD	MYER I (from 01.09.13)	Tanya Manteit-Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
QLD	MYER II (from 01.09.13)	Tanya Manteit-Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
WA	BICTON	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	MELVILLE	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	O'CONNOR	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	TUART HILL	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
WA	WANNEROO	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
WA	WARWICK	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
QLD	CALOUNDRA	Tim Banks	LOUDOU PTY LTD	59 072 416 892
QLD	CURRMUNDI	Tim Banks	LOUDOU PTY LTD	59 072 416 892
WA	GERALDTON	Tim Parker	KATAHDIN PTY LTD	48 949 938 271
WA	WEBBERTON	Tim Parker	KATAHDIN PTY LTD	48 949 938 271
VIC	KEILOR NORTH	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	KEILOR NORTH	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	GISBORNE	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	SUNBURY	Tim Westover	BLenin PTY LTD	96 490 776 998

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VIC	SYDENHAM	Tim Westover	BLÉNIN PTY LTD	96 490 776 998
VIC	TAYLORS LAKES	Tim Westover	BLÉNIN PTY LTD	96 490 776 998
NSW	ORANGE	Todd Bryant	T & K BRYANT PTY LTD	98 544 336 988
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	KOORINGAL	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
SA	PORT LINCOLN	Tony Baj	GINTONAK PTY LTD	82 837 643 992
NSW	WENTWORTH VILLE	Tony Decaria	TONDOL PTY LTD	79 392 945 760
NSW	MENAI	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	PADSTOW	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	PUNCHBOWL	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	ROSELANDS	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
QLD	MARYBOROUGH	Tony Keenan	JONCLO HOLDINGS	14 628 228 733
VIC	HASTINGS	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	MORNINGTON	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	ROSEBUD	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	SOMERVILLE	Tony Kitto	DASTIM PTY LTD	98 383 486 082
NSW	LIVERPOOL	Tony Spinks	LSM HOLDINGS PTY LTD	91 719 832 157
QLD	ELANORA	Tony Ward	WAX UP PTY LTD	54 591 957 868
QLD	PALM BEACH	Tony Ward	WAX UP PTY LTD	54 591 957 868
QLD	STANTHORPE	Trevor Burton	FURTHER PROOF PTY LTD	32 282 681 232
QLD	WARWICK	Trevor Burton	FURTHER PROOF PTY LTD	32 282 681 232
VIC	COBRAM	Tully Lyster	LEVEKE PTY LTD	58 132 945 763
VIC	WANGARATTA	Tully Lyster	TARL PTY LTD	56 103 657 650
VIC	YARRAWONG A	Tully Lyster	KAILEV PTY LTD	45 127 295 523
WA	BUNBURY	Vicki Cottrell	MISTI VALE PTY LTD	20 492 066 982
WA	CAREY PARK	Vicki Cottrell	DRIFTA INVESTMENTS PTY LTD	39 818 411 078
NT	KATHERINE	Vicki-Leigh Lettice	VIGR HOLDINGS PTY LTD	73 681 793 931
NT	PALMERSTON	Vicki-Leigh Lettice	VIGR HOLDINGS PTY LTD	73 681 793 931
NSW	BATHURST	Wade Whitley	WHITAYLEE & SONS PTY LTD	93 711 232 207
NSW	KELSO	Wade Whitley	WHITAYLEE & SONS PTY LTD	93 711 232 207
NSW	FRENCHS FOREST	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	WARRIEWOOD	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	BROOKVALE	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	BROOKVALE	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339

[2013] FWC 2477

NSW	GUNNEDAH	Wayne Greenwood	LIME88 PTY LTD	16 862 466 060
NSW	NARRABRI	Wayne Greenwood	LILLIAN INVESTMENTS PTY LTD	45 143 123 922
TAS	BRIDGEWATER	Will Luders	CAHOW PTY LTD	48 151 495 528
TAS	SORELL	Will Luders	CAHOW PTY LTD	48 151 495 528
VIC	ALTONA	Zoe Gladio	GLADSIDE PTY LTD	36 000 697 763
VIC	YARRAVILLE	Zoe Gladio	GLADSIDE PTY LTD	36 000 697 763

**Form F17 Employer's Declaration in Support of Application for
Approval of Enterprise Agreement**

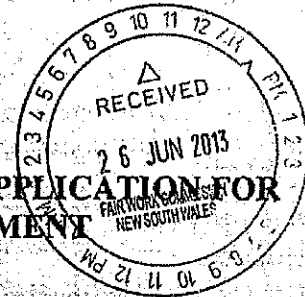
IN FAIR WORK AUSTRALIA

FWA Matter No.:

Applicant: McDonald's Australia Limited

**EMPLOYER'S DECLARATION IN SUPPORT OF APPLICATION FOR
APPROVAL OF ENTERPRISE AGREEMENT**

Fair Work Act 2009—s.185



I, Joanne Taylor, Senior Vice President / Chief Restaurant Support Officer of McDonald's Australia Limited, 21 – 29 Central Avenue, Thornleigh, New South Wales, make the following declaration under the *Statutory Declarations Act 1959*:

Part 1: Preliminary

1.1 Full and precise name of Agreement:

McDonald's Australia Enterprise Agreement 2013 (Agreement).

1.2 Legal name of Employer:

On 23 April 2013, Deputy President Sams made an order granting an application for a single interest employer authorisation in relation to the Agreement (see PR535937 and [2013] FWC 2477) (Order). A copy of the Order is annexed to the Form F16 Application for Approval of an Enterprise Agreement filed with this Employer's Declaration in Support of Application for Approval of Enterprise Agreement.

On the basis of the Order, the employers in relation to the Agreement are:

a) McDonald's Australia Limited (ABN 43 008 496 928); and

b) the employers listed in the Annexure to the Order,

(collectively, the Employer).

1.3 Trading name of Employer (if different):

McDonald's

1.4 Are you aware of other agreement(s) in identical or substantially identical terms having been dealt with by FWA?

☐ Yes

☒ No

If "Yes", please provide information that would assist in identifying such agreement(s) (e.g. identification number and date of FWA's decision, the name of such agreement, the name of the member of FWA who dealt with such agreement or the name of the employer covered by such agreement):

However, the Agreement contains terms that are substantially similar to the *McDonald's Australia Enterprise Agreement 2009* ([2010] FWAA 4754), which the Agreement is intended to replace.

1.5 Has a scope order or a low-paid authorisation been issued in relation to the Agreement?

☐ Yes
☒ No

If "Yes", please provide the unique print number and date of the order:

PR _____ Date: ____/____/____

Part 2: Requirements for approval

Nominal Expiry Date (s.186(5))

2.1 What is the nominal expiry date of the Agreement and the clause number of the clause that specifies that date: (s.186(5))?

The nominal expiry date of the Agreement is 24 June 2017 (Clause 5 of the Agreement).

Scope of the Agreement (s.186(3) and (3A))

2.2 Does the Agreement cover all employees of the Employer (other than senior executives)?

☐ Yes
☒ No

2.3 If "No", specify the group(s) of employees covered by the Agreement and how FWA can be satisfied that such group(s) were fairly chosen, including, if appropriate, by reference to the geographical, operational or organisational distinctness of such group(s): (s.186(3) and (3A)):

This Agreement relates to employees of the Employer working at McDonald's restaurants around Australia who are within the classifications specified in Schedule A to the Agreement.

The Agreement does not apply to any employees who do not work in McDonald's restaurants including corporate employees who work in McDonald's Head Office.

Agreement Genuinely Approved - (s.186(2)(a), s.188, s.180(2), (3) and (5), s.181)

2.4 Did the employer take all reasonable steps to give notice of the right to be represented by a bargaining representative to each employee who will be covered by the Agreement as required by s. 173?

☒ Yes
☐ No

If "Yes", please attach a copy of the notice given to employees and explain the steps taken:

On 24 April 2013, the employees to be covered by the Agreement were provided with a Notice of Employee Representational Rights (Notice). A copy of the Notice is annexed and marked A.

The Notice was provided to the employees via the McDonald's national online employee engagement portal, 'Metime' (Metime). McDonald's used the 'Metime Message' function to send the Notice to the employees to be covered by the Agreement and sending a carbon copy of the Metime Message referred to above to the email address the employee had supplied as a means of being contacted. A copy of the message is **annexed and marked B**.

McDonald's employees regularly use Metime to access rosters, training documents, surveys and other communications published by the employer.

Every McDonald's restaurant in Australia has at least one computer on which employees can readily access Metime during their work hours, before or after their shift and during breaks. Alternatively, employees can access Metime from other locations with an internet connection, such as from their home computer.

- 2.5 Please specify the steps taken by the employer to ensure that the relevant employees were given, or had access to, the written text of the Agreement and any other material incorporated by reference into the Agreement during the 7 day period ending immediately before the start of the voting process (s.180(2)(a)):

On 10 May 2013, McDonald's posted the Agreement and the following documents (which are referred to, but not necessarily incorporated, in the Agreement) on Metime:

- (a) a copy of the Agreement;
- (b) a copy of the *McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006*;
- (c) a copy of the *McDonald's – South Australia/Northern Territory – Award 2000*;
- (d) a copy of the *McDonald's – Australian Capital Territory – Award 2000*;
- (e) a copy of the *McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004*;
- (f) a copy of the *National Employment Standards of the Fair Work Act 2009*; and
- (g) a copy of the Supported Wage System Handbook.

On 21 May 2013, a copy of the *Fast Food Industry Award 2010* was also posted on Metime on the same page.

A screen shot showing these documents posted to Metime is **annexed and marked C**.

Employees to be covered by the Agreement were advised how to access the above documents in a communication from McDonald's which is **annexed and marked D (Communication)**. The Communication was issued by Metime Message and carbon copied to employees' email accounts:

- a) in NSW & ACT on 13 May 2013;
- b) in VIC, TAS and SA on 14 May 2013; and
- c) in QLD, NT & WA on 15 May 2013.

- 2.6 Please specify the steps taken by the employer (including the date of each such step) to notify all relevant employees of the time and place at which the vote was to occur and the voting method to be used (s.180(3)):

Employees to be covered by the Agreement were sent a Metime Message, which was also carbon copied to employees' email accounts, which also specified the time of the vote and the voting method. The Metime Message and email was sent to all employees:

- a) in NSW & ACT on 29 May 2013;
- b) in VIC, TAS and SA on 30 May 2013; and
- c) in QLD, NT & WA on 31 May 2013.

A copy of the message sent to employees is **annexed and marked E**.

Employees to be covered by the Agreement were also sent a Metime Message, which was also carbon copied to employees' email accounts, to remind them of how the vote was to occur. This Metime Message and email was sent to all employees:

- a) in NSW, ACT, QLD & NT on 5 June 2013; and
- b) in VIC, TAS, SA & WA on 6 June 2013.

A copy of the Metime Message sent to employees is **annexed and marked F**.

Employees to be covered by the Agreement were also sent a Metime Message which was also carbon copied to employees' email accounts, as a final reminder about voting, during the voting period. The message was sent to all employees in all States and Territories on 14 June 2013.

A copy of the message sent to employees is **annexed and marked G**.

- 2.7 Please specify the steps taken by the employer to explain the terms of the Agreement, and the effect of those terms, to relevant employees (s.180(5)):

As set out below, the Employer used a variety of methods and communication strategies to explain the terms of the Agreement, and the effect of those terms, to the employees to be covered by the Agreement.

The Employer prepared a document titled *'McDonald's Australia Enterprise Agreement 2013 Explanation Document'*, which summarised the terms of the Agreement and their effect (**Explanation Document**). The Explanation Document was uploaded to Metime on 10 May 2013. The Explanation Document is **annexed and marked H (Explanation Document)**.

Employees to be covered by the Agreement were advised that the Explanation Document was available on Metime in the Communication (which was issued to employees as a Metime Message and an email between 13 and 15 May 2013).

McDonald's designed its communications throughout the explanation process taking into consideration the large proportion of young people and those employees from a non-English speaking background. McDonald's therefore sought to use plain English language, and avoided unnecessary jargon, technical references or ambiguous terms. The Communication (which was issued to employees as a Metime Message and an email between 13 and 15 May 2013) confirmed various McDonald's representatives who were available for employees to ask questions, including each employee's Restaurant Manager, McOpCo Operations Consultant, Franchisee or a member of the Human Resources Department.

Employees were reminded of the various McDonald's representatives who were available to answer questions in subsequent communications to employees, which are referred to elsewhere in this Employer's Declaration in Support of Application for Approval of

Enterprise Agreement. As such, employees had access to a number of points of contact of whom they could ask questions. The way the Communication and explanations were structured enabled young employees and employees of non-English speaking backgrounds greater access to people who could assist them with their particular explanation needs throughout the access period. Regarding people from non-English speaking backgrounds, by referring them directly to their direct Restaurant Managers to ask questions, they were able to ask questions of people who communicate with them successfully on a daily basis in-restaurant. Managers to be covered by the Agreement had access to their McOpCo Operations Consultant, Franchisee and the Human Resources Department to ask any questions.

Between 11 May 2013 and 7 June 2013, each restaurant also facilitated explanation sessions. The explanation sessions were held to explain the terms of the Agreement, the key changes from the *McDonald's Australia Enterprise Agreement 2009* and enabled employees to ask questions. The explanation sessions were hosted by either:

- a) McOpCo Operations Consultants (who have multi-site management responsibilities for restaurants owned and operated by McDonald's Australia Limited); or
- b) Franchisees.

The explanation sessions were advertised to employees in-restaurant using a poster which was provided to restaurant operators to complete and place on the noticeboard in their restaurant. A copy of the template poster is annexed and marked I.

In addition, representatives of the Shop, Distributive and Allied Employees' Association ("the Union"), which is the employee representative proposed to be a party to the Agreement, were invited to attend the explanation sessions, discuss the terms of the Agreement, answer questions and hold discussions with employees. The Union took up this opportunity.

2.8 Please provide the following dates:

Date on which the last notice of representational rights was given to an employee who will be covered by the Agreement (s.181(2)):	24 April 2013
Date on which voting for the Agreement commenced (voting commences on the first day that an employee is able to cast a vote — see s.181):	8 June 2013
Date on which the Agreement was made (that is, the date on which the voting process by which employees approved the agreement concluded — see s.182):	16 June 2013

If the date on which the Agreement was made is more than 14 days before the date on which application for approval of the Agreement was lodged, please provide details of the circumstances which FWA should take into account in deciding if it is fair to extend the time for lodging the application (s.185(3)(b)):

Not applicable.

2.9 Please provide the following details of the vote on the Agreement:

Figures current as at 17 June 2013:

Number of employees who will be covered by the Agreement:	89,704
Number of employees who cast a valid vote:	46,980
Number of employees who voted to approve the Agreement:	45,570

Interaction with National Employment Standards (s.186(2)(c))

2.10 Please list any terms of the Agreement that exclude in whole, or in part, the National Employment Standards:

None (and see clause 6.3 of the Agreement in any event).

2.11 Please identify any terms of the Agreement that are detrimental to an employee in any respect when compared to the National Employment Standards:

None (and see clause 6.3 of the Agreement in any event)..

Unlawful Terms (s.186(4))

2.12 Does the Agreement contain any terms that deal with the rights of officials or employees of employee organisations to enter the employer's premises? (s.186(4) and s.194(f) and (g))

☐ Yes

☒ No

If "Yes", please specify the term(s):

2.13 Does the Agreement contain any:

- discriminatory terms? (s.186(4) and s.194(a), s.195);
- objectionable terms? (s.186(4) and s.194(b), definition in s.12);
- terms that deal with the rights of employees in relation to unfair dismissal? (s.186(4) and s.194(c) and (d));
- terms that deal with the taking of industrial action that are inconsistent with Part 3-3 of Chapter 3 of the Act? (s.186(4) and s.194(e)); or
- designated outworker terms? (s.186(4A))

☐ Yes

☒ No

Required terms

2.14 Please specify the clause number of the following required terms:

Dispute Resolution Procedure (s.186(6)):	Clause 9
Flexibility Term (s.202(1), s.203):	Clause 10
Consultation Term (s.205(1)):	Clause 8

Particular types of workers

2.15 Does the Agreement cover any shiftworkers? (s.196)

☒ Yes

☐ No

If "Yes", please identify the clause, if any, that defines or describes an employee as a shiftworker for the purposes of the National Employment Standards:

Clause 3 of the Agreement, 'Definitions', defines a shiftworker for the purposes of the National Employment Standards.

2.16 Does the Agreement:

- cover any pieceworkers (s.197); or
- contain terms providing for school-based apprentices or trainees to receive loadings in lieu of paid leave (s.199); or
- cover any outworkers (s.200)?

☐ Yes

☒ No

If "Yes", please identify the relevant clause(s):

Not applicable.

Part 3: Better Off Overall Test

[FWA must apply the better off overall test to the agreement by reference to relevant instrument(s): see s.193 of the Fair Work Act 2009 and item 18 in Schedule 7 to the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009.]

It is essential that you set out the names of any modern award(s) or award-based transitional instrument(s) — typically pre-reform award(s) or NAPSAs — accurately in full and include the "MA", "AP" or "AN" number of each such instrument. These numbers can be located via a title search on the "Find an award" search facility at:

<http://www.fwa.gov.au/index.cfm?pagename=awardsfind>.

Under the legislative scheme an award will not apply to employees if a statutory collective agreement is in place. However, an award that would apply in the absence of such an agreement will still cover those employees.]

Reference instrument(s)

3.1 Relevant modern award(s)

List the modern award(s), if any, that currently cover the employer in relation to any employees covered by this Agreement:

Fast Food Industry Award 2010 (PR985113) - which applies in Queensland and Western Australia. .

3.2 Relevant pre-reform award(s)/NAPSA(s)

List the pre-reform award(s) or NAPSA(s), if any, that covered the employer in relation to any employees covered by this Agreement as at 31 December 2009:

- a) *McDonald's - Shop Distributive and Allied Employees' Association - NSW - Award 2006 (AT846739) - which applies in NSW and Tasmania;*
- b) *McDonald's - South Australia/Northern Territory - Award 2000 (AP795822);*
- c) *McDonald's - Australian Capital Territory - Award 2000 (AP811475);*
- d) *McDonald's - Shop Distributive and Allied Employees' Association - Victoria - Award 2004 (AP834864);*
- e) *Quick Service Food Outlets (QSFO's) Award - State 2004 (AN140250) - which applied in Queensland but was terminated on 27 July 2011; and*
- f) *Fast Food Outlets Award 1990 (AN160127) - which applied in Western Australia but was terminated on 21 July 2011.*

Translating classifications

3.3 If the classifications in the Agreement are different from the classifications in any of the reference instrument(s) listed in questions 3.1 and 3.2, please attach a table that identifies how classifications in the Agreement relate to classifications in the reference instrument(s).

Tables comparing the classifications in the Agreement to the classifications in the relevant awards referred to in questions 3.1 and 3.2 is **annexed and marked J**.

Improvements/reductions

3.4 Does the Agreement contain any terms or conditions of employment that are *more beneficial* than equivalent terms and conditions in the reference instrument(s) listed in questions 3.1 and 3.2 or does the Agreement confer any entitlements that are not conferred by those reference instrument(s)?

- ☒ Yes
☐ No

3.5 If "Yes", identify the terms and conditions in the Agreement that:

- (a) are more beneficial than the reference instrument(s),
- (b) are not conferred by the reference instrument(s),

together with the employees affected and the relevant terms of the reference instrument(s):

For the purposes of the Better Off Overall Test, the relevant underpinning instruments are as follows:

A table in respect of each of the relevant awards referred to in questions 3.1 and 3.2 outlining the terms and conditions in the Agreement that are more beneficial than the award, or entitlements that are conferred by the Agreement but not by the award(s) is annexed and K.

- 3.6 Does the Agreement contain any terms or conditions of employment that are *less beneficial* than equivalent terms and conditions in the reference instrument(s) listed in questions 3.1 and 3.2 or do those reference instrument(s) confer any entitlements that are not conferred by the Agreement?

☒ Yes
☐ No

- 3.7 If "Yes", identify the terms and conditions in the reference instrument(s) that:

- (a) are more beneficial than the Agreement; or
(b) are not conferred by the Agreement,

together with the employees affected and, in the case of (a), the relevant terms of the Agreement:

A table in respect of each of the relevant awards set out in questions 3.1 and 3.2, outlining the terms and conditions in the Agreement that are less beneficial than the award, or entitlements that are conferred by the award(s) but not by the Agreement is annexed and marked L (and associated rates of pay which have been applied to indicative rosters are annexed and marked M).

Exceptional circumstances (agreement fails the better off overall test)

- 3.8 If the employer considers that the Agreement does not pass the better off overall test as set out at s.193 of the *Fair Work Act 2009* (and, possibly, item 18 of Schedule 7 to the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009*), identify any exceptional circumstances that FWA should consider when deciding whether approving the Agreement would not be contrary to the public interest (s.189):

The Employer and the Union consider that the Agreement passes the better off overall test.

The Agreement includes a range of terms that are more beneficial than those under the reference instruments (see question 3.5).

Part 4: Statistical information

- 4.1 Of the employees covered by the Agreement, how many employees are in the following demographic groups?

Group	Number of employees within group
Female	45131

Group	Number of employees within group
Non-English speaking background	Unknown
Aboriginal or Torres Strait Islander	144 people have optionally self-identified as belonging to this demographic group
Disabled	Unknown
Part-time	7639
Casual	72938
Under 21 years of age	69985
Over 45 years of age (mature age)	1696

4.2 In what State/Territory will the Agreement be in operation?

ACT ☒ NSW ☒ NT ☒ Qld ☒ SA ☒ Tas ☒ Vic ☒ WA ☒

4.3 Please list the full and precise name of all collective agreements (including any ID number, if known,) that covered any employees covered by this Agreement immediately prior to the time this Agreement was made:

... *McDonald's Australia Enterprise Agreement 2009 (AE878700)*...

4.4 What is the primary activity of the employer?

Fast Food Industry.

I understand that a person who intentionally makes a false statement in a statutory declaration is guilty of an offence under section 11 of the *Statutory Declarations Act 1959*, and I believe that the statements in this declaration are true in every particular.

Declared at:
Thornleigh, NSW

On:
24 June 2013

Before me:

Emma-Louise Napoli-Hala

I, Emma-Louise Napoli-Hala, (name) a Solicitor, (qualification of witness) certify the following matters concerning the making of this statutory declaration by the person who made it:

1. I saw the face of the person.
- ② I have known the person for at least 12 months.

Signature of witness: _____

Date: _____

25/6/13

Please provide your contact details for any future inquiries related to this declaration:

Name:	Joanne Taylor		
Address:			
Suburb:	THORNLEIGH	State: NSW	Postcode: 2120
Telephone:	Mobile:		
Fax:	Email:		

Annexure A

Notice of Representational Rights

Schedule 2.1 Notice of employee representational rights

(regulation 2.05)

Fair Work Act 2009, subsection 174 (6)

McDonald's Australia Limited and the McDonald's franchisees listed in the annexure, give notice that they are bargaining in relation to an enterprise agreement (the *McDonald's Australia Enterprise Agreement 2013*) which is proposed to cover employees in the following classifications:

- 1) McDonald's Employee Level 2 – This will include employees currently at Level 1 and Level 2 in the *McDonald's Australia Enterprise Agreement 2009*. This includes employees engaged in the preparation, the receipt of orders, cooking, sale, serving or delivery of meals, snacks and/or beverages which are sold to the public primarily to take away or in food courts in shopping centres. This also includes employees engaged in incidental cleaning, cleaning of toilets, janitorial duties, minor equipment or facility maintenance, attending to gardens and grounds including mowing, and other handy work which does not require a trade certificate or other technical license. Please note, there will be no "McDonald's Employee Level 1" classification in the Proposed Agreement;
- 2) McDonald's Employee Level 3 – This includes employees engaged in the position of Shift Supervisor; and
- 3) McDonald's Employee Level 4 – This includes employees engaged in the Position of Shift Manager or Trainee Manager or higher.

What is an enterprise agreement?

An enterprise agreement is an agreement between an employer and its employees that will be covered by the agreement that sets the wages and conditions of those employees for a period of up to 4 years. To come into operation, the agreement must be supported by a majority of the employees who cast a vote to approve the agreement and it must be approved by an independent authority, Fair Work Australia.

If you are an employee who would be covered by the proposed agreement:

You have the right to appoint a bargaining representative to represent you in bargaining for the agreement or in a matter before Fair Work Australia about bargaining for the agreement.

You can do this by notifying the person in writing that you appoint that person as your bargaining representative. You can also appoint yourself as a bargaining representative. In either case you must give a copy of the appointment to your employer.

If you are a member of a union that is entitled to represent your industrial interests in relation to the work to be performed under the agreement, your union will be your bargaining representative for the agreement unless you appoint another person as your representative or you revoke the union's status as your representative.

Questions?

If you have any questions about this notice or about enterprise bargaining, please speak to either your employer, bargaining representative, go to www.fwa.gov.au, or contact the Fair Work Australia Help Line on 1300 799 675.

Annexure B

Notice Message

- To Do Activities 17
- Spices
- Manager's Inbox 2114
- Change Of Ownership
- My Favorites
- Search
- FAQs
- CONTACT INFO 0
- Message Inbox
- Saved Messages
- Deleted Messages
- Sent Messages
- Message Outlook
- Mail Email
- Feedback
- Job Board

Message: McDonald's Australia Enterprise Agreement Negotiations



From: PHILIP WILCOCKSON
Subject: McDonald's Australia Enterprise Agreement Negotiations
Date: 24 Apr 2013, 8:11 AM
To: Australia - Crew Australia - Crew Trainers Australia - Executive Supervisors / Admin Australia - Executive Australia - Restaurant Australia - Managers Australia - Ops Australia Australia - Ops Managers & Consultants Australia - People Employees Australia - Restaurant Managers Australia - SA's Supervisors Managers
To: SCOTT PATTERSON, SHAMUA, RYAN, HELENY, TEMPLEMAN, KILL, ANDREW, DAVID, HAYZEL, ROSTERMAN, LILLIE, JOSEPH, LAMBERT, STEEN, BRANDY, ANDREW, ROSE, MORRIS, SCOTT, WEAVER, LINDA, HASSAN, HAZARD, SHAWON, PAMUK, PETER, BURKHARD, PHILIP WILCOCKSON, DANIELE TAVLOR
Attachments: Update of Representational Rights.pdf (1) and 1 Franchisee 14 Apr 2013.pdf

Hi everyone

Our McDonald's Australia Enterprise Agreement 2008 which sets minimum terms and conditions of employment for McDonald's Crew members, Shift Supervisors and Managers is due to expire on 22nd June 2013. As such we have commenced negotiations with the State, Industrial and Labor Employees Association (SILAE) for a new Enterprise Agreement (Proposed Agreement).

The Proposed Agreement will continue to set the minimum terms and conditions of employment for McDonald's Crew, Managers, Shift Supervisors and Managers in all McDonald's outlets Australia. It is also intended that the Proposed Agreement will cover General Management and Support.

Once our negotiations with the SILAE conclude you will have the opportunity to vote on the Proposed Agreement. The vote will be held by email with access to the Proposed Agreement and Information. Communications to show you to what is involved with the decision. Please see our company website for information on employee and manager documents which are located in the People Hub >> Enterprise Agreements. The full and you follow messages on voting on the decision is located.

The Human Resources Department of McDonald's Australia Limited will negotiate with the SILAE on behalf of all restaurants owned by McDonald's Australia Limited and on behalf of all Franchisees. The details of the Franchisees for each McDonald's Restaurant location are attached in this message.

Under the Fair Work Act 2008, we are required to provide employees who will be covered by the Proposed Agreement with a notice regarding their right to be represented by a bargaining representative. Please see attached to this message a copy of the notice. The notice is also located on the People Hub >> Enterprise Agreements.

Thank you for working with us on this matter. If you have any questions, please speak to your Restaurant Manager, Operations Consultant or Franchisee.

Regards,

Philip Willcockson

Senior Manager, Human Resources, Business Partner, McDonald's Australia Ltd

McDonald's Australia Limited is an Equal Opportunity Employer. All employees are encouraged to apply regardless of age, race, gender, religion, sexual orientation, or physical ability.

Annexure C

Relevant Documents Access

Enterprise Agreements & Procedures

Talent Management

Your Well Being

McDonald's Australia

Resources

Experiences/Disk

Working Information

Employment Opportunities

Compliance and Events

myMcGime

McDonald's People Month

Employment Issues

Performance Management

Values at McDonald's

Enterprise Agreements

Load all the Participant Enterprise Agreements for each site



Proposed McDonald's Australia Enterprise Agreement 2013 Supporting Documents

Party View

These documents are provided to assist employees who are considering the Proposed McDonald's Australia Enterprise Agreement 2013

Document	Version	Start Agreement	AST 12345
Proposed McDonald's Australia Enterprise Agreement 2013	10-May-13	10-May-13	1
Explanation Document	10-May-13		
National Employment Standards	10-May-13		
NSW Enterprise Award	10-May-13		
NSW Enterprise Award	10-May-13		
ACT Enterprise Award	10-May-13		
SA & NT Enterprise Award	10-May-13		
Queensland Enterprise Award	10-May-13		
Western Australia Enterprise Award	10-May-13		
Tasmania Enterprise Award	10-May-13		



Proposed McDonald's Australia Enterprise Agreement 2013 (AST 12345)

Party View

Document	Version	Start Agreement	AST 12345
Proposed McDonald's Australia Enterprise Agreement 2013	10-May-13	10-May-13	1
Fast Food Industry Award 2010	10-May-13		



Existing McDonald's Australia Enterprise Agreement 2008 Summaries

Company View

Document	Version	Start Agreement	AST 12345
McDonald's Enterprise Agreement	10-May-13	10-May-13	1
Fast Food Industry Award 2010	10-May-13	10-May-13	2
ACT	10-May-13	10-May-13	1
NSW	10-May-13	10-May-13	1
NT - Alice Springs	10-May-13	10-May-13	1
NT - Darwin	10-May-13	10-May-13	1
QLD	10-May-13	10-May-13	1
SA	10-May-13	10-May-13	1
TAS	10-May-13	10-May-13	1
VIC	10-May-13	10-May-13	1
Western Australia	10-May-13	10-May-13	1
WA	10-May-13	10-May-13	1



Salary Increase Template

Viewed

Annexure D

Communication

Communication to NSW & ACT:

Message: Proposed McDonald's Australia Enterprise Agreement 2013

2013

From: PHILIP WILLIAMS
Subject: Proposed McDonald's Australia Enterprise Agreement 2013
Sent: 13 May 2013 4:12 AM
To: All Areas Managers Australia - Assistant Managers Australia - Corporate Employees Australia - Crew Australia - Field Training Australia - Licensed Suppliers Australia - Licensed Suppliers Australia - Maintenance Australia - Operations Australia - Operations Australia - Operations Australia - Restaurant Managers Australia - Shift Supervisors Australia - Shift Supervisors

Dear all,

Further to the Notice of Recommendation Rights that McDonald's issued on 24 April 2013, the Notice McDonald's has issued regarding the 2013 Enterprise Agreement (2013 EA) for McDonald's Australia Enterprise Agreement 2013 (Proposed Agreement).

Employees are invited to vote on the Proposed Agreement and it is also covered by the Fair Work Commission, a reference to the McDonald's Australia Enterprise Agreement 2008 (Existing Agreement) which currently sets the minimum terms and conditions of employment for McDonald's employees.

Employees will be asked to vote on the Proposed Agreement by accepting the Enterprise Agreement 2013 Survey Tool. A separate communication with further information about how to vote will be provided to the staff.

The Proposed Agreement is posted on Me:time at People Hub as Enterprise Agreements. At the same location on Me:time, McDonald's has also uploaded:

- A document that provides an explanation of the terms of the Proposed Agreement and highlights some of the areas in which it differs from the Existing Agreement. The document has also been made available to the staff in hard copy and is also available on the McDonald's Australia website. The document is intended to be a summary only and does not form part of the Agreement. You are encouraged to read the full terms of the Proposed Agreement, located on Me:time at People Hub as Enterprise Agreements.
- Supporting documents that are referred to in the Proposed Agreement.

If you have any questions, you can discuss them with your Representative Manager, McDonald's Operations Committee, or contact the Human Resources Department.

Regards,
Philip Williams
Senior Human Resources Business Partner - McDonald's Australia Ltd

The screenshot shows an email interface with a sidebar on the left containing navigation links like "To Do Activities", "Recent", "Manager's Inbox", "Change Of Ownership", "My Favorites", "Search", and "Folder". The main content area displays an email titled "Message: Proposed McDonald's Australia Enterprise Agreement 2013" dated "14 May 2013, 4:12 AM".

From: SHIP McLEOD@MCA
Subject: PROPOSED MCDONALDS AUSTRALIA E ENTERPRISE AGREEMENT 2013
Sent: 14 May 2013, 4:12 AM
To (and perhaps): Australia - All Factory Employees Australia - Australia Managers Australia - Corporate Employees Australia - Crew Australia - Drive Thru Australia - Licensed Supervisors / Admin Australia - Librarians Australia - Macquarie Australia - McCafé / Restaurant Managers Australia - Ops Development Australia - Ops Manager & Consultant Australia - Recruitment Managers Australia - RSM Supervisors/Managers Australia - Super Admin

Dear all,

Prior to the House of Representatives High Court McDonald's voted on 26 April 2013 via Motion McDonald's has reached negotiations with the Shop, Distributive and Allied Employees Association (SDA) for a new McDonald's Australia Enterprise Agreement 2013 (Proposed Agreement).

If you wish to vote in favor of the Proposed Agreement and it is approved by the Fair Work Commission, it will replace the McDonald's Australia Enterprise Agreement 2003 (Existing Agreement) which currently sets the minimum terms and conditions of employment for McDonald's employees.

Employees will be asked to vote upon the Proposed Agreement by accessing the Enterprise Agreement Vote Survey Tool. A detailed communication info further information about how to vote will be provided to you soon.

The Proposed Agreement is posted as stated at People Hub - Enterprise Agreements.

All the same except on Monday McDonald's has also attached

1. a document that provides an explanation of the terms of the Proposed Agreement and highlights some of the areas in which it is different to the Existing Agreement. The SDA has had an opportunity to review that document and has indicated that they agree to its content. This document is included below as a working copy and does not form part of the Agreement. You are encouraged to read the full terms of the Proposed Agreement located on People Hub - Enterprise Agreements
2. Supporting documents that are referred to in the Proposed Agreement

If you have any questions, you can contact them with your Neighbourhood Support McDonald's Operations Consultant. Franchisees or a member of the Human Resources Department.

Regards,
Philip McLodan

Senior Human Resources Business Partner - McDonald's Australia Ltd

The image shows a computer screen with an email client interface. The email is titled "Message: Proposed McDonald's Australia Enterprise Agreement 2012" and is dated "15 May 2012 9:00 AM". The sender is "Philip W. Cookson" and the subject is "Proposed McDonald's Australia Enterprise Agreement 2012". The email body contains a formal notice regarding the proposed enterprise agreement for McDonald's Australia employees, mentioning the Fair Work Commission and the need for a majority vote. The interface includes a sidebar with navigation links like "To Do Activities", "Agenda", "Messages", "My Favorites", and "Search". The top of the screen shows a date "17" and a search bar.

Annexure E

Vote Communication

[illegible]

[illegible]

[illegible]

Annexure F

Vote Reminder

Vote Reminder to NSW, ACT, QLD & NT:

Message: Enterprise Agreement Vote Reminder

From: PHIL WILLCOCKSON
Sent: 01 Jun 2013, 4:16 PM
To: everyone
Subject: Enterprise Agreement Vote Reminder

Everyone, I am writing to remind you that the Enterprise Agreement vote process will be open for voting from 10th June 2013 to 18th June 2013.

The proposed McDonald's Australia Enterprise Agreement 2013 ("Proposed Agreement") has now been approved by the Fair Work Commission (FWC) and is now ready for you to vote on. The vote will be held from 10th June 2013 to 18th June 2013. The result of the vote will determine whether the Proposed Agreement will be approved by the FWC and become the new Enterprise Agreement for McDonald's Australia.

From 10th June to 18th June 2013, each employee will be able to complete a "To Do Activity" which will be labelled as "Enterprise Agreement Vote". Each employee will be able to complete their vote once only, and will be able to change it at any time. All votes are anonymous. To access the Enterprise Agreement Vote you will be able to do so in one of two ways:

1. Click on the Enterprise Agreement Vote button on the Home page or
2. Access your To Do Activities from the top left corner of the Home page, and select the Enterprise Agreement Vote in your list of To Do Activities.

If the voting process results in a valid majority of employees voting in favour of the Proposed Agreement, then McDonald's will apply the new rules of pay in place from the first day of the new agreement on or after 24th June 2013. And we will also apply to have the Proposed Agreement approved for those of you who have not voted and the Proposed Agreement on future factory, as a new new reduced "Your Conditions Agreement" document to answer the questions that we have asked by McDonald's employees, along with a "Vote and for me" document that explains some great reasons for McDonald's employees to vote in favour of the Proposed Agreement.

Please feel free to contact your Regional Manager, McDonald's Operations Consultant, or a member of the Human Resources Department if you have any queries.

Regards,
 Phil Willcockson
 Senior Business Development Director - McDonald's Australia Ltd

[illegible]

Annexure G

Vote Final Reminder

[illegible]

Annexure H

Explanation Document

McDonald's Australia Enterprise Agreement 2013

Explanation Document

Further to the Notice of Representational Rights that McDonald's issued on 24th April 2013 via Metime, McDonald's has finalised negotiations with the Shop, Distributive and Allied Employees' Association (SDA) for our new McDonald's Australia Enterprise Agreement 2013 (**Proposed Agreement**).

If employees vote in favour of the Proposed Agreement and it is then approved by the Fair Work Commission, it will replace the McDonald's Australia Enterprise Agreement 2009 (**Existing Agreement**), which currently sets the minimum terms and conditions of employment for McDonald's employees.

Employees will be asked to vote upon the Proposed Agreement by accessing the Enterprise Agreement Vote Survey Task. A separate communication with further information about how to vote will be provided to you shortly.

This document has been prepared by McDonald's and is posted on Metime at People Hub >> Enterprise Agreements. This document provides you with an explanation of the terms of the Proposed Agreement and highlights some of the areas in which it is different to the Existing Agreement.

This document serves as a summary only and does not form part of the Agreement. You are encouraged to read the full terms of the Proposed Agreement, located on Metime at People Hub >> Enterprise Agreements.

The SDA have had an opportunity to review this document and have indicated that they agree with its content.

If you have any questions, you can discuss these with your Restaurant Manager, McOpCo Operations Consultant, Franchisee or a member of the Human Resources Department.

Clause Number	Clause Title	Explanation
1	Title	The Proposed Agreement will be titled the <i>McDonald's Australia Enterprise Agreement 2013</i> .
2	Arrangement	Serves as a table of contents.
3	Definitions	Provides an explanation of key terms that are used throughout the Proposed Agreement. Key change: The term "Trainee" was removed from this clause because the Level 1 classification in the Existing Agreement will no longer apply under the Proposed Agreement. See also the commentary for clause 18 – Classifications and the commentary for Schedule A.

Clause Number	Clause Title	Explanation
4	Application	Specifies that the parties to the Agreement are: <ul style="list-style-type: none"> the Employer (which includes McDonald's Australia Limited and its franchisees, as listed in Schedule 1 of the Proposed Agreement); employees engaged by the Employer and working in McDonald's restaurants.
5	Nominal Expiry Date	The Proposed Agreement will nominally expire on 24 th June 2017.
6	National Employment Standards	<ul style="list-style-type: none"> Summarises the National Employment Standards (NES), which are set out in the Fair Work Act. Provides that no term of the Agreement operates to exclude the NES.
7	Award References	References to various Awards in the Agreement are references to those Awards as in force at specified points in time.
8	Consultation Term	Provides a mechanism for consultation with employees and the SDA in circumstances of major workplace change.
9	Dispute Settlement Term	Provides a mechanism for the resolution of disputes under the Agreement or the NES.
10	Individual Flexibility Term	Provides a mechanism for Individual Flexibility Arrangements with employees in accordance with the Fair Work Act.
11	Long Service Leave	Provides for long service leave entitlements.
12	Employment Categories	Provides for full-time, part-time and casual employment and requires employers to notify employees in writing about the terms of their employment upon commencement.
13	Full-Time Employees	Specifies the arrangements for full-time employment. Key change: The clause has been modified to ensure employees are provided at least five days' notice of their rostered hours.
14	Part-time Employees	Specifies the arrangements for part-time employment. Key changes: The amended clause provides: <ul style="list-style-type: none"> a process for employees to advise their availability for work and to then accept shifts during that time; That part-time employees must be provided at least five days' notice of their rostered hours; and that a part-time employee may work up to 38 ordinary hours per week without the payment of overtime (overtime is payable after 36 ordinary hours under the Existing Agreement). However, a part time employee will not have an agreed maximum of more than 36 ordinary hours per week.

Clause Number	Clause Title	Explanation
15	Casual Employment	<p>Specifies the arrangements for casual employment, including casual loading.</p> <p>Key changes: The amended clause provides for an increase in the minimum engagement of casuals from 2.5 hours to 3 hours, and increases to casual loadings.</p>
16	Termination of Employment	<p>Provides for termination of employment of employees with notice in accordance with the NES.</p> <p>Key change: The clause now clarifies that the employer may make payment in lieu of notice.</p>
17	Redundancy	<p>Provides for entitlements where redundancies occur in the workplace, including specifying redundancy pay scales.</p> <p>Key changes: The amended clause provides for:</p> <ul style="list-style-type: none"> a redundancy pay scale that after 9 years' continuous service for employees in Queensland, provides redundancy payments that are higher than other States and Territories based on historical Award coverage; 3 months' notice of termination for employees in South Australia, Northern Territory, Australian Capital Territory and Victoria in certain circumstances of redundancy.
18	Classifications	<p>Specifies the classifications for employees covered by the Proposed Agreement. Also see the commentary for clause 3 – Definitions and the commentary for Schedule A.</p> <p>Key changes: The amended clause provides that:</p> <ul style="list-style-type: none"> McDonald's Employee Level 1 employees employed under the Existing Agreement will be reclassified as McDonald's Employee Level 2 employees from the first full pay period on or after 24th June 2013.
19	Minimum Weekly Wages	<p>Sets out the minimum weekly wages for employees in each state and territory in respect of each classification under the Agreement, effective from the first full periods to commence on or after:</p> <ul style="list-style-type: none"> the 24th of June 2013; 1st February 2014 in QLD & WA; 1 July 2014; 1 July 2015; and 1 July 2016. <p>There is a further explanation of this clause in the Wages Explanation Schedule to this document, below this table.</p>
20	Junior Rates	<p>Specifies the junior pay rate percentages that apply to employees under the age of 21 years.</p>

Clause Number	Clause Title	Explanation
21	Allowances	<p>Provides for various work related and expense related allowances.</p> <p>Key changes:</p> <ul style="list-style-type: none"> The amended clause provides for the following to increase: <ul style="list-style-type: none"> meal allowance; first aid allowance; and Fares (the rate of reimbursement for use of private vehicle on business). The requirement for the overtime work attracting a meal allowance to be worked after 6:30pm has been removed. As such, the meal allowance will be payable regardless of the time of the day overtime work is performed. Uniform Allowance will no longer be payable in QLD & WA. The method of adjusting allowances throughout the term of the Proposed Agreement has also been updated. A process to regulate how uniform deductions are made from employee wages has been inserted into this clause.
22	Locality Allowances	<p>Provides for locality allowances for employees covered by the Agreement located in the Northern Territory, Western Australia and in Broken Hill.</p> <p>Key change: Locality Allowances have been increased, except in Northern Territory. Northern Territory Locality Allowance remains fixed as per the Existing Agreement.</p>
23	Superannuation	Provides for superannuation contributions by employers.
24	Payment of Wages	Provides for payment of wages to employees.
25	Accident Make-Up Pay (Victoria Only)	Provides for accident make-up pay in Victoria.
26	Supported Wage	<p>Provides for supported wages in accordance with the Commonwealth Government Supported Wage System.</p> <p>Key change: The reference that apply to the supported wage system have been updated.</p>
27	Ordinary Hours of Work	Specifies hours of work for full time employees including that they will work 38 ordinary hours per week, any day of the week.

Clause Number	Clause Title	Explanation
28	Overtime	<p>This clause provides:</p> <ol style="list-style-type: none"> 1. when overtime can be required by an employer; 2. when a request to work overtime can be refused by an employee; 3. when overtime rates are payable; 4. what overtime rates are; 5. when an early morning work loading is payable; 6. that some level 4 employees will not be paid certain overtime rates specified in the clause. <p><u>Key changes:</u></p> <ol style="list-style-type: none"> 1. The Agreement no longer provides that part time employees will be paid overtime for work in excess of mutually agreed hours (up to 38 hours per week). 2. Special penalties that apply to full-time employees in Queensland have been removed from this clause and are now dealt with in clause 44 – Savings.
29	Breaks during work periods	<p>This clause provides for:</p> <ol style="list-style-type: none"> 1. breaks employers are required to provide to employees; and 2. when those breaks must be provided. <p><u>Key changes:</u></p> <p>The clause has been amended to provide that Level 3 and Level 4 employees may elect either an unpaid 30 minute meal break taken as a continuous period, or a paid 30 minute Crib Break which may be broken into shorter periods. Crib Breaks are paid but not counted as time worked.</p>
30	Annual Leave	<p>This clause provides for annual leave and annual leave loading for full-time and part-time employees.</p> <p><u>Key changes:</u></p> <p>This clause has been amended to provide that all full-time and part-time employees may request a cash out of some of their annual leave. In the Existing Agreement this was limited to Level 4 employees.</p>
31	Personal/Carer's and Compassionate Leave	<p>Provides for personal/carer's leave and compassionate leave.</p>

Clause Number	Clause Title	Explanation
32	Public Holidays	<p>Provides for public holidays arrangements including:</p> <ol style="list-style-type: none"> 1. Which days are considered public holidays in the Proposed Agreement; and 2. what rates of pay apply to work on public holidays. <p>Key changes: This clause has been amended to provide:</p> <ol style="list-style-type: none"> 1. full-time employees, and some part-time employees, whose non-working days fall on a public holiday are entitled to an additional day's pay; 2. All Level 2 and 3 employees will be paid at the rate of 200% of the minimum hourly rate for a weekly employee (which, in respect of casual employees, is inclusive of the casual loading); and 3. When an Employer may request an employee to work on a public holiday, and when an employee may refuse to do so.
33	Community Service Leave	Provides for Community Service Leave.
34	Emergency Services Leave	Provides for Emergency Services Leave.
35	Natural Disaster Leave	Provides for Natural Disaster Leave.
36	Jury Service Leave	Provides for Jury Service Leave.
37	Unpaid Leave	<p>Provides arrangements for Unpaid Leave.</p> <p>Key change: This clause has been updated to confirm a provision for employees to use their paid leave entitlements prior to accessing unpaid leave.</p>
38	Blood Donor Leave	Provides for Blood Donor Leave.
39	Bone Marrow Donor Leave	Provides arrangements for Bone Marrow Donor Leave.
40	Defence Forces Leave	Provides for Defence Forces Leave.
41	Domestic Violence Leave	<p>Provides for Domestic Violence Leave.</p> <p>Key change: This clause is a new clause in the Proposed Agreement.</p>
42	Parental Leave	<p>Provides for Parental Leave as per the NES.</p> <p>Key change: This clause was not included in the Existing Agreement.</p>
43	Union Membership	<p>Provides for the SDA to attend Crew Meetings, employee inductions and employer deduction of Union Membership fees.</p> <p>Key change: This clause has been modified to confirm that the SDA may address employees for fifteen minutes during Crew Meetings and new employee inductions.</p>

Clause Number	Clause Title	Explanation
44	Savings	<p>Provides for Savings arrangements.</p> <p>Key change: This clause has been changed so that:</p> <ul style="list-style-type: none"> that no employee's hourly rate will be reduced as a result of the Proposed Agreement being introduced; and Queensland Special Rates have been moved to this clause. Those special rates will only apply to existing full-time employees at the commencement of the Proposed Agreement; and the Special Rates will be reduced by specified percentages that are derived from the method of calculating the increases to wage rates in QLD.
Schedule A	Classifications	<p>Sets out the details of the classifications. See also the commentary for clause 3 – Definitions, and the commentary for clause 18 – Classifications.</p> <p>Key changes:</p> <ul style="list-style-type: none"> The Level 1 classification has been removed. McDonald's Employee Level 1 employees employed under the Existing Agreement will be reclassified as McDonald's Employee Level 2 employees from the first full pay period on or after 24th June 2013. General Maintenance employees, who were not covered by the Existing Agreement, will be covered by the Proposed Agreement (at Level 2).

Wages Explanation Schedule

The changes to wage rates in clause 19 Minimum Weekly Wages is summarised as follows:

New South Wales, Australian Capital Territory, Victoria, South Australia and Northern Territory:

1. The following wage increases have been applied to the 21+ adult rate in the Existing Agreement in NSW, ACT, Victoria, SA, NT:
 - a. 3.5% Increase to existing rates first pay period on or after 24th June 2013;
 - b. 3.5% Increase to applicable rates first pay period on or after 1 July 2014;
 - c. 3.7% Increase to applicable rates first pay period on or after 1 July 2015; and
 - d. 3.7% Increase to applicable rates first pay period on or after 1 July 2016.

Provided that in South Australia and Northern Territory, Level 2 employees aged under 15 years employed as at 24th June 2013 and employees under age 15 who are employed between 24th June 2013 until 31st December 2013 shall be paid the 15 year old rate of pay for all hours worked until they are age 16.

Tasmania:

2. The following wage increases have been applied to the 21+ adult rate in the Existing Agreement in Tasmania:
 - a. 4% Increase to existing rates first pay period on or after 24th June 2013;
 - b. 4% Increase to applicable rates first pay period on or after 1 July 2014;
 - c. 4.5% Increase to applicable rates first pay period on or after 1 July 2015; and
 - d. 4.5% Increase to applicable rates first pay period on or after 1 July 2016.

Queensland:

3. In QLD the wages for 2013 and 2014 have been calculated on the basis of applying the transitional rate of pay required pursuant to the Fast Food Industry Award 2010 (FFIA) plus an additional percentage amount. Except that:
 - a. Existing employees under 16 years of age as at date of approval of the Proposed Agreement will receive the 16 year old rate of pay until age 17, when they will receive the 17 year old rate;
 - b. New employees aged under 16 years of age engaged from 24th June 2013 onwards will not suffer a reduction in their hourly rate as at the first full pay periods commencing on or after 1st February 2014 and 1st July 2014; and
 - c. Casuals working regular hours will not be replaced by new casuals earning a lower rate under the Agreement or disadvantaged in hours of work provided their availability remains the same.
4. In QLD, from the first full pay period on or after:
 - a. 1st July 2015, Level 2 employees in the Agreement to be paid a rate equivalent to a Level 1 employee in the FFIA, plus 9%, Level 3 employees in the Agreement to be paid a rate equivalent to a Level 2 employee in the FFIA, plus 9%, and Level 4 employees in the Agreement to be paid a rate equivalent to a Level 3 employee in the FFIA, plus 9%.
 - b. 1st July 2016, Level 2 employees in the Agreement to be paid a rate equivalent to Level 1 employee in the FFIA, plus 9%, Level 3 employees in the Agreement to be paid a rate equivalent to a Level 2 employee in the FFIA, plus 9%, and Level 4 employees in the Agreement to be paid a rate equivalent to a Level 3 employee in the FFIA, plus 9%.

Western Australia:

5. In WA the wages for 2013 and 2014 have been calculated on the basis of applying the transitional rate of pay required pursuant to the Fast Food Industry Award 2010 (FFIA) plus an additional percentage amount. Except that:

- a. Existing employees under 16 years of age as at date of approval of the Proposed Agreement will receive the 16 year old rate of pay until age 17, when they will receive the 17 year old rate;
 - b. New employees aged under 16 years of age engaged from 24th June 2013 onwards will not suffer a reduction in their hourly rate as at the first full pay periods commencing on or after 1st February 2014 and 1st July 2014; and
 - c. Existing employees 20 years of age as at date of approval of the Proposed Agreement to receive the 21 year old rate of pay;
6. In WA, from the first full pay period on or after:
- a. 1st July 2015, Level 2 employees in the Agreement to be paid a rate equivalent to a Level 1 employee in the FFIA, plus 9%, Level 3 employees in the Agreement to be paid a rate equivalent to a Level 2 employee in the FFIA, plus 9%, and Level 4 employees in the Agreement to be paid a rate equivalent to a Level 3 employee in the FFIA, plus 9%.
 - b. 1st July 2016, Level 2 employees in the Agreement to be paid a rate equivalent to Level 1 employee in the FFIA, plus 9%, Level 3 employees in the Agreement to be paid a rate equivalent to a Level 2 employee in the FFIA, plus 9%, and Level 4 employees in the Agreement to be paid a rate equivalent to a Level 3 employee in the FFIA, plus 9%.



Annexure I

Explanation Session Poster



Proposed Enterprise Agreement Explanation Session

A Proposed Enterprise Agreement has been posted on metime for the consideration of McDonald's employees. Voting will take place soon and therefore the Proposed Agreement will be explained to employees at:

INSERT LOCATION

Location

INSERT DATE

Date

INSERT TIME

Time

If you're unable to attend and have any questions, please contact your Restaurant Manager, McOpCo Operations Consultant or Franchisee on

INSERT CONTACT NUMBER

Number

The Proposed Agreement is presented by McDonald's and the SDA. A member of the SDA may also be present.



Annexure J

Classification Translations

Classification Translations

Fast Food Industry Award 2010*	McDonald's Australia Enterprise Agreement 2013
Fast Food Employee Level 1	McDonald's Employee Level 2
Fast Food Employee Level 2	McDonald's Employee Level 3
Fast Food Employee Level 3	McDonald's Employee Level 4

* The Fast Food Industry Award is the underpinning reference instrument for employees to be covered by the Agreement who are employed in Queensland and Western Australia.

McDonald's – Australian Capital Territory – Award 2000*	McDonald's Australia Enterprise Agreement 2013
Grade 1 Employee	McDonald's Employee Level 2
Grade 2 Employee	McDonald's Employee Level 2
Grade 3 Employee	McDonald's Employee Level 3
	McDonald's Employee Level 4

* The McDonald's – Australian Capital Territory – Award 2000 is the underpinning reference instrument for employees to be covered by the Agreement who are employed in the Australian Capital Territory.

Note: A Grade 1 Employee under the McDonald's – Australian Capital Territory – Award 2000 is an employee who is in their first six months of service with the employer.

McDonald's – Shop, Distributive and Allied Employees' Association – NSW Award 2006*	McDonald's Australia Enterprise Agreement 2013
Grade 1 Employee	McDonald's Employee Level 2
Grade 2 Employee	McDonald's Employee Level 2
	McDonald's Employee Level 3
	McDonald's Employee Level 4

* The McDonald's – Shop Distributive and Allied Employees' Association – NSW Award 2006 is the underpinning reference instrument for employees to be covered by the Agreement who are employed in New South Wales and Tasmania.

Note: A Grade 1 Employee under the McDonald's – Shop Distributive and Allied Employees' Association – NSW Award 2006 is an employee who is in their first 15 weeks of service with their employer.

McDonald's – South Australia / Northern Territory – Award 2000*	McDonald's Australia Enterprise Agreement 2013
Grade 1 Employee	McDonald's Employee Level 2
Grade 2 Employee	McDonald's Employee Level 2
	McDonald's Employee Level 3
	McDonald's Employee Level 4

* The McDonald's – South Australia / Northern Territory – Award 2000 is the underpinning reference instrument for employees to be covered by the Agreement who are employed in South Australia and the Northern Territory.

Note: A Grade 1 Employee under the McDonald's – South Australia / Northern Territory – Award 2000 is an employee who is in their first six months of service with their employer.

McDonald's – Shop, Distributive and Allied Employees' Association – Victoria Award 2004*	McDonald's Australia Enterprise Agreement 2013
Grade 1 Employee	McDonald's Employee Level 2
Grade 2 Employee	McDonald's Employee Level 2
	McDonald's Employee Level 3
	McDonald's Employee Level 4

* The McDonald's – Shop Distributive and Allied Employees' Association – Victoria Award 2004 is the underpinning reference instrument for employees to be covered by the Agreement who are employed in Victoria.

Note: A Grade 1 Employee under the McDonald's – Shop Distributive and Allied Employees' Association – Victoria Award 2004 is an employee who is in their first 15 weeks of service with their employer.

Annexure K

Better Off Overall Test - Improvements

Annexure K - Fast Food Industry Award 2010 (PR985113) - More beneficial provisions in the Agreement

The information in the following table specifies terms of the Agreement that are more beneficial than the *Fast Food Industry Award 2010* and entitlements that are conferred by the Agreement but not by the *Fast Food Industry Award 2010*.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Full-time employees	<p>The Agreement provides for:</p> <ul style="list-style-type: none"> the maximum number of shifts that can be worked per week, the number of consecutive days that can be worked, the maximum number of hours that can be worked per day, number of consecutive days off per week and number of weekend days off per month). 5 days notice of rostered hours; a minimum daily engagement of 4 hours. 	The Award has no comparable term.	Level 2 & 3 full time employees
Part-time employees	<p>The Agreement provides a system whereby employees provide their employer with their availability to work and update their availability from time to time. This enables employers to more flexibly meet the personal needs of employees. The Agreement provides that an employee must be paid at overtime rates where they are rostered outside their availability for work.</p> <p>The Agreement provides for a minimum of 10 hours per week. The agreement provides for a roster to be provided at least 5 days in advance. The Agreement provides two consecutive days off per week, and one weekend off in each 4 weeks.</p>	<p>The Award provides a less flexible system of regulating how part time employees' hours may be arranged. This does not allow for flexibility to suit employees' needs.</p> <p>The award has no comparable has no comparable provisions.</p>	All part time employees
Maintenance Employees	The Agreement covers employees engaged in incidental cleaning, cleaning of toilets, janitorial duties, minor equipment or facility maintenance, attending to gardens and	The Award does not cover these employees, nor does any other award of the FWC.	Level 2 employees.

	<p>grounds including mowing, and other handy work which does not require a trade certificate or other technical license.</p> <p>It is beneficial that their employment be regulated by an industrial instrument.</p>		
Casual Employees	The Agreement limits the number of shifts and consecutive days that a casual employee may work (6 consecutive days, 5 shifts per week). The Agreement provides that casual employees may be offered part-time employment.	The Award has no comparable term.	All casual employees
Termination	The Agreement provides that a period for which a payment in lieu of notice is made will count as service for any service related entitlement in the Agreement or applicable long service leave legislation.	The Award has no comparable term.	Eligible employees
Wages	<p>The rates of pay in the Agreement for QLD & WA employees are higher to those in the Award. Compared to the transitional rates required by the Award, the rates of pay in the Agreement are greater by:</p> <ul style="list-style-type: none"> a) 5.4% from the first full pay period on or after (ffpp) 24 June 2013; b) 7.2% from ffpp 1st February 2014; and c) 9% from ffpp 1 July 2014. 	The rates of pay in the Award are lower than those in the Agreement.	All employees
Wages	The Agreement provides for employees completing a Traineeship to be subject to the same rates of pay as employees who are not participating in a Traineeship. McDonald's does not provide loadings in lieu of paid leave to Traineeship employees, and does not apply a training wage that is lower than employees who are not participating in a Traineeship.	The Award provides for discounted rates of pay for Traineeship employee through application of the National Training Wage.	All Traineeship employees
Meal	The Agreement provides that the amount payable for a meal	The amount payable for a meal allowance is \$11.40. The	Level 2 and 3

Allowance	allowance is \$11.60. The amount payable for a second meal allowance is \$11.60.	amount payable for a second meal allowance is \$10.28.	employees
Crew Meeting Allowance	The Agreement provides allowances to employees who voluntarily attend Crew Meetings.	The Award has no comparable provision.	Level 2 and 3 employees
Crew Trainer Allowance	The Agreement provides an allowance to employees appointed as Crew Trainers.	The Award has no comparable provision.	Level 2 employees
First Aid Allowance	Level 2 employees appointed to perform first-aid are to be paid an allowance of \$11.18 for full-time employees and \$2.23 per shift for part-time and casual employees.	The Award has no comparable provision.	Level 2 employees
Higher Duties	Employees are to be paid at a higher classification rate if they perform higher duties of 2 hours or more per shift.	The Award has no comparable provision.	Level 2 and 3 employees
Location Allowance	The Agreement provides location allowances in parts of Queensland.	The Award has no comparable provision.	Employees in Queensland
Breaks between shifts	The Agreement requires a 10 hour break between shifts, otherwise overtime rates are payable for all work completed until a 10 hour break is given.	The Award has no comparable provision.	Level 2 and 3 employees
Hours of Work	The Agreement provides for 9.5 ordinary hours of work per day before overtime is payable.	The Award provides for a maximum of 11 ordinary hours of work per day before overtime is payable.	Level 2 and 3 employees
Overtime	The Agreement provides that overtime is payable for each part-time or full-time employee who does not receive two consecutive days off or one weekend off in every 4 weeks.	The Award has no comparable provision.	Level 2 and 3 employees
Breaks	Level 3 and 4 employees may elect to take a paid 30 minute Crib Break (rather than a meal break), broken into shorter periods.	The Award has no comparable provision.	Level 3 and 4 employees

Breaks	Penalty rates are payable to employees where they work more than 5 hours without a 30 minute break for a meal (unless in the case of Level 3 and 4 employees, they elected to take a 30 minute paid Crib Break).	The Award has no comparable provision.	All employees
Annual leave	The Agreement provides for cashing out of annual leave.	The Award has no comparable provision.	All full-time and part-time employees
Compassionate Leave	The Agreement provides for three days paid compassionate leave for part time and full time employees.	The Award provides for compassionate leave in accordance with the NES (which is less beneficial than the provision in the Agreement).	All employees
Public Holidays	<p>The Agreement provides for various public holidays over and above the 8 legislated in the NES, regardless of whether those days are gazetted in Queensland or Western Australia. This means that if additional days are not gazetted in those States, then Queensland and Western Australia will still receive additional public holidays as identified in the Agreement.</p> <p>The Agreement provides for additional days off for part time employees where they are not rostered to work on a public holiday.</p>	The Award provides for public holidays in accordance with the NES (which is less beneficial than the provision in the Agreement).	Eligible employees
Payment of Wages	The Agreement restricts the number of days pay that an employer can hold in hand.	The Award has no comparable provision.	All employees
Emergency Services Leave	The Agreement provides for time off at ordinary time rates to attend to voluntary emergency services.	The Award provides for community service leave in accordance with the NES (which includes unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Natural Disaster leave	The Agreement provides for 2 days' paid leave where an employee cannot attend the workplace due to a natural disaster.	The Award has no comparable provision.	All full-time and part-time employees

Jury Service Leave	The Agreement provides for an uncapped amount of paid Jury Service Leave.	The Award provides for 10 days' paid Jury service Leave in accordance with the NES.	All full-time and part-time employees
Unpaid Leave	The Agreement provides for unpaid leave for various purposes.	The Award has no comparable provision.	All full-time and part-time employees
Blood Donor Leave	The Agreement provides up to two hours paid leave to donate blood on up to four occasions per year.	The Award has no comparable provision.	All full-time and part-time employees
Bone Marrow Donor Leave	The Agreement provides up to two hours paid leave on two occasions for the purposes of blood testing and three days paid leave on each occasion that bone marrow donation is given.	The Award has no comparable provision.	All employees
Defence Forces Leave	The Agreement provides up to two weeks payment top up to each employee's minimum wages, in addition to the payment received from the Defence Force for attending training.	The Award provides for community service leave in accordance with the NES (which includes unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Domestic Violence Leave	The Agreement provides for flexible use of personal leave and unpaid leave to attend medical appointments, legal proceedings and/or other related activities due to domestic violence.	The Award has no comparable provision.	All employees

Annexure K - McDonald's – Australian Capital Territory – Award 2000 (AP811475) – More beneficial provisions in the Agreement

The information in the following table specifies terms of the Agreement that are more beneficial than the *McDonald's – Australian Capital Territory – Award 2000* and entitlements that are conferred by the Agreement but not by the *McDonald's – Australian Capital Territory – Award 2000*.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Full-time employees	The Agreement provides that maximum daily engagement for full time employees is 9.5 hours.	Maximum daily engagement for full time employees is 10 ordinary hours (exclusive of meal breaks).	Level 2 & 3 full time employees
Part-time employees	The Agreement provides a system whereby employees provide their employer with their availability to work and update their availability from time to time. This enables employers to more flexibly meet the personal needs of employees. The Agreement provides that an employee must be paid at overtime rates where they are rostered outside their availability for work.	The Award provides a less flexible system of regulating how part time employees' hours may be arranged. This does not allow for flexibility to suit employees' needs.	Part time employees
Casual Employees	The Agreement provides a minimum engagement of 3 hours for all employees. The Agreement allows up to 9.5 ordinary hours per day. The Agreement provides a loading of 22%, increasing to 25% over the term of the Agreement.	Casual employees can work a minimum engagement of 2 hours by consent. The Award allows up to 10 ordinary hours per day. The Award provides a casual loading of 20%.	Casual employees
Wages	The rates of pay in the Agreement for ACT employees are higher to those in the Award. Compared to the rates required by the Award, the rates of pay in the Agreement are greater by: a) 8.5% for Level 2 employees; b) 8.3% for Level 3 employees; and c) 23.3% for Level 4 employees.	The rates of pay in the Award are lower than those in the Agreement.	All employees

Wages	The Agreement provides for employees completing a Traineeship to be subject to the same rates of pay as employees who are not participating in a Traineeship. McDonald's does not provide loadings in lieu of paid leave to Traineeship employees, and does not apply a training wage that is lower than employees who are not participating in a Traineeship.	The Award provides for discounted rates of pay for Traineeship employee through application of the National Training Wage.	All trainees
Junior Rates	The Agreement provides that Level 2 General Maintenance employees shall not have junior rates provided to them, and as such all General Maintenance employees shall receive the 21+ adult rate of pay.	The Award has no comparable provision.	Level 2 general maintenance employees
Meal Allowance	The Agreement provides that the amount payable for a meal allowance is \$11.60. The amount payable for a second meal allowance is \$11.60.	Under the Award, the amount payable for a meal allowance is \$11.60. The Award does not provide for a second meal allowance.	Level 2 and 3 employees
Crew Meeting Allowance	The Agreement provides allowances to employees who voluntarily attend Crew Meetings.	The Award has no comparable provision.	Level 2 and 3 employees
Crew Trainer Allowance	The Agreement provides an allowance to employees appointed as Crew Trainers.	The Award has no comparable provision.	Level 2 employees
Higher Duties	Employees are to be paid at a higher classification rate if they perform higher duties of 2 hours or more per shift.	The Award has no comparable provision.	Level 2 and 3 employees
Breaks between shifts	The Agreement requires a 10 hour break between shifts, otherwise overtime rates are payable for all work completed until a 10 hour break is given.	The Award provides for an 8 hour break between shifts before overtime rates apply.	Level 2 and 3 employees
Hours of Work	The Agreement provides for 9.5 ordinary hours of work per day before overtime is payable.	The Award enables a maximum of 10 ordinary hours of work per day before overtime is payable.	Level 2 and 3 employees
Overtime	Overtime is payable where each part-time or full-time	The Award has no comparable provision.	Level 2 and 3

	<p>employee does not receive two consecutive days off or one weekend off in every 4 weeks.</p> <p>Overtime is payable for work in excess of 5 shifts per week for casual (and other) employees.</p> <p>The Agreement provides overtime rates for work in excess of 9.5 hours per day.</p> <p>Overtime rates are paid at time and a half for the first two hours and double time thereafter.</p>	<p>Overtime is payable for work in excess of 6 engagements per week for casual employees.</p> <p>The Award provides overtime rates for work in excess of 10 hours per day.</p> <p>Overtime rates are paid at time and a half for the first three hours and double time thereafter.</p>	employees
Annual leave	The Agreement provides for cashing out of annual leave.	The Award has no comparable provision.	All full-time and part-time employees
	The Agreement does not provide for deductions from wages where an employee is absent on the day before or after a public holiday.	The Award provides for deductions from wages where an employee is absent on the day before or after a public holiday.	Eligible employees
Emergency Services Leave	The Agreement provides for time off at ordinary time rates to attend to voluntary emergency services.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Natural Disaster leave	The Agreement provides for 2 days' paid leave where an employee cannot attend the workplace due to a natural disaster.	The Award has no comparable provision.	All full-time and part-time employees
Unpaid Leave	The Agreement provides for unpaid leave for various purposes.	The Award has no comparable provision.	All full-time and part-time employees
Blood Donor Leave	The Agreement provides up to two hours paid leave to donate blood on up to four occasions per year.	The Award has no comparable provision.	All full-time and part-time employees
Bone Marrow Donor Leave	The Agreement provides up to two hours paid leave on two occasions for the purposes of blood testing and three days paid leave on each occasion that bone marrow	The Award has no comparable provision.	All employees

	donation is given.		
Defence Forces Leave	The Agreement provides up to two weeks payment top up to each employee's minimum wages, in addition to the payment received from the Defence Force for attending training.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Domestic Violence Leave	The Agreement provides for flexible use of personal leave and unpaid leave to attend medical appointments, legal proceedings and/or other related activities due to domestic violence.	The Award has no comparable provision.	All employees

Annexure K - McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004 (AP834864) - More beneficial provisions in the Agreement

The information in the following table specifies terms of the Agreement that are more beneficial than the *McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004* and entitlements that are conferred by the Agreement but not by the *McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004*.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Part-time employees	The Agreement provides a system whereby employees provide their employer with their availability to work and update their availability from time to time. This enables employers to more flexibly meet the personal needs of employees. The Agreement provides that an employee must be paid at overtime rates where they are rostered outside their availability for work.	The Award provides a less flexible system of regulating how part time employees' hours may be arranged. This does not allow for flexibility to suit employees' needs.	Part time employees
Part-time employees	Part-time employees have a minimum engagement of 3 hours.	Part-time employees have a minimum engagement of 2.5 hours.	Part time employees
Casual Employees	The Agreement provides a minimum engagement of 3 hours for all employees. The Agreement provides a loading of 22%, increasing to 25% over the term of the Agreement.	Casual employees can work a minimum engagement of 2 hours. The Award provides a casual loading of 20%.	Casual employees
Wages	The rates of pay in the Agreement for VIC employees are higher than those in the Award. Compared to the rates required by the Award, the rates of pay in the Agreement are greater by: a) 4.5% for Level 2 employees; b) 9.6% for Level 3 employees; and c) 24.7% for Level 4 employees.	The rates of pay in the Award are lower than those in the Agreement.	All employees
Wages	The Agreement provides for employees completing a	The Award provides for discounted rates of pay for	All trainees

	Traineeship to be subject to the same rates of pay as employees who are not participating in a Traineeship. McDonald's does not provide loadings in lieu of paid leave to Traineeship employees, and does not apply a training wage that is lower than employees who are not participating in a Traineeship.	Traineeship employee through application of the National Training Wage.	
Junior Rates	The Agreement provides that Level 2 General Maintenance employees shall not have junior rates provided to them, and as such all General Maintenance employees shall receive the 21+ adult rate of pay.	The Award has no comparable provision.	Level 2 general maintenance employees
Meal Allowance	The Agreement provides that the amount payable for a meal allowance is \$11.60. The amount payable for a second meal allowance is \$11.60.	Under the Award, the amount payable for a meal allowance is \$11.10. The Award does not provide for a second meal allowance.	Level 2 and 3 employees
Crew Meeting Allowance	The Agreement provides allowances to employees who voluntarily attend Crew Meetings.	The Award has no comparable provision.	Level 2 and 3 employees
Crew Trainer Allowance	The Agreement provides an allowance to employees appointed as Crew Trainers.	The Award has a Crew Trainer allowance which is inferior to the Agreement.	Level 2 employees
First Aid Allowance	Level 2 and 3 employees appointed to perform first-aid are to be paid an allowance of \$11.18 for full-time employees and \$2.23 per shift for part-time and casual employees.	The Award has no comparable provision.	Level 2 and 3 employees
Higher Duties	Employees are to be paid at a higher classification rate if they perform higher duties of 2 hours or more per shift.	The Award has no comparable provision.	Level 2 and 3 employees
Hours of Work	The Agreement provides for 9.5 ordinary hours of work per day before overtime is payable.	The Award provides for 10 ordinary hours of work per day before overtime is payable.	Level 2 and 3 employees
Overtime	Overtime is payable where each part-time or full-time	The Award has no comparable provision.	Level 2 and 3

	employee does not receive two consecutive days off or one weekend off in every 4 weeks.		employees
Annual Leave	The Agreement provides for the cashing out of annual leave.	The Award has no comparable provision.	All full time and part time employees
Emergency Services Leave	The Agreement provides for time off at ordinary time pay to attend to voluntary emergency services.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Natural Disaster leave	The Agreement provides for 2 days' paid leave where an employee cannot attend the workplace due to a natural disaster.	The Award has no comparable provision.	All full-time and part-time employees
Unpaid Leave	The Agreement provides for unpaid leave for various purposes.	The Award has no comparable provision.	All full-time and part-time employees
Blood Donor Leave	The Agreement provides up to two hours paid leave to donate blood on up to four occasions per year.	The Award has no comparable provision.	All full-time and part-time employees
Bone Marrow Donor Leave	The Agreement provides up to two hours paid leave on two occasions for the purposes of blood testing and three days paid leave on each occasion that bone marrow donation is given.	The Award has no comparable provision.	All employees
Defence Forces Leave	The Agreement provides up to two weeks payment top up to each employee's minimum wages, in addition to the payment received from the Defence Force for attending training.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Domestic Violence Leave	The Agreement provides for flexible use of personal leave and unpaid leave to attend medical appointments, legal proceedings and/or other related activities due to domestic violence.	The Award has no comparable provision.	All employees

**Annexure K - McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006
(AT846739) - More beneficial provisions in the Agreement**

The information in the following table specifies terms of the Agreement that are more beneficial than the *McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006* and entitlements that are conferred by the Agreement but not by the *McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006*.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Full-time employees	The Agreement provides that all work in excess of 9.5 hours on any day attracts overtime payments.	The Award provides that on one day per week up to 11 hours may be worked without the payment of overtime.	Full time employees
Part-time employees	The Agreement provides a system whereby employees provide their employer with their availability to work and update their availability from time to time. This enables employers to more flexibly meet the personal needs of employees. The Agreement provides that an employee must be paid at overtime rates where they are rostered outside their availability for work.	The Award provides a less flexible system of regulating how part time employees' hours may be arranged. This does not allow for flexibility to suit employees' needs.	Part time employees
Part-time employees	Part-time employees can work a minimum engagement of 3 hours.	Part-time employees can work a minimum engagement of 2.5 hours.	Part time employees
Part-time employees	The Agreement provides that all work in excess of 9.5 hours on any day attracts overtime payments.	The Award provides that on one day per week up to 11 hours may be worked without the payment of overtime.	Part time employees
Casual Employees	The Agreement provides a minimum engagement of 3 hours for all casual employees. The Agreement provides a loading of 22%, increasing to 25% over the term of the Agreement.	The Award provides for a minimum engagement of 2 hours for casual employees. The Award provides a casual loading of 20%.	Casual employees

Casual Employees	The Agreement provides that all work in excess of 9.5 hours on any day attracts overtime payments.	The Award provides that on one day per week up to 11 hours may be worked without the payment of overtime.	Casual employees
Wages	<p>The rates of pay in the Agreement for NSW and TAS employees are higher than those in the Award.</p> <p>Compared to the rates required by the Award, the rates of pay in the Agreement are greater by:</p> <ul style="list-style-type: none"> a) 4.5% for Level 2 employees; b) 9.6% for Level 3 employees; and c) 25.4% for Level 4 employees. 	The rates of pay in the Award are lower than those in the Agreement.	All employees
Wages	The Agreement provides for employees completing a Traineeship to be subject to the same rates of pay as employees who are not participating in a Traineeship. McDonald's does not provide loadings in lieu of paid leave to Traineeship employees, and does not apply a training wage that is lower than employees who are not participating in a Traineeship.	The Award provides for discounted rates of pay for Traineeship employee through application of the National Training Wage.	All trainees
Junior Rates	The Agreement provides that Level 2 General Maintenance employees shall not have junior rates provided to them, and as such all General Maintenance employees shall receive the 21+ adult rate of pay.	The Award has no comparable provision.	All level 2 general maintenance employees
Meal Allowance	The amount payable for a meal allowance is \$11.60. The amount payable for a second meal allowance is \$11.60.	Under the Award the meal allowance is \$9.80. The Award does not provide for a second meal allowance.	Level 2 and 3 employees
Crew Meeting Allowance	The Agreement provides allowances to employees who voluntarily attend Crew Meetings.	The Award has no comparable provision.	Level 2 and 3 employees
Crew Trainer Allowance	The Agreement provides an allowance to employees appointed as Crew Trainers.	The Award has no comparable provision.	Level 2 employees

First Aid Allowance	Level 2 and 3 employees appointed to perform first-aid are to be paid an allowance of \$11.18 for full-time employees and \$2.23 per shift for part-time and casual employees.	The Award has no comparable provision.	Level 2 and 3 employees
Higher Duties	Employees are to be paid at a higher classification rate if they perform higher duties of 2 hours or more per shift.	The Award has no comparable provision.	Level 2 and 3 employees
Overtime	Overtime is payable where each part-time or full-time employee does not receive two consecutive days off or one weekend off in every 4 weeks.	The Award has no comparable provision.	Level 2 and 3 employees
Public Holidays	The Agreement does not provide for deductions from wages where an employee is absent on the day before or after a public holiday.	The Award provides for deductions from wages where an employee is absent on the day before or after a public holiday.	All employees
Annual Leave	The Agreement provides for cashing out of annual leave.	The Award has no comparable provision.	All full time and part time employees
Emergency Services Leave	The Agreement provides for time off at ordinary time rates to attend to voluntary emergency services.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Natural Disaster leave	The Agreement provides for 2 days' paid leave where an employee cannot attend the workplace due to a natural disaster.	The Award has no comparable provision.	All full-time and part-time employees
Unpaid Leave	The Agreement provides for unpaid leave for various purposes.	The Award has no comparable provision.	All full-time and part-time employees
Blood Donor Leave	The Agreement provides up to two hours paid leave to donate blood on up to four occasions per year.	The Award has no comparable provision.	All full-time and part-time employees
Bone Marrow Donor Leave	The Agreement provides up to two hours paid leave on two occasions for the purposes of blood testing and three	The Award has no comparable provision.	All employees

	days paid leave on each occasion that bone marrow donation is given.		
Defence Forces Leave	The Agreement provides up to two weeks payment top up to each employee's minimum wages, in addition to the payment received from the Defence Force for attending training.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Domestic Violence Leave	The Agreement provides for flexible use of personal leave and unpaid leave to attend medical appointments, legal proceedings and/or other related activities due to domestic violence.	The Award has no comparable provision.	All employees

Annexure K - McDonald's – South Australia/Northern Territory – Award 2000 (AP795822) - More beneficial provisions in the Agreement

The information in the following table specifies terms of the Agreement that are more beneficial than the *McDonald's – South Australia/Northern Territory – Award 2000* and entitlements that are conferred by the Agreement but not by the *McDonald's – South Australia/Northern Territory – Award 2000*.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Part-time employees	The Agreement provides a system whereby employees provide their employer with their availability to work and update their availability from time to time. This enables employers to more flexibly meet the personal needs of employees. The Agreement provides that an employee must be paid at overtime rates where they are rostered outside their availability for work.	The Award provides a rigid system of regulating how part time employees' hours may be arranged. This does not allow for flexibility to suit employees' needs.	Part time employees
Part time employees	The Agreement provides that part-time employees can work a minimum engagement of 3 hours.	The Award provides that part-time employees can work a minimum engagement of 2.5 hours.	Part time employees
Casual Employees	The Agreement provides a minimum engagement of 3 hours for casual employees. The Agreement provides a loading of 22%, increasing to 25% over the term of the Agreement.	The Award provides for a minimum engagement of 2 hours for casual employees. The Award provides a casual loading of 20%.	Casual employees
Wages	The rates of pay in the Agreement for SA and NT employees are higher than those in the Award. Compared to the rates required by the Award, the rates of pay in the Agreement are greater by: a) 18.7% for Level 2 employees; b) 24.4% for Level 3 employees; and c) 41.6% for Level 4 employees.	The rates of pay in the Award are lower than those in the Agreement.	All employees

Wages	The Agreement provides for employees completing a Traineeship to be subject to the same rates of pay, as employees who are not participating in a Traineeship. McDonald's does not provide loadings in lieu of paid leave to Traineeship employees, and does not apply a training wage that is lower than employees who are not participating in a Traineeship.	The Award provides for discounted rates of pay for Traineeship employee through application of the National Training Wage.	All trainers
Junior Rates	The Agreement provides that Level 2 General Maintenance employees shall not have junior rates provided to them, and as such all General Maintenance employees shall receive the 21+ adult rate of pay.	The Award has no comparable provision.	All level 2 general maintenance employees
Meal Allowance	The Agreement provides that the amount payable for a meal allowance is \$11.60. The amount payable for a second meal allowance is \$11.60.	Under the Award the meal allowance is \$9.50. The Award does not provides for a second meal allowance.	Level 2 & 3 employees
Crew Meeting Allowance	The Agreement provides allowances to employees who voluntarily attend Crew Meetings.	The Award has no comparable provision.	Level 2 and 3 employees
Crew Trainer Allowance	The Agreement provides an allowance to employees appointed as Crew Trainers.	The Award provides an allowance to employees appointed as Crew Trainers, the amount paid per hour being inferior to the Agreement.	Level 2 employees
First Aid Allowance	The Agreement provides that Level 2 and 3 employees appointed to perform first-aid are to be paid an allowance of \$11.18 for full-time employees and \$2.23 per shift for part-time and casual employees.	The Award has no comparable provision.	Level 2 and 3 employees
Higher Duties	The Agreement provides for employees to be paid at a higher classification rate if they perform higher duties of 2 hours or more per shift.	The Award has no comparable provision.	Level 2 and 3 employees
Overtime	Overtime is payable at the rate of time and a half for the	Overtime is payable at the rate of time and a half for the	Level 2 and 3

	first two hours, double time thereafter. Overtime is payable where each part-time or full-time employee does not receive two consecutive days off or one weekend off in every 4 weeks.	first three hours, double time thereafter. The Award has no comparable provision.	employees
Public Holidays	The Agreement provides for a 100% loading for work done on a public holiday.	The Award provides for a 50% loading for work done on a public holiday.	Level 2 and 3 employees
Annual Leave	The Agreement provides for cashing out of annual leave.	The Award has no comparable provision.	All part-time and full-time employees
Emergency Services Leave	The Agreement provides for time off at ordinary time rates to attend to voluntary emergency services.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees
Natural Disaster leave	The Agreement provides for 2 days' paid leave where an employee cannot attend the workplace due to a natural disaster.	The Award has no comparable provision.	All full-time and part-time employees
Unpaid Leave	The Agreement provides for unpaid leave for various purposes.	The Award has no comparable provision.	All full-time and part-time employees
Blood Donor Leave	The Agreement provides up to two hours paid leave to donate blood on up to four occasions per year.	The Award has no comparable provision.	All full-time and part-time employees
Bone Marrow Donor Leave	The Agreement provides up to two hours paid leave on two occasions for the purposes of blood testing and three days paid leave on each occasion that bone marrow donation is given.	The Award has no comparable provision.	All employees
Defence Forces Leave	The Agreement provides up to two weeks payment top up to each employee's minimum wages, in addition to the payment received from the Defence Force for attending training.	The Award has no comparable provision (but the NES will apply and it provides for unpaid leave for a voluntary emergency activity).	All full-time and part-time employees

Domestic Violence Leave	The Agreement provides for flexible use of personal leave and unpaid leave to attend medical appointments, legal proceedings and/or other related activities due to domestic violence.	The Award has no comparable provision.	All employees
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Annexure L

Better Off Overall Test

Less Beneficial Provisions

Annexure L - Fast Food Industry Award 2010 (PR985113) – Less beneficial provisions

The information in the following table specifies terms of the Agreement that are less beneficial than the *Fast Food Industry Award 2010* and entitlements that are conferred by the *Fast Food Industry Award 2010* but not by the Agreement. This is accommodated for BOOT purposes by:

- the more beneficial terms and conditions identified in the table in **Annexure K**; and
- rates of pay which exceed the rates of pay in the Award. The rates of pay have been determined following negotiation with the Union. The rates of pay take into account, in particular, the penalty, weekend, public holiday and overtime rates, and the laundry allowance, that are provided for in the Award. Some calculations, based on indicative rosters, which reflect the likely and regular work patterns for employees in the relevant classifications, are annexed and marked M.

The Employer and the Union submit that the Agreement passes the BOOT.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Laundry Allowance	The Agreement has no comparable provision.	The Award provides for a laundry allowance.	All employees
Penalty Rates	The Agreement provides for a loading of 10% for hours worked between 1:00am and 5:00am for level 2 and 3 employees. This is, in fact, a benefit for employees in WA compared to the Award rate for the corresponding period. It is difficult to ascertain whether this is less beneficial for employees in QLD for the corresponding period.	<p>The transitional provisions of the Award provide for a 6% loading for hours worked after 9:00pm and before midnight and a 9% loading for hours worked after midnight.</p> <p>The transitional provisions in the Award provide for loadings in QLD as follows:</p> <ul style="list-style-type: none"> a) full-time employees to be paid a loading of \$0.4446 for hours worked between 11pm and 12:30am; and b) all employees to be paid a loading of \$0.7674 for hours worked between 12:30am to 5:00am. 	All employees
Weekend Work	<p>The Agreement has no comparable provision for casual or level 4 employees.</p> <p>Full-time Level 2 and 3 employees in QLD will receive a 25% loading for work on Saturdays and Sundays in South East QLD, and 50% outside South East QLD.</p>	<p>The transitional provisions in the Award provide for loadings in QLD as follows:</p> <ul style="list-style-type: none"> a) a 15% loading for work on a Saturday and a 30% loading for work done on a Sunday for casual employees; b) a 25% loading for work on a Saturday and a 40% loading for work done on a Sunday for full-time 	<p>Casual employees and Level 4 employees in QLD</p> <p>All employees in WA</p>

		<p>employees in South East QLD; and</p> <p>c) a 35% loading for work on a Saturday and a 50% loading for work done on a Sunday for full-time employees outside South East QLD.</p> <p>The transitional provisions in the Award provide for a 15% loading for work on a Saturday and a 30% loading for work done on a Sunday for all employees in WA.</p>	
Public Holidays	The Agreement provides for a 200% loading for level 2 and 3 employees for work on a public holiday (inclusive of casual loading).	The Award provides for a 250% loading for work on a public holiday (275% for casual employees) in QLD, and a 230% loading for work on a public holiday (245% for casual employees) in WA.	All employees
Overtime	The Agreement provides that Level 4 employees do not receive overtime rates.	The Award provides for overtime rates for all employees.	Level 4 employees
Annual leave loading	The Agreement provides for annual leave loading of 17.5% which is paid on a higher rate of pay than under the Award.	The Award provides for annual leave loading of the greater of 17.5% or the relevant weekend penalty rates / shift loading.	All full time and part time employees

Annexure L - McDonald's – Australian Capital Territory – Award 2000 (AP811475) - Less beneficial provisions

The information in the following table specifies terms of the Agreement that are less beneficial than the *McDonald's – Australian Capital Territory – Award 2000 (AP811475)* and entitlements that are conferred by the *McDonald's – Australian Capital Territory – Award 2000* but not by the Agreement. This is accommodated for BOOT purposes by:

- the more beneficial terms and conditions identified in the table in **Annexure K**;
- rates of pay which exceed the rates of pay in the Award. The rates of pay have been determined following negotiation with the Union. The rates of pay take into account, in particular, the penalty, public holiday and overtime rates, and the first aid and laundry allowance, that are provided for in the Award. Some calculations, based on indicative rosters, which reflect the likely and regular work patterns for employees in the relevant classifications, are annexed and marked **M**.

The Employer and the Union submit that the Agreement passes the BOOT.

Provision	Term of the Agreement	Term of the Award	Employees Affected
First Aid Allowance	There is no comparable provision for Level 4 employees. The Agreement provides that Level 2 and 3 employees appointed to perform first-aid are to be paid an allowance of \$11.18 for full-time employees and \$2.23 per shift for part-time and casual employees. It is difficult to ascertain whether this is less beneficial than the Award provision.	The Award provides an allowance of \$2.24 per shift.	All employees
Laundry Allowance	The Agreement has no comparable provision.	The Award provides for a laundry allowance.	All employees
Penalty Rates	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive the 10% loading – it is therefore not a detriment for a Level 2 and 3 employees.	The Award provides for a 10% loading for hours worked between 1:00am and 5:00am.	Level 4 employees
Public Holidays	There is no comparable provision in the Agreement but employees are entitled to an extra day's ordinary pay if: <ul style="list-style-type: none"> • they are a full time employee whose non working day falls on a public holiday; • they are a part time employee and their roster changes each week and the public holiday falls on a day the 	The Award provides that where New Years Day, Australia Day, Christmas Day or 26 December falls on the weekend, the public holiday will be observed on the next Monday.	Full time and part time employees

	<p>employee works; and</p> <ul style="list-style-type: none"> • they are a part time employee and they are normally rostered to work 5 days per week and their non working day falls on a public holiday. 		
	There is no comparable provision in the Agreement.	The Award provides that where a day is declared as a substitute day for Christmas Day public holiday, work done on Christmas Day attracts a 50% loading.	All employees
	There is no comparable provision in the Agreement.	The Award provides that where an employee is terminated within 14 days of a public holiday (except in the case of misconduct), the employee is paid for the public holiday.	Full time and part time employees
	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees who work on a public holiday (whether overtime or otherwise) are paid at double time.	The Award provides for overtime on a public holiday to be paid at double time and a half.	All employees
	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive comparable public holiday rates – it is therefore not a detriment for a Level 2 and 3 employees.	The Award provides public holiday rates for all employees.	Level 4 employees
Overtime	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive a comparable rate for overtime – it is therefore not a detriment for Level 2 and 3 employees.	The Award provides overtime rates for all employees.	Level 4 employees
Annual leave loading	The Agreement provides for annual leave loading of 17.5% which is paid on a higher rate of pay than under the Award.	The Award provides for annual leave loading being the greater of 17.5% or the relevant shift loading.	All full time and part time employees

Annexure L - McDonald's – McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004 (AP834864) - Less beneficial provisions

The information in the following table specifies terms of the Agreement that are less beneficial than the *McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004* and entitlements that are conferred by the *McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004* but not by the Agreement. This is accommodated for BOOT purposes by:

- the more beneficial terms and conditions identified in the table in **Annexure K**;
- rates of pay which exceed the rates of pay in the Award. The rates of pay have been determined following negotiation with the Union. The rates of pay take into account, in particular, the penalty, public holiday and overtime rates for level 4 employees, that are provided for in the Award. Some calculations, based on indicative rosters, which reflect the likely and regular work patterns for employees in the relevant classifications, are annexed and marked **M**.

The Employer and the Union submit that the Agreement passes the BOOT.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Laundry Allowance	The Agreement has no comparable provision.	The Award provides for a laundry allowance (although the quantum is not specified).	All employees
Penalty Rates	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive the 10% loading – it is therefore not a detriment for a Level 2 and 3 employee.	The Award provides for a 10% loading for hours worked between 1:00am and 5:00am.	Level 4 employees
Public Holidays	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive comparable public holiday rates – it is therefore not a detriment for a Level 2 and 3 employee.	The Award provides public holiday rates for all employees.	Level 4 employees
	There is no comparable provision in the Agreement but employee's are entitled to an extra day's ordinary pay if: <ul style="list-style-type: none"> • they are a full time employee whose non 	The Award provides that where New Years Day, Australia Day, Christmas Day or 26 December falls on the weekend, the public holiday will be observed on the next Monday.	Full time and part time employees

	<p>working day falls on a public holiday;</p> <ul style="list-style-type: none"> • they are a part time employee and their roster changes each week and the public holiday falls on a day the employee works; and • they are a part time employee and they are normally rostered to work 5 days per week and their non working day falls on a public holiday. 		
Overtime	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive a comparable rate for overtime – it is therefore not a detriment for Level 2 and 3 employees.	The Award provides overtime rates for all employees.	Level 4 employees

Annexure L - McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006 (AT846739)
- Less beneficial provisions

The information in the following table specifies terms of the Agreement that are less beneficial than the *McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006* and entitlements that are conferred by the *McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006* but not by the Agreement. This is accommodated for BOOT purposes by:

- the more beneficial terms and conditions identified in the table in **Annexure K**;
- rates of pay which exceed the rates of pay in the Award. The rates of pay have been determined following negotiation with the Union. The rates of pay take into account, in particular, the penalty, public holiday and overtime rates, that are provided for in the Award. Some calculations, based on indicative rosters, which reflect the likely and regular work patterns for employees in the relevant classifications, are annexed and marked M.

The Employer and the Union submit that the Agreement passes the BOOT.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Penalty Rates	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive a 10% loading for hours worked between 1:00am and 5:00am plus a loading of between 22 - 25% for casual employees.	The Award provides for the following loadings for hours worked between 1:00am and 5:00am: <ul style="list-style-type: none"> • for full time and part time employees – 20%; • for casual employees – 40% (inclusive of casual loading). 	All employees
Public Holidays	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive comparable public holiday rates – it is therefore not a detriment for a Level 2 and 3 employee.	The Award provides public holiday rates for all employees.	Level 4 employees
	There is no comparable provision in the Agreement but employee's are entitled to an extra day's ordinary pay if: <ul style="list-style-type: none"> • they are a full time employee whose non working day falls on a public holiday; • they are a part time employee and their roster 	The Award provides that where New Years Day, Australia Day, Christmas Day or 26 December falls on the weekend, the public holiday will be observed on the next Monday.	Full time and part time employees

	<p>changes each week and the public holiday falls on a day the employee works; and</p> <ul style="list-style-type: none"> • they are a part time employee and they are normally rostered to work 5 days per week and their non working day falls on a public holiday. 		
Overtime	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive a comparable rate for overtime – it is therefore not a detriment for Level 2 and 3 employees.	The Award provides overtime rates for all employees.	Level 4 employees

Annexure L - McDonald's – South Australia/Northern Territory – Award 2000 (AP795822) - Less beneficial provisions

The information in the following table specifies terms of the Agreement that are less beneficial than the *McDonald's – South Australia/Northern Territory – Award 2000* and entitlements that are conferred by the *McDonald's – South Australia/Northern Territory – Award 2000* but not by the Agreement. This is accommodated for BOOT purposes by:

- the more beneficial terms and conditions identified in the table in **Annexure K**;
- rates of pay which exceed the rates of pay in the Award. The rates of pay have been determined following negotiation with the Union. The rates of pay take into account, in particular, the penalty, public holiday and overtime rates, that are provided for in the Award. Some calculations, based on indicative rosters, which reflect the likely and regular work patterns for employees in the relevant classifications, are annexed and marked M.

The Employer and the Union submit that the Agreement passes the BOOT.

Provision	Term of the Agreement	Term of the Award	Employees Affected
Public Holidays	There is no comparable provision in the Agreement for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive significantly higher public holiday loadings – it is therefore, in fact, a benefit for Level 2 and 3 employees.	The Award provides public holiday rates for all employees.	Level 4 employees
	There is no comparable provision in the Agreement but employee's are entitled to an extra day's ordinary pay if: <ul style="list-style-type: none"> • they are a full time employee whose non working day falls on a public holiday; • they are a part time employee and their roster changes each week and the public holiday falls on a day the employee works; and • they are a part time employee and they are normally rostered to work 5 days per week and their non working day falls on a public holiday. 	The Award provides that where New Years Day, Australia Day, Christmas Day or 26 December falls on the weekend, the public holiday will be observed on the next Monday.	Full time and part time employees
Overtime	There is no comparable provision in the Agreement	The Award provides overtime rates for all	Level 4 employees

	for Level 4 employees. The Agreement provides that Level 2 and 3 employees receive a comparable rate for overtime – it is therefore not a detriment for Level 2 and 3 employees.	employees.	
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Annexure M

Calculations for BOOT Analysis

Indicative Roster

Description	Classification	Age	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Casual School Student 1	Level 2	16	4pm to 9pm 5 hours			4pm to 9pm 5 hours	5pm to 9pm 4 hours		12pm to 3pm 3 hours
Casual School Student 2	Level 2	17	4pm to 9pm 5 hours				4pm to 8pm 4 hours	10am to 2pm 4 hours	
Full-time Crew	Level 2	21	6am to 2pm 30 min break 7.5 hours	6am to 2pm 30 min break 7.5 hours	8am to 4:30pm 30 min break 8 hours	4pm to 12am 30 min break 7.5 hours	4pm to 12am 30 min break 7.5 hours		
Part-Time Crew	Level 2	18	5pm to 9pm 4 hours		12pm to 8pm 30 min break 7.5 hours	12pm to 8pm 30 min break 7.5 hours			12am to 4:30am 4.5 hours
Casual Crew 1	Level 2	18	12pm to 8pm 30 min break 7.5 hours		4pm to 8pm 30 min break 4 hours			12am to 5am 5 hours	
Casual Crew 2	Level 2	19	12pm to 8pm 30 min break 7.5 hours	12pm to 8pm 30 min break 7.5 hours	12pm to 8pm 30 min break 7.5 hours	12am to 5am 5 hours	12am to 5am 5 hours		
Part-Time Shift Supervisor 1	Level 3	19	6am to 2pm 30 min paid Crib Break 8 hours	6am to 2pm 30 min paid Crib Break 8 hours	10am to 6pm 30 min paid Crib Break 8 hours			10pm Fri to 6am Sat 30 min paid Crib Break 8 hours	
Full-Time Shift Supervisor 2	Level 3	18		10am to 6pm 30 min paid Crib Break 8 hours	6am to 2:30pm 30 min paid Crib Break 8.5 hours	10am to 6pm 30 min paid Crib Break 8 hours	4pm to 12am 30 min paid Crib Break 8 hours		10pm Sat to 6am Sun 30 min paid Crib Break 8 hours
Full-Time Assistant Manager	Level 4	22	10am to 6pm 30 min paid Crib Break 8 hours	12pm to 8pm 30 min paid Crib Break 8 hours	6am to 2pm 30 min paid Crib Break 8 hours	6am to 2:30pm 30 min paid Crib Break 8.5 hours		10am to 6:00pm 30 min paid Crib Break 8 hours	

QLD Earnings Comparison

Agreement compared to the Fast Food Industry Award 2010

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$202.16	\$203.32
Casual School Student 2	Level 2	17	\$178.78	\$185.51
Full-time Crew	Level 2	21	\$662.07	\$705.28
Part-Time Crew	Level 2	18	\$308.41	\$312.79
Casual Crew 1	Level 2	18	\$267.26	\$273.74
Casual Crew 2	Level 2	19	\$595.40	\$629.37
Part-Time Shift Supervisor 1	Level 3	19	\$490.06	\$510.40
Full-Time Shift Supervisor 2	Level 3	18	\$568.88	\$572.50
Full-Time Assistant Manager	Level 4	22	\$784.43	\$805.14

WA Earnings Comparison

Agreement compared to the Fast Food Industry Award 2010

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$199.89	\$200.94
Casual School Student 2	Level 2	17	\$177.82	\$184.47
Full-time Crew	Level 2	21	\$673.82	\$718.96
Part-Time Crew	Level 2	18	\$305.92	\$311.14
Casual Crew 1	Level 2	18	\$266.81	\$273.08
Casual Crew 2	Level 2	19	\$588.25	\$630.04
Part-Time Shift Supervisor 1	Level 3	19	\$488.08	\$508.16
Full-Time Shift Supervisor 2	Level 3	18	\$564.07	\$568.51
Full-Time Assistant Manager	Level 4	22	\$796.75	\$817.70

ACT Earnings Comparison

Agreement compared to the McDonald's – Australian Capital Territory – Award 2000

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$184.86	\$198.05
Casual School Student 2	Level 2	17	\$170.05	\$181.74
Full-time Crew	Level 2	21	\$674.14	\$725.80
Part-Time Crew	Level 2	18	\$294.86	\$314.20
Casual Crew 1	Level 2	18	\$249.21	\$269.12
Casual Crew 2	Level 2	19	\$567.78	\$620.71
Part-Time Shift Supervisor 1	Level 3	19	\$486.45	\$521.28
Full-Time Shift Supervisor 2	Level 3	18	\$536.42	\$575.24
Full-Time Assistant Manager	Level 4	22	\$756.02	\$925.23

VIC Earnings Comparison

Agreement compared to the McDonald's – Shop Distributive and Allied Employees' Association – Victoria – Award 2004

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$183.43	\$194.99
Casual School Student 2	Level 2	17	\$168.35	\$178.88
Full-time Crew	Level 2	21	\$683.24	\$714.40
Part-Time Crew	Level 2	18	\$295.87	\$309.26
Casual Crew 1	Level 2	18	\$249.32	\$264.83
Casual Crew 2	Level 2	19	\$574.76	\$610.72
Part-Time Shift Supervisor 1	Level 3	19	\$466.24	\$510.62
Full-Time Shift Supervisor 2	Level 3	18	\$514.93	\$564.01
Full-Time Assistant Manager	Level 4	22	\$728.19	\$908.42

NSW Earnings Comparison

Agreement compared to the McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$184.79	\$196.35
Casual School Student 2	Level 2	17	\$169.65	\$180.18
Full-time Crew	Level 2	21	\$688.56	\$719.72
Part-Time Crew	Level 2	18	\$298.22	\$311.61
Casual Crew 1	Level 2	18	\$251.13	\$266.97
Casual Crew 2	Level 2	19	\$593.34	\$615.72
Part-Time Shift Supervisor 1	Level 3	19	\$499.22	\$514.51
Full-Time Shift Supervisor 2	Level 3	18	\$550.12	\$568.51
Full-Time Assistant Manager	Level 4	22	\$770.72	\$915.30

TAS Earnings Comparison

Agreement compared to the McDonald's – Shop Distributive and Allied Employees' Association – NSW – Award 2006

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$175.95	\$190.57
Casual School Student 2	Level 2	17	\$161.46	\$174.85
Full-time Crew	Level 2	21	\$655.88	\$698.06
Part-Time Crew	Level 2	18	\$283.88	\$302.21
Casual Crew 1	Level 2	18	\$239.09	\$258.89
Casual Crew 2	Level 2	19	\$565.04	\$597.07
Part-Time Shift Supervisor 1	Level 3	19	\$475.27	\$498.64
Full-Time Shift Supervisor 2	Level 3	18	\$523.68	\$550.92
Full-Time Assistant Manager	Level 4	22	\$733.86	\$885.74

SA & NT Earnings Comparison

Agreement compared to the McDonald's – South Australia/Northern Territory – Award 2000

Description	Classification	Age	Award	Agreement
Casual School Student 1	Level 2	16	\$162.69	\$195.52
Casual School Student 2	Level 2	17	\$149.37	\$180.31
Full-time Crew	Level 2	21	\$606.48	\$719.72
Part-Time Crew	Level 2	18	\$262.50	\$311.61
Casual Crew 1	Level 2	18	\$221.10	\$266.97
Casual Crew 2	Level 2	19	\$510.16	\$615.72
Part-Time Shift Supervisor 1	Level 3	19	\$413.75	\$514.84
Full-Time Shift Supervisor 2	Level 3	18	\$456.85	\$568.51
Full-Time Assistant Manager	Level 4	22	\$646.38	\$915.30

DECISION

Fair Work Act 2009

s 248 - Application for a single interest employer authorisation

McDonald's Australia Limited
(B2015/1677)

DEPUTY PRESIDENT SAMS

SYDNEY, 23 DECEMBER 2015

Application for a single interest employer authorisation.

[1] This is an application filed by McDonald's Australia Limited (the 'applicant'), pursuant to s 248 of the *Fair Work Act 2009* (the 'Act'), which seeks the approval of the Fair Work Commission (the 'Commission') of a single interest employer authorisation. Unusually, the applicant seeks the single interest employer authorisation in relation to a proposed variation of the *McDonald's Australia Enterprise Agreement 2013* [AE402596] (the 'Agreement'). The Agreement was approved by Bull C (as His Honour then was; See: *McDonald's Australia Limited* [2013] FWCA 5001), following the Commission, as presently constituted, granting a single interest employer authorisation in relation to a number of the applicant's franchisees; see: *McDonald's Australia Limited* [2013] FWC 2477. The current application seeks to add a further 43 employers who have become franchisees of the applicant since that time (the 'new franchisees'), and who all support the application to vary the Agreement in accordance with s 207 of the Act. I note that the Shop, Distributive and Allied Employee's Association (the 'Union') is covered by the Agreement.

[2] The relevant provisions of the Act governing an application of this kind require the Commission to be satisfied of a number of matters. If the Commission is so satisfied then it **must** make the authorisation. These matters are set out in ss 249(1) - (4) and s 250 of the Act as follows:

249 When the FWC must make a single interest employer authorisation

Single interest employer authorisation

(1) The FWC must make a single interest employer authorisation in relation to a proposed enterprise agreement if:

(a) an application for the authorisation has been made; and

(b) the FWC is satisfied that:

(i) the employers that will be covered by the agreement have agreed to bargain together; and

(ii) no person coerced, or threatened to coerce, any of the employers to agree to bargain together; and

(c) the requirements of either subsection (2) (which deals with franchisees) or (3) (which deals with employers that may bargain together for a proposed enterprise agreement) are met.

(2) The requirements of this subsection are met if the FWC is satisfied that the employers carry on similar business activities under the same franchise and are:

- (a) franchisees of the same franchisor; or
- (b) related bodies corporate of the same franchisor; or
- (c) any combination of the above.

Employers that may bargain together for the agreement

(3) The requirements of this subsection are met if the FWC is satisfied that all of the employers are specified in a declaration made under section 247 in relation to the agreement.

Operation of authorisation

(4) The authorisation:

- (a) comes into operation on the day on which it is made; and
- (b) ceases to be in operation at the earlier of the following:
 - (i) the day on which the enterprise agreement to which the authorisation relates is made;
 - (ii) 12 months after the day on which the authorisation is made or, if the period is extended under section 252, at the end of that period.

250 What a single interest employer authorisation must specify

What authorisation must specify

(1) A single interest employer authorisation in relation to a proposed enterprise agreement must specify the following:

- (a) the employers that will be covered by the agreement;
- (b) the employees who will be covered by the agreement;
- (c) the person (if any) nominated by the employers to make applications under this Act if the authorisation is made;
- (d) any other matter prescribed by the procedural rules.

Authorisation may relate to only some of employers or employees

(2) If the FWC is satisfied of the matters specified in subsection 249(2) or (3) (which deal with franchisees and employers that may bargain together for a proposed enterprise agreement) in relation to only some of the employers that will be covered by the agreement, the FWC may make a single interest employer authorisation specifying those employers and their employees only.

[3] In support of its application, the applicant filed a witness statement of Ms Hayley Baxendale, Director of Employee Relations. In her witness statement, Ms Baxendale set out the history of enterprise agreements covering the applicant and its franchisees since 2009. She confirmed that 43 companies had become new franchisees of the applicant. Annexed to her witness statement were written authorisations from each of those franchisees in support of this application. She also explained that it was the applicant's intention to seek to vary the Agreement to:

1. add as existing parties to the Agreement the companies who had become licensees of the applicant since the Agreement was made in July 2013;
2. to include an updated consultation clause; and
3. to include a Home Delivery Driver classification with allowances and other benefits attached to that classification.

[4] Ms Baxendale stated that no person had been coerced or threatened to agree to bargain with the employers currently covered by the single interest employer authorisation. She outlined the consultation process that the applicant had engaged in with the employers currently covered by the authorisation and those proposed to be covered in the current application. She added that the Union had indicated that it does not oppose this application and supported the proposed variation to the Agreement.

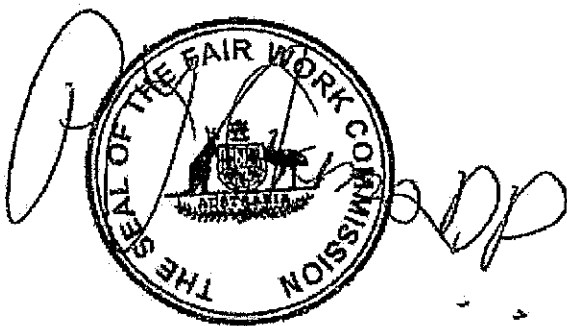
[5] The application was listed for hearing on 17 December 2015, with Mr C *Magee* of Counsel appearing, with permission, with Ms M *Hurley-Smith*, Solicitor for the applicant and Mr B *Govind* appearing for the Union. Mr *Magee* clarified that out of the new franchisees, only three involved new McDonald's restaurants; the others involved transferring enterprises. He submitted that the words 'proposed enterprise agreement' in s 248(1) should be read as referring to the proposed *varied* enterprise agreement. Until the proposed varied enterprise agreement was approved by the Commission, it remained only a proposed enterprise agreement in its terms, although he acknowledged that the enterprise agreement continued in a legal sense. He noted that the approval process that applies to an application for a variation, made pursuant to s 207 of the Act is similar to that for approval of an enterprise agreement, made pursuant to s 185 and that s 211(3) links the variation of an enterprise agreement to ss 180 and 188.

[6] Mr *Magee* relied on the witness statement of Ms Baxendale and submitted that the relevant franchisees had agreed to bargain together and that no person had been coerced or threatened in relation to bargaining for the proposed variation (s 249(1)(b)). Further, the Commission would be satisfied that the relevant employers were franchisees of the same franchisor and carried on similar business activities (s 249(2)). In the event that the Commission had some concerns as to the procedural aspects of this application, it could rely on its powers under s 589(3). The applicant sought that the date for the proposed single interest employer authorisation be effective from 17 December 2015. Mr *Govind* supported the submissions of Mr *Magee* and confirmed that the Union supported the making of the authorisation.

[7] Having considered the submissions of the parties and the evidence of Ms Baxendale, I am satisfied that all of the statutory requirements governing this application have been met. I accept the submission that the words 'proposed agreement' should be read to refer to the proposed varied enterprise agreement identified by the parties. Specifically, I am satisfied that:

- a) the application is competently before the Commission;
- b) the relevant employers, as franchisees of the applicant, have agreed to bargain together for a new agreement;
- c) all of the franchisees are carrying on the same business activities;
- d) there has been no coercion or threat of coercion on the franchisees to bargain together; and
- e) the person authorised by the employers to make applications under the Act is the applicant.

[8] An order giving effect to the grant of the single interest employer authorisation shall take effect on 17 December 2015 and will be published contemporaneously with this decision.



DEPUTY PRESIDENT

Appearances:

Mr C *Magee* of Counsel with Ms M *Hurley-Smith*, Solicitor and Mr Scott Paterson for the applicant.

Mr B Govind for the Shop, Distributive and Allied Employees' Association.

Hearing details:

2015:

Sydney

17 December.

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ORDER

Fair Work Act 2009
s 248 - Application for a single interest employer authorisation

McDonald's Australia Limited
(B2015/1677)

DEPUTY PRESIDENT SAMS

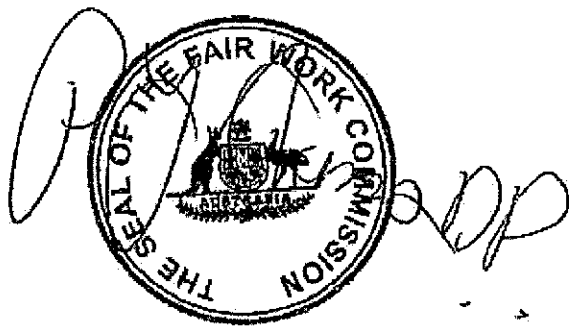
SYDNEY, 23 DECEMBER 2015

Application for a single interest employer authorisation.

A. Further to my decision in *McDonald's Australia Limited* [2015] FWC 8870, and pursuant to s 249 of the *Fair Work Act 2009*, the Fair Work Commission **orders** that:

1. This application for a single interest employer authorisation in relation to the employers listed at Annexure A and Annexure B is granted.

B. This Order shall take effect on and from 17 December 2015.



DEPUTY PRESIDENT

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Annexure A

STATE	RESTAURANT SUBURB	FRANCHISEE FULL NAME	COMPANY NAME	ABN
/	/	/	MCDONALD'S AUSTRALIA LIMITED	43 008 496 928

VIC	RICHMOND	Abe Farrugia	CHASMIC PTY LTD	54 235 445 818
QLD	KEPERRA	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	MITCHELTON	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	KENMORE	Adam Dando	JASIE PTY LTD	93 611 590 840
QLD	THE GAP	Adam Dando	JASIE PTY LTD	93 611 590 840
VIC	SOUTH YARRA	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	ELSTERNWICK	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	MALVERN EAST	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	ORMOND	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	PRAHRAN	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
VIC	MELBOURNE	Adam Kelly	KELLYCO RESTAURANTS PTY LTD	30 341 713 579
NSW	EDGEWORTH	Adam Sherman	SOJAC PTY LTD	66 110 292 496
NSW	GLENDALE	Adam Sherman	REASI PTY LTD	54 101 150 707
NSW	MORISSET	Adam Sherman	NEWCASTLE GROUP PTY LTD	93 133 937 792

NSW	TORONTO	Adam Sherman	ABSOLUTE FUTURE PTY LIMITED	57 095 083 060
NSW	GLEN INNES	Adrian Sippel	GIQSR PTY LTD	94 687 995 515
QLD	GOONDIWINDI	Alan Barter	PLEXET PTY LTD	64 244 856 503
SA	CAMDEN PARK	Alan Robson	IA & DM ROBSON PTY LTD	95 076 809 759
SA	CROYDON	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
SA	PORT ADELAIDE	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
SA	WEST BEACH	Alan Robson	IA & DM ROBSON PTY LTD	95 076 809 759
SA	WEST LAKES	Alan Robson	IA & DM ROBSON PTY LTD	79 139 956 343
VIC	VERMONT	Alec Yankos	KIRKWAN PTY LTD	24 198 351 766
NSW	FAIRFIELD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	PRAIRIEWOOD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	PRAIRIEWOOD	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	ST CLAIR	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	ST MARYS STH	Alex Lee	ARLN PTY LTD	87 099 379 585

NSW	WETHERILL PARK	Alex Lee	ARLN PTY LTD	87 099 379 585
NSW	COOMA	Alicia Edmed	TAWM PTY LTD	58 037 148 073
QLD	AITKENVALE	Alison Wood	BMK WOOD PTY LTD	56 797 828 731
QLD	TOWNSVILLE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
QLD	AITKENVALE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
QLD	TOWNSVILLE	Alison Wood	ALMIC HOLDINGS PTY LTD	77 159 678 743
NSW	CARTWRIGHT	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
NSW	LIVERPOOL	Allan Spinks	A.F. SPINKS PTY LIMITED	15 067 433 532
NSW	LIVERPOOL	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
NSW	VILLAWOOD	Allan Spinks	A & A SPINKS PTY LTD	45 512 928 790
QLD	DALBY	Andrea Steele	KWA SIMBI TWO PTY LTD	97 133 206 283
QLD	KINGAROY	Andrea Steele	KWA SIMBI PTY LTD	47 198 127 014
TAS	HOBART	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	KINGSTON	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662

TAS	MOONAH	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
TAS	SANDY BAY	Andrew Gilbertson	CERTIFY PTY LTD	61 559 725 662
SA	GOLDEN GROVE	Andrew Moffa	KMA INVESTMENTS PTY LTD	28 070 466 278
SA	KADINA	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
SA	PARALOWIE	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
SA	ENFIELD (<i>from 01.05.13</i>)	Andrew Moffa	ARDEEN PTY LTD	11 967 910 072
NSW	MT DRUITT	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
NSW	MT DRUITT	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
NSW	PLUMPTON	Angelo Salamakis	ANMASAL PTY LTD	72 359 502 918
QLD	MT GRAVATT EAST	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	CARINDALE	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	ROCKLEA (<i>from 03.05.13</i>)	Ann Brown	MICAN ENTERPRISES PTY LTD	16 750 835 251
QLD	COORPAROO	Ann Brown	ANN BROWN T/AS MCDONALD's COORPAROO	94 983 225 465
VIC	AIRPORT WEST	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431

VIC	FLEMINGTON	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MELBOURNE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MELBOURNE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	OAK PARK	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	PARKVILLE	Anthony Pearse	JALPA FOODS PTY LTD	91 260 909 431
VIC	MARYBOROUGH	Anthony Whiteford	CENTRAL INVESTMENTS PTY LTD	75 059 371 876
QLD	NORTH ROCKHAMPTON	Anton Gazal	AK GAZ PTY LTD	37 662 392 589
QLD	YEPPOON	Anton Gazal	A K GAZ PTY LTD	37 662 392 589
WA	BALLAJURA	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	GIRRAWHEEN	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	LANDSDALE	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
WA	MIRRABOOKA	Ayman Haydar	HAYDAR PTY LTD	27 931 257 611
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BROADMEADOWS	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132

VIC	BRUNSWICK EAST	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	CRAIGIEBURN	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	EPPING	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	EPPING	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	FAWKNER	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PRESTON	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	PASCOE VALE	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	ROXBURGH PARK	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	THOMASTOWN	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	RICHMOND	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	WOLLERT	Barry Fitzgerald	B L FITZGERALD PTY LTD	24 812 604 132
VIC	BRAESIDE	Bart Stremski	STRENSON PTY LTD	65 236 039 673
VIC	HEATHERTON	Bart Stremski	STRENSON PTY LTD	65 236 039 673

ACT	CONDER	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
ACT	ERINDALE	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
ACT	TUGGERANONG	Ben Stockbridge	STOCKFAM PTY LTD	98 514 359 218
VIC	WEST MELTON	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
VIC	MELTON EAST	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
VIC	ROCKBANK	Ben Westover	DIRECTWEST PTY LTD	66 305 821 270
NSW	ARMIDALE	Benita Johnson	BENTROSON PTY LTD	26 434 654 959
SA	MOUNT GAMBIER	Bernie Knight	KNI-TIME PTY LTD	97 091 094 405
VIC	PORTLAND	Bernie Knight	BALLENA PTY LTD	24 831 716 076
VIC	MOUNT WAVERLEY	Bob May	MAYMAC FOODS PTY LTD	76 500 724 297
VIC	MULGRAVE	Bob May	WAVEMAX PTY LTD	34 107 807 273
NSW	LEETON	Bradley Carroll	BRATE PTY LTD	94 114 186 049
NSW	TEMORA	Bradley Carroll	BMC BURGER PTY LTD	72 437 781 734
VIC	DONCASTER	Brian McMaster	MCMASTER & CO. PTY LTD	70 853 678 920

VIC	DONCASTER	Brian McMaster	MCMASTER & CO. PTY LTD	70 853 678 920
VIC	YALLAMBIE	Brian McMaster	MCMASTER & CO. PTY LTD	70 853 678 920
VIC	THE GLEN (<i>from 15.05.13</i>)	Brian McMaster	MCMASTER & CO. PTY LTD	900 0572 0730
VIC	NUNAWADING (<i>from 17.06.13</i>)	Brian McMaster	MCMASTER & CO. PTY LTD	900 0572 0730
VIC	EASTLAND (<i>from 24.06.13</i>)	Brian McMaster	MCMASTER & CO. PTY LTD	900 0572 0730
VIC	ST KILDA	Bruce Clark	AUZCAN PTY LTD	19 415 456 756
SA	NARACOORTE	Bryce Crick	BANDEC PTY LTD	19 850 814 077
QLD	LOGANHOLME	Caroline Ting	CAISER PTY LTD	60 569 924 503
QLD	LOGANHOLME	Caroline Ting	CAISER PTY LTD	60 569 924 503
NT	ALICE SPRINGS	Charlotte Dyer	ALLIS VENTURES PTY LTD	23 163 616 003
VIC	SWAN HILL	Chris Arneil	ARN TAS INVESTMENTS PTY LTD	88 493 007 552
SA	MODBURY	Chris Baker	MACCADE PTY LTD	35 433 134 489
VIC	HOPPERS CROSSING	Chris Carroll	ZACALEKYE PTY LTD	64 006 808 902
VIC	LAVERTON	Chris Carroll	ZACALE PTY LTD	37 431 646 296

VIC	POINT COOK	Chris Carroll	ZACALE PTY LTD	37 431 646 296
VIC	WILLIAMS LANDING	Chris Carroll	ZACALE PTY LTD	37 431 646 296
NSW	YOUNG	Chris Harrison	DELICIOUS DOUGH PTY LTD	80 085 679 856
NSW	INVERELL	Chris Rodgers	INVERELL M PTY LTD	49 349 831 610
NSW	MOREE	Chris Rodgers	MOREE M PTY LTD	88 679 842 697
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	CAIRNS	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	GORDONVALE	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
QLD	INNISFAIL	Christine Vincent	JUBCAN VENTURE PTY LTD	47 020 670 226
WA	KARRATHA	Clayton McIntosh	EDEN CORPORATION PTY LTD	48 545 239 871
ACT	DICKSON	Con Kourpanidis	ALGERNON PTY LTD	21 051 875 953
TAS	NORTH HOBART	Corey Mingari	MADMEL INVESTMENTS PTY LTD	60 834 633 809
ACT	FYSHWICK	Craig Coleman	MANHAD PTY LTD	76 902 932 827

ACT	MAJURA	Craig Coleman	MANHAD PTY LTD	76 902 932 827
ACT	MANUKA	Craig Coleman	COLEDON PTY LTD	79 696 182 107
ACT	WODEN	Craig Coleman	COLEMAN'S FAMILY RESTAURANTS PTY LTD	37 795 091 850
NSW	QUEANBEYAN	Craig Coleman	MANHAD PTY LTD	21 135 338 715
NSW	FORSTER	Craig Evans	CRAAMA PTY LTD	99 135 268 412
NSW	TAREE	Craig Evans	CRAAMA PTY LTD	99 135 268 412
NSW	GLENTHORNE	Craig Evans	CRAAMA PTY LTD	99 135 268 412
QLD	BUNDABERG	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	BUNDABERG	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	GYMPIE	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	HERVEY BAY	Craig Manley	MELWELLO PTY LTD	62 687 149 931
QLD	MORANBAH	Craig Miels	MIELS FAMILY HOLDINGS PTY LTD	58 126 494 162
NSW	BOMADERRY	Darian Hall	DDSN PTY LTD	22 749 513 838
NSW	SOUTH NOWRA	Darian Hall	DDSN PTY LTD	22 749 513 838

NSW	WARNERS BAY	Darrell Smith	KYMAR PTY LTD	46 690 077 226
VIC	SALE	Darren Cowell	RADWELL NOMINEES PTY LTD	51 309 084 822
VIC	TRARALGON	Darren Cowell	FREELAKE PTY LTD	22 604 467 958
NSW	GRIFFITH	Darryn Savage	GRIFFITH M PTY LIMITED	22 322 836 698
NSW	DARLING QUARTER	David Andrews	RAW TALENT PTY LTD	44 057 518 948
NSW	DARLING HARBOUR	David Andrews	RAW TALENT PTY LTD	44 057 518 948
WA	ESPERANCE	David Eagles	EYRIE HOLDINGS PTY LTD	16 569 174 439
VIC	SPRINGVALE	David Fowler	DADAK PTY LTD	67 083 776 390
QLD	YAMANTO	David Kimmorley	ROMALD PTY LTD	78 983 998 614
NSW	COFFS HARBOUR	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	COFFS HARBOUR	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	GRAFTON	David Munro	CADMUN PTY LTD	32 705 178 754
NSW	GRAFTON	David Munro	VIDROL PTY LTD	19 133 951 112
NSW	NAMBUCCA HEADS	David Munro	ALJAWIDA PTY LTD	15 135 387 687

QLD	FOREST LAKE	David Robinson	MOJJOS PTY LTD	38 848 745 482
QLD	INALA	David Robinson	MOJJOS PTY LTD	38 848 745 482
QLD	SPRINGFIELD	David Robinson	MOJJOS PTY LTD	38 848 745 482
QLD	RICHLANDS	David Robinson	MOJJOS PTY LTD	38 848 745 482
VIC	PAKENHAM	Denise Nabb	MARJONS RESTAURANTS PTY LTD	34 647 297 530
VIC	OFFICER	Denise Nabb	DENRICH PTY LTD	93 359 781 831
VIC	OFFICER	Denise Nabb	DENRICH PTY LTD	93 359 781 831
QLD	ROBINA	Don Stalker	MAZER PTY LTD	88 653 237 054
QLD	ROBINA	Don Stalker	MAZER PTY LTD	88 653 237 054
NSW	ULLADULLA	Donna Brooks	MAMMATH PTY LTD	33 953 617 326
QLD	BEAUDESERT	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
QLD	JIMBOOMBA	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
QLD	MEADOWBROOK	Doug McLeod	HOLDFAST MANAGEMENT SERVICE PTY LTD	81 955 873 985
VIC	ECHUCA	Doug Pearse	HIGOAL PTY LTD	76 704 749 349

VIC	SHEPPARTON	Doug Pearse	HIGOAL PTY LTD	76 704 749 349
VIC	SHEPPARTON	Doug Pearse	HIGOAL PTY LTD	76 704 749 349
VIC	CAMPBELLFIELD	Dylan Shirley	MADMAC INVESTMENTS PTY LTD	68 719 938 790
VIC	BENALLA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	EUROA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	GLENROWAN	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	GLENROWAN	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
VIC	WODONGA	Edward Aldridge	NGI HOLDINGS PTY LTD	83 533 998 869
QLD	BLACKWATER	Edward Salzwedel	EBURG PTY LTD	13 951 963 097
QLD	EMERALD	Edward Salzwedel	EBURG PTY LTD	13 951 963 097
VIC	CLIFTON HILL	Frank Liew	F & F LIEW PTY LTD	99 752 836 728
VIC	RICHMOND	Frank Liew	F & F LIEW PTY LTD	99 752 836 728
NSW	CAMBRIDGE GARDENS	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979
NSW	PENRITH	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979

NSW	ST MARTS	Frank Meduri	MEDURI ENTERPRISES PTY LTD	13 962 480 979
NSW	KIRRAWEE	Frank Tagg	CIRCLES OF GOLD PTY LTD	60 088 460 146
NSW	MARRICKVILLE	Fred Madon	F & J MADON PTY LTD	36 365 988 054
NSW	ST PETERS	Fred Madon	F & J MADON PTY LTD	36 365 988 054
NSW	DUBBO	Gary Barraclough	GARROSE PTY LTD	71 447 706 703
NSW	DUBBO WEST	Gary Barraclough	ROSEGAR PTY LTD	11 493 885 969
NSW	WELLINGTON	Gary Barraclough	LUGESAL PTY LTD	55 663 920 801
QLD	KULUIN	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	MAROOCHYDORE	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	NOOSAVILLE	Gary Binet	JABAC PTY LTD	22 143 631 494
QLD	DECEPTION BAY	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	KALLANGUR	Gary Coyne	G & G COYNE PTY LTD	56 051 685 744
QLD	MANGO HILL	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	MANGO HILL	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345

QLD	STRATHPINE	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
QLD	WARNER	Gary Coyne	COYNE ENTERPRISES PTY LTD	39 070 519 345
NSW	DENILQUIN	Gary Radford	BAKRAD PTY LTD	31 473 102 621
VIC	CALDERMEADE	Gary Sandler	LIESARY PTY LTD	23 358 434 260
QLD	GRACEMERE	Gary St George	GLENMORE PTY LTD	21 433 584 079
QLD	ROCKHAMPTON	Gary St George	GLENMORE PTY LTD	94 762 808 977
SA	ALDINGA BEACH	Gavin Daniell	MAIDSTON AUST PTY LTD	77 109 610 802
SA	VICTOR HARBOR	Gavin Daniell	MAIDSTON AUST PTY LTD	77 109 610 802
VIC	BELMONT	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
VIC	LEOPOLD	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
VIC	NEWCOMB	Geoff Coomes	BELVIEW ENTERPRISES PTY LTD	80 774 712 092
SA	FELIXSTOW	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
SA	FREWVILLE	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637
SA	MOUNT BARKER	Geoff Olle	G & J OLLE PTY LTD	79 281 795 637

QLD	INGHAM	George Colbran	KIRKHEN PTY LTD	97 893 144 158
QLD	TOWNSVILLE	George Colbran	KIRKHEN PTY LTD	97 893 144 158
NSW	CARLINGFORD	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	NORTH RYDE	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	WEST RYDE	George Kapaniris	MINSTOL PTY LTD	53 098 662 081
NSW	HURSTVILLE	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
NSW	PARRAMATTA	George Stamiris	OHTO PTY LTD	16 619 162 126
VIC	CHADSTONE	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
VIC	CHADSTONE	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
VIC	NOBLE PARK	Gerrie Richardson	JOSHMAT PTY LTD	73 659 051 426
NSW	BONDI	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	BONDI JUNCTION	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739

NSW	BONDI JUNCTION	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	COOGEE	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
NSW	KINGS CROSS	Glen Simmons	EASTSIDE QSR PTY LTD	35 454 549 739
SA	KINGS PARK	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	MURRAY BRIDGE	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	ADELAIDE	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
SA	TRINITY GARDENS	Graham Delbridge	DELBRIDGE INVESTMENTS PTY LTD	60 388 503 386
NSW	GOULBURN	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	GOULBURN	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	PICTON	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
NSW	SUTTON FOREST	Graham Marcolin	GATMARCOLIN PTY LTD	51 910 604 592
WA	COLLIE	Grant Smith	YIPPY TRI-SMITH PTY LTD	18 577 478 417
WA	CANNING VALE	Greg Battle	STAR STORM INVESTMENTS PTY LTD	81 915 804 371
QLD	COOLUM BEACH	Greg Biggs	GARTAJ PTY LTD	27 096 820 866

QLD	NAMBOUR	Greg Biggs	GARTAJ PTY LTD	27 096 820 866
SA	GLENELG	Greg Digance	GAAGE PTY LTD	62 112 343 528
ACT	BELCONNEN	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
ACT	BELCONNEN	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
ACT	CHARNWOOD	Hani Sidaros	GAJJH UNITED PTY LTD	37 434 436 066
ACT	NICHOLLS	Hani Sidaros	GAJJH UNITED PTY LTD	37 434 436 066
ACT	GUNGAHLIN	Hani Sidaros	GAJJH UNITED PTY LTD	37 434 436 066
ACT	HOLT	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
ACT	LYNEHAM	Hani Sidaros	GAJJH UNITED PTY LTD	37 434 436 066
ACT	WESTON	Hani Sidaros	HANGESID PTY LTD	75 842 482 091
VIC	BLACKBURN SOUTH	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	BOX HILL	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	BLACKBURN NORTH	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	BURWOOD	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775

VIC	FOREST HILL	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	HEIDELBERG	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	KINGSBURY	Heath Fitzgerald	HDF HOLDINGS PTY LTD	67 145 374 519
VIC	DONCASTER	Heath Fitzgerald	HDF KINGSBURY PTY LTD	94 933 834 775
VIC	BAYSWATER NORTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	DANDENONG NORTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	ENDEAVOUR HILLS	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	FERNTREE GULLY	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	NARRE WARREN	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	KILSYTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	WANTIRNA SOUTH	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
VIC	KNOXFIELD	Howard Armitage	CARACAL INVESTMENTS PTY LTD	21 679 914 519
SA	COLLINSWOOD	Howard Norman	DEBARD PTY LTD	48 964 521 559
SA	GILLES PLAINS	Howard Norman	DEBARD PTY LTD	48 964 521 559

VIC	BAKERY HILL	Ian Corcoran	CORCORAN FOODS PTY LTD	12 359 889 834
NSW	GLENMORE PARK	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	MINCHINBURY	Ian Garton	GARTON GROUP PTY LTD	21 083 958 007
NSW	PENRITH	Ian Garton	IAN GARTON T/AS MCDONALD'S PENRITH	64 688 177 263
NSW	PENRITH	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	PENRITH	Ian Garton	KATHRYN & IAN GARTON PTY LTD	57 514 252 686
NSW	ST MARYS	Ian Garton	GARTON GROUP PTY LTD	21 083 958 007
VIC	BERWICK	Ian Seal	BERWICK ENTERPRISES PTY LTD	39 215 779 728
VIC	BERWICK	Ian Seal	BERWICK SOUTH ENTERPRISES PTY LTD	87 198 723 256
VIC	HAMPTON PARK	Ian Seal	BERWICK ENTERPRISES PTY LTD	39 215 779 728
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES GROUP PTY LTD	52 164 038 029
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES GROUP PTY LTD	28 281 024 855
NSW	PORT MACQUARIE	Jacqui Jones	HANCOCK JONES PTY LTD	87 091 125 950
VIC	BORONIA	James Currie	AARROD PTY LTD	64 707 457 865

VIC	WANTIRNA	James Currie	JARRON PTY LTD	76 072 170 275
VIC	MELBOURNE	James O'Rourke	LOWGAN PTY LTD	13 121 029 958
VIC	BRUNSWICK	James O'Rourke	LOWGAN PTY LTD	13 121 029 958
VIC	MELBOURNE	James O'Rourke	JADAM FOOD PTY LTD	79 077 616 383
SA	NOARLUNGA BEACH	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	HALLETT COVE	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	NOARLUNGA	Jami Hodge	JAMERI PTY LTD	73 773 989 065
SA	SEAFORD	Jami Hodge	JAMERI PTY LTD	73 773 989 065
VIC	CLAYTON	Jamie Evans	EVANS ARCHES PTY LTD	57 936 979 828
QLD	TOWNSVILLE	Janelle Doyle	NELLANDI PTY LTD	11 965 431 655
QLD	BEENLEIGH	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WATERFORD	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WOODRIDGE	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937
QLD	WATERFORD WEST	Janelle MacGinley	PERTEX PTY LTD	42 804 751 937

WA	RIVERTON	Janiene Pollock	WESTSIDE QSR PTY LTD	65 719 144 642
WA	WILLETTON	Janiene Pollock	WESTSIDE QSR PTY LTD	47 838 557 968
QLD	ATHERTON	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	CAIRNS	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	EARLVILLE	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	CAIRNS	Jason Berther	JATMAG PTY LTD	86 452 880 753
QLD	MAREEBA	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	REDLYNCH	Jason Berther	JATAM PTY LTD	68 658 084 058
QLD	SMITHFIELD	Jason Berther	JATAM PTY LTD	68 658 084 058
VIC	NORTH ESSENDON	Javier Rojas	RTJ INVESTMENTS PTY LTD	28 937 826 451
VIC	CORIO	Jeff Madden	PENFREY NOMINEES PTY LTD	43 794 936 594
VIC	CORIO	Jeff Madden	PENFREY NOMINEES PTY LTD	43 794 936 594
VIC	GEELONG	Jeff Madden	PENFREY NOMINEEZ PTY LTD	43 794 936 594
VIC	GEELONG NORTH	Jeff Madden	PENFREY NOMINEEZ PTY LTD	43 794 936 594

VIC	AVONDALE HEIGHTS	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	DEER PARK	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	DERRIMUT	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	LAVERTON NORTH	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	BRAYBROOK	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	BURNSIDE	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	ST ALBANS	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
VIC	TAYLORS LAKES	Jenny Koscak-Sadler	J SADLER INVESTMENTS PTY LTD	71 500 603 628
NSW	BATEMANS BAY	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	BEGA	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	MERIMBULA	Jim Johns	EVENLITE PTY LTD	96 944 506 248
NSW	CASINO	Jim Moffitt	J AELJAM PTY LTD	38 817 668 606
NSW	GOONELLABAH	Jim Moffitt	J AELJAM PTY LTD	38 817 668 606
NSW	LISMORE	Jim Moffitt	J AELJAM PTY LTD	38 817 668 606

NSW	LISMORE	Jim Morrill	JAELJAM PTY LTD	38 81 / 668 606
QLD	CAPALABA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	CAPALABA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	TINGALPA	Jim Park	PARAMOUR PTY LTD	37 052 172 307
QLD	WYNNUM WEST	Jim Park	PARAMOUR PTY LTD	37 052 172 307
NSW	BASS HILL	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	ENFIELD	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	GREENACRE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	GREENACRE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
NSW	LANSVALE	Jim Pollicina	POLLBURG PTY LTD	47 139 115 397
VIC	CHELTENHAM	Joe Aprile	J & P APRILE NOMINEES PTY LTD	95 007 173 962
VIC	CHELTENHAM	Joe Aprile	J & P APRILE NOMINEES PTY LTD	95 007 173 962
QLD	MOLENDINAR	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
QLD	BROADBEACH	Joe Condon	BRAYCON HOLDINGS PTY LTD	54 450 426 946

QLD	NERANG	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
QLD	NERANG	Joe Condon	BRAYCON HOLDINGS PTY LTD	54 450 426 946
QLD	SOUTHPORT	Joe Condon	SECCA HOLDINGS PTY LTD	82 126 001 002
TAS	NEW NORFOLK	John Barry- Murphy	YASINCO PTY LTD	57 457 435 226
TAS	GLENORCHY	John Barry- Murphy	YASINCO PTY LTD	57 457 435 226
TAS	ROSNY PARK	John Barry- Murphy	YASINCO PTY LTD	57 457 435 226
NSW	CARNES HILL	John Bouropoulos	THE NORTH HILL HAMBURGER CO PTY LTD	79 725 876 221
NSW	PRESTONS	John Bouropoulos	THE NORTH HILL HAMBURGER CO PTY LTD	79 725 876 221
NSW	DRUMMOYNE	John Ciske	CISKE GROUP PTY LTD	21 804 973 281
NSW	CHINDERAH	John Davis	ANJOSHCO PTY LTD	67 091 117 387
NSW	TWEED HEADS SOUTH	John Davis	NEWCOOL PTY LTD	92 586 772 457
NSW	TWEED HEADS SOUTH	John Davis	TWOCOOL PTY LTD	89 358 006 601
WA	BUSSELTON	John Frankham	JOHN FRANKHAM PTY LIMITED	43 791 911 595
WA	FALCON	John Frankham	JOHN FRANKHAM PTY LIMITED	43 791 911 595

NSW	DURAL	John Leckie	B & J LECKIE PTY LTD	90 496 270 781
NSW	TAMWORTH	John O'Sullivan	TAMWORTH EAST PTY LTD	58 760 850 625
NSW	SOUTH TAMWORTH	John O'Sullivan	HOLDEAST PTY LTD	28 064 848 577
NSW	TAMWORTH	John O'Sullivan	T3 PTY LTD	53 473 927 256
QLD	JINDALEE	John Prior	JOKA PTY LTD	61 124 097 158
QLD	MT.OMMANEY	John Prior	KAJO ENTERPRISES PTY LTD	76 070 143 207
SA	ELIZABETH	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
SA	ELIZABETH	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
SA	GAWLER	John Walsh	BALLAVARRA PTY LTD	94 729 803 681
VIC	HAMILTON	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	HORSHAM	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	WARRNAMBOOL	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
VIC	WARRNAMBOOL	John Whitehouse	JANDA WHITEHOUSE PTY LTD	48 032 337 508
QLD	BROADBEACH	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254

QLD	HELENSVALE	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	MERMAID WATERS	Jonathan Pitt	GOLDMAKK PTY LTD	60 878 701 638
QLD	MERRIMAC	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	BROADBEACH	Jonathan Pitt	GOLDMAKK PTY LTD	92 103 588 254
QLD	INDOOROOPIILLY	Justin Lemberg	J & E LEMBERG PTY LTD	99 702 283 122
QLD	INDOOROOPIILLY	Justin Lemberg	J & E LEMBERG PTY LTD	99 702 283 122
VIC	MOOROOPTNA	Karen Pearse	PEARSE GROUP PTY LTD	61 893 950 514
VIC	SHEPPARTON	Karen Pearse	PEARSE GROUP PTY LTD	61 893 950 514
NSW	SHELLHARBOUR	Katia Dwarte	JAMEL PTY LTD	52 848 330 901
NSW	WARILLA	Katia Dwarte	JAMEL PTY LTD	52 848 330 901
NSW	WARRAWONG	Katia Dwarte	JAMEL PTY LTD	52 848 330 901
QLD	TOOWOOMBA	Keith Beer	BEER GARDENS TOOWOOMBA PTY LTD	47 959 483 512
QLD	TOOWOOMBA	Keith Beer	KAB (QLD) PTY LTD	67 913 829 866
QLD	TOOWOOMBA WEST	Keith Beer	K.W. & A.E.BEER PTY LTD	38 009 992 992

VIC	SEYMOUR	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	MELBOURNE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	MELBOURNE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	TULLAMARINE	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WALLAN	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WHITTLESEA	Ken Turner	NORTH WEST INVESTMENTS PTY LTD	16 931 660 461
VIC	WALLAN	Kendall Crozier	MEMPHIS CORPORATION PTY LTD	77 073 394 044
NSW	BLAXLAND	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	EMU PLAINS	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	LITHGOW	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	MUDGEES	Kerry Gordon	FRYDAYS PTY LTD	52 455 483 659
NSW	CREMORNE	Keryn Jensen	NORTH SHORE QSR PTY LTD	90 423 274 957
NSW	ST LEONARDS	Keryn Jensen	NORTH SHORE QSR PTY LTD	90 423 274 957
QLD	CHINCHILLA	Kym Munro	HBK HOLDINGS PTY LTD	39 159 199 489

VIC	BACCHUS MARSH	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	BALLAN	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	BALLARAT	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	SEBASTOPOL	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
VIC	WENDOUREE	Laurie Nigro	LAMRIT PTY LTD	46 924 785 634
SA	WHYALLA	Leanne Ashworth	PADERSON PTY LTD	59 525 330 579
NSW	EMERTON	Leon Brown	CELLET PTY LTD	56 733 827 121
QLD	BELLBOWRIE	Lisa Mackintosh	MACKALLAN PTY LTD	27 975 075 295
VIC	BALWYN	Lou Di Nicolantonio	TANDER PTY LTD	82 771 489 898
NSW	CARINGBAH	Louie Treffiletti	JABBA RESTAURANTS NSW PTY LTD	51 132 373 305
NSW	ROCKDALE	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
NSW	ROCKDALE	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
NSW	TAREN POINT	Louie Treffiletti	JABBA RESTAURANTS PTY LTD	74 115 355 416
WA	PORT HEDLAND	Luke Jessop	MILC NOMINEES PTY LTD	71 594 271 921

NSW	COWRA	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
NSW	FORBES	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
NSW	PARKES	Malcolm Harrison	ZOHO PTY LTD	72 245 185 857
QLD	ROMA	Marc Benson	M & M BENSON INVESTMENTS PTY LTD	78 717 903 014
QLD	ROCKHAMPTON NORTH	Marc Smorenburg	MARC AUSTRALIA PTY LTD	36 848 124 635
QLD	ROCKHAMPTON NORTH	Marc Smorenburg	MARC AUSTRALIA PTY LTD	36 848 124 635
SA	ENFIELD (<i>ceases 01.05.13</i>)	Marcel Barendregt	DAMIK PTY LTD	49 008 156 232
NSW	MITTAGONG	Marcelle Bain	PETER & MARCELLE BAIN PTY LIMITED	44 963 791 866
QLD	BURLEIGH HEADS	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
QLD	BURLEIGH WATERS	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
QLD	REEDY CREEK	Marcus Dunn	JAMADU (QLD) PTY LTD	51 614 993 445
NSW	ALBURY	Maree Cables	JORANDA PTY LTD	62 948 493 882
NSW	YASS (<i>from 01.06.13</i>)	Maree Cables	JORANDA PTY LTD	62 948 493 882
NSW	LAVINGTON	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586

NSW	GUNDAGAI (<i>from 01.06.13</i>)	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
NSW	TUMUT (<i>from 01.06.13</i>)	Maree Cables	CABLESCO INVESTMENTS PTY LTD	13 840 412 586
VIC	COROWA	Maree Cables	JORANDA PTY LTD	62 948 493 882
VIC	WEST WODONGA	Maree Cables	FULLMERE PTY LTD	71 006 609 894
VIC	ROWVILLE	Mark Achermann	ZERMATT NOMINEES PTY LTD	94 425 543 429
WA	ARMADALE	Mark Conacher	MARJOM PTY LTD	98 756 778 119
WA	KELMSCOTT	Mark Conacher	MARJOM PTY LTD	98 756 778 119
NSW	BROKEN HILL	Mark Craven	MOOSKY PTY LTD	56 590 863 735
ACT	BRADDON	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
ACT	CANBERRA	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
ACT	CANBERRA CITY	Mark Creelman	KYMAR NOMINEES PTY LTD	28 869 164 501
SA	DARLINGTON	Mark Dutschke	KALBAK PTY LTD	22 460 709 742
SA	MORPHETT VALE	Mark Dutschke	KALBAK PTY LTD	22 460 709 742
NSW	KELLYVILLE	Mark Halford	JAYARK PTY LTD	87 119 660 722

NSW	RICHMOND	Mark Halford	MACEY PTY LTD	57 496 246 144
NSW	ROUSE HILL	Mark Halford	SHERLEE PTY LTD	25 915 369 446
NSW	ROUSE HILL	Mark Halford	PIPMAY PTY LTD	72 213 387 919
NSW	WINDSOR	Mark Halford	MARK HALFORD T/AS MCDONALDS WINDSOR	41 128 135 513
QLD	MT GRAVATT	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	MOUNT GRAVATT	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	SUNNYBANK	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	WISHART	Mark Roberts	ALERUN PTY LTD	60 692 597 609
QLD	TOOWOOMBA	Mark Ward	GREENWICH INVESTMENTS (QLD) PTY LTD	70 066 108 624
QLD	HIGHFIELDS	Mark Ward	NORCLIFFE PTY LTD	61 065 527 975
QLD	TOOWOOMBA	Mark Ward	GREENWICH INVESTMENTS (QLD) PTY LTD	70 066 108 624
QLD	TOOWOOMBA	Mark Ward	NORCLIFFE PTY LTD	61 065 527 975
QLD	CABOOLTURE	Mathew Grut	KESBES PTY LTD	24 008 619 083
QLD	BRIBIE ISLAND	Mathew Grut	KESBES PTY LTD	24 008 619 083

QLD	SOUTHPORT	Matt Kennedy	JEFFERSON LANE ENTERPRISES PTY LTD	74 402 915 390
WA	ALBANY	Max Sharp	SHARLUMAH PTY LTD	92 905 645 346
QLD	SOUTHPORT	Michael Atkins	TOP END ENTERPRISES PTY LTD	90 060 539 175
QLD	BIGGERA WATERS	Michael Atkins	JOMIK INVESTMENTS PTY LTD	46 709 599 446
QLD	HOPE ISLAND	Michael Atkins	JOMIK INVESTMENTS PTY LTD	46 709 599 446
QLD	PACIFIC PINES	Michael Atkins	JOMIK INVESTMENTS PTY LTD	88 629 588 602
QLD	RUNAWAY BAY	Michael Atkins	MABEN PTY LTD	80 268 107 501
SA	SALISBURY DOWNS	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
SA	POORAKA	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
SA	SALISBURY	Michael Delbridge	CRILLION PTY LTD	19 314 129 298
NSW	SALAMANDER BAY	Michael Feros	MIJO GROUP PTY LTD	92 486 048 336
VIC	HOPPERS CROSSING	Michael Lee	NEZCOPIC (HOGANS CORNER) PTY LTD	33 254 762 507
VIC	WYNDHAM VALE	Michael Lee	NEZCOPIC (HOGANS CORNER) PTY LTD	33 254 762 507
VIC	WERRIBEE	Michael Lee	NEZCOPIC (WERRIBEE) PTY LTD	33 220 516 614

VIC	WERRIBEE	Michael Lee	NEZCOPIC (WERRIBEE) PTY LTD	33 220 516 614
QLD	AIRLIE BEACH	Michael Muller	MIJAN PTY LTD	25 063 727 891
QLD	BOWEN	Michael Muller	CASSEY PTY LTD	11 474 751 577
QLD	CANNONVALE	Michael Muller	CASSEY PTY LTD	11 474 751 577
QLD	COOMERA	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	UPPER COOMERA	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	HELENSVALE	Michael Power	DEMI PTY LTD	63 500 168 778
QLD	ORMEAU	Michael Power	DEMI PTY LTD	63 500 168 778
NSW	TWEED HEADS	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	BURLEIGH HEADS	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	95 556 976 129
QLD	COOLANGATTA	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	MAIN BEACH	Michelle Orton-Dessaix	MAJAB ENTERPRISES PTY LTD	41 438 077 239
QLD	ALBION	Mike Bolton	VANT MANAGEMENT PTY LTD	51 163 953 682
QLD	CHERMSIDE	Mike Bolton	VANT MANAGEMENT PTY LTD	91 914 847 109

QLD	NUDGEE	Mike Bolton	VANT MANAGEMENT PTY LTD	53 305 028 572
QLD	TOOMBUL	Mike Bolton	VANT MANAGEMENT PTY LTD	23 675 847 874
QLD	VIRGINIA	Mike Bolton	VANT MANAGEMENT PTY LTD	75 416 702 815
QLD	WINDSOR	Mike Bolton	VANT MANAGEMENT PTY LTD	69 965 586 334
QLD	STAPYLTON	Mike Fegelson	MADTIME PTY LTD	36 056 177 989
VIC	BAIRNSDALE	Mike Goodluck	LUCKY LAKES PTY LTD	90 885 570 157
VIC	LAKES ENTRANCE	Mike Goodluck	LUCKY LAKES PTY LTD	90 885 570 157
NSW	GRETA	Murray McKeough	ROSSGLEN PTY LTD	74 335 529 071
NSW	RUTHERFORD	Murray McKeough	ROSSGLEN PTY LTD	31 067 461 581
NSW	SINGLETON	Murray McKeough	BAKSTON PTY LTD	21 255 235 126
SA	PORT AUGUSTA	Neil Lucas	NEKA ENTERPRISES PTY LTD	90 372 729 813
SA	PORT PIRIE	Neil Lucas	NEKA ENTERPRISES PTY LTD	90 372 729 813
WA	FOREST LAKES	Nick Agostino	AGOSTINO GROUP HOLDINGS PTY LTD	14 429 404 939
WA	MADDINGTON	Nick Agostino	AGOSTINO GROUP HOLDINGS PTY LTD	14 429 404 939

NSW	CROYDON PARK	Nick Leontios	NIXMAX PTY LTD	17 096 287 884
NSW	HURLSTONE PARK	Nick Leontios	NIXMAX PTY LTD	17 096 287 884
VIC	LILYDALE	Nick Newton	NEWSTORES PTY LTD	12 441 747 322
VIC	MOOROOLBARK	Nick Newton	NEWSTORES PTY LTD	12 441 747 322
WA	TREENDALE	Nick Tsargaris	EPREMA HOLDINGS PTY LTD	72 466 106 165
VIC	CHELTENHAM	Nigel Houghton	NIGATE ENTERPRISES PTY LTD	84 060 070 844
VIC	SOUTH OAKLEIGH	Nigel Houghton	NIGATE ENTERPRISES PTY LTD	84 060 070 844
WA	SUCCESS	Norm Sinclair	KLEPEACH PTY LTD	93 649 344 120
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
NSW	BLACKTOWN	Patricia Russo	PANAREA ENTERPRISES PTY LTD	54 884 980 094
QLD	ANNERLEY	Paul Finn	EMQUEST PTY LTD	77 776 306 650
QLD	ROCKLEA (<i>ceases 03.05.13</i>)	Paul Finn	EMQUEST PTY LTD	77 776 306 650

QLD	SALISBURY	Paul Finn	EMQUEST PTY LTD	77 776 306 650
VIC	HAWTHORN	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
VIC	HOLMESGLEN	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
VIC	KEW	Paul Kelly	KELLYCO PTY LTD	42 858 956 501
NSW	WERRINGTON	Paul McDonald	GREAT WESTERN FOODS PTY LTD	57 543 161 004
QLD	AYR	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	CHARTERS TOWERS	Paul Rissman	LARDNER HOLDINGS PTY LTD	62 668 691 327
QLD	TOWNSVILLE	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	RASMUSSEN	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
QLD	THURINGOWA CENTRAL	Paul Rissman	PARCORP INVESTMENTS PTY LTD	89 643 493 039
NSW	SEVEN HILLS	Paul Vita	REMGIN PTY LTD	78 113 361 301
NSW	SEVEN HILLS	Paul Vita	REMGIN PTY LTD	78 113 361 301
SA	ADELAIDE	Peter Annells	P J ANNELLS PTY LTD	41 911 973 177
VIC	GEE LONG WEST	Peter Coomes	P S & D R COOMES PTY LTD	92 856 024 471

VIC	WAURN PONDS	Peter Coomes	P S & D R COOMES PTY LTD	92 856 024 471
NSW	CAMPBELLTOWN	Peter Meadows	JEMADA PTY LTD	60 134 643 020
NSW	CAMPBELLTOWN	Peter Meadows	JAMADA PTY LTD	60 134 643 020
NSW	CASULA	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	MACQUARIE FIELDS	Peter Meadows	MEADOWS FAMILY RESTAURANTS PTY LTD	41 101 524 949
NSW	LIVERPOOL SOUTH	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	MOOREBANK	Peter Meadows	JESMARDAN PTY LTD	75 339 295 575
NSW	ROSEMEADOW	Peter Meadows	MEADOWS FAMILY RESTAURANTS PTY LTD	41 101 524 949
VIC	BENDIGO	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	WHITE HILLS	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	KANGAROO FLAT	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
VIC	BENDIGO	Peter Melleuish	UMELCO PTY LTD	97 291 368 935
WA	PERTH	Peter Neeson	PALSS PTY LTD	52 404 312 417
WA	EAST VICTORIA PARK	Peter Neeson	PALSS PTY LTD	52 404 312 417

WA	FORRESTFIELD	Peter Neeson	PALSS PTY LTD	52 404 312 417
SA	ADELAIDE	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
SA	ADELAIDE	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
SA	MELROSE PARK	Peter Russo	PETER RUSSO INVESTMENTS PTY LTD	51 833 990 758
VIC	COLAC	Peter Shaw	PD & KJ SHAW PTY LTD	57 411 669 955
NSW	MERRYLANDS	Peter Zalfelds	PETONA PTY LTD	18 080 956 501
NSW	MERRYLANDS	Peter Zalfelds	PETER ZALFELDS T/AS MCDONALD'S MERRYLANDS	72 495 807 698
NSW	MERRYLANDS	Peter Zalfelds	PETONA PTY LTD	18 080 956 501
NSW	SCONE	Phil Wilson	CAPALOY PTY LTD	20 346 725 043
VIC	MILL PARK	Philip Keir	MCKEIR PTY LTD	82 090 847 287
VIC	MORANG	Philip Keir	MCKEIR PTY LTD	82 090 847 287
VIC	MOE	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	MORWELL	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681
VIC	WARRAGUL	Phillip Wilson	WILBRIDGE SECURITIES PTY LTD	15 495 088 681

VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
VIC	MELBOURNE	Raf Basile	BASIL ENTERPRISES PTY LTD	11 325 531 142
QLD	KAWANA	Randy Burningham	BLACKSTEN PTY LTD	95 778 081 392
QLD	MINYAMA	Randy Burningham	WINDMAR PTY LTD	26 056 789 371
QLD	MOOLOOLABA	Randy Burningham	CALLIMAN PTY LTD	60 865 466 918
QLD	MAROOCHYDORE	Randy Burningham	WINDMAR PTY LTD	26 056 789 371
NSW	GOROKAN	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
NSW	TUGGERAH	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
NSW	WYONG	Raylee McLeod	FAMILY CHIPS PTY LTD	12 729 818 460
VIC	ARARAT	Richard Harris	HARRICO PTY LTD	78 920 297 616
VIC	STAWELL	Richard Harris	HARRICO PTY LTD	78 920 297 616
WA	BEECHBORO	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
WA	ELLENBROOK	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435

WA	NORTHAM	Richard Hill	RAH NOMINEES PTY LTD	87 387 312 435
QLD	STAFFORD	Richard Norman	GIFF GAFF PTY LTD	85 354 460 516
VIC	DIAMOND CREEK	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	ELTHAM	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	GREENSBOROUGH	Richard Vom	VOMDAY PTY LTD	57 594 900 337
VIC	GREENSBOROUGH	Richard Vom	VOMDAY PTY LTD	57 594 900 337
NSW	SYLVANIA	Robert Lancaster	ROBANLOU PTY LTD	67 152 074 553
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	STUART PARK	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
NT	DARWIN	Robert Tizzoni	REMDA PTY LTD	65 070 221 733
SA	RENMARK	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
VIC	MILDURA	Robert Vigors	QUEBANI PTY LTD	11 472 896 639
VIC	MILDURA	Robert Vigors	QUEBANI PTY LTD	11 472 896 639

QLD	BRACKEN RIDGE	Rod Chiapello	CHIAPELLO HOLDINGS PTY LTD	29 672 086 132
QLD	CANNON HILL	Rod Morris	CENTHEAD PTY LTD	27 926 737 492
QLD	VICTORIA POINT	Rod Morris	CENTHEAD PTY LTD	27 926 737 492
WA	SPEARWOOD	Rod Sinclair	KANKU PTY LTD	11 919 960 647
NSW	BLACKTOWN	Rodney Higgs	CLEMANDOT PTY LTD	98 934 415 989
VIC	OAKLEIGH	Roland Zammit	ZAMMIT GROUP PTY LTD	59 103 290 636
QLD	GLADSTONE	Ron Hawkins	R & S HAWKINS PTY LTD	48 925 881 816
QLD	GLADSTONE	Ron Hawkins	R & S HAWKINS PTY LTD	48 925 881 816
NSW	BATEAU BAY	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	ERINA	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	ERINA	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	GOSFORD	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	GOSFORD WEST	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	LISAROW	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731

NSW	TUMBI UMBI	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	WOY WOY	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
NSW	WYOMING	Ron Mussalli	SARONBELL PTY LTD	76 038 596 731
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	MACKAY	Ron Reseck	R & C RESECK INVESTMENT PTY LTD	27 010 925 523
QLD	RURAL VIEW	Ron Reseck	R & C RESECK INVESTMENTS PTY LTD	27 010 925 523
VIC	KEYSBOROUGH	Ross Thornton	KATTERN PTY LTD	81 039 946 046
VIC	KEYSBOROUGH	Ross Thornton	KATTERN PTY LTD	81 039 946 046
NSW	HORNSBY	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	ST IVES	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	WAITARA	Sam Alvaro	ALVARO RESTAURANTS PTY LTD	51 442 485 952
NSW	BALLINA	Scott Campbell	SCETTELS PTY LTD	96 468 466 343
NSW	YAMBA	Scott Campbell	SCETTELS PTY LTD	48 639 837 412

WA	KALGOORLIE	Scott Gunson	ASHDABS PTY LTD	83 488 388 639
WA	KALGOORLIE	Scott Gunson	ASHDABS PTY LTD	83 488 388 639
NSW	KEMPSEY	Sean Davis	SEAKAT INVESTMENTS	37 758 172 719
NSW	BURWOOD	Selva Rasiah	JANASEL PTY LTD	67 092 374 966
QLD	GATTON	Shane Doyle	MPP PTY LTD	84 223 115 776
QLD	GATTON	Shane Doyle	MPP PTY LTD	84 223 115 776
NSW	KINCUMBER	Shannon Fell	PENNON ENTERPRISES PTY LTD	45 372 137 689
WA	BUTLER	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	CURRAMBINE	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	DUNCRAIG	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	JOONDALUP	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
WA	MINDARIE	Shanti Sivaraj	TAMRATH PTY LTD	84 452 331 947
VIC	BASS	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
VIC	LEONGATHA	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513

VIC	WONTHAGGI	Stefan Wojciechowski	S J WOJCIECHOWSKI PTY LTD	97 823 707 513
QLD	CABOOLTURE	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	CABOOLTURE	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	CLONTARF	Stephen Flook	MSJI PTY LTD	50 228 421 902
QLD	KIPPA-RING	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	REDCLIFFE	Stephen Flook	MSJI PTY LTD	32 798 204 409
QLD	ORMISTON	Steven Morris	SMSM PTY LTD	39 867 109 353
TAS	BURNIE	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
TAS	DEVONPORT	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	DEVONPORT	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	LAUNCESTON	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	KINGS MEADOWS	Steven Nicholas	NICO HOLDINGS PTY LTD	88 392 479 947
TAS	LAUNCESTON	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008
TAS	ULVERSTONE	Steven Nicholas	STEEKIM PTY LTD	61 346 447 008

VIC	TORQUAY	Stuart Coomes	TORCOOMES PTY LTD	43 090 453 026
QLD	MOUNT ISA	Stuart Reseck	SNR HOLDINGS PTY LTD	85 104 198 147
QLD	SURFERS PARADISE	Tania Balhatchet	JAKIARA (QLD) PTY LTD	89 822 687 357
WA	BROOME	Tania Mesch	RAINBOW BRIDGE PTY LTD	11 541 292 294
QLD	FORTITUDE VALLEY	Tanya Manteit- Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
QLD	MYER I (<i>from 01.09.13</i>)	Tanya Manteit- Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
QLD	MYER II (<i>from 01.09.13</i>)	Tanya Manteit- Mulcahy	TANTEX HOLDINGS PTY LTD	14 162 154 538
WA	BICTON	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	MELVILLE	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	O'CONNOR	Terry Creasey	SWANSTAR NOMINEES PTY LTD	93 562 573 409
WA	TUART HILL	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
WA	WANNEROO	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
WA	WARWICK	Terry Krysyna	WESTMEAD PTY LTD	72 953 786 181
QLD	CALOUNDRA	Tim Banks	LOUDOU PTY LTD	59 072 416 892

QLD	CURRIMUNDI	Tim Banks	LOUDOU PTY LTD	59 072 416 892
WA	GERALDTON	Tim Parker	KATAHDIN PTY LTD	48 949 938 271
WA	WEBBERTON	Tim Parker	KATAHDIN PTY LTD	48 949 938 271
VIC	KEILOR NORTH	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	KEILOR NORTH	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	GISBORNE	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	SUNBURY	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	SYDENHAM	Tim Westover	BLenin PTY LTD	96 490 776 998
VIC	TAYLORS LAKES	Tim Westover	BLenin PTY LTD	96 490 776 998
NSW	ORANGE	Todd Bryant	T & K BRYANT PTY LTD	98 544 336 988
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	KOORINGAL	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304
NSW	WAGGA WAGGA	Tony Aichinger	HALFWAY HAMBURGERS PTY LTD	43 357 378 304

SA	PORT LINCOLN	Tony Baj	GINTONAK PTY LTD	82 837 643 992
NSW	WENTWORTHVILLE	Tony Decaria	TONDOL PTY LTD	79 392 945 760
NSW	MENAI	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	PADSTOW	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	PUNCHBOWL	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
NSW	ROSELANDS	Tony Favotto	FAVOTTO FAMILY RESTAURANTS PTY LTD	14 076 209 062
QLD	MARYBOROUGH	Tony Keenan	JONCLO HOLDINGS	14 628 228 733
VIC	HASTINGS	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	MORNINGTON	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	ROSEBUD	Tony Kitto	DASTIM PTY LTD	98 383 486 082
VIC	SOMERVILLE	Tony Kitto	DASTIM PTY LTD	98 383 486 082
NSW	LIVERPOOL	Tony Spinks	LSM HOLDINGS PTY LTD	91 719 832 157
QLD	ELANORA	Tony Ward	WAX UP PTY LTD	54 591 957 868
QLD	PALM BEACH	Tony Ward	WAX UP PTY LTD	54 591 957 868

QLD	STANTHORPE	Trevor Burton	FURTHER PROOF PTY LTD	32 282 681 232
QLD	WARWICK	Trevor Burton	FURTHER PROOF PTY LTD	32 282 681 232
VIC	COBRAM	Tully Lyster	LEVEKE PTY LTD	58 132 945 763
VIC	WANGARATTA	Tully Lyster	TARL PTY LTD	56 103 657 650
VIC	YARRAWONGA	Tully Lyster	KAILEV PTY LTD	45 127 295 523
WA	BUNBURY	Vicki Cottrell	MISTI VALE PTY LTD	20 492 066 982
WA	CAREY PARK	Vicki Cottrell	DRIFTA INVESTMENTS PTY LTD	39 818 411 078
NT	KATHERINE	Vicki-Leigh Lettice	VIGR HOLDINGS PTY LTD	73 681 793 931
NT	PALMERSTON	Vicki-Leigh Lettice	VIGR HOLDINGS PTY LTD	73 681 793 931
NSW	BATHURST	Wade Whitley	WHITAYLEE & SONS PTY LTD	93 711 232 207
NSW	KELSO	Wade Whitley	WHITAYLEE & SONS PTY LTD	93 711 232 207
NSW	FRENCHS FOREST	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	WARRIEWOOD	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	BROOKVALE	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339

NSW	BROOKVALE	Warwick Hokins	DECORUS VITA PTY LTD	28 419 618 339
NSW	GUNNEDAH	Wayne Greenwood	LIME88 PTY LTD	16 862 466 060
NSW	NARRABRI	Wayne Greenwood	LILLIAN INVESTMENTS PTY LTD	45 143 123 922
TAS	BRIDGEWATER	Will Luders	CAHOW PTY LTD	48 151 495 528
TAS	SORELL	Will Luders	CAHOW PTY LTD	48 151 495 528
VIC	ALTONA	Zoe Gladio	GLADSIDE PTY LTD	36 000 697 763
VIC	YARRAVILLE	Zoe Gladio	GLADSIDE PTY LTD	36 000 697 763

ANNEXURE B

1. It is proposed that the following new employers be made parties to the Existing Agreement.

Franchisee Full Name	Company Name	ABN/ACN	McDonald's Restaurants operated by Franchisee
Alan Brodie	Faith Group Pty Ltd	58 169 846 593	• Darlington
Alan Brodie	Brodie Restaurants Pty Ltd ATF Brodie Restaurants Trust	92 320 727 514	• Happy Valley
Alice Gilbertson	Justice 2 Pty Ltd	83 285 975 356	• Sandy Bay • Kingston
Andrew Keir	LTD Investments Group	42 437 562 377	• Cheltenham
Antony Ward	Orange Bear Pty Ltd	36 286 255 100	• Gladstone Kirkwood, • Gladstone Calliope
Bonita Johnson	Doctore Pty Ltd	57 092 958 953	• Glen Innes
Benjamin Duncan	B.K. Duncan P/L	21 455 660 220	• Broadmeadows • Fawkner 2
Bernard Kelly	Kelly Family Restaurants	53 109 194 233	• Gordon • North Ryde
Chris Prior	Tymad Pty Ltd	33 163 958 585	• Jindalee
Christina Davis	JETSRUS Pty Ltd	51 877 617 062	• Mt Isa
Christopher Maguire	Mersey Nominees	31 469 704 719	• Esperance

Franchisee Full Name	Company Name	ABN/ACN	McDonald's Restaurants operated by Franchisee
Emma Burgess	Sedeh Pty Ltd AFT / ATF BURGESS FAMILY TRUST	83 484 202 347	• Remark
Graham Marcolin	Aligra Pty Ltd	49 706 337 244	• Sutton Forest Southbound,
Hayden Smith	H&I Smith Pty Ltd	83 366 545 928	• Forster
IAN SEAL	CRANBOURNE NORTH ENTERPRISES	94 165 228 464	• Cranbourne North
Janelle Doyle	Macter Pty Ltd	88 153 944 725	• North Ward
Jeff Bailey	Foxlow Pty Ltd	46 163 931 356	• Mulgrave
John Housopoulos	NHRC Pty Ltd	79 725 876 221	• Carnes Hill • Edmonson Park • Preston
John Stramien	SINCRO (WA) HOLDINGS Pty Ltd	53 536 602 829	• William Street • McDonalds Hay Street
Kerr Ewart	Kew Art Pty Ltd	604 259 818	• Wyalla
Linley Westover	Westlin Co Pty Ltd	93 240 615 386	• Gishborne
Man Rogers	Majero Investments Pty Ltd	130 030 552	• Camden Park
Mark Halford	Pipeden trust	57 496 246 144	• Windsor • Richmond • Killyville

Franchisee Full Name	Company Name	ABN/ACN	McDonald's Restaurants operated by Franchisee
			• Rouse Hill • Rouse Hill Town Centre • Dural
Mike Hanlon	M and P Hanlon Investments P.L.	27 627 296 924	• Geraldton
Murray McKrough	McKeough Group Greta Pty Ltd	74 315 529 071	• Greta • Rutherford • Singleton
Nathan Patrick	Jennan Pty Ltd	49 943 207 337	• Bagin Island
Nicholas Fischer	Fischfort Investments Pty Ltd	15 581 289 211	• Sandgate
Nick Newton	KILYSTH FOODS Pty Ltd	44 800 423 079	• Killyth
Nicole Carmichael	Lyons Mecca	43 632 757 811	• Cooma
Nicole Ramsey	NFR Holdings Pty Ltd	80 938 131 892	• Northern Beaches • Mackay Food Court II
Paul Bews	Empah Pty Ltd as trustee for the Bews Family Trust	59 227 574 428	• Yamba
Paul Wesley	Fairlight Restaurants	16 657 671 972	• Eastgardens • Maroubra • General Holmes Drive
Peter Galiero	GALIERO Pty Ltd	58 496 173 772	• Moree
Peter Zelfelds	Pefidy Pty Ltd	96 600 352 769	• Smithfield

Franchisee Full Name	Company Name	ABN/ACN	McDonald's Restaurants operated by Franchisee
Robert McAllister	Reisillicm	95 654 468 528	• Narrabri
Scott Muller	Reljoin Holdings	53 497 158 634	• Deniliquin
Sean Newton	SFSJ Family Trust	31 378 620 095	• Watervico
Stuart Spicer	Four Reds Pty Ltd	\$6 607 687 721	• Blackburn • Forest Hill
Tania Cowey	Jekiana QLD Pty Ltd	\$9 822 687 357	• Cavill • Nirrona
Tony Decaria	Madren Trust	23 548 479 434	• Northmead
Vicki-Leigh Lettice	VIGR Investments Pty Ltd	53 601 002 902	• Camarillo • Ludmilla
Warwick Boyd	Madimase Beyond 13	30 387 970 871	• Industrial Drive

[2016] FWCA 1209
FAIR WORK COMMISSION
DECISION

Fair Work Act 2009

s 210 - Application for approval of a variation of an enterprise agreement

McDonald's Australia Limited
 (AG2016/2254)

MCDONALD'S AUSTRALIA ENTERPRISE AGREEMENT 2013

Fast food industry

DEPUTY PRESIDENT SAMS SYDNEY, 25 FEBRUARY 2016

Application for variation of the McDonald's Australia Enterprise Agreement 2013 – additional franchisees – model consultation clause – new classification of 'Home Delivery Driver' – variation approved.

[1] This is an application filed by McDonald's Australia Limited (the 'applicant'), pursuant to s 210 of the *Fair Work Act 2009* (the 'Act'), for approval of a variation to a single enterprise agreement known as the *McDonald's Australia Enterprise Agreement 2013* [AE402596] (the 'Agreement'). The Agreement was approved by the Commission on 24 July 2013 (See: *McDonald's Australia Limited* [2013] FWCA 5001) following the issuing of a single interest employer authorisation on 23 April 2013 [PR535937]. The Agreement covers almost 100,000 employees engaged at fast food restaurants operated by the applicant and a number of its franchisees across Australia. This application follows the grant of a further single interest employer authorisation to cover a number of the applicant's franchisees (see: *McDonald's Australia Ltd* [2015] FWC 8870). Relevantly, the Shop, Distributive and Allied Employees Association (the 'Union') is covered by the Agreement.

[2] In the Employer's Declaration in support of the application (Form F23A), Mr S Paterson, National Employee Relations Manager, advised that on 9 January 2016 the employees were provided with a copy of the proposed variation to the Agreement through the applicant's intranet, which is used by employees to monitor their rosters, together with an explanatory document, a copy of the National Employment Standards and the *Fast Food Industry Award 2010* [MA000003]. The applicant also conducted seven separate presentations between 12 and 16 January 2016. On 12 January 2016, the employees were advised of the vote, to be conducted between 20 and 24 January 2016. In an electronic ballot, 8,233 of the

9,202 employees who cast a valid vote agreed to approve the proposed variation (ss 207, 208 and 209). I am satisfied that the employees have genuinely agreed to the variations (s 211(3)(c), 188). The application was lodged on 5 February 2016, thereby satisfying s 210(3)(a) of the Act.

[3] Shortly stated, the effect of the variations is to add a number of the applicant's franchisees as parties to the Agreement, to adopt the model Consultation clause and to provide for new classifications of Home Delivery Driver. It was said that the variations contain no less beneficial terms than those under the relevant Award.

[4] At a hearing for the approval of the application, Mr C *Magee* of Counsel appeared with Ms M *Hurley-Smith*, Solicitor and Mr S *Paterson* for the applicant and Mr M *Galbraith* appeared for the Union. Mr *Magee* outlined the pre-approval process for the variation and submitted that all of the relevant statutory requirements for approval had been met and it should be approved. He explained that the new classification provided for a fixed allowance for every delivery where a delivery round trip was less than 5km. This was more beneficial than provided for in the Award. However, where a delivery round trip exceeds 7km, an employee will receive 41c per kilometre for each kilometre over 7km. Drivers who use their own vehicles will also be paid for vehicle insurance and provided with a first aid kit. Mr *Galbraith* supported the submissions of Mr *Magee*. The Union had filed a Declaration (Form F23B) supporting the approval of the variation.

[5] Section 211(1) of the Act provides that the Commission must approve a variation made pursuant to s 210, if:

‘(a) the FWC is satisfied that had an application been made under section 185 for the approval of the agreement of the agreement as proposed to be varied, the FWC would have been required to approve the agreement under section 186; and

(b) the FWC is satisfied that the agreement as proposed to be varied would not specify a date as its nominal expiry date which is more than 4 years after the day on which the FWC approved the agreement;

unless the FWC is satisfied that there are serious public interest grounds for not approving the variation.’

[6] Having reviewed the pre-approval process documentation, the submissions of the parties and the proposed variations, I am satisfied that all of the requirements of the Act, in particular, ss 207, 208, 209, 210 and 211 of the Act, in so far as relevant to this application, have been met. Specifically, I am satisfied that the Commission would have been required to approve the Agreement, as varied, had an application been made to approve it in accordance with s 185 of the Act, that there are no public interest grounds for not approving the variation and that the variation does not specify a nominal expiry date of more than four years after the day on which

the Commission approved the Agreement. Accordingly, I approve the proposed variations to the *McDonald's Australia Enterprise Agreement 2013*. Pursuant to s 216 of the Act, the variation shall take effect on and from 24 February 2016 and remain in force until the Agreement is rescinded or replaced. A copy of the Agreement, as varied is annexed to this decision.



DEPUTY PRESIDENT

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<Price code A, AE402596 PR577379>

From: Robertson Tahlia
Sent: Thursday, 31 August 2017 7:27 PM
To: Palethorpe, Stephen (SEN)
Subject: Request for extension of time

Dear Stephen,

As discussed with the large amount of QoNs provided to McDonald's (over 80) and the short amount of time to respond to the Questions on Notice (QoNs) we would request an extension to provide responses by COB Monday 4 September 2017.

I understand that the Senators are also on short time frame to table its report, but for us to adequately respond we simply need more time.

At this stage we are able to provide internal McDonald's documents on what information we provide staff in relation to the SDA, an internal letter to parents/guardian on the employee's decision to join the SDA and Patricia Deasy's affidavit to the Fair Work Commission. These documents are in relation to QoNs from Senators Reynolds, Rhiannon and Marshall.

If you could confirm the Committee or Secretariat decision on the extension via a return email it would be much appreciated.

Kindest regards,

Tahlia



Tahlia Robertson | Government Relations Manager | McDonald's Australia Limited
21 Central Avenue, Thornleigh NSW 2120 | PO Box 392, Pennant Hills NSW 2120

To join or not to join?

Dear McDonald's employee,

McDonald's often receives calls from employees asking questions regarding the trade union which represents them and their rights when it comes to joining or not joining the union. The Shop, Distributive and Allied Employees' Association (**SDA**) is the relevant union which represents McDonald's employees.

From time to time, the SDA may seek to meet with you while you are at work during your induction, during a rostered shift, or on your meal or drink break. To assist you understand your rights when it comes to union membership, we have provided answers to some frequently asked questions below.

FAQs

Do I have to join the SDA?

No, employees are not required to join the union. McDonald's supports our employees' freedom of association and will support your personal decision regarding union membership. All employees have a right to make their own informed choice about union membership and should consider all information provided to them. McDonald's also recommends that our under 18 year old crew discuss membership with their parent or guardian.

Is there a membership fee to join the SDA?

Yes. As with any professional association or trade union, there is a membership fee associated with joining the SDA. Fees are based on the number of hours you work in a particular week, with the fees increasing the more hours you work.

Can I join the SDA at any time?

Yes. You should not feel pressured to join the SDA during orientation or crew meetings. You are entitled to take the information away and consider your options before joining. Should you wish to, after considering the information, you can do so by sending the application form through to your state's local SDA branch.

How do I join the SDA?

You are able to join the SDA either directly with a local organiser within the restaurant, during crew meetings or by contacting your state's local SDA branch.

Can I cancel my membership?

Yes. An employee is free to resign as a Union member if they so wish. In order to do so, they are required to notify their State or Territory branch in writing (either by email, letter or fax) advising them of their decision. The restaurant's Restaurant Manager should also be notified so that payroll deductions can be ceased at this time.

Are my fees tax deductible?

Yes. Employees who join the SDA are able to claim a portion of their fees back through their annual tax return. However, you should be mindful that if you do not earn enough in a given week to pay income tax you will not be able to claim these monies back. Employees should however seek their own independent financial advice.

Does joining the Union affect my rate of pay or benefits?

No. Under the McDonald's Australia Enterprise Agreement 2013, all employees are entitled to receive the same rate of pay regardless of their status of being a member of the Union or not. Additionally, McDonald's supports freedom of association and all other employee benefits such as rewards, scheduling and training opportunities are unaffected by whether a person joins or does not join the Union.

What if the SDA requests a change in my contact details?

Employees' contact information is stored securely by McDonald's on metime. In the event any of this information changes, you should keep McDonald's informed via updating your details on metime. McDonald's will never request employees update their contact details via a third party.

If you are a member of the SDA, you should feel free to provide your contact details to them upon request. However, non members should consider why the SDA would require this information for and for what purpose they will be using it.

I hope that this has cleared up any questions regarding union membership and McDonald's. Should you have any questions regarding any of the material within this email, please feel free to ask your restaurant manager, Operations Consultant or Licensee.

Regards,

Scott Paterson
Human Resources Business Partner

Fair Work Commission

2014 4 Yearly Review of Modern Awards – Penalty Rates

Re Application by: The Australian Industry Group

Affidavit of: Patricia Ann Deasy

Address:

Occupation: Principal Consultant – Australian Survey Research

Date: 23 September 2016

I Patricia Ann Deasy of 2

Principal

Consultant for Australian Survey Research Group Pt Ltd (**ASR**), affirm:

1. I make this affidavit based on my own knowledge, information and belief unless otherwise stated.
2. I affirmed an affidavit for use in the Fair Work Commission Proceedings AM2014/305 on 23 October 2015 (**October 2015 Affidavit**), in which I set out my position, my training and qualifications, my teaching experience and my surveying experience.
3. Annexure PAD-3 to the October 2015 Affidavit is a report containing tables, charts and summaries of results of an online survey which ASR designed and prepared (**Employee Survey**) after being engaged to do so by Ai Group Workplace Lawyers.
4. On 16 September 2016, ASR was engaged by Ai Group Workplace Lawyers to prepare further analysis in the form of cross-tabulation of results from the Employee Survey.
5. On 21 September 2016, I directed a Senior Consultant of ASR to perform cross-tabulations based on the data from the Employee Survey, which were performed that day within a computer software package known as "Statistical Package for Social Sciences" (**SPSS**).

Filed on behalf of (name & role of party) The Australian Industry Group

Prepared by (name of person/lawyer) Leanne Cruden, Senior Lawyer

Law firm (if applicable) **Ai Group Workplace Lawyers**

Tel () Fax

Email

Address for service Suite 1, 265 Wharf Road, Newcastle, NSW 2300
(include state and postcode)

[Version 2 form approved 09/05/2013]

6. On 22 September 2016, I formatted the tables generated from SPSS using Microsoft Excel, and I then converted the tables to Microsoft Word format.
7. On 22 and 23 September 2016, I reviewed the tables, prepared charts and prepared summary comments of the contents of the tables and charts. Attached to this affidavit and marked "PAD-4" is a true copy of these tables, charts and comments.

Affirmed by the deponent

at

Melbourne

in Victoria

on 23 September 2016

Before me:

)
)
)
)
)

Signature of deponent

Signature of witness

Jessica Ann Main
Level 2, 441 St Kilda Road, Melbourne 3004
An Australian Legal Practitioner
(within the meaning of the
Legal Profession Uniform Law (Victoria))

IN THE FAIR WORK COMMISSION

Matter No.: AM2014/305

Re Application by: The Australian Industry Group

This is the annexure marked **PAD-4** produced and shown to **Patricia Ann Deasy** at the time of affirming her affidavit on 23 September 2016.

Before me:

Signature of Patricia Ann Deasy

Signature of Witness

Jessica Ann Main
Level 2, 441 St Kilda Road, Melbourne 3004
An Australian Legal Practitioner
(within the meaning of the
Legal Profession Uniform Law (Victoria))



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Dear Parent / Guardian

We are writing to advise you that your son / daughter may be approached at their workplace by an SDA Union Officer in relation to joining the Shop, Distributive and Allied Employees' Association (SDA). This is because the wages and working conditions for employees are prescribed by an Enterprise Agreement negotiated between McDonald's and the SDA.

As a responsible employer of young Australians, McDonald's encourages all employees, and particularly junior employees, to make an informed decision before signing any legal document. As such, we encourage employees who are under the age of 18 to discuss these matters with a parent / guardian.

McDonald's is one of the largest employers and trainers in Australia and is committed to providing employees with a rewarding, respectful and fair work environment. McDonald's people are the key to the company's success and as such, the well-being of our employees is an ongoing priority. McDonald's and the SDA have a constructive relationship in working to achieve these objectives.

Please read the literature provided by the SDA carefully and discuss the details of joining the SDA with your son or daughter.

McDonald's is proud to support our employees' freedom of choice.

Yours faithfully

**McDonald's Australia Limited &
Restaurant Operators**



Ai Group Workplace Lawyers: Fast food employee survey 2015 Additional analysis

23 September 2016



AUSTRALIAN SURVEY RESEARCH GROUP

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Australian Survey Research Group Pty Ltd is accredited under the AS ISO 20252 quality standard applying to market and social research.

This research project was carried out in compliance with the AS ISO 20252 quality standard.

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September 2016

Introduction

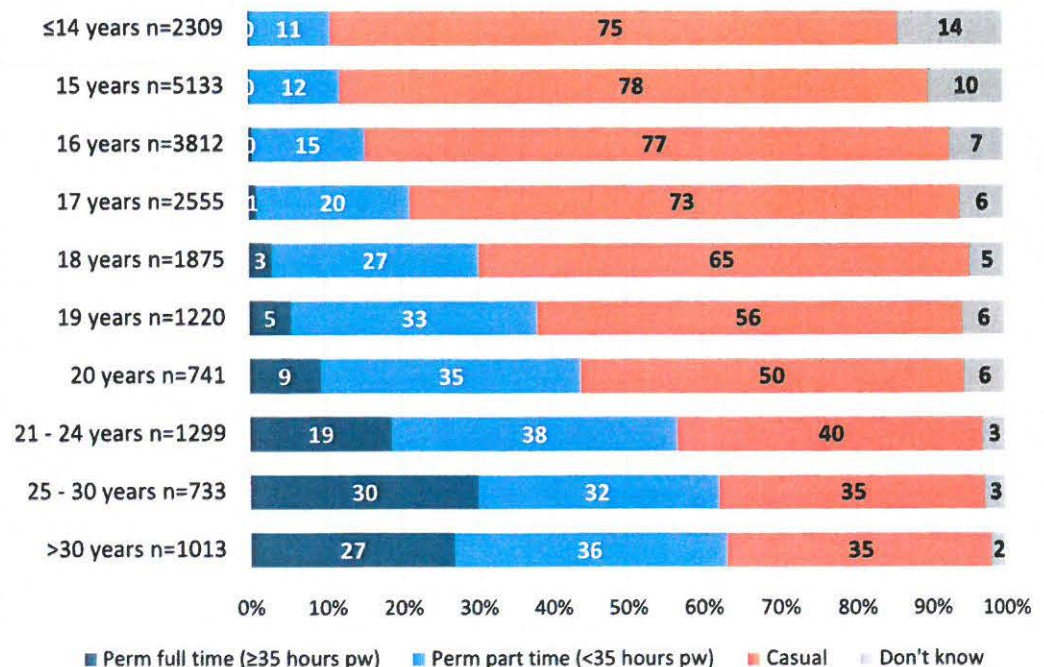
1. Ai Group Workplace Lawyers (AiGWL) engaged Australian Survey Research Group Pty Ltd (ASR) in June 2015 as an independent researcher to assist them with conducting a series of surveys in the fast food sector. An initial analysis was presented as an affidavit to the Fair Work Commission in October 2015.
2. Subsequent to the submission of that affidavit and a presentation at the Fair Work Commission in Sydney on 27 October 2015, the Commission has requested additional analysis. The Commission request was:
"We would be assisted by a further affidavit from Ms Deasy clearly setting out the extent of the variation in employee preferences to work some or more hours on either a Saturday or a Sunday, by the age and employment status of the employee."
3. This report presents the analysis to answer that request and includes a discussion of the tables and charts involved.

Age by employment status

4. In order to understand the analysis of the willingness of employees to work some or more hours on a Saturday or Sunday if offered, readers need an initial understanding of the age and employment status breakdown of employees, as employment status varies considerably by age. Refer to chart 200 below which clearly indicates that as employees age, their employment status moves from predominantly casual to predominantly permanent. Employees more than 20 years are more likely than any other age groups to be permanent employees and so conversely those employees less than 20 years are most likely to be casuals. Uncertainty about employment status declines as age increases.

Chart 200: Age by employment status (%)

Each bar adds to 100%



5. An understanding of this profile is important to keep in mind when interpreting the following charts, as the n counts for age / employment status categories vary considerably. For example, while the first dark blue bar of chart 201 shows that 80% of employees 14 years old or less working on a permanent full-time basis would work more hours on Saturday if offered, this 80% represents only 4 people, while the similar dark blue bar for more than 30 year olds working on a permanent full-time basis represents 105 people. The following charts must be read in conjunction with their underlying tables to get a sense of the counts that the bars represent. However, without using percentages (proportions), it is difficult to identify any patterns in willingness to work some or more weekend hours.

Would you work some or more hours on SATURDAY, if offered?

6. Chart 201 shows a breakdown of each age group by employment status and it only shows the proportion of survey respondents within that age category who indicated that they would work some or more hours on a SATURDAY, if offered. By implication the proportion of those employees who indicated that they would not work more hours is the difference between 100% and the yes proportion.
7. Chart 201 deliberately does not include the *Don't know* employment status group, as this information adds nothing to the question being asked and subsequent discussion.
8. Table 201 contains the percentage numbers used to generate chart 201.
9. Table 202 shows the counts within every employment status category using column totals within a combined age and employment category.

Variation in willingness to work some/more hours by age

10. As a pattern, the proportion of employees within an age group (not necessarily the number of employees) who indicate a willingness to work some/more hours on a SATURDAY declines as age increases. Refer to the green bar in chart 201. In other words there is a clear inverse correlation. It starts with a 79% preference of employees aged 14 or less years who are willing to work some/more hours, declines to around 74% ($\pm 1\%$) for 15 to 20 year groups, then declines further to 50% for those aged more than 30 years.

Variation in willingness to work some/more hours by employment status

11. Still referring to chart 201, there is less variation of willingness to work within the casual employees compared with all other employment statuses. A higher proportion of casuals are more willing to work some/more hours on SATURDAY than permanents. Within the 14 years or less group, 80% of casuals are willing to work some/more hours, ranging down to 62% of those aged more than 30 years.
12. A minor exception to the pattern outlined in paragraph 11 is 16 year olds where 76% of permanent full-timers are willing to work some/more hours and 70% of permanent part-timers are willing to work more hours, compared with 74% of casuals in the same age group. Keep in mind that permanent full-time 16 year olds represent 13 people which is a very small sample.
13. Generally, permanent full-timers are less willing to work some/more hours on SATURDAY than any other employment status group, ranging from a high of 76% for 16 year olds, and 68% for 18 year olds, down to 39% for those aged more than 30 years.
14. The proportion of permanent part-timers willing to work some/more hours on SATURDAY ranges from a high of 73% for 15 year olds, stays around the high 60% and low 70% for 16 to 30 year olds and drops to 47% for those aged more than 30.

Chart 201: Would work some or more hours on SATURDAY, if offered

Proportion (%) who answered YES by age and employment status.

n for each bar varies considerably and must be read from total rows in table 202

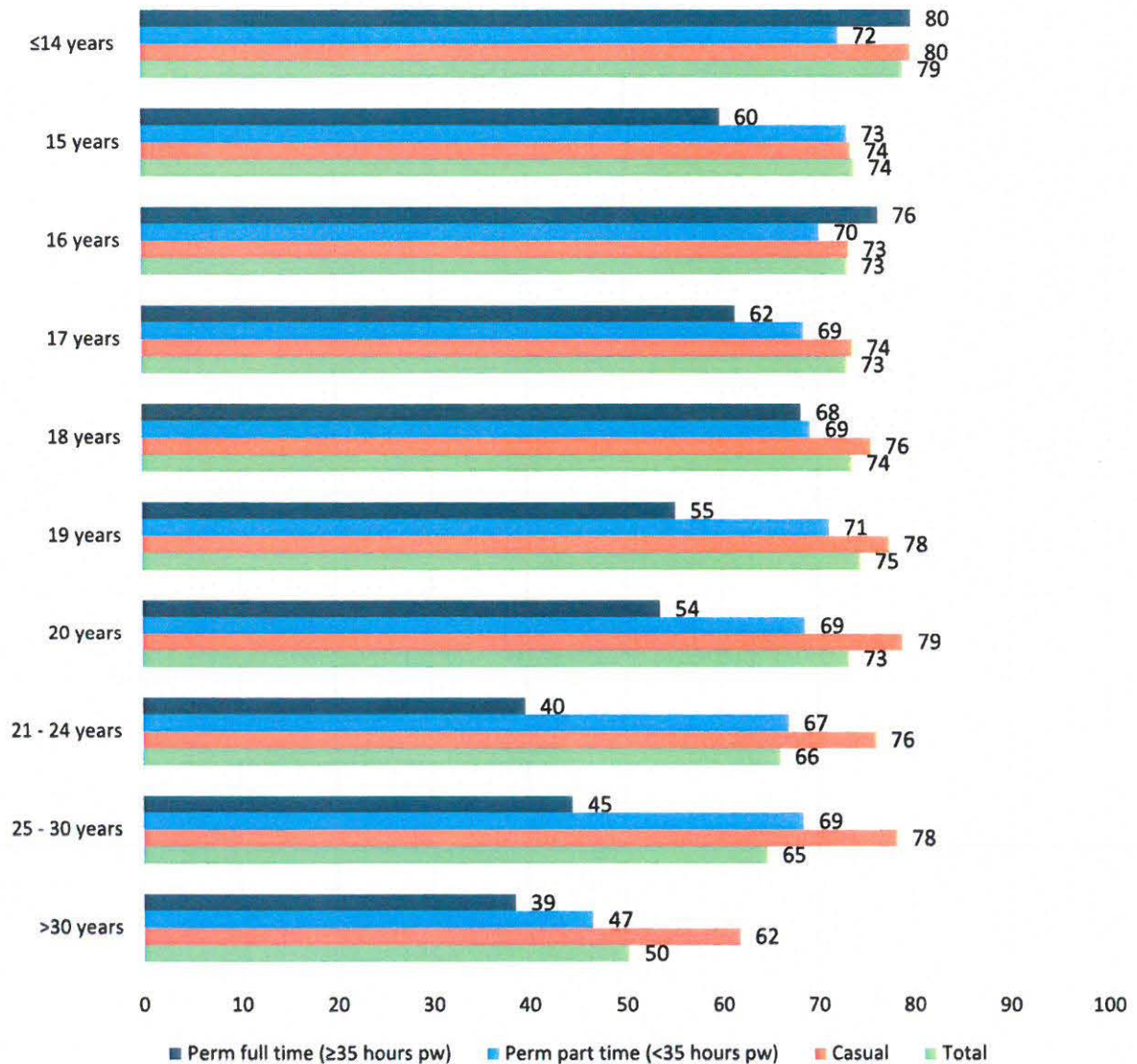


Table 201 Willing to work some or more hours on SATURDAY if offered % of respondents within an age group				
Age	Perm full time (≥35 hours pw)	Perm part time (<35 hours pw)	Casual	Total
≤14 years	80	72	80	79
15 years	60	73	74	74
16 years	76	70	73	73
17 years	62	69	74	73
18 years	68	69	76	74
19 years	55	71	78	75
20 years	54	69	79	73
21 - 24 years	40	67	76	66
25 - 30 years	45	69	78	65
>30 years	39	47	62	50

Table 202 Employment status (count with column totals within each age group)						
Age	Work more hours SATURDAY	Perm full time (≥35 hours pw)	Perm part time (<35 hours pw)	Casual	Don't know	Total
≤14 years	Yes	4	176	1382	265	1827
	No	1	67	348	66	482
	Total	5	243	1730	331	2309
15 years	Yes	6	444	2939	409	3798
	No	4	162	1053	116	1335
	Total	10	606	3992	525	5133
16 years	Yes	13	397	2163	218	2791
	No	4	167	783	67	1021
	Total	17	564	2946	285	3812
17 years	Yes	16	353	1370	130	1869
	No	10	161	488	27	686
	Total	26	514	1858	157	2555
18 years	Yes	39	353	922	67	1381
	No	18	156	297	23	494
	Total	57	509	1219	90	1875
19 years	Yes	37	283	531	58	909
	No	30	114	154	13	311
	Total	67	397	685	71	1220
20 years	Yes	37	176	295	35	543
	No	32	80	79	7	198
	Total	69	256	374	42	741
21 - 24 years	Yes	96	331	397	34	858
	No	146	163	125	7	441
	Total	242	494	522	41	1299

Table 202	Work more hours SATURDAY	Employment status (count with column totals within each age group)				
		Perm full time (≥35 hours pw)	Perm part time (<35 hours pw)	Casual	Don't know	Total
25 - 30 years	Yes	98	161	201	14	474
	No	122	74	56	7	259
	Total	220	235	257	21	733
> 30 years	Yes	105	171	218	15	509
	No	167	196	135	6	504
	Total	272	367	353	21	1013

Would you work some or more hours on SUNDAY, if offered?

- There are few differences in the overall pattern of results between willingness to work some/more hours on Saturday and on Sunday.
- Chart 202 shows a breakdown of each age group by employment status and it only shows the proportion of survey respondents within that age category who indicated that they would work some or more hours on a SUNDAY, if offered. By implication the proportion of those employees who indicated that they would not work more hours is the difference between 100% and the yes proportion.
- Chart 202 deliberately does not include the *Don't know* employment status group, as this information adds nothing to the question being asked and subsequent discussion.
- Table 203 contains the numbers used to generate chart 202.
- Table 204 shows the counts within every employment status category using column totals within a combined age and employment category.

Variation in willingness to work some/more hours by age

- As a pattern, the proportion of employees within an age group (not necessarily the number of employees) who indicate a willingness to work some/more hours on a SUNDAY declines as age increases. Refer to the green bar in chart 202. In other words there is a clear inverse correlation. It starts with a 80% preference of employees aged 14 or less years who are willing to work some/more hours, declines to around 70% (±1%) for 17 to 20 year groups, then declines further to 44% for those aged more than 30 years.

Variation in willingness to work some/more hours by employment status

- Still referring to chart 202, there is less variation of willingness to work within the casual employees compared with all other employment statuses. From 17 years on, a higher proportion of casuals are more willing to work some/more hours on SUNDAY than permanents. Within the 14 years or less group, 79% of casuals are willing to work some/more hours, ranging down to 54% of those aged more than 30 years.
- Keep in mind that there are only 4 to 17 permanent full-timers in the various 17 and under age groups, so these are very small samples.
- From 19 years and older, permanent full-timers are less willing to work some/more hours on SUNDAY than any other employment status group, ranging from a high of 49% for 20 year olds, and 46% for 19 year olds, down to 33% for 21-24 year olds and 34% for those more than 30 years.

24. The proportion of permanent part-timers willing to work some/more hours on SUNDAY ranges from a high 75% for 14 years and younger, stays around the mid 60% for 17 to 30 year olds and drops to 39% for those aged more than 30.

Chart 202: Would work some or more hours on SUNDAY if offered

Proportion (%) who answered YES by age and employment status.

n for each bar varies considerably and must be read from total rows in table 204

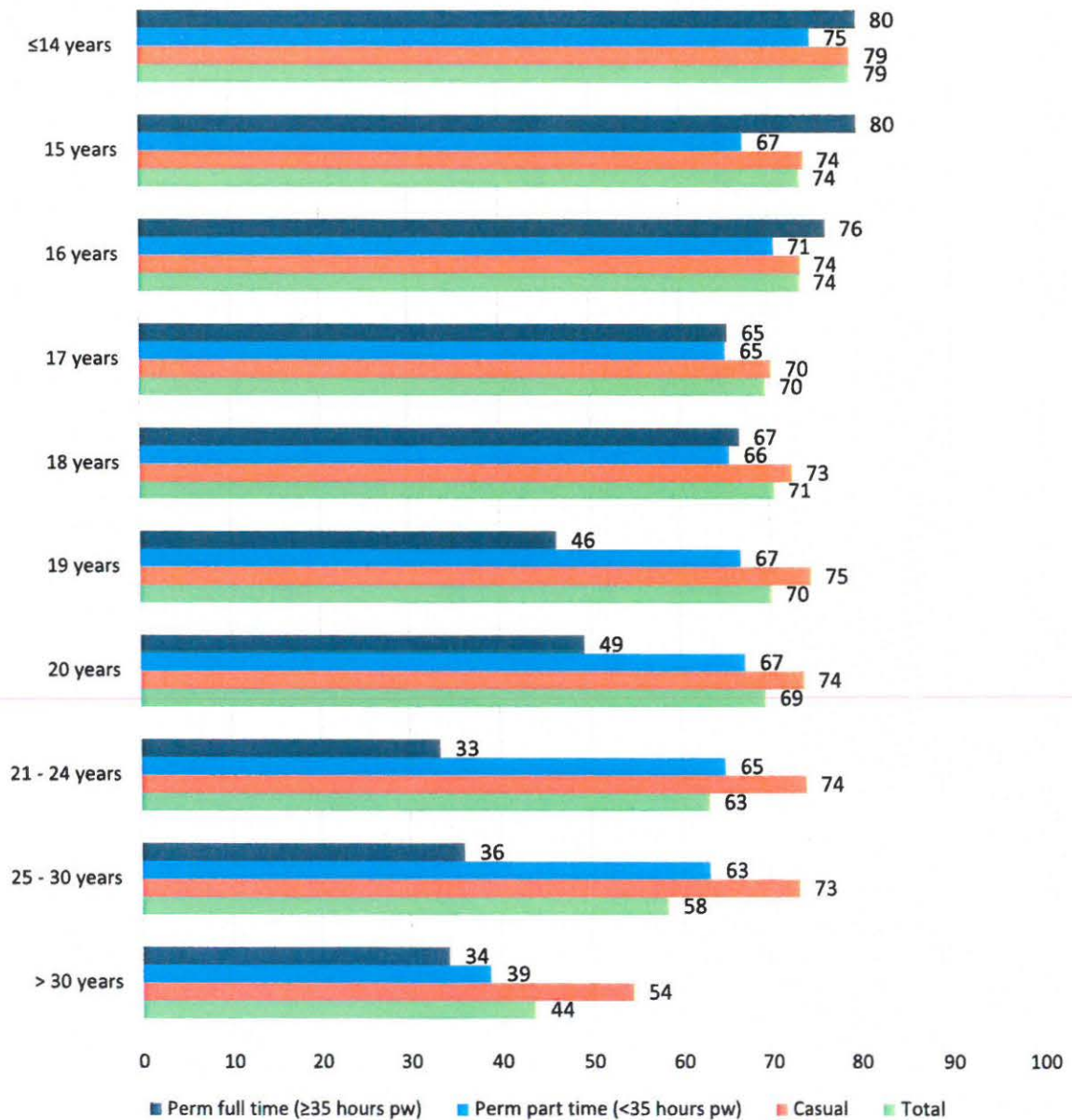


Table 203 Willing to work some or more hours on SUNDAY if offered % of respondents within an age group				
Age	Perm full time (≥35 hours pw)	Perm part time (<35 hours pw)	Casual	Total
≤14 years	80	75	79	79
15 years	80	67	74	74
16 years	76	71	74	74
17 years	65	65	70	70
18 years	67	66	73	71
19 years	46	67	75	70
20 years	49	67	74	69
21 - 24 years	33	65	74	63
25 - 30 years	36	63	73	58
>30 years	34	39	54	44

Table 204 Employment status (count with column totals within each age group)						
Age	Work more hours SUNDAY	Perm full time (≥35 hours pw)	Perm part time (<35 hours pw)	Casual	Don't know	Total
≤14 years	Yes	4	182	1368	268	1822
	No	1	61	356	58	476
	Total	5	243	1724	326	2298
15 years	Yes	8	406	2953	404	3771
	No	2	198	1037	120	1357
	Total	10	604	3990	524	5128
16 years	Yes	13	399	2169	223	2804
	No	4	166	778	61	1009
	Total	17	565	2947	284	3813
17 years	Yes	17	331	1302	122	1772
	No	9	177	551	37	774
	Total	26	508	1853	159	2546
18 years	Yes	38	335	884	66	1323
	No	19	176	334	24	553
	Total	57	511	1218	90	1876
19 years	Yes	31	267	510	48	856
	No	36	133	173	22	364
	Total	67	400	683	70	1220
20 years	Yes	34	172	276	33	515
	No	35	84	98	10	227
	Total	69	256	374	43	742
21 - 24 years	Yes	80	320	387	30	817
	No	159	173	136	11	479
	Total	239	493	523	41	1296

Table 204		Employment status (count with column totals within each age group)				
Age	Work more hours SUNDAY	Perm full time (≥35 hours pw)	Perm part time (<35 hours pw)	Casual	Don't know	Total
25 - 30 years	Yes	79	149	188	12	428
	No	140	87	69	9	305
	<i>Total</i>	219	236	257	21	733
> 30 years	Yes	92	139	190	13	434
	No	176	219	159	7	561
	<i>Total</i>	268	358	349	20	995