

FAIR WORK COMMISSION**Matter No:** AG2022/142**Applicant:** Chantelle Zentveld**Respondent:** INDEPENDENT PURCHASING COMPANY (AUSTRALASIA)
LIMITED & Ors**STATUTORY DECLARATION***Statutory Declarations Act 1959*I, Chantelle Zentveld
make the following declaration under the *Statutory Declarations Act 1959*:

1. After many years of being unable to speak up for myself, this is an opportunity to not only speak up for myself, but also for those who are oblivious to what has been happening surrounding the outdated Zombie Agreement the Subway stores involved operate under.
2. When I started working at Subway in November of 2021, I and other employees were advised that staff were paid above the Fast-Food Award, I was so excited to be working in what seemed to be a supportive and ethical environment with lovely crew members.
3. This statement about paying above the Award proved to be incorrect, which I only discovered after I had worked 18 hours at Subway in December, and 10 hours at another Fast-Food chain, and received more pay for 10 hours than I did for the 18 hours of work in the exact same week.
4. I felt taken advantage of and felt that my time and efforts were not appreciated.
5. I was not a confident person prior to working at Subway, but the confrontational set-up displayed in stores certainly helped, and my personal efforts to step out of my comfort zone was something my manager did appreciate.
6. The Zombie Agreement and its outdated conditions seemed to penalise me, leaving me feeling unappreciated.
7. Conditions everywhere have drastically changed since 2011 when this Enterprise Agreement was put in force, operating under such expired conditions felt like robbery.
8. The discrepancies (such as no penalty rates and 20% casual loading compared to 25%) between the current Fast-Food Award and the Zombie Agreement I worked under add up to be huge amounts for a teenager trying to save money or even those who pay rent and fuel.
9. I couldn't imagine the money those who have worked there for a long period had been denied due to this. I felt sick.

10. The termination of this Agreement would have a significant positive impact on me as it would on all employees who should be properly valued and appreciated for their time and effort the job requires.
11. Employees are not 'better off overall', they are worse off overall.

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.


Chantelle Zentveld

Declared at [REDACTED] Victoria on 3rd of April 2022

Before me, ASHTON JAMES KUNE, REGISTERED NURSE
NMW0001082842



[Details of witness of the Statutory Declaration]

Note 1: A person who intentionally makes a false statement in a statutory declaration is guilty of an offence, the punishment for which is imprisonment for a term of 4 years — see section 11 of the *Statutory Declarations Act 1959*.

Note 2: Chapter 2 of the *Criminal Code* applies to all offences against the *Statutory Declarations Act 1959* — see section 5A of the *Statutory Declarations Act 1959*.

Lodged by: *Applicant*

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Qualification to witness a statutory declaration

A statutory declaration under the *Statutory Declarations Act 1959* may be made before—

1. a person who is currently licensed or registered under a law to practise in one of the following occupations:			
Architect	Chiropractor	Dentist	Financial adviser or financial planner
Legal practitioner	Medical practitioner	Midwife	Migration agent registered under Division 3 of Part 3 of the <i>Migration Act 1958</i>
Nurse	Occupational therapist	Optometrist	Psychologist
Patent attorney	Pharmacist	Physiotherapist	
Trade marks attorney	Veterinary surgeon		
2. a person who is enrolled on the roll of the Supreme Court of a State or Territory, or the High Court of Australia, as a legal practitioner (however described); or			
3. a person who is in the following list:			
<p>Accountant who is:</p> <ul style="list-style-type: none"> a) a fellow of the National Tax Accountants' Association; or b) a member of any of the following: <ul style="list-style-type: none"> i) Chartered Accountants Australia and New Zealand; ii) the Association of Taxation and Management Accountants; iii) CPA Australia; iv) the Institute of Public Accountants <p>Agent of the Australian Postal Corporation who is in charge of an office supplying postal services to the public</p> <p>APS employee engaged on an ongoing basis with 5 or more years of continuous service who is not specified in another item in this list</p> <p>Australian Consular Officer or Australian Diplomatic Officer (within the meaning of the <i>Consular Fees Act 1955</i>)</p> <p>Bailiff</p> <p>Bank officer with 5 or more continuous years of service</p> <p>Building society officer with 5 or more years of continuous service</p> <p>Chief executive officer of a Commonwealth court</p> <p>Clerk of a court</p> <p>Commissioner for Affidavits</p> <p>Commissioner for Declarations</p> <p>Credit union officer with 5 or more years of continuous service</p> <p>Employee of a Commonwealth authority engaged on a permanent basis with 5 or more years of continuous service who is not specified in another item in this list</p> <p>Employee of the Australian Trade and Investment Commission who is:</p> <ul style="list-style-type: none"> a) in a country or place outside Australia; and b) authorised under paragraph 3 (d) of the <i>Consular Fees Act 1955</i>; and c) exercising the employee's function at that place <p>Employee of the Commonwealth who is:</p> <ul style="list-style-type: none"> a) at a place outside Australia; and b) authorised under paragraph 3 (c) of the <i>Consular Fees Act 1955</i>; and c) exercising the employee's function in that place <p>Engineer who is:</p> <ul style="list-style-type: none"> a) a member of Engineers Australia, other than at the grade of student; or b) a Registered Professional Engineer of Professionals Australia; or c) registered as an engineer under a law of the Commonwealth, a State or Territory; or d) registered on the National Engineering Register by Engineers Australia <p>Finance company officer with 5 or more years of continuous service</p>		<p>Holder of a statutory office not specified in another item in this list</p> <p>Judge</p> <p>Justice of the Peace</p> <p>Magistrate</p> <p>Marriage celebrant registered under Subdivision C of Division 1 of Part IV of the <i>Marriage Act 1961</i></p> <p>Master of a court</p> <p>Member of the Australian Defence Force who is:</p> <ul style="list-style-type: none"> a) an officer; or b) a non-commissioned officer within the meaning of the <i>Defence Force Discipline Act 1982</i> with 5 or more years of continuous service; or c) a warrant officer within the meaning of that Act <p>Member of the Australasian Institute of Mining and Metallurgy</p> <p>Member of the Governance Institute of Australia Ltd</p> <p>Member of:</p> <ul style="list-style-type: none"> a) the Parliament of the Commonwealth; or b) the Parliament of a State; or c) a Territory legislature; or d) local government authority <p>Minister of religion registered under Subdivision A of Division 1 of Part IV of the <i>Marriage Act 1961</i></p> <p>Notary public, including a notary public (however described) exercising functions at a place outside:</p> <ul style="list-style-type: none"> a) the Commonwealth; and b) the external Territories of the Commonwealth <p>Permanent employee of the Australian Postal Corporation with 5 or more years of continuous service who is employed in an office providing postal services to the public</p> <p>Permanent employee of:</p> <ul style="list-style-type: none"> a) a State or Territory or a State or Territory authority; or b) a local government authority; <p>with 5 or more years of continuous service who is not specified in another item in this list</p> <p>Person before whom a statutory declaration may be made under the law of the State or Territory in which the declaration is made</p> <p>Police officer</p> <p>Registrar, or Deputy Registrar, of a court</p> <p>Senior executive employee of a Commonwealth authority</p> <p>Senior executive employee of a State or Territory</p> <p>SES employee of the Commonwealth</p> <p>Sheriff</p> <p>Sheriff's officer</p> <p>Teacher employed on a permanent full-time or part time basis at a school or tertiary education institution</p>	