

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999* – s. 156 – certification of an agreement

Barcaldine Regional Council (BRC) Certified Agreement 2011

*Matter No. CA/2012/5*

Commissioner Brown

13 February 2012

CERTIFICATE

This matter coming on for hearing before the Commission on 13 February 2012 the Commission certifies the following written agreement:

Barcaldine Regional Council (BRC) Certified Agreement 2011 – CA/2012/5

Made between:

Barcaldine Regional Council

AND

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland  
Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees  
Queensland Services, Industrial Union of Employees  
The Australian Workers' Union of Employees, Queensland  
The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland  
Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

The agreement was certified by the Commission on 13 February 2012 and shall operate from 13 February 2012 until its nominal expiry on 1 September 2014.

This agreement cancels Barcaldine Regional Council (BRC) Certified Agreement 2009 (CA/2009/102)

By the Commission.

Commissioner Brown

# **BARCALDINE REGIONAL COUNCIL (BRC)**

## **Certified Agreement 2011**

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This agreement shall be known as the Barcaldine Regional Council (BRC) Certified Agreement 2011.

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### **3. Definitions**

#### **3.1 Award**

The Awards set out in Clause 4.

#### **3.2 Productivity**

Productivity is the efficiency with which resources are used to produce and deliver services at specified levels of quality and timeliness.

Productivity gains may be in a variety of forms, which may include;

- (a) the provision of the same level and quality of services at a lesser input;
- (b) the provision of a greater level of customer service at the same or lesser input;
- (c) the development of a capacity to provide increased services in those work units where growth is occurring; updated technology;
- (d) an agreed combination of the above.

### **4. Application**

This agreement shall apply to the Barcaldine Regional Council, its employees and the Unions named in Clause 5 below. However, this Agreement will not apply to:

- (a) Any employee appointed to the position of Chief Executive Officer or Executive Officer pursuant to a written contract of employment where that contract states Pursuant to clause 6.5 or 6.6 of the Queensland Local Government Officers' Award 1998 that the award will not apply to the employment terms and conditions applicable to the employee.

#### **4.1 Relationship to Parent Awards**

The terms and conditions of the relevant awards listed below, shall apply unless excluded or modified as an expressed term of this Agreement:

- (a) Queensland Local Government Officers' Award 1998-;
- (b) Local Government Employees' (excluding Brisbane City Council) Award -State 2003;
- (c) Engineering Award -State 2002;
- (d) Building Trades Public Sector Award -State 2002;
- (e) Children's Services Award -State 2006; and
- (f) Family Leave Award 2003.

From the date of operation of this agreement, all other workplace agreements will cease to exist.

### **5. Parties Bound**

The parties to this agreement are the Barcaldine Regional Council, its employees and the following Unions:

- (a) Queensland Services Industrial Union of Employees
- (b) The Australian Workers' Union of Employees, Queensland
- (c) Automotive, Metals Engineering, Printing and Kindred Industries Industrial Unions of Employees, Queensland
- (d) Federated Engine Drivers' and Firemen's Association of Queensland, Union of Employees
- (e) The Construction, Forestry Mining and Energy Industrial Union of Employees Queensland
- (f) The Transport Workers' Union of Australia, Queensland Branch, Union of Employees

### **6. No Extra Claims**

The parties to this agreement undertake that during the period of operation of the agreement, there shall be no further claims for wages or salary increases or improvements in employment conditions sought, or granted except for those provided under the terms of this agreement.

This clause does not prevent any party to the underpinning award or awards from seeking any amendment or amendments (including amendments to award wages, classifications or conditions) to that award or awards during the life of this agreement.

## **7. Date/Period of Operation and Renegotiation**

### **7.1 Date/Period of Operation**

This Enterprise Bargaining Agreement shall operate, in accordance with its terms, from the date of certification and shall have an expiry date of 1 September 2014.

### **7.2 Renegotiation**

Discussions are to commence on a new agreement 6 months prior to the expiry date.

## **8. Purpose and Objectives of the Agreement**

### **8.1 Purpose**

This agreement sets out the framework for simultaneously achieving ongoing productivity and efficiency improvements in the Barcaldine Regional Council and improved working conditions for Council employees.

This agreement has been negotiated to ensure the continuation of reform processes and to provide a mechanism through which further reforms may occur.

### **8.2 Objectives of Agreement**

This Agreement facilitates a workplace that is responsive to a changing environment. Management and employees can then anticipate and react to pressures from the community, business and government sectors. Accordingly it assists Council and its employees to maximise efficiency and effectiveness. This process will include the following elements:

- (a) Provide greater flexibility in workplace practices and facilitate improved efficiency, productivity and quality of employment and provide rewards and recognition commensurate with these improvements.
- (b) Commit to achieving continued productivity improvements and established performance indicators to ensure provision of a quality service to the community and the Council's customers.
- (c) Promote a harmonious and productive work environment through ongoing cooperation and consultation.
- (d) Commit to maintaining a healthy and safe work environment.
- (e) Focus on competitiveness to ensure the Council maintains a viable, effective and secure workforce.
- (f) Promote job satisfaction by enabling employees to gain and utilise a broad range of skills and access relevant training programmes in order that employees can achieve these objectives.
- (g) The parties will be committed to and cooperate with the terms of this Agreement to ensure its ongoing success.

### **8.3 Enterprise Bargaining Team**

As a practical vehicle to facilitate negotiations between employees and management and to implement this agreement, an Enterprise Bargaining Team (EBT) has been established. The EBT consists of management representatives and employee representatives. Management representatives consist of the Chief Executive Officer and any person(s) nominated by the Chief Executive Officer and the employee representatives will consist of 1 member from the internal and external workforce of each Area and representative Unions and their officials.

### **8.4 Consultative Committee**

The implementation of this agreement is the responsibility of the Executive Management Team.

To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential. To this end a Consultative Committee shall be established and shall be responsible for the role of coordinating the reforms set out in this Agreement and ensuring effective communication between the parties to this agreement.

- (a) The Consultative Committee shall meet at least half yearly, or as required, for the purposes of monitoring the implementation of the reforms set out in the Agreement, evaluate any performance indicators established under the Agreement and to discuss any issues arising from the Agreement.
- (b) The Consultative Committee will be encouraged to identify areas where better work practices could be implemented to improve efficiencies and reduce costs.
- (c) The Consultative Committee will, after the certification of this agreement, be formed from the Enterprise Bargaining Team (EBT).

The parties agree that as part of the consultative process, one (1) or more of these meetings may be held at a work location with the employees of that location with a view to sorting out any problems or issues that may be of concern.

## **9. Dispute Settlement/Resolution**

Effective communication between employees and management is a pre-requisite to good industrial relations and the following procedure is set down in order that any grievance or dispute may be resolved quickly to maintain sound work relationships.

This procedure aims to avoid industrial disputes, or where a dispute occurs, to provide a means of settlement based on consultation, co-operation and discussion, and the avoidance of interruption to work performance.

The following procedures shall be adopted by the parties in circumstances where a dispute/grievance arises. In circumstances where Council's issues resolution or grievances procedures do not resolve the complaint, the parties may refer the matter to the QIRC for conciliation and, where appropriate, arbitration

Any disagreement between the parties as to the interpretation or implementation of this Agreement or any workplace dispute shall be subject to the following steps:

### **At the workplace**

During the dispute the status quo existing immediately prior to the matter giving rise to the dispute will remain and work shall continue as it was prior to the dispute without stoppage or the imposition of a ban, limitation or restriction. However, where the dispute involves a bona fide health and safety issue, affected employees shall not work in the unsafe environment but shall accept reassignment to alternative works / work environment in the meantime.

No party shall be prejudiced as to final settlement by the continuance or work in accordance with this clause.

Any disagreement between the parties as to the interpretation or implementation of this Agreement or any workplace dispute shall be subject to the following steps:

- (a) Stage 1 -the employee is to notify (in writing) their immediate supervisor of the nature of the grievance and the remedy being sought. A meeting between the employee and the supervisor is to be held as soon as practicable to discuss the matter. This meeting should be held within forty-eight (48) hours of notification. Employees may elect to be accompanied by a union representative/support person. In the event that the dispute/grievance is with the immediate supervisor, then the employee can progress direct to Stage 2.
- (b) Stage 2 -if the matter remains unresolved after Stage 1, the employee may request that the supervisor refer the matter to the relevant Department Head. Again this meeting should be held within five working (5) days of the employee request. Employees may elect to be accompanied by a union representative/support person.
- (c) Stage 3 -if the matter remains unresolved after Stage 2, the employee may request that the supervisor refer the matter to the Chief Executive Officer. These discussions should be held within five working (5) days of the employee request. Employees may elect to be accompanied by a union representative/support person.
- (d) Stage 4 -if the matter remains unresolved, then either party may refer the matter to the QIRC. The parties agree that a dispute referred to the Commission will request conciliation in the first instance and arbitration as a final resort if necessary.

Once referred to the QIRC the parties are bound by the outcome.

Either party may raise the issue to a higher stage at any time having regard to the issue involved. Provided that dispute shall not be referred to the next stage until a genuine attempt to resolve the matter has been made at the appropriate stage.

There shall be a commitment by the parties to achieve adherence to this procedure including the earliest possible advice by one party to the other of any issue or problem that may arise to a grievance or dispute. Throughout all stages of the procedures all relevant facts shall be clearly identified and recorded.

## **10. Types of Employment**

## **10.1 Full Time**

The Queensland Local Government Officers' Award 1998 provides for 36.25 hours per week, the Local Government Employees' (excluding Brisbane City Council) Award -State 2003, the Engineering Award -State 2002, the Building Trades Public Sector Award -State 2002 and Children's Services Award -State 2006 provide for 38 hours per week.

## **10.2 Part Time**

For the purpose of this agreement;

- (a) Part time employment is to be based on a regular number of hours averaging less than 38 per week or 36.25 (whichever award applies).
- (b) The parties agree that to enhance the productivity of Council and or the needs of employees, the ordinary spread of hours can be varied by mutual agreement to take into account operational demands and requirements and/or the needs of employees without incurring penalties. To be quite clear, this allows for Council and/or the employee to change the start/finish times within the agreed spread of hours in clause 11. It does not allow for reducing the agreed hours per week and does not allow for increasing the agreed hours per week without paying the appropriate penalty rates.

## **10.3 Job Sharing**

Any permanent full time position may be filled by two employees on a job sharing basis where job sharing is convenient to the requirements of the position and there is agreement between the officers and the Council.

Employees so employed shall be entitled to all leave as prescribed by the relevant Award on a pro rata basis.

All such appointments made shall be subject to half (1/2) yearly review process in order to assess the effectiveness of the position being performed in this manner. Movement to the next highest salary point within a level will occur, subject to satisfactory performance, at yearly intervals.

## **10.4 Casual**

For the purpose of this agreement Casual officer is as defined by the relevant award is employed on an hourly basis, and whose employment is subject to termination at any time without notice.

Where for a period of greater than six (6) months a casual employee is working on a permanent basis as part of a regular roster, then the position will be made permanent, either full time or part time.

## **10.5 Fixed Term**

The parties recognize that Council may at various times be required to employ staff on a fixed term basis. This requirement would come about under but not limited to the following circumstances:

- (a) Where the position is only required for a set time;
- (b) Where the position is only required for the life of a project;
- (c) Where the position is only created for the life of a set amount of funding (e.g. some govt. services).

## **11. Hours of Work**

Council operations include a nine (9) day fortnight for external employees and nineteen (19) day month for internal employees, however, depending on operational requirements, a different work cycle may be agreed upon.

It is agreed the spread of hours shall be 6.00am to 6.00pm Monday to Friday. The spread of hours may be altered as to all or section of employees provided there is agreement between the employer and the majority of employees concerned. This agreement is not to be unreasonably withheld.

The maximum number of daily hours shall not be exceeded without overtime rates applying as per the relevant award.

### **11.1 Internal Staff working Ordinary hours on Saturday and/or Sunday**

Any Internal Staff whom work in accordance with a roster that includes either Saturday or Sunday, or both Saturday and Sunday, as ordinary time, shall be paid at the rate of time and a half for each such ordinary hour worked on such Saturday or Sunday.

### **11.2 External Staff**

For major works/projects, a spread of times and days to be worked shall be by mutual agreement to give flexibility to the workforce. This flexibility is not to be unreasonably withheld.

In these circumstances, ordinary hours may be spread over seven (7) days, and paid as per the relevant awards. The parties also agree to consider for example;

- (a) arranging working days over an extended period to accommodate peaks and troughs in workloads or climatic weather patterns
- (b) extended days in the dry season and shorter days or maintenance work in the wet season.

If there is only a short amount of work left to complete a job and to save having to go back to the jobsite the next day, (subject to gaining approval for overtime) overtime rates will be applicable only after the normal ceasing time.

### **11.3 Flexible Working Arrangements/Practices**

The parties are committed to providing for more flexible working arrangements, enhancing the productivity of Council, improving the quality of working life, enhancing skills and job satisfaction and assisting positively in the operation of the Regional Council.

The parties agree that there is a need to address workplace efficiencies, effectiveness and services and agree to investigate further flexible working arrangements and continue existing arrangements, provided the increased flexibility contributes to greater productivity.

The parties commit to the following principles:

- (a) Acceptance in principle that new structures may be more suitable for the needs of Council, reflecting the different skill levels of the tasks to be performed and which shall incorporate the ability for an employee to perform a wider range and/or variation of duties where appropriate.
- (b) Co-operation in the transition from current structures and definitions to new structure without creating false expectations or disputation.
- (c) The Council will keep employees informed and will consult with affected employees/unions of any
  - a. proposed changes to the organizational structure of the Council; or
  - b. introduction of new technology; or
  - c. any other matter, which may have a significant impact on work practices. Council will give prompt consideration to matters raised by the employees/unions following consultation.
- (d) Creating opportunities for employees which allows advancement based on skill/competency/qualification acquisition, use of such skills/qualifications and the requirement to perform functions.
- (e) Council may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training provided that such duties are not designed to promote de-skilling.
- (f) Council may direct an employee to carry out such duties and use such tools and equipment as may be required provided that the employee has been properly trained in the use of such tools and equipment.

It is agreed that proper consultation and communication provides a major contribution to efficient, flexible and productive employee and management practices.

### **11.4 Family Friendly Working Arrangements**

All family friendly working arrangements are to be by mutual agreement between the employee and Council.

To enhance the opportunity for staff to reconcile work and family life and thereby contribute to improved work satisfaction and morale and consequently to the increased effectiveness and efficiency of operations to the mutual benefit of Council and staff, Council will develop policies covering the introduction of the following flexible working arrangements:

In developing the policies the parties agree that any arrangement;

- (a) Operates in a fair and consistent manner as is possible taking into consideration the requirements of each person's job.
- (b) Is feasible.
- (c) Includes a monitoring and evaluation mechanism.
- (d) Operates to ensure there is no loss of the level of responsiveness and quality of service to both the public and other officers.
- (e) Abides with all the principles of WH&S.
- (f) Must be within proper time management guidelines.

This clause will operate at the discretion of the Chief Executive Officer.

## **11.5 Rostered Days Off (RDO)**

The parties agree that the principle behind RDOs is for the RDO to be taken when due.

### **11.5.1 External Staff**

Employees associated with the Works Department of Council operations will work a nine (9) day fortnight cycle. This work cycle will provide a rostered day off each fortnight.

Generally, no banking of RDO's will be permitted, however in line with the flexibility previously agreed to, and if required to work RDO's by Management, employees may bank up to a maximum of five (5) days with three (3) days to be used either during the Christmas closedown or at Easter (depending on operational requirements).

Also, upon the request of an employee or management representative, a rostered day/s off can be reallocated to a different day with the agreement of a majority of staff within a work group. This decision would then apply to all staff within the work group.

This clause shall not preclude the parties agreeing to a different work cycle depending on operational circumstances.

### **11.5.2 Internal Staff**

Employees associated with the Administrative Department of Council operations will work a nineteen (19) day month. This work cycle will provide one (1) rostered day off each four (4) weeks of work.

Generally, no banking of RDO's will be permitted, however in line with the flexibility previously agreed to, and if required to work RDO's by Management, employees may bank up to a maximum of five (5) days with three (3) days to be used during the Christmas closedown.

Also, banked RDO's may be taken at any other time subject to agreement between the employee and supervisor. All RDO's will be available when required subject to employees giving at least one (1) weeks notice in writing to their supervisor and provided that Council operations and provision of services are not interrupted or rendered less efficient or more costly.

This clause shall not preclude the parties agreeing to a different work cycle depending on operational circumstances.

## **11.6 Time Off In Lieu (TOIL)**

Overtime can only be worked with the prior approval of Management. Any overtime worked by employees covered by this agreement shall be paid at the appropriate penalty rate. Provided, however, where the employee elects to take time off in lieu of such overtime, and the employer agrees, he/she shall be allowed time off duty the number of hours worked on overtime.

Such time off shall be on a one for one basis, paid at the ordinary time rate of pay, and may be taken at any time subject to the following conditions:

- (a) The employee has accumulated an appropriate amount of 'Time Accrued' at the commencement of the day upon which the period of accrued time off is required;
- (b) Operational needs are to be considered when time off is granted and employees time off will only be approved when it doesn't impose on operational demands.
- (c) Prior approval of the supervisor has been obtained. Where four or more hours accrued time off is to be taken such requests must be submitted to the supervisor with at least 24 hours notice.
- (d) In the case of an emergency an employee may contact their manager and arrange take this time off without 24 hours notice.

Generally, time off in lieu of overtime shall be given and taken within 3 months of the occurrence of the overtime. However with management approval, time off in lieu, up to a maximum of three (3) days may be banked and used during the annual closedown period. (Annual closedown banked time - RDO and/or TOIL cannot exceed the 3 days). All other time off in lieu not taken within the 3 months will be paid on a one for one basis.

Where time off in lieu is not granted by the Council within the prescribed period, the time off shall be either added to the employee's annual leave (no loading) or paid to the employee at the applicable overtime rate.

If however, during this period the employee requests to be paid out instead of time off, the time off will be paid at single time.



Banked time, whether it be RDO's and/or TOIL must be used prior to taking of annual/long service leave.

## **12. Remuneration & Benefits**

### **12.1 Parity**

If as a result of the 2008 Amalgamation of Councils an employee's position is deemed to be a lower classification then the current employee will maintain on that pay level until one of the following occurs;

- (a) The employee terminates employment with Council;
- (b) The employee is successful in obtaining another position within Council where the income/salary/wage is equal to or more than the income/salary/wage of the previous position.
- (c) The salary classification structure catches up to the employee's maintained rate of pay. The maintained rate of pay will receive EBA and award increases handed down by the Commission in line with Clause 12 - Salary Increases.

### **12.2 Salary/Wage Increases**

#### **12.2.1 Standard Increases**

The following Salary/Wage increases will apply subject to Clause 12.2.2:-

Council agrees to the following salary and wages increases for all employees:

- a) Year One - from 1 September 2011-3.7% or \$35 per week whichever is the higher;
- b) Year Two - from 1 September 2012 -3.7% or \$35 per week whichever is the higher;
- c) Year Three - from 1 September 2013 -3.7% or \$35 per week whichever is the higher.

#### **12.2.2 Absorption of State Wage Case Decisions**

Except as provided for in Clause 12.2.3 it is explicitly agreed and understood that the Salary/Wage increases contained in clause 12.2.1 absorb any Queensland Industrial Relations Commission wage case decisions that may occur during the lifetime of this Agreement.

#### **12.2.3 Safety Net Assurance**

Should during the term of this agreement, any State Wage Case decision by the Queensland Industrial Relations Commission result in wage increases in any year in excess of the annual increases provided for in clause 12.2.1, such higher wage increase outcomes from the annual State Wage Case decision will be paid.

#### **12.2.4 Renegotiation Assurance**

If the renegotiation activity conducted in accordance with Clause 7.2 hereof has not resulted in a new agreement to take effect from 1 September 2014, unless this delay has been caused by a lack of Good Faith Bargaining by the Parties, as determined by the QIRC, to this Agreement, Barcaldine Regional Council agrees to pay the 2014 State Wage Case/Safety Net decision by the Queensland Industrial Relations Commission, pending the successful completion of negotiations.

## **12.3 Salary Packaging/Salary Sacrifice**

All employees covered by this agreement shall be entitled to salary package their remuneration.

The salary for Superannuation purposes applying to the employee shall comply with current taxation and Superannuation rules guidelines.

Employees will only be able to enter into salary packaging arrangements on the 1st January or 1st July in each year.

The costs of any outgoings that might be incurred by Council in a salary sacrifice arrangement shall be borne by the employee.

The Employee may sacrifice any amount of their salary subject to them providing an undertaking to Council that they have sought advice from an appropriately qualified financial advisor.

Barcaldine Regional Council will not provide salary packaging advice to employees.

## **12.4 Level of Employees**

### **12.4.1 External Staff**

The minimum rate of pay for all employees covered by the LGE Award will be Level 3, provided that non-maintenance and non-construction employees may be below this level.

#### **12.4.2 Internal Staff**

Any internal staff member appointed as a Level 1 officer subject to the Queensland Local Government Officers' Award 1998 shall progress through the Level 1 salary increments over three calendar years as follows subject to formally assessed satisfactory performance:

- (a) Level 1.1 -on initial appointment
- (b) Level 1.2—twelve months following initial appointment
- (c) Level 1.3 -eighteen months following initial appointment
- (d) Level 1.4 - twenty four months following initial appointment
- (e) Level 1.5 –thirty months following initial appointment
- (f) Level 1.6 - thirty six months following initial appointment.

The above Level 1 salary progression shall not prevent an officer subject to successful performance and a successful application to a higher level position, being appointed to a higher level position during the three calendar years stated above.

Once an employee has been appointed to, working as and paid at Level 1.6 for 12 months, the employee will then progress to Level 2.1 and beyond in accord with the usual Award provisions.

#### **12.5 Travel Arrangements**

All employees travelling back from the job site to the depot/office following the completion of their work shift shall be paid that travel time at 150%.

#### **12.6 Classifications/Position Descriptions and Salary Increments**

##### **12.6.1 Classifications**

All positions must have a position description. Council positions are classified in accordance with the level definitions provided for in the relevant Awards, and in some cases in conjunction with an independently sought job evaluation technique. Position descriptions shall be used as the primary source of classifying positions.

##### **12.6.2 Position Descriptions**

Council will provide to each employee a position description which should ideally clearly and accurately identify:

- (a) The position purpose.
- (b) The responsibilities of the position.
- (c) The skills, knowledge, experience, qualifications and/or training required.
- (d) The organizational relationship of the position.
- (e) The safety requirements/responsibilities, or

as a minimum:

- (f) The position purpose.
- (g) The position responsibilities.
- (h) The organizational relationship of the position.

##### **12.6.3 Salary Movement (Queensland Local Government Officers' Award 1998)**

Movement to the next highest salary point within a level will be by annual increment subject to satisfactory service for the previous twelve months in accordance with the Performance Management System developed by Council in consultation with employees.

#### **12.7 Allowances**

All existing allowances are to remain for the duration of this agreement as per the relevant Award with the exception of the following –

- a) Camp Allowance - Where for the performance of work it is necessary for an employee to live in a camp provided by the employer either because there are no reasonable transport facilities to enable such employee to travel to and from home each day or because such employee is directed to live in such a camp, such employee shall be paid \$35.00 per night in camp.

- b) On-call Allowance -(Local Government Officers' Award 1998) - An employee who is required by Council to be on call for emergency work outside ordinary working hours shall be paid an on-call allowance in accordance with the provision of the Local Government Officers' Award 1998.
- c) On-call Allowance - (Local Government Employees' Award (excluding Brisbane City Council) -State 2003) - An employee who is required by Council to be on-call for emergency work outside ordinary working hours shall be paid an on-call allowance in accordance with the provision of the Local Government Employees' (excluding Brisbane City Council) Award -State 2003.
- d) An employee designated to cleaning toilets will receive an allowance of \$7.50 per day whilst carrying out such duties.
- e) For the purposes of this Agreement, the Overtime Meal Allowances shall be \$15.00.
- f) Suitably qualified and accredited mechanics/fitters that in their day to day duties are exposed to synthetic oil fluids and coolants in the maintenance and repair of,
  - Power steering units
  - Breaking systems
  - Automatic transmissions
  - Air conditioning units,
 shall be paid an allowance of \$0.30 for each hour worked with such substances.
- g) Working on Pumps/Machinery involved with sewerage Allowance - Mechanical workers who in their day to day duties have to engage in any work with the disassembly/repair work of any pump or other equipment that brings them in contact with live sewerage will be paid at the rate of pay as per the live sewer allowance of the Local Government Employees' Award (Excluding Brisbane City Council) - State 2003, whilst working on such equipment.
- h) Repair of unclean vehicles Allowance - Employees covered by the Engineering Award State 2002 who are employed on the repair of the bodies of vehicles used as sanitary or rubbish vehicles where such vehicles have not been thoroughly cleaned down immediately before work on such repairs is commenced, shall be paid an allowance of \$2.00 per hour when engaged in such work.
- i) Designated Runs -Removing Dead Animals from roads - An employee directed to conduct the designated activity of removing dead animals from roads will receive an allowance of \$7.50 per day whilst carrying out such duties. "The term" means where an employee has been directed to conduct such to the exclusion of other duties.

## **12.8 Clothing (allocation) Allowance**

### External Staff

Council will provide to all Works Staff required to wear corporate clothing an initial allocation of clothing. This allocation will be as per Council Policy and agreed to by the Consultative Committee referred to in this agreement.

These items of clothing will be replaced from time to time on a fair wear and tear basis.

Employees provided with the corporate clothing are required to wear the corporate clothing on all occasions during work periods.

### Internal Staff

If Council requires their administrative staff to wear a Council approved uniform, such administrative staff will purchase the approved uniform and charge the purchases to Council up to a value of \$385 per annum excluding GST.

In the initial purchase of a corporate uniform approved by the Council, the Chief Executive Officer may authorize an amount greater than the \$385 up to \$495.

This allocation will be administered as per Council policy and agreed to by the Consultative Committee referred to in this agreement. This allocation will only apply to permanent full-time employees and on a pro-rata basis for permanent part-time employees.

## **13. Miscellaneous Conditions**

### **13.1 Higher Duties**

For the purpose of this agreement, each employee who performs higher duties will be paid at the higher rate for the actual hours worked. If an employee was to work more than four hours at a higher level then they will be paid for the whole shift.

### **13.2 Employee Development/Training**

The parties recognize that in order to increase the efficiency and productivity of the Council, a significant commitment to structured training and skill development is required.

Council is committed to training staff and developing a more highly skilled and flexible workforce. Training and skill development, where possible, is to be carried out in normal working hours, and where possible travel will be undertaken during normal business hours.

It is acknowledged that training is of mutual benefit for both Council and the Employee; as such any training provided outside of Working hours shall be accrued or paid at ordinary time.

#### **13.2.1 Reclassification (External Workforce)**

Where it is identified that an employee performs a duty on a regular basis that is of a higher classification rate he/she shall be reclassified to the higher level rate.

Regular basis is defined as working greater than fifty percent (> 50%) of their working time in the previous year on a consistent basis at the higher rate, however does not prevent the Council from reclassifying an employee at any time.

Provided that in all other cases, the Higher Duties clause above is to apply.

#### **13.2.2 Training on Plant and Equipment**

Whilst not removing the responsibility of Council to provide training for employees, the utilization of Council plant/equipment, which is not required for Council projects at a given time, may be authorised by the CEO for training/gaining of experience. It is envisaged that, in selected circumstance, the Council would make such plant/equipment and an operator available for employees to gain experience and operator's qualification. Such training would be done in the employee's time. The Council in turn would provide the item of plant and an operator to carry out the training.

### **13.3 Travel/accommodation**

Council agrees to pay and recognize all reasonable costs and time off incurred when employees are required to attend courses, lectures and other agreed activities which:-

- Satisfy organizational development needs.
- Are directly related to employee work areas.
- Provide skills appropriate to employees' career paths.
- Are required to provide professional/trade credentials, and which shall be reimbursed by Council provided that this does not contravene any existing Award provision.

Any training outside normal working hours shall have regard to an employee's family responsibilities.

All reasonable travelling and/or out-of-pocket expenses including meals incurred by an employee in the course of the employee's duties shall be reimbursed, and no employee will suffer from loss of pay.

An employee required to travel as part of the employee's duties at hours outside the prescribed ordinary hours of work shall be paid for such traveling time at ordinary rates, provided that such payment shall not exceed the ordinary hours on any day.

However if an employee attends a conference/seminar which is approved by Council, but not essential to the employee's role, and travel to the conference/seminar requires the officer to travel outside of normal working hours, such travel may be undertaken on the officer's own time; that is, no labour cost will be incurred by Council by the traveling outside of normal working hours. Council will be responsible for all reasonable costs associated with the accommodation/bus fares/airfares/motor vehicle costs/meals, etc. of the employee attending the conference/seminar.

### **13.4 Service Time**

If service time is not worked and services are carried out during ordinary working hours, service overtime is not to be claimed or paid.

### **13.5 Maximum Use of Plant**

One object of this Agreement is to get the maximum benefit and use of Council's plant. Where necessary, particularly on specific projects more than one driver may be used to operate an item of plant over an extended period of time.

### **13.6 Compensation Top-Up**

It is agreed between the parties that where employees are receiving Work Cover payments, after 6 months of receiving Work Cover payments, such payments shall be topped up to the employee's normal weekly wage by the Council up to a period of 12 months of receiving Work Cover payments. (ie between 6 months and 12 months)

To facilitate this, a written request to the Chief Executive Officer is required.

### **13.7 Employment Security/Use of Contractors**

The parties recognise that Council wishes to preserve as many of the positions at each centre that currently exist within Council. Council will take steps to ensure that the Council has the benefit of a stable and committed workforce.

Such steps shall include measures to increase the security of employees' employment, however, the parties recognize that the Council will require the use of contractors to carry out council work:

- (a) Where the work volume is beyond the capacity of Council resources or existing staff;
- (b) Where the type of work or specialisation required is beyond the capacity of Council resources or existing staff;
- (c) Subject to these provisions, Contractors and/or their employees will not be appointed to any position as permanent employees unless normal recruitment and selection processes have been followed.
- (d) Council will formally include in all Contractor Tender Specifications that Contractors are required to ensure that the wages and conditions of those contract employees are not in breach of any Federal and/or State Regulations, Acts or relevant Awards pertaining to their employment.

The use of contractors/labour hire personnel will be managed in a manner that ensures the best business needs are met without eroding the job security of existing permanent employees.

### **13.8 Redeployment**

The Council will provide income maintenance with EBA wage increases for a period of 12 months from the date the employee is made a redeployee.

Employees, who are redeployed to a lower level position, when leave is taken, will have all accrued entitlements up to the date of being a redeployee paid at the pre income maintenance rate of pay.

### **13.9 Employment Relations**

#### **13.9.1 Union Encouragement**

Council recognizes its responsibility under the Full Bench of the Queensland Industrial Relations Commission issued "Statement of Policy on Union Encouragement" (reported V165QGIG Folio 221) that encourages an Employee to join and maintain financial membership of the Union.

Council will provide for Union Participation as per the Local Government Employees' (Excluding Brisbane City Council) Award -State 2003 -Clauses 11.4 and 11.5.

#### **13.9.2 Documentation to be provided by employer**

At the point of engagement, the Employer shall advise employees that a Statement of Policy on Union Encouragement has been issued by the Commission, a copy of which is to be kept on the premises of the Employer in a place readily accessible by the employee.

The Employer shall also identify the existence of a Union encouragement clause in this Award.

#### **13.9.3 Union delegates**

Union delegates and job representatives have a role to play within a workplace. The existence of accredited Union delegates and/or job representatives is encouraged.

The Employer shall not unnecessarily hinder accredited Union delegates and/or job representatives in the reasonable and responsible performance of their duties.

#### **13.9.4 Deduction of union fees**

The Employer shall, on the request in writing of any employee, pay to a Union nominated by the employee out of the money due to such employee in respect of wages, the annual contribution of such employee as a member of that Union.

#### **13.9.5 Trade Union Training Leave**

Paid leave of absence of up to five (5) days per calendar year *may* be granted to employees who are recognized Union delegates to attend trade union training, ACTU or specific union courses approved by the Branch Executive of the union. *Provided that the operations of Council will not be unduly disrupted*

#### **13.9.6 Trade Union Entry to the Workplace**

Following consultation with relevant management (or Human Resources), authorized officers of the Union will have rights of access and entry to the premises of Council for the following purposes;

- (a) Meeting with workplace delegates; and
- (b) Meeting with members of staff, and
- (c) Meeting with relevant management team members on matters associated with this agreement or current industrial workplace issues

### **14. Leave**

#### **14.1 Bereavement Leave**

Employees may be granted up to a maximum of five (5) days off work upon the death of an immediate family member (as defined by the award). These five (5) days shall be comprised of three (3) days Bereavement leave, on each occasion, plus part of their leave entitlements to a maximum of two (2) days with sick leave entitlements.

Employees may be granted up to two (2) days leave from sick leave entitlements on each occasion where the deceased person is a relative but falls outside the definition of an immediate family member (as defined by the award).

The taking of bereavement leave shall be subject to the production of evidence of death satisfactory to the Chief Executive Officer or an Executive Manager delegated in writing, or the completion of a statutory declaration, if so requested.

Access to bereavement leave in other circumstances may be available subject to the agreement of the Chief Executive Officer or an Executive Manager delegated in writing.

#### **14.2 Annual Leave**

All employees covered by this agreement will be entitled to five (5) weeks annual leave each year and 17.5% loading.

Annual Leave due shall be taken within two (2) years of the due date unless Council approves accrual beyond two (2) years.

Annual leave entitlements as at 1 July 2009 are preserved as applicable at the time.

##### **14.2.1 External Staff**

Employees will take a minimum annual leave of three (3) calendar weeks over the Christmas/New Year period shutdown and the balance of leave to be taken at the employee's discretion.

The balance of leave is to be taken as a minimum one week block after the request for such leave has been given in writing to the Chief Executive Officer at least two (2) weeks before the commencement of such leave. The Chief Executive Officer's decision on the granting or not of this leave will be final. Leave will not be unreasonably withheld.

Such annual leave shall be exclusive of any statutory holiday which may occur during the period of that annual leave.

Employees working on essential services (as determined by Council) are to be excluded from this clause.

#### **14.3 Leave without Pay**

After 12 months satisfactory service leave without pay for special circumstances will be available to all employees at the discretion of the Chief Executive Officer up to a maximum of 1 year and such leave will not constitute a break in the continuity of service of the employee.

Leave without pay for periods greater than six (6) months under these circumstances is on the understanding that Council may backfill the position and that the employee on their return will be placed in a relative vacancy at their same rate of pay, and not necessarily in their previous position. For periods less than six (6) months Council will return the employee to their previous position.

#### **14.4 Long Service Leave**

Long service leave provisions of thirteen (13) weeks leave entitlement after ten (10) years service will apply. Pro-rata long service leave will be available upon termination of service after seven (7) years service.

Long service leave is to be taken in minimum periods of two (2) weeks.

Long Service Leave entitlements as at 1 July 2009 are preserved as applicable at the time.

#### **14.5 Sick Leave**

15 day's sick leave will be available per annum in the first and subsequent years of service to be taken and approved in accord with Council Policies.

There shall be no limit on the maximum amount of sick leave that an employee may accrue.

Sick Leave entitlements as at 1 July 2009 are preserved as applicable at the time.

#### **14.6 Parental Leave**

##### **14.6.1 Maternity Leave**

On application, Council will pay six (6) weeks Maternity Leave at full pay or twelve (12) weeks at half pay, in addition to the existing parental leave conditions. Maternity Leave applies to eligible Council employees who are pregnant or have given birth to a child. This shall also include adoption of a child under one (1) year of age. To be eligible for this payment, employees must have completed two (2) years service. Employees who have less than 2 years but greater than 1 years service will be entitled to half this amount.

##### **14.6.2 Enhanced Parental Leave**

Staff must qualify for parental leave in accordance with the provisions of the relevant parent award to gain additional access to annual leave and long service leave as prescribed below:

- (a) Staff may nominate to take annual leave as part of their parental leave on the basis of doubling their current available annual leave days and being paid at half pay, and /or
- (b) Staff eligible for long service leave after seven years may nominate to take their long service leave as part of their parental leave in accordance with the terms of this agreement.
- (c) The combination of paid maternity leave (if applicable), annual leave at half-pay and early access to long service leave together with unpaid parental leave shall not exceed 52 weeks in total.

For Part time employees this clause will apply on a pro-rata basis.

##### **14.6.3 Paid Paternity Leave**

On approved application, Council will pay one week's Paternity Leave at full pay to the eligible employee subject to the employee having had two (2) years continuous service with Council.

#### **14.7 Emergency Services Leave**

Where an employee is a member of the Emergency Services (including Rural Fire Brigade) and who attends an emergency during working hours, such employee will suffer no loss of pay.

On approach from an Emergency service, an employee may be granted leave for training purposes provided such training is in line with Council's Training Policy, and does not affect the operations of Council.

#### **14.8 Jury Service Leave**

Leave without pay shall be granted to officers required to attend for jury duty. Where the amount of jury fee is less than the normal salary of the officer, Council shall pay the employee their normal salary and the employee shall refund to Council any monies received from the Court.

#### **15. Annual Closedown**

Council operations shall be closed during the Christmas and New Year period. A skeleton crew as identified by management will be maintained on duty for the duration of the shutdown.

Staff will initially self-roster for the shutdown periods acknowledging that if agreement cannot be arrived at by staff, management will appoint staff to the skeleton crew as necessary. Final approval of the roster is with management to ensure that the necessary skilled personnel remain on the skeleton crew.

During the shutdown period staff acknowledge that they will undertake a variety of duties, as tasks require.

Employees will be required to take leave over this period.

## **16. Superannuation**

Council, on behalf on employees, shall pay into the Local Government Superannuation Fund (LG Super) payments at least at the minimum prescribed by the *Local Government Superannuation Act 1985*.

This agreement binds Council to pay such superannuation payments only into the approved fund on behalf of all employees both current and future for the life of the agreement. This agreement further binds all employees both current and future to have superannuation payments paid into the approved fund on their behalf for the life of the agreement.

## **17. Performance / Productivity Measures**

The parties agree that the use of Key Performance Indicators (KPI's) are an important measure of productivity and efficiency and will be implemented to monitor progress towards the achievement of critical business goals of the Council and will be a key component of future Enterprise Bargaining Agreements.

As such, the consultative committee will establish a set of KPI's.

KPI data will be available to all employees and will be regularly reviewed by the Consultative Committee to assess achievement of performance targets. Outcomes of the review and subsequent changes (if required) will form part of the ongoing process of continuous improvement.

Whilst the achievement of the KPI's are not linked to salary increases, it is the intention of Council for all future EBA's to have a direct correlation between salary increases and achieved of agreed KPIs'.

Examples of KPI's which could be considered include but not limited to:

- Workplace Health and Safety
- Quality Assurance
- Stores Stocktakes
- Plant Revenue/Utilization
- Absenteeism
- Leave Accruals
- Performance Appraisals completed



# 18 Schedule 1 -Classification Pay Rates

## Queensland Local Government Officers' Award 1998

Level	1 September 2011	1 September 2012	1 September 2013
	Weekly Rate	Weekly Rate	Weekly Rate
Level 1	\$ 800.54	\$ 835.54	\$ 870.54
2	\$ 812.13	\$ 847.13	\$ 882.13
3	\$ 830.68	\$ 865.68	\$ 900.68
4	\$ 848.05	\$ 883.05	\$ 918.05
5	\$ 865.43	\$ 900.43	\$ 935.43
6	\$ 880.44	\$ 915.44	\$ 950.44
Level 2	\$ 898.04	\$ 933.04	\$ 968.04
2	\$ 915.41	\$ 950.41	\$ 985.58
3	\$ 932.79	\$ 967.79	\$ 1,003.60
4	\$ 944.29	\$ 979.29	\$ 1,015.53
Level 3	\$ 961.65	\$ 997.23	\$ 1,034.12
2	\$ 972.67	\$ 1,008.66	\$ 1,045.98
3	\$ 990.39	\$ 1,027.03	\$ 1,065.03
4	\$ 1,008.41	\$ 1,045.72	\$ 1,084.41
Level 4	\$ 1,026.40	\$ 1,064.38	\$ 1,103.76
2	\$ 1,044.42	\$ 1,083.06	\$ 1,123.14
3	\$ 1,060.00	\$ 1,099.22	\$ 1,139.89
4	\$ 1,078.02	\$ 1,117.91	\$ 1,159.27
Level 5	\$ 1,096.02	\$ 1,136.57	\$ 1,178.62
2	\$ 1,111.60	\$ 1,152.73	\$ 1,195.38
3	\$ 1,129.62	\$ 1,171.42	\$ 1,214.76
Level 6	\$ 1,159.64	\$ 1,202.54	\$ 1,247.04
2	\$ 1,189.65	\$ 1,233.67	\$ 1,279.32
3	\$ 1,219.69	\$ 1,264.82	\$ 1,311.62
Level 7	\$ 1,249.71	\$ 1,295.95	\$ 1,343.90
2	\$ 1,279.73	\$ 1,327.08	\$ 1,376.18
3	\$ 1,309.74	\$ 1,358.20	\$ 1,408.46
Level 8	\$ 1,345.78	\$ 1,395.58	\$ 1,447.21
2	\$ 1,381.80	\$ 1,432.92	\$ 1,485.94
3	\$ 1,417.84	\$ 1,470.30	\$ 1,524.70
4	\$ 1,451.65	\$ 1,505.36	\$ 1,561.06
20	\$ 1,485.46	\$ 1,540.42	\$ 1,597.42
< 17 years 55%	\$ 440.30	\$ 459.55	\$ 478.81
17 years 60%	\$ 480.32	\$ 501.32	\$ 522.32
18 years 70%	\$ 560.38	\$ 584.88	\$ 609.38
19 years 80%	\$ 640.43	\$ 668.43	\$ 696.43
20 years 90%	\$ 720.49	\$ 751.99	\$ 783.49

**Local Government Employees' (excluding Brisbane City Council) Award -State 2003**

Level	1 <sup>st</sup> September 2011	1 September 2012	1 September 2013
	Weekly Rate	Weekly Rate	Weekly Rate
6 months	\$ 772.78	\$ 807.78	\$ 842.78
1	\$ 785.00	\$ 820.00	\$ 855.00
2	\$ 797.22	\$ 832.22	\$ 867.22
3	\$ 809.44	\$ 844.44	\$ 879.44
4	\$ 821.78	\$ 856.78	\$ 891.78
5	\$ 836.35	\$ 871.35	\$ 906.35
6	\$ 860.91	\$ 895.91	\$ 930.91
7	\$ 885.35	\$ 920.35	\$ 955.35
8	\$ 907.56	\$ 942.56	\$ 977.56
9	\$ 932.00	\$ 967.00	\$ 1,002.77
Apprenticeship Wages			
Level 5	\$ 836.35	\$ 871.35	\$ 906.35
1 - 40%	\$ 334.50	\$ 348.54	\$ 362.54
2 - 55%	\$ 459.99	\$ 479.24	\$ 498.49
3 - 75%	\$ 627.26	\$ 653.51	\$ 679.76
4 - 90%	\$ 752.72	\$ 784.22	\$ 815.72

**Engineering Award -State 2002**

		1 September 2011	1 September 2012	1 September 2013
Wage Group		Weekly Rate	Weekly Rate	Weekly Rate
C5		\$ 980.41	\$1,016.68	\$1,054.30
C6		\$ 956.55	\$ 991.94	\$1,028.65
C7		\$ 907.56	\$ 942.56	\$ 977.56
C8		\$ 885.35	\$ 920.35	\$ 955.35
C9		\$ 860.91	\$ 895.91	\$ 930.91
C10		\$ 836.35	\$ 871.35	\$ 906.35
C11		\$ 796.75	\$ 831.75	\$ 866.75
C12		\$ 772.20	\$ 807.20	\$ 842.20
C13		\$ 745.76	\$ 780.76	\$ 815.76
Under 17 years	55%	\$ 459.65	\$ 494.65	\$ 529.65
17 Years	65%	\$ 529.09	\$ 564.09	\$ 599.09
18 Years	75%	\$ 598.53	\$ 633.53	\$ 668.53
19 Years	85%	\$ 667.97	\$ 702.97	\$ 737.97
Apprentices				
1	40%	\$ 381.04	\$ 416.04	\$ 451.04
2	55%	\$ 494.90	\$ 529.90	\$ 564.90
3	75%	\$ 646.71	\$ 681.71	\$ 716.71
4	90%	\$ 760.45	\$ 795.45	\$ 830.45
Apprentices completed year 11				
1	47.40%	\$ 437.20	\$ 472.20	\$ 507.20
2	55%	\$ 494.90	\$ 529.90	\$ 564.90
3	75%	\$ 646.71	\$ 681.71	\$ 716.71

4	90%	\$ 760.45	\$ 795.45	\$ 830.45
Apprentices completed year 12				
1	50.70%	\$ 462.23	\$ 497.23	\$ 532.23
2	58.80%	\$ 523.68	\$ 558.68	\$ 593.68
3	75%	\$ 646.71	\$ 681.71	\$ 716.71
4	90%	\$ 760.45	\$ 795.45	\$ 830.45

**Building Trades Public Sector Award -State 2002**

Level		1 September 2011	1 September 2012	1 September 2013
		Weekly Rate	Weekly Rate	Weekly Rate
BW 1 (a)	85%	\$ 760.45	\$ 795.45	\$ 830.45
BW1 (b)	88%	\$ 775.13	\$ 810.13	\$ 845.13
BW 1 (c )	90%	\$ 785.00	\$ 820.00	\$ 855.00
BW 1 (d)	92%	\$ 796.75	\$ 831.75	\$ 866.75
BW 2	96%	\$ 814.38	\$ 849.38	\$ 884.38
<b>Trade</b>				
BT 1	100%	\$ 836.35	\$ 871.35	\$ 906.35
BT 2	105%	\$ 860.91	\$ 895.91	\$ 930.91
BT 3	110%	\$ 885.35	\$ 920.35	\$ 955.35

**Children's Services Award -State 2006**

<b>Other than Outside School Hours Care and Vacation Care</b>			<b>1 September 2011</b>	<b>1 September 2012</b>	<b>1 September 2013</b>
<b>Classification</b>			<b>Weekly Rate</b>	<b>Weekly Rate</b>	<b>Weekly Rate</b>
Assistant CSW	Unqualified	Year 1	\$ 773.84	\$ 808.84	\$ 843.84
Assistant CSW	Unqualified	Year 2	\$ 800.28	\$ 835.28	\$ 870.28
Assistant CSW	Unqualified	Year 3	\$ 826.72	\$ 861.72	\$ 896.72
Children's Services Worker	1 Yr Qual	Year 1	\$ 873.72	\$ 908.72	\$ 943.72
Children's Services Worker	1 Yr Qual	Year 2	\$ 891.34	\$ 926.34	\$ 961.34
Children's Services Worker	1 Yr Qual	Year 3	\$ 908.97	\$ 943.97	\$ 978.97
Group Leader	1 Yr Qualified	Year 1	\$ 950.09	\$ 985.24	\$1,021.70
Group Leader	1 Yr Qualified	Year 2	\$ 964.78	\$1,000.47	\$1,037.49
Group Leader	1 Yr Qualified	Year 3	\$ 979.47	\$1,015.71	\$1,053.29
Group Leader	2 Yr Qualified	Year 1	\$1,028.15	\$1,066.19	\$1,105.64
Group Leader	2 Yr Qualified	Year 2	\$1,043.38	\$1,081.99	\$1,122.02
Group Leader	2 Yr Qualified	Year 3	\$1,058.61	\$1,097.78	\$1,138.40
Group Leader	3 Yr Qualified	Year 1	\$1,058.61	\$1,097.78	\$1,138.40
Group Leader	3 Yr Qualified	Year 2	\$1,058.61	\$1,097.78	\$1,138.40
Assist Director	2 Yr Qualified	Year 1	\$1,070.80	\$1,110.42	\$1,151.50
Assist Director	2 Yr Qualified	Year 2	\$1,082.98	\$1,123.05	\$1,164.60
Assist Director	2 Yr Qualified	Year 3	\$1,095.17	\$1,135.69	\$1,177.71
Assist Director	3 Yr Qualified	Year 1	\$1,107.35	\$1,148.32	\$1,190.81
Assist Director	3 Yr Qualified	Year 2	\$1,119.53	\$1,160.96	\$1,203.91
Director	2 Yr Qualified	Year 1	\$1,168.27	\$1,211.50	\$1,256.33
Director	2 Yr Qualified	Year 2	\$1,183.50	\$1,227.29	\$1,272.70
Director	2 Yr Qualified	Year 3	\$1,204.83	\$1,249.41	\$1,295.63
Director	2 Yr Qualified	Year 4	\$1,223.11	\$1,268.36	\$1,315.29
Director	Min 3 Yr Qualified	Year 1	\$1,204.83	\$1,249.41	\$1,295.63
Director	Min 3 Yr Qualified	Year 2	\$1,223.11	\$1,268.36	\$1,315.29
Director	Min 3 Yr Qualified	Year 3	\$1,244.43	\$1,290.47	\$1,338.22
Director	Min 3 Yr Qualified	Year 4	\$1,265.75	\$1,312.58	\$1,361.15
Director	Min 3 Yr Qualified	Year 5	\$1,287.08	\$1,334.70	\$1,384.08
Director	Min 3 Yr Qualified	Year 6	\$1,308.40	\$1,356.81	\$1,407.01
Director	Min 3 Yr Qualified	Year 7	\$1,323.63	\$1,372.60	\$1,423.39
Director	Min 3 Yr Qualified	Year 8	\$1,338.86	\$1,388.40	\$1,439.77
Director	Min 3 Yr Qualified	Year 9	\$1,351.05	\$1,401.03	\$1,452.87

<b>Outside School Hours Care and Vacation Care</b>					
Assistant CSW	Unqualified	Year 1	\$ 773.84	\$ 808.84	\$ 843.84
Assistant CSW	Unqualified	Year 2	\$ 800.28	\$ 835.28	\$ 870.28
Assistant CSW	Unqualified	Year 3	\$ 826.72	\$ 861.72	\$ 896.72
Children's Services Worker	1 Year Qualified	Year 1	\$ 873.72	\$ 908.72	\$ 943.72
Children's Services Worker	1 Year Qualified	Year 2	\$ 891.34	\$ 926.34	\$ 961.34
Children's Services Worker	1 Year Qualified	Year 3	\$ 908.97	\$ 943.97	\$ 978.97
Asst Coordinator+	Qualified-Lge Serv	Year 1	\$1,070.80	\$1,110.42	\$1,151.50
Asst Coordinator+	Qualified-Lge Serv	Year 2	\$1,082.98	\$1,123.05	\$1,164.60
Coordinator	Unqualified	Year 1	\$1,070.80	\$1,110.42	\$1,151.50
Coordinator	Unqualified	Year 2	\$1,082.98	\$1,123.05	\$1,164.60
Coordinator	Unqualified	Year 3	\$1,101.26	\$1,142.00	\$1,184.26
Coordinator*	Qualified-Sml Serv	Year 1	\$1,119.53	\$1,160.96	\$1,203.91
Coordinator*	Qualified-Sml Serv	Year 2	\$1,143.90	\$1,186.23	\$1,230.12
Coordinator+	Qualified-Lge Serv	Year 1	\$1,168.27	\$1,211.50	\$1,256.33
Coordinator+	Qualified-Lge Serv	Year 2	\$1,183.50	\$1,227.29	\$1,272.70
Coordinator+	Qualified-Lge Serv	Year 3	\$1,204.83	\$1,249.41	\$1,295.63
Coordinator+	Qualified-Lge Serv	Year 4	\$1,223.11	\$1,268.36	\$1,315.29
<b>Teachers</b>					
<b>Band 1</b>					
Step 1			\$ 893.22	\$ 928.22	\$ 963.22
Step 2			\$ 909.32	\$ 944.32	\$ 979.32
Step 3			\$ 928.94	\$ 963.94	\$ 999.61
Step 4			\$ 949.74	\$ 984.88	\$1,021.32
<b>Band 2</b>					
Step 1			\$ 967.13	\$1,002.91	\$1,040.02
Step 2			\$1,002.50	\$1,039.59	\$1,078.06
Step 3			\$1,038.32	\$1,076.74	\$1,116.58
Step 4			\$1,074.21	\$1,113.95	\$1,155.17
Step 5			\$1,107.72	\$1,148.70	\$1,191.20
<b>Band 3</b>					
Step 1			\$1,135.19	\$1,177.19	\$1,220.75
Step 2			\$1,165.17	\$1,208.28	\$1,252.98
<b>Junior Rates - Assistant Children's Services Worker Unqualified - 1 Year Qualified</b>					
17 and under 18 years of age	55%		\$ 425.61	\$ 444.86	\$ 464.11
18 and under 19 years of age	65%		\$ 503.00	\$ 525.75	\$ 548.50
19 and under 20 years of age	75%		\$ 580.38	\$ 606.63	\$ 632.88
20 years of age	85%		\$ 657.76	\$ 687.51	\$ 717.26

Signed for and on behalf of Barcaldine Regional Council ABN 36 154 302 599

Des Howard  
Chief Executive Officer

In the presence of -  
Jennifer Margaret Lawrence - Comm.Dec.

Signed for and on behalf of The Australian Worker's Union of Employees Queensland ABN 73 089 711 903

William Ludwig

In the presence of -  
Stacey Lee Schinnerl

Signed for and on behalf of The Queensland Services Union, Industrial Union of Employees ABN 863 516 656 53

Kathrine Nelson

In the presence of -  
Michelle Robertson

Signed for and on behalf of The Construction, Forestry, Mining and Energy, Industrial Union of Employees  
ABN 73 089 711 903

Michael Ravbar

In the presence of -  
Kathleen Nettleton

Signed for and on behalf of The Federated Engine Drivers' and Firemen's' Association of Queensland Union of  
Employees ABN 73 089 711 903

Michael Ravbar

In the presence of -  
Kathleen Nettleton

Signed for and on behalf of The Transport Workers' Union of Australia, Union of Employees (Queensland Branch)  
ABN 80 519 643 130

Peter Biagini

In the presence of -  
M. Cerrato

Signed for and on behalf of The Automotive, Metals, Engineering, Printed and Kindred Industries Industrial Union of  
Employees Queensland ABN 59 459 725 116

Andrew Dettmer

In the presence of -  
Lisa Butler