

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

ENDEAVOUR FOUNDATION ENTERPRISE AWARD - STATE 2005

(Gazette, 29th July 2005)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 15 August 2005, the said Award is amended as follows as from 1 September 2005:

1. By deleting clause 4.0 (Wage Rates) of Schedule 1 and inserting the following in lieu thereof:

"4.0 Wage Rates

- 4.1 As at the operative date of this Award, the minimum rates of wages for full-time employees will be:

Level 1 (Trainees)

	Casual Hourly Rate	Hourly Rate	Fortnightly Rate
Paypoint 1	\$16.2195	\$13.1865	\$1,002.20

Level 2 (Residential Assistant)

	Casual Hourly Rate	Hourly Rate	Daily Rate (excludes allowances)	Fortnightly Rate (excludes allowances)	Week-end Flexibility Allowance (per day)
Paypoint 1	\$17.5690	\$14.2840	\$135.70	\$1,085.60	\$14.2840
Paypoint 2	\$17.9740	\$14.6130	\$138.82	\$1,110.60	\$14.6130
Paypoint 3	\$18.3815	\$14.9445	\$141.97	\$1,135.80	\$14.9445

Level 3 (Residential Supervisor)

	Casual Hourly Rate	Hourly Rate	Daily Rate (excludes allowances)	Fortnightly Rate (excludes allowances)	Week-end Flexibility Allowance (per day)
Paypoint 1	\$18.7150	\$15.2155	\$144.55	\$1,156.38	\$15.2155
Paypoint 2	\$19.3920	\$15.7655	\$149.77	\$1,198.19	\$15.7655
Paypoint 3	\$20.0645	\$16.3130	\$154.97	\$1,239.77	\$16.3130

Level 4 (Senior Residential Supervisor/Residential Manager)

	Casual Hourly Rate	Hourly Rate	Daily Rate (excludes allowances)	Fortnightly Rate (excludes allowances)	Week-end Flexibility Allowance (per day)
Paypoint 1	\$20.7295	\$16.8535	\$160.11	\$1,280.90	\$16.8535
Paypoint 2	\$21.4080	\$17.4050	\$165.35	\$1,322.80	\$17.4050
Paypoint 3	\$22.0845	\$17.9550	\$170.57	\$1,364.60	\$17.9550
Paypoint 4	\$22.7618	\$18.5055	\$175.80	\$1,406.40	\$18.5055

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2005 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. [Disputed cases are to be referred to the Vice-President.] This arbitrated wage adjustment may be offset against any equivalent rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Policy, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments."

2. By deleting clause 3.0 (Wage Rates) of Schedule 2 and inserting the following in lieu thereof:

"3.0 Wage Rates

- 3.1.1 As at the operative date of this award, the minimum rates of wages for employees shall be as follows:

Level	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,156.40	\$15.2155	\$18.7150
Paypoint 2	\$1,198.20	\$15.7655	\$19.3920
Paypoint 3	\$1,239.80	\$16.3130	\$20.0645

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3. By deleting clause 2.1 of Schedule 3 and inserting the following in lieu thereof:

"2.1 As at the operative date of this Award, the minimum rates of wages for employees covered by Schedule 3 will be:

	Fortnightly	Hourly	Casual
	\$	\$	\$
Level 1			
Paypoint 1	1,002.20	\$13.1865	\$16.2195
Paypoint 2	1,027.20	\$13.5155	\$16.6245
Paypoint 3	1,047.20	\$13.7790	\$16.9480
Level 2			
Paypoint 1	1,085.60	\$14.2840	\$17.5695
Paypoint 2	1,110.60	\$14.6130	\$17.9740
Paypoint 3	1,135.80	\$14.9445	\$18.3815
Level 3			
Paypoint 1	1,156.40	\$15.2155	\$18.7150
Paypoint 2	1,198.20	\$15.7655	\$19.3920
Paypoint 3	1,239.80	\$16.3130	\$20.0645
Level 4			
Paypoint 1	1,280.90	\$16.8535	\$20.7295
Paypoint 2	1,322.80	\$17.4050	\$21.4080
Paypoint 3	1,364.60	\$17.9550	\$22.0845
Paypoint 4	1,406.40	\$18.5055	\$22.7620
Level 5			
Paypoint 1	1,448.30	\$19.0560	\$23.4390
Paypoint 2	1,490.10	\$19.6070	\$24.1165
Paypoint 3	1,532.00	\$20.1575	\$24.7935
Paypoint 4	1,569.90	\$20.6565	\$25.4075
Level 6			
Paypoint 1	1,611.70	\$21.2065	\$26.0840
Paypoint 2	1,649.50	\$21.7045	\$26.6965
Paypoint 3	1,691.40	\$22.2550	\$27.3735
Level 7			
Paypoint 1	1,849.60	\$24.3365	\$29.9340
Paypoint 2	1,875.70	\$24.6800	\$30.3565
Paypoint 3	1,933.60	\$25.4420	\$31.2935
Level 8			
Paypoint 1	1,978.60	\$26.0340	\$32.0220
Paypoint 2	2,023.50	\$26.6255	\$32.7495
Paypoint 3	2,068.50	\$27.2175	\$33.4775

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4. By deleting clause 2.1 of Schedule 4 and inserting the following in lieu thereof:

"2.1 The minimum rates of wages to be paid to the undermentioned level of employees shall be as follows:

Training Development Officer and Employment Consultant Trainee			
	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,275.30	\$16.7800	\$20.6390
Paypoint 2	\$1,318.80	\$17.3520	\$21.3435
Paypoint 3	\$1,362.30	\$17.9245	\$22.0475
Training Development Officer and Employment Consultant Level 2			
	F/N Rate	Hourly rate	Casual Rate
Paypoint 1	\$1,405.80	\$18.4975	\$22.7520
Paypoint 2	\$1,449.30	\$19.0700	\$23.4560
Paypoint 3	\$1,492.80	\$19.6420	\$24.1600
Paypoint 4	\$1,536.30	\$20.2145	\$24.8640
Paypoint 5	\$1,575.80	\$20.7345	\$25.5030
Senior Training & Development Officer Level 3			
	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,575.80	\$20.7345	\$25.5030
Paypoint 2	\$1,619.30	\$21.3065	\$26.2075
Paypoint 3	\$1,658.80	\$21.8265	\$26.8465
Paypoint 4	\$1,702.30	\$22.3990	\$27.5505
Training Development Manager Level 4			
	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,575.80	\$20.7345	\$25.5030
Paypoint 2	\$1,619.30	\$21.3065	\$26.2075
Paypoint 3	\$1,658.80	\$21.8265	\$26.8465
Paypoint 4	\$1,702.30	\$22.3990	\$27.5505
Paypoint 5	\$1,745.80	\$22.9710	\$28.2545
Paypoint 6	\$1,789.30	\$23.5435	\$28.9585
Employment Agency Manager Level 5			
	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,832.90	\$24.1165	\$29.6630
Paypoint 2	\$1,876.40	\$24.6890	\$30.3670
Paypoint 3	\$1,919.90	\$25.2610	\$31.0715
Paypoint 4	\$1,963.40	\$25.8335	\$31.7755
Paypoint 5	\$2,006.90	\$26.4060	\$32.4795

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5. By deleting clause 2.4 (Wage Rates) of Schedule 5 and inserting the following in lieu thereof:

"2.4.1 As at the operative date of this Award, the minimum rates of wages to be paid to the undermentioned classes of employees shall be as follows:

Shop Assistants -

	F/N Rate
	\$
Classification and Relativity	
Shop Assistant (92.14%)	
Shop Assistant	1,086.80
First Level Supervisor (94.5%)	
Section Head	1,106.60
Second Level Supervisor/Shop Manager (100%)	
Department Manager	
Manager - 2 or less employees	
Manager - Over 2 employees	1,156.40

- 2.4.2 Junior rates

The minimum rates of pay for junior employees shall be determined by applying the following percentages to the shop assistant rate by reference to the Shop Assistant rate:

Under 16 years of age	45%
16 and under 17 years of age	50%
17 and under 18 years of age	55%
18 and under 19 years of age	65%
19 and under 20 years of age	75%
20 and under 21 years of age	85%

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6. By deleting clause 2.2 (Rates of Pay) of Schedule 6 and inserting the following in lieu thereof:

"2.2 Rates of Pay

	Per week
	\$
Grade 1	465.40
Grade 2	482.10
Grade 3	504.80
Grade 4	525.50

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7. By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amounts in the third column in lieu thereof.

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
Schedule 1 (5.1.1)	35.00	36.05
Schedule 2 (5.1.1)	35.00	36.05

Dated 16 September 2005.

G.D. SAVILL,
Registrar.