

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Maranoa Regional Council Officers Agreement 2009

Matter No. CA/2009/186

Commissioner Thompson

9 February 2010

AMENDED CERTIFICATE

This matter coming on for hearing before the Commission on 21 December 2009 the Commission certifies the following written agreement:

Maranoa Regional Council Officers Agreement 2009 – CA/2009/186

Made between:

Maranoa Regional Council

AND

Queensland Services, Industrial Union of Employees

The agreement was certified by the Commission on 21 December 2009 and shall operate from 21 December 2009 until its nominal expiry on 31 October 2011.

This agreement replaces the following:

Bungil Shire Council Administrative Staff Enterprise Agreement (AG2005/5874)

Roma Town Council Enterprise Agreement 2004 (AG2004/9932)

Booringa Shire Council Enterprise Agreement 2003 (AG2004/1705)

Bungil Shire Council Foreman Enterprise Agreement (Federal) 2004 (AG2005/3021)

Warroo Shire Council Certified Agreement 2003 (AG2003/10666).

By the Commission.

J.M. Thompson
Commissioner

PART 1**1. Title**

This agreement shall be known as the -

'Maranoa Regional Council Officers Agreement 2009'

2. Arrangement

PART 1

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3. Definitions

Agreement	Agreement has the meaning of, and refers to, the Maranoa Regional Council Officers Agreement 2009.
Award	Award refers to and means those Awards as per clause 6 of this Agreement, unless specifically stated otherwise.
Consultation	Consultation means the process which will have regard to Employees' interests in the formulation of plans which have a direct impact upon them. It provides Employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made.
Council	has the meaning of Maranoa Regional Council a Party to this Agreement.
Employee	The term "employee" shall mean any Employee of the Maranoa Regional Council who performs work covered by this Agreement and the Award/s
Notice of Redundancy and Termination	The term "notice of redundancy and termination" means a notice to an employee that his/her services are to be terminated as a result of his/her position being made redundant and redeployment not being achieved.
Replacement Employee	The term "replacement employee" shall mean an employee specifically engaged or temporarily promoted or transferred, as a result of an employee proceeding on maternity or parental leave.
Spouse	For the purposes of Parental Leave in this Agreement spouse includes a current de facto or married spouse but does not include a former spouse (de facto, married, separated or divorced)
Union	Union means and covers the Queensland Services Industrial Union of Employees.

4. Application

This agreement shall apply to the Council, and its employees and/or any unions party to this agreement.

Parties Bound

The parties bound to the agreement are:

- (a) Maranoa Regional Council; and
- (b) The Queensland Services Industrial Union of Employees.

5. Period of Operation and Renegotiation of Agreement

- 5.1 This agreement shall operate from the beginning of the first pay period on or immediately after the date the Agreement is voted on and agreed to by the employees (*Date of Commencement*) and shall remain in force until 31st of October 2011.
- 5.2 The parties undertake to commence discussions on a replacement certified agreement six months prior to the nominal expiry of this Agreement.
- 5.3 Upon a favourable vote accepting this Agreement each eligible Employee shall receive a one off payment of \$250 per employee. This shall be paid on the nearest pay period following such a favourable vote.
 - 5.3.1 This payment shall be paid on a proportional basis for all applicable Part Time and Long Term Casual Employees covered by this Agreement.

6. Relationship to Parent Awards

- 6.1 This Agreement shall be read and interpreted wholly in conjunction with the Queensland Local Government Officers' Award 1998 provided that where there is any inconsistency between this Agreement and the Queensland Local Government Officers' Award 1998 this Agreement shall take precedence to the extent of the inconsistency.

7. Local Government Workforce Transition Code of Practice

- 7.1 Council agrees to apply the terms and conditions of the Local Government Workforce Transition Code of Practice as made on 28 August 2007.
- 7.2 The Council shall display a copy of Local Government Workforce Transition Code of Practice in such a position as to be easily read by the employees.
- 7.3 Accrued Entitlements
- 7.3.1 When an employee accepts redeployment to a position that is a lower classification level than their previous classification level, Council agrees to pay the employee's accrued entitlements at the maintained income/salary/wage.
- 7.4 No Forced Relocations
- 7.4.1 Council agrees not to force any employee to relocate for the duration of this agreement.
- 7.4.2 Relocate will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.5 Relocation Expenses
- 7.5.1 When an employee relocates during the duration of this agreement the Council agrees to pay relocation expenses in accordance with the Minister for State Development, Employment and Industrial Relations Directive No 12/06, as amended.
- 7.5.2 The term relocate will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.6 Transfers
- 7.6.1 Transfers can only occur when an employee can reasonably travel to and from home on a daily basis to a new work location and this does not cause undue hardship to the employee.
- 7.6.2 The terms transfer will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.7 Transfer Expenses
- 7.7.1 When an employee transfers during the duration of this agreement the Council agrees to pay travelling allowance in accordance with the Local Government Workforce Transition Code of Practice.
- 7.7.2 The terms transfers and travelling expenses and travel allowance will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.8 Income maintenance
- 7.8.1 When an employee accepts redeployment to a position that is a lower classification level than their previous classification level the Council agrees to maintain an employee's income/salary/wage until either:

- (a) the employee is no longer employed by the Council; or
- (b) the employee is appointed to a position where the income/salary/wage is equal to or more than the income/salary/wage of the previous position.

7.8.2 Council agrees to apply all wage increases provided for in this agreement to the employee's maintained income/salary/wage.

8. Enterprise Bargaining Consultative Committee (EBCC)

- 8.1 To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential. To this end, the Local Government Employment Group (LGEG) will continue and be responsible for the role of coordinating the reform, and ensuring effective communication between management and employees.
- 8.2 The parties are committed to a consultative process which aims to effect a change in the Council's culture through co-operation.
- 8.3 It is agreed that the LGEG will be the committee through which genuine consultation and discussion regarding any workplace reform or changes will occur between Council, employees and the QSU. The LGEG will meet as required and mutually agreed.
- 8.4 Membership of the LGEG
 - 8.4.1 A Single Bargaining Unit (SBU) comprising of the delegates and officials of the Unions representing employees of Council and including unions which are parties to this agreement is recognised by the Council.
 - 8.4.2 The SBU representatives and Council management representatives will form the membership of the LGEG which has negotiated this agreement and will monitor and implement this agreement.

9. Grievance/Dispute Resolution Procedure

- 9.1 Effective communication between employees and Council management is a prerequisite to good industrial relations and the following procedure is set down in order that any grievances may be resolved quickly to maintain sound working relationships.
 - 9.1.1 Any employee or employees with a grievance or complaint regarding any aspect of their employment will promptly raise the matter/s with their immediate supervisor who will endeavour to resolve the matter as soon as possible.
 - 9.1.2 If the matter is not resolved at this level, the employee/s shall discuss the matter/s at issue with the next higher level of management and the employee/s may elect to be represented by an authorised officer of the QSU.
 - 9.1.3 Should the grievance remain unresolved, the matter should then be referred to the Chief Executive Officer and an authorised officer of the QSU who will attempt to facilitate a resolution.
 - 9.1.4 If after the above steps the matter remains unresolved, the dispute shall be referred to the Queensland Industrial Relations Commission for conciliation and if the matter remains unresolved arbitration.
 - 9.1.5 While the above procedure is being followed, the status quo shall prevail and every endeavour shall be applied to ensure that work continues normally until settlement is reached.
 - 9.1.6 All parties shall give due consideration to matters raised or any suggestion or recommendation made by the Queensland Industrial Relations Commission with a view to prompt settlement of the matter.
 - 9.1.7 The above procedures do not restrict the Council or an authorised officer of the QSU from making representations to each other at any stage in this procedure.

10. Anti-Discrimination and Equal Employment

- 10.1 The Council shall conduct their operation with a positive awareness of the spirit and intent of anti-discrimination and equal opportunity legislation. The Council's policy in this regard will be based on the following principles subject to this Agreement and any mandatory requirements of the position concerned:
- 10.1.1 employ the best person for the available job with regard to the Council's obligations under the Anti-Discrimination and Industrial Relations legislation.
 - 10.1.2 appraise and promote employees on the basis of past performance and the potential of the employee to handle greater responsibility as well as the employee's willingness to do so. These decisions shall be made with regard to the Council's obligations under the Anti-Discrimination and Industrial Relations legislation.
 - 10.1.3 maintain a workplace free of harassment and victimisation as per the Council's obligations under the Anti-Discrimination and Industrial Relations legislation.
 - 10.1.4 the parties commitment to a policy on the implementation of Equal Opportunity and Anti-Discrimination.

PART 2: PRODUCTIVITY IMPROVEMENT

11. Skills Development

- 11.1 The parties to this Agreement recognise that, in order to increase the efficiency and competitiveness of the Council, a commitment to training and skills development is required from the Council and employees. Accordingly, the parties commit themselves to:
- (i) developing a highly skilled and flexible workforce; and
 - (ii) providing employees with the opportunity to acquire additional skills.
- 11.2 Development of a Training Program
- 11.2.1 During the life of this agreement a training program will be developed in consultation with employees, but consistent with the following:-
- (i) Training provided will be consistent with the Council's business requirements, relevant to the work of the employees and consistent with the skill development of each employee.
 - (ii) Training may be either on or off the job with all reasonable steps being taken to conduct the training in normal working hours.
 - (iii) If an approved training activity is undertaken during ordinary working hours, the employee/s concerned will not suffer any loss of pay in respect to ordinary hours of work.
 - (iv) Approved training activities undertaken outside of ordinary hours will be paid at single time or will, at the employee's option, be taken as time off in lieu of payment provided that the scheduling of the time off is consistent with this Agreement.
 - (v) Course training costs and travel costs to and from training activities approved by the Chief Executive Officer will be met by the Council.
 - (vi) The Council will not be asked to meet the costs of training undertaken by employees, which was not approved by the Chief Executive Officer or delegated Officer.

12. Workplace Health & Safety

- 12.1 The Council and employees shall exercise their respective duty of care under the Workplace Health and Safety Act 1995, Workplace Health and Safety Regulation and Workplace Health and Safety Codes of Practice, and shall work together to achieve high standards of Occupational Health, Safety and Welfare.

13. Span of Hours

13.1 Normal Hours of Duty

It is agreed between the parties that the ordinary hours of work shall be worked Monday to Friday inclusive except for meal breaks and rest pauses, between 5.00 am and 6:00 pm.

14. Hours of Work

- 14.1 To ensure Council can continue to provide the community with a service for five days per week (excluding Public Holidays) it is agreed between the parties that the each of Council's Customer Service Centres be open between the hours of 8:20 am and 5:00 pm Monday to Friday inclusive.

15. Rostered Day Off

15.1 Nineteen Day Month

- 15.1.2 Council employees shall work a 19 day month based upon a 38.35 hour week.

- 15.1.3 To enable Council to continue to provide the community with a service for five days per week (excluding Public Holidays) the Rostered Day Off is to be taken on a Monday and/or Friday as negotiated between the employee/s and their immediate supervisor in consultation with the Chief Executive Officer.

15.2 Banking of RDOs

- 15.2.1 Employee(s) shall have the option to bank up to 5 Rostered Day(s) including Rostered Day(s) which fall on public holidays.
- 15.2.2 All banked RDOs should be taken prior to 1st of December each financial year.
- 15.2.3 Where any RDO banked has not been cleared in the prescribed time, the Council will clear any RDOs banked by payment into the employees nominated bank account the total of all RDO hours at the employees Award overtime rates.

16. Time Off In Lieu Of Overtime

- 16.1 The parties to this agreement agree that notwithstanding the overtime provisions in the Award, the following shall apply to all employees covered by this agreement (including Level 5 and BELOW):
- 16.2 The provisions of the relevant award apply except for the following:
- 16.2.1 Provided, however, where the employee elects to take time off in lieu of such overtime, and the Council agrees, he/she shall be allowed free of duty the number of hours worked on overtime. Such time off shall be paid at the ordinary time rate of pay, and shall be taken at a time mutually agreed between the parties.
- 16.2.2 The allocation of overtime shall not be influenced by an employee's preference to be paid for overtime worked or to take time off in lieu thereof.
- 16.2.3 The Council's salary and attendance records shall specify whether overtime is paid at the appropriate penalty rate or granted as time off in lieu at the employee's request.

- 16.2.4 Maximum TOIL accrual is 1 week. This may be extended by mutual agreement after agreement with the Chief Executive Officer or delegated Officer.

17. Site Specific Arrangements (SSA)

- 17.1 The parties agree to investigate Site Specific Arrangements and continue existing arrangements, provided the increased flexibility contributes to greater productivity.
- 17.2 The parties agreed that adequate consultation and communication provides a major contribution to efficient, flexible and productive employee and management practices. It is agreed that the need for proper consultation and communication extends to ensuring continued effective communication between all levels catering for an information flow between management and employees.
- 17.3 Further implementation of flexible conditions will be subject to operational requirements, employee support and cost to the Council. Increased flexibility will occur by agreement between Council and employees in a section or sections of work, or individual employees, and their nominated representative. Local flexibility can be reached involving the following provisions:-
- (i) Span of hours;
 - (ii) Rostering and Work Cycles;
 - (iii) Roster breaks;
 - (iv) Timing of rest pauses, meal breaks and annual leave; and
 - (v) Other matters by mutual consent.

Procedure

- 17.4 SSAs may be negotiated during the life of this agreement in accordance with the following procedure:
- 17.4.1 Negotiation for a SSA will be initiated, by written request for negotiation addressed to all parties directly concerned. Such a request is to provide all necessary information pertaining to the proposed SSA including the following:
- (i) the issues identified or conditions to be addressed;
 - (ii) proposed commencement date of the SSA;
 - (iii) proposed trial and/or sunset arrangements;
 - (iv) an indication whether the SSA will affect or have implications for areas within Council outside the specific area that the SSA will apply to; and
 - (v) any other relevant matter.
- 17.5 Following a request for a SSA, the transparent and participatory process is to be implemented. This process is to involve all affected parties in the negotiation, and will, at least, include the following:
- (i) identification of performance objectives;
 - (ii) review and selection of appropriate work design and work methods; and
 - (iii) implementation and review of the changes at an agreed time.
- 17.6 A majority of employees affected by the SSA must vote in favour of it to be accepted. A majority is deemed to be 50% *plus* 1.
- 17.7 All parties will be involved in the discussions of the SSA and any SSA must be agreed to by the relevant parties prior to the next step.
- 17.8 When majority agreement is reached, the SSA is to be forwarded to the Chief Executive Officer and State Secretary of the relevant Union or endorsement.

Certification

- 17.9 The SSA will be filed for certification in the Queensland Industrial Relations Commission. This certification may take the form of variation to this agreement, and be attached as a schedule to this agreement.
- 17.10 Expiration of the SSA will be in line with that of this Certified Agreement.
- 17.11 A party may seek to terminate the SSA by providing one month notice in writing.

PART 3: BENEFITS

18. Bereavement Leave

- 18.1 The provisions of this clause apply to full-time and regular part-time employees (on a pro rata basis) but do not apply to casual employees.
- 18.2 A full-time employee is entitled to up to five (5) days' paid bereavement leave on each occasion and on production of satisfactory evidence (if required by the Council) of the death in Australia, or death outside of Australia, of a member of the employee's immediate family.
- 18.3 The five (5) days' paid bereavement leave is to consist of three (3) days bereavement leave paid by Council and two (2) days personal leave from the employees accumulated leave entitlements.
- 18.4 A part-time employee is entitled to up to three (3) days paid bereavement leave without loss of pay, up to a maximum of twenty-four (24) hours on the same basis as prescribed for full-time employees in clause 18.3 except that leave is only available where a part-time employee would normally work on any or all of the three (3) working days following the death.
- 18.5 Where an employee has exhausted all personal leave entitlements, including accumulated annual leave entitlements, the employee is entitled to take unpaid bereavement leave. The Council and employee should agree on the length of the unpaid leave.

19. Maternity and Parental Leave

- 19.1 After twelve months continuous service all employees covered by this Agreement, who are the primary care giver, shall be entitled to four (4) weeks paid Parental Leave and forty-eight (48) weeks as non paid Parental Leave or eight (8) weeks paid Parental Leave on half pay and forty-four (44) weeks as non paid Parental Leave.
- 19.2 Parental Leave is to be available to only one parent at a time, in a single unbroken period, except that both parents may simultaneously take, for Parental Leave, an unbroken period of up to one week at the time of the birth of the child.

20. Salary Progression from Level 1 to 2

Level 1 Officers

- 20.1 The entry point for adults with minimal skills or knowledge in Local Government and no relevant experience will be Level 1. These Officers will be provided with extensive on the job training and/or where appropriate competency based training packages. These Officers will progress through the increments within Level 1 at six (6) monthly intervals.
- 20.2 Upon reaching Level 1 increment 6 Officers will progress through to Level 2 increment 1 on a six (6) monthly interval; further incremental progression in all other Levels will be on a twelve (12) monthly basis.

PART 4: REWARDS/COMPENSATION

21. Annual Wage Increase

- All Employees classified in the ADMINISTRATION SERVICES STREAM shall be paid the current *Roma Town Rate* as the new hourly rate.

- All Employees classified in the COMMUNITY SERVICES STREAM shall be paid the current *Roma Town Rate* as the new hourly rate.
- All Employees classified in the TECHNICAL SERVICES STREAM shall be paid the current *Bungil Flat Rate* as the new hourly rate.

- 21.1 Wage Equalisation
Equalisation of wages shall be effective from the first full pay period on or after *the Commencement Date (the Commencement Date shall be the day the agreement is voted in)*.
- 21.2 On the first full pay period succeeding 1st of October 2009 a wage increase of 3.5% or \$29.00 per week whichever is the higher will be applied to the wage scales applicable under this agreement.
- 21.3 On the first full pay period succeeding 1st of October 2010 a wage increase of 3.5% or \$29.00 per week whichever is the higher will be applied to the wage scales applicable under this agreement.

22. Wage Rates

- 22.1 Wages Rates – Full-Time Employees
Appendix “A” attached, details the wages payable to the various classifications in the relevant Awards.

23. Salary Sacrifice Facilities

- 23.1 It is agreed between the parties that all employees may opt to have their normal superannuation contributions or may opt to have a portion, in excess of the Superannuation Board requirements, of their salaries/wages paid directly into the Local Government Superannuation Scheme. To facilitate this, a written 'salary sacrifice' agreement will be implemented to allow such contributions from 'before tax' pay.
- 23.2 The parties agree that employees must seek independent financial advice on Salary Sacrificing.
- 23.3 The parties agree that employees can make application to sacrifice pre-tax salary for other items such as but not limited to, provided there is no greater cost to Council (including GST & FBT) and the proposed arrangement complies with the Australian Taxation Office guidelines:
- Laptop computer
 - Rent on dwelling (house)
 - Novated lease of a car
 - Health fund
- 23.4 The parties agree that the Council will not be responsible for the provision of any financial or taxation advice to an employee in regard to any salary sacrifice proposal and that the Council will not accept any liability in the event that any salary sacrifice proposal does not produce the financial benefit expected by an employee.
- 23.5 Changes can only be made to salary sacrificed arrangements twice per year within the prescribed period as advised by the Chief Executive Officer.

24. Top Up of Work Cover Payments

- 24.1 It is agreed between the parties that where employees are receiving Work Cover payments, after 6 months of receiving such Work Cover payments, Council will top up such payments to the employee's normal weekly wage (ordinary hours x rate).
- 24.2 To facilitate this, a written request to the Chief Executive Officer is required.

25. Allowances

- 25.1 First Aid Allowance

- 25.1.1 Council shall undertake periodic risk assessment in each area of Council Operations and designate a First Aid Officer as required.
- 25.1.2 An employee who holds a current first aid certificate issued by the St John's Ambulance Association or Australian Red Cross Society or equivalent qualification, and who is designated by Council to perform first aid duty at his/her workplace shall be paid an allowance of \$13.20 per week.
- 25.2 Locality Allowance
- 25.2.1 In addition to remuneration otherwise payable under this Agreement, an employee shall be paid a locality allowance being:
- (i) \$36.00 per week for an employee with dependants; or
- (ii) \$19.25 per week for an employee without dependants.
- 25.3 Meal Allowance
- 25.3.1 An employee, other than an employee employed on shift work, required to continue working for more than two hours after the usual ceasing time on any day or beyond 1.00 p.m. on a Saturday, Sunday or Public Holiday, shall be paid a meal allowance of \$20.00.
- 25.4 On Call Allowance
- 25.4.1 Monday to Saturday – An employee directed to remain on call during any day or night outside their ordinary working hours shall be paid \$13.65 for each day and/or night during which the employee remains on call.
- 25.4.2 Where an employee is required to remain on call on any Sunday or public holiday, the employee shall be paid for such Sunday or public holiday a sum equal to their pay for a working day of 8 hours.
- 25.4.3 Provided that if any employee whilst on call is required to perform any other work for which rates of pay are fixed by this Agreement, the employee shall be paid for the time so worked at the overtime rate prescribed in lieu of the above rate and the sum abovementioned shall be reduced by an amount bearing the same proportion to such sum as the time worked at overtime rates bears to the period of 8 hours.
- 25.4.4 Provided further, if the time worked by the employee at overtime rates is 8 hours or more, then the employee shall be entitled to receive only the amount earned by the employee at overtime rates.
- 25.4.5 Employees directed to remain on call must be able to be contacted and be able to respond within a reasonable period of time.
- 25.4.6 An employee shall not be considered to be on call due solely to a customary arrangement whereby the employee returns to the Employer's premises outside ordinary hours to perform a specific job.
- 25.5 Poison Allowance
- 25.5.1 Employees using poison sprays for the control of noxious weeds such as pear, burr and groundsel shall be paid an additional amount at the rate of \$11.60 per week whilst engaged in such work.
- 25.6 Travelling
- 25.6.1 All reasonable travelling and/or out-of-pocket expenses including meals incurred by an officer in the course of the officer's duties shall be reimbursed by the Council.
- 25.6.2 An employee required to travel as part of the employee's duties at hours outside the prescribed ordinary hours of duties shall be paid for such travelling time at ordinary rates Monday to Friday

inclusive and at time-and-a-half on Saturdays, Sundays and public holidays. Provided that such payment shall not exceed pay as for eight hours on any day.

25.6.3 An employee required to report for duty at a place away from the employee's usual place of duty involving travelling time in excess of that normally occupied in travelling to and from the employee's place of duty shall be paid ordinary rates for all such excess travelling time.

25.7 Where for the performance of the employee's work it is necessary for an employee to live in a camp provided by the Council free of charge, either because there are no reasonable transport facilities to enable that employee to travel to and from the employee's home each day or because the employee is directed by the Council to live in such camp, then:

- (i) Such employee shall be paid the following camping allowance for each day (including Saturday and Sunday) the employee lives in camp;
 - \$37.00 per day camping in the first year of the Agreement
 - \$39.00 per day camping in the second year of the Agreement
 - \$41.00 per day camping in the third year of the Agreement
- (ii) When an employee lives in a camp during the week and returns home for a weekend or part of a weekend but is not absent from the job for any of the ordinary working hours, the employee shall be paid Camping Allowance for five days.
- (iii) An employee who returns home or is otherwise absent from camp for not more than one night during that week but who does not absent himself or herself from the job shall nevertheless be deemed to live in camp during the week and shall be entitled to a camping allowance for five days.

26. Payment of Salaries

26.1 Salaries shall be paid fortnightly by electronic funds transfer into employees' bank, building society or credit union accounts.

PART 5: MISCELLANEOUS

27. Positive Employment Relations

27.1 Where an employee was engaged by Council on a Certified Agreement prior to the commencement date of this Agreement and the prior Certified Agreement contained an arrangement for a payment of a bonus or other remuneration for unused sick (personal) leave the employee shall be paid the pro-rata value of the bonus or other remuneration.

27.1.1 The value of the payment made to the employee shall be confirmed to the employee, in writing, and a copy of the written document shall be kept on the employee's personal file.

27.2 New Employees

27.2.1 The Council will, upon engagement of a new employee, advise the employee of this Agreement and where they can locate a copy of the Agreement.

27.2.2 Full details of the QSU workplace delegate will be made available in the Employee handbook. New employees will receive information to this effect during their induction session.

27.2 Workplace Delegates

27.2.1 The Council recognises the role that QSU workplace delegate's play in promoting understanding of industrial arrangements, knowledge of industrial arrangements (including awards and agreements) and dispute resolution. On being notified in writing by the QSU that an employee has been appointed as a workplace delegate the Council will recognise the employee as a QSU workplace delegate and allow them the following.

- (a) reasonable time in working hours, without loss of pay, to perform the tasks required to effectively represent the union members in the workplace;
- (b) reasonable private access to union members to discuss union business and to non-union members for recruitment purposes;
- (c) reasonable access to representatives of the Council management for the purpose of resolving issues of concern to union members.

27.3 Facilities and Conditions

27.3.1 The following facilities and conditions will be made available to QSU workplace delegates and members of the Local Government Employment Group or any other employee involved in any consultative forum.

- (a) Wherever possible meetings should occur in normal working time.
- (b) Reasonable access to normal Council facilities.
- (c) Access to a room with normal office facilities will be provided to discuss employment matters.
- (d) No employee will be disadvantaged as a result of activities conducted in accordance with this Clause.

27.4 Workplace Delegates Leave

27.4.1 A QSU workplace delegate, or an employee nominated by the QSU, shall be entitled to paid leave of absence of up to five (5) days per person per annum to attend any of the following :

- (a) Trade union training or specific QSU training courses approved by the QSU or ASU; and
- (b) QSU or ASU annual or biennial conference; and
- (c) Biennial congress of the ACTU.

27.5 Right of Entry

27.5.1 An authorised officer of the QSU will have rights of access and entry to the premises of the Council for the following purposes:

- (a) Meeting with workplace delegates; and
- (b) Meetings with members of staff; and
- (c) Meetings with relevant management team members on matters associated with agreement or current industrial workplace issues; and
- (d) To conduct union business matters or matters incidental to union business.

27.6 Meetings

27.6.1 Employees will be entitled to reasonable time off with pay within working hours to attend meetings designed to improve employment relations within the employer, including union meetings.

27.7 Meeting notices and newsletters

27.7.1 The Council will provide an accessible space within each work location for the posting of any relevant award and the agreement, and notices pertaining to employment relations within the workplace produced by the QSU. The QSU workplace delegate will be provided with access to this space.

27.8 Payment of Union Membership

- 27.8.1 It is agreed between the parties that for the duration of this Agreement, upon receipt of written authorisation from the employee, the Council will deduct an amount from the employees' wages each week to cover the payment of union dues and remit quarterly to the Union.

28. Employment Security

28.1 Council will maintain a permanent workforce during the term of this agreement.

28.2 Council's intent is not to use any shared resource joint enterprises, shared services companies or regional collaboration (however named). Council may however create a shared resource joint enterprises, shared services companies or regional collaboration with another service provider in the delivery of particular Council services.

28.3 Consultation with Relevant Employees and The QSU

28.3.1 This sub-clause applies if there is a likelihood of a shared resource joint enterprises, shared services companies or regional collaboration with another service provider.

28.3.2 The Council shall at the earliest practicable time provide all relevant details to the employees concerned and the QSU and arrange discussions with the employees and the QSU.

28.3.3 Relevant details to be provided to the employee and the QSU shall include:

- (i) the reasons for the a shared resource joint enterprises, shared services companies or regional collaboration with another service provider of each position affected; and
- (ii) the number, classification, location and details of the positions that are or are likely to be effected.

28.3.4 Agreement must be reached with the QSU prior to entering into such shared resource joint venture.

28.4 Service delivery levels provided by Council will be maintained and/or improved during the term of this Enterprise Agreement. Savings through economies of scale or otherwise will be returned to the community through additional services or enhanced service delivery.

29. Consultation Regarding Organisation Change and Redundancy

29.1 This clause does not apply to any redundancies, redeployment, retrenchments or voluntary retrenchments that occur as a direct result of local government reform that occurs up until 16 March 2011.

29.2 Objectives

The chief objectives of this clause are:

- (a) To maintain, where possible, employees whose positions have become redundant in continued employment within the Council;
- (b) To retrain such employees where necessary;
- (c) To pay monetary compensation to such employees who are unable to be redeployed and whose employment is to be terminated;
- (d) To assist employees to find employment outside the service of the Council.

29.3 Definitions

- (a) "Redundancy Decision", in relation to redundancy, means a decision of Council, in its capacity as a local government for the purposes of the Local Government Act 1993 (Qld), or any other conclusion,

determination or decision of the Council, which decision has caused, will cause, or is likely to cause, a position or positions to become redundant.

- (b) “likelihood of redundancy” means a circumstance in which a reasonable person would or ought to know that it is more likely than not that a position or positions are or will become redundant, and includes the following circumstances:
- (i) Council, by resolution, determines to investigate, propose, or otherwise consider introducing and/or implementing change that would or would likely result in redundancy;
 - (ii) the CEO and/or senior staff of Council makes or make a proposal or recommendation to Council that, if accepted, introduced and/or implemented, would or would likely result in redundancy;
 - (iii) a consultant, contractor, or other relevant external party makes a proposal or recommendation to Council that, if accepted, introduced and/or implemented, would or would likely result in redundancy;
 - (iv) senior staff of Council make a proposal or recommendation to the CEO that, if and however accepted, introduced, and/or implemented, would or would likely result in redundancy;
 - (v) a consultant, contractor, or other relevant external party makes a proposal or recommendation to the CEO that, if and however accepted, introduced and/or implemented, would or would likely result in redundancy;
- (c) “Redeployment” means the transfer of an employee from their existing position to a suitable alternative position within Council, where the employee’s existing position is redundant.
- (d) “Retraining” includes an analysis of an employee’s current skills, knowledge and abilities for the purpose of developing an individual training plan to facilitate the employee’s redeployment.
- (e) “Redundancy” means the situation in which the Council’s need for work of a particular kind at a location has diminished or ceased, and, as a consequence, Council no longer requires the position to be done by anyone, and “redundant” has a corresponding meaning. However, “redundancy” does not include, and this clause does not apply in, the following circumstances:
- (i) where an employee terminates employment before the expiration of the notice period without prior approval of the Council, which approval shall not be unreasonably withheld; or
 - (ii) where an employee suffers a permanent injury or illness which renders that employee otherwise incapable of continuing in employment; or
 - (iii) where an employee's services are terminated by reason of neglect of duty or misconduct; or
 - (iv) where an employee has been engaged in a casual capacity or on a short term basis, or
 - (v) where an employee has not been engaged for a continuous period of at least twelve (12) months.
- (f) “Retrenchment” means the termination of employment of an employee whose position has become redundant.
- (g) “Notice of redundancy” means the formal advice to an employee that the employee’s position is or will be redundant.
- (h) “Redundancy notice period” means the period of 28 days referred within this clause.

- (i) “Redeployment/retrenchment notice period” means the period of notice to an employee that the employee’s employment is to be terminated as a result of the employee’s position being made redundant should redeployment not be achieved. In such circumstances, employees shall receive at least thirteen (13) weeks’ notice of the retrenchment taking effect.
- (j) Ordinary Rate of Pay” for redundancy payments shall mean the current rate including all wage increases plus District and/or Locality Allowance (if it applies) (excluding shift loadings, weekend penalty payments, and overtime).
- (k) “Actual Rate of Pay” is the ordinary rate of pay as at the date of redeployment.

29.4 Consultation with Relevant Employees and The QSU

- (a) This sub-clause applies if there is a likelihood of redundancy.
- (b) The Council shall at the earliest practicable time provide all relevant details to the employees concerned and the QSU and arrange discussions with the employees and the QSU.
- (c) Relevant details to be provided to the employee and the QSU shall include:
 - (i) the reasons for the redundancy or likely redundancy of each position affected;
 - (ii) the number, classification, location and details of the positions that are or are likely to be redundant;
 - (iii) presentation of an organisational plan of the work unit concerned.
- (d) Discussions with the employees and the QSU shall include:
 - (i) the method of identifying positions as redundant, having regard to the efficient and economical working of that enterprise;
 - (ii) advice and the timing of that advice to the employees.

29.5 Notice of Redundancy

- (a) This sub-clause applies if a Redundancy Decision has been made.
- (b) Each employee whose position is or is to be redundant and the QSU shall receive 28 days’ notice of the redundancy taking effect.

29.6 Redeployment

- (a) This sub-clause applies if there has been a Redundancy Decision.
- (b) An employee whose position has been made redundant may agree to accept redeployment to suitable alternative employment.
- (c) Within the redeployment/retrenchment notice period, Council shall endeavour to find suitable alternative employment within Council for each employee whose position has become, or will become, redundant as a result of the Redundancy Decision. Each such employee shall be individually interviewed to determine what options may exist for their retraining for Council.
- (d) Where an employee agrees to accept suitable alternative employment at a classification with a lower rate of pay, that employee shall continue to receive, as a minimum for all work performed, the actual rate of pay for the classification held at the time of transfer for a period of three (3) years or until the rate for the lower classification exceeds that actual rate, whichever is the earlier.

- (e) Employees who are redeployed to another position will be eligible for retrenchment and any other benefits pursuant to this clause that apply in the absence of redeployment should it be found within three months by either themselves or the Council that the alternative position is unsatisfactory.

29.7 Involuntary Retrenchment

- (a) This sub-clause applies if there has been a Redundancy Decision and the provisions within this clause are exhausted without redeployment occurring.
- (b) An employee whose position has become redundant shall be subject to involuntary retrenchment effective on the last day of the redeployment/retrenchment notice period.
- (c) Persons who are involuntarily retrenched will receive:
 - (i) the redundancy benefits provided for within this clause; and
 - (ii) all usual termination of employment entitlements.

29.8 Voluntary Retrenchment

- (a) The Chief Executive Officer may, at his/her discretion, invite applications from employees for voluntary retrenchment during the redeployment/retrenchment notice period.
- (b) Persons whose applications for voluntary retrenchment are accepted by the Chief Executive Officer will receive:
 - (i) the redundancy benefits provided for within this clause;
 - (ii) all usual termination of employment entitlements; and
 - (iii) an Early Separation Incentive Payment (ESIP) in accordance with this clause.

29.9 Redundancy benefits

- (a) For the purposes of this clause, the redundancy benefits are:
- (b) a severance payment consisting of four (4) weeks' payment per year of service as well as a proportionate amount for an incomplete year of service, provided that the employee must receive, as a minimum, an amount equal to the employee's salary for four (4) weeks.
- (c) in addition, if the employee has completed one year's continuous service, a Long Service Leave payment in accordance with this Agreement at the ordinary rate of pay for each completed year of service, and a proportionate amount of an incomplete year of service, less any Long Service Leave already taken;
- (d) in addition if the employee has completed two (2) year's continuous service, a payment 50% of the employee's accumulated sick leave entitlement at the ordinary rate of pay at the time of termination.

29.10 Early Separation Incentive Payment

- (a) The early separation incentive payment (ESIP) is designed to enable employees to elect to leave the service of Council, before the expiry of the redeployment/retrenchment notice period.
- (b) Employees who express an interest in participating in the ESIP scheme will be required to submit an application within twenty-eight (28) calendar days of Council giving notice of the Redundancy Decision as required by this clause.
- (c) Applications may be rejected by the Council if acceptance would be detrimental to Council's operations.

- (d) The ESIP is the amount the employee would have received had the employee worked the balance of the redeployment/retraining notice period, in lieu of notice. This incentive payment will be calculated at the ordinary rate of pay.

29.11 Assistance to employees whose positions are redundant

- (a) During the redeployment/retraining notice period, providing each case has the prior approval of the employee's supervisor, leave with pay shall be granted for the purpose of attending personal employment interviews.
- (b) Each employee whose position has been made redundant will be given a statement showing the calculation of an estimate of the payments to be made to the employee should retraining occur, at least 28 days before the date on which retraining is to take effect.
- (c) Council will meet financial planning costs of up to \$500 for any employee subject to retraining.

29.12 Transmission of Business

This clause will apply where the employer (the old employer):

- (a) Proposes to transmit to a new employer the business or any part of the business covered by this Agreement.
- (b) Transmits to a new employer the business or any part of the business covered by this Agreement.
- (c) Where an old employer proposes to transmit the business or any part of the business, the old employer shall:
 - (i) Notify the employees affected and the QSU of the proposed transmission; and
 - (ii) Discuss with the employees affected and the QSU the effect of the transmission of business.
 - (iii) The discussion will commence as soon as practicable after a decision has been made by the old employer to transmit the business or part of the business.
 - (iv) The old employer will consider and respond to any reasonable concerns raised by employees and the QSU about the terms of the proposed transmission. In the event of a dispute about the old employer's response to concerns raised by employees, the disputes settling clause of this agreement will be utilized to resolve these concerns.
 - (v) The old employer shall provide in writing the name of the employing entity that is proposing to acquire the business or part of the business and facilitate discussions between the employees and the QSU and the proposed new employer.
 - (vi) The employer shall include as part of any tender specifications or offer of sale documents, and within any contractual arrangements with the new employer, the obligation for the new employer to apply terms and conditions of employment, including the employer contribution to superannuation, that are equal to or superior to those which applied to each employee immediately prior to the transmission of business occurring, including terms and conditions derived from this Agreement, any applicable Award, policy or common law contract or other relevant employment arrangement applicable at the time of the proposed transmission.
 - (vii) The old employer shall ascertain whether the new employer proposes to recognise and accept responsibility for all previous service and accrued entitlements of employment arising from that service, including, but not limited to, accrual of benefits and service in respect of:
 - Annual Leave
 - Long service leave

- Personal/carer's leave
 - Redundancy
- (viii) If the new employer does not propose to accept responsibility for and recognise all previous service and accrued entitlements, the old employer must, immediately prior to the transmission of the business, pay to employees their accrued entitlements derived from all industrial instruments specified above and in doing so shall recognise all service with the old employer (plus any previous service recognised by the old employer) without limitation (e.g. no service thresholds for long service leave) including a redundancy payment in accordance with this Agreement, based on recognition of all service with the old employer.
- (ix) The new employer shall offer a contract of employment to transmitting employees in accordance with the provisions of this clause. If the new employer does not offer conditions of employment equal to or superior to those provided by the old employer on an on-going basis, an entitlement to a redundancy will be triggered and the old employer must make the payments provided for in this Agreement. Any new offer of employment/common law employment contract offered to transmitting employees will not include any period of probationary service with the new employer such as would exclude the transmitting employee from making a claim with regard to termination of employment. If a probationary period of employment and/or a qualifying period of employment is included in any offer of employment with the new employer such that a claim for relief with regard to termination of employment in either period would be prevented, an entitlement to redundancy will be triggered and the old employer must make the payments provided for in this Agreement.
- (x) To avoid doubt, the period of employment which the employee has had with the old employer or any prior employer which has been recognised by the old employer shall be deemed to be service of the employee with the new employer, for all purposes.
- (xi) Any dispute over the application of this Agreement may be referred to the QIRC in accordance with the provisions of the dispute settling clause of this agreement.

30. No Extra Claims

- 30.1 The parties to this Agreement agree not to pursue any further claims during the duration of this agreement.
- 30.2 The rates of pay specified in this Agreement and the documented escalation for pay rates shall apply for the duration of this Agreement.

SIGNATORIES

Signed for and on behalf of MARANOVA REGIONAL COUNCIL: Stuart Randle
In the presence of: Donald Wells

Signed for and on behalf of QUEENSLAND SERVICES, INDUSTRIAL UNION OF EMPLOYEES: Ian Buckley
In the presence of: Michelle Robertson

APPENDIX "A" WAGES SCHEDULE
MARANOA REGIONAL COUNCIL OFFICERS AGREEMENT 2009

Queensland Local Government Officers Award - State

ADMINISTRATION SERVICES STREAM		Rate effective at Commencement of Agreement	Rate effective 1 st full pay period on or after 1 st of October 2009	Rate effective 1 st full pay period on or after 1 st of October 2010
		<i>Equalisation</i>	<i>3.5% or \$29.00 per week</i>	<i>3.5% or \$29.00 per week</i>
Classification		Weekly Salary <i>36.25 hour week</i>	Weekly Salary <i>36.25 hour week</i>	Weekly Salary <i>36.25 hour week</i>
Level 1	increment 1	\$ 687.0338	\$ 716.0338	\$ 745.0338
	increment 2	\$ 698.0831	\$ 727.0831	\$ 756.0831
	increment 3	\$ 715.7662	\$ 744.7662	\$ 773.7662
	increment 4	\$ 732.3292	\$ 761.3292	\$ 790.3292
	increment 5	\$ 748.8923	\$ 777.8923	\$ 806.8923
	increment 6	\$ 763.1938	\$ 792.1938	\$ 821.1938
Level 2	increment 1	\$ 779.9723	\$ 808.9723	\$ 837.9723
	increment 2	\$ 796.5354	\$ 825.5354	\$ 854.5354
	increment 3	\$ 813.0985	\$ 842.0985	\$ 871.5719
	increment 4	\$ 824.0615	\$ 853.0615	\$ 882.9187
Level 3	increment 1	\$ 845.6000	\$ 875.1960	\$ 905.8279
	increment 2	\$ 851.1138	\$ 880.9029	\$ 911.7344
	increment 3	\$ 867.6769	\$ 898.0456	\$ 929.4773
	increment 4	\$ 884.2400	\$ 915.1885	\$ 947.2200
Level 4	increment 1	\$ 900.7815	\$ 932.3088	\$ 964.9396
	increment 2	\$ 917.3446	\$ 949.4517	\$ 982.6825
	increment 3	\$ 931.6677	\$ 964.2762	\$ 998.0258
	increment 4	\$ 948.2308	\$ 981.4188	\$ 1,015.7685
Level 5	increment 1	\$ 964.7723	\$ 998.5394	\$ 1,033.4883
	increment 2	\$ 979.0954	\$ 1,013.3637	\$ 1,048.8315
	increment 3	\$ 995.6585	\$ 1,030.5065	\$ 1,066.5742
Level 6	increment 1	\$ 1,023.2492	\$ 1,059.0629	\$ 1,096.1302
	increment 2	\$ 1,050.8400	\$ 1,087.6194	\$ 1,125.6862
	increment 3	\$ 1,078.4523	\$ 1,116.1981	\$ 1,155.2650
Level 7	increment 1	\$ 1,106.0431	\$ 1,144.7546	\$ 1,184.8210
	increment 2	\$ 1,133.6338	\$ 1,173.3110	\$ 1,214.3769
	increment 3	\$ 1,161.2246	\$ 1,201.8675	\$ 1,243.9329
Level 8	increment 1	\$ 1,194.3508	\$ 1,236.1531	\$ 1,279.4185
	increment 2	\$ 1,227.4554	\$ 1,270.4163	\$ 1,314.8810
	increment 3	\$ 1,260.5815	\$ 1,304.7019	\$ 1,350.3665
	increment 4	\$ 1,291.6615	\$ 1,336.8696	\$ 1,383.6602
	increment 5	\$ 1,322.7415	\$ 1,369.0375	\$ 1,416.9538

Queensland Local Government Officers Award - State

COMMUNITY SERVICES STREAM		Rate effective at Commencement of Agreement	Rate effective 1 st full pay period on or after 1 st of October 2009	Rate effective 1 st full pay period on or after 1 st of October 2010
		<i>Equalisation</i>	<i>3.5% or \$29.00 per week</i>	<i>3.5% or \$29.00 per week</i>
Classification		Weekly Salary <i>36.25 hour week</i>	Weekly Salary <i>36.25 hour week</i>	Weekly Salary <i>36.25 hour week</i>
Level 1	increment 1	\$ 687.0338	\$ 716.0338	\$ 745.0338
	increment 2	\$ 698.0831	\$ 727.0831	\$ 756.0831
	increment 3	\$ 715.7662	\$ 744.7662	\$ 773.7662
	increment 4	\$ 732.3292	\$ 761.3292	\$ 790.3292
	increment 5	\$ 748.8923	\$ 777.8923	\$ 806.8923
	increment 6	\$ 763.1938	\$ 792.1938	\$ 821.1938
Level 2	increment 1	\$ 779.9723	\$ 808.9723	\$ 837.9723
	increment 2	\$ 796.5354	\$ 825.5354	\$ 854.5354
	increment 3	\$ 813.0985	\$ 842.0985	\$ 871.5719
	increment 4	\$ 824.0615	\$ 853.0615	\$ 882.9187
Level 3	increment 1	\$ 845.6000	\$ 875.1960	\$ 905.8279
	increment 2	\$ 851.1138	\$ 880.9029	\$ 911.7344
	increment 3	\$ 867.6769	\$ 898.0456	\$ 929.4773
	increment 4	\$ 884.2400	\$ 915.1885	\$ 947.2200
Level 4	increment 1	\$ 900.7815	\$ 932.3088	\$ 964.9396
	increment 2	\$ 917.3446	\$ 949.4517	\$ 982.6825
	increment 3	\$ 931.6677	\$ 964.2762	\$ 998.0258
	increment 4	\$ 948.2308	\$ 981.4188	\$ 1,015.7685
Level 5	increment 1	\$ 964.7723	\$ 998.5394	\$ 1,033.4883
	increment 2	\$ 979.0954	\$ 1,013.3637	\$ 1,048.8315
	increment 3	\$ 995.6585	\$ 1,030.5065	\$ 1,066.5742
Level 6	increment 1	\$ 1,023.2492	\$ 1,059.0629	\$ 1,096.1302
	increment 2	\$ 1,050.8400	\$ 1,087.6194	\$ 1,125.6862
	increment 3	\$ 1,078.4523	\$ 1,116.1981	\$ 1,155.2650
Level 7	increment 1	\$ 1,106.0431	\$ 1,144.7546	\$ 1,184.8210
	increment 2	\$ 1,133.6338	\$ 1,173.3110	\$ 1,214.3769
	increment 3	\$ 1,161.2246	\$ 1,201.8675	\$ 1,243.9329
Level 8	increment 1	\$ 1,194.3508	\$ 1,236.1531	\$ 1,279.4185
	increment 2	\$ 1,227.4554	\$ 1,270.4163	\$ 1,314.8810
	increment 3	\$ 1,260.5815	\$ 1,304.7019	\$ 1,350.3665
	increment 4	\$ 1,291.6615	\$ 1,336.8696	\$ 1,383.6602
	increment 5	\$ 1,322.7415	\$ 1,369.0375	\$ 1,416.9538

Queensland Local Government Officers Award - State

TECHNICAL SERVICES STREAM		Rate effective at Commencement of Agreement	Rate effective 1 st full pay period on or after 1 st of October 2009	Rate effective 1 st full pay period on or after 1 st of October 2010
		<i>Equalisation</i>	<i>3.5% or \$29.00 per week</i>	<i>3.5% or \$29.00 per week</i>
Classification		Weekly Salary <i>38 hour week</i>	Weekly Salary <i>38 hour week</i>	Weekly Salary <i>38 hour week</i>
Level 1	increment 1	\$741.3800	\$770.3800	\$799.3800
	increment 2	\$753.1600	\$782.1600	\$811.1600
	increment 3	\$772.1600	\$801.1600	\$830.1600
	increment 4	\$790.0200	\$819.0200	\$848.0200
	increment 5	\$807.8800	\$836.8800	\$866.1708
	increment 6	\$823.4600	\$852.4600	\$882.2961
Level 2	increment 1	\$841.3200	\$870.7662	\$901.2430
	increment 2	\$859.1800	\$889.2513	\$920.3751
	increment 3	\$877.0400	\$907.7364	\$939.5072
	increment 4	\$888.8200	\$919.9287	\$952.1262
Level 3	increment 1	\$906.6800	\$938.4138	\$971.2583
	increment 2	\$917.7000	\$949.8195	\$983.0632
	increment 3	\$935.5600	\$968.3046	\$1,002.1953
	increment 4	\$953.4200	\$986.7897	\$1,021.3273
Level 4	increment 1	\$971.2800	\$1,005.2748	\$1,040.4594
	increment 2	\$989.1400	\$1,023.7599	\$1,059.5915
	increment 3	\$1,004.3400	\$1,039.4919	\$1,075.8741
	increment 4	\$1,022.2000	\$1,057.9770	\$1,095.0062
Level 5	increment 1	\$1,040.0600	\$1,076.4621	\$1,114.1383
	increment 2	\$1,055.6400	\$1,092.5874	\$1,130.8280
	increment 3	\$1,073.5000	\$1,111.0725	\$1,149.9600
Level 6	increment 1	\$1,103.1400	\$1,141.7499	\$1,181.7111
	increment 2	\$1,132.7800	\$1,172.4273	\$1,213.4623
	increment 3	\$1,162.4200	\$1,203.1047	\$1,245.2134
Level 7	increment 1	\$1,192.0600	\$1,233.7821	\$1,276.9645
	increment 2	\$1,221.7000	\$1,264.4595	\$1,308.7156
	increment 3	\$1,251.3400	\$1,295.1369	\$1,340.4667
Level 8	increment 1	\$1,287.0600	\$1,332.1071	\$1,378.7308
	increment 2	\$1,322.7800	\$1,369.0773	\$1,416.9950
	increment 3	\$1,358.1200	\$1,405.6542	\$1,454.8521
	increment 4	\$1,391.5600	\$1,440.2646	\$1,490.6739
	increment 5	\$1,425.0000	\$1,474.8750	\$1,526.4956

Notation: The Equalisation values have been derived from the current actual weekly pay rate/s paid to Employees on the Bungil Shire Council EBA - Technical Services Stream and not calculated using the existing conditions, as agreed, in the current Bungil Shire Council Enterprise Bargaining Agreement.