

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 - s. 156 - Certification of an agreement

**Longreach Regional Council Enterprise Bargaining Certified Agreement 2009
(CA/2009/49)**

DEPUTY PRESIDENT SWAN

12 June 2009

CERTIFICATE

This matter coming on for hearing before the Commission on 12 June 2009 the Commission certifies the following written agreement:

Longreach Regional Council Enterprise Bargaining Certified Agreement 2009 (CA/2009/49) [as amended]

made between:

- Longreach Regional Council (ABN 16 834 804 112)
- The Australian Workers' Union of Employees, Queensland
- Queensland Services, Industrial Union of Employees
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch)
- Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees
- The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland

The agreement was certified by the Commission on 12 June 2009 and shall operate from the date of certification (i.e. 12 June 2009) until its nominal expiry on 11 June 2012.

This agreement replaces:

- CA/2004/217 (Longreach Shire Council Employees Certified Agreement)
- CA/2005/335 (Ilfracombe Shire Council Enterprise Bargaining Certified Agreement)
- CA/2005/167 (Isisford Shire Council State Certified Agreement)
- Longreach Shire Council Enterprise Bargaining Certified Agreement 1999 (C40582/99)
- Ilfracombe Shire Council Enterprise Bargaining Certified Agreement 2005 (AG2005/5355)
- Isisford Shire Council Federal Certified Agreement (AG2005/4325)

By the Commission.

D.A. SWAN
Deputy President

Attachment A

1 Title

This Agreement shall be known as Longreach Regional Council Enterprise Bargaining Certified Agreement 2009.

2 Arrangement

Subject Matter	Clause No.
Title	1
Arrangement of Agreement	2
Definitions	3
Parties Bound	4
Application	5
Relationship to Parent Awards	6
Period of Operation	7
Renegotiation	8
Limitations	9
Wage Increases	10
Levels for Employees	11
Existing guaranteed overtime payment arrangements	12
Attraction and retention allowance	13
Camp Allowance (in the Council area)	14
Camp allowance (outside of Council area)	15
Travel allowance	16
Crusher Work Allowance	17
Uniforms / safety apparel	18
Bereavement Leave	19
Long Service Leave	20
Sick Leave	21
Maternity Leave	22
Annual Leave	23
Hours of Work	24
Rostered Days Off	25
Major Projects	26
Annual Close down	27
Maintenance of workforce across the Council area	28
Salary Sacrifice	29
Longreach Child Care Centre Staff – TOIL arrangements	30
Compulsory Training	31
Conferences and discretionary training	32
Family Friendly Policy	33
Single Bargaining Unit	34
Best Work Practices (Quality Assurance)	35
Performance Indicators	36
Prevention and Settlement of Disputes	37
Absenteeism	38
Multi-skilling	39
Provision of Union information to new staff	40
Union Encouragement	41
Union Access to Workplace	42

3 Definitions -

Award - The Awards set out in Clause 6.

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:

- the provision of the same levels and quality of services at a lesser input;
- the provision of a greater level of customer service at the same or lesser input;
- the development of a capacity to provide increased services in those work units where growth is occurring;
- updating technology;

- an agreed combination of the above.

Council – Longreach Regional Council

Effective Date - the date of signing of the agreement by all the relevant Unions

4 Parties Bound

The parties bound by this Agreement are Longreach Regional Council and its employees and the following unions.

- The Australian Workers' Union of Employees, Queensland, ABN: 54 942 536 069
- Queensland Services, Industrial Union of Employees, ABN: 863 516 656 53
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch), ABN: 80 519 643 130
- Federated Engine Drivers' and Firemen's' Association of Queensland, Union of Employees, ABN:73 089 711 903
- The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland, ABN: 73 089 711 903

5 Application

This Agreement shall apply to the Longreach Regional Council; the above named Unions and their Members, or persons eligible to be their Members, employed by the Council under any of the relevant Awards set out in Clause 6.

6 Relationship to Parent Awards

This Agreement shall be read and interpreted wholly in conjunction with the terms of the Parent award/s listed below as they applied at the time of making this agreement, provided that where there is any inconsistency between this Agreement and the incorporated Parent awards listed below, this Agreement shall take precedence to the extent of the inconsistency.

1. Local Government Employees (Excluding Brisbane City Council) Award – State 2003
2. Queensland Local Government Officers Award 1998
3. Engineering Award – State 2002
4. Building Trades Public Sector Award – State 2002
5. Children Services Award - State 2006
6. Order - Apprentices and Trainees Wages and Conditions (Excluding Certain Queensland Government Entities) 2003
7. Boarding House Employees Award – State (Excluding South – East Queensland) 2003
8. Family Day Care Services Award 1999

7 Period of Operation

This Enterprise Bargaining Agreement shall operate from the date of certification.

8 Renegotiation

The parties agree to commence discussions about a new agreement 6 months prior to the expiry of this agreement.

9 Limitations

The parties to this Agreement agree that during the life of this Agreement, no extra claim will be made for further wages or salary increases, except where consistent with a Wage Case Decision or any other Decision of the Queensland Industrial Relations Commission.

10 Wage Increases

From the date of commencement, the Rate of Pay shall be \$95.00 Per Week over the relevant Award rate. This overaward payment shall be as part of the ordinary rate of pay (i.e. - not an allowance).

From 12 months after the date of commencement, the Rate of Pay shall be \$105.00 Per Week over the relevant Award rate. This overaward payment shall be as part of the ordinary rate of pay (i.e. - not an allowance).

From two (2) years after the date of commencement, the Rate of Pay shall be \$115 Per Week over the relevant Award rate. This overaward payment shall be as part of the ordinary rate of pay (i.e. - not an allowance).

Any Wage or Safety Net Adjustments to the parent Awards granted by the Queensland Industrial Relation Commission during the life of the Agreement, shall flow onto all Employees and be in addition to these increases.

Where an award rate of pay applicable to an employee is less than 100% of the award rate applicable to an adult employee (Such as to apprentices and trainees) the weekly over award amount shall be provided on a pro-rata basis.

	Wage Increase to apply from Date of Commencement		
	Immediate	12 months	Two (2) Years
Wage Increase	\$95.00 + Award*	\$105.00 + Award*	\$115.00 + Award*

Applicable Rates of Pay for employee's covered by this Agreement is attached as Schedule One.

11 Levels for Employees

The minimum commencement level for state award employees shall be level 2 of the Local Government Employees (Excluding Brisbane City Council) Award - State. After completing a satisfactory three month probationary period, continuing employees will move to a minimum of level 3 of the Local Government Employees (Excluding Brisbane City Council) Award - State.

12 Existing guaranteed overtime payment arrangements

Council will maintain existing arrangements which provide for external employees who have their usual place of work based at the Yaraka or Isisford depots to work limited overtime. i.e. one half of an hour overtime per day when working a full day at ordinary time, except on pay days.

13 Attraction and retention allowance

An attraction and retention allowance will be paid to all staff employed at the following locations:-

Place of employment	First year of the agreement	Second year of the agreement and onwards
Yaraka	\$20.00 per week	\$40.00 per week
Isisford	\$10.00 per week	\$20.00 per week

14 Camp Allowance (in the Council area)

The following camp allowances will be paid to staff required to camp within the Council area. These allowances replace any award allowances and will apply to staff staying in approved camp or other accommodation arrangements. Employees who have agreed camp allowance arrangements in excess of the Year 1 allowances will retain their existing allowance levels until year 2 of the agreement.

Camp allowance rates for work in the Council area per night			
	Year 1	Year 2	Year 3
In Council accommodation. Staff supply food.	\$35.00	\$40.00	\$45.00
In staff supplied accommodation. Staff supply food.	\$55.00	\$60.00	\$65.00
In motel type accommodation. Council supplies meals.	\$15.00	\$15.00	\$15.00

15 Camp allowance (outside of Council area)

The following camp allowances will be paid to staff required to work and camp outside of the Council area. These allowances replace any award allowances and will apply to staff staying in approved camp or other accommodation and meal arrangements.

The choice of which option to take will be at the discretion of each individual staff member.

Camp allowance rates for work outside of the Council area per night			
	Year 1	Year 2	Year 3
Council supplied accommodation and meals.	\$35.00	\$40.00	\$45.00
Staff supply own accommodation and meals.	\$135.00	\$140.00	\$145.00

16 Travel allowance

Staff who are required to travel outside of the Council area and stay overnight will be provided with:-

- accommodation and meals in accordance with the Council's usual practice and,

- an incidental allowance of \$15 per night.

This allowance cannot be claimed in addition to the Camp Allowance in clauses 14 and 15.

17 Crusher Work Allowance

Employees working in the Crusher operation at Isisford (loader operator, stick picker, crusher operator only) will receive \$5 Per Day in addition to the CWA Allowance.

18 Uniforms / safety apparel

For administrative staff working in an office environment:

Council will subsidise the purchase of approved uniforms up to \$340.00 (excluding GST) per year after the successful completion of the probationary period of employment.

For all other staff:

For staff in their initial probationary period of employment Council will supply -

- 3 work shirts,
- one set of work boots

These will be replaced at no cost when required due to fair wear and tear.

Such Council supplied uniforms and safety apparel (Shirts and boots) will be required to be returned to Council if the employee does not complete the probationary period.

Council will supply after the successful completion of the probationary period of employment:-

- An additional 2 work shirts,
- one high visibility jacket,
- one hat.

These will be replaced at no cost when required due to fair wear and tear.

If employees provide their own compliant work boots Council will reimburse up to \$120.00 (excluding GST) of the cost per year.

If employees provide their own compliant work hats Council will reimburse up to \$125.00 (excluding GST) of the cost every two years.

19 Bereavement Leave

Employees may be granted up to five (5) days Bereavement Leave [Made up of two (2) day bereavement leave and three (3) days sick leave] on full pay on each occasion where the deceased person was related to the employee in any of the circumstances listed below.

- Wife, Husband, De-Facto, Father, Mother, Grandfather, Grandmother, Brother Sister, Child, Grandchild, Sister-In-Law, Brother-In-Law, Step-Child, Mother-In-Law, Father-In-Law, Spouse's Grand-Parents, Step-Parents, Half- Brother, Half -Sister, Step-Brother or Step-Sister.

The taking of Bereavement Leave shall be subject to the production of evidence of death satisfactory to the employer or the completion of a statutory declaration under the provision of the Oaths Act, if so requested by the employer.

Access to Bereavement Leave in other circumstances may be available subject to the agreement of the Chief Executive Officer.

20 Long Service Leave

All staff shall be eligible for Long Service Leave after 10 years service with Long Service Leave accrual being at the rate of 1.3 weeks per year commencing from the Effective Date of this agreement.

Existing accrued Long Service Leave to remain in place (i.e. all service prior to the Effective Date of this agreement to be accrued as per pre-existing arrangements).

Pro-rata Long Service Leave pay out will be available, in the case of termination, after seven years service or equivalent accumulation. Any pro-rata Long Service Leave entitlement will be transferred to the new employer if moving to another Council or paid out if leaving the Local Government industry.

21 Sick Leave

Sick leave on termination or death to be paid out on the basis set out in the table below provided that:-

- Commencement of the accrual of “Years of Service” entitlements under this clause shall be from the Effective Date of this agreement;
- Ex Longreach Shire Council federal award staff are to be given the opportunity to be paid out all or some of their current accrued sick leave payout on termination entitlements on a one off basis in accordance with their termination entitlements just prior to the Effective Date of this agreement. Any such payout taken will result in the equivalent loss of accrued sick leave entitlements; and
- For the purpose of calculating sick leave transfer entitlements for staff transferring to another Council, sick leave entitlements will be reduced by the amount of leave paid out under this agreement.
- All pre-existing sick leave shall utilised first.

Years of service	Percentage of accrued leave paid out 10 day accumulation	Percentage of accrued leave paid out 15 day accumulation
0 – 2	Nil	Nil
>2 – 5	3.75%	2.5%
>5 – 10	7.5%	5%
>10 - 20	15%	15%
>20	22.5%	22.5%

22 Maternity Leave

Employees having served a minimum qualifying period of five (5) years may apply to access accrued sick leave entitlements of up to 12 weeks at full pay, or 24 weeks at half pay to cover periods of maternity leave.

All other arrangements for maternity leave shall be in accordance with the Family Leave Award 2003.

23 Annual Leave

Annual Leave shall be accrued to a maximum entitlement of two (2) years.

24 Hours of Work

Outside work force

76 hours over 10 days Monday to Friday (9 day fortnight)
Spread of Hours 5am to 7pm Monday to Friday.

Inside work force

72.5 hours over 10 days Monday to Friday (9 day fortnight)
Spread of Hours 5am to 7pm Monday to Friday.

Staff involved in delivering or coordinating Child Care, Vacation Care, After Hours School Care, Family Day Care, Rural In-Home Care or similar services provided from or based out of the Longreach Child Care Centre

76 hours over a 10 day fortnight Monday to Friday
Spread of Hours 5am to 7pm Monday to Friday.

25 Rostered Days Off

A nine day roster will apply to all staff excluding staff involved in delivering or coordinating Child Care, Vacation Care, After Hours School Care, Family Day Care, Rural In-Home Care or similar services provided from or based out of the Longreach Child Care Centre.

Existing staff located at the Longreach Child Care Centre in receipt of a nine day roster shall retain such benefits whilst employed at the Centre in their current position.

Rostered Days Off will be scheduled in a rostering system for each specific workgroup.

Any Rostered Day Off accruals must be approved by the employee’s supervisor in advance.

The maximum accrual of Rostered Days Off (in excess of those accumulated by direction for use during the Christmas/New Year shutdown) shall be 5 days.

Staff may be directed to accumulate a maximum of 5 Rostered Days Off for use during the Christmas/New Year shutdown. Staff may be required to bank Rostered Days Off during peak work periods and/or in fortnights in which there are public holidays.

Rostered Days Off may be used for wet weather if mutually agreed.

26 Major Projects

For major projects or to deliver competitive performance, staff may be required to work a spread of times and days to give flexibility to the work force (eg a ten day working fortnight with four consecutive days off). In these instances applicable penalty rates will apply (e.g. overtime paid for weekend work).

27 Annual Close down

Construction, maintenance and associated staff.

A compulsory minimum three (3) week close down period at Christmas will be held. Any remaining leave may be able to be taken in a block at any time during the year by arrangement with the appropriate Supervisor.

28 Maintenance of workforce across the Council area

Longreach Regional Council is committed to the sustainability of all communities within its area. At this time Council has no plans for major workforce redeployment or forced redundancy and will, as far as is practicable and operationally expedient, maintain staff numbers and positions in existing locations. Should a position be no longer required in a particular area redeployment for that employee shall be considered.

29 Salary Sacrifice

Council agrees to allow salary sacrificing at the discretion of employees provided that there is no cost (other than payroll deduction costs) to Council.

Council takes no responsibility for the implications of salary sacrifice arrangements put in place by staff.

30 Longreach Child Care Centre Staff – TOIL arrangements

All staff based out of the Longreach Child Care Centre shall bank time to attend childcare staff meetings held outside of ordinary hours as TOIL. Such TOIL is to be used at the Christmas / New Year closure or such hours are to be paid in accordance with the Childcare Industry award – State or other relevant award.

Staff based out of the Longreach Child Care Centre required to deliver services remote from the centre may be required to bank travel time to such other centres for service delivery as TOIL provided a) such travel time is scheduled in advance and b) is taken off within the pay fortnight. If such time is not taken off in the pay fortnight it shall be paid at relevant overtime rates in that fortnight.

31 Compulsory Training

All time taken in compulsory training is to be paid at the appropriate rate in accordance with the award and EB agreement. (This will include child care staff)

Employees agree to travel to/from compulsory training in their own time at ordinary time rate of pay for Council, where the nature of the training requires such travel outside ordinary working hours. Supervisors shall have regard for travel requirements in respect of distance and time. All employees where practicable are to travel during ordinary working hours where business is conducted on the same or subsequent week days. The maximum payment for travel time shall be in line with the quickest travel mode offered by the employer.

32 Conferences and discretionary training

Travel to, from and or attendance at approved conferences or discretionary training outside of ordinary hours will be in the attendees own time.

33 Family Friendly Policy

Mutual agreements in writing, made at the request of employees, to work outside of the span of hours to accommodate family related needs, will over ride the span of hours and penalty provisions of relevant awards and certified agreements.

34 Single Bargaining Unit

For the purpose of negotiating and implementing an Enterprise Agreement on behalf of all unions in accordance with the wage fixing principles of the Queensland Industrial Relations Commission, a single bargaining unit has been elected by employees and has representatives from a cross section of union coverage. This single bargaining unit may, if both parties agree, act as the Consultative Committee during the term of the Agreement.

35 Best Work Practices (Quality Assurance)

All employees are committed to embracing quality assurance. The understanding of Quality Assurance will be increased with training and information sessions.

36 Performance Indicators

The Parties will utilise performance indicators and product measures and will develop specific measures applicable to each operational area to measure productivity improvements arising out of the Agreement. The Consultative Committee will be encouraged to suggest and identify areas where better work practices could be implemented to improve efficiencies and reduce costs.

37 Prevention and Settlement of Disputes

It is agreed that it is in the interest of all parties to manage resolution of any conflict by means, which do not disrupt the operations of the workplace. However, in the event of any disagreement between the parties as to the interpretation of implementation of this Agreement, the following procedure will be followed.

This Agreement recognises that employees' grievances should be resolved speedily, effectively and informally between the employee and supervisor where possible and without the need for industrial action.

The following procedure will apply for the resolution of any dispute:-

- The employee is to notify the Supervisor in writing 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. The meeting should be held within one (1) normal working day of notification.
- If the matter is not resolved at the meeting, the employee may request the Supervisor to refer the matter to the Chief Executive Officer. Further discussions involving all parties are to be held again within one (1) normal working day or as soon as possible.
- If the matter remains unresolved, then the dispute may be referred to either the Local Government Association of Queensland (Inc.) or the relevant Union or both, with a view to a further conference between the parties. Representatives of these respective Associations shall make all such suggestions and do all such things as appear to them to be right and proper for bringing about the settlement of the dispute:
- If the matter remains unresolved, then either party may refer the matter to the Queensland Industrial Relation Commission in accordance with section 229 of the Industrial Relations Act 1999.

This procedure does not preclude either party from raising the issue to a higher stage at any time having regard to the issue involved.

While this procedure is being followed, normal work is to continue, except where there are genuine matters of health or safety involved, in which case the officer will not work in an unsafe environment but where appropriate shall accept re-assignment to alternative suitable work environment in the meantime.

- In any steps of this procedure, the employee may be represented by a member or members of their respective associations.

38 Absenteeism

Absenteeism including sick leave shall be monitored and analysed by the Consultative Committee during the term of this Agreement with the aim of identifying methods for reducing absenteeism. A strategy, based on the Committee's identified ways to reduce absenteeism, may be developed for inclusion in a future Agreement.

39 Multi-skilling

Multi-skilling is to be actively encouraged, and the skills of employees are, where possible, to be utilised to the best advantage.

40 Provision of Union information to new staff

(1) Longreach Regional Council recognises the right of individuals to join a union and will pass on to new staff any relevant union membership information and forms that have been provided to Council for this purpose. However, it is also recognised that union membership remains at the discretion of individuals.

(2) Union representative(s) will be provided with the opportunity to discuss union membership with new employees.

(3) Where requested by the relevant unions, the Council will provide payroll deduction facilities for union subscriptions.

41 Union Encouragement

1. This clause gives effect to s110 of the Act in its entirety. Consistent with s110 a Full Bench of the Commission has issued a Statement of Policy on Union Encouragement (165 QGIG 221) that encourages an employee to join and maintain financial membership of that relevant union.
2. On induction, Council shall provide new employees with a document indicating that a Statement of Policy on Union Encouragement has been issued by the Commission together with a copy of union delegate contact details.
3. Where an employee makes a written request for union due deductions to be made from their wages, the Council will process this request and deduction in accordance with its payroll deduction process.

42 Union Access to Workplace

Unions party to this agreement shall have access rights as those provided in Part 11.1 – Right of Entry of the Local Government Employees (Excluding Brisbane City Council) Award – State 2003.

SIGNATORIES

- Longreach Regional Council, ABN 16 834 804 112
- The Australian Workers' Union of Employees, Queensland, ABN: 54 942 536 069
- Queensland Services, Industrial Union of Employees, ABN: 863 516 656 53
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch), ABN: 80 519 643 130
- Federated Engine Drivers' and Firemen's Association of Queensland, Union of Employees, ABN:73 089 711 903
- The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland, ABN: 73 089 711 903

Signed for and on behalf of **Longreach Regional Council** Michelle G McFadyen
In the presence of Jackie Doyle

Signed for and on behalf of The Australian Workers' Union of Employees, Queensland Garry John Ryan
In the presence of:..... Stacey Schinnerl

Signed for and on behalf of the Transport Workers' Union of Employees
(Queensland Branch) Hughie Williams
In the presence of:..... Karen Bow

Signed for and on behalf of the Federated Engine Drivers' and Firemen's
Association of Queensland, Union of Employees Michael Ravbar
In the presence of:..... Kathleen Nettleton

Signed for and on behalf of the Queensland Services, Industrial Union of Employees David Smith
In the presence of:..... Michelle Robertson

Signed for and on behalf of The Construction, Forestry, Mining and Energy,
Industrial Union of Employees, Queensland Michael Ravbar
In the presence of:..... Kathleen Nettleton

Schedule 1

Schedule of Wages

Schedule One

Rates of Pay

LOCAL GOVERNMENT EMPLOYEES ' (EXCLUDING BRISBANE CITY COUNCIL) AWARD - STATE 2003

Classification	Relativity	Award Rate	Overaward Payment	Total Pay	Overaward Payment	Total Pay	Overaward Payment	Total Pay
	%	Per Week \$	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
- First 6 months	87.5	591.70	95	686.7	105	696.7	115	706.7
- Thereafter	90	602.10	95	697.1	105	707.1	115	717.1
Level 2	92.5	612.50	95	707.5	105	717.5	115	727.5
Level 3	95	622.90	95	717.9	105	727.9	115	737.9
Level 4	97.5	633.40	95	728.4	105	738.4	115	748.4
Level 5	100	645.80	95	740.8	105	750.8	115	760.8
Level 6	105	666.70	95	761.7	105	771.7	115	781.7
Level 7	110	687.50	95	782.5	105	792.5	115	802.5
Level 8	115	706.40	95	801.4	105	811.4	115	821.4
Level 9	120	727.20	95	822.2	105	832.2	115	842.2

Queensland Local Government Officers' Award 1998

Band Total Rate	Award Rate	Overaward Payment	Total Pay	Overaward Payment	Total Pay	Overaward Payment	Total Pay
	Per annum \$	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
Level 1	31992	4940	36932	5460	37452	5980	37972
	32505	4940	37445	5460	37965	5980	38485
	33326	4940	38266	5460	38786	5980	39306
	34095	4940	39035	5460	39555	5980	40075
	34864	4940	39804	5460	40324	5980	40844
	35528	4940	40468	5460	40988	5980	41508
Level 2	36307	4940	41247	5460	41767	5980	42287
	37076	4940	42016	5460	42536	5980	43056
	37845	4940	42785	5460	43305	5980	43825
	38357	4940	43297	5460	43817	5980	44337
Level 3	39125	4940	44065	5460	44585	5980	45105
	39617	4940	44557	5460	45077	5980	45597

	40386	4940	45326	5460	45846	5980	46366
	41155	4940	46095	5460	46615	5980	47135
Level 4	41923	4940	46863	5460	47383	5980	47903
	42692	4940	47632	5460	48152	5980	48672
	43357	4940	48297	5460	48817	5980	49337
	44126	4940	49066	5460	49586	5980	50106
Level 5	44894	4940	49834	5460	50354	5980	50874
	45559	4940	50499	5460	51019	5980	51539
	46328	4940	51268	5460	51788	5980	52308
Level 6	47609	4940	52549	5460	53069	5980	53589
	48890	4940	53830	5460	54350	5980	54870
	50172	4940	55112	5460	55632	5980	56152
Level 7	51453	4940	56393	5460	56913	5980	57433
	52734	4940	57674	5460	58194	5980	58714
	54015	4940	58955	5460	59475	5980	59995
Level 8	55553	4940	60493	5460	61013	5980	61533
	57090	4940	62030	5460	62550	5980	63070
	58628	4940	63568	5460	64088	5980	64608
	60071	4940	65011	5460	65531	5980	66051
	61514	4940	66454	5460	66974	5980	67494

ENGINEERING AWARD - STATE 2002

Wage Group	%	Award Rate	Overaward	Total Pay	Overaward	Total Pay	Overaward	Total Pay
		of Pay	Payment	Year 1	Payment	Year 2	Payment	Year 3
		Per Week	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
		\$						
C14	79	552.00	95	647	105	657	115	667
C13	82	568.70	95	663.7	105	673.7	115	683.7
C12	87.4	591.20	95	686.2	105	696.2	115	706.2
C11	92.4	612.10	95	707.1	105	717.1	115	727.1
C10	100	645.80	95	740.8	105	750.8	115	760.8

C9	105	666.70	95	761.7	105	771.7	115	781.7
C8	110	687.50	95	782.5	105	792.5	115	802.5
C7	115	706.40	95	801.4	105	811.4	115	821.4
C6	125	748.10	95	843.1	105	853.1	115	863.1
C5	130	768.40	95	863.4	105	873.4	115	883.4
C4	135	789.80	95	884.8	105	894.8	115	904.8
C3	145	831.50	95	926.5	105	936.5	115	946.5
C2 (a)	150	852.40	95	947.4	105	957.4	115	967.4
C2 (b)	160	890.10	95	985.1	105	995.1	115	1005.1

BUILDING TRADES PUBLIC SECTOR AWARD - STATE 2002

Classification Level	NBCIA equivalent	Relativity	Award rate per week	Over award Payment	Total Pay	Over award Payment	Total Pay	Over award Payment	Total Pay
		%	\$	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
BW 1 (a) - New Entrant (Upon commencement in the industry)	CW1 (a)	85	581.20	95	676.2	105	686.2	115	696.2
BW 1 (b) (After 3 months in the industry)	CW1 (b)	88	593.70	95	688.7	105	698.7	115	708.7
BW 1 (c) (After 12 months in the industry)	CW1 (c)	90	602.10	95	697.1	105	707.1	115	717.1
BW 1 (d)	CW1 (d)	92.4	612.10	95	707.1	105	717.1	115	727.1
BW 2	CW2	96	627.10	95	722.1	105	732.1	115	742.1
Trade		100	645.80	95	740.8	105	750.8	115	760.8
BT 1									
BT 2 (Trade + 12 points)	CW4	105	666.70	95	761.7	105	771.7	115	781.7
BT 3 (Trade + 24 points)	CW5	110	687.50	95	782.5	105	792.5	115	802.5

CHILDREN ' S SERVICES AWARD - STATE 2006

Wage rates per week - Other Than Outside School Hours			Care and Vacation Care		Total Pay	Over award	Total Pay	Over award	Total Pay
			Award rate	Over		award		award	
			per week	award		Payment		Payment	
			\$	Payment	Year 1	Year 2	Year 2	Year 3	Year 3
Classification				Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
Assistant CSW	Unqualified	Year 1	592.60	95	687.6	105	697.6	115	707.6
Assistant CSW	Unqualified	Year 2	615.10	95	710.1	105	720.1	115	730.1
Assistant CSW	Unqualified	Year 3	637.60	95	732.6	105	742.6	115	752.6
Children's Services Worker	1 Yr Qual	Year 1	677.60	95	772.6	105	782.6	115	792.6
Children's Services Worker	1 Yr Qual	Year 2	692.60	95	787.6	105	797.6	115	807.6
Children's Services Worker	1 Yr Qual	Year 3	707.60	95	802.6	105	812.6	115	822.6
Group Leader	1 Yr Qualified	Year 1	742.60	95	837.6	105	847.6	115	857.6
Group Leader	1 Yr Qualified	Year 2	755.10	95	850.1	105	860.1	115	870.1
Group Leader	1 Yr Qualified	Year 3	767.60	95	862.6	105	872.6	115	882.6
Group Leader	2 Yr Qualified	Year 1	807.60	95	902.6	105	912.6	115	922.6
Group Leader	2 Yr Qualified	Year 2	820.10	95	915.1	105	925.1	115	935.1
Group Leader	2 Yr Qualified	Year 3	832.60	95	927.6	105	937.6	115	947.6
Group Leader	3 Yr Qualified	Year 1	832.60	95	927.6	105	937.6	115	947.6
Group Leader	3 Yr Qualified	Year 2	832.60	95	927.6	105	937.6	115	947.6
Assist Director	2 Yr Qualified	Year 1	842.60	95	937.6	105	947.6	115	957.6

Assist Director	2 Yr Qualified	Year 2	852.60	95	947.6	105	957.6	115	967.6
Assist Director	2 Yr Qualified	Year 3	862.60	95	957.6	105	967.6	115	977.6
Assist Director	3 Yr Qualified	Year 1	872.60	95	967.6	105	977.6	115	987.6
Assist Director	3 Yr Qualified	Year 2	882.60	95	977.6	105	987.6	115	997.6
Director	2 Yr Qualified	Year 1	922.60	95	1017.6	105	1027.6	115	1037.6
Director	2 Yr Qualified	Year 2	935.10	95	1030.1	105	1040.1	115	1050.1
Director	2 Yr Qualified	Year 3	952.60	95	1047.6	105	1057.6	115	1067.6
Director	2 Yr Qualified	Year 4	967.60	95	1062.6	105	1072.6	115	1082.6

CHILDREN ' S SERVICES AWARD - STATE 2006 cont...

Director	Min 3 Yr Qualified	Year 1	952.60	95	1047.6	105	1057.6	115	1067.6
Director	Min 3 Yr Qualified	Year 2	967.60	95	1062.6	105	1072.6	115	1082.6
Director	Min 3 Yr Qualified	Year 3	985.10	95	1080.1	105	1090.1	115	1100.1
Director	Min 3 Yr Qualified	Year 4	1,002.60	95	1097.6	105	1107.6	115	1117.6
Director	Min 3 Yr Qualified	Year 5	1,020.10	95	1115.1	105	1125.1	115	1135.1
Director	Min 3 Yr Qualified	Year 6	1,037.60	95	1132.6	105	1142.6	115	1152.6
Director	Min 3 Yr Qualified	Year 7	1,050.10	95	1145.1	105	1155.1	115	1165.1
Director	Min 3 Yr Qualified	Year 8	1,062.60	95	1157.6	105	1167.6	115	1177.6
Director	Min 3 Yr Qualified	Year 9	1,072.60	95	1167.6	105	1177.6	115	1187.6

Wage rates per week - Outside School Hours Care and Vacation Care

Classification			\$						
Assistant CSW	Unqualified	Year 1	592.60	95	687.6	105	697.6	115	707.6
Assistant CSW	Unqualified	Year 2	615.10	95	710.1	105	720.1	115	730.1
Assistant CSW	Unqualified	Year 3	637.60	95	732.6	105	742.6	115	752.6
Children's Services Worker	1 Year Qualified	Year 1	677.60	95	772.6	105	782.6	115	792.6
Children's Services Worker	1 Year Qualified	Year 2	692.60	95	787.6	105	797.6	115	807.6
Children's Services Worker	1 Year Qualified	Year 3	707.60	95	802.6	105	812.6	115	822.6
Asst Coordinator+	Qualified-Lge Serv	Year 1	842.60	95	937.6	105	947.6	115	957.6
Asst Coordinator+	Qualified-Lge Serv	Year 2	852.60	95	947.6	105	957.6	115	967.6
Coordinator	Unqualified	Year 1	842.60	95	937.6	105	947.6	115	957.6
Coordinator	Unqualified	Year 2	852.60	95	947.6	105	957.6	115	967.6
Coordinator	Unqualified	Year 3	867.60	95	962.6	105	972.6	115	982.6
Coordinator*	Qualified-Sml Serv	Year 1	882.60	95	977.6	105	987.6	115	997.6
Coordinator*	Qualified-Sml Serv	Year 2	902.60	95	997.6	105	1007.6	115	1017.6
Coordinator+	Qualified-Lge Serv	Year 1	922.60	95	1017.6	105	1027.6	115	1037.6
Coordinator+	Qualified-Lge Serv	Year 2	935.10	95	1030.1	105	1040.1	115	1050.1
Coordinator+	Qualified-Lge Serv	Year 3	952.60	95	1047.6	105	1057.6	115	1067.6
Coordinator+	Qualified-Lge Serv	Year 4	967.60	95	1062.6	105	1072.6	115	1082.6

Wage Rates - Teachers

	Per week \$						
Band 1							
Step 1	694.20	95	789.2	105	799.2	115	809.2
Step 2	707.90	95	802.9	105	812.9	115	822.9
Step 3	724.60	95	819.6	105	829.6	115	839.6
Step 4	742.30	95	837.3	105	847.3	115	857.3
Band 2							
Step 1	757.10	95	852.1	105	862.1	115	872.1
Step 2	786.55	95	881.55	105	891.55	115	901.55
Step 3	815.95	95	910.95	105	920.95	115	930.95
Step 4	845.40	95	940.4	105	950.4	115	960.4
Step 5	872.90	95	967.9	105	977.9	115	987.9
Band 3							
Step 1	895.45	95	990.45	105	1000.45	115	1010.45
Step 2	920.05	95	1015.05	105	1025.05	115	1035.05

BOARDING HOUSE EMPLOYEES AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2003

Grade

Grade 1 (82%)

Kitchenhand 568.7 95 663.7 105 673.7 115 683.7

Pantry Workers, Linen Workers, Messenger,
Restaurant

Useful, Parking Attendant, Utility Worker, Yard
Worker/Labourer/Porter, Laundry Worker 568.7 95 663.7 105 673.7 115 683.7

Grade 2 (88%)

Porter, Handyman, Room Attendant, Maintenance
Worker 592.7 95 687.7 105 697.7 115 707.7

Bar Attendant, Food and/or Drink Waiter,
Receptionist/Cashier 593.7 95 688.7 105 698.7 115 708.7

Storeperson/Cellarperson, Guest Movement Co-ordinator,
Security Officer, Shop
Assistant 593.7 95 688.7 105 698.7 115 708.7

Single Hand Cook (very basic cooking/snacks) 593.7 95 688.7 105 698.7 115 708.7

Cook, Breakfast Cook 593.7 95 688.7 105 698.7 115 708.7

Grade 3 (92.4%)

Handyman/Maintenance worker 612.1 95 707.1 105 717.1 115 727.1

Grade 4 (96%)

Head Waiter, Chief Housekeeper	627.1	95	722.1	105	732.1	115	742.1
Cook - a la carte cooking, baking, pastrycooking	627.1	95	722.1	105	732.1	115	742.1

Grade 5 (100%)

Qualified Cook, Baker, Butcher	645.8	95	740.8	105	750.8	115	760.8
Cook in charge of other cooks	645.8	95	740.8	105	750.8	115	760.8

Grade 6 (110%)

Chef/Qualified Cook in charge of other cooks	687.5	95	782.5	105	792.5	115	802.5
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FAMILY DAY CARE SERVICES AWARD 1999

	Award Rate	Overaward Payment	Total Pay	Overaward Payment	Total Pay	Overaward Payment	Total Pay
	Per annum	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
Category 1	\$						
Grade 1	31017	4940	35957	5460	36477	5980	36997
Grade 2	32108	4940	37048	5460	37568	5980	38088
Grade 3	33312	4940	38252	5460	38772	5980	39292
Grade 4	34488	4940	39428	5460	39948	5980	40468
Category 2							
Grade 1	35508	4940	40448	5460	40968	5980	41488
Grade 2	36708	4940	41648	5460	42168	5980	42688
Grade 3	37908	4940	42848	5460	43368	5980	43888
Grade 4	38848	4940	43788	5460	44308	5980	44828
Category 3							
Grade 1	39867	4940	44807	5460	45327	5980	45847
Grade 2	41167	4940	46107	5460	46627	5980	47147
Grade 3	42467	4940	47407	5460	47927	5980	48447
Grade 4	43663	4940	48603	5460	49123	5980	49643
Category 4							
Grade 1	44963	4940	49903	5460	50423	5980	50943
Grade 2	45458	4940	50398	5460	50918	5980	51438
Grade 3	46546	4940	51486	5460	52006	5980	52526
Grade 4	47350	4940	52290	5460	52810	5980	53330
Category 5							
Grade 1	50818	4940	55758	5460	56278	5980	56798

Grade 2	52272	4940	57212	5460	57732	5980	58252
Grade 3	53726	4940	58666	5460	59186	5980	59706
Grade 4	55180	4940	60120	5460	60640	5980	61160