

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Dalby Regional Council (External) Enterprise Bargaining Certified Agreement 2008

Matter No. CA/2009/68

Commissioner Thompson

29 July 2009

CERTIFICATE

This matter coming on for hearing before the Commission on 29 July 2009 the Commission certifies the following written agreement:

Dalby Regional Council (External) Enterprise Bargaining Certified Agreement 2008 – CA/2009/68

Made between:

Dalby Regional Council (ABN 91 232 587 651)

AND

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;
Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees;
Liquor Hospitality and Miscellaneous Union, Queensland Branch, Union of Employees;
Plumbers & Gasfitters Employees' Union Queensland, Union of Employees;
The Australian Workers' Union of Employees, Queensland;
The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland;
The Electrical Trades Union of Employees Queensland; and
Transport Workers' Union of Australia, Union of Employees (Queensland Branch).

The agreement was certified by the Commission on 29 July 2009 and shall operate from 29 July 2009 until its nominal expiry on 13 February 2012.

This agreement replaces:

Chinchilla Shire Council Enterprise Bargaining Certified Agreement 2005 (CA/2005/297)
Dalby Town Council Enterprise Bargaining Certified Agreement 2004 (CA/2004/637)
Murilla Shire Council Enterprise Bargaining Certified Agreement 2004 (CA/2005/67)
Tara Shire Council Enterprise Bargaining Certified Agreement 2004 (CA/2004/505)
Taroom Shire Council State Enterprise Bargaining Certified Agreement 2005 (CA/2005/362)
Wambo Shire Council Enterprise Bargaining Certified Agreement - State 2006 (CA/2006/104).

By the Commission.

Commissioner Thompson

DALBY REGIONAL COUNCIL

ENTERPRISE BARGAINING AGREEMENT-EXTERNAL

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1. Title

This agreement shall be known as the Dalby Regional Council (External) Enterprise Bargaining Certified Agreement 2008.

2. Relationship to Parent Awards

This agreement shall be read in conjunction with the terms of the Parent Awards listed below, provided that where there is any inconsistency between this agreement and the Award, this agreement shall prevail to the extent of that inconsistency.

- (i) Local Government Employees' (Excluding Brisbane City Council) Award State 2003;
- (ii) Engineering Award - State;
- (iii) Building Trades Public Sector Award - State.

It is agreed that all terms and conditions of the relevant Parent Awards as listed above other than altered by this agreement are preserved for the duration of the agreement.

3. Parties Bound

The parties to the Agreement shall be:

- (i) Dalby Regional Council; and the
- (ii) AWU - The Australian Workers' Union of Employees, Queensland
- (iii) TWU - Transport Workers' Union of Australia, Union of Employees, (Queensland Branch);
- (iv) FEDFA - Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees;
- (v) PGEU - Plumbers and Gasfitters Employees Union Queensland, Union of Employees;
- (vi) CFMEU - The Construction, Forestry, Mining and Energy Industrial Union of Employees, Queensland;
- (vii) ETU - The Electrical Trades Union of Employees Queensland;
- (viii) AMWU - Automotive, Metals, Engineering, Printing and Kindred Industries, Industrial Union of Employees, Queensland;
- (ix) LHMU - Liquor Hospitality and Miscellaneous Union, Queensland Branch, Union of Employees.

4. Application

The Agreement shall apply to the Council, the above named Unions and their members or persons eligible to be members employed by the Council under any of the relevant Awards.

5. Date and Period of Operation

This Enterprise Bargaining Agreement shall operate, in accordance with its terms, from the 14th February 2009 and shall have a nominal expiry date of three years. Negotiations for a new agreement will commence six (6) months prior to the expiry date of this agreement.

6. Single Bargaining Unit

A Single Bargaining Unit (SBU) comprising of the delegates and official of the Unions representing employees of council and including unions which are parties to this agreement is recognised by the Council.

7. Enterprise Bargaining Team

The Single Bargaining Unit (SBU) representatives and Council management representatives will form the Enterprise Bargaining Team which has negotiated this agreement. The Enterprise Bargaining team may meet on an as need basis through the life of the agreement to discuss issues pertaining to the monitoring and implementation of the agreement.

8. No Extra Claims

The parties to this Agreement agree that during the life of this Agreement, no extra claims will be made for further wage or salary increase, except where consistent with a wage case decision or any other decision of the Industrial Relations Commission.

In relation to work related allowances, any increases made by the relevant Commission shall be paid to employees of the Dalby Regional Council covered by this Agreement.

9. Objectives to the Agreement

1. This Agreement facilitates a workplace that is responsive to a changing environment. Management and employees can then anticipate and react to pressures from the community, business and government sectors. Accordingly, it assists Council and its employees to maximise efficiency and effectiveness. This process will include the following elements:
 - 1.1 Provide greater flexibility in workplace practices and facilitate improved efficiency, productivity and quality of employment and provide rewards and recognition commensurate with these improvements.
 - 1.2 Commit to achieving continued productivity improvements and established performance indicators to ensure provision of a quality service to the community and the Council's customers.
 - 1.3 Promote a harmonious and productivity work environment through ongoing cooperation and consultation.
 - 1.4 Commit to maintaining a healthy and safe work environment.
 - 1.5 Focus on competitiveness to ensure the Council maintains a viable, effective and secure workforce.
 - 1.6 Promote job satisfaction by enabling employees to gain and utilise a broad range of skills and access relevant training programmes in order that employees can achieve these objectives.
 - 1.7 The parties will be committed to and cooperate with the terms of this Agreement to ensure its ongoing success.

10. Wages Increases

An annual wage increase of 4% of the total base rate of pay or \$34.00 whichever is the greater for each year of the agreement is to apply. (Where applicable, the Construction Workers Allowance will be added to the negotiated amount).

The wage schedule is attached - Schedule C.

11. Working Hours

The ordinary hours of work shall be 38 hours per week.

The span of hours is between 6 am and 6 pm. Any alterations to the span of hours will be by mutual agreement.

12. Flexible Working Arrangement

The provision for outdoor staff of one (1) RDO per fortnight (nine day fortnight is to apply) which will be a Monday or a Friday as determined by Council unless by mutual agreement.

13. Part-time Employment

All provisions for part-time employees are as per the award except for the following conditions:

A part-time employee who initiates a request to work in excess of the ordinary daily or weekly hours prescribed in the contract of employment shall be paid ordinary time rates or at the employee's election, banked as TOIL. Part-time employees who are requested to work in excess of the ordinary daily or weekly hours shall be paid overtime at the prescribed overtime rate or at the employee's election, banked as TOIL.

A casual employee who has been engaged for a minimum of twelve (12) months service has a right to elect to have their employment converted to full time or part-time employment (according to the pattern of ordinary time worked) if it could be reasonably expected that their employment is to continue.

14. Flexibility of Meal Breaks

Lunch break, at Council's convenience, is to start between 3.5 to 6 hours from commencement of work. One morning tea break of twenty minutes is to be taken in the morning, with the timing being at the immediate Supervisor's discretion to ensure efficient operational requirements are met.

15. *Annualised Salary*

By mutual agreement, employees may enter into an agreement with Council to be paid at a yearly rate of pay to be paid pro-rata each fortnight with such yearly rate being based on an agreed number of overtime hours for the year factored into the rate and any unplanned overtime hours to be paid in addition. It is recommended that staff seek relevant union/industrial advice prior to entering into any agreement.

A review will be conducted annually in relation to this clause.

16. *Overtime Variation/Working RDO's*

By mutual agreement, an employee may work overtime. The employee may elect to be compensated in either of the following ways:

- (i) by payment on the next pay day of overtime rates in accordance with provisions of the relevant Award; or
- (ii) by the taking of TOIL on an 'equal time off for equal hours worked' basis.

17. *Payout of Accumulated TOIL & RDO Amounts*

In the first full pay period on May of each year, Council will make an annual payout at ordinary time rates of accumulated TOIL and RDO balances in excess of three (3) days, except as following:

1. Where an employee has previously applied for leave containing the excess accumulated TOIL and RDO balance and such leave will be taken within 6 months of payout date; and
2. Where an employee has applied for accumulated TOIL leave and such leave application has been refused by Council, such TOIL balance will, by mutual agreement, be either paid out at the applicable time and half rate in the first full pay period following the refusal or taken at another time subject to the provisions of the above clause.

18. *Higher Duties*

The parties agree that where an employee performs higher duties for a minimum of two hours of work in any one day, such employee shall be paid for the full day at a higher rate of pay where applicable. For work performed under the 2 hour minimum a minimum rate of 2 hours will be paid at the higher rate.

19. *Wet Weather Arrangements*

During wet/extreme weather, alternative employment will be found. In the event there is no alternative work available, employee and the employer may mutually agree to take an RDO or TOIL but Council will give priority to conducting appropriate training in lieu of an RDO.

In the event that there is no productive work for the day, Council will not require employees to attend work and will pay a minimum of three (3) hours in lieu of work on a wet weather day.

Employees have the choice of using alternative leave arrangements for the remainder of the day.

20. *Working in Rain*

Work in the Rain shall only be performed when work is required to complete an urgent task (as deemed by the Supervisor), or to ensure the safety of a work site.

Council shall ensure the safety of employees undertaking such work and provide appropriate protective equipment.

Any employee who customarily works in emergencies, securing a site or having to perform a necessary task where directed shall receive penalty rates as per the award.

21. *Multi-skilling, Training and Development*

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

- Developing a more highly skilled and flexible workforce; and

- Providing employees with career opportunities through appropriate training; and,
- Such training shall be structured and wherever possible nationally accredited.

Council will instigate a training and development program in consultation with its employees within the annual allocation set in Council's budget to ensure the current and future needs of the Council.

Where possible, training and skill development is to be carried out in normal working hours.

The parties agree that ordinary time will be paid to those employees unless otherwise specified who agree to attend a Council approved course of training, retraining or work related conference/seminar outside normal hours of work.

The parties to this agreement are not opposed to discussions surrounding the introduction of a competency based classification structure.

Council will organise transport or reimbursement of travel costs associated with Council sponsored training events. Duration of training is deemed to include reasonable travel time to and from the venue.

In regard to training courses, Council will pay for accommodation costs should the training (inclusive of travel time) exceed ten (10) hours.

Completion of training courses will be acknowledged upon receipt of written certification of completion.

The parties to this agreement recognise that employees have been practising multi-skilling in Local Government for many years. The parties further recognise that this has delivered many benefits to Council. In that light, Council agrees to support the development of a new Competency Based Classification Structure for all employees engaged under the Local Government Employees' (Excluding Brisbane City Council) Award - State 2003.

The parties are committed to supporting the bipartisan development of an award based classification structure during the life of this agreement.

The classification structure will enable employees to progress upward to higher classification levels as they acquire and are required to use additional skills. It is also intended that the proposed classification structure provision will facilitate the formal acquisition and recognition of skills as an inherent part of the process. Payment and classification will be based on the acquisition and recognition of skills required to be used by specific employees.

22. Bereavement Leave

Employees may be granted bereavement leave on full pay on each occasion, where the deceased person was related to the employee in any of the circumstances listed below:

Four Days - wife, husband, de facto wife, de facto husband, fiancé, mother, father, son, daughter, brother, sister, step-brother, step-sister, step-father, step-mother, step-child, grandfather, grandmother, grandfather-in-law, grandmother-in-law, grandson, grand-daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, half-sister, half-brother.

This shall be subject to the production of satisfactory evidence of death to the employer or the completion of a statutory declaration under the provisions of the Oaths Act if required.

Employees may also be granted approximately two (2) hours time off in other special circumstances to attend a funeral service without loss of payment with prior approval from the employees immediate supervisor.

Other leave entitlements may be used for the provision of Bereavement Leave.

23. Sick Leave

In accordance with the provision of clause 7.2.1 (a) of the *Local Government Employees (Excluding Brisbane City Council) Award – State*, and except where exclusions apply, sick leave entitlement for Council employees covered by this agreement, will increase and accrue to 76 hours for each completed year of service. Part-time employees accrue sick leave on a proportional basis.

24. Redundancy Provisions

Redundancy will be as per the Award with the exception of the following:

Two weeks pay per year of service uncapped with a minimum of five weeks payment.

25. *Salary Sacrifice*

Salary Sacrifice will be available to all employees in accordance with provisions set out by the Australian Taxation Office.

The opportunity to investigate Salary Sacrifice options will be offered on the proviso it is financially advantageous for the Employee and at no cost to the Dalby Regional Council. Employees must provide to Dalby Regional Council evidence of qualified/bona-fide financial advice prior to taking up salary sacrificing provisions.

26. *Wage/Salary Maintenance on Workers Compensation*

This clause entitles a worker who has suffered a serious work related injury or illness to receive a salary 'top up' to be paid from accrued sick leave balances on workers compensation leave, where all of the following conditions are met:

- (a) the employee has lodged a workers compensation claim with Council's insurer Local Government Workcare and the claim has been allowed and a weekly compensation rate has been agreed; and
- (b) the employee has accrued sick leave balances available; and
- (c) the employee was employed at the time of the injury or illness and continues to be employed; and
- (d) a Local Government Workcare appointed/authorised medical specialist has certified that the employee is unable to participate in a Suitable Duties Program.

Entitlement to this provision would be decided by the Chief Executive Officer on a case-by-case basis.

27. *Resource Utilisation - Special Projects*

The provision to allow, by mutual agreement of the employees concerned and the relevant Unions, flexibility to negotiate on both Award and the relevant state collective agreement, terms and conditions of employment for special projects and/or operations providing that the overall terms and conditions are no less favourable than the conditions outlined in both the relevant Awards and in the collective agreement and any variations shall be documented.

28. *Attendance at Court*

Any payments received by the employee to attend jury service will be paid to the employer and the employer will continue to pay the employee their ordinary pay for the time the employee was absent on jury service.

29. *Business Use of Private Mobile Phones*

It is agreed that in circumstances during normal working, or approved overtime hours, where a Council owned telephone or two-way radio is not available, that an employee may use their own mobile phone to contact the Council Depot or Supervisor for important operational requirements and receive reimbursement for related telephone call costs upon lodgement of an approved claim form.

Such use of private mobile phones shall be kept to an absolute minimum and it is agreed that where possible, a return call from the Council Depot/Office should be arranged.

30. *Flu Vaccines*

An annual provision of the Influenza vaccination will be offered to employees who wish to participate in a bulk vaccination program, at no cost to the employee.

31. *Natural Disasters*

Employees who are unable to present at work due to a state of natural disaster (including flood & bush fire) will be afforded an opportunity to reschedule and use a RDO in lieu of attending work. Payment on subsequent day absence, to a maximum of 2 full days, is offered on the proviso that the employee will endeavour to carry out work from home where practical.

Upon receipt of submissions, the Chief Executive Officer may consider further assistance on a case by case basis.

32. *Job Security*

Council values the contribution that its employees make to the on-going operations of the organisation and Council recognises the importance of utilising a day labour force for the provision of services to communities across the regional area.

Council acknowledges that, in general, services are provided as a community service obligation and not on a commercial or for profit basis to the disadvantage of local communities or Council employees.

External resources may be used when the expertise needed is not readily available through internal resources or there is not enough existing Council staff to meet requirements.

33. *Dispute/Grievance Settlement Procedure*

Effective communication between staff and 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.

1. Any employee or employees with a genuine grievance or complaint regarding any aspect of the employment of such employee/s shall promptly raise the matter/s with the immediate supervisor who will endeavour to resolve the matter as soon as possible.
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 notify the duly authorised Union official.
3. Should the grievance still be unresolved, the matter should then be referred to the Chief Executive Officer and a duly authorised Union official who shall attempt to facilitate a resolution.
4. If after the above steps the matter remains unresolved, the dispute shall be referred to the Industrial Relations Commission.
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.
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.
7. The above procedures do not restrict Dalby Regional Council or an authorised representative or duly authorised official of the Union from making representations to each other.

Schedule A - Allowances

The following allowances are to apply where applicable. All other allowances that form part of the following awards will apply as per the eligibility conditions outlined in each award.

Awards include:

- Local Government Employees Award (excluding Brisbane City Council) Award
- Engineering Award State
- Building Trades Public Sector Award State

Poison Spray Allowance

Employees using poison sprays for the control of noxious weeds will be paid an additional amount of \$12.00 per week whilst engaged in such work.

Camp Allowance

Where for the performance of work it is necessary for employees to live in a camp provided by the Employer either because there are no reasonable transport facilities to enable such employees to travel to and from home each day or because such employees are directed to live in such camp:

- a. Such employees shall be paid a camping allowance of \$35.00 (1st year of agreement), \$37.00 (2nd year of agreement), \$39.00 (3rd year of agreement) for each day (including Saturday and Sunday) the employees live in camp.

When employees live in a camp during the week and return home for a week-end or part of a week-end but do not absent themselves from the job for any of the ordinary working hours, such employees shall be paid camping allowance for each of the normal working days.

- b. Employees who return home or are otherwise absent from camp for not more than 2 nights during such week but who do not absent themselves from the job shall nevertheless be deemed to live in camp during the week and shall be entitled to the allowance for each of the normal working days.

Meal Allowance

Employees required to continue working more than 2 hours after their normal ceasing time on ordinary week days and provided that such overtime continues beyond 6:00pm, payment of meal allowance of \$12.00 will be made. After each further period of 4 hours overtime on the same day another meal allowance will be paid.

Live Sewer Work Allowance

- (a) Employees engaged on live sewer work or cleaning septic tanks shall, during ordinary hours, be paid at the rate of time and a-half for all time so engaged.

During overtime or on week-ends or public holidays employees shall be paid half of the ordinary hourly rate in addition to the relevant overtime, week-end or public holiday rate for all time engaged on live sewer work.

- (b) The term "live sewer work" shall mean work carried out in situations where there is direct aerial connection with a sewer through which sewerage is flowing. The term shall also include work in connection with septic tanks and cleaning of mechanical plant if such plant is contaminated with sewerage.

Where aerial connection with a sewer or septic tank is blocked by a disc, plug, valve, water seal or other means, the live sewer rate shall not apply.

Employees who are on any day required to carry out work in connections with the release of blockages in sewerage lines, septic tanks and connections thereto shall be paid not less than 4 hours at the appropriate rates. All time involved in travelling to and from such operations shall be deemed to be time worked for this purpose.

- (c) This allowance shall not apply to employees engaged at sewerage treatment plants.

Toilet Cleaning Allowance

Employees required to clean toilets, other than merely by hosing them shall be paid an allowance at the rate of \$12.00 per week.

First Aid Attendant Allowance

Where an Employer appoints an employee who holds an appropriate first-aid certificate as a first-aid attendant, an additional \$13.20 per week in which an employee works 3 days or more shall be paid to such employee.

Schedule B - Callout Arrangements

On Call Arrangements

These arrangements apply to staff who are rostered to be on call.

- a. Monday to Saturday - An employee directed to remain on call during any day or night outside their ordinary working hours shall be paid \$15.05 (subject to Award increases) for each day and/or night during which the employee remains on call.
- b. 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:

Provided that if any employee whilst on call is required to perform any other work for which rates of pay are fixed by this Award, the employee shall be paid for the time so worked at the overtime rate herein 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:

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.

- c. Employees directed to remain on call must be able to be contacted and be able to respond within a reasonable period of time.
- d. 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.

Provided that in the case of an employee required to remain on call and who is paid the allowance prescribed by the above clause a minimum payment of 1 ½ hours at penalty rates shall apply on a Saturday and Sunday.

The first callout on a weekday will be paid at a minimum of two (2) hours at penalty rates.

Schedule C - Wage Schedule

LGE (Excluding BCC) Award - State			1st Year		2nd Year		3rd Year	
Classification	Weekly \$	Annual \$	Weekly	Annual	Weekly	Annual	Weekly	Annual
Level 1A	\$ 655.46	\$ 34,083.92	\$ 713.46	\$ 37,099.92	\$ 747.46	\$ 38,867.92	\$ 781.46	\$ 40,635.92
Level 1B	\$ 674.10	\$ 35,053.20	\$ 732.10	\$ 38,069.20	\$ 766.10	\$ 39,837.20	\$ 800.10	\$ 41,605.20
Level 2	\$ 688.18	\$ 35,785.36	\$ 746.18	\$ 38,801.36	\$ 780.18	\$ 40,569.36	\$ 814.18	\$ 42,337.36
Level 3	\$ 704.61	\$ 36,639.72	\$ 762.61	\$ 39,655.72	\$ 796.61	\$ 41,423.72	\$ 830.61	\$ 43,191.72
Level 4	\$ 721.07	\$ 37,495.64	\$ 779.07	\$ 40,511.64	\$ 813.07	\$ 42,279.64	\$ 847.07	\$ 44,047.64
Level 5	\$ 737.44	\$ 38,346.88	\$ 795.44	\$ 41,362.88	\$ 829.44	\$ 43,130.88	\$ 863.44	\$ 44,898.88
Level 6	\$ 770.32	\$ 40,056.64	\$ 828.32	\$ 43,072.64	\$ 862.32	\$ 44,840.64	\$ 896.32	\$ 46,608.64
Level 7	\$ 803.05	\$ 41,758.60	\$ 861.05	\$ 44,774.60	\$ 895.05	\$ 46,542.60	\$ 929.05	\$ 48,310.60
Level 8	\$ 835.93	\$ 43,468.36	\$ 893.93	\$ 46,484.36	\$ 927.93	\$ 48,252.36	\$ 961.93	\$ 50,020.36
Level 9	\$ 868.65	\$ 45,169.80	\$ 926.65	\$ 48,185.80	\$ 963.72	\$ 50,113.23	\$ 1,002.26	\$ 52,117.76
Engineering Award								
Classification	Weekly Rate \$	Annual Rate \$						
C14	\$ 651.61	\$ 33,883.72	\$ 709.61	\$ 36,899.72	\$ 743.61	\$ 38,667.72	\$ 777.61	\$ 40,435.72
C13	\$ 668.69	\$ 34,771.88	\$ 726.69	\$ 37,787.88	\$ 760.69	\$ 39,555.88	\$ 794.69	\$ 41,323.88
C12	\$ 691.70	\$ 35,968.40	\$ 749.70	\$ 38,984.40	\$ 783.70	\$ 40,752.40	\$ 817.70	\$ 42,520.40
C11	\$ 713.07	\$ 37,079.64	\$ 771.07	\$ 40,095.64	\$ 805.07	\$ 41,863.64	\$ 839.07	\$ 43,631.64
C10	\$ 745.49	\$ 38,765.48	\$ 803.49	\$ 41,781.48	\$ 837.49	\$ 43,549.48	\$ 871.49	\$ 45,317.48
C9	\$ 766.86	\$ 39,876.72	\$ 824.86	\$ 42,892.72	\$ 858.86	\$ 44,660.72	\$ 892.86	\$ 46,428.72
C8	\$ 802.89	\$ 41,750.28	\$ 860.89	\$ 44,766.28	\$ 894.89	\$ 46,534.28	\$ 928.89	\$ 48,302.28
C7	\$ 809.51	\$ 42,094.52	\$ 867.51	\$ 45,110.52	\$ 901.51	\$ 46,878.52	\$ 935.51	\$ 48,646.52
C6	\$ 852.15	\$ 44,311.80	\$ 910.15	\$ 47,327.80	\$ 946.56	\$ 49,220.91	\$ 984.42	\$ 51,189.75
C5	\$ 872.91	\$ 45,391.32	\$ 930.91	\$ 48,407.32	\$ 968.15	\$ 50,343.61	\$ 1,006.87	\$ 52,357.36
C4	\$ 894.79	\$ 46,529.08	\$ 952.79	\$ 49,545.08	\$ 990.90	\$ 51,526.88	\$ 1,030.54	\$ 53,587.96
C3	\$ 937.44	\$ 48,746.88	\$ 995.44	\$ 51,762.88	\$ 1,035.26	\$ 53,833.40	\$ 1,076.67	\$ 55,986.73
C2 (a)	\$ 958.81	\$ 49,858.12	\$ 1,016.81	\$ 52,874.12	\$ 1,057.48	\$ 54,989.08	\$ 1,099.78	\$ 57,188.65
C2 (b)	\$ 1,001.45	\$ 52,075.40	\$ 1,059.45	\$ 55,091.40	\$ 1,101.83	\$ 57,295.06	\$ 1,145.90	\$ 59,586.86
Building Trades Public Sector Award								
Classification	Weekly \$	Annual \$						
BT1	\$ 787.88	\$ 40,970.00	\$ 845.88	\$ 43,986.00	\$ 879.88	\$ 45,754.00	\$ 913.88	\$ 47,522.00
BT2	\$ 827.29	\$ 43,019.00	\$ 885.29	\$ 46,035.00	\$ 919.29	\$ 47,803.00	\$ 953.29	\$ 49,571.00
BT3	\$ 868.65	\$ 45,170.00	\$ 926.65	\$ 48,186.00	\$ 963.72	\$ 50,113.44	\$ 1,002.27	\$ 52,117.98
BT4	\$ 912.08	\$ 47,428.00	\$ 970.08	\$ 50,444.00	\$ 1,008.88	\$ 52,461.76	\$ 1,049.24	\$ 54,560.23

SIGNATORIES

Signed for and on behalf of **Dalby Regional Council**..... Philip Berting
In the presence of Melissa Gladman

Signed for and on behalf of **Dalby Regional Council**..... Raymond Brown
In the presence of Melissa Gladman

Signed for and on behalf of Liquor Hospitality and Miscellaneous Union,
Queensland Branch, Union of Employees Michael de Brenni
In the presence of: Phillip Hodge

Signed for and on behalf of the Automotive, Metals, Engineering,
Printing and Kindred Industries Industrial Union of Employees, Queensland Andrew Dettmer
In the presence of: Elizabeth Barlow

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

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

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: Kath Nettleton

Signed for and on behalf of The Electrical Trades Union of Employees Queensland .. Allen Hicks
In the presence of: Pat Rogers

Signed for and on behalf of the Plumbers & Gasfitters Employees' Union Queensland,
Union of Employees..... Bradley O'Connell
In the presence of: Neysha Bland

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