

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Dalby Regional Council (Internal) Enterprise Bargaining Certified Agreement 2008

Matter No. CA/2009/69

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 (Internal) Enterprise Bargaining Certified Agreement 2008 – CA/2009/69

Made between:

Dalby Regional Council (ABN 91 232 587 651)

AND

Queensland Services, Industrial Union of Employees.

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 Certified Agreement 2005 (AG2005/4716)

Dalby Town Council Enterprise Bargaining Certified Agreement 2004 (AG2005/2927)

Murilla Shire Council Enterprise Agreement 2004 (AG2005/2666)

Tara Shire Council Enterprise Bargaining Certified Agreement 2003 (AG2003/10377)

Taroom Shire Council Federal Enterprise Bargaining Certified Agreement 2005 (AG2005/5398)

Wambo Shire Council Enterprise Bargaining Certified Agreement - Federal 2005 (AG2005/8647)

By the Commission.

Commissioner Thompson

**DALBY REGIONAL COUNCIL (INTERNAL) ENTERPRISE BARGAINING
CERTIFIED AGREEMENT 2008**

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1. Title

This agreement shall be known as the Dalby Regional Council (Internal) 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) Queensland Local Government Officers' Award 1998

It is agreed that all terms and conditions of the relevant Parent Award 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:

- (ii) Dalby Regional Council; and the
(iii) QSU - Queensland Services Industrial 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 productive 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 per week 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 B.

11. *Working Hours*

The ordinary hours of work shall be 36.25 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 indoor staff of one (1) RDO per fortnight (nine day fortnight) is to apply with the option to work a nineteen day month, by mutual agreement, to be paid at ordinary time rates.

At the commencement of each six month period of this agreement, an officer may elect to work a 19 day month, provided that once an officer agrees to work under this arrangement they will not be permitted to return to the current spread of hours as provided for within the present nine day fortnight system of working hours until the expiration of each fully completed six month period of the agreement. Commencement dates for the six monthly periods shall be 1st January and 1st July each year.

Provision of a RDO is provided on the understanding that Officers consider operational requirements (eg staff on Annual Leave, Sick Leave etc) when taking their scheduled RDOs.

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. *Additional Payment Supervisors/Technical Officers*

Supervisors/Technical Officers who are required to work a thirty-eight hour week whilst supervising or generating design work for workers covered by awards of the Queensland Industrial Relations Commission will be paid 1.75 hours per week over and above the standard 36.25 hours at ordinary rates. In relation to Technical Officers, this clause is to be implemented at the discretion of the Chief Executive Officer.

Staff who are employed under the Local Government Officers' Award 1998 and who are supervising employees in receipt of the construction workers allowance shall be paid as per the award and clause 19 of the External Enterprise Bargaining Agreement will apply, further, camp allowance as noted in Schedule A of the External Enterprise Bargaining Agreement will also apply.

16. *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.

17. *Overtime Variation*

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 at 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.

As per the Award, officers on Level 6 or above shall be given time off equivalent to time worked with the exception of callouts which shall be paid at the appropriate penalty rates.

18. *Payout of Accumulated TOIL & RDO Amounts*

In the first full pay period of 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 six (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.

19. *Working in the 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.

20. *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.

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.

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.

22. *Paid Maternity Leave*

Subject to the provisions of clause 27 of the *Local Government Officers' Award 1998*, it is agreed that in addition to the Award provisions that Council will provide paid maternity leave to employees on the following basis:

- Two (2) weeks paid maternity leave after completing a minimum of two years continuous service with Dalby Regional Council;
- Four (4) weeks paid maternity leave after completing a minimum of four years continuous service with Dalby Regional Council;
- Six (6) weeks paid maternity leave after completing a minimum of six years continuous service with Dalby Regional Council.

Continuous service is defined to include tenure with previous Councils amalgamated within the Dalby Regional Council area.

Payment of said leave shall be calculated at ordinary rates of pay and may be taken either as full pay or at half pay and paid maternity leave is to be pro-rata for permanent part-time employees.

The total period of maternity leave available to an employee on any one occasion shall be 52 weeks, which is inclusive of the above periods of leave.

23. *Uncapped Accrual of Personal Leave*

In accordance with the provisions of clause 24 of the *Local Government Officers' Award 1998* personal leave will accumulate uncapped during the tenure of Council employment.

24. *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 of 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.

25. *Payment for Short Notice when Working RDO's*

If a staff member requests to work on a scheduled RDO, the officer may elect to be paid at ordinary time rates for that day or bank the RDO.

If a staff member is directed to work on a scheduled RDO without being given notice of one (1) clear business day, the officer may elect to be paid on the next pay day at overtime rates in accordance with provisions of the relevant Award or bank the RDO.

26. *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.

27. *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 to 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.

28. *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.

29. *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.

30. *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.

31. *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.

32. *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.

33. *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.

34. *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.

35. *Positive Employment Relations*

New Employees

Council will, upon the engagement of a new employee covered by the Local Government Officers' Award 1998, provide the employee with a copy of Council's enterprise agreement and duly inform the employee of the relevant union representation within the workplace.

Workplace Delegates

Council recognises the role that workplace delegates 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 relevant union that an employee has been appointed as a workplace delegate the Council will recognise the employee as a workplace delegate and allow them the following:

- a) Reasonable time in working hours, without loss of pay, to perform the task required to effectively represent the union members in the workplace;
- b) Reasonable access to management representatives of the Council for the purpose of resolving issues of concern to union members;
- c) Reasonable time in working hours to attend authorised Union training.

Facilities and Conditions

The following facilities and conditions will be made available to members and delegates:

- a) Wherever possible meetings should occur in normal working time. When a meeting occurs outside normal working time at the request of Council, the appropriate rate of pay will be paid;
- b) Wherever possible, access to a room with normal office facilities to discuss employment matters;

- c) No employee will be disadvantaged as a result of activities conducted in accordance with this clause provided the privilege is not abused.

Meeting Notices and Newsletters

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 relevant union. The relevant union workplace delegate will be provided with access to this space.

Right of Entry

In accordance with the provisions outlined in section 372 of the *Industrial Relations Act 1999*, an authorised officer of the relevant union will have rights of access and entry to the premises of the Council for the following purposes:

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

36. Travelling Arrangement to Alternative Work Centres

Employees who are requested to work away from their usual place of employment, will not, as far as practicable, be required to travel to the alternative workplace outside of standard work hours and will be supplied a Council vehicle for such travel. If any variations to this clause are required, the officer will be compensated as per the conditions of relevant award.

37. Employee Classification Transition (Schedule A)

Staff covered by the Local Government Officers' Award 1998 and employed prior to amalgamation have moved to Dalby Regional Council's permanent structure as per the conditions outlined in the attached schedule A.

38. 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.



ENQUIRIES TO:
Mr Nicholas Ross
P (07) 4672 1210

FILE REF:
4/1/18-3

NR:AMS

12 November 2008

Mr David Smith
Australian Services Union
PO Box 3347
STH BRISBANE QLD 4101

Dear Mr Smith

RE: CLASSIFICATION LEVELS

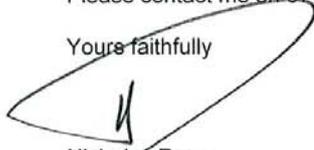
Further to our discussions regarding the arrangements for transitioning council officers across to positions in the organisation's permanent structure, it is Dalby Regional Council intention not to disadvantage any employee financially. To this end, Council agrees that all employees covered by the Local Government Officers' Award 1998 (Transitional), up to and including level five (5) will move across to the new structure at their current classification level with the following exceptions:

- Where it has been identified that the role in the new structure has been evaluated at a higher classification level, the council officer will be progressed to the lowest increment of the new classification level and will continue to progress through the increment levels of that classification to the top of the level;
- Where it has been identified that the role in the new structure has been evaluated at a lower classification level, the incumbent will retain their current classification level as a personal arrangement and will continue to progress through the increment levels of that classification to the top of the level and will remain on the personal arrangement until the officer leaves the employ of Dalby Regional Council or accepts another position within the organisation;
- Any council officer who applies for and is successful in securing a role that is vacant, will be paid according to the level advertised for that position regardless of whether the classification is lower than the current level the officer is receiving.

All positions classified level six (6) and above covered by the Local Government Officers' Award 1998 (Transitional), will be assessed on an individual case by case basis. Any adjustment to salary rates to a lower classification level will proceed only if the employee is not disadvantaged financially.

Please contact me on 07 4672 1210 if you'd like to discuss this matter further.

Yours faithfully


Nicholas Ross
MANAGER HUMAN RESOURCES & SAFETY

Address all correspondence
to the Chief Executive Officer
PO Box 551, DALBY Q 4405
Fax 07 4672 1199
www.dalbyrc.qld.gov.au
info@dalbyrc.qld.gov.au

Customer Service Centres - Phone 1300 728 500

Chinchilla	Dalby	Miles	Tara	Wambo	Wandoan
80-86 Heeney Street Ph 07 4662 7056	107 Drayton Street Ph 07 4672 1100	29 Dawson Street Ph 07 4628 6555	19 Fry Street Ph 07 4665 3133	26 Wood Street (Dalby) Ph 07 4669 9000	6 Henderson Road Ph 07 4627 4241

Schedule B - Wage Schedule

Classification	Step	Weekly Amount 36.27 Hours	Annual	1st Year		2nd Year		3rd Year	
				Weekly	Annual	Weekly	Annual	Weekly	Annual
1	Under 17 - 55%	\$ 386.39	\$ 20,092.05	\$ 420.39	\$ 21,860.05	\$ 454.39	\$ 23,628.05	\$ 488.39	\$ 25,396.05
	17 yrs - 60%	\$ 421.51	\$ 21,918.60	\$ 455.51	\$ 23,686.60	\$ 489.51	\$ 25,454.60	\$ 523.51	\$ 27,222.60
	18 yrs - 70%	\$ 491.76	\$ 25,571.70	\$ 525.76	\$ 27,339.70	\$ 559.76	\$ 29,107.70	\$ 593.76	\$ 30,875.70
	19 yrs - 80%	\$ 562.02	\$ 29,224.80	\$ 596.02	\$ 30,992.80	\$ 630.02	\$ 32,760.80	\$ 664.02	\$ 34,528.80
	20 yrs - 90%	\$ 632.27	\$ 32,877.90	\$ 666.27	\$ 34,645.90	\$ 700.27	\$ 36,413.90	\$ 734.27	\$ 38,181.90
1	1	\$ 702.52	\$ 36,531.00	\$ 736.52	\$ 38,299.00	\$ 770.52	\$ 40,067.00	\$ 804.52	\$ 41,835.00
	2	\$ 718.02	\$ 37,337.00	\$ 752.02	\$ 39,105.00	\$ 786.02	\$ 40,873.00	\$ 820.02	\$ 42,641.00
	3	\$ 739.73	\$ 38,466.00	\$ 773.73	\$ 40,234.00	\$ 807.73	\$ 42,002.00	\$ 841.73	\$ 43,770.00
	4	\$ 763.02	\$ 39,677.00	\$ 797.02	\$ 41,445.00	\$ 831.02	\$ 43,213.00	\$ 865.02	\$ 44,981.00
	5	\$ 786.27	\$ 40,886.00	\$ 820.27	\$ 42,654.00	\$ 854.27	\$ 44,422.00	\$ 888.27	\$ 46,190.00
	6	\$ 809.52	\$ 42,095.00	\$ 843.52	\$ 43,863.00	\$ 877.52	\$ 45,631.00	\$ 911.52	\$ 47,399.00
2	1	\$ 833.10	\$ 43,321.00	\$ 867.10	\$ 45,089.00	\$ 901.10	\$ 46,857.00	\$ 935.10	\$ 48,625.00
	2	\$ 856.37	\$ 44,531.00	\$ 890.62	\$ 46,312.24	\$ 926.24	\$ 48,164.73	\$ 963.29	\$ 50,091.32
	3	\$ 879.63	\$ 45,741.00	\$ 914.82	\$ 47,570.64	\$ 951.41	\$ 49,473.47	\$ 989.47	\$ 51,452.40
	4	\$ 902.90	\$ 46,951.00	\$ 939.02	\$ 48,829.04	\$ 976.58	\$ 50,782.20	\$ 1,015.64	\$ 52,813.49
3	1	\$ 926.13	\$ 48,159.00	\$ 963.18	\$ 50,085.36	\$ 1,001.71	\$ 52,088.77	\$ 1,041.78	\$ 54,172.33
	2	\$ 949.62	\$ 49,380.00	\$ 987.60	\$ 51,355.20	\$ 1,027.10	\$ 53,409.41	\$ 1,068.19	\$ 55,545.78
	3	\$ 973.62	\$ 50,628.00	\$ 1,012.56	\$ 52,653.12	\$ 1,053.06	\$ 54,759.24	\$ 1,095.18	\$ 56,949.61
	4	\$ 997.54	\$ 51,872.00	\$ 1,037.44	\$ 53,946.88	\$ 1,078.94	\$ 56,104.76	\$ 1,122.10	\$ 58,348.95
4	1	\$ 1,021.48	\$ 53,117.00	\$ 1,062.34	\$ 55,241.68	\$ 1,104.83	\$ 57,451.35	\$ 1,149.03	\$ 59,749.40
	2	\$ 1,045.46	\$ 54,364.00	\$ 1,087.28	\$ 56,538.56	\$ 1,130.77	\$ 58,800.10	\$ 1,176.00	\$ 61,152.11
	3	\$ 1,069.42	\$ 55,610.00	\$ 1,112.20	\$ 57,834.40	\$ 1,156.69	\$ 60,147.78	\$ 1,202.96	\$ 62,553.69
	4	\$ 1,093.40	\$ 56,857.00	\$ 1,137.14	\$ 59,131.28	\$ 1,182.63	\$ 61,496.53	\$ 1,229.93	\$ 63,956.39
5	1	\$ 1,117.33	\$ 58,101.00	\$ 1,162.02	\$ 60,425.04	\$ 1,208.50	\$ 62,842.04	\$ 1,256.84	\$ 65,355.72
	2	\$ 1,141.29	\$ 59,347.00	\$ 1,186.94	\$ 61,720.88	\$ 1,234.42	\$ 64,189.72	\$ 1,283.79	\$ 66,757.30
	3	\$ 1,165.29	\$ 60,595.00	\$ 1,211.90	\$ 63,018.80	\$ 1,260.38	\$ 65,539.55	\$ 1,310.79	\$ 68,161.13
6	1	\$ 1,205.21	\$ 62,671.00	\$ 1,253.42	\$ 65,177.84	\$ 1,303.56	\$ 67,784.95	\$ 1,355.70	\$ 70,496.35
	2	\$ 1,245.12	\$ 64,746.00	\$ 1,294.92	\$ 67,335.84	\$ 1,346.72	\$ 70,029.27	\$ 1,400.59	\$ 72,830.44
	3	\$ 1,286.48	\$ 66,897.00	\$ 1,337.94	\$ 69,572.88	\$ 1,391.46	\$ 72,355.80	\$ 1,447.12	\$ 75,250.03
7	1	\$ 1,315.77	\$ 68,420.00	\$ 1,368.40	\$ 71,156.80	\$ 1,423.14	\$ 74,003.07	\$ 1,480.06	\$ 76,963.19
	2	\$ 1,364.94	\$ 70,977.00	\$ 1,419.54	\$ 73,816.08	\$ 1,476.32	\$ 76,768.72	\$ 1,535.37	\$ 79,839.47
	3	\$ 1,404.10	\$ 73,013.00	\$ 1,460.26	\$ 75,933.52	\$ 1,518.67	\$ 78,970.86	\$ 1,579.42	\$ 82,129.70
8	1	\$ 1,452.79	\$ 75,545.00	\$ 1,510.90	\$ 78,566.80	\$ 1,571.34	\$ 81,709.47	\$ 1,634.19	\$ 84,977.85
	2	\$ 1,500.71	\$ 78,037.00	\$ 1,560.74	\$ 81,158.48	\$ 1,623.17	\$ 84,404.82	\$ 1,688.10	\$ 87,781.01
	3	\$ 1,548.65	\$ 80,530.00	\$ 1,610.60	\$ 83,751.20	\$ 1,675.02	\$ 87,101.25	\$ 1,742.02	\$ 90,585.30
	4	\$ 1,593.60	\$ 82,867.00	\$ 1,657.34	\$ 86,181.68	\$ 1,723.63	\$ 89,628.95	\$ 1,792.58	\$ 93,214.11
	5	\$ 1,638.60	\$ 85,207.00	\$ 1,704.14	\$ 88,615.28	\$ 1,772.31	\$ 92,159.89	\$ 1,843.20	\$ 95,846.29

SIGNATORIES

Signed for and on behalf of the Dalby Regional Council
In the presence of

Philip Adrian Berting
Melissa Gladman

Signed for and on behalf of the Dalby Regional Council
In the presence of

Raymond Brown
Melissa Gladman

Signed for and on behalf of the Queensland Services, Industrial Union of Employees
In the presence of:

David Smith
Michelle Robertson