

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Murweh Shire Council State Certified Agreement 2011

Matter No. CA/2012/10

Deputy President Swan

26 March 2012

CERTIFICATE

This matter coming on for hearing before the Commission on 26 March 2012 the Commission certifies the following written agreement:

Murweh Shire Council State Certified Agreement 2011 – CA/2012/10 [as amended].

Made between:

Murweh Shire Council

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees

The Australian Workers' Union of Employees, Queensland

The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland.

The agreement was certified by the Commission on 26 March 2012 and shall operate from 26 March 2012 until its nominal expiry on 16 June 2014.

This agreement cancels Murweh Shire Council State - Certified Agreement 2004 (CA/2005/116).

By the Commission.

Deputy President Swan.

MURWEH SHIRE COUNCIL STATE CERTIFIED AGREEMENT 2011

PART A

1. Title

This Agreement shall be known as the Murweh Shire Council State Certified Agreement 2011.

2. Arrangement

- Part A*
1. Title
 2. Arrangement
 3. Definitions
 4. Relationship to Parent Awards
 5. Parties Bound
 6. Application
 7. Date and Period of Operation
 8. Grievance Dispute Settlement Procedure
 9. Single Bargaining Unit
 10. Enterprise Bargaining Unit
 11. No Extra Claims
- Part B*
12. Background to the Agreement
 13. Objectives of the Agreement
 14. Best Practice
 15. Productivity Measurement
- Part C*
16. Productivity and Efficiency Initiatives
 - 16.1 Employment Security
 - 16.2 TOIL
 - 16.3 Nine Day Fortnight/Banking of RDO's
 - 16.4 Camping Arrangements
 - 16.5 Service Time Arrangements
 - 16.6 Flexible Working Arrangements
 - 16.7 Absenteeism Strategy
 17. Wage Increases
 18. Locality Allowance
 19. Annual Leave
 20. Long Service Leave
 21. Corporate Image/Uniforms
 22. Corporate Image/Conduct
 23. Training and Development
 - 23.1 Training and Development
 - 23.2 Employee Training Commitment
 - 23.3 Reimbursement of Training/Study Cost
 24. Local Area Agreements
- Part D*
- Inclusion of Industrial Agreements
 25. No. B52 of 1994 Water Supply and Sewerage Labourers Industrial Agreement.
 26. No. IA 15 of 1993
- Part E*
27. Copy of Agreement
 28. Signatories

3. Definitions/Glossary of Terms

The following definitions apply to this Agreement:-

Award	The Awards as set out in Clause 4
Best Practice	To be the best in each area of Council activity. This incorporates the concept of improvement, performance measurement, benchmarking and team based approaches to problem solving.
Enterprise Bargaining Unit	Nominees from the Single Bargaining Unit (with a minimum of a representative from each of the four principal unions) together with the representatives of Management.
Equal Employment	The regulations as prescribed in the Local Government Act.
Productivity	Productivity is the efficiency with which resources are used to produce and deliver services at specified levels of quantity, quality and timeliness. <i>Productivity gains may be in a variety of forms, which may include:-</i> <ul style="list-style-type: none">• the provision of the same level 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;• updated technology;• an agreed combination of the above
KPI	Key Performance Indicator
RDO	Rostered Day Off
Single Bargaining Unit (SBU)	Representatives of each of the relevant unions having award coverage within the Council (with a minimum of a representative from four unions) elected by members of each union.
TOIL	Time off in Lieu
Principal Unions	AWU - Australian Workers' Union of Employees, Queensland; FEDEFA - Federated Engine Drivers' and Firemen's Association of Queensland, Union of Employees; CFMEU - The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland TWU - Transport Workers' Union of Australia, Union of Employees (Queensland Branch) AMWU - Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland.

4. Relationship to Parent Awards

This Agreement shall be read and interpreted wholly in conjunction with the Awards listed below. The existing pay and conditions of employment for all employees of the Murweh Shire Council shall be preserved and only varied by mutual agreement of Council and the employees during the life of this agreement.

1. Local Government Employees (excluding Brisbane City Council) Award – State 2003
2. Engineering Award — State 2002
3. Building Trades Public Sector Award — State 2002

5. Parties Bound

The Parties to this Agreement shall be:-

Murweh Shire Council and the

AWU Australian Workers Union of Employees, Queensland

CFMEU The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland;

TWU	Transport Workers' Union of Australia, Union of Employees (Queensland Branch);
AMWU	Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland.
FEDFA	Federated Engine Drivers' and Fireman's Association of Queensland, Union of Employees

6. Application

The Agreement shall apply to the 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.

7. Date and Period of Operation

This Agreement shall operate on and from the date of certification. However, the parties agree that the agreement shall commence administratively from the 18th of June 2011 for the "wages" (and save for 'Annual Leave' and 'Locality Allowance' which will operate from the date of a positive vote – Monday 12th December 2011).

This agreement shall have a nominal expiry date of the 16th June 2014.

The Parties agree to commence negotiations for a new agreement six months prior to the date of expiry.

8. Grievance Settlement Procedure

The objective of this procedure is to resolve grievances through discussion and negotiation. Wherever possible a resolution to any grievance should be achieved through discussion at the local level.

- (1) (a) In the event of a grievance arising, the employee, in the first instance, should approach the immediate supervisor and discuss the problem with a view to resolving it at that level.
 - (b) If the grievance remains unresolved, it should be referred to the next level of management and where the grievance involves an industrial organisation member, the local industrial organisation representative for discussions.
 - (c) If the grievance remains unresolved, it should be referred to senior management and, where the grievance involves an industrial organisation member, an official of the relevant Trade Union for discussion.
- (2) Where practicable, steps (a) to (c) of sub clause (1) should take place within seven days.
- (3) If the grievance remains unresolved, either party may refer the matter to the Queensland Industrial Relations Commission for conciliation and/or arbitration.

Either party may seek the advice and/or assistance of their respective representatives any time.

Either party may raise the issue to a higher stage at any time having regard to the issue involved.

Work shall nevertheless continue in the usual manner whilst the above procedures are carried out (except for matters that pose a significant threat to the health and safety of those involved).

9. Single Bargaining Unit

For the purposes of negotiating and implementing an enterprise agreement on behalf of all unions, a Single Bargaining Unit (SBU) has been established as per the definition.

10. Enterprise Bargaining Unit

As a practical vehicle to facilitate negotiations between unions and management and to implement this Agreement, an Enterprise Bargaining Unit (EBU) has been established as per the definition. Union representatives on the EBU are elected by and from the SBU and are responsible to the SBU. The management representatives are appointed by, and are responsible to the Chief Executive Officer and Council.

11. No Extra Claims

- (a) The parties to this Agreement agree that during the period of operation of the Agreement, there shall be no further claims for wages or salary increases or improvements in employment conditions sought or granted except for those approved under the terms of this Agreement; however,
- (b) This clause does not prevent any party to the underpinning award or awards from seeking any amendment or amendments (including amendments to award wages, classifications or conditions) to that award or awards during the life of this agreement.

PART B

12. Background to the Agreement

The aim of this Agreement is to build on the achievements of the initial agreements and:-

- (a) To improve productivity and efficiency within the Council;
- (b) To facilitate greater flexibility in working arrangements within the framework of this Agreement;
- (c) To ensure continued Local Government reform, using a consultative approach;
- (d) To provide certainty, stability and equity in relation to overall pay increases and conditions for the period of operation of the Agreement; and
- (e) To provide the time, resources, processes and people for the above to occur.

13. Objectives of the Agreement

- 13.1
- (a) Increase both accountability and responsiveness to the community and deliver significant benefits to the customers of the Council.
 - (b) Participation by Council, management, employees and their unions, and customers in the continuous improvement process particularly in the development of more efficient work practices and quality improvement.
 - (c) Achieve 'best practice' in areas of service levels to customers, and Equal Employment Opportunity, Occupational Health and Safety and Environmental performance.
 - (d) Develop a team approach and a more co-operative working environment
 - (e) Continue to ensure that discriminatory practices and procedures do not occur.
- 13.2 No employee shall be disadvantaged overall in respect of the following as a result of implementation of this Enterprise Agreement:-
- (a) employment security
 - (b) salary and conditions of employment
 - (c) career structure
 - (d) occupational health and safety

14. Best Practices

The Parties are committed to achieving productivity improvements and recognise that this is best achieved through a partnership involvement in which there is significant empowerment of employees to change and improve processes in the organisation.

The change process will be addressed through the following best practice criteria:

1. **People practices** - effective use of the knowledge, experience and abilities of all staff, with learning and education being promoted and trust, respect, integrity and honesty being our values;
2. **Systems** - streamlining our systems and work processes and the use of technology for both our external and internal customers so that the outcomes meet requirements effectively and efficiently;
3. **Knowledge** - sharing our knowledge and ideas, providing training for and empowering all employees to contribute and work together to achieve common goals, through open and honest communication;
4. **Leadership** - providing the frame work and strategies to promote effective and accurate information sharing and to assist people in adapting to change by providing consistent direction; and
5. **Measurement** - the continued development of a Council-wide performance measurement system so that trends and variations in performance can be monitored and changes adapted to provide an efficient and effective service.

Change will be achieved by a genuine partnership between staff and management.

15. Productivity Measurement

In addition to quantitative measurements of productivity, the Parties recognise that improved service to the public and internal clients constitutes a productivity increase within Council.

Where possible, the Parties will aim to improve the quality, efficiency and accessibility of client services.

The parties agree to continue the development of a Performance Measurement System resulting in the establishment of performance indicators.

The Parties agree that best practices is the best way of operating - Best Practices is a process of constantly changing and adapting to new pressures, technologies and methods. Best practices are not fixed. At any particular point in time, it is the method of operation to achieve high levels of performance. Best practices are not restricted to an examination of costs, but also include quality, safety and timeliness of delivery.

PART C

16. Productivity and Efficiency Initiatives

16.1 Employment Security

The parties agree that the implementation of productivity and efficiency initiatives should enhance the Council's operations and agree to work together in a spirit of cooperation to ensure that these initiatives contribute positively to Council's service delivery and competitiveness.

Council will attempt to maintain current permanent workforce levels for the duration of this agreement however, notwithstanding the above, matters outside of Council's control such as cuts in external funding, changes to Legislation or Government Policies may result in Council having to consider staff reductions.

The parties are committed to optimising the employment security of permanent employees by:

- (a) Providing an environment that supports training, career development and equal employment opportunity.
- (b) Implementing consultative mechanisms to ensure timely advice and discussion between employees and management about any significant changes to service delivery that may impact upon labour requirements.
- (c) Council continuing to manage its workforce to minimise the need for involuntary labour reductions in the future.
- (d) Using natural attrition, re-allocation and voluntary termination as the preferred means of adjustment in those situations where organisational changes result in positions no longer being required: and that,
- (e) Retrenchment or redundancies will only be considered after the above options have been fully investigated and exhausted.

16.2 TOIL

An employee may elect to have overtime, weekend and public holiday penalties acquitted as TOIL, rather than as payments.

TOIL entitlement shall be accrued at the applicable hourly rate (ie. hour for hour, time off equivalent to time worked).

Where, due to work requirements, an employee is not able to take TOIL within three months of the end of the employees work cycle during which such TOIL was accrued, the TOIL shall, by mutual agreement, be taken as leave or paid to the employee at the overtime rate at which it was accrued. A maximum of one weeks ordinary time may be accrued in any three month cycle.

In all other circumstances, TOIL will be taken as soon as possible at a mutually agreed time, consistent with operational requirements and may be taken in whole days or part thereof.

16.3 Nine Day Fortnight and Banking of RDOs

It is agreed between the parties that the normal daily hours of work will be structured to allow for a nine (9) day fortnight system to operate so that all employees have access to a Rostered Day Off (RDO) in each fortnight, and, whenever possible employees will access an RDO each fortnight.

If due to work requirements an employee is requested to work an RDO and mutually agrees to work that RDO then that RDO shall be banked (held in credit) for the employee to access in accordance with the guidelines of this paragraph at a later date.

If due to work requirements Council requires that an employee work a scheduled RDO, with the exception of emergency cases two (2) days notice is to be given verbally to each employee that is required to work on their scheduled RDO. The RDO shall be banked (held in credit) or taken as overtime for the employee to access at a later date in accordance with the guidelines of this paragraph.

Banked RDO's may be accessed with the following guidelines:

- As a general rule not more than two (2) banked RDO's may be taken at any one time. Special circumstances that have been arranged and mutually agreed to in advance will be considered.
- Application is made in writing to the employee's supervisor giving at least two (2) days notice of the requested time off. The supervisor, in the case of special, emergency, or unforeseen circumstances may waive this notice.
- Council's administrative or works operations, or provisions of services are not rendered less efficient or more costly as a consequence of the employee taking the requested RDO's.
- Banked RDO's will be paid in the pay period in which they are taken.

Banked RDO's that have not been taken by the 30th April and the 31st October each year will be paid out at ordinary time in the pay period prior to these dates but if the employee is unable to take their RDO because of work commitments then they will be entitled to be paid out at overtime rates. All employees RDO credited balances will revert to zero at these times.

Upon termination of employment all banked RDO's will be paid out in full at ordinary time except where the employee has not been able to access their RDO because of work commitments, then it will be paid at overtime rates.

16.4 Camping Arrangements.

It is agreed between the Parties that all employees when required must be prepared to camp and that whenever possible employees will be informed of the requirement to camp at least two days in advance. If this is not possible and an employee is informed of the requirement to camp on the same day that he/she is required to proceed to camp it is agreed that employees be given a minimum of two hours to prepare personal camp equipment prior to proceeding to camp.

Where for the performance of work it is necessary for an employee to live in a camp, such employee shall be paid a camping allowance of \$25.00 per night for each night he/she lives in camp.

16.5 Service Time Arrangements

The parties agree that the present Service Time Arrangements shall stand. These being:

If a machine is operated on any working day for six hours or more, service overtime is paid for that day, and it is expected that the operator will carry out the service that day, after work with overtime payment.

If less than six hours is worked for the day, and work allows, servicing is to be carried out during the working day, and service overtime is not paid for that day.

If the operator is otherwise employed while the machine is idle, ie. Labouring, stop-go duties, service overtime is to be arranged by the job supervisor, to allow for servicing allocated to the machine for an eight-hour shift.

The above arrangements should apply for every working day of the nine-day fortnight.

16.6 Flexible Working Arrangements

Spread of Working Hours

Ordinary hours of work for full time employees shall be worked continuously except for meal breaks, and rest pauses between the hours of 5.00am and 7.00pm.

At all times employee safety will be paramount and working conditions will satisfy the Workplace Health and Safety Act 1995 and Regulations and the Queensland Traffic Act 1949.

The ordinary hours of work prescribed herein shall not exceed 10 hours on any day.

Provided that where the ordinary working hours are to exceed 8 hours on any work day, the arrangement of hours shall be subject to the agreement of the supervisor and the majority of employees concerned.

Rest Pauses

Council acknowledges employees' rights to have a rest pause of twenty (20) minutes duration in the first portion of the working day. The rest pause is only to allow employees to have a break from the work they are performing and that in most instances, the employee should cease work and remain on the job for the duration of this rest pause if the proper amenities are provided for the duration of the rest pause. Where a lunchroom is readily available to the work location of an employee, he/she may travel to the lunchroom provided he/she is only absent from his/her work for the twenty (20) minutes rest pause. Rest pauses should be taken on the job or at the designated rest pause sites, being Charleville Showgrounds or Depots.

Storage of Vehicles

All Council vehicles are to be stored at Council's depots except for vehicles required for essential services or vehicles that have been authorised by the Director of Engineering Services to be stored elsewhere.

16.7 Absenteeism Strategy

Sick Leave Bonus

Payment of a sick leave bonus for sick leave remaining to the employee's credit that has been accrued since the commencement of the initial agreement to a maximum of **\$10,000.00** will be paid to all employees on termination as per the following table. Termination only includes the situation where the employee terminates his/her employment, is made redundant, on death or when terminated by Council other than for gross misconduct.

This bonus is to take effect from date of signing of the initial Agreement (18th December 1997) and only Sick Leave accrued since that date (18th December 1997) is subject to this Bonus arrangement.

0-5 years of service	10% of remaining credit
5-10 years of service	20% of remaining credit
10-15 years of service	30% of remaining credit
15-25 years of service	40% of remaining credit
Greater than 25 years	100% of remaining credit

It is agreed by all parties that all sick leave accrued before the commencement of the Murweh Shire Council State Enterprise Initial Twelve Month Agreement (18th December 1997) will be the first sick leave to be taken when required. Any sick leave that has accrued since the commencement of the above-mentioned agreement is not to be used until all sick leave accrued prior to the commencement of above-mentioned agreement has been utilised.

17. Schedule of Wage Increases

This agreement provides for the following salary and wage payments:

From the 18th June 2011 to the 16th June 2014 all employees covered by this agreement will receive \$160.00 above the relevant award rates for each classification at that time.

The parties agree to maintain these levels of over award payment throughout the periods indicated during the life of this agreement by including Queensland Industrial Relations Commission Safety Net Increases awarded 18th June 2011 and 16th June 2014.

18 Locality Allowance

The Council recognises the inequity of the difference between the District Allowance paid to employees who work under the Local Government employee's (Excluding Brisbane City Council) Award – State 2003 and the Locality Allowance paid to employees who work under the Local Government Officers' Award 1998. To rectify this inequity, the Locality allowance entitlements, of Clause 12.1 of the Queensland Local Government Officers' Award 1998, will, by virtue of this Agreement, also apply to all employees engaged under the State Awards to which this Agreement applies.

Locality Allowance will operate from date of positive agreement (Monday 12th December 2011) of this Agreement.

19. Annual Leave

The Council recognizes the inequity of Annual Leave provisions currently contained in applicable Awards. To rectify this inequity the Annual Leave entitlements, of Clause 23 of the Queensland Local Government Officers' Award 1998, will, by virtue of this Agreement, also apply to all employees engaged under the State Awards to which this Agreement applies:

- (a) Annual Leave will operate from date of positive vote (Monday 12th December 2011) of this Agreement, each employee engaged under a State Award shall be entitled to (5) five weeks paid leave after (12) twelve months of

continuous service.

- (b) All service accrued prior Monday 12th December 2011 will be calculated at the Award rate of (4) four weeks per year service; and
- (c) All service accrued after the date of positive vote (Monday 12th December 2011) of this Agreement will be calculated at the new rate of (5) five weeks per year of service.

20. Long Service Leave

The parties agree that from the 18th December 1998 (operative date of EB2) employees employed under the relevant listed awards in clause 4 shall commence to accrue long service leave (LSL) at the rate of (13) thirteen weeks per (10) ten years service. (For State Award employees this is equivalent to 1.9 hrs per fortnight).

The parties agree that when an employee's total LSL has accumulated to 494 hrs (equivalent to (13) thirteen weeks) he/she shall then become eligible to take LSL in accordance with the guidelines of their relevant award.

Pro rata payment will only be available to an employee on separation if a total of 345.8 hours LSL has been accumulated, (this is equivalent to 7 years accumulation at the rate of (13) thirteen weeks per (10) ten years of service).

Any new employees of Council that are employed under the relevant awards, upon commencement with the Murweh Shire Council, will commence to accrue LSL at the rate indicated above.

LSL may be taken at a mutually agreed time, consistent with operational requirements and may be taken in whole days or part thereof.

21. Corporate Image (Uniforms)

- (a) It is recognised that the wearing of the Council uniforms is a compulsory condition of employment and that uniforms have a unique corporate identifier in accordance with the Australian Taxation Office requirements to ensure that uniform purchases by employees are tax deductible.
- (b) At the signing of this Agreement or upon commencement of permanent employment, Council will provide to each staff member who is to be issued with safety gear an initial allocation of \$400.00 towards the cost of purchase of uniforms with an allocation of \$400.00 for each subsequent year of employment. Any items that have been obtained external to Council arrangements payment will be made upon presentation of a purchase docket detailing the items purchased. Safety gear for general employees consists of two safety colored shirts and safety boots.
- (c) The purchase of additional uniforms or part thereof is the prerogative of the employee concerned.
- (d) Council agrees to the use of a payroll deduction scheme to allow employees to pay for uniform purchases over a period of time.
- (e) For those staff employed in workplaces where the existing corporate wardrobe is not appropriate, the staff will be provided with uniforms under the above arrangements with the make-up of uniform being decided by mutual agreement between Council and the work groups involved.
- (f) Employees may sell uniforms purchased by them when their employment with the Council ceases.
- (g) Upon return to Council of an unserviceable uniform shirt Council will replace the shirt free of charge to a maximum of five shirts per year.
- (h) Employees are provided with an ongoing annual uniform allowance and employees are encouraged to replace and purchase uniforms as necessary, but only in the quantities needed and when required to do so. In order to effectively manage the allowance and encourage unnecessary wastage of the uniform allowance it is agreed that uniforms will be purchased in bulk once only per year for all employees.

22. Corporate Image – Conduct

It is recognised that community expectations of Local Government employees are that they provide:

- (a) Fair, accurate and unbiased advice;
- (b) Act promptly and effectively; and
- (c) Manage all of Council's assets efficiently, economically and with scrupulous honesty.

It is agreed that whilst performing any function as an employee of the Murweh Shire Council that their behaviour, conduct and actions shall be in accordance with the Council's Code of Conduct and in keeping with presenting the best image of the Council.

23. Training and Development

23.1 The Parties recognise that our future success is based on the ongoing training and development of staff to support improved technology and changing work environments.

The Council is committed to creating the opportunity for its workforce to acquire skills and knowledge relevant to Local Government and which will enable them to perform a range of functions at various levels and improve their career opportunities and the efficiency of the Council.

To best achieve this, Council's current practices allow for training matters will be directed to the Workplace Health and Safety Officer who will be responsible for training or through the Workplace Health and Safety Committee or directly to Director or the Chief Executive Officer.

23.2 Employee Training Commitment

All members of the Murweh Shire Council workforce commit to provide their support to participate in all types of training that is aimed at improving the skills of the individual and/or the quality of service provided by the Council.

The parties agree that wherever practicable training activities will be conducted during normal working hours, however, if training is required to be conducted outside of normal working hours and Council is to meet the costs of such training then no penalty rates shall apply to any employees' remuneration for attendance at such training.

23.3 Reimbursement of Training/Study Costs

The parties agree that where an employee undertakes specialist training and/or study course as approved by Council (whether arising from a request from either the employer or the employee), and, the Council incurs a cost in excess of \$2,000.00 for this specialist training and/or study course then, should the employee leave the service of Council within a period of twelve months from the completion of the specialist training and/or study course, then the employee shall be required to reimburse the Council 50% of the individual's cost that was incurred by Council.

For the purpose of this clause the \$2,000.00 cost incurred to Council shall include course costs, transport, accommodation, living expenses and may include labour at Council's discretion, where the course is attended in Council's time. Individual arrangements for repayment may be negotiated with Council having regard to the costs and length of the training course/study.

Council may, at its discretion, not seek reimbursement, where the reason for leaving Council's employment is due to ill health or some other compassionate circumstances that may apply to the separation.

24. Local Area Agreements

The parties agree that it is appropriate to provide a process that enables workgroups or individuals to develop and implement flexible working arrangements suited to the specific needs of the workgroup, project or task(s) at hand.

Where the employee's directly affected and Council mutually agree on the need for such flexible working arrangements the following process shall be applied:

- (a) The employee's directly affected and management shall consult and agree on the conditions to be implemented and these conditions shall be reduced to written form. Employees may consult with their union(s) prior to the finalising of any arrangements.
- (b) The agreement shall be presented to the Enterprise Bargaining Unit and any relevant union(s) for endorsement prior to implementation.
- (c) All Local area agreements shall form part of this agreement and be appended to this document.

PART D

INCLUSION OF INDUSTRIAL AGREEMENT PROVISIONS FOR B52 OF 1994 - SEWERAGE WORKERS AND IA 15 OF 1993 AIRPORT ATTENDANTS INDUSTRIAL AGREEMENT

25. Industrial Agreement – B52 of 1994

This section shall apply to employees of Murweh Shire Council engaged under a classification set out below.

W A G E S

The minimum rates payable to the Class II operator at the Sewerage Treatment Works shall be as follows: -

Operator at Sewerage Treatment Works (Local Government Employee Level 8)	
	Per Week \$
Weekly Rate	\$ 902.60
3 Hours Overtime on Saturday at time and a half	\$ 106.89
3 Hours Overtime on Sunday at double time	\$ 142.52
TOTAL	\$ 1152.01

Provided that in the week in which Easter Saturday falls the guaranteed overtime payment for Easter Saturday will be at the rate of double time and a half with a minimum payment as for four hours work.

26. Industrial Agreement IA 15 of 1993

W A G E S

The Minimum rates payable to the Airport Attendant Officer in charge shall be as follows:-

Airport Attendant Officer in Charge (Local Government Employee Level 9)	
	Per Week \$
Weekly Rate	\$ 923.40
3 Hours Overtime on Saturday at time and a half	\$ 109.35
3 Hours Overtime on Sunday at double time	\$ 145.80
TOTAL	\$ 1178.55

Employees required to regularly inspect airport facilities outside ordinary hours on a non-emergency basis to ensure availability for aircraft usage shall be paid for such duty at the appropriate overtime rate for actual time worked.

Employees called out to work overtime after the ordinary ceasing time or before the ordinary starting time and who returns home at the completion of such overtime shall be paid for all work performed at the rate of double time with a minimum payment of four (4) hours.

Other Conditions

Except where raised by this agreement all other conditions shall be as prescribed by the Local Government Employees (excluding Brisbane City Council) Award — State.

PART E

27. Copy of Agreement

All current employees will be given a copy of this Agreement by the Council. Council will also provide all future employees with a copy of the Agreement upon commencement of employment.

STATE AWARD GENERAL SALARY SCALE @ 1st SEPTEMBER 2011

Classification	Award Rate 30 th June 2011	E.B. to 30/06/2011	E.B. from 01/07/2011	Safety Net Increase 1 st September 2011
Level 1 (1 st 6 mths)	627.90	747.90	787.90	809.90
Level 1	638.03	758.03	798.03	820.03
Level 2	648.70	768.70	808.70	830.70
Level 3	659.10	779.10	819.10	841.10
Level 4	669.60	789.60	829.60	851.60
Level 5	682.00	802.00	892.00	864.00
Level 6	702.90	822.90	862.90	884.90
Level 7	723.70	843.70	883.70	905.70
Level 8	742.60	862.60	902.60	924.60
Level 9	763.40	883.40	923.40	945.40

* To include Queensland Industrial Relations Commission Safety Net Increases awarded between 18th June 2011 and 16th June 2014.

SIGNATORIES

Signed for and on behalf of **Murweh Shire Council**..... Chris Blanch
 In the presence of J. Steer

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

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

Signed for and on behalf of the Transport Workers' Union of Employees
 (Queensland Branch) Peter Biagini
 In the presence of:..... M. Cerrato

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:..... Lisa Butler

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