

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Central Highlands Regional Council Enterprise Bargaining Certified Agreement 2012-2015

Matter No. CA/2012/561

Commissioner Thompson

24 January 2013

AMENDED CERTIFICATE

This matter coming on for hearing before the Commission on 11 and 13 December 2012 the Commission certifies the following written agreement:

Central Highlands Regional Council Enterprise Bargaining Certified Agreement 2012-2015 – CA/2012/561

Made between:

Central Highlands Regional Council

AND

Transport Workers' Union of Australia, Union of Employees (Queensland Branch);
The Australian Workers' Union of Employees, Queensland;
Queensland Services, Industrial Union of Employees; and
Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland.

The agreement was certified by the Commission on 13 December 2012 and shall operate from 13 December 2012 until its nominal expiry on 30 June 2015.

This agreement replaces the Central Highlands Regional Council Enterprise Bargaining Certified Agreement 2008-2011 (CA/2008/335).

By the Commission.

Commissioner Thompson

**Central Highlands
Regional Council
Enterprise Bargaining
Certified Agreement
2012 -2015**

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PREAMBLE

The Council's overall strategy for enterprise bargaining extends beyond the current bargaining round.

Through this Agreement, the development of strong cooperative relationships between Council, its employees and the Unions bound by this Agreement shall be facilitated. These relationships shall be characterised by openness, transparency and a commitment to effective consultation.

This Agreement establishes a new focus, aimed at providing a stronger service-wide context for enterprise bargaining and pay outcomes. With this in mind, the objectives of this agreement are to:

- a) Provide a fair and equitable pay outcome;
- b) Provide fair and equitable entitlements and consistency in conditions across the Central Highlands Regional Council;
- c) Foster relationships between the parties to this agreement that are based on mutual respect, trust and preparedness to consider alternative viewpoints;
- d) Promote a balance between work and personal commitments;
- e) Provide a safe and healthy workplace; and
- f) Provide rewarding jobs and ensure that all employees are appropriately valued and rewarded.

Through this Agreement, the Council is also seeking to foster an environment in which it continually strives to find better and more productive ways of working.

PART 1 – INTRODUCTION

1.1 TITLE

This Agreement shall be known as the Central Highlands Regional Council Enterprise Bargaining Agreement 2012 - 2015 and shall be made in the Queensland Industrial Relations Commission.

1.2 DEFINITIONS

- a) *Act* unless otherwise defined in this Agreement shall mean the *Industrial Relations Act 1999 (Qld)*;
- b) Award - The Awards set out in Clause 1.6;
- c) Council - Central Highlands Regional Council;
- d) Consultation - shall mean where the Parties to this Agreement meet to discuss matters of mutual interest through an open communication process and an exchange of ideas and information;
- e) CEO - shall mean Chief Executive Officer;
- f) LGE Award – shall mean Local Government Employees (Excluding Brisbane City Council) Award – State (2003);
- g) Productivity - Productivity is the efficiency with which resources are used to produce and deliver services at specified levels of quality and timeliness;
- h) Productivity gains may be in a variety of forms, which may include:
 - a. the provision of the same levels and quality of services at a lesser input;
 - b. the provision of a greater level of customer service at the same or lesser input;

- c. the development of a capacity to provide increased services in those work units where growth is occurring;
 - d. updating technology;
 - e. an agreed combination of the above.
- i) QLGO Award – shall mean the Queensland Local Government Officers Award 1998 (State);
 - j) QIRC - shall mean Queensland Industrial Relations Commission;
 - k) Union - The Unions listed as party to this Agreement.

1.3 APPLICATION

This Agreement applies to employees in professional, technical, operational or administrative roles, where relevant. However, this Agreement shall not apply to any employee appointed to a position pursuant to a written contract of employment, where:

- a) The contract states that the Agreement shall not apply to the terms and conditions applicable to the employee; and
- b) The terms and conditions of the contract do not result, on balance, in a reduction of the overall terms and conditions of employment applicable to the employee under this Agreement.

The terms and conditions of the relevant Awards listed in this Agreement shall apply unless excluded or modified as an expressed term of this Agreement.

1.4 RENEGOTIATION

The parties undertake to commence discussions for renegotiation of this Agreement at least six (6) months prior to the expiry date.

1.5 PARTIES BOUND

The parties to this Agreement are Central Highlands Regional Council ABN 79 198 223 277 and its employees and the following Unions:

- a) The Australian Workers' Union of Employees, Queensland (AWU) ABN 54 942 536 069;
- b) Queensland Services Union, Industrial Union of Employees (QSU) ABN 13540483194;
- c) Transport Workers' Union of Australia, Union of Employees (Queensland Branch) ABN 80 519 643 130;
- d) Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland (AMWU) ABN 59 459 725 116.

1.6 RELATIONSHIP TO PARENT AWARDS

This Agreement shall be read and interpreted wholly in conjunction with the Awards listed below, provided that where there is any inconsistency between this Agreement and the Awards listed below this Agreement shall take precedence to the extent of the inconsistency. Further, where this Agreement is silent, the provisions of the following Awards shall apply

- a) Local Government Employees (Excluding Brisbane City Council) Award - State 2003;
- b) Queensland Local Government Officers Award 1998 (State);
- c) Engineering Award - State 2002;

- d) Building Trades Public Sector Award - State 2002;
- e) Municipal Baths Attendants Award - State 2003.

1.7 NO EXTRA CLAIMS

The Agreement contains the agreed major change strategies to be pursued in the life of this Agreement. It is agreed that there shall be no extra claims by the parties in the life of this Agreement beyond those negotiated, except where consistent with a wage case decision or any other decision of the QIRC which overrides this Agreement.

1.8 DATE AND PERIOD OF OPERATION

This Agreement shall have effect from the date of certification by the QIRC and shall continue to have effect until the nominal expiry date of June 30 2015. The Agreement shall continue to have full effect following the nominal expiry date until it is varied, however the Agreement shall have an Administrative date of the first full-pay period following July 1 2012.

PART 2 - POSITIVE EMPLOYMENT RELATIONS

2.1 PURPOSE AND OBJECTIVES OF THE AGREEMENT

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 shall include the following elements:

- a) Provide greater flexibility in workplace practices and facilitate improved efficiency, productivity and quality of employment and provide rewards and recognition commensurate with these improvements;
- b) Commit to achieving continued productivity improvements and work practices to ensure provision of a quality service to the community and the Council's customers;
- c) Promote a harmonious and productive work environment through ongoing cooperation and consultation;
- d) Commit to maintaining a healthy and safe work environment;
- e) Focus on competitiveness to ensure the Council maintains a viable, effective and secure workforce;
- f) Promote job satisfaction by enabling employees to gain and utilise a broad range of skills and access relevant training programs in order that employees can achieve these objectives;
- g) The parties shall be committed to and cooperate with the terms of this Agreement to ensure its ongoing success;
- h) The Council shall, upon engagement of a new employee, advise the employee of this Agreement and where they can locate a copy.

2.2 JOINT CONSULTATIVE COMMITTEE

2.2.1 Development of Joint Consultative Committee (JCC)

In order to facilitate ongoing harmonious industrial relations the Parties to this Agreement shall maintain a Joint Consultative Committee (JCC) comprising of the delegates and the Union officials and management nominees in accordance with the terms of reference developed and agreed to by the JCC.

The group shall meet on an as needs basis but not less than four times per year to consider all industrial relations matters including, but not limited to:

- a) Workplace issues that have the potential to impact employees, including work units, departments or the entire organisation, e.g. workloads; and
- b) Monitor and review implementation of this Agreement; and
- c) Undertake specific responsibilities and activities in accordance with this Agreement; and
- d) Identify areas where better work practices could be implemented to improve efficiencies, reduce costs and lead to greater job satisfaction; and
- e) Any other matter raised by Union or management which impacts on the workforce.

The JCC shall, after the certification of this Agreement, be formed initially from the Enterprise Bargaining Team.

2.2.2 JCC FACILITIES

The following facilities shall be made available to the Parties involved in any consultative forum set up in accordance with this Agreement:

- a) Meetings, associated work and reporting should occur in normal working time;
- b) Reasonable access to normal Council facilities such as word processing, photocopying, postal system, internal mail, telephone, storage facilities and meeting rooms;
- c) Access to a room with normal office facilities shall be provided for representatives of the Parties to discuss matters associated with consultative forums established under this agreement.

2.3 UNION RIGHT OF ENTRY

2.3.1 Authorised Industrial officer

- a) An “authorised industrial officer” is any Union official holding a current authority issued by the Industrial Registrar;
- b) Right of entry is limited to workplaces where the work performed falls within the registered coverage of the Union.

2.3.2 Entry procedure

- a) The authorised industrial officer is entitled to enter the workplace during normal business hours as long as:
 - a. the authorised industrial officer alerts the Council or other person in charge of the workplace to their presence; and
 - b. shows their authorisation upon request.
- b) Clause 2.3.2 a) does not apply if the authorised industrial officer establishes that the Council or other person in charge is absent;
- c) A person must not obstruct or hinder any authorised industrial officer exercising their right of entry;
- d) If the authorised industrial officer intentionally disregards a condition of clause 2.3.2 the authorised industrial officer may be treated as a trespasser.

2.3.3 Inspection of records

- a) An authorised industrial officer is entitled to inspect the time and wages record required to be kept under section 366 of the *Act*;
- b) An authorised industrial officer is entitled to inspect such time and wages records of any former or current employee except if the employee:
 - a. is ineligible to become a member of the Union; or
 - b. has made a written request to the Council that the employee does not want that employee's record inspected;
- e) The authorised industrial officer may make a copy of the record, but cannot require any help from the Council;
- f) A person must not coerce an employee or prospective employee into consenting, or refusing to consent to the inspection of their records by an authorised industrial officer.

2.3.4 Discussions with employees

An authorised industrial officer is entitled to discuss with the Council, or a member or employee eligible to become a member of the Union:

- a) Matters under the Act during working or non-working time; and
- b) Any other matter with a member or employee eligible to become a member of the Union, during non-working time;

2.3.5 Conduct

An authorised industrial officer must not wilfully obstruct the performance of work in exercising a right of entry.

2.4 UNION ENCOURAGEMENT

2.4.1 Preamble

Clause 2.4 gives effect to section 110 of the *Act* in its entirety. Consistent with section 110 a Full Bench of the QIRC has issued a Statement of Policy on Union Encouragement (reported 165 QGIG 221) that encourages an employee to join and maintain financial membership of the Union.

2.4.2 Documentation to be provided by Council

At the point of engagement, the Council shall provide employees with a document indicating that a Statement of Policy on Union Encouragement has been issued by the Commission, a copy of which is to be kept on the premises of the Council in a place readily accessible by the employee.

The document provided by the Council shall also identify the existence of a Union encouragement clause in this Agreement.

2.4.3 Union delegates

Union delegates and job representatives have a role to play within a workplace. The existence of accredited Union delegates and/or job representatives is encouraged.

The Council shall not unnecessarily hinder accredited Union delegates and/or job representatives in the reasonable and responsible performance of their duties.

2.4.4 Deduction of Union fees

The Council shall, on the request in writing of any employee, pay to a Union nominated by the

employee out of the money due to such employee in respect of wages, the annual contribution of such employee as a member of that Union.

2.5 DISPUTE SETTLEMENT/RESOLUTION

This procedure aims to avoid industrial disputes, or where a dispute occurs, to provide a means of settlement based on consultation, co-operation and discussion and the avoidance of interruption to work performance. At any stage during this procedure an employee has the right to be represented by a person or organisation of their choice.

The matters to be dealt with in this procedure shall include all disputes between an employee and the Council in respect to any industrial matter and any matters pertaining to employment with Council. In circumstances where this procedure does not resolve the issue/complaint, the Parties may refer the matter to the QIRC for conciliation and where appropriate, arbitration.

During the dispute the status-quo existing immediately prior to the matter giving rise to the dispute shall remain and work shall continue as it was prior to the dispute without stoppage or the imposition of a ban, limitation or any restriction. However, where the dispute involves a bona fide health and safety issue, affected employees shall not work in the unsafe environment but shall accept reassignment to alternative works/work environment in the meantime.

No party shall be prejudiced as to final settlement by the continuance or work in accordance with this clause.

Stage 1

The employee or employees is/are to notify their immediate supervisor of the nature of the grievance and the remedy being sought. The meeting between the employee/s and the supervisor is to be held as soon as practicable to discuss the matter, but no later than two (2) working days following notification. Employees may elect to be accompanied by a representative of their choice. Where the matter or grievance relates to the employees immediate supervisor the employee may raise the matter/grievance to the next stage (Stage 2) without the need to comply with Stage 1.

Stage 2

If the matter remains unresolved after Stage one (1), the employee may refer the matter to the relevant Department Head. This meeting shall be held as soon as practical, but no later than five (5) working days following the employee/s request.

Stage 3

If the matter remains unresolved after Stage two (2), the employee may refer the matter to the CEO. These discussions shall be held as soon as practical, but no later than five (5) working days of the employee/s request.

Stage 4

If the matter remains unresolved, either party may refer the matter to the QIRC. The Parties agree that a dispute referred to the QIRC shall request conciliation in the first instance and arbitration as a final resort if necessary.

A determination made by the QIRC (subject to the Parties' right of appeal under the *Act*) shall be final and binding on all Parties to the dispute.

Either party may raise the issue to a higher stage at any time having regard to the issue involved. Provided that the dispute shall not be referred to the next stage until a genuine attempt to resolve the matter has been made at the appropriate stage.

There shall be a commitment by the Parties to this procedure, including the earliest possible advice of any issue or problem that has the potential to result in a grievance or dispute. Throughout all stages of the procedures all relevant facts shall be clearly identified and recorded.

PART 3 - JOB SECURITY

3.1 FILLING OF VACANT POSITIONS

All positions must have a position description. All positions shall be classified in accordance with the level definitions provided for in the relevant Award, unless specified otherwise in this Agreement.

Where Council considers there to be a sufficient suitably qualified applicant pool internally, Council shall call positions internally in the first instance. Where Council considers there is an insufficient suitably qualified applicant pool internally, then Council shall call positions simultaneously internally and externally. Selection shall be made based on merit in all cases.

3.2 CONTRACTING OUT

It is a clear position of Council to utilise and promote the use of its permanent employees for the undertaking of Council's works, services and operations. During the life of this Agreement, Council shall take all reasonable steps to limit contracting out or leasing of any works, services and/or operations currently performed and/or be expected to be performed by its employees.

Council does however reserve the right to contract out and or lease current works, services and operations in the following circumstances:

- a) In the event of critical shortages of appropriately skilled and experienced staff;
- b) The lack of available infrastructure capital, plant, equipment and the cost of providing technology; or
- c) Extraordinary and unforeseen circumstances as determined by Government and/or Council from time to time;
- d) That it is in the public interest that such services should be contracted out.

3.3 CONSULTATION REGARDING MAJOR WORKPLACE CHANGE

3.3.1 Council to Discuss Change

Where Council makes a definite decision to introduce changes in production, program, organisation, structure or technology, that are likely to have significant effects on employees, Council shall consult the employees who may be affected by the proposed changes and where relevant, their Union or Unions.

Council shall provide in writing to the employees concerned and, where relevant, their Union or Unions, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees including the number and categories of employees likely to be displaced and the time when, or the period over which, any changes or redundancies shall occur.

Council shall give prompt consideration to the matters raised by the employees and/or their Union representatives in relations to the changes to avoid or minimise the effects of the changes and any other matters likely to affect employees.

3.3.2 Significant Effects

For the purposes of this clause, 'significant effects' includes termination of permanent employment, major changes in the composition, operation or size of Council's permanent workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations and the restructuring of jobs or reporting relationships within Council's organisational structure.

Provided that where this Agreement makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect. Provided further that Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.

3.4 VOLUNTARY REDUNDANCIES

3.4.1 Expression of Interest

Where following the consultation process with affected employees and their representatives outlined in clause 3.2 and Council has decided that changes and/or redundancies are still required Council shall:

- a) Initially offer voluntary redundancies in the affected classifications;
- b) In doing this, Council shall look for an expression of interest from relevant personnel within the affected classifications in accepting a voluntary redundancy.
- c) Provided that on business grounds Council shall maintain the right to refuse to provide a voluntary redundancy to employees within the relevant classifications who have expressed their interest in accepting a redundancy.

Should there be insufficient employees from within a certain classification lodging an expression of interest in a voluntary redundancy, Council shall open the expression of interest in a voluntary redundancy to employees within other classifications. Provided that on business grounds Council shall maintain the right to refuse to provide a voluntary redundancy to employees who express their interests in accepting one.

3.4.2 Redeployment

Where an employee from a different classification accepts a voluntary redundancy and that position is now vacant, the employee who was employed in the position that has been made redundant shall be redeployed into the now vacant position. The effect of the redeployment process is that an employee whose position has been made redundant may have the opportunity maintain their employment with Council in another role.

Where redeployment becomes available as and where required the redeployed employee shall receive the necessary training in the new role. Where an employee volunteers to accept a redundancy and Council agrees to such voluntary redundancy, the employee shall receive the same entitlements as that stated in clause 3.5 (a) of this Agreement.

3.5 INVOLUNTARY REDUNDANCIES

Where there are insufficient expressions of interest in voluntary redundancies and Council has determined that the identified positions are to be made redundant, employees who are being made redundant shall be entitled to severance pay calculated as follows:

- a) At the rate of two (2) weeks' pay for each complete year of continuous service with Council, plus a pro-rata amount for an incomplete year (whole months only taken into account). Severance payments are subject to a maximum payment of 52 weeks'.

- b) For the purpose of this clause continuous service with Council shall be deemed to include service with the former shires of Emerald, Duaringa, Peak Downs and Bauhinia.

3.6 TRANSITION TO RETIREMENT ARRANGEMENTS

Transition to retirement arrangements may be available to those employees considering full time retirement from the workforce and who may consider a transition period to retirement. This is in recognition of the need to facilitate the transfer of corporate knowledge, skills and provide guidance and mentoring to other employees prior to retirement, for the mutual benefit of the employer and employee.

Any such arrangements between the employer and employee shall be documented in writing confirming the agreed pattern of work required, which may include (as applicable):

- a) Weeks to be worked over the period;
- b) Minimum ordinary hours per week;
- c) Days on which the work is to be performed including the daily starting and finishing times; and/or
- d) Duty statement for the period.

These arrangements may be varied by mutual agreement between the employer and employee and any agreed amendments are to be documented.

All leave entitlement balances accrued immediately prior to the approved Transition to Retirement arrangement shall be maintained without reduction, except where the employee utilised approved leave. On commencement of the arrangement, all leave shall accrue in accordance with the relevant hours of work clauses within this Agreement and/or relevant Award.

PART 4 - TYPES OF EMPLOYMENT

4.1 FULL TIME

Full time hours for all employees covered by this Agreement shall be as determined by the relevant Award.

4.2 PART TIME

The QLGO Award provides for ordinary hours to be worked less than 36.25 ordinary hours per week and a pattern of work to be agreed on engagement.

The LGE Award and the Building Trades Public Sector Award - State 2002 provides for more than 10 but less than 38 ordinary hours per week to be worked and employment to be on pre-determined days of the week for a regular number of hours.

The Engineering Award - State 2002 provides for employment for a regular number of hours averaging less than 38 ordinary hours per week.

4.3 CASUAL

4.3.1 Casual Minimum Engagement

The QLGO Award prescribes employment on an hourly basis with a minimum engagement of 3 hours.

The LGE Award provide for casual employees to be provided with a minimum of 3 hours' work for each engagement. In addition casual employees engaged in hospitality, cemetery, cleaning or caretaking shall receive a minimum of 2 hour for each engagement.

The Engineering Award – State 2002 does not provide for any minimum hours for casual employees.

The Building Trades Award, employees are employed by the hour for less than the maximum ordinary hours per week prescribed for a full time employee.

4.3.2 Conversion to Permanent Employment

All casual employees who have been engaged shall, at the completion of 12 months service, have the right to elect to have their employment converted to permanent full time or permanent part time employment if it could be reasonably expected that their employment is to continue.

Council shall advise the employee in writing of their right to elect to have their employment converted to full time or part time employment. The employee retains his or her right of election if Council fails to comply with this sub clause. An employee who elects to convert shall be employed as either a permanent part time or permanent full time employee according to the pattern or ordinary hours worked in the preceding 12 month period or otherwise by mutual agreement in writing.

4.4 FIXED TERM TEMPORARY

The following provision shall apply to all fixed-term employees other than fixed-term (maximum term) employees engaged under the QLGO Award.

Fixed-term employee shall mean an employee who is engaged as such to work for a specific task or period of time. A fixed term employee shall for all intents and purposes receive the same benefits under this Agreement as would a permanent employee, provided that accruals of any benefits are calculated on a pro-rata basis in relation to ordinary hours worked.

By mutual agreement the contracted terms and/or hours of a fixed-term employee may be varied to suit the needs of Council and the employee. Where this occurs the variation shall be recorded in writing and signed by both parties.

Where it is necessary to terminate the employment of a fixed term employee for misconduct, poor performance or incapacity to perform work or for any other reason prior to their agreed tenure being completed, the fixed-term employee shall receive the same notice as a permanent employee under this agreement.

PART 5 - HOURS OF WORK

5.1 FLEXIBLE WORKING ARRANGEMENTS

Subject to the approval of the CEO all employees may be able to access flexible work arrangements including job sharing, part-time work or working from home. These arrangements may take one of the following forms:

5.1.1 Job Share Arrangements

Subject to the approval of the CEO, employees may reduce their ordinary hours of work. Requests are to be provided to the CEO in writing indicating the employee's preference in relation to the number of ordinary hours and work pattern. The application shall also state whether the request to job share is for a fixed period or permanent in nature.

Where the CEO approves the request all entitlements shall be paid on a pro-rata basis to that of a full time employee in relation to the agreed ordinary hours worked. It is envisaged that job share arrangements shall generally be available where circumstances are considered suitable and operationally convenient by the CEO.

5.1.2 Part-Time Work

Subject to the approval of the CEO, an employee may request to work part time hours in accordance with the terms of this Agreement and any relevant Award. Where the CEO

approves the request all entitlements shall be paid on a pro-rata basis to that of a full time employee in relation to the agreed ordinary hours worked.

It is envisaged that part time work arrangements shall generally be available where circumstances are considered suitable and operationally convenient by the CEO.

5.1.3 Home Based Work Arrangements

Home based work is an innovative response to the opportunities presented by changes in technology as well as issues including greater flexibility of working hours and matters involving persons with family responsibilities.

Home based employees shall be permanent employees of the Council and their terms and conditions of employment shall be covered by a specific home based work agreement entered into by the Council and the employee which shall cover matters such as insurance, equipment, access arrangements, security, workplace health and safety, workers compensation.

No employee shall work from home until such an agreement is entered into between the Council and employee and is agreed to by the CEO. It is envisaged that home based work arrangements shall generally be available for project work or where circumstances are considered suitable and operationally convenient by the CEO.

5.2 SPAN OF HOURS

The ordinary hours of work may be worked between the hours of 5:00 am and 7:00 pm on Monday to Friday.

5.3 ROSTERED DAYS OFF

5.3.1 Nine day Fortnight

A nine (9) day fortnight shall apply to the following employees:

- a) LGE Award employees;
- b) QLGO Award employees only where it is operationally more convenient for these employees to work a nine (9) day fortnight due to their specific role within the organisation (e.g. Supervisors engaged under the QLGO Award supervising:
 - a. LGE Award employees;
 - b. Engineering Award - State 2002 employees;
 - c. Building Trades Public Sector Award - State 2002 employees;
 - d. Full-time Apprentices and Trainees who work within the areas covered above;

5.3.2 Nineteen Day Month

A nineteen day month shall apply to the following employees:

- a) QLGO Award employees;
- b) Full-time Trainees who work within the areas covered above.

5.4 Rostered Day Off (RDO) Scheduling

RDO shall be scheduled in a rostering system for each specific workgroup. If staff are required to work on a scheduled rostered day off, the rostered day off shall be deferred to an agreed time by both parties, or banked or paid out at the applicable Award penalty rate. Where overtime is paid the employee shall forego the RDO.

Employees shall be entitled to 48 hours' notice when they are required to work their RDO.

Provided that in exceptional circumstances and by agreement with the employees involved, the 48 hours' notice may be waived. Employees shall be entitled to bank up to five (5) RDO's.

5.5 TIME OFF IN LIEU OF OVERTIME WORKED (TOIL)

Overtime can only be worked with the prior approval of the Manager or their Nominee. Any overtime worked by employees covered by this Agreement shall be paid at the appropriate penalty rate as stated in the relevant Award.

Provided, that where the employee elects to take time off in lieu of such overtime and Council agrees, the employee shall be allowed time off duty equivalent to the number of actual hours worked. Such time off shall be on a one for one basis and may be taken at any time subject to the following conditions:

- a) Employees may accrue a maximum of 26 hours TOIL;
- b) In exceptional circumstances and by mutual agreement in writing with their Manager an employee may be able to accrue and/or maintain in excess of 26 hours;
- c) Operational needs are to be considered when time off is granted. Employees time off shall only be approved when it doesn't impact adversely on operational demands;
- d) Prior approval of the Manager or their Nominee has been obtained for an employee to take TOIL;
- e) Where four (4) or more TOIL hours is to be taken, such requests must be submitted to the Manager or their Nominee with at least 24 hours' notice. If the required notice is not given the approval for the leave may not be granted;
- f) In the case of an emergency an employee may contact their Manager or their Nominee and arrange to take this time off without 24 hours' notice;
- g) Where the employee accrues in excess of 26 hours of TOIL, the total amount of TOIL shall be paid in full at the appropriate overtime rate;

Notwithstanding sub-clause a) & f) employees shall be entitled to maintain up to 8.5 hours of TOIL in their TOIL accrual bank.

PART 6 - RATES OF PAY AND PAY RELATED MATTERS

6.1 WAGE/SALARY INCREASE

6.1.1 Salary/Wage Increase

Wage/Salary increases for the term duration of this Agreement are detailed below. Increases shall become effective from the first full pay period following the date stated below.

- a) June 30 2012 – 3.5% or \$32.00 increase or whichever is the greater ; and
- b) June 30 2013 – 3.5% or \$32.00 increase or whichever is the greater increase; and
- c) June 30 2014 – 3.5% or \$32.00 increase or whichever is the greater increase.

Any Award increases granted during the term of this Agreement shall be absorbed in the increase provided for in this Agreement.

6.1.2 WAGE SCHEDULE

Employees whose conditions of employment are governed by this Agreement shall receive over the life of this Agreement remuneration as detailed in Schedule One (1) of this Agreement.

Nothing in this Agreement shall be read as restricting Council from offering, or from restricting an employee from accepting an hourly rate of pay higher than that shown in the

remuneration Schedule. Where this occurs the higher rate of pay shall be used for all purposes, such as annual leave, personal/carer's leave and any other authorised paid leave.

6.2 MIXED FUNCTIONS

6.2.1 Minimum Hours

An employee primarily engaged on the duties of a higher level for a total of up to 4 hours on any day shall be paid the rate applicable to such higher level for the time engaged in the higher duty. However where an employee is engaged on the higher duty for more than 4 hours, the employee shall be paid at the higher rate for the whole day.

6.2.2 Training

Provided that clause 6.2 shall not apply where an employee is being trained in the higher duties. For the purpose of this clause the words "being trained" shall carry the following meaning. An employee is being trained when they are under initial instruction of a trainer and are learning the basic operations of the skill relating to a higher classification. Where the trainee is gaining experience by carrying out the role of another employee at a higher level, the employee shall be entitled to claim and be paid the mixed function allowance in clause 6.2.1.

6.3 SUPERVISORS

QLGO Award employees supervising LGE Award employees are to be paid for the 38 hour week worked at their hourly rate calculated for 36.25 hours per week. All hours worked in excess of 38 hours per week are to be paid at the appropriate penalty rate based on the hourly rate calculated on the 36.25 hours per week.

6.4 TRAVEL TIME DEPOT TO JOB SITE

Where Council requires employees to report to the usual place of work/depot and then travel to the job site the following shall apply:

- a) Travelling time outside the ordinary working hours relating to travel between the depot and the job site for all employees required to travel shall be paid for at the overtime rate applicable in the relevant Award;
- b) This clause does not apply in any other circumstances which would include such things as travel to conferences and/or training that is deemed by the CEO as professional development.

6.5 REQUEST TO WORK PART TIME HOURS

Subject to the approval of the CEO, an employee may request to work part-time hours in accordance with the terms of this agreement and any relevant Award. No loading shall be paid for this work. Any employee already receiving part time loading shall maintain such benefit until their employment status changes.

6.6 PAY RATES FOR JUNIORS

Any junior employee who is performing work commensurate with that of an adult employee shall receive the appropriate adult rate whilst performing such work. Provided that this clause shall not apply to university students undertaking work experience. Trainees and apprentices shall continue to be paid under the relevant legislation and where appropriate the Awards.

6.7 SALARY SACRIFICE/SALARY PACKAGING

6.7.1 Salary Sacrifice

Employees can elect to salary sacrifice direct with Council approved "in house" items (i.e. superannuation and/or Council rent). It is agreed between the Parties that all employees may have their normal superannuation contributions, or may have a portion in excess of the Superannuation requirements of their salaries/wages, paid directly into the Local Government Superannuation Scheme. To facilitate the above, a written "salary sacrifice" Agreement must be implemented to allow such contributions from "before tax" pay.

6.7.2 Salary Packaging

The parties agree that employees can make application to enter into salary packaging arrangements through Council's provider (provided there is no cost to Council including GST, FBT and administration and the proposed arrangement complies with the Australian Taxation Office guidelines and the Superannuation guidelines) other items such as, but not limited to, novated lease of a motor vehicle, associate lease of a motor vehicle, remote area allowances.

6.7.3 Summary

Other than facilitating the salary sacrifice/packaging arrangements, Council shall not be responsible for any other aspects of salary sacrifice/packaging which would include, but not be limited to, any loss sustained by the employee. Accordingly, while not a necessity, the Council strongly recommends employees take financial advice from a qualified financial advisor prior to entering into any such arrangements.

The parties agree that Council shall not be responsible for the provision of any financial or taxation advice to an employee in regard to any salary sacrifice/packaging arrangements and that Council shall not accept any liability in the event that any salary sacrifice/packaging arrangements does not produce the financial benefit expected by an employee.

6.8 PROGRESSION FROM LEVEL 1 TO LEVEL 2 – QLGO AWARD EMPLOYEES

Any employee who is employed under the QLGO Award and classified at Level 1 and who has completed 12 months satisfactory service at the maximum incremental payment point of that classification shall be automatically advanced to Level 2.1 (as per the pay level listed at Schedule One (1) of this Agreement). After advancement occurs, incremental advancement is then available in accordance with the provisions of the QLGO Award 1998.

6.9 REGISTRATION FEES

Where employees are required to hold a mandatory registration and/or where it is an inherent requirement of the employee's job, Council shall pay all fees for registration renewal.

6.10 COMMENCEMENT LEVELS – LGE AWARD EMPLOYEES

Employees who have their terms and conditions of employment covered by the LGE Award shall be entitled to a minimum commencement level of Level 2 of the LGE Award. After completing 12 months of satisfactory service these employees shall move to a minimum of Level three (3) of the LGE Award.

6.11 FINAL TRIM GRADER OPERATOR

Designated final trim grader operators shall be classified at LGE Award Level 8 of this Agreement. Provided that where a grader operator is not classified at LGE Award level 8 and performs work that would be classed as final trim work that grader operator shall be entitled to claim mixed functions as provided for in clause 6.2 of this Agreement.

6.12 ALLOWANCES

6.12.1 Adjustment

The allowances listed below shall be subject to adjustment each year in line with the percentage wage increase as determined in clause 6.1 of this Agreement.

- a) Camp allowance;
- b) Meal allowance;
- c) Safety representative allowance;
- d) Sleeper cab allowance.

6.12.2 On Call Allowance

6.12.2.1 Monday to Saturday - An employee directed to remain on call during any day or night outside their ordinary working hours shall be paid twenty-five dollars for each day and/or night during which the employee remains on call.

6.12.2.2 Sunday - 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 their ordinary working day:

- a) provided that if any employee whilst on call is required to perform any other work for which rates of pay are fixed by their respective 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 hours the employee usually works in an ordinary working day;
- b) provided further that, if the time worked by the employee at overtime rates is equal to or more than the period of hours the employee usually works in an ordinary working day, 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) Employees on call who are called out to perform work on one of their ordinary working days shall be entitled to payment for such work from the time of leaving home to commence that work until they return home from such work at a minimum payment of two (2) hours at the prevailing overtime rate.
- (e) Employees on call who are called out to perform work on either Saturday or Sunday shall be entitled to payment for such work from the time of leaving home to commence that work until they return home from such work, at a minimum payment of 1 ½ hours at the relevant overtime rate.
- (f) An employee shall only be entitled to a minimum payment for one callout per day. Any other callouts during that day shall be paid at prevailing overtime rates for actual time worked.
- (g) An employee shall not be considered to be on call due solely to a customary arrangement whereby the employee returns to the Council's premises outside ordinary hours to perform a specific job.

6.12.3 Call Out

A call-out shall occur when an employee, whether on call or not, is required to leave their place of residence or another location which is not a place of work when receiving the call and are required to attend a site/location in order to assess and /or rectify the situation which gave rise to the call out. Where this occurs employees shall be entitled to the penalty rates stated in their relevant Award.

6.12.4 Camp Allowance

Where it is necessary for an employee to live in a camp provided by Council free of charge, such employee shall be paid a camping allowance as stated in Schedule One (1) of this Agreement for each day (including Saturday and Sunday) the employee lives in the camp. Provided that the camping allowance shall not be less than that provided for in the relevant Award. The employee shall provide personal items including cooking utensils, food and linen. The establishment of camps must be with the approval of the CEO.

6.12.5 Meal Allowance

An employee, other than an employee living in camp, shall be supplied with a reasonable meal

at Council's expense or be paid a meal allowance as stated in Schedule One (1) of this Agreement in lieu at all meal breaks during overtime as prescribed in the relevant Award.

6.12.6 Toilet Cleaning Allowance

Employees required to clean toilets as part of their regular duties or as directed by Council, shall be paid an allowance as stated in Schedule One (1) of this Agreement per day. Provided that the allowance is paid only where the employee actually cleans the toilets.

6.12.6 Sleeper Cab Allowance

An employee required to take an overnight rest break when away from the area and who uses the sleeper cab in the truck, shall be entitled to a payment as stated in Schedule One (1) of this Agreement per night. The use of the sleeper cab is subject to not more than one (1) night in every seven (7) days and provided the employee agrees to its use. This allowance includes the cost of meals and use of shower and ablution amenities.

6.12.7 Wet Weather

All time lost through wet weather shall be paid for provided that the Employee reports for work and is ready and willing to perform any work or other duties for which they are appropriately skilled or undertake any training required by Council.

6.12.8 Live Sewage Allowance

Where an employee is either directed to work on pumps/machinery involved with live sewage or that this type of work forms part of the employee's usual work that brings them in contact with live sewerage they shall be paid at the rate of pay as per the live sewer allowance of the LGE Award whilst working on such equipment.

6.12.9 Traffic Controllers

All employees engaged in traffic control duties after successfully completing a Traffic Control course shall receive payment at level 5 in accordance with the Mixed Functions clause (6.2) of this Agreement.

6.12.10 Tool Allowance

Employees using their own tools shall be entitled to a subsidy of \$1,500 per financial year upon the production of a receipt for such tools purchased that an employee uses at work. Conversely Council shall purchase such tools on behalf of the employee with a view to providing the employee with an increased benefit where Council is able to secure the tools at a discounted rate. Employees shall have the choice of using the full subsidy during each financial year or accumulating any part or all of the subsidy over the term of this Agreement. The provision for the payment of Tool Allowance in any relevant Award shall no longer apply.

6.12.11 Safety Representative Allowance

An all-purpose allowance as stated in Schedule one (1) of this Agreement shall be paid to elected Workplace Safety Representatives, in consideration of the additional responsibilities and skills attached to the positions.

PART 7 - LEAVE ENTITLEMENTS

7.1 SICK LEAVE

Employees (other than casual employees) whose terms and conditions are governed by this Agreement shall be entitled to 15 days sick leave per annum. For the purpose of this clause, one (1) day is defined as the equivalent ordinary hours normally worked, per day, for each individual employee.

An employee shall be required to provide a medical certificate or other reasonably acceptable evidence to Council in order to claim sick leave for absences in excess of two (2)

days per occasion. There shall be no limit as to the amount of sick leave an employee may utilise in any one year whilst employed with Council. To avoid doubt this means that the 32 week cap has been lifted, however all sick leave claimed has to comply with this clause.

7.2 CARER'S LEAVE

An employee with responsibilities for the care and support of an immediate family member shall be entitled to use accrued sick leave entitlements to provide care and support for such immediate family member when they are ill, require transport to doctor's appointments, for related medical purposes, or as a result of a breakdown of care arrangements.

Such leave may be taken for a day or part of a day. Any such leave taken in excess of two (2) days shall require supporting medical evidence. Where it is determined that no medical practitioner was available a statutory declaration may suffice.

For the purpose of this clause an immediate family member shall mean a spouse (including a former spouse, a de facto spouse and a former de facto spouse, spouse of the same sex) of the employee; and a child or an adult child (including an adopted child, a foster child, an ex-foster child, a stepchild or an ex-nuptial child), parent, step-parent, grandparent, grandchild or sibling of the employee or spouse of the employee.

7.3 ABSENTEEISM MANAGEMENT PROCEDURE

Sick & Carer's leave should only be claimed when the physical consequences of injury or illness or the requirement to care for an immediate family member or household prevent an employee from attending work. The Parties to this Agreement recognise that absenteeism and abuse of sick leave is a controllable overhead and abuse of this benefit is detrimental to the operations of Council. In recognising this, the Parties have agreed on the following procedure to manage sick leave abuse and absenteeism.

The Parties agree that sick/carer's leave is unlike annual or long service leave in that it is conditional upon an employee being ill or injured to the point of being unfit for duty or be required to care for an immediate family member or household. This procedure is designed to curtail sick leave abuse and absenteeism by employees who are absent from work and who are not genuinely unfit for duty and is to operate notwithstanding other provisions of this Agreement.

The Council shall from time to time review employee sick leave records with a view to determining employees who have a record of attendance which gives cause for reasonable concern. At any time during the following process an employee shall have the right to be accompanied or represented by a person or organisation of their choice.

7.3.1 Where an employee is deemed to have an unsatisfactory record the supervisor, shall in the first instance discuss the matter with the employee in order to determine any contributing factors. During this discussion the employee's immediate supervisor shall explain the requirements of this procedure.

7.3.2 Where the above step (7.3.1) does not result in any improvement the employee shall be interviewed by their manager. The employee shall be notified in writing of the time, date, reason for the meeting and that they are entitled to have an advocate or a support person of their choice present at the initial and any subsequent meeting. If the discussion does not provide satisfactory reason/s for the employee's absences, a letter of warning shall be provided to the employee indicating proof of illness or a medical certificate is required for any subsequent absence. The letter shall also include appropriate actions for improvement as well as timeframes.

7.3.3 If no improvement is observed in the next timeframe (which was determined at stage 7.3.1) the employee shall be interviewed again. If the reasons provided are unsatisfactory the employee shall then be provided with a second letter of warning. This letter of warning shall inform the employee that unless their attendance record improves further disciplinary action, up to and including termination of employment may follow.

7.3.4 If the above action still results in unsatisfactory attendance the employee shall again be interviewed by their manager and they may be required to provide reason why their employment with Council should not be terminated.

The above procedure does not withdraw Council's right to take action against fraudulent behaviour which may justify summary dismissal.

7.4 PARENTAL LEAVE

7.4.1 Definition

For the purpose of this clause the term Parental Leave shall include Maternity, Paternity and Adoption Leave.

7.4.2 Paid Parental Leave

On completion of two (2) years continuous service an employee may be granted parental leave of six (6) weeks on full pay or 12 weeks on half pay if the leave is associated with:

- a) The birth of a child, being a child who is born to the employee or the employee's spouse or de facto partner; or
- b) The placement of a child with the employee for adoption, as defined in sub-clause 7.4.3 of this Agreement; and
- c) The employee has or shall have the primary responsibility of the care of the child during this period.

7.4.3 Adoption Leave

An employee is not entitled to access paid parental leave in relation to adoption unless the child that is to be placed with the employee for adoption:

- a) Is, or shall be, under 16 as at the day of placement, or the expected day of placement, of the child; and
- b) Has not, or shall not have, lived continuously with the employee for a period of 6 months or more as at the day of placement, or the expected day of placement, of the child; and
- c) Is not (otherwise than because of the adoption) a child of the employee or the employee's spouse or de facto partner.

7.4.4 Return to part time work after maternity leave

Employees may apply to work part time following a period of maternity leave. An application for part time work under this provision must be made in writing and must:

- a) State that it is an application to return to work on a part time basis by written notice being given to Council at least 14 days before the start of the parental leave; or if the leave has been started, 14 days before the leave ends; and
- b) State the dates the return to work on a part-time basis is to start and end; and
- c) State the impact the refusal of the application might have on the employee and the employee's dependents; and
- d) Be accompanied by a statutory declaration by the employee stating the employee is seeking to work on a part-time basis so the employee can continue to be the child's primary caregiver when not at work;

- e) Part time loading shall not apply to this work.

7.5 BEREAVEMENT LEAVE

Employees may be granted up to five (5) days bereavement leave, on full pay on each occasion, where the deceased person was related to the employee in any of the following circumstances:

| | | |
|----------------------|-------------------------|-----------------------|
| Wife/Defacto Wife | Husband/Defacto Husband | Father/Father In Law |
| Mother/Mother In Law | Step Father | Step Mother |
| Brother | Sister | Child/step child |
| Half/Step brother | Half/step sister | Brother/Sister in law |
| Son/Daughter in law | Grandfather | Grandmother |
| Grandson | Granddaughter | |

This shall be subject to the production of satisfactory evidence of death to Council or the completion of a statutory declaration.

The CEO at their discretion may grant bereavement leave:

- a) On the occasion of the death of other persons in addition to the above mentioned relatives; and
- b) Of more than five (5) days bereavement leave to employees depending on their personal circumstances.

7.6 ANNUAL LEAVE

Full time employees shall accrue five (5) weeks paid annual leave per completed year of service. In addition to the payment for annual leave, employees shall also attract a leave loading of 17.5%. Part time employees and fixed-term temporary employees shall accrue annual leave on a pro rata basis in relation to the ordinary hours worked. Due to the nature of the employment contract casual employees shall not accrue any annual leave.

Annual leave accrued must not exceed ten (10) weeks. Where an employee accrues in excess of ten (10) weeks, Council on four (4) weeks written notice may require the employee to take part of all of the accrued annual leave. The CEO may, in special circumstances, allow an accrual of annual leave in excess of ten (10) weeks where employees are planning to take extended leave.

7.6 LONG SERVICE LEAVE

7.6.1 Accrual

All full-time employees shall accrue a long service leave entitlement at the rate of 1.3 weeks for each completed year of continuous service. Part-time, fixed term and casual employees shall be entitled to long service leave on a pro-rata basis in relation to the ordinary hours worked.

Provided that any calculation of an employee's long service leave provision shall be subject to any amendments to current and past legislation and/or Award provisions. To avoid doubt this means that an employee's long service leave is calculated on the amount of long service leave available to that employee at relevant times during their employment.

On the completion of five (5) years continuous service with Local Government in Queensland an employee may take any accrued long service leave. The minimum amount of pro rata long service leave that can be taken is five (5) days or otherwise agreed with the employee's manager. To facilitate this, a written request is required.

In addition where an employee resigns or their employment is terminated on completion of five (5) years or more years' of continuous service with Local Government in Queensland the employee is entitled to be paid out any accrued long service leave.

7.6.2 Long Service Leave Reduction Scheme

Where an employee has accrued in excess of 19.5 weeks of long service leave the employee may be required to participate in a leave reduction scheme. Such scheme may require the employee to reduce their accrued bank of long service leave over an agreed period of time in order to maintain a maximum of 19.5 weeks LSL. However the employee, on their own volition, may decide to reduce their LSL entitlement to less than 19.5 weeks.

7.7 WORKERS COMPENSATION TOP UP FROM SICK LEAVE

Where employees are receiving Local Government Workcare payments, such payments may be topped up to the employee's base weekly wage from accrued sick leave. To facilitate this, a written request and approval from the CEO is required. Any request to use sick leave under this clause is conditional upon the employee maintaining a balance of fifteen days in their sick leave accruals.

It is also agree that if an employee is receiving Local Government Workcare payments, the employee shall continue to accrue and be paid the following entitlement for the entire period they are absent on workers compensation.

- a) Long Service Leave;
- b) Annual Leave;
- c) Personal/Carers Leave;
- d) Superannuation;

To facilitate the provision of this clause a written request to the CEO is required.

7.8 PUBLIC HOLIDAY

Where an employee is required to work a public holiday, TOIL provisions shall not apply. Accordingly, the relevant Award provision regarding penalty rates shall apply.

7.9 TRADE UNION TRAINING LEAVE

Paid leave of absence of up to five (5) days per calendar year shall be granted to employees who are recognized Union delegates to attend Trade Union training, ACTU or specific Union courses approved by the Branch Executive of the Union.

Provided that Council shall only be obliged to pay for not more than a total of twenty days per year in Trade Union training leave, regardless of the number of union delegates. Additional days may be approved at the CEO's discretion.

SIGNATORIES

Signed for and on behalf of the Central Highland Regional Council

Lyle Harman
Acting Chief Executive Officer.

In the presence of

Mary-Anne Uren

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

Jennifer Thomas

In the presence of

Barbara Cochrane

Signed for and on behalf of the Australian Workers'
Union of Employees, Queensland

William Patrick Ludwig

In the presence of

Melinda Chisholm

Signed for and on behalf of the Automotive, Metals, Engineering
Printing and Kindred Industries, Industrial Union of employees, Queensland

Terry Bradley

In the presence of

Ann-Marie Allan

Signed for and on behalf of the Transport Workers'
Union of Australia, Union of Employees (Queensland Branch)

Peter Biagini

In the presence of

M. Cerrato

SCHEDULE ONE

SALARY/WAGE PROVISIONS

| Building Trades Public Sector Award – State | | | | |
|---|----------------------------------|------------------------------------|---|---|
| Classification | Award rate as at 30 June 2012 | 3.5% increase as at 1 July 2012 | 3.5% Increase 2nd year (i.e. 12 months from date of agreement) | 3.5% Increase 3rd year (i.e. 2nd anniversary from date of agreement) |
| BT 1 | 1106.56 | 1145.29 | 1185.37 | 1226.86 |
| BT 2 | 1150.03 | 1202.25 | 1244.33 | 1287.88 |
| BT 3 | 1264.64 | 1259.82 | 1303.91 | 1349.55 |

| Engineering Award – State | | | | |
|---------------------------|----------------------------------|------------------------------------|---|---|
| Classification | Award rate as at 30 June 2012 | 3.5% increase as at 1 July 2012 | 3.5% Increase 2nd year (i.e. 12 months from date of agreement) | 3.5% Increase 3rd year (i.e. 2nd anniversary from date of agreement) |
| C14 | 874.18 | 904.78 | 936.78 | 969.22 |
| C13 | 907.38 | 939.14 | 972.01 | 1006.03 |
| C12 | 967.13 | 1000.98 | 1036.02 | 1072.28 |
| C11 | 1022.46 | 1058.25 | 1095.29 | 1133.62 |
| C10 | 1106.56 | 1145.29 | 1185.37 | 1226.86 |
| C9 | 1161.89 | 1202.56 | 1244.65 | 1288.21 |
| C8 | 1217.22 | 1259.82 | 1303.92 | 1349.55 |
| C7 | 1272.54 | 1317.08 | 1363.18 | 1410.89 |
| C6 | 1383.20 | 1431.61 | 1481.72 | 1533.58 |
| C5 | 1438.53 | 1488.88 | 1540.99 | 1594.92 |
| C4 | 1493.86 | 1546.14 | 1600.26 | 1656.26 |
| C3 | 1604.51 | 1660.67 | 1718.79 | 1778.95 |

| Local Government Employees (Excluding Brisbane City Council) Award State | | | | |
|---|----------------------------------|------------------------------------|---|---|
| Classification | Award rate as at 30 June 2012 | 3.5% increase as at 1 July 2012 | 3.5% Increase 2nd year (i.e. 12 months from date of agreement) | 3.5% Increase 3rd year (i.e. 2nd anniversary from date of agreement) |
| Level 1 | 846.60 | 878.60 | 910.60 | 942.60 |
| Level 2 | 859.64 | 891.64 | 923.64 | 955.97 |
| Level 3 | 872.29 | 904.29 | 936.29 | 969.06 |
| Level 4 | 885.33 | 917.33 | 949.44 | 982.67 |
| Level 5 | 900.75 | 932.75 | 965.40 | 999.19 |
| Level 6 | 926.43 | 958.86 | 992.41 | 1027.15 |
| Level 7 | 952.52 | 985.86 | 1020.36 | 1056.08 |
| Level 8 | 975.83 | 1009.98 | 1045.33 | 1081.92 |
| Level 9 | 1001.52 | 1036.57 | 1072.85 | 1110.40 |

Queensland Local Government Officers' Award 1998

| Classification | Award rate as at 30 June 2012 | 3.5% increase as at 1 July 2012 | 3.5% Increase 2nd year (i.e. 12 months from date of agreement) | 3.5% Increase 3rd year (i.e. 2nd anniversary from date of agreement) |
|----------------|-------------------------------|---------------------------------|--|--|
| Level 1 - 1 | 842.63 | 874.63 | 906.63 | 938.63 |
| Level 1 - 2 | 856.20 | 888.20 | 920.20 | 952.41 |
| Level 1 - 3 | 877.70 | 909.70 | 941.70 | 974.66 |
| Level 1 - 4 | 898.05 | 930.05 | 962.60 | 996.29 |
| Level 1 - 5 | 918.03 | 950.16 | 983.42 | 1017.84 |
| Level 1 - 6 | 935.75 | 968.50 | 1002.40 | 1037.48 |
| Level 2 - 1 | 956.49 | 989.97 | 1024.62 | 1060.48 |
| Level 2 - 2 | 977.60 | 1011.82 | 1047.23 | 1083.88 |
| Level 2 - 3 | 1000.97 | 1036.00 | 1072.26 | 1109.79 |
| Level 2 - 4 | 1023.98 | 1059.82 | 1096.91 | 1135.30 |
| Level 3 - 1 | 1047.63 | 1084.30 | 1122.25 | 1161.53 |
| Level 3 - 2 | 1071.55 | 1109.05 | 1147.87 | 1188.05 |
| Level 3 - 3 | 1095.47 | 1133.81 | 1173.49 | 1214.57 |
| Level 3 - 4 | 1119.78 | 1158.97 | 1199.54 | 1241.52 |
| Level 4 - 1 | 1143.70 | 1183.73 | 1225.16 | 1268.04 |
| Level 4 - 2 | 1168.01 | 1208.89 | 1251.20 | 1294.99 |
| Level 4 - 3 | 1191.92 | 1233.64 | 1276.81 | 1321.50 |
| Level 4 - 4 | 1215.83 | 1258.38 | 1302.43 | 1348.01 |
| Level 5 - 1 | 1240.15 | 1283.56 | 1328.48 | 1374.98 |
| Level 5 - 2 | 1264.07 | 1308.31 | 1354.10 | 1401.50 |
| Level 5 - 3 | 1287.98 | 1333.06 | 1379.72 | 1428.01 |
| Level 6 - 1 | 1328.37 | 1374.86 | 1422.98 | 1472.79 |
| Level 6 - 2 | 1368.37 | 1416.26 | 1465.83 | 1517.14 |
| Level 6 - 3 | 1408.74 | 1458.05 | 1509.08 | 1561.90 |
| Level 7 - 1 | 1448.74 | 1499.45 | 1551.93 | 1606.24 |
| Level 7 - 2 | 1488.73 | 1540.84 | 1594.76 | 1650.58 |
| Level 7 - 3 | 1528.73 | 1582.24 | 1637.61 | 1694.93 |
| Level 8 - 1 | 1576.95 | 1632.14 | 1689.27 | 1748.39 |
| Level 8 - 2 | 1625.17 | 1682.05 | 1740.92 | 1801.86 |
| Level 8 - 3 | 1673.40 | 1731.97 | 1792.59 | 1855.33 |
| Level 8 - 4 | 1718.49 | 1778.64 | 1840.89 | 1905.32 |
| Level 8 - 5 | 1763.58 | 1825.31 | 1889.19 | 1955.31 |

Allowances

| | July 1 2012 | July 1 2013 | July 1 2014 |
|---------------------------------|-------------|-------------|-------------|
| Camp Allowance | 41.40 | 42.85 | 44.14 |
| Meal Allowance | 20.70 | 21.43 | 23.58 |
| Safety Representative Allowance | 15.00 | 15.52 | 16.07 |
| Sleeper Cab Allowance | 72.45 | 74.99 | 77.62 |
| Toilet Cleaning Allowance | 7.50 | 8.00 | 8.50 |