

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Murweh Shire Council Certified Agreement 2011

Matter No. CA/2012/9

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 Certified Agreement 2011 – CA/2012/9 [as amended].

Made between:

Queensland Services, Industrial Union of Employees
Murweh Shire Council.

The agreement was certified by the Commission on 26 March 2012 and shall operate from 26 March 2012 until its nominal expiry on 12 December 2014.

By the Commission.

Deputy President Swan.

**MURWEH SHIRE COUNCIL
CERTIFIED AGREEMENT
2011**

PART A

1. Title

This Agreement shall be known as the Murweh Shire Council 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 TOIL
 - 16.2 Nine Day Fortnight and Banking of RDO's
 - 16.3 Camping Arrangements
 - 16.4 Flexible Working Arrangements
 - 16.5 Absenteeism Strategy
 - 16.6 Annual Leave Credits
 - 16.7 Local Area Agreements

17. Wage Increases
 18. Corporate Image
 19. Training and Development
 20. Reimbursement of Training/Study Costs
 21. Job Security / Australian Workplace Agreements
 22. Bereavement Leave
 23. Annual Leave
 24. Maternity Leave
 25. Redundancy

- Part D* 26. Copy of Agreement
 27. 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	QSU – Queensland Services Industrial Union of Employees

4. Relationship to Parent Awards

This Agreement shall be read and interpreted wholly in conjunction with the Queensland Local Government Officers Award - 1998. 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.

5. (a) Parties Bound

The parties bound to this agreement shall be: -

- 5.1 The Murweh Shire Council and the Queensland Services Industrial Union of Employees.
- 5.2 The agreement shall apply to the Council, the above named unions and their members or person eligible to be their members employed by the Council under the relevant award.

(b) Charter of Rights for Union Representation

5.3 Union Representation

- 5.3.1 The parties acknowledge that structured, collective industrial relations will continue as a fundamental principle of the Council.
- 5.3.2 This principle recognises the important role that employee membership of unions has in maintaining a stable, safe and efficient working environment.
- 5.3.3 The parties agree to promote this approach to union membership into the future.

5.4 Rights of Union Delegates

All union delegates will be afforded the following rights: -

- 5.4.1 The right to be treated fairly and to perform their role as union delegate without discrimination in their employment.
- 5.4.2 The right to formal recognition by the Council that endorsed union delegates speak on behalf of union members in the workplace.

- 5.4.3 The right to bargain collectively on behalf of those they represent.
- 5.4.4 The right to consultation and access to reasonable information about the workplace and the business.
- 5.4.5 The right to paid time to represent the interest of members to the employer and industrial tribunals.
- 5.4.6 The right to reasonable paid time during normal working hours to consult with union members.
- 5.4.7 The right to reasonable access to telephone, facsimile, photocopying, internet and e-mail facilities for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union.
- 5.4.8 The right to place union information on a notice board in a prominent location in the workplace.

5.5 Right of Entry

An official or officer of the unions shall have the right to enter the employer's establishment at any time during working hours for the purposes of conducting union business and matters incidental to union business.

The above right of entry is agreed subject to an appropriate notice being provided, with notice of less than twenty-four hours approval by the Chief Executive Officer or his delegate.

Approval will not be unduly withheld.

5.6 Access for Union Officials

The Council will allow, subject to clause 5.5, unrestricted access to its employees during normal working hours to accredited officials of the union parties to this agreement.

The Council will allow union delegates adequate time during normal working hours to attend to union duties upon approval by the Chief Executive Officer.

The Council will allow union delegates adequate time during working hours to attend Trade Union training courses.

5.7 Paid Union Meetings

The parties will promote a participative and consultative workplace environment and all employees will be encouraged to participate in four paid union meetings per year.

It is further agreed that these meetings are to be conducted during normal working hours and are to be an average of approximately one to two hours duration.

6. Application

The Agreement shall apply to the Council and all employees of the Council employed under the relevant Award specified in clause 4.

7. Date and Period of Operation

This Agreement shall operate and come into effect on and from the date of certification of this agreement unless otherwise stated herein and shall remain in force until the 12th December 2014, however in line with clause 17 of this agreement payment of wage increases shall be effective from 27th August 2011.

The Parties agree to commence negotiations for a new Agreement six (6) months prior to the date of expiry. In the event agreement is not reached at the expiry of this agreement the parties agree to continue under this agreement until a new agreement is reached.

8. Grievance Settlement Procedure

- 8.1 In the event of any workplace grievance arising and or disagreement between the parties as to the application or interpretation or implementation of this agreement, the following procedure will be followed. Except where a bona fide health and safety issue is involved, the parties shall ensure the continuation of work and customary work practices.
- 8.2 Where a bona fide health and safety issue exists, an employee shall not work in an unsafe environment but,

where appropriate, shall accept reassignment to alternative suitable work/work environment in the meantime.

- 8.3 The objectives of the procedure shall be to promote the resolution of disputes, or matters that may give rise to an industrial dispute, by measures based on consultation, co-operation and discussion, to reduce the level of industrial confrontation, and to avoid interruption to the performance of work and the consequential loss of production and wages.
- 8.4 Depending on the issues involved, a procedure involving up to four stages of discussion shall apply. These are
 - 8.4.1 Discussions between the employee/s concerned and at the employee's request the appropriate industrial organisation shop steward/delegates, and the immediate supervisors.
 - 8.4.2 Discussions involving the employee/s, the shop steward/s and the more senior management.
 - 8.4.3 Discussions involving representatives from the state branch of the industrial organisation/s concerned and the CEO or Council representative.
 - 8.4.4 Discussions involving senior industrial organisation officials (state officer) and the CEO or Council representatives.
- 8.5 There shall be an opportunity for any party to raise the issue to a higher stage.
- 8.6 There shall be a commitment by the parties to achieve adherence to this procedure. This should be facilitated by the earliest possible advice by one part to the other of any issue or problem that may give rise to a grievance or dispute.
- 8.7 Throughout all stages of the procedure all relevant facts shall be clearly identified and recorded.
- 8.8 Sensible time limits shall be allowed for the completion of the various stages of the discussions.
- 8.9 Emphasis shall be placed on a negotiated settlement. However, if the negotiation process is exhausted without the dispute being resolved, the parties may consider jointly or individually referring the matter to the Industrial Relations Commission for assistance in resolving the dispute.
- 8.10 The parties agree that in the event of any workplace grievance and or any dispute arising out of the application or interpretation or implementation of this agreement where no settlement is reached, either party may refer the dispute to the Queensland Industrial Relations Commission for conciliation and arbitration if necessary. Any arbitrated decision shall be binding on the parties to the dispute.

9. Single Bargaining Unit

For the purposes of negotiating and implementing this enterprise agreement a Single Bargaining Unit (SBU) has been established as per the definition.

10. Enterprise Bargaining Unit

As a practical vehicle to facilitate negotiations between staff and management and to implement this Agreement, an Enterprise Bargaining Unit (EBU) has been established as per the definition. 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

The Parties agree that during the life of this agreement no extra claims will be made for further conditions wages or salary increases.

The parties will not pursue any extra claims for changes in relation to matters dealt with by this agreement. This clause shall not prevent the parties from applying variations to the quantum of award-based allowances that occur during the life of this agreement. The parties will not claim or pursue individual workplace agreements that are beyond the scope of this agreement.

PART B

9. 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. Productivity Improvements

The Parties are committed to achieving ongoing 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 continue to be addressed through the following seven best practice criteria:

1. **Customer focus** - work processes are fine tuned to continually meet customer needs and fulfilling the needs of our customers (internal and external) requires us to work on our supplier (internal and external) relationships.
2. **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.
3. **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.
4. **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.
5. **Leadership** - providing the framework and strategies to promote effective and accurate information sharing and to assist people in adapting to change by providing consistent direction.
6. **Plan and Goals** - short and long term goals created through input from all levels of the organisation, which will provide a common purpose for the organisation continuous improvement activities linked to these goals, not just driven by events.
7. **Measurement** - the adoption, through consultation, 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 continue to be achieved by a genuine ongoing partnership between staff and management through established work groups to address the key elements above.

15. Productivity Measurement

Setting Performance Goals through Benchmarking

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, through consultative processes, to continue the development of Performance Measurement Systems resulting in the ongoing establishment of performance indicators.

PART C

16. Productivity and Efficiency Initiatives

16.1 TOIL

An employee required to work overtime, weekend or public holidays may elect to have that time acquitted as TOIL, rather than as payments.

TOIL entitlement shall be accrued at an applicable hourly rate, (i.e. 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 rate at which it was accrued. A maximum of one week's 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.

16.2 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.

When an employee is required to work and, by mutual agreement, an RDO may be banked (held in credit) by an individual to be taken at a later date.

Except in emergency cases two (2) days notice is to be given verbally to each employee that is required to work on a scheduled RDO.

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.
- Prior 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. 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.

16.3 Camping Arrangements/Traveling Time

It is agreed between the Parties that all employees must be prepared to camp, when necessary.

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 \$30.00 per night for each night he/she lives in camp. The allowance shall apply from the expiration of the previous agreement.

The Parties agree that Council shall pay travel time one way, with employees travelling in their own time one way per week with a maximum of one hour in the employee's time after a minimum camping of two nights.

16.4 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 Monday to Friday inclusive.

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

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 on any work day, the arrangement of hours shall be subject to the agreement of the manager or supervisor and the majority of employees concerned.

Flexible Meal Breaks

It is further agreed that certain council activities may require the taking of a meal break upon completion of works or for efficiency and as such, a meal break may be extended past the five-hour limitation with no penalty.

This flexible arrangement is to be at the discretion of Council, with the meal break to be taken as soon as practicable after works ceased.

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. 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 that is his/her entitlement.

16.5 Absenteeism Strategy

Accrued Sick Leave Bonus Sick Leave Bonus

Payment of a sick leave bonus 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 Murweh Shire Council Federal Enterprise Initial Twelve-Month Agreement (25th February 1997) and only Sick Leave accrued since that date (25th February 1997) is subject to this Bonus arrangement.

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

It is agreed by all parties that all sick leave accrued before the commencement of the Murweh Shire Council Federal Enterprise Initial Twelve Month Agreement (25th February 1997) will be the first sick leave that is taken when required. Any sick leave that has been 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.

16.6 Annual Leave Credits

The parties agree that periods of leave *away* from the work environment for all employees is integral to the maintenance of a harmonious and productive workplace.

It is agreed by the parties that employees annual leave credits should be maintained at an acceptable level being not more than two years allocation for an employee not in receipt of additional leave entitlements or in other cases 10 weeks leave.

It is agreed that any leave credits in excess of 10 weeks will be taken at a mutually agreed time as soon as practicable

and employees annual leave credits will be maintained at or below the agreed level of two years allocation or a maximum of 10 weeks.

16.7 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 employees directly affected and Council mutually agree on the need for such flexible working arrangements the following process shall be applied:
- The employees 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 finalising any arrangements.
- The agreement shall be presented to the Enterprise Bargaining Unit for endorsement prior to implementation.
- Where the agreed arrangements require a variation to the award or agreement the parties shall seek a variation of this agreement as required under the relevant industrial legislation, or alternatively the parties may seek to have the Agreement certified in its right.
- All Local area agreements shall form part of this agreement and be appended to this document.

17. Schedule of Wage Increases

This agreement provides for the following salary and wage payments:

From the 27th August 2011 to the 12th December 2014 all employees covered by this agreement will receive **\$120.00** per week above the relevant award rates for each classification at that time whilst also including previous EBA increases of 12% and \$45.00 or 4.5% per week whichever is higher.

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 between 27th August 2011 and 12th December 2014.

18. Corporate Image (Uniforms)

- (a) It is recognised that the wearing of the Council uniform is a compulsory condition of employment and the 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) Upon commencement of permanent employment (after the successful completion of any probationary period), Council will provide to each internal staff member incorporating those in the Shire Office and associated workplaces, an initial allocation of \$550.00 towards the cost of purchase of uniforms with a subsequent payment of \$550.00 per annum thereafter. Payment to be made upon presentation of a docket. A staff member entitled to this payment is not entitled to any other payment e.g. 19 (c).
- (c) Upon commencement of permanent employment (after the successful completion of any probationary period), Council will provide to each internal staff member who is to be provided with safety gear, an initial allocation of \$550.00 towards the cost of the purchase of uniforms with an allocation of \$550.00 each subsequent year of employment. Payment to be made upon presentation of a docket. A staff member entitled to this payment is not entitled to any other payment e.g. 19 (b).
- (d) The purchase of additional uniforms or part thereof is the prerogative of the employee concerned.
- (e) Council agrees to the use of a payroll deduction scheme to allow employees to pay for uniform purchases by employees over a period of time.
- (f) For those staff employed in associated 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 the uniform being decided by agreement between Council and the work groups involved.
- (g) Uniforms purchased by employees may be sold by the employee when their employment with the Council ceases.

Items of dress that constitute the Murweh Shire Council Federal Enterprise Agreement uniform are:

- (a) All external items of clothing for male and female staff members of an approved colour and or pattern and have a stand-alone identifier (logo).
- (b) Accessories such as belts, ties, (including Bow ties), long walk socks (for wearing with shorts), scarves, scrunchies (hair ribbons), and hats which are made of the same distinctively patterned fabrics and or approved colours as the other items in the corporate wardrobe, or have a " stand alone" identifier will also form part of the uniform.

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 by all parties that whilst in uniform, or performing any Function as an employee of the Murweh Shire Council, or at any other time when identifying as a member 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.

19. Training and Development

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

It is agreed that a Training Committee be formed incorporating both Council Representatives and Council Employees to undertake the development of a training strategy for all council workforce, that the Committee meet at least three (3) times per year and that sufficient funds be allocated in council's budget to implement the strategy as formulated by the committee.

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.

The members of the workforce commit to provide their support to participate in ongoing training that is aimed at improving the skills of the individual and/or the quality of service provision of Council.

Of particular concern is the development of the office administration staff and that a training program be devised offering at least two (2) skilled based training programs per year for all administration staff personnel.

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 employee's remuneration for attendance at such training.

20. Reimbursement of Training/Study Costs

The parties agree that where an employee undertakes a 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 the 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 cost incurred by Council.

For the purpose of this clause the \$2,000.00 costs 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.

21. Job Security

In accordance with discussions held during the negotiations of this agreement Council confirms their commitment to maintain present staffing levels where possible. Casual staff will only be employed where warranted to ensure the

efficiency of productivity in that area. Permanent vacancies will not be filled with casual positions.

It is not the intention of the Council under this clause to employ contract labour and contract labour is only to be used as a stopgap measure when a permanent vacancy exists and only until that permanent position is appropriately advertised and the position filled.

22. Bereavement Leave

Subject to clause 24.4 Bereavement Leave of the Queensland Local Government Officers Award, 1998 it is agreed that the provisions contained in the award will remain and one (1) additional day is agreed to in this provision allowing for three(3)days.

Other Leave

For the term of this agreement a non-cumulative provision of two (2) days per annum shall be available to employees for compassionate leave, subject to the circumstances and approval by the Director or Supervisor of the employee.

23. Annual Leave

It is hereby agreed subject to the necessary accruals that for the period of this agreement annual leave will be available to be accessed in single days pending the usual notification and approval process.

24. Maternity Leave

Subject to clause 27 Maternity Leave of the Queensland Local Government Officers Award, 1998 it is agreed that in addition to this provision Council will provide paid Maternity Leave as follows: -

Six weeks full time paid leave; or
Twelve weeks half time paid leave.

There will be no accrual of leave provisions during paid Maternity Leave, e.g. sick, annual or long service leave.

It is further agreed, that the officer within twelve (12) months of return to employment, must notify the Council of their intention to continue with permanent full time or part time employment. Officers electing to continue or revert to regular part time employment shall be paid at the award rate less the 10% loading for regular part time employment as agreed.

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

25. Long Service Leave

Subject to Council's ability to provide services not being adversely affected, it is agreed that the Chief Executive Officer will approve longer periods of Long Service Leave on half pay.

26. Redundancy

In the event a position is made redundant during the term of this agreement, it is agreed that the provisions in the award will remain and in addition to this provision the severance payment will be calculated at four (4) weeks per completed year of service or part thereof.

FEDERAL AWARD GENERAL SALARY SCALE @ DECEMBER 2011

LOCAL GOVERNMENT OFFICERS' AWARD - GENERAL SALARY SCALE						
LEVEL	01/09/10 AWARD RATE	PLUS \$22/WK OR 3.4% WHICHEVER IS HIGHER SEPT 2011	PLUS 12% EB	PLUS \$45/WK EB	PLUS 4.5% EB	PLUS \$120/WK EB 2011
1.1	\$ 33,879.00	\$ 35,030.89	\$ 39,234.59	\$ 41,574.59		\$ 47,814.59
1.2	\$ 34,392.00	\$ 35,561.33	\$ 39,828.69	\$ 42,168.69		\$ 48,408.69
1.3	\$ 35,213.00	\$ 36,410.24	\$ 40,779.47	\$ 43,119.47		\$ 49,359.47

1.4	\$ 35,982.00	\$ 37,205.39	\$ 41,670.03	\$ 44,010.03		\$ 50,250.03
1.5	\$ 36,751.00	\$ 38,000.53	\$ 42,560.60	\$ 44,900.60		\$ 51,140.60
1.6	\$ 37,415.00	\$ 38,687.11	\$ 43,329.56	\$ 45,669.56		\$ 51,909.56
2.1	\$ 38,194.00	\$ 39,492.60	\$ 44,231.71	\$ 46,571.71		\$ 52,811.71
2.2	\$ 38,963.00	\$ 40,287.74	\$ 45,122.27	\$ 47,462.27		\$ 53,702.27
2.3	\$ 39,732.00	\$ 41,082.89	\$ 46,012.83	\$ 48,352.83		\$ 54,592.83
2.4	\$ 40,241.00	\$ 41,609.19	\$ 46,602.30	\$ 48,942.30		\$ 55,182.30
3.1	\$ 41,009.00	\$ 42,403.31	\$ 47,491.70	\$ 49,831.70		\$ 56,071.70
3.2	\$ 41,497.00	\$ 42,907.90	\$ 48,056.85	\$ 50,396.85		\$ 56,636.85
3.3	\$ 42,266.00	\$ 43,703.04	\$ 48,947.41	\$ 51,287.41		\$ 57,527.41
3.4	\$ 43,035.00	\$ 44,498.19	\$ 49,837.97	\$ 52,177.97		\$ 58,417.97
4.1	\$ 43,803.00	\$ 45,292.30	\$ 50,727.38	\$ 53,067.38		\$ 59,307.38
4.2	\$ 44,572.00	\$ 46,087.45	\$ 51,617.94	\$ 53,957.94		\$ 60,197.94
4.3	\$ 45,237.00	\$ 46,775.06	\$ 52,388.06		\$ 54,745.53	\$ 60,985.53
4.4	\$ 46,006.00	\$ 47,570.20	\$ 53,278.63		\$ 55,676.17	\$ 61,916.17
5.1	\$ 46,774.00	\$ 48,364.32	\$ 54,168.03		\$ 56,605.60	\$ 62,845.60
5.2	\$ 47,439.00	\$ 49,051.93	\$ 54,938.16		\$ 57,410.37	\$ 63,650.37
5.3	\$ 48,208.00	\$ 49,847.07	\$ 55,828.72		\$ 58,341.01	\$ 64,581.01
6.1	\$ 49,489.00	\$ 51,171.63	\$ 57,312.22		\$ 59,891.27	\$ 66,131.27
6.2	\$ 50,770.00	\$ 52,496.18	\$ 58,795.72		\$ 61,441.53	\$ 67,681.53
6.3	\$ 52,052.00	\$ 53,821.77	\$ 60,280.38		\$ 62,993.00	\$ 69,233.00
7.1	\$ 53,333.00	\$ 55,146.32	\$ 61,763.88		\$ 64,543.26	\$ 70,783.26
7.2	\$ 54,614.00	\$ 56,470.88	\$ 63,247.38		\$ 66,093.51	\$ 72,333.51
7.3	\$ 55,895.00	\$ 57,795.43	\$ 64,730.88		\$ 67,643.77	\$ 73,883.77
8.1	\$ 57,433.00	\$ 59,385.72	\$ 66,512.01		\$ 69,505.05	\$ 74,745.05
8.2	\$ 58,970.00	\$ 60,974.98	\$ 68,291.98		\$ 71,365.12	\$ 77,605.12
8.3	\$ 60,508.00	\$ 62,565.27	\$ 70,073.10		\$ 73,226.39	\$ 79,466.39
8.4	\$ 61,951.00	\$ 64,057.33	\$ 71,744.21		\$ 74,972.70	\$ 81,212.70
8.5	\$ 63,394.00	\$ 65,549.40	\$ 73,415.32		\$ 76,719.01	\$ 82,959.01

PART D**27. Copy of Agreement**

The Council will give all current employees a copy of this Agreement. Council will also provide all future employees with a copy of the Agreement upon commencement of employment.

28. Signatories

Signed for and behalf of the MURWEH SHIRE COUNCIL
In the presence of:

Chris Blanch
Ann-Maree Johnson

Signed for and behalf of
QUEENSLAND SERVICES INDUSTRIAL UNION OF EMPLOYEES
In the presence of:

Kathrine Nelson
Michelle Robertson