

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

**Longreach Regional Council Certified Agreement 2012 - 2015
CA/2013/10**

COMMISSIONER KNIGHT

6 March 2013

CERTIFICATE

This matter coming on for hearing before the Commission on 6 March 2013 the Commission certifies the following written agreement:

*Longreach Regional Council Certified Agreement 2012 - 2015
(CA/2013/10)*

made between:

- Longreach Regional Council
- Queensland Services, Industrial Union of Employees
- Automotive, Metals, Engineering, Printing and Kindred Industries, Industrial Union of Employees
- The Australian Workers' Union of Employees, Queensland
- The Construction, Forestry, Mining and Energy, Industrial Union of Employees Queensland
- Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

The agreement was certified by the Commission on 6 March 2013 and shall operate from 6 March 2013 until its nominal expiry on 1 July 2015.

This agreement shall replace the *Longreach Regional Council Enterprise Bargaining Certified Agreement 2009 (CA/2009/49)* which shall cease to apply from the date of the certification of this agreement.

By the Commission.

M.L. KNIGHT
Commissioner

LONGREACH REGIONAL COUNCIL CERTIFIED AGREEMENT 2012 - 2015

ARRANGEMENT

1.1 Title

This Agreement shall be known as Longreach Regional Council Certified Agreement 2012 - 2015.

2.1 Definitions

- a) **Award** - The Awards set out in Clause 5.1.
- b) **Productivity** - Productivity is the efficiency with which resources are used to produce and deliver services at specified levels of quality and timeliness.

Productivity gains may be in a variety of forms, which may include:

- i. the provision of the same levels and quality of services at a lesser input;
 - ii. the provision of a greater level of customer service at the same or lesser input;
 - iii. the development of a capacity to provide increased services in those work units where growth is occurring;
 - iv. updating technology; and
 - v. an agreed combination of the above.
- c) **Council** – Longreach Regional Council
 - d) **Accommodation** –
For the purposes of this certified agreement, Council supplied accommodation will include but is not limited to a Hotel, Motel or Camp which may include caravan, camper trailer, donga style accommodation or the like for employees required to reside in such accommodation for the purposes of carrying out the operational needs of Council on any particular job/project.
 - e) **Mandatory Training** – For the purpose of this certified agreement, “Mandatory Training” is training required by legislation and/or training deemed to be mandatory by Council. Particular reference is made to the Essential Experience / Qualifications section of the employee’s position description and / or safe work method statements and / or Quality Assurance Procedures for the activity to be undertaken to determine if training is mandatory.
 - f) **Discretionary Training** - For the purpose of this certified agreement, “Discretionary Training” is training additional to mandatory training that is beneficial to Council to help it meet operational performance, needs and / or standards.

- g) **TOIL** – Time off in Lieu of Overtime.
- h) **Incidentals** – for the purposes of the “Working away from Home / Branch Allowance or Incidentals Allowances” incidentals shall include phone calls and toiletries.
- i) **Immediate Family** – for the purposes of this certified agreement, immediate family shall be defined as a spouse (including husband and/or wife, former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite sex or same sex of the employee who lives with the employee as his or her husband or wife on a bona fide domestic basis; a child or adult child (including adopted, or step or an ex-nuptial child); Parent or parent in law of the employee; Grandparent of the employee or grandparent of the spouse of the employee; Grandchild of the employee or grandchild of the spouse of the employee; sibling of the employee or sibling of the spouse of the employee; first uncles and first aunts; nephews and nieces of first uncles and aunts.

3.1 Parties Bound

The parties bound by this Agreement are Longreach Regional Council and its employees not subject to Common Law Contracts of employment made in accordance with the provisions of Clause 6.5 or 6.6 of the Local Government Officers’ Award 1998 and the following unions -

- a) Australian Workers' Union of Employees, Queensland;
- b) Queensland Services, Industrial Union of Employees;
- c) Transport Workers' Union of Australia, Union of Employees (Queensland Branch);
- d) The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland;
- e) Federated Engine Drivers’ and Firemens’ Associated of Queensland, Union of Employees; and
- f) Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland.

4.1 Application

This Agreement shall apply to the Longreach Regional Council, the above named Unions and their Members, or persons eligible to be their Members - excepting for employees subject to Common Law Contracts of employment made in accordance with the provisions of Clause 6.5 or 6.6 of the Queensland Local Government Officers’ Award 1998 - employed by the Council under any of the relevant Awards set out in Clause 5.1.

5.1 Relationship to Parent Awards

- a) This Agreement shall be read and interpreted wholly in conjunction with the Parent Awards listed below, provided that where there is any inconsistency between this Agreement and the Parent awards listed below, this Agreement shall take precedence to the extent of the inconsistency:-
 - i. Local Government Employees’ (Excluding Brisbane City Council) Award – State 2003;
 - ii. Queensland Local Government Officers’ Award 1998 (as published on the Queensland Industrial Relation Commission website);
 - iii. Engineering Award – State 2012;
 - iv. Building Trades Public Sector Award – State 2012;
 - v. Children Services Award State 2012; and

- vi. Order – Apprentices’ and Trainees’ Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.
- b) Any employee engaged in any Council Family Day Care activities shall have their parent award deemed as the Childrens Services Award State 2012.

6.1 Period of Operation

This Enterprise Bargaining Agreement shall operate as follows:–

- (a) Subject to this Clause, for the purpose of the technical life of this agreement, the agreement shall operate from the first pay period following 1 July 2012 for a period of 3 years;
- (b) For the purposes of back pay of the over award payment, the operative date shall be the first pay period following 1 July 2012; and
- (c) For the purposes of all other terms and conditions (excluding wages matters) such increases shall apply from the first pay period following a successful vote in favour of the agreement.

7.1 Renegotiation

The parties agree to commence discussions for a replacement agreement 6 months prior to the expiry of this Longreach Regional Council Certified Agreement 2012 -2015.

8.1 No Extra Claims

- a) The parties to this Agreement agree that during the period of operation of the Agreement, there shall be no further claims for wages or salary increases or improvements in employment conditions sought or granted except for those approved under the terms of this Agreement.
- b) Clause 8.1 does not prevent any party to the Parent Awards from seeking any amendment or amendments (including amendments to classifications or conditions) to that award or awards during the life of this Agreement).

9.1 Classifications

- a) Except as provided for in Clause 9.1 hereof, all classifications as contained in the relevant Award apply to employees.
- b) Employee engaged in any Council family day care activities shall be employed in accordance with the following classifications:-

Classification Definitions Family Day Care Employees

i) Family day care employee level 1

An employee engaged at this level will undertake work that:

- A. Will initially require completion of standard work routines, have clearly defined objectives/performance outcomes or undertake tasks of an assisting or supportive nature. Such employees will receive instruction/supervision from another employee as to the performance of their duties. Employees will require good communication, numeric and written skills and may require equipment skills (e.g. keyboard, switchboard etc). May

include preparation for and involvement/assisting in childcare provider/caregiver training, support social and/or learning activities. (e.g. equipment maintenance, monitoring and basic cataloguing); and

B. Develops knowledge and skills, through experience about the organisation's procedures.

ii) Family day care employee level 2

An employee engaged at this level, in addition to level 1 responsibility:-

- A. Will be expected to operate with a degree of autonomy and may receive instruction from another employee as to the performance of their duties;
- B. May be responsible for particular functions with an agency which may include assisting in the administration and coordination of a unit of an agency; and
- C. May require knowledge of child development, health, hygiene, welfare and safety issues relevant to their position (e.g. may select and order library equipment, maintain and distribute education equipment and materials and undertake cataloguing).

iii) Family day care employee level 3

An employee engaged at this level, in addition to level 2 responsibilities:-

- A. Will be engaged in:-
 - I. service delivery which may include: regular fieldwork, monitoring standards of childcare, support and development of childcare provider/caregivers, the recruitment, selection and training of childcare providers/caregivers, liaison with parents, placement of children, liaison with government departments; and/or
 - II. providing administrative support of a complex nature, which may include preparation of grant applications and/or preparation of budgets and/or the development and administration of records management and/or applications of computer program knowledge or skills;
- B. Where required will have knowledge of child development, an understanding of childcare, community development and welfare issues where appropriate, and a high level of interpersonal communications skills;
- C. Would be expected to operate with a higher degree of autonomy than a level 2 employee and may operate under minimal supervision;
- D. May have involvement in service planning, policy development and implementation, responsibility for service delivery and ensuring statutory requirements are met;
- E. May be responsible for the overall administration and/or coordination of a unit/program of a service;
- F. May have involvement in more than one discipline within a service including planning for recruitment, assessment, training and development and support of childcare providers, early childhood education programming and health, hygiene, welfare and safety policy setting;
- G. May undertake projects requiring the use of analytical skills (e.g. basis research, collection of data) and subsequent preparation of reports and/or recommendations; and

H. Qualification's as required by State or Statutes, or where such a Statute does not exist, experience in this or a related work discipline and ability to use appropriate skills and techniques.

iv) Family day care employee level 4

An employee engaged under this level will, in addition to level 3 responsibilities:-

- A. Be responsible for the administration and/or coordination of a service;
- B. Have a broad understanding of childcare, community development and welfare issues, support services liaison and community education and service administration;
- C. Have substantial involvement in service planning, policy development, implementation and administration, responsibility for service delivery and ensuring statutory requirements are met;
- D. Have involvement in more than one discipline/program within a service, which may include planning for recruitment, assessment, training and development and support of childcare providers/caregivers, early childhood education programming, health, hygiene, welfare and safety policy setting, financial management and reporting;
- E. Undertake significant projects requiring the use of analytical skills and subsequent preparation of reports and/or recommendations;
- F. Have substantial human services management skills; and
- G. Qualifications - Requires relevant qualifications as per State Regulations.

v) Family day care employee level 5

An employee appointed to this level will operate at a higher level of discretion, skill and responsibility than a level 4 employee. In addition to the duties of a level 4 employee this employee will:-

- A. take a leadership role in areas of management;
- B. operate with a higher level of independence and be responsible for the overall management of a complex scheme;
- C. operate with a higher level of autonomy in the financial/human resources function of the scheme;
- D. provide advice to the management committee on major areas of policy and/or on key issues of significance to the organisation;
- E. exercise influence which would have a critical effect on the performance of the organisation as a whole; and
- F. manage and be responsible for multiple services or exercise skills and responsibility equivalent to managing a multiple service. (Multiple service means, for example, one or more family day care scheme(s) or one family day care scheme and a long day care centre and/or out - of - school hour's care and/or vacation care).

10.1 Wage/Salary Increases

- a) For the life of this agreement, the following wages shall apply:-

- i. As from the first pay period following 1 July 2012 - \$125 Per week above the relevant award rate i.e. in addition to any safety net increase that applies during the First Year of the agreement. The Safety Net increase will take effect from the relevant decisions as made by the Queensland Industrial Relations Commission; and
 - ii. As from the first pay period following 1 July 2013 - \$135 per week above the relevant award rate i.e. in addition to any safety net increase that applies during the Second Year of the agreement. The Safety Net increase will take effect from the relevant decisions as made by the Queensland Industrial Relations Commission;
 - iii. As from the first pay period following 1 July 2014 - \$145 per week above the relevant award rate i.e. in addition to any safety net increase that applies during the Third Year of the agreement. . The Safety Net increase will take effect from the relevant decisions as made by the Queensland Industrial Relations Commission.
- b) In addition to the wage increases contained in Clause 10.1 (a) the following additional payments per week will apply for the life of the Agreement from the First Pay Period following a successful Employee Vote in favour of the Agreement in recognition of the roll up of allowances excepting for those allowances specified in Clause 11.1 (b) hereof:-
- i. For all Supervisors supervising field staff; for all employees subject to the LGE's, ESA, Building Trades Award's - \$10 per week:-
 - ii. For employees subject to the LGO and Children's Services Award - \$4 per week; and
 - iii. All Apprentices and Trainees will receive prorata entitlements in accordance with the scale of percentages as contained in their parent award or the QIRC Order, as relevant.

11.1 Allowances

- a) There will be no change to the payment of current allowances paid to supervisors of Field Staff as a result of the making of this Agreement.
- b) Except as provided for in Clause 11.1 (a) and (b) hereof, in light of the wage and salary increases agreed in Clause 10.1 hereof, the only allowances that will be paid to other employees subject to this agreement are as contained in this Clause as follows :-
 - i. Local Government Employees (Excluding Brisbane City Council) Award – State 2003:-
 - A. Clause 5.8.1 *Construction, reconstruction, alteration, prepare and or maintenance work;*
 - B. Clause 5.8.2 *Live Sewer Work Allowance;*
 - C. Clause 5.8.5 *Tool allowances;*
 - D. Clause 5.8.14 *Divisional and District Allowance;*
 - E. Clause 5.8.23 *Leading hand allowance;* and
 - F. *On-Call Allowances* as provided for in Clause 11.1 of this Certified Agreement.

ii. Building Trades Public Sector Award – State 2012:-

- A. Clause 5.1.2 *On Site Allowance*;
- B. Clause 5.2.31 *Work under unpleasant conditions*;
- C. Clause 5.1.4 *Divisional and District Parities*;
- D. Clause 5.2.19 *Leading Hand*;
- E. Clause 5.2.26; *Tool Allowances*; and
- F. On-Call Allowances as provided for in Clause 11.1 of this Certified Agreement.

iii. Engineering Award – State 2012:-

- A. Clause 5.8.8 *Construction Allowance*;
- B. Clause 5.8.10 *Divisional and District Allowance*;
- C. Clause 5.8.21 *Leading Hand Allowance*;
- D. Clause 5.8.40 *Tool Allowance*; and
- E. On-Call Allowances as provided for in Clause 11.1 of this Certified Agreement.

iv. Queensland Local Government Officers’ Award 1998:-

- A. Clause 12.1 *Locality allowance*;
- B. Clause 12.7 *Work under Extraordinarily or Unpleasant Conditions*;
- C. Clause 12.10 *Instruments On-Call*; and
- D. On-Call Allowances as provided for in Clause 11.1 of this Certified Agreement.

v. Children Services Award State 2012: -

- A. Clause 5.2.1 *Broken Shift Allowance*;
- B. Clause 5.3 *Divisional and District Parities*;
- C. On-Call Allowances as provided for in Clause 11.1 of this Certified Agreement; and
- D. Clause 10.2 *Laundry Allowance*

vi. Any allowances as provided for in the Order – Apprentices’ and Trainees’ Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

vii. Any Award Shift allowances.

viii. Historical Yaraka and Isisford Attraction and Retention allowance

The historical attraction and retention allowance will be paid to all staff employed at Yaraka and Isisford at the date of certification of this agreement as follows:

Place of employment	Attraction and Retention Allowance
Yaraka	\$40.00 per week
Isisford	\$20.00 per week

ix. Working away from Home / Branch Allowance

- A. Where Council requires an employee to live away from home for any reason in accommodation as defined in Clause 2 of this Certified Agreement, Council will wherever possible, arrange accommodation in commercial or Council provided accommodation as defined. This accommodation, where possible, shall be arranged

in advance and paid for by Council. All arrangements for accommodation and food expenses shall be in accord with Council Policy.

- B. Where due to emergencies, Council is unable to make such arrangements and the employee has to make their own, no employee shall be “out of pocket” for such arranged accommodation or food expenses, provided the employee has at least verbal approval from their Supervisor to make such arrangements.
- C. Where an employee arranges for accommodation in a private house or the like of a friend or relative, such employee shall receive \$45.00 Per Day as Council contribution for such accommodation and/or food.
- D. In any other circumstance, where Council supplies accommodation and employees supply their own food, the employee shall receive \$45.00 Per Day.
- E. Excluding the circumstances covered by 11.1 vi A, B, C, D or any other circumstance where an employee supplies their own accommodation and food, the employee shall continue to receive \$145.00 Per Day subject to Council being able to oncharge all of these costs. Should there be any change to this situation; Council shall fully consult with the employees directly involved.
- F. Whilst working away from home / branch, employees shall receive an incidentals allowance of up to \$15 per night, for incidental expenses incurred based on the production of receipts or valid claim approved by the employee’s Supervisor.

x. Incidentals Allowance – Travelling to Mandatory & Discretionary Training, and Conferences & Seminars.

- a) All approved travel for the purpose of mandatory and/or Discretionary training or Conferences & Seminars shall be in accordance with the Council’s policy as determined from time to time.
- b) Where an employee is approved to travel to such approved training, in addition to any entitlements provided for in accord with Council’s Travel Policy, an employee shall be entitled to claim an additional amount of up to \$15 per night for incidental expenses incurred based on the production of receipts or valid claim approved by the employee’s Supervisor.

xi. Allowances for Being On-Call

- a) Any employee required by Council to be “on-call” Monday to Saturday shall be paid an on-call allowance equal to the amount (as varied from time to time) as contained in Clause 5.8.15 of the Local Government Employees’ (Excluding Brisbane City Council) Award – State 2003.
- b) Any employee required to be “on call” on a Sunday or a Public Holiday by Council shall be paid an on-call allowance of 8 ordinary hours pay.
- c) All other “on call” payments shall be in accord with the Local Government Employees Award – State 2003 except as varied by this Certified Agreement.

- d) Any Employee subject to this clause, who cannot be reasonably contacted or refuses to perform the emergency work without reasonable excuse as determined by Council, will forfeit any on-call allowances provided for in this subclause.
- e) Payment of this On – Call Allowance voids the right of any employee to any other “on-Call” or “Availability Allowance” whatsoever contained in any Award as contained in 5.1 hereof.

xii. Funeral Allowances

For the duration of this Agreement, funeral allowances will be paid as follows per funeral:-

- A. Administration Allowance \$195;
- B. Undertaking Allowance \$195;
- C. Assistant Undertaking Allowance \$65;
- D. Body Collection Undertaker \$65;
- E. Body Collection Assistant Undertaker \$65;
- F. Other (Dressing and Viewing) \$65; and
- G. Transporting Body after Hours \$91.

xiii. Non- Contact Time - Child Care Services Non- Teacher employees

Non teaching employees who are directly engaged in preparation, delivery and elevation of developmental programs for children will be provided with up to 2 hours of paid time per week as approved by Council to plan and prepare the educational programs which they are required to deliver and to give guidance, advice and assistance to other staff within Child Care Centres in the preparation and conduct of their developmental programs.

12.1 Call-Out Payment all employees – Employee Required to Leave Their Home to Attend a Worksite

- a) Subject to this Clause, an employee recalled to work overtime on one of their ordinary working days shall receive a minimum payment of 3 hours at the prevailing overtime rate.
- b) An employee shall not be entitled to a minimum payment in respect of each call-out on the same day.

Provided that in lieu of the 3 hours' minimum payment mentioned above, where the employee was notified of the need to return to perform work prior to the completion of the ordinary hours on the day in question or where the employee is required to remain on call and is paid the allowance prescribed by Clause 12.1 hereof, a minimum payment of 2 hours at the prevailing overtime rate shall be payable.

- c) Employees recalled to work overtime may be required to perform additional work of a breakdown or emergent nature which arises during the course of the work which was the subject of the recall.
- d) Overtime worked in the circumstances specified in this Clause shall not be regarded as overtime for the purposes of Clause 15.1 hereof where the actual time worked is less than 2 hours on such recall or on each of such recalls.
- e) Any employee shall have the right to elect to have any “call-out” payments to be converted to Time off in Lieu, in accordance with Clause 16.1 in this agreement.

- f) Any Employee subject to this clause who cannot be reasonably contacted or refuses to perform the emergency work, without a legitimate reason to the satisfaction of Council, will forfeit any payments and/or allowances provided for in this Clause for any such instance.

13.1 Call-Out Payment All employees – Employee Not Required to Leave Their Home to Attend via Electronic Means to an After Hours Unplanned/Emergency Operational Requirement

- a) An Employee required to perform work remotely, will be paid overtime for the work performed on that day, from the time the Employee commences the emergency work until the Employee completes the work provided that:-
 - (i) An Employee required to perform work remotely on 1 or more occasions in any 1 day, the payment received for that day shall not be less than 1 hour's salary at penalty rates; and
 - (ii) Once the minimum payment of 1 hour has been triggered by the first call-out in that hour, the second 1 hour minimum payment is not due until a further 1 hour or actual time worked has occurred.
- b) Any Employee subject to this clause, who cannot be reasonably contacted or refuses to perform the emergency work without a legitimate reason to the satisfaction of Council, will forfeit any payments and/or allowances provided for in this Clause for any such instance.

14.1 Fatigue Break (based on LGE Award)

- (a) An employee who works so much overtime between the termination of ordinary work on one day and the commencement of ordinary work on the next day that there is not at least 10 consecutive hours off duty between those times shall, subject to Clause 12.1 or 13.1, be released after completion of such overtime until there is 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.
- (b) If on the instructions of the Employer such an employee resumes or continues work without having had such 10 consecutive hours off duty, the employee shall be paid double rates until released from duty for such period and the employee shall then be entitled to be absent until there is 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.
- (c) Clause 15.1 shall apply in the case of shift workers who rotate from one shift to another as if 8 hours were substituted for 10 hours when overtime is worked:-
 - (i) for the purpose of changing shift rosters;
 - (ii) where a shift worker does not report for duty; and
 - (iii) Where a shift is worked by arrangement between the employees themselves.

15.1 Travel Outside of Ordinary Time from Depot/Branch Office/Childcare to a Job Site/Travel from Job Site to Depot

- a) All employees undertaking approved travelling time to any work site, after 5:00AM on any day at the beginning of ordinary work on any day, shall be regarded as ordinary time.
- b) Where such working day requires an employee to work or travel beyond their normal ordinary hours, all such additional time shall be paid as overtime on that particular day.
- c) Any ordinary work performed before 5:00AM or after 7:00PM shall attract penalty rates in accordance with Award Provisions.

16.1 Toil Arrangements

The taking and payment of approved TOIL shall be subject to five separate circumstances or cases of accrual and payment as outlined below:-

- a) In the first case, where an employee works approved overtime and requests this overtime to be taken as TOIL, it shall be accrued and paid at single time;
- b) In the second case, except for employees covered by subclause 16.1 d) and 16.1 e) hereof, where the employee chooses not to take such TOIL accrued within 3 calendar months of the working of such TOIL, it shall be paid out to the employee at a single time rate at the next available Pay Period Pay Day;
- c) In the third case, where the employer refuses to allow the employee to take accrued TOIL within 3 calendar months of the working of such TOIL, it shall be paid out to the employee at the overtime rates applicable at the time of earning the TOIL, at the next available Pay Period Pay Day after the end of the 3 month time period;
- d) In the fourth case, excepting for employees covered by Clause 16.1 e) hereof, all staff based out of the Longreach Child Care Centre may bank the time involved in attending childcare staff meetings held outside of ordinary hours or for other work requirements outside of ordinary hours, up to a maximum of a week of ordinary times. Such TOIL is to be taken at the Christmas / New Year closure or at such other time as may be agreed between Council and the employee; and
- e) In the fifth case, Staff based out of the Longreach Child Care Centre required to deliver services remote from the centre may be required to bank travel time to such other centres for service delivery as TOIL provided –
 - i. such travel time is scheduled in advance; and
 - ii. is taken off within the pay fortnight.

If such time is not taken off in the pay fortnight it shall be paid at relevant overtime rates in that fortnight.

17.1 Uniforms / safety apparel

Employees will be supplied with all Uniforms and Safety Personal Protection Equipment in accord with Council Policy.

18.1 Bereavement Leave

- a) Employees may be granted up to five (5) days Bereavement Leave [Made up of two (2) day bereavement leave and three (3) days sick leave]. Where no sick leave is available the Council and the employee may agree on such additional days to be taken from annual or long service leave accrued balances, where an entitlement exists. Such bereavement leave shall be on full pay on each occasion where the deceased person was related to the employee in any of the circumstances listed below:-
 - i. A spouse (including husband and/or wife, former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite sex or same sex of the employee who lives with the employee as his or her husband or wife on a bona fide domestic basis;
 - ii. A child or adult child (including adopted, or step or an ex-nuptial child);
 - iii. Parent or parent in law of the employee;
 - iv. Grandparent of the employee or grandparent of the spouse of the employee;
 - v. Grandchild of the employee or grandchild of the spouse of the employee; and
 - vi. Sibling of the employee or sibling of the spouse of the employee.
- b) The taking of Bereavement Leave shall be subject to the production of evidence of death satisfactory to the employer or the completion of a statutory declaration under the provision of the Oaths Act, if so requested by the employer.
- c) Access to Bereavement Leave in other circumstances may be available subject to the agreement of the Chief Executive Officer.

19.1 Long Service Leave

- a) All Long Service leave accrued prior to the making of the Longreach Regional Council Enterprise Bargaining Certified Agreement 2009 is retained by relevant employees.
- b) As from the 12th June 2009 all staff shall be eligible for Long Service Leave after 10 years service with Long Service Leave accrual being at the rate of 1.3 weeks per year commencing from the Effective Date of this agreement.
- c) Pro-rata Long Service Leave payout will be available, in the case of termination, after seven years service or equivalent accumulation. Any pro-rata Long Service Leave entitlement will be transferred to the new employer if moving to another Council or paid out if leaving the Local Government industry.
- d) Employees may take long service leave in one (1) or more portions provided that no less than one (1) week may be taken in any portion. This may be varied to lesser amounts in special circumstances as agreed between the employee and the employer.

- e) Employees who are eligible to access their long service leave balance may apply in writing for long service leave at double pay but taken for half the period of the leave usually paid at ordinary time.
- f) Employees who are eligible to access their long service leave balance may apply in writing for long service leave to be paid at half their normal ordinary rate thus extending their eligible period of leave.
- g) An employee, in accord with Section 53 (3) of the Queensland Industrial Relations Act 1999, may apply to the Queensland Industrial Relations Commission for payment of all or part of Long Service Leave, for compassionate grounds or a ground of financial hardship. Such payment can only be made if ordered by the Queensland Industrial Relations Commission.
- h) All other provisions of the relevant Award/s will apply.

20.1 Sick Leave

Sick leave on termination or death to be paid out on the basis set out in Table 1 below subject to the following conditions:-

- a) Commencement of accrual of “Years of Service” entitlements under this clause shall be from the Effective Date of 27th May 2009;
- b) For the purpose of calculating sick leave transfer entitlements for staff transferring to another Council, sick leave entitlements will be reduced by the amount of leave paid out under this agreement; and
- c) All pre-existing sick leave shall be utilised first.

Table 1 – Sick Leave payout schedule.

Years of service	Percentage of accrued leave paid out 10 day accumulation	Percentage of accrued leave paid out 15 day accumulation
0 – 2	Nil	Nil
>2 – 5	3.75%	2.5%
>5 – 10	7.5%	5%
>10 - 20	15%	15%
>20	22.5%	22.5%

21.1 Personal Leave – extension of definition of immediate family

All employees may use sick leave for “immediate family” as defined in Clause 2.1 hereof.

22.1 Annual Leave

Annual Leave shall be accrued to a maximum entitlement of two (2) years.

23.1 Emergency/Disaster Circumstances – Return from Annual Leave

- a) To meet unexpected or emergency operational needs, Council may be required to call upon an employee (or employees) to return to work from Annual leave.

- b) Where this situation arises, they will be entitled to *overtime* rates *in addition to* their paid entitlements, in lieu of reversing annual leave entitlements, for up to three consecutive days.
- c) If the employee is asked to return to work for more than three consecutive days, Council will seek to reverse their leave entitlements and pay ordinary rates. The employee has the right to refuse return to work in these circumstances.

24.1 Family Leave

All employees, in addition to their full entitlements in accordance with the Australian Government Paid Parental Leave Scheme, at their request, shall be automatically be able to “top- up” their wages to their usual ordinary pay, by accessing their accrued sick leave.

25.1 Hours of Work

- a) Subject to this Clause, all Ordinary time working hours arrangements for all employees shall be in accord with their relevant Award provisions.
- b) The daily spread of hours for all employees engaged by Longreach Regional Council in accordance with any Award, shall be from 5AM to 7PM.
- c) Employees subject to this Certified Agreement involved in delivering or coordinating Child Care, Vacation Care, After Hours School Care, Family Day Care, Rural In-Home Care or similar services provided from or based out of the Longreach Child Care Centre, shall work an ordinary time Roster of 76 hours over a 10 day fortnight Monday to Friday.
- d) Any employee engaged in accordance with the Queensland Local Government Officers Award 1998 and who is working at the Longreach Child Care Centre, shall work an ordinary time of 72.5 hours per fortnight, worked in accordance with a roster determined by Council.
- e) To deliver competitive performance, employees may be required to work a spread of times and days to give flexibility to the work force in accord with Award provisions (eg. a ten day working fortnight with four consecutive days off). In these instances applicable Award penalty rates will apply to ordinary time worked on weekends.
- f) Any rostered day off which would have occurred during the period of a operation of a different roster made in accordance with this sub clause, may be banked up to a maximum of 5 Days and taken by the employee at a time mutually agreed between the employee and Council.

26.1 Rostered Days Off

- a) All Current rostered days off arrangements as indicated hereunder shall continue for all employees subject to any flexibilities that may be introduced in accord with either this Agreement or in accord with their relevant Award provisions:-
 - i. Local Government Employees’ (Excluding Brisbane City Council) Award – State 2003; - 9 day fortnight;
 - ii. Queensland Local Government Officers’ Award 1998 (as published on the Queensland Industrial Relation Commission website) – 9 day fortnight;
 - iii. Child Care Award – State 2012 – 10 day fortnight;
 - iv. Engineering Award – State 2012 – 9 day fortnight;

- v. Building Trades Public Sector Award – State 2012 – 9 day fortnight; and
 - vi. Order – Apprentices’ and Trainees’ Wages and Conditions (Excluding Certain Queensland Government Entities) 2003 – 9 day fortnight;
- b) By agreement, at the request of an employee or a group of employees in a particular work area, the Council and an employee or the group of employees involved, may change existing roster arrangements for such periods of time as may be agreed.
 - c) An employee who works on a rostered day off and within the maximum of the agreed 5 days will be paid at the rate of ordinary time and the Rostered Day Off will be banked as agreed in the making of the 2009 Agreement.
 - d) Any banked times in excess of 5 days are to be taken in the following pay period. However if the employee is directed by Council to work these RDO hours, such hours shall be paid at overtime rates.

27.1 Salary Sacrifice

Council agrees to allow salary sacrificing at the discretion of employees provided that there is no cost (other than payroll deduction costs) to Council. Council takes no responsibility for the implications of salary sacrifice arrangements put in place by staff.

28.1 Travel for Compulsory Training or Discretionary Training, and Conferences & Seminars

- a) All reasonable travelling and/or out-of-pocket expenses including meals incurred by an employee in the course of the employee’s duties attending compulsory or discretionary training and Conferences & Seminars shall be reimbursed in accord with Council’s Travel Policy.
- b) An employee directed by Council to travel for any Compulsory Training or Discretionary Training, and Conferences & Seminars outside the prescribed ordinary hours of work, shall be paid for such travelling time at single time rates.
- c) Any travelling time covered by Clause 28.1 (b) hereof shall be calculated on the shortest travel time, deemed by Council, by any mode of transport to the venue irrespective of how the employee travels to the training. For example, if the staff member elects to drive, then they are paid 2 hours air travel time in stead of 12 hours drive time for a trip to Brisbane.
- d) An employee attending discretionary training or Conferences and Seminars who is required to travel in their own time to attend or return from discretionary training or Conferences and Seminars, shall not receive any payment for such travel time.
- e) The above provisions shall not apply to employees receiving assistance under Council Study Assistance Policy, where such assistance already provides for recognition of the matters covered by this Clause.

29.1 Licences/Competencies

- a) Particular occupations require as a threshold condition of employment that the possession of relevant licences and certificates of competency. All Employees will be required by the Council to obtain and to maintain the necessary registration and licences relevant to the position that such employee would normally be required to hold in order to fulfil their position (i.e. Drivers Licence, Relevant Truck Licence, Trade Certificates) at no cost to council.
- b) If however council requires the employee to hold/renew any additional and/or specific licences/registrations/certificates relevant to their position then they will be obtained and maintained at no cost to the employee.
- c) Employees losing their licences and/ or certificate of competencies shall have their circumstances dealt with in accordance with the provisions of the Longreach Regional Council Employee Handbook - Dealing with Suspension of Licences and/or Certificates.

30.1 Jury/Witness Leave/Payment

If an Employee is required to carry out jury service or observe a subpoena by a court as a witness the Employee during ordinary working hours will be entitled to claim their normal wage provided that any Court fees/payment received for such service is surrendered to Council.

31.1 Family Friendly Policy

- a) Council Directors may agree, at the request of an employee, for that employee to work outside of the span of hours contained in this agreement, to accommodate family related needs.
- b) Such agreements may override the span of hours and penalty provisions of relevant awards and certified agreements.
- c) Any such agreement must be committed to writing with a copy placed on the employees personnel file.

32.1 Communication

- a) It is agreed between the parties that ongoing effective communication will assist in good employee relations. To this end, a Joint Consultative Committee (JCC) will be formed to deal with issues concerning the implementation of this Agreement and any other employment related matters as agreed.
- b) In addition to any other matter discussed, Council also undertakes to consult with the Joint Consultative Committee on any employment related policies.
- c) The JCC will comprise representatives of management, representatives from identified LRC employee workplaces (e.g. Construction, Maintenance, Parks and Gardens, Childcare, Longreach Office, Branches, etc) plus Unions' local Job Representatives and Officials of Unions' signatories to this Agreement. Other persons including other LRC employees or subject matter experts may be invited to JCC discussions.

- d) The JCC will conduct its first meeting in February 2013 and then meet thereafter in accord with a schedule as agreed by the JCC.

33.1 Prevention and Settlement of Disputes

- a) This Agreement recognises that disputes concerning the implementation of this agreement or other disagreements should be resolved speedily, effectively and informally between the employee and supervisor where possible and without the need for industrial action.
- b) It is agreed that it is in the interest of all parties to manage resolution of any conflict by means, which do not disrupt the operations of the workplace. However, in the event of any disagreement between the parties as to the interpretation of implementation of this Agreement or other disagreement concerning any employment related matter, the following procedure will be followed:-
- i. The employee is to notify the Supervisor of the nature of the grievance and the remedy being sought;
 - ii. Where the dispute is with the employee's supervisor, the employee has the right to notify direct that supervisor's manager or senior supervisor as the case may be. In such cases, all other relevant procedural steps as outlined in this clause shall be observed;
 - iii. A meeting between the employee and the Supervisor is to be held as soon as practicable to discuss the matter. The meeting should be held within one (1) normal working day of notification;
 - iv. If the matter is not resolved at the meeting, the employee may request the Supervisor to refer the matter to the Chief Executive Officer. Further discussions involving all parties are to be held again within one (1) normal working day or as soon as possible;
 - v. If the matter remains unresolved, then the dispute may be referred to either the Local Government Association of Queensland (Inc.) or the relevant Union or both, with a view to a further conference between the parties. Representatives of these respective Associations shall make all such suggestions and do all such things as appear to them to be right and proper for bringing about the settlement of the dispute;
 - vi. If the matter remains unresolved, then either party may refer the matter to the Queensland Industrial Relation Commission in accordance with section 229 of the Industrial Relations Act 1999; and
 - vii. This procedure does not preclude either party from raising the issue to a higher stage at any time having regard to the issue involved.
- c) While this procedure is being followed, normal work is to continue, except where there are genuine matters of health or safety involved, in which case the officer will not work in an unsafe environment but where appropriate shall accept re-assignment to alternative suitable work environment in the meantime.
- d) In any steps of this procedure, the employee may be represented by a member or members of their respective associations.

34.1 Union Encouragement

- a) This clause gives effect to s110 of the Act in its entirety. Consistent with s110 a Full Bench of the Commission has issued a Statement of Policy on Union Encouragement (165 QGIG 221) that encourages an employee to join and maintain financial membership of that relevant union.
- b) On induction, Council shall provide new employees with a document indicating that a Statement of Policy on Union Encouragement has been issued by the Commission together with a copy of union delegate contact details.
- c) Where an employee makes a written request for union due deductions to be made from their wages, the Council will process this request and deduction in accordance with its payroll deduction process.

35.1 Union Access to Workplace

- a) Union's party to this agreement shall have access rights as those provided in Part 11.1_– Right of Entry of the Local Government Employees' (Excluding Brisbane City Council) Award – State 2003.
- b) 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 employer shall not unnecessarily hinder accredited union delegates and or job representatives in the reasonable and responsible performance of their duties.

36.1 Transition of an Employee to Retirement from Council

- a) Transition to retirement arrangements may be available to those employees genuinely considering full time retirement from the workforce and who wish to 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.
- b) 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):-
 - i) The clear understanding that once entered into, given that the Council will have necessarily either appointed an existing employee to be the recipient of the knowledge transfer, or, has recruited a new employee, these arrangements cannot be reversed unless exceptional circumstances arise and a further agreement is reached to terminate the transition;
 - ii) The weeks to be worked over the period and the minimum ordinary hours per week;
 - iii) days on which the work is to be performed including the daily starting and finishing times; and/or
 - iv) The knowledge transfer specifications for the period.

- c) These arrangements once made, are to be strictly adhered to, but may be varied by mutual agreement between the employer and employee and any agreed amendments are to be documented.
- d) All leave entitlement balances accrued immediately prior to the approved Transition to Retirement arrangement shall be maintained without reduction, except where the employee utilises 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 applicable parent Award.

37.1 Commitment to discuss equalizing locality allowances across awards

- a) Council agrees to enter into discussions during the life of this agreement with a view to considering, for inclusion in any new agreement replacing the LRC CA 2012 – 2015, the equalisation of Locality Allowances across all awards.
- b) This agreement is subject to all parties to this agreement entering into genuine discussions aimed at achieving improved productivity and efficiencies within LRC operations.

38.1 Job Security

- a) Council remains committed to the sustainability of all communities within its region. Council is therefore committed to maintaining job security for all employees subject to Council's financial capacity to do so.
- b) Council will therefore seek to create as productive and efficient organisation as possible to ensure both the delivery of efficient and sustainable services to the Communities within its Region plus retaining the capacity to provide the maximum job opportunities as possible and in accordance with operational needs.

SCHEDULE ONE

Wages Rates for Family Day Care Employees

SIGNATORIES

- Longreach Regional Council
- Australian Workers' Union of Employees, Queensland
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch)
- The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland
- Federated Engine Drivers' and Firemens' associated of Queensland, Union of Employees
- Queensland Services, Industrial Union of Employees
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland.

Longreach Regional Council

Signed for and on behalf of the
Longreach Regional Council

Mark Watt
Chief Executive Officer

In the presence of

Jacqueline Doyle

Australian Workers' Union of Employees, Queensland

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

William Ludwig

In the presence of

???

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

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

The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland

Signed for and on behalf of the Construction,
Forestry, Mining and Energy, Industrial
Union of Employees, Queensland

Michael Ravbar

In the presence of

Megan Schulze

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

Signed for and on behalf of the Federated
Engine Drivers' and Firemens' Association
Of Queensland, Union of Employees

Michael Ravbar

In the presence of

Megan Schgulze

Queensland Services, Industrial Union of Employees

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

???????

In the presence of

Barbara Cochrane

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

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

Barlow?????

Queensland Local Government Officers' Award 1998	1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Level	Per Annum	Per Annum	Per Annum	Per Annum
Level 1	\$ 36,097	\$6,500	\$7,020	\$7,540
2	\$ 36,627	\$6,500	\$7,020	\$7,540
3	\$ 37,476	\$6,500	\$7,020	\$7,540
4	\$ 38,284	\$6,500	\$7,020	\$7,540
5	\$ 39,103	\$6,500	\$7,020	\$7,540
6	\$ 39,809	\$6,500	\$7,020	\$7,540
Level 2	\$ 40,638	\$6,500	\$7,020	\$7,540
2	\$ 41,456	\$6,500	\$7,020	\$7,540
3	\$ 42,274	\$6,500	\$7,020	\$7,540
4	\$ 42,816	\$6,500	\$7,020	\$7,540
Level 3	\$ 43,633	\$6,500	\$7,020	\$7,540
2	\$ 44,152	\$6,500	\$7,020	\$7,540
3	\$ 44,970	\$6,500	\$7,020	\$7,540
4	\$ 45,788	\$6,500	\$7,020	\$7,540
Level 4	\$ 46,605	\$6,500	\$7,020	\$7,540
2	\$ 47,424	\$6,500	\$7,020	\$7,540
3	\$ 48,131	\$6,500	\$7,020	\$7,540
4	\$ 48,950	\$6,500	\$7,020	\$7,540
Level 5	\$ 49,767	\$6,500	\$7,020	\$7,540
2	\$ 50,475	\$6,500	\$7,020	\$7,540
3	\$ 51,293	\$6,500	\$7,020	\$7,540
Level 6	\$ 52,656	\$6,500	\$7,020	\$7,540
2	\$54,018	\$6,500	\$7,020	\$7,540
3	\$ 55,383	\$6,500	\$7,020	\$7,540
Level 7	\$ 56,745	\$6,500	\$7,020	\$7,540
2	\$ 58,109	\$6,500	\$7,020	\$7,540
3	\$ 59,471	\$6,500	\$7,020	\$7,540
Level 8	\$ 61,108	\$6,500	\$7,020	\$7,540
2	\$ 62,743	\$6,500	\$7,020	\$7,540
3	\$ 64,379	\$6,500	\$7,020	\$7,540
4	\$ 65,915	\$6,500	\$7,020	\$7,540
5	\$ 67,450	\$6,500	\$7,020	\$7,540
Junior Rates of Pay - Level 1				
< 17 years 55%	\$19,853	\$3,575	\$3,861	\$4,147
17 years 60%	\$ 21,658	\$3,900	\$4,212	\$4,524
18 years 70%	\$ 25,268	\$4,550	\$4,914	\$5,278
19 years 80%	\$ 28,878	\$5,200	\$5,616	\$6,032
20 years 90%	\$ 32,487	\$5,850	\$6,318	\$6,786

Casual Loading (plus 25% of applicable rate)

Local Government Employees' (excluding Brisbane City Council) Award -State 2003		1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Level		Weekly Rate	Weekly Rate	Weekly Rate	Weekly Rate
1		\$ 680.80	\$125.00	\$135.00	\$145.00
2		\$ 691.30	\$125.00	\$135.00	\$145.00
3		\$ 702.00	\$125.00	\$135.00	\$145.00
4		\$ 712.90	\$125.00	\$135.00	\$145.00
5		\$725.70	\$125.00	\$135.00	\$145.00
6		\$ 747.90	\$125.00	\$135.00	\$145.00
7		\$ 770.00	\$125.00	\$135.00	\$145.00
8		\$ 790.05	\$125.00	\$135.00	\$145.00
9		\$ 812.30	\$125.00	\$135.00	\$145.00
Junior Rates of Pay - Level 1					
Under 18 years	60%	\$ 408.50	\$75.00	\$81.00	\$87.00
18 Years	75%	\$ 510.60	\$93.75	\$101.25	\$108.75
Apprentices					
1	40% Level 5	\$ 290.30	\$50.00	\$54.00	\$58.00
2	55% Level 5	\$ 399.15	\$68.75	\$74.25	\$79.75
3	75% Level 5	\$ 544.25	\$93.75	\$101.25	\$108.75
4	90% Level 5	\$ 653.15	\$112.50	\$121.50	\$130.50
Adult Apprentice					
1	75% Level 5	\$ 544.25	\$93.75	\$101.25	\$108.75
2	80% Level 5	\$ 580.55	\$100.00	\$108.00	\$116.00
3	84% Level 5	\$ 609.60	\$105.00	\$113.40	\$121.80
4	90% Level 5	\$ 653.15	\$112.50	\$121.50	\$130.50

Casual Loading (plus 23% of applicable rate)

Engineering Award -State 2002		1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Wage Group		Weekly Rate	Weekly Rate	Weekly Rate	Weekly Rate
C5		\$ 856.15	\$125.00	\$135.00	\$145.00
C6		\$ 834.50	\$125.00	\$135.00	\$145.00
C7		\$ 790.05	\$125.00	\$135.00	\$145.00
C8		\$ 770.00	\$125.00	\$135.00	\$145.00
C9		\$ 747.90	\$125.00	\$135.00	\$145.00
C10		\$ 725.70	\$125.00	\$135.00	\$145.00
C11		\$ 689.80	\$125.00	\$135.00	\$145.00
C12		\$ 669.90	\$125.00	\$135.00	\$145.00
C13		\$ 647.40	\$125.00	\$135.00	\$145.00
Junior Rates of Pay - Level C12					
Under 17 years	55%	\$ 368.45	\$68.75	\$74.25	\$79.75
17 Years	65%	\$ 435.45	\$81.25	\$87.75	\$94.25
18 Years	75%	\$ 502.40	\$93.75	\$101.25	\$108.75
19 Years	85%	\$ 569.40	\$106.25	\$114.75	\$123.25
Apprentices					
1	40% C10	\$ 290.30	\$50.00	\$54.00	\$58.00
2	55% C10	\$ 399.15	\$68.75	\$74.25	\$79.75
3	75% C10	\$ 544.25	\$93.75	\$101.25	\$108.75
4	90% C10	\$ 653.15	\$112.50	\$121.50	\$130.50
Apprentices completed year 11					
1	47.40% C10	\$ 344.00	\$59.25	\$63.99	\$68.73
2	55% C10	\$ 399.15	\$68.75	\$74.25	\$79.75
3	75% C10	\$ 544.25	\$93.75	\$101.25	\$108.75
4	90% C10	\$ 653.15	\$112.50	\$121.50	\$130.50
Apprentices completed year 12					
1	50.70% C10	\$ 367.90	\$63.37	\$68.44	73.51
2	58.80% C10	\$ 426.70	\$73.50	\$79.38	\$85.26
3	75% C10	\$ 544.25	\$93.75	\$101.25	\$108.75
4	90% C10	\$ 653.15	\$112.50	\$121.50	\$130.50
Adult Apprentices					
1	75% C10	\$ 544.25	\$93.75	\$101.25	\$108.75
2	80% C10	\$ 580.55	\$100.00	\$108.00	\$116.00
3	84% C10	\$ 609.60	\$105.00	\$113.40	\$121.80
4	90% C10	\$ 653.15	\$112.50	\$121.50	\$130.50

Casual Loading (plus 23% of applicable rate)

Building Trades Public Sector Award -State 2002		1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Level		Weekly Rate	Weekly Rate	Weekly Rate	Weekly Rate
BW 1 (a)	85%	\$ 659.90	\$125.00	\$135.00	\$145.00
BW1 (b)	88%	\$ 672.40	\$125.00	\$135.00	\$145.00
BW 1 (c)	90%	\$ 680.80	\$125.00	\$135.00	\$145.00
BW 1 (d)	92%	\$ 690.80	\$125.00	\$135.00	\$145.00
BW 2	96%	\$ 706.40	\$125.00	\$135.00	\$145.00
Trade					
BT 1	100%	\$ 725.70	\$125.00	\$135.00	\$145.00
BT 2	105%	\$ 747.90	\$125.00	\$135.00	\$145.00
BT 3	110%	\$ 770.00	\$125.00	\$135.00	\$145.00
Apprentices					
1	40% BT 1	\$ 290.30	\$50.00	\$54.00	\$58.00
2	55% BT 1	\$ 399.15	\$68.75	\$74.25	\$79.75
3	75% BT 1	\$ 544.25	\$93.75	\$101.25	\$108.75
4	90% BT 1	\$ 653.15	\$112.50	\$121.50	\$130.50
Adult Apprentices					
1	75% BT 1	\$ 544.25	\$93.75	\$101.25	\$108.75
2	80% BT 1	\$ 580.55	\$100.00	\$108.00	\$116.00
3	84% BT 1	\$ 609.60	\$105.00	\$113.40	\$121.80
4	90% BT 1	\$ 653.15	\$112.50	\$121.50	\$130.50

Casual Loading (plus 23% of applicable rate)

Children's Services Award -State 2006 Other than Outside School Hours Care and Vacation Care			1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Classification			Weekly Rate	Weekly Rate	Weekly Rate	Weekly Rate
Assistant CSW	Unqualified	Year 1	\$ 671.30	\$125.00	\$135.00	\$145.00
Assistant CSW	Unqualified	Year 2	\$ 693.90	\$125.00	\$135.00	\$145.00
Assistant CSW	Unqualified	Year 3	\$ 717.20	\$125.00	\$135.00	\$145.00
Children's Services Worker	1 Yr Qual	Year 1	\$ 759.50	\$125.00	\$135.00	\$145.00
Children's Services Worker	1 Yr Qual	Year 2	\$775.45	\$125.00	\$135.00	\$145.00
Children's Services Worker	1 Yr Qual	Year 3	\$ 791.40	\$125.00	\$135.00	\$145.00
Group Leader	1 Yr Qualified	Year 1	\$ 828.65	\$125.00	\$135.00	\$145.00
Group Leader	1 Yr Qualified	Year 2	\$ 841.95	\$125.00	\$135.00	\$145.00
Group Leader	1 Yr Qualified	Year 3	\$ 855.20	\$125.00	\$135.00	\$145.00
Group Leader	2 Yr Qualified	Year 1	\$897.80	\$125.00	\$135.00	\$145.00
Group Leader	2 Yr Qualified	Year 2	\$911.10	\$125.00	\$135.00	\$145.00
Group Leader	2 Yr Qualified	Year 3	\$924.35	\$125.00	\$135.00	\$145.00
Group Leader	3 Yr Qualified	Year 1	\$924.35	\$125.00	\$135.00	\$145.00
Group Leader	3 Yr Qualified	Year 2	\$924.35	\$125.00	\$135.00	\$145.00
Assist Director	2 Yr Qualified	Year 1	\$935.05	\$125.00	\$135.00	\$145.00
Assist Director	2 Yr Qualified	Year 2	\$945.65	\$125.00	\$135.00	\$145.00
Assist Director	2 Yr Qualified	Year 3	\$956.35	\$125.00	\$135.00	\$145.00
Assist Director	3 Yr Qualified	Year 1	\$966.95	\$125.00	\$135.00	\$145.00
Assist Director	3 Yr Qualified	Year 2	\$977.55	\$125.00	\$135.00	\$145.00
Director	2 Yr Qualified	Year 1	\$1,020.15	\$125.00	\$135.00	\$145.00
Director	2 Yr Qualified	Year 2	\$1,033.40	\$125.00	\$135.00	\$145.00
Director	2 Yr Qualified	Year 3	\$1,052.05	\$125.00	\$135.00	\$145.00
Director	2 Yr Qualified	Year 4	\$1068.00	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 1	\$1,052.05	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 2	\$1,068.00	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 3	\$1,086.65	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 4	\$1,105.25	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 5	\$1,123.90	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 6	\$1,142.50	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr Qualified	Year 7	\$1,155.80	\$125.00	\$135.00	\$145.00
Director	Min 3 Yr	Year 8	\$1,169.15	\$125.00	\$135.00	\$145.00

	Qualified					
Director	Min 3 Yr Qualified	Year 9	\$1,179.75	\$125.00	\$135.00	\$145.00
Outside School Hours Care and Vacation Care			1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Assistant CSW	Unqualified	Year 1	\$ 671.30	\$125.00	\$135.00	\$145.00
Assistant CSW	Unqualified	Year 2	\$ 693.90	\$125.00	\$135.00	\$145.00
Assistant CSW	Unqualified	Year 3	\$ 717.20	\$125.00	\$135.00	\$145.00
Children's Services Worker	1 Year Qualified	Year 1	\$ 759.50	\$125.00	\$135.00	\$145.00
Children's Services Worker	1 Year Qualified	Year 2	\$ 775.45	\$125.00	\$135.00	\$145.00
Children's Services Worker	1 Year Qualified	Year 3	\$ 791.40	\$125.00	\$135.00	\$145.00
Asst Coordinator+	Qualified-Lge Serv	Year 1	\$935.05	\$125.00	\$135.00	\$145.00
Asst Coordinator+	Qualified-Lge Serv	Year 2	\$945.65	\$125.00	\$135.00	\$145.00
Coordinator	Unqualified	Year 1	\$935.05	\$125.00	\$135.00	\$145.00
Coordinator	Unqualified	Year 2	\$945.65	\$125.00	\$135.00	\$145.00
Coordinator	Unqualified	Year 3	\$961.60	\$125.00	\$135.00	\$145.00
Coordinator*	Qualified-Sml Serv	Year 1	\$977.55	\$125.00	\$135.00	\$145.00
Coordinator*	Qualified-Sml Serv	Year 2	\$998.85	\$125.00	\$135.00	\$145.00
Coordinator+	Qualified-Lge Serv	Year 1	\$1,020.15	\$125.00	\$135.00	\$145.00
Coordinator+	Qualified-Lge Serv	Year 2	\$1,033.40	\$125.00	\$135.00	\$145.00
Coordinator+	Qualified-Lge Serv	Year 3	\$1,052.05	\$125.00	\$135.00	\$145.00
Coordinator+	Qualified-Lge Serv	Year 4	\$1,068.00	\$125.00	\$135.00	\$145.00
Teachers						
Band 1						
Step 1			\$ 771.10	\$125.00	\$135.00	\$145.00
Step 2			\$ 791.70	\$125.00	\$135.00	\$145.00
Step 3			\$809.50	\$125.00	\$135.00	\$145.00
Step 4			\$ 828.35	\$125.00	\$135.00	\$145.00
Band 2						
Step 1			\$ 844.10	\$125.00	\$135.00	\$145.00

Step 2		\$875.40	\$125.00	\$135.00	\$145.00
Step 3		\$906.70	\$125.00	\$135.00	\$145.00
Step 4		\$938.05	\$125.00	\$135.00	\$145.00
Step 5		\$967.25	\$125.00	\$135.00	\$145.00
Band 3					
Step 1		\$991.30	\$125.00	\$135.00	\$145.00
Step 2		\$1,017.40	\$125.00	\$135.00	\$145.00
Junior Rates - Assistant Children's Services Worker Unqualified - 1 Year					
17 and under 18 years of age	55%	\$ 369.20	\$68.75	\$74.25	\$79.75
18 and under 19years of age	65%	\$ 436.35	\$81.25	\$87.75	\$94.25
19 and under 20 years of age	75%	\$ 503.50	\$93.75	\$101.25	\$108.75
20 years of age	85%	\$ 570.60	\$106.25	\$114.75	\$123.25

Casual Loading (plus 23% of applicable rate)

Family Day Care Services Award 1999	1st September 2012 Award Rates	Year 1 \$125 per week	Year 2 \$135 per week	Year 3 \$145 per week
Level	Per Annum	Per Annum	Per Annum	Per Annum
Level 1	\$ 35,084	\$6,500	\$7,020	\$7,540
2	\$ 36,212	\$6,500	\$7,020	\$7,540
3	\$ 37,457	\$6,500	\$7,020	\$7,540
4	\$ 38,698	\$6,500	\$7,020	\$7,540
Level 2	\$ 39,783	\$6,500	\$7,020	\$7,540
2	\$ 41,059	\$6,500	\$7,020	\$7,540
3	\$ 42,336	\$6,500	\$7,020	\$7,540
4	\$ 43,336	\$6,500	\$7,020	\$7,540
Level 3	\$ 44,421	\$6,500	\$7,020	\$7,540
2	\$ 45,084	\$6,500	\$7,020	\$7,540
3	\$ 47,187	\$6,500	\$7,020	\$7,540
4	\$ 48,460	\$6,500	\$7,020	\$7,540
Level 4	\$ 49,843	\$6,500	\$7,020	\$7,540
2	\$ 50,370	\$6,500	\$7,020	\$7,540
3	\$ 51,527	\$6,500	\$7,020	\$7,540
4	\$ 52,382	\$6,500	\$7,020	\$7,540
Level 5	\$ 56,072	\$6,500	\$7,020	\$7,540
2	\$ 57,620	\$6,500	\$7,020	\$7,540
3	\$ 59,166	\$6,500	\$7,020	\$7,540
4	\$ 60,714	\$6,500	\$7,020	\$7,540

Casual Loading (plus 25% of applicable rate)