

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Maranoa Regional Council Officers Certified Agreement 2013

Matter No. CA/2013/35

Commissioner Fisher

9 May 2013

CERTIFICATE

This matter coming on for hearing before the Commission on 03 May 2013 the Commission certifies the following written agreement as amended:

Maranoa Regional Council Officers Certified Agreement 2013 (CA/2013/35)

Made between:

Maranoa Regional Council; and
Queensland Services, Industrial Union of Employees.

The agreement was certified by the Commission on 03 May 2013 and shall operate from 03 May 2013 until its nominal expiry on 31 October 2015.

This agreement replaces *Maranoa Regional Council Officers Agreement 2009 (CA/2009/186)*.

By the Commission.

Commissioner Fisher

**Maranoa Regional Council
Officers Certified Agreement 2013**

PART 1

1. Title

This agreement shall be known as the -

'Maranoa Regional Council Officers Certified Agreement 2013 –

2. Arrangement

PART 1	1
1. Title.....	1
2. Arrangement	1
3. Definitions	2
4. Application	3
5. Period of Operation and Renegotiation of Agreement	3
6. Relationship to Parent Awards	3
7. Local Government Workforce Transition Code of Practice.....	4
8. Enterprise Bargaining Consultative Committee (EBCE)	5
9. Grievance/Dispute Resolution Procedure.....	5
10. Anti-Discrimination and Equal Employment	6
11. Skills Development.....	7
12. Industry Field Days.....	7
13. Workplace & Health Safety	8
14. Span of Hours	8
15. Hours of Work	8
16. Rostered Day Off	8
17. Time Off In Lieu Of Overtime.....	9
PART 3: BENEFITS	10
18. Bereavement Leave.....	10
19. Maternity and Parental Leave	10
20. Salary Progression from Level 1 to 2	11
21. Long Service Leave	11
22. Transition to Retirement	11
23. Limited Private Vehicle Use.....	11
24. Career Break	11

25.	Flexible Use of Annual Leave	12
26.	Service Increment Payment (SIP).....	12
PART 4: REWARDS/COMPENSATION.....		14
27.	Annual Wage Increase	14
28.	Wage Rates	14
29.	Salary Sacrifice Facilities	14
30.	Top Up of Work Cover Payments	15
31.	Allowances.....	15
32.	Incidental Allowance	17
33.	Payment of Salaries.....	18
PART 5: MISCELLANEOUS		19
34.	Positive Employment Relations.....	19
35.	Employment Security.....	21
36.	Consultation Regarding Organisation Change and Redundancy.....	21
37.	No Extra Claims.....	28
SIGNATORIES.....		29
APPENDIX "A" WAGES SCHEDULE.....		30

3. Definitions

Agreement	Agreement has the meaning of, and refers to, the Maranoa Regional Council Officers Certified Agreement 2013.
ATO	has the meaning of Australian Taxation Office.
Award	Award refers to and means those Awards as per clause 6 of this Agreement, unless specifically stated otherwise.
Consultation	Consultation means the process which will have regard to Employees' interests in the formulation of plans which have a direct impact upon them. It provides Employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made.
Council	has the meaning of Maranoa Regional Council a Party to this Agreement.
Employee	The term "employee" shall mean means any Employee of the Maranoa Regional Council who performs work covered by this Agreement and the Award/s.

FBT	has the meaning of Fringe Benefit Tax defined as a benefit not being salary, wage or other cash remuneration, derived from employment
Notice of Redundancy and Termination	The term “notice of redundancy and termination” means a notice to an employee that his/her services are to be terminated as a result of his/her position being made redundant and redeployment not being \ achieved.
Replacement Employee	The term “replacement employee” shall mean an employee specifically engaged or temporarily promoted or transferred, as a result of an employee proceeding on maternity or parental leave.
Spouse	For the purposes of Parental Leave in this Agreement spouse includes a current de facto or married spouse but does not include a former spouse (de facto, married, separated or divorced)
Union	Union means and covers The Queensland Services, Industrial Union of Employees.

4. Application

This agreement shall apply to the Council, and its employees and/or any Unions a party to this agreement.

Parties Bound

The parties bound to the agreement are:

- (a) Maranoa Regional Council; and
- (b) Queensland Services, Industrial Union of Employees.

5. Period of Operation and Renegotiation of Agreement

- 5.1 This agreement shall operate from the date the Agreement is voted on and agreed to by the employees and shall remain in force until 31st of October 2015.
- 5.2 The Annual Wage Increase, as cited in this Agreement, shall operate from the 10th of October 2012 (Date of Commencement).
- 5.3 The parties undertake to commence discussions on a replacement certified agreement six months prior to the nominal expiry of this Agreement.

6. Relationship to Parent Awards

- 6.1 This Agreement shall be read and interpreted wholly in conjunction with the Queensland Local Government Officers’ Award 1998 provided that where there is any inconsistency between this Agreement and the Queensland Local Government Officers’ Award 1998 this Agreement shall take precedence to the extent of the inconsistency.

7. Local Government Workforce Transition Code of Practice

- 7.1 Council agrees to continue applying the following terms and conditions as per the Local Government Workforce Transition Code of Practice as made on 28 August 2007.
- 7.2 Accrued Entitlements
 - 7.2.1 When an employee accepts redeployment to a position that is a lower classification level than their previous classification level, Council agrees to pay the employee's accrued entitlements at the maintained income/salary/wage.
- 7.3 No Forced Relocations
 - 7.3.1 Council agrees not to force any employee to relocate for the duration of this agreement.
 - 7.3.2 Relocate will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.4 Relocation Expenses
 - 7.4.1 When an employee relocates during the duration of this agreement the Council agrees pay relocation expenses in accordance with the Minister for State Development, Employment and Industrial Relations Directive No 12/06, as amended.
 - 7.4.2 The term relocate will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.5 Transfers
 - 7.5.1 Transfers can only occur when an employee can reasonably travel to and from home on a daily basis to a new work location and this does not cause undue hardship to the employee.
 - 7.5.2 The terms transfer will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.6 Transfer Expenses
 - 7.6.1 When an employee transfers during the duration of this agreement the Council agrees to pay travelling allowance in accordance with the Local Government Workforce Transition Code of Practice.
 - 7.6.2 The terms transfers and travelling expenses and travel allowance will have the same meaning as defined in the Local Government Workforce Transition Code of Practice.
- 7.7 Income maintenance
 - 7.7.1 When an employee accepts redeployment to a position that is a lower classification level than their previous classification level the Council agrees to maintain an employee's income/salary/wage until either:
 - (a) the employee is no longer employed by the Council; or

- (b) the employee is appointed to a position where the income/salary/wage is equal to or more than the income/salary/wage of the previous position.
- 7.7.2 Council agrees to apply all wage increases provided for in this agreement to the employee's maintained income/salary/wage.

8. Enterprise Bargaining Consultative Committee (EBCE)

- 8.1 To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential. To this end Enterprise Bargaining Consultative Committee (EBCE) will continue and be responsible for the role of coordinating the reform, and ensuring effective communication between management and employees.
- 8.2 The parties are committed to a consultative process which aims to effect a change in the Council's culture through co-operation.
- 8.3 It is agreed that the EBCE will be the committee through which genuine consultation and discussion regarding any workplace reform or changes will occur between council, employees and The Queensland Services, Industrial Union of Employees. The EBCE will meet as required and mutually agreed.
- 8.4 Membership of the EBCE
 - 8.4.1 A Single Bargaining Unit (SBU) comprising of the delegates and officials of the Unions representing employees of Council and including unions which are parties to this agreement is recognised by the Council.
 - 8.4.2 The SBU representatives and Council management representatives will form the membership of the EBCE which has negotiated this agreement and will monitor and implement this agreement.

9. Grievance/Dispute Resolution Procedure

- 9.1 Effective communication between employees and council management is a prerequisite to good industrial relations and the following procedure is set down in order that any grievances may be resolved quickly to maintain sound working relationships.
 - 9.1.1 Any employee or employees with a grievance or complaint regarding any aspect of the employment will promptly raise the matter/s with the immediate supervisor who will endeavour to resolve the matter as soon as possible.
 - 9.1.2 If the matter is not resolved at this level, the employee/s shall discuss the matter/s at issue with the next higher level of management and the employee/s may elect to be represented by an authorised officer of The Queensland Services, Industrial Union of Employees.
 - 9.1.3 Should the grievance remain unresolved, the matter should then be referred to the Chief Executive Officer and an authorised officer of The Queensland Services, Industrial Union of Employees who will attempt to facilitate a resolution.

- 9.1.4 If after the above steps the matter remains unresolved, the dispute shall be referred to the Industrial Relations Commission for conciliation and if the matter remain unresolved arbitration.
- 9.1.5 While the above procedure is being followed, the status quo shall prevail and every endeavour shall be applied to ensure that work continues normally until settlement is reached.
- 9.1.6 All parties shall give due consideration to matters raised or any suggestion or recommendation made by the Queensland Industrial Relations Commission with a view to prompt settlement of the matter.
- 9.1.7 The above procedures do not restrict the Council or an authorised officer of The Queensland Services, Industrial Union of Employees from making representations to each other at any stage in this procedure.

10. Anti-Discrimination and Equal Employment

- 10.1 The Council shall conduct their operation with a positive awareness of the spirit and intent of anti-discrimination and equal opportunity legislation. The Council's policy in this regard will be based on the following principles subject to this Agreement and any mandatory requirements of the position concerned:
 - 10.1.1 employ the best person for the available job with regard to the Councils obligations under the Anti Discrimination and Industrial Relations legislation.
 - 10.1.2 appraise and promote employees on the basis of past performance and the potential of the employee to handle greater responsibility as well as the employee's willingness to do so. These decisions shall be made with regard to the Councils obligations under the Anti-discrimination and Industrial legislation;
 - 10.1.3 maintain a workplace free of harassment and victimisation as per the Councils obligations under the Anti Discrimination and Industrial Relations legislation;
 - 10.1.4 the parties commitment to a policy on the implementation of equal opportunity and anti discrimination.

PART 2: PRODUCTIVITY IMPROVEMENT

11. Skills Development

11.1 The parties to this Agreement recognise that, in order to increase the efficiency and competitiveness of the Council, a commitment to training and skills development is required from the Council and employees. Accordingly, the parties commit themselves to:

- (i) developing a highly skilled and flexible workforce; and
- (ii) providing employees with the opportunity to acquire additional skills.

11.2 Development of a Training Program

11.2.1 During the life of this agreement a training program will be developed in consultation with employees, but consistent with the following:-

- (i) Training provided will be consistent with the Council's business requirements, relevant to the work of the employees and consistent with the skill development of each employee.
- (ii) Training may be either on or off the job with all reasonable steps being taken to conduct the training in normal working hours.
- (iii) If an approved training activity is undertaken during ordinary working hours, the employee/s concerned will not suffer any loss of pay in respect to ordinary hours of work.
- (iv) Approved training activities undertaken outside of ordinary hours will be paid at rate of time and half or will, at the employee's option, be taken as time off in lieu of payment provided that the scheduling of the time off must be consistent with this Agreement.
- (v) Course training costs and travel costs to and from training activities approved by the Chief Executive Officer will be met by the Council.
- (vi) The Council will not be asked to meet the costs of training undertaken by employees, which was not approved by the Chief Executive Officer or delegated Officer.

12. Industry Field Days

12.1 Maranoa Regional Council recognises that in order to increase the efficiency and productivity a commitment to increasing industry knowledge is essential and attendance by Council employees, who supervise staff covered by the Maranoa Regional Council Field Employees Certified Agreement 2012 or subsequent replacement agreement, at relevant Industry Field Days is necessary.

12.2 To accommodate this Maranoa Regional Council commits to allocating a responsible budget for attendance by Supervisors at relevant Industry Field Days.

13. Workplace & Health Safety

- 13.1 The Council and employees shall exercise their respective duty of care under the Workplace Health and Safety Act 2011, Workplace Health and Safety Regulation 2011 and Codes of Practice, and shall work together to achieve high standards of Occupational Health Safety and Welfare.

14. Span of Hours

- 14.1 Normal Hours of Duty

It is agreed between the parties that the ordinary hours of work shall be worked Monday to Friday inclusive except for meal breaks and rest pauses, between 5.00 am and 6:00 pm.

15. Hours of Work

- 15.1 To ensure Council can continue to provide the community with a service for five days per week (excluding Public Holidays) it is agreed between the parties that the each of Council's Customer Service Centres be open between the hours of 8:20 am and 5:00 pm Monday to Friday inclusive.

16. Rostered Day Off

- 16.1 Nineteen Day Month

16.1.1 Council employees shall work a 19 day month based on 145 hours over nineteen consecutive days with the twentieth day being a designated RDO.

16.1.2 To enable Council to continue to provide the community with a service for five days per week (excluding Public Holidays) the Rostered Day Off is to be taken on a Monday and/or Friday as negotiated between the employee/s and their immediate supervisor in consultation with the Chief Executive Officer.

- 16.2 Nine Day Fortnight

16.2.1 Council employees, who supervise staff covered by the Maranoa Regional Council Field Employees Certified Agreement 2012 or subsequent replacement agreement, shall work a 9 day fortnight based on the following: 76 hours over nine consecutive days with the tenth day being a designated RDO.

- 16.3 Banking of RDOs

16.3.1 Employee(s) shall have the option to bank up to 5 Rostered Day(s) including Rostered Day(s) which fall on public holidays.

16.3.2 All banked RDOs should be taken prior to 1st of February each financial year.

- 16.3.3 Where any RDO banked has not been cleared in the prescribed time, the Council may clear any RDOs banked by payment into the employees nominated bank account the total of all RDO hours at the employees Award overtime rates.

17. Time Off In Lieu Of Overtime

- 17.1 The parties to this agreement agree that the provisions of the relevant Award apply and, notwithstanding the overtime provisions in the Award, the following shall apply to all employees covered by this agreement (including Level 6 and above):
- 17.2 Where the employee elects to take Time Off In Lieu of such overtime, and the Council agrees, he/she shall be allowed free of duty the number of hours worked on overtime. Such time off shall be paid at the ordinary time rate of pay, and shall be taken at a time mutually agreed between the parties.
- 17.3 The allocation of overtime shall not be influenced by an employee's preference to be paid for overtime worked or to take time off in lieu thereof.
- 17.4 The Council's salary and attendance records shall specify whether overtime is paid at the appropriate penalty rate or granted as time off in lieu at the employee's request.
- 17.5 TOIL accrual is a maximum of 10 days at any time.
- 17.6 Part-time Employees are eligible to accrue TOIL for work performed, at the request of their Manager, above their agreed work pattern for that day.

TOIL balances at cessation of employment

- 17.7 Prior to cessation of employment, Managers should provide opportunities to enable Employees to use any TOIL hours. Employees should also take all reasonable steps to zero balance their TOIL hours.

PART 3: BENEFITS

18. Bereavement Leave

- 18.1 The provisions of this clause apply to full-time and regular part-time employees (on a pro rata basis) but do not apply to casual employees.
- 18.2 A full-time employee is entitled to up to 5 days' paid bereavement leave on each occasion and on production of satisfactory evidence (if required by the Council) of the death in Australia, or death outside of Australia, of a member of the employee's immediate family.
- 18.3 The 5 days' paid bereavement leave is to consist of 3 days bereavement leave paid by Council and 2 days personal leave from the employees accumulated leave entitlements.
- 18.4 A part-time employee is entitled to up to 3 days paid bereavement leave without loss of pay, up to a maximum of 24 hours on the same basis as prescribed for full-time employees in clause 14 (c) except that leave is only available where a part-time employee would normally work on any or all of the 3 working days following the death.
- 18.5 Where an employee has exhausted all personal leave entitlements, including accumulated annual leave entitlements, the employee is entitled to take unpaid bereavement leave. The Council and employee should agree on the length of the unpaid leave.

19. Maternity and Parental Leave

- 19.1 After twelve months continuous service all employees covered by this Agreement, who are the primary care giver, shall be entitled to 10 weeks paid Parental Leave and 42 weeks as non paid Parental Leave or 20 weeks paid Parental Leave on half pay and 32 weeks as non Parental Leave.
- 19.2 Parental Leave is to be available to only one parent at a time, in a single unbroken period, except that both parents may simultaneously take, for Parental Leave, an unbroken period of up to one week at the time of the birth of the child.

Return to Part-time Work

- 19.3 In addition to all award entitlements employees on parental leave shall be entitled to return to work on a part time basis subject to an agreement with management that the change to part time work can be accommodated without placing unreasonable demands on resources or compromising the achievement of work unit objectives. Management agrees to make every reasonable effort to accommodate the request for part time work and will reach mutual agreement with the employee concerning how the part time work arrangement will be implemented.

20. Salary Progression from Level 1 to 2

Level 1 Officers

- 20.1 The entry point for adults with minimal skills or knowledge in Local Government and no relevant experience will be Level 1. These Officers will be provided with extensive on the job training and/or where appropriate competency based training packages. These Officers will progress through the increments within Level 1 at 6 monthly intervals.

21. Long Service Leave

- 21.1 Subject to the provisions of the Award, the Parties agree that in the case of an Officer who has completed an initial period of five (5) years, but less than ten years' continuous service, and who terminates that service, or who dies, or where Maranoa Regional Council terminates that service for any reason other than misconduct, the Officer shall be paid a proportionate amount calculated on the basis of thirteen weeks for ten years' service.

22. Transition to Retirement

- 22.1 Employees who have stated an intention to retire from the workforce within two (2) years are able to participate in a retirement transition arrangement. Financial assistance of up to \$600 will be provided for access to retirement seminars and/or superannuation and financial advice.
- 22.2 Transition arrangements may vary between individuals as both individual and operational needs are considered, but may include access to part-time work and/or changes in work level or responsibility.

23. Limited Private Vehicle Use

- 23.1 Council employees, who supervise staff covered by the Maranoa Regional Council Field Employees Certified Agreement 2012 or subsequent replacement agreement, and are allocated a vehicle for work purposes shall be entitled to use that vehicle for limited private use, other than Commuter Use, provided that this arrangement does not incur a tax liability, as per ATO rulings on FBT provisions.
- 23.2 To ensure compliance with clause 23.1 the Officer granted limited private use agrees to maintain an accurate motor vehicle log book available for inspection at all times.

24. Career Break

- 24.1 Maranoa Regional Council is committed to assisting its long serving loyal employees. An employee with seven years (or more) unbroken employment with Maranoa Regional Council, may apply for a mid-career break, for the purposes of family, study, travel etc.
- 24.2 Each claim for a mid-career break shall be considered on its merits, and subject to operational requirements being met, approval should not be unreasonably withheld.

- 24.3 Unless otherwise authorised by the Director, annual leave and long service leave credits must be exhausted prior to a mid-career break.
- 24.4 Where a mid-career break is approved, the terms of the break should be in writing, stating the length of the break and agreed return date and must guarantee the employee's substantive appointment and all existing remuneration and employment benefits upon return. Where such position no longer exists but there are other positions available for which the employee is qualified and is capable of performing, the employee will be entitled to a position as nearly comparable in status and pay to that of their former position.
- 24.5 Any employee on an approved mid-career break shall not accrue any leave entitlements whilst absent, however any mid-career break will not constitute a break in employment.
- 24.6 Unless specifically authorised by Council in advance, the employee will not be entitled to undertake alternative employment during the period of leave.

25. Flexible Use of Annual Leave

- 25.1 The parties agree that subject to prior approval annual leave may be taken prior to the due date of the employee's entitlement to annual leave. In such cases the leave entitlement shall be calculated on a prorata basis.
- 25.2 The parties further agree that subject to prior approval, annual leave may be taken in single days or as part of a single day not exceeding a total of 5 days in any calendar year.
- 25.3 Employees granted leave under these arrangements must have accrued the leave prior to its being taken.

26. Service Increment Payment (SIP)

- 26.1 The parties agree that in addition to the wage rates set out in clause 28 of this agreement the following Service Increment Payment (SIP) will be paid to employees in recognition of their long service with Council.

Service Increment Payment

5 years to less than 10 years	\$5.00 per week
10 to less than 15 years	\$7.50 per week
15 to less than 20 years	\$10.00 per week
25 to less than 30 years	\$15.00 per week
30 years and over	\$20.00 per week

- 26.2 To be entitled to this payment, the officer must have completed the appropriate number of year's continuous service with the Maranoa Regional Council or a previous Shire or Town Council amalgamated to form the Maranoa Regional Council.

26.3 The following "breaks" in service do not break the officers' continuity of service but the duration of the break is not counted as service.

26.3.1 Leave of Absence, for example, where the employer agrees to allow the officer time off without pay including unpaid absences for sickness, injury etc.

26.3.2 It is considered that Workers' Compensation is leave granted by the employer through injury. Continuity of service is not broken but time lost does not count as service.

26.3.3 Termination through Illness or Injury - either by the officer or employer providing the officer is re-employed by Maranoa Regional Council and the Officer did not have another job during the time off.

PART 4: REWARDS/COMPENSATION

27. Annual Wage Increase

- 27.1 On the first full pay period succeeding 1st of October 2012 a wage increase of 4.0% or \$35.00 per week whichever is the higher will be applied to the wage scales applicable under this agreement.
- 27.2 On the first full pay period succeeding 1st of October 2013 a wage increase of 4.0% or \$35.00 per week whichever is the higher will be applied to the wage scales applicable under this agreement.
- 27.3 On the first full pay period succeeding 1st of October 2014 a wage increase of 3.5% or \$35.00 per week whichever is the higher will be applied to the wage scales applicable under this agreement.

28. Wage Rates

- 28.1 Wages Rates – Full-Time Employees.

Appendix “A” attached, details the wages payable to the various classifications in the relevant Award.

29. Salary Sacrifice Facilities

- 29.1 It is agreed between the parties that all employees may opt to have their normal superannuation contributions or may opt to have a portion, in excess of the Superannuation Board requirements, of their salaries/wages paid directly into the Local Government Superannuation Scheme. To facilitate this, a written 'salary sacrifice' agreement will be implemented to allow such contributions from 'before tax' pay.
- 29.2 The parties agree that the employees must seek independent financial advice on Salary Sacrificing.
- 29.3 The parties agree that employees can make application to sacrifice pre-tax salary for other items such as but not limited to, provided there is no greater cost to Council (including GST & FBT) and the proposed arrangement complies with the Australian Taxation Office guidelines:
 - Tools of Trade
 - Novated lease of a car
 - Health fund
 - Rent
- 29.4 The parties agree that the Council will not be responsible for the provision of any financial or taxation advice to an employee in regard to any salary sacrifice proposal and that the Council will not accept any liability in the event that any salary sacrifice proposal does not produce the financial benefit expected by an employee.

- 29.5 Changes can only be made to salary sacrificed arrangements twice per year within the prescribed period as advised by the Chief Executive Officer.

30. Top Up of Work Cover Payments

- 30.1 It is agreed between the parties that where employees are receiving Work Cover payments, after 6 months of receiving such Work Cover payments, Council will top up such payments to the employee's normal weekly wage (ordinary hours x rate).
- 30.2 To facilitate this, a written request to the Chief Executive Officer is required.

31. Allowances

- 31.1 The following listed Allowances will be increase by the quantum of this Agreements wage increase.

- First Aid Allowance.
- Meal Allowance.
- On Call Allowance.
- Poison Allowance.

31.2 First Aid Allowance

- 31.2.1 Council shall undertake periodic risk assessment in each area of Council Operations and designate a First Aid Officer as required.
- 31.2.2 An employee who holds a current first aid certificate issued by the St John's Ambulance Association or Australian Red Cross Society or equivalent qualification, and who is designated by Council to perform first aid duty at his/her workplace shall be paid an allowance of \$17.50 per week.

31.3 Locality Allowance

- 31.3.1 In addition to remuneration otherwise payable under this award, for the life of this agreement, an employee shall be paid a locality allowance being;
- (i) \$36.00 per week for an employee with dependants; or
 - (ii) \$19.25 per week for an employee without dependants.

31.4 Meal Allowance

- 31.4.1 An employee, other than an employee employed on shift work, required to continue working for more than two hours after the ceasing time on any day or beyond 1.00 p.m. on a Saturday, Sunday or Public Holiday, shall be paid a meal allowance of \$25.00.

31.5 On Call Allowance

- 31.5.1 Monday to Saturday – An employee directed to remain on call during any day or night outside their ordinary working hours shall be paid \$13.65 for each day and/or night during which the employee remains on call.

- 31.5.2 Where an employee is required to remain on call on any Sunday or public holiday, the employee shall be paid for such Sunday or public holiday a sum equal to their pay for a working day of 8 hours.
 - 31.5.3 Provided that if any employee whilst on call is required to perform any other work for which rates of pay are fixed by this Agreement, the employee shall be paid for the time so worked at the overtime rate prescribed in lieu of the above rate and the sum abovementioned shall be reduced by an amount bearing the same proportion to such sum as the time worked at overtime rates bears to the period of 8 hours.
 - 31.5.4 Provided further, if the time worked by the employee at overtime rates is 8 hours or more, then the employee shall be entitled to receive only the amount earned by the employee at overtime rates.
 - 31.5.5 Employees directed to remain on call must be able to be contacted and be able to respond within a reasonable period of time.
 - 31.5.6 An employee shall not be considered to be on call due solely to a customary arrangement whereby the employee returns to the Employer's premises outside ordinary hours to perform a specific job.
- 31.6 Poison Allowance
- 31.6.1 Employees using poison sprays for the control of noxious weeds such as pear, burr and groundsel shall be paid an additional amount at the rate of \$11.60 per week whilst engaged in such work.
- 31.7 Travelling
- 31.7.1 All reasonable travelling and/or out-of-pocket expenses including meals incurred by an officer in the course of the officer's duties shall be reimbursed by the Council.
 - 31.7.2 An employee required to travel as part of the employee's duties at hours outside the prescribed ordinary hours of duties shall be paid for such travelling time at ordinary rates Monday to Friday inclusive and at time-and-a-half on Saturdays, Sundays and public holidays. Provided that such payment shall not exceed pay as for eight hours on any day.
 - 31.7.3 An employee required to report for duty at a place away from the employee's usual place of duty involving travelling time in excess of that normally occupied in travelling to and from the employee's place of duty shall be paid ordinary rates for all such excess travelling time.
- 31.8 Safety Work Boots & Office Footwear
- 31.8.1 Council will reimburse the cost of safety boots and appropriate covered office footwear up to the amount of \$200.00 per annum inclusive of GST, upon the production of a purchase receipt, showing the name of the supplier, ABN, and total cost (including GST) to the employee.
 - 31.8.2 Council will ensure reimbursement is within 30 days of the employee placing an approved reimbursement claim.

- 31.8.3 Employees who have received their annual reimbursement for safety boots will have such safety boots replaced on a fair wear and tear basis on the presentation of old unserviceable footwear.
- 31.8.4 The procedure for fair wear and tear replacement is:
- a) Replacement occurs if the safety footwear no longer meets the provisions of AS2210.
 - b) Boots to be marked by Stores staff e.g. hole punched and either disposed of or returned to employee if requested.

31.9 Camping Allowance

- 31.9.1 Where for the performance of the employee's work it is necessary for an employee to live in a camp provided by the Council free of charge, either because there are no reasonable transport facilities to enable that employee to travel to and from the employee's home each day or because the employee is directed by the Council to live in such camp, then:
- 31.9.2 For the life of this Agreement, such employee shall be paid the following camping allowance for each day (including Saturday and Sunday) the employee lives in camp;
- o \$46.00 per day camping in the first year of the Agreement
 - o \$50.00 per day camping in the second year of the Agreement
 - o \$50.00 per day camping in the third year of the Agreement
- 31.9.3 When an employee lives in a camp during the week and returns home for a weekend or part of a weekend but is not absent from the job for any of the ordinary working hours, the employee shall be paid Camping Allowance for five days.
- 31.9.4 An employee who returns home or is otherwise absent from camp for not more than one night during that week but who does not absent himself or herself from the job shall nevertheless be deemed to live in camp during the week and shall be entitled to a camping allowance for five days.

32. Incidental Allowance

- 32.1 An Incidental Allowance is claimable when an employee is in a camp, provided by the Council, which includes the provision of meals provided by the Council to the employee.
- 32.2 Where, for the performance of the employee's work, it is necessary for an employee to live in a camp with catering facilities provided by the Council free of charge, either because there are no reasonable transport facilities to enable that employee to travel to and from the employee's home each day or because the employee is directed by the Council to live in such camp, then:

- 32.3 For the life of this Agreement, such employee shall be paid a living away from home allowance of \$25.00 for each day (including Saturday and Sunday) the employee lives in camp.
- 32.4 When an employee lives in a camp during the week and returns home for a weekend or part of a weekend but is not absent from the job for any of the ordinary working hours, the employee shall be paid a living away from home allowance for five days.
- 32.5 An employee who returns home or is otherwise absent from camp for not more than one night during that week but who does not absent himself or herself from the job shall nevertheless be deemed to live in camp during the week and shall be entitled to a living away from home allowance for five days.
- 32.6 An employee cannot claim an Incidental Allowance where the employee is claiming a Camping Allowance.

33. Payment of Salaries

- 33.1 Salaries shall be paid fortnightly by electronic funds transfer into employees' bank, building society or credit union accounts.

PART 5: MISCELLANEOUS

34. Positive Employment Relations

- 34.1 Where an employee was engaged by Council on an Agreement prior to the commencement date of this Agreement and the prior Agreement contained an arrangement for a payment of a bonus or other remuneration for unused sick leave the employee shall be paid the pro-rata value of the bonus or other remuneration. The value of the payment made will be confirmed to the employee, in writing, and a copy of the written document shall be kept on the employee's personal file.
- 34.2 New Employees
- 34.2.1 The Council will, upon engagement of a new employee, advise the employee of this Agreement and where they can locate a copy of the Agreement.
- 34.2.2 Full details of the Queensland Services, Industrial Union of Employees workplace delegate will be made available in the Employee handbook. New employees will receive information to this effect during their induction session.
- 34.3 Workplace Delegates
- 34.3.1 The Council recognises the role that the Queensland Services, Industrial Union of Employees workplace delegate's play in promoting understanding of industrial arrangements, knowledge of industrial arrangements (including awards and agreements) and dispute resolution. On being notified in writing by the Queensland Services, Industrial Union of Employees that an employee has been appointed as a workplace delegate the Council will recognise the employee as an the Queensland Services, Industrial Union of Employees workplace delegate and allow them the following.
- a) reasonable time in working hours, without loss of pay, to perform the task required to effectively represent the union members in the workplace;
 - b) reasonable private access to union members to discuss union business and to non-union members for recruitment purposes;
 - c) reasonable access to representatives of the Council management for the purpose of resolving issues of concern to union members;
- 34.4 Facilities and Conditions
- 34.4.1 The following facilities and conditions will be made available to THE QUEENSLAND SERVICES, INDUSTRIAL UNION OF EMPLOYEES workplace delegates and members of the Local Government Employment Group or any other employee involved in any consultative forum.
- a) Wherever possible meetings should occur in normal working time.
 - b) Reasonable access to normal Council facilities.

- c) Access to a room with normal office facilities will be provided to discuss employment matters.
- d) No employee will be disadvantaged as a result of activities conducted in accordance with this Clause.

34.5 Workplace Delegates Leave

- 34.5.1 A the Queensland Services, Industrial Union of Employees workplace delegate, or an employee nominated by The Queensland Services, Industrial Union of Employees, shall be entitled to paid leave of absence of up to five (5) days per person per annum to attend any of the following :
 - a) Trade union training or specific the Queensland Services, Industrial Union of Employees training courses approved by The Queensland Services, Industrial Union of Employees or ASU; and
 - b) the Queensland Services, Industrial Union of Employees or ASU annual or biennial conference; and
 - c) Biennial congress of the ACTU.

34.6 Right of Entry

- 34.6.1 An authorised officer of the Queensland Services, Industrial Union of Employees will have rights of access and entry to the premises of the Council for the following purposes:
 - a) Meeting with workplace delegates; and
 - b) Meetings with members of staff; and
 - c) Meetings with relevant management team members on matters associated with agreement or current industrial workplace issues; and
 - d) To conduct union business matters or matters incidental to union business.

34.7 Meetings

- 34.7.1 Employees will be entitled to reasonable time off with pay within working hours to attend meetings designed to improve employment relations within the employer, including union meetings.

34.8 Meeting notices and newsletters

- 34.8.1 The Council will provide an accessible space within each work location for the posting of any relevant award and the agreement, and notices pertaining to employment relations within the workplace produced by The Queensland Services, Industrial Union of Employees. The Queensland Services, Industrial Union of Employees workplace delegate will be provided with access to this space.

34.9 Payment of Union Membership

- 34.9.1 It is agreed between the parties that for the duration of this Agreement, upon receipt of written authorisation from the employee, the Council will deduct

an amount from the employees' wages each week to cover the payment of union dues and remit quarterly to the Union.

35. Employment Security

- 35.1 Council will maintain a permanent workforce during the term of this agreement.
- 35.2 Council's intent is not to use any shared resource joint enterprises, shared services companies or regional collaboration (however named). Council may however create a shared resource joint enterprises, shared services companies or regional collaboration with another service provider in the delivery of particular Council services.
- 35.3 Consultation with Relevant Employees and the Queensland Services, Industrial Union of Employees.
 - 35.3.1 This sub-clause applies if there is a likelihood of a shared resource joint enterprises, shared services companies or regional collaboration with another service provider.
 - 35.3.2 The Council shall at the earliest practicable time provide all relevant details to the employees concerned and The Queensland Services, Industrial Union of Employees and arrange discussions with the employees and The Queensland Services, Industrial Union of Employees.
 - 35.3.3 Relevant details to be provided to the employee and The Queensland Services, Industrial Union of Employees shall include:
 - a) the reasons for the a shared resource joint enterprises, shared services companies or regional collaboration with another service provider of each position affected; and
 - b) the number, classification, location and details of the positions that are or are likely to be effected.
 - 35.3.4 Agreement must be reached with The Queensland Services, Industrial Union of Employees prior to entering into such share resource joint venture.
- 35.4 Service delivery levels provided by Council will be maintained and/or improved during the term of this Enterprise Agreement. Savings through economies of scale or otherwise will be returned to the community through additional services or enhanced service delivery.

36. Consultation Regarding Organisation Change and Redundancy

36.1 Objectives

The chief objectives of this clause are:

- (a) To maintain, where possible, employees whose positions have become redundant in continued employment within the Council;
- (b) To retrain such employees where necessary;

- (c) To pay monetary compensation to such employees who are unable to be redeployed and whose employment is to be terminated;
- (d) To assist employees to find employment outside the service of the Council.

36.2 Definitions

- (a) “Redundancy Decision”, in relation to redundancy, means a decision of council, in its capacity as a local government for the purposes of the Local Government Act 1993 (Qld), or any other conclusion, determination or decision of the Council, which decision has caused, will cause, or is likely to cause, a position or positions to become redundant.
- (b) “likelihood of redundancy” means a circumstance in which a reasonable person would or ought to know that it is more likely than not that a position or positions are or will become redundant, and includes the following circumstances:
 - (i) council, by resolution, determines to investigate, propose, or otherwise consider introducing and/or implementing change that would or would likely result in redundancy;
 - (ii) the CEO and/or senior staff of Council makes or make a proposal or recommendation to Council that, if accepted, introduced and/or implemented, would or would likely result in redundancy;
 - (iii) a consultant, contractor, or other relevant external party makes a proposal or recommendation to Council that, if accepted, introduced and/or implemented, would or would likely result in redundancy;
 - (iv) senior staff of Council make a proposal or recommendation to the CEO that, if and however accepted, introduced, and/or implemented, would or would likely result in redundancy;
 - (v) a consultant, contractor, or other relevant external party makes a proposal or recommendation to the CEO that, if and however accepted, introduced and/or implemented, would or would likely result in redundancy;
- (c) “Redeployment” means the transfer of an employee to from their existing position to a suitable alternative position within Council, where the employee’s existing position is redundant.
- (d) “Retraining” includes an analysis of an employee’s current skills, knowledge and abilities for the purpose of developing an individual training plan to facilitate the employee’s redeployment.
- (e) “Redundancy” means the situation in which the Council’s need for work or a particular kind at a location has diminished or ceased, and, as a consequence, Council no longer requires the position to be done by anyone, and “redundant” has a corresponding meaning. However, “redundancy” does not include, and this clause does not apply in, the following circumstances:
 - (vi) where an employee terminates employment before the expiration of the notice period without prior approval of the Council, which approval shall not be unreasonably withheld; or

- (vii) where an employee suffers a permanent injury or illness which renders that employee otherwise incapable of continuing in employment; or
 - (viii) where an employee's services are terminated by reason of neglect of duty or misconduct; or
 - (ix) where an employee has been engaged in a casual capacity or on a short term basis, or
 - (x) where an employee has not been engaged for a continuous period of at least twelve (12) months.
- (f) "Retrenchment" means the termination of employment of an employee whose position has become redundant.
 - (g) Notice of redundancy means the formal advice to an employee that the employee's position is or will be redundant.
 - (h) "Redundancy notice period" means the period of 28 days referred within this clause.
 - (i) "Redeployment/retrenchment notice period" means the period of notice to an employee that the employee's employment is to be terminated as a result of the employee's position being made redundant should redeployment not be achieved. In such circumstances, employees shall receive at least thirteen (13) weeks' notice of the retrenchment taking effect.
 - (j) Ordinary Rate of Pay for redundancy payments shall mean the current rate including all wage increases plus District and/or Locality Allowance (if it applies) (excluding shift loadings, weekend penalty payments, and overtime).
 - (k) Actual Rate of Pay is the ordinary rate of pay as at the date of redeployment.

36.3 Consultation with Relevant Employees and The Queensland Services, Industrial Union of Employees

- (a) This sub-clause applies if there is a likelihood of redundancy.
- (b) The Council shall at the earliest practicable time provide all relevant details to the employees concerned and The Queensland Services, Industrial Union of Employees and arrange discussions with the employees and The Queensland Services, Industrial Union of Employees.
- (c) Relevant details to be provided to the employee and The Queensland Services, Industrial Union of Employees shall include:
 - (i) the reasons for the redundancy or likely redundancy of each position affected;
 - (ii) the number, classification, location and details of the positions that are or are likely to be redundant;
 - (iii) presentation of an organisational plan of the work unit concerned.
- (d) Discussions with the employees and The Queensland Services, Industrial Union of Employees shall include:

- (iv) the method of identifying positions as redundant, having regard to the efficient and economical working of that enterprise;
- (v) advice and the timing of that advice to the employees.

36.4 Notice of Redundancy

- (a) This sub-clause applies if a Redundancy Decision has been made.
- (b) Each employee whose position is or is to be redundant and The Queensland Services, Industrial Union of Employees shall receive 28 days' notice of the redundancy taking effect.

36.5 Redeployment

- (a) This sub-clause applies if there has been a Redundancy Decision.
- (b) An employee whose position has been made redundant may agree to accept redeployment to suitable alternative employment.
- (c) Within the redeployment/retrenchment notice period, Council shall endeavour to find suitable alternative employment within Council for each employee whose position has become, or will become, redundant as a result of the Redundancy Decision. Each such employee shall be individually interviewed to determine what options may exist for their retraining for Council.
- (d) Where an employee agrees to accept suitable alternative employment at a classification with a lower rate of pay, that employee shall continue to receive, as a minimum for all work performed, the actual rate of pay for the classification held at the time of transfer for a period of three (3) years or until the rate for the lower classification exceeds that actual rate, whichever is the earlier.
- (e) Employees who are redeployed to another position will be eligible for retrenchment and any other benefits pursuant to this clause that apply in the absence of redeployment should it be found within three months by either themselves or the Council that the alternative position is unsatisfactory.

36.6 Involuntary Retrenchment

- (a) This sub-clause applies if there has been a Redundancy Decision and the provisions within this clause are exhausted without redeployment occurring.
- (b) An employee whose position has become redundant shall be subject to involuntary retrenchment effective on the last day of the redeployment/retrenchment notice period.
- (c) Persons who are involuntarily retrenched will receive:
 - (xi) the redundancy benefits provided for within this clause; and
 - (xii) all usual termination of employment entitlements.

36.7 Voluntary Retrenchment

- (a) The Chief Executive Officer may, at his/her discretion, invite applications from employees for voluntary retrenchment during the redeployment/retrenchment notice period.
- (b) Persons whose applications for voluntary retrenchment are accepted by the Chief Executive Officer will receive:
 - (i) the redundancy benefits provided for within this clause;
 - (ii) all usual termination of employment entitlements; and
 - (iii) an Early Separation Incentive Payment (ESIP) in accordance with this clause.

36.8 Redundancy benefits

- (a) For the purposes of this clause, the redundancy benefits are:
- (b) a severance payment consisting of four (4) weeks' payment per year of service as well as a proportionate amount for an incomplete year of service, provided that the employee must receive, as a minimum, an amount equal to the employee's salary for four (4) weeks.
- (c) in addition, if the employee has completed one year's continuous service, a Long Service Leave payment in accordance with this Agreement at the ordinary rate of pay for each completed year of service, and a proportionate amount of an incomplete year of service, less any Long Service Leave already taken;
- (d) in addition if the an employee has completed two (2) year's continuous service, a payment 50% of the employee's accumulated sick leave entitlement at the ordinary rate of pay at the time of termination.

36.9 Early Separation Incentive Payment

- (a) The early separation incentive payment (ESIP) is designed to enable employees to elect to leave the service of Council, before the expiry of the redeployment/retrenchment notice period.
- (b) Employees who express an interest in participating in the ESIP scheme will be required to submit an application within twenty-eight (28) calendar days of Council giving notice of the Redundancy Decision as required by this clause.
- (c) Applications may be rejected by the Council if acceptance would be detrimental to Council's operations.
- (d) The ESIP is the amount the employee would have received had the employee worked the balance of the redeployment/retrenchment notice period, in lieu of notice. This incentive payment will be calculated at the ordinary rate of pay.

36.10 Assistance to employees whose positions are redundant

- (a) During the redeployment/retrenchment notice period, providing each case has the prior approval of the employee's supervisor, leave with pay shall be granted for the purpose of attending personal employment interviews.

- (b) Each employee whose position has been made redundant will be given a statement showing the calculation of an estimate the payments to be made to the employee should retrenchment occur, at least 28 days before the date on which retrenchment is to take effect.
- (c) Council will meet financial planning costs of up to \$500 for any employee subject to retrenchment.

36.11 Transmission of Business

- (a) This clause will apply where the employer (the old employer):
- (b) Proposes to transmit to a new employer the business or any part of the business covered by this Agreement.
- (c) Transmits to a new employer the business or any part of the business covered by this Agreement.
- (d) Where an old employer proposes to transmit the business or any part of the business, the old employer shall:
 - (i) Notify the employees affected and The Queensland Services, Industrial Union of Employees of the proposed transmission; and
 - (ii) Discuss with the employees affected and The Queensland Services, Industrial Union of Employees the effect of the transmission of business.
 - (iii) The discussion will commence as soon as practicable after a decision has been made by the old employer to transmit the business or part of the business.
 - (iv) The old employer will consider and respond to any reasonable concerns raised by employees and The Queensland Services, Industrial Union of Employees about the terms of the proposed transmission. In the event of a dispute about the old employer's response to concerns raised by employees, the disputes settling clause of this agreement will be utilized to resolve these concerns.
 - (v) The old employer shall provide in writing the name of the employing entity that is proposing to acquire the business or part of the business and facilitate discussions between the employees and The Queensland Services, Industrial Union of Employees and the proposed new employer.
 - (vi) The employer shall include as part of any tender specifications or offer of sale documents, and within any contractual arrangements with the new employer, the obligation for the new employer to apply terms and conditions of employment, including the employer contribution to superannuation, that are equal to or superior to those which applied to each employee immediately prior to the transmission of business occurring, including terms and conditions derived from this Agreement, any applicable Award, policy or common law contract or other relevant employment arrangement applicable at the time of the proposed transmission.

- (vii) The old employer shall ascertain whether the new employer proposes to recognise and accept responsibility for all previous service and accrued entitlements of employment arising from that service, including, but not limited to, accrual of benefits and service in respect of:
- Annual Leave
 - Long service leave
 - Personal/carer's leave
 - Redundancy
- (viii) If the new employer does not propose to accept responsibility for and recognise all previous service and accrued entitlements, the old employer must, immediately prior to the transmission of the business, pay to employees their accrued entitlements derived from all industrial instruments specified above and in doing so shall recognise all service with the old employer (plus any previous service recognised by the old employer) without limitation (e.g. no service thresholds for long service leave) including a redundancy payment in accordance with this Agreement, based on recognition of all service with the old employer.
- (ix) The new employer shall offer a contract of employment to transmitting employees in accordance with the provisions of this clause. If the new employer does not offer conditions of employment equal to or superior to those provided by the old employer on an on-going basis, an entitlement to a redundancy will be triggered and the old employer must make the payments provided for in this Agreement. Any new offer of employment/common law employment contract offered to transmitting employees will not include any period of probationary service with the new employer such as would exclude the transmitting employee from making a claim with regard to termination of employment. If a probationary period of employment and/or a qualifying period of employment is included in any offer of employment with the new employer such that a claim for relief with regard to termination of employment in either period would be prevented, an entitlement to redundancy will be triggered and the old employer must make the payments provided for in this Agreement.
- (x) To avoid doubt, the period of employment which the employee has had with the old employer or any prior employer which has been recognised by the old employer shall be deemed to be service of the employee with the new employer, for all purposes.
- (xi) Any dispute over the application of this Agreement may be referred to the QIRC in accordance with the provisions of the dispute settling clause of this agreement.

37. No Extra Claims

- 37.1 The parties to this Agreement agree not to pursue any further claims during the duration of this agreement.
- 37.2 The rates of pay specified in this Agreement and the documented escalation for pay rates shall apply for the duration of this Agreement.

SIGNATORIES

Signed for and on behalf of)
MARANOA REGIONAL COUNCIL)

(Signature) ...Julie Reitano

(Title)Chief Executive Officer.

(Print Name)

In the presence of)

(Signature) ...Donald William Wells

(Print name of witness)

Signed for and on behalf of)
THE QUEENSLAND SERVICES, INDUSTRIAL UNION OF EMPLOYEES)

(Signature) ...Jenny Thomas

(Title)Assistant State Secretary

(Print Name)

In the presence of)

(Signature) ...Michelle Robertson

(Print name of witness)

APPENDIX "A" WAGES SCHEDULE

**MARANOA REGIONAL COUNCIL
OFFICERS CERTIFIED AGREEMENT 2013**

QUEENSLAND LOCAL GOVERNMENT OFFICERS AWARD – 1998 (Administrative Services)		Rate effective prior to the commencement of this Agreement	Rate effective 1st full pay period on or after 1st of October 2012	Rate effective 1st full pay period on or after 1st of October 2013	Rate effective 1st full pay period on or after 1st of October 2014
			4.0% or \$35.00 per week which ever is the greater	4.0% or \$35.00 per week which ever is the greater	3.5% or \$35.00 per week which ever is the greater
Classification		Weekly Salary 36.25 hour week	Weekly Salary 36.25 hour week	Weekly Salary 36.25 hour week	Weekly Salary 36.25 hour week
Level 1	Increment 1	782.32	817.32	852.32	887.32
	Increment 2	793.37	828.37	863.37	898.37
	Increment 3	811.06	846.06	881.06	916.06
	Increment 4	827.62	862.62	897.62	932.62
	Increment 5	844.18	879.18	914.35	949.35
	Increment 6	858.48	893.48	929.22	964.22
Level 2	Increment 1	875.68	910.71	947.14	982.14
	Increment 2	892.99	928.71	965.86	1,000.86
	Increment 3	910.79	947.22	985.11	1,020.11
	Increment 4	922.65	959.56	997.94	1,032.94
Level 3	Increment 1	946.59	984.45	1,023.83	1,059.67
	Increment 2	952.76	990.87	1,030.51	1,066.57
	Increment 3	971.30	1,010.15	1,050.56	1,087.33
	Increment 4	989.84	1,029.43	1,070.61	1,108.08
Level 4	Increment 1	1,008.36	1,048.69	1,090.64	1,128.81
	Increment 2	1,026.90	1,067.98	1,110.70	1,149.57
	Increment 3	1,042.94	1,084.66	1,128.04	1,167.53
	Increment 4	1,061.48	1,103.94	1,148.10	1,188.28
Level 5	Increment 1	1,080.00	1,123.20	1,168.13	1,209.01
	Increment 2	1,096.03	1,139.87	1,185.47	1,226.96
	Increment 3	1,114.57	1,159.15	1,205.52	1,247.71
Level 6	Increment 1	1,145.46	1,191.28	1,238.93	1,282.29
	Increment 2	1,176.34	1,223.39	1,272.33	1,316.86
	Increment 3	1,207.25	1,255.54	1,305.76	1,351.46
Level 7	Increment 1	1,238.14	1,287.67	1,339.17	1,386.04
	Increment 2	1,269.02	1,319.78	1,372.57	1,420.61
	Increment 3	1,299.91	1,351.91	1,405.98	1,455.19
Level 8	Increment 1	1,336.99	1,390.47	1,446.09	1,496.70
	Increment 2	1,374.05	1,429.01	1,486.17	1,538.19
	Increment 3	1,411.13	1,467.58	1,526.28	1,579.70
	Increment 4	1,445.92	1,503.76	1,563.91	1,618.64
	Increment 5	1,480.72	1,539.95	1,601.55	1,657.60

**MARANOA REGIONAL COUNCIL
OFFICERS CERTIFIED AGREEMENT 2013**

QUEENSLAND LOCAL GOVERNMENT OFFICERS AWARD – 1998 (Technical Services)		Rate effective prior to the commencement of this Agreement	Rate effective 1st full pay period on or after 1st of October 2012	Rate effective 1st full pay period on or after 1st of October 2013	Rate effective 1st full pay period on or after 1st of October 2014
			4.0% or \$35.00 per week which ever is the greater	4.0% or \$35.00 per week which ever is the greater	3.5% or \$35.00 per week which ever is the greater
Classification		Weekly Salary 38 hour week	Weekly Salary 38 hour week	Weekly Salary 38 hour week	Weekly Salary 38 hour week
Level 1	Increment 1	836.67	871.67	906.67	941.67
	Increment 2	848.45	883.45	918.79	953.79
	Increment 3	867.52	902.52	938.62	973.62
	Increment 4	886.18	921.63	958.49	993.49
	Increment 5	905.15	941.36	979.01	1,014.01
	Increment 6	922.00	958.88	997.24	1,032.24
Level 2	Increment 1	941.80	979.47	1,018.65	1,054.30
	Increment 2	961.79	1,000.26	1,040.27	1,076.68
	Increment 3	981.79	1,021.06	1,061.90	1,099.07
	Increment 4	994.97	1,034.77	1,076.16	1,113.83
Level 3	Increment 1	1,014.96	1,055.56	1,097.78	1,136.20
	Increment 2	1,027.30	1,068.39	1,111.13	1,150.02
	Increment 3	1,047.29	1,089.18	1,132.75	1,172.40
	Increment 4	1,067.29	1,109.98	1,154.38	1,194.78
Level 4	Increment 1	1,087.28	1,130.77	1,176.00	1,217.16
	Increment 2	1,107.27	1,151.56	1,197.62	1,239.54
	Increment 3	1,124.29	1,169.26	1,216.03	1,258.59
	Increment 4	1,144.28	1,190.05	1,237.65	1,280.97
Level 5	Increment 1	1,164.27	1,210.84	1,259.27	1,303.35
	Increment 2	1,181.72	1,228.99	1,278.15	1,322.88
	Increment 3	1,201.71	1,249.78	1,299.77	1,345.26
Level 6	Increment 1	1,234.89	1,284.29	1,335.66	1,382.41
	Increment 2	1,268.07	1,318.79	1,371.54	1,419.55
	Increment 3	1,301.25	1,353.30	1,407.43	1,456.69
Level 7	Increment 1	1,334.43	1,387.81	1,443.32	1,493.84
	Increment 2	1,367.61	1,422.31	1,479.21	1,530.98
	Increment 3	1,400.79	1,456.82	1,515.09	1,568.12
Level 8	Increment 1	1,440.77	1,498.40	1,558.34	1,612.88
	Increment 2	1,480.76	1,539.99	1,601.59	1,657.65
	Increment 3	1,520.32	1,581.13	1,644.38	1,701.93
	Increment 4	1,557.75	1,620.06	1,684.86	1,743.83
	Increment 5	1,595.19	1,659.00	1,725.36	1,785.75