

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Q Fleet Certified Agreement 2014

Matter No. 2014/CA000042

Deputy President Swan

16 January 2015

CERTIFICATE

This matter coming on for hearing before the Commission on 08 January 2015 the Commission certifies the following written agreement:

Q Fleet Certified Agreement 2014 – 2014/CA000042

Made between:

Department of Housing and Public Works; and
Employees of QFleet;

Together Queensland, Industrial Union of Employees became bound by the agreement pursuant to s. 166(2) of the *Industrial Relations Act 1999*.

The agreement was certified by the Commission on 08 January 2015 and shall operate administratively from 01 October 2014 until its nominal expiry on 30 May 2016.

This agreement cancels Q Fleet Certified Agreement 2012 (CA/2012/550).

By the Commission.

Deputy President Swan

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999, s.156

Director-General of the Department of Housing and Public Works (QFleet)

AND

The employees of QFleet

*(No. CA/2014/)***QFLEET CERTIFIED AGREEMENT 2014**

APPLICATION FOR CERTIFICATION OF AGREEMENT

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the 22 day of December 2014, BETWEEN the Director-General of the Department of Housing and Public Works and the employees to whom this agreement applies, witness that the parties mutually agree as follows:

PART 1: APPLICATION AND OPERATION**1.1 Title**

This Agreement shall be known as the *QFleet Certified Agreement 2014*.

1.2 Arrangement

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- (1) This Agreement shall apply to persons employed at QFleet, a business unit of the Department of Housing and Public Works, for whom classifications and wage rates are prescribed herein.
- (2) The Chief Executive, Senior Executives and Senior Officers under the *Public Service Act 2008*; appointments made on a fixed term declared under s. 121 of the *Public Service Act 2008*; and employees engaged under contractual arrangements (this does not refer to employees under ss. 147 and 148 of the *Public Service Act 2008* engaged for a fixed term); are not covered by this Agreement.

The parties bound by this Agreement are the Director-General of Department of Housing and Public Works and the employees described at 1.3(1) above.

1.4 Date and Period of Operation

The Agreement operates from the date of certification until the nominal expiry date of 30 May 2016.

The parties have agreed that its terms will be given operative effect on and from 1 October 2014.

1.5 Posting of Agreement

A copy of this Agreement must be displayed in a conspicuous place at the workplace, where it can be easily read by employees in the workplace. Electronic access to this Agreement, where available, is sufficient to meet the requirements of this clause.

1.6 Relationship to Awards

This Agreement is to be read in conjunction with the *Queensland Public Service Officer and Other Employees Award – State 2014*. In the event of any inconsistency the terms of this Agreement shall take precedence.

1.7 Replacement Agreement

This Agreement replaces the *QFleet Certified Agreement 2012* when this Agreement is certified.

During the life of the agreement, the parties agree to negotiate the rationalisation of the number of certified agreements within the Department of Housing and Public Works.

1.8 Objectives of This Agreement

QFleet is the Queensland Government's provider of vehicle leasing. QFleet provides these services to government departments and agencies and government-funded organisations.

The parties are committed to an effective QFleet, delivering quality services for the Queensland Government to support the Government's priorities and obligations to the community.

QFleet will strive for improvements in service delivery, improved efficiency and effectiveness of its operations and activities.

1.9 *Definitions and Abbreviations*

AQF	means the Australian Qualifications Framework. The AQF is a system of twelve national qualifications in schools, vocational education and training (TAFEs and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 2.
Department	means the Department of Housing and Public Works
QIRC	means the Queensland Industrial Relations Commission

PART 2: WAGES, WORKING CONDITIONS AND OTHER ENTITLEMENTS

2.1 *New Wage Rates*

Wage increases shall apply to employees covered by this Agreement as follows:

1 October 2014	2.2%
1 October 2015	1.47%

The salary schedules are set out in Appendix 1.

2.2 *No Loss of Show Day*

- (1) Where an employee is required to perform work duties (including training) at an alternative location to their usual place of work on a day where the show day holiday applies, such employee will be given a day off in lieu, to be taken by mutual agreement with the employee's supervisor.
- (2) Provided that an employee subject to this Agreement, and whether engaged in different agencies or locations over a calendar year or not, is only entitled to leave on full pay for a show holiday once each calendar year.

2.3 *No Further Claims*

- (1) This Agreement is in full and final settlement of all parties' claims for its duration. It is a term of this Agreement that no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this Agreement or not.
- (2) Subject to sub-clause (3) herein, the following changes may be made to employees' rights and entitlements during the life of this Agreement:
 - (a) General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favourable than current conditions;
 - (b) Reclassifications.
- (3) The Queensland Industrial Relations Commission State Wage Increases awarded during 2014 and thereafter will not be in addition to the wage increases provided by this Agreement.
- (4) Notwithstanding sub-clause (3) herein, it is a term of this agreement that no person covered by this agreement will receive a rate of pay which is less than the corresponding rate of pay in the relevant parent award.

2.4 *38 Hour Week*

QFleet employees covered by the agreement shall work a 38 hour week.

2.5 *Spread of Hours*

The spread of ordinary working hours at QFleet shall be from 6.00am to 6.00pm, with provision to extend to 8.00pm subject to mutual agreement between the employee(s) and employer.

PART 3: INDIVIDUAL FLEXIBILITY ARRANGEMENTS

- (1) An employer and employee covered by this industrial instrument may agree to make an individual flexibility arrangement to vary the effect of terms of this industrial instrument if—
 - (a) this industrial instrument deals with 1 or more of the following matters—
 - (i) arrangements about when work is performed;
 - (ii) overtime rates;
 - (iii) penalty rates;
 - (iv) allowances;
 - (v) leave loading; and
 - (b) the arrangement meets the genuine needs of the employer and employee in relation to 1 or more of the matters mentioned in paragraph (a); and
 - (c) the arrangement is genuinely agreed to by the employer and employee.
- (2) The employer must ensure the terms of the individual flexibility arrangement—
 - (a) are only about matters required or permitted to be in this industrial instrument; and
 - (b) are not non-allowable provisions; and
 - (c) must not result, on balance, in an overall reduction in the entitlements or protections the employee has under this industrial instrument.
- (3) The employer must ensure the individual flexibility arrangement—
 - (a) is in writing and signed by the employer and employee; and
 - (b) states—
 - (i) the names of the employer and employee; and
 - (ii) the terms of this industrial instrument that will be varied by the arrangement; and
 - (iii) how the arrangement will vary the effect of the terms; and
 - (iv) how the arrangement will not result, on balance, in an overall reduction in the entitlements or protections the employee has under this industrial instrument; and
 - (v) the day on which the arrangement commences; and
 - (c) if the employee is under 18 years of age—is signed by a parent or guardian of the employee.
- (4) The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- (5) An individual flexibility arrangement may be terminated—
 - (a) by either the employee or employer giving written notice of—
 - (i) a period agreed between the parties of up to 12 months; or
 - (ii) if no period has been agreed—28 days; or
 - (b) by the employer and employee at any time if they agree in writing to the termination.

PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS

4.1 *Commitment*

- (1) The parties are committed to the principle that financial recompense shall be provided for public sector employees in the specified classifications who meet the following requirements:
 - (a) an accredited qualification at the AQF level specified or higher achieved through training and assessment of competencies (including recognition of current competencies); and
 - (b) reached the maximum pay point of the specified Classification Level in the Administration Stream or the Operational Stream; and
 - (c) spent one calendar year on the maximum pay point (or, in the case of permanent part time or casual employees, have spent one calendar year and worked 1200 hours at the maximum pay point).

4.2 *Appropriate Remuneration*

The following remuneration shall be paid for employees that meet the requirements in clause 4.1:

Certificate IV (AQF IV)	AO2	\$41.50 per fortnight
Diploma (AQF V)	AO3	\$42.80 per fortnight
Advanced Diploma (AQF VI)	AO4	\$44.60 per fortnight
Certificate III (AQF III)	OO2	\$20.00 per fortnight
Certificate IV (AQF IV)	OO3	\$41.50 per fortnight
Diploma (AQF V)	OO4/OO5	\$42.80 per fortnight
Advanced Diploma (AQF VI)	OO6	\$44.60 per fortnight

PART 5: SALARY PACKAGING

- (1) Salary packaging is available for employees (excluding short term casual employees) employed by the employer covered by this Agreement in accordance with the Circular issued from time to time by the Public Service Commission.
- (2) The employer is to apply the following principles for employees that avail themselves of salary packaging:
 - (a) as part of the salary package arrangements, the costs for administering the package, including fringe benefits tax, are met by the participating employee;
 - (b) there will be no additional increase in superannuation costs or to fringe benefits payments made by the employer;
 - (c) increases or variations in taxation are to be passed to employees as part of their salary package;
 - (d) where mandated by relevant government policies, employees must obtain independent financial advice prior to taking up a salary package. Where no mandatory requirement exists, it is ***strongly recommended*** to all employees to seek independent financial advice when entering into a salary packaging arrangement for the first time, or adding new item/items to an already agreed packaging arrangement;
 - (e) the employer will pass on to the employee any Input Tax Credits (ITCs) it receives as part of salary packaging;
 - (f) there will be no significant additional administrative workload or other ongoing costs to the employer;
 - (g) any additional administrative and fringe benefit tax costs are to be met by the employee;
 - (h) any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package.
- (3) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary, which the employee would receive if not taking part in flexible remuneration packaging.
- (4) Subject to federal legislation, employees may elect to adjust their current salary sacrifice arrangements to sacrifice up to 100% of salary to superannuation.

PART 6: PREVENTION AND SETTLEMENT OF DISPUTES

- (1) This term applies to a dispute regarding—
 - (a) a matter arising under this industrial instrument; or
 - (b) the Queensland Employment Standards.
- (2) An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term if the representative is a union entitled to represent the employee's industrial interests.
- (3) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee and relevant supervisors or management, or both.

- (4) If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the commission.
- (5) The commission may deal with the dispute as follows—
 - (a) the commission may first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation;
 - (b) if the commission does not resolve the dispute under paragraph (a), the commission may then deal with the dispute in accordance with its jurisdiction under the Act.

Note—

1 If the commission arbitrates the dispute, it may also use the powers that are available to it under the Act.

2 Chapter 9 of the Act provides for appeals against particular decisions made by the commission.

- (6) While the dispute resolution procedure is being conducted, work must continue in accordance with this industrial instrument and the Act.
- (7) Subject to applicable work health and safety legislation, an employee must not unreasonably fail to comply with a direction by the employer to perform work, whether at the same or another workplace, that is safe and appropriate for the employee to perform.
- (8) The parties to the dispute agree to be bound by a decision made by the commission in accordance with this term.

PART 7: LEAVE LOADING

- (1) Payment of annual leave loading is to be paid once a year in December.

PART 8: CONSULTATION – MAJOR CHANGE

- (1) This term applies if—
 - (a) the employer has made a definite decision to introduce a major change to production, program, organisation, structure, or technology in relation to its enterprise; and
 - (b) the change is likely to have a significant effect on some or all employees (relevant employees) of the enterprise.
- (2) The employer must notify the relevant employees of the decision to introduce the major change.
- (3) The employer is not required to—
 - (c) notify the relevant employees or a representative of the decision until the time the employer considers appropriate; or
 - (d) consult with the relevant employees or a representative about the decision until the employer notifies the relevant employees or the representative of the decision; or
 - (e) consult with the relevant employees or a representative about the decision other than in relation to implementation of the decision; or
 - (f) disclose confidential or commercially sensitive information to the relevant employees or a representative.
- (4) The relevant employees may appoint a representative for the purposes of the procedures in this term if the representative is a union entitled to represent the employees' industrial interests.
- (5) If—
 - (a) the relevant employees appoint a representative under (4) for the purposes of consultation; and
 - (b) the relevant employees advise the employer of the identity of the representative;
 the employer must recognise the representative.

- (6) As soon as practicable after notifying the relevant employees of the decision under (2), the employer must—
- (a) discuss with the relevant employees—
 - (i) the implementation of the change; and
 - (ii) the effect the implementation of the change is likely to have on the relevant employees; and
 - (iii) measures the employer is taking to avert or mitigate the adverse effect of the implementation of the change on the relevant employees; and
 - (b) for the purposes of the discussion—provide, in writing, to the relevant employees—
 - (i) information about the implementation of the change including the nature of the change proposed; and
 - (ii) information about the expected effects of the implementation of the change on the relevant employees; and
 - (iii) any other matters regarding the implementation of the change likely to affect the relevant employees.
- (7) The employer must give prompt and genuine consideration to matters raised about the implementation of the major change by the relevant employees.
- (8) In this term, a major change is likely to have a *significant effect* on employees if it is likely to result in—
- (a) the termination of the employment of employees; or
 - (b) a major change to the composition, operation or size of the employer's workforce or the skills required of employees; or
 - (c) the elimination or diminution of job opportunities including opportunities for promotion or tenure); or
 - (d) an alteration of hours of work; or
 - (e) the need to retrain employees; or
 - (f) the need to relocate employees to another workplace; or
 - (g) the restructuring of jobs.

APPENDIX 1: Salary Schedules

Administrative Stream			
Class Level	Description	Fortnightly Effective 1/10/14	Fortnightly Effective 1/10/15
AO1/1	ADMIN LEV1	\$1,399.71	\$1,420.29
AO1/2	ADMIN LEV1	\$1,478.15	\$1,499.88
AO1/3	ADMIN LEV1	\$1,556.49	\$1,579.37
AO2/1	ADMIN LEV2	\$1,734.57	\$1,760.07
AO2/2	ADMIN LEV2	\$1,775.21	\$1,801.30
AO2/3	ADMIN LEV2	\$1,816.25	\$1,842.95
AO2/4	ADMIN LEV2	\$1,858.45	\$1,885.77
AO2/5	ADMIN LEV2	\$1,902.21	\$1,930.18
AO2/6	ADMIN LEV2	\$1,950.26	\$1,978.93
AO2/7	ADMIN LEV2	\$2,002.69	\$2,032.13
AO2/8	ADMIN LEV2	\$2,059.10	\$2,089.36
AO3/1	ADMIN LEV3	\$2,195.30	\$2,227.57
AO3/2	ADMIN LEV3	\$2,274.89	\$2,308.33
AO3/3	ADMIN LEV3	\$2,355.10	\$2,389.72
AO3/4	ADMIN LEV3	\$2,435.32	\$2,471.12
AO4/1	ADMIN LEV4	\$2,574.97	\$2,612.82
AO4/2	ADMIN LEV4	\$2,656.44	\$2,695.49
AO4/3	ADMIN LEV4	\$2,738.74	\$2,779.00
AO4/4	ADMIN LEV4	\$2,820.52	\$2,861.99
AO5/1	ADMIN LEV5	\$2,966.65	\$3,010.26
AO5/2	ADMIN LEV5	\$3,049.79	\$3,094.62
AO5/3	ADMIN LEV5	\$3,132.09	\$3,178.14
AO5/4	ADMIN LEV5	\$3,214.50	\$3,261.76
AO6/1	ADMIN LEV6	\$3,387.47	\$3,437.27
AO6/2	ADMIN LEV6	\$3,463.82	\$3,514.74
AO6/3	ADMIN LEV6	\$3,540.07	\$3,592.11
AO6/4	ADMIN LEV6	\$3,616.53	\$3,669.69
AO7/1	ADMIN LEV7	\$3,777.06	\$3,832.59
AO7/2	ADMIN LEV7	\$3,865.53	\$3,922.35
AO7/3	ADMIN LEV7	\$3,954.21	\$4,012.33
AO7/4	ADMIN LEV7	\$4,042.26	\$4,101.68
AO8/1	ADMIN LEV8	\$4,172.82	\$4,234.16
AO8/2	ADMIN LEV8	\$4,251.05	\$4,313.54
AO8/3	ADMIN LEV8	\$4,329.07	\$4,392.71
AO8/4	ADMIN LEV8	\$4,406.47	\$4,471.24

Operational Stream			
Class Level	Description	Fortnightly Effective 1/10/14	Fortnightly Effective 1/10/15
OO1/1	OPERAT LEV1	\$1,248.58	\$1,266.93
OO1/2	OPERAT LEV1	\$1,340.70	\$1,360.41
OO1/3	OPERAT LEV1	\$1,432.61	\$1,453.67
OO1/4	OPERAT LEV1	\$1,524.63	\$1,547.05
OO1/5	OPERAT LEV1	\$1,616.86	\$1,640.63
OO1/6	OPERAT LEV1	\$1,709.30	\$1,734.42
OO2/1	OPERAT LEV2	\$1,734.57	\$1,760.07
OO2/2	OPERAT LEV2	\$1,777.50	\$1,803.63
OO2/3	OPERAT LEV2	\$1,820.64	\$1,847.40
OO2/4	OPERAT LEV2	\$1,864.72	\$1,892.13
OO3/1	OPERAT LEV3	\$1,891.46	\$1,919.26
OO3/2	OPERAT LEV3	\$1,930.10	\$1,958.47
OO3/3	OPERAT LEV3	\$1,969.79	\$1,998.75
OO3/4	OPERAT LEV3	\$2,013.14	\$2,042.73
OO4/1	OPERAT LEV4	\$2,098.26	\$2,129.11
OO4/2	OPERAT LEV4	\$2,163.23	\$2,195.03
OO4/3	OPERAT LEV4	\$2,228.09	\$2,260.85
OO4/4	OPERAT LEV4	\$2,293.06	\$2,326.77
OO5/1	OPERAT LEV5	\$2,350.61	\$2,385.17
OO5/2	OPERAT LEV5	\$2,424.98	\$2,460.63
OO5/3	OPERAT LEV5	\$2,500.18	\$2,536.93
OO5/4	OPERAT LEV5	\$2,574.97	\$2,612.82
OO6/1	OPERAT LEV6	\$2,683.28	\$2,722.72
OO6/2	OPERAT LEV6	\$2,752.11	\$2,792.57
OO6/3	OPERAT LEV6	\$2,820.52	\$2,861.99
OO7/1	OPERAT LEV7	\$2,950.88	\$2,994.25
OO7/2	OPERAT LEV7	\$3,020.13	\$3,064.52
OO7/3	OPERAT LEV7	\$3,090.42	\$3,135.85

Professional Stream			
Class Level	Description	Fortnightly Effective 1/10/14	Fortnightly Effective 1/10/15
PO1/1	PROFES LEV1	\$1,326.39	\$1,345.89
PO1/2	PROFES LEV1	\$1,444.31	\$1,465.54
PO1/3	PROFES LEV1	\$1,562.44	\$1,585.41
PO1/4	PROFES LEV1	\$1,680.05	\$1,704.75
PO1/5	PROFES LEV1	\$1,743.87	\$1,769.51
PO1/6	PROFES LEV1	\$1,807.69	\$1,834.26
PO1/7	PROFES LEV1	\$1,873.07	\$1,900.61
PO2/1	PROFES LEV2	\$2,192.79	\$2,225.02
PO2/2	PROFES LEV2	\$2,309.46	\$2,343.41
PO2/3	PROFES LEV2	\$2,425.71	\$2,461.37
PO2/4	PROFES LEV2	\$2,542.80	\$2,580.18
PO2/5	PROFES LEV2	\$2,659.57	\$2,698.67
PO2/6	PROFES LEV2	\$2,775.51	\$2,816.31
PO3/1	PROFES LEV3	\$2,909.72	\$2,952.50
PO3/2	PROFES LEV3	\$2,996.00	\$3,040.04
PO3/3	PROFES LEV3	\$3,081.54	\$3,126.84
PO3/4	PROFES LEV3	\$3,167.08	\$3,213.64
PO4/1	PROFES LEV4	\$3,365.01	\$3,414.48
PO4/2	PROFES LEV4	\$3,449.10	\$3,499.80
PO4/3	PROFES LEV4	\$3,532.65	\$3,584.58
PO4/4	PROFES LEV4	\$3,616.53	\$3,669.69
PO5/1	PROFES LEV5	\$3,777.06	\$3,832.59
PO5/2	PROFES LEV5	\$3,865.53	\$3,922.35
PO5/3	PROFES LEV5	\$3,954.21	\$4,012.33
PO5/4	PROFES LEV5	\$4,042.26	\$4,101.68
PO6/1	PROFES LEV6	\$4,172.82	\$4,234.16
PO6/2	PROFES LEV6	\$4,251.05	\$4,313.54
PO6/3	PROFES LEV6	\$4,329.07	\$4,392.71
PO6/4	PROFES LEV6	\$4,406.47	\$4,471.24

Technical Stream			
Class Level	Description	Fortnightly Effective 1/10/14	Fortnightly Effective 1/10/15
TO1/1	TECH LEV1	\$1,274.06	\$1,292.79
TO1/2	TECH LEV1	\$1,392.09	\$1,412.55
TO1/3	TECH LEV1	\$1,510.01	\$1,532.21
TO1/4	TECH LEV1	\$1,627.41	\$1,651.33
TO1/5	TECH LEV1	\$1,691.33	\$1,716.20
TO1/6	TECH LEV1	\$1,755.15	\$1,780.95
TO1/7	TECH LEV1	\$1,819.39	\$1,846.13
TO2/1	TECH LEV2	\$1,842.99	\$1,870.08
TO2/2	TECH LEV2	\$1,895.63	\$1,923.50
TO2/3	TECH LEV2	\$1,953.60	\$1,982.32
TO2/4	TECH LEV2	\$2,018.05	\$2,047.71
TO2/5	TECH LEV2	\$2,087.30	\$2,117.98
TO2/6	TECH LEV2	\$2,156.76	\$2,188.46
TO3/1	TECH LEV3	\$2,289.82	\$2,323.48
TO3/2	TECH LEV3	\$2,353.64	\$2,388.24
TO3/3	TECH LEV3	\$2,417.14	\$2,452.68
TO3/4	TECH LEV3	\$2,480.65	\$2,517.12
TO4/1	TECH LEV4	\$2,608.81	\$2,647.16
TO4/2	TECH LEV4	\$2,694.35	\$2,733.96
TO4/3	TECH LEV4	\$2,780.31	\$2,821.18
TO5/1	TECH LEV5	\$2,898.34	\$2,940.94
TO5/2	TECH LEV5	\$2,986.08	\$3,029.97
TO5/3	TECH LEV5	\$3,073.71	\$3,118.89
TO5/4	TECH LEV5	\$3,161.03	\$3,207.49
TO6/1	TECH LEV6	\$3,266.21	\$3,314.22
TO6/2	TECH LEV6	\$3,350.08	\$3,399.32
TO6/3	TECH LEV6	\$3,434.16	\$3,484.64

APPENDIX 2: Australian Qualifications Framework

The Australian Qualifications Framework (the AQF) is a unified system of fifteen national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities):

AQF Qualifications	Referred to in this Agreement as:
• Senior Secondary Certificate of Education	• AQF I
• Certificate I	• AQF II
• Certificate II	• AQF III
• Certificate III	• AQF IV
• Certificate IV	• AQF V
• Diploma	• AQF VI
• Advanced Diploma	
• Associate Degree	
• Bachelor Degree	
• Graduate Certificate	
• Vocational Graduate Certificate	
• Graduate Diploma	
• Vocational Graduate Diploma	
• Masters Degree	
• Doctoral Degree	

The Framework links together all these qualifications and is a highly visible, quality-assured national system of educational recognition, which promotes lifelong learning and a seamless and diverse education and training system.

Why is the AQF important?

Qualifications certify the knowledge and skills a person has achieved through study, training, work and life experience. The AQF helps all learners, employers and education and training providers to participate and navigate the qualifications system. Under the AQF, learners can start at the level that suits them and then build up as their needs and interests develop and change over time. The Framework assists learners to plan their career progression, at whatever stage they are within their lives and when they are moving interstate and overseas. In this way, the AQF supports national standards in education and training and encourages lifelong learning.

What are the key objectives of the AQF?

The AQF:

- provides nationally consistent recognition of outcomes achieved in post-compulsory education;
- helps with developing flexible pathways which assist people to move more easily between education and training sectors and between those sectors and the labour market by providing the basis for recognition of prior learning, including credit transfer and work and life experience;
- integrates and streamlines the requirements of participating providers, employers and employees, individuals and interested organisations;
- offers flexibility to suit the diversity of purposes of education and training;
- encourages individuals to progress through the levels of education and training by improving access to qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning;
- encourages the provision of more and higher quality vocational educational and training through qualifications that normally meet workplace requirements and vocational needs, thus contributing to national economic performance; and
- promotes national and international recognition of qualifications offered in Australia.

SIGNATORIES

Signed by the Director-General of the Department of Housing and Public Works) Neil Castle
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In the presence of: Kym E??