

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Cloncurry Shire Council Certified Agreement 2015

Matter No. CA/2015/7

Commissioner Black

2 June 2015

CERTIFICATE

This matter coming on for hearing before the Commission on 2 June 2015 the Commission certifies the following written agreement:

Cloncurry Shire Council Certified Agreement 2015.

Made between:

Cloncurry Shire Council

AND

Employees of Cloncurry Shire Council

The agreement was certified by the Commission on 2 June 2015 and shall operate from 2 June 2015 until its nominal expiry on 31 December 2018.

There are no agreements to be replaced.

By the Commission.

Commissioner Black



**CLONCURRENCY SHIRE COUNCIL
ENTERPRISE BARGAINING AGREEMENT**

5th May 2015

PART 1 – Title and Operation

Title

This Agreement shall be known as the Cloncurry Shire Council Certified Agreement 2015.

1.1 Application

- 1.1.1 This Agreement shall apply to the Cloncurry Shire Council (“Council”) and the employees of Council.
- 1.1.2 This Agreement shall not apply to department heads or senior executives unless a written contract of employment states that this Agreement applies.
- 1.1.3 No employee currently employed at the time of certification shall suffer a reduction of benefits or wages/salary upon certification of this agreement.

1.2 Date and Period of Operation

This Agreement shall commence upon being certified by the Queensland Industrial Relations Commission. This Agreement shall have a nominal expiry date of 31 December 2018.

1.3 Relationship to Award

- 1.3.1 This Agreement is to be read in conjunction with the *Queensland Local Government Industry Award – State 2014* (“the Award”).
- 1.3.2 Where there is any inconsistency between the express terms of the Agreement and the terms of the Award, this Agreement’s terms prevail to the extent of the inconsistency. In this Agreement references to the Award shall mean the specified Award terms as incorporated into this Agreement unless the context requires otherwise.
- 1.3.3 This Agreement incorporates the Queensland Employment Standards.

2 - REQUIRED CONTENT

2.1 Individual Flexibility Agreement

- 2.1.1 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.

2.1.2 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.

2.1.3 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.

2.1.4 The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

2.1.5 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.

2.2 Consultation

2.2.1 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.

2.2.2 The employer must notify the relevant employees of the decision to introduce the major change.

2.2.3 The employer is not required to –

(a) notify the relevant employees or a representative of the decision until the time the employer considers appropriate; or

(b) 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

(c) consult with the relevant employees or a representative about the decision other than in relation to implementation of the decision; or

(d) disclose confidential or commercially sensitive information to the relevant employees or a representative.

2.2.4 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.

2.2.5 If—

(a) the relevant employees appoint a representative under 1.5.4 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.

2.2.6 As soon as practicable after notifying the relevant employees of the decision under 1.5.2, 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.

2.2.7 The employer must give prompt and genuine consideration to matters raised about the implementation of the major change by the relevant employees.

2.2.8 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.

2.3 Dispute Resolution

2.3.1 This term applies to a dispute regarding—

- (a) a matter arising under this industrial instrument; or

(b) the Queensland Employment Standards

- 2.3.2 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.
- 2.3.3 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.
- 2.3.4 If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the commission.
- 2.3.5 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.

- 2.3.6 While the dispute resolution procedure is being conducted, work must continue in accordance with this industrial instrument and the Act.
- 2.3.7 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.
- 2.3.8 The parties to the dispute agree to be bound by a decision made by the commission in accordance with this term.

3 WAGES

3.1 Wages and wage increases

Wages (per week) and Wage increases for all employees, other than existing employees as referred to in schedule 1.

| Pay Point | Upon Certification | On Commencement of 1st Pay Period Immediately after Certification (3%) | On Commencement of 1st Pay Period falling 12 months thereafter (in 2016) (2.8%) | On Commencement of 1st Pay Period 12 months later (2017) (2.8%) | On Commencement of 1st Pay Period 12 months later (2018) (2.8%) |
|-----------|--------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|
| 1 | \$688.80 | \$709.46 | \$729.33 | \$749.75 | \$770.74 |
| 2 | \$708.30 | \$729.55 | \$749.98 | \$770.98 | \$792.56 |
| 3 | \$732.30 | \$754.27 | \$775.39 | \$797.10 | \$819.42 |
| 4 | \$750.80 | \$773.32 | \$794.98 | \$817.24 | \$840.12 |
| 5 | \$782.19 | \$805.66 | \$828.21 | \$851.40 | \$875.24 |
| 6 | \$807.00 | \$831.21 | \$854.48 | \$878.41 | \$903.00 |
| 7 | \$818.63 | \$843.19 | \$866.80 | \$891.07 | \$916.02 |
| 8 | \$835.85 | \$860.93 | \$885.03 | \$909.81 | \$935.29 |
| 9 | \$853.06 | \$878.65 | \$903.25 | \$928.55 | \$954.54 |
| 10 | \$893.21 | \$920.01 | \$945.77 | \$972.25 | \$999.47 |
| 11 | \$907.56 | \$934.79 | \$960.96 | \$987.87 | \$1,015.53 |
| 12 | \$921.85 | \$949.51 | \$976.09 | \$1,003.42 | \$1,031.52 |
| 13 | \$967.75 | \$996.78 | \$1,024.69 | \$1,053.38 | \$1,082.88 |
| 14 | \$982.06 | \$1,011.52 | \$1,039.84 | \$1,068.96 | \$1,098.89 |
| 15 | \$996.42 | \$1,026.31 | \$1,055.05 | \$1,084.59 | \$1,114.96 |
| 16 | \$1194.00 | \$1,229.82 | \$1,264.25 | \$1,299.65 | \$1,336.04 |
| 17 | \$1,221.44 | \$1,258.08 | \$1,293.31 | \$1,329.52 | \$1,366.75 |
| 18 | \$1,255.25 | \$1,292.91 | \$1,329.11 | \$1,366.32 | \$1,404.58 |
| 19 | \$1,286.77 | \$1,325.37 | \$1,362.48 | \$1,400.63 | \$1,439.85 |
| 20 | \$1,369.85 | \$1,410.95 | \$1,450.45 | \$1,491.06 | \$1,532.81 |
| 21 | \$1,433.71 | \$1,476.72 | \$1,518.07 | \$1,560.58 | \$1,604.27 |
| 22 | \$1,476.92 | \$1,521.23 | \$1,563.82 | \$1,607.61 | \$1,652.62 |
| 23 | \$1,503.42 | \$1,548.52 | \$1,591.88 | \$1,636.45 | \$1,682.27 |
| 24 | \$1,536.13 | \$1,582.21 | \$1,626.52 | \$1,672.06 | \$1,718.88 |
| 25 | \$1,568.83 | \$1,615.89 | \$1,661.14 | \$1,707.65 | \$1,755.47 |

Wages shall be paid fortnightly by electronic funds transfer.

Note: Preserved wages and wage increases for 'existing employees' is located at Schedule A.

3.2 Neither the Chief Executive Office or Senior Executive employees shall receive the increases identified in clause 3.1 or the allowances listed in this Agreement. Such employees will be subject to an annual review of their salary as per their contract of employment.

3.3 Superannuation

- 3.3.1 All local governments and local government entities subject to this Award must comply with superannuation arrangements prescribed in the Local Government Act 2009 and the Local Government Regulation 2012.
- 3.3.2 Employers employing persons defined as being "non-contributory members" of the LG Super Scheme pursuant to s 223 of the Local Government Act 2009 shall, on behalf of such employees, contribute an amount to the LG Super Scheme that the local government or entity must make to avoid being required to pay the superannuation guarantee charge under the Superannuation Guarantee (Administration) Act 1992 in respect to such employees.
- 3.3.3 Where federal legislation provides for choice of fund rights to employees and an employee fails to elect a superannuation fund to which employer contributions are directed, the employer will direct contributions to such fund as prescribed in the abovementioned Queensland legislation.

3.4 Annualisation of Salaries

- 3.4.1 An employee who works less than a full year may agree with the Employer to have their wages averaged.
- 3.4.2 Where there are substantive changes to the roster or salary, a new calculation of average wages shall occur.
- 3.4.3 Any hours worked in excess of the annualised fortnightly hours shall be paid at the casual rate.
- 3.4.4 Annualisation agreements are at the discretion of the Employer.

3.5 Rostered Day's Off (RDO)

- 3.5.1 Council shall operate a 19 day month to enable all full time employees to accrue one Rostered Day Off (RDO) per month. Accumulated RDO's shall not exceed five (5) days at any one time unless approved by Council.
- 3.5.2 To maintain service levels, RDO's shall be taken on a rostered basis or as agreed between the employee and their supervisor.
- 3.5.3 Where an RDO falls on a Public Holiday or cannot be taken on the rostered day, the RDO shall be taken on another day as agreed between the employee and their supervisor.
- 3.5.4 RDO balances shall be reviewed in January each year with all balances being paid out by the end of January and returned to a zero balance.

3.6 Minimum engagement for casuals

3.6.1 To ensure parity with all employees employed by Council, the minimum engagement for any casual employee shall be 2 hours.

4 – ALLOWANCES

4.1 Remote Area Housing Assistance

In lieu of the Divisional and District Allowance as provided in clause 13(s) of the Award:

4.1.1 All permanent full-time employees shall receive a weekly allowance of \$30 per week.

4.1.2 Part-time employees shall receive this allowance on a pro-rata basis.

4.2 Uniforms

In lieu of the Uniforms and laundry allowance as provided in clause 13(o) of the Award:

4.2.1 Any full time and part time employee required to wear corporate council uniform will receive an allocation of \$400 per financial year or pro rata to purchase uniforms from Council's approved corporate wear supplier. Trainees will receive a once off allocation of \$300 for the duration of the traineeship. This benefit is non-cumulative. All purchases in excess of the annual allocation shall be reimbursed by the employee.

4.2.2 All full-time and part-time staff who work in the child care centre shall be entitled to following per financial year, or pro rata:

(a) 5 shirts; and

(b) A hat; and

(c) A jumper or vest.

This entitlement is non-cumulative and Council specific branded clothing shall be returned to the employer upon termination.

4.2.3 All full-time and part-time outside staff will receive the following Personal Protective Equipment per financial year, or pro rata:

(a) 5 sets of shirts; and

(b) 5 sets of trousers; and

(c) 1 pair of boots

Outside staff who have completed a 3 month probation period will also receive one winter jacket to be replaced every 4 years.

This entitlement is non-cumulative and Council specific branded clothing shall be returned to the employer upon termination.

4.3 Camp Allowance

In lieu of the Camp and Accommodation allowance as provided in clause 13(d) of the Award:

4.3.1 Council will pay an employee \$45 for each night that an employee is required to camp out on an approved overnight stay.

4.3.2 Camp out excludes overnight stay in licensed hotel, motel, caravan park or equivalent of which Council will be responsible for payment of meal and accommodation costs.

4.4 Team Leader Allowance

In lieu of the Leading Hand Allowance contained in clause 13(g) of the Award:

4.4.1 An employee appointed by the employer as a Team Leader who is in charge of the work of other employees shall be entitled to a weekly allowance of \$38.65 per week irrespective of team size.

4.4.2 The additional allowance shall be regarded as part of the normal wage of the employee concerned while such appointment remains and shall be taken into consideration in the computation of overtime, payment for annual leave, sick leave, public holidays and week-end work.

4.5 Local Government Industry Allowance

In lieu of the allowances contained in clause 13(a) and clauses 13(e), (m), (n), (p) and (q) of the Award:

4.5.1 An allowance of \$30 per week is to be paid to full-time employees in the Building trades group, Engineering and electrical/electronic group and the Operations group, including Water & Sewer Operators. Part-time and casual employees are to receive this allowance on a pro-rata basis.

4.5.2 The additional allowance shall be regarded as part of the normal wage of the employee concerned and shall be taken into the computation of overtime, payment for annual leave, sick leave, public holidays and weekend work.

5 - LEAVE

5.1 Personal Leave

- 5.1.1 Personal Leave includes sick leave, carer's leave, bereavement leave and natural disaster leave.
- 5.1.2 An employee (other than a casual) is entitled to at least 15 days on full pay for each completed year of employment.
- 5.1.3 An employee (other than a casual) may only apply for carer's leave to care for a family member or to support members of the employee's immediate family when they are ill or because an unexpected emergency arises. There is no limit for how many days an employee may apply for carer's leave. Provided that the employee has Personal Leave available, he or she may apply for carer's leave.
- 5.1.4 An employee (other than a casual) may take up to 2 days bereavement leave per event on full pay on the death of member of the person's family or immediate family in addition to personal leave. In circumstances where the event is over 350 kilometres away, an employee shall be entitled to an additional 2 days to be taken from personal leave, per event.
- 5.1.5 An employee (other than a casual) shall be entitled to take 3 days natural disaster leave on full pay if they are prevented from coming to work due to a fire, flood or other local emergency.

For the purpose of this section and as defined in schedule 5 of the *Queensland Industrial Relations Act 1999*, immediate family includes:

- (a) the employee's spouse; and
- (b) a child, ex-nuptial child, stepchild, adopted child, ex-foster child, parent, grandparent, grandchild or sibling of the employee or employee's spouse.

5.2 Annual Leave

- 5.2.1 For each completed year of service, an employee is entitled to 5 weeks annual leave.
- 5.2.2 Annual Leave balances shall be reviewed in January each year and as such the employees' annual leave entitlement shall be paid out to the extent that the accrual is greater than 200 hours.

5.3 Long Service Leave

- 5.3.1 Employees will be entitled to Long Service Leave in accordance with the provisions of the *Industrial Relations Act 1999* (Qld) and this clause.
- 5.3.2 All employees shall accumulate a Long Service Leave entitlement at the rate of 1.3 weeks per year of completed service.

5.3.3 Those employees who have 10 years of eligible service may access their entitlement to Long Service Leave.

5.3.4 Long Service Leave taken by an employee will be paid at the rate the employee was receiving before commencing the leave.

5.4 Time Off in Lieu

5.4.1 Subject to council's prior approval and mutual agreement between council and an employee, an employee who works either outside of the spread of ordinary working hours or in excess of their ordinary daily hours of duty on any day may be granted time off in lieu of overtime worked on a time for time basis.

5.4.2 A maximum of 2 days can be accrued at a time.

5.5 Annual Close Down

5.5.1 Council may declare to close down its operations each year over the Christmas/New Year period.

5.5.2 Council will give at least 90 days' notice of whether it proposes to implement an annual close down and its duration. An annual close down will not be greater than 3 weeks, inclusive of public holidays.

5.5.3 All employees, unless otherwise part of a skeleton crew or providing essential services, will be required to take either paid or unpaid leave for the period of the close down.

5.5.4 The following dates for Council's annual close down are proposed as follows, however, may be varied and subject to change in accordance with Council's operational needs:

(a) Council will be closed from Monday 21 December 2015 and reopen Monday 4 January 2016.

(b) Council will be closed from Monday 26 December 2016 and reopen Monday 9 January 2017.

(c) Council will be closed from Monday 25 December 2017 and reopen Monday 8 January 2018.

(d) Council will be closed from Monday 24 December 2018 and reopen Monday 7 January 2019.

6 – OTHER BENEFITS

6.1 Discount on rates

- 6.1.1 All full-time and part-time employees who own and occupy a residence in Cloncurry who is a title-holder shall be entitled to 10% discount on their council general rates.
- 6.1.2 This discount can only be claimed one time per household.
- 6.1.3 This discount applies to the residential rate category only (which includes the general rates and the water, sewerage and garbage charges and excludes emergency services levy).

6.2 Reimbursement of training expenses

- 6.2.1 Employees shall receive 50% reimbursement for the cost of obtaining a relevant qualification under the Australian Qualification Framework after completing 1 years' service after the date of completion and a further 50% at the completion of 3 years' service.
- 6.2.2 Approval from the relevant manager needs to be sought prior to an employee undertaking a course in order to be eligible to receive the reimbursement.
- 6.2.3 25% of the cost will be paid upfront by Council and a further 25% will be paid after the employee has completed 12 months service from the date of course completion and the remaining 50% will be re-paid at the completion of 3 years' after the date of completion.
- 6.2.4 Should the employee's employment be terminated (for any reason) within 12 months of completing the relevant course, he or she will be liable to re-pay to Council 25 % of the cost of the relevant course.
- 6.2.5 An employee may opt into an arrangement with Council whereby Council will pay the cost of the course upfront where such is required and an automatic payment will be deducted from the employee's fortnightly pay.

6.3 Professional development and training

Council is committed to enhancing the skills of its employees through the provision of both internal and external professional development and training linked to the goals for Council and the personal goals of employees as related to their work.

- 6.3.1 Staff may apply for professional learning opportunities and approval will be at the discretion of the Chief Executive Officer.
- 6.3.2 Council will provide appropriate training to employees where such training is required for the work that is undertaken, such as, but not limited to:
 - (a) for employees working in hazardous conditions;
 - (b) employees working with poisons or chemicals;

- (c) employees working with asbestos; or
- (d) employees working in water treatment plants.

6.4 Salary Packaging

- 6.4.1 Employees may participate in salary packaging arrangements, (commonly referred to as “salary sacrifice”) including but not limited to superannuation contributions or other benefits provided the arrangements:
- (a) comply with the Australian Taxation Officer and Superannuation guidelines; and
 - (b) rest in no additional cost to the Council including GST, FBT and administration.
- 6.4.2 Employees are required to seek independent financial advice before entering into a salary packaging arrangement for other than superannuation. To facilitate this, a written “salary sacrifice” agreement must be implemented to allow such deductions from “before tax” pay. An agreement through a third party (e.g SPA) is required for items other than superannuation and/or approved “in house” items.
- 6.4.3 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. Council will arrange for information sessions with a suitably qualified organisation for all interested employees.

Signed on behalf of the Cloncurry Shire Council

SIGNATURE

FULL NAME Lisa Caldwell

CAPACITY TO SIGN Acting CEO

DATE 15 May 2015

ADDRESS

IN THE PRESENCE OF:

SIGNATURE

FULL NAME: Joanne Green

DATE 15 May 2015

ADDRESS

Signed on behalf of the employees of the Cloncurry Shire Council.

SIGNATURE

FULL NAME Cheryl Tremaine

CAPACITY TO SIGN Single Bargaining Unit Representative

DATE 15 May 2015

ADDRESS

IN THE PRESENCE OF:

SIGNATURE

FULL NAME: Joanne Green

DATE 15 May 2015

ADDRESS

Schedule 1- Wage Rates for existing employees (Preserved Rates)

Administrative Employees

Preserved Rates: Employees employed immediately prior to the certification date of this Agreement whose classification would translate to the Administrative, technical, community service, supervisory and managerial (other than Indigenous Councils) groups (i.e. the Local Government Officers Award') under the Queensland Local Government Industry Award – 2014 shall retain the preserved rates, corresponding to their translated classification, as outlined below:

| Transferred Classification | Preserved pay rate | 3% increase (On commencement of 1 st Pay Period Immediately after Certification) | 2.8% increase (On commencement of 1st Pay Period falling 12 months thereafter (in 2016)) | 2.8% increase (On commencement of 1st Pay Period 12 months later (2017)) | 2.8% increase (On commencement of 1st Pay Period 12 months later (2018)) |
|----------------------------|--------------------|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Level 1, year 1 | \$810.15 | \$834.45 | \$857.82 | \$881.84 | \$906.53 |
| Level 1, year 2 | \$823.21 | \$847.91 | \$871.65 | \$896.05 | \$921.14 |
| Level 1, year 3 | \$843.10 | \$868.39 | \$892.71 | \$917.70 | \$943.40 |
| Level 1, year 4 | \$861.13 | \$886.96 | \$911.80 | \$937.33 | \$963.57 |
| Level 1, year 5 | \$874.88 | \$901.13 | \$926.36 | \$952.30 | \$978.96 |
| Level 1, year 6 | \$896.81 | \$923.71 | \$949.58 | \$976.17 | \$1,003.50 |
| | | | | | |
| Level 2, year 1 | \$916.67 | \$944.17 | \$970.61 | \$997.78 | \$1,025.72 |
| Level 2, year 2 | \$936.29 | \$964.38 | \$991.38 | \$1,019.14 | \$1,047.68 |
| Level 2, year 3 | \$955.91 | \$984.59 | \$1,012.16 | \$1,040.50 | \$1,069.63 |
| Level 2, year 4 | \$975.50 | \$1,004.77 | \$1,032.90 | \$1,061.82 | \$1,091.55 |
| | | | | | |
| Level 3, year 1 | \$995.08 | \$1,024.93 | \$1,053.63 | \$1,083.13 | \$1,113.46 |
| Level 3, year 2 | \$1,014.71 | \$1,045.15 | \$1,074.42 | \$1,104.50 | \$1,135.43 |
| Level 3, year 3 | \$1,031.92 | \$1,062.88 | \$1,092.64 | \$1,123.23 | \$1,154.68 |
| Level 3, year 4 | \$1,051.56 | \$1,083.11 | \$1,113.43 | \$1,144.61 | \$1,176.66 |
| | | | | | |
| Level 4, year 1 | \$1,071.12 | \$1,103.25 | \$1,134.14 | \$1,165.90 | \$1,198.55 |
| Level 4, year 2 | \$1,090.73 | \$1,123.45 | \$1,154.91 | \$1,187.25 | \$1,220.49 |
| Level 4, year 3 | \$1,110.37 | \$1,143.68 | \$1,175.70 | \$1,208.62 | \$1,242.47 |
| Level 4, year 4 | \$1,129.94 | \$1,163.84 | \$1,196.43 | \$1,229.93 | \$1,264.36 |
| | | | | | |
| Level 5, year 1 | \$1,149.56 | \$1,184.05 | \$1,217.20 | \$1,251.28 | \$1,286.32 |
| Level 5, year 2 | \$1,169.15 | \$1,204.22 | \$1,237.94 | \$1,272.61 | \$1,308.24 |
| Level 5, year 3 | \$1,188.75 | \$1,224.41 | \$1,258.70 | \$1,293.94 | \$1,330.17 |
| | | | | | |
| Level 6, year 1 | \$1,221.44 | \$1,258.08 | \$1,293.31 | \$1,329.52 | \$1,366.75 |

| | | | | | |
|-----------------|------------|------------|------------|------------|------------|
| Level 6, year 2 | \$1,255.25 | \$1,292.91 | \$1,329.11 | \$1,366.32 | \$1,404.58 |
| Level 6, year 3 | \$1,286.77 | \$1,325.37 | \$1,362.48 | \$1,400.63 | \$1,439.85 |
| | | | | | |
| Level 7, year 1 | \$1,340.79 | \$1,381.01 | \$1,419.68 | \$1,459.43 | \$1,500.30 |
| Level 7, year 2 | \$1,369.85 | \$1,410.95 | \$1,450.45 | \$1,491.06 | \$1,532.81 |
| Level 7, year 3 | \$1,398.87 | \$1,440.84 | \$1,481.18 | \$1,522.65 | \$1,565.29 |
| | | | | | |
| Level 8, year 1 | \$1,433.71 | \$1,476.72 | \$1,518.07 | \$1,560.58 | \$1,604.27 |
| Level 8, year 2 | \$1,476.92 | \$1,521.23 | \$1,563.82 | \$1,607.61 | \$1,652.62 |
| Level 8, year 3 | \$1,503.42 | \$1,548.52 | \$1,591.88 | \$1,636.45 | \$1,682.27 |
| Level 8, year 4 | \$1,536.13 | \$1,582.21 | \$1,626.52 | \$1,672.06 | \$1,718.88 |
| Level 8, year 5 | \$1,568.83 | \$1,615.89 | \$1,661.14 | \$1,707.65 | \$1,755.47 |

LGE Employees

Preserved Rates: Employees employed immediately prior to the certification date of this Agreement whose classification would translate to the Operations group (i.e. the Local Government Employees') under the Queensland Local Government Industry Award – State 2014 shall retain the preserved rates, corresponding to their translated classification, as outlined below:

| Transferred Classification | Preserved pay rate | 3% increase | 2.8% increase | 2.8% increase | 2.8% increase |
|----------------------------|--------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------|
| | | (On commencement of 1 st Pay Period Immediately after Certification) | (On commencement of 1st Pay Period falling 12 months thereafter (in 2016)) | (On commencement of 1st Pay Period 12 months later (2017)) | (On commencement of 1st Pay Period 12 months later (2018)) |
| Level 1a | \$770.52 | \$793.64 | \$815.86 | \$838.70 | \$862.19 |
| Level 1b | \$770.52 | \$793.64 | \$815.86 | \$838.70 | \$862.19 |
| Level 2 | \$803.13 | \$827.22 | \$850.39 | \$874.20 | \$898.67 |
| Level 3 | \$816.54 | \$841.04 | \$864.59 | \$888.79 | \$913.68 |
| Level 4 | \$830.08 | \$854.98 | \$878.92 | \$903.53 | \$928.83 |
| Level 5 | \$843.52 | \$868.83 | \$893.15 | \$918.16 | \$943.87 |
| Level 6 | \$893.40 | \$920.20 | \$945.97 | \$972.45 | \$999.68 |
| Level 7 | \$899.58 | \$926.57 | \$952.51 | \$979.18 | \$1,006.60 |
| Level 8 | \$926.52 | \$954.32 | \$981.04 | \$1,008.51 | \$1,036.74 |
| Level 9 | \$953.39 | \$981.99 | \$1,009.49 | \$1,037.75 | \$1,066.81 |

Engineering Employees

Preserved Rates: Employees employed immediately prior to the certification date of this Agreement whose classification would translate to the Engineering group under the Queensland Local Government Industry Award – State 2014 shall retain the preserved rates, corresponding to their translated classification, as outlined below:

| Transferred Classification | Preserved pay rate | 3% increase | 2.8% increase | 2.8% increase | 2.8% increase |
|----------------------------|--------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------|
| | | (On commencement of 1 st Pay Period Immediately after Certification) | (On commencement of 1st Pay Period falling 12 months thereafter (in 2016)) | (On commencement of 1st Pay Period 12 months later (2017)) | (On commencement of 1st Pay Period 12 months later (2018)) |
| C14 | \$688.81 | \$709.47 | \$729.34 | \$749.76 | \$770.75 |
| C13 | \$688.81 | \$709.47 | \$729.34 | \$749.76 | \$770.75 |
| C12 | \$708.31 | \$729.56 | \$749.99 | \$770.99 | \$792.57 |
| C11 | \$742.36 | \$764.63 | \$786.04 | \$808.05 | \$830.67 |
| C10 | \$782.19 | \$805.66 | \$828.21 | \$851.40 | \$875.24 |

Childcare Employees

Preserved Rates: Employees employed immediately prior to the certification date of this Agreement whose classification would translate to the Children's services and early childhood Education Steam under the Queensland Local Government Industry Award –State 2014 shall retain the preserved rates, corresponding to their translated classification, as outlined below:

| Transferred Classification | Preserved pay rate | 3% increase | 2.8% increase | 2.8% increase | 2.8% increase |
|----------------------------|--------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------|
| | | (On commencement of 1 st Pay Period Immediately after Certification) | (On commencement of 1st Pay Period falling 12 months thereafter (in 2016)) | (On commencement of 1st Pay Period 12 months later (2017)) | (On commencement of 1st Pay Period 12 months later (2018)) |
| ASSUQY1 | \$712.30 | \$733.67 | \$754.21 | \$776.84 | \$798.59 |
| ASSUQY2 | \$745.52 | \$767.89 | \$789.39 | \$813.07 | \$835.83 |
| ASSUQY3 | \$769.37 | \$792.45 | \$814.64 | \$839.08 | \$862.57 |
| ASS1YQY1 | \$818.63 | \$843.19 | \$866.80 | \$892.80 | \$917.80 |
| ASS1YQY2 | \$835.85 | \$860.93 | \$885.03 | \$911.58 | \$937.11 |
| ASS1YQY3 | \$853.06 | \$878.65 | \$903.25 | \$930.35 | \$956.40 |
| GL1YQYR1 | \$893.21 | \$920.01 | \$945.77 | \$974.14 | \$1,001.42 |
| GL1YQYR2 | \$907.56 | \$934.79 | \$960.96 | \$989.79 | \$1,017.50 |
| GL1YQYR3 | \$921.85 | \$949.51 | \$976.09 | \$1,005.37 | \$1,033.52 |
| GL2YQY1 | \$967.75 | \$996.78 | \$1,024.69 | \$1,055.43 | \$1,084.99 |
| GL2YQY2 | \$982.06 | \$1,011.52 | \$1,039.84 | \$1,071.04 | \$1,101.03 |
| GL2YQY3 | \$996.42 | \$1,026.31 | \$1,055.05 | \$1,086.70 | \$1,117.13 |
| GL3YQY1 | \$996.42 | \$1,026.31 | \$1,055.05 | \$1,086.70 | \$1,117.13 |
| GL3YQY2 | \$1,049.81 | \$1,081.30 | \$1,111.58 | \$1,144.93 | \$1,176.99 |

Building Employees

Preserved Rates: Employees employed immediately prior to the certification date of this Agreement whose classification would translate to the Building Trades Group under the Queensland Local Government Industry Award – State 2014 shall retain the preserved rates, corresponding to their translated classification, as outlined below:

| Transferred Classification | Preserved pay rate | 3% increase | 2.8% increase | 2.8% increase | 2.8% increase |
|----------------------------|--------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------|
| | | (On commencement of 1 st Pay Period Immediately after Certification) | (On commencement of 1st Pay Period falling 12 months thereafter (in 2016)) | (On commencement of 1st Pay Period 12 months later (2017)) | (On commencement of 1st Pay Period 12 months later (2018)) |
| Plumber < 3mths | \$698.00 | \$718.94 | \$739.07 | \$759.76 | \$781.04 |
| Plumber > 3mths | \$718.81 | \$740.37 | \$761.10 | \$782.42 | \$804.32 |
| Plumber 2nd Year | \$718.90 | \$740.47 | \$761.20 | \$782.51 | \$804.42 |
| Plumber 3rd Year | \$732.31 | \$754.28 | \$775.40 | \$797.11 | \$819.43 |
| Plumber 4th Year | \$750.81 | \$773.33 | \$794.99 | \$817.25 | \$840.13 |