

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Queensland Agricultural Training Colleges Certified Agreement 2016

Matter No. 2016/CA000024

COMMISSIONER BLACK

20 July 2016

CERTIFICATE

This matter coming on for hearing before the Commission on 20 July 2016 the Commission certifies the following written agreement:

Queensland Agricultural Training Colleges Certified Agreement 2016 – (CA/2016/24)

Made between:

Queensland Agricultural Training Colleges

AND

Together Queensland, Industrial Union of Employees;
United Voice, Industrial Union of Employees, Queensland;

The agreement was certified by the Commission on 20 July 2016 and shall operate from 20 July 2016 until its nominal expiry on 30 June 2019.

This agreement replaces the Queensland Agricultural Training Colleges Certified Agreement 2014 (CA/2015/3).

By the Commission.

Commissioner Black

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION
Industrial Relations Act 1999, s.156

Principal Executive Officer of the Queensland Agricultural Training Colleges

AND

Together Queensland, Industrial Union of Employees and United Voice, Industrial Union of
Employees, Queensland

(No. CA/2016/24)

**QUEENSLAND AGRICULTURAL TRAINING COLLEGES
CERTIFIED AGREEMENT 2016**

APPLICATION FOR CERTIFICATION OF AGREEMENT

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the first day of July 2016, BETWEEN the Principal Executive Officer of the Queensland Agricultural Training Colleges ABN 65 259 790 558 AND Together Queensland, Industrial Union of Employees and United Voice, Industrial Union of Employees, Queensland; witness that the parties mutually agree as follows:

PART 1 APPLICATION AND OPERATION

1.1 Title

This Agreement shall be known as the *Queensland Agricultural Training Colleges Certified Agreement 2016*.

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1.3 Application and Parties Bound

- (1) This Agreement shall apply to employees engaged under the *Queensland Agricultural Colleges Award – State 2015*.
- (2) Positions at Senior Officer (SO) and Senior Executive Service (SES) levels are not covered by this Agreement.
- (3) The parties bound by this Agreement are the:
 - Principle Executive Officer of the Queensland Agricultural Training Colleges;
 - Together Queensland, Industrial Union of Employees;
 - United Voice, Industrial Union of Employees, Queensland.

1.4 Date and Period of Operation

This Agreement shall operate from the date of certification and shall have a nominal expiry date of 30 June 2019.

1.5 Definitions and Abbreviations

“QATC” means the Queensland Agricultural Training Colleges.

“Act” means the *Industrial Relations Act 1999*.

“AQF” means the Australian Qualifications Framework. The AQF is a system of twelve national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 2.

“Commission” means the Queensland Industrial Relations Commission.

“CCC” means College Consultative Committee.

“LCC” means Local Consultative Committee.

“Parent award” means the *Queensland Agricultural Colleges Award – State 2015*.

“PSTP” means the Public Services Training Package.

“Relevant employees” means employees covered by this agreement.

1.6 Relationship to Award

This Agreement is to be read in conjunction with the *Queensland Agricultural Colleges Award – State 2015*. Where there is any inconsistency between this Agreement and the Award, the terms of this Agreement shall take precedence.

1.7 Replacement Agreement

This Agreement replaces the *Queensland Agricultural Training Colleges Certified Agreement 2014 (CA/2015/3)* when this Agreement is certified.

1.8 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.

1.9 Objectives of This Agreement

The QATC and the employees are committed to achieving the following objectives over the life of this Agreement:

- (1) to work towards the successful achievement of College Business and Operational Plans;

- (2) to optimise the use of resources, both human and physical, to create a progressive and sustainable Agricultural College;
- (3) to provide quality training which:
 - (a) is responsive to rural and regional industry and community requirements;
 - (b) enhances the work-readiness and employability of students and clients; and
 - (c) promotes a culture of life-long learning;
- (4) to provide a supportive and caring environment which maximises students' development and learning opportunities;
- (5) to value and reward skilled and motivated staff ; and
- (6) to foster the development of a positive and productive workplace culture where the parties adopt cooperative approaches to work.

1.10 Workplace Flexibility

- (1) Nothing in this Agreement prevents the parties from identifying flexibility or changes to be implemented at the respective campuses.
- (2) Prior to implementation of any flexibility or changes, there must be:
 - (a) consultation and agreement with the majority of employees affected; and
 - (b) consultation with the CCC.

Agreement will not be unreasonably withheld by either party.

Provided that where agreement cannot be reached, the parties may access the disputes procedures set out in Part 3 of this Agreement.

- (3) Any flexibility or changes implemented must be documented and made available to all employees directly or indirectly affected by the proposal.
- (4) If an appropriate flexibility provision is contained in an award covering employees subject to this Agreement, then the parties may implement changes in accordance with the relevant award provision.
- (5) Where an identified flexibility or change would not comply with an award condition of employment, the parties may seek amendment to the relevant award through a consent application or effect the change through a certified agreement made pursuant to the *Industrial Relations Act 1999*.

1.11 ILO Conventions

QATC recognises its obligations to give effect to international labour standards including freedom of association, workers' representatives, collective bargaining and equality of opportunity for all of its employees.

1.12 Equity Considerations

- (1) This agreement will achieve the principal objects specified in sections 3(c), 3(d) and 3(n) of the *Industrial Relations Act 1999*. We will respect and value the diversity of our employees through helping to prevent and eliminate discrimination.

- (2) In addition, the effect of this agreement is not to allow any conduct or treatment, either direct or indirect that would contravene the *Anti-Discrimination Act 1991*.

PART 2 - CONSULTATIVE COMMITTEE

The parties agree that the College Consultative Committee (CCC) will promote and co-ordinate all change initiatives and other initiatives identified in this Agreement. The CCC comprises of management and union representatives.

Its role throughout the life of this agreement shall be to actively progress, implement and monitor the Agreement and to encourage achievement and take agreed action where necessary to deliver the agreed objectives.

The CCC has the authority to establish LCCs at the campus level on an 'as needs' basis. The LCC will comprise local management and union representatives and report to the CCC. The CCC will provide the direction and advice to the LCC on such matters which may include, but are not limited to, dispute resolution, consultation on local industrial issues, implementation of workplace flexibility provisions and other aspects of the Agreement.

PART 3 – PREVENTION AND SETTLEMENT OF DISPUTES

- (1) The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this Agreement, by measures based on the provision of information and explanation, consultation, cooperation and negotiation.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except in the case of a genuine safety issue. The *status quo* existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (3) There is a requirement for management to provide relevant information and explanation and consult with the appropriate employee representatives.
- (4) In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement, the following procedures shall apply:
 - (a) the matter is to be discussed by the employee's union representative and / or the employee(s) concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond 7 days;
 - (b) if the matter is not resolved as per (a) above, it shall be referred by the union representative and/or the employee(s) to the appropriate management representative who shall arrange a conference of the parties to discuss the matter. This process should not extend beyond 7 days;
 - (c) if the matter remains unresolved it may be referred by the employee and/or their union representative to the CCC for discussion and appropriate action. This process should not exceed 14 days.
 - (d) if the matter is not resolved, then it may be referred by either party to the Queensland Industrial Relations Commission for conciliation, or if necessary, arbitration.
- (5) Nothing in this procedure shall prevent the Principal Executive Officer or relevant unions from taking any action considered conducive to resolving the matters in dispute.
- (6) The parties acknowledge that, for matters not covered by this agreement, there are other dispute resolution procedures available.

PART 4 - WAGES

4.1 New Wage Rates

In recognition of the commitment of the parties as specified in clause 1.9 “Objectives of This Agreement”, the following salary increases shall be available to employees covered by this Agreement:

- 12 March 2016 : 0.3%
- 1 August 2016 : 2.5%
- 1 August 2017 : 2.5%
- 1 August 2018 : 2.5%

The salary rates applicable from the respective dates are as set out in Appendix 1.

4.2 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 within this Agreement or not.
- (2) The Queensland Industrial Relations Commission State Wage Increases awarded during 2015 and thereafter will not be in addition to the wage increases provided by this Agreement.
- (3) This Agreement covers all matters or claims that could otherwise be subject to protected industrial action.
- (4) It is agreed that 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) Any improvements in conditions that are determined on a whole-of-government basis;
 - (c) Reclassifications.
- (5) Unless inconsistent with the terms of this Agreement, the entitlement of employees covered by this Agreement as contained in awards, agreements, QIRC orders, Ministerial Directives or determinations made under the *Public Service Act 2008* effective at the date this Agreement was made shall not be reduced for the life of this Agreement.
- (6) It is agreed that any increases in monetary amounts or other entitlements as a result of Queensland Industrial Relations Commission decisions, government policy, or Directives made under the *Public Service Act 2008* will be applied where applicable.

4.3 Removal of District Allowance

The parties agree to the removal of the district allowance as previously stated in clause 5.10.3 “Divisional and District Allowance” of the *Agricultural Colleges (Domestic and General Staff) Award – State 2012*. The removal of this allowance is consistent with the agreement reached between the parties as part of the award modernisation process.

PART 5 – EMPLOYMENT SECURITY, PERMANENT EMPLOYMENT, ORGANISATIONAL CHANGE AND RESTRUCTURING

5.1 Employment Security

QATC is committed to maximum employment security for tenured College employees by developing and maintaining responsive, impartial and efficient college operations.

5.2 Permanent Employment

The parties are committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate. The College is encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

5.3 Organisational Change and Restructuring

- (1) The Government is committed to providing stability to the public sector by limiting organisational restructuring and contracting-out of services.
- (2) These commitments are effected through the Government's policy on employment security.

QATC shall provide in writing to the members of the CCC of their intention to implement organisational changes that may affect the employment security of employees, prior to the commencement of any planned changes. This shall include all information required to be provided in accordance with the "Introduction of changes" and "Redundancy" clauses of relevant awards.

- (3) It is acknowledged that management has a right to implement changes to ensure the effective delivery of college services. The consultation process will not be used to frustrate or delay the changes but rather ensure that all viable options are considered. If this process cannot be resolved at the CCC in a timely manner, either party may utilise the prevention and settlement of disputes procedure.
- (4) The parties agree that QATC should report to unions on a quarterly basis (via the CCC) the current status of employment practices within the agency.
- (5) Permanent QATC employees will not be forced into unemployment as a result of organisational change or changes in QATC priorities. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and alternative placement opportunities. There is a responsibility on the employee to meaningfully participate in the opportunities made available. QATC and employees will comply with all relevant Directives (as amended). Where an employee refuses to participate or cooperate in these processes, the full provisions of the directive pertaining to retrenchment may be followed to the extent of their applicability.
- (6) All provisions and entitlements relating to organisational change and restructuring can be found in the directives relating to early retirement, redundancy and retrenchment and employment arrangements following workplace change (as amended) which will apply for the life of this agreement.
- (7) Once a definite decision is made, QATC must provide relevant information to the relevant union(s) when it intends to apply the provisions of the directive (as amended) relating to early retirement, redundancy and retrenchment where an employee may be genuinely

redundant or is to possibly be retrenched. Such information must be provided at the same time QATC's intentions are communicated to the employee. An affected employee must be provided with notice of QATC's intention to make redundant or retrench the employee sufficient to allow the employee to seek relevant independent advice.

PART 6 - REASONABLE WORKLOADS

- (1) QATC is committed to working with its employees to address workload management issues.
- (2) QATC should consider the impacts on workloads when organisational change occurs.
- (3) QATC recognises their obligations under the *Work Health and Safety Act 2011* when managing workload issues.

PART 7 – WORK-LIFE BALANCE

- (1) QATC is committed to establishing workplace practices that improve the balance between work and family for its employees.
- (2) The parties agree that requests by employees to access work-life balance initiatives will be considered provided that it is operationally convenient.

PART 8 - SALARY PACKAGING

- (1) Salary packaging is available for employees (excluding short-term casual employees) employed by the employer covered by this Agreement.
- (2) The following principles apply 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(s) 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 9 - COLLECTIVE INDUSTRIAL RELATIONS

- (1) QATC acknowledges that structured, collective industrial relations will continue as a fundamental principle of the management of the College. QATC recognises the important role of unions and the traditionally high levels of union membership in the public sector. It supports constructive relations between management and unions and recognises the need to work collaboratively with relevant unions and employees in an open and accountable way.
- (2) QATC as an employer recognises that union membership and coverage issues are determined by the provisions of the *Industrial Relations Act 1999* and any determinations of the Queensland Industrial Relations Commission.
- (3) QATC is committed to collective agreements and will not support non-union agreements.
- (4) QATC is committed to union encouragement, union delegates and industrial relations education leave, as outlined in the *Queensland Agricultural Colleges Award – State 2015*.
- (5) Entities are to provide relevant unions with complete lists of new starters (consisting of name, job title, work email and work location) to the workplace on a quarterly basis, unless agreed between the relevant entity and union to be on a more regular basis. This information is to be provided electronically.
- (6) Entities also are required where requested to provide relevant unions with a listing of current staff comprising name, job title, work email and work location. This information shall be supplied on a six monthly basis, unless agreed between the relevant entity and union to be on a more regular basis. The provision of all staff information to relevant unions shall be consistent with the principles outlined at s. 373(4) of the *Industrial Relations Act 1999*. This information is to be provided electronically.

PART 10 – WORKPLACE BULLYING

All employees have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, humiliation, harassment, victimisation and discrimination.

PART 11 – DOMESTIC AND FAMILY VIOLENCE

QATC is strongly committed to providing a healthy and safe working environment for all employees. It is recognised that employees sometimes face difficult situations in their work and personal life, such as domestic and family violence, that may affect their attendance, performance at work or safety.

Domestic and family violence occurs when one person in a relevant relationship uses violence and abuse to maintain power and control over the other person. This can include behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, coercive or aimed at controlling or dominating the other person through fear.

Domestic and family violence can affect people of all cultures, religions, ages, genders, sexual orientations, educational backgrounds and income levels.

Managers, supervisors and all employees are committed to making QATC a great place to work. The workplace can make a significant difference to employees affected by domestic and family violence by providing appropriate safety and support measures. Domestic violence and relevant relationship is that as defined under Division 2 and Division 3 of the *Domestic and Family Violence Protection Act 2012*.

During the life of this Agreement the parties will work together to implement key government initiatives to support employees affected by domestic violence and family violence to ensure a supportive environment is provided within QATC.

PART 12 - TRAINING AND PROFESSIONAL DEVELOPMENT

- (1) The parties to this Agreement recognise an ongoing commitment to training and development. It is acknowledged that employees should be encouraged to develop required skills and knowledge to support service delivery objectives.
- (2) To achieve the desired levels of knowledge and skills there should be an emphasis upon building capability around key occupations through career development, job design, performance development, and workforce planning. The objective of this approach is to improve workforce capability and the Colleges' service delivery while enhancing job satisfaction and employees' professional growth.
- (3) Training and assessment of competencies will be provided in accordance with the Public Services Training Package or other accredited programs relevant to QATC needs to enable employees to meet the requirements of clauses 12.1 and 12.2 of this Agreement.

PART 13 - RECOGNITION OF ACCREDITED QUALIFICATIONS

13.1 Commitment

- (1) The parties are committed to the principle that suitable financial recompense shall be provided for 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 paypoint 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 employees, have spent one calendar year and worked 1200 hours at the maximum pay point).

13.2 Appropriate Remuneration

The following remuneration shall be paid fortnightly to employees that meet the requirements in clause 13.1:

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

PART 14 - FAIR CAREER PATHS

- (1) The parties are committed to providing reasonable career opportunities to employees. The parties are committed to provide consistent and transparent classifications across QATC.
- (2) The parties agree to utilise the prevention and settlement of disputes process as provided in Part 3 in the event that agreement cannot be reached.

PART 15 - CONDITIONS OF EMPLOYMENT

15.1 Reasonable Hours Of Work – Instructional Staff

- (1) The parties agree that it is not intended that instructors continually undertake high workloads.
- (2) Timetabling should be based on flexibility, reflect the most effective combination of contact and non-contact time and demonstrate equitable distribution of workload across the team.
- (3) The allocation of duties within the ordinary hours of work will be determined by negotiation with the immediate supervisor. QATC will ensure a corporate wide consistent approach predicated upon flexibility incorporating local environmental factors.
- (4) Ultimate responsibility for these arrangements rests with those in supervisory, management and/or training coordination roles.
- (5) Where the parties are unable to reach agreement on the allocation of duties within a program, the matter shall be dealt with in accordance with the dispute resolution process outlined in Part 3 of this Agreement.

15.2 Sick Leave Entitlements – Domestic and General Employees

Employees engaged under the terms and conditions of the *Queensland Agricultural Colleges Award – State 2015* shall continue to accrue an entitlement to 76 hours sick leave for each year of service as from 1 July 2003.

15.3 Mandatory Closedown

The employer reserves the right to designate mandatory closures during vacation periods during which employees will access accrued leave or credit time in accordance with clause 15.4 and Schedule 1 “Organisational Hours of Work Arrangements” of the parent award. Where employees do not have sufficient annual leave accrued for taking during mandatory closures, the employer may elect to grant annual leave in advance or come to a mutual arrangement on a case-by-case basis for the use of accrued time. The employer may elect to exempt specific employees from a mandatory closure for purposes of facilities management, etc. Where practicable, at least 6 months’ notice of a mandatory closure is to be provided.

15.4 Compulsory Christmas/New Year Closure

- (1) When there is a compulsory closure or partial closure over the Christmas/New Year period, all employees covered by this Agreement will have their annual leave entitlement debited by the number of ordinary working days (other than a concessional day) they would have worked between Christmas Day and New Year's Day inclusive.
- (2) For the purpose of clause 15.4 (1), concessional day means any day upon which an employee is permitted to be absent from duty on full pay, without debit to any leave account, as a result of a compulsory closure or partial closure of employer's offices over the Christmas/New Year period, or such closure or restricted staffing as the employer determines.

APPENDIX 1 – SALARY SCHEDULE

QATC INSTRUCTOR <i>Assistant Instructor</i>	Salary per fortnight 12/3/16 0.3%	Salary per fortnight 1/8/2016 2.5%	Salary per fortnight 1/8/2017 2.5%	Salary per fortnight 1/8/2018 2.5%
Step 1	2291.40	2348.70	2407.40	2467.60
Step 2	2368.10	2427.30	2488.00	2550.20
<i>Instructor Level 1</i>				
Step 3	2588.40	2653.10	2719.40	2787.40
Step 4	2708.80	2776.50	2845.90	2917.00
Step 5	2829.00	2899.70	2972.20	3046.50
Step 6	2951.40	3025.20	3100.80	3178.30
<i>Instructor Level 2</i>				
Step 7	3076.20	3153.10	3231.90	3312.70
Step 8	3200.40	3280.40	3362.40	3446.50
Step 9	3325.50	3408.60	3493.80	3581.10
<i>Senior Instructor</i>				
Step 10	3408.40	3493.60	3580.90	3670.40
Step 11	3492.00	3579.30	3668.80	3760.50
Step 12	3575.00	3664.40	3756.00	3849.90

ADMINISTRATIVE STREAM		Salary per fortnight 12/3/2016 0.3%	Salary per fortnight 1/8/2016 2.5%	Salary per fortnight 1/8/2017 2.5%	Salary per fortnight 1/8/2018 2.5%
AO1	1	1300.30	1332.80	1366.10	1400.30
	2	1379.80	1414.30	1449.70	1485.90
	3	1459.60	1496.10	1533.50	1571.80
AO2	Age 21 1	1650.30	1691.60	1733.90	1777.20
	2	1690.20	1732.50	1775.80	1820.20
	3	1728.50	1771.70	1816.00	1861.40
	4	1768.30	1812.50	1857.80	1904.20
	5	1808.80	1854.00	1900.40	1947.90
	6	1849.40	1895.60	1943.00	1991.60
	7	1893.00	1940.30	1988.80	2038.50
	8	1941.20	1989.70	2039.40	2090.40
AO3	1	2071.40	2123.20	2176.30	2230.70
	2	2153.00	2206.80	2262.00	2318.60
	3	2235.00	2290.90	2348.20	2406.90
	4	2316.80	2374.70	2434.10	2495.00
AO4	1	2460.00	2521.50	2584.50	2649.10
	2	2543.30	2606.90	2672.10	2738.90
	3	2627.50	2693.20	2760.50	2829.50
	4	2710.90	2778.70	2848.20	2919.40
AO5	1	2860.20	2931.70	3005.00	3080.10
	2	2944.70	3018.30	3093.80	3171.10
	3	3029.20	3104.90	3182.50	3262.10
	4	3113.80	3191.60	3271.40	3353.20
AO6	1	3290.10	3372.40	3456.70	3543.10
	2	3368.50	3452.70	3539.00	3627.50
	3	3446.50	3532.70	3621.00	3711.50
	4	3524.50	3612.60	3702.90	3795.50
AO7	1	3689.20	3781.40	3875.90	3972.80
	2	3779.50	3874.00	3970.90	4070.20
	3	3869.90	3966.60	4065.80	4167.40
	4	3960.20	4059.20	4160.70	4264.70
AO8	1	4093.80	4196.10	4301.00	4408.50
	2	4173.40	4277.70	4384.60	4494.20
	3	4253.20	4359.50	4468.50	4580.20
	4	4332.90	4441.20	4552.20	4666.00

OPERATIONAL STREAM		Salary per fortnight 12/3/2016 0.3%	Salary per fortnight 1/8/2016 2.5%	Salary per fortnight 1/8/2017 2.5%	Salary per fortnight 1/8/2018 2.5%
OO1	1	1150.30	1179.10	1208.60	1238.80
	2	1240.80	1271.80	1303.60	1336.20
	3	1333.80	1367.10	1401.30	1436.30
	4	1427.30	1463.00	1499.60	1537.10
	5	1520.50	1558.50	1597.50	1637.40
	6	1614.20	1654.60	1696.00	1738.40
OO2	Age 21 1	1650.30	1691.60	1733.90	1777.20
	2	1692.00	1734.30	1777.70	1822.10
	3	1732.70	1776.00	1820.40	1865.90
	4	1774.40	1818.80	1864.30	1910.90
OO3	1	1799.10	1844.10	1890.20	1937.50
	2	1831.80	1877.60	1924.50	1972.60
	3	1865.40	1912.00	1959.80	2008.80
	4	1900.90	1948.40	1997.10	2047.00
OO4	1	1976.20	2025.60	2076.20	2128.10
	2	2039.00	2090.00	2142.30	2195.90
	3	2105.60	2158.20	2212.20	2267.50
	4	2171.60	2225.90	2281.50	2338.50
OO5	1	2230.50	2286.30	2343.50	2402.10
	2	2306.60	2364.30	2423.40	2484.00
	3	2383.60	2443.20	2504.30	2566.90
	4	2460.00	2521.50	2584.50	2649.10
OO6	1	2571.00	2635.30	2701.20	2768.70
	2	2640.80	2706.80	2774.50	2843.90
	3	2710.90	2778.70	2848.20	2919.40
OO7	1	2844.00	2915.10	2988.00	3062.70
	2	2915.50	2988.40	3063.10	3139.70
	3	2986.50	3061.20	3137.70	3216.10

TECHNICAL STREAM		Salary per fortnight 12/3/2016 0.3%	Salary per fortnight 1/8/2016 2.5%	Salary per fortnight 1/8/2017 2.5%	Salary per fortnight 1/8/2018 2.5%
TO1	1	1331.60	1364.90	1399.00	1434.00
	2	1457.00	1493.40	1530.70	1569.00
	3	1582.50	1622.10	1662.70	1704.30
	Age 21 4	1714.10	1757.00	1800.90	1845.90
	5	1779.50	1824.00	1869.60	1916.30
	6	1845.90	1892.00	1939.30	1987.80
	7	1919.10	1967.10	2016.30	2066.70
TO2	1	1948.80	1997.50	2047.40	2098.60
	2	2017.70	2068.10	2119.80	2172.80
	3	2091.90	2144.20	2197.80	2252.70
	4	2166.80	2221.00	2276.50	2333.40
	5	2241.70	2297.70	2355.10	2414.00
	6	2316.50	2374.40	2433.80	2494.60
TO3	1	2460.00	2521.50	2584.50	2649.10
	2	2528.50	2591.70	2656.50	2722.90
	3	2596.40	2661.30	2727.80	2796.00
	4	2664.70	2731.30	2799.60	2869.60
TO4	1	2801.90	2871.90	2943.70	3017.30
	2	2895.00	2967.40	3041.60	3117.60
	3	2986.50	3061.20	3137.70	3216.10
OO5	1	3113.80	3191.60	3271.40	3353.20
	2	3207.60	3287.80	3370.00	3454.30
	3	3302.30	3384.90	3469.50	3556.20
	4	3396.10	3481.00	3568.00	3657.20
OO6	1	3508.60	3596.30	3686.20	3778.40
	2	3598.70	3688.70	3780.90	3875.40
	3	3689.20	3781.40	3875.90	3972.80

PROFESSIONAL STREAM		Salary per fortnight 12/3/2016 0.3%	Salary per fortnight 1/8/2016 2.5%	Salary per fortnight 1/8/2017 2.5%	Salary per fortnight 1/8/2018 2.5%
PO1	1	1331.60	1364.90	1399.00	1434.00
	2	1457.00	1493.40	1530.70	1569.00
	3	1582.50	1622.10	1662.70	1704.30
	Age 21 4	1714.10	1757.00	1800.90	1845.90
	5	1779.50	1824.00	1869.60	1916.30
	6	1845.90	1892.00	1939.30	1987.80
	7	1919.10	1967.10	2016.30	2066.70
PO2	1	2068.60	2120.30	2173.30	2227.60
	2	2188.50	2243.20	2299.30	2356.80
	3	2301.80	2359.30	2418.30	2478.80
	4	2426.90	2487.60	2549.80	2613.50
	5	2545.90	2609.50	2674.70	2741.60
	6	2664.70	2731.30	2799.60	2869.60
PO3	1	2801.90	2871.90	2943.70	3017.30
	2	2890.00	2962.30	3036.40	3112.30
	3	2977.80	3052.20	3128.50	3206.70
	4	3065.30	3141.90	3220.40	3300.90
PO4	1	3267.70	3349.40	3433.10	3518.90
	2	3353.30	3437.10	3523.00	3611.10
	3	3438.80	3524.80	3612.90	3703.20
	4	3524.40	3612.50	3702.80	3795.40
PO5	1	3689.20	3781.40	3875.90	3972.80
	2	3779.50	3874.00	3970.90	4070.20
	3	3869.90	3966.60	4065.80	4167.40
	4	3960.20	4059.20	4160.70	4264.70
PO6	1	4093.80	4196.10	4301.00	4408.50
	2	4173.40	4277.70	4384.60	4494.20
	3	4253.20	4359.50	4468.50	4580.20
	4	4332.90	4441.20	4552.20	4666.00

APPENDIX 2 - AUSTRALIAN QUALIFICATIONS FRAMEWORK

The Australian Qualifications Framework (the AQF) is the national policy for regulated qualifications in the Australian education and training system. It incorporates the quality assured qualifications from each education and training sector (school, vocational education and training and higher education) into a single comprehensive national qualifications framework.

AQF Qualifications Referred to in this Agreement as:

- Senior Secondary Certificate of Education
- Certificate I
- Certificate II
- Certificate III
- Certificate IV
- Diploma
- Advanced Diploma
- Associate Degree
- Bachelor Degree
- Graduate Certificate
- Vocational Graduate Certificate
- Graduate Diploma
- Vocational Graduate Diploma
- Masters Degree
- Doctoral Degree
- AQF I
- AQF II
- AQF III
- AQF IV
- AQF V
- AQF VI

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 objectives of the AQF are to provide a contemporary and flexible framework that:

- accommodates the diversity of purposes of Australian education and training now and into the future;
- contributes to national economic performance by supporting contemporary, relevant and nationally consistent qualification outcomes which build confidence in qualifications;
- supports the development and maintenance of pathways which provide access to qualifications and assist people to move easily and readily between different education and training sectors and between those sectors and the labour market;

- supports individuals' lifelong learning goals by providing the basis for individuals to progress through education and training and gain recognition for their prior learning and experiences;
- underpins national regulatory and quality assurance arrangements for education and training;
- supports and enhances the national and international mobility of graduates and workers through increased recognition of the value and comparability of Australian qualifications;
- enables the alignment of the AQF with international qualifications frameworks.

SIGNATORIES

Signed by the Principal Executive Officer of the Queensland Agricultural Training Colleges ABN 65 259 790 558:

Mark Tobin

In the presence of: Philip Goodwin

Signed for and on behalf of the Together Queensland, Industrial Union of Employees:

Alex Scott

In the presence of: Ken McKay

Signed for and on behalf of the United Voice, Industrial Union of Employees, Queensland:

Gary Bullock

In the presence of: Melanie Little

This Agreement is certified under the *Industrial Relations Act 1999*, chapter 6 part 1.

Filed on the 1 day of July 2016, certified by the Commission and given Register No. CA24/2016, in the Certified Agreements Register.

Dated this 20th day of July 2016.

Deputy Industrial Registrar.
Operative Date: 20 July 2016