

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016 – s 193 - Certification of an Agreement

Barcaldine Regional Council

AND

The Australian Workers' Union of Employees, Queensland

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

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

Queensland Services, Industrial Union of Employees

The Queensland Nurses and Midwives' Union

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

(Matter No. CB/2018/169)

BARCALDINE REGIONAL COUNCIL CERTIFIED AGREEMENT 2018

Certificate of Approval

On 7 November 2018 the Commission certified the attached written agreement in accordance with s 193 of the *Industrial Relations Act 2016*:

Name of Agreement: *Barcaldine Regional Council Certified Agreement 2018*

Parties to the Agreement: Barcaldine Regional Council ABN 36 154 302 599
The Australian Workers' Union of Employees, Queensland
Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
Construction, Forestry, Mining and Energy Industrial Union of Employees, Queensland
Queensland Services, Industrial Union of Employees
The Queensland Nurses and Midwives' Union
Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

Amendments: Nil

Operative Date: 7 November 2018

Nominal Expiry Date: 28 June 2022

Previous Agreement: *Barcaldine Regional Council (BRC) Certified Agreement 2011*

**Termination Date of
Previous Agreement:** 7 November 2018 (Matter No. CB/2018/168)

By the Commission

G. D. BLACK
Industrial Commissioner

8 November 2018

BARCALDINE REGIONAL COUNCIL

Certified Agreement 2018 - 2022

1. Title

This Agreement shall be known as the Barcaldine Regional Council Certified Agreement 2018.

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3. Definitions

Award - Any of the awards set out in Clause 4.1.

Chief Executive Officer - Chief Executive Officer of Barcaldine Regional Council

Council - Barcaldine Regional Council

Employee - Any full time employee, part time employee, casual employee, trainee or apprentice employed by Barcaldine Regional Council

External Employee – An employee employed under the *Stream B* or *Stream C* Awards.

Internal Employee – An employee employed under the *Stream A* Award, including an employee who is the direct supervisor of an external employee.

Management Representatives - The Chief Executive Officer and any persons nominated by the Chief Executive Officer

Productivity - Productivity is the efficiency with which resources are used to produce and deliver services at specified levels of quality and timeliness. Productivity gains may be in a variety of forms, which may include any combination of:

- (a) the provision of the same level and quality of services at a lesser input
- (b) the provision of a greater level of customer service at the same or lesser input
- (c) the development of a capacity to provide increased services in those work units where growth is occurring
- (d) updated technology

Senior Officer – The Chief Executive Officer, Deputy Chief Executive Officer, District Manager or other officer in a senior position reporting directly to the Chief Executive Officer or Deputy Chief Executive Officer, where that employee is appointed pursuant to a written contract of employment which states that the award will not apply to the employment terms and conditions of the senior officer.

Such contract will be in accordance with Clause 4.2 of Division 2 – Section 1 of the Queensland Local Government Industry (Stream A) Award – State 2017.

Union - Any of the Unions named in Clause 5

Union Employee Representatives – Authorised Union Officials and Union Delegates advised by the relevant Union.

4. Application

This Agreement shall apply to the Council, its Employees and the Unions. This Agreement shall not apply to a Senior Officer.

4.1 Relationship to Parent Awards

The terms and conditions of the following Awards and orders shall apply, unless excluded or modified as an expressed term of this Agreement:

- (a) Queensland Local Government Industry (Stream A) Award – State 2017
- (b) Queensland Local Government Industry (Stream B) Award – State 2017
- (c) Queensland Local Government Industry (Stream C) Award – State 2017
- (d) Training Wage Award – State 2012
- (e) Order - Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003
- (f) Supply of Tools to Apprentices

5. Parties Bound

The parties to this Agreement are Barcaldine Regional Council, its Employees and the following Unions:

- (a) Queensland Services, Industrial Union of Employees
- (b) The Australian Workers' Union of Employees, Queensland
- (c) Automotive, Metals Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland
- (d) The Queensland Nurses and Midwives' Union/ Australian Nursing and Midwifery Federation (QNMU/ANMF)
- (e) The Construction, Forestry Mining and Energy Industrial Union of Employees Queensland
- (f) The Transport Workers' Union of Australia, Queensland Branch, Union of Employees

6. No Extra Claims

The parties to this Agreement undertake that during the period of operation of the Agreement, there shall be no further claims for wages or salary increases or improvements in employment conditions sought or granted except for those provided under the terms of this Agreement.

This clause does not prevent any party to the underpinning Award or Awards from seeking any amendment or amendments (including amendments to Award wages, classifications or conditions) to that Award or Awards during the life of the Agreement.

7. Dates of Operation and Renegotiation

7.1 Dates of Operation

This Agreement shall operate, in accordance with its terms, from 4 July 2018 and have an expiry date of 28 June 2022.

7.2 Renegotiation

Negotiations for a new Agreement will commence 6 months prior to the expiry date.

7.3 Enterprise Bargaining Team

As a practical vehicle to facilitate negotiations between Employees and management and to implement this Agreement, an Enterprise Bargaining Team has been established.

The Enterprise Bargaining Team consists of Management Representatives and Union Employee Representatives.

8. Purpose and Objectives of the Agreement

8.1 Purpose

This Agreement sets out the framework for simultaneously achieving ongoing productivity and efficiency improvements in Barcaldine Regional Council and improved working conditions for Council Employees.

This Agreement has been negotiated to ensure the continuation of reform processes and to provide a mechanism through which further reforms may occur.

8.2 Objectives of Agreement

This Agreement facilitates a workplace that is responsive to a changing environment. Management and Employees can then anticipate and react to pressures from the community, business and government sectors. Accordingly it assists Council and its Employees to maximise efficiency and effectiveness. This process will include the following elements:

- a. Provide greater flexibility in workplace practices and facilitate improved efficiency, productivity and quality of employment and provide rewards and recognition commensurate with these improvements
- b. Commit to achieving continued productivity improvements and established performance indicators to ensure provision of a quality service to the community and Council's customers
- c. Promote a harmonious and productive work environment through ongoing cooperation and consultation
- d. Commit to maintaining a healthy and safe work environment
- e. Focus on competitiveness to ensure Council maintains a viable, effective and secure workforce
- f. Promote job satisfaction by enabling Employees to gain and utilise a broad range of skills and access to relevant training programmes in order that Employees can achieve these objectives
- g. The parties will be committed to and cooperate with the terms of this Agreement to ensure its ongoing success.

9. Consultation and Workplace Change

9.1 Consultative Committee

The implementation of this Agreement is the responsibility of Council's executive management team.

To facilitate the implementation of this Agreement and to ensure effective communication and consultation between the parties to this Agreement, a Consultative Committee shall be established.

The Consultative Committee shall be formed on the same basis as the Enterprise Bargaining Team including 1 indoor and 2 outdoor representatives from each District.

The Consultative Committee shall meet at least quarterly, or as required, for the purposes of monitoring the implementation of the Certified Agreement, evaluate any performance indicators established under the Agreement and to discuss any issues arising from the Agreement or workplace issues.

The Consultative Committee will be encouraged to identify areas where better work practices could be implemented to improve efficiencies and reduce costs.

The parties agree that as part of the consultative process, one or more of these meetings may be held at a work location with Employees of that location with a view to sorting out any problems or issues that may be of concern.

9.2 Workplace Change Consultation

Where Council is considering the introduction of changes in production, program, organisation, structure or technology that are likely to have significant effects on Employees, Council will consult as follows:

1. As soon as practicable after a change is proposed, and prior to any decision being made, consult each affected Employee and the relevant Union, of the proposed change.
2. Consult with the affected Employees and the relevant Union, the effects the changes are likely to have on Employees and measures to avert or mitigate the adverse effects of such changes on Employees.
3. Give prompt and genuine consideration and shall report back in writing on any matters raised by the Employees and/or the relevant Union in relation to the changes.
4. Commence discussions as early as practicable before a definite decision has been made by Council to make the changes.
5. For the purposes of such discussion, provide in writing to the Employees concerned and the relevant Union, all relevant information about the changes including the nature of the changes proposed; the expected effects of the changes on Employees and any other matters likely to affect Employees provided that Council shall not be required to disclose confidential information the disclosure of which would be adverse to Council's interests.
6. During this period, assess whether there will be redundancies, and if so, any redeployment

- options as a result of the workplace change.
7. Where Council is proposing to undertake restructuring which may result in a position becoming redundant, provide the affected Employees and their relevant Union, a summary of the proposed changes to the structure including any current positions which are likely to be displaced and/or deemed redundant, proposed new positions, the responsibilities of the proposed new positions, and a list of the potentially affected positions including Council's proposal to mitigate the effects on each affected Employee.

"*Significant effects*" include termination of employment, major changes in the composition, operation or size of Council's workforce or in the skills required; the elimination or diminishing of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of Employees to other work or locations and the restructuring of jobs, and policies and procedures directly relating to employment terms and conditions. Provided that if the Award makes provision for alteration of any of the matters referred to herein, an alteration shall be deemed not to have significant effect.

9.3 Redundancy and Redeployment

Following the consultation process with affected Employees and their representatives outlined in clause 9.2, if Council has decided that changes and/or redundancies are still required, Council shall follow this process:

Step 1 - Voluntary Redundancies

Council will initially offer voluntary redundancies to the affected group of Employees. In doing this, Council shall look for an expression of interest from relevant personnel within the affected group of Employees. Provided that on business grounds Council shall maintain the right to refuse to provide a voluntary redundancy to Employees within the relevant classifications who have expressed their interest in accepting a redundancy.

Should there be insufficient Employees from within a certain group of Employees lodging an expression of interest in a voluntary redundancy, Council shall open the expression of interest in a voluntary redundancy to other appropriate Employees. Provided that, on business grounds, Council shall maintain the right to refuse to provide a voluntary redundancy to Employees who express their interests in accepting one.

Where an Employee volunteers to accept a redundancy and Council agrees to such voluntary redundancy, the Employee shall receive the same entitlements as that stated in Step 3 below.

Step 2 - Redeployment

The effect of the redeployment process is that an Employee whose position has been made redundant may have the opportunity to maintain their employment with Council. Where redeployment is possible, as and where required the redeployed Employee shall receive the necessary training in the new role.

Where a voluntary redundancy is agreed, Council may offer to redeploy another Employee, whose role has been identified as redundant, to the role of the Employee who has chosen voluntary redundancy, where the Employee has the relevant skills and qualification to undertake that work, or can be reasonably trained and obtain the qualifications for that role.

Step 3 - Involuntary Redundancies

Where there are insufficient expressions of interest in voluntary redundancies and Council has determined that the identified positions are to be made redundant, Employees whose roles are being made redundant shall be entitled to severance pay calculated as follows:

- a) At the rates set out by the Queensland Employment Standards for Employees who have completed between at least one year but not more than four years of continuous service;
- b) If an Employee has completed four years of service they are entitled to redundancy pay at the rate of 2 weeks' pay for each complete year of continuous service with Council, plus a pro-rata amount for an incomplete year (whole months only taken into account). The Redundancy payments are subject to a maximum payment of 52 weeks.

9.4 Salary Maintenance - Redeployment

Council will provide income maintenance with wage increases in accordance with 12.2 of this agreement for a period of 12 months, if redeployed to a lower level position from the date the Employee is made a redeployee.

Employees, who are redeployed to a lower level position, when leave is taken, will have all accrued entitlements up to the date of being a redeployee paid at the pre-redeployment level rate of pay.

10. Dispute Settlement/Resolution

Effective communication between Employees and management is a pre-requisite to good industrial relations and the following procedure is set down in order that any grievance or dispute may be resolved quickly to maintain sound work relationships.

This procedure aims to avoid industrial disputes, or where a dispute occurs, to provide a means of settlement based on consultation, co-operation and discussion, and the avoidance of interruption to work performance.

This procedure shall be adopted by the parties in circumstances where a dispute/grievance arises. In circumstances where Council's dispute resolution or grievance procedures do not resolve the complaint, the parties may refer the matter to the Queensland Industrial Relations Commission in accordance with this Clause.

During the dispute the status quo existing immediately prior to the matter giving rise to the dispute will remain and work shall continue as it was prior to the dispute without stoppage or the imposition of a ban, limitation or restriction. Where the dispute involves a bona fide health and safety issue, affected Employees shall not work in the unsafe environment but shall accept reassignment to alternative work in the meantime.

No party shall be prejudiced as to the final settlement by the continuance of work in accordance with this clause.

Any disagreement between the parties as to the interpretation or implementation of this Agreement or any workplace dispute shall be subject to the following steps:

- i. Stage 1: In the first instance the Employee shall inform such Employee's immediate supervisor of the existence of the grievance or dispute and they shall attempt to resolve the grievance or dispute. If the grievance is with the immediate supervisor, the Employee shall inform their immediate supervisor's supervisor. Discussions should take place within 24 hours and the procedure shall not extend beyond 7 days.
- ii. Stage 2: If the grievance remains unresolved, the Employee shall refer the grievance to the next in line manager ("the manager"). The manager will consult with the relevant parties. Discussions should take place between the Employee and such Employee's Manager within 48 hours and the procedure shall not extend beyond 7 days.
- iii. Stage 3: If the grievance is still unresolved, the aggrieved Employee may submit the matter in writing to the Chief Executive Officer if such Employee wishes to pursue the matter further. If desired by either party the matter may also be notified to the relevant Union. This stage is not to exceed 14 days.
- iv. If after the above steps the matter remains unresolved, the dispute may be referred by either party to the Queensland Industrial Relations Commission for conciliation and if it remains unresolved either party may utilise the Commission's arbitration provisions. Any arbitrated decision by the Commission will be binding on all parties to the dispute, subject to the parties' rights of appeal under the relevant legislation.

Council shall ensure that:

- i. Employees are entitled to their choice of Union representative at all steps of the process;
- ii. Employees or such Employee's Union Representative has the opportunity to present all aspects of the grievance; and
- iii. the grievance or dispute shall be investigated in a thorough, fair and impartial manner.

Council may appoint another person or third party to investigate the grievance or dispute. Council may consult with the Employee Union Representative in appointing an investigator. The appointed person shall be other than the Employee's supervisor or manager. If the matter is notified to the Union, the investigator shall also consult with the Employee Union Representative during the course of the

investigation. Council shall advise the Employee Union Representative initiating the grievance, the Employee's Union Representative and any other Employee directly concerned of the determinations made as a result of the investigation of the grievance.

Either party may raise the issue to a higher stage at any time having regard to the issue involved, provided that the dispute shall not be referred to the next stage until a genuine attempt to resolve the matter has been made at the appropriate stage.

There shall be a commitment by the parties to achieve adherence to this procedure including the earliest possible advice by one party to the other of any issue or problem that may arise to a grievance or dispute. Throughout all stages of the procedures all relevant facts shall be clearly identified and recorded.

11. Working Arrangements and Hours of Work

11.1 Hours of Work

The parties agree that the principle behind Hours of Work and Rostered Days Off (RDO) is for the hours to be worked in such a manner that the delivery of Council services is optimised.

It is agreed the spread of hours shall be 6.00am to 6.00pm Monday to Friday. The spread of hours may be altered as to all or a section of Employees provided there is agreement between the Council and the majority of Employees concerned. This agreement is not to be unreasonably withheld.

The maximum number of daily hours as per Award shall not be exceeded without overtime rates applying as per the relevant Award.

External Employees

The ordinary working hours for External Employees will be 76 hours over 9 days with a rostered day off every fortnight.

Upon the request of an Employee or management and with the Agreement of a majority of Employees within a work group, an RDO may be reallocated to a different day. This decision would then apply to all Employees within that work group.

A different work cycle may be agreed upon depending on the operational requirements of Council and the needs of the Employees.

Internal Employees

The ordinary working hours for Internal Employees will be 72.5 hours over 9 days with a rostered day off every fortnight.

Individual Employees may work a different work cycle (eg a 10-day fortnight or a 19 day four-week cycle), subject to mutual agreement in writing.

RDO's may be taken on any agreed day - Monday to Friday – depending on the operational requirements of Council and the needs of the Employees.

An Employee may opt out of any work cycle arrangement for agreed periods.

11.2 Banked RDOs

The principle behind an RDO is for the RDO to be taken when due.

Generally no banking of RDOs will be permitted. However if required to work on an RDO by management, employees may bank up to a maximum of 3 RDO days.

Banked RDOs must be taken prior to the taking of annual leave or long service leave.

A banked RDO may be taken at any time subject to:

- a. agreement between the Employee and their supervisor
- b. the Employee giving at least 1 week notice to their supervisor and
- c. Council operations and service provision not being interrupted or rendered less efficient or more costly.

11.3 Time Off In Lieu (TOIL)

Overtime can only be worked with the prior approval of management and shall be paid at the appropriate penalty rate.

Where the Employee elects to take time off in lieu of overtime, and Council agrees, the Employee shall be allowed time off duty for the number of hours worked on overtime.

Such time off shall be on a one for one basis, paid at the ordinary time rate of pay, and may be taken at any time subject to the following conditions:

- a. agreement between the Employee and their supervisor
- b. the Employee giving at least 24 hours' notice to their supervisor, except in an emergency when less notice may be given and
- c. the time off doesn't impose on operational demands.

Generally, TOIL shall be given and taken within 3 months of the occurrence of the overtime. However, with management approval, up to a maximum of 3 days of TOIL may be banked and used during the annual closedown.

All other TOIL not taken within 3 months will be paid on a one for one basis.

Where TOIL is not granted by Council within the prescribed period, the TOIL shall be paid to the employee at the applicable overtime rate.

If during this period, the employee requests to be paid out instead of time off, the TOIL will be paid out at single time.

Banked TOIL must be used prior to taking of annual leave or long service leave.

11.4 External Employees

For major works projects, a spread of times and days to be worked shall be by mutual Agreement to give flexibility to the workforce. This flexibility is not to be unreasonably withheld.

In these circumstances, ordinary hours may be spread over 7 days and paid as per the relevant Award.

The parties also agree to consider for example:

- i. arranging working days over an extended period to accommodate peaks and troughs in workloads or climatic weather patterns
- ii. extended days in the dry season and shorter days or maintenance work in the wet season

If there is only a short amount of work left to complete a job and to save having to return to the jobsite the next day, work may continue after the normal ceasing time subject to gaining supervisor approval.

11.5 Job Sharing

Any permanent full time position may be filled by two Employees on a job sharing basis where there is Agreement between the officers and the Chief Executive Officer. The job share may be for a fixed period or be on a permanent basis.

Employees so employed shall be entitled to all leave as prescribed by the relevant Award on a pro rata basis.

All such appointments made shall be subject to a half yearly review process in order to assess the effectiveness of the position being performed in this manner. The arrangement shall also be reviewed if circumstances in relation to the arrangement change.

Movement to the next highest salary point within a level will occur, subject to satisfactory performance, at yearly intervals.

11.6 Part Time Employment

An Employee may request to work part time hours. The request must be approved by the Chief Executive Officer. Part time work arrangements shall generally be available where circumstances are considered suitable and operationally convenient by the Chief Executive Officer.

Employees so employed shall be entitled to all leave as prescribed by this Agreement on a pro rata basis in accordance with the agreed hours to be worked.

Any ordinary hours worked in excess of the agreed part time hours, up to the full time hours of employment, shall be paid at ordinary time.

11.7 Fixed Term Employment

The parties recognise that Council may at various times be required to engage Employees on a fixed term basis. This requirement would arise under but not limited to the following circumstances:

- (a) Where the position is only required for a set time
- (b) Where the position is only required for the life of a project
- (c) Where the position is only created for the life of a set amount of funding.

11.8 Flexible Working Arrangements

The parties are committed to providing more flexible working arrangements, enhancing the productivity of Council, improving the quality of working life, enhancing skills and job satisfaction and assisting positively in the operation of the Council.

Family friendly arrangements will be made in accordance with the relevant Award.

Council will give due consideration to all requests and is committed to accommodating them where possible. Flexible working arrangements may be varied by mutual agreement at any time. Council and the Employee will have the right to request a review of flexible working arrangements every twelve months.

11.9 Home Based Work Arrangements

Home based work is an innovative response to the opportunities presented by changes in technology as well as issues including greater flexibility of working hours and matters involving persons with family responsibilities.

Home based Employees shall be permanent Employees of the Council and their terms and conditions of employment shall be covered by a specific home based work Agreement entered into by the Chief Executive Officer and the Employee which shall cover matters such as insurance, equipment, access arrangements, security, workplace health and safety and workers compensation.

No Employee shall work from home without the written Agreement of the Chief Executive Officer. It is envisaged that home based work arrangements shall generally be available for project work or where circumstances are considered suitable and operationally convenient by the Chief Executive Officer.

11.10 Local Area Work Agreement

Subject to the approval of the Chief Executive Officer, an Employee or a group of Employees may request to vary their work arrangements or implement new work arrangements and the parties agree that the provisions of this Agreement will be modified to the extent necessary to give effect to the new work arrangements, provided that:

- a) Consultation is undertaken with effected Employees and relevant unions
- b) All Employees whose employment is or will be affected by the arrangement have voted in favour of the arrangement in a ballot for which at least 7 days' notice has been given. A copy of any arrangements made pursuant to this clause must be provided to the Employees and relevant unions and shall be read as part of this Agreement
- c) The terms of the new work arrangement are in writing and have been signed by the Chief Executive Officer and the Employees
- d) No disadvantages are to be realised by Employees as a result of the varied work arrangements. Where significant workplace change occurs any existing workplace arrangements will be reviewed.

12. Remuneration and Benefits

12.1 Parity

If as a result of the 2008 amalgamation of Councils, an Employee's position is deemed to be a lower classification, the current Employee will maintain on that pay level until one of the following occurs:

- a. The Employee terminates employment with Council
- b. The Employee is successful in obtaining another position within Council where the wage is equal to or more than the wage of the previous position
- c. The wage classification structure catches up to the Employee's maintained rate of pay. The maintained rate of pay will receive EBA and Award increases in line with clause 12.

12.2 Wages

12.2.1 Stream A

Commencing from 4 July 2018, *Stream A* Employees will be paid a fixed amount above the applicable Award rate as determined and varied by the Queensland Industrial Relations Commission as follows:

Commencing from 4 July 2018, *Stream A* Employees will be paid a fixed amount above the applicable Award rate as determined and varied by the Queensland Industrial Relations Commission.

From 4 July 2018 this above Award amount shall equal \$198.00 per week or an other amount ensuring employees receive a wage increase no less than \$50 per week.

Each subsequent year for the term of the Agreement, this above Award amount shall increase by \$5 at the commencement of the first full pay period in July.

12.2.2 Stream B and Stream C

Commencing from 4 July 2018, *Stream B* and *Stream C* Employees will be paid a fixed amount above the applicable Award rate as determined and varied by the Queensland Industrial Relations Commission as follows:

From 4 July 2018 - \$165.00 per week above the applicable Award rate
From 3 July 2019 - \$181.00 per week above the applicable Award rate
From 1 July 2020 - \$197.00 per week above the applicable Award rate
From 14 July 2021 - \$213.00 per week above the applicable Award rate

12.2.3 Trainee

Commencing from 4 July 2018, trainee Employees will be paid \$100.00 per week above the applicable Award rate as determined and varied by the Queensland Industrial Relations Commission.

12.2.4 Renegotiation and Future Wage Increases Assurance

If the renegotiation activity, in accordance with Clause 7.2, has not resulted in a new Agreement by 1 September 2022, Council will continue to pay the annual State Wage Case Award Rate increases awarded by the Queensland Industrial Relations Commission until a new Agreement is reached.

12.3 Salary Packaging

All Employees covered by this Agreement shall be entitled to salary package their remuneration.

The costs of any outgoings that might be incurred by Council in a salary sacrifice arrangement shall be borne by the Employee.

The Employee may sacrifice any amount of their salary subject to them providing an undertaking to Council that they have sought advice from an appropriately qualified financial advisor.

Council will not provide salary packaging advice to Employees.

12.4 Level of Employees

12.4.1 Employees - *Stream B*

The minimum rate of pay for all Employees covered by the *Stream B* Award will be Level 3, provided that non-maintenance and non-construction Employees may be below this level.

12.4.2 Employees - *Stream A* – Level 1

An internal Employee appointed as a Level 1 officer of the *Stream A* Award shall progress through the Level 1 salary increments progressively every 6 months over 3 years subject to satisfactory performance.

The Level 1 salary progression shall not prevent an officer, subject to satisfactory performance, being appointed to a higher level position during the 3 years stated above.

Once an Employee has been appointed to Level 1.6 for 12 months the Employee will then progress to Level 2.1 and beyond in accordance with the usual Award provisions.

12.4.3 Employees - *Stream A*

Movement to the next highest salary point within a level will be by annual increment subject to satisfactory service for the previous twelve months in accordance with the performance management system developed by Council in consultation with Employees.

12.5 Travel Arrangements

All Employees travelling back from the job site to the depot/office following the completion of their work shift shall be paid that travel time at 150%.

All Employees required to work and stay away from their home shall be afforded reasonable travel arrangements. This may include provision of a vehicle for reasonable personal use (including travel to the grocery store or restaurant for meals) or all such reasonable travel costs where public transport or a taxi service is available.

12.6 Classifications and Position Descriptions

12.6.1 Classifications

Council positions are classified in accordance with the level definitions provided for in the relevant Award.

12.6.2 Position Descriptions

All positions must have a position description. Council will provide to each Employee on commencement of employment and by request from an Employee, a position description which clearly and accurately identifies:

- (a) The position purpose
- (b) The responsibilities of the position
- (c) The skills, knowledge, experience, qualifications and training required for the position
- (d) The organisational relationship of the position
- (e) The safety requirements and responsibilities for the position.

12.6.3 Reclassification

Whenever a position is redesigned by Council, the position will require a review of the classification conducted in consultation with the relevant Employees.

An Employee may dispute the reclassification determined by the Council. Any disputes that are initiated regarding reclassification shall be dealt with in accordance with the disputes procedure contained in this agreement.

An Employee may make a request to the Chief Executive Officer for reclassification at any time where the Employee's position has been restructured or reorganised or as a result of a substantive change in the position initiated by the Council. The Employee will receive written notification that

their request has been received.

The reclassification procedure will not exceed a period of eight weeks following the submission of a request for reclassification. In the event of this being exceeded and the application is successful, the Employee shall be back paid to the date the application is made.

An Employee may request a Union or other representative to represent them throughout the reclassification process.

Where it is identified that an Employee performs a duty on a regular basis that is of a higher classification, they shall be reclassified to the higher level. Regular basis is defined as working greater than 50% of their working time in the previous year on a consistent basis.

12.6.4 Annual Appraisals

The parties agree that a highly skilled and flexible workforce is a major ingredient in achieving increased efficiency and productivity. As a key part of annual appraisals, Council will work with the Employee to:

- a. Reassess the accuracy and relevancy of their position description and classification to the current required responsibilities, duties and tasks associated with the role
- b. Identify an individual development plan and opportunities to expand the Employee's skills and experience.

12.7 Allowances

All allowances will be paid as per the relevant Award with the exception of the following:

- a. **Supervisor's Allowance** – A *Stream A* Employee appointed by Council to act as a Supervisor, in addition to all other payments, shall be paid an additional allowance for all purposes of the Award, as follows: -

Employees supervised - 1 to 15	\$15.00 per week
Employees supervised - 16 to 40	\$20.00 per week
Employees supervised - 41 or more	\$25.00 per week

- b. **Camp Allowance** - Where for the performance of work, it is necessary for an Employee to live in a camp provided by Council, either because there are no reasonable transport facilities to enable such Employee to travel to and from home each day or because such Employee is directed to live in such a camp, such Employee shall be paid \$45.00 per night spent in the camp.
- c. **Toilet Cleaning Allowance** - An Employee designated by management to clean toilets will receive an allowance of \$7.50 per day whilst carrying out such duties.
- d. **Overtime Meal Allowance** – For the purposes of this Agreement, the Overtime Meal Allowance shall be \$20.00.
- e. **Synthetic Fluids Allowance** - Qualified and accredited mechanics/fitters that in their day to day duties are exposed to synthetic oil fluids and coolants in the maintenance and repair of:
 - a. Power steering units
 - b. Breaking systems
 - c. Automatic transmissions
 - d. Air conditioning units,shall be paid an allowance of \$0.30 for each hour worked with such substances.

- f. ***Working on Pumps/Machinery involved with sewerage Allowance*** – A mechanical worker who in their day to day duties has to engage in any work with the disassembly/repair work of any pump or other equipment that brings them in contact with live sewerage will be paid at the rate of pay as per the live sewer allowance of the *Stream B* award, whilst working on such equipment.
- g. ***Repair of unclean vehicles Allowance*** – An Employee who is employed on the repair of the bodies of vehicles used as sanitary or rubbish vehicles where such vehicles have not been thoroughly cleaned down immediately before work on such repairs is commenced, shall be paid an allowance of \$2.00 per hour when engaged in such work.
- h. ***Handling Dead Animals Allowance*** - An Employee, appointed by Council to handle or remove dead animals as part of their ordinary duties, or for operational reasons is required to remove dead animals, will receive an allowance of \$10.00 per day on the days those duties are performed. To be in receipt of this allowance, an Employee must accept suitable training and be vaccinated and will be required to clear dead animals off roads and public spaces as part of their ordinary daily duties.
- i. ***Barcaldine Regional Council Locality Allowance*** – All Council Employees shall equally receive a Barcaldine Regional Council Locality Allowance.
 - a. This allowance will be paid in accordance with Division 2 – Section 1 – Schedule 2 of the *Stream A* award, except as provided below:
 - i. The Dependent or Full Rate shall be \$136.00 per fortnight. This rate applies to Employees with a dependent spouse/partner or dependent children as defined by Australian Government Support Agencies e.g. Centrelink.
 - ii. The Non-Dependent or Half Rate shall be \$68.00 per fortnight. This rate applies to Employees with no dependent spouse/partner or dependent children under the age of 18.
 - b. With respect to 19.2 b) (i), a dependent spouse is a person of the same or opposite sex who:
 - i. Is in a relationship with the Employee that was registered under a prescribed state or territory law (i.e. marriage, civil Union); or
 - ii. Although not legally married to the Employee, lives with them on a genuine domestic basis in a relationship as a couple (i.e. de facto);
 - iii. A dependent child is a person whom as defined as such by Australian Government Support Agencies e.g. Centrelink.
 - c. Employees in receipt of the Barcaldine Regional Council Locality Allowance shall be ineligible to be paid any other award Locality or District or Divisional Allowance however expressed.
 - d. Council undertakes to consider the circumstances of each individual Employee in the implementation of this allowance to ensure the Employee receives a fair entitlement.
 - e. Council will vary the “dependency” status of this allowance to any Employee whose circumstances change, for the period of that change.
 - f. The Half Rate will apply to an Employee whose spouse or partner is already receiving a similar specialised Locality Allowance or equivalent benefit from their respective employer.
 - g. Payment to part-time and casual Employees will be pro rata to the fortnightly rate based on hours worked as a proportion of full time hours.
 - h. It shall be the Employee’s responsibility to advise Council of any changes to their particular circumstances within 2 months of the change.
 - i. This allowance will be paid during any paid leave taken by an Employee; and
 - j. This allowance will not be paid for any period of leave without pay taken by an Employee.

- j. **Barcaldine Airport Responsibility Allowance** – A full-time or part-time Council Employee providing security or reporting officer services at Barcaldine Airport for the Regular Passenger Transport turnaround, shall receive an additional payment of \$10.00 per hour whilst performing those duties, irrespective of the day of the week on which the work is performed, in addition to any other wage payments received.
- k. **Funeral Allowance** - An Employee who voluntarily agrees to participate in funeral undertaking activities will be paid as follows:
 - A. Undertaking Allowance (per funeral) \$195
 - B. Assistant Undertaking Allowance (per funeral) \$65
 - C. Body Collection (per death) \$100
 - D. Body Collection - extenuating circumstances (per death) \$300

An Employee who participates in funeral and body collection activities will receive appropriate training and support.

- l. **On Call Allowance** – For the purpose of this Agreement, the On Call Allowance shall be as per the relevant Award, except that the provisions of Stream B - Division 2 – Section 5 (Operational Services) Clause 18.5 will apply to Employees employed under Stream C – Division 2 – Section 1 (Building Trades Services).

12.8 Council Uniforms

All Employees are required to wear the Council approved uniform while at work.

Council will supply uniforms in accordance with the Council Uniform Policy.

13. Miscellaneous Conditions

13.1 Higher Duties

For the purpose of this Agreement, each Employee who performs higher duties will be paid at the higher rate for the actual hours worked. If an Employee works more than four hours in a day at a higher level then they will be paid higher duties for the whole day.

13.2 Employee Development and Training

The parties recognise that in order to increase the efficiency and productivity of the Council, a significant commitment to structured training and skill development is required.

Council is committed to Employee training and developing a more highly skilled and flexible workforce. All Employees are entitled to a learning and development plan to be developed in consultation and through mutual Agreement with their relevant supervisor.

Training and skill development, where possible, is to be carried out in normal working hours, and where possible travel will be undertaken during normal business hours. However, in order to meet normal workloads and commitments, training after hours will remain an option. Any Council organised training outside normal working hours shall have regard to Employees' family responsibilities.

Where Council requests an Employee (including casual Employees) to attend a training course outside of normal working hours the Employee may elect TOIL or the overtime rates. This will include travelling time in excess of the Employee's normal commuting time.

Trainees and apprentices who are required to attend compulsory training courses will be provided with reasonable transport and/or accommodation assistance as approved by the Chief Executive Officer.

13.3 Training on Plant and Equipment

The Chief Executive Officer may authorise the use of plant and equipment, which is not required for Council projects at a given time, by Employees, for training or gaining of experience.

It is envisaged that, in selected circumstances, the Council would make such plant and equipment and an operator available for Employees to gain experience and operator's qualification. Such training would be completed in the Employee's time.

13.4 Travel and Accommodation

Council agrees to pay and recognise all reasonable costs and time off incurred when Employees are required by management to attend courses and other agreed activities which:

- Satisfy organizational development needs
- Are directly related to Employee work areas
- Provide skills appropriate to Employee career paths or
- Are required to provide professional or trade credentials.

All reasonable travelling and out of pocket expenses including meals incurred by an Employee whilst attending training shall be reimbursed and no Employee will suffer from a loss of pay.

An Employee required to travel as part of the Employee's duties at hours outside the prescribed ordinary hours of work shall be paid for travelling time at ordinary rates, provided that such payment shall not exceed the ordinary hours on any day. The Employee will adjust their start or finish times for the day to comply with this requirement.

If an Employee attends training which is approved by Council but is not essential to the Employee's role and travel to the training is outside of normal working hours, such travel will be taken on the officer's own time and no labour cost will be incurred by Council.

Council will be responsible for all reasonable costs (accommodation, meals, transport) of the Employee attending the non-essential training.

13.5 Service Time

If service time is not worked and services are carried out during ordinary working hours, service overtime is not to be claimed or paid.

13.6 Maximum Use of Plant

One object of this Agreement is to get the maximum benefit and use of Council's plant. Where necessary, more than one driver may be used to operate an item of plant over an extended period of time.

13.7 Compensation Top-Up

Where an Employee is receiving workers compensation payments, such payments shall be topped up to the Employee's normal weekly wage by the Council, after 6 months and up to 12 months of receiving such payments i.e. between 6 and 12 months.

To facilitate this, a written request to the Chief Executive Officer is required.

13.8 Employment Security/Use of Contractors

The parties recognize that Council wishes to preserve as many of the positions that currently exist within Council and that Council will take steps to ensure that it has the benefit of a stable and committed workforce.

Such steps shall include measures to increase the security of Employees' employment.

However, the parties recognise that the Council may require the use of contractors to carry out Council work where the work volume is beyond the capacity of Council resources or existing Employees or where the type of work or specialisation required is beyond the capacity of Council resources or existing Employees.

Contractors and/or their Employees will not be appointed to any position as permanent Employees unless normal recruitment and selection processes have been followed.

Council will formally include in all contractor tender specifications that contractors are required to ensure that the wages and conditions of those contract Employees are not in breach of any Commonwealth or State legislation or Awards pertaining to their employment.

The use of contractors will be managed in a manner that ensures the best business needs are met without eroding the job security of existing permanent Employees.

14. Employment Relations

14.1 Union Encouragement

Employees are encouraged to join and maintain financial membership of the relevant union. Union representatives will be provided with the opportunity to discuss Union membership with new and existing Employees

14.2 Documentation to be Provided by Council

At the point of engagement, Council shall provide Employees with a document outlining Council's position on union encouragement, a copy of which is to be kept on the premises of Council and is readily available to Employees.

Council shall identify the existence of the union encouragement clause in this agreement.

14.3 Union Delegates

Union delegates and job representatives have a role to play within a workplace. The existence of accredited Union delegates and job representatives is encouraged.

Union delegates shall be allowed access and reasonable use of Council facilities and resources for the effective delivery of their roles and responsibilities where it is relevant to the workplace.

Council will not hinder accredited Union delegates or job representatives in the reasonable and responsible performance of their duties provided that the operations of Council will not be unduly disrupted.

14.4 Deduction of Union Fees

Council shall, on the request in writing of any Employee, pay to a Union nominated by the Employee out of the money due to the Employee in respect of wages, the annual contribution of the Employee as a member of that Union.

14.5 Trade Union Training Leave

Paid leave of absence of up to 5 days per calendar year may be granted to Employees who are recognized Union delegates to attend trade Union training or conferences or courses relevant to industry and local government provided that the operations of Council will not be unduly disrupted.

15. Leave

15.1 Bereavement Leave

Upon the death of an immediate family member (as defined by the Award), an Employee may be granted 5 days leave, consisting of 3 days paid bereavement leave and 2 days to be taken from sick leave entitlements.

Employees may be granted up to 2 days leave, to be taken from sick leave entitlements, where the deceased person is a relative but falls outside the definition of an immediate family member.

The taking of bereavement leave shall be subject to the production of satisfactory evidence of death to the Chief Executive Officer.

Access to bereavement leave in other circumstances may be available subject to the Agreement of the Chief Executive Officer.

15.2 Annual Leave

All Employees (other than casual Employees) are entitled to accrue 5 weeks annual leave per annum with 17.5% loading.

Employees may accumulate a maximum balance of 10 weeks annual leave. Any accrual beyond 10 weeks requires the approval of the Chief Executive Officer after consultation with the Employee.

15.3 Leave without Pay

After 12 months satisfactory service, leave without pay for special circumstances for up to a maximum of 1 year, will be available to all Employees at the discretion of the Chief Executive Officer and such leave will not constitute a break in the continuity of service of the Employee.

Leave without pay for periods greater than 6 months under these circumstances is on the understanding that Council may backfill the position and that the Employee on their return will be placed in a relative vacancy at their same rate of pay, and not necessarily in their previous position.

For periods of less than 6 months, Council will return the Employee to their previous position.

15.4 Long Service Leave

Long service leave provisions of 13 weeks leave entitlement after 10 years of employment will apply.

Pro-rata long service leave will be available upon termination of employment after 7 years of service.

Long service leave is to be taken in minimum periods of 2 weeks.

15.5 Personal Leave (Sick Leave)

All Employees (other than casual Employees) are entitled to accrue 15 days sick leave per annum.

There shall be no limit on the maximum amount of sick leave that an Employee may accrue.

15.6 Parental Leave

15.6.1 Maternity Leave

On application, Council will pay 6 weeks Maternity Leave at full pay or 12 weeks at half pay, in addition to the existing parental leave conditions.

Maternity leave applies to eligible Council Employees who are pregnant or have given birth to a child. It also includes adoption of a child under 1 year of age.

To be eligible for this payment, Employees must have completed 2 years of service with Council. Employees who have less than 2 years but greater than 1 year of service will be entitled to half this amount.

15.6.2 Enhanced Parental Leave

Employees must qualify for parental leave to gain additional access to annual leave and long service leave as follows:

- a. Employees may nominate to take annual leave as part of their parental leave on the basis of doubling their current available annual leave days and being paid at half pay
- b. Employees eligible for long service leave after 7 years may nominate to take their long service leave in conjunction with their parental leave
- c. The combination of parental leave (paid and unpaid), annual leave and long service leave shall not exceed 52 weeks in total.

For part time Employees this clause will apply on a pro-rata basis.

15.6.3 Paid Parental (non-birth partner) Leave

On approved application, Council will pay 1 week's Parental (non-birth partner) Leave at full pay to an eligible Employee subject to the Employee having had 2 years continuous service with Council.

15.7 Emergency Services Leave

Where an Employee is a member of the Emergency Services (including Rural Fire Brigade) and attends an emergency during working hours, such Employee will suffer no loss of pay.

The Chief Executive Officer may approve leave for emergency services training provided the leave does not affect the operations of Council.

15.8 Jury Service Leave

Leave without pay shall be granted to Employees required to attend for jury duty. Where the amount of the jury fee is less than the normal salary of the Employee, Council shall pay the Employee their normal salary and the Employee shall refund to Council any monies received from the Court.

15.9 Natural Disaster Leave

Employees who are prevented from attending their normal place of work because of floods, fire or severe storms shall be permitted to access up to 5 days annual leave, long service leave, banked RDO's or TOIL per calendar year for the period of isolation.

16. Annual Closedown

Council operations shall be closed during the Christmas and New Year period. Council will advise Employees of the dates for the annual closedown by 1 September each year.

Employees will be required to take banked RDO's and/or banked TOIL and/or annual leave over this period.

A skeleton crew, as determined in consultation with Employees, will be maintained on duty for the duration of the shutdown, including adequately qualified Employees to deliver essential services.

Final approval of the closedown roster is with management.

During the closedown, Employees acknowledge that they will undertake a variety of duties. Higher duties will be paid where applicable.

17. Superannuation

Council shall make superannuation contributions to a complying superannuation fund of the Employee's choice in accordance with legislative requirements.

Schedule A –

Queensland Local Government (Stream A) Award – State 2017
 Classification Pay Rates as at 4 July 2018 including over Award payment of \$198.00 per week

Stream A		\$198 above Award (with agreed \$50 minimum increase) - effective 4 July 2018	3.5% 2018 QIRC State Wage Increase effective 1 September 2018
Level 1	1	\$956.00	\$982.50
	2	\$978.50	\$1,006.00
	3	\$1,001.00	\$1,029.00
	4	\$1,001.00	\$1,029.00
	5	\$1,020.50	\$1,049.50
	6	\$1,033.00	\$1,062.00
Level 2	1	\$1,055.50	\$1,085.50
	2	\$1,080.00	\$1,111.00
	3	\$1,103.50	\$1,135.00
	4	\$1,103.50	\$1,135.00
Level 3	1	\$1,128.50	\$1,161.00
	2	\$1,128.50	\$1,161.00
	3	\$1,153.50	\$1,187.00
	4*	\$1,166.94	\$1,200.44
Level 4	1*	\$1,186.87	\$1,221.37
	2*	\$1,206.83	\$1,241.83
	3	\$1,230.00	\$1,266.00
	4*	\$1,244.05	\$1,280.05
Level 5	1*	\$1,263.98	\$1,300.98
	2	\$1,281.50	\$1,319.50
	3*	\$1,301.20	\$1,339.20
Level 6	1*	\$1,334.45	\$1,373.95
	2	\$1,370.50	\$1,411.50
	3	\$1,424.00	\$1,467.00
Level 7	1*	\$1,434.22	\$1,477.22
	2*	\$1,467.46	\$1,511.46
	3*	\$1,500.71	\$1,544.71
Level 8	1*	\$1,540.63	\$1,585.63
	2*	\$1,580.52	\$1,627.02
	3*	\$1,620.44	\$1,667.94
	4*	\$1,657.89	\$1,706.39
	5*	\$1,695.34	\$1,744.84

* denotes levels where the \$50 minimum increase has been applied

Queensland Local Government (Stream B) Award – State 2017
 Classification Pay Rates as at 4 July 2018 including over Award payment of \$165.00 per week

Stream B		\$165 above award – effective 4 July 2018	3.5% 2018 QIRC State Wage Increase – effective 1 September 2018
Level	6 months	\$945.50	\$973.00
	1	\$945.50	\$973.00
	2	\$968.00	\$996.00
	3	\$968.00	\$996.00
	4	\$987.50	\$1,016.50
	5	\$1,000.00	\$1,029.00
	6	\$1,022.50	\$1,052.50
	7	\$1,047.00	\$1,078.00
	8	\$1,070.50	\$1,102.00
	9	\$1,095.50	\$1,128.00

Queensland Local Government (Stream C) Award – State 2017
 Classification Pay Rates as at 4 July 2018 including over Award payment of \$165.00 per week

Stream C		\$165 above award – effective 4 July 2018	3.5% 2018 QIRC State Wage Increase – effective 1 September 2018
Building Trades			
Level	1a	\$923.00	\$949.50
	1b	\$945.50	\$973.00
	1c	\$945.50	\$973.00
	1d	\$968.00	\$996.00
	2	\$987.50	\$1,016.50
	Trade 1	\$1,000.00	\$1,029.00
	Trade 2	\$1,022.50	\$1,052.50
	Trade 3	\$1,047.00	\$1,078.00
Engineering			
Level	C14	\$923.00	\$949.50
	C13	\$923.00	\$949.50
	C12	\$945.50	\$973.00
	C11	\$968.00	\$996.00
	C10	\$1,000.00	\$1,029.00
	C9	\$1,022.50	\$1,052.50
	C8	\$1,047.00	\$1,078.00
	C7	\$1,070.50	\$1,102.00
	C6	\$1,120.50	\$1,154.00
	C5	\$1,147.00	\$1,181.50
	C4	\$1,172.00	\$1,207.00
	C3	\$1,223.00	\$1,260.00
	C2a	\$1,248.50	\$1,286.50
	C2b	\$1,294.00	\$1,333.50
Nursing			
Level	AIN1-1	\$968.00	\$996.00
	AIN1-2	\$979.50	\$1,008.00
	AIN2-1	\$993.50	\$1,022.50
	AIN2-2	\$1,009.50	\$1,039.00
	AIN3	\$1,035.00	\$1,065.50
	EN1-1	\$1,095.50	\$1,128.00
	EN1-2	\$1,109.00	\$1,142.00
	EN2-1	\$1,114.00	\$1,147.00
	EN2-2	\$1,119.00	\$1,152.50
	RN1-1	\$1,124.00	\$1,157.50
	RN1-2	\$1,175.00	\$1,220.50
	RN1-3	\$1,247.00	\$1,285.00
	RN1-4	\$1,304.00	\$1,344.00

	RN2-1	\$1,354.50	\$1,396.00
	RN2-2	\$1,396.00	\$1,439.00
	RN3-1	\$1,458.00	\$1,503.50
	RN3-2	\$1,504.00	\$1,551.87
	RN4-1	\$1,626.00	\$1,677.00
	RN4-2	\$1,716.50	\$1,771.00
	RN4-3	\$1,806.00	\$1,863.50
	RN5-1	\$1,626.00	\$1,677.00
	RN5-2	\$1,703.50	\$1,757.50
	RN5-3	\$1,806.00	\$1,863.50
	RN5-4	\$1,908.50	\$1,969.50
	RN5-5	\$2,079.00	\$2,146.00
	RN5-6	\$2,260.50	\$2,334.00

Apprentice Order
Classification Pay Rates as at 4 July 2018

Wage Level	% of Adult Tradesman	\$165 above Award – effective 4 July 2018	3.5% 2018 QIRC State Wage Increase – effective 1 September
Level 1	40%	\$400.00	\$411.60
Level 2	55%	\$550.00	\$565.95
Level 3	75%	\$750.00	\$771.75
Level 4	90%	\$900.00	\$926.10
Level 5	100%	\$1,000.00	\$1,029.00

Training Wage Award – State 2012

Classification Pay Rates as at 4 July 2018 will include an over Award payment of \$100.00 per week as per 12.2.3 of this agreement.

Wage Level A				
	Current Award Rate 4th July 2018		3.5% 2018 QIRC State Wage Increase – effective 1 September	
<u>Year 10</u>				
	\$251.00	50%	\$260.00	50%
	\$ 294.00	33%	\$305.00	33%
Plus 1 year out of school	\$ 347.00		\$ 359.00	
Plus 2 year out of school	\$ 420.00		\$ 435.00	
Plus 3 year out of school	\$ 488.00		\$ 505.00	
Plus 4 year out of school	\$ 568.00		\$ 588.00	
5 or more years out of school	\$653.00		\$ 676.00	
<u>Year 11</u>				
	\$ 315.00	33%	\$ 327.00	33%
	\$361.00	25%	\$ 374.00	25%
Plus 1 year out of school	\$ 420.00		\$ 435.00	
Plus 2 year out of school	\$ 488.00		\$ 505.00	
Plus 3 year out of school	\$ 568.00		\$ 588.00	
Plus 4 year out of school	\$ 653.00		\$ 676.00	
5 or more years out of school				
<u>Year 12</u>				
	\$420.00		\$ 435.00	
Plus 1 year out of school	\$ 488.00		\$ 505.00	
Plus 2 year out of school	\$ 568.00		\$ 588.00	
Plus 3 year out of school	\$ 653.00		\$ 676.00	
Plus 4 year out of school				
5 or more years out of school				
Wage Level B				
<u>Year 10</u>				
	\$251.00	50%	\$ 260.00	50%
	\$294.00	33%	\$ 305.00	33%
Plus 1 year out of school	\$ 361.00		\$ 374.00	
Plus 2 year out of school	\$ 411.00		\$ 426.00	
Plus 3 year out of school	\$ 473.00		\$ 490.00	
Plus 4 year out of school	\$ 555.00		\$ 575.00	
5 or more years out of school	\$ 635.00		\$ 658.00	
<u>Year 11</u>				
	\$315.00	33%	\$ 327.00	33%
	\$361.00	25%	\$ 374.00	25%
Plus 1 year out of school	\$ 411.00		\$ 426.00	

Plus 2 year out of school	\$ 473.00		\$ 490.00	
Plus 3 year out of school	\$ 555.00		\$ 575.00	
Plus 4 year out of school	\$ 635.00		\$ 658.00	
5 or more years out of school				
Year 12				
	\$ 411.00		\$ 426.00	
Plus 1 year out of school	\$ 473.00		\$ 490.00	
Plus 2 year out of school	\$ 555.00		\$ 575.00	
Plus 3 year out of school	\$ 635.00		\$ 658.00	
Plus 4 year out of school				
5 or more years out of school				
Wage Level C				
Year 10				
	\$ 251.00	50%	\$ 260.00	50%
	\$ 294.00	33%	\$ 305.00	33%
Plus 1 year out of school	\$ 368.00		\$ 382.00	
Plus 2 year out of school	\$ 418.00		\$ 434.00	
Plus 3 year out of school	\$ 468.00		\$ 486.00	
Plus 4 year out of school	\$ 527.00		\$ 547.00	
5 or more years out of school	\$ 590.00		\$ 613.00	
Year 11				
	\$315.00	33%	\$ 327.00	33%
	\$361.00	25%	\$ 374.00	25%
Plus 1 year out of school	\$ 418.00		\$ 434.00	
Plus 2 year out of school	\$ 468.00		\$ 486.00	
Plus 3 year out of school	\$ 527.00		\$ 547.00	
Plus 4 year out of school	\$ 590.00		\$ 613.00	
5 or more years out of school				
Year 12				
	\$418.00		\$ 434.00	
Plus 1 year out of school	\$ 468.00		\$ 486.00	
Plus 2 year out of school	\$ 527.00		\$ 547.00	
Plus 3 year out of school	\$ 590.00		\$ 613.00	
Plus 4 year out of school				
5 or more years out of school				

Signed for and on behalf of Barcaldine Regional Council
ABN 36 154 302 599

.....
Signature

Steven Boxall
Printed Name

12.10.2018
Date

In the presence of -

.....
Signature

Alison Newton
Printed Name

12.10.18
Date

Signed for and on behalf of the Australian Worker's Union of Employees Queensland
ABN 73 089 711 903

.....
Signature

Stephen Baker
Printed Name

19.10.2018
Date

In the presence of -

.....
Signature

Breanna Beattie
Printed Name

19.10.2018.
Date

Signed for and on behalf of the Queensland Services Union, Industrial Union of Employees
ABN 863 516 656 53

.....
Signature

Neil Henderson
Printed Name

23.10.2018
Date

In the presence of -

.....
Signature

Cory Pollock
Printed Name

23.10.2018
Date

Signed for and on behalf of the Construction, Forestry, Mining and Energy, Industrial Union of Employees
ABN 73 089 711 903

.....
Signature

Jade Ingham
Printed Name

22.10.2018
Date

In the presence of -

.....
Signature

Emma Eaves
Printed Name

22.10.2018
Date

Signed for and on behalf of The Queensland Nurses and Midwives' Union/ Australian Nursing and Midwifery Federation (QNMU/ ANMF)

ABN 73 089 711 903

.....
Signature

Elizabeth Ruth Mohle
Printed Name

23.10.2018
Date

In the presence of -

.....
Signature

Merren Dickins
Printed Name

23.10.2018
Date

Signed for and on behalf of the Automotive, Metals, Engineering, Printed and Kindred Industries Industrial Union of Employees Queensland
ABN 59 459 725 116

.....
Signature

Rohan Webb
Printed Name

19.10.2018
Date

In the presence of -

.....
Signature

Karen Arthur
Printed Name

19.10.2018
Date