

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016 – s. 193 – certification of an agreement

Tablelands Regional Council

AND

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

Australian Workers' Union of Employees, Queensland

Plumbers & Gasfitters Employees' Union Queensland, Union of Employees

Queensland Services, Industrial Union of Employees

(Matter No. CB/2018/194)

TABLELANDS REGIONAL COUNCIL CERTIFIED AGREEMENT 2018

Certificate of Approval

On 2 January 2019 the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

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

Parties to the Agreement:

- Tablelands Regional Council
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
- Australian Workers' Union of Employees, Queensland
- Plumbers & Gasfitters Employees' Union Queensland, Union of Employees
- Queensland Services, Industrial Union of Employees

Amendments: None

Operative Date: 2 January 2019

Nominal Expiry Date: 1 January 2023

Previous Agreements: *Tablelands Regional Council 2011 – 2014 – Certified Agreement*

Termination Date of 2 January 2019 (Matter No CB/2019/1)

Previous Agreements:

Tablelands Regional Council



Certified Agreement 2018-2022





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1. Title

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

2. Application of Agreement

This Agreement applies to all employees of Tablelands Regional Council (Council), including apprentices and trainees where relevant. However, this Agreement will not apply to any employee appointed to the position of Chief Executive Officer (CEO) or any Senior Officer pursuant to a written contract of employment where that contract states that the award will not apply to the employment terms and conditions applicable to the employee.

3. Relationship to Parent Awards

This Agreement shall be read and interpreted wholly in conjunction with the terms of the parent awards listed below.

Where there is any inconsistency between the terms of this Agreement and the terms of the parent awards, the terms of this Agreement shall prevail to the extent of the inconsistency.

The parent awards include:

1. Queensland Local Government Industry (Stream A) Award – State 2017 (2017 Award Stream A)
2. Queensland Local Government Industry (Stream B) Award – State 2017 (2017 Award Stream B)
3. Queensland Local Government Industry (Stream C) Award – State 2017 (2017 Award Stream C)

(the 2017 Awards)

4. Training Wage Award State 2012.

4. Parties Bound

The parties to this Agreement are the Council, its employees and the following Unions:

Queensland Services, Industrial Union of Employees, Queensland;
The Australia Workers' Union of Employees, Queensland;
Plumbers and Pipe Trades Employees Union, Queensland; and
The Construction and Forestry, Mining and Energy, Union of Employees, Queensland.

5. No Extra Claims

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



6. Date and Period of Operation

This Agreement shall operate, in accordance with its terms, for four years from the date of certification. Discussions are to commence on a new agreement at least six (6) months prior to the expiry date.

7. Purpose of the Agreement

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

The shared aims are to provide benefits to:

- Council, by producing a more competitive, flexible, responsible organisation through modernisation of existing work practices and arrangements with the major intent of continuously improving work processes and improving productivity;
- Employees, through improved salaries and conditions;
- The community, through a greater client focus on service delivery, increased value for money and a more efficient and effective Council.

8. Consultative Committee

The implementation of this Agreement is the responsibility of the Strategic and Leadership Team.

To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential. A Consultative Committee shall be established and shall be responsible for the role of coordinating the reforms set out in this Agreement and ensuring effective communication between the parties to this Agreement.

The Consultative Committee will comprise of no more than three (3) representatives of Council management/executive, and no more than three (3) union officials/delegates from each union listed as parties to this Agreement.

The Consultative Committee shall meet at least every six months, or as requested by any party, for the purpose of monitoring the implementation of the reforms set out in this Agreement.

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

The Consultative Committee shall meet to receive and review information about Council and its workforce, and to consider relevant industrial and employment matters that may impact the workforce, including but not limited to:

- Notification and clarification of human resource and other employment policies, procedures and guidelines which impact Council employment or result in significant workplace change;
- Any workplace issues that have the potential to impact employees;
- Monitor and review implementation of this Agreement; and
- Undertake specific responsibilities and activities in accordance with this Agreement.

The Consultative Committee meetings will be required to have a quorum that includes a minimum of two Council management/executive representatives, and a minimum of one representative from each Union to proceed (unless otherwise mutually agreed by all parties).



9. Dispute Resolution

The parties will adopt and follow the dispute resolution process contained in the 2017 Awards as set out in Schedule A to this Agreement.

10. Consultation

The parties are committed to a consultation process that fosters a positive organisational culture. Council will consult with employees as required by s198 (a) of the *Industrial Relations Act 2016* (IR Act). The consultation process to be followed is in accordance with the consultation provisions and process in the 2017 Awards as set out in Schedule B to this Agreement. Where required under s198 (a) of the IR Act, Council will consult before a decision is made.

11. Security of Employment

The parties recognise that Council wishes to preserve as many positions that currently exist within Council as possible. 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 Council may require the use of contractors to carry out work in the following circumstances:

- Where the work volume is beyond the capacity of Council resources or existing staff.
- Where the type of work or specialisation required is beyond the capacity of Council resources or existing staff.
- Where, on a 'like for like' basis, it is more cost effective to deliver equivalent quantity and quality services. Council will provide the Consultative Committee with details of this usage and the basis on which the decision to contract is made. Management will give due consideration to any recommendations that are made by the Committee.
- Subject to these provisions, contractors and/or their employees will not be appointed to any position as permanent employees unless normal recruitment and selection processes have been followed.

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

12. Redundancy

12.1 Application

This clause does not apply to employees with less than one year of service with Council and those employees exempt from entitlement to redundancy pay under the IR Act.

12.2 Consultation

In the event of a proposed redundancy Council will comply with its consultation obligations under the IR Act and the 2017 Awards.



12.3 Redeployment

Where following the consultation process, Council has decided that redundancies are still required, Council shall consider available redeployment options, if any, for each employee whose position has become, or will become, redundant.

If a redeployment option is identified, Council will offer redeployment to relevant employee/s. An employee whose position has been made redundant may agree to accept redeployment to suitable alternative employment.

12.4 Salary Maintenance

Where an employee agrees to accept suitable alternative employment at a classification with a lower rate of pay, that employee shall continue to receive, as a minimum for all work performed, the actual rate of pay for the classification held at the time of redeployment, until whichever of the following, first occurs:

1. The employee is appointed to a position where the wage/salary is equal to, or more than, the wage/salary of the former position; or
2. The end of three months after the employee's redeployment to the alternative position.

12.5 Voluntary Redundancy

Where redeployment is not available or not accepted, Council will initially seek expressions of interest from employees of the relevant classification in the affected area, in accepting a voluntary redundancy where appropriate.

Council will consider expressions of interest, based on the business needs of Council, and determine if the voluntary redundancy can be offered to those employees expressing interest.

Should there be insufficient expressions of interest and/or Council determines that voluntary redundancy cannot be offered to those employees who expressed an interest, Council will then consider whether involuntary redundancies need to be implemented.

12.6 Redundant

If redeployment is not successful, or if there are no suitable alternative positions available within a reasonable timeframe, an employee can be made involuntarily redundant.

In the event of an employee being made redundant, eligible employees will receive a payment of two (2) weeks' pay per year of service (with a minimum of four (4) weeks and not exceeding fifty-two (52) weeks) and a proportionate amount for an incomplete year of service.



13. Types of Employment

An employee may be engaged on a permanent full time, permanent part time, casual or maximum-term basis as outlined within the Parent Awards.

13.1 Full time

Full time is 36.25 hours/week for those employed under the 2017 Award Stream A and the Training Wage Award State 2012.

Full time is 38 hours/week for those employed under the 2017 Award Stream B and the 2017 Award Stream C.

13.2 Part time

Where the employee agrees, Council may increase a part-time employee's ordinary hours in any period to take into account operational demands and requirements without incurring any penalty rates as prescribed by the relevant Award for the additional hours worked provided that the:

- Increase in the part time ordinary hours in the period does not exceed 25% of the part time employees' standard ordinary hours; and
- Total number of ordinary hours worked by the part time employee in the period does not exceed the equivalent full time employee work hours.

13.3 Job Share

Any full time position may be filled by two part time employees on a job share basis where job sharing is convenient to the requirements of Council, the position is suitable for job sharing and there is a written agreement between the employees and Council.

13.4 Maximum-Term

The parties recognise that Council may at various times be required to employ staff on a maximum-term basis as outlined within the relevant Award.

13.5 Casual

For the purpose of this agreement a casual employee is as defined by the relevant Award and is employed on an hourly basis.

14. Ordinary Days and Span of Hours

Except as otherwise provided, ordinary working days/hours are in accordance with the relevant Award.

Days on which ordinary hours for employees in the following roles or work areas can be worked are Monday to Sunday:

- Swimming Pools
- Local Law enforcement
- Libraries
- Water and Waste Water
- Visitor Information Centres
- Staff supporting Civic/Organisational events
- Cleaning staff
- Waste Collection and Disposal services
- Tourism, Culture & Event staff

Further, the span of ordinary hours of work on a day on which ordinary hours can be worked will be between 6am and 6pm, except for employees engaged in the following roles/work areas:

- Library - 7am to 8pm Monday to Friday, and 8am to 1pm Saturday
- Local Law Enforcement - 6am to 8pm Monday to Sunday
- Water and Waste Water - 6am to 6pm Monday to Sunday
- Waste Collection and Disposal Services - 5am to 9pm Monday to Sunday
- Visitor Information Centres - 8am to 7pm Monday to Sunday
- Staff supporting Civic/Organisational events - 6am to 6pm Monday to Sunday
- Cleaning staff - 5am to 9pm Monday to Sunday
- Tourism, Culture and Event staff - 6am to 6pm Monday to Sunday.

Employees will be paid the applicable rates payable under the relevant Award, including penalty rates, as applicable.


15. Major Project Agreements (MPA)

Major projects are important and significant planned pieces of work or activities carried out over a period to achieve a particular purpose. They would not include day to day operational projects and would normally include a requirement for a change in work patterns.

For major projects the ordinary hours of work and span of hours shall be by mutual written agreement between Council and the employee/s considering the needs of the project and to give flexibility for the workforce.

The following process will be followed:

- Council will confer with relevant employees to identify those employees who are prepared to consider changing their ordinary hours of work and span of hours;
- Directly affected employees, relevant employee organisations (if applicable) and Council will consult and agree on arrangements to be implemented;
- The arrangements need to meet the operational requirements of Council;
- Agreement needs to be obtained from more than 75% of affected employees; and
- All parties agree to genuinely consider any reasonable agreement proposed.



Where established, MPA's will be read in conjunction with the relevant awards and this Agreement.

The terms of an MPA must be in writing setting out the terms, including a predetermined term of the agreement and provision for termination of the agreement, and be signed by Council and the relevant employees. It must not, on balance, result in an overall reduction in the entitlements or protections the relevant employees have under this Agreement.

In the event an affected employee has personal circumstances that objectively and reasonably prevent them from participating in the varied work arrangements prescribed in the MPA, Council will reasonably consider alternative arrangements for the employee and not unreasonably refuse a request. If agreement cannot be reached the employee can implement the dispute resolution process as prescribed in clause 9.

16. Individual Flexibility Agreements (IFA)

To meet the needs of Council and an individual employee, Council and an employee may enter into an IFA to vary the terms of this Agreement.

The following process will be followed:

- The employee, the employee's employee organisation (if applicable) and Council will consult and agree on arrangements to be implemented;
- The arrangements need to meet the operational requirements of Council; and
- Both parties agree to genuinely consider any reasonable agreement proposed.

The terms of an IFA must be in writing setting out the terms, including a predetermined term of the agreement and provision for termination of the agreement and signed by Council and the employee. It must not, on balance, result in an overall reduction in the entitlements or protections the employee has under this Agreement and are only about matters required or permitted to be in this Agreement.

17. Flexible Working Arrangements

Council recognises an employee's right to request a flexible working arrangement in accordance with Chapter 2, Division 4 of the IR Act as amended from time to time.



18. Local Area Work Agreements (LAWA)

The parties recognise the value and benefit in providing for a process that enables Council, workgroups or individuals to develop and implement flexible working arrangements suited to the needs of the workgroup and requisite work to be performed.

Where Council, relevant workgroups and individuals agree there is a need for flexible work agreements the following process will be followed:

- Directly affected employees, relevant employee organisations (if applicable) and Council will consult and agree on arrangements to be implemented;
- The arrangements need to meet the operational requirements of Council;
- Agreement needs to be obtained from more than 75% of affected employees; and
- The parties agree to genuinely consider any reasonable agreement proposed.

Where established, LAWA's will be read in conjunction with the relevant awards and this Agreement.

The terms of an LAWA must be in writing setting out the terms, including a predetermined term of the agreement and provision for termination of the agreement and signed by Council and the relevant employees. It must not, on balance, result in an overall reduction in the entitlements or protections the relevant employees have under this Agreement.

In the event an affected employee has personal circumstances that objectively and reasonably prevent them from participating in the varied work arrangements prescribed in the LAWA, Council will reasonably consider alternative arrangements for the employee and not unreasonably refuse a request. If agreement cannot be reached the employee can implement the dispute resolution process as prescribed in clause 9.

19. Rosters and Changes to Rosters

A roster for fulltime and part time employees showing normal starting and finishing times will be prepared by the relevant supervisor and made available to employees.

A roster can be altered by mutual consent at any time and may be altered by Council on 14 days' notice. Where practicable, two weeks' notice of rostered day(s) off should be given, provided that the days off may be changed by mutual consent or through illness or other cause over which Council has no control.



20. Rostered Days Off (RDO)

20.1 Outdoor Staff

Employees associated with the outside operations of Council will work a nine (9) day fortnight. This work cycle will provide a rostered day off each fortnight.

In line with the flexibility previously agreed to, employees may bank up to four (4) RDOs. Banked RDOs may be taken at any other time subject to agreement between the employee and supervisor.

Upon the request of an employee or management representative, a rostered day off can be reallocated to a different day with the agreement of a majority of staff within a work group. This decision would then apply to all staff within the work group.

This clause shall not preclude the parties agreeing to a different work cycle depending on operational circumstances and in line with the flexibility arrangements.

20.2 Indoor Staff

Employees associated with the inside operations of Council will work a nineteen (19) day month. This work cycle will provide one (1) rostered day off each four (4) weeks of work.

In line with the flexibility previously agreed to, employees may bank up to four (4) RDOs. Banked RDOs may be taken at any other time subject to agreement between the employee and supervisor.

This clause shall not preclude the parties agreeing to a different work cycle depending on operational circumstances and in line with the flexibility arrangements.

21. Overtime

Overtime can only be worked with the prior approval of management. Except as otherwise provided, overtime provisions are in accordance with the relevant Award.

22. Time Off in Lieu (TOIL)


Time off in Lieu can only be worked with the prior approval of management. Where an employee elects to take time off in lieu of overtime, and the employer agrees, he/she shall be allowed time off duty equal to the number of hours worked.

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 operational requirements and prior approval being obtained.

Where an employee classified at a level corresponding to pay point Level 6 of the 2017 Award Stream A or higher is directed to work overtime, the employee shall be given time off equivalent to the time worked (either outside the spread of ordinary hours on any day or in excess of the ordinary weekly hours) unless otherwise agreed.

Where time off in lieu is not granted by Council within a three (3) month period, the time off, at the employee's choice, shall be paid to the employee at the applicable penalty rate. Council shall not unreasonably refuse an employee's request to take time off in lieu.

Employees can only bank a maximum of four (4) days TOIL.



Banked time, whether it is RDOs and/or TOIL, must be used prior to taking of annual/long service leave.

23. Annual Closedown

Council operations shall be closed between Christmas and New Year. A skeleton crew as identified by management will be maintained on duty for the duration of the shutdown.

Employees will initially self-roster for the closedown period. If agreement cannot be arrived at by staff, management will appoint staff to the skeleton crew as necessary. Final approval of the roster is with management to ensure that the necessary skilled personnel are available during the closedown period.

Employees will be required to take leave over this period, providing banked RDO/TOIL is utilised first. If there are no entitlements available leave without pay will be available on approval from the CEO.

Where there is agreement between Council and the majority of employees concerned, Council may close down its operations or a section/s or sections thereof on one additional occasion in any 12 month period for the purpose of allowing additional annual leave for a period agreed with its employees.

Council will provide impacted employees with 90 days' notice of any closedown period.

24. Salary Increase

TRC employees will receive the following pay increases:

- 2.4% pay increase from the date of certification of this agreement.
- 2.4% pay increase from 1 July 2019
- 2.4% pay increase from 1 July 2020
- 2.4% pay increase from 1 July 2021

These salary increases are inclusive of any safety net increase handed down by the Queensland Industrial Relations Commission.



25. Salary Schedule

Employees will be remunerated in accordance with Schedule C of this Agreement. Movement to the next highest salary point within a level will be by way of annual increment subject to the employee concerned having given satisfactory service for the prior twelve months.

26. Salary Packaging/Salary Sacrifice

All employees covered by this Agreement shall be entitled to salary sacrifice subject to these arrangements complying with taxation and superannuation legislation.

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

An employee may sacrifice any amount of their salary subject to them providing an undertaking to Council that they have been advised to seek advice from an appropriately qualified financial advisor. Council will not provide salary packaging advice to employees.

27. Allowances

All applicable allowances will be paid as per the relevant award except for:

27.1 Uniform Allowance

Council will provide uniforms, personal protective clothing and/or a uniform allowance in accordance with Council's Staff Uniform and Presentation Policy.

27.2 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 an employee to travel to and from home each day, or because an employee is directed to live in such a camp, such employee shall be paid on a tiered approach whilst staying in camp:

- Where Council supplies accommodation and meals - \$20 per day allowance
- Where Council supplies accommodation only - \$40 per day
- Where no accommodation and no meals are supplied (swag/rough camp) - \$80 per day

27.3 On-Call Allowance

Council will provide employees with an On-Call Roster at least one (1) month in advance.

An employee who is on-call shall be paid an allowance of \$272.56 per week (\$38.94 per day - Monday to Sunday including public holidays).

An employee directed to remain on-call must be able to be contacted and to respond within a reasonable timeframe.



27.3.1 Call-Out

An employee who is on-call and being paid the on-call allowance shall be entitled to a minimum payment equivalent to four (4) hours at prescribed overtime hours for the first call-out. The minimum payment shall only apply to the first call-out. Any subsequent call out/s within the four (4) hours will not attract an additional payment. Any subsequent call-outs will be paid for, at time worked.

If an employee does not leave home to attend to the situation (e.g. handled by phone or remote device), they will be paid a minimum payment of one (1) hour for the time worked at ordinary time. Any subsequent call outs handled remotely within the one hour will not attract an additional payment. Any subsequent call-out handled remotely will be paid for at time worked.

27.4 Meal Allowance

For the purposes of this Agreement, the overtime meal allowance is \$15.00.

27.5 Safety Representative Allowance

Safety Representative Allowance will be paid to the appointed Safety Representatives of \$20 per week whilst carrying out this role.

27.6 Locality Allowance

Locality Allowance will be paid to 2017 Award Stream A employees in accordance with the applicable award entitlements for the term of this Agreement.

27.7 Live Sewer

Where an employee under the Stream C Award is entitled to payment of live sewer work under unpleasant conditions allowance they shall be paid at the rate of one and a half for such work.

27.8 Higher Duties

Staff who are being paid higher duties will be paid on the higher rate for any paid leave or public holidays where the higher duties period exceeds two consecutive weeks.

27.9 Tradesman Allowance

Tradesman allowance of \$1.50 per hour will be paid to all qualified trades staff who are working as such. The total number of hours for which this allowance is paid cannot exceed the total number of ordinary hours.

28. Fatigue Leave/Rest Period After Overtime (10-Hour Break)

Employees must have permission from their supervisor to present to work within the 10-hour break period. Employees who present for work within the 10-hour break rule without their supervisor's permission, must advise their supervisor that they are in breach of the 10-hour break rule. The supervisor, in consultation with the employee, shall determine if it is safe and if there is a pressing operational need for the employee to remain at work or if the employee should be sent home until the 10-hour break period has been met - without loss of pay for ordinary working time occurring during such absence. If the employee is sent home, payment of overtime for the 10-hour rule break shall not apply.

29. Employee Development

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

Council is committed to training staff and developing a more highly skilled and flexible workforce. 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.

It is acknowledged that training is of mutual benefit for both Council and the employee. Any training provided outside of working hours shall be accrued or paid at applicable rates, or where mutually agreed, accrue TOIL.

Council agrees to pay and recognise all reasonable costs and time off incurred when employees are required to attend courses, lectures and other agreed activities which:

- Satisfy organisational development needs.
- Are directly related to employee work areas.
- Provide skills appropriate to employee's career paths.
- Are required to provide professional/trade credentials, and which shall be reimbursed by Council provided that this does not contravene any existing Award provision which provides for a higher or better entitlement.

Any training outside normal working hours shall have regard to employee's family responsibilities.


30. Compulsory Ticket/Licence Renewal

Compulsory occupational ticket/license renewal costs will be met by Council on a reimbursement basis where the ticket/license is confirmed as a mandatory requirement in order to complete the requirements of the role (excluding drivers licences).

31. Travel and Accommodation

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 traveling time at ordinary rates, provided that such payment shall not exceed the ordinary hours on any day.

If an employee attends a conference/seminar which is approved by Council, but not essential to the employee's role as determined by Council at the time of the request, and travel to the conference/seminar requires the employee to travel outside of normal working hours, such travel is to be undertaken on the officer's own time. No labour cost will be incurred by Council by the traveling outside of normal working hours.



Council will be responsible for all reasonable costs associated with accommodation/transport/meals etc. of the employee attending the conference/seminar.

32. Vacancies

For:

- 2017 Award Stream A employees - Levels 3 and below
- 2017 Award Stream B employees - Levels 3 and below
- 2017 Award Stream C employees - Building Worker Level 1 (d) and below

where a permanent position is available, Council will call for applications internally for a period of one week in the first instance and then externally if no suitable applicant applies/is appointed as a result of the internal process. Internal applicants will only be appointed in situations where they are considered a suitable and competent candidate for the role.

For all other positions Council will advertise positions both internally and externally simultaneously. Internal applicants will be given preference over external applicants where all else is equal.

33. Leave

33.1 Annual Leave

All employees shall be entitled to five (5) weeks annual leave per year with leave loading in accordance with the applicable Award, and on a pro-rata basis for part time employees based on their actual hours worked.

An employee shall be permitted to apply for leave one (1) day at a time.

Employees may request to cash out their annual leave in accordance with the provisions of the IR Act as amended/varied from time to time but must maintain a balance of four (4) weeks.

An employee may only request to cash out annual leave instead of taking the leave on two occasions per calendar year.

An employee cannot accrue any more than ten (10) weeks annual leave.

33.2 Long Service Leave

An employee may be paid for all or part of their entitlement to long service leave instead of taking the leave on entering into a written agreement with Council to do so, with such payment to be made in the next fortnightly pay of the employee.

An employee may only request payment of all, or part, of their entitlement to long service leave instead of taking the leave on two occasions per calendar year.

An employee shall have access to pro-rata long service leave after seven (7) years continuous service.

33.3 Personal Leave (Carers and Sick Leave)

From certification of this Agreement, personal leave rules apply equally to all employees:

- 15 days personal leave will be available per annum for each year of service;
- For accrual calculation purposes one (1) day is defined as those hours rostered as such under the relevant Award (7.6 hours as applicable for supervisors on the 2017 Award Stream A).
- Employees can utilise personal leave accruals in increments of hours rather than full days, where required.

There will be no limit to accumulated personal leave applied and no maximum personal leave claimable in any one year applied.

If an employee is absent for more than two (2) consecutive days, the employee is required to provide Council with a medical certificate about the nature of their illness and approximate period the employee will be absent or other evidence to Council's satisfaction.

Where Council determines, on reasonable grounds, that there is a pattern of absenteeism which is unable to be appropriately explained by an employee, the employee will be required to produce medical certification for any personal leave takings for a period of six (6) months. If an employee is unable to attend a doctor to obtain a medical certificate a statutory declaration declaring that the employee was absent due to injury/illness will be accepted. Should a medical certificate or statutory declaration not be provided other leave (annual, RDO, TOIL) will need to be taken for the period of leave.

33.4 Cultural and Ceremonial Leave

Recognising that cultural diversity enhances the workplace and aids equal opportunity and anti-discrimination goals of Council, the parties agree that:

- An employee who identifies as coming from such a background shall be given reasonable opportunity to practice the spiritual and cultural requirements of their culture; and
- Where an employee chooses to practice spiritual or cultural beliefs which take them away from worksite or workplace, the employee will be required to apply for annual leave, RDO, TOIL or leave without pay for these purposes.


33.5 Bereavement Leave

Employees may be granted up to a maximum of five (5) days off work upon the death of an immediate family member (as defined by the IR Act). These five (5) days shall be comprised of two (2) days bereavement leave, on each occasion, plus part of their leave entitlements to a maximum of three (3) days with sick leave entitlements being accessed first.

Council will not unreasonably refuse an employee's request to access other leave entitlements in the event of a death of an immediate family member.

Employees may be granted up to two (2) days leave from sick leave entitlements on each occasion where the deceased person is a relative but falls outside the definition of an immediate family member (as defined by the IR Act).

The taking of bereavement leave shall be subject to the production of evidence of death satisfactory to Council or the completion of a statutory declaration, if requested.



Access to bereavement leave in other circumstances may be available subject to the agreement of Council.

33.6 Domestic and Family Violence Leave

Council recognises the impact of domestic and family violence on affected persons and acknowledges its obligations under the IR Act which currently provides that an employee, other than a casual employee, is entitled to 10 days of domestic and family violence leave on full pay in a year if the employee has experienced domestic and family violence and needs to take domestic and family violence leave as a result of the domestic violence.

Domestic and family violence matters will be managed in accordance with the IR Act and Council's Domestic and Family Violence Policy (to be developed).

33.7 State Emergency Services/Rural Fire Brigade

Where an employee is a member of the Emergency Services (including Rural Fire Brigade) and are required during working hours to attend an emergency, there will be no loss of ordinary time pay for the period agreed to by Council.

Council has no responsibility for any expenses incurred during the employee's absence to conduct emergency work. The period of leave must be approved by Council and will be recognised for the accrual of entitlements.

On approach from State Emergency Services or Rural Fire Brigade, an employee may be granted leave for training purposes provided that operational requirements are taken into consideration.

Employees who are members of other registered volunteer groups which are providing services to the community during a declared natural disaster, may also be granted access to this leave. This will only be considered based on Council's operational needs being met and is at the discretion of Council.

33.8 Leave Without Pay

After 12 months satisfactory service, leave without pay for special circumstances will be available to all employees at the discretion of Council, up to a maximum of one (1) year and such leave will not constitute a break in the continuity of service of the employee.

Leave without pay for periods greater than six (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 less than six (6) months Council will return the employee to their previous position.

Long service leave, annual leave and personal (sick) leave will not accrue after three months leave without pay.



33.9 Parental Leave

After more than 52 weeks of continuous service, on the birth or adoption of a child, an employee is entitled to paid leave as prescribed below. If both parents are Council employees this leave is only available to one parent at a time, in a single unbroken period, except that both parents may simultaneously take maternity and paternity leave for an unbroken period of up to five (5) ordinary working days at the time of the birth of a child, exclusive of Rostered Days Off (RDO's) and public holidays.

33.9.1 Maternity Leave

A full time employee who gives birth to a child is entitled to paid maternity leave of five weeks at full pay, as follows:

- after a period of 104 weeks (2 years) continuous service - ten (10) weeks;
- after a period of more than fifty-two (52) weeks continuous service but less than 104 weeks - five weeks.

Pro rata payments will be made for part time employees.

Payment will commence upon the birth of the child and no lump sum payments shall be made.

An employee must provide written notice to Council in advance of the expected date of commencement of maternity leave. The notice requirements are:

- At least ten (10) weeks prior to the expected date of confinement notice of intention to take maternity leave. This must be accompanied by a certificate from a registered medical practitioner stating that the employee is pregnant and identify the expected date of confinement.
- At least four (4) weeks prior to commencing leave, a leave form must be submitted identifying the period of leave to be taken.
- An employee will not be in breach of the above notice requirements if failure to give the stipulated notice is due to confinement occurring earlier than the presumed date.

An employee must provide a statutory declaration stating any period of paternity leave sought, or taken, by the employee's partner.

For the period of maternity leave the employee will not engage in any conduct inconsistent with her conditions of employment or undertake any other form of paid employment without written consent of Council.



33.9.2 Paternity/Partner Leave

A full time employee whose partner has given birth to a child will be entitled to five (5) consecutive days paid paternity leave from the time of the birth, inclusive of RDO's.

Pro rata payments will be made for part time employees.

An employee will provide to Council at least six (6) weeks prior to the proposed period of paternity leave:

- A certificate from a registered medical practitioner which names their partner, states that she is pregnant and the expected date of confinement.
- Written notification of the dates on which they propose to start and finish the period of paternity leave.

33.9.2.1. Adoption Leave

A full time employee is entitled to paid adoption leave as set out below subject to supporting evidence being provided at least six (6) weeks prior to the date of adoption, inclusive of RDO's.

A primary caregiver is entitled to four (4) weeks paid adoption leave provided a statutory declaration identifying the employee as the primary caregiver is supplied.

An adopting parent, other than the primary caregiver, is entitled to five (5) days paid leave.

Pro rata payments will be made for part time employees.

33.10 Jury Service Leave

Leave without pay shall be granted to employees required to attend for jury duty. Where the amount of jury fee is less than the normal salary of the employee, Council shall make up the difference.

33.11 Natural Disaster Leave

Employees unable to attend work as a result of a declared natural disaster may be granted up to a maximum of three (3) days off work per annum. These three (3) days shall be granted, by the employee satisfying Council that they were unable to attend work for the relevant period.

Access to natural disaster leave in other circumstances may be available at the discretion of Council.

33.12 Trade Union Training Leave

Paid leave of absence of up to five (5) days per calendar year may be granted to employees who are official Union Delegates to attend trade union training, Australian Council of Trade Unions or specific union courses provided that the operations of Council will not be unduly disrupted.



34. Abandonment of Employment

An employee who has been absent for seven (7) or more working days without Council's consent and does not establish, to the satisfaction of Council, a reasonable cause for the absence shall be deemed to have abandoned their employment.

Before an employee's employment is terminated for abandonment, Council shall make a reasonable effort to contact the employee.

Termination of employment for abandonment shall be effective from the date of the employee's last attendance at work or the employee's last day's absence with Council's consent.

35. Union Representatives

Official Union Delegates/Representatives have a role to play within a workplace and shall be afforded the following rights:

- The right to be treated fairly and to perform their role as Union Delegate/Representative without any discrimination in their employment;
- The right to formal recognition by Council that endorsed Union Delegates/Representatives speak on behalf of Union members in the workplace; and
- The right to paid time to represent the interests of members to the employer and industrial tribunals in accordance with the Dispute Resolution clause of this agreement.

Council will not unnecessarily hinder accredited Union Delegates/Representatives in the reasonable and responsible performance of their duties.

36. Equity and Diversity

Council recognises its responsibilities under relevant legislation to ensure equity and fairness in the workplace. The parties to this Agreement are committed to workplace justice and will work together to ensure fair treatment for all employees.

It is Council's aim to ensure fairness for all employees in the working environment and to ensure that its recruitment and working arrangements are aligned with equity and diversity principles.


37. Transition to Retirement

Council wants to work with employees to develop individual retirement plans which support a positive transition for both parties.

Subject to operational requirements, an employee and Council may enter into an agreement for the employee to work on a phased retirement arrangement.

Phased retirement arrangements will be agreed on an individual basis but may include reduced hours of employment and/or a reduction in duties/responsibilities.

A phased retirement arrangement will involve the employee giving up their permanent role and being employed on phased retirement with agreed work hours, agreed role/level, agreed duties/responsibilities and an agreed retirement date. Council and the employee will also identify agreed arrangements with respect to all accrued annual and long service leave.



Council will provide employees who enter into a phased retirement agreement with an agreed retirement date of less than six (6) months with financial assistance to obtain financial advice from an approved financial adviser of up to \$750.00.

Council may consider utilisation of annual leave and long service leave entitlements, in a manner which would not otherwise be available. For example, this could include taking leave at the rate of one (1) or two (2) days per week over an extended period. Approval is at the sole discretion of Council. Half pay leave arrangements will not be applied in such circumstances.

38. Superannuation

Council will pay employees' superannuation in accordance with the applicable State and Federal legislation as amended/varied from time to time.

In the event that an employee does not nominate a preferred superannuation fund, LGIASuper will be the default fund.

39. Reclassification

Where an employee makes an application for review of the Award classification of their role the position will be reviewed in accordance with the relevant Award provisions.

An application for reclassification must be made in writing and submitted to the People & Culture team. Council will determine the application within four (4) weeks of receipt.

If the review results in an employee's role being reclassified Council will pay the employee at the new classification rate from the date the application was lodged by the employee.



40. Signatories

Signed for and on behalf of Tablelands Regional Council:

Signature

Robert Malcolm Owen
Print Name

Position


Date: ____ / ____ /2018

In the presence of:

Signature

K. Edwards
Print Name

Date: ____ / ____ /2018



Signed for and on behalf of The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland:

Signature

Print Name

Position


Date: ____ / ____ /2018

In the presence of:

Signature

Print Name

Date: ____ / ____ /2018



Signed for and on behalf of The Australian Workers' Union of Employees, Queensland;

Signature

Stephen Baker
Print Name

Position


Date: ____ / ____ /2018

In the presence of:

Signature

Neita Tuitabi
Print Name

Date: ____ / ____ /2018



Signed for and on behalf of The Plumbers and Pipe Trades Employees Union of Australia,
Queensland:

Signature

Print Name

Position

Date: ____ / ____ /2018

In the presence of:

Signature

Print Name

Date: ____ / ____ /2018



Signed for and on behalf of The Queensland Services, Industrial Union of Employees, Queensland:

Signature

Print Name

Position

Date: ____ / ____ /2018

In the presence of:

Signature

Print Name

Position

Date: ____ / ____ /2018




Schedule A – Dispute Resolution

1. Prevention and settlement of disputes - Award or Agreement matters

- a) The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this Agreement or the 2017 Awards by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- b) 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.
- c) In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement or the 2017 Awards, the following procedures shall apply:
 - i. 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;
 - ii. if the matter is not resolved as per clause (c)(i), 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 relevant parties to discuss the matter. This process should not extend beyond 7 days;
 - iii. if the matter remains unresolved it may be referred to Council for discussion and appropriate action. This process should not exceed 14 days;
 - iv. if the matter is not resolved then it may be referred by either party to the Commission.
- d) Nothing contained in this procedure shall prevent Unions or Council from intervening in respect of matters in dispute should such action be considered conducive to achieving resolution.

2. Prevention and settlement of employee grievances and disputes - other than Award or Agreement matters

- (a) The objectives of the procedure are to promote the prompt resolution of grievances by consultation, co-operation and discussion to reduce the level of disputation and to promote efficiency, effectiveness and equity in the workplace.
- (b) The following procedure applies to all industrial matters within the meaning of the IR Act:
 - Stage 1: In the first instance the employee shall inform such employee's immediate Supervisor of the existence of the grievance and they shall attempt to resolve the grievance. It is recognised that an employee may exercise the right to consult such employee's union representative during Stage 1.
 - Stage 2: If the grievance remains unresolved, the employee shall refer the grievance to the next in line management ("the Manager"). The Manager will consult with the relevant parties. The employee may exercise the right to consult or be represented by such employee's representative during Stage 2.



Stage 3: If the grievance is still unresolved, the Manager will advise the CEO and the aggrieved employee may submit the matter in writing to Council if such employee wishes to pursue the matter further. If desired by either party the matter may also be notified to the relevant union.

- (c) Council shall ensure that:
 - i. the aggrieved employee or such employee's union representative has the opportunity to present all aspects of the grievance; and
 - ii. the grievance is investigated in a thorough, fair and impartial manner.
- (d) Council may appoint another person to investigate the grievance or dispute. The employer may consult with the employee representative in appointing an investigator. The appointed person shall be other than the employee's Supervisor or Manager.
- (e) If the matter is notified to the union, the investigator shall also consult with the union during the course of the investigation. The employer shall advise the employee 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.
- (f) The procedure is to be completed in accordance with the following time frames unless the parties agree otherwise:
 - Stage 1: Discussions should take place between the employee and such employee's Supervisor within 24 hours and the procedure shall not extend beyond 7 days.
 - Stage 2: Not to exceed 7 days.
 - Stage 3: Not to exceed 14 days.
- (g) If the grievance or dispute is not settled the matter may be referred to the Commission by the employee or the union.
- (h) Subject to legislation, while the grievance 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 grievance or dispute is to continue while the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (i) Where the grievance involves allegations of sexual harassment an employee should commence the procedure at Stage 3.



Schedule B – Consultation

1. Consultation - Introduction of changes - Council's duty to notify

- (a) In accordance with s198(a) of the IR Act, prior to making a decision to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer shall notify the employees who may be affected by the proposed changes and, where relevant, their union/s.
- (b) 'Significant effects' includes termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job 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.
- (c) Where the Award or Agreement makes provision for alteration of any of the matters referred to in clauses 1 (a) and 1 (b) an alteration shall be deemed not to have significant effect.

2. Council's duty to consult over change

- (a) In accordance with s 198(a) of the IR Act prior to making a decision Council shall consult the employees affected and, where relevant, their union/s about the introduction of the changes, the effects the changes are likely to have on employees (including the number and categories of employees likely to be dismissed, and the time when, or the period over which, Council intends to carry out the dismissals) and ways to avoid or minimise the effects of the changes (e.g. by finding alternate employment)t.
- (b) In accordance with s 198(a) of the IR Act, the consultation must occur as soon as practicable prior to making the decision referred to in clause 1.
- (c) For the purpose of such consultation Council shall provide in writing to the employees concerned and, where relevant, their union/s, 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.

Notwithstanding the provision of clause 2 (c) Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.

Schedule C – Salary Schedules

Queensland Local Government Industry (Stream A) Award – State 2017

Level	Incr	TRC - Effective **/2018		TRC - Effective 1/7/19		TRC - Effective 1/7/20		TRC - Effective 1/7/21	
		Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly
Under 18 Years	60%	\$27,603.87	\$1,061.69	\$28,266.36	\$1,087.17	\$28,944.75	\$1,113.26	\$29,639.43	\$1,139.98
18 Years	70%	\$32,204.51	\$1,238.64	\$32,977.42	\$1,268.36	\$33,768.88	\$1,298.80	\$34,579.33	\$1,329.97
19 Years	80%	\$36,805.16	\$1,415.58	\$37,688.48	\$1,449.56	\$38,593.00	\$1,484.35	\$39,519.23	\$1,519.97
20 Years	90%	\$41,405.80	\$1,592.53	\$42,399.54	\$1,630.75	\$43,417.13	\$1,669.89	\$44,459.14	\$1,709.97
Level 1	Inc 1	\$46,006.44	\$1,769.48	\$47,110.60	\$1,811.95	\$48,241.25	\$1,855.43	\$49,399.04	\$1,899.96
	Inc 2	\$46,989.76	\$1,807.30	\$48,117.51	\$1,850.67	\$49,272.33	\$1,895.09	\$50,454.87	\$1,940.57
	Inc 3	\$48,378.63	\$1,860.72	\$49,539.72	\$1,905.37	\$50,728.67	\$1,951.10	\$51,946.16	\$1,997.93
	Inc 4	\$49,874.23	\$1,918.24	\$51,071.21	\$1,964.28	\$52,296.92	\$2,011.42	\$53,552.05	\$2,059.69
	Inc 5	\$51,411.10	\$1,977.35	\$52,644.96	\$2,024.81	\$53,908.44	\$2,073.40	\$55,202.25	\$2,123.16
	Inc 6	\$52,943.70	\$2,036.30	\$54,214.35	\$2,085.17	\$55,515.49	\$2,135.21	\$56,847.86	\$2,186.46
Level 2	Inc 1	\$54,501.91	\$2,096.23	\$55,809.96	\$2,146.54	\$57,149.40	\$2,198.05	\$58,520.98	\$2,250.81
	Inc 2	\$56,037.36	\$2,155.28	\$57,382.25	\$2,207.01	\$58,759.43	\$2,259.98	\$60,169.65	\$2,314.22
	Inc 3	\$57,571.38	\$2,214.28	\$58,953.09	\$2,267.43	\$60,367.97	\$2,321.84	\$61,816.80	\$2,377.57
	Inc 4	\$59,106.82	\$2,273.34	\$60,525.39	\$2,327.90	\$61,978.00	\$2,383.77	\$63,465.47	\$2,440.98
Level 3	Inc 1	\$60,639.42	\$2,332.29	\$62,094.77	\$2,388.26	\$63,585.05	\$2,445.58	\$65,111.09	\$2,504.27
	Inc 2	\$62,179.14	\$2,391.51	\$63,671.44	\$2,448.90	\$65,199.55	\$2,507.68	\$66,764.34	\$2,567.86
	Inc 3	\$63,710.32	\$2,450.40	\$65,239.36	\$2,509.21	\$66,805.11	\$2,569.43	\$68,408.43	\$2,631.09
	Inc 4*	\$65,250.03	\$2,509.62	\$66,816.03	\$2,569.85	\$68,419.62	\$2,631.52	\$70,061.69	\$2,694.68
Level 4	Inc 1	\$66,782.63	\$2,568.56	\$68,385.41	\$2,630.21	\$70,026.66	\$2,693.33	\$71,707.30	\$2,757.97
	Inc 2	\$68,316.65	\$2,627.56	\$69,956.25	\$2,690.63	\$71,635.20	\$2,755.20	\$73,354.45	\$2,821.32
	Inc 3	\$69,854.94	\$2,686.73	\$71,531.46	\$2,751.21	\$73,248.22	\$2,817.24	\$75,006.17	\$2,884.85
	Inc 4	\$71,386.12	\$2,745.62	\$73,099.39	\$2,811.51	\$74,853.77	\$2,878.99	\$76,650.26	\$2,948.09
Level 5	Inc 1	\$72,922.99	\$2,804.73	\$74,673.14	\$2,872.04	\$76,465.30	\$2,940.97	\$78,300.46	\$3,011.56
	Inc 2	\$74,455.59	\$2,863.68	\$76,242.52	\$2,932.40	\$78,072.34	\$3,002.78	\$79,946.08	\$3,074.85
	Inc 3	\$75,991.03	\$2,922.73	\$77,814.82	\$2,992.88	\$79,682.37	\$3,064.71	\$81,594.75	\$3,138.26
Level 6	Inc 1	\$78,548.21	\$3,021.09	\$80,433.37	\$3,093.59	\$82,363.77	\$3,167.84	\$84,340.50	\$3,243.87
	Inc 2	\$81,106.81	\$3,119.49	\$83,053.38	\$3,194.36	\$85,046.66	\$3,271.03	\$87,087.78	\$3,349.53
	Inc 3	\$83,666.84	\$3,217.96	\$85,674.84	\$3,295.19	\$87,731.04	\$3,374.27	\$89,836.58	\$3,455.25
Level 7	Inc 1	\$86,222.59	\$3,316.25	\$88,291.94	\$3,395.84	\$90,410.94	\$3,477.34	\$92,580.80	\$3,560.80
	Inc 2	\$88,784.04	\$3,414.77	\$90,914.86	\$3,496.73	\$93,096.81	\$3,580.65	\$95,331.14	\$3,666.58
	Inc 3	\$91,344.07	\$3,513.23	\$93,536.32	\$3,597.55	\$95,781.19	\$3,683.89	\$98,079.94	\$3,772.31
Level 8	Inc 1	\$94,413.53	\$3,631.29	\$96,679.46	\$3,718.44	\$98,999.77	\$3,807.68	\$101,375.76	\$3,899.07
	Inc 2	\$97,484.42	\$3,749.40	\$99,824.05	\$3,839.39	\$102,219.83	\$3,931.53	\$104,673.10	\$4,025.89
	Inc 3	\$100,553.89	\$3,867.46	\$102,967.19	\$3,960.28	\$105,438.40	\$4,055.32	\$107,968.92	\$4,152.65
	Inc 4	\$103,434.10	\$3,978.23	\$105,916.52	\$4,073.71	\$108,458.51	\$4,171.48	\$111,061.52	\$4,271.60
	Inc 5	\$106,314.30	\$4,089.01	\$108,865.85	\$4,187.15	\$111,478.63	\$4,287.64	\$114,154.11	\$4,390.54

NOTE: * Access to this level is only available to an employee who was classified as a level 3 employee as at 1

Queensland Local Government Industry (Stream B) Award – State 2017

Level	TRC - Effective **/2018		TRC - Effective 1/7/19		TRC - Effective 1/7/20		TRC - Effective 1/7/21	
	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly
1.1	\$44,642.42	\$1,717.02	\$45,713.84	\$1,758.22	\$46,810.97	\$1,800.42	\$47,934.43	\$1,843.63
1.2	\$45,448.36	\$1,748.01	\$46,539.12	\$1,789.97	\$47,656.06	\$1,832.93	\$48,799.80	\$1,876.92
2	\$46,255.24	\$1,779.05	\$47,365.37	\$1,821.74	\$48,502.13	\$1,865.47	\$49,666.19	\$1,910.24
3	\$47,061.85	\$1,810.07	\$48,191.34	\$1,853.51	\$49,347.93	\$1,898.00	\$50,532.28	\$1,943.55
4	\$47,876.59	\$1,841.41	\$49,025.63	\$1,885.60	\$50,202.24	\$1,930.86	\$51,407.09	\$1,977.20
5	\$48,714.61	\$1,873.64	\$49,883.76	\$1,918.61	\$51,080.97	\$1,964.65	\$52,306.91	\$2,011.80
6	\$50,474.86	\$1,941.34	\$51,686.26	\$1,987.93	\$52,926.73	\$2,035.64	\$54,196.97	\$2,084.50
7	\$52,228.07	\$2,008.77	\$53,481.54	\$2,056.98	\$54,765.10	\$2,106.35	\$56,079.46	\$2,156.90
8	\$54,160.80	\$2,083.11	\$55,460.66	\$2,133.10	\$56,791.71	\$2,184.30	\$58,154.71	\$2,236.72
9	\$56,294.43	\$2,165.17	\$57,645.50	\$2,217.13	\$59,028.99	\$2,270.35	\$60,445.69	\$2,324.83

Queensland Local Government Industry (Stream B) Award

TRC Salary Schedule - Truck Drivers - Waste Services

Level	TRC - Effective **/2018		TRC - Effective 1/7/19		TRC - Effective 1/7/20		TRC - Effective 1/7/21	
	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly
4	\$53,053.71	\$2,040.53	\$54,202.75	\$2,084.72	\$55,379.36	\$2,129.98	\$56,584.21	\$2,176.32
5	\$53,891.73	\$2,072.76	\$55,060.88	\$2,117.73	\$56,258.09	\$2,163.77	\$57,484.03	\$2,210.92

NOTE: As per Award clause 13.18 (a) Rubbish and Sanitary Operators Allowance, Truck Drivers - Waste Services base rate includes payment for this allowance.

Queensland Local Government Industry (Stream B) Award

TRC Salary Schedule - Roads & Transport Staff

Level	TRC - Effective **/2018		TRC - Effective 1/7/19		TRC - Effective 1/7/20		TRC - Effective 1/7/21	
	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly
1.1	\$46,238.89	\$1,778.42	\$47,310.31	\$1,819.63	\$48,407.44	\$1,861.82	\$49,530.91	\$1,905.03
1.2	\$47,021.60	\$1,808.52	\$48,111.80	\$1,850.45	\$49,228.17	\$1,893.39	\$50,371.34	\$1,937.36
2	\$47,851.62	\$1,840.45	\$48,961.75	\$1,883.14	\$50,098.51	\$1,926.87	\$51,262.57	\$1,971.64
3	\$48,658.36	\$1,871.48	\$49,787.84	\$1,914.92	\$50,944.44	\$1,959.40	\$52,128.79	\$2,004.95
4	\$49,473.22	\$1,902.82	\$50,622.27	\$1,947.01	\$51,798.89	\$1,992.26	\$53,003.75	\$2,038.61
5	\$50,310.99	\$1,935.04	\$51,480.14	\$1,980.01	\$52,677.35	\$2,026.05	\$53,903.29	\$2,073.20
6	\$52,071.48	\$2,002.75	\$53,282.88	\$2,049.34	\$54,523.35	\$2,097.05	\$55,793.60	\$2,145.91
7	\$53,824.58	\$2,070.18	\$55,078.06	\$2,118.39	\$56,361.62	\$2,167.75	\$57,675.98	\$2,218.31
8	\$55,757.24	\$2,144.51	\$57,057.10	\$2,194.50	\$58,388.16	\$2,245.70	\$59,751.16	\$2,298.12
9	\$57,890.96	\$2,226.58	\$59,242.03	\$2,278.54	\$60,625.53	\$2,331.75	\$62,042.23	\$2,386.24

NOTE: As per Award clause 13.2 Construction, reconstruction, alteration, repair and/or maintenance work, Roads and Transport Staff base rate includes payment for this allowance.

Queensland Local Government Industry (Stream C) Award – State 2017

Level	TRC - Effective **/2018		TRC - Effective 1/7/19		TRC - Effective 1/7/20		TRC - Effective 1/7/21	
	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly	Base per annum	Fortnightly
BW1 (a)	\$41,467.64	\$1,594.91	\$42,462.87	\$1,633.19	\$43,481.98	\$1,672.38	\$44,525.54	\$1,712.52
BW1 (b)	\$42,931.21	\$1,651.20	\$43,961.56	\$1,690.83	\$45,016.63	\$1,731.41	\$46,097.03	\$1,772.96
BW1 (c)	\$43,906.92	\$1,688.73	\$44,960.68	\$1,729.26	\$46,039.74	\$1,770.76	\$47,144.69	\$1,813.26
BW1 (d)	\$45,077.76	\$1,733.76	\$46,159.63	\$1,775.37	\$47,267.46	\$1,817.98	\$48,401.88	\$1,861.61
BW2	\$46,191.60	\$1,776.60	\$47,300.20	\$1,776.60	\$48,435.40	\$1,776.60	\$49,597.85	\$1,776.60
BT1	\$48,785.46	\$1,876.36	\$49,956.31	\$1,921.40	\$51,155.26	\$1,967.51	\$52,382.99	\$2,014.73
BT2	\$51,224.73	\$1,970.18	\$52,454.13	\$2,017.47	\$53,713.03	\$2,065.89	\$55,002.14	\$2,115.47
BT3	\$53,664.01	\$2,064.00	\$54,951.94	\$2,113.54	\$56,270.79	\$2,164.26	\$57,621.29	\$2,216.20
C13-14	\$40,016.87	\$1,539.11	\$40,977.28	\$1,576.05	\$41,960.73	\$1,613.87	\$42,967.79	\$1,652.61
C12	\$42,647.45	\$1,640.29	\$43,670.99	\$1,679.65	\$44,719.09	\$1,719.97	\$45,792.35	\$1,761.24
C11	\$45,083.17	\$1,733.97	\$46,165.16	\$1,775.58	\$47,273.13	\$1,818.20	\$48,407.68	\$1,861.83
C10	\$48,785.46	\$1,876.36	\$49,956.31	\$1,921.40	\$51,155.26	\$1,967.51	\$52,382.99	\$2,014.73
C9	\$51,221.18	\$1,970.05	\$52,450.48	\$2,017.33	\$53,709.30	\$2,065.74	\$54,998.32	\$2,115.32
C8	\$53,656.89	\$2,063.73	\$54,944.66	\$2,113.26	\$56,263.33	\$2,163.97	\$57,613.65	\$2,215.91
C7	\$56,092.61	\$2,157.41	\$57,438.83	\$2,209.19	\$58,817.37	\$2,262.21	\$60,228.98	\$2,316.50
C6	\$60,964.05	\$2,344.77	\$62,427.18	\$2,401.05	\$63,925.44	\$2,458.67	\$65,459.65	\$2,517.68
C5	\$63,399.76	\$2,438.45	\$64,921.36	\$2,496.98	\$66,479.47	\$2,556.90	\$68,074.98	\$2,618.27
C4	\$65,835.48	\$2,532.13	\$67,415.53	\$2,592.91	\$69,033.51	\$2,655.13	\$70,690.31	\$2,718.86
C3	\$70,706.92	\$2,719.50	\$72,403.88	\$2,784.76	\$74,141.58	\$2,851.60	\$75,920.98	\$2,920.04
C2a	\$73,142.64	\$2,813.18	\$74,898.06	\$2,880.69	\$76,695.61	\$2,949.83	\$78,536.31	\$3,020.63
C2b	\$78,014.07	\$3,000.54	\$79,886.41	\$3,072.55	\$81,803.68	\$3,146.30	\$83,766.97	\$3,221.81