

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

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

Quilpie Shire Council

AND

The Australian Workers' Union of Employees, Queensland

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

Queensland Services, Industrial Union of Employees

(Matter No. CB/2018/49)

**QUILPIE SHIRE COUNCIL CERTIFIED AGREEMENT 2018**

Certificate of Approval

On 11 May 2018 the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

**Name of Agreement:** *Quilpie Shire Council Certified Agreement 2018*

**Parties to the Agreement:**

- Quilpie Shire Council
- The Australian Workers' Union of Employees, Queensland
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
- Queensland Services, Industrial Union of Employees

**Operative Date:** 11 May 2018

**Nominal Expiry Date:** 30 June 2021

**Previous Agreements:** *Quilpie Shire Council, Administration, Community Services, Environmental Services and Technical Stream, Certified Agreement 2012 (CA/2012/557)*

*Quilpie Shire Council Certified Agreement 2012-2015 (CA/2012/560)*

**Termination Date of Previous Agreement:**

11 May 2018

By the Commission

O'CONNOR DP

11 May 2018



**QUILPIE SHIRE COUNCIL  
CERTIFIED AGREEMENT 2018**

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## **PART A – GENERAL PROVISIONS**

### **1 TITLE**

1.1 This Agreement shall be known as the Quilpie Shire Council Certified Agreement 2018.

### **2 OBJECTIVES OF THE AGREEMENT**

2.1 The parties are committed to the following objectives:

2.1.1 The long-term sustainability of Council underpinned by:

- (a) Financially sustainable workforce provisions;
- (b) Improved workforce productivity; and
- (c) Reduced service costs.

2.1.2 Balancing affordability and value for money services;

2.1.3 Retention of a productive and viable workforce;

2.1.4 Facilitating greater flexibility of working arrangements within the framework of this Agreement;

2.1.5 Where possible and subject to any changes to sources of funding, maintaining staff levels for the life of this Agreement.

### **3 DEFINITIONS**

*Act:* means the *Industrial Relations Act 2016*

*Council:* Quilpie Shire Council ABN 53 680 434 639

*QES:* means Queensland Employment Standards prescribed under Chapter 2, Part 3 of the Act.

### **4 DATE AND PERIOD OF OPERATION**

4.1 This Agreement shall operate from the date of certification by the Queensland Industrial Relations Commission, and shall have a nominal expiry date of 30 June 2021.

### **5 PARTIES BOUND**

5.1 The parties to this Agreement are Quilpie Shire Council, its employees subject to this Agreement and the following unions:

- (a) The Queensland Services, Industrial Union of Employees;
- (b) The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland; and
- (c) The Australian Workers' Union of Employees, Queensland.

### **6 APPLICATION**

6.1 This Agreement shall apply to Council, all Council employees, except for those senior officers as provided for in Division 2 – Section 1, clause 4.2 of the *Queensland Local Government Industry (Stream A) Award – State 2017*.

### **7 RELATIONSHIP TO AWARDS**

7.1 Subject to the Act, this Agreement shall be wholly read and interpreted in conjunction with the terms of the parent Awards listed below:

- (a) *Queensland Local Government Industry (Stream A) Award – State 2017* (Stream A Award);
- (b) *Queensland Local Government Industry (Stream B) Award – State 2017* (Stream B Award);

- (c) *Queensland Local Government Industry (Stream C) Award – State 2017* (Stream C Award); and
- (d) *Training Wage Award – State 2012*.

7.2 Where there is any inconsistency between this Agreement and the Awards, this Agreement will prevail to the extent of the inconsistency.

## **8 NO EXTRA CLAIMS**

8.1 The parties to this Agreement agree that during the life of this Agreement, no further or additional claims will be made by any party in relation to wages/salary and the terms and conditions of employment.

## **9 CONSULTATION - INTRODUCTION OF CHANGES**

### **9.1 Council's duty to notify**

9.1.1 Before Council decides to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, Council shall notify the employees who may be affected by the proposed changes and, where relevant, their union/s.

9.1.2 'Significant effects' includes termination of employment; major changes in the composition, operation or size of Council'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.

9.1.3 Where this Agreement makes provision for alteration of any of the matters referred to in clauses 9.1.1 and 9.1.2 an alteration shall be deemed not to have significant effect.

### **9.2 Council's duty to consult over change**

9.2.1 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).

9.2.2 The consultation shall occur as soon as practicable before making the decision referred to in clause 9.1.

9.2.3 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.

9.2.4 Notwithstanding the provision of clause 9.2.3 Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.

## **10 DISPUTE RESOLUTION**

### **10.1 Prevention and settlement of disputes - Award matters**

10.1.1 The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by the parent Awards by measures based on the provision of information and explanation, consultation, co-operation and negotiation.

10.1.2 Subject to legislation, while the dispute procedure is being followed normal work is to continue except in the case of a genuine safety issue. The *status quo* existing before the emergence of a

dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.

10.1.3 In the event of any disagreement between the parties as to the interpretation or implementation of the parent Awards, the following procedures shall apply:

- (a) the matter is to be discussed by the employee's union representative and/or the employee/s concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond 7 days;
- (b) if the matter is not resolved as per clause 10.1.3 (a), 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;
- (c) if the matter remains unresolved it may be referred to Council for discussion and appropriate action. This process should not exceed 14 days; and
- (d) if the matter is not resolved then it may be referred by either party to the Queensland Industrial Relations Commission.

10.1.4 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.

## 10.2 **Prevention and settlement of employee grievances and disputes - other than Award matters**

10.2.1 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.

10.2.2 The following procedure applies to all industrial matters within the meaning of the Act:

- (a) 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 the course of Stage 1.
- (b) 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 the course of Stage 2.
- (c) Stage 3: If the grievance is still unresolved, the manager will advise the Chief Executive Officer and 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.

10.2.3 Council shall ensure that:

- (a) the aggrieved employee or such employee's union representative has the opportunity to present all aspects of the grievance; and
- (b) the grievance shall be investigated in a thorough, fair and impartial manner.

10.2.4 Council may appoint another person to investigate the grievance or dispute. Where possible, the appointed person shall be other than the employee's supervisor or manager.

10.2.5 If the matter is notified to the union, the investigator shall also consult with the union during the course of the investigation. Council 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.

10.2.6 The procedure is to be completed in accordance with the following time frames unless the parties agree otherwise:

(a) 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.

(b) Stage 2: Not to exceed 7 days.

(c) Stage 3: Not to exceed 14 days.

10.2.7 If the grievance or dispute is not settled the matter may be referred to the Queensland Industrial Relations Commission by the employee or the union.

10.2.8 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.

10.2.9 Where the grievance involves allegations of sexual harassment an employee should commence the procedure at Stage 3.

## **11 COMMITMENT TO COLLECTIVE BARGAINING**

11.1 Council is committed, during the life of this Agreement and in its renegotiation, to bargain collectively with the parties to this Agreement in respect of employees whose terms and conditions have traditionally been covered by the relevant parent award. The terms and conditions of that award and this Agreement shall continue to apply to all employees covered by the Agreement, including new employees.

## **12 JOB SECURITY**

12.1 Council will endeavour to maintain the current workforce for the life of this Agreement. However, matters outside Council's control, such as cuts in external funding or changes to legislation, or Government policy may result in the need to reduce staff levels. In this event Council commits to consult with the affected staff and, where relevant, their union/s prior to any reductions in staff numbers.

12.2 Council will consider the merits of calling positions internally in the first instance where there is a demonstrated and suitably qualified applicant pool internally.

## **13 USE OF CONTRACTORS**

13.1 The parties recognise that Council wishes to preserve as many of the positions that currently exist within Council, however, the parties recognise that Council will require the use of Contractors to carry out Council work.

13.2 Where possible and where operations permit, Council's permanent employees shall first be given the option of applying for higher duties positions prior to the engagement of contractors. Selection to those positions shall be made based on merit.

13.3 Council may use Contractors where the work volume is beyond the capacity of Council resources or existing staff.

13.4 Contractors will also be used where the type of work of specialisation required is beyond the capacity of Council resources or existing staff.



## **PART B – ADMINISTRATIVE PROVISIONS**

### **14 SPAN OF HOURS**

14.1 Full time employees ordinary hours of work shall be worked continuously except for meal breaks and rest pauses between the hours of 6.00am and 7.00pm.

### **15 HOURS OF WORK AND ARRANGEMENT OF ORDINARY HOURS**

15.1 The ordinary hours of work for all full time employees covered by this Agreement shall be in accordance with the relevant Award and the QES.

### **16 ROSTERED DAY OFF**

16.1 All employees, other than casuals and those employees detailed in clause 23, will work a cycle of nine (9) days every two (2) weeks.

16.2 Unless otherwise approved by the CEO, employees may bank a maximum of three (3) RDOs per year.

16.3 All banked RDOs in excess of one (1) day will be available subject to:

- (a) An employee making a written request to be approved by their manager with at least one (1) week's notice; and
- (b) before approving a request for utilising an RDO by an employee, the manager must ensure that Council operations and services will not be interrupted or rendered less efficient or more costly as a result of the utilisation of such an RDO.

16.4 If an employee has a scheduled RDO in place and is required to work on that scheduled RDO, Council may request the employee to work on the RDO by giving the employee two (2) days' notice.

16.5 If an employee is requested to work on an RDO, and the employee agrees to such request, the RDO shall be re-allocated to a mutually agreeable day between the employee and their manager without attracting penalty rates. If another day cannot be agreed, the employee shall be paid for working on that RDO at the appropriate overtime rate.

16.6 No two (2) employees from particular work groups are permitted to take RDOs on the same day. These work groups are defined as:

- (a) Governance and HR;
- (b) Customer Service Office, administration and finance;
- (c) Library;
- (d) Visitor Information Centre; and
- (e) Technical Services.

16.7 Notwithstanding clause 16.6, all employees from the particular work groups defined in this clause, must take RDOs on the same day. These work groups are defined as:

- (a) Road construction and maintenance crew 1;
- (b) Road construction and maintenance crew 2; and
- (c) Concrete and structures.

### **17 TIME OFF IN LIEU**

17.1 Upon approval by the CEO, employees requested to work overtime may elect to have that acquitted as Time Off In Lieu (TOIL) instead of payment for overtime.

- 17.2 TOIL shall be accrued and taken on a time for time basis.
- 17.3 Employees may bank up to an equivalent of 3 days of TOIL in any 3 month period. An employee who does not utilise any banked TOIL in the 3 month period, due to a refusal by Council, will have their banked TOIL paid out at ordinary time (single rate). If an employee elects not to utilise their banked TOIL during the 3 month period, they will have their balance of TOIL revert back to zero from the first day after the end of that period.
- 17.4 TOIL cannot be utilised together with an RDO accrued in accordance with clause 16 unless by making an application in writing to be approved by the CEO.
- 17.5 Council may direct employees to utilise banked TOIL upon giving 14 days' written notice.
- 17.6 Senior Officers are not entitled to accrue or access TOIL.

## **18 TRAVEL**

- 18.1 All travel outside of the standard hours of work done by employees will be at relevant overtime rates as per the relevant Award or accrued as TOIL in accordance with clause 17.
- 18.2 Specifically, this clause does not apply to travel undertaken under Council's conference/event/training attendance policy as amended from time to time.

## **19 TIMESHEETS**

- 19.1 All staff are required to fill in timesheets in their own time.

## **20 SALARY SACRIFICE**

- 20.1 Employees may elect to take their salary by means other than money by way of a salary sacrifice arrangement. The CEO and an employee may agree in writing that the employee can sacrifice a part of their salary to benefits agreed between the parties, including superannuation.
- 20.2 The salary of the employee for the purpose of any allowances or payments which are directly related to the employee's salary shall be the pre-salary sacrifice rate of pay; that is, the salary set out in this Agreement and subsequently increased in accordance with this Agreement.
- 20.3 Council encourages employees to seek independent financial advice prior to entering into any salary sacrifice arrangements.
- 20.4 All salary sacrifice Agreements will be subject to any Federal taxation laws and rulings affecting salary sacrifice arrangements that may be introduced or amended from time to time, and, in the case of superannuation, to the requirements of the Local Government Superannuation Scheme.
- 20.5 Any additional tax payable will be deducted from the employee's remuneration.

## **21 ABANDONMENT OF EMPLOYMENT**

- 21.1 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.
- 21.2 Before an employee's employment is terminated for abandonment, Council shall make a reasonable effort to contact the employee. For purpose of this Clause, reasonable contact could be via email, post, phone or text messages.

## **PART C - BENEFITS**

### **22 ANNUAL LEAVE**

- 22.1 Employees shall accrue annual leave at the rate of five (5) weeks per annum.
- 22.2 Unless approved otherwise by the CEO, employees must take a minimum of three (3) days annual leave at any one time except in the situation of employees selecting annual leave in times of wet weather. In times of wet weather employees may take a lesser amount as approved by the Manager Engineering Services.
- 22.3 Employees must provide a minimum notice period of two (2) weeks prior to taking annual leave except in exceptional circumstances and where approved by the CEO.
- 22.4 Employees may accumulate a maximum of ten (10) weeks annual leave in their balance.
- 22.5 However, if any employee has accumulated over ten (10) weeks of annual leave at the time of implementation of this Agreement, the employee is to reduce the accumulated annual leave to ten (10) weeks within twelve months by taking annual leave at a time or times that are mutually agreeable between the CEO and the employee.
- 22.6 All other annual leave provisions will be in accordance with the relevant Award and the QES.

### **23 ANNUAL LEAVE FOR PARKS/GARDENS STAFF, PLUMBERS/PLUMBING STAFF AND WORKSHOP STAFF**

- 23.1 Parks/Gardens staff, Plumbers/Plumbing Staff and Workshop Staff will work the hours of work stipulated by Stream B and Stream C Awards and will not have an entitlement to access or accrue RDOs.
- 23.2 Employees covered by this clause, will receive an additional two (2) weeks of Annual Leave which will be taken at a time mutually agreeable between Council and the employees.

### **24 LONG SERVICE LEAVE**

- 24.1 Employees shall accrue long service leave at the rate of thirteen (13) weeks after ten (10) years of continuous service with Council.
- 24.2 Employees who complete 10 years of continuous service are entitled to long service leave at the rate of 1.3 weeks on full pay for each year of continuous service and a proportionate amount for an incomplete year of service.
- 24.3 Portability of long service leave entitlements is provided for in Chapter 8, Part 3, Division 2 of the *Local Government Regulation 2012*.

### **25 PARENTAL LEAVE**

- 25.1 The parties agree that in addition to the terms contained within the relevant Awards and the QES, the following additional benefits shall apply:
- (a) Subject to the employee having been employed by Council for a period of twenty four (24) months, six (6) weeks paid leave shall be remitted to the employee, who is the primary care giver of the child, on the employee's return to work after the parental leave has terminated;
  - (b) Subject to approval from the CEO, three (3) weeks parental leave may be paid three (3) months prior to the employee's return to work.

## 26 BEREAVEMENT LEAVE

26.1 Upon the death of a family member as prescribed under the QES, an employee may be granted bereavement leave in accordance with the below table:

Distance	Leave Entitlement
Up to 250kms	2 Days
250kms – 500kms	3 Days
Over 500kms	4 Days

26.2 A family member for the purpose of clause 26.1 shall mean any of the following:

Spouse, child, ex-nuptial child, step-child, adopted child, foster child, ex-foster child, parent, step-parent, parent in-law, grandparent, grandchild, sibling of the employee, step sibling, sibling in-law, child in-law, parent's sibling, and sibling's child.

26.3 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 so requested by Council.

## 27 CAMP ALLOWANCE

27.1 All parties recognise the difficulties involved in camping and agree that employees shall be entitled to a camp allowance per each night spent at camp, as follows:

- (a) \$58 per night as from the date of certification of this Agreement;
- (b) \$61 per night as from 1 July 2019;
- (c) \$65 per night as from 1 July 2020.

## 28 PROVISION OF UNIFORMS

28.1 **Stream A: Administrative, Clerical, Technical, Professional, Community Service, Supervisory and Managerial Services:**

28.1.1 Council recognises the benefit gained in promoting a "Council Image" through the wearing of a Council Uniform by staff. The wearing of the Quilpie Shire Council's approved uniform is compulsory for all employees who utilise the allowance.

28.1.2 Uniforms for administration staff are limited to a uniform approved by the CEO. Staff will be consulted on the approved uniform.

28.1.3 Council will provide approved uniforms up to a maximum amount of \$525 not including GST. Any cost of uniforms above that amount (gap) will be deducted from the employees' wages over a period not exceeding two months.

28.1.4 Further uniforms will be provided in subsequent years to a maximum amount of \$525 not including GST on a fair wear and tear replacement basis.

28.1.5 In the case of technical staff, hats, vests and safety glasses will be provided by Council at no cost to the employees and will not be included in the uniform allowance.

28.2 **Stream B: Operational Services and Stream C: Building Trade Services and Engineering and Electrical/Electronic Services:**

28.2.1 The Quilpie Shire Council's approved uniform for outside staff will consist of:

- a) Approved Orange safety long sleeved shirt, either cotton drill or polo style;
- b) Approved Orange safety Jacket; and

c) Approved pants.

- 28.2.2 Upon appointment staff will be supplied with three (3) shirts and relevant Personal Protective Equipment (PPE).
- 28.2.3 Upon successful completion of the probationary period staff will be supplied with an additional two (2) shirts and one (1) Jacket, approved safety boots, hats and safety glasses to the maximum value of \$425 not including GST.
- 28.2.4 Further uniforms will be provided in subsequent years to a maximum value of \$425 (not including GST) on a fair wear and tear replacement basis.
- 28.2.5 The provision of Council approved safety boots, hats and safety glasses will not be included in the \$425 per annum uniform provision.
- 28.2.6 Uniforms purchased under this clause shall be coordinated by Council's Stores staff.

## 29 LOCALITY ALLOWANCE

- 29.1 The locality allowance entitlements as provided for in Clause 13.2 of the *Queensland Local Government Industry (Stream A) Award – State 2017* will, by virtue of this Agreement, apply to all employees.
- 29.2 For the avoidance of doubt, it is confirmed that this allowance will replace the Divisional and District Allowance provided for in the:
- (a) Queensland Local Government Industry (Stream B) Award – State 2017; and
  - (b) Queensland Local Government Industry (Stream C) Award – State 2017.

## 30 ON CALL / AVAILABILITY ALLOWANCE

- 30.1 An employee directed to remain on call during any day or night outside their ordinary working hours shall be paid in accordance with the below table for each day and/or night during which the employee remains on call.

Days Required to be on call	On Call Allowance
Monday to Friday	\$17.00 per day
Saturday	\$25.50 per day
Sunday	\$34.00 per day

- 30.2 In addition to the above allowance, employees shall be entitled to receive penalty rates in accordance with the overtime provisions in the relevant Award for the time worked if they are required to report for duty.
- 30.3 Employees directed to remain on call must be able to be contacted and to report fit for duty within 30 minutes.

## 31 RECALL TO DUTY

- 31.1 An employee who is on call and being paid the on call allowance shall be entitled to a minimum payment equivalent to three hours at the applicable rate for the first call out. The minimum payment shall only apply to the first call out on any given day. Any subsequent call outs on the same day will be paid as actual time worked.
- 31.2 If an employee does not leave home to attend to the situation e.g. handled by phone or via a computer, they will be paid a minimum of thirty minutes at ordinary time.

## **32 FINAL TRIM ALLOWANCE**

- 32.1 Subject to capability, an operator may be appointed as a final trim grader operator and paid at a level higher than the level 6 required in the award.

## **PART D – CLASSIFICATIONS AND WAGES**

### **33 WAGES AND WAGE LEVELS**

#### **33.1 Wage Increases**

- 33.1.1 Council agrees to pay employees covered by this Agreement, wage increases in accordance with the following schedule:

- (a) 2.5% from 1<sup>st</sup> July 2018
- (b) 2.5% from 1<sup>st</sup> July 2019
- (c) 2.5% from 1<sup>st</sup> July 2020

#### **33.2 Special Payments**

- 33.2.1 In addition to the wage increases provided for in clause 33.1, Council shall also pay employees covered by this Agreement special lump sum payments as follows:

- (a) A lump sum payment equivalent to a 2.75% wage increase to be applied on an employee's base rate of pay only (excluding overtime, annual leave, sick leave, long service leave, above award payments etc). This payment is to be calculated during the period between the date of certification of the agreement by the Queensland Industrial Relations Commission and 30 June 2018;
- (b) An additional lump sum payment of \$2,600 to each employee covered by Stream A Award, being the equivalent of 2 years' worth of the Cost of Living Allowance (\$25 per week) which was payable to such employees prior to this Agreement coming into effect;
- (c) Both special payments paid under clause 33.2 shall be paid to employees on the first pay period after the date of certification of the agreement by the Queensland Industrial Relations Commission.
- (d) To qualify for the special payments under clause 33.2, an employee must have commenced employment with Council prior to 15 December 2017.
- (e) The payments under clause 33.2 will be paid to part-time and casual employees on a *pro-rata* basis.

#### **33.3 Wage Levels**

- 33.3.1 The Wage and Salary Rates that apply for the life of this Agreement are as follows:

- (a) Wage and salary rates that apply to the employees covered by Stream A Award are found in Appendix A (1);
- (b) Wage and salary rates that apply to the employees covered by Stream B Award are found in Appendix A (2); and
- (c) Wage and salary rates that apply to the employees covered by Stream C Award are found in Appendix A (3).

**PART E – SIGNATORIES**

**34 QUILPIE SHIRE COUNCIL**

Signed for and on behalf of Quilpie Shire Council:

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_DAVID BURGES\_\_\_\_\_  
Print Name

In the presence of:

\_\_\_\_\_  
Signature

\_\_\_\_\_GREGORY JOHN HUNTER  
(Print Name of Witness)

**35 THE QUEENSLAND SERVICES, INDUSTRIAL UNION OF EMPLOYEES**

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

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_NEIL HENDERSON\_\_\_\_\_  
Print Name

In the presence of:

\_\_\_\_\_  
Signature

\_\_\_\_\_JANE GREY\_\_\_\_\_  
(Print Name of Witness)



**36 THE CONSTRUCTION, FORESTRY, MINING AND ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND**

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

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_MICHAEL RAVBAR\_\_\_\_\_  
Print Name

In the presence of:

\_\_\_\_\_  
Signature

\_\_\_\_\_STACEY DAVIDSON\_\_\_\_\_  
(Print Name of Witness)

**37 THE AUSTRALIAN WORKERS' UNION OF EMPLOYEES, QUEENSLAND**

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

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_STEPHEN BAKER\_\_\_\_\_  
Print Name

In the presence of:

\_\_\_\_\_  
Signature

\_\_\_\_BREANNA BEATHE\_\_\_\_\_  
(Print Name of Witness)

APPENDIX A

1. WAGES FOR EMPLOYEES COVERED BY STREAM A AWARD

Award Classification Level	Award Rate (per week)	Base rate of pay (per week) prior to Agreement	Special Payment @ 2.75%	Base rate of pay (per week) as at 1 July 2018	Base rate of pay (per week) as at 1 July 2019	Base rate of pay (per week) as at 1 July 2020
L1 year 1	\$734.00	\$966.37	To be determined when date of certification is known	\$990.52	\$1,015.29	\$1,040.67
L1 year 2	\$755.50	\$981.58		\$1,006.12	\$1,031.27	\$1,057.05
L1 year 3	\$777.50	\$1,003.33		\$1,028.41	\$1,054.12	\$1,080.47
L1 year 4	\$777.50	\$1,026.73		\$1,052.40	\$1,078.71	\$1,105.68
L1 year 5	\$796.00	\$1,052.79		\$1,079.11	\$1,106.09	\$1,133.74
L1 year 6	\$808.50	\$1,073.60		\$1,100.44	\$1,127.95	\$1,156.15
L2 year 1	\$830.00	\$1,099.81		\$1,127.30	\$1,155.49	\$1,184.37
L2 year 2	\$854.00	\$1,125.75		\$1,153.89	\$1,182.74	\$1,212.31
L2 year 3	\$876.50	\$1,151.69		\$1,180.48	\$1,210.00	\$1,240.25
L2 year 4	\$876.50	\$1,174.65		\$1,204.02	\$1,234.12	\$1,264.97
L3 year 1	\$901.00	\$1,200.52		\$1,230.53	\$1,261.30	\$1,292.83
L3 year 2	\$901.00	\$1,226.46		\$1,257.12	\$1,288.55	\$1,320.76
L3 year 3	\$925.00	\$1,252.37		\$1,283.67	\$1,315.77	\$1,348.66
L3 year 4	\$932.00	\$1,278.27		\$1,310.23	\$1,342.98	\$1,376.56
L4 year 1	\$950.50	\$1,301.04		\$1,333.56	\$1,366.90	\$1,401.08
L4 year 2	\$975.00	\$1,327.52		\$1,360.71	\$1,394.72	\$1,429.59
L4 year 3	\$999.00	\$1,352.88		\$1,386.71	\$1,421.37	\$1,456.91
L4 year 4	\$999.00	\$1,378.81		\$1,413.28	\$1,448.61	\$1,484.83
L5 year 1	\$1,024.00	\$1,404.69		\$1,439.81	\$1,475.80	\$1,512.70
L5 year 2	\$1,049.00	\$1,430.62		\$1,466.38	\$1,503.04	\$1,540.62
L5 year 3	\$1,049.00	\$1,455.65		\$1,492.05	\$1,529.35	\$1,567.58
L6 year 1	\$1,093.00	\$1,499.96		\$1,537.46	\$1,575.90	\$1,615.29
L6 year 2	\$1,135.00	\$1,542.87		\$1,581.44	\$1,620.97	\$1,661.50
L6 year 3	\$1,187.00	\$1,586.10		\$1,625.75	\$1,666.39	\$1,708.05
L7 year 1	\$1,187.00	\$1,629.40		\$1,670.14	\$1,711.89	\$1,754.69
L7 year 2	\$1,223.50	\$1,672.42		\$1,714.23	\$1,757.09	\$1,801.02
L7 year 3	\$1,223.50	\$1,715.58		\$1,758.47	\$1,802.43	\$1,847.49
L8 year 1	\$1,258.50	\$1,767.42		\$1,811.61	\$1,856.90	\$1,903.32
L8 year 2	\$1,293.50	\$1,818.60		\$1,864.06	\$1,910.66	\$1,958.43
L8 year 3	\$1,328.50	\$1,869.79		\$1,916.53	\$1,964.45	\$2,013.56
L8 year 4	\$1,363.50	\$1,919.38		\$1,967.37	\$2,016.55	\$2,066.97
L8 year 5	\$1,398.50	\$1,969.04		\$2,018.26	\$2,068.72	\$2,120.44

2. WAGES FOR EMPLOYEES COVERED BY STREAM B AWARD

Award Classification Level	Award Rate (per week)	Base rate of pay (per week) prior to Agreement	Special Payment @ 2.75%	Base rate of pay (per week) as at 1 July 2018	Base rate of pay (per week) as at 1 July 2019	Base rate of pay (per week) as at 1 July 2020
L1 1 <sup>st</sup> 6 months	\$755.50	\$872.99	To be determined when date of certification is known	\$894.81	\$917.19	\$940.11
L1 after 6 months	\$755.50	\$885.74		\$907.88	\$930.58	\$953.85
L2	\$777.50	\$898.50		\$920.96	\$943.99	\$967.59
L3	\$777.50	\$911.31		\$934.09	\$957.45	\$981.38
L4	\$796.00	\$924.17		\$947.27	\$970.96	\$995.23
L5	\$808.50	\$939.40		\$962.89	\$986.96	\$1,011.63
L6	\$830.00	\$965.02		\$989.15	\$1,013.87	\$1,039.22
L7	\$854.00	\$990.53		\$1,015.29	\$1,040.68	\$1,066.69
L8	\$876.50	\$1,013.74		\$1,039.08	\$1,065.06	\$1,091.69
L9	\$901.00	\$1,039.25		\$1,065.23	\$1,091.86	\$1,119.16

3. WAGES FOR EMPLOYEES COVERED BY STREAM C AWARD

Award Classification Level	Award Rate (per week)	Base rate of pay (per week) prior to Agreement	Special Payment @ 2.75%	Base rate of pay (per week) as at 1 July 2018	Base rate of pay (per week) as at 1 July 2019	Base rate of pay (per week) as at 1 July 2020
<b>Building Trades Services</b>						
BW L1A	\$734.00	\$860.12	To be determined when date of certification is known	\$881.62	\$903.66	\$926.26
BW L1B	\$755.50	\$875.45		\$897.34	\$919.77	\$942.76
BW L1C	\$755.50	\$885.27		\$907.40	\$930.09	\$953.34
BW L1D	\$777.50	\$898.03		\$920.48	\$943.49	\$967.08
BW L2	\$796.00	\$916.45		\$939.36	\$962.85	\$986.92
BT L1	\$808.50	\$939.40		\$962.89	\$986.96	\$1,011.63
BT L2	\$830.00	\$965.02		\$989.15	\$1,013.87	\$1,039.22
BT L3	\$854.00	\$990.53		\$1,015.29	\$1,040.68	\$1,066.69
<b>Engineering and Electrical/Electronic Services</b>						
C14	\$734.00	\$824.27	To be determined when date of certification is known	\$844.88	\$866.00	\$887.65
C13	\$734.00	\$844.80		\$865.92	\$887.57	\$909.76
C12	\$755.50	\$872.41		\$894.22	\$916.58	\$939.49
C11	\$777.50	\$898.03		\$920.48	\$943.49	\$967.08
C10	\$808.50	\$939.40		\$962.89	\$986.96	\$1,011.63
C9	\$830.00	\$965.02		\$989.15	\$1,013.87	\$1,039.22
C8	\$854.00	\$990.53		\$1,015.29	\$1,040.68	\$1,066.69
C7	\$876.50	\$1,013.74		\$1,039.08	\$1,065.06	\$1,091.69
C6	\$925.00	\$1,065.33		\$1,091.96	\$1,119.26	\$1,147.24
C5	\$950.50	\$1,092.52		\$1,119.83	\$1,147.83	\$1,176.52
C4	\$975.00	\$1,121.20		\$1,149.23	\$1,177.96	\$1,207.41
C3	\$1,024.00	\$1,177.14		\$1,206.57	\$1,236.73	\$1,267.65
C2(a)	\$1,049.00	\$1,205.19		\$1,235.32	\$1,266.20	\$1,297.86
C2(b)	\$1,093.00	\$1,255.73		\$1,287.12	\$1,319.30	\$1,352.28