

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

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

Paroo Shire Council

AND

The Australian Workers' Union of Employees, Queensland

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

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

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

(Matter No. CB/2018/81)

**PAROO SHIRE COUNCIL - OPERATIONAL STAFF CERTIFIED AGREEMENT 2018**

**Certificate of Approval**

On 4 July 2018 the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

**Name of Agreement:** *Paroo Shire Council - Operational Staff Certified Agreement 2018*

**Parties to the Agreement:**

- Paroo Shire Council
- The Australian Workers' Union of Employees, Queensland
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch)
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

**Operative Date:** 4 July 2018

**Nominal Expiry Date:** 30 June 2021

**Previous Agreement:** *Paroo Shire Council - Outdoor Staff Certified Agreement 2010 (CA/2010/16)*

**Termination Date of Previous Agreement:** 4 July 2018 (Matter No CB/2018/80)

By the Commission

A.L. BLOOMFIELD  
Deputy President.

5 July 2018

**Paroo Shire Council - Operational Staff**

**Certified Agreement 2018**

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## 1. Title

This Enterprise Agreement shall be known as the *Paroo Shire Council - Operational Staff Certified Agreement 2018*.

## 2. Date and Period of Operation

This Agreement shall operate from the first pay period commencing on or after this Agreement being certified and will remain in force until 30 June 2021.

## 3. Parties Bound

The parties to this Agreement are Paroo Shire Council (Council), Council employees covered by this Agreement and the following unions:

- The Australian Workers' Union of Employees, Queensland;
- Construction, Forestry, Mining & Energy, Union of Employees, Queensland; and
- Transport Workers' Union of Australia, Union of Employees.
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

## 4. Application

This Agreement shall apply to Council, Council employees covered by the *Queensland Local Government Industry (Stream B) Award – State 2017*; and *Queensland Local Government Industry (Stream C) Award – State 2017* and the unions mentioned in clause 3.

## 5. Relationship to Parent Awards

- 5.1. This Agreement shall be wholly read and interpreted in conjunction with the terms of the *Queensland Local Government Industry (Stream B) Award - State 2017 (Stream B Award)*; the *Queensland Local Government Industry (Stream C) Award - State 2017 (Stream C Award)* and the *Training Wage Award - State 2012*.
- 5.2. Provided that where there is any inconsistency between this Agreement and the aforementioned Awards, this Agreement will prevail to the extent of the inconsistency.

## 6. Objectives

- 6.1. The parties recognise that this Agreement provides a unique opportunity to improve the efficiency, productivity and flexibility of the workplace.
- 6.2. The objectives of this Agreement are:
  - (a) Participation by Council, employees and their unions in the continuous improvement process, particularly in the development of more efficient work practices and quality improvement.

- (b) Developing a team approach and a co-operative working environment.

## **7. No Extra Claims**

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

## **8. Dispute Resolution**

### **8.1. Prevention and settlement of disputes - Award matters**

- (a) 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.
- (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 the parent 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 8.1(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 Queensland Industrial Relations 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.

**8.2. Prevention and settlement of employee grievances and disputes - other than Award 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 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 the course of 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 the course of Stage 2.

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.

(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 shall be investigated in a thorough, fair and impartial manner.

(d) 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.

(e) 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.

(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 Queensland Industrial Relations 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.

## **9. Consultation - Introduction of changes**

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

- (a) 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.
- (b) '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.
- (c) Where this agreement makes provision for alteration of any of the matters referred to in clauses 9.1(a) and (b) an alteration shall be deemed not to have significant effect.

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

- (a) 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).
- (b) The consultation shall occur as soon as practicable before making the decision referred to in clause 9.1.
- (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.

- (d) Notwithstanding the provision of clause 9.2(c) Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.

## **10. Span of Ordinary Hours**

- 10.1. Ordinary hours of work for all employees, other than casuals, shall be worked continuously, except for meal breaks and rest pauses, between the hours of 5:00am and 7:00pm.
- 10.2. Ordinary hours of work will be 9 hours and 27 minutes per day inclusive of an unpaid lunch hour. Start and finish times will be as operationally determined between the employee and their manager.

## **11. Nine (9) Day Fortnight**

- 11.1. All employees, other than casuals, will work a cycle of nine (9) days in every two (2) weeks.
- 11.2. Unless otherwise approved by the Chief Executive Officer, employees may bank a maximum of five (5) RDOs per year.
- 11.3. 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 the Chief Operations Officer with at least one (1) week's notice; and
  - (b) before approving a request for utilising an RDO by an employee, the relevant manager must ensure that Council operations and services will not be interrupted or rendered less efficient or more costly.
- 11.4. 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.
- 11.5. If an employee is requested to work on an RDO, such RDO shall be re-allocated to a mutually agreeable day between the employee and the Chief Operations Officer without attracting penalty rates.
- 11.6. Each Supervisor of each work group must ensure that no two (2) employees from the same work group are permitted to take RDOs on the same day.
- 11.7. Notwithstanding Clause 11.6 above, those employees allocated to a road crew shall be allowed to take RDOs on the same day.
- 11.8. Except at Christmas closure and Easter, accrued (banked) RDOs cannot be used in conjunction, before or after the taking of annual leave.
- 11.9. Unless otherwise approved by the Chief Executive Officer, RDOs cannot be moved to either side of a Public Holiday.

## **12. Work Arrangements at Camps**

- 12.1. Where a work site is less than 120 km from the works depot in Cunnamulla, employees will present at the works depot and use a Council vehicle to travel to and from the work site on the same day.
- 12.2. Where a work site is 120 km or more from the works depot in Cunnamulla, a camp or accommodation may be sourced to maximise productivity and decrease risk to health and safety. Council will transport employees to and from the job site once per week.
- 12.3. To maximise productivity, the span of hours shall be determined to take advantage of all available daylight hours in accordance with Council's ordinary span and spread of hours.
- 12.4. Employees shall be given at least two (2) weeks' notice prior to any change in the work roster.

### **Work Cycles**

- 12.5. Subject to clause 12.6, whilst working in camp accommodation, work shall be carried out in fortnightly cycles rosters as follows:
  - Week 1: five (5) days "on", two (2) days "off"; and
  - Week 2: four (4) days "on", three (3) days "off".
- 12.6. To meet any emergent business needs, the rostering arrangement stipulated in clause 12.5 may be altered by the Chief Executive Officer, in writing and after consultation with any affected employees.

### **Public Holidays – during a work cycle**

Work on a public holiday that coincides with the ordinary hours of work will be paid at the penalty rates prescribed in the relevant Award. Alternatively, roster arrangements may be negotiated to allow for the taking of the public holiday, either on the day that it falls due or on another day that is mutually agreeable between the employee and the Chief Operations Officer and the Chief Executive Officer.

## **13. Annual Leave**

- 13.1. All Employees, other than casuals, will accrue four (4) weeks annual leave per year.
- 13.2. The following annual leave arrangements will apply to employees, except for those employees involved in providing a skeleton staff to maintain Council's services during the Christmas/New Year period:
  - (a) A minimum of one (1) week's annual leave to be taken over the Christmas/New Year period.
  - (b) Any remaining annual leave to be taken at the employee's discretion in minimum periods of a single day and to be taken when mutually convenient

to both the employee and Council with a minimum of seven (7) working days prior notice.

- 13.3. Employees may accumulate a maximum of eight (8) weeks of annual leave in their balance.
- 13.4. However, if an employee has accumulated over eight (8) weeks of annual leave at the time of implementation of this Agreement, the employee is to reduce the accumulated annual leave to eight (8) weeks within twelve months.
- 13.5. In reducing annual leave balances, the taking of annual leave will be at a mutually agreeable time or times agreed between the employee and the Chief Operations Officer. Where a decision cannot be determined, the Chief Executive Officer will direct an employee to take annual leave to reduce their balance to eight (8) weeks.

**14. Christmas/New Year Closure**

The Council depot will be closed between Christmas and New Year’s Day. During the closure period, other than public holidays, employees shall be absent on annual leave, RDOs, TOIL or leave without pay with the approval of the Chief Operations Officer or the Chief Executive Officer.

**15. Sick Leave**

- 15.1. Sick leave is provided for in Stream B and Stream C Awards and shall apply to all employees, other than casuals.
- 15.2. Sick leave shall accumulate at the rate of thirteen (13) days per annum.
- 15.3. An employee who is absent from work due to illness or injury must provide prompt notification to the immediate supervisor. Payment for any absence on sick leave that exceeds two (2) consecutive days shall be contingent upon production by the employee concerned of a certificate from a duly qualified medical practitioner, statutory declaration or other evidence of illness satisfactory to Council.
- 15.4. Where sick leave is excessive and establishes a pattern, the Chief Executive Officer may request a medical certificate on every occasion of absence on sick leave.
- 15.5. The requirement for medical evidence under clause 15.4 shall cease after six (6) months, unless the sick leave remains to be excessive and/or continues to form a pattern.

**16. Bereavement Leave**

- 16.1. Upon the death of a family member as defined in the QES, an employee may be granted bereavement leave when attending a funeral that requires travel in accordance with the table below:

Distance	Leave Entitlement
Up to 250km	2 days
250 - 500km	3 days

Over 500km	4 days
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16.2. A family member for the purpose of clause 16.1 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, sibling’s child and parent’s sibling’s child.

16.3. 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.

**17. Parental Leave**

17.1. Parental leave is provided for in Stream B and Stream C Awards and the QES.

17.2. An employee who is:

- (a) the primary care-giver of the child; and
- (b) who has completed two (2) years of continuous service with Council,

shall be eligible for six (6) weeks of paid parental leave, to commence from the date of the birth of the child.

**18. Long Service Leave**

18.1. Employees shall accrue long service leave at the rate of thirteen (13) weeks after ten (10) years of continuous service with Council.

18.2. 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.

18.3. Portability of long service leave entitlements is provided for in Chapter 8, Part 3, Division 2 of the *Local Government Regulation 2012*.

**19. Abandonment of Employment**

19.1. 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.

19.2. Before an employee’s employment is terminated for abandonment, Council shall make a reasonable effort to contact the employee. For the purpose of this clause, reasonable contact could be via email, post, phone or text message.

**20. Multi Skilling**

20.1. All employees of Paroo Shire Council are expected to be committed to maximising productivity and efficiency in the workplace.

- 20.2. All employees must be prepared to upskill through undertaking different roles and developing new skill sets, this includes cross training into other departments and sections.
- 20.3. All employees will be required to undertake work in roles they are suitably skilled to complete up to and including their current level as per Award classifications, plant/equipment they are qualified to operate and to rotate through work crews and positions as operationally required by Paroo Shire Council.

## **21. Wages Increases**

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

- 2.25% from the date of certification of this Agreement;
- 2.25% from 1 July 2019; and
- 2.25% from 1 July 2020

## **22. Schedule of Wages**

The wage and salary rates that apply to employees, for the life of this Agreement, are found in Schedule A.

## **23. Allowances**

### **General**

#### **23.1. Camp Allowance**

- (a) A camp allowance shall be paid to employees who are instructed to and accept to work and stay the night in camp accommodation.
- (b) Subject to clause 23.1(c), the camp allowance shall be paid as follows:
- (i) \$45 per night effective from the date of certification of the Agreement
  - (ii) \$50 per night from 1 July 2019
  - (iii) \$55 per night from 1 July 2020
- (c) Where employees are asked to stay in a pub/motel style accommodation that has no cooking facilities, Council shall provide meals or meal vouchers for each day spent at camp and pay employees a camp allowance as follows:
- (i) \$20 per night effective the date of certification of the agreement
  - (ii) \$25 per night from 1 July 2019
  - (iii) \$30 per night from 1 July 2020

#### **23.2. On Call/Availability Allowance**

- (a) 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:

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

- (b) In addition to the above allowance, employees shall be entitled to receive penalty rates in accordance with the overtime provisions in Stream B or Stream C Awards for the time worked if they are required to report to duty.
- (c) Employees directed to remain on call must be able to be contacted and to report to duty within 30 minutes.

**23.3. Recall to duty**

- (a) An employee who is on call and being paid the on call allowance shall be entitled to a minimum payment equivalent to three (3) 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.
- (b) If an employee does not leave home to attend the situation e.g. handled by phone or via a computer, they will be paid a minimum of thirty (30) minutes at the applicable rate.

**23.4. Uniform Allowance**

Uniforms will be provided in line with the approved Council Policy and Directive.

**23.5. Servicing of Plant**

Servicing of plant shall be carried out on the following basis:

- (a) If a machine is operated on any working day for four (4) hours or more the operator shall carry out the service outside normal working hours that day after work with overtime payment.
- (b) If less than four (4) hours is worked for the day, and work allows, the operator shall carry out the service during normal working hours that day with no overtime payment.
- (c) If the operator is otherwise employed while the machine is idle, i.e. labouring, traffic control duties, service overtime is to be arranged by the job supervisor, to allow for servicing allocated to the machine for an eight (8) hour shift.
- (d) The above servicing arrangements should apply for every working day of the nine (9) day fortnight.

## **Employees covered by Stream B Award**

### **23.6. Construction, reconstruction, alteration, repair and/or maintenance work allowance**

- (a) Employees, whilst actually engaged on construction, reconstruction, alteration, repair and/or maintenance work, shall be paid an allowance at the rate of \$32.00 per week.
- (b) Notwithstanding the relevant provisions of Stream B Award, employees in receipt of the allowance provided for in clause 23.6(a) of this Agreement will not be entitled to any of the following allowances:
  - (i) Dirt money;
  - (ii) Work in wet places;
  - (iii) Clay pit;
  - (iv) Bitumen sprayer;
  - (v) Live sewer;
  - (vi) Quarry;
  - (vii) Rubbish and sanitary operations; or
  - (viii) Any other payment or disability allowances for specific projects.

### **23.7. Drivers of sanitary or refuse collection vehicle allowance**

An employee primarily engaged in sanitary or refuse collections services shall be paid an additional allowance at the rate of \$15.00 per week.

### **23.8. Leading hand allowance**

- (a) An employee who is appointed by Council to be in charge of other employees shall be paid an additional allowance of \$5.90 per day.
- (b) The allowance prescribed in clause 23.8(a) shall not be payable to employees who are engaged:
  - (i) as plumbers, who shall be entitled to the allowances in clause 23.12(a); or
  - (ii) as mechanics/boilermakers, who shall be entitled to the allowance in clause 23.12(b).

### **23.9. Live sewer work allowance**

- (a) An employee who is engaged with a direct aerial connection with a sewer through which sewerage is flowing in connection with septic tanks and cleaning of mechanical plant if such plant is contaminated with sewerage is deemed to have undertaken live sewer work.
- (b) While engaged in live sewer work as described in clause 23.9(a) during ordinary hours, an employee shall be paid at the rate of time and one-half.
- (c) While engaged in live sewer work as described in clause 23.9(a) outside ordinary hours, the employee shall be paid in accordance with the applicable penalty rates as provided for in Stream B Award.

- (d) An employee engaged in live sewer work as described in clause 23.9(a) shall be paid a minimum of four (4) hours work at the applicable rate.
- (e) The live sewer allowance prescribed in clause 23.9(a) shall not be payable where the employee is engaged:
  - (i) in work where an aerial connection with a sewer or septic tank is blocked by a disc, plug, valve, water seal or other means; or
  - (ii) at a sewerage treatment plan; or
  - (iii) to work as a plumber.

#### **23.10. Toilet cleaning allowance**

An employee engaged to clean toilets, where cleaning requires more than hosing out of a toilet, shall be paid an allowance at the rate of \$10.00 per day.

### **Employees covered by Stream C Award**

#### **23.11. Construction / on site allowance**

An employee engaged on a building construction site as defined by Stream C Award shall be paid an allowance at the rate of \$32.00 per week.

#### **23.12. Leading hand allowance**

- (a) Plumbers

An employee who is appointed by Council to be in charge of other employees, shall be paid an additional allowance of:

- (i) \$6.15 per day - if in charge of only one (1) employee; or
- (ii) \$8.60 per day - if in charge of minimum two (2) but not more than four (4) employees; or
- (iii) \$12.00 per day - if in charge of more than four (4) employees.

- (b) Mechanics/Boilermakers

An employee who is appointed by Council to be in charge of other employees, shall be paid an additional allowance of \$7.45 per day if in charge of ten (10) employees or more.

#### **23.13. Work in unpleasant conditions allowance**

An employee engaged in cleaning covered drains, septic tanks, on live sewer work where personal contact with live or raw sewerage is required, shall be paid at the rate of time and one quarter for the actual time engaged in performing the activity.

#### **23.14. Live sewer work allowance Mechanics/Boilermakers**

- (a) An employee who is engaged with a direct aerial connection with a sewer

through which sewerage is flowing in connection with septic tanks and cleaning of mechanical plant if such plant is contaminated with sewerage, is deemed to have undertaken live sewer work.

- (b) While engaged in live sewer work as described in clause 23.14(a) during ordinary hours, an employee shall be paid at the rate of time and one-half.
- (c) While engaged in live sewer work as described in clause 23.14(a) outside ordinary hours, the employee shall be paid in accordance with the applicable penalty rates as provided for in Stream C Award.
- (d) An employee engaged in live sewer work as described in clause 23.14(a) shall be paid a minimum of four (4) hours work at the applicable rate.
- (e) The live sewer allowance prescribed in clause 23.14(a) shall not be payable where the employee is engaged:
  - (i) in work where an aerial connection with a sewer or septic tank is blocked by a disc, plug, valve, water seal or other means; or
  - (ii) at a sewerage treatment plant.

#### **24. Travel Time**

- 24.1. Council will provide vehicles for the purpose of transporting employees to and from jobs and/or camp sites.
- 24.2. Where Council provides a vehicle, the operator and all occupants required to travel outside of ordinary hours shall be paid at the rate of time and one-half.
- 24.3. Where an employee is required to provide their own vehicle, payment shall be as per Stream B or Stream C Awards.

#### **25. Salary Sacrifice**

- 25.1. Salary sacrifice shall be available to all staff in accordance with Australian Taxation Office guidelines as changed or amended from time to time.
- 25.2. Council encourages employees to seek independent financial advice before entering into any arrangement. Council takes no responsibility for the implications of salary sacrifice arrangements put in place by employees.
- 25.3. Any salary sacrifice arrangement will not lead to Council incurring additional cost by way of increased Fringe Benefits Tax or other non-administrative costs.

## Schedule A – Wages and Salary Rates

1. Wages and wage increases for employees covered by Stream B: Operational Services shall be:

<b>Award Classification Level</b>	<b>EBA Wage as at 2016<sup>1</sup></b>	<b>Annual Base Rate of Pay as at date of certification</b>	<b>Annual Base Rate of Pay as at 1 July 2019</b>	<b>Annual Base Rate of Pay as at 1 July 2020</b>
Level 1	\$48,202	\$49,287	\$50,395	\$51,529
Level 2	\$48,803	\$49,901	\$51,024	\$52,172
Level 3	\$49,404	\$50,516	\$51,652	\$52,814
Level 4	\$50,009	\$51,134	\$52,285	\$53,461
Level 5	\$51,366	\$52,522	\$53,703	\$54,912
Level 6	\$52,987	\$54,179	\$55,398	\$56,645
Level 7	\$54,320	\$55,542	\$56,792	\$58,070
Level 8	\$55,524	\$56,773	\$58,051	\$59,357

Note:

- <sup>1</sup> The annual rates include administrative increases applied by Council from the expiry date of last certified agreement until September 2016.

2. Wages and wage increases for employees covered by Stream C: Building Trades Services shall be:

<b>Award Classification Level</b>	<b>EBA Wage as at 2016<sup>1</sup></b>	<b>Annual Base Rate of Pay as at date of certification</b>	<b>Annual Base Rate of Pay as at 1 July 2019</b>	<b>Annual Base Rate of Pay as at 1 July 2020</b>
BW1 (a) up to 3 months	\$48,202	\$49,287	\$50,395	\$51,529
BW 1 (b) and (c) after 12 months	\$48,803	\$49,901	\$51,024	\$52,172
BW 1 (d)	\$49,404	\$50,516	\$51,652	\$52,814
BW 2	\$50,009	\$51,134	\$52,285	\$53,461
BT 1	\$51,366	\$52,522	\$53,703	\$54,912
BT 2	\$52,987	\$54,179	\$55,398	\$56,645
BT 3	\$54,320	\$55,542	\$56,792	\$58,070

3. Wages and wage increases for employees covered by Stream C: Engineering and Electrical / Electronic Services shall be:

<b>Award Classification Level</b>	<b>EBA Wage as at 2016<sup>1</sup></b>	<b>Annual Base Rate of Pay as at date of certification</b>	<b>Annual Base Rate of Pay as at 1 July 2019</b>	<b>Annual Base Rate of Pay as at 1 July 2020</b>
C14 and C13	\$46,647	\$47,696	\$48,769	\$49,867
C12	\$48,013	\$49,093	\$50,198	\$51,327
C11	\$49,411	\$50,523	\$51,660	\$52,822
C10	\$51,366	\$52,522	\$53,703	\$54,912
C9	\$52,987	\$54,179	\$55,398	\$56,645
C8	\$54,320	\$55,542	\$56,792	\$58,070
C7	\$55,524	\$56,773	\$58,051	\$59,357
C6	\$58,785	\$60,108	\$61,460	\$62,843
C5	\$60,405	\$61,765	\$63,154	\$64,575
C4	\$61,844	\$63,235	\$64,658	\$66,113
C3	\$65,076	\$66,541	\$68,038	\$69,569
C2 (a)	\$66,665	\$68,165	\$69,699	\$71,267
C2 (b)	\$69,461	\$71,024	\$72,622	\$74,256

Note:

- <sup>1</sup>. The annual rates include administrative increases applied by Council from the expiry date of last certified agreement until September 2016.

**Signatories**

Signed for and on behalf of PAROO SHIRE COUNCIL:

Chief Executive Officer

Title

\_\_\_\_\_

Signature

Oliver Simon

Print Name

In the Presence of:

\_\_\_\_\_

Signature

Lindsay Godfrey

(Print Name of Witness)

Signed for and on behalf of THE AUSTRALIAN WORKERS' UNION OF EMPLOYEES,  
QUEENSLAND:

Acting Secretary  
Title

---

Signature

Stephen Kenneth Baker

---

Print Name

In the Presence of:

---

Signature

Breanna Beattie

---

(Print Name of Witness)

Signed for and on behalf of the CONSTRUCTION, FORESTRY, MINING & ENERGY INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND:

Divisional Branch Assistant Secretary

\_\_\_\_\_

Title

\_\_\_\_\_

Signature

Jade Ingham

\_\_\_\_\_

Print Name

In the Presence of:

\_\_\_\_\_

Signature

Emma Eaves

\_\_\_\_\_

(Print Name of Witness)

Signed for and on behalf of the TRANSPORT WORKERS' UNION OF EMPLOYEES,  
QUEENSLAND (QUEENSLAND BRANCH):

Queensland Branch Secretary

\_\_\_\_\_

Title

\_\_\_\_\_

Signature

Peter Biagini

\_\_\_\_\_

Print Name

In the Presence of:

\_\_\_\_\_

Signature

Margarita Cerrato

\_\_\_\_\_

(Print Name of Witness)

Signed for and on behalf of the AUTOMOTIVE, METALS, ENGINEERING, PRINTING AND KINDRED INDUSTRIES INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND:

Assistant State Secretary

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Title

---

Signature

Bill Thanas

---

Print Name

In the Presence of:

---

Signature

Elizabeth Barlow

---

(Print Name of Witness)