

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**

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

**Rockhampton Regional Council**  
(Applicant)

v

**The Australian Workers' Union of Employees, Queensland**  
(Respondent)

(Matter No. CB/2019/128)

**ROCKHAMPTON REGIONAL COUNCIL CHILD CARE EMPLOYEES  
CERTIFIED AGREEMENT 2018**

*Rockhampton Regional Council Child Care Employees Certified Agreement 2018*

**Certificate of Approval**

On 31 January 2020, the Commission certified the attached written agreement in accordance with s 193 of the *Industrial Relations Act 2016*:

<b>Name of Agreement:</b>	ROCKHAMPTON REGIONAL COUNCIL CHILD CARE EMPLOYEES CERTIFIED AGREEMENT 2018
<b>Parties to the Agreement:</b>	<ul style="list-style-type: none"><li>• Rockhampton Regional Council</li><li>• The Australian Workers' Union of Employees, Queensland</li></ul>
<b>Operative Date:</b>	31 January 2020
<b>Nominal Expiry Date:</b>	1 July 2022

By the Commission.

C.M. HARTIGAN  
Industrial Commissioner  
31 January 2020



**Rockhampton Regional Council**

**Child Care Employees**

**Certified Agreement 2018**



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# **1 Administrative Arrangements**

## **1.1 Title**

- 1.1.1.1 This Agreement shall be known as the Rockhampton Regional Council Child Care Employees Certified Agreement 2018.
- 1.1.1.2 This Agreement supersedes and replaces all previous Certified Agreements and other industrial arrangements that had application to Rockhampton Regional Council and Employees employed at the Rockhampton Regional Council City Child Care Centre.
- 1.1.1.3 The only exception is that terms of the Rockhampton Regional Council Certified Agreement 2018 – Internal Employees is to be read and applied in conjunction with this Agreement. In the event of any inconsistency between the Rockhampton Regional Council Certified Agreement 2018 – Internal Employees and this Agreement, this Agreement shall prevail to overcome any inconsistency.

## **1.2 Parties Bound**

- 1.2.1.1 The Parties bound by this Agreement are:

Rockhampton Regional Council; and

Employees employed at the Rockhampton Regional Council City Child Care Centre engaged in the delivery of children's services or early childhood education, including teachers as requested by the Employer, who are members of the following Union or are eligible to become so and for whom a classification contained in this Agreement and Division 2 Section 2 of the Queensland Local Government Industry (Stream A) Award – State 2017 applies:

- AWU – The Australian Workers' Union of Employees, Queensland

## **1.3 Date and Period of Operation**

- 1.3.1.1 This Agreement shall be effective from the date of certification by the QIRC and shall continue to have effect from the date of certification or until varied or terminated in accordance with the relevant legislation in place at the time. Where this Agreement is not varied or terminated in accordance with the relevant legislation, it shall continue to have full effect until it is varied or terminated.
- 1.3.1.2 The Parties to this Agreement agree to have their respective logs of claims presented to commence negotiations for a new collective Agreement at least six (6) months prior to the expiry of this Agreement, with the view to concluding the negotiations prior to the nominal expiry date of this Agreement. The nominal expiry date is 1 July 2022.

## **1.4 Renegotiation**

- 1.4.1.1 If the renegotiation activity conducted in accordance with clause 1.3.1.2 hereof has not resulted in a new agreement to take effect from 1 July 2022, unless this delay has been caused by a lack of Good Faith Bargaining by the Parties, as determined by the QIRC, to this Agreement, the Employer agrees to pay an increase equivalent to the Consumer Price Index (CPI) for the relevant March Quarter All Groups, applicable to Brisbane percentage change (from the corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics, pending the successful completion of

negotiations. Such increase will be absorbed into any increase negotiated for that new agreement

## **1.5 Relationship to Industrial Instruments**

- 1.5.1.1 This Agreement shall be read and applied in conjunction with the terms of the:
- a) Rockhampton Regional Council Certified Agreement 2018 – Internal Employees;  
and
  - b) Queensland Local Government Industry (Stream A) Award - State 2017.
- 1.5.1.2 In the event of any inconsistency between the Queensland Local Government Industry (Stream A) Award – State 2017, the Rockhampton Regional Council Certified Agreement 2018 – Internal Employees and this Agreement, this Agreement shall prevail to the extent of the inconsistency.

## **1.6 Objectives of the Agreement**

- 1.6.1.1 To provide a framework to define the employment terms and conditions and associated remuneration for a flexible team of competently qualified Child Care Employees that meet the current and future business needs of the Employer's Child Care operations.
- 1.6.1.2 To provide a consultative environment for the Employer, Council's Leadership Team, Child Care Employees and their Union to develop and engage in continuous improvement, efficient work practices and improved service delivery.

## **1.7 Definitions**

- 1.7.1.1 Employer – shall have the same meaning as that cited in the *Local Government Act 2009*, i.e. Chief Executive Officer.
- 1.7.1.2 QIRC – shall mean the Queensland Industrial Relations Commission.
- 1.7.1.3 The Act – shall mean, except where otherwise stated, the *Industrial Relations Act 2016*
- 1.7.1.4 Award – Queensland Local Government Industry (Stream A) Award - State 2017
- 1.7.1.5 Working day – shall mean a day, and hours, on which employees normally perform work.

## **1.8 Posting of the Agreement**

- 1.8.1.1 A true copy of this Agreement shall be displayed in the workplace immediately following certification with convenient access to Employees. Further, the Employer undertakes to provide education and/or awareness training to all Employees regarding the intent and application of this Agreement within three (3) months of the date of certification.

# **2 Consultation and Industrial Environment**

## **2.1 Notification of Change**

- 2.1.1.1 Before making a definite decision to introduce major 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 the relevant union.

- 2.1.1.2 “Significant effects” include termination of employment, major changes in the composition, operation or size of the Employer’s workforce or in the skills required, the elimination or diminishing of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, changes to work rosters, the need for retraining or transfer of Employees to other work or locations; and the restructuring of jobs provided that where the Award makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.
- 2.1.1.3 The Employer shall discuss with the Employees affected and the relevant union and others, the proposed changes referred to in clauses 2.1.1.1 and 2.1.1.2 hereof, the effects the changes are likely to have on Employees, measures to avert or mitigate the adverse effects of such changes on Employees (e.g. by finding alternative employment) and shall give genuine consideration to matters raised by the Employees and/or the relevant union in relation to the changes.
- 2.1.1.4 The discussions shall commence as early as practicable after a proposal has been made by the Employer to make the changes referred to in clause 2.1.1.1 hereof.
- 2.1.1.5 For the purposes of such discussion, the Employer shall provide in writing to the Employees concerned and the relevant Union all relevant information about the changes including the nature of the changes proposed; the expected effects of the changes on Employees and any other matters likely to affect Employees provided that the Employer shall not be required to disclose confidential information the disclosure of which would be detrimental to the Employer’s interests.
- 2.1.1.6 Where the Employer is proposing to undertake organisational restructuring that has significant effects the Employer will provide affected Employees and their relevant Union a summary of the proposed changes to the structure including any current positions which are likely to be displaced and/or deemed redundant, proposed new positions, and a list of potentially affected Employees, including the Employer’s proposal to mitigate the effects on each affected Employee.
- 2.1.1.7 The Employer will give prompt and genuine consideration and shall provide documented communications on any matters raised by the Employees and/or the relevant Union in relation to the changes.

## **2.2 Prevention and Settlement of Disputes and Grievances**

- 2.2.1.1 Effective communication between Employees and the Employer is a pre-requisite to good industrial relations and the following procedure is set down in order that any grievance or dispute may be resolved quickly to maintain sound work relationships.
- 2.2.1.2 This procedure aims to avoid industrial disputes, or where a dispute occurs, to provide a means of settlement based on consultation, cooperation and discussion and the avoidance of interruption to work performance.
- 2.2.1.3 During any dispute the status quo existing immediately prior to the matter giving rise to the dispute will remain and work shall continue as it was prior to the dispute without stoppage, of the imposition of any ban, limitation or restriction. No party shall be prejudiced as to final settlement by the continuance of work in accordance with this clause.
- 2.2.1.4 Where a bona fide Work Health and Safety issue is involved, an Employee shall not work in an unsafe environment. Where appropriate, the Employee shall accept reassignment

to alternative suitable duties or an alternative work environment whilst a resolution to the matter is pending.

2.2.1.5 In the event of any dispute/grievance arising between any Parties subject to this Agreement and any employment related matters, the following procedures shall be applied:

2.2.1.6 Discussions at any Step of the procedure shall not be unreasonably delayed by any party. Sensible time limits shall be allowed for the completion of the various stages. Generally, Steps 1 and Step 2 below should, if possible, take place within 24 hours and should not extend beyond seven (7) days after the request of the Employee or the Employee's Union representative. This process should not exceed 14 days for Step 3. If further time is required at any Step; Parties will discuss extending the period and the reasons for the extension.

2.2.1.7 Step 1

Any Employee with a dispute/grievance will promptly raise the matter with the immediate supervisor who will endeavour to resolve the matter as soon as possible. The Employee may request union representation or a nominated support person.

2.2.1.8 Step 2

If the matter is not resolved at this level, the Employee shall discuss the matter at issue with their Manager. The Employee may request union representation or a nominated support person. A Workforce and Governance representative may also become involved at this stage.

2.2.1.9 Step 3

Should the matter remain unresolved, it should then be referred to the CEO who will attempt to facilitate a resolution with the Employee. The Employee may request union representation or a nominated support person. The CEO may delegate to a senior officer to facilitate the process on the CEO's behalf.

2.2.1.10 Step 4

If the matter remains unresolved, it may be referred by either party to the QIRC for conciliation and finally arbitration if no agreement can be reached. The arbitrated decision of the QIRC will be binding on all Parties to the matter, subject to the Parties' rights of appeal under the relevant legislation.

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

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

2.2.1.13 The above procedure does not restrict the Employer or an authorised officer of the relevant Union from making representations to each other at any stage in this procedure.

## **3 Employee Benefits**

### **3.1 Wage/Salary Increase**

- 3.1.1.1 Base rates for Child Care Employees who have their terms and conditions of employment regulated by this Agreement are detailed in Appendix 1 to this Agreement. Appendix 1 also provides information of wage increases over the life of this Agreement.
- 3.1.1.2 Child Care Employees who are engaged on a casual basis will be remunerated in accordance with the relevant rates indicated in Appendix 1. Casual employees will receive a 23% casual loading paid on ordinary hours worked.

### **3.2 Corporate Uniform Allocation**

- 3.2.1.1 In addition to the allocation applicable under the corporate uniform allocation, each Child Care Employee will be allocated an additional uniform in recognition of the additional exposure to soiling due to the nature of their duties.

### **3.3 Mixed Functions**

- 3.3.1.1 Where an Employee is directed by the Employer to undertake responsibilities at a higher level provided this in accordance with the relevant legislation they shall be paid at the higher classification level as follows:
- 3.3.1.2 For a period of up to one (1) hour – there will be no payment.
- 3.3.1.3 For a period greater than one (1) hour and up to four (4) hours – the actual time in the higher role in increments of one (1) hour.
- 3.3.1.4 For a period of greater than four (4) hours in one (1) working day – the total hours worked on that day.

## **4 Allowances**

### **4.1 Child Care allowance**

- 4.1.1.1 The Employer recognises that Child Care Employees are exposed, through the nature of their employment, to a range of factors to which other Employees are not exposed. In recognition of that situation, such full time Employees will be paid an annualised allowance of \$42.50 per week.

This Allowance will incorporate the following:

- Exposure to human bodily fluids;
- Toilet cleaning as required;
- Uniform and Laundering allowance; and
- Locality allowance.



- 4.1.1.2 This allowance shall be incorporated within the pay classification structure however is not reflected in the remuneration schedule in Appendix 1.
- 4.1.1.3 The annualised rate, which incorporates the annualised allowances, shall be referred to as the 'All Purpose Rate' and shall be used for the calculation of superannuation and leave benefits.
- 4.1.1.4 Part time and casual Employees will be paid this allowance on a pro-rata basis.
- 4.1.1.5 All employees covered by this Agreement shall no longer be able to apply for any Award allowance other than the Childrens' Services and Early Childhood Education – Directors' allowances where applicable.

## **5 Hours of Work**

### **5.1 Ordinary Hours**

- 5.1.1.1 The ordinary working week for full time Child Care Employees other than teachers shall be an average of 38 hours per week.
- 5.1.1.2 The ordinary working week for full time Child Care Employees who are employed as teachers shall not exceed 37.5 hours per week, of which not more than 27.5 hours shall relate to the teaching of an educational program.
- 5.1.1.3 The spread of ordinary hours of duty for Child Care Employees shall be 6.00am to 7.00pm Monday to Friday.

### **5.2 Meal Breaks**

#### **5.2.1 Meal Breaks – other than teachers**

- 5.2.1.1 An Employee employed for at least (6) six hours on any day shall be allowed not less than 30 minutes and not more than 60 minutes for an unpaid meal break not later than (5) five hours after commencing work.
- 5.2.1.2 In lieu of the foregoing, and by mutual agreement between an Employee and the Employer, an Employee may be allowed a paid crib break of 30 minutes, such period to be counted as time worked, where the employee may be required to supervise children during that crib break.
- 5.2.1.3 If an employee is required to work through their meal period, other than as prescribed in above, the time worked will be deemed to be overtime and paid for at the rate of double time until such time as the employee finishes work or is allowed a 30 minute meal break, for which no deduction of pay will be made.
- 5.2.1.4 An Employee who is required to continue working for more than (2) two hours beyond their normal ceasing time will be provided with an adequate meal by the Employer or paid an allowance of \$19.00 in lieu thereof.
- 5.2.1.5 Where an Employee has provided their own meal because of receipt of notice to work overtime and such overtime is not worked, they are to be paid \$19.00 for any meal so provided.

## **5.2.2 Meal Breaks – Teachers**

- 5.2.2.1 A teacher shall be entitled to a 30 minutes per day paid meal break to be considered as time worked where the Employee works for at least (5) five hours in that day.

## **5.3 End of Year Closedown**

- 5.3.1.1 The Rockhampton Regional Council City Child Care Centre is licenced to be open for 50 weeks per year so the Centre must shutdown for two (2) weeks each year which will occur over the Christmas / New Year break period.
- 5.3.1.2 Child Care Employees may use time from their Accrued Time Bank, accrued annual leave, or else take the time off as unpaid leave for any Closedown period that may be established.

# **6 Miscellaneous**

## **6.1 All Other Terms and Conditions**

- 6.1.1.1 All other terms and conditions not specifically identified in this Agreement will be covered by the Rockhampton Regional Council Certified Agreement 2018 - Internal Employees in the first instance or by the Award where not specifically referred to in the Rockhampton Regional Council Certified Agreement 2018 - Internal Employees .

## **6.2 No Extra Claims**

- 6.2.1.1 The Parties agree that in the life of this Agreement no extra claims shall be sought for the life of this Agreement.
- 6.2.1.2 State Wage Case variations shall not apply during the life of this Agreement. Any Arbitrated Safety Net Adjustments or general adjustments shall be absorbable.
- 6.2.1.3 The Parties shall; other than provided under a Special Work Agreement; up to the nominal expiry date of this Agreement:
  - a) not pursue any extra wage claim, whether award or over award; and
  - b) not seek any changes to conditions of employment except for those matter reserved by this agreement.

## 7 Appendix 1 – Base Remuneration Classification Structure

The following table includes the annual increases of 2.55% or Consumer Price Index (CPI) whichever is the greater per year commencing from 1 July 2018 subject to this Agreement being certified by the QIRC.

CPI - shall be the relevant March Quarter All Groups, applicable to Brisbane percentage change (from corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics.

- \* The rates listed below are base rates only and do not include any allowances, annualised or otherwise.
- \*\* The back pay of the increase only applies to base salary and no other provisions within the Agreement.
- \*\*\* Decimals for annum figures have been rounded up/down accordingly.

Classification	Current as at 30/06/2018 per annum	As at 1/07/2018 Plus 2.55% per annum	As at 1/07/2019 Plus 2.55% per annum	As at 1/07/2020 Plus 2.55% per annum	As at 1/07/2021 Plus 2.55% per annum
CSW Unqualified Year 1 17<18 years	\$31,043.48	\$31,835.09	\$32,646.88	\$33,479.38	\$34,333.10
CSW Unqualified Year 1 18<19 years	\$34,215.48	\$35,087.97	\$35,982.72	\$36,900.28	\$37,841.23
CSW Unqualified Year 1 19<20 years	\$37,711.44	\$38,673.08	\$39,659.25	\$40,670.56	\$41,707.66
CSW Unqualified Year 1 20<21 years	\$40,744.08	\$41,783.05	\$42,848.52	\$43,941.16	\$45,061.66
CSW Unqualified Year 1 Adult	\$45,316.44	\$46,472.01	\$47,657.05	\$48,872.30	\$50,118.54
CSW Unqualified Year 2 17<18 years	\$31,534.36	\$32,338.49	\$33,163.12	\$34,008.78	\$34,876.00
CSW Unqualified Year 2 18<19 years	\$34,796.84	\$35,684.16	\$36,594.11	\$37,527.26	\$38,484.20
CSW Unqualified Year 2 19<20 years	\$38,382.24	\$39,360.99	\$40,364.69	\$41,393.99	\$42,449.54
CSW Unqualified Year 2 20<21 years	\$41,512.64	\$42,571.21	\$43,656.78	\$44,770.03	\$45,911.66
CSW Unqualified Year 2 Adult	\$46,217.60	\$47,396.15	\$48,604.75	\$49,844.17	\$51,115.20
CSW Unqualified Year 3 17<18 years	\$32,011.20	\$32,827.49	\$33,664.59	\$34,523.03	\$35,403.37

Classification	Current as at 30/06/2018 per annum	As at 1/07/2018	As at 1/07/2019	As at 1/07/2020	As at 1/07/2021
		Plus 2.55% per annum	Plus 2.55% per annum	Plus 2.55% per annum	Plus 2.55% per annum
CSW Unqualified Year 3 18<19 years	\$35,363.12	\$36,264.88	\$37,189.63	\$38,137.97	\$39,110.49
CSW Unqualified Year 3 19<20 years	\$39,030.68	\$40,025.96	\$41,046.62	\$42,093.31	\$43,166.69
CSW Unqualified Year 3 20<21 years	\$42,248.44	\$43,325.78	\$44,430.58	\$45,563.56	\$46,725.43
CSW Unqualified Year 3 Adult	\$47,094.32	\$48,295.23	\$49,526.75	\$50,789.69	\$52,084.82
CSW 1 Year Qualified Year 1 17<18yr	\$32,053.84	\$32,871.21	\$33,709.43	\$34,569.02	\$35,450.53
CSW 1 Year Qualified Year 1 18<19yr	\$35,415.12	\$36,318.21	\$37,244.32	\$38,194.05	\$39,168.00
CSW 1 Year Qualified Year 1 19<20yr	\$39,087.36	\$40,084.09	\$41,106.23	\$42,154.44	\$43,229.38
CSW 1 Year Qualified Year 1 20<21yr	\$42,321.76	\$43,400.96	\$44,507.69	\$45,642.64	\$46,806.52
CSW 1 Year Qualified Year 1 Adult	\$48,492.60	\$49,729.16	\$50,997.25	\$52,297.68	\$53,631.28
CSW 1 Year Qualified Year 2 17<18yr	\$32,525.48	\$33,354.88	\$34,205.43	\$35,077.67	\$35,972.15
CSW 1 Year Qualified Year 2 18<19yr	\$35,978.28	\$36,895.73	\$37,836.57	\$38,801.40	\$39,790.84
CSW 1 Year Qualified Year 2 19<20yr	\$39,739.96	\$40,753.33	\$41,792.54	\$42,858.25	\$43,951.13
CSW 1 Year Qualified Year 2 20<21yr	\$43,061.72	\$44,159.79	\$45,285.87	\$46,440.66	\$47,624.90
CSW 1 Year Qualified Year 2 Adult	\$49,565.88	\$50,829.81	\$52,125.97	\$53,455.18	\$54,818.29
CSW 1 Year Qualified Year 3 17<18yr	\$29,155.88	\$29,899.35	\$30,661.79	\$31,443.66	\$32,245.48
CSW 1 Year Qualified Year 3 18<19yr	\$33,422.48	\$34,274.75	\$35,148.76	\$36,045.05	\$36,964.20
CSW 1 Year Qualified Year 3 19<20yr	\$37,690.64	\$38,651.75	\$39,637.37	\$40,648.12	\$41,684.65

Classification	Current as at 30/06/2018 per annum	As at 1/07/2018	As at 1/07/2019	As at 1/07/2020	As at 1/07/2021
		Plus 2.55% per annum	Plus 2.55% per annum	Plus 2.55% per annum	Plus 2.55% per annum
CSW 1 Year Qualified Year 3 20<21yr	\$41,958.28	\$43,028.22	\$44,125.44	\$45,250.63	\$46,404.53
CSW 1 Year Qualified Year 3 Adult	\$50,639.68	\$51,930.99	\$53,255.23	\$54,613.24	\$56,005.88
Group Leader 1 Year Qualified Yr 1	\$53,144.00	\$54,499.17	\$55,888.90	\$57,314.07	\$58,775.58
Group Leader 1 Year Qualified Yr 2	\$54,038.40	\$55,416.38	\$56,829.50	\$58,278.65	\$59,764.75
Group Leader 1 Year Qualified Yr 3	\$54,932.80	\$56,333.59	\$57,770.09	\$59,243.23	\$60,753.93
Group Leader 2 Year Qualified Yr1	\$57,795.92	\$59,269.72	\$60,781.09	\$62,331.01	\$63,920.45
Group Leader 2 Year Qualified Yr2	\$58,690.32	\$60,186.92	\$61,721.69	\$63,295.59	\$64,909.63
Group Leader 2 Year Qualified Yr3	\$59,584.72	\$61,104.13	\$62,662.29	\$64,260.17	\$65,898.81
Group Leader 3 Year Qualified Yr1	\$59,584.72	\$61,104.13	\$62,662.29	\$64,260.17	\$65,898.81
Group Leader 3 Year Qualified Yr2	\$59,584.72	\$61,104.13	\$62,662.29	\$64,260.17	\$65,898.81
Assist Director 2 Year Qualified Y1	\$60,300.24	\$61,837.90	\$63,414.76	\$65,031.84	\$66,690.15
Assist Director 2 Year Qualified Y2	\$61,016.28	\$62,572.20	\$64,167.79	\$65,804.06	\$67,482.07
Assist Director 2 Year Qualified Y3	\$61,731.80	\$63,305.96	\$64,920.26	\$66,575.73	\$68,273.41
Assist Director 3 Year Qualified Y1	\$62,447.32	\$64,039.73	\$65,672.74	\$67,347.39	\$69,064.75
Assist Director 3 Year Qualified Y2	\$63,163.36	\$64,774.03	\$66,425.76	\$68,119.62	\$69,856.67
Director 2 Year Qualified Year 1	\$66,025.96	\$67,709.62	\$69,436.22	\$71,206.84	\$73,022.62
Director 2 Year Qualified Year 2	\$66,919.84	\$68,626.30	\$70,376.27	\$72,170.86	\$74,011.22
Director 2 Year Qualified Year 3	\$68,172.52	\$69,910.92	\$71,693.65	\$73,521.84	\$75,396.64
Director 2 Year Qualified Year 4	\$69,246.32	\$71,012.10	\$72,822.91	\$74,679.89	\$76,584.23
Director 3 Year Qualified Year 1	\$68,172.52	\$69,910.92	\$71,693.65	\$73,521.84	\$75,396.64
Director 3 Year Qualified Year 2	\$69,246.32	\$71,012.10	\$72,822.91	\$74,679.89	\$76,584.23

Classification	Current as at 30/06/2018 per annum	As at 1/07/2018	As at 1/07/2019	As at 1/07/2020	As at 1/07/2021
		Plus 2.55% per annum	Plus 2.55% per annum	Plus 2.55% per annum	Plus 2.55% per annum
Director 3 Year Qualified Year 3	\$70,498.48	\$72,296.19	\$74,139.74	\$76,030.31	\$77,969.08
Director 3 Year Qualified Year 4	\$71,750.64	\$73,580.28	\$75,456.58	\$77,380.72	\$79,353.93
Director 3 Year Qualified Year 5	\$73,003.32	\$74,864.90	\$76,773.96	\$78,731.70	\$80,739.35
Director 3 Year Qualified Year 6	\$74,255.48	\$76,148.99	\$78,090.79	\$80,082.11	\$82,124.20
Director 3 Year Qualified Year 7	\$75,149.88	\$77,066.20	\$79,031.39	\$81,046.69	\$83,113.38
Director 3 Year Qualified Year 8	\$76,759.28	\$78,716.64	\$80,723.92	\$82,782.38	\$84,893.33
Director 3 Year Qualified Year 9	\$79,357.20	\$81,380.81	\$83,456.02	\$85,584.15	\$87,766.54
Teacher Band 1 Step 1	\$47,986.12	\$49,209.77	\$50,464.62	\$51,751.46	\$53,071.13
Teacher Band 1 Step 2	\$48,945.00	\$50,193.10	\$51,473.02	\$52,785.58	\$54,131.62
Teacher Band 1 Step 3	\$50,098.88	\$51,376.40	\$52,686.50	\$54,030.01	\$55,407.77
Teacher Band 1 Step 4	\$51,322.96	\$52,631.70	\$53,973.80	\$55,350.14	\$56,761.56
Teacher Band 2 Step 1	\$52,360.88	\$53,696.08	\$55,065.33	\$56,469.50	\$57,909.47
Teacher Band 2 Step 2	\$54,437.24	\$55,825.39	\$57,248.94	\$58,708.78	\$60,205.86
Teacher Band 2 Step 3	\$56,446.52	\$57,885.91	\$59,362.00	\$60,875.73	\$62,428.06
Teacher Band 2 Step 4	\$58,454.24	\$59,944.82	\$61,473.42	\$63,040.99	\$64,648.53
Teacher Band 2 Step 5	\$60,353.80	\$61,892.82	\$63,471.09	\$65,089.60	\$66,749.39
Teacher Band 3 Step 1	\$61,925.76	\$63,504.87	\$65,124.24	\$66,784.91	\$68,487.92
Teacher Band 3 Step 2	\$63,628.76	\$65,251.29	\$66,915.20	\$68,621.54	\$70,371.39

## 8 Signatories to the Certified Agreement

Signed for and on behalf of the

ROCKHAMPTON REGIONAL COUNCIL

... EVAN PARDON .....

CHIEF EXECUTIVE OFFICER

Date: 03.12.2019

In the presence of (Printed Name)

... TRAVIS PEGREM.....

Date: 03.12.2019

Signed for and on behalf of the

THE AUSTRALIAN WORKERS' UNION OF  
EMPLOYEES, QUEENSLAND

... S BAKER .....

STATE SECRETARY

Date: 05.12.2019

In the presence of (Printed Name)

SAMANTHA STOKES.....

.....  
Date: 05.12.2019