

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Quilpie Shire Council

AND

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

Queensland Services, Industrial Union of Employees

The Australian Workers' Union of Employees, Queensland

(Matter No. CB/2025/22)

QUILPIE SHIRE COUNCIL CERTIFIED AGREEMENT 2024

Certificate of Approval

On 21 May 2025, 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 2024**

Parties to the Agreement:

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

Operative Date: 21 May 2025

Nominal Expiry Date: 22 February 2029

Previous Agreement: *Quilpie Shire Council Certified Agreement 2021*

**Termination Date of
Previous Agreement:** 22 February 2025

By the Commission

J.W. MERRELL
Deputy President

21 May 2025



QUILPIE SHIRE COUNCIL
CERTIFIED AGREEMENT 2024



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PART A – GENERAL PROVISIONS

1 TITLE

- 1.1 This Agreement shall be known as the *Quilpie Shire Council Certified Agreement 2024*.

2 OBJECTIVES OF THE AGREEMENT

- 2.1 The parties are committed to the following objectives:
- (a) The long-term sustainability of Council underpinned by:
 - (i) Financially sustainable workforce provisions;
 - (ii) Improved workforce productivity; and
 - (iii) Reduced service costs.
 - (b) Balancing affordability and value for money services;
 - (c) Retention of a productive and viable workforce;
 - (d) Facilitating greater flexibility of working arrangements within the framework of this Agreement; and
 - (e) Where possible and subject to any changes to sources of funding, maintaining staffing levels for the life of this Agreement.

3 DEFINITIONS

- Act:* means the *Industrial Relations Act 2016*
- CEO:* means Chief Executive Officer of Quilpie Shire Council
- Council:* means 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 expire on 22 February 2029.

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

6 APPLICATION

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

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 parent Awards, this Agreement will prevail to the extent of the inconsistency.

8 INDIVIDUAL FLEXIBILITY AGREEMENT

- 8.1 Council and an Employee covered by this Agreement may agree to make an individual flexibility arrangement (IFA) to vary the effect of terms of this Agreement if:
- (a) This Agreement deals with:
 - (i) Arrangements about when work is performed; and/or
 - (ii) Overtime rates; and/or
 - (iii) Penalty rates; and/or
 - (iv) Allowances; and/or
 - (v) Leave loading; and
 - (b) The arrangement meets the genuine needs of Council and the Employee, and is genuinely agreed upon by Council and the Employee concerned.
- 8.2 An arrangement entered into under clause 8.1 must include terms that:
- (a) Relate only to matters required or permitted to be in this Agreement; and
 - (b) Will not result, on balance, in an overall reduction in the entitlements/conditions the Employee would have been otherwise entitled to receive under this Agreement.
- 8.3 The IFA must be in writing and signed by the Employee and the CEO and given to the Employee within 14 days after it is agreed and signed.
- 8.4 The IFA must state the following:
- (a) The names of Council and the Employee; and
 - (b) The terms of this Agreement that will be varied by the IFA and the impact of the variation; and
 - (c) How the IFA will not result, on balance, in an overall reduction of entitlements/conditions the Employee would have otherwise been entitled to receive under the Agreement; and
 - (d) The commencement day of the IFA.
- 8.5 If the Employee is under the age of 18, the IFA must be signed by a parent or legal guardian of the Employee.
- 8.6 An IFA may be terminated by any of the following methods:
- (a) By either Council or the Employee by giving written notice of not more than 28 days; or

- (b) By Council and the Employee at any time if they agree in writing to the termination; or
- (c) If no agreement or notice is provided by Council and/or the Employee, at the end of 12 months from the date of commencement of the IFA.

9 LOCAL AREA WORK AGREEMENT (LAWA)

- 9.1 The parties recognise the value and benefit in providing a process that enables Council and workgroups to develop and implement flexible working arrangements suited to the needs of the workgroup and requisite work to be performed.
- 9.2 Where Council and the relevant workgroup/s agree there is a need for flexible work agreements, the following process will be followed:
 - (a) Council will consult with the directly affected Employees and, where relevant, their union/s, and agree on arrangement/s to be implemented;
 - (b) The arrangement/s must meet the operational requirements of Council;
 - (c) Agreement shall be obtained from more than 65% of affected Employees; and
 - (d) The parties agree to genuinely consider any reasonable agreement proposed.
- 9.3 Where established, LAWAs will be read in conjunction with the parent Award/s and this Agreement.
- 9.4 The terms of a LAWA must:
 - (a) Be in writing;
 - (b) Set out the terms of the LAWA;
 - (c) Be for a pre-determined term as negotiated between the parties;
 - (d) Include a provision for termination of the LAWA; and
 - (e) Be signed by Council and the affected Employees.
- 9.5 A LAWA must not, on balance, result in an overall reduction in the entitlements and conditions of the affected Employees under this Agreement.
- 9.6 In the event an affected Employee has personal circumstances that objectively and reasonably prevent them from participating in the varied work arrangements prescribed in the LAWA, Council will reasonably consider alternative arrangements for the Employee.

10 NO EXTRA CLAIMS

- 10.1 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/or the terms and conditions of employment.

11 UNION ENCOURAGEMENT, REPRESENTATIVES AND TRAINING LEAVE

- 11.1 During onboarding, Council will provide Employees with Union materials outlining Union representation, membership information and other relevant documentation as provided to Council by the Union parties.

Union Representatives

- 11.2 A person elected or appointed as a Union Delegate shall, upon notification to Council from the relevant Union, be recognised as the accredited representative of the Union. Council will not hinder

accredited union representatives in the reasonable and responsible performance of their duties provided that the operations of Council will not be unduly disrupted.

- 11.3 Union representatives have a role to play within a workplace. Union representatives shall be allowed access to and reasonable use of Council facilities and resources for the effective delivery of their roles and responsibilities where it is relevant to the workplace.
- 11.4 Where there is a requirement for a Union Delegate to participate in a conference or hearing before an Industrial Tribunal, the Union Delegate will be provided paid time off during their ordinary hours of work, to support their attendance. Council will not be required to pay overtime or other costs associated with the Union Delegates attendance. The parties agree that where attendance in person would require travel, unless exceptional circumstances approved by the CEO or delegate exist, attendance will occur via teleconference or videoconference. Approval of attendance at an Industrial Tribunal matter will be subject to reasonable notice and operational requirements.

Trade Union Training Leave

- 11.5 Paid leave of absence of up to five (5) days trade union training leave, per calendar year (non-cumulative) may be granted to Employees who are elected and appointed Union Delegates. Eligibility, notice and approval requirements will be applied in accordance with the relevant Award/s.

12 CONSULTATION - INTRODUCTION OF CHANGES

12.1 Council's duty to notify

- (a) Prior to Council deciding 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" include 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; and
- (c) Where this Agreement makes provision for alteration of any of the matters referred to in clauses 12.1(a) and 12.1(b) an alteration shall be deemed not to have significant effect.

12.2 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 prior to making the decision referred to in clause 12.1;
- (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; and
- (d) Notwithstanding the provision of clause 12.2(c), Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.

13 DISPUTE RESOLUTION

13.1 Prevention and settlement of disputes

- (a) This clause applies to a dispute regarding:
 - (i) a matter arising under this Agreement and/or an Award; or
 - (ii) the Queensland Employment Standards; or
 - (iii) any Industrial Matter, as defined under the Industrial Relations Act 2016.
- (b) An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this clause, if the representative is a Union entitled to represent the employee's industrial interests;
- (c) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee and relevant supervisors or management, or both; and
- (d) The following procedure will apply for the resolution of any dispute which arises in relation to matters contained within this Agreement:
 - (i) Stage 1 – Refer to immediate Supervisor**
 - (a) Where an employee has a grievance/dispute they will first raise and discuss the matter with their immediate Supervisor outlining (in writing or otherwise) the substance of the grievance/dispute and the remedy being sought; and
 - (b) A meeting between the employee and the Supervisor shall be held as soon as practicable, to discuss the matter. The meeting should be held within 48 hours of notification and the process should not extend beyond 7 days.
 - (ii) Stage 2 – Refer to next level of management**
 - (a) Where the grievance/dispute has not been resolved at Stage 1 or the matter is inappropriate to be raised with the immediate Supervisor, the Supervisor or employee may refer the matter to the next level of management or department head. Further discussions involving all parties shall be held again within 48 hours, if practicable, and the process should not extend beyond 7 days; and
 - (b) The assistance of Human Resources may be sought at this stage.
 - (iii) Stage 3 – Refer to Chief Executive Officer (or delegate)**
 - (a) Where the procedure in Stage 2 has not resulted in an agreed resolution of the grievance/dispute the matter will be referred to the Chief Executive Officer (CEO) or delegate within 48 hours. At least 14 days should be allowed for all stages of the discussions to be completed.
 - (iv) Stage 4 – Refer to QIRC**
 - (a) If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the Queensland Industrial Relations Commission (Commission). The parties agree that any arbitrated decision by the QIRC will be binding on all parties to the dispute;
 - (b) 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; and

- (c) Where the grievance involves allegations of sexual harassment an Employee should commence the procedure at Stage 3.

14 COMMITMENT TO COLLECTIVE BARGAINING

- 14.1 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 Awards. The terms and conditions of the parent Awards and this Agreement shall continue to apply to all Employees covered by the Agreement, including new Employees.

15 EQUAL EMPLOYMENT OPPORTUNITY

- 15.1 The Employer recognises the importance of maintaining diversity in the workplace, equal remuneration for work of equal value and ensuring that existing practises, encourage equality of employment and development opportunities, continue, and are promoted. This will include:
 - (a) Reviewing position descriptions, prior to advertisement, to ensure non-bias/gender neutral language;
 - (b) Inclusion of statements during recruitment that the Employer is an equal opportunity employer;
 - (c) Ensuring selection of applicants for vacant positions is conducted in accordance with the law;
 - (d) Giving appropriate and meaningful consideration of workplace flexibility requests; and
 - (e) Ensuring approval of development opportunities is managed in a fair and equitable manner, irrespective of gender or any other identified attribute under the *Anti-Discrimination Act 1991*.
- 15.2 The Employer is committed to equal remuneration for work of equal / comparable value.

16 JOB SECURITY

- 16.1 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 staffing levels. In this event Council commits to consult with the affected Employees and, where relevant, their union/s prior to any reductions in staff numbers.
- 16.2 Council will consider the merits of calling positions internally in the first instance where there is a demonstrated and suitably qualified applicants pool internally.

17 REDUNDANCY

- 17.1 Redundancy pay is provided for in Division 13 of the QES. Clauses 17.2, 17.3, 17.4 and 17.5 are to supplement the QES provisions.
- 17.2 **Consultation before termination**
 - (a) Where Council decides that the employer no longer wishes the job an Employee/s has been doing to be done by anyone, and this is not due to the ordinary and customary turnover of labour, and that decision may lead to termination of employment, the employer shall consult

the Employee/s directly affected and, where relevant, their union/s, in accordance with Clause 12 of this Agreement; and

- (b) Prior to termination on the grounds that the Employees' position is redundant, the Council must consider if the Employee can be redeployed to an available suitable alternative position within Council.

17.3 Transfer to lower paid duties

- (a) Where redeployment at level is not available, and an Employee accepts redeployment to a lower paid position, the appointment will be made at the highest incremental point within the appointed level (if applicable), and the Employees' ordinary rate of pay, prior to redeployment, will be maintained for a period of six (6) months; and
- (b) An Employee who accepts redeployment to a lower paid position, may elect at the time of transfer, for their accrued leave to be cashed out, as follows:
 - (i) all or part of their accrued entitlement to long service leave at their substantive level; and/or
 - (ii) all or part of their accrued annual leave at their substantive level, whilst maintaining at least four (4) weeks accrued annual leave balance.

17.4 Employee leaving during notice period

- (a) An Employee given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The Employee is entitled to receive the benefits and payments they would have received under this clause had they remained in employment until the expiry of the notice, but is not entitled to payment instead of notice.

17.5 Job search entitlement

- (a) An Employee given notice of termination in circumstances of redundancy must be allowed up to one (1) day time off without loss of pay during each week of notice for the purpose of seeking other employment; and
- (b) If the Employee has been allowed paid leave for more than one (1) day during the notice period for the purpose of seeking other employment the Employee must, at the request of the employer, produce proof of attendance at an interview or the Employee will not receive payment for the time absent. For this purpose a statutory declaration will be sufficient.

18 USE OF CONTRACTORS

- 18.1 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.
- 18.2 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.
- 18.3 Council may use Contractors where the work volume is beyond the capacity of Council resources or existing workforce.
- 18.4 Contractors will also be used where the type of work or specialisation required is beyond the capacity of Council resources or existing workforce.

PART B – ADMINISTRATIVE PROVISIONS

19 SPAN OF HOURS

- 19.1 The ordinary hours of work shall be worked continuously, except for meal breaks and rest pauses, between the hours of 5.00am and 7.00pm.

20 HOURS OF WORK

- 20.1 The ordinary hours of work for all Employees covered by this Agreement shall be in accordance with the relevant parent Award/s and the QES.

20.2 Hours of Work – Supervisors

- (a) Supervisor positions covered by the Stream A Award that are required to work the same hours as Employees that are under their direct supervision and covered by the Stream B and Stream C Awards, will work an average of 76 hours per fortnight in accordance with work roster detailed in clause 21.1. The additional 3.5 hours per fortnight will be paid at the ordinary hourly rate, calculated by dividing the applicable weekly wage in Appendix A by 36.25 hours, and will be included in the base wage.

21 ROSTERED DAYS OFF

21.1 9 Day Fortnight

- (a) All Employees, other than casuals, are entitled to work a cycle of nine (9) days every two (2) weeks.

21.2 General

- (a) Unless otherwise approved by the CEO, Employees may bank a maximum of five (5) RDOs at any point in time;
- (b) All banked RDOs in excess of one (1) day will be available subject to:
- (iii) An Employee making a written request to be approved by their manager with at least one (1) weeks' notice; and
 - (iv) 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.
- (c) If an Employee has a scheduled RDO in place and is required to work on that scheduled RDO, Council may require the Employee to work on the RDO by giving the Employee two (2) days' notice;
- (d) If an Employee is required to work on an RDO, 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;
- (e) No two (2) Employees from the following work groups are permitted to take RDOs on the same day:
- (i) People and Culture;
 - (ii) WHS;
 - (iii) Finance (Payables), Stores, Procurement and ICT;

- (iv) Finance (Receivables), Customer Service, Records, Governance and Corporate Support;
 - (v) Library;
 - (vi) Visitor Information Centre; and
 - (vii) Technical Services.
- (f) No more than two (2) Employees from the following work groups are permitted to take RDO's on the same day:
 - (i) Town Services;
 - (ii) Water and Sewerage; and
 - (iii) Workshop.
- (g) Notwithstanding clause 18.3(e) and (f), all Employees from the particular work groups defined in this clause, must take RDOs on the same day. These work groups are defined as:
 - (i) Road Construction and Maintenance crew 1;
 - (ii) Road Construction and Maintenance crew 2; and
 - (iii) Concrete and Structures.

22 TIME OFF IN LIEU

- 22.1 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.
- 22.2 TOIL shall be accrued and taken on a time for time basis.
- 22.3 Employees may bank up to an equivalent of six (6) days of TOIL in any six (6) month period. An Employee who does not utilise any banked TOIL in the six (6) month period, due to a refusal by Council, will have their banked TOIL paid out at ordinary time (calculated at the ordinary rate of pay at the time the TOIL was accrued). If an Employee elects not to utilise their banked TOIL during the six (6) month period, they will be required to exhaust their balance of TOIL during the annual Christmas Shutdown period, prior to accessing other paid leave entitlements, unless otherwise approved by the CEO.
- 22.4 TOIL cannot be utilised together with an RDO accrued in accordance with clause 21.3 unless by making an application in writing to be approved by the CEO.
- 22.5 Council may direct Employees to utilise banked TOIL upon giving 14 days' written notice.
- 22.6 Senior Officers are not entitled to accrue or access TOIL.

23 TRAVEL

- 23.1 All travel outside of the standard hours of work done by Employees will be at relevant overtime rates as per the relevant Award/s or accrued as TOIL in accordance with clause 22.
- 23.2 Specifically, this clause does not apply to travel undertaken under Council's Conference/Event/Training Attendance policy as amended from time to time.

24 TIMESHEETS

- 24.1 All Employees are required to fill in timesheets in their own time.

25 SUPERANNUATION

- 25.1 Council shall provide a superannuation benefit to all eligible Employees engaged under the terms of this Agreement, as prescribed by the *Local Government Act 2009* and in accordance with the terms of the Local Government Superannuation Scheme. The current employer contribution rate for eligible Employees, as defined under *the Local Government Act 2009*, is 12%. All other Employees will be paid the applicable superannuation guarantee percentage currently 11.5%, which will increase to 12% from 1 July 2025.
- 25.2 Superannuation contributions will be made to a complying fund of the Employee's choice. Where the Employee does not choose a fund, superannuation payments will be made by Council to Brighter Super as the default fund.

26 SALARY SACRIFICE

- 26.1 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.
- 26.2 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.
- 26.3 Council encourages Employees to seek independent financial advice prior to entering into any salary sacrifice arrangements.
- 26.4 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.
- 26.5 Any additional tax payable will be deducted from the Employee's remuneration.

27 ABANDONMENT OF EMPLOYMENT

- 27.1 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.
- 27.2 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 messages.

28 OVERPAYMENTS

- 28.1 Council shall be entitled to recover any amount/s of overpayment from an Employee by way of deduction from any subsequent payment/s due to the Employee, provided that the Employee is given written notification of Council's intention to make deduction/s, the amount/s to be deducted and an explanation of the reason/s for the overpayment.
- 28.2 Overpayments recovered pursuant to clause 28.1 of this Agreement may be divided into instalments. Council shall enable the Employee who has been overpaid to access a payment plan that takes into consideration the sum of the overpayment, the personal circumstances of the Employee and any potential financial hardship resulting from the deduction/s. In any manner, any one instalment shall not exceed an amount equivalent to 5% of an Employee's weekly salary.

29 WORKING IN THE HEAT

- 29.1 Council recognises that working in the heat may affect Employees in different ways and is influenced by a range of factors, including but not limited to: general health, body weight, age, fitness level, medication usage and medical conditions.
- 29.2 Appropriate PPE will be issued to all Employees on commencement and replaced as needed. All heat related issues will be managed on a case-by-case basis by the accountable Supervisor/s and in accordance with Council's Work Health and Safety guidelines. Where a risk assessment is completed and works are suspended due to the heat, no Employee will experience loss of pay.

PART C - BENEFITS

30 ANNUAL LEAVE

General

- 30.1 Employees shall accrue annual leave at the rate of five (5) weeks per annum.
- 30.2 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.
- 30.3 Employees may accumulate a maximum of ten (10) weeks annual leave in their balance.
- 30.4 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.
- 30.5 All other annual leave provisions will be in accordance with the relevant Award/s and the QES.

31 PERSONAL LEAVE

- 31.1 Employees, other than a casual employee, will be entitled to accrue 15 days personal leave on full pay for each completed year of employment. Personal leave will accrue progressively throughout the year and will be accrued at a pro-rata amount for part-time employees.
- 31.2 For a full-time employee, 15 days personal leave will be equivalent to 108.75 hrs for employees working a 72.5 hr fortnight and 114 hrs for employees working a 76 hr fortnight.
- 31.3 Sick leave accrued under this clause accumulates from year to year, however, it cannot be paid out.
- 31.4 An Employee will be eligible to access their accrued personal leave when they are absent:
- (a) Due to personal illness or injury; or
 - (b) For the purpose of caring for an immediate family or household member;
 - (i) Who is sick and requires the Employee's care and support; or
 - (ii) Who requires care due to an unexpected emergency.
- 31.5 Eligibility to take accrued personal leave will be subject to notification and evidence requirements in accordance with the *Industrial Relations Act 2016*.
- 31.6 Council will credit any personal leave accrued but untaken by the Employee with a previous local government or relevant entity, provided the Employee's service between that employer and Council is continuous and the Employee at the time of engagement with Council produces a certificate from the previous employer certifying the Employee's personal leave balance at termination.

(a) For the purposes of clause 31.6:

- (i) **Continuous service** is defined to include service with an employer or with more than one employer which has been continuous except for the employee having been dismissed or stood down, or by the employee having terminated their own service with the employer, provided that the employee shall have been re-employed by that employer or some other employer within a period not exceeding the combination of any period of unused annual leave when the employee ceased employment with their previous employer, plus a further period of four weeks; and
- (ii) **employer** means a local government or local authority.

32 LONG SERVICE LEAVE

- 32.1 Employees who complete 10 years of continuous service are entitled to long service leave at the rate of 1.3 weeks on full pay (or pro-rata for part-time or casual employees) for each year of continuous service and a proportionate amount for an incomplete year of service.
- 32.2 Following seven (7) years continuous service, Council will provide an employee access to their proportionate accrued period of long service leave. Payout of long service leave on termination will only occur following ten (10) years continuous service, or as otherwise payable under the IR Act.
- 32.3 Portability of long service leave entitlements is provided for in Chapter 8, Part 3, Division 2 of the *Local Government Regulation 2012*.

33 PARENTAL LEAVE

33.1 An employee eligible for:

- (a) Long birth related leave, long adoption leave, or long cultural parental leave ('long parental leave'), as the primary carer of the child/ren; or
- (b) Short birth related leave, short adoption leave, short surrogacy leave, or short cultural parental order leave ('short parental leave'),

In accordance with the *Industrial Relations Act 2016*, will be entitled to take up to 52 weeks unpaid parental leave and apply for consideration of an extension in accordance with the Act.

33.2 Paid parental leave and paid partner leave may be accessed concurrently and forms part of the unpaid parental leave provisions of the Act. The paid leave under this clause is in addition to the Federal Governments Paid Parental Leave Scheme, however the Federal Government scheme forms part of the parental leave provisions of the Act. To be clear, any period of paid parental or partner leave accessed in accordance with this clause will be taken to reduce the period of unpaid parental leave that an employee is entitled to under the Act.

Paid Parental Leave

- 33.3 An employee, other than a casual, eligible for long parental leave and who has 52 weeks continuous service with Council at the time of the birth (including surrogacy) or placement of the child/ren, will be entitled to access 8 weeks paid parental leave. Unless otherwise agreed by Council, paid parental leave will be taken at the commencement of parental leave, which can be no later than from the birth (including surrogacy) or placement of the child/ren.
- 33.4 At the request of the employee the eight (8) weeks paid parental leave can be made as half payments for a period equalling sixteen (16) weeks.

Paid Partner Leave

- 33.5 An employee, other than a casual, eligible of short parental leave and who has 52 weeks continuous service with Council at the time of the birth (including surrogacy) or placement of the child/ren, will be entitled to two (2) week paid partner leave. Unless otherwise agreed by Council, this paid partner leave will be taken at the time of the birth (including surrogacy) or adoption of the child/ren.
- 33.6 An employee is not entitled to access both paid parental leave and paid partner leave.
- 33.7 At the request of the employee the two (2) week paid partner leave can be made as half payments for a period equalling four (4) weeks.

Conditions of Paid Parental and Partner Leave

- 33.8 The period of paid parental and partner leave is payable once only in connection with each birth or adoption of a child/children to an employee or employees of Council. An employee cannot access both paid parental leave and paid partner leave.
- 33.9 Part-time employees are entitled to paid parental and partner leave on a pro-rata basis of the average weekly hours for the proceeding twelve (12) months, prior to accessing the leave.
- 33.10 For the purposes of this clause, if the pregnancy of an employee terminates other than by birth of a living child later than 20 weeks, the employee and the employee's spouse are entitled to the parental leave that they would have been entitled to if the child had been born living.
- 33.11 In the case of stillbirth or infant death, eligible employees will not lose their entitlement to paid parental or partner leave. It will be provided as paid compassionate leave.
- 33.12 Appropriate evidence and notice of the requirement to access Parental Leave or Partner Leave may be requested by Council, in accordance with the evidence requirements for parental leave under the Act.

Additional Support Measures Upon Returning to Work

- 33.13 Upon receipt of application from an employee returning to work following the birth or adoption of a child, the employer will provide adequate, clean and safe facilities for lactation, feeding and changing.

34 BEREAVEMENT LEAVE

- 34.1 Upon the death of a family member as prescribed under the QES, an Employee may be granted bereavement leave depending on the distance travelled to attend a funeral and in accordance with the below table:

Distance travelled (one way)	Leave Entitlement
Up to 250kms	2 Days
250kms – 500kms	3 Days
Over 500kms	4 Days

- 34.2 A family member for the purpose of clause 34.1 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, sibling of the Employee's spouse, step sibling, sibling in-law, child in-law, parent's sibling, and sibling's child.

- 34.3 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.

35 DOMESTIC AND FAMILY VIOLENCE LEAVE

- 35.1 Employees personally experiencing domestic and family violence may access up to ten (10) days per year of paid domestic and family violence leave in order to attend to any matters relating to the family and domestic violence matter/s. For clarity, Employees who are the perpetrators of the domestic and family violence are not entitled to access any leave under this clause.
- 35.2 Domestic and family violence leave given under clause 35.1 of this Agreement is non-cumulative and is non-transferable and may be taken in units of one (1) hour.
- 35.3 Employees supporting a person experiencing domestic and family violence may take Personal Leave or any other form of accrued leave to accompany them to court or hospital, or to assist with childcare, accommodation or other matters.
- 35.4 An Employee seeking to access family and domestic violence leave under clause 35 of this Agreement, should notify their supervisor, the CEO or the Human Resources as soon as reasonably practicable of their intention to take or remain on Domestic and Family Violence or other type of leave for this purpose.
- 35.5 For the purpose of clause 35, proof of domestic and family violence may be required. Sufficient proof may be in the form of a document issued by the Police Service, a Court, a Doctor, a Nurse, a Domestic and Family Violence Support Service or a Lawyer.
- 35.6 In order to provide support to an Employee experiencing domestic and family violence and to provide a safe work environment, Council will approve any reasonable request from an Employee for changes to their span of hours or pattern of hours and/or shift patterns, changes to duties, changes to their contact details, or any other appropriate measure including those available under existing work arrangements.
- 35.7 All personal information concerning domestic and family violence will be kept confidential and only shared with Employees who have a genuine need to know. No information will be kept on an Employee's personnel file without their express written permission. Council will work collaboratively with the Employee who is experiencing domestic violence to develop protocols to restrict access to the Employee's personal information and contact details.
- 35.8 Council will develop and implement workplace safety planning strategies to ensure the protection of all Employees.

36 NATURAL DISASTER LEAVE

- 36.1 Where a declared natural disaster or other localised weather event approved by the CEO occurs (such as, but not limited to, a natural flood, cyclone, bushfire, or earthquake event), and an Employee is prevented from being able to work, the Employee will be entitled to access Natural Disaster leave, without loss of pay, for up to a maximum of two (2) days per year (non-cumulative). Such leave is subject to approval by the Chief Executive Officer or delegate, and upon providing sufficient evidence to satisfy Council of the need to access the leave.
- 36.2 Paid leave under this clause would only apply where the Employee is:
- (a) Unable to report to work at any of Council's depots or offices to perform their required or alternative duties, or attend training; or
 - (b) Unable to work remotely (e.g. from home).

37 CAMP ALLOWANCE

- 37.1 All parties recognise the difficulties involved in camping and agree that Employees shall be entitled, subject to clause 37.2, to a camp allowance of \$75 for each night spent at camp.
- 37.2 Where Employees are required to stay in a pub/motel style accommodation that has no cooking facilities, Council shall provide meals or meal vouchers for each night spent at camp and pay Employees a camp allowance of \$25 per night.

38 PROVISION OF UNIFORMS

- (a) Council recognises the benefit gained in promoting a “Council Image” through the wearing of a Council Uniform by Employees. The wearing of the Quilpie Shire Council’s approved uniform is compulsory.
- 38.1 **Employees working within the Administration Office, Library and Visitor Information Centre:**
- (a) At the commencement of employment, each full-time Employee will be provided the following initial allocation of approved uniforms: 5 tops (comprised of their choice of 4 approved corporate Shirts and 1 custom Quilpie Shire Council Trademutt Shirt, 1 Vest, 1 Jumper and 1 Jacket;
- (b) The allocation of uniforms to casual, fixed/maximum term and part-time Employees will be allocated dependent on the duration of employment, at the sole discretion of the CEO; and
- (c) Further uniforms will be provided in subsequent years on a fair wear and tear replacement basis.
- 38.2 **Employees working within, or based at the Works Depot, and Pest and Livestock Management:**
- (a) At the commencement of employment, each full-time Employee will be provided the following initial allocation of approved uniforms: 4 Shirts, 1 custom Quilpie Shire Council Trademutt Shirt, 5 Pants, 1 Vest or Hoodie and 1 Jacket together with relevant Personal Protective Equipment (PPE);
- (b) The allocation of uniforms to casual, fixed/maximum term and part-time Employees will be allocated dependent on the duration of employment, at the sole discretion of the CEO. PPE will be supplied to all Employees as required; and
- (c) Further uniforms will be provided in subsequent years on a fair wear and tear replacement basis.

39 LOCALITY ALLOWANCE

- 39.1 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.
- 39.2 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 A) Award – State 2017*;
- (b) *Queensland Local Government Industry (Stream B) Award – State 2017*; and
- (c) *Queensland Local Government Industry (Stream C) Award – State 2017*.

40 ON-CALL / AVAILABILITY ALLOWANCE

- 40.1 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. The below allowance shall apply from the first pay period following certification of this Agreement.

Days Required to be on call	On Call Allowance
Monday to Saturday	\$30.00 per day
Sunday and Public Holidays	\$50.00 per day

- 40.2 In addition to the above allowance, Employees shall be entitled to receive penalty rates in accordance with the overtime provisions in the relevant Award/s for the time worked if they are required to report for duty.
- 40.3 Employees directed to remain on call will remain contactable, and in mobile telephone range, and will carry and respond to the nominated after-hours telephone and be available and report fit for duty within 30 minutes.
- 40.4 With the view to managing employee fatigue, an employee should not ordinarily be rostered on-call for periods in excess of seven (7) days, following which a seven (7) day break from on-call will be provided. The parties acknowledge that there may be extenuating circumstances, including operational or resourcing issues, that require an employee to be rostered on-call more regularly.

41 PHONE ALLOWANCE

- 41.1 Where an Employee has a personal phone and they are requested to utilise their personal phone as part of their duties or to comply with Council policy or operational requirements, a \$3 allowance per fortnight will be paid, effective from the first full pay period following certification.
- 41.2 To be eligible for this allowance the Employee must hold a smart phone that can utilise all Council specific operational applications, and the phone must be utilised for these purposes. Employees may be required to participate in this allowance scheme for operational purposes, or Employees may voluntarily elect to participate. Payment of the allowance is subject to approval by the Chief Executive Officer, and will not apply retrospectively.

42 RECALL TO DUTY

- 42.1 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.
- 42.2 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.

43 FINAL TRIM ALLOWANCE

- 43.1 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.

44 HIGHER DUTIES

- 44.1 Where an Employee is directed to perform work which carries a higher rate than their ordinary classification, Stream B and Stream C Award Employees will be paid higher duties as follows:
- (a) Where higher duties are performed for more than four (4) hours on any one day the Employee will be paid the higher rate for the whole day;
 - (b) Where higher duties are performed for four (4) hours or less on any one day the Employee will be paid higher duties for the period of time so worked.

PART D – CLASSIFICATIONS AND WAGES

45 WAGES AND WAGE LEVELS

45.1 Wage Increases

- (c) Council agrees to pay Employees covered by this Agreement, wage increases in accordance with the following schedule:
- (i) 5% from the first full pay on or after 22 February 2025;
 - (ii) 3% from the first full pay on or after 22 February 2026;
 - (iii) 3% from the first full pay on or after 22 February 2027; and
 - (iv) 3% from the first full pay on or after 22 February 2028.

45.2 Wage Levels

- (a) The Wage and Salary Rates that apply for the life of this Agreement are as follows:
- (i) Wage and salary rates that apply to the Employees covered by Stream A Award are found in Appendix A, Clause 1;
 - (ii) Wage and salary rates that apply to the Employees covered by Stream B Award are found in Appendix A, Clause 2; and
 - (iii) Wage and salary rates that apply to the Employees covered by Stream C Award are found in Appendix A, Clause 3.

APPENDIX A

1. WAGES FOR EMPLOYEES COVERED BY STREAM A AWARD

Award Classification Level	Award Rate (per week)	Weekly Base rate of pay as per Expired Agreement	Weekly Base rate of pay as at 1 st pay period after 22.02.25	Weekly Base rate of pay as 1 st pay period after 22.02.26	Weekly Base rate of pay as 1 st pay period after 22.02.27	Weekly Base rate of pay as at 1 st pay period after 22.05.28
L1 year 1	\$968.00	\$1,112.51	\$1,168.14	\$1,203.19	\$1,239.29	\$1,276.47
L1 year 2	\$995.50	\$1,130.02	\$1,186.53	\$1,222.13	\$1,258.80	\$1,296.57
L1 year 3	\$1,024.50	\$1,155.05	\$1,212.81	\$1,249.20	\$1,286.68	\$1,325.28
L1 year 4	\$1,024.50	\$1,182.01	\$1,241.11	\$1,278.35	\$1,316.70	\$1,356.21
L1 year 5	\$1,050.00	\$1,212.00	\$1,272.60	\$1,310.78	\$1,350.11	\$1,390.62
L1 year 6	\$1,065.00	\$1,235.96	\$1,297.76	\$1,336.70	\$1,376.81	\$1,418.12
L2 year 1	\$1,094.50	\$1,266.13	\$1,329.44	\$1,369.33	\$1,410.41	\$1,452.73
L2 year 2	\$1,125.50	\$1,296.00	\$1,360.80	\$1,401.63	\$1,443.68	\$1,486.99
L2 year 3	\$1,155.50	\$1,325.86	\$1,392.16	\$1,433.93	\$1,476.95	\$1,521.26
L2 year 4	\$1,155.50	\$1,352.29	\$1,419.91	\$1,462.51	\$1,506.39	\$1,551.59
L3 year 1	\$1,187.00	\$1,382.07	\$1,451.18	\$1,494.72	\$1,539.57	\$1,585.76
L3 year 2	\$1,187.00	\$1,411.93	\$1,482.53	\$1,527.01	\$1,572.82	\$1,620.01
L3 year 3	\$1,219.50	\$1,441.76	\$1,513.85	\$1,559.27	\$1,606.05	\$1,654.24
L3 year 4	\$1,228.50	\$1,471.58	\$1,545.16	\$1,591.52	\$1,639.27	\$1,688.45
L4 year 1	\$1,253.00	\$1,497.80	\$1,572.69	\$1,619.87	\$1,668.47	\$1,718.53
L4 year 2	\$1,285.50	\$1,528.27	\$1,604.69	\$1,652.83	\$1,702.42	\$1,753.50
L4 year 3	\$1,317.00	\$1,557.48	\$1,635.36	\$1,684.42	\$1,734.96	\$1,787.01
L4 year 4	\$1,317.00	\$1,587.33	\$1,666.70	\$1,716.71	\$1,768.22	\$1,821.27
L5 year 1	\$1,349.50	\$1,617.12	\$1,697.98	\$1,748.92	\$1,801.39	\$1,855.44
L5 year 2	\$1,382.50	\$1,646.97	\$1,729.32	\$1,781.20	\$1,834.64	\$1,889.68
L5 year 3	\$1,382.50	\$1,675.79	\$1,759.58	\$1,812.37	\$1,866.75	\$1,922.76
L6 year 1	\$1,440.00	\$1,726.79	\$1,813.13	\$1,867.53	\$1,923.56	\$1,981.27
L6 year 2	\$1,496.50	\$1,776.19	\$1,865.00	\$1,920.95	\$1,978.58	\$2,037.94
L6 year 3	\$1,564.50	\$1,825.96	\$1,917.26	\$1,974.78	\$2,034.03	\$2,095.05
L7 year 1	\$1,564.50	\$1,875.82	\$1,969.62	\$2,028.71	\$2,089.58	\$2,152.27
L7 year 2	\$1,612.50	\$1,925.34	\$2,021.61	\$2,082.26	\$2,144.73	\$2,209.08
L7 year 3	\$1,612.50	\$1,975.02	\$2,073.78	\$2,136.00	\$2,200.08	\$2,266.09
L8 year 1	\$1,659.50	\$2,034.71	\$2,136.45	\$2,200.55	\$2,266.57	\$2,334.57
L8 year 2	\$1,705.50	\$2,093.62	\$2,198.31	\$2,264.26	\$2,332.19	\$2,402.16
L8 year 3	\$1,751.50	\$2,152.56	\$2,260.19	\$2,328.00	\$2,397.84	\$2,469.78
L8 year 4	\$1,797.50	\$2,209.65	\$2,320.14	\$2,389.75	\$2,461.45	\$2,535.30
L8 year 5	\$1,843.50	\$2,266.81	\$2,380.15	\$2,451.56	\$2,525.11	\$2,600.87

2. WAGES FOR EMPLOYEES COVERED BY STREAM B AWARD

Award Classification Level	Award Rate (per week)	Weekly Base rate of pay as per Expired Agreement	Weekly Base rate of pay as at 1 st pay period after 22.02.25	Weekly Base rate of pay as 1 st pay period after 22.02.26	Weekly Base rate of pay as 1 st pay period after 22.02.27	Weekly Base rate of pay as at 1 st pay period after 22.05.28
L1 1 st 6 months	\$995.50	\$1,133.15	\$1,189.81	\$1,225.51	\$1,262.28	\$1,300.15
L1 after 6 months	\$995.50	\$1,149.71	\$1,207.20	\$1,243.42	\$1,280.73	\$1,319.16
L2	\$1,024.50	\$1,166.27	\$1,224.59	\$1,261.33	\$1,299.17	\$1,338.15
L3	\$1,024.50	\$1,182.89	\$1,242.04	\$1,279.31	\$1,317.69	\$1,357.22
L4	\$1,050.00	\$1,199.59	\$1,259.57	\$1,297.36	\$1,336.28	\$1,376.37
L5	\$1,065.00	\$1,219.36	\$1,280.33	\$1,318.74	\$1,358.31	\$1,399.06
L6	\$1,094.50	\$1,252.61	\$1,315.24	\$1,354.70	\$1,395.35	\$1,437.21
L7	\$1,125.50	\$1,285.72	\$1,350.01	\$1,390.51	\$1,432.23	\$1,475.20
L8	\$1,155.50	\$1,315.85	\$1,381.65	\$1,423.10	\$1,465.80	\$1,509.78
L9	\$1,187.00	\$1,348.97	\$1,416.42	\$1,458.92	\$1,502.69	\$1,547.77

3. WAGES FOR EMPLOYEES COVERED BY STREAM C AWARD

Award Classification Level	Award Rate (per week)	Weekly Base rate of pay as per expired Agreement	Weekly Base rate of pay as at 1 st pay period after 22.02.25	Weekly Base rate of pay as 1 st pay period after 22.02.26	Weekly Base rate of pay as 1 st pay period after 22.02.27	Weekly Base rate of pay as at 1 st pay period after 22.05.28
Building Trades Services						
BW L1A	\$968.00	\$1,116.45	\$1,172.28	\$1,207.45	\$1,243.68	\$1,280.99
BW L1B	\$995.50	\$1,136.34	\$1,193.16	\$1,228.96	\$1,265.83	\$1,303.81
BW L1C	\$995.50	\$1,149.09	\$1,206.54	\$1,242.74	\$1,280.03	\$1,318.43
BW L1D	\$1,024.50	\$1,165.65	\$1,223.94	\$1,260.66	\$1,298.48	\$1,337.44
BW L2	\$1,050.00	\$1,189.57	\$1,249.05	\$1,286.53	\$1,325.13	\$1,364.89
BT L1	\$1,065.00	\$1,219.36	\$1,280.33	\$1,318.74	\$1,358.31	\$1,399.06
BT L2	\$1,094.50	\$1,252.61	\$1,315.24	\$1,354.70	\$1,395.35	\$1,437.21
BT L3	\$1,125.50	\$1,285.72	\$1,350.01	\$1,390.51	\$1,432.23	\$1,475.20
Engineering Services						
C14	\$968.00	\$1,069.92	\$1,123.42	\$1,157.13	\$1,191.85	\$1,227.61
C13	\$968.00	\$1,096.56	\$1,151.39	\$1,185.94	\$1,221.52	\$1,258.17
C12	\$995.50	\$1,132.40	\$1,189.02	\$1,224.69	\$1,261.43	\$1,299.28
C11	\$1,024.50	\$1,165.65	\$1,223.94	\$1,260.66	\$1,298.48	\$1,337.44
C10	\$1,065.00	\$1,219.36	\$1,280.33	\$1,318.74	\$1,358.31	\$1,399.06
C9	\$1,094.50	\$1,252.61	\$1,315.24	\$1,354.70	\$1,395.35	\$1,437.21
C8	\$1,125.50	\$1,285.72	\$1,350.01	\$1,390.51	\$1,432.23	\$1,475.20
C7	\$1,155.50	\$1,315.85	\$1,381.65	\$1,423.10	\$1,465.80	\$1,509.78
C6	\$1,219.50	\$1,382.81	\$1,451.95	\$1,495.51	\$1,540.38	\$1,586.60
C5	\$1,253.00	\$1,418.10	\$1,489.01	\$1,533.68	\$1,579.69	\$1,627.08
C4	\$1,285.50	\$1,455.33	\$1,528.10	\$1,573.95	\$1,621.17	\$1,669.78
C3	\$1,349.50	\$1,527.95	\$1,604.35	\$1,652.48	\$1,702.06	\$1,753.13
C2(a)	\$1,382.50	\$1,564.36	\$1,642.58	\$1,691.86	\$1,742.62	\$1,794.90
C2(b)	\$1,440.00	\$1,629.95	\$1,711.45	\$1,762.80	\$1,815.69	\$1,870.16

PART E – SIGNATORIES

46 QUILPIE SHIRE COUNCIL

Signed for and on behalf of Quilpie Shire Council:

CHIEF EXECUTIVE OFFICER

Title



Signature

JUSTIN HANCOCK

Print Name

In the presence of:



Signature

MAREE RADNEDGE

(Print Name of Witness)

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

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

SECRETARY

Title

[Signature]

Signature

NEIL HENDERSON

Print Name

10/4/25

In the presence of:

JOHN DONAGHY

Signature

[Signature]

10/04/2025

48 QUEENSLAND SERVICES, INDUSTRIAL UNION OF EMPLOYEES

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

__IR Co-Ordinator____

Title

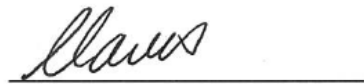


Signature

__PAUL DUNBAR____

Print Name

In the presence of:



Signature

__EMMA EAVES____

(Witness) 10. 4. 2025

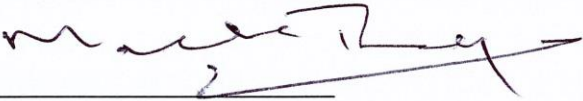
49 THE AUSTRALIAN WORKERS' UNION OF EMPLOYEES, QUEENSLAND

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

13/ 333 Adelaide Street, Brisbane QLD 4000

Acting Secretary

Title

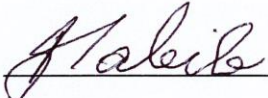


Signature

Mark Raguse

Print Name

In the presence of:



Signature



(Print Name of Witness)

15th April 2025