

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Barcaldine Regional Council

AND

The Australian Workers' Union of Employees, Queensland

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

Queensland Services, Industrial Union of Employees

(Matter No. CB/2025/137)

BARCOLDINE REGIONAL COUNCIL CERTIFIED AGREEMENT 2025-2028

Certificate of Approval

On 10 December 2025, the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

Name of Agreement: **BARCOLDINE REGIONAL COUNCIL CERTIFIED AGREEMENT 2025-2028**

Parties to the Agreement:

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

Operative Date: 10 December 2025

Nominal Expiry Date: 31 August 2028

Previous Agreement: *Barcaldine Regional Council Certified Agreement 2022*

Termination Date of Previous Agreement: 10 December 2025

By the Commission

J.W. MERRELL
Deputy President

10 December 2025



BARCALDINE REGIONAL COUNCIL

CERTIFIED AGREEMENT 2025 – 2028

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Arrangement

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PART A – GENERAL PROVISIONS

1. Title

1.1. This Agreement shall be known as the Barcaldine Regional Council Certified Agreement 2025.

2. Definitions

Award	Any of the awards set out in Clause 4.1
Chief Executive Officer (CEO)	Chief Executive Officer of Barcaldine Regional Council
Council	Barcaldine Regional Council
Employee	Full-time employee, part-time employee, casual employee, trainee or apprentice employed by Barcaldine Regional Council
Management Representatives	The Chief Executive Officer and any persons nominated by the Chief Executive Officer
Senior Officer	As defined by and in accordance with Clause 4.2 of Division 2 – Section 1 of the Queensland Local Government Industry (Stream A) Award – State 2017
State Wage Case	The Queensland Industrial Relation Commission's determination on increases to be applied to Modern Awards minimum wages
Union Employee Representatives	Authorised union officials and union representatives advised by the relevant union
Immediate Family Member	A spouse or former spouse, de facto partner or former de facto partner, child, parent, grandparent, grandchild, first aunt, first uncle, niece, nephew, or sibling of an employee; or a child, parent, grandparent, grandchild, first aunt, first uncle, niece, nephew, or sibling of an employee's spouse or de facto partner. It includes step-relations (e.g. step-parents and step-children), as well as adoptive relations
Major Work Projects (MWP)	Major works (including projects) are significant planned pieces of work or activities carried out over a period of particular time to achieve a particular purpose but would not include day-to-day operational works and would normally include a requirement for a change in work patterns
Human Resources	Human Resources Team as defined in the Barcaldine Regional Council Organisational Structure

3. Parties Bound

3.1. The parties bound by this agreement shall be Barcaldine Regional Council, its employees subject to this agreement and the following unions:

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

3.2. This Agreement shall apply to Council Employees covered by Queensland Local Government Industry (Stream A) Award – State 2017, the Queensland Local Government Industry (Stream B) Award –

State 2017, the Queensland Local Government Industry (Stream C) Award – State 2017, and unions named in clause 3.1 of this Agreement.

- 3.3. This Agreement shall not apply to the employment terms and conditions of Senior Officers as provided for in Division 2 – Section 1, clause 4.2 of the Queensland Local Government Industry (Stream A) Award – State 2017.

4. Parent Awards

- 4.1. The Agreement shall be wholly read and interpreted in conjunction with the terms and conditions of the following industrial instruments:
- (a) Queensland Local Government Industry (Stream A) Award – State 2017;
 - (b) Queensland Local Government Industry (Stream B) Award – State 2017;
 - (c) Queensland Local Government Industry (Stream C) Award – State 2017;
 - (d) Training Wage Award – State 2012;
 - (e) Apprentices' and Trainees' Wages and Conditions (Queensland Government Departments and Certain Government Entities) 2003; and
 - (f) Supply of Tools to Apprentices.

5. No Extra Claims

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

6. Dates of Operation

- 6.1 This agreement shall operate from the date of certification and until 31 August 2028.

7. Renegotiation

- 7.1 Negotiations for a new Agreement will commence six (6) months prior to the expiry date of this Agreement.

8. Purpose and Objectives of the Agreement

8.1 Purpose:

The Parties to this Agreement recognise the importance of a viable, efficient, and rewarding Local Government service to the economic development and social well-being of the Region. This Agreement seeks to achieve benefits as a result of consultation with Employees and provides for:

- (a) A framework for Council and Employees to work together towards improvising productivity.
- (b) Benefits to Council, Employees, and the community through best practice.
- (c) A consultative structure which shall ensure the change initiatives are pursued in a cooperative and collaborative manner.

8.2 Objectives of Agreement:

- (a) This Agreement facilitates a workplace that is responsive to a changing environment. Accordingly, it assists Council and its employees to maximise efficiency and effectiveness.
- (b) This process will include the following elements:
 - (i) The Parties recognise excessive workloads as a legitimate workplace health and safety issues. Council shall commit to improving workload management practice practices and adequate resources for Employees across the organisation to enhance effectiveness and efficiency in delivery of services.

- (ii) Commit to providing greater flexibility in workplace practices and facilitate improved efficiency, productivity, and quality of work/life balance.
- (iii) Promote a harmonious and productive work environment through ongoing cooperation and consultation. Commit to Council's corporate plan which includes the following key values:
 - 1. **Honesty** – We will always tell the truth.
 - 2. **Empathy** – We will seek to listen and understand perspectives of others, we will treat all with kindness.
 - 3. **Accountability** – We will take responsibility for our choices, actions, behaviours, performance, and decisions.
 - 4. **Respect** – We will be present, value others and welcome diversity.
 - 5. **Trust** – We will gain the trust of others by living our values.
- (iv) Commit to maintaining a healthy and safe work environment including proactive efforts to improve and maintain mental health and wellbeing and reduce psychosocial hazards.
- (v) Provisions of better wages, salaries and conditions to employees and the improvement of existing allowances in exchange for improved productivity and service, leading to cost reductions and productivity improvements.
- (vi) Promote job satisfaction by enabling employees to gain and utilise a broad range of skills and access to relevant training programs in order that employees can achieve these objectives.
- (vii) To reduce waste and rework through compliance with Quality Assurance.
- (viii) Commit to and cooperate with the terms of this agreement to ensure its ongoing success.

9. Joint Consultative Committee (JCC)

- 9.1 The implementation of this Agreement is the responsibility of Council's Executive Management Team.
- 9.2 To facilitate the implementation of this agreement and to ensure effective communication and consultation between the parties to this agreement, a Joint Consultative Committee shall be established.
- 9.3 The JCC shall consist of a maximum of five (5) Management representatives and twelve (12) union employee representatives in total.
- 9.4 The JCC shall meet at least quarterly, or as required, for the purposes of monitoring the implementation of this Agreement, evaluating any performance indicators established under the Agreement and to discuss any issues arising from the Agreement or workplace issues.

10. Workplace Change and Consultation

- 10.1 Prior to Council deciding to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, Council will consult as follows:
 - (a) As soon as practicable after a change is proposed and prior to any decision being made, consult each affected employee and the relevant union/s, of the proposed change.
 - (b) Consult with the affected employees and the relevant union/s, the effects the changes are likely to have on the employees and measure to avert or mitigate the adverse effects of such changes on employees. This information will be provided in writing to the affected employees and relevant union/s.
 - (c) Give prompt and genuine consideration and shall report back in writing on any matters raised by the employees and/or the relevant union/s in relation to the changes.

- (d) Commence discussions as early as practicable before a definite decision has been made by Council to make the changes.
 - (e) For the purposes of such discussion, provide in writing to the employees concerned and relevant 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, provided that Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.
- 10.2. During this period, assess whether there will be redundancies and if so, any redeployment options as a result of the workplace change.
- 10.3. Where Council is proposing to undertake restructuring which may result in a position becoming redundant, Council shall provide the affected employees and relevant union/s 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, the responsibilities of the proposed new position and a list of the potentially affected positions including Council's proposal to mitigate the effects on each affected employee.
- 10.4. 'Significant Effects' included termination of employment, major changes in the composition, operation or size of Council's workforce or in the skills required; the elimination or diminishing of job opportunities; the alteration of hours of work; the need for retraining or transfer of employee to other work or locations and the restricting of jobs.
- 10.5. Where the Parent awards make provisions for alteration of any of the matters referred to in clause 10.4, an alteration shall be deemed not to have significant effect.

11. Dispute Resolution

- 11.1. Council is committed to resolving disputes promptly and fairly through an agreed process that ensures open communication and respect for all parties involved.
- 11.2. Employees may appoint a representative, such as a union representative or another person of their choice, to assist them at any stage of the dispute resolution process. Council will recognise and work with the representative in good faith throughout the process.
- 11.3. During the 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 or the imposition of a ban, limitation or restriction. Where the dispute involves a bona fide health and safety issue, affected employees shall not work in the unsafe environment but shall accept reassignment to alternative work in the meantime.
- 11.4. No Party shall be prejudiced as to the final settlement by the continuance of work in accordance with this clause.
- 11.5. This process applies to any disputes arising under this Agreement and/or an Award, the Queensland Employment Standards, or any work-related matter:

(a) Stage 1: Refer to Immediate Supervisor

In the first instance, an Employee or group of Employees who have a grievance or dispute shall attempt to resolve the matter through discussion with their immediate supervisor or manager within 24 hours. If the grievance is with the immediate supervisor, the Employee shall inform their immediate supervisor's supervisor. The Employee(s) and the supervisor/manager will make genuine efforts to resolve the issue through dialogue within five (5) working days of the matter being raised.

(b) Stage 2: Escalation to Higher Management

If the dispute is not resolved at Stage 1, it may be escalated to the next level of management or the relevant department head. Where practicable, a meeting shall be arranged within five (5) working days to allow both parties to discuss the issue and explore possible resolutions.

(c) Stage 3: Refer to Chief Executive Officer

Where the procedure in Stage 2 has not resulted in an agreed resolution of the grievance/dispute, the matter will be referred to the CEO in writing within 48 hours. If desired by either party, the matter may also be notified to the relevant union, this stage should not exceed 14 days where practicable.

(d) Stage 4: Refer to External Agencies

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 (QIRC) for Conciliation or Arbitration as relevant. The parties agree that any arbitrated decision by the QIRC will be binding on all parties to the dispute, subject to the parties' rights of appeal under the relevant legislation.

- 11.6. Council may appoint an appropriately qualified third party to investigate the grievance or dispute. Council will notify the employee union representative in appointing an investigator. If the matter is notified to the union, the investigator shall also consult with the employee union representative during the course of the investigation. The appointed person shall be other than the employee's supervisor or manager. Council shall advise the employee initiating the grievance, the employee's union representative, if relevant and any other employee directly concerned of the determinations made as a result of the investigation of the grievance.
- 11.7. Either party may raise the issue to a higher stage at any time, having regard to the issue involved, provided that the dispute shall not be referred to the next stage until a genuine attempt to resolve the matter has been made at the appropriate stage.
- 11.8. All parties involved in the dispute shall make genuine efforts to adhere to the timeframes outlined in this clause and engage in the process in good faith, with a view to resolving the matter efficiently and fairly.
- 11.9. Throughout all stages of the procedures, all relevant facts shall be clearly identified and recorded.

12. Redundancy and Redeployment

- 12.1. Following the consultation process with affected employees and their representatives outlined in clause 101, if Council has decided that changes and/or redundancies are still required, the following process shall be followed:

Step 1 - Voluntary redundancies

- (a) Council will initially offer voluntary redundancies to the affected group of employees. In doing this, Council shall look for expressions of interest from relevant personnel within the affected group of employees; provided that, on business grounds, Council shall maintain the right to refuse to provide a voluntary redundancy to employees within the relevant classifications who have expressed their interest in accepting a redundancy.
- (b) Where an employee volunteers to accept a redundancy and council agrees to such voluntary redundancy, the employee shall receive the same entitlements as that stated in Step 3 below.

Step 2 - Redeployment

- (a) The effect of the redeployment process is that an employee whose position has been made redundant may have the opportunity to maintain their employment with council. Where redeployment is possible, as and where required, the redeployed employee shall receive the necessary training in the new role.
- (b) Where a voluntary redundancy is agreed, Council may offer to redeploy the employee whose role has been identified as redundant to the role of the employee who has been approved for voluntary

redundancy, where the employee has the relevant skills and qualification to undertake that work or can be reasonably retrained.

Step 3 - Involuntary redundancies

- (a) Where there are insufficient expressions of interest in voluntary redundancies and Council has determined that the identified positions are to be made redundant, employees whose roles are being made redundant shall be entitled to severance pay calculated as follows:
 - (i) At the rates set out by the Queensland Employment Standards for employees who have completed between at least one year but not more than four years of continuous service.
 - (ii) If an employee has completed four years of service, they are entitled to redundancy pay at the rate of two (2) weeks' pay for each complete year of continuous service with Council, plus a pro-rata amount for an incomplete year (whole months only taken into account).
 - (iii) The redundancy payments are subject to a maximum payment of 52 weeks.

12.2. Salary maintenance – redeployment

- (a) If an employee is redeployed to a position classified at a lower level due to a redundancy, the employee's base rate of pay shall be maintained at the level that the employee was employed at immediately prior to the redeployment.
- (b) Subject to clause 12.2(a), an employee redeployed to a position of lower classification level, shall continue to accrue all leave entitlements at the level that the employee was employed at immediately prior to the redeployment.

PART B – WORK ARRANGEMENTS

13. Types of Employment

13.1. Full-Time

A full-time employee is a permanent or fixed/maximum term employee who is engaged to work the number of hours stipulated by clause 14 of this Agreement, depending on their coverage by the relevant Parent Award.

13.2. Part-Time

- (a) A part-time employee is a permanent or fixed/maximum term employee who is engaged to work on pre-determined days of the week for a regular number of hours as stipulated by the relevant Parent Award.
- (b) By mutual agreement, a part-time employee may be required to work additional ordinary hours above their regular hours, up to and including the full-time equivalent hours. Additional hours worked within the spread of ordinary hours prescribed in clause 14 of this Agreement, up to the full-time equivalent hours, shall be paid at ordinary rate. Any hours worked outside of the spread of ordinary hours or in excess of the full-time equivalent shall be paid at overtime rates.

13.3. Casual

A casual employee is an employee who is engaged and paid as such, up to the maximum hours per week equivalent to full-time hours as determined by the relevant Parent Award.

13.4. Fixed/Maximum Term

- (a) The parties recognise that Council may be required to engage employees on a fixed/maximum term basis in circumstances, including but not limited to the following:
 - (i) Where the position is required for a set timeframe; and/or
 - (ii) Where the position is required for the life of a project; and/or
 - (iii) Where the position is only created for the life of a set amount of funding.

14. Hours of Work

- 14.1. The principle behind hours of work and a rostered day off is for the hours to be worked in such a manner that the delivery of Council services is optimised.
- 14.2. The spread of ordinary hours shall be 6.00am to 6.00pm, Monday to Friday.
- 14.3. The maximum number of daily hours as per the relevant Parent Award shall not be exceeded without overtime rates applying as per that Award.
- 14.4. The ordinary working hours of employees covered by Stream B and C Awards will be 38 hours per week or 76 hours per fortnight.
- 14.5. The ordinary working hours of employees covered by Stream A Award, other than those supervising others, will be 36.25 per week or 72.5 hours per fortnight.
- 14.6. Employees covered by Stream A Award, who directly supervise employees covered by Stream B or C Awards and are required to work 38 hours per week, shall be paid for 38 ordinary hours per week.
- 14.7. The hourly rate of supervisors working under clause 14.6, shall be calculated at the ordinary hourly rate using 36.25 as a divisor. This hourly rate shall also be used for the purpose of calculating overtime, if applicable.

For example, where the weekly ordinary base of rate for level 6.1 is \$1,468.00, the hourly ordinary rate of pay shall be calculated as follows: $\$1,468.00 \div 36.25 = \40.496 .

A supervisor working 38 hours per week as required by clause 14.6 of this Agreement shall be paid the following ordinary weekly rate of pay: $\$40.496 \times 38$ (hours per week) = \$1,538.85. \$40.496 shall be the ordinary hourly rate for the purpose of calculating overtime.

- 14.8. Supervisors working under clause 14.6 shall accrue all leave entitlements at the rate of 7.6 hours per day or 38 hours per week.

15. Rostered Days Off (RDOs) & TOIL

- 15.1. All full-time employees have the option to work a nine-day (9) fortnight with one (1) Rostered Day Off (RDO) in each fortnightly cycle.
- 15.2. RDOs are encouraged be taken when due, to improve and promote a healthy work/life balance. Employees may bank RDO's, only with prior approval, up to a maximum of five (5) days.
- 15.3. An RDO may be taken on any agreed day, depending on the operational requirements of Council and the needs of the employees.
- 15.4. The CEO may approve additional banked RDOs for particular operational requirements.
- 15.5. A banked RDO may be taken at any time subject to mutual agreement between the employee and their supervisor, with consideration to operational demands.
- 15.6. TOIL & RDO's accrued for more than three (3) months must be taken before any Annual and/or Long Service Leave, otherwise the hours will be paid out as overtime according to the relevant parent award.

16. Flexible Working Arrangements

- 16.1. The Council supports a balance between the requirements of work, personal and family commitments. This requires flexibility and cooperation from both the Council and the Employee.
- 16.2. Flexible working arrangements may be varied by mutual agreement at any time with appropriate approval. Council and the employee will have the right to request a review of flexible working arrangements every six (6) months.
- 16.3. Flexible working arrangements may include (but are not limited to) a change in start and finish times, RDOs, shift work, flexi-time, staggered hours, compressed weeks and a range of other flexible working practices. It is envisaged that home-based work arrangements be considered where circumstances are suitable and can be accommodated operationally.
- 16.4. An employee may opt out of any work cycle arrangement for agreed periods or revert to the standard work cycle on a permanent basis.
- 16.5. By mutual agreement between the supervisor and the employee, an employee may request to work 'make-up time,' under which the employee takes time off during ordinary hours of work and works those hours at an alternative time during the same pay cycle.
- 16.6. All flexible working arrangements should be documented and shall cover matters such as insurance, equipment, access arrangements, security and workplace health and safety.

17. The Right to Disconnect

The 'right to disconnect' is designed to regulate and set limits on out-of-hours communication between employers and employees. This legislation sets reasonable boundaries to protect employees' personal time.

- (a) **Employee Rights:** Employees have the right to refuse to monitor, read or respond to work-related communications outside their regular working hours, providing their refusal is not deemed unreasonable.
- (b) **Reasonableness Criteria:** The assessment of whether an employee's refusal is reasonable considers factors such as:
 - The nature of the contact.
 - The level of disruption to the employee.
 - The employee's role and responsibilities.
 - Their personal circumstances.
 - Any legal requirements for contact.

This does not restrict employers from contacting employees in cases of emergency roster changes or recalls to work.

Council agrees to identify and confirm in writing that an employee will be available for contact, communications outside of regular working hours, if the employee holds a role that is deemed essential services. Every effort will be made to seek options or alternatives where practicable to ensure a reasonable work life balance.

18. Major Works Projects

- 18.1. For major projects, the ordinary hours of work and span of hours shall be by mutual written agreement between Council and the Employee/s, considering the needs of the project and to give flexibility for the workforce.
- 18.2. In these circumstances ordinary hours may be spread over seven (7) days and paid as per the relevant parent award and consideration given to:
 - (a) Workloads requirements.
 - (b) Weather conditions and available daylight hours.

19. Local Area Work Agreement

- 19.1. Where Council and a group of employees agree there is an opportunity for flexibility, work arrangements may be changed to implement flexibility that suits the needs of the workgroup.
- 19.2. Where Council and the relevant workgroup/s agree there is a need for flexible work agreements, the following process will be followed:
 - (a) Consultation is undertaken with the directly affected employees and relevant unions;
 - (b) The arrangement must meet the operational requirements of Council;
 - (c) Agreement shall be obtained from more than 70% of affected employees; and
 - (d) A ballot of all affected employees be conducted at least seven days after notice of the proposed agreement is presented to employees.
- 19.3. A copy of any arrangements made pursuant to this clause must be provided to the employees and relevant union/s and shall be read as part of this Agreement.

- 19.4. The terms of a new work arrangement must be in writing and be signed by the CEO and the affected employees.
- 19.5. No disadvantages are to be realised by employees as a result of the varied work arrangements. Where significant workplace change occurs, any existing workplace arrangements will be reviewed.

PART C – REMUNERATION

20. Wages

- 20.1. Council agrees to pay all employees covered by this Agreement, the following wage increases:
- (a) 3.5% or the same percentage increase as that determined by the State Wage Case (SWC) decision (whichever is the higher), effective from the 1st of September 2025; and
 - (b) 3.5% or the same percentage increase as that determined by the SWC decision (whichever is the higher), effective from 1 September 2026; and
 - (c) 3.5% or the same percentage increase as that determined by the SWC decision (whichever is the higher), effective from 1 September 2027.
- 20.2. Wage increases post expiry of the Agreement:
- (a) If a new Agreement has not been finalised by 1 September 2028, Council will continue to pay all employees covered by this Agreement, the 3.5% increase or that determined by the SWC decision (whichever is the higher), until a new agreement is reached.

21. Overtime

- 21.1. Overtime, including call outs, can only be worked with the prior approval of management and shall be paid at the appropriate penalty rate in accordance with the relevant Parent Award.

22. Minimum Entry Levels and Increments

- 22.1. The minimum rate of pay for all employees covered by the Stream B Award will be Level 3.
- 22.2. The minimum rate of pay for all employees covered by the Stream A Award will be Level 2.1.
- 22.3. Council will still utilise the relevant trainee and junior rates as applicable.
- 22.4. Apprentice wages will be percentages as follows:

- (a) Trade Apprenticeship – 16/17 years

Apprenticeships (16-17yrs)		
Class		% of C10 or Trade 1 Wage
750	Year 1	50%
751	Year 2	60%
752	Year 3	80%
753	Year 4	100%

- (b) Trade Apprenticeship – Adult

ADULT Apprenticeships (18 & Over)		
Class		% of C10 or Trade 1 Wage
760	Year 1	85%
761	Year 2	90%
762	Year 3	95%
763	Year 4	100%

23. Higher Duties for Operation of Plant

- 23.1. An employee who operates plant of a higher classification level will receive the same classification rate as the plant for the actual hours operating, however if the actual hours exceeds more than four (4) hours, then the Employee will be paid higher duties for the entire day.

24. Higher Duties and Secondments

24.1. Higher Duties

- (a) All Employees who are directed to perform higher duties, being duties at a classification higher than their substantive role, shall be paid at the higher rate for the actual hours worked however if the actual hours exceed more than four (4) hours, then the Employee will be paid higher duties for the entire day.
- (b) Prior to undertaking higher duties, Employees must obtain written approval from their manager or supervisor. All relevant paperwork, including the Higher Duties Form, must be completed and submitted for review and approval.

24.2. Internal Secondments

- (a) Employees may be seconded to a different department or role within the organisation to support short-term business needs and to encourage professional development. Where an Employee accepts a secondment, that Employee shall maintain their substantive role and employment status unless otherwise agreed in writing.
- (b) The duration of the secondment will be agreed upon prior to commencement and may be extended by mutual consent.
- (c) Employee return to substantive role may be adjusted where the circumstances of the substantive role has been redesigned to meet organisational service requirements or workplace health and safety considerations, in which case the Employee will be offered a position of equal classification and responsibilities as the original role.

Clause 10 – Workplace Change and Consultation process will be followed during this time.

There will be no disadvantage to the employee during this process.

24.3. Inter-Agency Secondments

- (a) An Employee may be seconded to or from another organisation on a case-by-case basis, subject to the needs of both parties and the nature of the situation.
- (b) Where an Employee accepts a secondment, that Employee shall retain their substantive role within their employing organisation and will return to that role upon completion of the secondment, unless otherwise agreed in writing.

- 24.4. Upon the conclusion of any secondment or period of performing higher duties, there is no guarantee of ongoing appointment to the higher role or seconded position. If the position becomes vacant or available on a permanent basis, the Employee will be required to apply through the standard recruitment processes in accordance with Council policy.

25. Travel

- 25.1. All employees required to work and stay away from their home shall be afforded reasonable travel arrangements. This may include provision of a vehicle for reasonable personal use (including travel to the grocery store or restaurant for meals), or all such reasonable travel costs where public transport or a taxi service is unavailable. The employee will adjust their start or finish times for the day to comply with this requirement.

- 25.2. In the event that staff are not able to return home from a work site or camp due to weather conditions and flooding and are required to stay in camp throughout the weekend, they are to be paid 8.5 hours at ordinary time rates for Saturday and Sunday.

26. Superannuation

- 26.1. Council shall make superannuation contributions to a complying superannuation fund of the employee's choice in accordance with legislative requirements.

27. Salary Packaging

- 27.1. Any employee is entitled to salary package their remuneration.
- 27.2. The costs of any outgoings that might be incurred by Council in a salary sacrifice arrangement shall be borne by the employee.
- 27.3. Council will not provide salary packaging advice to employees; they are encouraged to seek independent financial advice from a qualified financial advisor.

28. Allowances

28.1. Travel Allowance

If an employee is required to stay away from their home base overnight, Council will pay for meals and accommodation. However, if employees are required to supply their own meals, an allowance of \$70 per day will be paid to cover the cost of meals.

28.2. Caravan Allowance

Employees who supply their own caravan as an alternative to Council supplied accommodation will be paid a caravan allowance of \$25 per day, in addition to the Travel Allowance.

28.3. Accommodation Allowance

Employees who choose to stay with family or friends as an alternative to Council supplied accommodation for training or other approved work requirements will be paid an Accommodation Allowance of \$40 per day, in addition to the Travel Allowance.

28.4. Toilet Cleaning

An employee designated to clean toilets will receive an allowance of \$7.50 per day whilst carrying out such duties.

28.5. Cleaning Allowance

An employee who is employed as a permanent part-time or a permanent full-time cleaner as per their position description, shall be entitled to an allowance of \$25 per day. This allowance will be paid in lieu of a toilet cleaning allowance.

This allowance will not be paid during periods of paid or unpaid leave.

28.6. Overtime Meal

Employees working overtime shall be entitled to an overtime meal allowance of \$22. The overtime meal allowance shall only apply in accordance with the relevant provisions of the applicable Parent Award.

28.7. Synthetic Fluids

Qualified and accredited mechanics/fitters who are, in their day-to-day duties, exposed to synthetic oil fluids and coolants in the maintenance and repair of:

- (a) Power steering units;
- (b) Breaking systems;

- (c) Automatic transmissions; or
- (d) Air conditioning units.

Shall be paid an allowance of \$1.00 for each hour worked with such substance/s.

28.8. Working on Pumps/Machinery Involved with Sewerage

A mechanical worker who, in their day-to-day duties, has to engage in any work with the disassembly/repair work of any pump or other equipment that brings them in contact with live sewerage, will be paid at the rate of pay as per the live sewer allowance of the Stream B Award, whilst working on such equipment.

28.9. Repair of Unclean Vehicles

An employee who is employed on the repair of the bodies of vehicles used as sanitary or rubbish vehicles where such vehicles have not been thoroughly cleaned down immediately before work on such repairs is commenced, shall be paid an allowance of \$3.00 per hour, when engaged in such work.

28.10. Qualified Trade Allowance

- (a) Employees who are required to hold qualifications to perform requirements of their role/s per their Position Description in the following trades shall be entitled to an allowance of \$20 per week;
 - (i) Mechanical.
 - (ii) Electrical.
 - (iii) Plumbing/Drainage.
 - (iv) Carpentry.
- (b) An Employee receiving payment pursuant to clause 28.10 shall not be entitled to any payment prescribed in clause 28.7, 28.8, and/or 28.9.
- (c) Employees will not receive this allowance for periods of paid or unpaid leave.

28.11. Handling Dead Animals

- (a) An employee who is directed to handle or remove dead animals as a scheduled task (ie. designated road run), will receive an allowance of \$30 per day on the days those duties are performed.
- (b) An Employee that is being proactive and removing any dead animals that they come across in their normal daily duties, outside of a designated road run, shall receive \$10 per day

Council will provide appropriate animal disease vaccinations and suitable training to those employees who perform these duties.

28.12. Regional Locality Allowance

- (a) All Employees, covered by this agreement, working and living within the Barcaldine Regional Council Area will receive a Locality Allowance of:
 - (i) \$80 per week, commencing from the date of this agreement;
 - (ii) \$90 per week in the second year of this agreement; and
 - (iii) \$100 per week in the third year of this agreement, continuing for the life of this agreement.
- (b) Employees in receipt of the Regional Locality Allowance shall be ineligible to be paid any other award locality or district or divisional allowance however expressed.
- (c) Payment to part-time and casual employees will be pro rata to the fortnightly rate based on hours worked as a proportion of full-time hours.

- (d) This allowance will be paid during any paid leave taken by an employee.
- (e) This allowance will not be paid for any unpaid leave taken by an employee.
- (f) This allowance will not be paid on overtime.

28.13. **Construction Worker's Allowance (CWA)**

Employees shall be entitled to the Construction Worker's Allowance as per Stream B Award - Division 2 – Section 5 (Operational Services) - Clause 13.2. This shall apply to all of the following employees:

- (i) Stream B.
- (ii) Stream C.
- (iii) Stream A Employees supervising Stream B and/or Stream C employees.

28.14. **Final Trim Allowance**

- (a) A Final Trim Allowance of \$15 per day shall be paid to employees who have been assessed by the Director of Works or an approved representative as having the skills to perform final trim duties.
- (b) This allowance shall be paid only when performing final trim grader operation duties.

28.15. **Funeral**

- (a) An employee who participates in funeral undertaking activities will be paid as follows:
 - (i) Undertaking allowance - \$165 per funeral.
 - (ii) Morgue allowance – for assisting the undertaker at the morgue, \$55 per funeral.
 - (iii) Body collection allowance - \$110 per death.
 - (iv) Body collection allowance - extenuating circumstances - \$330 per death.
- (b) An employee who participates in funeral and body collection activities will receive appropriate training and support.

28.16. **Health and Wellbeing Incentive**

Council will reimburse each staff member up to a maximum of \$200 (per annum) to contribute to their physical, mental, and emotional health.

- (a) The following list (although not exhaustive) outlines what Council would consider to be eligible for reimbursement:
 - (i) General Health and Wellbeing services or products
 - (ii) Registration fees for participating in community activities, sporting events, seminars or programmes that encourages general wellbeing.
- (b) Employees must have twelve (12) months service with Council to be eligible.
- (c) In the circumstance that the employee has resigned, they will not be entitled to the Health and Wellbeing Incentive during their notice period.
- (d) Each reimbursement must be approved by the CEO or his delegated representative.

28.17. **Health and Safety Representative Allowance**

- (a) An employee who is appointed and designated to perform the role of the Health and Safety representative shall receive an allowance of \$120 per quarter. The payment of this allowance will be approved by the CEO or delegate on the advice from the HSR Committee that all requirements of the HSR Representative have been met. This allowance will be paid in arrears.
- (b) To be eligible for the payment the Employee appointed must be a permanent Employee.
- (c) Where an audit (either internal or external) has identified that the Employee has failed to perform one or more of their responsibilities or duties of their roles as determined from time to time by the CEO or delegate, the allowance will be discontinued.
- (d) This allowance will not be paid to staff that are acting as a proxy to a representative.

28.18. **Mental Health First Aid Allowance**

- (a) An employee who is appointed and designated to perform the role of a Mental Health First Aid Officer, shall receive an allowance of \$100 per quarter. The payment of this allowance will be approved by the CEO or delegate provided that all requirements of the Mental Health First Aid Officer have been met.
- (b) To be eligible for the payment the Employee appointed must be a permanent Employee.
- (c) Where an audit (either internal or external) has identified that the Employee has failed to perform one or more of their responsibilities or duties of their roles as determined from time to time by the CEO or delegate, the allowance will be discontinued.

28.19. **Rural Lands Allowance**

- (a) Employees appointed to positions within the Rural Lands team shall be paid a Rural Lands Allowance of \$50 per week.
- (b) This allowance has been calculated having regard to the diverse services performed in the role.
- (c) Employees who receive the Rural Lands Allowance will not be entitled to receive a Poison Allowance.
- (d) Employees will not receive this allowance for periods of paid or unpaid leave.

28.20. **On-Call**

The on-call allowance shall be as per the relevant Parent Award, except that the provisions of Stream B - Division 2 – Section 5 (Operational Services) clause 18.5 will apply to employees employed under Stream C – Division 2 – Section 1 (Building Trades Services) and Section 2 (Engineering and Electrical/Electronic Services).

28.21. **Incidental Allowance**

Employees required to work away from their home location overnight, shall in conjunction with Clause 28.1 Travel Allowance, will receive an incidental allowance of \$30 per day to compensate them for costs associated with being away from home.

28.22. **Multi-Skilled Allowance**

Employees that hold multiple skills across the Organisation and utilise these skills regularly shall be paid a multi-skilled allowance of \$20 per week.

- (a) Application must be made to the CEO or Delegate and must include evidence of skills/qualifications and be endorsed by the Supervisor.
- (b) Employees will not receive this allowance for periods of paid or unpaid leave.

28.23. **Traffic Control Duties Allowance**

Employees that hold relevant Traffic Management Qualifications shall be paid the following allowance:

- (a) Traffic Control Officer's shall be paid an additional \$3 per hour whilst performing Traffic Control Duties as listed below:
 - (i) **Directing Traffic** – Manually directs traffic using a Stop/Slow bats, hand signals, or other methods to ensure the safe movement of vehicles and pedestrians around a worksite.
 - (ii) **Monitoring Traffic Flow** – Observes and adjusts traffic control measures as needed to maintain safety and efficiency.
 - (iii) **Ensuring Safety** – Ensures the safety of road users and workers by following traffic management plans and safety protocols.

28.24. Special Garbage Collection Allowance

Employees that are directed to collect domestic/commercial rubbish in the event that the contracted garbage collection company cannot perform this duty are to be paid a special rubbish collection allowance of \$22 per day.

PART D – MISCELLANEOUS CONDITIONS

29. Classifications and Position Descriptions

29.1. Classification

Council positions are classified in accordance with the level definitions provided for in the relevant Parent Award.

29.2. Position Descriptions

- (a) All positions must have a position description. Council will provide each employee, on commencement of employment and by request from the employee, a position description which clearly and accurately identifies:
 - (i) The responsibilities of the position;
 - (ii) The skills, knowledge, experience, qualifications, and training required for the position;
 - (iii) The organisational relationship of the position; and
 - (iv) The safety requirements and responsibilities for the position.
- (b) Position Descriptions will be reviewed regularly to ensure they accurately reflect the duties and responsibilities of the role. Any changes to a Position Description that exceeds 10% of the original duties must be communicated to and consulted with the relevant Employee prior to implementation.

29.3. Reclassification

- (a) An Employee may request a reclassification of their position when there is a substantial and demonstrable change in the duties, responsibilities, or skill requirements that have evolved beyond the scope of the original classification.
- (b) Any reclassification shall be based on the position's alignment with the appropriate classification descriptors as outlined in relevant industrial instruments. A review may or may not result in a reclassification. Council retains the final authority over reclassification decisions.
- (c) To apply for reclassification, the Employee shall submit a request, supported by evidence of the change in duties, to their direct supervisor, who will either support or decline the request. If supported, the request shall be submitted to HR for assessment.
- (d) A decision on the reclassification application will be made within four (4) weeks of submission. The employee will be notified in writing of the outcome.
- (e) If the reclassification is approved, the new classification will take effect from the date of formal application, or from a mutually agreed date.
- (f) If an application for reclassification is not approved, the Employee has the right to appeal the decision by submitting a written request for further review as per Council's dispute resolution process.
- (g) An Employee may request a union or other representative to represent them throughout the reclassification process.
- (h) Council may initiate periodic reviews of classifications where it determines there have been significant changes in the responsibilities or requirements of positions across the organisation.

- (i) Where it is identified that an Employee consistently performs duties of a higher classification for more than 50% of their working time over the previous year, they shall be reclassified to the higher level. This process will involve discussions with the Employee's direct line manager and formal identification of the relevant duties.

29.4. Annual Appraisals

Annual appraisals shall be conducted in addition to regular performance conversations. As a key part of the annual appraisal process, Council will work with Employees to:

- (a) Reassess the accuracy and relevancy of their position description and classification level; and
- (b) Identify an individual development plan, including opportunities to expand the Employee's skills and experience.

29.5. Employee Development and Training

- (a) Council is committed to employee training and fostering a more skilled and adaptable workforce. All employees are entitled to a learning and development plan to be developed in consultation and through mutual agreement with their relevant supervisor.
- (b) Training and development, and associated travel is to be carried out during normal working hours if practical. To meet normal workloads and commitments, training after hours will remain an option. Any Council organised training outside normal working hours shall consider employees' personal responsibilities.
- (c) Council agrees to pay and recognise all reasonable costs and time off incurred when employees are required by management to attend courses and other agreed activities which:
 - (i) Satisfy organisational development needs;
 - (ii) Are directly related to employee work areas;
 - (iii) Provide skills appropriate to employee career paths; or
 - (iv) Are required to provide professional or trade credentials.
- (d) Where Council requests an employee (including casual employees) to attend training outside of normal working hours, the employee will be compensated accordingly.
- (e) Council will be responsible for all reasonable travel costs (accommodation, meals, transport) of the employee attending approved training, or the employee may elect to be paid any relevant allowances.
- (f) Trainees and apprentices who are required to attend compulsory training courses will be provided with:
 - (i) A motor vehicle allowance.
 - (ii) Accommodation costs covered by Council (up to \$200 per night).
 - (iii) The travel allowance, as per clause 28.1 and 28.21

29.6. Training on Plant and Equipment

- (a) The CEO may authorise the use of plant and equipment, which is not required for Council projects at a given time, by employees, for training or gaining of experience.
- (b) It is envisaged that in selected circumstances, the Council would make such plant and equipment and an operator available for employees to gain experience and an operator's qualification. Such training shall be completed in the employee's time.

29.7. Maximum Use of Plant

This agreement is to obtain the maximum benefit and use of Council's plant. Where necessary, more than one operator may be used to operate an item of plant over an extended time.

29.8. Employment Security/Use of Contractors

- (a) Council will endeavour to preserve as many of the positions that currently exist within Council and it will take steps to ensure that it has the benefit of a stable and committed workforce.
- (b) Such steps shall include measures to increase the security of employees' employment.
- (c) The parties recognise that the Council may require the use of contractors to carry out Council work where the work volume is beyond the capacity of Council resources or existing employees or where the type of work or specialisation required is beyond the capacity of Council resources or existing employees.
- (d) Contractors and/or their employees will not be appointed to any position as permanent employees unless normal recruitment and selection processes have been followed.
- (e) Council will formally include in all contractor tender specifications that contractors are required to ensure that the wages and conditions of those contract employees are not in breach of any Commonwealth or State legislation or awards pertaining to their employment.
- (f) The use of contractors will be managed in a manner that ensures the best business needs are met without eroding the job security of existing permanent employees.

29.9. Council Uniforms

Council will supply uniforms in accordance with the relevant Policy on uniforms.

28.10 Working in the Heat

- (a) 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.
- (b) 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 E – EMPLOYMENT RELATIONS

30. Union Encouragement

At the point of engagement, Council shall provide employees with a list of unions' party to this agreement and their employee representatives.

31. Union Representatives

- 31.1. Union representatives have a role to play within a workplace. The existence of accredited union representatives is encouraged.
- 31.2. 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.
- 31.3. 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.

32. Deduction of Union Fees

Council shall, on the request of an employee, pay to a union nominated by the employee out of the money due to the employee in respect of wages, the membership contribution of the employee for that union.

33. Trade Union Training Leave

- 33.1. Paid leave of absence of up to five days per calendar year may be granted to employees who are recognised union representatives to attend trade union training, conferences or courses relevant to industry and local government, provided that the operations of Council will not be unduly disrupted.

34. Equal Employment Opportunity

- 34.1. The parties recognise the importance of maintaining diversity in the workplace, equal remuneration for work of equal value and ensuring that existing practices, that encourage equality of employment and development opportunities, continue and are promoted, during the life of this agreement. This will include:
- (a) Reviewing position descriptions, prior to advertisement, to ensure non-bias/gender neutral language.
 - (b) Inclusion of statements during recruitment that Council 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 or adjustment requests.
 - (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.

The Council is committed to equal remuneration for work of equal or comparable value.

PART F – LEAVE ENTITLEMENTS

35. Bereavement

- 34.1. Upon the death of an immediate family member (as defined by this Agreement), an employee may be granted five (5) days leave, consisting of three (3) days paid bereavement leave and two (2) days to be taken from their personal leave entitlements.
- 34.2. Where the bereavement situation requires travel outside of the region and the employee can demonstrate that such travel requires more than three (3) days leave, the CEO will approve an extra two (2) days paid bereavement leave.
- 34.3. Employees may be granted up to two (2) days leave, to be taken from their personal leave entitlements, where the deceased person is a relative but falls outside the definition of an immediate family member.
- 34.4. Bereavement leave shall be subject to the production of satisfactory evidence of death.
- 34.5. Access to bereavement leave in other special circumstances may be available subject to the approval of the CEO. This may include cultural, kinship and religious obligations.

36. Annual

- 36.1. All employees (other than casuals) are entitled to accrue five (5) weeks annual leave per annum with 17.5% annual leave loading.
- 36.2. Where employees accumulate more than ten (10) weeks annual leave, they may be asked to utilise such leave as to bring the balance below ten (10) weeks within a reasonable timeframe. Where agreement cannot be reached on the taking of such leave, the employee may be directed to take a period of leave in accordance with s33 of the [Industrial Relations Act 2016](#).

37. Leave Without Pay

- 37.1. Employees may apply to access leave without pay for up to a maximum of one (1) year, provided they were employed by Council for at least twelve (12) months and their performance is found to be satisfactory.
- 37.2. Approval of leave without pay is at the discretion of the CEO and such leave will not constitute a break in the continuity of service of the employee.
- 37.3. Leave without pay for periods greater than six (6) months under these circumstances is on the understanding that Council may backfill the position and that the employee on their return will be placed in a relative vacancy at their same rate of pay and not necessarily in their previous position.
- 37.4. For periods of leave without pay of less than six (6) months, Council will return the employee to their previous position.
- 37.5. Accruals for Long Service and Sick Leave will cease immediately on commencement of Leave Without Pay, and Annual Leave accruals will cease after three (3) months.

38. Long Service

- 38.1. All employees covered by this Agreement will be entitled to thirteen (13) weeks of long service leave after ten (10) years of employment.
- 38.2. An employee who has more than seven (7), but less than ten years of continuous service is entitled to a proportionate payment of long service leave upon termination of employment.
- 38.3. The payment stipulated in clause 38.2 does not apply where the termination of employment was for gross misconduct.

39. Personal

- 39.1. All employees (other than casuals) are entitled to accrue fifteen (15) days personal leave per annum.
- 39.2. Council's payroll system accrues personal leave gradually throughout the course of a year. Recognising that Stream A Award only, entitlement accrues at the commencement of each year, an employee may take personal leave up to their annual entitlement in advance of the payroll system accrual.
- 39.3. Cultural Leave is as per Council's Leave Management (Management Directive) – HR017.
- 39.4. In accordance with the Industrial Relations Act 2016, employees must provide a medical certificate or other satisfactory evidence for personal leave absences exceeding two (2) working days.
- 39.5. If an employee is unable to obtain a medical certificate, a statutory declaration stating the employee was unfit for work due to illness or injury – and explaining why a medical certificate could not be obtained – will be accepted.
- 39.6. Where Council has reasonable grounds to believe an employee has developed a pattern of absenteeism or has taken an excessive amount of uncertified personal leave, the supervisor shall in the first instance discuss the matter with the employee in order to determine any contributing factors. During the discussion, the employee's supervisor shall explain the requirements of the below procedure.
At any stage of this process, the employee may be accompanied by a union representative or support person.

- (a) Where the discussion with the supervisor does not result in a considerable improvement, the employee will be notified in writing that their personal leave usage is of concern and will be formally monitored over a three (3) month period.
- (b) If, at the end of the monitoring period, there is no satisfactory improvement and no reasonable explanation for the absences is provided, the employee shall be interviewed by their manager. They will be advised in writing that for the next three (3) months, a medical certificate will be required for any personal leave absence exceeding 24 hours. The letter shall also include appropriate actions for improved attendance to be achieved within three months.
- (c) If, following the second three (3) month period, the employee's attendance remains unsatisfactory, a formal meeting will be held. The employee will be provided written notice of the meeting, including the time, date, reason, and their right to be accompanied by a support person or representative. As part of this meeting, Council may discuss the requirement for the employee to undergo a 'fit for work' medical assessment to determine their capacity to perform the inherent requirements of their role. By mutual agreement, the employee may nominate their own preferred health care practitioner to conduct the assessment. Council agrees to cover the cost equivalent to its own provider.
- (d) Upon completion of the above process, continued unsatisfactory attendance may result in disciplinary action, up to and including termination of employment.

40. Parental Leave

40.1. Birth Partner

- (a) An employee who applies for parental leave for a birth occurring after this agreement's signing, will be eligible to access twelve (12) weeks parental leave at full pay or twenty-four (24) weeks at half pay, in addition to existing parental leave conditions.
- (b) Parental leave applies to eligible Council employees who are pregnant or have given birth to a child, it also includes surrogacy arrangements and adoption of a child under one year of age.
- (c) Employees must have completed twelve (12) months of service with Council to be eligible for the full Council Parental Leave.

40.2. Enhanced Parental

- (a) Employees must qualify for parental leave to gain additional access to annual leave and long service leave as follows:
 - (i) Employees may nominate to take annual leave as part of their parental leave on the basis of doubling their current available annual leave days and being paid at half pay.
 - (ii) Employees eligible for long service leave after seven (7) years may nominate to take their long service leave in conjunction with their parental leave.
 - (iii) For part time employees, this clause will apply on a pro-rata basis.

40.3. Paid Parental (non-birth partner)

On approved application, Council will pay five (5) days parental (non-birth partner) leave at full pay (at any time associated with the birth) to an eligible employee, subject to the employee having had 12 months continuous service with Council.

41. Leave at Half Pay

Annual leave, personal leave, long service leave, parental leave and bereavement leave may be accessed at half pay. Leave accruals during this period will be 50% of the normal accruals.

42. Emergency Services

- 42.1. If an employee is a member of an emergency service and attends an emergency callout, within the Barcaldine Regional Council Area, during working hours, that employee will suffer no loss of pay. Where an employee is paid by emergency services, Council will pay the employee the amount of the difference between the employee's emergency services pay, and the employee's ordinary earnings.
- 42.2. A member of the emergency services attending a callout after hours, must have a ten (10) hour fatigue break prior to attending work.
- 42.3. The CEO may approve an Employee to take paid leave (annual Leave, long service leave, TOIL or banked RDO's) for State Emergency Service training, or deployment to emergencies outside of the Barcaldine Regional Council area in working hours, provided the leave does not affect the operations of Council.

43. Jury Service

Leave without pay shall be granted to employees required to attend for jury duty. Where the amount of the jury fee is less than the normal salary of the employee, Council shall pay the employee their normal salary and the employee shall refund to Council any monies received from the Court.

44. Natural Disaster

Employees who are prevented from attending their normal place of work because of floods, fire or severe storms shall be permitted to access up to two (2) days special leave per financial year. This leave will not accrue.

45. Annual Closedown

- 45.1. Council operations shall be closed during the Christmas/New Year period. Council will advise employees of the dates for the annual closedown by 1 September each year.
- 45.2. Employees will be required to take banked RDOs and/or accrued leave over this period.
- 45.3. A skeleton crew, as determined in consultation with employees, will be maintained on duty for the duration of the shutdown, including adequately qualified employees to deliver essential services.
- 45.4. Final approval of the closedown roster is with management.
- 45.5. During the closedown, employees acknowledge that they will undertake a variety of duties.
- 45.6. Higher duties will be paid where applicable.

46. Domestic and Family Violence Leave

- 46.1. All employees (including part-time and casual employees) are entitled to **ten (10) days of paid** family and domestic violence leave each year. Council will identify this leave as "special" leave thereby protecting the employee from unwanted identification.
- 46.2. Employees who are experiencing family and domestic violence can take this leave to deal with the impacts of family and domestic violence where it is not practical to do so outside their work hours. This might include:
- making arrangements for their own or a family member's safety (including relocation)
 - attending court or accessing police services
 - attending counselling, or appointments with medical, financial, or legal professionals.

- 46.3. Employees can access the full amount of leave from the day they start work. The leave can be taken as single or multiple days, or as part days by agreement. An employee's leave balance renews each year on their work anniversary and doesn't accumulate from year to year if it isn't used.

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Appendix A

STREAM A		3.50%		3.50%		3.50%	
		MINIMUM - 1st Year Increase		MINIMUM - 2nd Year Increase		MINIMUM - 3rd Year Increase	
Classification	Stream A	September 2025 Increase	Annual Rates - September 2025	September 2026 Increase	Annual Rates - September 2026	September 2027 Increase	Annual Rates - September 2027
506	Level 2	\$ 1,385.57	\$ 72,049.64	\$ 1,434.07	\$ 74,571.64	\$1,484.27	\$ 77,182.04
507	2	\$ 1,418.23	\$ 73,747.96	\$ 1,467.87	\$ 76,329.24	\$1,519.25	\$ 79,001.00
508	3	\$ 1,448.52	\$ 75,323.04	\$ 1,499.22	\$ 77,959.44	\$1,551.70	\$ 80,688.40
509	4	\$ 1,466.33	\$ 76,249.16	\$ 1,517.66	\$ 78,918.32	\$1,570.78	\$ 81,680.56
510	Level 3	\$ 1,481.78	\$ 77,052.56	\$ 1,533.65	\$ 79,749.80	\$1,587.33	\$ 82,541.16
511	2	\$ 1,499.59	\$ 77,978.68	\$ 1,552.08	\$ 80,708.16	\$1,606.41	\$ 83,533.32
512	3	\$ 1,515.03	\$ 78,781.56	\$ 1,568.06	\$ 81,539.12	\$1,622.95	\$ 84,393.40
513	4	\$ 1,542.35	\$ 80,202.20	\$ 1,596.34	\$ 83,009.68	\$1,652.22	\$ 85,915.44
514	Level 4	\$ 1,550.07	\$ 80,603.64	\$ 1,604.33	\$ 83,425.16	\$1,660.49	\$ 86,345.48
515	2	\$ 1,583.33	\$ 82,333.16	\$ 1,638.75	\$ 85,215.00	\$1,696.11	\$ 88,197.72
516	3	\$ 1,616.00	\$ 84,032.00	\$ 1,672.56	\$ 86,973.12	\$1,731.10	\$ 90,017.20
517	4	\$ 1,639.75	\$ 85,267.00	\$ 1,697.15	\$ 88,251.80	\$1,756.56	\$ 91,341.12
518	Level 5	\$ 1,649.85	\$ 85,792.20	\$ 1,707.60	\$ 88,795.20	\$1,767.37	\$ 91,903.24
519	2	\$ 1,683.70	\$ 87,552.40	\$ 1,742.63	\$ 90,616.76	\$1,803.63	\$ 93,788.76
520	3	\$ 1,707.46	\$ 88,787.92	\$ 1,767.23	\$ 91,895.96	\$1,829.09	\$ 95,112.68
521	Level 6	\$ 1,743.68	\$ 90,671.36	\$ 1,804.71	\$ 93,844.92	\$1,867.88	\$ 97,129.76
522	2	\$ 1,801.89	\$ 93,698.28	\$ 1,864.96	\$ 96,977.92	\$1,930.24	\$ 100,372.48
523	3	\$ 1,872.56	\$ 97,373.12	\$ 1,938.10	\$ 100,781.20	\$2,005.94	\$ 104,308.88
524	Level 7	\$ 1,902.25	\$ 98,917.00	\$ 1,968.83	\$ 102,379.16	\$2,037.74	\$ 105,962.48
525	2	\$ 1,921.85	\$ 99,936.20	\$ 1,989.12	\$ 103,434.24	\$2,058.74	\$ 107,054.48
526	3	\$ 1,951.55	\$ 101,480.60	\$ 2,019.86	\$ 105,032.72	\$2,090.56	\$ 108,709.12
527	Level 8	\$ 1,970.55	\$ 102,468.60	\$ 2,039.52	\$ 106,055.04	\$2,110.91	\$ 109,767.32
528	2	\$ 2,018.06	\$ 104,939.12	\$ 2,088.70	\$ 108,612.40	\$2,161.81	\$ 112,414.12
529	3	\$ 2,065.58	\$ 107,410.16	\$ 2,137.88	\$ 111,169.76	\$2,212.71	\$ 115,060.92
530	4	\$ 2,113.09	\$ 109,880.68	\$ 2,187.05	\$ 113,726.60	\$2,263.60	\$ 117,707.20
531	5	\$ 2,160.60	\$ 112,351.20	\$ 2,236.23	\$ 116,283.96	\$2,314.50	\$ 120,354.00

STREAM B		3.50%		3.50%		3.50%	
		MINIMUM 1st Year Increase		MINIMUM 2nd Year Increase		MINIMUM 3rd Year Increase	
Classification	Stream B	Rate September 2025	Annual Rates - 2025	Rate September 2026	Annual Rates - 2026	Rate September 2027	Annual Rates - 2027
600	6 months	\$ 1,283.41	\$ 66,737.32	\$ 1,328.33	\$ 69,073.16	\$ 1,374.83	\$ 71,491.16
601	1	\$ 1,283.41	\$ 66,737.32	\$ 1,328.33	\$ 69,073.16	\$ 1,374.83	\$ 71,491.16
602	2	\$ 1,313.70	\$ 68,312.40	\$ 1,359.68	\$ 70,703.36	\$ 1,407.27	\$ 73,178.04
603	3	\$ 1,313.70	\$ 68,312.40	\$ 1,359.68	\$ 70,703.36	\$ 1,407.27	\$ 73,178.04
604	4	\$ 1,339.83	\$ 69,671.16	\$ 1,386.73	\$ 72,109.96	\$ 1,435.27	\$ 74,634.04
605	5	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64
606	6	\$ 1,385.56	\$ 72,049.12	\$ 1,434.06	\$ 74,571.12	\$ 1,484.26	\$ 77,181.52
607	7	\$ 1,418.23	\$ 73,747.96	\$ 1,467.87	\$ 76,329.24	\$ 1,519.25	\$ 79,001.00
608	8	\$ 1,448.52	\$ 75,323.04	\$ 1,499.22	\$ 77,959.44	\$ 1,551.70	\$ 80,688.40
609	9	\$ 1,481.78	\$ 77,052.56	\$ 1,533.65	\$ 79,749.80	\$ 1,587.33	\$ 82,541.16

STREAM C

3.50%

3.50%

3.50%

MINIMUM 1st Year Increase

MINIMUM 2nd Year Increase

MINIMUM 3rd Year Increase

Classification	Stream C	New Rate Sept 2025	Annual Rates - 2025	New Rate Sept 2026	Annual Rates - 2026	New Rate Sept 2027	Annual Rates - 2027
Building Trades							
700	Level 1(a)	\$ 1,253.72	\$ 65,193.44	\$ 1,297.61	\$ 67,475.72	\$ 1,343.03	\$ 69,837.56
701	Level 1(b)	\$ 1,283.41	\$ 66,737.32	\$ 1,328.33	\$ 69,073.16	\$ 1,374.83	\$ 71,491.16
702	Level 1 (c)	\$ 1,283.41	\$ 66,737.32	\$ 1,328.33	\$ 69,073.16	\$ 1,374.83	\$ 71,491.16
703	Level 1(d)	\$ 1,313.70	\$ 68,312.40	\$ 1,359.68	\$ 70,703.36	\$ 1,407.27	\$ 73,178.04
704	Level 2	\$ 1,339.83	\$ 69,671.16	\$ 1,386.73	\$ 72,109.96	\$ 1,435.27	\$ 74,634.04
705	Trade 1	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64
706	Trade 2	\$ 1,385.56	\$ 72,049.12	\$ 1,434.06	\$ 74,571.12	\$ 1,484.26	\$ 77,181.52
707	Trade 3	\$ 1,418.23	\$ 73,747.96	\$ 1,467.87	\$ 76,329.24	\$ 1,519.25	\$ 79,001.00
	Engineering	\$ -		\$ -	\$ -	\$ -	\$ -
708	C14	\$ 1,253.72	\$ 65,193.44	\$ 1,297.61	\$ 67,475.72	\$ 1,343.03	\$ 69,837.56
709	C13	\$ 1,253.72	\$ 65,193.44	\$ 1,297.61	\$ 67,475.72	\$ 1,343.03	\$ 69,837.56
710	C12	\$ 1,283.41	\$ 66,737.32	\$ 1,328.33	\$ 69,073.16	\$ 1,374.83	\$ 71,491.16
711	C11	\$ 1,313.70	\$ 68,312.40	\$ 1,359.68	\$ 70,703.36	\$ 1,407.27	\$ 73,178.04
712	C10	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64
713	C9	\$ 1,385.56	\$ 72,049.12	\$ 1,434.06	\$ 74,571.12	\$ 1,484.26	\$ 77,181.52
714	C8	\$ 1,418.23	\$ 73,747.96	\$ 1,467.87	\$ 76,329.24	\$ 1,519.25	\$ 79,001.00
715	C7	\$ 1,448.52	\$ 75,323.04	\$ 1,499.22	\$ 77,959.44	\$ 1,551.70	\$ 80,688.40
716	C6	\$ 1,515.03	\$ 78,781.56	\$ 1,568.06	\$ 81,539.12	\$ 1,622.95	\$ 84,393.40
717	C5	\$ 1,550.07	\$ 80,603.64	\$ 1,604.33	\$ 83,425.16	\$ 1,660.49	\$ 86,345.48
718	C4	\$ 1,583.33	\$ 82,333.16	\$ 1,638.75	\$ 85,215.00	\$ 1,696.11	\$ 88,197.72
719	C3	\$ 1,649.85	\$ 85,792.20	\$ 1,707.60	\$ 88,795.20	\$ 1,767.37	\$ 91,903.24
720	C2(a)	\$ 1,683.70	\$ 87,552.40	\$ 1,742.63	\$ 90,616.76	\$ 1,803.63	\$ 93,788.76
721	C2(b)	\$ 1,743.68	\$ 90,671.36	\$ 1,804.71	\$ 93,844.92	\$ 1,867.88	\$ 97,129.76
	Nursing	\$ -		\$ -	\$ -	\$ -	\$ -
722	AIN1-1	\$ 1,313.70	\$ 68,312.40	\$ 1,359.68	\$ 70,703.36	\$ 1,407.27	\$ 73,178.04
723	AIN1-2	\$ 1,328.55	\$ 69,084.60	\$ 1,375.05	\$ 71,502.60	\$ 1,423.18	\$ 74,005.36
724	AIN2-1	\$ 1,346.96	\$ 70,041.92	\$ 1,394.11	\$ 72,493.72	\$ 1,442.91	\$ 75,031.32
725	AIN2-2	\$ 1,368.34	\$ 71,153.68	\$ 1,416.24	\$ 73,644.48	\$ 1,465.81	\$ 76,222.12
726	AIN3	\$ 1,401.60	\$ 72,883.20	\$ 1,450.66	\$ 75,434.32	\$ 1,501.44	\$ 78,074.88
727	EN1-1	\$ 1,481.78	\$ 77,052.56	\$ 1,533.65	\$ 79,749.80	\$ 1,587.33	\$ 82,541.16
728	EN1-2	\$ 1,499.59	\$ 77,978.68	\$ 1,552.08	\$ 80,708.16	\$ 1,606.41	\$ 83,533.32
729	EN2-1	\$ 1,505.53	\$ 78,287.56	\$ 1,558.23	\$ 81,027.96	\$ 1,612.77	\$ 83,864.04
730	EN2-2	\$ 1,513.25	\$ 78,689.00	\$ 1,566.22	\$ 81,443.44	\$ 1,621.04	\$ 84,294.08
731	RN1-1	\$ 1,519.79	\$ 79,029.08	\$ 1,572.99	\$ 81,795.48	\$ 1,628.05	\$ 84,658.60
732	RN1-2	\$ 1,599.37	\$ 83,167.24	\$ 1,655.35	\$ 86,078.20	\$ 1,713.29	\$ 89,091.08
733	RN1-3	\$ 1,681.92	\$ 87,459.84	\$ 1,740.79	\$ 90,521.08	\$ 1,801.72	\$ 93,689.44
734	RN1-4	\$ 1,757.94	\$ 91,412.88	\$ 1,819.47	\$ 94,612.44	\$ 1,883.16	\$ 97,924.32
735	RN2-1	\$ 1,823.86	\$ 94,840.72	\$ 1,887.70	\$ 98,160.40	\$ 1,953.77	\$ 101,596.04
736	RN2-2	\$ 1,878.50	\$ 97,682.00	\$ 1,944.25	\$ 101,101.00	\$ 2,012.30	\$ 104,639.60
737	RN3-1	\$ 1,960.46	\$ 101,943.92	\$ 2,029.08	\$ 105,512.16	\$ 2,100.10	\$ 109,205.20
738	RN3-2	\$ 2,021.63	\$ 105,124.76	\$ 2,092.39	\$ 108,804.28	\$ 2,165.63	\$ 112,612.76
739	RN4-1	\$ 2,182.57	\$ 113,493.64	\$ 2,258.96	\$ 117,465.92	\$ 2,338.03	\$ 121,577.56
740	RN4-2	\$ 2,301.95	\$ 119,701.40	\$ 2,382.52	\$ 123,891.04	\$ 2,465.91	\$ 128,227.32
741	RN4-3	\$ 2,420.13	\$ 125,846.76	\$ 2,504.84	\$ 130,251.68	\$ 2,592.51	\$ 134,810.52
742	RN5-1	\$ 2,182.57	\$ 113,493.64	\$ 2,258.96	\$ 117,465.92	\$ 2,338.03	\$ 121,577.56
743	RN5-2	\$ 2,284.72	\$ 118,805.44	\$ 2,364.69	\$ 122,963.88	\$ 2,447.46	\$ 127,267.92
744	RN5-3	\$ 2,420.13	\$ 125,846.76	\$ 2,504.84	\$ 130,251.68	\$ 2,592.51	\$ 134,810.52
745	RN5-4	\$ 2,555.54	\$ 132,888.08	\$ 2,644.99	\$ 137,539.48	\$ 2,737.57	\$ 142,353.64
746	RN5-5	\$ 2,780.63	\$ 144,592.76	\$ 2,877.96	\$ 149,653.92	\$ 2,978.69	\$ 154,891.88
747	RN5-6	\$ 3,020.56	\$ 157,069.12	\$ 3,126.28	\$ 162,566.56	\$ 3,235.70	\$ 168,256.40

TRAINEES

Classification	Training	3.50%		3.50%		3.50%	
		New Rate Sept 2025	Annual Rates - 2025	New Rate Sept 2026	Annual Rates - 2026	New Rate Sept 2027	Annual Rates - 2027
	Wage Level A- Year 10						
800	50%	\$451.37	\$23,471.24	\$467.17	\$24,292.84	\$483.53	\$25,143.56
801	33%	\$510.76	\$26,559.52	\$528.64	\$27,489.28	\$547.15	\$28,451.80
802	1 Years out of School	\$578.46	\$30,079.92	\$598.71	\$31,132.92	\$619.67	\$32,222.84
803	2 Years out of School	\$674.67	\$35,082.84	\$698.29	\$36,311.08	\$722.74	\$37,582.48
804	3 Years out of School	\$766.13	\$39,838.76	\$792.95	\$41,233.40	\$820.71	\$42,676.92
805	4 Years out of School	\$870.66	\$45,274.32	\$901.14	\$46,859.28	\$932.68	\$48,499.36
806	5 or more Years out of School	\$982.31	\$51,080.12	\$1,016.70	\$52,868.40	\$1,052.29	\$54,719.08
	Wage Level A- Year 11						
807	33%	\$539.26	\$28,041.52	\$558.14	\$29,023.28	\$577.68	\$30,039.36
808	25%	\$597.46	\$31,067.92	\$618.38	\$32,155.76	\$640.03	\$33,281.56
809	1 Years out of School	\$674.67	\$35,082.84	\$698.29	\$36,311.08	\$722.74	\$37,582.48
810	2 Years out of School	\$766.13	\$39,838.76	\$792.95	\$41,233.40	\$820.71	\$42,676.92
811	3 Years out of School	\$870.66	\$45,274.32	\$901.14	\$46,859.28	\$932.68	\$48,499.36
812	4 Years out of School	\$982.31	\$51,080.12	\$1,016.70	\$52,868.40	\$1,052.29	\$54,719.08
813	5 or more Years out of School						
	Wage Level A- Year 12						
814		\$674.67	\$35,082.84	\$698.29	\$36,311.08	\$722.74	\$37,582.48
815	1 Years out of School	\$766.13	\$39,838.76	\$792.95	\$41,233.40	\$820.71	\$42,676.92
816	2 Years out of School	\$870.66	\$45,274.32	\$901.14	\$46,859.28	\$932.68	\$48,499.36
817	3 Years out of School	\$982.31	\$51,080.12	\$1,016.70	\$52,868.40	\$1,052.29	\$54,719.08
	Wage Level B- Year 10						
818	50%	\$451.37	\$23,471.24	\$467.17	\$24,292.84	\$483.53	\$25,143.56
819	33%	\$510.76	\$26,559.52	\$528.64	\$27,489.28	\$547.15	\$28,451.80
820	1 Years out of School	\$597.46	\$31,067.92	\$618.38	\$32,155.76	\$640.03	\$33,281.56
821	2 Years out of School	\$665.17	\$34,588.84	\$688.46	\$35,799.92	\$712.56	\$37,053.12
822	3 Years out of School	\$748.31	\$38,912.12	\$774.51	\$40,274.52	\$801.62	\$41,684.24
823	4 Years out of School	\$855.22	\$44,471.44	\$885.16	\$46,028.32	\$916.15	\$47,639.80
824	5 or more Years out of School	\$960.93	\$49,968.36	\$994.57	\$51,717.64	\$1,029.38	\$53,527.76
	Wage Level B- Year 11						
825	33%	\$539.26	\$28,041.52	\$558.14	\$29,023.28	\$577.68	\$30,039.36
826	25%	\$597.46	\$31,067.92	\$618.38	\$32,155.76	\$640.03	\$33,281.56
827	1 Years out of School	\$665.17	\$34,588.84	\$688.46	\$35,799.92	\$712.56	\$37,053.12
828	2 Years out of School	\$748.31	\$38,912.12	\$774.51	\$40,274.52	\$801.62	\$41,684.24
829	3 Years out of School	\$855.22	\$44,471.44	\$885.16	\$46,028.32	\$916.15	\$47,639.80
830	4 Years out of School	\$960.93	\$49,968.36	\$994.57	\$51,717.64	\$1,029.38	\$53,527.76
831	5 or more Years out of School						
	Wage Level B- Year 12						
832		\$665.17	\$34,588.84	\$688.46	\$35,799.92	\$712.56	\$37,053.12
833	1 Years out of School	\$748.31	\$38,912.12	\$774.51	\$40,274.52	\$801.62	\$41,684.24
834	2 Years out of School	\$855.22	\$44,471.44	\$885.16	\$46,028.32	\$916.15	\$47,639.80
835	3 Years out of School	\$960.93	\$49,968.36	\$994.57	\$51,717.64	\$1,029.38	\$53,527.76
	Wage Level C- Year 10						
836	50%	\$451.37	\$23,471.24	\$467.17	\$24,292.84	\$483.53	\$25,143.56
837	33%	\$510.76	\$26,559.52	\$528.64	\$27,489.28	\$547.15	\$28,451.80
838	1 Years out of School	\$610.53	\$31,747.56	\$631.90	\$32,858.80	\$654.02	\$34,009.04
839	2 Years out of School	\$678.23	\$35,267.96	\$701.97	\$36,502.44	\$726.54	\$37,780.08
840	3 Years out of School	\$743.56	\$38,665.12	\$769.59	\$40,018.68	\$796.53	\$41,419.56
841	4 Years out of School	\$821.96	\$42,741.92	\$850.73	\$44,237.96	\$880.51	\$45,786.52
842	5 or more Years out of School	\$907.48	\$47,188.96	\$939.25	\$48,841.00	\$972.13	\$50,550.76
	Wage Level C- Year 11						
843	33%	\$539.26	\$28,041.52	\$558.14	\$29,023.28	\$577.68	\$30,039.36
844	25%	\$597.46	\$31,067.92	\$618.38	\$32,155.76	\$640.03	\$33,281.56
845	1 Years out of School	\$678.23	\$35,267.96	\$701.97	\$36,502.44	\$726.54	\$37,780.08
846	2 Years out of School	\$743.56	\$38,665.12	\$769.59	\$40,018.68	\$796.53	\$41,419.56
847	3 Years out of School	\$821.96	\$42,741.92	\$850.73	\$44,237.96	\$880.51	\$45,786.52
848	4 Years out of School	\$907.48	\$47,188.96	\$939.25	\$48,841.00	\$972.13	\$50,550.76
849	5 or more Years out of School						
	Wage Level C- Year 12						
850		\$678.23	\$35,267.96	\$701.97	\$36,502.44	\$726.54	\$37,780.08
851	1 Years out of School	\$743.56	\$38,665.12	\$769.59	\$40,018.68	\$796.53	\$41,419.56
852	2 Years out of School	\$821.96	\$42,741.92	\$850.73	\$44,237.96	\$880.51	\$45,786.52
853	3 Years out of School	\$907.48	\$47,188.96	\$939.25	\$48,841.00	\$972.13	\$50,550.76

Building Trade Apprenticeships (16-17yrs)								
Class		% of Trade 1 Wage	1 Sept 2025 APP Rate	2025 Annual Rate	1 Sept 2026 APP Rate	2026 Annual Rate	1 Sept 2027 APP Rate	2027 Annual Rate
750	Year 1	50%	\$ 677.64	\$ 35,237.28	\$ 701.36	\$ 36,470.72	\$ 725.91	\$ 37,747.32
751	Year 2	60%	\$ 813.17	\$ 42,284.74	\$ 841.64	\$ 43,765.28	\$ 871.10	\$ 45,297.20
752	Year 3	80%	\$ 1,084.22	\$ 56,379.65	\$ 1,122.18	\$ 58,353.36	\$ 1,161.46	\$ 60,395.92
753	Year 4	100%	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64

Mechanic Trade Apprenticeships (16-17 Yrs)								
Class		% of C10 Wage	1 Sept 2025 APP Rate	2025 Annual Rate	1 Sept 2026 APP Rate	2026 Annual Rate	1 Sept 2027 APP Rate	2027 Annual Rate
755	Year 1	50%	\$ 677.64	\$ 35,237.28	\$ 701.36	\$ 36,470.72	\$ 725.91	\$ 37,747.32
756	Year 2	60%	\$ 813.17	\$ 42,284.74	\$ 841.64	\$ 43,765.28	\$ 871.10	\$ 45,297.20
757	Year 3	80%	\$ 1,084.22	\$ 56,379.65	\$ 1,122.18	\$ 58,353.36	\$ 1,161.46	\$ 60,395.92
758	Year 4	100%	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64

Mechanic Trade ADULT Apprenticeships (18 & Over)								
Class		% of C10 Wage	1 Sept 2025 APP Rate	2025 Annual Rate	1 Sept 2026 APP Rate	2026 Annual Rate	1 Sept 2027 APP Rate	2027 Annual Rate
760	Year 1	85%	\$ 1,151.99	\$ 59,903.38	\$ 1,192.32	\$ 62,000.64	\$ 1,234.05	\$ 64,170.60
761	Year 2	90%	\$ 1,219.75	\$ 63,427.11	\$ 1,262.45	\$ 65,647.40	\$ 1,306.64	\$ 67,945.28
762	Year 3	95%	\$ 1,287.52	\$ 66,950.84	\$ 1,332.59	\$ 69,294.68	\$ 1,379.23	\$ 71,719.96
763	Year 4	100%	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64

Building Trade ADULT Apprenticeships (18 & Over)								
Class		% of Trade 1 Wage	1 Sept 2025 APP Rate	2025 Annual Rate	1 Sept 2026 APP Rate	2026 Annual Rate	1 Sept 2027 APP Rate	2027 Annual Rate
765	Year 1	85%	\$ 1,151.99	\$ 59,903.38	\$ 1,192.32	\$ 62,000.64	\$ 1,234.05	\$ 64,170.60
766	Year 2	90%	\$ 1,219.75	\$ 63,427.11	\$ 1,262.45	\$ 65,647.40	\$ 1,306.64	\$ 67,945.28
767	Year 3	95%	\$ 1,287.52	\$ 66,950.84	\$ 1,332.59	\$ 69,294.68	\$ 1,379.23	\$ 71,719.96
768	Year 4	100%	\$ 1,355.28	\$ 70,474.56	\$ 1,402.72	\$ 72,941.44	\$ 1,451.82	\$ 75,494.64

Appendix B

NAME	PAID	Year 1 - 2025	Year 2 - 2026	Year 3 - 2027
Body Collection	Per Death	\$ 110.00	\$ 110.00	\$ 110.00
Body Collection - Extenuating Circumstances	Per Death	\$ 330.00	\$ 330.00	\$ 330.00
Dead Animal Allowance Ad hoc	Per Day	\$ 10.00	\$ 10.00	\$ 10.00
EB Meal Allowance	Per Day	\$ 22.00	\$ 22.00	\$ 22.00
Morgue Allowance	Per Funeral	\$ 55.00	\$ 55.00	\$ 55.00
Regional Locality Allowance -Year 1	Per Week	\$ 80.00	\$ 90.00	\$ 100.00
Repair unclean Vehicle	Per Hour	\$ 3.00	\$ 3.00	\$ 3.00
Syn Oil Fluid & Coolants	Per Hour	\$ 1.00	\$ 1.00	\$ 1.00
Toilet Allowance	Per Day	\$ 7.50	\$ 7.50	\$ 7.50
Travel Allowance	Per Day	\$ 70.00	\$ 70.00	\$ 70.00
Undertaking Allowance	Per Funeral	\$ 165.00	\$ 165.00	\$ 165.00
Accommodation Allowance (Staying with Family/Friends)	Per Day	\$ 40.00	\$ 40.00	\$ 40.00
Caravan Allowance	Per Day	\$ 25.00	\$ 25.00	\$ 25.00
Cleaning Allowance	Per Day	\$ 25.00	\$ 25.00	\$ 25.00
Dead Animal Allowance (Designated Roo Run)	Per Day	\$ 30.00	\$ 30.00	\$ 30.00
Final Trim Grader Allowance	Per Day	\$ 15.00	\$ 15.00	\$ 15.00
Health & Well-Being Incentive	On Application	\$ 200.00	\$ 200.00	\$ 200.00
HSR Allowance	Per Quarter	\$ 120.00	\$ 120.00	\$ 120.00
Incidental Allowance	Per Day	\$ 30.00	\$ 30.00	\$ 30.00
Mental Health First Aid Allowance	Per Quarter	\$ 100.00	\$ 100.00	\$ 100.00
Multi-Skilled Allowance	Per Week	\$ 20.00	\$ 20.00	\$ 20.00
Qualified Trade Allowance	Per Week	\$ 20.00	\$ 20.00	\$ 20.00
Rural Lands Allowance	Per Week	\$ 50.00	\$ 50.00	\$ 50.00
Special Garbage Collection Allowance	Per Day	\$ 22.00	\$ 22.00	\$ 22.00
Traffic Controllers Allowance	Per Hour	\$ 3.00	\$ 3.00	\$ 3.00

Signatories

Barcaldine Regional Council Certified Agreement 2025 - 2028

Signed for and on behalf of Barcaldine Regional Council

ABN 36 154 302 599

Signature: _____

Name:

Role:

Date:

In the presence of

Signature: _____

Witness Name:

Date:

DRAFT

Barcaldine Regional Council Certified Agreement 2025 - 2028

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

Signature: _____

Name:

Role:

Date:

In the presence of

Signature: _____

Witness Name:

Date:

DRAFT

Barcaldine Regional Council Certified Agreement 2025 - 2028

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

Signature: _____

Name:

Role:

Date:

In the presence of

Signature: _____

Witness Name:

Date:

DRAFT

Barcaldine Regional Council Certified Agreement 2025 - 2028

Signed for and on behalf of Construction, Forestry, Mining & Energy, Industrial Union of Employees (QLD Branch)

Signature: _____

Name:

Role:

Date:

In the presence of

Signature: _____

Witness Name:

Date:

DRAFT