

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Goondiwindi Regional Council

AND

The Australian Workers' Union of Employees, Queensland

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

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

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

(Matter No. CB/2025/145)

GOONDIWINDI REGIONAL COUNCIL CERTIFIED AGREEMENT 2025-2028 OUTDOOR

Certificate of Approval

On 18 December 2025, the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

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

Parties to the Agreement:

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

Operative Date: 18 December 2025

Nominal Expiry Date: 1 September 2028

Previous Agreement: *Goondiwindi Regional Council Certified Agreement 2023-2025 OUTDOOR*

**Termination Date of
Previous Agreement:** 18 December 2025

By the Commission

C.M. HARTIGAN
Deputy President
18 December 2025



CERTIFIED AGREEMENT

OUTDOOR
2025-2028

Version - Final

Regional Australia at Its Best
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PART 1 – INTRODUCTION

1.1 TITLE

This Certified Agreement shall be known as Goondiwindi Regional Council Certified Agreement 2025 – 2028 OUTDOOR.

1.2 ARRANGEMENT

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1.3 DATE AND PERIOD OF OPERATION

This Agreement shall be effective from the date of Certification and shall remain in force until 1 September 2028. The Agreement shall continue to have full effect following the nominal expiry date until it is varied or terminated in accordance with the Act.

1.4 DEFINITIONS

1.4.1 *Act*

Reference to the “Act” shall mean the *Industrial Relations Act 2016*.

1.4.2 *Awards*

The Award is set out in Clause 1.7.

1.4.3 *Best Practice*

To be the best in each area of Council’s activities. This incorporates the concept of improvement, performance measurement, bench marking and team based approaches to problem solving.

1.4.4 *Productivity*

Productivity is the efficiency with which resources are used to produce and deliver services at specified levels of quality and timeliness.

Productivity gains may be in a variety of forms, which may include:-

- The provision of the same level and quality of services at a lesser input;
- The provision of a greater level of customer service at the same or lesser input;
- The development of a capacity to provide increased services in those work units where growth is occurring;
- Updated technology and
- An agreed combination of the above.

1.4.5 *Multi-Skilling*

Multi-skilling means that employees will undertake all tasks for which they are trained, legally qualified and competent to do and it is used to maximise the performance of tasks.

1.4.6 *QIRC or Commission*

The term “QIRC” or “Commission” shall mean the Queensland Industrial Relations Commission (the Commission).

1.4.7 *Unions*

Reference to “Unions” shall mean the unions listed in clause 1.6.

1.4.8 *Council*

The term “Council” shall mean the Goondiwindi Regional Council (GRC).

1.4.9 *JCC*

The term “JCC” shall mean the Joint Consultative Committee.

1.5 APPLICATION

1.5.1 This Agreement applies to all employees employed by Goondiwindi Regional Council who are covered by the Award listed in clause 1.7.

1.5.2 The terms and conditions of the relevant Award listed in clause 1.7 shall apply unless excluded or modified as an expressed term of this Agreement.

1.6 PARTIES BOUND

1.6.1 The Parties to the Agreement are Goondiwindi Regional Council (Council) and its employees including trainees and apprentices and the following Unions:-

- (a) The Australian Workers' Union of Employees, Queensland (AWU);
- (b) The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (CFMEU);
- (c) Transport Workers' Union of Australia, Union of Employees (Queensland Branch) (TWU) and
- (d) Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;

1.7 RELATIONSHIP TO PARENT AWARD

1.7.1 This Agreement shall be read and interpreted wholly in conjunction with the awards listed below, provided that where there is any inconsistency between the Agreement and the Award listed below, the Agreement shall take precedence to the extent of the inconsistency. Further, where this Agreement is silent, the provisions of the following streams of the Local Government Industry Award 2017 shall apply:

- Queensland Local Government Industry (Stream B) Award – State 2017; and
- Queensland Local Government Industry (Stream C) Award – State 2017.

1.8 RENEGOTIATION

The Parties undertake to commence discussions for renegotiation of this agreement six (6) months prior to the expiry date, and to aim to finalise negotiations for a new agreement by the expiry date.

1.9 NO EXTRA CLAIMS

The Parties to this agreement agree not to pursue any further claims during the duration of this agreement.

PART 2 – OBJECTIVES AND EMPLOYMENT RELATIONSHIPS

2.1 OBJECTIVES TO THE AGREEMENT

2.1.1 The Parties to this agreement recognise that the agreement provides a unique opportunity to improve the efficiency, productivity and flexibility of the workplace by:-

- (a) Providing a system for ongoing productivity improvement through organisational flexibility, work practices and management systems to meet local needs;
- (b) Improving the quality of customer service to our community and to become increasingly customer focused and committed to continuous improvement;
- (c) Engendering confidence in the Council as a fair and equitable employer and providing a stimulating, satisfying and participative work environment for all staff and
- (d) Providing an opportunity for the achievement of increased skills through improved and structured training programs.

2.2 EQUAL EMPLOYMENT OPPORTUNITY

2.2.1 The Parties recognise 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;
- (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*.

2.3 SINGLE BARGAINING UNIT

- 2.3.1** A Single Bargaining Unit (SBU) comprising the delegates and officials of the Unions listed at 1.6 of this Agreement is recognised by the Council for the purposes of renegotiating this Agreement in accordance with clause 1.8.
- 2.3.2** The SBU and Council management representatives who have negotiated this Agreement will form the membership of the Enterprise Bargaining Team (EBT) which will monitor the implementation of this agreement via the Joint Consultative Committee referred to at clauses 2.3 and 2.6.

2.4 CONSULTATION AND COMMUNICATION OBLIGATIONS WITH ENTERPRISE BARGAINING TEAM (EBT)

- 2.4.1** To facilitate the implementation of this agreement and ongoing workplace reform, effective consultation and communication are essential. To this end, the EBT will continue to be responsible for the role of coordinating such implementation and reform and for ensuring effective communication between management and employees.
- 2.4.2** The Parties are committed to a consultative process which aims to effect ongoing improvement to the Council's culture through co-operation.
- 2.4.3** It is agreed that the EBT will perform the function of the Joint Consultative Committee in accordance with clause 2.6, through which genuine consultation and discussion regarding any workplace reform or changes will occur between parties to this Agreement.

2.5 DISPUTE SETTLEMENT PROCEDURES

- 2.5.1** Effective communication between employees and Council management is a prerequisite to good industrial relations and the following procedure is set down in order that any grievances may be resolved quickly to maintain sound working relationships. An employee may request the assistance of a Union representative or other support person at any stage of this process.

2.5.2 Step 1. any employee or employees with a grievance or complaint regarding any aspect of the employment will promptly raise the matter/s with the immediate supervisor who will endeavour to resolve the matter as soon as possible.

2.5.3 Step 2. if the matter is not resolved at this level, the employee/s shall discuss the matter/s at issue with the next higher level of management and the employee/s may elect to be represented by an authorised officer of the relevant Union.

2.5.4 Step 3. should the grievance remain unresolved, the matter should then be referred to Council's Chief Executive Officer and an authorised officer of the relevant Union who will attempt to facilitate a resolution.

2.5.5 Discussions at any stage of this procedure shall not be unreasonably delayed by any party. Reasonable timeframes shall be allowed for the completion of each step. Generally, Steps 1 and 2 shall occur within 24 hours and should not extend beyond seven days. Step 3 should not exceed 14 days. If either party requires an extension to any of the foregoing timeframes, discussions should occur as soon as possible and include the reason for the requested extension.

2.5.6 If the matter remains unresolved, the dispute shall be referred to the Queensland Industrial Relations Commission for conciliation and, if the matter remains unresolved, arbitration. The arbitrated decision of the QIRC will be binding on all Parties to the matter, subject to the Parties' rights of appeal in accordance with legislation.

2.5.7 While the above procedure is being followed, the status quo shall prevail and every endeavour shall be applied to ensure that work continues normally until settlement is reached. In the case of a bona fide Work Health and Safety issue, no employee shall work in an unsafe environment.

2.5.8 All Parties shall give due consideration to matters raised or any suggestion or recommendation made by the Queensland Industrial Relations Commission with a view to a prompt settlement of the matter.

2.5.9 The above procedures do not restrict the Council or an authorised officer of the relevant Union from making representations to each other at any stage in this procedure.

2.6 JOINT CONSULTATIVE COMMITTEE

2.6.1 In order to facilitate ongoing harmonious industrial relations the Parties to this Agreement shall maintain a Joint Consultative Committee (JCC) comprising of the delegates and the Indoor and Outdoor Union Officials and management nominees in accordance with the terms of reference developed and agreed to by the JCC.

2.6.2 The JCC shall meet on no more than four times per year. If there are no agenda items for discussion, then no meeting will be held.

2.6.3 The JCC shall, after the certification of this Agreement, be formed initially from the Enterprise Bargaining Team.

2.6.4 The JCC shall meet during normal working times.

2.7 FLEXIBLE WORKING ARRANGEMENTS

2.7.1 The parties to the Agreement agree that Flexible Work Arrangements (FWA) that enhance productivity and efficiencies or meets individual requests may be entered into by mutual agreement with individual employees on a case by case basis.

2.7.2 The (FWA) must satisfy the following five principles:

- (a) Customer service standards are maintained;
- (b) Cost considerations;
- (c) Must be practicable and workable;
- (d) Must meet operational requirements and
- (e) Must not compromise workplace health and safety.

2.7.3 The FWA can deal with one or more of the following matters:

- (a) Arrangement about when work is performed;
- (b) Overtime rates;
- (c) Penalty rates;
- (d) Allowances and
- (e) Leave loading.

2.7.4 The arrangement is genuinely agreed to between the Council and the employee.

2.7.5 The terms of the FWA must not be unlawful and must not result in the employee being worse off overall than the employee would be if no arrangement was made.

2.7.6 The FWA must be in writing and signed by the CEO and the employee.

2.7.7 The Council must give a copy of the FWA to the employee within five (5) working days of the FWA being signed by both parties.

2.7.8 The Council or the employee may terminate the FWA by giving no more than 14 days written notice to the other party to the arrangement or a shorter period by agreement of both parties.

PART 3 – JOB SECURITY

3.1 EMPLOYMENT SECURITY

3.1.1 The Parties agree the implementation of productivity and efficiency initiatives, including human resource management, should enhance the operations of the Council. The Parties are committed to optimizing the job security of employees by:

- (a) Training and educating employees and providing retraining where appropriate;
- (b) Career development and equal opportunity;

- (c) Providing, in accordance with the consultation provisions of this Agreement, and before any decisions are made, timely advice to the Parties and employees about any significant changes to service delivery which may impact on labour requirements;
- (d) The Council continuing to manage its workforce in order to minimize the need for involuntary labour reductions in the future.

3.1.2 The Parties agree to cooperate in achieving the above principles, including redeployment of staff wherever necessary to perform tasks that are incidental and/or peripheral to their normal functions. Where possible, redeployment should be at the employee's normal work location and equivalent classification level.

3.1.3 The Council will take steps to ensure that it has the benefit of a stable and committed workforce. Such steps shall include:-

- (a) Measures to increase the security of employee's employment;
- (b) Measures aimed at ensuring that new employees are recruited with the aim of developing and advancing employees in their chosen occupation, trade, industry or calling;
- (c) Should it be necessary to reduce employee numbers and where there is more than one employee in the position that will be made redundant, voluntary redundancies will be called for in the first instance and
- (d) There will be no forced redundancies without prior consultation with the affected employee(s) and the relevant Union. If during the consultation process there is a dispute between the Council and the employee and/or the Union, either party may refer the matter to the Queensland Industrial Relations Commission.

3.1.4 Before utilizing labour hire personnel or otherwise outsourcing any work, the Council will exhaust all reasonable efforts to utilize its employees and resources.

3.2 CONSULTATION – INTRODUCTION OF CHANGES

3.2.1 *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, the council shall notify the employees who may be affected by the proposed changes and the relevant union/s.
- (b) 'Significant effects' includes termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations and the restructuring of jobs.
- (c) Where the Agreement makes provision for alteration of any of the matters referred to in clauses 3.2.1(a) and (b) an alteration shall be deemed not to have significant effect.

3.2.2 Council's Duty to Consult over Change

- (a) The Council shall consult the employees affected and, the relevant 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, the employer 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 must occur as soon as practicable, and prior to making the decision referred to in clause 3.2.1.
- (c) For the purpose of such consultation the Council shall provide in writing to the employees concerned and to the 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.
- (d) Notwithstanding the provision of clause 3.2.2(c) the Council shall not be required to disclose confidential information, the disclosure of which would be adverse to the employer's interests.
- (e) The Employer will give prompt and genuine consideration and shall provide documented communications on any matters raised by the Employees and/or the relevant Union in relation to the change.

3.3 REDUNDANCY PROVISION

- 3.3.1** The Parties agree that the process referred to above will be fully exhausted before any forced redundancy is decided upon and implemented.
- 3.3.2** When a position is made redundant the following scale of severance payment shall apply in respect of continuous service.
 - (a) At Council's discretion, it may elect to pay out the relevant notice period rather than requiring the employee to work out the notice.
 - (b) Severance pay shall be two (2) weeks for each year of continuous service with a maximum period of 52 weeks to apply. No employee will receive less than the severance entitlements under the Queensland Employment Standards.
 - (c) No severance pay shall be payable to this provision where the employee has been redeployed into another suitable position.

3.4 REDEPLOYMENT INCOME MAINTENANCE

- 3.4.1** When an employee accepts redeployment to a position that is a lower classification level than their previous classification level the Council agrees to maintain an employee's income/salary/wage until either:
 - (a) the employee is no longer employed by the Council; or

- (b) the employee applies for and is appointed to a position where the income/salary/wage is less than the income/salary/wage of the previous position; or
- (c) the employee is appointed to a position where the income/salary/wage is equal to or more than the income/salary/wage of the previous position; or
- (d) three years from the date of the redeployment.

3.4.2 Council agrees to apply all wage increases provided for in this agreement to the employee's maintained income/salary/wage.

3.5 REDEPLOYMENT ENTITLEMENTS

3.5.1 When an employee accepts redeployment to a position that is a lower classification level than their previous classification level, Council agrees to pay the employee's accrued entitlements at the maintained income/salary/wage for the period of the maintenance determined by clause 3.4.1.

3.6 NO FORCED RELOCATIONS

3.6.1 Council agrees not to force any employee to relocate for the duration of this agreement.

3.6.2 Relocate shall mean "Where an employee is required, as a result of a restructure to establish a new place of residence, in order to continue to undertake the relevant duties and responsibilities."

3.7 RELOCATION EXPENSES

3.7.1 When an employee relocates during the duration of this agreement the Council agrees to pay relocation expenses in accordance with the Minister for Education and Industrial Relations Directive No 11/11, as amended.

3.8 TRANSFERS

3.8.1 Transfers can only occur where a person can reasonably travel to and from home on a daily basis to the new work location and this does not cause undue hardship to the employee.

3.8.2 Transfers and travelling expenses will be paid to the transferred employee in accordance with the provisions prescribed in 3.9.1. This provision does not apply where a motor vehicle is provided to the employee.

3.8.3 Subject to clause 3.2 (Consultation), where an employee's work headquarters changes as a result of a forced transfer and the employee is required to travel an excessive distance as a result of that change, the employee shall be entitled to the travel allowance as prescribed in clause 3.8.4.

3.8.4 The travelling allowance is payable to compensate the employee for additional distance travelled to and from home from the current workplace or depot and the new workplace or

depot. This travel allowance applies to circumstances where the employee's workplace or depot has moved more than five (5) kilometres from their workplace or depot. Such payment will be paid at the employee's ordinary time earnings, when travelling in their own private vehicles. The employee will also be paid a rate per kilometre (in accordance with the rates set by the ATO and amended from time to time) for the distance of any additional kilometres travelled from their existing workplace or depot to the new workplace or depot. This travel allowance does not apply where a motor vehicle is supplied.

3.9 TRANSMISSION OF BUSINESS

3.9.1 Where a business is, whether before or after the date of insertion of this clause in the award transmitted from an employer (transmitter) to another employer (transmittee), and an employee who at the time of such transmission was an employee of the transmitter of the business, becomes an employee of the transmittee:-

- the continuity of the employment of the employee shall be deemed not to have been broken by reason of such transmission; and
- the period of employment which the employee has had with the transmitter or any prior transmitter shall be deemed to be service of the employee with the transmittee.

3.9.2 In clause 3.9.1, 'business' includes trade, process, business or occupation and includes a part or subsidiary (which means a corporation that would be taken to be a subsidiary under the Corporations Law, whether or not the Corporations Law applies in the particular case) of any such business and 'transmission' includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and 'transmitted' has a corresponding meaning.

PART 4 – WAGE INCREASES AND ALLOWANCES

4.1 WAGE INCREASES

4.1.1 This Agreement provides for the following salary and wage increases from the date specified and subject to certification of the Agreement:-

- 4.5% **or** \$55.00 per week (whichever is the greater) increase, effective from the first full pay period commencing on or after 1 September, 2025.
- a 4% **or** \$55.00 per week (whichever is the greater) increase, effective from the first full pay period after 1 September, 2026; and
- a 3.5% **or** \$55.00 per week (whichever is the greater) increase, effective from the first full pay period after 1 September, 2027.

4.1.2 Schedule of Wages

A Schedule of wage and salary rates to apply during the life of this Agreement is attached as Appendix A.

4.2 SUPERANNUATION

For the life of this Agreement, for permanent employees as defined in the *Local Government Act 2009* (S.216b), who make contributions in accordance with the *Local Government Regulation 2012* (s. 303(1)(b)) Council will make superannuation contributions at the rate of 12.5% commencing from the first full pay period on or after 1 September, 2025.

4.3 SALARY SACRIFICE

- 4.3.1** Salary sacrifice shall be available to all staff in accordance with ATO guidelines as changed or amended from time to time.
- 4.3.2** Council encourages employees to seek independent financial advice before entering into any arrangement. Council takes no responsibility for the implications of salary sacrifice arrangements put in place by employees.

4.4 PAYMENT OF WAGES

Wages shall be paid fortnightly via electronic funds transfer.

4.5 ALLOWANCES

4.5.1 *Poison Sprays*

Employees using poison sprays for the control of noxious weeds such as pear, burr and groundsel whilst engaged in such work, shall be paid an additional amount of:

- \$20.95 per week effective from the 1st pay period to commence on or after 1st September, 2025;
- \$21.79 per week effective from the 1st pay period to commence on or after 1st September 2026; and
- \$22.55 per week effective from the 1st pay period to commence on or after 1st September 2027.

4.5.2 *Tool Allowances*

- (a) Tradespersons shall be paid a weekly allowance where they are required to provide their own tools.
- (b) This allowance shall not be paid whilst the employees are absent on annual leave or absent from work without pay for periods of one week or more.

(c) The allowance shall be:-

- \$34.86 per week effective from the 1st pay period to commence on or after 1st September, 2025;
- \$36.25 per week effective from the 1st pay period to commence on or after 1st September 2026; and
- \$37.52 per week effective from the 1st pay period to commence on or after 1st September 2027.

4.5.3 *Toilet Cleaning*

Employees required to clean toilets will be paid at the rate of time and one half when dealing with live sewerage.

4.5.4 *On Call*

Stream B Staff required to be on call shall be paid:-

\$50.00 per day for each day/night, Monday to Saturday. Where an employee is to remain on call on any Saturday the employee shall be paid 4 hours at ordinary time (excluding Saturday penalty rates) except when a call out occurs which shall be paid for a minimum duration of four (4) hours at the prevailing overtime rate.

The four hours ordinary time on a Saturday (excluding penalty rates) does not apply to water and sewerage plant operational staff who are rostered to work and will be subject to Award rates for work performed.

Where an employee is to remain on call on any Sunday or public holiday, the employee shall be paid as per the relevant section of the Award.

All callouts shall be paid for a minimum duration of four (4) hours at the prevailing overtime rate.

Staff are to be paid for multiple call outs on any day provided any additional call outs occur outside of the period they are being paid for a preceding call out.

4.5.5 *Camping Allowance*

Where for the performance of work it is necessary for employees to live in a camp provided by the employer, such employees shall be paid a camping allowance for each day the employees live in camp. If employees are required to remain in camp for 3 days or more they shall be paid camp allowance for 5 days. Daily camp allowance during the life of this agreement is \$100.00, effective from 1st pay period to commence on or after the 1st September, 2025.

4.5.6 *Construction, Re-construction, Alteration, Repair and/or Maintenance Work*

All employees engaged on building, construction, reconstruction, alteration, repair and/or maintenance as defined in clause 13.2 (c) of Stream B or Clause 13.7 under Stream C shall be paid the construction, reconstruction, alteration, repair and/or maintenance work allowance as per the Award.

4.5.7 *Travel Time*

Where an employee is required to report directly to a job site any additional time taken to travel to the job site compared to travelling from the employee's home to the usual depot shall be paid for at time and one half.

4.5.8 *Higher Duties*

An employee primarily engaged on the duties of a higher level for a total of more than 2 hours on any day shall be paid the rate applicable to such higher level for the entire day.

4.5.9 *Traffic Controllers Allowance*

Where an employee is engaged in traffic duties after successfully completing a Traffic Control course and maintains that certification shall be paid a flat allowance of 40c per hour worked whilst undertaking Stop and Go duties.

4.6 SAFETY CLOTHING / UNIFORMS

4.6.1 *Safety Boots*

Council shall reimburse an employee required to wear steel cap boots and/or safety footwear up to the amount of \$210.00 (Inc GST) per annum, upon receipt of appropriate tax invoice. Consideration will be given to additional reimbursement on the basis of fair wear and tear. Boots will be required to be sighted before payment is made. The payment of the reimbursement is effective from the 1st pay period to commence on or after 1st September, 2025.

The boots must comply with Australian Standards.

4.6.2 *Wide Brimmed Hat*

Council shall provide each employee in the outside workforce with an approved wide brimmed hat at the commencement of employment and replace it as required (i.e. on a fair wear and tear basis). Should employees wish to purchase their own hat Council will subsidise the cost up to \$110 (Inc GST) effective from 1st pay period to commence on or after 1st September, 2025.

The hat must conform to the relevant Australian Standard.

4.6.3 *Boots/Hat Review*

Notwithstanding the provisions contained in clause 4.6.1 and clause 4.6.2, if an employee's request to replace their wide brimmed hat or boots is rejected, the employee can have the decision reviewed by referring their request to Manager of Human Resources. A decision will be made by the Manager Human Resources within seven (7) days of the receipt of the request to either confirm the original decision or to overturn the original decision and have the wide brimmed hat/boots replaced.

4.6.4 *Water Bottles*

It is agreed between the Parties that Council shall provide a water bottle for each employee in the outside workforce.

4.6.5 *Winter Jacket*

Council will supply one (1) winter jacket for all outside employees and then replace as required on either a fair wear and tear basis or every two (2) years.

In addition, Council will provide each employee on request, a light winter jacket. The light winter jacket can be replaced as required on a fair wear basis.

4.6.6 *Shirts and Pants*

For each employee required to wear safety clothing Council shall provide shirts and long pants, and replace them on a fair wear and tear basis in accordance with Council policy, i.e. 3 Shirts and 2 long pants on commencement and then an additional 2 shirts and 3 long pants after the completion of probation.

4.6.7 *Overalls*

Workshop staff will be provided with overalls in lieu of shirts and long pants if they so nominate.

These items of clothing will be replaced from time to time on a fair wear and tear basis upon presentation of the worn/damaged items to the store.

4.7 REVIEW OF LEVEL 2 CLASSIFICATIONS

A Level 2 employee under Stream B will be reviewed by Council 6 months after the completion of the employees' probation period to determine whether the employee has met the required standard to progress to Level 3 under the classification structure.

PART 5 – LEAVE PROVISIONS

5.1 ANNUAL LEAVE

5.1.1 It is agreed between the Parties that:-

- (a) Leave entitlements will be as per the relevant Award;
- (b) Access to a single day's annual leave by negotiation with appropriate supervisor, providing that at least two (2) days' notice be given.

5.1.2 *Cashing out annual leave*

- (a) The cashing out of annual leave may only occur at the request in writing from the employee and
- (b) Paid annual leave must not be cashed out if the cashing out would result in the employee's remaining accrued entitlements being less than four (4) weeks and
- (c) Each cashing out of a particular amount of paid annual leave must be by a separate agreement in writing by the employee;
- (d) The employee must be paid at least the full amount that would have been payable to the employee had the employee taken the leave that the employee has forgone, including annual leave loading, if applicable.

5.2 PERSONAL LEAVE

5.2.1 Employees (other than casual employees) shall be entitled to 15 days personal (sick) leave per annum. For the purpose of this clause, one day is defined as the equivalent ordinary hours normally worked, per day, for each individual employee. Personal (sick) leave shall accrue with no ceiling to the total number of accrued days personal (sick) leave an employee can accrue.

5.2.2 All other provisions of the Award and/or QES shall apply.

5.3 CARERS' LEAVE

5.3.1 An employee may use personal leave to care for or support

- (a) a person who is a member of the employee's immediate family or household
 - (i) when the person is ill; or
 - (ii) because an unexpected emergency arises in relation to the person; or
 - (iii) The person has experienced domestic violence.

5.3.2 If the employee has exhausted the entitlement under subsection (2), the employee may take up to an additional 2 days unpaid carer's leave each time the employee needs to take the leave.

5.3.3 The employee may take additional unpaid carer's leave with the employer's agreement.

5.3.4 Carer's leave may be taken for part of a day.

5.4 PERSONAL LEAVE INCENTIVE PAYMENTS

5.4.1 Personal Leave Incentive Payment

A personal leave incentive payment shall apply to employees of Goondiwindi Regional Council as follows:

- (a) Employees with **seven (7) years** of continuous service shall, upon termination of employment (excluding termination due to misconduct), be entitled to a payment for accrued personal leave, up to a maximum of **twenty (20) days**.
- (b) Employees with **fifteen (15) years** of continuous service shall, upon termination of employment (excluding termination due to misconduct), be entitled to a payment for accrued personal leave, up to a maximum of **thirty (30) days**.

5.5 LONG SERVICE LEAVE

5.5.1 It is agreed between the Parties that:-

- (c) All staff shall be eligible for Long Service Leave after 10 years of service in Queensland Local Government.
- (d) Accrual shall be at 1.3 weeks per full time equivalent year of service.
- (e) An employee whose employment is terminated (either by the employer or by the employee) after having completed 7 years or more but less than 10 years continuous service, for any reason other than serious misconduct, is entitled to a proportionate amount on the basis of 13 weeks for 10 years of service.

5.5.2 Long Service Leave Payout

In accordance with s110 of the *Industrial Relations Act 2016 (Qld)*, after 7 years of continuous service, long service leave may be cashed out in part or in full instead of taking the leave when the employee and employer agree by a signed agreement that the payment may be made.

Any leave cashed out will result in the necessary adjustments being made to the employee's time and wages record so that the employee has no further entitlement to the period of leave for which they have received a monetary payment.

5.6 BEREAVEMENT LEAVE

5.6.1 All Parties agree that up to three (3) days paid bereavement leave shall be allowed in addition to the provisions of the QES.

Such additional leave is to allow for the time required to travel to funerals, and shall be allowed on the following basis:-

Distance (one way)	Leave entitlement
0 – 250 kms	0 additional days
251 – 500 kms	1 additional day
501 – 750 kms	2 additional days
Greater than 750 kms	3 additional days

5.6.2 The leave shall be granted in respect of the death of any of those persons listed.

An employee's immediate family:

Spouse or former spouse De facto partner or former de facto partner

Child Parent

Grandparent Grandchild

Sibling

The immediate family of the employee's spouse or de facto partner (or former spouse or de facto partner)

Step-relations (for example, step-parent and stepchild)

Adoptive relations

Other relatives: Aunt, Uncle, Niece, Nephew.

5.7 NATURAL DISASTER LEAVE

5.7.1 Employees who are unable to present to work due to severe weather e.g natural floods, earthquakes, fire or severe storms, major traffic incidents or the closure of public roads on their normal or reasonable alternative route will be afforded an opportunity to re-schedule and use an RDO in lieu of attending work. (Normal notification of absence from work requirements apply).

5.7.2 In circumstances described in clause 5.7.1, the employee will be provided such leave to:

- (a) Ensure the protection of their families; or
- (b) Not put themselves at risk; or
- (c) Secure their residence; or
- (d) Undertake temporary repairs.

5.7.3 It is agreed that in the instance where the employee can reasonably attend work at an alternative work location or can carry out work from home, they will do so if directed by their supervisor.

5.7.4 An employee who has utilised a rescheduled RDO in accordance with 5.7.1 shall be entitled to access up to three paid days' leave, in addition to any other entitlement, in circumstances where the severe weather event requires or results in further absence.

5.7.5 The payment for additional day's absence in excess of the three days referred to at 5.7.4 will be determined by CEO on a case by case basis.

5.8 STUDY LEAVE

Council will afford to staff who undertake Council approved courses necessary time off with pay to attend compulsory lectures, tutorials, exams and up to five days leave per year for study purposes.

5.9 PARENTAL LEAVE

5.9.1 An employee (other than a casual employee) who has completed at least one year of continuous services will be entitled to access six (6) weeks paid parental leave upon becoming the primary carer of a child through birth or adoption. An employee whose spouse gives birth may be granted parental leave of one (1) week on full pay, if the leave is associated with:

(a) The birth of a child being a child who is born to the employee or the employee's spouse or de facto partner or the placement of a child with the employee for adoption.

5.10 DOMESTIC AND FAMILY VIOLENCE LEAVE

5.10.1 Council recognises the impact of domestic and family violence and recognises employee's entitlements to domestic and family violence under Division 7 of the *Industrial Relations Act 2016 (Qld)*.

5.10.2 Additional leave may be granted by the CEO.

5.11 CULTURAL/CEREMONIAL LEAVE

5.11.1 An employee who is legitimately required by indigenous tradition to be absent from work for Aboriginal or Torres Strait Islander ceremonial purposes will be entitled to up to 10 working days unpaid leave in any one year, with the approval of Council.

5.11.2 The following events or activities are included in the leave, but not limited to:

- Native Title meetings if an employee is a Traditional Owner or a representative of Traditional Owners;
- NAIDOC celebrations or other events such as National Sorry Day, National Reconciliation week or similar events;
- Coming of the Light Celebrations (1 July each year amongst Torres Strait Islanders) or
- Sorry Business.

PART 6 – HOURS OF WORK

6.1 HOURS OF WORK

6.1.1 *Work Cycles*

152 ordinary hours within a work cycle not exceeding 28 consecutive days.

The standard work cycle shall be a 19 day month worked Monday to Friday over a 28 day period, however this is subject to the provisions of the “Span of Hours” and “Rostered Days Off” provisions of this agreement.

6.1.2 *Span of Hours*

- (a) The span of ordinary hours shall be 5.30am to 6.30pm Monday to Friday.
- (b) To facilitate flexible working arrangements hours of work and the implementation of hours of work arrangements can be altered after consultation and agreement with Council and the majority of employees concerned.
- (c) Agreement to alter these arrangements will not be unreasonably withheld by the Parties.
- (d) All such agreements will be committed to writing and will have application from the date that the vote is taken. Voting will be by secret ballot.

6.2 ROSTERED DAYS OFF (RDO)

- 6.2.1** Any Rostered Day Off accruals must be approved by the employee’s supervisor.
- 6.2.2** Rostered Days Off will be arranged in a rostering system for each specific workgroup.
- 6.2.3** The maximum accrual of Rostered Days/Toil shall be 10 days.
- 6.2.4** Staff may be required to bank Rostered Days Off during peak work periods and/or for those that fall on fortnights in which there are public holidays.
- 6.2.5** Rostered Days Off may be used for wet weather subject to the wet weather provisions of this agreement.
- 6.2.6** For staff currently on a 9 day fortnight work cycle, they may choose to remain on that work cycle or opt for a 19 day month from the commencement of and for the duration of the agreement.
- 6.2.7** Any amount accrued in the RDO/TOIL bank will be reduced over the Christmas period each year by taking RDOs to commence each subsequent year with not more than 10 days of RDO/TOIL in the bank.

6.2.8 In February of each year Council will conduct a payout of accrued RDO/TOIL to reduce the balance to the equivalent of one day below the maximum accrual of 10 days.

6.3 FLEXIBLE WORKING PROVISIONS

6.3.1 Subject to the approval of the CEO, all employees may be able to access flexible work arrangements as defined in the Act.

6.3.2 *Home Based Work Arrangements*

- (a) Home based work is an innovative response to the opportunities presented by changes in technology as well as issues including greater flexibility of working hours and matters involving persons with family responsibilities.
- (b) Home based employees shall be permanent employees of the Council and their terms and conditions of employment shall be covered by a specific home based work agreement entered into by the Council and the employee which will include matters such as insurance, workers compensation, equipment and Workplace health and safety, and security.
- (c) A Home based agreement must be signed off by the CEO.
- (d) Either party can provide the other party two (2) weeks' notice to cease the arrangement or a shorter period by agreement or for breach of a term of the agreement.
- (e) It is likely that home based agreements could apply for project work or where circumstances are considered suitable and operationally convenient by the CEO.

6.3.3 *Local Area Work Agreement*

- (a) Subject to the approval of the CEO, an employee or a group of employees may request to vary their work arrangement or implement new work arrangements and the parties agree that the provisions of the Agreement will be modified to the extent necessary to give effect to the new work arrangement, provided that:
 - consultation is undertaken with effected employees and unions;
 - a majority of the employees whose employment is or will be affected by the arrangement have voted in favour of the arrangement;
 - the terms of new work arrangement are in writing and
 - either party can give the other party four (4) weeks' notice to cease the arrangement.

6.4 TOIL

6.4.1 With the approval of their supervisor, employees may elect to have overtime, weekend and public holiday penalties acquitted as TOIL, rather than as payments.

6.4.2 Employees working approved overtime, Monday to Sunday, may choose to be paid at the penalty rates as prescribed by the award or be given time off equivalent to time worked.

6.4.3 The amount of banked TOIL will require monitoring. If the amounts banked are allowed to become too large or too small, problems will be encountered that may counteract the benefits to the Parties of the TOIL system.

6.4.4 The following points will provide the necessary controls.

- Minimum size of bankable TOIL shall be 30 minutes
- TOIL will only be taken at mutually agreed times and shall not cause disruption to the job;
- TOIL that is unable to be taken, but must be taken as part of this agreement, shall be paid out at the base rate at which it occurred;
- A ceiling of ten (10) days is applied to the accrual of all TOIL/RDO discussed in Clause 6.2.

6.4.5 Any amount accrued in the TOIL/RDO bank will be reduced over the Christmas period each year by taking TOIL/RDO to commence each subsequent year with not more 10 days of TOIL/RDO in the bank.

6.4.6 In February each year Council will deduct a payout of accrued TOIL/RDO to reduce the balance to the equivalent of one day below the maximum accrual of 10 days.

6.5 MEAL BREAKS

Lunch break at Council's convenience – earlier or later without overtime payment between 4 hours and 6 hours from the commencement of work. Lunch breaks for work performed Monday to Sunday shall be taken in the employees own time.

6.6 WET WEATHER

6.6.1 The Parties agree that outside staff shall accumulate five (5) days of banked time that may be used in periods of wet weather at the discretion of the supervisor. These five days are the maximum amount of Wet Toil that can be accrued.

6.6.2 The wet weather toil shall be accumulated by employees working an additional 10 minutes per day until the limit of five (5) banked days is reached. Any time used from this bank for wet weather shall be replaced by the same method.

6.6.3 Once the limit of 5 days has been reached in the Wet Toil bank, employees will continue to work an additional 10 minutes per day so that there is consistency in hours worked across the outside workforce. The 10 minutes of wet weather toil worked each day will (at the employee's discretion) either be paid at the appropriate overtime rate or revert to being accumulated as Ordinary Toil in the RDO/TOIL Bank.

6.6.4 When it is wet Council will attempt to find suitable duties for staff to undertake where possible. Where this isn't possible the process for taking wet toil will be;

- Where possible supervisors will attempt to notify staff that it is too wet to work before their normal start time. When this occurs, the entire ordinary day will be paid from the Wet Weather Toil bank.
- Where staff report for duty but are subsequently notified by their supervisor that it is too wet to work and no suitable duties are available staff shall go home and be paid 1 hour ordinary time and the balance of the ordinary day shall be paid from the Wet Weather Toil bank.
- Where staff report for duty and mutually agree with their supervisor to go home on wet toil the entire ordinary day will be paid from the Wet Weather Toil Bank.
- Where within 1 hour of starting work it becomes too wet to work, and staff go home the staff will be paid 1 hour ordinary time and the balance of the ordinary day shall be paid from the Wet Weather Toil bank.
- Where after 1 hour of work it becomes too wet to continue to work the employees will be paid ordinary time for any time spent at work with the remainder of the ordinary day being paid from the Wet Weather Toil bank.

6.6.5 At the discretion of the Director of Engineering, in consultation with employees, certain work groups may be excluded from this arrangement if the nature of their work allows them to work efficiently during wet weather.

6.6.6 Employees shall be paid any accumulated banked time upon termination, and such payment shall be at ordinary rates.

6.7 MULTI-SKILLING

6.7.1 All employees of Goondiwindi Regional Council are to be committed to maximising productivity and efficiency in the work they perform. To achieve this outcome, the employees shall be prepared to continue with their multi-skilling of tasks.

6.7.2 Multi-skilling means that employees will undertake all tasks for which they are trained and legally qualified to do and it is to be used to maximise the performance of the tasks. Where practical multi-skilling will be performed in a team environment and used to promote a higher skilled workforce.

6.7.3 Both Parties agree that instances will occur where operators and higher paid classifications will be required to undertake labour related duties.

6.8 REST PAUSE

- 6.8.1** Every employee shall be entitled to a rest pause of minimum 10 minutes duration in the employer's time in the first and second half of the working day. Such rest pauses shall be taken at such times as will not interfere with continuity of work where continuity is necessary.
- 6.8.2** Dependent upon operational considerations, the employer may determine that the rest pauses may be combined into one twenty minute rest pause, to be taken in the first part of the ordinary working day.
- 6.8.3** Rest pauses may be of slightly longer duration in the case of some employees in order to satisfy all legislative requirements.

PART 7 – OTHER PROVISIONS

7.1 IMMUNISATION

Council will meet the cost of voluntary and/or mandatory Hep A and B and Influenza vaccinations for staff as required.

7.2 TIME SHEETS

Time sheets shall be completed by employees each day during work hours.

7.3 SUPPLY OF ENERGY DRINKS

As part of heat management for employees, an energy drink to replace electrolytes will be supplied to employees who work in the sun. These drinks will be Gatorade or Lucozade or Powerade or equivalent in powdered or concentrated liquid form.

7.4 POSITIVE EMPLOYMENT RELATIONS

7.4.1 *New Employees*

The Council will, upon engagement of a new employee, advise the employee of this agreement and where they can locate a copy of the agreement.

The relevant Union delegate will have access to new employees to enable them to introduce themselves without disrupting their normal work duties.

7.4.2 *Mental Health and Wellbeing*

The Joint Consultative Committee (JCC) acknowledges the importance of mental health and wellbeing in fostering a safe, inclusive, and productive workplace. The JCC is committed to promoting mental health and wellbeing through collaborative and proactive measures. This will include but not limited to developing initiatives that raise awareness and

reduce stigma associated with mental health, encouraging psychologically safe work environments that enable open communication and support.

7.4.3 *Workplace Delegates*

On being notified in writing by the relevant Union that an employee has been elected/appointed as a workplace delegate the Council will recognise the employee as a relevant Union workplace delegate and allow them the following:-

- (a) Reasonable time in working hours, without loss of pay, to perform the task required to effectively represent the Union members in the workplace.
- (b) Reasonable access to representatives of the Council management for the purpose of resolving issues of concern to union members.

7.4.4 *Facilities and Conditions*

The following facilities and conditions will be made available to members of the Enterprise Bargaining Team (EBT) and to Union Delegates:-

- (a) Wherever possible meetings should occur in normal working time. When a meeting occurs outside normal working time the appropriate rate of pay will be paid. This includes preparation for meetings, reporting back and travelling to and from attendance at meetings.
- (b) Access to a room with normal office facilities will be provided to discuss employment matters.
- (c) No employee will be disadvantaged as a result of activities conducted in accordance with this Clause.

7.4.5 *Meeting Notices and Newsletters*

The Council will provide an accessible space within each work location for the posting of any relevant awards, agreements and notices pertaining to employment relations within the workplace produced by the relevant Union. The relevant Union Workplace Delegate will be provided with access to this space.

7.5 PAYROLL DEDUCTIONS

All reasonable payroll deductions, including Council rates and Union fees shall be allowed.

7.6 WORKER'S COMPENSATION INSURANCE

It is agreed that after twenty-six (26) weeks when Work Cover reduces from paying 100% of weekly earnings, an employee may use accumulated sick leave to top up their wage to 100% of their normal wage while on workers' compensation.

7.7 EMPLOYEE/UNION MEETINGS

The Council will agree to allow the Unions party to this Agreement to meet collectively as a group with the employees bi-annually. The request must be made in writing giving the Council 4 weeks' notice of their meeting or a lesser period by agreement.

Subject to operational requirements the Council should not unreasonably refuse the request.

The meetings will take place during working hours but will be no longer than one (1) hour.

7.8 TRAINEES AND APPRENTICES

7.8.1 Subject to operational requirements Council will continue to offer traineeships and apprenticeships and is committed to the following principles:

- (a) Explore ways to maximise training opportunities for young people to enter the Council's workforce;
- (b) Working with unions to develop arrangements that facilitate the transition from training roles to full-time or part-time employment with Council on a case-by-case approach subject to the Council operational requirements.

PART 8 – SIGNATORIES

Signed for and on behalf of the
Goondiwindi Regional Council

ABN 79 969 846 487

Carl Manton

Carl Manton
Chief Executive Officer

Carl Manton

Print Name

In the presence of:

K Parker

Signature

K Parker

Print Name

Signed for and on behalf of the
**Australian Workers' Union of Employees
Queensland**

ABN 54 942 536 069

Stacey Schinnerl

Signature

Stacey Schinnerl

Print Name

In the presence of:

Jeehan Habib

Signature

Jeehan Habib

Print Name

20th November 2025

Signed for and on behalf of the
Transport Workers' Union of Australia
Union of Employees (Queensland Branch)

Richard Olsen

ABN 80 519 643 139

Signature

Richard Olsen

Print Name

In the presence of:

Jordan Strezov

Signature

Jordan Strezov

Print Name

Signed for and on behalf of the
Construction, Forestry, Mining & Energy
Industrial Union of Employees, Queensland

Paul Dunbar

ABN 73 089 711 903

Signature

Paul Dunbar

Print Name

In the presence of:

Emma Eaves

Signature

Emma Eaves

Print Name

Signed for and on behalf of the
Automotive, Metals, Engineering, Printing and
Kindred Industries Industrial Union of
Employees, Queensland

Rohan Webb

ABN 80 519 643 130

Signature

Rohan Webb

Print Name

In the presence of:

Melissa McAllister

Signature

Melissa McAllister

Print Name

APPENDIX A

Stream B - Operational Services					
Classification		4.5% or \$2860 pa	4% or \$2860 pa	3.5% or \$2860 pa	
	Rates as at 10th September 2024	1st full pay period on or after 1 September 2025	1st full pay period on or after 1 September 2026	1st full pay period on or after 1 September 2027	
Level 1	\$ 61,236.24	\$ 64,096.24	\$ 66,956.24	\$ 69,816.24	
Level 2	\$ 63,093.68	\$ 65,953.68	\$ 68,813.68	\$ 71,673.68	
Level 3	\$ 63,864.32	\$ 66,738.21	\$ 69,598.21	\$ 72,458.21	
Level 4	\$ 64,674.48	\$ 67,584.83	\$ 70,444.83	\$ 73,304.83	
Level 5	\$ 65,642.72	\$ 68,596.64	\$ 71,456.64	\$ 74,316.64	
Level 6	\$ 67,282.80	\$ 70,310.53	\$ 73,170.53	\$ 76,030.53	
Level 7	\$ 69,001.92	\$ 72,107.01	\$ 74,991.29	\$ 77,851.29	
Level 8	\$ 70,642.00	\$ 73,820.89	\$ 76,773.73	\$ 79,633.73	
Level 9	\$ 72,499.44	\$ 75,761.91	\$ 78,792.39	\$ 81,652.39	

Stream C - Mechanical and Electrical Trades					
Classification		4.5% or \$2860 pa	4% or \$2860 pa	3.5% or \$2860 pa	
		1st full pay period on or after 1 September 2025	1st full pay period on or after 1 September 2026	1st full pay period on or after 1 September 2027	
C12	\$ 61,236.24	\$ 64,096.24	\$ 66,956.24	\$ 69,816.24	
C10	\$ 65,642.72	\$ 68,596.64	\$ 71,456.64	\$ 74,316.64	
C8	\$ 69,061.20	\$ 72,168.95	\$ 75,055.71	\$ 77,915.71	
C5	\$ 77,044.24	\$ 80,511.23	\$ 83,731.68	\$ 86,662.29	