

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Ipswich City Council

AND

The Australian Workers' Union of Employees, Queensland

AND

United Workers' Union, Industrial Union of Employees, Queensland

(Matter No. CB/2025/161)

**IPSWICH CITY COUNCIL CIVIC CENTRE EMPLOYEES
CERTIFIED AGREEMENT 2024**

Certificate of Approval

On 2 February 2026, the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

Name of Agreement: **IPSWICH CITY COUNCIL CIVIC CENTRE EMPLOYEES
CERTIFIED AGREEMENT 2024**

Parties to the Agreement:

- Ipswich City Council
- The Australian Workers' Union of Employees, Queensland
- United Workers' Union, Industrial Union of Employees, Queensland

Operative Date: 2 February 2026

Nominal Expiry Date: 1 July 2027

Previous Agreement: *Ipswich City Council Civic Centre Employees Certified Agreement 2021*

Termination Date of Previous Agreement: 2 February 2026

By the Commission

M.L. KNIGHT
Industrial Commissioner
2 February 2026

IPSWICH CITY COUNCIL CIVIC CENTRE EMPLOYEES CERTIFIED AGREEMENT 2024



**City of
Ipswich**



Table of Contents

1. Title	6
2. Date and Period of Operation	6
3. How the Agreement is to be Read	6
4. Renegotiation of a Replacement Certified Agreement	6
5. No Extra Claims	6
6. Who is Covered by this Agreement	6
7. Joint Consultative Committee	6
8. Availability of Agreement	7
9. Grievance and Dispute Settlement Procedures	7
PART 2 – TERMS AND CONDITIONS OF EMPLOYMENT.....	8
10. Duties and Responsibilities.....	8
11. Probation	8
12. Engagement.....	8
12.1 Recruitment Opportunities – Contingent Workforce	8
13. Part-time Employment.....	8
13.1 Definition	8
13.2 Payment.....	9
13.3 Overtime	9
13.4 Leave Entitlements	9
14. Casual Employment	9
14.1 Definition	9
14.2 Conversion of Casual Employees	9
14.3 Termination.....	10
14.4 Payment and Leave Entitlements	10
14.5 Overtime and Public Holiday Payments	10
15. Termination of Employment.....	10
15.1 Notice of Termination by Employee.....	10
15.2 Notice of Termination by Council.....	11
15.3 Absent without Leave	11
16. Introduction of Major Change	11
16.1 Council’s Duty to Consult	11
17. Redundancy.....	12
17.1 Discussions Before Terminations	12
17.2 Transfer to Other Duties	12
17.3 Time Off Work During the Notice Period.....	12
17.4 Notification to Centrelink.....	13
17.5 Outplacement Course	13

17.6	Appointment to Positions	13
17.7	Severance Pay.....	13
17.8	Employee Leaving During the Notice Period.....	14
17.9	Alternative Employment	14
17.10	Exemptions from Redundancy Clause	14
17.11	Employees with Less than 12 Months Service.....	14
18.	Union Encouragement	14
19.	Union Delegates	15
PART 3 – REMUNERATION.....		16
20.	Salary Classifications	16
20.1	Characteristics of Classification Levels	16
20.2	Juniors.....	16
21.	Salary	16
22.	Remuneration Payments.....	17
22.1	Period.....	17
22.2	Method	17
22.3	Manner	17
22.4	Payment on Termination.....	18
22.5	Union Dues.....	18
23.	Superannuation Contributions	18
24.	Salary Packaging	18
PART 4 – HOURS OF WORK.....		19
25.	Ordinary Hours of Work	19
26.	Rostering Principles	19
26.1	Shift Cancellations	19
27.	Make-up Time	20
28.	Insufficient Break Between Shifts Penalty.....	20
29.	Weekend Penalty.....	20
30.	Late Work Penalty.....	20
31.	Overtime	21
31.1	Normal Work Days.....	21
31.2	Saturdays	21
31.3	Sundays.....	21
31.4	Time Off in Lieu of Payment for Overtime.....	21
32.	On-Call Allowance.....	21
33.	Working in Wet Weather	22
34.	Meal Breaks.....	22
34.1	Duration	22

34.2	Working During Meal Break	23
34.3	Meal Breaks During Overtime	23
35.	Rest Pauses.....	23
PART 5 – STATUTORY HOLIDAYS, LEAVE		23
36.	Statutory Holidays	23
36.1	Christmas, New Year, Easter, ANZAC Day, and Australia Day	23
36.2	Labour Day	23
36.3	Work Outside Normal Times	23
36.4	Stand Down	24
36.4.1	Christmas.....	24
36.4.2	Easter	24
36.4.3	Substitution of Holidays	24
37.	Higher Duties.....	24
38.	Annual Leave	25
38.1	Entitlement.....	25
38.1.1	Amount of Annual Leave	25
38.1.2	Statutory Holidays Excluded	25
38.1.3	Applicable Pay Rate.....	25
38.2	Annual Leave Accrual	25
38.3	Taking Annual Leave in Advance.....	25
38.4	Calculation of Annual Leave	25
38.5	Leave Debits.....	25
38.6	Requirement to Take Leave	25
38.7	Annual Leave at Half Pay.....	26
39.	Sick/Carers’ Leave.....	26
39.1	Entitlement.....	26
39.2	Certificate Required	26
39.3	Carers’ Leave	27
39.4	Portability.....	27
39.5	Whilst on Annual Leave or Long Service Leave	27
39.6	Unpaid Leave for Caring Purposes	27
39.7	Use of Sick Leave for Preventative Health	27
40.	Long Service Leave	28
40.1	Entitlement.....	28
40.2	Continuous Service	29
40.3	Previous Defence Service	29
40.4	Higher Rate Prior to Long Service Leave	29
40.5	Statutory Holidays Excluded	30

40.6	Current Local Government Responsible for Payment	30
40.7	Previous Local Government to Contribute	30
40.8	All Contributions to Follow Employees	30
40.9	Time and Manner of Payment	30
40.10	Payment Upon Death of Employee	30
40.11	Payment for Financial Hardship	30
41.	Paid Parental leave	31
42.	Bereavement Leave	32
42.1	Applicability.....	32
42.2	Special Circumstances	32
42.3	Unpaid Entitlement by Agreement	32
43.	Jury Service.....	32
44.	Military Leave	33
45.	Secondment by Emergency Services	33
46.	Natural Disaster and Extreme Weather Leave	33
47.	Domestic and Family Violence Leave	33
47.1	General.....	33
47.2	Entitlement.....	34
47.3	Notice.....	34
47.4	Leave Approval	34
48.	Pandemic Leave	35
49.	Cultural, Ceremonial and NAIDOC Leave.....	35
50.	Compassionate Leave.....	36
51.	Purchase of Leave	36
52.	Equity and Diversity	36
PART 6 – MISCELLANEOUS PROVISIONS.....		37
53.	Workplace health and safety	37
53.1	Rehabilitation	37
53.2	Incident reporting and investigation	37
53.3	Risk Assessment.....	37
54.	Policies and Procedures	37
55.	Time and Remuneration Records and Right of Entry	37
56.	Recognition of Service.....	38
57.	Equal Employment Opportunity	38
PART 7 – DEFINITIONS.....		39

PART 1 – PRELIMINARY

1. Title

This Agreement shall be known as the Ipswich City Council (ICC) Civic Centre Employees Certified Agreement 2024.

2. Date and Period of Operation

This Agreement shall operate from the date of certification by the Queensland Industrial Relations Commission and shall remain in force until 1 July 2027 or termination in accordance with applicable legislation at that time.

3. How the Agreement is to be Read

To the extent of any inconsistency, this Agreement shall override and replace *Local Government – Industry (Stream B) Award – State 2017*, including any amendments, variations, or successors to this Award.

4. Renegotiation of a Replacement Certified Agreement

The parties undertake to commence discussions on a replacement certified agreement three (3) months prior to 1 July 2027.

As part of these discussions, the parties commit to discussing one agreement to cover ICC's workforce.

5. No Extra Claims

The parties agree that this agreement is in settlement of all enterprise bargaining claims for the life of the agreement. There will be no extra claims for increases in wages or conditions for the duration of this agreement.

6. Who is Covered by this Agreement

This Agreement shall apply to Ipswich City Council Civic Centre and ICC Owned Facilities and Events employees employed in the classifications as listed in this Agreement. This Agreement, excluding the wages schedule, shall also apply to employees enrolled in traineeships relevant to callings listed in Clause 20. Traineeship wages are determined in accordance with the *Training Wage Award – State 2012*.

This agreement is binding on:

- the Ipswich City Council (ICC) [ABN 61 461 981 077];
- ICC's employees covered by the classifications contained in this agreement (the employees);
- United Workers' Union, Industrial Union of Employees, Queensland;
- The Australian Workers' Union of Employees, Queensland.

7. Joint Consultative Committee

The Joint Consultative Committee shall provide for equal representation of both ICC management and employees and shall not exceed twelve (12) members. Employee representatives should come from a cross-section of work sections and/or the Unions party to this Agreement. Once formed, the Joint Consultative Committee will determine the date, time, place, and frequency of meetings. The Joint Consultative Committee will meet every three (3) months as a minimum.



The Committee will monitor the effective implementation of the Agreement. Matters in respect of the Agreement which have been dealt with by the Grievance and Dispute Settlement Procedure Clause may, if appropriate, be referred to the JCC.

Union Officials will receive an open invitation to attend and speak at meetings and be advised of the date, time, and venue of meetings as soon as practical.

8. Availability of Agreement

ICC shall ensure that an up-to-date copy of this Agreement is readily available for perusal by employees. A copy of the Agreement will be placed on Council's intranet, The Wire. Further, the unions shall be permitted to post any official union notices in each office or place of business on a board provided for that purpose.

9. Grievance and Dispute Settlement Procedures

It is agreed that it is in the interest of all parties to manage the resolution of any conflict by means which do not disrupt the operations of the workplace. In the event of any workplace grievance and/or disagreement between the parties as to the interpretation or implementation of this Agreement, the following procedure will be followed.

This Agreement recognises that employees' grievances should be resolved speedily, effectively, and informally between the employee and supervisor where possible and without the need for recourse to industrial action.

The following procedure will apply for the resolution of any dispute:

1. The employee is to notify (in writing or otherwise) the Supervisor of the nature of the grievance and the remedy being sought. If, however, the dispute relates to or directly involves the employee's Supervisor, then the matter shall be referred directly to the next level of management.
2. A meeting between the employee and the Supervisor is to be held as soon as practicable to discuss the matter. The meeting should be held within 48 hours of notification.
3. If the matter is not resolved at this meeting, the employee may request the Supervisor to refer the matter to the Branch Manager. Further discussions involving all parties are to be held again within 48 hours, if practicable.
4. If the matter is not resolved at this meeting, the employee may request the Supervisor to refer the matter to the General Manager or Chief Executive Officer. Further discussions involving all parties are to be held again within 48 hours, if practicable.
5. If the matter remains unresolved, then either party may refer the matter to the Queensland Industrial Relations Commission in accordance with the *Industrial Relations Act 2016 (Qld)* (the Act) for conciliation in the first instance and if necessary, arbitration. Any arbitrated decision will be binding on all parties.

This procedure does not preclude either party from raising the issue to a higher stage at any time having regard to the issue involved.

While this procedure is being followed, the status quo is to continue, except where there are genuine matters of health or safety involved in which case the officer will not work in an unsafe environment but where appropriate shall accept re-assignment to alternative suitable work/work environment in the meantime.

In any steps of this procedure, the employee may be represented by a member or members of the Ipswich City Council Joint Consultative Committee or the employee's local delegate of the relevant union.

PART 2 – TERMS AND CONDITIONS OF EMPLOYMENT

10. Duties and Responsibilities

The Agreement is based on encouraging a team approach to effectively and efficiently operate the Ipswich City Council Civic Centre venues and services. Hence, under this Agreement the employee/s agrees to perform the duties and undertake the functions outlined in the Position Description (as amended from time to time) for the position being performed by the incumbent of that position. In addition, the employees will:

- follow all lawful directions given by the employee's supervisor or management representative;
- assist and facilitate the effective and efficient administration of Council in performing their day to day work functions;
- work with the objective of realising the strategic goals of ICC;
- abide by Council's Code of Conduct and other policies and directives;
- maintain a dress standard and a level of hygiene which projects the professional image of Council; and
- observe, at all times, the Workplace, Health and Safety Act and Regulations, the Local Government Act and Council's Policies and Procedures, particularly with regard to safe work practices and the wearing and/or use of safety clothing, equipment, tools, and appliances.

11. Probation

Employees will initially be employed on a probationary period of 3 months. Employees may be dismissed during the probationary period on one week's notice.

12. Engagement

Employees may be employed on a full time, part-time, fixed-term or casual basis. On commencement of employment, the employee will be advised of the nature of their engagement.

12.1 Recruitment Opportunities – Contingent Workforce

Vacant positions which are advertised internally by ICC will be open to applications from labour-hire (agency contractors) who have been engaged by ICC for a period of 3 months full-time equivalent or more. To be clear, labour-hire (agency contractors) are not covered by this Agreement, however, where an application for an internally advertised role is received from a labour-hire (agency contractor), the application may be considered as part of the closed merit selection process as for an internal candidate.

13. Part-time Employment

13.1 Definition

A 'part-time employee' means an employee who is engaged as a part-time employee to work a regular number of hours. A part-time employee's hour of work must not be less than 7.6 hours a week or 15.2 hours a fortnight, and not more than 38 hours per week or 76 hours a fortnight. By mutual agreement, a part-time employee may work additional ordinary hours above their regular hours without overtime being incurred. This is on the basis that such hours do not exceed 38 hours a week or 76 hours a fortnight.

With the implementation of the 36.25 hour working week in accordance with clause 25, the references to 7.6, 15.2, 38 and 76 above will change to 7.25, 14.5, 36.25 and 72.5.

13.2 Payment

Part-time employees shall be paid an equivalent hourly rate for the classification under which they are engaged. Such rate shall be calculated on the thirty-eight (38) hour rate for that classification.

With the implementation the 36.25 hour working week in accordance with clause 25, the divisor of 38 to calculate the hourly rate for a classification will change to 36.25.

13.3 Overtime

Part-time employees shall be paid an equivalent hourly rate for the classification under which they are engaged. Such rate shall be calculated on the thirty-eight (38) hour rate for that classification.

With the implementation of the 36.25 hour working week in accordance with clause 25, the divisor of 38 to calculate the hourly rate for a classification will change to 36.25.

13.4 Leave Entitlements

Part-time employees shall be entitled to receive pro-rata entitlements to Annual Leave, Sick Leave, Long Service Leave and Parental Leave in accordance with the provisions contained in this Agreement.

14. Casual Employment

14.1 Definition

A 'Casual Employee' is an employee who is engaged as a casual employee and is employed on an as-required basis for a minimum of 3-hours per engagement and a maximum of 38 hours per week.

With the implementation of the 36.25 hour working week in accordance with clause 25, the reference to 38 hours per week will change to 36.25 hours per week.

Where a casual employee finishes work in less than 3 hours per engagement and provided, they left the workplace at their own volition, they shall be paid only for time actually worked.

Where casual employees are required to work on more than one duty period on the same day, only one minimum payment will be paid for the day.

14.2 Conversion of Casual Employees

A regular casual employee may request in writing to have their contract of employment converted to full time or permanent part-time employment (provided they regularly work more than 15 hours per week).

A regular casual employee is defined as an employee who is employed on a regular systematic basis for an ongoing period of at least 6 months.

The employer will not unreasonably refuse the request. Council is not obligated to convert the employee to full time or permanent part-time appointment where there are reasonable grounds.

Reasonable grounds for refusal are where the employee:

- (a) Is a student;
- (b) Is a genuine retiree;

- (c) Is performing work which will either cease to be required or will be performed by a non-casual staff member, within 26 weeks (from date of request);
- (d) Has a full-time occupation with Council or elsewhere; or
- (e) Is performing work which is ad hoc or intermittent.

An employee who converts shall be employed as either a part-time or full-time employee on a pattern of ordinary hours mutually agreed to in writing.

An employee must not be engaged and re-engaged to avoid any obligation under this Agreement.

A response to a request for conversion will be provided within 28 business days from receipt of the request. Business days for the purposes of this clause means Monday to Friday.

These casual conversion provisions will have effect from the certification of this Agreement for employees who had, at that date, been employed on a regular systematic basis for an ongoing period of at least 6 months.

14.3 Termination

Termination of employment for a casual employee is as per Clause 15.2.

14.4 Payment and Leave Entitlements

A casual employee shall be paid a loading of 25% in addition to the equivalent hourly rate for the classification under which they are engaged. The equivalent hourly rate shall be calculated based on a 38-hour rate for that classification.

With the implementation of the 36.25 hour working week in accordance with clause 25, the divisor of 38 to calculate the hourly rate for a classification will change to 36.25.

The casual loading shall be paid in lieu of all applicable leave entitlements. A casual employee is entitled to long service leave in accordance with the provisions of the Act.

14.5 Overtime and Public Holiday Payments

Casual employees shall be entitled to receive overtime for working in excess of thirty-eight (38) hours a week or 10 hours per day. Statutory holiday penalty payments will be in accordance with this Agreement.

With the implementation of the 36.25 hour working week in accordance with clause 25, the reference to 38 hours a week will change to 36.25 hours a week.

15. Termination of Employment

15.1 Notice of Termination by Employee

The notice of termination required to be given by an employee shall be 1 week.

If an employee fails to give notice Ipswich City Council shall, to the extent permitted by law, have the right to withhold monies due to the employee with an amount equal to the ordinary time rate for the period of notice not provided.

15.2 Notice of Termination by Council

In order to terminate the employment of an employee ICC shall give the following notice:

Period of Continuous Service	Period of Notice
1 year or less	1 week
1 year and up to the completion of 3 years	2 weeks
3 years and up to the completion of 5 years	3 weeks
5 years and over	4 weeks

In addition to the notice above, employees over 45 years of age at the time of giving notice and with not less than two years of continuous service, shall be entitled to one additional week's notice.

Payment in lieu of notice shall be made if the appropriate notice is not given, provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof. In calculating any payment in lieu of notice the ordinary time rate of pay for the employee concerned shall be used.

Provided that an employee who has been engaged for a specific period of time or for a specific task or tasks, shall be given one week's notice, or in lieu of such notice, one week's wages shall be paid or deducted.

Casual employees may be dismissed without notice.

Employees who engage in misconduct may be dismissed without notice.

15.3 Absent without Leave

An employee who has been absent for a period of 7 working days without the consent of the Council and who does not, during such time, establish to the satisfaction of the Council a reasonable cause for the absence shall be deemed to have abandoned their employment.

Before an employee is terminated on the basis of abandonment of employment, ICC Management shall make a reasonable effort to contact the employee.

Any termination of employment on the basis of abandonment shall be effective as from the date of the last attendance at work or the last day's absence in respect of which consent was granted.

16. Introduction of Major Change

16.1 Council's Duty to Consult

- (a) Prior to ICC making a definite decision to introduce major changes in production, program, organisation, structure, or technology that are likely to have significant effects on employees, Ipswich City Council shall notify the employees who may be affected by the proposed changes and the relevant Union.



For the purpose of this clause, 'Significant effects' include termination of employment, major changes in the composition, operation, or size of ICC's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs. Where the Award makes provision for alteration of any of the matters referred to in this Clause the alteration shall not have a significant effect for the purposes of this Clause.

- (b) ICC shall discuss with the employees affected and the relevant Union, the introduction of the changes, the effects the changes are likely to have on employees, measures to avert or mitigate the adverse effects of such changes on employees and shall give prompt consideration to matters raised by the employees and/or the relevant Union in relation to the changes. The discussions shall commence as early as practicable after a definite decision has been made to make the changes.

For the purpose of such discussion, ICC shall provide in writing to the employees concerned and the relevant Union all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that ICC shall not be required to disclose confidential information, the disclosure of which would not be in ICC's interests.

- (c) Any dispute under clause 16.1 shall be dealt with in accordance with clause 9 Grievance and Dispute Settlement Procedure.

17. Redundancy

17.1 Discussions Before Terminations

Prior to ICC making a definite decision that it no longer wishes:

- the job an employee has been doing done by anyone, which leads to a permanent reduction in establishment numbers; or
- more than 50% of the core work of the job an employee has been doing to be done by anyone; and
- this is not due to the ordinary and customary turnover of labour and that decision may lead to termination of employment.

ICC shall hold discussions with the employees directly affected and with the relevant union/s in accordance with Clause 16.1.

17.2 Transfer to Other Duties

Where an employee is transferred due to a redundancy, the employee shall be entitled to the same period of notice of transfer as he/she would have been entitled to if his/her employment had been terminated, and the employee shall be entitled to income maintenance at the level of ordinary time earnings to which he/she was paid for a period until the ordinary time earnings of the position to which the employee was transferred exceed that amount.

Ordinary earnings as expressed in this clause shall include annualised allowances and shift loadings averaged over the preceding twelve months.

17.3 Time Off Work During the Notice Period

- (a) During the period of notice of termination given by ICC an employee shall be allowed up to 1 days' time off without loss of pay during each week of notice for the purpose of seeking other employment.

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- (b) If the employee has been allowed paid leave for more than 1 day during the notice period for the purpose of seeking other employment, the employee shall, at the request of ICC, be required to produce proof of attendance at an interview or he/she shall not receive payment for the time absent. For this purpose, a statutory declaration will be sufficient.

17.4 Notification to Centrelink

Where a decision has been made to terminate employees on the grounds of redundancy ICC shall notify Centrelink of the decision as soon as possible giving relevant information including the number and categories of the employees likely to be affected and the period over which the terminations are intended to be carried out.

17.5 Outplacement Course

Where an employee is dismissed on the grounds of redundancy the employee will be given access to Outplacement Services and appropriate training at ICC's expense to a combined total of \$3,000.

17.6 Appointment to Positions

In respect of employees who have received notice of termination of employment on the grounds of redundancy:

- (a) If such employee applies for and is appointed to a position within ICC, the appointment will be deemed to be redeployment and the provisions of Clause 17.2 and Clause 17.7 apply.
- (b) This clause applies only to the first appointment made to a position after the date of notice of termination of employment. Further provided that for the purposes of determining the amount of severance pay, the employee's ordinary time earnings for his/her current permanent position immediately prior to the date of notice of termination of employment will apply.

Unless otherwise determined by the Chief Executive Officer or General Manager, such employee must, within 8 weeks of receiving notice of termination of employment, apply for or be appointed to, a position in ICC or apply for the entitlements to severance pay provided by Clause 17.7. Where such employee's application for a position is not successful an offer of severance pay will be made forthwith except as provided for under 17.7(c).

17.7 Severance Pay

In addition to the period of notice prescribed for ordinary termination, an employee whose employment is terminated on the grounds of redundancy is entitled to the following amount of severance pay in respect of a continuous period of service:

- (a) Payment equal to the employee's ordinary time earnings for 2 weeks for every year of continuous service in Local Government and a proportional amount for an incomplete year of service calculated on total full-time equivalent years of service subject to a maximum equivalent to 52 weeks ordinary time earnings, plus an additional payment equal to the employee's ordinary time earnings for 13 weeks (the additional payment).
- (b) Where the employee is offered and accepts redeployment to another position, the employee will commence work in the redeployed position on the day following the offer. If the employee then decides within 4 weeks of the offer of redeployment, that they would prefer to be terminated the employee will be entitled to a severance payment in accordance with Clause 17.7 (a).
- (c) Where an employee is redeployed into another position, such employee may after 4 weeks, but within 13 weeks of the date of being redeployed, request to be terminated and this request will be agreed to. The

employee will be entitled to a severance payment in accordance with Clause 17.7(a) however, the employee will not be entitled to the additional payment.

- (d) Where ICC decides with due cause that the redeployment of an employee to another position is unsuccessful within 13 weeks of the date of redeployment, the employee will be terminated and will be entitled to severance payment made in accordance with Clause 17.7(a) however the additional payment will be reduced on a pro-rata basis for each completed week in the redeployed position.

17.8 Employee Leaving During the Notice Period

An employee whose employment is terminated on the grounds of redundancy may terminate their employment during the period of notice and, if so, shall be entitled to the same benefits and payments under this clause had they remained with the employer until the expiry of such notice. Provided that in such circumstances the employee shall not be entitled to payment in lieu of notice.

17.9 Alternative Employment

Where ICC secures an offer of suitable alternative employment for an employee whose employment has been made redundant, the employee will not be entitled to a severance payment in accordance with clause 17.7, whether or not the employee accepts the offer of employment.

A suitable offer of employment is one where:

- (a) the new employer agrees to recognise the period of continuous service which the employee had with ICC to be continuous service with the new employer;
- (b) which the terms and conditions are substantially similar and no less favourable, considered on an overall basis, than the terms and conditions applicable to the employee at the time of ceasing employment with ICC.

17.10 Exemptions from Redundancy Clause

This redundancy clause shall not apply where employment is terminated as a consequence of conduct that justifies instant dismissal, including malingering, inefficiency, or neglect of duty, in the case of casual employees, apprentices or employees engaged for a specific period of time or for a specified task or tasks.

17.11 Employees with Less than 12 Months Service

This clause shall not apply to employees with less than 1 year's continuous service and the general obligation on ICC should be no more than to give relevant employees an indication of the impending redundancy at the first reasonable opportunity, and to take such steps as may be reasonable to facilitate the obtaining by the employees of suitable alternative employment.

18. Union Encouragement

ICC shall establish mutually agreed procedures through the Joint Consultative Committee so that all reasonable steps are taken to encourage employees, including subcontractors' employees, to be financial members of the relevant union whilst working on-site in the aforementioned unions' classifications.

All employees shall be provided with an application form and information from the relevant union/s at the point of engagement. Such application forms and information are to be made available by ICC as provided by the relevant union. Union representatives shall be given access to new employees at engagement and induction so as to facilitate the encouragement of union membership.



Any dispute arising under the clause including claims that an employer has not met his obligations shall be dealt with in accordance with the dispute's procedure contained in the relevant award.

19. Union Delegates

In establishing an appropriate relationship between ICC and the union/s and as part of encouraging employees to join and remain members of the relevant union the following shall apply:

- (a) A person elected or appointed as a union delegate shall, upon notification to ICC, be recognised as the accredited representative of the union. Council will not unreasonably limit delegates' attendance at Union meetings/conferences. The Union shall provide reasonable notice of proposed attendance and seek for the leave required to attend.
- (b) A union delegate shall have the right to discuss work-related matters which are of concern to any employee or to convey information relating to the workplace to employees provided that the union delegate shall advise the supervisor, and that this does not unduly interfere with the work in progress.
- (c) A union delegate shall be allowed a reasonable period of time during work hours to consult with an authorised official of the union provided that this does not unduly interfere with the work in progress.
- (d) ICC shall provide the union delegate with access to a telephone (where practicable) to contact the union official to progress enquires on behalf of a member on work-related matters.
- (e) The union delegate shall be provided with suitable office facilities, such as a word processor, telephone, email, internet access and photocopier and reasonable time to enable the union delegate to attend to union duties.
- (f) The union delegate shall have the right to place notices on notice boards at ICC's premises, provided that such notices are authorised by the union and deal with legitimate union matters.
- (g) ICC shall advise new employees as to who the relevant union delegate/s are on-site and allow the union delegate adequate time during induction sessions to discuss the role of the union. If induction sessions are not held, where practicable ICC shall introduce the new employee to the relevant union delegate.
- (h) A Council Union Delegate or elected workplace representative, with approval of the Union and ICC shall be granted up to 76 hours leave with pay each calendar year, non-cumulative, to attend approved union training courses/seminars, or other meetings agreed to by Council which are designed to promote good industrial relations and industrial efficiency within the workplace.

PART 3 – REMUNERATION

20. Salary Classifications

20.1 Characteristics of Classification Levels

Grade 1

"Grade 1 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of an Usher, Food & Beverage Attendant, Staging Technician, Kitchen Hand, Event Team Assistant, Car Park Attendant, Cleaner.

Grade 2

"Grade 2 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Head Usher, Duty Technician, Technical Operator, Box Office Attendant, Event Services Attendant, Fire Panel Warden, Food & Beverage Attendant (cashier), Usher, Merchandise Seller, House Keeping Attendant/Cleaner.

Grade 3

"Grade 3 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Theatre Technician/Technical Operator, Cook.

Grade 4

"Grade 4 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Front of House Supervisor (Cashier), Senior Duty Officer, Senior Theatre Technician / Technical Operator, Chef.

Grade 5

"Grade 5 - Civic Centre Employee" shall mean an employee who usually performs the normal duties of a Functions and Catering Supervisor, Technical and Production Supervisor, Head Chef, Program Coordinator.

20.2 Juniors

Junior employees, who perform duties other than those expected of an adult, shall be paid the following percentages of the rate for that grade of employee:

- (a) Juniors Under 18 70%

21. Salary

The Council agrees to pay employees a wage/salary increase, as detailed below, during the term of this Agreement and the wage/salary increase will be applied on the first full pay period following the specified date.

The first increase provided below was paid to employees covered by this agreement in the pay week ending 16 December 2024.

The second increase will be paid to employees and back dated to 1 July 2025 upon a successful vote for this agreement.

Date of Increase	Increase Amount
First pay of October 2024	5%
1 July 2025	5%

1 July 2026	3.75%
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Table 1 – is reflective of wage increases in accordance with Clause 21.

Grade	5% increase commencing from the 1 st pay of October 2024			5% increase commencing from first pay period on or after 1 July 2025			3.75% increase commencing from first pay period on or after 1 July 2026		
	Base Wage (Annual)	Base Wage (Hourly)	Casual	Base Wage (Annual)	Base Wage (Hourly)	Casual	Base Wage (Annual)	Base Wage (Hourly)	Casual
Grade 1	\$57,531	\$29.11	\$36.39	\$60,408	\$30.57	\$38.21	\$62,673	\$31.72	\$39.65
Grade 2	\$58,669	\$29.69	\$37.11	\$61,602	\$31.18	\$38.98	\$63,912	\$32.34	\$40.43
Grade 3	\$64,088	\$32.43	\$40.54	\$67,292	\$34.05	\$42.56	\$69,815	\$35.33	\$44.16
Grade 4	\$70,106	\$35.48	\$44.35	\$73,611	\$37.25	\$46.56	\$76,371	\$38.65	\$48.31
Grade 5	\$75,648	\$38.28	\$47.85	\$79,430	\$40.20	\$50.25	\$82,409	\$41.70	\$52.13

22. Remuneration Payments

22.1 Period

The parties agree that remuneration payments will continue to be made weekly until fortnightly pays are implemented during the life of this agreement.

ICC will target the implementation of fortnightly pays to be no later than 1 July 2026. So, there is no doubt fortnightly pays will commence in conjunction with the implementation of the 36.25 hour working week as provided in clause 25 of this agreement.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

It is agreed that the implementation of fortnightly pays will be a standing agenda item at the Joint Consultative Committee until they commence.

Employees covered by this agreement may request a one-off payment equal to the employee's ordinary weekly pay during the transition to fortnightly pays, which will be recuperated by ICC within 12 months of the request made by the employee. If an employee's employment with ICC ends before all monies are paid in full, any outstanding amount will be deducted from the employee's final pay inclusive of ordinary hours and accrued entitlements.

22.2 Method

Payments shall be made by way of Electronic Funds Transfer (EFT) to a financial institution with EFT facilities nominated by the employee.

22.3 Manner

Where payments are made by EFT, ICC shall take all reasonable steps to enable the payments to be transferred to the employee's account prior to the normal ceasing time on the nominated payday.

22.4 Payment on Termination

Where an employee's employment is terminated by either ICC or by the employee, (where the employee has given notice in accordance with this agreement), all monies due to the employee from Council shall be paid at the next available weekly pay cycle date.

Provided that, where due to the locality of a workplace or the intervention of weekends or public holidays, and payment within 24 hours is not reasonably practicable, payment of monies due to the employee will be made at the earliest reasonable opportunity. Monies due to an employee who does not give notice in accordance with this Agreement shall be available to the employee at the earliest reasonable opportunity.

22.5 Union Dues

Ipswich City Council shall, on the request in writing of any employee, pay to an industrial organisation nominated by the employee out of the money due to such employee in respect of such remuneration payments, the periodic contribution of such employee as a member of that industrial organisation. The periodic contribution will comprise of equal weekly deductions from the money due to such employee.

23. Superannuation Contributions

Ipswich City Council shall contribute 12.5% on behalf of each employee, to a compliant superannuation fund of the employee's choosing. In an event that the employee does not make a choice of a superannuation fund, the default superannuation fund will be Brighter Super.

24. Salary Packaging

The employee may take their salary by means other than money by an arrangement in accordance with ICC policy and procedures. Any payments made under such an arrangement will be in satisfaction of Council's obligations under this Agreement.

PART 4 – HOURS OF WORK

25. Ordinary Hours of Work

The ordinary hours of work shall be an average of 38 hours per week or 76 hours per fortnight.

Ordinary hours of work may be worked 5 out of 7 days per week or 10 out of 14 days per fortnight including Saturday and Sunday.

The ordinary hours of duty of the employee shall not exceed 10 hours on any one day.

Wherever possible the ordinary hours of work on any day within a work cycle shall be the same and be a multiple of 15 minutes.

The parties agree that ICC will implement a 36.25 hour working week during the life of this agreement. ICC will target the implementation of the 36.25 hour working week to be no later than 1 July 2026.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

It is agreed that the implementation of the 36.25 hour working week will be a standing agenda item at the Joint Consultative Committee until operative.

26. Rostering Principles

- (a) A roster showing the starting and finishing time for each employee shall be prepared by ICC and posted in a place accessible to each employee concerned.
- (b) Where practicable, rosters should be published with a minimum of 2 weeks' notice. This shall serve as notice of rostered days off.
- (c) The roster shall provide for a minimum break of ten hours between the finish of ordinary hours on one day and the commencement of ordinary hours on the following day.
- (d) Rosters may be changed by mutual agreement between the employee and ICC or by the provision of 7 days' notice to the employee by ICC.

26.1 Shift Cancellations

Due to the nature of the work undertaken there may be some instances where a rostered shift is no longer required due to cancellations. When a cancellation occurs within 24 hours or on the same day of a rostered shift, the following shall apply:

- (a) If practicable, reassignment to other duties in line with the position description of the employee during the same hours; or
- (b) If practicable, reassignment of the scheduled hours to another time in the same day, or another day within the same pay cycle; or
- (c) If the rostered shift is unable to be accommodated as per 26.1(a) or 26.1(b), the employee will be paid the minimum engagement of 3 hours at the appropriate rate.
- (d) Clause 26.1(c) shall only apply to employees engaged in a casual capacity.

ICC will target the implementation of this clause to be no later than 1 July 2026, in line with the implementation of the 36.25 hour working week and fortnightly pays.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

27. Make-up Time

An employee may, with the consent of Management, choose to work 'make-up time', where the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in this Agreement, at ordinary rates.

28. Insufficient Break Between Shifts Penalty

- (a) In an instance where between the termination of ordinary work on one day and the commencement of ordinary work on the next day a 10-hour break has not occurred, any affected employee shall be released after completion of such work until 10 consecutive hours off duty occurs.
- (b) If, an employee is required to resume ordinary work without having had 10 consecutive hours off duty between the termination of one shift and the commencement of a new shift, a 100% penalty rate (double time) shall be applied from the commencement of the new shift, until such time as work ceases. Once work has ceased, the employee shall then be entitled to be absent until 10 consecutive hours off duty has occurred.

ICC will target the implementation of this penalty to be no later than 1 July 2026, in line with the implementation of the 36.25 hour working week and fortnightly pays.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

29. Weekend Penalty

- (a) Ordinary hours worked on a Saturday or Sunday shall be subject to a penalty rate payment of 30% in addition to the applicable ordinary hourly rate. This penalty is not to be applied for all purposes.
- (b) Upon the implementation of the 36.25 hour working week and fortnightly pays, the following shall apply:
 - (i) Ordinary hours worked on a Saturday will continue to be subject to a penalty rate payment of 30% in addition to the applicable ordinary hourly rate. This penalty is not to be applied for all purposes.
 - (ii) Ordinary hours worked on a Sunday shall be subject to a penalty rate payment of 50% (time and a half) in addition to the applicable ordinary hourly rate. This penalty once operative supersedes the rate specified in clause 29(a) for ordinary hours performed on a Sunday and is not to be applied for all purposes.

ICC will target the implementation of the penalty in 29(b) (ii) to be no later than 1 July 2026, in line with the implementation of the 36.25 hour working week and fortnightly pays.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

30. Late Work Penalty

- (a) An employee who is required to work any ordinary hours between 12.00 am and 6.00 am Monday to Friday, inclusive, shall be paid an additional \$2.85 per hour for any hour or part thereof worked within those hours. This penalty is not to be applied for all purposes.
- (b) Upon the implementation of the 36.25 hour working week and fortnightly pays, an employee who is required to work ordinary hours between 12.00 am and 6.00 am Monday to Sunday, inclusive, shall be subject to a penalty rate payment of 100% (double time) in addition to the applicable ordinary hourly rate. This penalty once operative supersedes the penalty provided for in clause 30(a) and is not to be applied for all purposes.



ICC will target the implementation of the penalty in 30(b) to be no later than 1 July 2026, in line with the implementation of the 36.25 hour working week and fortnightly pays.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

31. Overtime

31.1 Normal Work Days

All authorised time worked in excess of the ordinary hours fixed in accordance with this Agreement shall be deemed to be overtime.

Except as otherwise provided, overtime shall be paid for at one-and-a-half times the ordinary rate for the first 3 hours and double time thereafter.

31.2 Saturdays

Overtime worked on Saturday shall be paid for at the rate of time and a half for the first 3 hours and double time thereafter with a minimum payment of 2 hours at overtime rates. An employee shall not be entitled to a minimum payment in respect of each separate period of overtime worked within 12 hours of the commencement of the first period of overtime.

No minimum payment shall apply where the overtime is continuous with an employee's ordinary hours of work.

31.3 Sundays

Overtime worked on a Sunday shall be paid for at the rate of double time with a minimum payment of 2 hours at overtime rates. An employee shall not be entitled to a minimum payment in respect of each separate period of overtime worked within 12 hours of the commencement of the first period of overtime.

Provided that in the case of an employee required to remain on call and who is paid an on-call allowance a minimum payment of one and one-half hours shall apply.

No minimum payment shall apply where the overtime is continuous with an employee's ordinary hours of work.

31.4 Time Off in Lieu of Payment for Overtime

- (a) An employee may, with the consent of Management, take time off in lieu of payment for overtime at a time or times agreed with Management.
- (b) Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is an hour for each hour worked.
- (c) Ipswich City Council shall, if requested by an employee, provide payment, at the rate provided for the payment of overtime in the Agreement, for any overtime worked under (a) of this subclause where such time has not been taken within 3 months of accrual and requested by the employee.

32. On-Call Allowance

It is agreed between the parties that employees required to be on-call for afterhours work, typically expected to work after hours or leave their homes after hours to attend to work when called, will be paid in accordance with the following clauses. Where there is a requirement for employees to be on call, ICC will first seek volunteers to fill on call requirements.

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- (a) An employee who is required to be on-call for afterhours work shall be paid \$66.15 per day upon which the employee is required to be on standby/on-call. The allowance will be increased by 3.75% from the first full pay period on or after 1 July 2026.
 - (b) Employees who are on on-call for afterhours work and are called upon to work outside normal hours, will be paid from the commencement of that work until the completion of such work, with such payment being made in accordance with the Overtime clauses of this Agreement, except that the provisions relating to minimum payment do not apply.
 - (c) Employees on on-call may be required to perform emergency work which does not require the employee to perform a call-out as the work can be completed from home. Emergency work performed from home shall be paid at the prescribed rates for that day, from the time the work commences until the time the work is completed. The payment received in these circumstances shall not be less than one half hours salary at ordinary time rates.
 - (d) Where an employee is required to be on on-call for afterhours work, such employee will be provided with a mobile phone, laptop computer or reimbursement of the business component of telephone charges, as is necessary to perform the duties required whilst on-call.
 - (e) Only those employees rostered on on-call for afterhours work in accordance with this clause will be required to respond to afterhours calls.

ICC will target the implementation of this penalty to be no later than 1 July 2026, in line with the implementation of the 36.25 hour working week and fortnightly pays.

If ICC is not able to meet this timeframe, ICC will consult with the parties to this agreement.

33. Working in Wet Weather

- (a) Subject to clause 33(b) if an employee is required to work in the rain, or in area where the rain makes conditions wet, and the employee gets their clothes or any part of their clothing wet, they shall be paid for all the time so worked at the rate of double time with such payment to continue until they cease work or are able to change into dry clothes.
- (b) Clause 33(a) shall not apply where the employee is provided by the employer with waterproof clothing and footwear.

34. Meal Breaks

34.1 Duration

Employees required to work for more than 6 hours continuously, excluding a rest-pause, will be entitled to a meal break of not less than 30 minutes and not more than one hour.

The time allowed for such meal break shall commence at a time so as not to interfere with the continuity of work, ordinarily not later than 6 hours after the ordinary starting time each day.

34.2 Working During Meal Break

All work done during the recognised meal break shall be paid for at double time. Such payment will continue until a meal break is taken.

34.3 Meal Breaks During Overtime

(a) Employees required to continue work after the normal ceasing time shall be entitled to a 30-minute crib break after two hours work where work is to continue beyond 2 hours. Provided that where such overtime continues beyond 6.00 pm, a 30-minute crib break shall be provided after one hour where work is to continue beyond one hour.

After each further period of 4 hours overtime on the same day, the employee shall be allowed 45 minutes for crib where work is to continue beyond 4 hours. No deduction of pay shall be made in respect of such crib break.

(b) In all other circumstances, an employee shall be entitled to a crib break of 30 minutes after 5 hours of overtime where the employee is required to work beyond the 5 hours. A further crib break of 45 minutes shall be provided after each additional period of 4 hours where the employee is required to work beyond this period. No deduction of pay shall be made for such crib breaks.

35. Rest Pauses

Rest pauses shall be in accordance with the Award.

PART 5 – STATUTORY HOLIDAYS, LEAVE

36. Statutory Holidays

36.1 Christmas, New Year, Easter, ANZAC Day, and Australia Day

All work done by any employee on Good Friday, Christmas Day, Anzac Day, New Years' Day, Australia Day, Easter Saturday (the day after Good Friday), Easter Sunday, Easter Monday, the birthday of the Sovereign, and Boxing Day and a day reserved for the Ipswich show holiday or any day appointed under the *Holidays Act 1983*, to be kept in place of any such holiday, shall be paid for at the rate of double time-and-a-half with a minimum of 4 hours.

36.2 Labour Day

All employees covered by this Agreement shall be entitled to be paid a full day's wage for Labour Day (the first Monday in May or other day appointed under the *Holidays Act 1983*, to be kept in place of that holiday) irrespective of the fact that no work may be performed on such day, and if any employee concerned actually works on Labour Day, such employee shall be paid a full day's wage for that day and in addition, a payment for the time actually worked at one-and-a-half times the ordinary rate prescribed for such work with a minimum of 4 hours.

36.3 Work Outside Normal Times

All time worked on any of the statutory holidays outside the ordinary starting and ceasing times for the day of the week on which the holiday falls will be paid for at double the rate prescribed by the Agreement for such time when worked outside the ordinary starting and ceasing times on an ordinary working day.

36.4 Stand Down

36.4.1 Christmas

Any and every employee who, having been dismissed or stood down by Ipswich City Council during the month of December in any year, shall be re-employed by Ipswich City Council at any time before the end of the month of January in the next succeeding year shall, if that employee shall have been employed by Council for a continuous period of two weeks or longer immediately prior to being so dismissed or stood down, be entitled to be paid and shall be paid by Council (at the ordinary rate payable to that employee when so dismissed or stood down) for any one or more of the following holidays, namely Christmas Day, Boxing Day, and the first day of January occurring during the period on and from the date of their dismissal or standing down to and including the date of their re-employment.

Ipswich City Council shall nominate one day during the Christmas - New Year period, as a day which rostered employees are entitled to take off work with pay and without applying for any other forms of leave. Employees may accrue up to three (3) days in form of TOIL (TOIL shall be time for time), overtime or banked RDOs, for the specific purpose of taking this time off during the period. Staff whose RDOs or who are on leave at this time will be credited with one (1) additional day leave to be used when best fits operational requirements. Employees who are required to work on this day will be paid ordinary rates and that day will be taken at another time as agreed by the Supervisor.

36.4.2 Easter

Where works are closed down at the Easter period, payment shall be made for the following holidays at ordinary rates to employees (excluding Casuals) who have been employed for a period of not less than three months: Good Friday and Easter Monday.

Provided that the qualification of three months' prior employment above shall not apply to deprive an employee of payment for Good Friday and Easter Monday where the period between Christmas and Easter is less than three months if such employee has been continuously engaged between Christmas and Easter and is re-engaged on re-opening the works after Easter.

36.4.3 Substitution of Holidays

Where there is an agreement between the majority of affected employees and Ipswich City Council and subject to statutory limitations, other ordinary working days may be substituted for the statutory holidays specified in this clause.

Provided that, where an employee is required to work on such substituted day, the employee shall be paid the rate applicable for the holiday that has been substituted.

37. Higher Duties

An employee primarily engaged to perform duties and responsibilities at a higher level than their usual classification/wage level shall be entitled to payment at the higher level for the period of time they are undertaking the duties and responsibilities.

38. Annual Leave

38.1 Entitlement

38.1.1 Amount of Annual Leave

Every employee (other than a casual employee) covered by this Agreement shall accrue annual leave at the rate of not less than four weeks equivalent.

38.1.2 Statutory Holidays Excluded

Annual leave shall be exclusive of any statutory holiday which may occur during the period of that annual leave and shall if requested by the employee be paid for by the employer in advance.

38.1.3 Applicable Pay Rate

Ipswich City Council shall, subject to clause 38.4 of this clause, pay annual leave at the ordinary rate payable to the employee concerned immediately prior to taking that leave under this Agreement.

Employees will be paid any accrued but untaken annual leave on termination of employment calculated in accordance with clause 38.4.

38.2 Annual Leave Accrual

- (a) Annual leave shall not accrue for approved absences in excess of 3 months on leave without pay. Each period of leave shall be treated, separately and not be treated cumulatively.
- (b) Leave without pay does not include any period of absence less than 3 months during which the employee is entitled to payment under the relevant Worker's compensation legislation.

38.3 Taking Annual Leave in Advance

If an employee and Council so agree, annual leave may be taken wholly or partly in advance before the employee has become entitled to annual leave.

An employee who has taken in advance is not entitled to any further annual leave until they have a positive annual leave accrual.

38.4 Calculation of Annual Leave

Payment for annual leave will be calculated as the employee's ordinary wage rate as prescribed by the agreement for the period of the annual leave (excluding shift premiums and weekend penalty rates) plus 17 ½%.

38.5 Leave Debits

Annual Leave Debits will be equivalent to the ordinary hours employees would have worked had they not been on paid leave. Such leave will therefore be paid and debited on the basis of hours actually taken.

38.6 Requirement to Take Leave

Annual leave shall be granted at a time agreed between Ipswich City Council and the employee. ICC may direct an employee to take annual leave on at least 8 weeks' notice.

38.7 Annual Leave at Half Pay

Employees may access Annual Leave at half pay. When accessing Annual leave at half pay a minimum period of one (1) week (2 weeks half pay) must be accessed.

Annual leave at half pay can only be accessed if the employee has exhausted any time off in lieu balance and have an annual leave balance of less than 8 weeks at the time of requesting annual leave at half pay.

39. Sick/Carers' Leave

39.1 Entitlement

Sick leave and Carers' leave are unlike annual leave and long service leave in that they are conditional upon an employee being ill or injured to the point of being unfit for duty or required to provide care in circumstances set out in this clause. It is an insurance to protect the employee against hardship should the employee be unable to continue in their normal occupation and must only be utilised in these circumstances.

An employee (excluding a short or long-term casual employee) may take paid sick / carers' leave if the leave is taken:

- (a) because the employee is not fit for work because of a personal illness, or personal injury affecting the employee; or
- (b) to provide care or support to a member of their employee's immediate family, or a member of the employee's household, who requires care and support because of:
 - (i) a personal illness, or personal injury affecting the member; or
 - (ii) an unexpected emergency affecting the member
- (c) the term 'immediate family' includes:
 - 1. a spouse (including a former spouse, de-facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite/same sex to the employee who lives with the employee as his or her husband or wife on a bona fide domestic basis: and
 - 2. a child or an adult child (including an adopted child, an ex-foster child, a stepchild, or an ex-nuptial child), parent, grandparent, grandchild, or sibling of the employee.

Employees (other than a casual employee) accrue 3 weeks sick / carers leave per annum.

Calculation of the leave entitlement will be the average number of ordinary hours worked per week multiplied by 3 weeks. For example, employees who work a 38 hour week will receive 114 hours of sick leave per annum.

39.2 Certificate Required

Payment for absence from work that in any instance exceeds 2 consecutive days where the employee is ill or exceeds 1 day for carers' leave shall be contingent upon production by the employee concerned of either a certificate from a duly qualified medical practitioner or other evidence of illness satisfactory to Ipswich City Council.

All employees who are unable to attend work due to illness or carers' responsibilities on any workday or shift shall notify their immediate Supervisor or Branch Manager of their inability to attend work as soon as possible but in any event, within half an hour of their normal starting time for the day or shift on which they are absent and shall unless exceptional circumstances exist, advise of the reason for the absence and of the expected duration of such absence. For carers' leave, the name of the person requiring care and their relationship to the



employee must also be provided. Failure to provide this information may result in the non-payment of leave for that absence.

In cases where an employee's record of attendance at work deteriorates to a point where it can be deemed to be unsatisfactory, Council may introduce a system whereby the employee will be required to produce satisfactory evidence, which may include a doctor's certificate before payment of any sick/carers leave is made. Prior to implementing this requirement, Council must meet to discuss the employee's attendance record and their concerns. The employee must be advised that they may be accompanied by a union representative at this meeting.

39.3 Carers' Leave

Carers' leave is intended to provide interim arrangements for the care of the immediate family. It is not intended to be utilised to provide long term care arrangements. Carers' leave shall be restricted to a maximum of 10 days per application unless otherwise approved by the Department Head. All applications in excess of 1 month must be approved by the Chief Executive Officer, provided approvals will not be unreasonably withheld.

39.4 Portability

Credit shall be allowed for sick leave accumulated with previous employing Queensland Local Governments (excluding Brisbane City Council) provided that the employee's service as between such Queensland Local Governments (excluding Brisbane City Council) has been continuous and that the employee at time of engagement produces a certificate from the previous Queensland Local Government certifying the amount of sick leave accumulated to the employee's credit.

Provided that for the purpose of this clause 'continuous service' shall mean service with a Queensland Local Government (excluding Brisbane City Council) or with more than one Queensland Local Government (excluding Brisbane City Council) which has been continuous except for the employee having been dismissed or stood down, or by the employee having terminated the employee's service with the Queensland Local Government (excluding Brisbane City Council) provided that the employee shall have been re-employed by that Queensland Local Government (excluding Brisbane City Council) or some other Queensland Local Government (excluding Brisbane City Council) within a period not exceeding the combination of whatever period of accrued, untaken annual leave was standing to the employee's credit when the employee ceased employment with the employee's previous Queensland Local Government (excluding Brisbane City Council) plus a further period of 4 weeks.

39.5 Whilst on Annual Leave or Long Service Leave

If an employee on annual leave or long service leave would be entitled to sick leave for a period of 5 consecutive working days, the employee may apply to have such period of illness debited to the employee's sick leave entitlement and the employee's annual or long service leave entitlement shall be adjusted accordingly.

39.6 Unpaid Leave for Caring Purposes

An employee may with the consent of Management, take unpaid leave for the purpose of providing care to a family member who has a medical condition.

39.7 Use of Sick Leave for Preventative Health



Employees can access sick leave to attend preventative health or routine medical appointments with a Registered Health Practitioner, as defined by the Australian Health Practitioner Regulation Agency in the following professions:

- Aboriginal and Torres Strait Islander Health Practice
- Chinese Medicine
- Chiropractic
- Dental practice
- Medical practice (doctors)
- Medical radiation practice
- Nursing
- Midwifery
- Occupational therapy
- Optometry
- Osteopathy
- Paramedicine
- Pharmacy
- Physiotherapy
- Podiatry
- Psychology

Employees shall be required to provide notice of one (1) working day to their Supervisor prior to sick leave being taken for appointments. Where an employee is subject to absenteeism management as per clause 39.2, they may be required to provide a medical certificate for each instance of sick leave taken for preventative health.

40. Long Service Leave

40.1 Entitlement

Subject to the provisions of clause 40.7 the entitlement of an employee to long service leave on full pay pursuant to this Agreement shall be as follows:

- (a) In the case of an employee who has completed an initial period of 10 years' continuous service, 13 weeks multiplied by normal weekly hours;
- (b) In the case of an employee who has completed an initial period of 7 years but less than 10 years' continuous service, and who terminates that service, or who dies, or Council terminates that service for a reason other than misconduct, a proportionate amount calculated on the basis of 13 weeks multiplied by normal hours per week, for 10 years' service;
- (c) In the case of an employee who has completed an initial or a subsequent period of 10 years' service and who continues that service until the employee has completed a further period of 10 years' service, a further 13 weeks multiplied by the normal hours per week; and
- (d) In the case of an employee who continues in the service of ICC after having completed an initial or a subsequent period of 10 years' service and whose employment is terminated for any reason other than misconduct, or who dies, before completion of a further period of 10 years' service, a proportionate further amount on the basis of 13 weeks multiplied by normal hours per week, for 10 years' service.

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- (e) Provided that employees who have an entitlement to pro-rata leave after 7 years' service will be permitted to take such leave by agreement.
 - (f) Employees will be entitled to take any long service leave at double the applicable rate of pay or to be paid at half time applicable rate of pay and be paid subject to approval. Leave accruals will be debited accordingly. For example, 2 weeks at double payment equals 4 weeks entitlement.
 - (g) For the purposes of this clause, service does not include any period of leave without pay in excess of 3 months or any period of unapproved leave without pay.

40.2 Continuous Service

For the purpose of this Agreement 'continuous service' shall mean service with Ipswich City Council or with another Queensland Local Government which has been continuous except for:

- (a) Absence from work on leave granted by a Council including such absence through illness or injury on leave so granted, and any absence through illness or injury during the last 5 years of the employee's service, shall be included in the period in respect of which long service leave is computed;
- (b) The employee having been dismissed or stood down by Ipswich City Council, or the employee having terminated service with the Council by reason of illness or injury, provided that the employee shall have been re-employed by Ipswich City Council or another Queensland Local Government and shall not have been engaged in any other calling whether on the employee's own account or as an employee subsequent to having been so dismissed or stood down or to having so terminated service, and before being so re-employed and provided further that the period during which that employee was absent by reason of such dismissal or standing down or termination of service shall not by reason only of this paragraph be taken into account in calculating the period of service;
- (c) The employee having been dismissed or stood down by the Council, or the employee having terminated service with the Council, provided that the employee has been re-employed by Ipswich City Council or some other Queensland Local Government within a period not exceeding three months.

40.3 Previous Defence Service

Service as a member of the Australia Defence Force shall be deemed to be service with ICC by which that employee was last employed before the employee commenced to serve as such member.

40.4 Higher Rate Prior to Long Service Leave

Provided that, in the case of an employee who immediately before the period of long service leave is being paid for ordinary time worked by the employee at a rate in excess of the rate payable under this Agreement, the long service leave shall be paid for at that excess rate as ordinary time deemed for the purpose of such payment at such excess rate to be worked continuously by that employee during the period of long service leave except that, if the rate payable under this agreement is varied during the period of long service leave, then:

- (a) if the variation increases the rate payable under this Agreement to an amount greater than the higher rate, the long service leave shall be paid for at that increased rate for any part of the period in respect of the increased rate: or
- (b) if the variation decreases the rate payable under this Agreement, the long service leave may be paid for at the higher rate less the whole or any portion of the decrease for any part of the period in respect of the amount of the decreased rate.

40.5 Statutory Holidays Excluded

Any long service leave shall be exclusive of any statutory holiday occurring during the period when that long service leave is taken and shall be paid for by Ipswich City Council as ordinary time.

40.6 Current Local Government Responsible for Payment

The Local Government with which the employee is employed at the time long service leave entitlement is claimed shall be liable as between itself and such employee to pay the whole of the amount to which such employee is entitled as payment for long service leave.

40.7 Previous Local Government to Contribute

Once an employee becomes eligible for pro-rata long service leave each Local Government with which the employee had previously been employed during the qualifying period for long service leave shall contribute to such entitlement in the proportion which the employee's period of service with it bears to the qualifying service at the ordinary rate of pay which the employee was receiving on the cessation of employment with such contributing Local Government.

40.8 All Contributions to Follow Employees

Once such contribution is made and the employee concerned is employed by yet another Local Government the first employing Local Government shall be liable between it and the new employing Local Government for all long service leave contributions that had been forwarded to it and which had accrued during the period of employment.

40.9 Time and Manner of Payment

ICC and the employee concerned may agree upon the times and the manner in which the employee shall be paid for long service leave.

During the life of this Agreement, employees with over 26 weeks of leave shall use all reasonable endeavours to reduce their long service leave balance below 26 weeks. The CEO may approve exceptions to this based on special circumstances at their absolute discretion. Should an employee fail to reduce their leave balance, Ipswich City Council may direct an employee to reduce their balance to 26 weeks by providing 3 months written notice. Council will only direct an employee to take leave once in a 12 month period for no less than 4 weeks at one time. This clause shall not be read as to restrict Council's ability to direct employees to take long service leave under the Act.

40.10 Payment Upon Death of Employee

If an employee who is entitled to any amount of long service leave dies before taking that amount of long service leave; or after commencing but before completing the taking of that amount of long service leave, Ipswich City Council shall pay to that employee's personal representative a sum equal to the payment for the period of the amount of long service leave not taken or, as the case may be, the taking of which has not been completed by that employee.

40.11 Payment for Financial Hardship

Employees who are experiencing a financial hardship may apply to the General Manager to cash out a portion of their accrued long service leave entitlement balance, providing evidence to Council's satisfaction to support the request. Unless otherwise approved by the General Manager, a balance of four (4) weeks is to be maintained.

41. Paid Parental leave

In addition to the Parental and related leave provisions (Division 8 of the Queensland Employment Standards) contained within the *Industrial Relations Act 2016*, the following will apply:

Paid Parental Leave

Permanent employees who have 12 months continuous service with Council and will be the primary carer at the time of birth, adoption, surrogacy arrangement or cultural recognition order will be eligible for 14 weeks paid Parental Leave. A primary carer is the person who is most meeting the child's physical care and needs daily. Only one person can be the primary carer for a child at one time.

For the purposes of paid Parental Leave permanent employees include Full time, Part time and fixed term employees.

Partner Leave

Permanent employees who have 12 months continuous service with Council and who will not be the primary carer at the time of birth, adoption, surrogacy arrangement or cultural recognition order will be eligible for 3 weeks paid Partner Leave.

For the purposes of paid Partner Leave clause permanent employees include Full time, Part time and fixed term employees.

Access to additional leave (Personal Leave)

Employees may access an additional two (2) weeks paid leave deducted from the employee's Personal Leave to be taken in conjunction with paid Parental or Partner Leave.

Access to the additional two (2) weeks leave is conditional upon the employee having a minimum balance of two (2) weeks Personal Leave at the commencement of their paid Parental or Partner Leave.

Calculating Entitlement

Paid Parental leave is to be taken from the commencement of Parental Leave and will form part of the maximum Parental Leave entitlement of fifty-two (52) weeks as provided in the *Industrial Relations Act 2016*. If the employee chooses to access an additional two (2) weeks Personal Leave, this must be taken in conjunction with paid Parental Leave as one period of leave.

Paid Parental Leave is based on the average ordinary weekly hours performed by the employee for the previous 12 months prior to the commencement of Parental Leave.

Paid Partner Leave can be taken at any time within fifty-two (52) weeks of the birth, adoption or placement of the child in accordance with a surrogacy arrangement or cultural recognition order. If the employee chooses to access an additional two (2) weeks Personal Leave, this must be taken in conjunction with paid Partner Leave as one period of leave.

Eligible employees can access either paid Parental or Partner Leave, not both.

Paid Parental, Partner Leave and additional Personal Leave taken in conjunction with paid Parental or Partner Leave can be taken at full pay or half pay.

Sharing Paid Parental Leave

If both parents are employees of Council and both have 12 months continuous service at the time of birth, adoption, surrogacy arrangement or cultural recognition order, the 14 weeks paid parental leave may be shared. The paid Partner Leave cannot be claimed if both parents plan to share the 14 weeks paid parental leave.

Superannuation

Council's superannuation payments will continue during periods of paid Parental Leave including payments received by the employee in accordance with the Parental Leave Pay scheme provided by the Australian Government.

Pre-Natal appointments

Employees who are eligible for paid Parental Leave can access the 14 weeks provided for paid Parental Leave to attend pre-natal appointments.

42. Bereavement Leave

42.1 Applicability

An employee is entitled to 3 days Bereavement Leave for the purpose of attending the funeral service of an immediate family member, inclusive of immediate in-laws (mother-in-law and father-in-law) or member of their household. Proof of such death shall be furnished by the employee to the satisfaction of Ipswich City Council.

An employee will be granted a maximum of one (1) day Bereavement Leave for the purpose of attending the funeral of the following members of their family: son-in-law, daughter-in-law, aunt, or uncle.

An additional 2 days travelling will be paid to the employee upon receipt of evidence stating travel was required to attend to matters related to the bereavement.

Proof of such death shall be furnished by the employee to the satisfaction of the Council.

42.2 Special Circumstances

Where special circumstances exist, the employee may use 2 days of sick leave to extend their absence, subject to the employee having sufficient sick leave balances to retain a minimum balance of two weeks. If further time is required, the employee may access annual leave to extend their absence.

42.3 Unpaid Entitlement by Agreement

By agreement with Ipswich City Council, an employee shall in addition to paid bereavement leave be entitled to reasonable unpaid bereavement leave up to 5 working days.

43. Jury Service

Employees required to attend for jury duty will be paid the difference between the normal salary of the employee and the jury duty fee.

44. Military Leave

Upon determination that operational requirements and business needs are able to be met, Ipswich City Council will allow employees who are members of the Australian Defence Force Reserve (ADFR), either Army, Air Force or Navy, to attend training and reservist activities without the loss of pay, in accordance with approved procedures.

45. Secondment by Emergency Services

When an employee, by reason of membership of an emergency service agency, is required to absent themselves from work in order to assist or undertake such emergency work, that employee shall be allowed leave with pay equivalent to the ordinary time earnings of such absence. This shall not construe any responsibility on Ipswich City Council for the conduct of such assistance or work undertaken by the employee during the secondment, or for any expenses incurred.

46. Natural Disaster and Extreme Weather Leave

When a situation occurs where an employee is affected as a result of a Natural Disaster (including an undeclared natural disaster) or Extreme Weather Event caused by but not limited to, a natural flood, cyclone, bushfire, tsunami or earthquake events, the employee shall be granted leave without loss of pay for up to a maximum of two (2) days per year (non-cumulative) and such leave is subject to approval by the CEO or delegate.

Paid leave under this clause would apply where employees are unable to:

- report to work at any of Council's depots or premises from which that employee's duties are conducted by means of plant and/or equipment being stationed there and perform their required or alternative duties or attend training;
- work remotely (e.g. from home); or
- where continuing to work under extreme conditions is inadvisable due to Work Health and Safety considerations and the employee is required to leave the worksite and return home.

Natural Disaster/Extreme Weather Leave is approved to allow employees affected to undertake the following activities:

- ensure the protection of family, property, and livestock;
- secure their residence and belongings;
- undertake temporary or emergency repairs; and/or
- clean up to restore the dwelling to a habitable state.

In situations other than natural disasters or extreme events where an employee is required to return home, they must seek approval to leave work and will be eligible to access flexitime (if available) or other forms of accrued leave excluding personal leave (this exclusion will not apply to situations encompassed by the entitlement to personal leave in the Act).

47. Domestic and Family Violence Leave

47.1 General

Ipswich City Council is committed to providing a safe workspace for all employees. ICC aims to support employees who are involved in domestic violence. Domestic and family violence is an extremely sensitive issue that affects individuals, families, and communities.



The parties to this Agreement commit to the following principles that underpin this clause:

- (a) Paid leave for employees experiencing family and domestic violence as outlined at Clause 47.2;
- (b) Confidentiality of employees details;
- (c) Safety planning strategies to ensure protection for employees;
- (d) Support for employees affected by family and domestic violence by providing access to the Employee Assistance Program (EAP) which provides free confidential counselling (face-to-face, telephone, or online) and access to a wide range of information and support resources;
- (e) Support for employees to access relevant leave/flexible work arrangements;
- (f) Protection against adverse action, discrimination, harassment or bullying as a result of any disclosure, experience or perceived experience relating to domestic and family violence.

47.2 Entitlement

Employees experiencing domestic and family violence will have access to dedicated additional paid leave. The Entitlement includes:

- (a) Up to twenty (20) days paid leave per calendar year for full-time employees (non-cumulative);
- (b) Pro-rata leave for part-time employees (e.g. a part-time employee who works three (3) days per week will have access to up to six (6) days paid leave);
- (c) Up to ten (10) days paid leave per calendar year for Casual employees;
- (d) The leave is to be paid at the employee's base rate of pay (e.g. no shift penalties);
- (e) This leave may also be available to employees supporting another person experiencing domestic and family violence.

47.3 Notice

The employee must provide the Manager People and Culture with notice of their need to access domestic and family violence leave:

- (a) Before or on the day the employee is to take the leave; or
- (b) If it is not possible to notify ICC before the leave is taken – during the leave or as soon as possible after the leave ends.

47.4 Leave Approval

- (a) Employees may make requests to access domestic and family violence leave directly to the Manager People and Culture or General Manager.
- (b) Where requests are made via the employee's Supervisor/Manager, the request for leave is to be immediately escalated to the relevant General Manager or Manager People and Culture to ensure confidentiality to the employee affected. This may occur by the Supervisor/Manager of the employee making direct contact to discuss the request.
- (c) In the event an employee required assistance with making an application for domestic and family violence leave, ICC contact officers or a People and Culture Business Partner or Workplace Safety and Wellbeing Partner will be available to provide support to the employee making the application for domestic violence leave.

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- (d) Where evidence is requested by ICC, the evidence may be a document issued by the Police Service, a Doctor or Health Professional, a report from a Counsellor, or a statutory declaration.
- (e) Council will not discriminate or take action against employees because they have requested and/or accessed domestic violence leave.

48. Pandemic Leave

Council will provide up to 20 days on full pay each calendar year for pandemic leave. This leave is to cover employees who are unable to attend the workplace or complete their duties from another location. It will be available on application to Payroll and managed in accordance with the procedure that is approved by the Executive Leadership Team, Pandemic Leave will be in addition to personal leave. Balances do not accrue each year and there is no provision for an employee to be paid out for any accruals.

49. Cultural, Ceremonial and NAIDOC Leave

- (a) Ipswich City Council is committed to developing a deep understanding of Aboriginal and Torres Strait Islander cultures and history in responding with respect. A growing knowledge and respect has led us to consider the introduction of paid cultural, ceremonial and NAIDOC leave for all Aboriginal and Torres Strait Islander staff as part of employee leave entitlements.

We understand that Aboriginal and/or Torres Strait Islander employees have specific and unique cultural requirements and obligations under traditional lore, and to participate in cultural and ceremonial activities.

- (b) Cultural, Ceremonial and NAIDOC leave – 10 paid days per calendar year may be accessed by Aboriginal and/or Torres Strait Islander employees for the purposes of attending to cultural obligations and activities outside the workplace. An additional 5 unpaid days per calendar year is also made available. Part-time staff would be entitled to a proportionate day. This leave is not applicable for casual employees. This leave does not accumulate if not taken in the calendar year and is not paid out on cessation of employment.
- (c) The types of events or activities that are covered by Cultural, Ceremonial and NAIDOC leave are, but not limited to:
- Native Title meetings if an employee is a Traditional Owner or a Representative of Traditional Owners
 - NAIDOC Celebrations or other National 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)
 - Sorry Business
 - Traditional and customary law requirements which may include the requirement to participate in or attend an initiation ceremony, or a ceremony relating to men's business or women's business.
 - Other ceremonial obligations under Aboriginal and Torres Strait Islander law
 - Kinship obligations under Aboriginal and Torres Strait Islander law

As a rule, Aboriginal and/or Torres Strait Islander employees may apply for leave to attend cultural and ceremonial events and activities as detailed above, and approval is not to be unreasonably withheld. Notice and evidence requirements for all types of leave will be detailed in the Leave Management Procedure. Cultural, Ceremonial and NAIDOC leave requests need to be given fair and proper consideration and treated in a culturally sensitive manner; demonstrating respect for the specific cultural obligations associated with Aboriginal and Torres Strait Islander cultures.



50. Compassionate Leave

An employee other than a casual employee is entitled to two (2) days compassionate leave on full pay on each occasion when a member of the employee's immediate family or household contracts a personal illness or sustains a personal injury that poses a serious threat to the person's life as provided for in Part 3 Division 6 of the Act.

51. Purchase of Leave

Permanent and long term temporary employees (i.e. with a contract greater than 24 months), who have passed probation, are eligible to apply to purchase up to four (4) weeks additional leave per annum. Purchased leave is self-funded by weekly deductions calculated on your gross salary at the time of application in accordance with the Leave Management Procedure. All applications are managed by Payroll if approved by the General Manager. All purchased leave must be utilised in one year. When taken, purchased leave is paid out at the same rate as it was initially applied for and does not attract salary increases.

52. Equity and Diversity

Council is committed to the principles of equity and diversity and to the objectives set out in the relevant Anti-Discrimination legislation.

Council will conduct its operations with total commitment to the spirit and intent of the above legislation including the following principles:

- A. Fair practices in the workplace;
- B. Management decisions being made without bias;
- C. Recognition of and respect for the social and cultural backgrounds of all employees and customers; and
- D. Improving productivity through guaranteeing that:
 - The best person is recruited and/or promoted;
 - Skilled employees are retained;
 - Training and development are linked to customer need and employee development; and
 - The workplace is efficient and free of harassment and discrimination.

PART 6 – MISCELLANEOUS PROVISIONS

53. Workplace health and safety

53.1 Rehabilitation

Ipswich City Council and its employees are committed to the rehabilitation program and agree to co-operate and participate in the early return to work plan that is developed in consultation with the injured or sick employees, Doctor, their Manager, Ipswich City Council Occupational Therapist, ICC's Workplace Health and Safety Board and Rehabilitation Co-ordinators.

Ipswich City Council may require employees to undertake medical assessments to determine the employee's fitness for work in accordance with ICC's policy and procedures and to provide to Council evidenced of fitness for work to its satisfaction.

Payments to staff absent from work due to injury or illness as a result of a work-related incident shall be made in accordance with relevant procedures. Any proposed amendments to this procedure must be discussed by the Ipswich City Council Joint Consultative Committee prior to adoption.

53.2 Incident reporting and investigation

Employees shall report every accident, incident, or potentially hazardous situation to Supervisors and/or Workplace Health and Safety representative in accordance with applicable legislation and assist with any ensuing investigation. The Supervisors are to report to the Workplace Health and Safety Manager all accidents and incidents as soon as possible.

53.3 Risk Assessment

- (a) A risk assessment is to be conducted by Supervisors prior to and during the performance of any tasks in accordance with applicable legislation. The risk assessments shall be recorded and forwarded by the Supervisor for recording and filing by the Workplace Health and Safety Manager.
- (b) Employees are to comply with any control measures and/or wear appropriate personal protective equipment which has been identified by the risk assessment to ensure their health and safety.

54. Policies and Procedures

Employees must comply with Ipswich City Council policies and procedures as implemented from time to time. ICC will consult with all levels of staff in relation to implementation of policies and procedures that relate to the employment of staff. Where there is policy change, there will be consultation with Ipswich City Council Joint Consultative Committee before implementation.

55. Time and Remuneration Records and Right of Entry

Ipswich City Council shall keep time and remuneration records in accordance with the *Industrial Relations Act 2016 (Qld)*.

Any duly authorised officer of the relevant union is permitted to enter each office or depot of Ipswich City Council for the purpose of inspecting records of employment and details of salaries paid to employees to verify compliance with the relevant provisions of this agreement. Such entry is permitted subject to the provisions of the Act.



Any employee of Ipswich City Council is permitted to inspect their personal records of employment and payroll records. Any inspections must be carried out at a time agreeable to their supervisor if within work time.

56. Recognition of Service

All employees with 15 years or more service as at 5 October 2022 will be eligible for the following after twenty (20) years continuous service:

- (a) Upon retirement and being 55 years of age or more, a \$1000 gift in accordance with the agreed People and Culture procedure.

Council also recognises and celebrates employees following 10, 20, 30, 40, and 50+ years of service. Leaders will recognise the length of service with the following process:

- (a) People and Culture coordinate the printing of certificates and purchasing of gifts on a quarterly in advance basis for employees achieving service milestones as per the report.
- (b) Certificates and gift cards are provided to the appropriate General Manager.
- (c) On the day of service milestone or as close as possible to, General Managers or their delegates recognise the length of service in a local celebration and present the certificate and gift card to the employee.
- (d) Where the celebration can't take place on the day of the service milestone, the employee will be communicated with regarding when it will take place.

57. Equal Employment Opportunity

The Employer recognises the importance of maintaining diversity in the workplace, equal remuneration for work of equal value and ensuring that existing practises encourage equality of employment and development opportunities, continue, and are promoted.

This will include:

- Reviewing position descriptions, prior to advertisement, to ensure non-bias/gender neutral language;
- Inclusion of statements during recruitment that the Employer is an equal opportunity employer;
- Ensuring selection of applicants for vacant positions is conducted in accordance with the law;
- Giving appropriate and meaningful consideration of workplace flexibility requests;
- 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 Employer is committed to equal remuneration for work of equal / comparable value.

PART 7 – DEFINITIONS

The meanings of the terms used in this agreement are set out below.

Term	Meaning
Agreement	Ipswich City Council Civic Centre Employees Certified Agreement 2024
Applicable Award	Local Government (Stream B) Award – State 2017
Consultation	Consultation shall mean providing the Union and employees with a bona fide opportunity to discuss Council’s decision(s). In order to facilitate meaningful consultation, Council will provide employees and the Union with relevant information including reasons for contemplated changes, the number and category of workers likely to be affected and the period over which any change may be intended.
ICC	Ipswich City Council ABN 61 461 981 077
Ordinary Time Earnings	The actual ordinary rate of pay the employees receive for their ordinary hours of work including shift loadings where applicable. Ordinary time earnings shall not include overtime, penalty rates, or any other extraneous payments of a like nature, unless stated as part of this Agreement.
Queensland Local Government	Any Local Governments and Joint Boards (within the meaning of the Local Government Act 2009, excluding Brisbane City Council), who are respondents to those Awards to which this Agreement applies.
Remuneration	Payment made for services rendered which includes all types of wage and non-wage payments, reward payments for the performance of some specific task, benefits such as the provision of a council vehicle.
The Act	<i>Industrial Relations Act (Qld) 2016</i>
Unions	The unions party to this agreement, jointly or individually as the context requires.

SIGNATORIES TO AGREEMENT

Signed for and on behalf of
IPSWICH CITY COUNCIL (Signature)

Matthew Smith
.....
(Print Name)

Acting Chief Executive Officer
.....
(Title)

15/12/2025
.....
(Date)

In the presence of
(Signature)

Sandy Nunn
.....
(Print Name)

15-12-25
.....
(Date)



Signed for and on behalf of

UNITED WORKERS' UNION, INDUSTRIAL (Signature)

UNION OF EMPLOYEES, QUEENSLAND

Gary Bullock

.....

(Print Name)

Qld State Secretary

.....

(Title)

03/12/2025

.....

(Date)

In the presence of

(Signature)

Cara Anderson

.....

(Print Name)

03/12/2025

.....

(Date)

Signed for and on behalf of
THE AUSTRALIAN WORKERS' UNION (Signature)
OF EMPLOYEES, QUEENSLAND

Stacey Schinnerl
.....
(Print Name)

Secretary
.....
(Title)

9th December 2025
.....
(Date)

In the presence of
(Signature)

Melinda Chisholm
.....
(Print Name)

09/12/2025
.....
(Date)