

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Scenic Rim Regional Council

AND

**The Association of Professional Engineers, Scientists and Managers, Australia,
Queensland Branch, Union of Employees**

AND

Australian Workers' Union of Employees, Queensland

AND

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

AND

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

AND

Queensland Services, Industrial Union of Employees

AND

Transport Workers Union, Union of Employees, Queensland Branch

(Matter No. CB/2026/69)

SCENIC RIM REGIONAL COUNCIL CERTIFIED AGREEMENT 2026

Certificate of Approval

On 4 September 2026, the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

Name of Agreement: **SCENIC RIM REGIONAL COUNCIL CERTIFIED
AGREEMENT 2026**

**Parties to the
Agreement:**

- Scenic Rim Regional Council
- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees
- Australian Workers' Union of Employees, Queensland
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
- Queensland Services, Industrial Union of Employees
- Transport Workers Union, Union of Employees, Queensland Branch

Operative Date: 4 September 2026

Nominal Expiry Date: 30 June 2028

Previous Agreement: *Scenic Rim Regional Council Certified Agreement 2022*

**Termination Date of
Previous Agreement:** 4 September 2026

By the Commission

S.C. PIDGEON
Industrial Commissioner
4 September 2026

SCENIC RIM REGIONAL COUNCIL
CERTIFIED AGREEMENT 2026

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PART 1 - PRELIMINARY

1.1. Title

- 1.1.1. This Agreement shall be known as the Scenic Rim Regional Council Certified Agreement 2026.

1.2. Application

- 1.2.1. This Agreement applies to all Employees covered by the awards listed in Clause 1.4.1 of this Agreement, except for any Employee appointed to the position of Chief Executive Officer or Senior Officer pursuant to a written contract of employment where that contract states "Pursuant to Division 2 Section 1, Clause 4.2 of the *Queensland Local Government Industry (Stream A) Award - State 2017*, that the award will not apply to the employment terms and conditions applicable to the Employee".
- 1.2.2. The terms and conditions of the relevant Awards listed in this Agreement shall apply unless excluded or modified as an expressed term of this Agreement.

1.3. Parties Bound

- 1.3.1. The parties to this Agreement are:
- (a) Scenic Rim Regional Council;
 - (b) Association of Professional Engineers, Scientists and Managers, Australia (APESMA);
 - (c) Australian Workers' Union of Employees, Queensland (AWU);
 - (d) Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees (AMWU);
 - (e) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (CFMEU);
 - (f) Queensland Services, Industrial Union of Employees (QSU); and
 - (g) Transport Workers Union, Union of Employees, Queensland Branch (TWU).

1.4. Relationship to Parent Awards

- 1.4.1. This Agreement shall be read and interpreted in conjunction with the provisions of the following Awards (Parent Awards):
- (a) *Queensland Local Government Industry (Stream A) Award - State 2017* (Stream A Award);
 - (b) *Queensland Local Government Industry (Stream B) Award - State 2017* (Stream B Award);
 - (c) *Queensland Local Government Industry (Stream C) Award - State 2017* (Stream C Award); and
 - (d) *Training Wage Award - State 2012*.

- 1.4.2. Where there is any inconsistency between this Agreement and the Parent Award/s, this Agreement shall take precedence to the extent of the inconsistency. The Parent Award/s provision/s shall apply by default where the Agreement is silent or does not deal with a specific issue.

1.5. No Extra Claims

- 1.5.1. There will be no extra claims pursued by the parties during the life of this Agreement.

1.6. Date and Period of Operation

- 1.6.1. This Agreement shall operate, in accordance with its terms, from certification with a nominal expiry date of 30 June 2028.
- 1.6.2. The parties agree that negotiations to review and renegotiate the Agreement shall commence six months prior to the expiration of the Agreement and every endeavour shall be made to complete negotiations for a replacement Agreement by the expiry of this Agreement. This Agreement will remain in place until a new Agreement is finalised.

1.7. Purpose and Objectives of the Agreement

- 1.7.1. This Agreement is made to facilitate a workplace that has the skills, knowledge and flexibility to be able to respond in an efficient and effective manner to the needs of the community. This Agreement aims to position Council as a workplace of choice within the community.
- 1.7.2. Council and its Employees are committed to an awareness of the workplace values and to ensure that they are adhered to.
- 1.7.3. Provide greater flexibility in workplace practices through flexible working arrangements, practices and systems that meet the needs of Council and its customers.
- 1.7.4. Enhance the efficiency and productivity of Council by promoting the pursuit of excellence through continuous improvement and ensuring the image of Council as a quality service provider is upheld. This will be done by providing incentives such as rewards and recognition commensurate with these improvements.
- 1.7.5. Promote a positive, harmonious and productive work environment through ongoing cooperative and consultative approaches to work.
- 1.7.6. Commitment by all parties to improving a healthy and safe work environment.
- 1.7.7. Focus on competitiveness to ensure Council maintains a viable, effective and secure workforce whilst remaining a fair and equitable employer in relation to wages outcomes and a commitment to developing a more satisfying and participative work environment.
- 1.7.8. Promote job satisfaction by enabling Employees to improve and enhance their skills through relevant training programs in order to create a more productive and qualified workplace.
- 1.7.9. The parties will act within the terms of this Agreement to ensure its ongoing success.

1.8. Equal Employment Opportunities

- 1.8.1. The parties recognise the importance of maintaining diversity in the workplace, equal remuneration for work of equal value and ensuring that existing practices, that encourage equality of employment and development opportunities, continue and are promoted, during the life of this Agreement. This will include:

- (a) Reviewing position descriptions, prior to advertisement, to ensure non-bias/gender neutral language;
- (b) Inclusion of statements during recruitment that Council is an equal opportunity employer;
- (c) Ensuring selection of applicants for vacant positions is conducted in accordance with the law;
- (d) Giving appropriate and meaningful consideration of workplace flexibility or adjustment requests; and
- (e) Ensuring approval of development opportunities is managed in a fair and equitable manner, irrespective of gender or any other identified attribute under the *Anti-Discrimination Act 1991 (Qld)*.

1.9. Flexible Working Arrangements

- 1.9.1. The parties are committed to modernising the terms of the Agreement so that it provides for enhanced productivity of Council, and enables greater work life balance and job satisfaction.
- 1.9.2. The parties commit themselves to the following principles:
 - (a) Amendments to organisational design may be required to meet the needs of our customers and enhance operational efficiency.
 - (b) The parties will endeavour to create a genuine career path for Employees which allows advancement based on skill/qualification acquisition, the use of such skills/qualifications and the requirement to perform functions but will be subject to merit-based selection criteria. This understanding will be subject to the relevant development of position descriptions and classified against relevant Awards.
 - (c) Cooperation in the transition from current structures and definitions to new structures without creating false expectations or disputation.
 - (d) Council may direct an Employee to carry out such duties that are within the limits of the Employee's skill, competence and training, consistent with the classification structure of this Agreement provided that such duties are not designed to promote de-skilling.
 - (e) Council may direct an Employee to carry out such duties and use such tools and equipment as may be required provided that the Employee has been properly trained in the use of such tools and equipment.
 - (f) The parties agree that adequate consultation and communication provides for major contribution to efficient, flexible and productive Employee and management practices. It is agreed that the need for proper consultation and communication extends to ensuring continued effective communication between all levels catering for an information flow between management and Employees and/or relevant union representatives.

1.10. Posting of Agreement

- 1.10.1. This Agreement shall be displayed in the workplace both electronically and in hardcopy with convenient access to all Employees.

1.11. Local Area Work Agreements (LAWA)

- 1.11.1. The parties recognise the value and benefit in providing for a process that enables Council, workgroups or individuals to develop and implement flexible working arrangements suited to the needs of the workgroup and requisite work to be performed.
- 1.11.2. Where Council, relevant workgroups and individuals agree there is a need for flexible work agreements the following process will be followed:
 - (a) Directly affected Employees, unions (if applicable) and Council will consult and agree on arrangements to be implemented;
 - (b) The arrangements need to meet the operational requirements of Council;
 - (c) Agreement needs to be obtained from more than 65% of affected employees; and
 - (d) The parties agree to genuinely consider any reasonable agreement proposed.
- 1.11.3. Where established, LAWAs will be read in conjunction with the relevant Awards and this Agreement.
- 1.11.4. The terms of a LAWA must be in writing setting out the terms, including a predetermined term of the agreement and provision for termination of the agreement and signed by Council and the relevant Employees. It must not, on balance, result in an overall reduction in the entitlements or protections the relevant Employees have under this Agreement.

PART 2 - TERMS AND CONDITIONS OF EMPLOYMENT

2.1. Grievance and Dispute Settlement Procedure

- 2.1.1. In the event of a grievance/dispute regarding this Agreement, Award or any other industrial matter, within the meaning of the *Industrial Relations Act 2016 (Qld)*, occurring in the workplace the following procedures will be followed. At all stages of this process, the Employee/s shall have the right to be represented by their Union/s.

Resolving Grievance/Dispute at the Workplace Level

- 2.1.2. The parties must genuinely attempt to resolve the grievance/dispute at the workplace level.
- 2.1.3. The Employee shall in the first instance notify their manager/supervisor of the nature of the grievance/dispute. A discussion is to take place within two (2) business days of notification of the grievance/dispute between the Employee concerned, and if the Employee requests, the Union and/or Employee's representative, and the Employee's immediate manager/supervisor.
- 2.1.4. If the matter is not resolved between the supervisor and the Employee, then the Employee may request that the matter be referred to the relevant Manager and/or Director for a discussion between the parties. This discussion is to be held within two (2) business days of notification.
- 2.1.5. Should the grievance/dispute still remain unresolved, the Employee may request that the matter be referred to the relevant Director and Executive Manager People and Performance for a discussion between the parties. This discussion is to be held within two (2) business days of written notification.

- 2.1.6. Subject to legislation, while the dispute procedures are being followed, normal work is to continue except in the case of a genuine safety issue. The status quo existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- 2.1.7. Where a dispute is raised by a party/s to this Agreement and the party/s is Council, a Union or an Employee represented by the Union, the party/s must provide in writing the detail of the dispute, including reference to any purported breach of an Industrial Instrument, and a proposal as to how the dispute may be addressed. Where a dispute is raised by an Employee/s, they must communicate, as far as reasonably practicable, the detail of the dispute and proposals as to how the dispute may be addressed. Where a consultation process is being undertaken in accordance with Clause 5.11 the party/s commit to continuing to genuinely participate in the consultation process, regardless of a dispute being managed in accordance with this clause.

Where Grievance/Dispute Cannot Be Resolved at Workplace Level

- 2.1.8. If the matter remains unresolved, then the grievance/dispute may, by either party be referred to the Queensland Industrial Relations Commission (QIRC) for it to be conciliated and/or arbitrated. Once referred to the QIRC the parties are bound by the outcome, subject to the parties' right of appeal under the *Industrial Relations Act 2016 (Qld)*.

2.2. Types of Employment

- 2.2.1. Employees shall be engaged on a full time, part time, casual or maximum term basis.

(a) Full Time Employment

- (i) Full time Employment of Employees covered by Stream A Award, other than managers/supervisors of Stream B and C Employees, is constituted of working an average of 36.25 ordinary hours of duty per week.
- (ii) Full time Employment of Employees covered by Stream B and C Awards and their managers/supervisors who are covered by Stream A Award, is constituted of working an average of 38 ordinary hours of duty per week.

(b) Part Time Employment

- (i) Part time Employees covered by Stream A Award (other than managers/supervisors of Employees covered by Stream B and C Awards) are to work no more than 36.25 hours per week.
- (ii) Part time Employees covered by Stream B and C Awards (and their managers/supervisors covered by Stream A Award) are to work no more than 38 hours per week.
- (iii) By mutual agreement in writing, a part time Employee and Council may agree for the Employee to work over and above their mutually agreed hours at the time of their initial appointment to the role (up to and including the full time equivalent hours applicable to the award the Employee is covered by). Such additional hours shall be paid at ordinary rates.
- (iv) Any additional ordinary hours worked in excess of the full time equivalent hours applicable under the relevant Parent Award, or outside the span of ordinary hours, are to be paid at the applicable overtime rate.

- (v) All additional hours worked in accordance with Clause 2.2.1(b)(iii) must be taken into account in the pro rata calculation of all leave and other entitlements.
- (vi) However, if a part time Employee is directed to work overtime then they shall be paid at the relevant overtime rates.

Example One - if a part time Employee who is employed to work 20 hours per week and volunteers to work an additional day of 7.25 hours they will be paid 27.25 hours at ordinary rates.

Example Two - if a part time Employee is directed to work the additional day of 7.25 hours, the 7.25 hours shall be paid at the appropriate overtime rate.

- (vii) All part time Employees have a right to refuse unreasonable amounts of overtime.

(c) Casual Employment

- (i) A casual Employee is an Employee engaged and paid as such.
- (ii) Unless otherwise expressly stipulated by this Agreement, casual employment terms and conditions are regulated by the relevant provisions of the Parent Award that an Employee is covered by.
- (iii) A casual Employee shall, at the completion of six (6) months' service with Council, have a right to request to have their employment converted to full time or part time employment if it could be reasonably expected that their employment is to continue on the basis of operational needs.
- (iv) Where the authorised officer approves an application under Clause 2.2.1(c)(iii) of this Agreement, a casual Employee who requested to convert their employment type, shall be employed on a part time or full time capacity in accordance with the pattern of ordinary hours worked by the Employee in the preceding six (6) months period or as otherwise mutually agreed in writing.

2.3. Hours of Work

- 2.3.1. Unless otherwise expressly stipulated in this Agreement, the span of ordinary hours of work will be 6.00am to 6.00pm, except where Core Times are altered for a particular section in accordance with this Agreement.
- 2.3.2. For Employees covered by Stream B Award and their managers/supervisors covered by Stream A Award who work in Parks and Gardens, street cleaning gangs and in circumstances where there are special events, the span of hours on Monday through Friday will be 5.00am to 6.00pm.
- 2.3.3. All Employees must ensure that they access a designated unpaid meal break, which must be taken within five (5) hours of their commencement time. A rest pause or morning tea break of twenty (20) minutes duration during the first half of each ordinary working day is to be taken separately from the lunch break and shall be at a time and rostered in such a way as to not interfere with the continuity of operations.
- 2.3.4. Notwithstanding Clause 2.3.3, where a job is being completed and cannot be disrupted by a meal break, the meal break may be delayed up to a maximum of 30 minutes. An Employee not provided a meal break, shall be paid the appropriate overtime rate until the meal break has been accessed.

- 2.3.5. For Employees covered by Stream B and C Awards, and their managers/supervisors covered by Stream A Award, the span of hours above may be varied up to one hour either side, by mutual agreement.
- 2.3.6. At an Employee's request, Council and the Employee may agree, subject to operational requirements, for the Employee to work their ordinary hours through a split shift arrangement. Such an arrangement would not impose a requirement for Council to pay additional penalties or overtime.
- 2.3.7. Employees working outside of the span of ordinary hours under this Agreement, will not be paid for any such duty unless they have been specifically directed to do so by their manager/supervisor, in which case, overtime provisions contained in the relevant Award will apply.

2.4. Employees Required to Work Unusual Work Hours

- 2.4.1. Where there is an operational requirement for an Employee to work unusual work hours, Employees that hold positions within the following business areas may be required to work their ordinary hours in accordance with the terms of Clause 15.2 of Stream A Award, Division 2, Section 1:
 - (a) Events;
 - (b) Community and Cultural Centres;
 - (c) Community Development;
 - (d) Economic Development;
 - (e) Transfer Stations; and
 - (f) Parks and Gardens.

2.5. Ordinary Working Hours of Employees Covered by Stream A Award who Supervise Employees Covered by Stream B and C Awards

- 2.5.1. The ordinary hours of duty of Employees covered by Stream A Award who have other Employees who are covered by Stream B and C Awards under their immediate supervision shall, if so determined by Council, be the same as the ordinary hours of the Employees they supervise (e.g. where the Employees are employed to work 36.25 hours per week, and the Stream B and C Award Employees under their supervision are employed to work 38 hours per week, the gap of 1.75 extra hours required to be worked by the Employees shall be paid at ordinary rates).
- 2.5.2. The 1.75 hours have been annualised at ordinary rates of pay and have been included as such in the wages schedule attached to this Agreement.
- 2.5.3. Clauses 2.5.1 and 2.5.2 shall not apply to Employees holding professional qualifications, and for the purpose of this clause Engineering Surveyors shall be deemed to be included in that category.
- 2.5.4. Notwithstanding Clauses 2.5.1 and 2.5.2, managers/supervisors covered by Stream A Award who supervise Employees covered by Stream B and C Awards, who were appointed to the supervisory position prior to 22 July 2022, will continue to receive payment of the additional 1.75 hours at overtime rates.

2.6. Flex/TOIL Arrangements

2.6.1. Flex/TOIL is intended to provide Employees with flexibility in the way they perform their ordinary hours of work without increasing existing overtime levels. The Flex/TOIL system will rely on consultation between Employees and their direct managers/supervisors, in the context of the business area, to ensure that Council's needs and objectives are met while providing Employees flexibility and work-life balance.

2.6.2. Definitions of commonly used terms are as follows:

(a) **Ordinary hours of duty** are as in Clauses 2.3, 2.4 and 2.5 of this Agreement.

(b) **Standard Day** means:

(i) For Employees covered by Stream A Award, other than managers/supervisors of Stream B and C Award Employees - 7 hours and 15 minutes (i.e. 7.25 hours); and

(ii) For Employees covered by Stream B and C Award and their managers/supervisors covered by Stream A Award - 7 hours and 40 minutes (i.e. 7.60 hours).

(c) **Core Time** means the periods during the day when all Employees are normally required to be present. Core Times are determined by the manager/supervisor of the business area to meet operational and service delivery requirements.

(d) **Flex/TOIL Debit** means an allowable amount below the normal hours that an officer is required to work. For example, if an Employee has worked six (6) hours on one day, a Flex/TOIL Debit of 1 hour and 15 minutes is accrued for that day (if the Employee is generally required to work a 7.25 hour day). Flex/TOIL Debit may be shown as (-) on timesheets.

(e) **Flex/TOIL Credit** means an allowable amount above the normal hours that an Employee is required to work. For example, if an Employee has worked eight (8) hours on one day, a Flex/TOIL Credit of 45 minutes is accrued for that day (if the Employee is generally required to work a 7.25 hour day). Flex/TOIL Credit may be shown as (+) on timesheets.

(f) **Settlement Period** means:

(i) For Employees covered by Stream A Award who are not participating in a Rostered Day Off scheme (RDO) - the period of ten (10) working days, during which a full time Employee is required to work a total of 72.5 ordinary hours. This period coincides with the pay period;

(ii) For Employees covered by Stream A Award who are participating in a RDO scheme - the period of nine (9) working days, during which a full time Employee is required to work a total of 72.5 ordinary hours. This period coincides with the pay period; and

(iii) For Employees covered by Stream B and C Awards (and their supervisors covered by Stream A Award) the period of nine (9) working days, during which a full time Employee is required to work a total of 76 ordinary hours. This period coincides with the pay period.

(g) **TOIL** means Time Off in Lieu of payment for overtime.

(h) **Utilisation Period** means a period of six (6) months within which Employees may bank and access up to a maximum of five (5) days of Flex/TOIL.

2.6.3. Eligibility

- (a) All Employees covered by this Agreement will be eligible to participate in the Flex/TOIL system.

2.6.4. Flex/TOIL Arrangements

- (a) Upon approval by the direct manager/supervisor, full time Employees requested to work overtime may choose to have that time acquitted as Flex/TOIL instead of payment for overtime. Flex/TOIL shall accrue and be taken on a time for time basis.
- (b) Employees shall be required to obtain approval from the manager/supervisor to participate in the Flex/TOIL system. Participation should not be unreasonably refused, however, participation shall be focused on operational or workload necessity.
- (c) Accrual of Flex/TOIL is strictly for the purpose of meeting workload or service delivery requirements. Accrual of Flex/TOIL, changes to normal hours of attendance, and taking Flex/TOIL must be discussed and endorsed by the Employee's direct manager/supervisor, prior to accrual of, and access to, Flex/TOIL. Where prior endorsement is not obtained, the manager/supervisor has discretion not to approve accrual of, or payment for taking Flex/TOIL. In such circumstances the leave will be recorded as unpaid unauthorised leave.
- (d) An Employee's normal hours of attendance whilst participating in the Flex/TOIL systems should be regular and determined in accordance with the business area requirements and coverage. Each business area may determine Core Time, during which all Employees are required to be in attendance.
- (e) Employees may accrue a maximum of five (5) ordinary days (36.25 hours or 38 hours, whichever is applicable) Flex/TOIL Credit in a six (6) months period.
- (f) Flex/TOIL Credit may be carried over to the next Settlement Period. Employees are responsible for ensuring that their Flex/TOIL Credit does not exceed five (5) days in any six (6) months period.
- (g) Employees who do not utilise any of their banked Flex/TOIL in the six (6) months period, will have their banked Flex/TOIL paid out at ordinary rate (single rate) at the end of the Utilisation Period.
- (h) Accruals of Flex/TOIL will be audited in March and September of each calendar year. Council may direct Employees to utilise banked Flex/TOIL upon giving 14 days' written notice.
- (i) A Flex/TOIL Debit may only be incurred with prior approval of the Employee's direct manager/supervisor and must be reconciled within the same Settlement Period. Ordinarily a Flex/TOIL Debit should not exceed four (4) hours.

2.6.5. Higher Duties or Promotion

- (a) Where an Employee is proceeding on a period of higher duties or has secured a higher classified position with Council, all efforts should be made to reduce Flex/TOIL Credit prior to commencement in that higher classified position.
- (b) By mutual agreement, an Employee and Council may agree to cash out accrued Flex/TOIL Credit at ordinary rates, for example in the instance where Flex/TOIL Credit has been accrued during a period of higher duties and the Employee has exhausted all efforts to access the leave, then the Employee may request Council approval for the Flex/TOIL Credit to be paid out at the higher rate.

2.6.6. Time Recording

- (a) The Employee's direct manager/supervisor is to approve all eligible Employees' timesheets on a fortnightly basis.
- (b) Employees participating in Flex/TOIL are required to record the time taken on their timesheet in accordance with Council procedures.

2.7. Overtime

2.7.1. Overtime shall only be payable in circumstances where:

- (a) an Employee is directed to work overtime, or prior approval is received; and/or
- (b) the Employee works more than ten (10) hours in any one day; and/or
- (c) work is performed outside nominal hours and a Flex/TOIL Credit of 36.25 or 38 hours (whichever is applicable) would be exceeded.

2.7.2. In all instances, overtime will be paid only with the prior approval of the manager/supervisor. In the case of 2.8.1(c) above, overtime will not be paid for time worked which results in Flex/TOIL Credits exceeding 36.25 or 38 hours (whichever is applicable) without prior written approval of the authorised officer.

2.7.3. Overtime shall be paid in accordance with the relevant provision/s of the Parent Award/s.

2.8. Rostered Days Off

Stream A Award Employees (other than managers/supervisors of Stream B and C Award Employees)

- 2.8.1. All full time Employees covered by this Agreement will have the choice to work a 9-day fortnight cycle with additional hours as per an agreed roster to accrue RDO. The RDO scheme shall commence operation six (6) months following the certification of this Agreement.
- 2.8.2. To accrue the RDO, full time Employees will work an agreed roster for each work cycle that must include:
 - (a) a minimum of thirty (30) minute unpaid break for lunch;
 - (b) eight (8) hours per working day for eight (8) days within the fortnight (including one mid-morning break of twenty (20) minutes); and
 - (c) eight (8) hours and 30 minutes on the ninth day within the fortnight (including one paid break of twenty (20) minutes or two (2) lots of 10 minute breaks at the discretion of the authorised officer.
 - (d) Employees employed at the same work unit, may only access a RDO on the same day, with the prior approval of the relevant Director.

Stream B and C Award Employees and their Managers/Supervisors

- 2.8.3. To accrue the RDO, full time Employees covered by Stream B and C Awards and their managers/supervisors covered by Stream A Award, will work a 9-day fortnight cycle with additional hours as per an agreed roster in order to accrue a RDO.

- 2.8.4. RDOs must be taken each fortnight on a Monday or a Friday. An agreed roster for each work cycle must include:
- (a) a thirty (30) minute unpaid break for lunch;
 - (b) eight (8) hours and 30 minutes per working day for eight (8) days within the fortnight (including one paid break of twenty (20) minutes to be taken as agreed with the authorised officer); and
 - (c) eight (8) hours on the ninth day within the fortnight (including one paid break of twenty (20) minutes to be taken as agreed with the authorised officer).

Rostered Days Off - General Terms

- 2.8.5. Each day of paid leave taken and any public holiday occurring during an employee's ordinary/rostered work pattern will be regarded as a day worked for accrual purposes.
- 2.8.6. Unless otherwise approved by the authorised officer, Employees shall be entitled to bank a maximum of five (5) RDOs in any six (6) month period.
- 2.8.7. RDO balances will be reviewed bi-annually and any RDO balances in excess of five (5) days will be paid out at the applicable overtime rate in March and September of each year.
- 2.8.8. Employees directed to work on a scheduled RDO may elect to be paid for working on that day at overtime rate, or have that RDO re-allocated to a mutually agreeable day without attracting penalty rates and be paid for work performed on that day at ordinary time (single rate).

PART 3 - WAGES AND ALLOWANCES

3.1. Salary Increase

- 3.1.1. Wage rates of all Employees covered by the Agreement are found in Schedule A and shall be increased as follows:
- (a) 5% wage increase commencing from the 1st full pay period following 24 May 2026 (backdated to the 1st full pay period following 30 June 2025);
 - (b) 4% wage increase commencing from the 1st full pay period following 30 June 2026;
 - (c) 4% wage increase commencing from the 1st full pay period following 30 June 2027.
- 3.1.2. Wage rates of Waste Service Officers/Operators are found in Schedule B - Waste Service Officers LAWA;
- 3.1.3. Wage rates of Landfill Plant Operators are found in Schedule C - Landfill Plant Operators LAWA;
- 3.1.4. Apprentices and Trainees' base rates of pay shall be increased in the same manner stipulated in Clause 3.1.1.

3.2. Increment Progression

- 3.2.1. Movement to the next highest salary point within a classification level will be by way of annual increment subject to the Employee concerned having given satisfactory service within the twelve month period preceding the date the increment increase is due.

3.3. Allowances

- 3.3.1. Unless otherwise specified within this Agreement, all allowances specified in Clause 3.3 of this Agreement shall increase by the same percentage increases and on the same dates provided under Clauses 3.1.1(b) and (c).
- 3.3.2. Annualisation of Wages/Salaries - Stream B and C Award Employees and their managers/supervisors covered by Stream A Award.
- (a) An allowance may be paid at a rate for the actual time involved in performing a set task or as a certain payment per fortnight or where it is annualised as part of an Employee's annualised wage.
 - (b) To simplify the payment of wages and applicable allowances, standard allowances will be annualised and incorporated as part of the base wages or salary. Standard allowances will also be itemised, for reference purposes, in Schedule D to this Agreement.
 - (c) For the purposes of this annualisation, the following provisions will apply:
 - (i) Standard allowances applicable to each position classification or level will be identified, the annual amount of these allowances calculated, divided into equal increments based on the number of pay periods per year and this amount added to the ordinary pay rate paid in each period.
 - (ii) The standard allowances, which are annualised and form part of an Employee's ordinary pay rate.
 - (iii) Any non-standard allowances not included in the annualised wage or this Agreement but provided for in the Parent Awards, will form additional payments on an as claimed basis and will be subject to the annual State Wage Case increase determined by the QIRC.
 - (iv) Overtime or call-outs worked in excess of the ordinary hours stipulated under Clause 2.7 will be paid in accordance with applicable Parent Award provision/s.
 - (v) Standard allowances to be annualised are as follows:
 - (A) Construction Workers Allowance - to apply to all supervisors covered by Stream A, Division 2 - Section 1 (Administrative, Clerical, Technical, Professional, Community Service, Supervisory and Managerial Services), who supervise Stream B and C Employees;
 - (B) Construction Workers Allowance - to apply to all Employees, other than TPOs and Assistant TPOs, covered by Division 2 - Section 5 (Operational Services), Stream B Award;
 - (C) Construction Workers Allowance - to apply to Employees covered by Division 2 - Section 1 (Building Trades Services), and Section 2 (Engineering and Electrical/Electronic Services), Stream C Award;
 - (D) Leading Hand Allowance - to apply to Employees (other than Waste and Landfill Employees) covered by Division 2 - Section 5 (Operational Services), Stream B Award;
 - (E) Leading Hand Allowance - to apply to Employees covered by Division 2 - Section 1 (Building Trades Services), and Section 2 (Engineering and Electrical/Electronic Services), Stream C Award;

- (F) Tool - Carpenters and Plumbers employed in accordance with Division 2, Section 1 Building Trades Services, Stream C Award; and
- (G) Tool Allowance and Dirty Work Allowance - to apply to Fitters covered by Division 2 - Section 2 (Engineering and Electrical/Electronic Services), Stream C Award (to the exclusion of Live Sewer Allowance), Annualised Dirty Work Allowance will only be applicable to those identified in Schedule D - Allowances Table.

3.3.3. Availability/On-Call

- (a) Where an Employee is directed/instructed to perform work either remotely or through attendance at a Council worksite outside of normal working hours, the Employee is to be available for work and must be readily accessible and in a fit state if called upon to perform work.
- (b) Employees covered by Stream A Award (other than managers/supervisors of Employees covered by Stream B and C Awards):
 - (i) Employees who are directed/instructed to be on call/standby on any day/night Monday to Sunday, shall be paid an on call allowance as follows:

Quantum of Allowance \$	Effective Date
\$55.22 per day/night	1 st pay period following 24 May 2026 (backdated to the 1 st full pay period following 30 June 2025)
\$65.22 per day/night	1 st full pay period following 30 June 2026
\$75.22 per day/night	1 st full pay period following 30 June 2027

- (ii) The on call/standby provisions under Stream A Award shall apply.
 - (iii) When an Employee is directed/instructed to be on call/standby on a public holiday, a credit to the Employee's annual leave balance shall apply. For the removal of doubt, the Employee shall not be entitled to be paid eight (8) hours at ordinary rate as an allowance for being on call/standby on a Sunday or public holiday.
- (c) Employees covered by Stream B and C Award and their managers/supervisors covered by Stream A Award:
 - (i) Employees directed/instructed to be on call/standby on any day/night Monday to Saturday, shall be paid an on call allowance as follows:

Quantum of Allowance \$	Effective Date
\$35.92 per day/night	1 st pay period following 24 May 2026 (backdated to the 1 st full pay period following 30 June 2025)
\$45.92 per day/night	1 st full pay period following 30 June 2026
\$55.92 per day/night	1 st full pay period following 30 June 2027

- (ii) Where an Employee is required to remain on call on any Sunday or public holiday, the Employee shall be paid for such Sunday or public holiday a sum equal to their pay for a working day of eight (8) hours calculated at ordinary rate.
- (iii) Where the Employee is required to perform any other work whilst on call on a Sunday or public holiday, the Employee shall be paid for the time worked at the applicable overtime rate and the on call payment (allowance) shall be reduced by an amount bearing the same proportion to such sum as the time worked (i.e. if two (2) hours overtime are worked, the on call payment (allowance) shall be reduced by the equivalent of two (2) hours' pay calculated at the Employee's ordinary time rate).
- (iv) If the time worked by the Employee at overtime rates is eight (8) hours or more, then the Employee shall be entitled to receive payment for the time worked by the Employee at overtime rates.
- (v) An Employee shall not be considered to be on call due solely to a customary arrangement whereby the Employee returns to the employer's premises outside ordinary hours to perform a specific job.

3.3.4. Recall to duty - All Employees

- (a) Employees who are recalled to duty without being directed/instructed to be available/on call, will be entitled to the payments stipulated by the relevant Parent Award.

3.3.5. Workplace Health and Safety Representatives

- (a) An Employee appointed by Council and trained as a Workplace Health and Safety Representative and who attends and participates in the Workplace Health and Safety Representative meetings will receive an allowance of \$20.00 per week. This allowance shall be increased during the life of this Agreement in the same manner on the same times as the wage increases stipulated in Clause 3.1.1.

3.3.6. Unclean Fleet Allowance

- (a) An Employee undertaking mechanical works on transfer station or waste facility fleet which has not been cleaned prior and is covered in dirt or other unsanitary substances, will be entitled to a \$23.50 allowance to compensate for such dirty work.
- (b) The Unclean Fleet Allowance may only be claimed once per day and, where claimed, the Employee will not be entitled to claim any other allowance that compensates for dirty work.

3.4. Travel During Overtime

- 3.4.1. Employees covered by Stream B and C Awards may be required to start and cease work at a job site at their usual commencing and finishing times and may be required to travel from work site to work site as directed by the employer.
- 3.4.2. Where an Employee/s is directed by Council to attend the workplace and then travel to a job site as either a driver or a passenger in a work vehicle, outside ordinary working hours, such travel will be paid at the appropriate overtime penalty rates.

PART 4 - LEAVE PROVISIONS

4.1. Annual Leave

- 4.1.1. Employees will be entitled to four (4) weeks' annual leave on full pay within a twelve (12) month period which is accrued progressively.
- 4.1.2. Full time Employees whose ordinary hours of work are 36.25 hours per week shall accrue 145 hours of annual leave for each completed year of service.
- 4.1.3. Full time Employees whose ordinary hours of work are 38 hours per week shall accrue 152 hours of annual leave for each completed year of service.
- 4.1.4. Part time Employees will be entitled to four (4) weeks' annual leave on full pay within a twelve (12) month period, calculated on a pro rata basis.
- 4.1.5. It is preferred that the balance of the Employee's accrued annual leave entitlement be scheduled to be taken in regular and consistent blocks of time subject to the requirement of the business needs of Council, however, flexibility will be retained to enable Employees to schedule annual leave at other times.
- 4.1.6. Employees are to participate in annual leave planning by submitting a provisional application for annual leave every six (6) months.
- 4.1.7. Employees must apply for annual leave at least two (2) weeks before the planned commencement of annual leave, or as otherwise agreed with the authorised officer, and approval of annual leave will be as agreed between the Employee and their manager/supervisor unless a lesser period of notice is agreed upon.
- 4.1.8. In processing applications for annual leave, consideration must be given to minimising disruption to planned works programs and accommodating Employee needs.
- 4.1.9. Employees who have applied for annual leave will receive a response as to whether their request for annual leave has been approved or denied within seven (7) working days of receipt of the request.
- 4.1.10. Employees within the workshop section will continue to take annual leave on a rostered basis throughout the year and rostering of this leave may not be affected by the closedown periods applying to other sections of the workforce.
- 4.1.11. Annual leave loading will be incorporated into the annualised wage.

4.2. Personal (Sick/Carer's) Leave

- 4.2.1. All Employees are entitled to fifteen (15) days personal (sick/carers) leave each calendar year. Personal (sick/carers) leave, as set out below, shall accumulate on an ongoing basis and there is no sick leave cap.
- 4.2.2. Full time Employees whose ordinary hours of work are 36.25 hours per week shall accrue 108.75 hours of personal (sick/carers) leave for each completed year of service.
- 4.2.3. Full time Employees whose ordinary hours of work are 38 hours per week shall accrue 114 hours of personal (sick/carers) leave for each completed year of service.
- 4.2.4. Part time Employees shall accrue leave on a pro rata basis.

4.3. Sick Leave for Preventative Health

- 4.3.1. Employees shall be entitled to access sick leave of up to five (5) full time working days (pro rata for part time Employees) of sick leave per annum, which may be accessed as part days (minimum of 1 hour), to attend preventative health or routine medical appointments with a Registered Health Practitioner, as defined by the Australian Health Practitioner Regulation Agency.
- 4.3.2. Employees shall be required to seek approval from their manager/supervisor a minimum of five (5) working days prior to the sick leave being taken for such appointments. Where an Employee is subject to absenteeism management, they may be required to provide a medical certificate (or statutory declaration in circumstances where a medical certificate cannot be provided by the health care provider) for each instance of sick leave taken for preventative health.
- 4.3.3. Approval may be provided to an Employee to access additional sick leave for the purpose of preventative health, at the discretion of the relevant authorised officer, however, this must not exceed the fifteen (15) days' entitlement (or pro rata for part time Employees) in any one year.

4.4. Sick Leave Credit to Annual Leave

- 4.4.1. Employees who fall ill during annual leave may claim back their annual leave from their sick leave entitlement on provision of a medical certificate and provided the days ill are five (5) working days or more.

4.5. Sick Leave - Evidence Requirements

- 4.5.1. For any period of sick leave which exceeds two (2) working days, the employer may require a medical certificate from a qualified medical practitioner, a statutory declaration, or other evidence of illness to reasonably satisfy the employer.

4.6. Carer's Leave

- 4.6.1. An Employee is entitled to access their personal leave to care for and support:
 - (a) a person who is a member of the Employee's immediate family or household
 - (b) when the person is ill; or
 - (c) because an unexpected emergency arises in relation to the person; or
 - (d) a person who has experienced domestic violence.

- (e) An Employee is not entitled to take carer's leave for a particular period if another person has taken leave to care for the same person at the same period.
- (f) Immediate family, in relation to an Employee, includes:
 - (i) a spouse of the Employee;
 - (ii) de facto spouse, which, in relation to an Employee, means a person who lives with the Employee as his or her husband or wife on a bona fide domestic basis;
 - (iii) a child, ex-nuptial child, stepchild, adopted child, foster child, ex-foster child, parent, grandparent, grandchild or sibling of the Employee or the Employee's spouse.

4.6.2. Evidence

- (a) For any period of carer's leave to care for or support a person which exceeds two (2) working days, the employer may require a medical certificate from a qualified medical practitioner, a statutory declaration, or other evidence of illness to reasonably satisfy the employer.
- (b) For any period of carer's leave to care for or support a person who has experienced domestic violence, the employer may require a statutory declaration evidencing that the leave is necessary or evidence as detailed in Clause 4.6.1(d).
- (c) The Employee must provide the employer, if reasonably practicable, before the Employee takes leave; or otherwise, at the first reasonable opportunity, the following information:
 - (i) notice of the intention to take carer's leave; and
 - (ii) the name of the person requiring care and the person's relationship to the Employee; and
 - (iii) the reason for taking the leave; and
 - (iv) the period the Employee estimates the Employee will be absent; and
 - (v) if the reason for taking the leave is because an unexpected emergency has arisen - the nature of the emergency.
- (d) In the event an Employee exceeds five (5) uncertified carer's leave days in a financial year period, Council's absenteeism management process may be implemented.

4.7. Paid Parental Leave

4.7.1. Primary Caregiver

- (a) Ten (10) weeks' paid parental leave or twenty (20) weeks at half pay will be available to all Employees (excluding casuals) eligible for parental leave pursuant to Clause 4.6.1 of this Agreement, for the purpose of birth, adoption or surrogacy (pregnancy).
- (b) The Employee is considered a primary caregiver of the child where the Employee is the person who is required to meet most of the child's physical care and needs on a daily basis. Only one person can be the primary caregiver for a child at any particular day.
- (c) Paid parental leave will be effective from the date of the commencement of parental leave and forms part of the fifty-two (52) weeks' parental leave entitlement provided by the relevant section/s of the *Industrial Relations Act 2016 (Qld)*.

- (d) The ten (10) weeks' paid parental leave under this clause will be calculated as follows:
 - (i) Full time Employees whose ordinary hours of work are 36.25 hours per week shall be entitled to 362.50 hours (pro rata for part time Employees).
 - (ii) Full time Employees whose ordinary hours of work are 38 hours per week shall be entitled to 380 hours (pro rata for part time Employees).
- (e) Where, after the first twenty (20) weeks, an Employee's pregnancy results in other than the birth of a living child or where a child dies following the Employee's date of birth but during that Employee's period of paid parental leave, that Employee (birth parent) shall continue to be entitled to the ten (10) weeks' paid leave.
- (f) An Employee is only entitled to access either primary or secondary caregiver leave, not both, for each pregnancy.
- (g) Paid parental leave provisions of this Agreement shall be in addition to any paid leave entitlement provided by the Australian Government.

4.7.2. Secondary Caregiver

- (a) Two (2) weeks' paid parental leave will be available to all Employees (excluding casuals) eligible for paid parental leave pursuant to Clause 4.6.1, for the purpose of supporting the primary caregiver in the instance of birth, adoption or surrogacy. The two (2) weeks paid parental leave under this clause will be calculated as follows:
 - (i) Full time Employees whose ordinary hours of work are 36.25 hours per week shall be entitled to 72.5 hours (pro rata for part time Employees).
 - (ii) Full time Employees whose ordinary hours of work are 38 hours per week shall be entitled to 76 hours (pro rata for part time Employees).
 - (iii) Where both parents are Employees of Council, only one parent may access paid primary caregiver leave or secondary caregiver leave for each pregnancy (these leave types may not be combined).

4.8. Parental Leave

- 4.8.1. The paid parental leave scheme provided under this Agreement supplements the unpaid parental leave in accordance with the Queensland Employment Standards as contained in the *Industrial Relations Act 2016 (Qld)*.

An 'eligible Employee' is any Employee, other than a casual, who has had 12 months continuous service with Council, at the time of the birth or adoption of the child.

- 4.8.2. A long-term casual Employee, for the purpose of the entitlement to access paid or unpaid parental leave, is:
 - (a) employed by Council on a regular and systematic basis on an ongoing period of employment during at least 12 months; and
 - (b) who has, but for the pregnancy or the decision to adopt, a reasonable expectation of ongoing employment with Council.
 - (c) The entitlement to **unpaid** parental leave in accordance with *Industrial Relations Act 2016 (Qld)* will be inclusive of:
 - (i) the period of paid parental leave provided under Clause 4.7;

- (ii) any further paid leave entitlement accessed by the Employee, for example long service leave or annual leave; and
 - (iii) the period of paid leave provided by the Australian Government (considered unpaid leave from Council).
- (d) Council recognises that Employees may wish to seek part time work arrangements upon return from parental leave. Subject to the needs of the business, managers will seek to accommodate the request for part time work. Employees are encouraged to discuss their potential needs with their manager as early as possible, including before departing on leave, providing maximum opportunity to discuss and consider potential mutually agreeable arrangements. The parties recognise that, in order to meet both business needs and the Employee's needs for part time working arrangements, it may be necessary for Employees to seek or accept alternative placement in another role or business area.

4.9. Christmas Closedown

- 4.9.1. At the discretion of the CEO, Council operations may be closed down over the Christmas period. Skeleton crews as required will operate during this period.
- 4.9.2. The closedown over the Christmas period shall consist of public holidays and any banked RDOs/Flex/TOIL Credit, accrued annual or long service leave or unpaid leave if required.
- 4.9.3. For the purpose of the closure, Employees will be entitled to accrue an additional three (3) days' Flex/TOIL or RDOs to their banked balance. Such time shall be accrued, as approved by the manager/supervisor, between the period of 1 October to the second week in December, and must be used for the Christmas closure period.
- 4.9.4. Where an Employee has accrued the additional three (3) days and is required to work as part of a skeleton crew during the Christmas closure, preventing them from using all or part of the three (3) days banked time, the Employee will have the month of January to access the remainder of the time off.
- 4.9.5. In extenuating circumstances, where an Employee has been unable to take all or part of the three (3) days accrued Flex/TOIL/RDO, the Employee may seek the approval of their authorised officer to have the time paid out at ordinary rates.

4.10. Long Service Leave

- 4.10.1. Long service leave for all Employees will be paid on the basis of thirteen (13) weeks leave after ten (10) years of service with pro rata entitlement after five (5) years' service.
- 4.10.2. On completion of an initial qualifying period of five (5) years' continuous service and immediately after completion of such period, an Employee shall become entitled to access their accrued pro rata long service leave.
- 4.10.3. Long service leave may be taken for a period of not less than one (1) day in duration. Where access to long service leave is being utilised for the purpose of reducing an Employee's hours or days of work on an ongoing basis, for example in the instance of transition to retirement, such an arrangement would need to be approved in consideration of staffing and operational requirements.
- 4.10.4. Employees may be entitled to long service leave on half pay under the following provisions:
 - (a) Approval will be determined in consideration of operational requirements.
 - (b) Applications must be made in writing and approved by the relevant authorised officer.

(c) Each application will be decided based on individual merit.

(d) Each application must be for a minimum of one (1) week's leave.

4.10.5. Employees may apply to Council to cash out a portion of their accrued long service leave, instead of taking the leave. Such request must be made in writing and must not result in the Employee's accrued balance of long service leave falling below four (4) weeks. This provision does not apply to an Employee who is acting in higher duties for less than six (6) months in duration.

4.11. Recall from Leave

4.11.1. If an Employee is recalled from paid leave (such as annual or long service leave), in the event of an emergency, the Employee may elect one of the following options:

(a) Be paid for hours worked at the applicable overtime rate plus have their leave day paid at ordinary time; or

(b) Be paid for the hours worked at ordinary time and have the leave recredited to their leave balance.

4.12. Cultural Leave

4.12.1. Council recognises that diversity enhances the workplace and aids equal opportunity and observance of the *Anti-Discrimination Act 1991 (Qld)* and the *Industrial Relations Act 2016 (Qld)*. In recognition of this, Council extends Cultural Leave to any Employee who wishes to engage in a cultural tradition, custom or ceremony. Employees may utilise any type of paid or unpaid leave (other than Personal Leave) in order to avail themselves of this provision.

4.12.2. The CEO may approve up to five (5) days paid special leave per year at their discretion for Employees who identify as Aboriginal or Torres Strait Islander. This type of leave is non-cumulative.

4.13. Bereavement Leave

4.13.1. Upon the death of a member of an immediate family or household, an Employee may be granted bereavement leave as follows:

(a) Full time Employees are entitled to up to four (4) days paid bereavement leave on each occasion.

(b) Part time Employees are entitled to up to a maximum of the equivalent of four (4) working days of paid bereavement leave. However, paid bereavement leave is only available where a part time Employee would have normally been rostered to work on those days.

(c) Where an Employee has exhausted all paid leave entitlements, the Employee is entitled to take unpaid bereavement leave. The length of unpaid bereavement leave should be agreed upon between the Employee and the authorised officer.

(d) Immediate family in relation to an Employee, includes:

(i) a spouse of the Employee;

(ii) de facto spouse, which in relation to an Employee, means a person who lives with the Employee as his or her husband or wife on a bona fide domestic basis.

- (iii) a child, ex-nuptial child, stepchild, adopted child, foster child, ex-foster child, parent, grandparent, grandchild or sibling of the Employee or Employee's spouse.

4.14. Natural Disaster and Extreme Weather Leave

4.14.1. When a situation occurs when an Employee is affected as a result of a natural disaster (including an undeclared natural disaster) or an extreme weather event caused by, but not limited to, a natural flood, cyclone, bushfire, earthquake events, and the Employee is:

- (a) Prevented from being able to attend work; or
- (b) Required to leave or remain away from the workplace the Employee shall be granted leave without loss of pay for up to a maximum of four (4) days per year (non-cumulative) and such leave is subject to approval by the Chief Executive Officer or delegate.
- (c) Such paid leave would only apply where the Employee is unable to:
 - (i) report to work at any of Council's depots or locations from which that Employee's duties are undertaken by means of plant and/or equipment being stationed there and perform their required or alternative duties or attend training;
 - (ii) work remotely (e.g. from home); and/or
 - (iii) 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.

4.14.2. Natural Disaster Leave is not applicable in the circumstances of a pandemic, for example COVID-19.

4.14.3. Natural Disaster Leave is approved to allow Employees affected to undertake the following activities:

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

4.14.4. Where an Employee is directed to work at a work location other than their usual place of work, due to a natural disaster or extreme weather event, the Employee will be entitled to claim motor vehicle allowance for any additional travel from their home to the alternative work location. Any additional time spent travelling to the alternative work location should be done during the Employee's ordinary work hours, unless otherwise directed by Council. In circumstances where the additional travel must occur outside the Employee's ordinary hours of work such additional time shall be paid at ordinary time.

4.14.5. The Chief Executive Officer has the authority to approve additional paid leave, as considered appropriate by Council in the circumstances.

4.15. Local Volunteer Leave

4.15.1. Where an Employee volunteers their time to a local not-for-profit organisation that will benefit the Scenic Rim community the Employee shall be granted leave without loss of pay for up to a maximum of one (1) day per year (non-cumulative). The day's leave will not be granted in broken periods.

4.15.2. Approval of the leave will be subject to:

- (a) notice of at least two (2) weeks being provided, or less by mutual agreement;
- (b) operational requirements; and
- (c) suitable evidence of attendance being provided to the Employee's manager, on the day following the leave.
- (d) An Employee may utilise the entitlement to local volunteer leave for the purpose of, and in conjunction with, the regional emergency management response leave.

4.16. Regional Emergency Management Response Leave

4.16.1. Where an Employee is a registered volunteer for an emergency services organisation, including the rural fire services, state emergency services etc., and is required to respond to a weather event in the Scenic Rim region that is likely to be either a declared natural disaster or have significant impact on the Scenic Rim community, the Employee shall be granted leave without loss of pay for up to a maximum four (4) days per year (non-cumulative). The leave may be taken in broken periods of not less than one full day.

4.16.2. Approval of the leave will be subject to:

- (a) notice of the leave being provided as soon as reasonably practicable;
- (b) operational requirements, for example where multiple Employees in the same work group apply for leave, consideration will be given to how many Employees may be granted such leave and the leave will be granted at Council's discretion;
- (c) suitable evidence of attendance being provided to the Employee's manager, on the day following the period of leave or earlier in the circumstances where the leave would breach a pay cycle; and
- (d) the Employee not being entitled to payment for their service by any other organisation or government body.
- (e) Additional leave may be granted at the Chief Executive Officer's or their delegate's decision.

4.17. Purchased Leave

4.17.1. Employees may, with Council's approval, purchase additional periods of annual leave up to a maximum of four (4) additional weeks' leave in any twelve (12) month period (or pro rata for part time Employees). The 'purchased leave period' is defined as 1 July to 30 June each year.

4.17.2. Approval of purchased leave will be subject to:

- (a) the Employee's request for leave being made at least ten (10) weeks prior to the commencement of the purchased leave period. Approval will be subject to operational requirements and the relevant authorised officer's discretion;
- (b) a purchased leave arrangement, which may include the proposed designated leave periods, being endorsed and submitted to payroll no later than eight (8) weeks prior to the commencement of the purchased leave period; and

- (c) the Employee's accrued leave balance being less than or equal to four (4) weeks' annual leave and eight (8) weeks' long service leave (or pro rata for part time Employees) as at the time of commencement of the purchased leave period.

- 4.17.3. Purchased leave will be paid at the rate of the Employee's salary in their substantive position at the time of taking the leave where the Employee is acting in a higher-level position, the Employee may request that their purchased leave be paid at the higher salary, with the authorised officer's approval, subject to any additional costs being managed in accordance with Clause 4.17.4.
- 4.17.4. Purchased leave will be deducted at a rate agreed between the Employee and Council's payroll team. Deductions will be agreed prior to commencement of the purchased leave period and form part of the purchased leave agreement. Any discrepancy between the purchased leave to be accessed by the Employee and the amount deducted from their wages, resulting from an Employee's salary increasing or decreasing during the purchased leave period, will be reconciled in accordance with Council's procedure.
- 4.17.5. When seeking to access the purchased leave the Employee must make a leave application at least ten (10) weeks prior to the leave period, unless otherwise approved by the relevant authorised officer, and cannot be accessed until the cost of the leave has been paid for by the Employee.
- 4.17.6. The Employee will take the full period of purchased leave within the purchased leave period. Where purchased leave is cancelled in extraordinary circumstances or not taken due to termination of employment, the total deductions made via the purchased leave arrangement will be reimbursed to the Employee.
- 4.17.7. Superannuation entitlements are not payable while an Employee is accessing purchased leave.
- 4.17.8. Purchased leave shall not attract additional annual leave loading.
- 4.17.9. An Employee's continuity of employment shall not be impacted by the period of purchased leave.

4.18. Domestic and Family Violence Leave

- 4.18.1. Employees, including casuals, personally experiencing domestic and family violence may access up to ten (10) days per year of paid Domestic and Family Violence Leave in order to attend to any matters relating to the family and domestic violence matter/s. For clarity, Employees who are the perpetrators of the domestic and family violence are not entitled to access any leave under this Clause 4.18.1.
- 4.18.2. Domestic and Family Violence Leave given under Clause 4.18.1 of this Agreement is non-cumulative and is non-transferable and may be taken in units of one (1) hour.
- 4.18.3. If an employee has exhausted the entitlement under the Clause 4.18.1, the Employee may, with Council's approval, take additional day/s of unpaid Domestic and Family Violence Leave.
- 4.18.4. Employees (other than casuals) may take up to ten (10) days of Carers' Leave per year, in order to care for or support a person experiencing or who has experienced domestic and family violence. Examples of when leave under this Clause 4.18.4 may be taken include Personal Leave or any other form of accrued leave to accompany them to court or hospital, or to assist with childcare, accommodation or other matters.

- 4.18.5. Long-term casual Employees may access up to ten (10) days of unpaid leave to care for or support a person who has experienced domestic and family violence. Long term casual Employees may take additional unpaid carer's leave with the approval of Council.
- 4.18.6. Short term casual Employees may access up to two (2) days of unpaid leave to care for or support a person who has experienced domestic and family violence. Short term casual Employees may take additional unpaid carer's leave with the approval of Council.
- 4.18.7. An Employee seeking to access Domestic and Family Violence Leave and under Clause 4.18 of this Agreement, should notify their manager/supervisor and the Executive Manager People and Performance as soon as reasonably practicable of their intention to take or remain on Domestic and Family Violence Leave or other type of leave for this purpose.
- 4.18.8. For the purpose of Clause 4.18, proof of domestic and family violence may be required. Sufficient proof may be in the form of a document issued by the Police Service, a Court, a Doctor, a Nurse, a Domestic and Family Violence Support Service or a Lawyer.
- 4.18.9. In order to provide support to an Employee experiencing domestic and family violence and to provide a safe work environment, Council will approve any reasonable request from an Employee for changes to their span of hours or pattern of hours and/or shift patterns, changes to duties, changes to their contact details, or any other appropriate measure including those available under existing work arrangements.
- 4.18.10. All personal information concerning domestic and family violence will be kept confidential and only shared with Employees who have a genuine need to know. No information will be kept on an Employee's personnel file without their express written permission. Council will work collaboratively with the Employee who is experiencing domestic violence to develop protocols to restrict access to the Employee's personal information and contact details.
- 4.18.11. Council will develop and implement workplace safety planning strategies to ensure the protection of all Employees.

PART 5 - MISCELLANEOUS PROVISIONS

5.1. Superannuation

- 5.1.1. Council shall supplement the superannuation conditions prescribed by the *Local Government Act 2009 (Qld)*, *Local Government Regulation 2012 (Qld)*, and *Superannuation Guarantee (Administration) Act 1992 (Cth)* by increasing the employer superannuation contributions to no less than 12.5%.
- 5.1.2. Where an Employee voluntarily contributes any superannuation to their fund, Council will increase the employer contributions by an additional 0.5%.
- 5.1.3. Superannuation contributions will be made to a complying fund of the Employee's choice. Where the Employee does not choose a fund, superannuation payments will be made by Council to Brighter Super as the default fund.

5.2. Staff Meetings

- 5.2.1. All attendances at staff meetings will be paid at the ordinary rate of pay. No overtime is applicable for Employees attending staff meetings, including any travel time or any hours above that of an ordinary day.

5.3. Redundancy and Redeployment

5.3.1. Council aims to maintain, where possible, Employees whose positions have become redundant in continued employment with Council and to retrain such Employees where necessary or practical.

5.3.2. Notice Period

(a) Any Employees whose positions are to be made redundant shall receive thirteen (13) weeks' formal notification of impending redundancy as shall their Union representative where applicable.

5.3.3. Consultation with Relevant Union Representatives

(a) When it appears that a position or positions are likely to become redundant, the Council shall, at the earliest practicable time, provide all relevant details and consult with the affected Employee and their relevant Union representative regarding the reasons for the position or positions being redundant and the number, classification, location and details of the redundant positions.

5.3.4. Redeployment

(a) The Council shall endeavour to find suitable alternative employment within Council for all Employees. All such Employees shall be individually interviewed to determine what options may exist for retraining for Council.

(b) Where suitable alternative employment is found for an Employee at a classification with a lower rate of pay, that Employee shall continue to receive, as a minimum for all work performed, the actual rate of pay for the classification held at the time of transfer for a period where the income/salary/wage is equal to or more than the income/salary/wage of the previous position i.e. when the Employees income/salary/wage level is equal to that of the lower classification transferred to.

(c) Employees who are transferred to other positions will be eligible for redundancy benefits should it be found within three (3) months by either themselves or the Council that the alternative position is unsatisfactory.

(d) Accrued entitlements - when an Employee accepts redeployment to a position that is a lower classification level than their previous classification level, Council agrees to pay the Employees' accrued entitlements only at the maintained income/salary/wage until the gross annual income/salary/wage of the newly classified position equals and/or surpasses such gross annual income/salary/wage.

(e) In effect, Council agrees that Employees classified to a lower level will suffer no financial disadvantage on accrued entitlements.

5.3.5. Redundancy

(a) Upon determination by Council that an Employee's position has become redundant, and redeployment cannot be achieved, such Employees shall receive notice of involuntary redundancy.

(b) The Chief Executive Officer may, at their discretion, invite applications from Employees for voluntary redundancy. Persons whose applications for voluntary redundancy are accepted by the Chief Executive Officer shall be entitled to receive all eligible redundancy benefits at the point of termination.

- (c) On termination, eligible Employees shall receive an ex-gratia redundancy payment at a rate appropriate to the completed years of service. This redundancy payment is to consist of two (2) weeks' payment per year of service as well as a proportionate amount for an incomplete year of service. The Employee must receive as a minimum an amount equal to the Employee's salary for four (4) weeks.
- (d) The total benefit cannot exceed fifty-two (52) weeks, except for the relevant notice period and one (1) extra week for Employees over the age of forty-five (45) years.
- (e) Eligible Employees are those for whom suitable alternative employment cannot be found, whose application for voluntary redundancy has been accepted and who have at least one (1) year service.
- (f) Compensation by way of a redundancy benefit is compensation for loss of job security and it is not a resignation benefit.
- (g) Providing each case has the prior approval of the Employee's manager/supervisor, leave with pay shall be granted for the purpose of attending personal employment interviews. This Clause 5.3.5(g) only applies to Employees whose positions have been declared redundant.
- (h) Each Employee whose positions has been declared redundant will be given a statement showing the calculation of an estimate of the redundancy payment via best endeavour of 28 days before possible termination date.

5.4. Transition of Business

- 5.4.1. In this clause "business" includes trades, process, business or occupation and includes part of any such business and "transmission" includes transfer, outsourcing, conveyance, assignment or success whether by agreement or by operation of law and "transmitted" has a corresponding meaning.
- 5.4.2. Where a business or part of a business of the Council is transmitted from Council to another employer (the transmittee) and an Employee, who at the time of such transmission was an Employee of the Council, elects to become an Employee of the transmittee, the Council will ensure that the terms and conditions of employment paid by the transmittee are no less favourable than those which applied to the employment with the Council.
- 5.4.3. Council shall include as part of tender specifications, and within the contractual arrangements with the transmittee, the obligation for the transmittee to apply terms and conditions of employment, including the employer contributions to superannuation, that are no less favourable than those which applied to each transmitted Employee at the Council immediately prior to the transmission of business occurring.
- 5.4.4. Where the Council declares any positions redundant as a consequence of a transmission of business, the following shall apply to affected Employees:
 - (a) All reasonable steps will be taken to find suitable alternative employment within Council; and
 - (b) At the end of the redeployment process, where no suitable offer of redeployment was available to the Employee, the Employee will be eligible for a separation package in accordance with the redundancy provisions of this Agreement together with all other accumulated entitlements.

5.5. Positive Employment Relations

- 5.5.1. Council supports Employees' rights to join and maintain financial membership of an organisation that has the right to represent the industrial interests of the Employees.
- 5.5.2. Council also acknowledges that an Employee who is eligible to become a member of an industrial association, may become or remain a member of the association without fear of discrimination.
- 5.5.3. Union Industrial Officers and Union Delegates
 - (a) Council acknowledges that Union Industrial Officers and Union Delegates have a continuing role to play in the improvement of the workplace. The existence of accredited Union Delegates is supported and Council will not hinder accredited delegates in the reasonable and responsible performances of their duties.
 - (b) Union Industrial Officers and Union Delegates will have access to Council telephones, printers and photocopiers in accordance with Council policies, Code of Conduct and guidelines that can be considered to be reasonable and cost effective to the Council.
 - (c) Where information is to be disseminated via global e-mail to all staff, or to a group of staff that may include non-union members, the message must be approved by the Chief Executive Officer before dissemination. Such clearance shall not be unreasonably withheld.
 - (d) Information that is more specific and generally intended only for union members does not need clearance by the Chief Executive Officer before dissemination. Such information may be put by delegates on notice boards.
 - (e) Authorised Union Industrial Officers will have access to meeting rooms in Council buildings to undertake meetings, investigate concerns or interview members in accordance with Section 348 of the *Industrial Relations Act 2016 (Qld)*.
 - (f) Each Union party under this Agreement will be entitled to hold a minimum of two 30- minute official union meetings annually. As far as reasonably practicable, the Union parties will attempt to coordinate their Union meetings to occur on the same date/time, to minimise disruption to operations.
 - (g) An official Union meeting may be called during work time, providing that:
 - (i) there will be minimal disruption to normal 'day to day' operations;
 - (ii) adequate notice of at least 72 hours' is provided; and
 - (iii) the approval of the Chief Executive Officer is given.
 - (h) Where the above is satisfied, then the union meeting shall be considered paid time.

5.6. Trade Union Training Leave

- 5.6.1. Union Delegates may submit a written application endorsed by the relevant Union party to this Agreement to attend courses and seminars conducted by the union. Such leave will be limited to no more than six (6) days per Union Delegate per year.
- 5.6.2. Such requests will be approved where at least one (1) months' notice (where practicable) is provided and where the leave does not significantly disrupt the service delivery provided by the Employees work unit.

5.7. Recruitment and Selection

- 5.7.1. The parties acknowledge that job security and career development is important and assists in ensuring workforce stability, cohesion, depth of knowledge and motivation. Council will make all meaningful attempts to 'promote from within', building on the current knowledge base within Council, whilst offering developmental opportunities for Employees.
- 5.7.2. Where practicable, Council will consider existing staff within Council before recruiting externally. Council will advertise positions on notice boards and electronically for all internally advertised positions. However, to expedite the recruitment process, Council may concurrently advertise vacancies internally and/or externally.

5.8. Employment Security

- 5.8.1. Council recognises that Employees value secure employment, safe working conditions and competitive pay and conditions. Employees and their Unions recognise that Council must operate within the community expectations as determined by their elected Councillors, State laws, available funds and budgeted priorities, and the terms of this Agreement. The parties agree that the best way to provide ongoing security of employment in Council is for managers and Employees to deliver the services and infrastructure required by the community as efficiently and effectively as possible.

5.9. Joint Consultative Committee

- 5.9.1. To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential. To this end, the Joint Consultative Committee ("JCC") will continue to be responsible for the role of coordinating the reform, and ensuring effective communication between management and Employees.
- 5.9.2. The parties are committed to a consultative process which aims to effect a change in the Council's culture through cooperation.
- 5.9.3. It is agreed that the JCC will be the committee through which genuine consultation and discussion regarding any major workplace reform or changes will occur between Council, Employees and the relevant Unions. The JCC will meet every three (3) months, provided that the parties may request additional meetings when needed.

5.10. Shared Services and Contracting Out

- 5.10.1. It is the clear position of Council to utilise and promote the use of its in-house permanent Council Employees for the undertaking of Council's works, services and operations. During the life of this Agreement, Council will where appropriate, minimise the contracting out or leasing of any works and services currently provided by Council. Council may determine to contract outsourced works and services in the following circumstances:
 - (a) In the event of a critical shortage of skilled staff;
 - (b) Where there is a lack of available infrastructure capital or a cost in the provision of technology;
 - (c) It can be clearly demonstrated that it is in the public interest that such services should be contracted out; and/or
 - (d) Extraordinary or unforeseen circumstances.

5.11. Organisational Change

5.11.1. Council's duty to notify

- (a) Prior to Council making a decision to introduce changes in production, program, organisation, structure or technology, that are likely to have significant effects on Employees, Council shall consult with the Employees who may be affected by the proposed changes and their Union or Unions that are a party to this Agreement.
- (b) 'Significant effects' includes termination of employment, major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of Employees to other work or locations and the restructuring of jobs.
- (c) Provided that where this Agreement makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.

5.11.2. Council's duty to consult

- (a) Council shall consult the Employees affected and their Union or Unions about the introduction of the changes, the effects the changes are likely to have on Employees (including the number and categories of Employees likely to be dismissed, and the time when, or the period over which, the employer intends to carry out the dismissals), and the ways to avoid or minimise the effects of the changes (e.g. by finding alternative employment).
- (b) The consultation shall occur prior to making a decision, referred to above, is made.
- (c) For the purpose of such consultation Council shall provide in writing to the Employees concerned and where relevant their 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.
- (d) Provided that Council shall not be required to disclose confidential information, the disclosure of which would be adverse to Council's interests.

SCHEDULE A - WAGE RATES

A.1. Queensland Local Government Industry (Stream A) Award - State 2017 - 36.25 hours per week

Level	Step	Step (Renamed Increment – From certification of the Agreement)	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
			Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Level 1	0	1	\$2,409.00	\$62,634.07	\$2,505.36	\$65,139.43	\$2,605.58	\$67,745.01
Level 1	1	2	\$2,436.66	\$63,353.09	\$2,534.12	\$65,887.22	\$2,635.49	\$68,522.71
Level 1	2	3	\$2,475.28	\$64,357.26	\$2,574.29	\$66,931.55	\$2,677.26	\$69,608.82
Level 1	3	4	\$2,516.98	\$65,441.49	\$2,617.66	\$68,059.15	\$2,722.37	\$70,781.52
Level 1	4	5	\$2,560.17	\$66,564.37	\$2,662.57	\$69,226.95	\$2,769.08	\$71,996.02
Level 1	5	6	\$2,606.89	\$67,779.25	\$2,711.17	\$70,490.42	\$2,819.62	\$73,310.04
Level 2	0	1	\$2,666.23	\$69,321.90	\$2,772.88	\$72,094.77	\$2,883.79	\$74,978.56
Level 2	1	2	\$2,726.50	\$70,889.12	\$2,835.56	\$73,724.68	\$2,948.99	\$76,673.67
Level 2	2	3	\$2,790.44	\$72,551.57	\$2,902.06	\$75,453.63	\$3,018.15	\$78,471.77
Level 2	3	4	\$2,856.23	\$74,262.04	\$2,970.48	\$77,232.52	\$3,089.30	\$80,321.82
Level 3	0	1	\$2,926.34	\$76,084.92	\$3,043.40	\$79,128.31	\$3,165.13	\$82,293.45
Level 3	1	2	\$2,997.86	\$77,944.41	\$3,117.78	\$81,062.19	\$3,242.49	\$84,304.67
Level 3	2	3	\$3,071.05	\$79,847.42	\$3,193.90	\$83,041.31	\$3,321.65	\$86,362.97
Level 3	3	4	\$3,144.21	\$81,749.54	\$3,269.98	\$85,019.52	\$3,400.78	\$88,420.31
Level 4	0	1	\$3,217.17	\$83,646.34	\$3,345.85	\$86,992.20	\$3,479.69	\$90,471.89
Level 4	1	2	\$3,290.46	\$85,552.00	\$3,422.08	\$88,974.08	\$3,558.96	\$92,533.05
Level 4	2	3	\$3,363.55	\$87,452.36	\$3,498.09	\$90,950.45	\$3,638.02	\$94,588.47
Level 4	3	4	\$3,436.68	\$89,353.59	\$3,574.14	\$92,927.73	\$3,717.11	\$96,644.84
Level 5	0	1	\$3,509.77	\$91,253.94	\$3,650.16	\$94,904.09	\$3,796.16	\$98,700.26
Level 5	1	2	\$3,582.93	\$93,156.06	\$3,726.24	\$96,882.30	\$3,875.29	\$100,757.60
Level 5	2	3	\$3,656.08	\$95,058.17	\$3,802.33	\$98,860.50	\$3,954.42	\$102,814.92
Level 6	0	1	\$3,778.09	\$98,230.44	\$3,929.22	\$102,159.66	\$4,086.39	\$106,246.05
Level 6	1	2	\$3,899.97	\$101,399.17	\$4,055.97	\$105,455.13	\$4,218.21	\$109,673.34
Level 6	2	3	\$4,021.84	\$104,567.90	\$4,182.72	\$108,750.62	\$4,350.02	\$113,100.64
Level 7	0	1	\$4,143.72	\$107,736.63	\$4,309.47	\$112,046.09	\$4,481.84	\$116,527.94
Level 7	1	2	\$4,265.59	\$110,905.35	\$4,436.21	\$115,341.56	\$4,613.66	\$119,955.23
Level 7	2	3	\$4,387.53	\$114,075.84	\$4,563.03	\$118,638.88	\$4,745.56	\$123,384.43
Level 8	0	1	\$4,533.85	\$117,880.08	\$4,715.20	\$122,595.28	\$4,903.81	\$127,499.09
Level 8	1	2	\$4,680.20	\$121,685.21	\$4,867.41	\$126,552.62	\$5,062.10	\$131,614.73
Level 8	2	3	\$4,826.45	\$125,487.68	\$5,019.51	\$130,507.19	\$5,220.29	\$135,727.48
Level 8	3	4	\$4,964.22	\$129,069.61	\$5,162.78	\$134,232.40	\$5,369.30	\$139,601.69
Level 8	4	5	\$5,105.81	\$132,751.05	\$5,310.04	\$138,061.09	\$5,522.44	\$143,583.53

Note: Rates include annualised Leave Loading

**A.2. Queensland Local Government Industry (Stream A) Award - State 2017 - 38 hours per week
(Employees employed by Council after 1 July 2022)**

Level	Step	Step (Renamed Increment – From certification of the Agreement)	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
			Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Level 2	0	1	\$2,959.16	\$76,938.03	\$3,077.52	\$80,015.55	\$3,200.62	\$83,216.17
Level 2	1	2	\$3,022.61	\$78,587.79	\$3,143.51	\$81,731.30	\$3,269.25	\$85,000.55
Level 2	2	3	\$3,089.37	\$80,323.60	\$3,212.94	\$83,536.55	\$3,341.46	\$86,878.01
Level 2	3	4	\$3,158.33	\$82,116.66	\$3,284.67	\$85,401.32	\$3,416.05	\$88,817.37
Level 3	0	1	\$3,231.83	\$84,027.53	\$3,361.10	\$87,388.64	\$3,495.55	\$90,884.18
Level 3	1	2	\$3,306.80	\$85,976.80	\$3,439.07	\$89,415.87	\$3,576.63	\$92,992.51
Level 3	2	3	\$3,383.53	\$87,971.67	\$3,518.87	\$91,490.54	\$3,659.62	\$95,150.16
Level 3	3	4	\$3,460.22	\$89,965.62	\$3,598.62	\$93,564.25	\$3,742.57	\$97,306.82
Level 4	0	1	\$3,536.69	\$91,953.99	\$3,678.16	\$95,632.15	\$3,825.29	\$99,457.44
Level 4	1	2	\$3,613.53	\$93,951.66	\$3,758.07	\$97,709.73	\$3,908.39	\$101,618.12
Level 4	2	3	\$3,690.14	\$95,943.74	\$3,837.75	\$99,781.49	\$3,991.26	\$103,772.75
Level 4	3	4	\$3,766.80	\$97,936.77	\$3,917.47	\$101,854.24	\$4,074.17	\$105,928.41
Level 5	0	1	\$3,843.42	\$99,928.85	\$3,997.15	\$103,926.00	\$4,157.04	\$108,083.04
Level 5	1	2	\$3,920.11	\$101,922.80	\$4,076.91	\$105,999.72	\$4,239.99	\$110,239.70
Level 5	2	3	\$3,996.80	\$103,916.75	\$4,156.67	\$108,073.42	\$4,322.94	\$112,396.35
Level 6	0	1	\$4,124.70	\$107,242.16	\$4,289.69	\$111,531.85	\$4,461.27	\$115,993.13
Level 6	1	2	\$4,252.46	\$110,563.86	\$4,422.55	\$114,986.41	\$4,599.46	\$119,585.87
Level 6	2	3	\$4,380.21	\$113,885.56	\$4,555.42	\$118,440.98	\$4,737.64	\$123,178.62
Level 7	0	1	\$4,507.97	\$117,207.25	\$4,688.29	\$121,895.54	\$4,875.82	\$126,771.36
Level 7	1	2	\$4,635.73	\$120,528.95	\$4,821.16	\$125,350.11	\$5,014.00	\$130,364.11
Level 7	2	3	\$4,763.56	\$123,852.50	\$4,954.10	\$128,806.60	\$5,152.26	\$133,958.87
Level 8	0	1	\$4,916.94	\$127,840.40	\$5,113.62	\$132,954.01	\$5,318.16	\$138,272.17

Note: Rates include annualised Leave Loading and annualised allowances as stipulated in Schedule D.1.

**A.3. Queensland Local Government Industry (Stream A) Award - State 2017 - 38 hours per week
(Employees employed by Council prior to 1 July 2022)**

Level	Step	Step (Renamed Increment – From certification of the Agreement)	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
			Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Level 2	0	1	\$3,023.51	\$78,611.32	\$3,144.45	\$81,755.77	\$3,270.23	\$85,026.00
Level 2	1	2	\$3,088.15	\$80,292.02	\$3,211.68	\$83,503.70	\$3,340.15	\$86,843.85
Level 2	2	3	\$3,156.72	\$82,074.85	\$3,282.99	\$85,357.84	\$3,414.31	\$88,772.16
Level 2	3	4	\$3,227.28	\$83,909.19	\$3,356.37	\$87,265.56	\$3,490.62	\$90,756.18
Level 3	0	1	\$3,302.46	\$85,864.07	\$3,434.56	\$89,298.63	\$3,571.95	\$92,870.58
Level 3	1	2	\$3,379.16	\$87,858.22	\$3,514.33	\$91,372.55	\$3,654.90	\$95,027.45
Level 3	2	3	\$3,457.65	\$89,899.02	\$3,595.96	\$93,494.99	\$3,739.80	\$97,234.78
Level 3	3	4	\$3,536.11	\$91,938.88	\$3,677.56	\$95,616.44	\$3,824.66	\$99,441.09
Level 4	0	1	\$3,614.35	\$93,973.05	\$3,758.92	\$97,731.97	\$3,909.28	\$101,641.25
Level 4	1	2	\$3,692.95	\$96,016.71	\$3,840.67	\$99,857.38	\$3,994.30	\$103,851.67
Level 4	2	3	\$3,771.33	\$98,054.66	\$3,922.19	\$101,976.85	\$4,079.07	\$106,055.92
Level 4	3	4	\$3,849.75	\$100,093.58	\$4,003.74	\$104,097.32	\$4,163.89	\$108,261.21
Level 5	0	1	\$3,928.14	\$102,131.54	\$4,085.26	\$106,216.80	\$4,248.67	\$110,465.47
Level 5	1	2	\$4,006.59	\$104,171.40	\$4,166.86	\$108,338.25	\$4,333.53	\$112,671.78
Level 5	2	3	\$4,085.05	\$106,211.25	\$4,248.45	\$110,459.70	\$4,418.39	\$114,878.09
Level 6	0	1	\$4,215.89	\$109,613.24	\$4,384.53	\$113,997.77	\$4,559.91	\$118,557.68
Level 6	1	2	\$4,346.59	\$113,011.42	\$4,520.46	\$117,531.88	\$4,701.28	\$122,233.15
Level 6	2	3	\$4,477.29	\$116,409.61	\$4,656.38	\$121,066.00	\$4,842.64	\$125,908.64
Level 7	0	1	\$4,607.99	\$119,807.79	\$4,792.31	\$124,600.11	\$4,984.00	\$129,584.11
Level 7	1	2	\$4,738.69	\$123,205.97	\$4,928.24	\$128,134.21	\$5,125.37	\$133,259.58
Level 7	2	3	\$4,869.46	\$126,606.06	\$5,064.24	\$131,670.30	\$5,266.81	\$136,937.11
Level 8	0	1	\$5,026.38	\$130,685.78	\$5,227.43	\$135,913.21	\$5,436.53	\$141,349.74

Note: Rates include annualised Leave Loading and annualised allowances as stipulated in Schedule D.1.

**A.4. Queensland Local Government Industry (Stream B) Award - State 2017 - Operations
38 hours per week**

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Level 1	\$2,438.56	\$63,402.47	\$2,536.10	\$65,938.57	\$2,637.54	\$68,576.12
Level 2	\$2,467.69	\$64,159.92	\$2,566.40	\$66,726.32	\$2,669.05	\$69,395.37
Level 3	\$2,496.85	\$64,918.06	\$2,596.72	\$67,514.78	\$2,700.59	\$70,215.37
Level 4	\$2,526.24	\$65,682.36	\$2,627.29	\$68,309.66	\$2,732.39	\$71,042.05
Level 4 LH	\$2,610.78	\$67,742.93	\$2,715.21	\$70,452.65	\$2,823.82	\$73,270.76
Level 5	\$2,555.43	\$66,441.19	\$2,657.65	\$69,098.84	\$2,763.95	\$71,862.79
Level 5 LH	\$2,645.44	\$68,781.45	\$2,751.26	\$71,532.71	\$2,861.31	\$74,394.02
Level 6	\$2,625.36	\$68,259.38	\$2,730.38	\$70,989.75	\$2,839.59	\$73,829.34
Level 6 LH	\$2,715.37	\$70,599.64	\$2,823.99	\$73,423.63	\$2,936.95	\$76,360.57
Level 7	\$2,697.16	\$70,126.15	\$2,805.05	\$72,931.20	\$2,917.25	\$75,848.45
Level 7 LH	\$2,776.41	\$72,186.72	\$2,887.47	\$75,074.19	\$3,002.97	\$78,077.16
Level 8	\$2,819.11	\$73,296.90	\$2,931.88	\$76,228.77	\$3,049.15	\$79,277.92
Level 8 LH	\$2,920.38	\$75,929.97	\$3,037.20	\$78,967.17	\$3,158.69	\$82,125.86
Level 9	\$3,001.54	\$78,040.04	\$3,121.60	\$81,161.64	\$3,246.47	\$84,408.10
Level 9 LH	\$3,080.79	\$80,100.61	\$3,204.02	\$83,304.63	\$3,332.19	\$86,636.82

Note: Rates include annualised Leave Loading and annualised allowances as stipulated in Schedule D.1.

**A.5. Queensland Local Government Industry (Stream C) Award - State 2017 - Building Trades
38 hours per week (Employees employed by Council prior to certification of this Agreement)**

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Building Trades Level 1	\$2,550.86	\$66,322.24	\$2,652.89	\$68,975.13	\$2,759.01	\$71,734.14
Building Trades Level 1 + CWA	\$2,639.77	\$68,634.10	\$2,745.36	\$71,379.46	\$2,855.18	\$74,234.64
Building Trades Level 1 LH (2-5)	\$2,678.65	\$69,644.98	\$2,785.80	\$72,430.78	\$2,897.23	\$75,328.01
Building Trades Level 1 LH (2-5)+CWA	\$2,764.64	\$71,880.51	\$2,875.22	\$74,755.73	\$2,990.23	\$77,745.96

Note: Rates include annualised Leave Loading and annualised allowances as stipulated in Schedule D.1.

**A.6. Queensland Local Government Industry (Stream C) Award - State 2017 - Building Trades
38 hours per week (Employees employed by Council after certification of this Agreement)**

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
BW1 A - new entrant	\$2,285.06	\$59,411.54	\$2,376.46	\$61,788.00	\$2,471.52	\$64,259.52
BW1 B - after 3 months	\$2,350.05	\$61,101.39	\$2,444.06	\$63,545.44	\$2,541.82	\$66,087.26
BW1 C - after 12 months	\$2,350.05	\$61,101.39	\$2,444.06	\$63,545.44	\$2,541.82	\$66,087.26
BW1	\$2,418.47	\$62,880.18	\$2,515.21	\$65,395.38	\$2,615.82	\$68,011.20
BW2	\$2,478.90	\$64,451.44	\$2,578.06	\$67,029.50	\$2,681.18	\$69,710.68
Building Trades Level 1	\$2,600.23	\$67,606.01	\$2,704.24	\$70,310.25	\$2,812.41	\$73,122.66
Building Trades Level 1 LH (2-5)	\$2,728.03	\$70,928.75	\$2,837.15	\$73,765.90	\$2,950.64	\$76,716.53
Building Trades Level 2	\$2,661.32	\$69,194.28	\$2,767.77	\$71,962.05	\$2,878.48	\$74,840.54
Building Trades Level 3	\$2,736.48	\$71,148.58	\$2,845.94	\$73,994.52	\$2,959.78	\$76,954.30

Note: Rates include annualised Leave Loading and annualised allowances as stipulated in Schedule D.1.

A.7. Queensland Local Government Industry (Stream C) Award - State 2017 - Engineering / Electrical / Electronic 38 hours per week (Employees employed prior to certification of this Agreement)

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
C12 + CWA	\$2,585.47	\$67,222.29	\$2,688.89	\$69,911.18	\$2,796.45	\$72,707.63
C12	\$2,502.25	\$65,058.43	\$2,602.34	\$67,660.77	\$2,706.43	\$70,367.20
C10 + CWA	\$2,648.68	\$68,865.73	\$2,754.63	\$71,620.36	\$2,864.81	\$74,485.17
C10	\$2,565.46	\$66,701.87	\$2,668.07	\$69,369.94	\$2,774.80	\$72,144.74
C8 + 15%	\$3,052.94	\$79,376.41	\$3,175.06	\$82,551.47	\$3,302.06	\$85,853.53
C8 + 15% + CWA	\$3,136.16	\$81,540.27	\$3,261.61	\$84,801.88	\$3,392.08	\$88,193.96
C8 + 22%	\$3,231.25	\$84,012.50	\$3,360.50	\$87,373.00	\$3,494.92	\$90,867.92
C8 + 22% + CWA	\$3,314.48	\$86,176.36	\$3,447.05	\$89,623.42	\$3,584.94	\$93,208.35
C8 + 23%	\$3,256.72	\$84,674.80	\$3,386.99	\$88,061.79	\$3,522.47	\$91,584.26
C8 + CWA	\$2,754.07	\$71,605.79	\$2,864.23	\$74,470.02	\$2,978.80	\$77,448.83
C8 + LH	\$2,821.52	\$73,359.65	\$2,934.39	\$76,294.03	\$3,051.76	\$79,345.80
C8 + LH + CWA	\$2,904.75	\$75,523.51	\$3,020.94	\$78,544.45	\$3,141.78	\$81,686.23
C8	\$2,670.84	\$69,441.93	\$2,777.68	\$72,219.61	\$2,888.78	\$75,108.39
C7 + 15%	\$3,239.97	\$84,239.15	\$3,369.57	\$87,608.72	\$3,504.35	\$91,113.06
C7 + 22%	\$3,429.66	\$89,171.23	\$3,566.85	\$92,738.08	\$3,709.52	\$96,447.61
C7 + CWA	\$2,916.70	\$75,834.26	\$3,033.37	\$78,867.63	\$3,154.71	\$82,022.34
C7 + 15% + CWA	\$3,323.19	\$86,403.01	\$3,456.12	\$89,859.13	\$3,594.37	\$93,453.50
C7 + 22% + CWA	\$3,512.89	\$91,335.09	\$3,653.40	\$94,988.50	\$3,799.54	\$98,788.04
C7	\$2,833.48	\$73,670.40	\$2,946.82	\$76,617.22	\$3,064.69	\$79,681.90

Note: Rates include annualised Leave Loading, annualised allowances as stipulated in Schedule D.1, and Dirty Work Allowance.

A.8. Queensland Local Government Industry (Stream C) Award - State 2017 - Engineering / Electrical / Electronic 38 hours per week (Employees employed after the certification of this Agreement)

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
C14	\$2,389.39	\$62,124.06	\$2,484.96	\$64,609.03	\$2,584.36	\$67,193.39
C13	\$2,389.39	\$62,124.06	\$2,484.96	\$64,609.03	\$2,584.36	\$67,193.39
C12	\$2,520.77	\$65,540.11	\$2,621.60	\$68,161.71	\$2,726.47	\$70,888.18
C11	\$2,528.89	\$65,751.07	\$2,630.04	\$68,381.11	\$2,735.24	\$71,116.36
C10	\$2,583.98	\$67,183.54	\$2,687.34	\$69,870.89	\$2,794.84	\$72,665.72
C9	\$2,647.74	\$68,841.15	\$2,753.65	\$71,594.80	\$2,863.79	\$74,458.59
C9 + LH	\$2,853.15	\$74,181.86	\$2,967.27	\$77,149.13	\$3,085.97	\$80,235.10
C8	\$2,689.37	\$69,923.61	\$2,796.94	\$72,720.55	\$2,908.82	\$75,629.38
C8 + LH	\$2,840.05	\$73,841.33	\$2,953.65	\$76,794.98	\$3,071.80	\$79,866.78
C7	\$2,852.00	\$74,152.08	\$2,966.08	\$77,118.16	\$3,084.73	\$80,202.89
C7 + LH	\$3,011.80	\$78,306.71	\$3,132.27	\$81,438.98	\$3,257.56	\$84,696.54
C6	\$3,009.39	\$78,244.08	\$3,129.76	\$81,373.84	\$3,254.95	\$84,628.80
C6 + LH	\$3,178.00	\$82,627.98	\$3,305.12	\$85,933.10	\$3,437.32	\$89,370.43
C5	\$3,092.85	\$80,414.08	\$3,216.56	\$83,630.65	\$3,345.23	\$86,975.87
C5 + LH	\$3,266.14	\$84,919.57	\$3,396.78	\$88,316.35	\$3,532.65	\$91,849.00
C4	\$3,172.73	\$82,491.09	\$3,299.64	\$85,790.73	\$3,431.63	\$89,222.36
C4 + LH	\$3,350.50	\$87,112.94	\$3,484.52	\$90,597.46	\$3,623.90	\$94,221.36
C3	\$3,330.12	\$86,583.09	\$3,463.32	\$90,046.41	\$3,601.86	\$93,648.27
C3 + LH	\$3,516.70	\$91,434.21	\$3,657.37	\$95,091.58	\$3,803.66	\$98,895.25
C2	\$3,554.27	\$92,411.10	\$3,696.44	\$96,107.54	\$3,844.30	\$99,951.84
C2 + LH	\$3,753.41	\$97,588.76	\$3,903.55	\$101,492.31	\$4,059.69	\$105,552.00

Note: Rates include annualised Leave Loading and annualised allowances as stipulated in Schedule D.1.

SCHEDULE B - WASTE SERVICES OFFICERS

PART 1 - PRELIMINARY

1.1. Purpose

- 1.1.1. The purpose of this schedule is to set out arrangements that specifically apply only to those Employees engaged as Waste Services Officer at all Council Waste Management Facilities.

1.2. Definitions

- 1.2.1. For the purposes of this schedule, the following definitions will apply:

- (a) **Waste Services Officer:** This includes all Employees engaged at Council's Resource Recovery Facilities and includes Waste Services Officers, roving and relief persons working in these roles.

1.3. Coverage

- 1.3.1. This schedule shall apply to only those Employees engaged as Waste Services Officers at all Council Resource Recovery Management facilities.

1.4. Area of Operation

- 1.4.1. This schedule shall only operate with the Council and to Employees of the Council who are suitably qualified to perform the duties of a Waste Services Officer at any Council Resource Recovery Management facilities.

1.5. Roster Patterns

- 1.5.1. Employees will work one of the following roster patterns:

- (a) **Roster A** - Ordinary hours of work to be worked from Tuesday to Saturday between the span of 9.00 am to 5.00 pm;
- (b) **Roster B** - Ordinary hours of work to be worked from Sunday to Thursday between the span of 9.00 am to 5.00 pm;
- (c) **Roster C** - Ordinary hours of work to be worked on five (5) consecutive days, which will include both Saturday and Sunday, between the span of 9.00 am to 5.00 pm; or
- (d) **Roster D** - Ordinary hours of work to be worked on five (5) consecutive days, Monday to Friday, between the span of 9.00 am to 5.00 pm.

PART 2 - TERMS AND CONDITIONS OF EMPLOYMENT

- 2.1. **At all times terms and conditions of employment will be based upon the specific business needs of Council and be applied within the provisions of this schedule and the Agreement.**

2.2. Definition of Roster Period

- 2.2.1. For the purpose of this schedule only, the roster period consists of five (5) consecutive working days followed by two (2) days off. A scheduled RDO shall be accrued and taken every four (4) weeks.
- 2.2.2. For the purpose of this schedule only, an ordinary shift will be between the span of hours from 9.00am to 5.00pm Monday to Sunday for up to 8 hours inclusive of ½ hour paid meal break and be for five (5) consecutive days.

- 2.2.3. Council may vary the ordinary shift times and days for operational efficiencies by agreement between the Employees concerned.

2.3. Types of Employment

- 2.3.1. Full time Employment constitutes an Employee who works an average of 38 hours per week.
- 2.3.2. Part time Employment constitutes an Employee who works up to an average of 38 hours per week.
- 2.3.3. Casual employment constitutes an Employee who is employed on a day-to-day basis.

PART 3 - WAGES, WORK ARRANGEMENTS AND ALLOWANCES

3.1. Wages

- 3.1.1. The minimum rate of wages to be paid to Employees under this Schedule shall be Level 4 for Waste Services Officers under Division 2, Section 5 (Operational Services), Stream B Award and Agreement.

3.2. Rates of Pay

- 3.2.1. The annualised rate of wages Award Level 4 Waste Services Officers (other than casuals) shall be as per tables and formulas listed below and are inclusive of the following allowances and penalties:
 - (a) Four (4) hours per shift paid at Level 5 in compensation for machinery operation; and
 - (b) Half an hour paid meal break every work day; and
 - (c) Public Holiday penalty for all gazetted public holidays (excluding Anzac Day, Good Friday and Christmas Day) paid at the ordinary rate of Level 4; and
 - (d) Weekend penalties for work performed on a weekend; and
 - (e) Construction workers allowance; and
 - (f) Rubbish dump allowance; and
 - (g) Annual leave loading.
- 3.2.2. The "adjusted" hourly rate of pay of casual Employees appointed to Award Level 4 Waste Services Officer position, shall be as per tables and formulas listed below and are inclusive of the following allowances and penalties:
 - (a) Four (4) hours per shift paid at Level 5 in compensation for machinery operation; and
 - (b) Half an hour paid meal break every work day; and
 - (c) Public Holiday penalty for all gazetted public holidays (excluding Anzac Day, Good Friday and Christmas Day) paid at the ordinary rate of Level 4; and
 - (d) Construction workers allowance; and
 - (e) Rubbish dump allowance; and
 - (f) All work performed on Saturday or Sunday shall be paid at the applicable weekend penalty rate under Division 2, Section 5 (Operational Services), Stream B Award.

- 3.2.3. Waste Services Officers (other than casuals) who are not rostered to work on Anzac Day, Good Friday or Christmas Day, shall have an additional day added to their annual leave accrual (not including the 17.5% annual leave loading). This will be claimed by the Waste Services Officer on their timesheet.
- 3.2.4. Waste Services Officers (including casuals) required to work on a Public Holiday (excluding Anzac Day, Good Friday and Christmas Day) shall be paid at the rate of time and one half the base rate for a Waste Services Officer as contained in the Agreement.
- 3.2.5. Waste Services Officers (including casuals) required to work on Anzac Day, Good Friday and Christmas Day shall be paid at the rate of double time and one half the base rate for a Waste Services Officer as contained in the Agreement.

3.3. Work Arrangements

- 3.3.1. The ordinary hours of duty of Employees under this schedule may be worked on any days Monday to Sunday inclusive in accordance with a roster.
- 3.3.2. Council can use any suitably qualified Employee to work in the role of Waste Services Officer to fill operational or staffing requirements.
- 3.3.3. Council may utilise any suitably qualified Employees to undertake Waste Services Officer duties during ordinary working days.
- 3.3.4. Due to operational requirements of these areas, there is no specific scheduled time for a ½ hour crib/meal break or any rest pauses. However, meals and/or rest pauses can be taken when the workload allows providing that the site be staffed at all times. This excludes toilet breaks but does not include leaving the site or closing the site for the purpose of taking a meal break or any activity other than a toilet break.
- 3.3.5. All types of planned leave must be taken in blocks of whole work days only, unless otherwise agreed with the manager/supervisor.

3.4. Overtime

- 3.4.1. An Employee directed to work overtime or on their rostered day off (RDO) shall be paid in accordance with the overtime provisions that apply in the Agreement, not at the annualised rate specified in this Agreement i.e. at Level 4 of Division 2, Section 5 (Operational Services), Stream B Award and this Agreement.
- 3.4.2. Travel time payments shall not apply when working voluntary overtime.
- 3.4.3. Where a Waste Services Officer is unable to attend his/her shift on the weekend and a Relief Waste Services Officer is unavailable, Council will endeavour to fill the vacancy with the off shift Waste Services Officer currently rostered at that site. In the event the off shift Waste Services Officer is unavailable, Council will take the necessary steps to ensure the site is available and open to the public.
- 3.4.4. Waste Services Officers must make themselves available to provide relief/coverage when other Waste Services Officers are not available due to any leave taken by their colleagues.

PART 4 - LEAVE PROVISIONS

4.1. Annual Leave

- 4.1.1. Employees (excluding casuals) engaged under the terms of this schedule shall be entitled to 4 weeks leave per annum (152 hours) annual leave or pro rata for part time Employees.

- 4.1.2. Employees annual leave accrual will be debited based on their projected rosters i.e. at 8 hours per day.
- 4.1.3. Due to business and customer service requirements and rostering processes, all requests for annual leave must be submitted not less than twenty (20) days prior to the requested leave.
- 4.1.4. Waste Services Officers are requested not to accrue more than forty (40) days (304 hours) annual leave at any given time.

PART 5 - HIGHER DUTIES

5.1. Higher Duties

- 5.1.1. Waste Services Officers may from time to time be requested to relieve in the Landfill Plant Operators position as a backfill arrangement. In such circumstances, the Waste Services Officer shall continue to be paid their annualised rate, with their base ordinary hours being paid at Level 6 in accordance with the Award and this Agreement. Whilst relieving in the Landfill Plant Operators position, additional hours worked above 8 hours per day will be paid at overtime rates (i.e. an additional 1.5 hours per day).

WAGE RATES - WASTE OPERATORS**B.1. Local Government Officers' Award (Stream B) - Waste Operators**

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Level 4 Mon-Fri	\$2,945.62	\$76,586.11	\$3,063.44	\$79,649.55	\$3,185.98	\$82,835.54
Level 4 Tues-Sat	\$3,358.34	\$87,316.96	\$3,492.68	\$90,809.64	\$3,632.39	\$94,442.02
Level 4 Sun-Thurs	\$3,459.27	\$89,940.98	\$3,597.64	\$93,538.62	\$3,741.54	\$97,280.16
Level 4 Sat+Sun+ 3 week days	\$3,871.99	\$100,671.83	\$4,026.87	\$104,698.70	\$4,187.95	\$108,886.65

Note: Rates are Annualised in accordance with Clause 3.2.1 of the LAWA.

B.2. Local Government Officers' Award (Stream B) - Casual Waste Operators Employed After the Certification of this Agreement

Level	From 1st full pay period following 30 June 2025 (5%)	From 1st full pay period following 30 June 2026 (4%)	From 1st full pay period following 30 June 2027 (4%)
	"Adjusted" Hourly Rate	"Adjusted" Hourly Rate	"Adjusted" Hourly Rate
Level 4 Mon-Fri	\$38.24	\$39.77	\$41.36

Note:

The 25% Casual Loading will be applied on top of the adjusted casual rates of pay in table B.2. Rates are adjusted in accordance with Clause 3.2.2 of the LAWA.

SCHEDULE C - LANDFILL PLANT OPERATORS

PART 1 - PRELIMINARY

1.1. Purpose

- 1.1.1. The purpose of this Schedule is to set out arrangements that specifically apply only to those Employees engaged as Landfill Plant Operators at Council Landfill facilities.
- 1.1.2. At all times terms and conditions of employment will be based upon the specific business needs of Council and be applied within the provisions of this Schedule and the Agreement.

1.2. Definitions

- 1.2.1. For the purposes of this Schedule, the following definitions will apply:

Landfill Plant Operators includes those Employees engaged in Council's Landfill Facilities and includes Landfill Plant Operators, and relief persons working in these roles.

1.3. Coverage

- 1.3.1. This Schedule shall apply to only those Employees engaged as Landfill Plant Operators at Council Landfill facilities.

1.4. Area of Operation

- 1.4.1. This Schedule shall only operate with the Scenic Rim Regional Council and to Employees of the Council who are suitably qualified to perform duties of a Landfill Plant Operator at any Landfill facility.

1.5. Roster Patterns

- 1.5.1. Employees will work Monday to Sunday according to a four (4) days on four (4) days off, (10) hours per day, eight (8) week roster. Each Employee will work an additional three (3) days, at eight (8) hours per day, each eight (8) week roster period. The rostered days to be worked, will be determined by Council in consultation with the Landfill Operators and their relevant union.

PART 2 - TERMS AND CONDITIONS OF EMPLOYMENT

2.1. Definition of Roster Period

- 2.1.1. For the purpose of this Schedule only, the roster period consists of four (4) consecutive working days followed by four (4) days off, with three (3) additional 8 hour days worked every eight (8) week roster period.
- 2.1.2. For the purpose of this Schedule only, an Ordinary Shift will be between the span of hours from 7.00am to 5.00pm Monday to Sunday for up to 10 hours, inclusive of ½ hour paid meal break, and be for four (4) consecutive days.
- 2.1.3. Council may vary the ordinary shift times and days for operational efficiencies by agreement between the Employees concerned.

2.2. Types of Employment

- 2.2.1. Full time employment constitutes an Employee who works an average of 38 hours per week.

2.2.2. Part time employment constitutes an Employee who works up to an average of 38 hours per week.

2.2.3. Casual employment constitutes an Employee who is employed on a day-to-day basis.

PART 3 - WAGES, WORK ARRANGEMENTS AND ALLOWANCES

3.1. Wages

3.1.1. The minimum rate of wages to be paid to Employees under this Schedule shall be Level 6 for Landfill Plant Operators under Division 2, Section 5 (Operational Services), Stream B Award and the Agreement.

3.2. Rates of Pay

3.2.1. The annualised rate of wages Award Level 6 Landfill Plant Operators for Employees shall be as per tables and formulas listed below and are inclusive of the following allowances and penalties:

(a) Public Holiday penalty for all gazette holidays paid at the ordinary rate of Level 6;

(b) Half an hour paid meal break every work day;

(c) Weekend penalties for work performed on a weekend;

(d) Construction Workers Allowance;

(e) Rubbish Dump Allowance; and

(f) Annual leave loading (excluding Casuals).

3.2.2. Landfill Plant Operators required to work on a Public Holiday shall be paid at the rate of time and one-half the base rate for a Landfill Plant Operator as contained in the Agreement.

3.3. Work Arrangements

3.3.1. The ordinary hours of duty of Employees under this Schedule may be worked on any days Monday to Sunday inclusive in accordance with the roster.

3.3.2. Council can use any suitably qualified Employee to work in the role of Landfill Plant Operators to fill operational or staffing requirements.

3.3.3. Council may utilise any suitably qualified Employee to undertake Landfill Plant Operators duties during ordinary working days.

3.3.4. Due to operational requirements of these areas, there is no specific scheduled time for a ½ hour meal break or any rest pauses. However, meals and/or rest pauses can be taken when the workload allows providing that the site be staffed at all times. This excludes toilet breaks but does not include leaving the site or closing the site for the purpose of taking a meal break or any activity other than a toilet break.

3.3.5. All types of planned leave must be taken in blocks of whole work days only, unless otherwise agreed with the manager/supervisor.

3.4. Overtime

- 3.4.1. An Employee directed to work overtime or on their Rostered Day Off (RDO) shall be paid in accordance with the Overtime provisions that apply in the Agreement, not at the annualised rate specified in this Schedule i.e. at Level 6 of Division 2, Section 5 Operational Services, *Queensland Local Government (Stream B) Award - State 2017* and the *Scenic Rim Certified Agreement 2026*.
- 3.4.2. Travel time payments shall not apply when working voluntary overtime.

PART 4 - LEAVE

4.1. Annual Leave

- 4.1.1. Employees (excluding casuals) engaged under the terms of this Schedule shall be entitled to accrue 4 weeks annual leave per annum (152 hours) or pro rata for part time Employees.
- 4.1.2. Employees annual leave accrual will be debited based on their projected roster i.e. at 9.5 hours per day.
- 4.1.3. Due to business and customer service requirements and rostering processes, all requests for annual leave must be submitted not less than twenty (20) days prior to the requested leave.
- 4.1.4. Landfill Plant Operators are requested not to accrue more than forty (40) days (304 hours) annual leave at any given time.

PART 5 - HIGHER DUTIES

5.1. Higher Duties

- 5.1.1. Landfill Plant Operators may from time to time be requested to act in higher duties positions, including positions that may fall outside of the Stream B Award in which the Landfill Plant Operators are engaged. In such circumstances, Landfill Plant Operators will revert to payment of their entitlements and benefits in accordance with the higher classified role in which they are to perform.

WAGE RATES - LANDFILL PLANT OPERATORS

C.1. Local Government Officers' Award (Stream B) - Landfill Plant Operators

Level	From 1st full pay period following 30 June 2025 (5%)		From 1st full pay period following 30 June 2026 (4%)		From 1st full pay period following 30 June 2027 (4%)	
	Fortnight	Annual	Fortnight	Annual	Fortnight	Annual
Level 6	\$3,604.73	\$93,722.91	\$3,748.92	\$97,471.83	\$3,898.87	\$101,370.70

Note: Annualised in accordance with Clause 3.2 of the LAWA.

C.2. Local Government Officers' Award (Stream B) - Casual Landfill Plant Operators employed following the certification of this Agreement

Level	From 1st full pay period following 30 June 2025 (5%)	From 1st full pay period following 30 June 2026 (4%)	From 1st full pay period following 30 June 2027 (4%)
	"Adjusted" Hourly Rate	"Adjusted" Hourly Rate	"Adjusted" Hourly Rate
Level 6	\$46.80	\$48.67	\$50.62

Note: The 25% Casual Loading will be applied on top of the adjusted casual rates of pay in table C.2. Rates are adjusted in accordance with Clause 3.2 of the LAWA.

SCHEDULE D - ALLOWANCES

D.1. - Allowances payable to Employees that have been incorporated into the Annualised rates of pay (Not Paid Separately):

Allowance Name	Applies to	Frequency of payment	From 1st full pay period following 24 May 2026 backdated to 30 June 2025 (5%)	From 1st full pay period following 30 June 2026 (4%)	From 1st full pay period following 30 June 2027 (4%)
CWA	Supervisors covered by Stream A Award who supervise Stream B and C Award Employees	Per week	\$41.06	\$42.70	\$44.41
	Stream B - Operations (Other than Waste and Water)		\$41.06	\$42.70	\$44.41
	Stream B - Waste Services		\$41.06	\$42.70	\$44.41
	Stream B - Landfill Operators		\$41.06	\$42.70	\$44.41
	Stream C - Building Trades		\$42.42	\$44.12	\$45.88
	Stream C - Engineering (all employees)		\$41.06	\$42.70	\$44.41
Dirty Work Allowance*	Stream C - Engineering	Per week	\$31.92	\$33.20	\$34.52
Leading Hand Allowance	Stream B - Operations (Other than Waste and Landfill)	Per week	\$39.10	\$40.66	\$42.29
	Stream C - Building Trades		\$63.05	\$65.57	\$68.19
	Stream C - Engineering		\$74.34	\$77.31	\$80.41
Tools Allowance	Stream C - Building Trades	Per week	\$38.80	\$40.35	\$41.97
	Stream C - Engineering		\$29.03	\$30.19	\$31.40
Rubbish Dump Allowance	Stream B - Waste Services	Per week	\$41.06	\$42.70	\$44.41
	Stream B - Landfill Operators		\$41.06	\$42.70	\$44.41

Notes: -

*Dirty Work Allowance is only applicable to employees employed prior to the certification of the Agreement. Dirty Work Allowance does not form part of the annualised wages of Employees engaged after the certification of the Agreement as they are not entitled to be paid both CWA and Dirty Work.

D.2. - Allowances payable under the Agreement which may be claimed by Employees independently

Allowance Name	Applies to	Frequency of payment	From 1st full pay period following 24 May 2026 backdated to 30 June 2025 (5%)	From 1st full pay period following 30 June 2026 (4%)	From 1st full pay period following 30 June 2027 (4%)
On call/Availability Allowance	Stream A - other than supervisors of Stream B and C Award employees	Per Day/Night	Mon - Sun = \$55.22 per day/night Pub Hol = 8 hours	Mon - Sun = \$65.22 per day/night Pub Hol = 8 hours	Mon - Sun = \$75.22 per day/night Pub Hol = 8 hours
	Stream A Supervisors Stream B - Operations Stream C - Building Trades Stream C - Engineering (all employees)	Per Day/Night	Mon - Sat = \$35.92 per day/night Pub Hol = 8 hours	Mon - Sat = \$45.92 per day/night Pub Hol = 8 hours	Mon - Sat = \$55.92 per day/night Pub Hol = 8 hours
Workplace Health and Safety Representatives	Stream A, B and C Awards	Per Week	\$20.00	\$20.80	\$21.63
Unclean Fleet Allowance	Stream C - Engineering	Per Day	\$23.50	\$24.44	\$25.42

SIGNATORIES

Signed for and on behalf of: _____
SCENIC RIM REGIONAL COUNCIL

Date _____ 7 August 2026

Position _____ CEO

In the presence of:
Name of Witness (please print) _____ Lesleigh Burton

Signature of Witness _____

Date _____ 7 August 2026

Signed for and on behalf of:

AUSTRALIAN WORKERS' UNION OF
EMPLOYEES QLD (AWU)

Date

24 July 2026

Position

Secretary

In the presence of:

Name of Witness (please print)

Breanne Beattie

Signature of Witness

Date

24 July 2026

Signed for and on behalf of:

THE ASSOCIATION OF
PROFESSIONAL ENGINEERS,
SCIENTISTS AND MANAGERS,
AUSTRALIA, QUEENSLAND
BRANCH, UNION OF EMPLOYEES
(APESMA)

Date

Position

In the presence of:

Name of Witness (please print)

Signature of Witness

Date

Signed for and on behalf of:

THE AUTOMOTIVE METALS,
ENGINEERING, PRINTING AND
KINDRED INDUSTRIES, INDUSTRIAL
UNION OF EMPLOYEES,
QUEENSLAND (AMWU)

Date

Position

In the presence of:

Name of Witness (please print)

Signature of Witness

Date

Signed for and on behalf of:

CONSTRUCTION, FORESTRY,
MINING AND ENERGY, INDUSTRIAL
UNION OF EMPLOYEES
QUEENSLAND (CFMEU)

Date

13 August 2026

Position

IR Coordinator

In the presence of:

Name of Witness (please print)

Emma Eaves

Signature of Witness

Date

13 August 2026

Signed for and on behalf of:

QUEENSLAND SERVICES,
INDUSTRIAL UNION OF
EMPLOYEES (QSU)

Date

Position

Secretary

In the presence of:

Name of Witness (please print)

John Donaghy

Signature of Witness

Date

10 August 2026

Signed for and on behalf of:

THE TRANSPORT WORKERS'
UNION OF AUSTRALIA, UNION OF
EMPLOYEES - QUEENSLAND
BRANCH (TWU)

Date

24 July 2026

Position

Branch Secretary

In the presence of:

Name of Witness (please print)

Jordan Strezov

Signature of Witness

Date

24 July 2026
