

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Tablelands Regional Council

AND

The Australian Workers' Union of Employees, Queensland

Queensland Services, Industrial Union of Employees

Plumbers & Gasfitters Employees' Union Queensland, Union of Employees

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

(Matter No. CB/2026/84)

TABLELANDS REGIONAL COUNCIL & UNIONS CERTIFIED AGREEMENT 2026

Certificate of Approval

On 23 October 2026 the Commission certified the attached written agreement in accordance with s 193 of the *Industrial Relations Act 2016*:

Name of Agreement: **TABLELANDS REGIONAL COUNCIL & UNIONS
CERTIFIED AGREEMENT 2026**

**Parties to the
Agreement:**

- Tablelands Regional Council
- The Australian Workers' Union of Employees,
Queensland
- Queensland Services, Industrial Union of
Employees
- Plumbers & Gasfitters Employees' Union
Queensland, Union of Employees
- Construction, Forestry, Mining & Energy, Industrial
Union of Employees, Queensland

Operative Date: 23 October 2026

Nominal Expiry Date: 30 June 2029

Previous Agreements: *Tablelands Regional Council Certified Agreement 2023*

**Termination Date of
Previous Agreement:** 23 October 2026

By the Commission

R.D.H. McLennan
Industrial Commissioner
23 October 2026



Tablelands Regional Council & Unions



Certified Agreement 2026

Tablelands Regional Council acknowledges the Traditional Custodians of the Tablelands region and recognises their continuing connection to country. We pay respect to Elders past, present and future

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1. Title

This Agreement shall be known as the Tablelands Regional Council & Unions Certified Agreement 2026 (The Agreement).

2. Application of Agreement

This Agreement applies to all employees of Tablelands Regional Council (TRC), including apprentices and trainees where relevant. However, this Agreement will not apply to any employee appointed to the position of Chief Executive Officer (CEO) or any Senior Officer pursuant to a written contract of employment where that contract states that the Award will not apply to the employment terms and conditions applicable to the employee, unless otherwise explicitly stated.

- a) Any reference to the CEO in this Agreement also applies to other Senior Executives or Senior Officers of TRC who hold appropriate delegations to make decisions and enter into agreements as required by this Agreement.
- b) Any reference to an **Indoor Worker** in this Agreement refers to employees who are covered by the Queensland Local Government Industry (Stream A) Award – State 2017.
- c) Any reference to an **Outdoor Worker** in this Agreement refers to employees who are covered by the Queensland Local Government Industry (Stream B) Award – State 2017 and Queensland Local Government Industry (Stream C) Award – State 2017.

3. Parent Awards & Orders

This Agreement shall be read and interpreted wholly in conjunction with the terms of the Parent Awards & Orders listed below.

Where there is any inconsistency between the terms of this Agreement and the terms of the Parent Awards & Orders, the terms of this Agreement shall prevail to the extent of the inconsistency.

The Parent Awards & Orders include:

- 1. Queensland Local Government Industry (Stream A) Award – State 2017 (2017 Award Stream A).
- 2. Queensland Local Government Industry (Stream B) Award – State 2017 (2017 Award Stream B).
- 3. Queensland Local Government Industry (Stream C) Award – State 2017 (2017 Award Stream C).
(collectively the 2017 Awards)
- 4. Training Wage Award State 2012.
- 5. Order - Apprentices and Trainees Wages and Conditions (Excluding certain Queensland Government Entities) 2003.



4. Parties Bound

The parties to this Agreement are TRC, its employees and the following Unions:

- Queensland Services, Industrial Union of Employees, Queensland.
- The Australian Workers' Union of Employees, Queensland.
- Plumbers & Gasfitters Employees' Union Queensland, Union of Employees.
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland.

5. No Extra Claims

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

6. Date and Period of Operation

This Agreement shall operate, in accordance with its terms, from the date of certification. The nominal expiry date of this Agreement is 30 June 2029.

7. Purpose of the Agreement

This Agreement sets out the framework for simultaneously achieving ongoing productivity and efficiency improvements in TRC and improved working conditions for TRC employees.

The shared aims are to provide benefits to:

- TRC, by producing a more competitive, flexible, responsive organisation through modernisation of existing work practices and arrangements with the major intent of continuously improving work processes and improving productivity.
- Employees, through improved salaries and conditions.
- The community, through a greater client focus on service delivery, increased value for money and a more efficient and effective workplace.

8. Consultative Committee

The implementation of this Agreement is the responsibility of TRC's Executive Leadership and Leadership teams.

To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential. A Consultative Committee shall be established and shall be responsible for the role of coordinating the reforms set out in this Agreement and ensuring effective communication between the parties to this Agreement.

- a) The Consultative Committee will comprise of no more than three representatives of TRC management/executive, and no more than three officials/delegates from each Union listed as



parties to this Agreement.

- b) The Consultative Committee shall meet at least every three months or as requested by any party for the purpose of monitoring the implementation of the reforms set out in this Agreement.
- c) The Consultative Committee will be encouraged to identify areas where better work practices could be implemented to improve efficiencies, reduce costs and lead to greater job satisfaction.
- d) The Consultative Committee shall meet to receive and review information about TRC and its workforce, and to consider relevant industrial and employment matters that may impact the workforce, including but not limited to:
 - Notification and clarification of human resource and other employment policies, procedures and guidelines which impact TRC employment or result in significant workplace change.
 - Any workplace issues that have the potential to significantly impact employees.
 - Monitor and review implementation of this Agreement.
 - Undertake specific responsibilities and activities in accordance with this Agreement.
 - Notification on use of external contractors and labour hire employees relevant to the security of employment clause.
- e) The Consultative Committee meetings will be required to have a quorum that includes a minimum of two TRC management/executive representatives, and a minimum of one representative from each Union to proceed (unless otherwise mutually agreed by all parties).

9. Dispute Resolution

The parties will adopt and follow the dispute resolution process contained in the 2017 Awards as set out in Schedule A to this Agreement.

10. Consultation

The parties are committed to a consultation process that fosters a positive organisational culture.

TRC will consult with employees as required by s198 (1) (a) and (2) of the *Industrial Relations Act 2016* (IR Act). The consultation process to be followed is in accordance with the consultation provisions and process in the 2017 Awards as set out in Schedule B to this Agreement. Where required by relevant legislation and industrial instruments, TRC will consult before a decision is made.



11. Security of Employment

The parties recognise TRC's preference to directly employ its workforce wherever practicable and to preserve employment opportunities within TRC. TRC will take reasonable steps to maintain a stable, capable and committed workforce to support effective service delivery.

Such steps shall include measures to increase the security of employees' employment, however, the parties recognise that TRC may require the use of contractors to carry out work in the following circumstances:

- Where the work volume is beyond the capacity of TRC resources or existing TRC employees.
- Where the type of work or specialisation required is beyond the capacity of TRC resources or existing TRC employees.
- Where, on a 'like for like' basis, it is more cost effective to deliver equivalent quantity and quality services. TRC will provide the Consultative Committee with details of this usage and the basis on which the decision to contract is made. Management will give due consideration to any recommendations that are made by the Committee.
- Subject to these provisions, contractors and/or their employees will not be appointed to any position as permanent employees unless normal recruitment and selection processes have been followed.

The use of contractors/labour hire personnel will be managed in a manner that ensures business needs are met without eroding the job security of existing permanent employees.

12. Surplus Employees

12.1 Application

This clause does not apply to employees with less than one year of service with TRC and those employees exempt from entitlement to redundancy pay under the IR Act.

12.2 Consultation

In the event of a proposed redundancy, TRC will comply with its consultation obligations under the IR Act and the 2017 Awards.

12.3 Redeployment

Where following the consultation process, TRC has decided that redundancies are still required, TRC shall consider available redeployment options, if any, for each employee whose position has become, or will become, redundant.

If a redeployment option is identified, TRC will offer redeployment to relevant employee/s.

A redeployment opportunity will be considered suitable where it is reasonably expected that an employee can be retrained within a 12-month period to obtain the necessary skills, experience and qualifications required of the position identified for redeployment.



12.4 Job Search Leave

An employee given notice of termination in circumstances of redundancy will be granted one day time off without loss of pay during each week of notice for the purpose of seeking other employment.

The taking of job search leave shall be subject to the production of evidence satisfactory to TRC or the completion of a statutory declaration, if requested.

12.5 Salary Maintenance

Where an employee agrees to accept suitable alternative employment 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 redeployment, until whichever of the following, first occurs:

- a) The employee is appointed to a position where the wage/salary is equal to, or more than, the wage/salary of the former position.
- b) The end of six months after the employee's redeployment to the alternative position.

12.6 Redundancy

Where redeployment is not available or not accepted, TRC will seek expressions of interest (EOI) from employees of the relevant position, in accepting a voluntary redundancy where appropriate. Directly impacted employees will be given priority over expressions of interest from other TRC employees.

TRC will consider all expressions of interest in a fair and transparent manner, having regard to:

- the operational requirements of TRC;
- the skills, experience, and service of the employee; and
- the objective of minimising involuntary redundancies.

TRC will consult with the affected employees and relevant Unions regarding the process and outcomes of any voluntary redundancy process.

TRC will approve a voluntary redundancy in these circumstances where:

- redeployment of the directly affected employee is reasonable and practicable;
- the directly affected employee has the capacity to perform the inherent requirements of the alternative position vacancy created by the voluntary redundancy with reasonable training where required; and
- the arrangement supports operational efficiency and workforce planning needs without unreasonably disadvantaging employees.

Any decision to approve or decline any voluntary redundancy will be based on reasonable and transparent operational grounds. Where an expression of interest is declined, TRC will provide the employee and relevant Union with reasons for that decision. TRC will make all reasonable efforts to redeploy affected employees prior to proceeding with involuntary redundancy.



If involuntary redundancy or redeployment is not successful, or if there are no suitable alternative positions available within a reasonable timeframe, an employee can be made involuntarily redundant.

In the event of an employee being made redundant, eligible employees will receive a payment of two weeks' pay per year of service and a proportionate amount for an incomplete year of service (with a minimum of four weeks and not exceeding 52 weeks).

Nothing in this clause limits the obligation to consult with employees and Unions in accordance with the consultation provisions of this Agreement.

13. Types of Employment

An employee may be engaged on a permanent full-time, permanent part-time, casual or maximum-term basis as outlined within the Parent Awards.

13.1 Full-time

- a) Full-time is 36.25 hours/week for those employed under the 2017 Award Stream A.
- b) Full-time is 38 hours/week for those employed under the 2017 Award Stream A to whom award clause 15.1 (e) is applicable.
- c) Full-time is 38 hours/week for those employed under the 2017 Award Stream B and 2017 Award Stream C.

13.2 Part-time

Where the employee agrees, TRC may increase a part-time employee's ordinary hours in any period to work up to full-time equivalent hours, considering operational demands and requirements, without incurring any penalty rates as prescribed by the relevant Award for the additional hours worked.

13.3 Job Share

Any full-time position may be filled by two part-time employees on a job share basis where job sharing is convenient to the requirements of TRC, the position is suitable for job sharing and there is a written agreement between the employees and TRC.

13.4 Maximum-term

The parties recognise that TRC may at various times be required to engage employees on a maximum-term basis as outlined within the relevant Award.

A maximum-term employee who has worked a period of two years in a single position may request to have their employment converted to permanent employment if it could be reasonably expected that their employment is to continue and provided that the fixed-term appointment was not for a specific project or relieving for an employee on leave for a specific period of time where there is a defined end date.

TRC shall give prompt consideration to this request in accordance with its procedures for the establishment of ongoing positions within its organisational structure.



Unless otherwise agreed maximum-term employee conversion to either permanent full-time or part-time will be based on the hours worked over the preceding six-month period, or as mutually agreed in writing, taking into consideration business needs and workforce composition.

13.5 Casual

For the purpose of this Agreement a casual employee is as defined by the relevant Award and is employed on an hourly basis.

14. Casual Conversion

A casual employee shall, at the completion of six months' service, have a right to elect to have their employment converted to full-time or part-time employment if it could be reasonably expected that their employment is to continue.

TRC shall give prompt consideration to this request in accordance with its procedures for the establishment of ongoing positions within its organisational structure.

A casual employee who is converted to full-time or part-time employment shall be employed as either a part-time or full-time employee according to the pattern of ordinary hours worked in the preceding six months period or as otherwise mutually agreed in writing.

15. Ordinary Days and Span of Hours

Except as otherwise provided, ordinary working days/hours are in accordance with the relevant Award.

Days on which ordinary hours for employees in the following roles or work areas can be worked are Monday to Sunday:

- Local Laws
- Libraries
- Water and Wastewater
- Visitor Information Centres
- Employees supporting civic/organisational events
- Waste collection and disposal
- Tourism, Culture and Events.

Further, the span of ordinary hours of work on a day on which ordinary hours can be worked will be between 6am and 6pm, except for employees engaged in the following roles/work areas:

- Libraries – 7am to 8pm Monday to Friday, and 8am to 1pm Saturday
- Local Law enforcement – 6am to 8pm Monday to Sunday
- Water and Wastewater – 6am to 6pm Monday to Sunday
- Waste collection and disposal – 5am to 9pm Monday to Sunday
- Visitor Information Centres – 8am to 7pm Monday to Sunday
- Employees supporting civic/organisational events – 6am to 6pm Monday to Sunday

- Tourism, Culture and Events – 6am to 6pm Monday to Sunday.

Employees who are engaged in certain positions who are required to work unusual hours to meet operational requirements will be entitled to the below payments:

- a) Ordinary hours worked before/after 6am/6pm Monday to Friday – time and one half for the purposes of this clause.
- b) Ordinary hours worked on Saturday – time and one half for the first three hours, double time thereafter.
- c) Ordinary hours worked on Sunday – double time.

16. Four Day Week Trial Arrangements

- a) TRC may, during the life of this Agreement and at its discretion, implement a time-limited trial of a four-day week arrangement within selected work areas. The purpose of any such trial will be to assess operational feasibility, service delivery impacts, employee wellbeing outcomes, and financial sustainability.

Participation in any trial will be voluntary and subject to operational requirements and agreement between TRC and affected employees and may be varied or withdrawn where necessary to ensure continuity of services.

- b) For the avoidance of doubt, any four-day week arrangement under this clause requires full-time employees to work their ordinary full-time hours across four days, with no reduction in total weekly hours, unless otherwise expressly agreed by TRC.
- c) TRC will consult with affected employees and relevant unions regarding:
 - the work areas, classifications or roles to which the trial will apply;
 - the duration of the trial;
 - eligibility and participation arrangements, and
 - any rostering or operational requirements necessary to maintain appropriate service levels.
- d) Any variation to, or withdrawal of, a trial arrangement will require genuine consultation and reasonable notice to affected employees and unions and will not be unreasonably implemented.
- e) Nothing in this clause creates an entitlement to a four-day week arrangement, either during or after any trial period. Participation in a trial does not create a precedent, custom or practice, nor does it give rise to any ongoing right to continue the arrangement.
- f) At the conclusion of any trial period, TRC will undertake a joint review with the affected employees and unions, including assessment of operational, financial, health and safety and workforce impacts. Where a trial demonstrates positive outcomes, TRC will enter into good faith negotiations with the affected employees and unions regarding broader implementation, however, implementation beyond the trial period is not guaranteed.
- g) The four-day week trial will operate alongside existing flexible working arrangements and does not diminish or replace any entitlement to enter into Local Area Work Agreements or other approved flexible work arrangements under this Agreement.



17. Major Project Agreements (MPA)

Major projects are important and significant planned pieces of work or activities carried out over a period to achieve a particular purpose. They would not include day to day operational projects and would normally include a requirement for a change in work patterns.

- a) For major projects the ordinary hours of work and span of hours shall be by mutual written agreement between TRC and the affected employee/s considering the needs of the project and to give flexibility for the workforce.
- b) The following process will be followed:
 - The CEO, and or relevant Manager, will confer with relevant employees to identify those employees who are prepared to consider changing their ordinary hours of work and span of hours.
 - Directly affected employees, relevant employee organisations (if applicable) and the CEO, and or relevant Manager, will consult and agree on arrangements to be implemented.
 - The arrangements need to meet operational requirements of TRC.
 - Agreement needs to be obtained from more than 75% of affected employees.
 - All parties agree to genuinely consider any reasonable agreement proposed.
- c) Where established, MPAs will be read in conjunction with the relevant Awards and this Agreement.
- d) The terms of the MPA must be in writing setting out the terms, including a predetermined term of the agreement and provision for termination of the agreement, and be signed by the CEO and relevant employees. It must not, on balance, result in an overall reduction in the entitlements or protections the relevant employees have under this Agreement.
- e) In the event an affected employee has personal circumstances that objectively and reasonably prevent them from participating in the varied work arrangements prescribed in the MPA, the CEO will reasonably consider alternative arrangements for the employee and not unreasonably refuse a request. If agreement cannot be reached the employee can implement the dispute resolution process as prescribed in clause 9.

18. Individual Flexibility Agreements (IFA)

- a) To meet the needs of an individual employee, TRC and an employee may enter into an IFA to vary the terms of this Agreement.
- b) The following process will be followed:
 - The employee, the employee's union (if requested by the employee) and TRC will consult and agree on arrangements to be implemented.
 - The arrangements need to meet the operational requirements of TRC.
 - Both parties agree to genuinely consider any reasonable agreement proposed.



The terms of an IFA 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 TRC and the employee. It must not, on balance, result in an overall reduction in the entitlements or protections the employee has under this Agreement and are only about matters required or permitted to be in this Agreement.

19. Flexible Working Arrangements

TRC recognises an employee's right to request a flexible working arrangement in accordance with Chapter 2, Division 4 of the IR Act as amended from time to time.

20. Local Area Work Agreements (LAWA)

- a) The parties recognise the value and benefit in providing for a process that enables TRC, workgroups or individuals to develop and implement flexible working arrangements suited to the needs of the workgroup and requisite work to be performed.
- b) Where TRC, relevant workgroups and individuals agree there is a need for flexible work agreements the following process will be followed:
 - Directly affected employees, relevant employee organisations (if applicable) and TRC will consult and agree on arrangements to be implemented.
 - The arrangements need to meet the operational requirements of TRC.
 - Agreement needs to be obtained from more than 75% of affected employees.
 - The parties agree to genuinely consider any reasonable agreement proposed.
- c) Where established, LAWAs will be read in conjunction with the relevant Awards and this Agreement.
- d) The terms of an 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 TRC and relevant employees. It must not, on balance, result in an overall reduction in the entitlements or protections the relevant employees have under this Agreement.
- e) In the event an affected employee has personal circumstances that objectively and reasonably prevent them from participating in the varied work arrangements prescribed in the LAWA, TRC will reasonably consider alternative arrangements for the employee and not unreasonably refuse a request. If agreement cannot be reached the employee can implement the dispute resolution process as prescribed in clause 9.

21. Rosters and Changes to Rosters

A roster for full-time and part-time employees showing normal starting and finishing times will be prepared by the relevant supervisor and made available to employees.



A roster can be altered by mutual consent at any time and may be altered by TRC on 14 days' notice.

Where practicable, two weeks' notice of rostered day(s) off should be given, provided that the days off may be changed by mutual consent or through illness or other cause over which TRC has no control.

22. Rostered Days Off (RDO)

- a) All employees may bank up to four RDOs. Banked RDOs may be taken at any time subject to agreement between the employee and supervisor.
- b) Where a public holiday falls on an employee's rostered day off, the employee shall receive another day off in lieu thereof or one day shall be added to the employee's RDO balance for each public holiday so occurring on a rostered RDO.
- c) RDOs will not accrue when an employee is on three months leave or more (this includes long service leave, annual leave, personal leave and leave without pay).

22.1 Outdoor Workers

- a) Employees associated with the outside operations (includes outdoor workers and supervisors who are covered by the 2017 Award Stream A, clause 15.1 (e) of Division 2, Section 1 i.e. required to work 38 hours per week to supervise employees covered by the 2017 Award Stream B and 2017 Award Stream C, of TRC will work a nine-day fortnight. This work cycle will provide a RDO each fortnight.
- b) Upon the request of an employee or management representative, a RDO can be reallocated to a different day with the agreement of a majority of employees within a work group. This decision would then apply to all employees within the work group.
- c) This clause shall not preclude the parties agreeing to a different work cycle depending on operational circumstances and in line with the flexibility arrangements.

22.2 Indoor Workers

- a) Employees associated with the inside operations of TRC will work a nineteen-day month. This work cycle will provide one rostered day off each four weeks of work.
- b) This clause shall not preclude the parties from agreeing to a different work cycle depending on operational circumstances and in line with flexibility arrangements. In particular, employees may, under negotiation with their supervisor and in accordance with the TRC's flexible working arrangements, request to work a 9-day working fortnight as an alternative work cycle. Approval of such requests will be subject to operational requirements and mutual agreement between the employee and TRC.

23. Overtime

Overtime can only be worked with the prior approval of the relevant supervisor. Except as otherwise provided, overtime provisions are in accordance with the relevant Award.



23.1 Time off in Lieu (TOIL)

- a) TOIL can only be worked with the prior approval of management. Where an employee elects to take time off in lieu of overtime, and TRC agrees, they shall be allowed time off from duty equal to the number of hours worked. This applies to all employees including employees classified at a level corresponding to pay point Level 6 of the 2017 Award Stream A or higher.
- b) Time off shall be on a one for one basis, paid at the ordinary time rate of pay, and may be taken at any time subject to operational requirements and prior approval being obtained.
- c) TRC shall not unreasonably refuse an employee's request to take TOIL. Employees can bank a maximum of five days TOIL.
- d) Where TOIL has not been taken within three months since the overtime was worked, TRC may direct the employee to take the TOIL by giving no less than 10 days' notice. Where the time off in lieu has not been taken, or directed to be taken, within three months since the overtime was worked the employee is entitled to be paid the equivalent of the time worked at the relevant overtime rates.

24. Annual Close Down

- a) TRC operations shall be closed between Christmas and New Year. TRC in consultation with relevant Managers and employees shall determine and appoint the minimum number of operational employees to be maintained on duty for the duration of the shutdown.
- b) Employees will initially self-roster for the close down period. If agreement cannot be arrived at by affected employees, management will appoint them as necessary. Final approval of the roster is with management to ensure that the necessary skilled employees are available during the close down period to meet operational requirements.
- c) Employees will be required to take leave over this period. Employees required to take leave over this period must first utilise any accrued RDO/TOIL entitlements.
 - Once RDO/TOIL balances have been exhausted, employees may choose to take either:
 - Annual or long service leave; or
 - For employees who do not have an excess leave balance, leave without pay, subject to operational requirements and approval by TRC.
- d) Where there is agreement between TRC and the majority of employees concerned, TRC may close down its operations or the operations of a section/s or sections on one additional occasion in any 12-month period for the purpose of allowing additional annual leave for a period agreed with its employees.
- e) TRC will provide impacted employees with 90 days' notice of any close down period.



25. Salary Increase

- a) Employees will receive a pay increase for the duration of this Agreement, as follows:
 - Year 1 (from 1 July 2026): 5%
 - Year 2 (from 1 July 2027): 4.5%
 - Year 3 (from 1 July 2028): 4.25%
- b) Where this Agreement remains in operation on 1 July 2029, the Year 3 pay increase will continue to apply on each subsequent 1 July for so long as this agreement remains in operation.
- c) The increases contained in this Agreement absorb and incorporate the operation of any State Wage Case determinations and adjustments by the relevant adjustment factor during the operation of this Agreement, including any increases and/or adjustments to wage rates, allowances and any other amounts payable under this Agreement or an applicable Parent Award, unless otherwise explicitly stated within this Agreement.

26. Equal Employment Opportunity

TRC is committed to creating a workplace free from discrimination, harassment, and bullying. All employment decisions—including recruitment, training, promotion, and retention—will be based on merit, skills, and business needs.

TRC will ensure that no employee or applicant is treated less favourably due to sex, gender identity, race, age, disability, relationship status, carer responsibilities, or any other protected attribute under the Anti-Discrimination Act 1991 (Qld). Reasonable adjustments will be provided to support equity and inclusion across all roles.

TRC is committed to providing equal remuneration to employees. This will be achieved through TRC's position classification process. Position descriptions shall be used as the primary source of classifying positions. TRC will continue to provide to each employee a position description which clearly and accurately identifies the requirements of their role including the skills, knowledge, experience and qualifications required.

TRC will maintain a robust and objective job reclassification and evaluation system and process that is not subject to managerial influence or unfair or inequitable practices. TRC's classification process will be the assessment of the value of the role against the classification structure, not the incumbent.

Personal merit or performance and the volume of work will not contribute to the classification level of a job. To maintain impartiality all job classifications shall be conducted by at least two independent TRC officers, trained in the evaluation process. Outcomes will be moderated by an experienced moderator to ensure correct application of the methodology and ensure organisational consistency.

To assist with addressing any pay gaps and attempt to encourage applications from females for male dominated industries, TRC will ensure that all job advertisements include information regarding flexible working arrangements / RDOs and our commitment to equal employment opportunity.



27. Stream A Supervisors working 38 hours per week

A Supervisor who is covered by the 2017 Award Stream A, clause 15.1 (e), Division 2, Section 1, who is required to work 38 hours per week to supervise employees covered by the Stream B and Stream C Awards, shall be paid at the ordinary hourly rate of pay for the full 38 hours worked (utilising 36.25/week as the hourly divider).

28. Salary Schedule

Employees will be remunerated in accordance with Schedule C of this Agreement. Movement to the next highest salary point within a level will be by annual increment subject to the employee having given satisfactory service for the prior 12 months.

28.1 Apprentice and Trainee Salaries

Apprentices and trainees will be paid in accordance with the applicable industrial instrument, except that a fourth-year plumbing apprentice will be paid at 90% of the relevant tradesperson rate under this Agreement.

Nothing in this clause prevents Council from paying rates in excess of those prescribed by the applicable industrial instrument.

29. Salary Packaging/Salary Sacrifice

All employees covered by this Agreement shall be entitled to salary sacrifice subject to these arrangements complying with taxation and superannuation legislation.

The costs of any outgoings that might be incurred by TRC in a salary sacrifice arrangement shall be borne by the employee.

An employee may sacrifice any amount of their salary subject to providing an undertaking to TRC that they have been advised to seek advice from an appropriately qualified financial advisor.

TRC will not provide salary packaging advice to employees.

30. Allowances

30.1 Allowance Harmonisation

- a) The parties may, during the life of this Agreement, review allowances with the aim of identifying opportunities for harmonisation and simplification. Such a review will be undertaken in consultation with the Joint Consultative Committee (JCC), which will provide a forum for discussion, input, and feedback throughout the process.
- b) Any changes arising from the review will be subject to agreement between the parties and will require endorsement through the JCC, as well as any applicable approval processes.
- c) All applicable allowances will be paid as per the relevant Award except as otherwise specified in this Agreement.



30.2 Uniform Allowance

Uniforms, personal protective clothing and/or a uniform allowance will be provided in accordance with TRC's Staff Uniform and Presentation Policy.

30.3 Camp Allowance

Where for the performance of work it is necessary for an employee to live in a camp provided by TRC, either because there are no reasonable transport facilities to enable an employee to travel to and from home each day or because an employee is directed to live in such a camp, the employee shall be paid on a tiered approach whilst staying in camp:

- a. Where accommodation and meals are supplied – \$40 per day.
- b. Where accommodation only is supplied – \$60 per day.
- c. Where accommodation and meals are provided however the employee is required to provide their own bedding - \$80 per day.
- d. Where no accommodation and no meals are supplied (swag/rough camp) – \$100 per day.

30.4 On-Call Allowance

- a) On-call rosters will be provided to employees at least one month in advance.
- b) An employee who is on-call shall be paid an allowance of \$420 per week (\$55 per day Monday to Friday and \$72.50 per day Saturday and Sunday), with the applicable daily rate also payable on public holidays.
- c) An employee directed to remain on-call must be able to be contacted and to respond within a reasonable timeframe.
- d) Where an employee is required to be on-call on a public holiday or RDO, the employee shall receive another day off in lieu or one day shall be added to the employee's TOIL/RDO balance for each public holiday where the employee is required to be on-call.
- e) This allowance will be increased annually from 1 July 2027 by the same percentage increase applied under clause 25 of this Agreement.

30.5 Call Out Allowance

An employee who is on-call and being paid the on-call allowance shall be entitled to a minimum payment equivalent to four hours at the applicable overtime rate for the first call-out. The minimum payment shall only apply to the first call-out. Any subsequent call out/s within the four hours will not attract an additional payment. Any subsequent call-outs will be paid for at time worked at the applicable overtime rate.

30.6 Remote Call-Out Allowance

Where an employee is required to respond to a call-out remotely and does not leave their home or attend a workplace, they will be paid for the actual time worked, with a minimum payment of one hour at ordinary time rates for the initial response.

Any subsequent remote call-outs occurring within that one-hour period will not attract additional payment. Subsequent remote call-outs outside that period will attract a minimum payment of 30 minutes at ordinary time rates.



Where remote work extends beyond two (2) consecutive hours, all time worked in excess of two (2) hours will be paid at the applicable overtime rate.

30.7 Overtime Meal Allowance

For the purposes of this Agreement, the overtime meal allowance is \$30.

30.8 Safety Representative Allowance

Safety Representative Allowance will be paid to the appointed Safety Representatives at \$30 per week whilst carrying out this role. This allowance will be increased annually from 1 July 2027 by the same percentage increase applied under clause 25 of this Agreement.

30.9 Locality Allowance

Locality allowance will be paid to all employees in accordance with the Stream A Award entitlements for the term of this Agreement.

30.10 Live Sewer Allowance

- a) An employee required or directed to enter or work in live sewers, wet wells, septic tanks, or similar sewerage environments shall be paid at the rate of double time for time exposed with a minimum payment of four hours work on each occasion.
- b) For the purposes of this clause, “working in live sewers” includes situations where an employee:
 - comes into direct contact with effluents;
 - works in sewers, wet wells or septic tanks that currently contain, or have previously contained effluents; or
 - is exposed to foul or offensive odours, fumes, gases or airborne contaminants arising from sewerage or wastewater systems.
- c) For the purposes of this clause, “sewage”, “sewer” and “sewerage” have the meanings given under the *Plumbing and Drainage Act 2018 (Qld)*. Without limiting that Act: “sewage” means wastewater and waste matter discharged from premises; “sewer” means a pipe, channel or conduit used for the conveyance of sewage; and “sewerage” means the system of works and infrastructure for the collection, conveyance, treatment and disposal of sewage.
- d) Where contamination of clothing has occurred, payment of the Live Sewer Allowance will commence from the time the employee is required to undertake the work and will continue until the employee has had a reasonable opportunity to wash, decontaminate, and/or change any contaminated clothing.
- e) Where the allowance applies solely due to exposure to odours, fumes, gases, or airborne contaminants, payment will apply for the duration of work in the affected area.
- f) The minimum four (4) hour payment will apply on each occasion the employee is required to undertake such work, including separate tasks or call-outs that are not part of a continuous period of work.
- g) This allowance is payable irrespective of whether an employee is receiving the construction, reconstruction, alteration, repair and or maintenance work allowance.



30.11 Higher Duties

Employees who are being paid higher duties will be paid on the higher rate for any paid leave or public holidays during the higher duties period where the higher duties period exceeds two consecutive weeks.

30.12 Trades Allowance

- a) A trades allowance of \$2.00 per hour will be paid to all employees who hold a recognised trade qualification and are engaged to perform duties within the scope of that trade.
- b) For the purposes of this clause, a recognised trade qualification is one that meets the requirements of the Australian Qualifications Framework (AQF) for a trade, including but not limited to Certificate III level trade qualifications.
- c) An employee who is appointed to, or regularly performs duties within, a trade classification will be deemed to be performing work as a tradesperson for the purposes of this allowance.
- d) Where an employee does not hold a formal AQF recognised qualification, but can demonstrate equivalent skills, experience, and competency, TRC will assess such employees against objective criteria. Any such assessment will be:
 - conducted in consultation with the employee;
 - based on documented skills, experience, and demonstrated competencies; and
 - subject to review in consultation with the relevant Union upon request.
- e) Any decision to refuse recognition of equivalent qualification or experience will be provided in writing, including reasons for that decision.
- f) The trades allowance will be paid for all hours worked, including ordinary hours and overtime, where the employee is engaged in duties within the scope of the trade.
- g) The allowance will not be unreasonably withheld where an employee is engaged to perform trade-related duties.
- h) The parties acknowledge that the allowance is payable in addition to the employee's base salary. The allowance will be paid automatically with the employee's ordinary fortnightly salary for administrative efficiency and will not require separate claims or processing, provided that it remains separately identifiable for payroll and compliance purposes.

30.13 Construction Allowance

Employees covered by the 2017 Award Stream B or the 2017 Award Stream C who are entitled to a construction allowance under Clause 13.2 (Stream B) or Clause 13.7 (Stream C) will be paid a construction allowance of \$45 per week.

30.14 Dead Animal Removal Allowance

30.14.1 Definitions

- Large animal means a dead animal of a size and weight equivalent to or greater than a large dog, kangaroo, horse or cow.

- Small animal means a dead animal of a size and weight up to a wallaby or possum.
- Vermin means small pest animals, including rodents, rabbits, or birds, removed in the course of ordinary employment duties.

30.14.2 Allowance for Large Animals

- An employee engaged in removing a large animal shall be paid \$5 per animal for that removal.
- Where the safe removal of a large animal requires more than one employee, each employee involved may claim the allowance for that animal.
- All removal activities must be conducted in accordance with TRC's safe working procedures.
- Sufficient evidence of removal may be required to claim the allowance (e.g., photographic evidence, supervisor verification, or removal log).

30.14.3 Allowance for Small Animals

- An employee engaged in removing a small dead animal shall be paid \$2.50 for that removal.
- All removal activities must be conducted in accordance with TRC's safe working procedures.
- Sufficient evidence of removal may be required to claim the allowance (e.g., photographic evidence, supervisor verification, or removal log).

30.14.4 Exclusions

- This allowance does not apply to the removal of dead vermin arising in the course of the employee's ordinary duties.

30.15 Work in the Rain Allowance

- a) TRC will manage risks associated with adverse weather conditions in accordance with its obligations under work health and safety legislation. This may include modifying, suspending, or ceasing work where necessary, and/or when conditions present a risk to health and safety.
- b) Where work is required to be performed in wet weather, TRC will provide suitable and effective personal protective equipment (PPE) including waterproof clothing to ensure, so far as reasonably practicable, the health and safety of employees. Such PPE must be:
 - fit for purpose;
 - maintained in good condition; and
 - readily available to employees.

Employees will use PPE in accordance with training, reasonable directions and TRC's work health and safety requirements.

- c) Where an employee is required or directed to work in the rain and as a result, their clothing becomes substantially wet or saturated from prolonged exposure to rain while performing



work duties (beyond incidental dampness from light drizzle or brief exposure), including where waterproof PPE has been worn but is ineffective due to the nature or duration of the work, the employee will be paid at the rate of double time for all time worked in such conditions, with a minimum payment of one hour.

- d) Payment will commence from the time the employee's clothing becomes wet and will continue until:
 - the employee ceases work; or
 - the employee has had a reasonable opportunity to change into dry clothing.
- e) No employee will be required to continue working in adverse weather conditions where it is unsafe to do so, and such matters will be managed in accordance with work health and safety obligations.

30.16 Asbestos and Silica Allowance

- a) Where an employee is required or directed to perform work involving asbestos, respirable crystalline silica (RCS), or is required to work in close proximity to others undertaking such work where there is a reasonable risk of exposure, the employee will be paid an allowance of \$3.50 per hour, with a minimum payment of one (1) hour per occasion.
- b) All work involving asbestos or respirable crystalline silica must be carried out in accordance with the Work Health and Safety Act 2011 (Qld), the Work Health and Safety Regulation 2011 (Qld), and any relevant approved Codes of Practice, as amended from time to time. This includes the implementation of effective control measures, including but not limited to:
 - appropriate isolation and exclusion zones;
 - air monitoring where required;
 - decontamination procedures; and
 - provision of suitable and properly fitted personal protective equipment (PPE).
- c) Appropriate PPE provided must be fit for purpose, properly maintained, and replaced as required.
- d) Employees will be provided with appropriate training to ensure they have the knowledge, skills, and competency to safely perform such work. Employees will be given paid time to attend and complete required training.
- e) No employee will be required to undertake work involving asbestos or silica where adequate control measures are not in place, and such work may be ceased in accordance with Work Health and Safety obligations.
- f) This allowance is payable in addition to all other entitlements and allowances under this Agreement.
- g) TRC will ensure that:
 - health monitoring is provided to employees where required under the Work Health and Safety Regulation 2011 (Qld) in relation to asbestos or respirable crystalline silica exposure; and
 - an asbestos register is prepared, maintained and made accessible in accordance with the Work Health and Safety Regulation 2011 (Qld).
- h) Employees in receipt of this allowance are not entitled to claim the 2017 Award Stream A allowances under clauses 13.7 (a) (i) (ii), Division 2, Section 1.



30.17 Disaster Operations Support

- a) This clause applies whenever employees are required to perform disaster operations in accordance with authorised disaster response operations directed by the CEO, Local Disaster Coordinator, or delegate.
- b) Employees redeployed or assigned to designated disaster management roles, whether working on-site or remotely—including at Local Disaster Coordination Centres, emergency shelters, or disaster/refuge centres—will be compensated at the Disaster Operations position classification rate or their ordinary hourly rate, whichever is higher.
- c) Disaster operations duties performed outside ordinary working hours will be paid at time and a half for the first three hours Monday to Friday, and double time thereafter, with all weekend and public holiday work compensated at applicable penalty rates.
- d) Employees who are required to stay overnight at disaster facilities will receive the Camp Allowance prescribed under clause 30.3 Camp Allowance of this Agreement. The daily Camp Allowance rate is in recognition of hours spent sleeping or otherwise not performing work. No additional time-based payments are made for these hours. Camp Allowance continues to apply in addition to overtime for hours worked.
- e) Employees who are performing their ordinary duties during a disaster and who have not been redeployed or assigned to designated disaster management roles are not entitled to additional compensation, except for any allowances or overtime otherwise provided for under applicable industrial instruments.

30.18 Dirty Work Allowance – Mechanics

Employees engaged as Mechanics will be paid the Dirty Work Allowance prescribed under the relevant Queensland Local Government Award (Stream C) Award – State 2017 for all ordinary hours worked at the rate of \$0.95 per hour, in recognition of the inherent exposure to grease, oil, grime and other contaminants associated with mechanical duties.

30.19 Unpleasant Conditions Allowance

- a) An employee who, in the course of performing their duties, is required to handle, collect, or work in close proximity to hazardous, contaminated, or offensive materials, including but not limited to sharps (e.g. needles), bodily fluids, faeces, nappies, putrescible waste, vomit or similar materials, where “close proximity” means immediate physical proximity resulting in direct exposure to such materials, will be paid at the rate of time and one-half for the period of such exposure, with a minimum payment of one hour.
- b) For the avoidance of doubt, this allowance does not apply to mere attendance at, access to, or work undertaken within the vicinity of a site or facility where such materials may be present, including but not limited to transfer stations or similar facilities, unless the employee is directly exposed to the relevant materials in the course of performing their duties.
- c) Payment at this rate will continue for the period exposed to these conditions, and if the employee has been directly contaminated until the employee has had a reasonable opportunity to remove any contamination and resume normal duties.
- d) Payment of the allowance is subject to a reasonable assessment of the circumstances. The employee may be required to provide sufficient evidence to satisfy a reasonable person that such exposure occurred.
- e) Employees in receipt of this allowance are not entitled to claim the 2017 Award Stream A under award clauses 13.7 (a) (i) (ii) Division 2, Section 1.



30.20 Trailer Allowance

- a) Where an employee is required to drive a motor vehicle to which a light trailer is attached (i.e. where the loaded mass of the trailer does not require the vehicle and trailer to be considered as a Gross Combination Mass - GCM) they shall be paid an additional \$4.19 per day.
- b) Not more than one trailer shall be attached and drawn at any one time.
- c) The additional payment prescribed shall not apply to employees driving articulated vehicles or machinery floats and/or low loaders.
- d) The term trailer does not include:
 - caravans.
 - compressors.
 - concrete mixers.
 - welding plants.

30.21 Advanced Skills Allowance

- a) Employees who have remained in the same position for a minimum of five (5) years may be eligible for an Advanced Skills Allowance, subject to meeting the below standards:
 - demonstrated specialist or advanced skills.
 - depth of organisational knowledge.
 - contribution to mentoring, training, or knowledge transfer.
- b) The purpose of this allowance is to recognise and retain employees who demonstrate a high level of skill, corporate knowledge, and contribution to organisational capability beyond that ordinarily expected in their position.
- c) Eligibility for the allowance will be determined by TRC with involvement by the People & Culture team to ensure organisational consistency.
- d) Positions with limited scope or lower-level responsibilities may not be eligible for this allowance, even if the tenure criterion is met.
- e) The allowance will be a fixed annual amount of \$500 and paid fortnightly. The allowance will be reviewed periodically and may be withdrawn where the eligibility criteria are no longer met.
- f) The allowance:
 - is not part of base salary;
 - is not payable for all purposes; and
 - does not affect the employee's classification level.

30.22 Refuse Collection Allowance

- a) An allowance of \$3.50 per hour shall be payable to employees assigned to refuse collection duties.
- b) The allowance applies only for time spent performing refuse collection duties during a scheduled collection shift, including the collection, handling, and associated operational tasks directly connected to the collection service. This includes reasonable time spent cleaning the vehicle and equipment where contamination or mess occurs as a direct result of refuse collection activities during the shift.

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- c) The allowance does not apply to periods of travel to and from depots, standby time, or other non-collection activities.
 - d) The allowance shall be payable to all crew members actively engaged in refuse collection duties during the relevant shift, including the designated driver and any assisting crew members performing collection-related functions. For the avoidance of doubt, employees who are merely passengers or otherwise not actively engaged in refuse collection duties are not entitled to the allowance.
 - e) For the purposes of this clause, records maintained through TRC's timekeeping, fleet, or operational systems (including job sheets or electronic tracking systems where available) may be used to verify time engaged in refuse collection duties.
 - f) The employee may be required to provide TRC with sufficient evidence to satisfy a reasonable person to support claims for this allowance.

30.23 First Aid Officer Allowance

- a) An employee who holds a current and valid first aid qualification and who is appointed by TRC as a First Aid Officer is entitled to a First Aid Allowance of \$30 per week, pro rata for part-time employees.
- b) The allowance recognises the employee's responsibility, training, and requirement to provide first aid assistance as reasonably required during working hours.
- c) An employee in receipt of the allowance must maintain a current first aid qualification and be reasonably available to provide first aid assistance while on duty.
- d) The allowance is payable only while the employee is appointed to a First Aid Officer role and undertaking first aid responsibilities. The allowance will cease if the employee is no longer appointed to such a role or is reassigned to duties that do not include first aid responsibilities.
- e) TRC will fund the cost of maintaining the required first aid qualification. Failure to maintain a current qualification will result in suspension of the allowance until such time as the qualification is renewed.
- f) The payment of the allowance is subject to the employee maintaining the required qualification and appointment as a First Aid Officer.

30.24 Poison Allowance

- a) An employee who is required by the Employer to handle, prepare, mix, apply, or otherwise work with poisonous, toxic, hazardous, or noxious substances in the course of their ordinary duties will be paid a Poison Allowance of \$40.00 per week.
- b) The allowance is payable for each week in which the employee is required to perform such work, regardless of the number of occasions or hours worked with the relevant substances during that week.
- c) The Poison Allowance is paid in satisfaction of any entitlement to a poison, toxic substances, or similar allowance that would otherwise be payable under the applicable Stream B provisions of the relevant Local Government Industry Award.



31. Above Award Salary - Trades

In recognition of market pressures, skill shortages and retention challenges associated with critical qualified trades roles, TRC will provide the following above award annual salary in lieu of the pay specified in Schedule C.

The above award annual salary provided for in this clause are intended to:

- support attraction and retention outcomes in identified critical roles;
- recognise market remuneration pressures and workforce availability; and
- maintain appropriate remuneration differentials between operational and supervisory positions.

Where the classification of a position is reviewed and changes in accordance with TRC's classification framework or agreed evaluation processes, any applicable above-award annual salary under this clause will be adjusted to maintain a comparable differential relative to the revised classification and market position of the role.

TRC acknowledges that labour market conditions, skill shortages and workforce demand may change over time. Accordingly, the above award salary provided for in this clause may be reviewed by agreement where there is demonstrable evidence of sustained market movement, recruitment and retention pressures, or significant changes in workforce supply and demand.

Employees receiving an above-award salary will be entitled to any wage increases provided under this Agreement from 1 July 2027.

31.1 Plumbers and Supervisors

- a) Plumbers – annual salary of \$80,000.
- b) Foreperson supervising Plumbers – annual salary of \$87,000.
- c) Team Leader Level 4 supervising relevant Foreperson/s – annual salary of \$95,000.
- d) Team Leader Level 5 supervising relevant Foreperson/s - no above award salary is payable/applicable to employees as TRC considers that an appropriate and sufficient remuneration differential is already maintained
- e) Council will maintain an appropriate supervisory pay differential where necessary to ensure that no employee is disadvantaged as a result of reclassification or progression under this Agreement.

31.2 Mechanics and Supervisors

- a) Mechanics – annual salary of \$80,000
- b) Foreperson supervising Mechanics – annual salary of \$87,000
- c) Council will maintain an appropriate supervisory pay differential where necessary to ensure that no employee is disadvantaged as a result of reclassification or progression under this Agreement.

31.3 Treatment Plant Operators

- a) Water and Wastewater Treatment Plant Operator – annual salary of \$75,000.
- b) No above award salary is payable/applicable to employees in the Treatment Plant Operator supervisor classification, as TRC considers that an appropriate and sufficient remuneration differential is already maintained

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- c) Council will maintain an appropriate supervisory pay differential where necessary to ensure that no employee is disadvantaged as a result of reclassification or progression under this Agreement.

31.4 Carpenters

- a) Carpenters – annual salary of \$75,000.
- b) No above award salary is payable/applicable to employees in the Carpenter supervisor classification, as TRC considers that an appropriate and sufficient remuneration differential is already maintained
- c) Council will maintain an appropriate supervisory pay differential where necessary to ensure that no employee is disadvantaged as a result of reclassification or progression under this Agreement.

31.4.1 Carpenters – Labour Market Review

- a) Within six (6) months of certification of this Agreement, TRC will undertake a labour market review of the Stream C Award Carpenter classification. The review will include consideration of the duties, responsibilities, mandatory licences, tickets and qualifications required for the classification, having regard to:
 - the relevant Award classification;
 - equivalent or comparable positions within Council; and
 - comparable positions in the local labour market.
- b) The review will assess the relative responsibilities, skills, knowledge and qualification requirements of those comparable positions.
- c) Where the review identifies a demonstrable labour market or work value basis for an adjustment to remuneration, TRC will consult with the relevant employees and the relevant union(s) regarding the proposed adjustment. Any agreed adjustment will be implemented as soon as practicable and incorporated into future certified agreements and the remuneration arrangements applying to the Stream C Carpenter classification.
- d) c) Any remuneration adjustment arising from the review will take effect from 1 July 2026.

32. Fatigue Leave/Rest Period after overtime (10-hour break)

- a) Fatigue management and the health, safety, and wellbeing of employees are paramount and must be considered in all operational decisions and work practices at TRC. These principles take precedence over all other considerations.
- b) Employees will be provided with a minimum of ten (10) consecutive hours off duty between the end of one shift and the commencement of the next.
- c) Where an employee works overtime and does not receive a ten (10) hour consecutive break, the employee shall, subject to the below provisions, be released after completion of such overtime until a ten (10) hour consecutive break has been provided, without loss of pay for ordinary working time.
- d) Where an employee is required or directed to resume or continue work without having received the ten (10) hour consecutive break, the employee will be paid at double time for all work performed until released from duty. Upon release, the employee will be entitled to the full ten (10) hour break without loss of pay.
- e) Employees must obtain permission from their supervisor prior to presenting for work within the ten (10) hour break period. Where an employee presents for work without receiving the required break, the matter will be assessed in consultation with the employee, having regard to health and safety obligations.

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- f) Where any work is performed during the break period, the ten (10) hour break will recommence from the time the work ceases.
 - g) If extended travel or other exceptional circumstances occur immediately prior to the commencement of the ten (10) hour break, employees are to advise their supervisor of the total time worked and travel undertaken so that an informed fatigue risk assessment can be undertaken when determining the commencement of the ten (10) hour break.
 - h) Fatigue management will consider both immediate and cumulative impacts. TRC will take all reasonable steps to ensure that employees are not required to work excessive hours, repeated callouts, or roster patterns that create an unacceptable fatigue risk.
 - i) No employee will be required to continue working where it is unsafe to do so due to fatigue. Nothing in this clause limits the operation of Work Health and Safety obligations, including the right to cease unsafe work.
 - j) For the purposes of this clause, all callouts including remote callouts will only be taken to affect the ten (10) hour break where the callout results in actual work being performed and meets one or more of the following parameters:
 - the employee is required to attend a workplace or other location to perform duties;
 - the remote callout results in a continuous period of work of more than thirty (30) minutes; or
 - the employee is required to undertake two (2) or more separate remote call-outs during the relevant break period which, when considered together, reasonably impact the employee's ability to obtain adequate rest. TRC will consult with the employee, having regard to the timing, duration and frequency of the call-outs and the employee's travel and rest opportunities.
 - Where a remote callout meets the above parameters, the time worked shall be treated as overtime for the purposes of this clause, and the relevant provisions relating to the ten (10) hour break shall apply accordingly.
 - Short duration telephone contact, messaging, or instructions that do not require substantive work or attendance will not, of themselves, constitute an interruption to the ten (10) hour break.
 - Notwithstanding the above, TRC retains discretion to apply additional fatigue management controls where operational circumstances indicate that an employee may be adversely impacted by insufficient rest, regardless of whether the above parameters have been met.

33. Employee Development

The parties recognise that to increase the efficiency and productivity of TRC, a significant commitment to structured training and skill development is required.

TRC is committed to training employees and developing a more highly skilled and flexible workforce. Training and skill development, where possible, is to be carried out in normal working hours, and where possible travel will be undertaken during normal business hours.

It is acknowledged that training is of mutual benefit for both TRC and the employee. Any training provided outside of working hours shall be accrued or paid at applicable rates, or where mutually agreed, accrue TOIL.

TRC agrees to pay and recognise all reasonable costs and time off incurred when employees are required to attend courses, lectures and other agreed activities which:

- Satisfy organisational development needs.

- Are directly related to employee work areas.
- Provide skills appropriate to employee's career paths.
- Are required to provide professional/trade credentials, and which shall be reimbursed by TRC provided that this does not contravene any existing Award provision which provides for a higher or better entitlement.

Any training outside normal working hours shall have regard to employee's family responsibilities.

34. Compulsory Ticket/Licence Renewal

Compulsory occupational ticket/licence renewal costs will be met by TRC on a reimbursement basis where the ticket/licence is confirmed as a mandatory requirement in order to complete the requirements of the role (excluding driver's licence).

35. Travel and Accommodation

- An employee required to travel as part of the employee's duties at hours outside the prescribed ordinary hours of work shall be paid for travel time at ordinary rates, provided that such payment shall not exceed the ordinary hours on any day.
- If an employee attends approved training which is not essential to the employee's role as determined by TRC at the time of the request, and travel to the training requires the employee to travel outside of normal working hours, such travel is to be undertaken on the employee's own time. No labour cost will be incurred by TRC by the traveling outside of normal working hours.
- TRC will be responsible for all reasonable costs associated with accommodation / transport / meals etc. of an employee attending approved training.

36. Vacancies

- For:
 - 2017 Award Stream A employees – Levels 3 and below
 - 2017 Award Stream B employees – Levels 3 and below
 - 2017 Award Stream C employees – Building Worker Level 1 (d) and below

Where a vacancy presents the opportunity for a permanent part-time employee to expand their hours up to and including full-time hours, the employee will be given consideration to maximise their hours prior to TRC filling the vacancy. The vacancy must be for the same Position Description or a position at the same classification level with relative duties, skills and responsibilities (e.g. Administration Officer) that any permanent part-time employees are engaged under. All part-time employees must be provided with equal opportunity to increase their hours where there may be more than one employee available.

Vacant positions will be advertised internally in the first instance, where TRC believes that a suitable applicant exists within the organisation's workforce. A suitable applicant is someone who have relevant experience and holds the necessary skills and qualifications.

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- b) Concurrent internal and external advertising will be used in circumstances where there are no suitably skilled or qualified employees within TRC, or where internal advertising is not expected to provide a sufficient applicant pool. Internal applicants will only be appointed in situations where they are considered a suitable and competent candidate for the role.
 - c) All other positions will be advertised both internally and externally simultaneously. Internal applicants who are suitably qualified and have the experience required will be given preference over external applicants.

37. Notice Period

37.1 Resignation/Retirement

The notice periods set out in this Agreement apply unless otherwise agreed between TRC and the employee. TRC and an employee may mutually agree to a shorter notice period than specified. These notice provisions do not apply in the case of dismissal for serious misconduct, or to casual employees, maximum-term employees (unless otherwise stated), or employees engaged for a specific task or term.

Employees are required to give written notice in accordance with their continuous service:

- 1 week notice if employed for up to one year;
- 2 weeks after one year up to three years;
- 3 weeks after three years up to five years; and
- 4 weeks for over five years or more of service.

Where an employee does not provide the required notice, and a shorter notice period has not been mutually agreed with TRC, TRC may withhold an amount from their final pay up to the equivalent of the notice period not given.

37.2 Termination by TRC

If TRC gives notice of termination (other than for serious misconduct), the employee will be entitled to the notice periods set out in this Agreement. Employees who are over 45 years of age and have completed more than two (2) years of continuous service will receive an additional one (1) week of notice.

TRC may, at its discretion, elect to pay the employee in lieu of all or part of the required notice period. The minimum compensation payable to an employee when TRC has provided notice is at least equal to the total of the amounts TRC would have been liable to pay the employee if the employee's employment had continued until the end of the required notice period.

During the notice period, an employee may be permitted reasonable time off with pay to attend interviews for other employment as determined by TRC.



38. Leave

38.1 Annual Leave

- a) All employees who are entitled to annual leave under the 2017 Awards shall be entitled to five weeks annual leave per year with leave loading in accordance with the applicable Award, on a pro-rata basis for part-time employees based on their actual hours worked.
- b) An employee shall be permitted to apply for leave one day at a time.
- c) Employees may request to be paid a monetary value of their annual leave accrual in accordance with the provisions of the IR Act as amended/varied from time to time but must maintain a balance of four weeks.

An employee may only request to be paid the monetary value of annual leave instead of taking the leave on two occasions per calendar year.

- d) An employee cannot accrue any more than 12 weeks annual leave. For the purposes of employee wellbeing, employees are required to take a minimum of 2 weeks of annual leave each year, while continuing to accrue annual leave entitlements.

Supervisors and managers are responsible for ensuring that employees schedule and take their minimum annual leave in a timely manner, in consultation with the employee and in accordance with operational requirements.

Where operational requirements prevent the full taking of minimum annual leave in a particular year, arrangements should be made for leave to be taken as soon as practicable in the following year.

38.2 Re-credit of annual leave

Where an employee is on approved paid annual leave and becomes ill or injured to the extent that they would have been unable to attend for work, the employee may apply to have the period of incapacity re-credited to their personal (sick) leave entitlement.

The employee must provide a medical certificate or other acceptable supporting evidence which:

- confirms the employee was unfit for work due to illness or injury; and
- specifies the period of incapacity.

Evidence must be provided as soon as reasonably practicable after the employee becomes aware of the illness or injury.

38.3 Purchase of Additional Leave

- a) An employee entitled to annual leave under the 2017 Awards and TRC may agree to enter into an additional annual leave arrangement whereby an employee can purchase one (1) to four (4) weeks additional annual leave in each calendar year. The employee can agree to take a reduced salary spread over fifty-two (52) weeks of the year and receive the following amounts of additional annual leave:

Number of weeks' salary spread over 52 weeks	Number of additional weeks leave purchased
48 weeks	4 weeks
49 weeks	3 weeks
50 weeks	2 weeks
51 weeks	1 week

- b) Employees who have an excess leave balance are unable to purchase additional leave annual leave unless they have approved arrangements to clear their excess leave within the 12 month period, such as part of a planned long-term break.
- c) The additional leave purchased is to be taken subject to approval and must not unreasonably impact on TRC's operational requirements.
- d) The additional leave purchased will not be accrued year to year and must be taken before standard accrued annual leave.

In order to pay for the purchased leave employees will have an amount deducted from their gross salary each fortnight for a period of 26 pays (52 weeks). The amount deducted will result in a reduction in the employee's taxable income.

- e) The 17.5% leave loading is payable only on accrued annual leave, calculated at the employee's ordinary rate of pay prior to any leave purchase arrangement. Leave loading is not payable on any period of purchased leave and is limited to a maximum of five weeks' annual leave per year (pro-rata for part-time employees).

38.4 Long Service Leave

- a) An employee entitled to long service leave under the IR Act shall have access to pro-rata long service leave after seven years continuous service.
- b) An employee may be paid for all or part of their entitlement to long service leave instead of taking the leave on entering into a written agreement with TRC to do so. An employee may only request payment of all or part of their entitlement to long service leave instead of taking the leave on two occasions per calendar year.
- c) The Employee's long service leave entitlements will be recognised in accordance with the Local Government Regulation 2012 (Qld) (the Regulation). Service with another Queensland local government employer or relevant entity will be treated as continuous for long service leave purposes where required by the Regulation. 'Continuous service' is defined to include service with an employer, or with more than one employer covered by the Regulation, which has been continuous except for any break in service not exceeding twelve months. The employee must provide evidence of prior service if requested by TRC.

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- d) A relevant entity is:
- a Queensland local government; or
 - a distributor-retailer; or
 - a local government water entity; or
 - another entity that is controlled or owned by a Queensland local government.
- e) Nothing in this clause reduces or limits any entitlement provided under the Local Government Regulation or other applicable legislation.

38.5 Personal Leave (Carers and Sick Leave)

- a) Personal leave rules apply equally to all employees who are entitled to personal leave under the applicable Award:
- 15 days personal leave will be available per annum for each year of service.
 - For accrual calculation purposes one day is defined as those hours rostered under the relevant Award (7.6 hours as applicable for supervisors on the 2017 Award Stream A).
 - Employees can utilise personal leave accruals in increments of hours rather than full days, where required.
 - There will be no limit to accumulated personal leave applied and no maximum personal leave claimable in any one year.
- b) Where an employee is absent for more than three (3) consecutive working days, the employee must provide TRC with sufficient evidence to satisfy a reasonable person that the employee was unfit for duty or entitled to carer's leave due to the need to care for a member of their immediate family or household who is unwell. The evidence must also specify, where practicable, the approximate period of absence.
- c) Where TRC determines, on reasonable grounds, that there is a pattern of absenteeism which is unable to be appropriately explained by an employee, the employee will be required to produce sufficient evidence to satisfy a reasonable person for any personal leave takings for a period of six months. Should sufficient evidence not be provided other leave (annual, RDO, TOIL) will need to be taken for the period of leave.
- d) Credit shall be allowed at the commencement of an employee's employment for sick leave accumulated with a previous local government employer or employers following successful completion of probation provided that:
- the employee's service as between such employers has been continuous; and
 - the employee at the time of engagement produces a statement of service from the previous employer certifying the amount of sick leave accumulated to the employee's credit. For the purpose of this clause, 'continuous service' is defined to include service with an employer, or with more than one employer, which has been continuous except for any break in service not exceeding twelve months.
 - 'employer' means a local government or local authority in Queensland.



38.6 Cultural and Ceremonial Leave

Recognising that cultural diversity enhances the workplace and aids the equal opportunity and anti-discrimination goals of TRC, the parties agree that:

- Employees will be provided with a reasonable opportunity to observe and participate in the cultural, religious and ceremonial practices that are significant to their cultural identity or beliefs, subject to operational requirements.
- Where an employee chooses to practice spiritual or cultural beliefs which take them away from worksite or workplace, the employee will be required to apply for annual leave, RDO, TOIL or leave without pay for these purposes.

38.7 Bereavement and Compassionate Leave

38.7.1 Bereavement Leave

Employees may be granted up to a maximum of five days off work upon the death of an immediate family member (as defined by the IR Act). These five days shall be comprised of three days bereavement leave, and two days compassionate leave on each occasion where:

- a. A member of the employee's immediate family or household dies.
- b. The employee, or the employee's spouse, is pregnant and the pregnancy ends other than by the birth of a living child.

The combination of leave does not need to be taken in a consecutive period. TRC will not unreasonably refuse an employee's request to access additional leave entitlements in the event of a death of an immediate family member.

Employees may be granted up to two days leave from sick leave entitlements on each occasion where the deceased person is a relative but falls outside the definition of an immediate family member (as defined by the IR Act).

The taking of bereavement leave may be subject to the production of evidence of death satisfactory to TRC or the completion of a statutory declaration, if requested.

Access to bereavement leave in other circumstances may be available subject to the agreement of TRC.

38.7.2 Compassionate Leave

Employees (excluding casuals) are entitled to two days compassionate leave on full pay on each occasion where a member of the employee's immediate family or household:

- Contracts or develops a personal illness that poses a serious threat to the person's life
- Sustains a personal injury that poses a serious threat to the person's life.

The taking of compassionate leave may be subject to the production of evidence satisfactory to TRC or the completion of a statutory declaration, if requested.

Access to compassionate leave in other circumstances may be available subject to the agreement of TRC.



38.8 Domestic and Family Violence Leave

TRC recognises the impact of domestic and family violence on affected persons and acknowledges its obligations under the IR Act which currently provides that an employee, other than a casual employee, is entitled to 20 days of domestic and family violence leave on full pay in a year if the employee has experienced domestic and family violence and needs to take domestic and family violence leave as a result of the domestic violence.

Access to domestic and family violence leave shall be in accordance with TRC's Domestic and Family Violence Policy and is subject to the production of evidence satisfactory to TRC or the completion of a statutory declaration, if requested.

38.9 State Emergency Services/Rural Fire Brigade

Where an employee is a member of the Emergency Services (including Rural Fire Brigade) and is required during working hours to attend an emergency, there will be no loss of ordinary time pay for the period agreed to by TRC, having regard to TRC's operational requirements.

TRC has no responsibility for any expenses incurred during the employee's absence to conduct emergency work. The period of leave must be approved by TRC and will be recognised for the accrual of entitlements.

On approach from State Emergency Services or Rural Fire Brigade, an employee may be granted leave for training purposes provided that operational requirements are taken into consideration.

Employees who are members of other registered volunteer groups which are providing services to the community during a declared natural disaster may also be granted access to this leave. This will only be considered based on TRC's operational needs being met and is at the discretion of TRC.

38.10 Career Break

- a) After 12 months satisfactory service, leave without pay may be available to all employees at the discretion of TRC for the purpose of a career break, up to a maximum of one year and such leave will not constitute a break in the continuity of service of the employee.
- b) Leave without pay for periods greater than six months under these circumstances is on the understanding that *the position occupied by the employee may be backfilled* and that the employee on their return may be placed in a relative vacancy at their same rate of pay, and not necessarily in their previous position. For periods less than six months the employee will return to their previous position.
- c) Long service leave, annual leave and personal (sick) leave will not accrue after three months leave without pay.

38.11 Leave Without Pay

- a) Employees may request Leave Without Pay (LWOP) in circumstances where:
 - the employee has insufficient paid leave balances to cover the required absence; or
 - the absence is required for emergent, compassionate, or compelling personal reasons, including but not limited to family emergencies, critical illness of an immediate family or household member, or other unforeseen events.
- b) LWOP may be granted at the discretion of TRC, taking into account operational requirements, the reasons for the request, and supporting evidence where applicable.



TRC will not unreasonably refuse a request for LWOP where compassionate or emergent circumstances are demonstrated.

- c) Where appropriate and available, employees may be required to exhaust relevant paid leave entitlements (such as annual, personal, or long service leave) prior to the approval of LWOP, except where emergent or compassionate circumstances make this unreasonable.

This requirement does not apply during an annual closedown period, during which employees may choose to access LWOP prior to exhausting accrued paid leave entitlements.

- d) Long service leave, annual leave and personal (sick) leave will not accrue after three months leave without pay.

38.12 Parental Leave

An employee (other than a casual) who has completed at least twelve (12) months continuous service is eligible for paid parental leave. Paid parental leave forms part of the total 52-week parental leave entitlement under the IR Act. For the purposes of this clause, if the pregnancy of an employee terminates other than by birth of a living child later than 20 weeks gestation, the employee and the employee's spouse are entitled to the paid parental leave that they would have been entitled to if the child had been born living.

- a) **Primary Caregiver / Birth-Related Leave:** An eligible employee may take paid birth-related parental leave for up to 12 weeks, commencing at or around the time of the child's birth or placement.
- b) **Partner / Non-Birth Parent Leave / Secondary Caregiver:** Eligible employees may take paid partner leave of 2 weeks, to be taken within 52 weeks following the birth or placement of the child.
- c) **Flexible Leave / Extension:** Employees may apply in writing to extend parental leave (for an unbroken period up to 104 weeks in total) or return on a part-time basis, subject to agreement between the employee and employer.
- d) **Notice & Evidence:** Employees must provide at least 10 weeks written notice of intention to take parental leave and supply appropriate evidence (such as a medical certificate or statutory declaration) to support the request.

Paid parental leave is payable once per child (birth or adoption) per employee.

38.13 Jury Service Leave

Leave without pay shall be granted to employees required to attend for jury duty. Where the jury fee is less than the normal salary of the employee, TRC shall make up the difference.

38.14 Natural Disaster Leave

- a) Employees unable to safely attend work as a result of a declared natural disaster may be granted up to a maximum of five days off work per declared natural disaster. These five days may be granted by TRC where the employee satisfies TRC that they were unable to safely attend work for the relevant period due to the direct impact of the declared event and were unable to safely and reasonably perform their duties from another TRC workplace or remotely where appropriate.
- b) Access to natural disaster leave in other circumstances may be available at the discretion of TRC.
- c) For employees working with state emergency services, engaged in voluntary emergency management activities, or who are required by TRC to work in response to the natural



disaster, Natural Disaster Leave may be granted post the event for the purpose of undertaking recovery work where the employee has been directly impacted by the event. This can be accessed as whole or partial days. The employee may be required to provide TRC with sufficient evidence to satisfy a reasonable person that they have been directly impacted.

38.15 Trade Union Leave

Paid leave of absence of up to five days per calendar year may be granted to employees who are official Union Delegates to attend trade union training/commission attendance or similar provided that the operations of TRC will not be unduly disrupted.

38.16 Long Service Recognition Leave

- a) An employee who has completed ten (10) years of continuous service with TRC who:
 - i. Does not hold an excess annual leave balance as defined by this Agreement; and
 - ii. Has demonstrated a positive personal leave usage pattern over the preceding 12-month period, is entitled, once per qualifying period, to convert up to five (5) days of accrued personal leave to annual leave.
- b) For every further five (5) years of continuous service completed after the initial ten-year period, an employee who continues to meet the conditions in subclauses 37.16 (a) i. and ii. is entitled, once per additional qualifying period, to convert up to five (5) days of accrued personal leave to annual leave.
- c) Personal leave converted under this clause will be deducted from the employee's accrued personal leave balance and added to their annual leave balance at the rate of one hour for one hour.
- d) Conversion may occur no more than once in each qualifying period. Approval is subject to verification of leave balances and service by TRC.
- e) TRC will involve the People and Culture team in the application of this clause to ensure consistency, compliance, and alignment with organisational policies and practices.
- f) For the avoidance of doubt, annual leave loading will not apply to leave converted under this clause.



38.17 Compassionate Leave Donation Scheme

In exceptional circumstances, an employee who has a positive personal leave history and maintains a minimum balance of not less than 30 days accrued personal leave after the proposed transfer may apply to transfer a portion of their accrued personal leave to another employee of TRC. This clause applies only to employees who are entitled to personal leave under the applicable Award.

Any such transfer will only be approved where the receiving employee has exhausted their accrued paid personal leave and is experiencing exceptional circumstances, including serious illness, injury or other compelling hardship. The amount of leave transferred will be deducted from the donor's accrued personal leave and credited to the recipient employee in hours and paid at the recipient's ordinary hourly rate as paid personal leave. TRC may require reasonable evidence of the exceptional circumstances before approving any transfer.

TRC will involve the People and Culture team in the application of this clause to ensure consistency, compliance, and alignment with organisational policies and practices.

38.18 Sick Leave Payout on Termination

- a) This clause applies to permanent employees who have completed a minimum of ten (10) years of continuous service with TRC.
- b) Employees terminated for serious misconduct are not eligible for any payment under this clause.
- c) This payment applies to employees whose employment ends due to resignation, retirement, redundancy or death.

Eligible employees may elect to either:

- receive a payment for unused accrued sick leave in accordance with this clause, up to the maximum capped amount of \$3,000; or
- transfer the full balance of unused sick leave to another eligible employer in accordance with applicable legislation.

Where an employee elects to receive a payment, the monetary value of unused accrued sick leave will be calculated at the employee's base rate of pay at the date of termination. The total payment under this clause shall not exceed \$3,000.

The part payment for unused personal leave shall be calculated at the rate of \$300 per week up to a maximum of \$3,000, using the following formula:

- $\text{Personal leave balance in hours} / \text{base hours per week} \times \300 .

Where an employee elects to receive a payment under this clause, any remaining unused sick leave balance may still be transferred to another eligible employer in accordance with applicable legislation.

This clause does not create any ongoing entitlement beyond the capped amount. Any payment made under this clause will be included in the employee's final termination pay.

39. Abandonment of Employment

An employee who has been absent for seven or more working days without the required consent and does not establish, to the satisfaction of TRC, a reasonable cause for the absence shall be deemed to have abandoned their employment.



Before an employee's employment is terminated for abandonment, relevant representatives of TRC shall make a reasonable effort to contact the employee.

Termination of employment for abandonment shall be effective from the date of the employee's last attendance at work or the employee's last day's absence with consent.

40. Union Representatives

Official Union Delegates/Representatives have a role to play within a workplace and shall be afforded the following rights:

- The right to be treated fairly and to perform their role as Union Delegate/Representative without any discrimination in their employment.
- The right to formal recognition by TRC that endorsed Union Delegates/Representatives speak on behalf of Union members in the workplace.
- The right to paid time to represent the interests of members to TRC and industrial tribunals in accordance with the dispute resolution clause of this Agreement.

TRC will not unnecessarily hinder accredited Union Delegates/Representatives in the reasonable and responsible performance of their duties.

40.1 Union Right of Entry

40.1.1 Statutory Right of Entry

An authorised officer of a registered industrial organisation is entitled to enter TRC's premises in accordance with the provisions below.

40.1.2 Purpose of Entry

Entry may occur for the purposes permitted under the Act, including but not limited to:

- a. holding discussions with employees who are members of, or eligible to become members of, the industrial organisation; and
- b. investigating suspected contraventions of this Agreement, applicable industrial instruments, or relevant legislation.

40.1.3 Notice and Conduct

An authorised officer exercising a right of entry must:

- a. comply with any notice requirements under the Act;
- b. produce appropriate authorisation upon request;
- c. enter during normal working hours, unless otherwise agreed;
- d. comply with reasonable workplace health and safety and security requirements; and
- e. not unduly disrupt work.

40.1.4 Facilities

TRC will provide reasonable access to a suitable room or area to enable confidential discussions with employees, where requested.



40.1.5 Dispute Resolution

Any dispute regarding right of entry will be dealt with in accordance with the dispute resolution procedure process as prescribed in clause 9.

41. Equity and Diversity

TRC recognises its responsibilities under relevant legislation to ensure equity and fairness in the workplace. The parties to this Agreement are committed to workplace justice and will work together to ensure fair treatment for all employees.

It is TRC's aim to ensure fairness for all employees in the working environment and to ensure that its recruitment and working arrangements are aligned with equity and diversity principles.

42. Employee Health and Wellbeing

TRC values the health and wellbeing of all employees. By maintaining an Employee Health and Wellbeing Policy, TRC aims to enhance its workplace wellness by:

- Establishing workplace practices and supporting wellbeing through the Work Health and Safety Committee.
- Demonstrated commitment to TRC's Psychosocial Health, Safety and Wellbeing procedure.
- Demonstrated commitment to LGW Workcare Rehabilitation and Return to work policies and procedures.
- Providing regular workplace wellness activities.
- Consulting with employees to ensure workplace wellness strategies meet the needs of the workforce.
- Supporting employee participation in wellness activities.
- Supporting employees to adopt and maintain healthy behaviours and reduce unhealthy behaviours.
- Provide regular first aid and mental health first aid officer training.

TRC is also committed to supporting the health and wellbeing of all employees and their immediate family through the provision of a free and confidential Employee Assistance Service.

43. Annual Skin Checks

TRC will provide all employees engaged in outdoor work with a base-level skin check by a qualified health professional annually, at no cost to the employee. This entitlement applies to employees whose ordinary duties involve significant exposure to ultraviolet (UV) radiation, as determined by TRC. The skin check is limited to a standard screening examination and does not include any follow-up tests, specialist referrals, treatment, or ongoing monitoring. Employees will be required to comply with TRC's reasonable procedures for arranging and attending the skin check.



44. Mental Health Training

TRC will provide relevant employees with access to approved mental health and suicide prevention training relevant to the workplace. Employees must participate in training during paid work hours. Training content and frequency will be determined by TRC to ensure relevant employees maintain the skills to recognise and respond appropriately to mental health concerns. TRC will keep records of employee participation and completion.

45. Right to Disconnect

Employees have the right to disconnect from work outside their ordinary hours of duty. Managers and supervisors must respect reasonable limits on work-related communications outside these hours. Employees are not required to respond to work-related emails, calls, or messages outside their ordinary hours, except in emergencies, during on-call rosters or where otherwise agreed.

46. Transition to Retirement

- a) TRC wants to work with employees to develop individual retirement plans which support a positive transition for both parties for a maximum period of 2 years.
- b) Subject to operational requirements, an employee and TRC may enter into an agreement for the employee to work on a phased retirement arrangement.
- c) Phased retirement arrangements will be agreed on an individual basis but may include reduced hours of employment and/or a reduction in duties/responsibilities, or the potential to work on special projects.
- d) Workload will be managed to reflect the agreed hours. Employees are not expected to complete a full-time workload within reduced hours. The relevant supervisor and employee will agree on the duties, responsibilities, and performance expectations consistent with the agreed hours.
- e) A phased retirement arrangement involves the employee relinquishing their permanent role and being employed on a phased retirement basis with agreed work hours, agreed role/level, agreed duties and responsibilities, and an agreed retirement date.
- f) A Transition to Retirement arrangement may be reviewed and renegotiated by mutual agreement in exceptional circumstances, including but not limited to operational requirements or financial difficulty. Consultation will occur with the employee prior to any proposed changes, and any agreed variation will be documented in writing.
- g) Employees entering a phased retirement arrangement with an agreed retirement date of less than six (6) months may access financial advice from an approved financial adviser, with financial assistance from TRC of up to \$750.
- h) TRC may approve the use of accrued annual leave or long service leave in a manner not otherwise available, including taking leave at the rate of one or two days per week over an extended period. Approval is at the sole discretion of TRC. Half-pay leave arrangements will not apply in these circumstances.



47. Superannuation

TRC will pay employees' superannuation in accordance with the applicable State and Federal legislation as amended/varied from time to time.

If an employee does not nominate a preferred superannuation fund, Brighter Super will be the default fund.

48. Reclassification

- a) Where an employee makes an application for review of the Award classification of their role the position will be reviewed in accordance with the relevant Award provisions.
- b) An application for reclassification must be made in writing and submitted to the People & Culture team. TRC will determine the application within three months of receipt.
- c) If the review results in an employee's role being reclassified TRC will pay the employee at the new classification rate from the date the application was lodged by the employee.
- d) Where an application for reclassification does not result in a reclassification, TRC will provide the employee and relevant Union with reasons for that decision.
- e) All position reclassification requests shall be assessed in accordance with the principles and requirements of the Equal Employment Opportunity (EEO) clause of this Agreement, including TRC's commitment to equal remuneration, objective and equitable position classification, and the consistent application of its position classification and evaluation methodology.

48.1 Minimum Classification and Progression – 2017 Award Stream A Employees

- a) Employees appointed under Stream A will be engaged at a minimum classification of Level 1.6.
- b) Subject to satisfactory service and performance, employees will automatically progress to Level 2.1 after six (6) months of continuous service at Level 1.6.
- c) Automatic progression under this clause will not apply where the employee's performance or conduct is being formally managed under TRC's performance or disciplinary processes. In such circumstances, progression will be deferred until satisfactory performance is demonstrated, consistent with the increment provisions of the 2017 Award Stream A.
- d) Nothing in this clause limits TRC's ability to withhold or defer progression in accordance with the relevant Award or where performance is not assessed as satisfactory.



49. Signatories

Signed for and on behalf of the Tablelands Regional Council

Nikola Stepanov

Chief Executive Officer

Date: _____

In the presence of:

Signature

Print Name

Date: _____



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

Signature

Print Name

Date: _____

In the presence of:

Signature

Print Name

Date: _____



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

Signature

Print Name

Date: _____

In the presence of:

Signature

Print Name

Date: _____



Signed for and on behalf of the Plumbers & Gasfitters Employees' Union Queensland, Union of Employees.

Signature

Print Name

Date: _____

In the presence of:

Signature

Print Name

Date: _____



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

Signature

Print Name

Date: _____

In the presence of:

Signature

Print Name

Date: _____



Schedule A – Dispute Resolution

1. Prevention and settlement of disputes – Award or Agreement matters

- a. The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this Agreement or the 2017 Awards by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- b. Subject to legislation, while the dispute procedure is being followed normal work is to continue except in the case of a genuine safety issue. The *status quo* existing before the emergence of a 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.
- c. In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement or the 2017 Awards, the following procedures shall apply:
 - i. the matter is to be discussed by the employee's Union representative and/or the employee/s concerned (where appropriate) and the immediate Supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond seven days.
 - ii. if the matter is not resolved as per clause (c)(i), it shall be referred by the Union representative and/or the employee/s to the appropriate management representative who shall arrange a conference of the relevant parties to discuss the matter. This process should not extend beyond seven days.
 - iii. if the matter remains unresolved it may be referred to the CEO for discussion and appropriate action. This process should not exceed 14 days.
 - iv. if the matter is not resolved then it may be referred by either party to the Commission.
- d. Nothing contained in this procedure shall prevent Unions or TRC from intervening in respect of matters in dispute should such action be considered conducive to achieving resolution.

2. Prevention and settlement of employee grievances and disputes – other than Award or Agreement matters

- a. The objectives of the procedure are to promote the prompt resolution of grievances by consultation, cooperation and discussion to reduce the level of disputation and to promote efficiency, effectiveness and equity in the workplace.
- b. The following procedure applies to all industrial matters within the meaning of the IR Act:
 - Stage 1:** In the first instance the employee shall inform such employee's immediate Supervisor of the existence of the grievance and they shall attempt to resolve the grievance. It is recognised that an employee may exercise the right to consult their employee's Union representative at this stage.



Stage 2: If the grievance remains unresolved, the employee shall refer the grievance to the next in line management (the Manager). The Manager will consult with the relevant parties. The employee may exercise the right to consult or be represented by their employee's Union representative during this stage.

Stage 3: If the grievance is still unresolved, the Manager will advise the CEO and the aggrieved employee may submit the matter in writing to TRC if they want to pursue the matter further. If desired by either party the matter may also be notified to the relevant Union.

c. TRC shall ensure that:

- i. the aggrieved employee or such employee's Union representative has the opportunity to present all aspects of the grievance
- ii. the grievance is investigated in a thorough, fair and impartial manner.

d. TRC may appoint another person to investigate the grievance or dispute. TRC may consult with the employee representative in appointing an investigator. The appointed person shall be other than the employee's Supervisor or Manager.

e. If the matter is notified to the Union, the investigator shall also consult with the Union during the course of the investigation. TRC shall advise the employee initiating the grievance, the employee's Union representative and any other employee directly concerned of the determinations made as a result of the investigation of the grievance.

f. The procedure is to be completed in accordance with the following timeframes unless the parties agree otherwise:

Stage 1: Discussions should take place between the employee and their Supervisor within 24 hours and the procedure shall not extend beyond seven days.

Stage 2: Not to exceed seven days.

Stage 3: Not to exceed 14 days.

g. If the grievance or dispute is not settled the matter may be referred to the Commission by the employee or the Union.

h. Subject to legislation, while the grievance procedure is being followed normal work is to continue except in the case of a genuine safety issue. The *status quo* existing before the emergence of a grievance or dispute is to continue while the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.

i. Where the grievance involves allegations of sexual harassment an employee should commence the procedure at Stage 3.



Schedule B – Consultation

1. Consultation – Introduction of changes – TRC's duty to notify

- a. In accordance with s198(1)(a) and (2) of the IR Act, prior to making a decision to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, TRC shall notify the employees who may be affected by the proposed changes and, where relevant, their Union/s.
- b. 'Significant effects' includes termination of employment; major changes in the composition, operation or size of TRC's workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations and the restructuring of jobs.
- c. Where the Award or Agreement makes provision for alteration of any of the matters referred to in clauses 1 (a) and 1 (b) an alteration shall be deemed not to have significant effect.

2. TRC's duty to consult over change

- a. In accordance with s 198(1)(a) and (2) of the IR Act prior to making a decision TRC shall consult the employees affected and, where relevant, their Union/s about the introduction of the changes, the effects the changes are likely to have on employees (including the number and categories of employees likely to be dismissed, and the time when, or the period over which, TRC intends to carry out the dismissals) and ways to avoid or minimise the effects of the changes (e.g. by finding alternate employment)t.
- b. In accordance with s 198(1)(a) and (2) of the IR Act, the consultation must occur as soon as practicable prior to making the decision referred to in clause 1.
- c. For the purpose of such consultation TRC shall provide in writing to the employees concerned and, where relevant, their Union/s, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees, and any other matters likely to affect employees.

Notwithstanding the provision of clause 2 (c) TRC shall not be required to disclose confidential information, the disclosure of which would be adverse to TRC's interests.

Schedule C – Salary Schedules: Queensland Local Government Industry (Stream A) Award – State 2017

NOTE: Level 4 Foreperson Workshop – Skill Shortage Incentive Payment at base salary \$87,000 (agreed prior to certification, 5% increase applicable), Level 4 Team Leader Plumbers – Skill Shortage Incentive Payment of base salary \$87,000

		TRC - Effective 1/7/26 (5% Increase)								
		72.5 Hour Night					76 Hour Night			
Level	Incr	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Casual Hourly 31% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading
Under 18 Years	60%	\$36,492.63	\$1,403.56	\$19.36	\$24.20	\$25.36	\$38,254.34	\$1,471.32	\$19.36	\$24.20
18 Years	70%	\$42,574.73	\$1,637.49	\$22.59	\$28.23	\$29.59	\$44,630.07	\$1,716.54	\$22.59	\$28.23
19 Years	80%	\$48,656.84	\$1,871.42	\$25.81	\$32.27	\$33.81	\$51,005.79	\$1,961.76	\$25.81	\$32.27
20 Years	90%	\$54,738.94	\$2,105.34	\$29.04	\$36.30	\$38.04	\$57,381.51	\$2,206.98	\$29.04	\$36.30
Level 1	Inc 1	\$60,821.05	\$2,339.27	\$32.27	\$40.33	\$42.27	\$63,757.24	\$2,452.20	\$32.27	\$40.33
	Inc 2	\$62,121.00	\$2,389.27	\$32.96	\$41.19	\$43.17	\$65,119.94	\$2,504.61	\$32.96	\$41.19
	Inc 3	\$63,957.10	\$2,459.89	\$33.93	\$42.41	\$44.45	\$67,044.69	\$2,578.64	\$33.93	\$42.41
	Inc 4	\$65,934.30	\$2,535.93	\$34.98	\$43.72	\$45.82	\$69,117.34	\$2,658.36	\$34.98	\$43.72
	Inc 5	\$67,966.06	\$2,614.08	\$36.06	\$45.07	\$47.23	\$71,247.18	\$2,740.28	\$36.06	\$45.07
	Inc 6	\$69,992.18	\$2,692.01	\$37.13	\$46.41	\$48.64	\$73,371.11	\$2,821.97	\$37.13	\$46.41
Level 2	Inc 1	\$72,052.15	\$2,771.24	\$38.22	\$47.78	\$50.07	\$75,530.53	\$2,905.02	\$38.22	\$47.78
	Inc 2	\$74,082.03	\$2,849.31	\$39.30	\$49.13	\$51.48	\$77,658.40	\$2,986.86	\$39.30	\$49.13
	Inc 3	\$76,110.03	\$2,927.31	\$40.38	\$50.47	\$52.89	\$79,784.30	\$3,068.63	\$40.38	\$50.47
	Inc 4	\$78,139.90	\$3,005.38	\$41.45	\$51.82	\$54.30	\$81,912.17	\$3,150.47	\$41.45	\$51.82
Level 3	Inc 1	\$80,166.02	\$3,083.31	\$42.53	\$53.16	\$55.71	\$84,036.10	\$3,232.16	\$42.53	\$53.16
	Inc 2	\$82,201.54	\$3,161.60	\$43.61	\$54.51	\$57.13	\$86,169.89	\$3,314.23	\$43.61	\$54.51
	Inc 3	\$84,225.77	\$3,239.45	\$44.68	\$55.85	\$58.53	\$88,291.84	\$3,395.84	\$44.68	\$55.85
	Inc 4*	\$86,261.29	\$3,317.74	\$45.76	\$57.20	\$59.95	\$90,425.63	\$3,477.91	\$45.76	\$57.20
Level 4	Inc 1	\$88,287.40	\$3,395.67	\$46.84	\$58.55	\$61.36	\$92,549.55	\$3,559.60	\$46.84	\$58.55
	Inc 2	\$90,315.40	\$3,473.67	\$47.91	\$59.89	\$62.77	\$94,675.45	\$3,641.36	\$47.91	\$59.89
	Inc 3	\$92,349.04	\$3,551.89	\$48.99	\$61.24	\$64.18	\$96,807.27	\$3,723.36	\$48.99	\$61.24
	Inc 4	\$94,373.27	\$3,629.74	\$50.07	\$62.58	\$65.59	\$98,929.22	\$3,804.97	\$50.07	\$62.58
Level 4 Foreperson Workshop	Inc 1	\$95,493.92	\$3,672.84	\$50.66	\$63.32	\$66.36	\$100,103.97	\$3,850.15	\$50.66	\$63.32
	Inc 2	\$97,521.92	\$3,750.84	\$51.74	\$64.67	\$67.77	\$102,229.87	\$3,931.92	\$51.74	\$64.67
	Inc 3	\$99,555.56	\$3,829.06	\$52.81	\$66.02	\$69.19	\$104,361.69	\$4,013.91	\$52.81	\$66.02
	Inc 4	\$101,579.79	\$3,906.91	\$53.89	\$67.36	\$70.59	\$106,483.64	\$4,095.52	\$53.89	\$67.36
Level 4 Team Leader Plumbers	Inc 1	\$91,350.00	\$3,513.46	\$48.46	\$60.58	\$63.48	\$95,760.00	\$3,683.08	\$48.46	\$60.58
	Inc 2	\$91,314.44	\$3,512.09	\$48.44	\$60.55	\$63.46	\$95,722.72	\$3,681.64	\$48.44	\$60.55
	Inc 3	\$93,338.67	\$3,589.95	\$49.52	\$61.90	\$64.87	\$97,844.67	\$3,763.26	\$49.52	\$61.90
	Inc 4	\$94,459.32	\$3,633.05	\$50.11	\$62.64	\$65.65	\$99,019.43	\$3,808.44	\$50.11	\$62.64
Level 5	Inc 1	\$96,405.03	\$3,707.89	\$51.14	\$63.93	\$67.00	\$101,059.06	\$3,886.89	\$51.14	\$63.93
	Inc 2	\$98,431.14	\$3,785.81	\$52.22	\$65.27	\$68.41	\$103,182.99	\$3,968.58	\$52.22	\$65.27
	Inc 3	\$100,461.02	\$3,863.89	\$53.29	\$66.62	\$69.82	\$105,310.86	\$4,050.42	\$53.29	\$66.62
Level 6	Inc 1	\$103,841.64	\$3,993.91	\$55.09	\$68.86	\$72.17	\$108,854.68	\$4,186.72	\$55.09	\$68.86
	Inc 2	\$107,224.14	\$4,124.01	\$56.88	\$71.10	\$74.52	\$112,400.48	\$4,323.10	\$56.88	\$71.10
	Inc 3	\$110,608.52	\$4,254.17	\$58.68	\$73.35	\$76.87	\$115,948.24	\$4,459.55	\$58.68	\$73.35
Level 7	Inc 1	\$113,987.26	\$4,384.13	\$60.47	\$75.59	\$79.22	\$119,490.09	\$4,595.77	\$60.47	\$75.59
	Inc 2	\$117,373.52	\$4,514.37	\$62.27	\$77.83	\$81.57	\$123,039.83	\$4,732.30	\$62.27	\$77.83
	Inc 3	\$120,757.90	\$4,644.53	\$64.06	\$80.08	\$83.92	\$126,587.60	\$4,868.75	\$64.06	\$80.08
Level 8	Inc 1	\$124,815.78	\$4,800.61	\$66.22	\$82.77	\$86.74	\$130,841.37	\$5,032.36	\$66.22	\$82.77
	Inc 2	\$128,875.53	\$4,956.75	\$68.37	\$85.46	\$89.56	\$135,097.11	\$5,196.04	\$68.37	\$85.46
	Inc 3	\$132,933.40	\$5,112.82	\$70.52	\$88.15	\$92.38	\$139,350.88	\$5,359.65	\$70.52	\$88.15
	Inc 4	\$136,741.07	\$5,259.27	\$72.54	\$90.68	\$95.03	\$143,342.36	\$5,513.17	\$72.54	\$90.68
	Inc 5	\$140,548.73	\$5,405.72	\$74.56	\$93.20	\$97.68	\$147,333.84	\$5,666.69	\$74.56	\$93.20

TRC - Effective 1/7/27 (4.5% increase)										
Level	Incr	72.5 Hour Night					76 Hour Night			
		Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Casual Hourly 31% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading
Under 18 Years	60%	\$38,134.80	\$1,466.72	\$20.23	\$25.29	\$26.50	\$39,975.79	\$1,537.53	\$20.23	\$25.29
18 Years	70%	\$44,490.60	\$1,711.18	\$23.60	\$29.50	\$30.92	\$46,638.42	\$1,793.79	\$23.60	\$29.50
19 Years	80%	\$50,846.40	\$1,955.63	\$26.97	\$33.72	\$35.34	\$53,301.05	\$2,050.04	\$26.97	\$33.72
20 Years	90%	\$57,202.20	\$2,200.08	\$30.35	\$37.93	\$39.75	\$59,963.68	\$2,306.30	\$30.35	\$37.93
Level 1	Inc 1	\$63,557.99	\$2,444.54	\$33.72	\$42.15	\$44.17	\$66,626.31	\$2,562.55	\$33.72	\$42.15
	Inc 2	\$64,916.44	\$2,496.79	\$34.44	\$43.05	\$45.11	\$68,050.34	\$2,617.32	\$34.44	\$43.05
	Inc 3	\$66,835.17	\$2,570.58	\$35.46	\$44.32	\$46.45	\$70,061.70	\$2,694.68	\$35.46	\$44.32
	Inc 4	\$68,901.35	\$2,650.05	\$36.55	\$45.69	\$47.88	\$72,227.62	\$2,777.99	\$36.55	\$45.69
	Inc 5	\$71,024.54	\$2,731.71	\$37.68	\$47.10	\$49.36	\$74,453.31	\$2,863.59	\$37.68	\$47.10
	Inc 6	\$73,141.82	\$2,813.15	\$38.80	\$48.50	\$50.83	\$76,672.81	\$2,948.95	\$38.80	\$48.50
Level 2	Inc 1	\$75,294.50	\$2,895.94	\$39.94	\$49.93	\$52.33	\$78,929.41	\$3,035.75	\$39.94	\$49.93
	Inc 2	\$77,415.72	\$2,977.53	\$41.07	\$51.34	\$53.80	\$81,153.03	\$3,121.27	\$41.07	\$51.34
	Inc 3	\$79,534.98	\$3,059.04	\$42.19	\$52.74	\$55.27	\$83,374.60	\$3,206.72	\$42.19	\$52.74
	Inc 4	\$81,656.20	\$3,140.62	\$43.32	\$54.15	\$56.75	\$85,598.22	\$3,292.24	\$43.32	\$54.15
Level 3	Inc 1	\$83,773.49	\$3,222.06	\$44.44	\$55.55	\$58.22	\$87,817.72	\$3,377.60	\$44.44	\$55.55
	Inc 2	\$85,900.61	\$3,303.87	\$45.57	\$56.96	\$59.70	\$90,047.53	\$3,463.37	\$45.57	\$56.96
	Inc 3	\$88,015.93	\$3,385.23	\$46.69	\$58.37	\$61.17	\$92,264.97	\$3,548.65	\$46.69	\$58.37
	Inc 4*	\$90,143.05	\$3,467.04	\$47.82	\$59.78	\$62.65	\$94,494.78	\$3,634.41	\$47.82	\$59.78
Level 4	Inc 1	\$92,260.34	\$3,548.47	\$48.94	\$61.18	\$64.12	\$96,714.28	\$3,719.78	\$48.94	\$61.18
	Inc 2	\$94,379.59	\$3,629.98	\$50.07	\$62.59	\$65.59	\$98,935.85	\$3,805.22	\$50.07	\$62.59
	Inc 3	\$96,504.74	\$3,711.72	\$51.20	\$64.00	\$67.07	\$101,163.59	\$3,890.91	\$51.20	\$64.00
	Inc 4	\$98,620.07	\$3,793.08	\$52.32	\$65.40	\$68.54	\$103,381.04	\$3,976.19	\$52.32	\$65.40
Level 4 Foreperson Workshop	Inc 1	\$99,791.15	\$3,838.12	\$52.94	\$66.17	\$69.35	\$104,608.65	\$4,023.41	\$52.94	\$66.17
	Inc 2	\$101,910.40	\$3,919.63	\$54.06	\$67.58	\$70.82	\$106,830.22	\$4,108.85	\$54.06	\$67.58
	Inc 3	\$104,035.56	\$4,001.37	\$55.19	\$68.99	\$72.30	\$109,057.96	\$4,194.54	\$55.19	\$68.99
	Inc 4	\$106,150.88	\$4,082.73	\$56.31	\$70.39	\$73.77	\$111,275.40	\$4,279.82	\$56.31	\$70.39
Level 4 Team Leader Plumbers	Inc 1	\$95,460.75	\$3,671.57	\$50.64	\$63.30	\$66.34	\$100,069.20	\$3,848.82	\$50.64	\$63.30
	Inc 2	\$95,423.59	\$3,670.14	\$50.62	\$63.28	\$66.32	\$100,030.24	\$3,847.32	\$50.62	\$63.28
	Inc 3	\$97,538.91	\$3,751.50	\$51.74	\$64.68	\$67.79	\$102,247.69	\$3,932.60	\$51.74	\$64.68
	Inc 4	\$98,709.99	\$3,796.54	\$52.37	\$65.46	\$68.60	\$103,475.30	\$3,979.82	\$52.37	\$65.46
Level 5	Inc 1	\$100,743.26	\$3,874.74	\$53.44	\$66.81	\$70.01	\$105,606.72	\$4,061.80	\$53.44	\$66.81
	Inc 2	\$102,860.54	\$3,956.17	\$54.57	\$68.21	\$71.48	\$107,826.23	\$4,147.16	\$54.57	\$68.21
	Inc 3	\$104,981.77	\$4,037.76	\$55.69	\$69.62	\$72.96	\$110,049.85	\$4,232.69	\$55.69	\$69.62
Level 6	Inc 1	\$108,514.51	\$4,173.64	\$57.57	\$71.96	\$75.41	\$113,753.14	\$4,375.12	\$57.57	\$71.96
	Inc 2	\$112,049.23	\$4,309.59	\$59.44	\$74.30	\$77.87	\$117,458.50	\$4,517.63	\$59.44	\$74.30
	Inc 3	\$115,585.90	\$4,445.61	\$61.32	\$76.65	\$80.33	\$121,165.91	\$4,660.23	\$61.32	\$76.65
Level 7	Inc 1	\$119,116.69	\$4,581.41	\$63.19	\$78.99	\$82.78	\$124,867.15	\$4,802.58	\$63.19	\$78.99
	Inc 2	\$122,655.33	\$4,717.51	\$65.07	\$81.34	\$85.24	\$128,576.62	\$4,945.25	\$65.07	\$81.34
	Inc 3	\$126,192.01	\$4,853.54	\$66.95	\$83.68	\$87.70	\$132,284.04	\$5,087.85	\$66.95	\$83.68
Level 8	Inc 1	\$130,432.49	\$5,016.63	\$69.19	\$86.49	\$90.65	\$136,729.23	\$5,258.82	\$69.19	\$86.49
	Inc 2	\$134,674.93	\$5,179.80	\$71.45	\$89.31	\$93.59	\$141,176.48	\$5,429.86	\$71.45	\$89.31
	Inc 3	\$138,915.40	\$5,342.90	\$73.70	\$92.12	\$96.54	\$145,621.67	\$5,600.83	\$73.70	\$92.12
	Inc 4	\$142,894.41	\$5,495.94	\$75.81	\$94.76	\$99.31	\$149,792.77	\$5,761.26	\$75.81	\$94.76
	Inc 5	\$146,873.42	\$5,648.98	\$77.92	\$97.40	\$102.07	\$153,963.86	\$5,921.69	\$77.92	\$97.40

TRC - Effective 1/7/28 (4.25% increase)										
Level	Incr	72.5 Hour Fright					76 Hour Fright			
		Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Casual Hourly 31% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading
Under 18 Years	60%	\$39,755.53	\$1,529.06	\$21.09	\$26.36	\$27.63	\$41,674.76	\$1,602.88	\$21.09	\$26.36
18 Years	70%	\$46,381.45	\$1,783.90	\$24.61	\$30.76	\$32.23	\$48,620.55	\$1,870.02	\$24.61	\$30.76
19 Years	80%	\$53,007.37	\$2,038.74	\$28.12	\$35.15	\$36.84	\$55,566.34	\$2,137.17	\$28.12	\$35.15
20 Years	90%	\$59,633.29	\$2,293.59	\$31.64	\$39.54	\$41.44	\$62,512.14	\$2,404.31	\$31.64	\$39.54
Level 1	Inc 1	\$66,259.21	\$2,548.43	\$35.15	\$43.94	\$46.05	\$69,457.93	\$2,671.46	\$35.15	\$43.94
	Inc 2	\$67,675.39	\$2,602.90	\$35.90	\$44.88	\$47.03	\$70,942.48	\$2,728.56	\$35.90	\$44.88
	Inc 3	\$69,675.67	\$2,679.83	\$36.96	\$46.20	\$48.42	\$73,039.32	\$2,809.20	\$36.96	\$46.20
	Inc 4	\$71,829.66	\$2,762.68	\$38.11	\$47.63	\$49.92	\$75,297.29	\$2,896.05	\$38.11	\$47.63
	Inc 5	\$74,043.08	\$2,847.81	\$39.28	\$49.10	\$51.46	\$77,617.57	\$2,985.29	\$39.28	\$49.10
	Inc 6	\$76,250.35	\$2,932.71	\$40.45	\$50.56	\$52.99	\$79,931.40	\$3,074.28	\$40.45	\$50.56
Level 2	Inc 1	\$78,494.52	\$3,019.02	\$41.64	\$52.05	\$54.55	\$82,283.91	\$3,164.77	\$41.64	\$52.05
	Inc 2	\$80,705.89	\$3,104.07	\$42.81	\$53.52	\$56.09	\$84,602.04	\$3,253.92	\$42.81	\$53.52
	Inc 3	\$82,915.21	\$3,189.05	\$43.99	\$54.98	\$57.62	\$86,918.02	\$3,343.00	\$43.99	\$54.98
	Inc 4	\$85,126.59	\$3,274.10	\$45.16	\$56.45	\$59.16	\$89,236.15	\$3,432.16	\$45.16	\$56.45
Level 3	Inc 1	\$87,333.86	\$3,358.99	\$46.33	\$57.91	\$60.69	\$91,549.98	\$3,521.15	\$46.33	\$57.91
	Inc 2	\$89,551.38	\$3,444.28	\$47.51	\$59.38	\$62.23	\$93,874.55	\$3,610.56	\$47.51	\$59.38
	Inc 3	\$91,756.61	\$3,529.10	\$48.68	\$60.85	\$63.77	\$96,186.24	\$3,699.47	\$48.68	\$60.85
	Inc 4*	\$93,974.13	\$3,614.39	\$49.85	\$62.32	\$65.31	\$98,510.81	\$3,788.88	\$49.85	\$62.32
Level 4	Inc 1	\$96,181.40	\$3,699.28	\$51.02	\$63.78	\$66.84	\$100,824.64	\$3,877.87	\$51.02	\$63.78
	Inc 2	\$98,390.72	\$3,784.26	\$52.20	\$65.25	\$68.38	\$103,140.62	\$3,966.95	\$52.20	\$65.25
	Inc 3	\$100,606.20	\$3,869.47	\$53.37	\$66.71	\$69.92	\$105,463.05	\$4,056.27	\$53.37	\$66.71
	Inc 4	\$102,811.42	\$3,954.29	\$54.54	\$68.18	\$71.45	\$107,774.73	\$4,145.18	\$54.54	\$68.18
Level 4 Foreperson Workshop	Inc 1	\$104,032.27	\$4,001.24	\$55.19	\$68.99	\$72.30	\$109,054.52	\$4,194.40	\$55.19	\$68.99
	Inc 2	\$106,241.59	\$4,086.22	\$56.36	\$70.45	\$73.83	\$111,370.50	\$4,283.48	\$56.36	\$70.45
	Inc 3	\$108,457.07	\$4,171.43	\$57.54	\$71.92	\$75.37	\$113,692.93	\$4,372.80	\$57.54	\$71.92
	Inc 4	\$110,662.29	\$4,256.24	\$58.71	\$73.38	\$76.91	\$116,004.61	\$4,461.72	\$58.71	\$73.38
Level 4 Team Leader Plumbers	Inc 1	\$99,517.83	\$3,827.61	\$52.79	\$65.99	\$69.16	\$104,322.14	\$4,012.39	\$52.79	\$65.99
	Inc 2	\$99,479.09	\$3,826.12	\$52.77	\$65.97	\$69.13	\$104,281.53	\$4,010.83	\$52.77	\$65.97
	Inc 3	\$101,684.31	\$3,910.94	\$53.94	\$67.43	\$70.67	\$106,593.21	\$4,099.74	\$53.94	\$67.43
	Inc 4	\$102,905.16	\$3,957.89	\$54.59	\$68.24	\$71.51	\$107,873.00	\$4,148.96	\$54.59	\$68.24
Level 5	Inc 1	\$105,024.84	\$4,039.42	\$55.72	\$69.65	\$72.99	\$110,095.01	\$4,234.42	\$55.72	\$69.65
	Inc 2	\$107,232.12	\$4,124.31	\$56.89	\$71.11	\$74.52	\$112,408.84	\$4,323.42	\$56.89	\$71.11
	Inc 3	\$109,443.49	\$4,209.37	\$58.06	\$72.58	\$76.06	\$114,726.97	\$4,412.58	\$58.06	\$72.58
Level 6	Inc 1	\$113,126.38	\$4,351.01	\$60.01	\$75.02	\$78.82	\$118,587.65	\$4,561.06	\$60.01	\$75.02
	Inc 2	\$116,811.32	\$4,492.74	\$61.97	\$77.46	\$81.18	\$122,450.48	\$4,709.63	\$61.97	\$77.46
	Inc 3	\$120,498.31	\$4,634.55	\$63.92	\$79.91	\$83.74	\$126,315.47	\$4,858.29	\$63.92	\$79.91
Level 7	Inc 1	\$124,179.15	\$4,776.12	\$65.88	\$82.35	\$86.30	\$130,174.00	\$5,006.69	\$65.88	\$82.35
	Inc 2	\$127,868.18	\$4,918.01	\$67.83	\$84.79	\$88.86	\$134,041.13	\$5,155.43	\$67.83	\$84.79
	Inc 3	\$131,555.17	\$5,059.81	\$69.79	\$87.24	\$91.43	\$62.58	\$2.41	\$0.03	\$0.04
Level 8	Inc 1	\$135,975.87	\$5,229.84	\$72.14	\$90.17	\$94.50	\$142,540.22	\$5,482.32	\$72.14	\$90.17
	Inc 2	\$140,398.61	\$5,399.95	\$74.48	\$93.10	\$97.57	\$147,176.48	\$5,660.63	\$74.48	\$93.10
	Inc 3	\$144,819.31	\$5,569.97	\$76.83	\$96.03	\$100.64	\$151,810.59	\$5,838.87	\$76.83	\$96.03
	Inc 4	\$148,967.43	\$5,729.52	\$79.03	\$98.78	\$103.53	\$156,158.96	\$6,006.11	\$79.03	\$98.78
	Inc 5	\$153,115.54	\$5,889.06	\$81.23	\$101.54	\$106.41	\$160,507.33	\$6,173.36	\$81.23	\$101.54

Queensland Local Government Industry (Stream B) Award – State 2017

Wastewater & Revegetation

	TRC - Effective 1/7/26 (5% increase)				TRC - Effective 1/7/27 (4.5% increase)				TRC - Effective 1/7/28 (4.25% increase)			
Level	Base per annum	Fortnightly	Hourly	Casual Hourly	Base per annum	Fortnightly	Hourly	Casual Hourly	Base per annum	Fortnightly	Hourly	Casual Hourly
1.1	\$59,017.79	\$2,269.92	\$29.87	\$37.33	\$61,673.59	\$2,372.06	\$31.21	\$39.01	\$64,294.72	\$2,472.87	\$32.54	\$40.67
1.2	\$60,083.25	\$2,310.89	\$30.41	\$38.01	\$62,787.00	\$2,414.88	\$31.77	\$39.72	\$65,455.44	\$2,517.52	\$33.13	\$41.41
2	\$61,149.96	\$2,351.92	\$30.95	\$38.68	\$63,901.71	\$2,457.76	\$32.34	\$40.42	\$66,617.53	\$2,562.21	\$33.71	\$42.14
3	\$62,216.31	\$2,392.93	\$31.49	\$39.36	\$65,016.04	\$2,500.62	\$32.90	\$41.13	\$67,779.23	\$2,606.89	\$34.30	\$42.88
4	\$63,293.40	\$2,434.36	\$32.03	\$40.04	\$66,141.60	\$2,543.91	\$33.47	\$41.84	\$68,952.62	\$2,652.02	\$34.90	\$43.62
5	\$64,401.27	\$2,476.97	\$32.59	\$40.74	\$67,299.33	\$2,588.44	\$34.06	\$42.57	\$70,159.55	\$2,698.44	\$35.51	\$44.38
6	\$66,728.34	\$2,566.47	\$33.77	\$42.21	\$69,731.12	\$2,681.97	\$35.29	\$44.11	\$72,694.69	\$2,795.95	\$36.79	\$45.99
7	\$69,046.11	\$2,655.62	\$34.94	\$43.68	\$72,153.18	\$2,775.12	\$36.51	\$45.64	\$75,219.69	\$2,893.07	\$38.07	\$47.58
8	\$71,601.20	\$2,753.89	\$36.24	\$45.29	\$74,823.25	\$2,877.82	\$37.87	\$47.33	\$78,003.24	\$3,000.12	\$39.48	\$49.34
1	\$75,000.00	\$2,884.62	\$37.96	\$47.44	\$78,375.00	\$3,014.42	\$39.66	\$49.58	\$81,705.94	\$3,142.54	\$41.35	\$51.69
9	\$74,421.89	\$2,862.38	\$37.66	\$47.08	\$77,770.87	\$2,991.19	\$39.36	\$49.20	\$81,076.14	\$3,118.31	\$41.03	\$51.29

Roads & Transport Staff and Parks & Gardens

NOTE: As per Award clause 13.2 Construction, reconstruction, alteration, repair and/or maintenance work, Roads and Transport Staff base rate includes payment for this allowance at the CA rate

TRC - Effective 1/7/26 (5% increase)					TRC - Effective 1/7/27 (4.5% increase)				TRC - Effective 1/7/28 (4.25% increase)			
Level	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading
1.1	\$61,357.79	\$2,359.92	\$31.05	\$38.52	\$64,013.59	\$2,462.06	\$32.40	\$40.20	\$66,634.72	\$2,562.87	\$33.72	\$41.86
1.2	\$62,423.25	\$2,400.89	\$31.59	\$39.19	\$65,127.00	\$2,504.88	\$32.96	\$40.90	\$67,795.44	\$2,607.52	\$34.31	\$42.59
2	\$63,489.96	\$2,441.92	\$32.13	\$39.87	\$66,241.71	\$2,547.76	\$33.52	\$41.61	\$68,957.53	\$2,652.21	\$34.90	\$43.33
3	\$64,556.31	\$2,482.93	\$32.67	\$40.54	\$67,356.04	\$2,590.62	\$34.09	\$42.31	\$70,119.23	\$2,696.89	\$35.49	\$44.06
4	\$65,633.40	\$2,524.36	\$33.22	\$41.22	\$68,481.60	\$2,633.91	\$34.66	\$43.02	\$71,292.62	\$2,742.02	\$36.08	\$44.80
5	\$66,741.27	\$2,566.97	\$33.78	\$41.92	\$69,639.33	\$2,678.44	\$35.24	\$43.76	\$72,499.55	\$2,788.44	\$36.69	\$45.57
6	\$69,068.34	\$2,656.47	\$34.95	\$43.40	\$72,071.12	\$2,771.97	\$36.47	\$45.30	\$75,034.69	\$2,885.95	\$37.97	\$47.17
7	\$71,386.11	\$2,745.62	\$36.13	\$44.86	\$74,493.18	\$2,865.12	\$37.70	\$46.83	\$77,559.69	\$2,983.07	\$39.25	\$48.77
8	\$73,941.20	\$2,843.89	\$37.42	\$46.48	\$77,163.25	\$2,967.82	\$39.05	\$48.52	\$80,343.24	\$3,090.12	\$40.66	\$50.53
9	\$76,761.89	\$2,952.38	\$38.85	\$48.26	\$80,110.87	\$3,081.19	\$40.54	\$50.38	\$83,416.14	\$3,208.31	\$42.21	\$52.47

Transfer Station Operators

NOTE: As per Award clause 13.19 Rubbish Dumps allowance, Transfer station operator staff base rate includes payment for this allowance.

TRC - Effective 1/7/26 (5% increase)					TRC - Effective 1/7/27 (4.5% increase)				TRC - Effective 1/7/28 (4.25% increase)			
Level	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading
1.1	\$61,121.19	\$2,350.82	\$30.93	\$38.40	\$63,776.99	\$2,452.96	\$32.28	\$40.08	\$66,398.12	\$2,553.77	\$33.60	\$41.74
1.2	\$62,186.65	\$2,391.79	\$31.47	\$39.07	\$64,890.40	\$2,495.78	\$32.84	\$40.78	\$67,558.84	\$2,598.42	\$34.19	\$42.47
2	\$63,253.36	\$2,432.82	\$32.01	\$39.75	\$66,005.11	\$2,538.66	\$33.40	\$41.49	\$68,720.93	\$2,643.11	\$34.78	\$43.21
3	\$64,319.71	\$2,473.83	\$32.55	\$40.42	\$67,119.44	\$2,581.52	\$33.97	\$42.19	\$69,882.63	\$2,687.79	\$35.37	\$43.94
4	\$65,396.80	\$2,515.26	\$33.10	\$41.10	\$68,245.00	\$2,624.81	\$34.54	\$42.91	\$71,056.02	\$2,732.92	\$35.96	\$44.68
5	\$66,504.67	\$2,557.87	\$33.66	\$41.80	\$69,402.73	\$2,669.34	\$35.12	\$43.64	\$72,262.95	\$2,779.34	\$36.57	\$45.45
6	\$68,831.74	\$2,647.37	\$34.83	\$43.28	\$71,834.52	\$2,762.87	\$36.35	\$45.18	\$74,798.09	\$2,876.85	\$37.85	\$47.05
7	\$71,149.51	\$2,736.52	\$36.01	\$44.74	\$74,256.58	\$2,856.02	\$37.58	\$46.71	\$77,323.09	\$2,973.97	\$39.13	\$48.65
8	\$73,704.60	\$2,834.79	\$37.30	\$46.36	\$76,926.65	\$2,958.72	\$38.93	\$48.40	\$80,106.64	\$3,081.02	\$40.54	\$50.41
9	\$76,525.29	\$2,943.28	\$38.73	\$48.14	\$79,874.27	\$3,072.09	\$40.42	\$50.26	\$83,179.54	\$3,199.21	\$42.09	\$52.35

Queensland Local Government Industry (Stream C) Award – State 2017

NOTE:

BT2 Plumber - Skill Shortage Incentive Payment at base salary \$80,000

C8 Mechanic - Skill Shortage Incentive Payment of base salary \$80,000

BT2 Carpenter - Skill Shortage Incentive Payment of base salary \$75,000

As per Award clause 13.7 Construction/on site allowance base rate for Carpenter, Plumber and Mechanic includes payment for this allowance at the CA rate

As per CA clause 30.12 Trades allowance base rate for Carpenter, Plumber and Mechanic includes payment for this allowance

	TRC - Effective 01/07/2026 (5% increase)				TRC - Effective 01/07/2027 (4.5% increase)				TRC - Effective 01/07/2028 (4.25% increase)			
Level	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading	Base per annum	Fortnightly	Hourly	Casual Hourly 25% Loading
BW1 (a)	\$54,820.70	\$2,108.49	\$27.74	\$34.68	\$57,287.63	\$2,203.37	\$28.99	\$36.24	\$59,722.36	\$2,297.01	\$30.22	\$37.78
BW1 (b)	\$56,755.55	\$2,182.91	\$28.72	\$35.90	\$59,309.55	\$2,281.14	\$30.01	\$37.52	\$61,830.20	\$2,378.08	\$31.29	\$39.11
BW1 (c)	\$58,045.45	\$2,232.52	\$29.38	\$36.72	\$60,657.50	\$2,332.98	\$30.70	\$38.37	\$63,235.44	\$2,432.13	\$32.00	\$40.00
BW1 (d)	\$59,593.32	\$2,292.05	\$30.16	\$37.70	\$62,275.02	\$2,395.19	\$31.52	\$39.39	\$64,921.71	\$2,496.99	\$32.86	\$41.07
BW2	\$61,065.83	\$2,348.69	\$30.90	\$38.63	\$63,813.79	\$2,454.38	\$32.29	\$40.37	\$66,525.87	\$2,558.69	\$33.67	\$42.08
BT1	\$64,494.94	\$2,480.57	\$32.64	\$40.80	\$67,397.21	\$2,592.20	\$34.11	\$42.63	\$70,261.59	\$2,702.37	\$35.56	\$44.45
BT2	\$67,719.69	\$2,604.60	\$34.27	\$42.84	\$70,767.07	\$2,721.81	\$35.81	\$44.77	\$73,774.67	\$2,837.49	\$37.34	\$46.67
BT2 Plumber	\$86,292.00	\$3,318.92	\$43.67	\$53.79	\$89,892.00	\$3,457.38	\$45.49	\$56.07	\$93,445.00	\$3,594.04	\$47.29	\$58.32
BT2 Carpenter	\$81,292.00	\$3,126.62	\$41.14	\$50.63	\$84,667.00	\$3,256.42	\$42.85	\$52.76	\$87,997.94	\$3,384.54	\$44.53	\$54.87
BT3	\$70,944.44	\$2,728.63	\$35.90	\$44.88	\$74,136.94	\$2,851.42	\$37.52	\$46.90	\$77,287.75	\$2,972.61	\$39.11	\$48.89
C13-14	\$54,702.08	\$2,103.93	\$27.68	\$34.60	\$57,163.68	\$2,198.60	\$28.93	\$36.16	\$59,593.13	\$2,292.04	\$30.16	\$37.70
C12	\$56,380.42	\$2,168.48	\$28.53	\$35.67	\$58,917.54	\$2,266.06	\$29.82	\$37.27	\$61,421.53	\$2,362.37	\$31.08	\$38.85
C11	\$59,600.47	\$2,292.33	\$30.16	\$37.70	\$62,282.49	\$2,395.48	\$31.52	\$39.40	\$64,929.49	\$2,497.29	\$32.86	\$41.07
C10	\$64,494.94	\$2,480.57	\$32.64	\$40.80	\$67,397.21	\$2,592.20	\$34.11	\$42.63	\$70,261.59	\$2,702.37	\$35.56	\$44.45
C9	\$67,714.98	\$2,604.42	\$34.27	\$42.84	\$70,762.16	\$2,721.62	\$35.81	\$44.76	\$73,769.55	\$2,837.29	\$37.33	\$46.67
C8 Mechanic	\$86,292.00	\$3,318.92	\$43.67	\$46.94	\$89,892.00	\$3,457.38	\$45.49	\$56.07	\$93,445.00	\$3,594.04	\$47.29	\$58.32
C8	\$70,935.03	\$2,728.27	\$35.90	\$44.87	\$74,127.11	\$2,851.04	\$37.51	\$46.89	\$77,277.51	\$2,972.21	\$39.11	\$48.89
C7	\$74,155.08	\$2,852.12	\$37.53	\$46.91	\$77,492.06	\$2,980.46	\$39.22	\$49.02	\$80,785.47	\$3,107.13	\$40.88	\$51.10
C6	\$80,595.17	\$3,099.81	\$40.79	\$50.98	\$84,221.95	\$3,239.31	\$42.62	\$53.28	\$87,801.39	\$3,376.98	\$44.43	\$55.54
C5	\$83,815.22	\$3,223.66	\$42.42	\$53.02	\$87,586.90	\$3,368.73	\$44.33	\$55.41	\$91,309.35	\$3,511.90	\$46.21	\$57.76
C4	\$87,035.26	\$3,347.51	\$44.05	\$55.06	\$90,951.85	\$3,498.15	\$46.03	\$57.54	\$94,817.31	\$3,646.82	\$47.98	\$59.98
C3	\$93,475.36	\$3,595.21	\$47.31	\$59.13	\$97,681.75	\$3,756.99	\$49.43	\$61.79	\$101,833.22	\$3,916.66	\$51.54	\$64.42
C2a	\$96,695.41	\$3,719.05	\$48.93	\$61.17	\$101,046.70	\$3,886.41	\$51.14	\$63.92	\$105,341.18	\$4,051.58	\$53.31	\$66.64
C2b	\$103,135.50	\$3,966.75	\$52.19	\$65.24	\$107,776.60	\$4,145.25	\$54.54	\$68.18	\$112,357.10	\$4,321.43	\$56.86	\$71.08



QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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Tablelands Regional Council

trc.qld.gov.au
info@trc.qld.gov.au
1300 362 242



45 Mabel Street, Atherton Qld 4883
PO Box 573, Atherton Qld 4883