

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

ENDEAVOUR FOUNDATION ENTERPRISE AWARD - STATE 2005

(Gazette, 29 July 2005)

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

1. By deleting clause 4.0 of Schedule 1 and inserting the following in lieu thereof:

4.0 Wage Rates

- 4.1 The minimum rates of wages for full-time employees will be:

Level 1 (Trainees)

	Casual Hourly Rate	Hourly Rate	Fortnightly Rate
Paypoint 1	\$18.9323	\$15.3921	\$1,169.80

Level 2 (Residential Assistant)

	Casual Hourly Rate	Hourly Rate	Daily Rate (excludes allowances)	Fortnightly Rate (excludes allowances)	Week-end Flexibility Allowance (per day)
Paypoint 1	\$20.2821	\$16.4895	\$156.65	\$1,253.20	\$16.4895
Paypoint 2	\$20.6867	\$16.8184	\$159.78	\$1,278.20	\$16.8184
Paypoint 3	\$21.0945	\$17.1500	\$162.93	\$1,303.40	\$17.1500

Level 3 (Residential Supervisor)

	Casual Hourly Rate	Hourly Rate	Daily Rate (excludes allowances)	Fortnightly Rate (excludes allowances)	Week-end Flexibility Allowance (per day)
Paypoint 1	\$21.4276	\$17.4208	\$165.50	\$1,323.98	\$17.4208
Paypoint 2	\$22.1042	\$17.9709	\$170.72	\$1,365.79	\$17.9709
Paypoint 3	\$22.7772	\$18.5180	\$175.92	\$1,407.37	\$18.5180

Level 4 (Senior Residential Supervisor/Residential Manager)

	Casual Hourly Rate	Hourly Rate	Daily Rate (excludes allowances)	Fortnightly Rate (excludes allowances)	Week-end Flexibility Allowance (per day)
Paypoint 1	\$23.4428	\$19.0592	\$181.06	\$1,448.50	\$19.0592
Paypoint 2	\$24.1209	\$19.6105	\$186.30	\$1,490.40	\$19.6105
Paypoint 3	\$24.7974	\$20.1605	\$191.53	\$1,532.20	\$20.1605
Paypoint 4	\$25.4739	\$20.7105	\$196.75	\$1,574.00	\$20.7105

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

2. By deleting clause 3.0 of Schedule 2 and inserting the following in lieu thereof:

3.1 Wage Rates

3.1.1 The minimum rates of wages for employees shall be as follows:

Level	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,324.00	\$17.4211	\$21.4279
Paypoint 2	\$1,365.80	\$17.9711	\$22.1044
Paypoint 3	\$1,407.40	\$18.5184	\$22.7777

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

3. By deleting clause 2.1 of Schedule 3 and inserting the following in lieu thereof:

2.1 The minimum rates of wages for employees covered by Schedule 3 will be:

	Fortnightly \$	Hourly \$	Casual \$
Level 1			
Paypoint 1	1,169.80	\$15.3921	\$18.9323
Paypoint 2	1,194.80	\$15.7211	\$19.3369
Paypoint 3	1,214.80	\$15.9842	\$19.6606
Level 2			
Paypoint 1	1,253.20	\$16.4895	\$20.2821
Paypoint 2	1,278.20	\$16.8184	\$20.6867
Paypoint 3	1,303.40	\$17.1500	\$21.0945
Level 3			
Paypoint 1	1,324.00	\$17.4211	\$21.4279
Paypoint 2	1,365.80	\$17.9711	\$22.1044
Paypoint 3	1,407.40	\$18.5184	\$22.7777
Level 4			
Paypoint 1	1,448.50	\$19.0592	\$23.4428
Paypoint 2	1,490.40	\$19.6105	\$24.1209
Paypoint 3	1,532.20	\$20.1605	\$24.7974
Paypoint 4	1,574.00	\$20.7105	\$25.4739
Level 5			
Paypoint 1	1,615.90	\$21.2618	\$26.1521
Paypoint 2	1,657.70	\$21.8118	\$26.8286
Paypoint 3	1,699.60	\$22.3632	\$27.5067
Paypoint 4	1,737.50	\$22.8618	\$28.1201

	Fortnightly \$	Hourly \$	Casual \$
Level 6			
Paypoint 1	1,779.30	\$23.4118	\$28.7966
Paypoint 2	1,817.10	\$23.9092	\$29.4083
Paypoint 3	1,859.00	\$24.4605	\$30.0864
Level 7			
Paypoint 1	2,017.20	\$26.5421	\$32.6468
Paypoint 2	2,043.30	\$26.8855	\$33.0692
Paypoint 3	2,101.20	\$27.6474	\$34.0063
Level 8			
Paypoint 1	2,146.20	\$28.2395	\$34.7346
Paypoint 2	2,191.10	\$28.8303	\$35.4612
Paypoint 3	2,236.10	\$29.4224	\$36.1895

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

4. By deleting clause 2.1 of Schedule 4 and inserting the following in lieu thereof:

2.1 The minimum rates of wages to be paid to the undermentioned level of employees shall be as follows:

Training Development Officer and Employment Consultant Trainee

	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,442.90	\$18.9855	\$23.3522
Paypoint 2	\$1,486.40	\$19.5579	\$24.0562
Paypoint 3	\$1,529.90	\$20.1303	\$24.7602

Training Development Officer and Employment Consultant Level 2

	F/N Rate	Hourly rate	Casual Rate
Paypoint 1	\$1,573.40	\$20.7026	\$25.4642
Paypoint 2	\$1,616.90	\$21.2750	\$26.1683
Paypoint 3	\$1,660.40	\$21.8474	\$26.8723
Paypoint 4	\$1,703.90	\$22.4197	\$27.5763
Paypoint 5	\$1,743.40	\$22.9395	\$28.2156

Senior Training & Development Officer Level 3

	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,743.40	\$22.9395	\$28.2156
Paypoint 2	\$1,786.90	\$23.5118	\$28.9196
Paypoint 3	\$1,826.40	\$24.0316	\$29.5588
Paypoint 4	\$1,869.90	\$24.6039	\$30.2629

Training Development Manager Level 4

	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$1,743.40	\$22.9395	\$28.2156
Paypoint 2	\$1,786.90	\$23.5118	\$28.9196
Paypoint 3	\$1,826.40	\$24.0316	\$29.5588
Paypoint 4	\$1,869.90	\$24.6039	\$30.2629
Paypoint 5	\$1,913.40	\$25.1763	\$30.9669
Paypoint 6	\$1,956.90	\$25.7487	\$31.6709

Employment Agency Manager Level 5

	F/N Rate	Hourly Rate	Casual Rate
Paypoint 1	\$2,000.50	\$26.3224	\$32.3765
Paypoint 2	\$2,044.00	\$26.8947	\$33.0805
Paypoint 3	\$2,087.50	\$27.4671	\$33.7845
Paypoint 4	\$2,131.00	\$28.0395	\$34.4886
Paypoint 5	\$2,174.50	\$28.6118	\$35.1926

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

5. By deleting clause 2.4 of Schedule 5 and inserting the following in lieu thereof:

2.4 Wage Rates

2.4.1 The minimum rates of wages to be paid to the undermentioned classes of employees shall be as follows:

Shop Assistants -

	F/N Rate \$
Classification and Relativity	
Shop Assistant (92.14%)	
Shop Assistant	1,254.40
First Level Supervisor (94.5%)	
Section Head	1,274.20
Second Level Supervisor/Shop Manager (100%)	
Department Manager	
Manager - 2 or less employees	
Manager - Over 2 employees	1,324.00

2.4.2 *Junior rates*

The minimum rates of pay for junior employees shall be determined by applying the following percentages to the shop assistant rate by reference to the Shop Assistant rate:

Under 16 years of age	45%
16 and under 17 years of age	50%
17 and under 18 years of age	55%
18 and under 19 years of age	65%
19 and under 20 years of age	75%
20 and under 21 years of age	85%

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

6. By deleting clause 2.2 of Schedule 6 and inserting the following in lieu thereof:

2.2 Rates of Pay

	Per week \$
Grade 1	549.20
Grade 2	565.90
Grade 3	588.60
Grade 4	609.30

NOTE: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

7. By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
Schedule 1 (5.1.1)	40.51	41.52
Schedule 2 (5.1.1)	40.51	41.52

Dated 1 October 2009.

G.D. SAVILL,
Registrar.