

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

GLADSTONE POWER STATION AWARD - STATE 2003

(Gazette, 11 April 2003)

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 5.4 and inserting the following in lieu thereof:

5.4 Wages bands

After the Gladstone Power Station sale in 1994, each employee translated into the appropriate band by taking their current base wage and adding these allowances to it, where applicable:

- 2.5% premium where currently applied:
- Industry payment
- Power station allowance
- Locality allowance paid at the maximum rate for all employees living with a partner or their children and at the minimum rate for all other employees.
- Gladstone special allowance paid at the maximum rate for all employees who currently receive the allowance. (Allowance previously paid with respect to housing).
- Tradesperson allowance
- CAD allowance
- Leading hand allowance

This will be defined as the all purpose rate.

The Entry level competency matrix describes:

- the competencies for entry level positions within each classification stream; and
- the starting wage for a new employee selected to perform the work of an entry level role.

ADMINISTRATIVE SERVICES STREAM

| Wage | | New Classification Title | Work Skills | Job Skills |
|----------------|----------|-------------------------------------|---|--|
| Entry Level 1A | \$36,742 | Administrative Services Employee 1A | Access and record pieces of information from a single source. Express routine ideas and information in familiar situations. Plan and organise a routine activity under supervision. Work with others to undertake familiar activities. Use mathematical ideas and techniques for completing simple tasks in familiar situations. Solve routine problems with minimal supervision. Reproduce a basic product or service. | Typing duties requiring an accurate production of well laid out material in accordance with clear instructions. Office tasks which are uncomplicated, repetitive and closely prescribed. |
| Entry Level 1B | \$42,158 | Administrative Services Employee 1B | Access, select and record information from more than one source. Express routine ideas and information in unfamiliar situations. With guidance, plan and organise a complex activity. Work with others to achieve group goals. Use mathematical ideas and techniques for completing simple tasks in unfamiliar situations. Tackle exploratory problems with close supervision. | Supervises a team in order to complete tasks. Works under minimal supervision. Completes office tasks which may be complex. |

ADMINISTRATIVE SERVICES STREAM

| Wage | | New Classification Title | Work Skills | Job Skills |
|---------------|----------|------------------------------------|--|--|
| Entry Level 2 | \$44,946 | Administrative Services Employee 2 | <p>Access, select and organise information from a range of sources.</p> <p>Express complex ideas and information in familiar situations.</p> <p>Independently plan and organise a routine activity.</p> <p>Help formulate and achieve group goals.</p> <p>Select and use mathematical ideas and techniques for completing complex tasks.</p> <p>Solve routine problems without supervision and exploratory problems with some guidance.</p> | <p>Leads a team in order to complete complex tasks.</p> <p>Works independently.</p> <p>Accountable for specified and various duties of a complex nature.</p> |
| Entry Level 3 | \$48,974 | Administrative Services Employee 3 | <p>Access, evaluate and organise information from a range of sources.</p> <p>Express complex ideas and information in unpredictable or unfamiliar situations.</p> <p>Initiate, perform and evaluate a complex activity independently.</p> <p>Collaborate with others to complete complex activities.</p> <p>Evaluate, adapt and use mathematical ideas and techniques in completing tasks.</p> <p>Implement a systematic approach to the solving of complex problems and explain processes used.</p> | <p>Leads a team to plan and complete projects of a complex nature.</p> <p>Plan program and undertake complex tasks.</p> <p>High level competence in a specified field.</p> |

PLANT SERVICES STREAM

| Wage | | New Classification Title | Work Skills | Job Skills |
|----------------|----------|---------------------------------|--|--|
| Entry Level 1A | \$36,448 | Plant Services Employee 1A | <p>Access and record pieces of information from a single source.</p> <p>Express routine ideas and information in familiar situations.</p> <p>Plan and organise a routine activity under supervision.</p> <p>Work with others to undertake familiar activities.</p> <p>Solve routine problems with minimal supervision.</p> <p>Reproduce a basic product or service.</p> | <p>Ability to work under direct supervision and perform routine duties essentially of a manual nature.</p> |
| Entry Level 1B | \$38,268 | Plant Services Employee 1B | <p>Access, select and record information from more than one source.</p> <p>Express routine ideas and information in unfamiliar situations.</p> <p>With guidance, plan and organise a complex activity.</p> <p>Work with others to achieve group goals.</p> <p>Use mathematical ideas and techniques for completing simple tasks in unfamiliar situations.</p> <p>Tackle exploratory problems with close supervision.</p> | <p>Holds an appropriate certificate of competency and is able to demonstrate the skills and knowledge of such certificate.</p> |
| Entry Level 2 | \$40,813 | Plant Services Employee 2 | <p>Access, select and organise information from a range of sources.</p> <p>Express complex ideas and information in familiar situations.</p> <p>Independently, plan and organise a routine activity.</p> <p>Help formulate and achieve group goals.</p> <p>Select and use mathematical ideas and techniques for completing complex tasks.</p> <p>Solve routine problems without supervision and exploratory problems with some guidance.</p> | <p>Supervise a team.</p> <p>Accountable for completing specified tasks of a routine nature.</p> <p>Works independently.</p> |

OPERATIONS STREAM

| Wage | New Classification Title | Work Skills | Job Skills |
|---------------------------|---------------------------------|--|--|
| Entry Level 3 \$48,504 | Operations Employee 3 | <p>Access, evaluate and organise information from a range of sources.</p> <p>Express complex ideas and information in unpredictable or unfamiliar situations.</p> <p>Initiate, perform and evaluate a complex activity independently.</p> <p>Collaborate with others to complete complex activities.</p> <p>Evaluate, adapt and use mathematical ideas and techniques in completing tasks.</p> <p>Implement a systematic approach to the solving of complex problems and explain processes used.</p> | Trades qualification or 2nd Class Engine Driver's Certificate. |
| Entry Level 4 \$55,192 | Operations Employee 4 | <p>Works independently combining theoretical knowledge with skills.</p> <p>May perform limited planning or development tasks.</p> <p>Competencies developed through combining applied theoretical knowledge and developed skills.</p> | Engineer's Certificate or 1st Class Engine Driver's Certificate or equivalent. |
| Entry Level 5 \$58,535 | Operations Employee 5 | <p>Works autonomously combining applied theoretical knowledge and developed skills.</p> <p>Undertakes planning and development tasks.</p> <p>Competencies developed through combining applied theoretical knowledge and developed skills.</p> | Engineer's Certificate or 1st Class Engine Driver's Certificate or equivalent. Accountable for plant isolations. Leadership of team. |

OPERATIONS (COAL) STREAM

| Wage | New Classification Title | Work Skills | Job Skills |
|----------------------------|---------------------------------|--|---|
| Entry Level 1A \$38,335 | Operations Employee (Coal) 1A | <p>Access and record pieces of information from a single source.</p> <p>Express routine ideas and information in familiar situations.</p> <p>Plan and organise a routine activity under supervision.</p> <p>Work with others to undertake familiar activities.</p> <p>Solve routine problems with minimal supervision.</p> <p>Reproduce a basic product or service.</p> | Ability to work under direct supervision and perform routine duties essentially of a manual nature. |
| Entry Level 1B \$40,607 | Operations Employee (Coal) 1B | <p>Access, select and record information from more than one source.</p> <p>Express routine ideas and information in unfamiliar situations.</p> <p>With guidance, plan and organise a complex activity.</p> <p>Work with others to achieve group goals.</p> <p>Use mathematical ideas and techniques for completing simple tasks in unfamiliar situations.</p> <p>Tackle exploratory problems with close supervision.</p> | Holds an appropriate certificate of competency and is able to demonstrate the skills and knowledge of such certificate. |

TECHNICAL SERVICES STREAM

| Wage | | New Classification Title | Work Skills | Job Skills |
|----------------|----------|---------------------------------|--|--|
| Entry Level 1A | \$39,713 | Technical Services Employee 1A | <p>Access and record pieces of information from a single source.</p> <p>Express routine ideas and information in familiar situations.</p> <p>Plan and organise a routine activity under supervision.</p> <p>Work with others to undertake familiar activities.</p> <p>Use mathematical ideas and techniques for completing simple tasks in familiar situations.</p> <p>Solve routine problems with minimal supervision.</p> <p>Reproduce a basic product or service.</p> | <p>Holds an appropriate trade certificate, tradespersons' rights certificate or certificate of competency and is able to demonstrate the skills and knowledge of such certification.</p> |
| Entry Level 1B | \$40,863 | Technical Services Employee 1B | <p>Access, select and record information from more than one source.</p> <p>Express routine ideas and information in unfamiliar situations.</p> <p>With guidance, plan and organise a complex activity.</p> <p>Work with others to achieve group goals.</p> <p>Use mathematical ideas and techniques for completing simple tasks in unfamiliar situations.</p> <p>Tackle exploratory problems with close supervision.</p> | <p>Tradesperson required to perform complex tasks unsupervised.</p> <p>Able to examine, diagnose and modify systems.</p> |
| Entry Level 2 | \$41,817 | Technical Services Employees 2 | <p>Access, select and organise information from a range of sources.</p> <p>Express complex ideas and information in familiar situations.</p> <p>Independently, plan and organise a routine activity.</p> <p>Help formulate and achieve group goals.</p> <p>Select and use mathematical ideas and techniques for completing complex tasks.</p> <p>Solve routine problems without supervision and exploratory problems with some guidance.</p> | <p>Tradesperson with Associate Diploma, Diploma, or equivalent.</p> |
| Entry Level 3 | \$53,976 | Technical Services Employee 3 | <p>Access, evaluate and organise information from a range of sources.</p> <p>Express complex ideas and information in unpredictable or unfamiliar situations.</p> <p>Initiate, perform and evaluate a complex activity independently.</p> <p>Collaborate with others to complete complex activities.</p> <p>Evaluate, adapt and use mathematical ideas and techniques in completing tasks.</p> <p>Implement a systematic approach to the solving of complex problems and explain processes used.</p> | <p>Plan, program and undertake complex technical work.</p> |

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 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> |
|-----------------|-----------------|-----------------|
| | \$ | \$ |
| 5.7.2(b) | 389.00 | 399 |
| 5.7.2(c) | 776.00 | 795 |
| 5.7.2(d) | 1,163.00 | 1,192 |
| 5.8.1 | 63.55c | 65.15c |
| 5.8.2 | 13.20 | 13.50 |
| 6.6.1 | 134.60 | 138.00 |
| 6.6.2 | 201.30 | 206.30 |

Dated 1 October 2009.

G.D. SAVILL,
Registrar.