

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999* - ss. 140G and 140GC - Variation of modern award  
 ss. 140G(3)(a) and 140GC(2)(a) - Commission acting on its own initiative

**GENERAL EMPLOYEES (QUEENSLAND GOVERNMENT DEPARTMENTS)  
 AND OTHER EMPLOYEES AWARD - STATE 2015**

**Matter No. MA/2016/3**

DEPUTY PRESIDENT O'CONNOR  
 DEPUTY PRESIDENT KAUFMAN  
 INDUSTRIAL COMMISSIONER NEATE

26 August 2016

**DETERMINATION (Correction of error)**

Whereas errors occurred in the calculation and publishing of wage rates this Commission orders that the said Award be corrected as follows on and from 18 September 2015:

- By deleting clause 12.3 and inserting the following in lieu thereof:

**12.3 Minimum salary levels**

(a) **Administrative stream**

The minimum salaries payable to employees within the Administrative stream, including employees under 21 years of age, are prescribed in the table below:

Classification Level	Paypoint	Relativity to Age 21 Rate %	Award Rate <sup>1</sup> Per Fortnight \$ <sup>2</sup>	Annual Salary <sup>3</sup> \$ <sup>2</sup>
<b>Level 1</b>	1	80	1,338	34,907
	2	84	1,404	36,629
	3	89	1,488	38,820
<b>Level 2</b> Age 21 <sup>4</sup>	1	100	1,672 <sup>4</sup>	43,621
	2		1,714	44,717
	3		1,757	45,838
	4		1,801	46,986
	5		1,845	48,134
	6		1,889	49,282
	7		1,937	50,534
	8		1,991	51,943
<b>Level 3</b>	1		2,121	55,335
	2		2,200	57,396
	3		2,278	59,431
	4		2,355	61,440
<b>Level 4</b>	1		2,493	65,040
	2		2,572	67,101

General Employees (Queensland Government Departments) and Other Employees Award - State 2015

Classification Level	Paypoint	Relativity to Age 21 Rate %	Award Rate <sup>1</sup> Per Fortnight \$ <sup>2</sup>	Annual Salary <sup>3</sup> \$ <sup>2</sup>
	3		2,653	69,214
	4		2,733	71,301
<b>Level 5</b>	1		2,875	75,006
	2		2,956	77,119
	3		3,037	79,232
	4		3,118	81,346
<b>Level 6</b>	1		3,287	85,755
	2		3,362	87,711
	3		3,437	89,668
	4		3,511	91,598
<b>Level 7</b>	1		3,667	95,668
	2		3,755	97,964
	3		3,841	100,208
	4		3,927	102,452
<b>Level 8</b>	1		4,055	105,791
	2		4,132	107,800
	3		4,208	109,783
	4		4,283	111,739

*Notes:*

- <sup>1</sup> Includes the arbitrated wage adjustment payable under the 1 September 2015 Declaration of General Ruling.
- <sup>2</sup> Rounded to the nearest dollar.
- <sup>3</sup> Annual salaries (fortnightly rate x 26.089) are for reference purposes only.
- <sup>4</sup> Identifies the minimum salary payable to an employee aged 21 years and over classified in the Administrative stream.

(b) **Operational stream**

The minimum salaries payable to employees within the Operational stream, including employees under 21 years of age, are prescribed in the table below:

Classification Level	Paypoint	Relativity to Age 21 Rate %	Award Rate <sup>1</sup> Per Fortnight \$ <sup>2</sup>	Annual Salary <sup>3</sup> \$ <sup>2</sup>
<b>Level 1</b>	1	71	1,187	30,968
	2	76	1,271	33,159
	3	82	1,371	35,768
	4	87	1,455	37,959
	5	93	1,555	40,568
	6	98	1,639	42,760
<b>Level 2</b> Age 21 <sup>4</sup>	1	100	1,672 <sup>4</sup>	43,621
	2		1,716	44,769
	3		1,762	45,969
	4		1,807	47,143
<b>Level 3</b>	1		1,834	47,847
	2		1,870	48,786
	3		1,908	49,778
	4		1,948	50,821

Classification Level	Paypoint	Relativity to Age 21 Rate %	Award Rate <sup>1</sup> Per Fortnight \$ <sup>2</sup>	Annual Salary <sup>3</sup> \$ <sup>2</sup>
<b>Level 4</b>	<b>1</b>		2,026	52,856
	<b>2</b>		2,090	54,526
	<b>3</b>		2,154	56,196
	<b>4</b>		2,217	57,839
<b>Level 5</b>	<b>1</b>		2,273	59,300
	<b>2</b>		2,346	61,205
	<b>3</b>		2,420	63,135
	<b>4</b>		2,493	65,040
<b>Level 6</b>	<b>1</b>		2,598	67,779
	<b>2</b>		2,666	69,553
	<b>3</b>		2,733	71,301
<b>Level 7</b>	<b>1</b>		2,860	74,615
	<b>2</b>		2,928	76,389
	<b>3</b>		2,996	78,163

Notes:

- <sup>1</sup> Includes the arbitrated wage adjustment payable under the 1 September 2015 Declaration of General Ruling.
- <sup>2</sup> Rounded to the nearest dollar.
- <sup>3</sup> Annual salaries (fortnightly rate x 26.089) are for reference purposes only.
- <sup>4</sup> Identifies the minimum salary payable to an employee aged 21 years and over classified in the Operational stream.

(c) **Forestry stream**

The minimum salaries payable to employees engaged by Agriculture within the Forestry stream, including employees under 21 years of age, are prescribed in the table below:

Classification Level	AQF Level	Award Rate <sup>1</sup> Per Fortnight \$ <sup>2</sup>	Annual Salary <sup>3</sup> \$ <sup>2</sup>
<b>Level 1</b> First 3 months' service Thereafter		1,455	37,959
		1,476	38,507
<b>Level 2</b> 1st year of service 2nd year of service 3rd and 4th year of service 5th year of service		1,497	39,055
		1,519	39,629
		1,540	40,177
		1,572	41,012
<b>Level 3</b>	3	1,620	42,264
<b>Level 4</b>	3	1,668	43,516
<b>Level 5</b>	4	1,712	44,664
<b>Level 6</b>	5	1,860	48,526

Notes:

- <sup>1</sup> Includes the arbitrated wage adjustment payable under the 1 September 2015 Declaration of General Ruling.
- <sup>2</sup> Rounded to the nearest dollar.
- <sup>3</sup> Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(d) **Hospitality stream**

The minimum salaries payable to adult employees engaged within the Hospitality stream are prescribed in the table below:

<b>Classification Level</b>	<b>Award Rate<sup>1</sup> Per Fortnight \$<sup>2</sup></b>	<b>Annual Salary<sup>3</sup> \$<sup>2</sup></b>
Introductory	1,376	35,898
Wage Level 1	1,409	36,759
Wage Level 2	1,460	38,090
Wage Level 3	1,496	39,029
Wage Level 4	1,572	41,012
Wage Level 5	1,668	43,516
Wage Level 6	1,712	44,664

*Notes:*

- <sup>1</sup> Includes the arbitrated wage adjustment payable under the 1 September 2015 Declaration of General Ruling.  
<sup>2</sup> Rounded to the nearest dollar.  
<sup>3</sup> Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(e) **South Bank stream**

The minimum salaries payable to adult employees engaged within the South Bank stream are prescribed in the table below:

<b>Classification Level</b>	<b>Award Rate<sup>1</sup> Per Fortnight \$<sup>2</sup></b>	<b>Annual Salary<sup>3</sup> \$<sup>2</sup></b>
Car park supervisor	1,454	37,933
Car park attendant	1,403	36,603

*Notes:*

- <sup>1</sup> Includes the arbitrated wage adjustment payable under the 1 September 2015 Declaration of General Ruling.  
<sup>2</sup> Rounded to the nearest dollar.  
<sup>3</sup> Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(f) **Junior employees - Hospitality stream and South Bank stream**

- (i) Junior employees within the Hospitality stream and South Bank stream, respectively, shall be entitled to not less than the following proportion of the appropriate adult rate for the relevant classification:

Under 17 years of age	55%
17 and under 18 years of age	65%
18 and under 19 years of age	75%
19 and under 20 years of age	85%

- (ii) Junior rates shall be calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next highest 10 cent multiple.
- (iii) Junior employees in the Hospitality stream may be employed in the sale of liquor on reaching the age of 18 years. Where such a junior is employed, the adult Award rate for the work being performed shall be paid. An employer may at any time demand the production of a birth certificate or other satisfactory proof for the purpose of ascertaining

the correct age of the junior employee. If a birth certificate is required, the cost shall be borne by the employer.

(g) **Rabbit Board stream**

- (i) The minimum salaries payable to employees engaged within the Rabbit Board stream are prescribed in the table below:

<b>Classification Level</b>	<b>Award Rate<sup>1</sup> Per Fortnight \$<sup>2</sup></b>	<b>Annual Salary<sup>3</sup> \$<sup>2</sup></b>
Employee undertaking training	1,376	35,898
General construction and maintenance worker Grade 1	1,419	37,020

Notes:

- <sup>1</sup> Includes the arbitrated wage adjustment payable under the 1 September 2015 Declaration of General Ruling.  
<sup>2</sup> Rounded to the nearest dollar.  
<sup>3</sup> Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

- (ii) Any new employee who is undertaking training shall receive a full-time wage of not less than the rate shown in the table in clause 12.3(g)(i) for a period not exceeding 8 months.
- (iii) Notwithstanding the provision of clause 12.3(g)(ii) the training rate shall not apply to those employees who are adequately skilled to perform the duties of the general construction and maintenance worker grade 1.

(h) **Payment of salaries**

Salaries shall be paid fortnightly, or weekly in the case of car park attendants employed by South Bank, and may at the discretion of the chief executive be paid by electronic funds transfer.

Dated: 26 August 2016

By the Commission,  
M. Shelley,  
Deputy Industrial Registrar.

Operative Date: 18 September 2015  
Determination - Correction of error

Released: 26 August 2016