

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016 – s 147 Commission’s power to make or vary modern awards

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

Matter No. MA/2018/4

DEPUTY PRESIDENT BLOOMFIELD

10 September 2018

VARIATION

This matter coming on for hearing before the Commission at Brisbane on 31 August 2018, the Commission orders that the said Award be varied, by consent, as follows as from 31 August 2018:

1. By deleting clause 2 (Operation) and inserting the following in lieu thereof:

2. Operation

This Award, made on 18 September 2015, operates from:

- 17 December 2015 – for employees covered by the *Department of Education and Training (Education) Cleaners' Certified Agreement 2015*;
- 17 December 2015 – for employees covered by the *Department of Education and Training Teacher Aides' Certified Agreement 2015*;
- 1 June 2016 – for employees covered by the *State Government Entities Certified Agreement 2015*;
- 19 December 2016 – for employees covered by the *South Bank Employing Office Employees' Certified Agreement 2016*;
- 9 February 2017 – for employees covered by the *Transport and Main Roads Enterprise Bargaining Certified Agreement 2016*; and
- 31 August 2018 – for aircrew employees in the rotary airwing (Chief Aircrew Officer, Senior Aircrew Officer, Aircrew Officer and Rescue Crew Officer) engaged by Public Safety Business Agency and covered by the *State Government Entities Certified Agreement 2015*.

2. In clause 3 (Definitions and interpretation):

- (a) by inserting after the definition of “Agriculture” a new definition:

aircrew employees means Chief Aircrew Officer, Senior Aircrew Officer, Aircrew Officer and Rescue Crew Officer engaged by Public Safety Business Agency in the rotary airwing.

- (b) by deleting the definition of “cultural centre” and inserting the following in lieu thereof:

cultural centre means one of the entities listed in Schedule 8

- (c) by deleting the definition of “DET” and inserting the following in lieu thereof:

DoE means the Department of Education

(d) by deleting the definition of “DSITI”

3. By deleting clauses 4.2 and 4.3 and inserting the following in lieu thereof:

4.2 Without limiting the exclusion at the conclusion of clause 4.1, and for purposes of clarity only, this Award shall not apply to those employees who are subject to the *Queensland Police Service Employees Award - State 2016*.

4.3 In addition to conditions of employment provided in this Award, Schedule 9 provides for entitlements under specified directives to be extended to particular employees until 18 September 2017.

4. By deleting clause 8.2(f) and inserting the following in lieu thereof:

(f) The minimum payment on any day when work is performed shall be for 2 hours' work or other minimum payment as prescribed in the table below, to be made in respect to each engagement:

Department, classification, group or area	Minimum engagement
(i) Department of Education: <ul style="list-style-type: none">Cleaners in small educational facilities which require the engagement of only one cleanerTeacher aides in educational facilities engaged to support students with disabilities such as toileting, lunch time program, etc.	One hours' work One hours' work
(ii) South Bank: <ul style="list-style-type: none">Car park attendants	3 hours' work

5. By deleting clause 8.2(g) and inserting the following in lieu thereof:

(g) The minimum weekly engagement prescribed in the table below applies to the identified employees:

Department, classification, group or area	Minimum engagement per week
(i) Cultural Centres: <ul style="list-style-type: none">Employees engaged by or on behalf of cultural centres in the Hospitality stream	10 hours
(ii) Department of Agriculture and Fisheries: <ul style="list-style-type: none">Employees engaged within the forestry stream	17 hours
(iii) Department of Education: <ul style="list-style-type: none">Teacher aides	5 hours
(iv) Rabbit Board: <ul style="list-style-type: none">Employees engaged within the Rabbit Board stream	10 hours
(v) South Bank: <ul style="list-style-type: none">Car park attendants	12 hours

6. By deleting clause 8.3(f) and inserting the following in lieu thereof:

- (f) Each casual engagement stands alone with a minimum payment as for 2 hours' work, or other minimum payment as prescribed in the table below, to be made in respect to each engagement:

Department, classification, group or area	Minimum engagement per day
(i) Department of Agriculture and Fisheries: <ul style="list-style-type: none"> • Casual field assistants, eradication team members, team leaders and assistant supervisors (eradication) - biosecurity incursion management and control 	One hours' work
(ii) Department of Education: <ul style="list-style-type: none"> • Runaway Bay Sport and Leadership Excellence Centre, casual instructional staff (swim instructors, group exercise instructors, gym instructors and personal fitness trainers) 	One hours' work
(iii) Department of Transport and Main Roads: <ul style="list-style-type: none"> • Casual school crossing supervisors 	One-half hours' work

7. By deleting the Note in Part 4, Minimum Salary Levels, Allowances and Related Matters, and inserting the following in lieu thereof:

(Note: The wage rates and salary levels prescribed in this Award do not apply to employees to whom the provisions of Schedule 6 (Supported Wage System) apply.)

8. By deleting clause 12.1 (Classification structure) and inserting the following in lieu thereof:

12.1 Classification structure

Employees covered by this Award are to be classified into one of seven streams as follows:

(a) **Administrative stream**

- (i) Subject to clause 12.1(a)(ii), the Administrative stream comprises those roles, the duties of which apply to various functional areas, the incumbents of which are required to possess a range of skills appropriate to this stream.
- (ii) Only existing roles in the Administrative stream at the date of operation of this Award may be classified into the Administrative stream.

(b) **Operational stream**

The Operational stream comprises those roles, the duties of which apply to various functional areas, the incumbents of which are required to possess a range of skills appropriate to this stream.

(c) **Aircrew stream**

The Aircrew stream comprises employees engaged by Public Safety Business Agency in the roles of Chief Aircrew Officer, Senior Aircrew Officer, Aircrew Officer and Rescue Crew Officer, within the rotary airwing component of QG Air.

(d) **Forestry stream**

The Forestry stream comprises employees engaged by Agriculture in the roles of ganger, overseer, and Forestry worker.

(e) **Hospitality stream**

The Hospitality stream comprises those roles, the duties of which apply to various functional areas, the incumbents of which are required to possess a range of skills appropriate to this stream.

(f) **Rabbit Board stream**

The Rabbit Board stream comprises employees engaged by the Rabbit Board in the erection of rabbit proof fences and/or the clearing of grass from rabbit proof fences and/or the maintenance of rabbit proof fences and/or maintaining a check of any breakages and/or deterioration in rabbit proof fences and/or any work associated with the control and/or elimination of rabbits.

(g) **South Bank stream**

The South Bank stream comprises employees engaged by South Bank in the role of car park attendant or car park supervisor.

9. By deleting clause 12.2 (Allocation to stream and classification levels) and inserting the following in lieu thereof:

12.2 Allocation to stream and classification levels

- (a) Subject to clause 12.1(a)(ii) allocation of employees to the Administrative or Operational streams and to classification levels within those streams shall be in accordance with the generic level statements contained in Schedules 1 and 2. These statements reflect the degree of complexity and responsibility of duties, skills and knowledge proceeding from the lowest to the highest classification levels. Their purpose is to provide an indication as to the classification level appropriate to any packaging of duties.
- (b) An employee appointed pursuant to s 147 of the *Public Service Act 2008* shall have their previous service as a public service employee counted for the purpose of determining their commencing paypoint and calculation of their salary increment, provided that the employee is reappointed within 12 months of cessation of employment and the employee's previous employment was terminated other than by way of disciplinary action.
- (c) Allocation of employees engaged by Public Safety Business Agency within the Aircrew stream shall be in accordance with the generic level statements contained in Schedule 3.
- (d) Allocation of employees engaged by Agriculture within the Forestry stream to classification levels within that stream shall be in accordance with the generic level statements contained in Schedule 4.
- (e) Allocation of employees within the Hospitality stream to classification levels within that stream shall be in accordance with the generic level statements contained in Schedule 5.
- (f) Where a new position is created and its allocation cannot be determined the matter may be discussed with the relevant employee/s and, where requested, their representative, and/or referred to the Commission for resolution.
- (g) Notwithstanding anything contained elsewhere in this Award, an applicant who is appointed to a position may, at the discretion of the relevant employer, be offered and appointed to any paypoint within a level based on recognition of skills, knowledge and abilities.

10. By deleting clauses 12.3(c) to 12.3(h) and inserting the following in lieu thereof:

(c) Aircrew stream

The minimum salaries payable to employees engaged by Public Safety Business Agency within the Aircrew stream, including employees under 21 years of age, are prescribed in the table below:

Classification Level	Paypoint	Award Rate ¹ Per Fortnight \$ ²	Annual Salary ³ \$ ²
Chief aircrew officer	1	2,635	68,747
	2	2,701	70,453
	3	2,766	72,157
	4	2,833	73,902
Senior aircrew officer	1	2,478	64,659
	2	2,521	65,765
	3	2,564	66,884
	4	2,606	67,998
	5	2,649	69,115
Aircrew officer	1	2,216	57,818
	2	2,255	58,831
	3	2,293	59,833
	4	2,332	60,847
	5	2,371	61,854
	6	2,410	62,869
Rescue crew officer	1	1,842	48,056
	2	1,874	48,886
	3	1,906	49,715
	4	1,938	50,553
	5	1,970	51,385
	6	2,001	52,212

Notes:

¹ Includes the arbitrated wage adjustment payable under the 1 September 2017 Declaration of General Ruling.

² Rounded to the nearest dollar.

³ Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(d) 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 ¹ Per Fortnight \$ ²	Annual Salary ³ \$ ²
Level 1 First 3 months' service Thereafter		1,539	40,151
		1,561	40,725
Level 2 1st year of service 2nd year of service 3rd and 4th year of service 5th year of service		1,584	41,325
		1,606	41,899
		1,629	42,499
		1,663	43,386
Level 3	3	1,714	44,717
Level 4	3	1,764	46,021

Classification Level	AQF Level	Award Rate¹ Per Fortnight \$²	Annual Salary³ \$²
Level 5	4	1,811	47,247
Level 6	5	1,968	51,343

Notes:

¹ Includes the arbitrated wage adjustment payable under the 1 September 2017 Declaration of General Ruling.

² Rounded to the nearest dollar.

³ Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(e) **Hospitality stream**

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

Classification Level	Award Rate¹ Per Fortnight \$²	Annual Salary³ \$²
Introductory	1,455	37,959
Wage Level 1	1,491	38,899
Wage Level 2	1,544	40,281
Wage Level 3	1,583	41,299
Wage Level 4	1,663	43,386
Wage Level 5	1,764	46,021
Wage Level 6	1,811	47,247

Notes:

¹ Includes the arbitrated wage adjustment payable under the 1 September 2017 Declaration of General Ruling.

² Rounded to the nearest dollar.

³ Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(f) **South Bank stream**

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

Classification Level	Award Rate¹ Per Fortnight \$²	Annual Salary³ \$²
Car park supervisor	1,538	40,125
Car park attendant	1,484	38,716

Notes:

¹ Includes the arbitrated wage adjustment payable under the 1 September 2017 Declaration of General Ruling.

² Rounded to the nearest dollar.

³ Annual salaries (fortnightly rate x 26.089) are for reference purposes only.

(g) **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 \$0.10 with any result of \$0.05 or more being taken to the next highest \$0.10 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.

(h) **Rabbit Board stream**

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

Classification Level	Award Rate ¹ Per Fortnight \$ ²	Annual Salary ³ \$ ²
Employee undertaking training	1,455	37,959
General construction and maintenance worker Grade 1	1,501	39,160

Notes:

- ¹ Includes the arbitrated wage adjustment payable under the 1 September 2017 Declaration of General Ruling.
- ² Rounded to the nearest dollar.
- ³ 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(h)(i) for a period not exceeding 8 months.
- (iii) Notwithstanding the provision of clause 12.3(h)(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.

(i) **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.

11. By deleting clause 12.8(c) and inserting the following in lieu thereof:

- (c) Nothing in clause 12.8 shall prevent an employee from accessing the provisions of clause 12.2(g).

12. By deleting clause 12.9 and inserting the following in lieu thereof:

12.9 Movement between classification levels - other than Aircrew, Hospitality, South Bank and Rabbit Board streams

- (a) Except as provided below and in Schedule 4 of this Award, movement between classification levels will be based on appointment on merit to vacancies.
- (b) Annual increments will continue to apply in accordance with the relevant provisions of clause 12.11 to employees moving between classification level 1 and classification level 2 of the Administrative stream.

- (c) Subject to clause 12.2(g) an employee promoted to a position at a higher classification level within the same stream shall be appointed to paypoint one of that higher classification level.
- (d) Appointment to level 6 of the Forestry stream is by way of promotion of existing level 5 staff to level 6 by way of progression based on satisfying certain criteria as detailed in Schedule 4 with respect to holding exceptional skills and capacity.
- (e) Farmhands and gardeners employed by Agriculture will be eligible to apply for progression to level 3 of the Operational stream upon satisfying the following criteria:
 - (i) must have performed duties at a satisfactory standard at level OO2 paypoint 4 for a minimum of 12 months before becoming eligible for progression to level OO3; and
 - (ii) holds mandatory qualifications and certificates relevant to the operations of the local work or industry area, as determined by the department; and
 - (iii) demonstrates core competencies specific to the local work or industry area and other specific criteria, e.g. workplace health and safety, computer literacy, etc, as determined by the department.
- (f) An agricultural assistant employed by DoE will be eligible for progression to level 3 of the Operational stream upon satisfying criteria specified by the chief executive at the date the agricultural assistant ceased to be award-free.

13. By deleting the title of clause 12.11 (Movement within classification levels (increments) – Administrative and Operational streams) and inserting the following in lieu thereof:

12.11 Movement within classification levels (increments) – Administrative, Aircrew and Operational streams

14. By deleting clause 12.15 and inserting the following in lieu thereof:

12.15 Cleaners employed by State Government departments and agencies as at 12 November 1993

Cleaners employed by departments and agencies of the State of Queensland as at 12 November 1993 are entitled to certain additional all purpose allowances as prescribed in Schedule 7.

15. By deleting the Note in clause 13.10 and inserting the following in lieu thereof:

Note: Where a directive about overtime meal allowance covers an employee, including those employees captured under Schedule 9 of this Award, the directive applies to the extent it provides a more generous entitlement.

16. By deleting clause 13.13 and inserting the following in lieu thereof:

13.13 Toilet cleaning allowance

- (a) An employee, other than one employed as a cleaner by DoE in a school, environmental education centre or outdoor education centre, who is required to clean toilets connected with septic tanks or sewerage shall be paid an additional \$1.90 per day.
- (b) A unit support officer of DoE who is required to perform maintenance duties on clivus multrum composting toilet systems shall be paid an additional \$14.97 per hour.

17. By deleting clause 13.15(a) and inserting the following in lieu thereof:

- (a) An Agricultural assistant or support officer employed by DoE in an environmental education centre who is required to work in the rain shall be provided with suitable waterproof clothing by the employer.

18. By deleting clause 15.1(a) and inserting the following in lieu thereof:

- (a) Except as provided in the table below or in clause 15.1(b), the ordinary hours of duty for all employees covered by this Award, exclusive of meal breaks, shall be an average of 38 hours per week and 7.6 hours per day, with a maximum of 8 hours per day.

Classification, group or area	Ordinary hours of work per week	Ordinary hours of work per day	Maximum ordinary hours of work per day
<p>(i) Employees employed by Department of Environment and Science or a cultural centre Board - working in a cultural centre:</p> <ul style="list-style-type: none"> • employees engaged in the Hospitality stream 	38	Minimum of 4 hours and maximum of 10 hours	12 subject to agreement between the employer and employee
<ul style="list-style-type: none"> • Car park attendants 	38	10	12 subject to agreement between the employer and employee
<p>(ii) Queensland Racing Integrity Commission:</p> <ul style="list-style-type: none"> • racetrack and field based employees 	38	8	10
<p>(iii) South Bank:</p> <ul style="list-style-type: none"> • Car park attendants 	38	10	12 subject to agreement between the employer and employee

19. By deleting clause 15.1(i) and inserting the following in lieu thereof:

- (i) Employees of DoE employed in schools may be required to accumulate additional ordinary hours at ordinary rates with deferred payment, with such accumulated additional hours (referred to as accumulated days off) to be taken during school vacations or at other times mutually agreed between the school principal and the employee.

20. By deleting clause 15.3(a) and inserting the following in lieu thereof:

- (a) The spread of ordinary hours of duty for day workers shall be 0600 to 1800, Monday to Sunday, or other spread of hours as recorded in the table below:

Department, classification, group or area	Spread of ordinary hours
(i) All departments engaging cleaners: <ul style="list-style-type: none"> • Cleaners who attend work twice daily 	0600 to 2100, Monday to Sunday
(ii) Department of Aboriginal and Torres Strait Islander Partnerships: <ul style="list-style-type: none"> • Employees engaged in retail stores in Indigenous communities 	0600 to 2000, Monday to Sunday
(iii) Department of Agriculture and Fisheries: <ul style="list-style-type: none"> • Employees employed on motor vessels owned and operated by the Fisheries Research Branch • Field assistants, eradication team members, team leaders and assistant supervisors (eradication) - Biosecurity Incursion Management and Control - Biosecurity • Weed control personnel - Land Protection - Biosecurity • Air quality assessors 	0000 to 2400, Monday to Sunday 0500 to 2000, Monday to Sunday 0500 to 2000, Monday to Sunday 0600 to 2200, Monday to Sunday
(iv) Department of Education: <ul style="list-style-type: none"> • Teacher aides • Assistant community liaison officers, vocational projects officers, community advisers and youth workers (Schools) • Cleaners who attend work twice daily • Chief cook, second cook, qualified cook, cook, single hand cook, kitchenhand, waiter, house attendant/waiter, house attendant • Runaway Bay Sport and Leadership Excellence Centre <ul style="list-style-type: none"> ○ Cleaners ○ Instructional staff (swim instructors, group exercise instructors, gym instructors and personal fitness trainers) 	0000 to 2400, Monday to Sunday 0600 to 2100, Monday to Sunday 0600 to 2100, Monday to Sunday 0500 to 2100, Monday to Sunday 0500 to 2300, Monday to Friday 0600 to 2100, Saturday and Sunday 0500 to 2100, Monday to Friday 0600 to 1730, Saturday 0600 to 1230, Sunday
(v) Department of Environment and Science or a cultural centre Board - working in a cultural centre: <ul style="list-style-type: none"> • Car park attendants • Employees engaged in the Hospitality stream (* Where broken shifts are worked the spread of hours shall not exceed the ordinary hours worked by an individual employee by more than 3 hours, not including meal breaks,	0700 to 2100, Monday to Sunday 0000 to 2400, Monday to Sunday*

Department, classification, group or area	Spread of ordinary hours
<p>provided that in no case shall the spread of hours exceed 12 hours per day)</p> <ul style="list-style-type: none"> • Employees engaged in retail outlets, including in the sale of entry tickets • Theatrical employees (as defined) 	<p>0600 to 2000, Monday to Sunday</p> <p>0800 to 2330, Monday to Sunday</p>
<p>(vi) Queensland Racing Integrity Commission:</p> <ul style="list-style-type: none"> • Judges • Assistant Judges • Sample Collection Officers • Starters • Assistant Starters • Clerks of Scales • Jockeys Room Attendant • GAP employees to include GAP Coordinators, Kennel attendants, Adoption and Foster Care, Training and Kennel Operations Staff • Integrity Regulation Stewards • Betting Intelligence – Senior Betting Intelligence Officers • Race Day Operations Manager • Integrity Regulation Manager • Any other QRIC employee engaged to perform work at a race meeting 	<p>0000 to 2400, Monday to Sunday</p>
<p>(vii) Rabbit Board</p> <ul style="list-style-type: none"> • All employees 	<p>0000 to 2400, Monday to Sunday</p>
<p>(viii) South Bank:</p> <ul style="list-style-type: none"> • Car park attendants 	<p>0700 to 2100, Monday to Sunday</p>

21. By deleting clause 15.4(b) and inserting the following in lieu thereof:

(b) Table:

Department, classification, group or area	Relevant % of the ordinary base salary		
	Ordinary hours worked Monday to Friday	Ordinary hours worked between 0000 and 2400 on a Saturday	Ordinary hours worked between 0000 and 2400 on a Sunday
<p>(i) All departments engaging cleaners:</p> <ul style="list-style-type: none"> • Cleaners 	<p>100%</p>	<p>150%</p>	<p>175%</p>

Department, classification, group or area	Relevant % of the ordinary base salary		
	Ordinary hours worked Monday to Friday	Ordinary hours worked between 0000 and 2400 on a Saturday	Ordinary hours worked between 0000 and 2400 on a Sunday
(ii) Department of Aboriginal and Torres Strait Islander Partnerships:			
<ul style="list-style-type: none"> • Full-time and part-time employees employed as assistant store managers or shop assistants 	100%	125%	150%
<ul style="list-style-type: none"> • Casual employees employed as assistant store managers or shop assistants 	100%	100%	150%
(iii) Department of Agriculture and Fisheries:			
<ul style="list-style-type: none"> • All dingo barrier fence personnel 	Where ordinary rosters incorporating weekend ordinary hours are agreed between the employer and the majority of employees affected:	100%	100%
	Where ordinary rosters incorporating weekend ordinary hours are determined by the employer where agreement with the majority of employees affected is not reached:	100%	150%
<ul style="list-style-type: none"> • Operations assistants (Lands Research Stations) - Biosecurity 	100%	100%	100%
<ul style="list-style-type: none"> • Field assistants, eradication team members, team leaders and assistant supervisors (eradication) - Biosecurity Incursion Management and Control - Biosecurity 	100%	100%	100%
<ul style="list-style-type: none"> • Weed control personnel - Land Protection - Biosecurity 	100%	100%	100%
<ul style="list-style-type: none"> • Employees employed on motor vessels owned and operated by the Fisheries Research Branch 	100%	100%	100%
<ul style="list-style-type: none"> • Employees engaged within the Forestry stream 	100%	150%	175%

Department, classification, group or area	Relevant % of the ordinary base salary		
	Ordinary hours worked Monday to Friday	Ordinary hours worked between 0000 and 2400 on a Saturday	Ordinary hours worked between 0000 and 2400 on a Sunday
(iv) Department of Environment and Science or a cultural centre Board - working in a cultural centre: <ul style="list-style-type: none"> • Casual car park attendants 	100%	100% then 125% for ordinary hours worked in excess of 4 hours	200%
<ul style="list-style-type: none"> • Car park attendants 			
<ul style="list-style-type: none"> • Car park attendants working as continuous shift workers 	100%	125%	200%
<ul style="list-style-type: none"> • Employees engaged within the Hospitality stream (other than casuals) 	100%	150%	200%
<ul style="list-style-type: none"> • Employees engaged in retail outlets including the sale of entry tickets <ul style="list-style-type: none"> ○ Full-time and part-time ○ Casual employees (plus loading) 	100%	150%	150%
<ul style="list-style-type: none"> ○ Full-time and part-time 	100%	125%	150%
<ul style="list-style-type: none"> ○ Casual employees (plus loading) 	100%	100%	150%
<ul style="list-style-type: none"> • Theatrical employees 	100%	100%	200%
(v) Rabbit Board <ul style="list-style-type: none"> • All employees 	100%	100%	100%
(vi) South Bank: <ul style="list-style-type: none"> • Car park attendants 	100%	125%	200%*
<ul style="list-style-type: none"> • Casual car park attendants <p>(*with a minimum payment as for 4 hours' work)</p>	100%	100% then 125% for ordinary hours worked in excess of 4 hours	200%*
<ul style="list-style-type: none"> • Car park attendants working as continuous shift workers 	100%	150%	150%

22. By deleting clause 18.4 and inserting the following in lieu thereof:

18.4 Overtime arrangements for specific groups of employees

Notwithstanding the provisions of clause 18.2, employees in the departments, classifications, groups or areas in the table below will be compensated for overtime in the manner recorded:

Department, classification, group or area	Overtime arrangements
<p>(a) Department of Aboriginal and Torres Strait Islander Partnerships:</p> <ul style="list-style-type: none"> • Store managers of retail stores in Indigenous communities 	<p>Store Managers shall receive the following overtime/on call allowance in lieu of overtime payments, on call allowances, and meal allowance during overtime:</p> <ul style="list-style-type: none"> (i) where free quarters are provided: a fortnightly allowance equivalent to 26.31% of the fortnightly salary of AO6 paypoint 1; or (ii) where free quarters are not provided: a fortnightly allowance equivalent to 34.72% of the fortnightly salary of AO6 paypoint 1; (iii) such overtime/on call allowance shall not be payable on paid or unpaid leave.
<p>(b) Department of Agriculture and Fisheries:</p> <ul style="list-style-type: none"> • employees (excluding casuals) employed on motor vessels owned and operated by the Fisheries Research Branch 	<ul style="list-style-type: none"> (i) hours worked in excess of 228 ordinary hours over a 6 week work cycle (of 42 days) shall be paid at the rate of time and one-half (ii) in lieu of payment and subject to mutual agreement with the employer, an employee may elect to accrue TOIL on a time for time basis (iii) when an employee is required to perform duty on any of their 12 days off in each 6 week work cycle (of 42 days) the employee shall be paid at the rate of double time for the actual time worked with a minimum payment as for 4 hours' work on any one day (iv) in lieu of payment and subject to mutual agreement, another ordinary working day may be substituted for the day off specified in clause 18.4(b)(ii) above (v) where an employee is subsequently required to work on such substituted day, the employee shall be paid the penalties provided for in clause 18.4(b)(ii) above

Department, classification, group or area	Overtime arrangements
<ul style="list-style-type: none"> • Farm supervisors • Dingo barrier fence personnel • employees within the Forestry stream 	<ul style="list-style-type: none"> (i) in lieu of payment and subject to mutual agreement with the employer, an employee may elect to accrue TOIL on a time for time basis (i) in lieu of payment and subject to mutual agreement with the employer, an employee may elect to accrue TOIL on a time for time basis (ii) such TOIL is to be taken within 12 months of the day on which the overtime was worked at a time to be mutually agreed with the employer (iii) where agreement is not reached, TOIL is to be taken as directed by the employer (iv) where TOIL is not utilised within 12 months of the date of accrual, it shall be paid out at the relevant overtime penalties as provided in clause 18.2 (i) a minimum payment of 3 hours' work will apply to all overtime worked on a Saturday, Sunday or scheduled day off. Such minimum payment will not apply where such overtime is performed immediately preceding and/or following ordinary hours of work (ii) an employee directed to work on a rostered day off shall be paid at the rate of time and one-half for the first 3 hours and double time thereafter with a minimum payment as for 3 hours' work
<p>(c) Rabbit Board:</p> <ul style="list-style-type: none"> • all employees 	<ul style="list-style-type: none"> (i) in lieu of payment and subject to mutual agreement with the employer, an employee may elect to accrue TOIL on a time for time basis (ii) such time off shall be allowed and taken within 12 months of the overtime being worked, or paid out to the employee at the relevant overtime penalty rate

23. By deleting clause 18.7(a) and inserting the following in lieu thereof:

- (a) Where an employee is instructed to be available on call outside ordinary or rostered working hours the employee shall be paid an allowance based upon the hourly rate of the classification of

professional officer level 3, paypoint 4 of the *Queensland Public Service Officers and Other Employees Award - State 2015* in accordance with the following scale:

- (i) where the employee is on call throughout the whole of a Saturday, Sunday or a public holiday: 95% of the prescribed hourly rate;
- (ii) where an employee is on call during the night only of a Saturday, Sunday or a public holiday: 60% of the prescribed hourly rate; and
- (iii) where an employee is on call on any other night: 47.5% of the prescribed hourly rate.

24. By deleting the Note in clause 19 and inserting the following in lieu thereof:

Note: Where a directive about annual leave covers an employee, including those employees captured under Schedule 9 of this Award, the directive applies to the extent that it provides a more generous entitlement.

25. By deleting the heading of clause 19.3 and clause 19.3(a) and inserting the following in lieu thereof:

19.3 Specific annual leave provisions applying to employees of DoE

- (a) Employees of DoE may be required to take annual leave during the school holidays with the exception of:
 - (i) agricultural assistants;
 - (ii) unit support officers; and
 - (iii) support officers (environmental education centres),

who may not take annual leave during school holidays unless directed to by the employer and such direction is reasonable in the circumstances.

26. By deleting clause 20(e) and inserting the following in lieu thereof:

- (e) In addition to, and notwithstanding the provisions contained in clauses 20(a) to (d), leave entitlements of teacher aides (other than casuals) employed by DoE shall be calculated in accordance with the following formula:

$$T2 \text{ divided by } 30 \times 1.27$$

[Where T2 is the total of hours worked by the employee (including leave granted on pay and paid public holidays but excluding the annual leave and the 3 public holidays which occur during the period of the student summer vacation) since the date of commencement of employment or since the day of the last annual balance, whichever is the latter, and rounded up to the nearest half hour.]

27. By deleting clause 29(c) and inserting the following in lieu thereof:

- (c) Within each agency, a consultative mechanism and procedures involving representatives of management, employees and relevant unions shall be established as determined by the chief executive, having regard to the size, structure and needs of that agency.

28. By deleting the title of Schedule 3 and inserting the following in lieu thereof:

Schedule 4 - Generic Level Statements - Employees engaged by Agriculture and Fisheries in the Forestry stream

29. By deleting the words “Section 3 of Schedule 3” where they appear in Section 2 of the new Schedule 4 under headings of Classification process and Classification criteria and inserting the words “Section 3 of Schedule 4” in lieu thereof.
30. By inserting a new Schedule 3 (Generic Level Statements – Aircrew stream) as follows:

Schedule 3 - Generic Level Statements – Employees engaged in the Aircrew stream

Aircrew Officer (ACO)

Entry as an aircrew officer is through selection based on vocational testing.

Work level description

Work as an ACO may include a variety of functions as follows:

- Assist the pilot to carry out all aeromedical, search and rescue, emergency and counter disaster operations and other government support duties.
- Undertake training and skills upgrading as directed by the Senior Aircrew Officer, Base Manager and Senior Manager.
- Ensure the Captain is promptly advised on all matters affecting the safety, serviceability or effectiveness of the aircraft or the operation.
- Carry out all duties and training in accordance with the QGAir Rescue Operations Manual.
- Assist in ensuring that all flight and task documentation is accurately completed and that all crews are adequately briefed and de briefed on any deficiencies promptly addressed.
- Undertake and support operational duties during emergencies and disasters as necessary.

Characteristics of the work

The ACO is responsible to the pilot and the base SACO for the safety of operations in the aircraft while on task.

Duties and skills

Duties of an ACO include:

- Pre-flight checks.
- Assisting pilot with flying related tasks.
- Helicopter configuration.
- Winch operator during rescue.
- Park/transport helicopter with the tow motor.
- Refuelling duties.
- General duties.

Minimum role requirements:

- CASA Aviation Class 2 Medical Certificate or equivalent.
- Bronze Medallion Life Saving Qualification, Senior First Aid, 29.11 Certificate of Competence.
- Qualified Helicopter Aircrew Officer with at least 500 logged rotary wing hours and operational winching experience including night winching.
- Pass the Aircrew physical fitness test which requires the completion of a 400 metre swim in under 10 minutes and either of the following options within a four-hour period:
 1. Complete the Rockport Fitness Walk Test (1.6km walk) – with the minimum standard being a ‘Good’ assessment on the Rockport calculator; or
 2. Complete a 2.4km distance run with the minimum standard being a ‘Good’ assessment on the ExRx.net: Distance Run calculator.

Senior Aircrew Officer (SACO)

Entry as a Senior Aircrew Officer (SACO) is through selection based on vocational testing.

Work level description

Work as a SACO may include a variety of functions as follows:

- Supervise Aircrew Officers and Rescue Crew Officers and manage human resource issues, such as leave.
- Co-ordinate rostering of crew and undertake rostered Aircrew duties as required.
- Ensure accurate records are maintained of crew flights, duty time and recall.
- Maintain records of crew currency and recency in all operational roles and co-ordinate training and currency requirements in a timely manner.
- Assist the Base Manager to ensure the base is operationally and administratively efficient and perform their administrative duties in their absence.
- Carry out all duties and training as specified in the Helicopter Rescue Operations Manual and ensure a high standard of aircraft presentation.

Characteristics of the work

SACO reports directly to the CACO. The SACO may also perform duties as the acting Base Manager when the Base Manager / Base Supervisor takes recreational leave or is away from the base for extended periods. The Base Manager / Base Supervisor is responsible for the training, administration and performance of the SACO while acting in this position.

Duties and skills

Duties of a SACO include:

- Supervision of helicopter crew officers;
- Managing the rostering and training of crew officers;
- Maintaining the professional operating standards of all crew officers;
- Ensuring accurate records are maintained of crew officer flight and duty time;
- Maintaining records of crew officer currency and recency in all operational roles and informing the senior pilot of training and currency requirements in a timely manner; and
- Ensuring adequate supplies of consumable stores for all operational and training tasks.

Minimum role requirements:

- Current CASA Aviation Class 2 Medical Certificate.
- Bronze Medallion Life Saving Qualification.
- Current Senior First Aid.
- Current Advanced Resuscitation.
- CAO 29.11 Certificate of Competency in winching/rappelling operations for endorsement in a helicopter.
- Qualified Helicopter Aircrew Officer with at least 1000 logged rotary wing hours and operational winching experience including night winching.
- CASA approval as an Aircrew Training Officer within six months of appointment.
- Certificate IV in Workplace Training and Assessment within six months of appointment.
- C class driver's licence.
- Pass the Aircrew physical fitness test which requires the completion of a 400 metre swim in under 10 minutes and either of the following options within a four-hour period:
 1. Complete the Rockport Fitness Walk Test (1.6km walk) – with the minimum standard being a “Good” assessment on the Rockport calculator; or

2. Complete a 2.4km distance run with the minimum standard being a “Good” assessment on the ExRx.net: Distance Run calculator.

Chief Aircrew Officer (CACO)

Work level description

Work as a CACO may include a variety of functions as follows:

- Maintain, develop, administer and conduct crew training and checking programs, ensuring all aircrew comply with Civil Aviation Safety Authority (CASA) requirements and QGAIR Standard Operating Procedures.
- Ensure all crew personnel are operationally current and proficient on the aircraft type in accordance with Flight Manual, Operations Manual and Civil Aviation Safety Authority (CASA) requirements.
- Ensure all facets of Aircrew training within QGAIR are maintained to the required standards including Work Health and Safety (WHS) and Human Resources (HR) management for aircrew, development and updating procedures for Rescue Crew Officer, Aircrew Officer, Senior Aircrew Officer, Training Crew Officer and Instructor training, supervise and maintain flying records, technical records and log books for Aircrew.
- Liaise with the Civil Aviation Safety Authority representatives on all regulatory and industry-related requirements, pertaining to Aircrew.
- Ensure all Aircrew are at a high state of readiness to meet the needs of a 24 hour emergency response including overseeing and supporting operational duties during emergency and disaster relief duties.
- Undertake and support operational duties during emergencies and disasters.

Characteristics of the work

The CACO is responsible for ensuring that the QGAir Rescue Crew Officers CAR 217 Training and Checking System as detailed in the Operations Manual is implemented appropriately and efficiently. The CACO is responsible to the Deputy Chief Pilot QGAir Rescue for the overall supervision, administration, conduct and development of Crew Officer training and checking programs at the three QGAir Rescue bases and reports directly to the Deputy Chief Pilot QGAir Rescue on these matters.

Duties and skills

Duties of a CACO include:

- Assisting the Deputy Chief Pilot QGAir Rescue in the overall supervision, administration and operational efficiency of the QGAir Rescue bases.
- The supervision and/or conduct of any remedial training for Aircrew and Rescue Officers as deemed appropriate.
- Assisting with the review and amendment of QGAir Rescue operational documents and training manuals.
- Assisting with the standardisation of operational techniques, aircraft fit out and role equipment requirements.

Minimum role requirements:

- Current CASA Aviation Class 2 Medical Certificate.
- Bronze Medallion Life Saving Qualification.
- Current Senior First Aid.
- Current Advanced Resuscitation.
- CAO 29.11 Certificate of Competency in winching/rappelling operations for endorsement in a helicopter.
- Qualified Helicopter Aircrew Officer with at least 1500 logged rotary wing hours and operational winching experience including night winching.
- CASA approval as an Aircrew Training Officer within six months of appointment.

- Certificate IV in Workplace Training and Assessment within six months of appointment.
- Management and Training Experience.
- The requirement to be contactable for advice and consultation to the Senior Aircrew Officers and line crew.
- Current Qualification Certificate 4 Aviation Aircrew
- Front Left-Hand Seat Qualification Training
- Pass the Aircrew physical fitness test which requires the completion of a 400 metre swim in under 10 minutes and either of the following options within a four-hour period:
 1. Complete the Rockport Fitness Walk Test (1.6km walk) – with the minimum standard being a “Good” assessment on the Rockport calculator; or
 2. Complete a 2.4km distance run with the minimum standard being a “Good” assessment on the ExRx.net: Distance Run calculator.

Rescue Crew Officer (RCO)

Entry as a Rescue Crew Officer (RCO) is through selection based on vocational testing.

Work level description

Work as an RCO may include a variety of functions as follows:

- Assist the aircrew to carry out all aeromedical, search and rescue, emergency and counter disaster operations and other Government support duties.
- Perform the down the wire rescue role during winching operations.
- Ensure the Pilot in Command is promptly advised on all matters affecting the safety, serviceability or effectiveness of the aircraft or the operation.
- Assist in ensuring that all flight and task documentation is accurately completed and that all crews are adequately briefed and de-briefed and any deficiencies promptly addressed.
- Carry out all duties and training in accordance with the QGAir Rescue Operations Manual.
- Provide administrative duties and other support to the Base Manager and assist in maintaining a safe, orderly and clean aircraft and hangar.

Characteristics of the work

The RCO is responsible to the ACO and the SACO for their duties in the aircraft and at the scene of operations, and is responsible to the pilot for the safety and conduct of rescue operations.

Duties and skills

Duties of a RCO include:

- Equipment checks
- Assisting Medical crew
- Helicopter configuration
- Perform rescues
- Park/transport helicopter with tow motor
- Refuelling duties
- General duties

Minimum role requirements:

- CASA Aviation Class 2 Medical Certificate or equivalent.
- Current Senior First Aid Certificate, current Advanced Resuscitation Certificate and Bronze Medallion Surf Life Saving qualification.
- Pass the Rescue Crew physical fitness test comprising of:
 1. Swim 1500 metres (50m pool); last 500 metres with fins in under 30 minutes.

2. Run 3.2 km in under 14 minutes, **or** 24 km run with the minimum standard being an 'Excellent' rating of the ExRX.net: Distance Run Calculator.

- Possession of a C class driver's licence.

31. By deleting the title of the old Schedule 4 and inserting the following in lieu thereof:

Schedule 5 - Generic Level Statements - Employees engaged in the Hospitality stream

32. By deleting the title of the old Schedule 5 and inserting the following in lieu thereof:

Schedule 6 - Supported Wage System

33. By deleting the title of the old Schedule 6 and inserting the following in lieu thereof:

Schedule 7 - Cleaners employed by State Government Departments and Agencies

34. By deleting the old Schedule 7 and inserting the following in lieu thereof:

Schedule 8 - List of Cultural Centres

- Queensland Art Gallery (including the Gallery of Modern Art)
- Queensland Museum
- State Library of Queensland
- The following business units of the Arts Queensland Division of the Department of Environment and Science -
 - Judith Wright Centre of Contemporary Arts
 - The Centre of Contemporary Arts Cairns

35. By deleting the old Schedule 8 and inserting the following in lieu thereof:

Schedule 9 - Directives which apply as a term of this Award

The terms and conditions of employment of the directives specified in the table below shall apply to the classifications of employees in the departments, classifications, groups or areas listed, until 18 September 2017 after which, where a directive about the matters contained in column 2 covers an employee, the provisions of the directive will continue to apply to the employee.

Department, classification, group or area	Directive or part of directive about
(a) Department of Aboriginal and Torres Strait Islander Partnerships: <ul style="list-style-type: none"> ○ Employees engaged in retail stores in Indigenous communities: assistant store managers and store managers ○ Employees engaged in retail stores in Indigenous communities: store managers only 	<ul style="list-style-type: none"> • Leave and travel concessions - isolated centres • Recreation leave (excluding casuals) • Transfer and appointment expenses • Domestic travelling and relieving expenses • International travelling, relieving and living expenses

Department, classification, group or area	Directive or part of directive about
<p>(b) Department of Agriculture and Fisheries:</p> <ul style="list-style-type: none"> ○ Employees employed on motor vessels owned and operated by the Fisheries Research Branch ○ Farm supervisors ○ Dingo barrier fence personnel ○ Assistant operations officer, senior operations officer and project officer - barrier fences ○ Employees engaged in the Forestry stream 	<ul style="list-style-type: none"> ● Locality allowance (excluding casuals) ● Domestic travelling and relieving expenses ● International travelling, relieving and living expenses ● Annual leave (excluding casuals) ● Leave for study and examination purposes (excluding casuals) ● Field staff, to the extent the directive provides for time off in lieu of overtime arrangements ● Locality allowance (excluding casuals) ● Recreation leave (excluding casuals) ● Locality allowance (excluding casuals) ● Recreation leave (excluding casuals) ● Domestic travelling and relieving expenses ● International travelling, relieving and living expenses
<p>(c) Department of Child Safety, Youth and Women:</p> <ul style="list-style-type: none"> ○ Centre managers and relief centre managers - outlook services 	<ul style="list-style-type: none"> ● Recreation leave (excluding casuals)
<p>(d) Department of Transport and Main Roads:</p> <ul style="list-style-type: none"> ○ Cost clerks and timekeepers ○ Operation support officers ○ Operations officers ○ Store managers and storepersons 	<ul style="list-style-type: none"> ● Domestic travelling and relieving expenses ● International travelling, relieving and living expenses ● Transfer expenses ● Transfer expenses ● Overtime meal allowance ● Domestic travelling and relieving expenses ● International travelling, relieving and living expenses ● Overtime meal allowance ● Domestic travelling and relieving expenses ● International travelling, relieving and living expenses ● Locality allowance (excluding casuals)

Department, classification, group or area	Directive or part of directive about
(e) Various Departments (including Department of Agriculture and Fisheries): o Gardeners	<ul style="list-style-type: none"> • Recreation leave (excluding casuals) • Leave for study and examination purposes (excluding casuals) • Locality allowance (excluding casuals)
(f) Various Departments: o Storepersons	<ul style="list-style-type: none"> • Locality allowance (excluding casuals) • Recreation leave (excluding casuals) • Leave for study and examination purposes (excluding casuals) • Overtime meal allowance, provided that in lieu of the qualifying period therein for work performed before or after ordinary starting and ceasing time, the following shall apply: <ul style="list-style-type: none"> o after 2 hours where such overtime commences before 1800; o after one hour where such overtime commences at or after 1800.

36. By updating the Table of Contents to reflect the above variations.

Dated: 10 September 2018

A. L. Bloomfield,
Deputy President.

Operative Date: 31 August 2018
Order – Variation of a modern award

Released: 10 September 2018