

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

**LOCAL GOVERNMENT EMPLOYEES' (EXCLUDING BRISBANE CITY COUNCIL)
AWARD - STATE 2003**

(Gazette, 29 August 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 5.5.1 and inserting the following in lieu thereof:

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

| Classification | Relativity % | Award Rate Per Week \$ |
|------------------|-----------------|------------------------------|
| | (Note 3) | (Notes 1 and 2) |
| Level 1 | | |
| - First 6 months | 87.5 | 607.90 |
| - Thereafter | 90 | 618.30 |
| Level 2 | 92.5 | 628.70 |
| Level 3 | 95 | 639.10 |
| Level 4 | 97.5 | 649.60 |
| Level 5 | 100 | 662.00 |
| Level 6 | 105 | 682.90 |
| Level 7 | 110 | 703.70 |
| Level 8 | 115 | 722.60 |
| Level 9 | 120 | 743.40 |

Note 1: The Award Rate includes wage increases and adjustments arising from State Wage Case decisions colloquially referred to as: 2nd Tier Adjustment; 1st (2 parts) and 2nd Structural Efficiency Adjustments; Minimum Rates Adjustments.

Note 2: 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.

"Overaward" payment is defined as the amount in rates of pay which an employee would receive in excess of the minimum award wage as prescribed in this Award for the classification in which such employee is engaged which applied immediately prior to the date of operation of this Award:

Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, vacation allowances, special rates or allowances, responsibility allowances, or any other ancillary payments of a like nature described by this Award.

Note 3: The percentage relativities column related to percentages applying before the application of the first \$8.00 arbitrated safety net adjustment made in accordance with the February 1994 Review of Wage Fixing Principles. The percentage relativities are based on a base rate and supplementary payment totalling \$417.20 per week.

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

2. Wage rates

2.1 The minimum weekly rate of wages for an adult employee shall be:

| | Award Rate Per Week \$ |
|------------------------------|------------------------------|
| Technical Manager | 695.00 |
| Senior Theatre Technician | 673.90 |
| Theatre Technician | 664.50 |
| Assistant Theatre Technician | 619.60 |
| Projectionist | 664.50 |
| Assistant Projectionist | 619.60 |
| Stage Manager | 673.90 |
| Stage Co-ordinator | 619.60 |
| Stage Assistant | 586.50 |
| Utility Person | 586.50 |
| Senior Ticket Seller | 602.70 |
| Ticket Seller | 582.30 |
| Front of House Co-ordinator | 619.60 |
| Program/Merchandise Seller | 577.00 |
| Front of House Staff | 572.70 |

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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.

2.2 *Juniors*

Junior employees shall be paid the following percentages of the relevant adult rate:

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

Junior rates shall be calculated in multiples of ten cents with any result of five cents or more being taken to the next highest ten cent multiple.

2.3 *Performance Employees*

The rates for employees engaged and paid on a per performance basis shall be:

| | Per Performance \$ |
|------------------------------|-----------------------|
| Senior Theatre Technician | 84.638 |
| Theatre Technician | 81.338 |
| Assistant Theatre Technician | 77.852 |
| Stage Co-ordinator | 77.852 |
| Stage Assistant | 73.714 |
| Front of House Co-ordinator | 77.852 |
| Ticket Seller | 73.569 |
| Program/Merchandise Seller | 72.257 |
| Front of House Staff | 70.945 |

The ordinary working hours of per performance employees shall be 4.5 hours per performance.

Performance employees shall be paid all ordinary pay due to them in the Employer's time. All time in excess of the ordinary working hours shall be paid for at overtime rates with quarter hours divisions.

The above per performance rates shall be adjusted from time to time by the relevant safety net percentage increase applicable to award allowances.

3. 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> |
|-----------------|-------------------|-----------------|
| | \$ | \$ |
| 5.8.1(b) | 24.00 | 24.60 |
| 5.8.1(c) | 22.90 | 23.50 |
| 5.8.3(a) | 3.93 | 4.03 |
| 5.8.3(b) | 1.4405 | 1.4765 |
| | 2.881 | 2.953 |
| 5.8.8(a) | 1.63 | 1.67 |
| 5.8.8(b) | 48c | 49c |
| 5.8.9 | 62c | 64c |
| 5.8.10 | 2.85 | 2.92 |
| 5.8.11 | 13.20 | 13.50 |
| 5.8.12 | 13.25c | 13.6c |
| | 20.6c | 21.1c |
| 5.8.15(a) | 13.65 | 13.99 |
| 5.8.16 | 24.00 | 24.60 |
| 5.8.17 | 24.00 | 24.60 |
| 5.8.18 | 24.00 | 24.60 |
| 5.8.19(b) | 11.60 | 11.90 |
| 5.8.21(a) | 2.0415 | 2.0925 |
| 5.8.21(b) | 2.41 | 2.4705 |
| 5.8.22 | 1.454 | 1.4905 |
| 5.8.23 | 4.49 | 4.60 |
| 5.8.24 | 2.16 | 2.21 |
| | 1.24 | 1.27 |
| | 2.71 | 2.78 |
| | 1.57 | 1.61 |
| 5.8.25(a) | 3.17 | 3.25 |
| 5.8.25(b) | 1.93 | 1.98 |
| 5.8.26 | 2.48 | 2.54 |
| 5.8.27(a) | 38c | 39c |
| 5.8.27(b) | 12c | 12c |
| 5.8.27(c) | 1.10 | 1.10 |
| 5.8.27(d) | 20.95c | 21.45c |
| 5.8.27(e) | 5.57 | 5.71 |
| 5.8.28 | 24.95c | 25.55c |
| 5.8.29(a) | 38.55 | 39.51 |
| | (where appearing) | |
| | 19.28 | 19.76 |
| | 15.48 | 15.87 |
| 5.8.29(b)(i) | 1.32 | 1.35 |
| 5.8.29(b)(ii) | 3.18 | 3.26 |
| 5.8.29(c) | 2.17 | 2.22 |
| 5.8.29(d) | 11.60 | 11.90 |
| 5.8.29(e) | 3.12 | 3.20 |
| 5.8.29(f) | 7.90 | 8.10 |
| 5.8.31(a) | 38c | 39c |
| 5.8.31(b) | 38c | 39c |
| 5.8.32(b) | 19.30 | 19.80 |

| <u>Column 1</u> | <u>Column 2</u> | <u>Column 3</u> |
|------------------|-----------------|-----------------|
| | \$ | \$ |
| 5.8.33 | 7.60 | 7.80 |
| 5.8.34 | 11.60 | 11.90 |
| 10.2.7(c) | 13.30 | 13.60 |
| Schedule 2 - 4.1 | 33.37 | 35.47 |

Dated 1 October 2009.

G.D. SAVILL,
Registrar.