

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards

**Queensland Parliamentary Service AND United Voice, Industrial Union of Employees, Queensland
(A/2012/19)**

PARLIAMENTARY SERVICE AWARD – STATE 2012

COMMISSIONER FISHER

21 November 2012

AMENDMENT

This matter coming on for hearing before the Commission at Brisbane on 21 November 2012 this Commission orders that the said Award be amended as follows as from 21 November 2012:

1. By inserting the following at the end of PART 11 of clause 1.2:

Cleaners

Schedule E.

2. By inserting a new clause 5.15 as follows:

5.15 Allowances for Cleaners

Specific allowances for cleaners are prescribed in Schedule E.

3. By inserting a new clause 6.1.7 as follows:

6.1.7 Cleaners

Provisions relating to ordinary working hours, overtime and shift work are prescribed in Schedule E.

4. By inserting a new Schedule E as follows:

SCHEDULE E – CLEANERS

This Schedule applies to all Cleaners engaged on both day work and on shift work.

Section 1 - Allowances

1.1 Toilet cleaning allowance

All cleaners who are required to clean toilets connected with septic tanks or sewerage shall be paid an allowance of \$1.70 per day for up to 10 toilets and \$2.20 per day for more than 10 toilets in addition to their ordinary rates of pay.

1.2 Uniforms allowance

Where uniforms are required to be worn by a cleaner, the cleaner shall be supplied suitable uniforms of good quality as approved by the employer. Uniforms shall be replaced by the employer on a fair wear and tear basis:

Provided that where a cleaner is required to wear uniforms the employer shall launder the uniform without charge to the cleaner or pay the cleaner an allowance of \$2.40 per week.

1.3 Broken work allowance

All cleaners engaged on work where the ordinary hours of duty are subject to a break in continuity other than for the purposes of meal breaks to the maximum of one hour and rest pauses shall be paid in addition to the ordinary rate of pay prescribed, an allowance at the rate of \$7.20 per day for each day so worked.

1.4 Leading hand allowance

A cleaner in charge of other cleaners shall be paid the additional amounts according to the number of persons in the cleaner's charge:

Less than 15 cleaners - \$ 23.50 per week
 More than 15 cleaners - \$ 34.50 per week

Leading hand allowances shall be taken into consideration in the computation of overtime, payment for annual leave, sick leave, superannuation and public holidays.

1.5 Extra payment for week-end work

All ordinary hours of duty worked between midnight on Friday and midnight on Saturday shall be paid for at 1.5 times the ordinary rate and between midnight Saturday and midnight Sunday shall be paid for at 2 times the ordinary rate.

Section 2 - Hours of work and overtime

2.1 Hours of work

The ordinary hours of work shall be an average of 38 per week to be worked on one of the following bases:

- (a) 38 hours within a work cycle not exceeding 7 consecutive days; or
- (b) 76 hours within a work cycle not exceeding 14 consecutive days; or
- (c) 114 hours within a work cycle not exceeding 21 consecutive days; or
- (d) 152 hours within a work cycle not exceeding 28 consecutive days.

The ordinary hours of work exclusive of meal times shall not exceed 10 hours per day Monday to Friday inclusive provided that where the ordinary working hours are to exceed 8 on any day, the arrangements of hours shall be subject to agreement of the employer and the majority of employees concerned.

The daily spread of hours shall be worked between 6.00 a.m. to 6.00 p.m. Monday through Friday.

Each cleaner shall be allowed 2 whole consecutive days off in each week.

2.2 Shift work

2.2.1 Definitions

- (a) "Afternoon shift" means any shift commencing after 10.00 a.m. and before 6.00 p.m. and finishing subsequent to 6.00 p.m. and at or before midnight.
- (b) "Continuous shift work" means work done by separate relays of employees where the hours of work are regularly rotated in accordance with a shift roster covering a 24 hour per day operation over a 7 day week.
- (c) "Day shift" means any shift commencing at 6.00 a.m. or at or before 10.00 a.m.
- (d) "Night shift" means any shift commencing at or after 6.00 p.m. and before 6.00 a.m. the following day.
- (e) "Shift work" means work done by separate relays of employees working recognised hours, preceding, during or following the normal working hours for day workers.

2.2.2 Subject to the provisions of clause 2.2 shift workers ordinary hours shall be worked in accordance with a roster mutually agreed between the employer and the majority of employees concerned.

2.2.3 Cleaners shall be notified one week in advance of the roster provided that notification by 1.00 p.m. on Monday shall be sufficient notification for the week commencing the following Monday.

2.2.4 Changes within a roster shall be by agreement between the employer and cleaner concerned, but failing agreement, 24 hours' notice of a change of roster shall be given or double time shall be paid for the next shift:

Provided that this payment shall not be applicable where rosters are changed due to emergent circumstances.

2.2.5 Cleaners working afternoon or night shift work shall be paid an amount of 15% per shift in addition to their normal weekly wage whilst so engaged, provided that this extra shift rate shall not apply to shift work performed on a Saturday and Sunday where extra payment in accordance with clause 1.5 above applies.

2.3 Overtime

Overtime will be in accordance with clause 6.6 of this Award provided that shift workers, whose hours of work are regularly rotated in accordance with a shift roster covering 2 or more shifts per day, shall be paid for all overtime at the rate of double time.

Dated 21 November 2012.

By the Commission,
[L.S.] G.D. SAVILL,
Industrial Registrar.

Operative Date: 21 November 2012

Released: 21 November 2012