

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016

The State of Queensland and Chief Executive (or equivalent) of the entities prescribed at Appendix 1 of this Agreement

AND

Together Queensland, Industrial Union of Employees; and others

(No. CA/XXXX/XX)

STATE GOVERNMENT ENTITIES CERTIFIED AGREEMENT 2023

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PART 1: APPLICATION AND OPERATION

1.1 Title

This Agreement will be known as the State Government Entities Certified Agreement 2023.

1.2 Parties bound

- (1) This Agreement is binding upon:
 - (a) The State of Queensland and the entities specified in Appendix 1;
 - (b) Employees employed in the entities specified in Appendix 1, for whom rates of pay, conditions of employment and entitlements are provided for in this Agreement; and
 - (c) The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees; Australian Institute of Marine and Power Engineers' Union of Employees, Queensland District; The Australian Workers' Union of Employees, Queensland; Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland; The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland; The Electrical Trades Union of Employees Queensland; Australian Maritime Officers' Union Queensland, Union of Employees; Plumbers and Gasfitters Employees' Union Queensland, Union of Employees; Queensland Nurses' and Midwives Union of Employees; Shop, Distributive and Allied Employees Association (Queensland Branch) Union of Employees; Together Queensland, Industrial Union of Employees; Transport Workers' Union of Australia, Union of Employees (Queensland Branch); and United Workers' Union, Industrial Union of Employees, Queensland.
- (2) For the avoidance of doubt, the following persons are not covered by this Agreement:
 - (a) Chief Executives, Senior Executives and Senior Officers under the *Public Sector Act 2022*;
 - (b) appointments made on a fixed term declared under s. 155 of the *Public Service Sector Act 2022*; and
 - (c) public sector executives employed under another Act or law under the equivalent employment arrangements and remuneration to employees under clause 1.2(2) (a) or (b) outside of the classifications provided for in this agreement.

1.3 Operation

- (1) The Agreement operates from date of certification and has a nominal expiry date of 30 June 2026.
- (2) For the purpose of section s228(3)(a) of the *Industrial Relations Act 2016*, this Agreement shall be terminated upon the certification of a replacement agreement or the making of a replacement arbitration determination in relation to the employees covered by this Agreement, unless otherwise agreed by the parties.

1.4 Posting of Agreement

- (1) A copy of this Agreement must be displayed in a conspicuous place at the workplace, where it can be easily read by employees in the workplace. Electronic access to this Agreement where available is sufficient to meet the requirements of this clause.

1.5 Relationship to Awards, Industrial Instruments and Directives

- (1) This Agreement replaces the *State Government Entities Certified Agreement 2019* insofar as it has application to employees bound by this Agreement.
- (2) The parties agree to terminate the following instruments following certification of this Agreement:
 - State Government Entities Certified Agreement 2019 (insofar as it relates to employees covered by this Agreement at an appropriate time following certification of this Agreement and any other replacement Agreements); and
 - QBuild Office Staff Certified Agreement 2019.
- (3) This Agreement is to be read in conjunction with awards as amended or replaced from time to time and industrial instruments covering employees covered by this Agreement contained in Appendix 3. The provision of these awards and industrial instruments, as amended from time to time shall apply, provided that any amendment which would result in a diminution of an employees' entitlements and/or conditions that existed at the commencement of this Agreement shall not apply. In the event of any inconsistency with these awards and industrial instruments, the terms of this Agreement will take precedence.
- (4) Directives referenced in this Agreement will only apply to employees of the Crime and Corruption Commission to the extent that employees are eligible under the specific terms of each Directive.

1.6 Continuation of Provisions in Previous Certified Agreements

- (1) The provisions of the previously replaced certified agreements identified and outlined in Appendices 5 to 21 apply only to those employees covered by this Agreement who are employed in those respective entities to which the corresponding provisions specified in Appendices 5 to 21 previously applied. Such provisions apply unless specifically overridden or unless inconsistent with any of the provisions of this Agreement.

1.7 Objectives of this Agreement

- (1) The public sector is a major employer in the State and provides a service that affects the daily lives of all Queenslanders. The parties are committed to an effective public sector, delivering quality services to Queenslanders to support the Government's priorities and obligations to the community. The public sector will strive for improvements in service delivery, improved efficiency and effectiveness of its operations and activities.

1.8 Equity Considerations

- (1) This Agreement will achieve the principal objects specified in sections 4(i), 4(j), 4(k), 4(l), 4(m) and 4(r) of the *Industrial Relations Act 2016*. We will respect and value the diversity of our employees through helping to prevent and eliminate discrimination.
- (2) The effect of this Agreement is not to allow any conduct or treatment, either direct or indirect that would contravene the *Anti-Discrimination Act 1991*.

1.9 Equal remuneration

- (1) The employer is committed to taking proactive measures to achieve gender pay equity, where all employees receive equal remuneration for work of equal or comparable value.
- (2) The employer has implemented, will implement, or is implementing equal remuneration for work of equal or comparable value in relation to the employees covered by this Agreement as follows:

- (a) where applicable, utilising the Queensland public sector job evaluation management system (JEMS) for determining the work value and applicable classification level and/or remuneration;
- (b) providing remuneration based on transparent classification levels related to skills required to perform the role, so that a female employee doing the same work as a male employee will receive equal remuneration (see Appendix 3 of this Agreement for the classification structure and associated salaries);
- (c) applying the provisions of the relevant industrial instrument and Directives regarding increment appointment and progression within a classification level, and ensuring any discretionary provisions are utilised a fair and equitable manner irrespective of gender;
- (d) creating a culture that promotes gender pay equity, including equal access to training and development, promotional opportunities, and flexible working arrangements;
- (e) a commitment to improving gender equity and consultation on matters concerning gender equity in the workplace (see Part 19 of this Agreement);
- (f) where applicable, the progression of equity, diversity, respect and inclusion in employment matters in accordance with Chapter 2 of the *Public Sector Act 2022*, including actively progressing gender pay equity measures and conducting equity and diversity audits; and
- (g) nothing in this clause limits or prevents the use of any existing discretionary powers to achieve equal remuneration.

2.0 Definitions and Abbreviations

Australian Qualifications Framework (AQF) means the national system of recognition for the issue of vocational qualifications. The AQF is set out in Appendix 4.

CC means a Consultative Committee.

CCF means the Central Consultative Forum.

Commission means the Queensland Industrial Relations Commission.

Core means the departments and entities covered by the *State Government Entities Certified Agreement 2023*.

CRS means the Classification and Remuneration System used by the Queensland Public Service.

Employer means the State of Queensland as represented by the relevant Chief Executive (or equivalent) of the entities prescribed at Appendix 1 of this Agreement.

Entity means an entity prescribed at Appendix 1 of this Agreement.

PSTP means Public Sector Training Package.

PART 2: WAGES, ALLOWANCES AND OTHER CONDITIONS

2.1 New Wage Rates

(1) The Agreement provides for the following wage increases:

- 1 July 2023 – 4% to be applied to the last agreement rates as contained in the *State Government*

Entities Certified Agreement 2019;

- 1 July 2024 – 4% to be applied to the agreement rates resulting at 1 July 2023, as above; and
- 1 July 2025 – 3% to be applied to the agreement rates resulting at 1 July 2024, as above.

(2) The salary schedules are set out in Appendix 3 of this Agreement.

2.2 Cost of Living Adjustment (COLA) Payments

2.2.1 Definitions

The following definitions apply for the purposes of the Cost-of-Living Adjustment (COLA) Payments clause:

COLA year – means one of the three 12-month periods from 1 July in one year to 30 June in the following year that includes a *calculation date*. The COLA years will be

- 1 July 2022 – 30 June 2023 (COLA year 1);
- 1 July 2023 – 30 June 2024 (COLA year 2); and
- 1 July 2024 – 30 June 2025 (COLA year 3).

base wages – for an *eligible employee*, means the salary actually payable to the particular employee in the relevant *COLA year* for work covered by a *predecessor agreement or arrangement* in COLA year 1, or this Agreement in COLA year 2 and 3, and includes higher duties performed by the employee under a *predecessor agreement or arrangement* or this Agreement and includes the casual loading where applicable. It does not include any other allowances or additional payments howsoever described (such as: disability allowances or special rates, all-purpose allowances, overtime payments, shift penalties, weekend penalties, public holiday penalties, aggregated penalties or allowances, any payments of accrued leave where the leave is not taken; any payments for TOIL where the TOIL is not taken, COLA payments from previous periods, etc).

Base wages earned as a Queensland Police Service employee and/or Queensland Fire and Emergency Services employee within Disaster Management who will transition to the Queensland Police Service consistent with the Functional Transition Agreement dated 15 June 2023, are excluded.

calculation date – means, either:

- 30 June 2023 (COLA payment year 1); or
- 30 June 2024 (COLA payment year 2); or
- 30 June 2025 (COLA payment year 3).

COLA payment percentage – see clause 2.2.4(2).

CPI – means the Brisbane Consumer Price Index (all groups, March quarter annual percentage change from the March quarter of the previous year), for the March that falls within the relevant *COLA year*, as published by the Australian Bureau of Statistics. Treasury will advise agencies of the CPI relevant to COLA considerations upon its release in each year.

eligible employee – see clause 2.2.3.

predecessor agreement or arrangement – means the *State Government Entities Certified Agreement 2019*, the *QBuild Office Staff Certified Agreement 2019*, and the remuneration arrangements for Community Visitors employed pursuant to the *Public Guardian Act 2014*.

Queensland government employee – means a person employed in a government entity, as defined in section 24 of the repealed *Public Service Act 2008* as in force at 1 October 2022, and the entities specified at sections 24(2)(c), 24(2)(d) and 24(2)(h) of the Act: the parliamentary service, the Governor’s official residence and its associated administrative unit, and the police service.

wage increase under the Agreement – means the wage increase of either 4%, 4% or 3%, as specified in clause 2.1(1) of this Agreement, that occurs on the day after the end of the *COLA year*. For example, for the purposes of calculating COLA year 1 (1 July 2022 to 30 June 2023), the wage increase of 4% on 1 July 2023 is the *wage increase under the Agreement*.

2.2.2 Obligation for payment

- (1) The employer will make COLA payments as required by this clause 2.2 to *eligible employees*.

2.2.3 Eligibility

- (1) *Eligible employees* covered by this Agreement may be entitled to receive COLA payments based on the *calculation dates*, for up to three years only, and ending for the *calculation date* of 30 June 2025.
- (2) For the *COLA year 1*, an employee is an *eligible employee* if they:
- (a) performed work under a *predecessor agreement or arrangement* during *COLA year 1*; and
 - (b) On the calculation date of 30 June 2023 they were:
 - (i) covered by a *predecessor agreement or arrangement*; and
 - (ii) not a Queensland Police Service employee; and
 - (iii) not a Queensland Fire and Emergency Services employee within Disaster Management who will transition to the Queensland Police Service consistent with the Functional Transition Agreement dated 15 June 2023.
- (3) For COLA years 2 and 3, an employee is an *eligible employee* if they performed work under this Agreement during the relevant COLA year, and they are covered by this Agreement on the relevant *calculation date* for the associated COLA Payment.
- (4) In recognition of employee mobility across the sector, where an employee would otherwise be an *eligible employee* in accordance with clause 2.2.3(2) or 2.2.3(3), but they are not covered by this Agreement (or a *predecessor agreement or arrangement* in the case of *COLA year 1*) on the relevant *calculation date* due to being employed elsewhere as a *Queensland government employee* on the *calculation date*, they will be deemed to be an *eligible employee* for the associated COLA payment. To facilitate payment of the COLA payment in this circumstance, the employee is required to provide relevant details of their eligibility to the entity under whose employment they are claiming the COLA payment.

Example – an employee works for the first 3 months under a predecessor agreement or arrangement, or under this Agreement, during a relevant COLA year, then takes up employment under a different agreement. They remain employed under the different agreement as at the relevant calculation date under this Agreement. Provided the employee provides the required notice and details of their current employer (as specified above) which confirms that they are a Queensland government employee as at the calculation date, they will be an eligible employee for that particular COLA payment (see clause 2.2.3(6) for pro-rata payments).

- (5) An employee who starts being covered by this Agreement or a *predecessor agreement or arrangement* after a *calculation date* is not eligible for the associated COLA payment. For COLA year 1 also see clause 2.2.3(2).

Example – an employee starts being covered by the Agreement on 17 September 2023. The employee is not eligible for COLA payment year 1.

- (6) An *eligible employee* who did not perform work under a *predecessor agreement or arrangement* or this Agreement for the full *COLA year*, will receive a pro-rata COLA payment by reference to the *base wages* they received that was attributable to work under the *predecessor agreement or arrangement* or this Agreement.

Example one – an eligible employee is employed and works for 5 months under a predecessor agreement or arrangement or this Agreement during a relevant COLA year. Their base wages for the COLA year will reflect the 5 months they worked.

Example two – an eligible employee is employed for 12 months under a predecessor agreement or arrangement or this Agreement during a relevant COLA year and in those 12 months, works for 6 months, takes 3 months leave at half pay and takes 3 months leave without pay. Their base wages for the COLA year will reflect the 6 months they worked, 3 months where they earned half pay and 3 months where they earned no pay.

Example three – an employee is employed for 12 months under a predecessor agreement or arrangement or this Agreement during a relevant COLA year and in those 12 months, works for 6 months and is temporarily seconded and works for 6 months under a different Agreement. Their base wages for the COLA year will then reflect the 6 months they worked under the predecessor agreement or arrangement or this Agreement.

- (7) An *eligible employee* who is casual or part-time will receive a pro-rata COLA payment based on the hours they worked in the relevant *COLA year* because of the definition of *base wages*.

Example – a part-time employee works 0.6 full-time equivalent during the COLA year. The employee's base wages for the COLA year reflect their hours of work.

- (8) In addition to the other requirements of clause 2.2.3, casual employees are eligible employees provided they have performed work under a *predecessor agreement or arrangement* or this Agreement, or as a *Queensland government employee*, within the 12-week payroll period immediately prior to the relevant *calculation date*.
- (9) In circumstances where an eligible employee moves between entities under a *predecessor agreement or arrangement* or this Agreement during the course of a relevant *COLA year* they will remain eligible for a pro-rata COLA payment from each entity with reference to the base wages earned for the period in each entity. To facilitate these payments the employee is required to provide relevant details of their employment to each former entity.

Example - an employee works for the first 3 months under this Agreement during COLA year 2 (first entity), then takes up employment in a different entity (second entity) under this Agreement. They remain employed under this Agreement in the second entity as at the relevant calculation date of 30 June 2024. Provided the employee provides the first entity with the required notice and details of their current employer (second entity) which confirms that they are a Queensland government employee employed under this Agreement as at the calculation date, they will be an eligible employee for a COLA payment from the first entity.

2.2.4 Calculation and payments

Step one

- (1) A COLA Payment is only payable if, for the relevant *COLA year*, *CPI* exceeds the *wage increase under the Agreement* that occurs on the day after the end of the *COLA year*.

Step two

- (2) The relevant COLA Payment is calculated by first determining the percentage difference between the *wage increase under the Agreement* and *CPI* for the relevant *COLA year* and each COLA Payment is capped at 3% (the ‘COLA percentage’).

Example one: For COLA Payment Year 1, the COLA year is 1 July 2022 to 30 June 2023. The wage increase under the Agreement is 4% on 1 July 2023. In April 2023, the ABS released the CPI figure for March 2023 as 7.4%. The COLA payment is calculated as the difference between 4% and 7.4%, i.e. 3.4%. However, because the COLA payment is capped at 3%, the COLA percentage is 3%.

Example two: For COLA Payment Year 3, the COLA year is 1 July 2024 to 30 June 2025. The wage increase under the Agreement is 3% on 1 July 2025. In April 2025, the ABS releases the CPI figure for March 2025 as 3.9%. The COLA payment is calculated as the difference between 3% and 3.9%, i.e. 0.9%. 0.9% is less than the 3% cap, therefore the COLA percentage is 0.9%.

Step three

- (3) To calculate an *eligible employee’s* COLA Payment, the relevant employee’s *base wages* for the *COLA year* are to be determined.

Note – no adjustment to base wages is necessary as the relevant *wage increase under the Agreement* has not been applied for the *COLA year*.

Step four

- (4) The figure from clause 2.2.4(3) is then multiplied by the COLA Percentage calculated in clause 2.2.4(2) to determine the particular employee’s COLA Payment for that *COLA year*.

Example: The COLA percentage is 3% and the employee’s base wages is \$90,000.

- *\$90,000 multiplied by 3% = \$2,700.00*

- (5) COLA Payments are one-off, do not form part of base salary and will be taxed according to the applicable law.

2.2.5 Timing of information and payments

- (1) For *eligible employees* under clause 2.2.3(2) and (4), if payable, the relevant COLA payment will be made within three (3) months following certification or the employee providing the notice of their employment pursuant to clause 2.2.3(4) or (9) following certification.
- (2) For *eligible employees* under clause 2.2.3(3) and (4), if payable, the relevant COLA Payment will be made within three (3) months of the latter: the relevant *calculation date* and release of the *CPI* or the employee providing the notice of their employment pursuant to clause 2.2.3(4) or (9).
- (3) The relevant entities under this Agreement will provide advice to unions and employees covered by this Agreement on the timing of payroll processing for each COLA payment.

2.3 No Loss of Show Day

- (1) Where an employee is required to perform work duties (including training) at an alternative location to the place where the employee is based for work purposes on a day where the show day holiday applies, such employee will be given a day off in lieu, to be taken by mutual agreement with the employee’s supervisor.

- (2) Provided that an employee subject to this Agreement, and whether engaged in different entities or locations over a calendar year or not, is only entitled to leave on full pay for a show holiday once each calendar year.

2.4 Annual leave loading payment

- (1) Payment of annual leave loading will be consolidated and paid to all employees, except those employees employed in entities listed at clause 2.4(4), during December of each year.
- (2) It is at the discretion of each entity to determine whether they wish to apply this clause to non-continuous and/or continuous shift-workers.
- (3) Notwithstanding clause 2.4(1), Queensland Corrective Services has the discretion to determine whether they wish to apply the clause to officers of whose substantive position is a non-continuous and/or continuous shift-worker within a Queensland Corrective Services Correctional facility but who is acting into a position covered by this Agreement.
- (4) Entities not subject to clause 2.4(1) and (2):
- Queensland Building and Construction Commission.

2.5 Aggregated Hours

- (1) Where agreed between the employer and employee, and subject to policy requirements, an employee may work varied weekly hours provided that at the end of an agreed work cycle of 3 months or more the employee has worked the total ordinary hours for the work cycle.
- (2) This provision is designed to cater mainly for seasonal work or work units which have discernible peaks and troughs in workloads at different times of the year.
- (3) Overtime arrangements/penalty rates apply to work in excess of the agreed hours of duty.
- (4) This provision may be implemented by agreement between management and the majority of employees affected in the workplace.
- (5) This provision does not apply to:
- Crime and Corruption Commission;
 - Queensland Parliamentary Service;
 - Queensland Building and Construction Commission;
 - Electoral Commission Queensland;
 - Queensland Rural and Industry Development Authority;
 - Office of the Governor; and
 - Integrity Commission

2.6 Extra leave for proportionate salary (purchased leave)

- (1) Where agreed between the employer and employee, and subject to policy requirements, employees can agree to work reduced months in a year and receive a proportionate salary over a full twelve month period, where this arrangement meets the operational needs of an entity.

2.7 Averaging of ordinary hours of work

- (1) Where agreed between the employer and employee, and subject to policy requirements, mechanisms

will operate by which employees can agree to average ordinary hours of work over a cycle with differential daily and weekly hours, e.g. in a four week work cycle an employee may work 45 hours in one week and 30 hours the next week, provided that the total standard ordinary hours for the month are worked. Under this arrangement the agreed working hours for individual employees would be established in consultation between management and the employee. Normal overtime arrangements/penalty rates will only apply for the hours worked in excess of the agreed hours of duty.

- (2) This provision does not apply to:
- Queensland Parliamentary Service;
 - Queensland Building and Construction Commission;
 - Electoral Commission Queensland;
 - Queensland Rural and Industry Development Authority; and
 - Office of the Governor.

2.8 Locality allowances

- (1) Locality allowances are payable to eligible employees in accordance with the Directive relating to Locality Allowances (as amended), other than employees of Queensland Rural and Industry Development Authority and Queensland Parliamentary Service.
- (2) The rates prescribed by the *Ministerial Directive 19/99 (Locality Allowances)* are increased by 5.5% from 1 January 1997 for all centres other than those in coastal local government areas as at that date and listed in Appendix 2 of this Agreement.

2.9 Hours of work

- (1) Each entity, through consultation with the relevant Consultative Committee (CC), has the ability to agree to hours of work arrangements at the local level in accordance with award provisions.
- (2) Entities are to provide access to and consult about hours of work arrangements consistent with award obligations.
- (3) Preparation for starting and finishing work including personal clean up will be in the employee's time. Activities required by the employer for the readiness to commence the performance of duties are to be treated as part of paid ordinary hours. If required, such activities will be agreed between the employer and the entity CC.
- (4) Each entity, in consultation with the relevant union/s through the relevant CC will review their hours of work policy during the life of this Agreement.
- (5) Employers and employees have a joint responsibility to manage accrued time and time off in lieu (TOIL) balances, including access to these balances with the intention of avoiding the forfeiture of time. Employers are to ensure employees are proactively provided with access to the time, and employees are to avail themselves to take the time.
- (6) Entities are required to provide relevant union/s with a list of the number of accrued time hours forfeited (consisting of the work unit and accrued hours forfeited) on a six-monthly basis, unless agreed between the relevant entity and union to be on a more regular basis or where requested by union/s. This information is to be provided electronically.
- (7) Matters about the impingement of work activities on employees outside of their ordinary hours may be raised through relevant CCs.

2.10 On-call arrangements

- (1) Subject to clause 2.11(6) of this Agreement, where the *Queensland Public Service Officers and Other Employees Award – State 2015* (QPSOOEA) on call rate is utilised for the purposes of determining the on-call rate payable, the relevant rate is the PO3.4 rate specified at Appendix 3 Salary Schedules for the QPSOOEA for the relevant year.
- (2) Entities are to develop entity specific guidelines for on-call arrangements in consultation with the relevant union/s through the CC where on-call rosters have been implemented or will be implemented to ensure appropriate arrangements and correct application of entitlements based on the underpinning industrial instruments.

2.11 No Further Claims

- (1) This Agreement is in full and final settlement of all parties' claims for its duration. It is a term of this Agreement that no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this Agreement or not.
- (2) Subject to 2.11(3) herein, this Agreement covers all matters or claims that could otherwise be subject to protected industrial action.
- (3) The following changes may be made to employees' rights and entitlements during the life of this Agreement:
 - (a) General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favourable than current conditions;
 - (b) Any improvements in conditions that are determined on a whole-of-government basis; and
 - (c) Reclassifications.
- (4) Unless inconsistent with the terms of this Agreement, the entitlement of employees covered by this Agreement as contained in awards, certified agreements, Queensland Industrial Relations Commission orders, determinations or Directives made, or continued, under the *Public Sector Act 2022* effective at the date this Agreement operates from shall not be reduced for the life of this Agreement.
- (5) Notwithstanding clause 2.11(4), the parties acknowledge that due to the commencement of the *Public Sector Act 2022* existing Directives, issued by the industrial relations Minister continued under section 308, are required to be reviewed and this review process commenced in 2023. Where agreed changes occur through this review process that may result in conditions and/or entitlements being provided through an alternate mechanism and relevant Directive repealed, or the Directive no longer applies, or as otherwise agreed between the parties, this is not considered to be a matter in which disadvantage or diminution can be disputed.
- (5) Any increases in monetary amounts or other entitlements as a result of Queensland Industrial Relations Commission decisions, government policy, or Directives made under the *Public Sector Act 2022* will be applied.
- (6) It is a term of this Agreement that no person covered by this Agreement will receive a rate of pay which is less than the corresponding rate of pay in the relevant parent award.

PART 3: TRAINING AND DEVELOPMENT

- (1) The parties to this Agreement recognise an ongoing commitment to training and development.

- (2) It is acknowledged that employees should be encouraged to develop required skills and knowledge to support service delivery objectives.
- (3) To achieve the desired levels of knowledge and skills there should be an emphasis upon building capability around key occupations through career development, job design, performance development, and workforce planning. The objective of this approach is to improve workforce capability and entities' service delivery while enhancing job satisfaction and employees' professional growth.
- (4) Training and assessment of competencies may be provided in accordance with the PSTP or other accredited programs relevant to entity needs to enable employees to meet the requirements of clauses 4.1 and 4.2 of this Agreement.
- (5) The employer acknowledges that reasonable travel time associated with an employee attending training and development opportunities should where practicable be scheduled in paid ordinary work time.
- (6) The employer will pay for continuing professional development (CPD) required in order to maintain qualifications mandatory to the employee's employment.
- (7) Access to assistance under an entity's Study and Research Assistance Scheme (SARAS) policy, to enable employees to obtain skills necessary for career progression will not be unreasonably refused.

PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS

4.1 Commitment

- (1) The parties are committed to the principle that financial recompense will be provided for employees in the specified classifications who have attained an accredited qualification at the AQF level specified, or higher, achieved through training and assessment of competencies (including recognition of current competencies).

4.2 Appropriate Remuneration

- (1) From 1 July 2023, the following remuneration, which is increased in line with the annual base wage increases in accordance with clause 2. (1) of this Agreement, shall be paid to employees that meet the requirements in clause 4.1:

Qualification	Classification Level	1 July 2023 Per Fortnight	1 July 2024 Per Fortnight	1 July 2025 Per Fortnight
Certificate IV (AQF IV)	AO2/OO3	\$43.20	\$44.90	\$46.20
Diploma (AQF V)	AO3/OO4/OO5	\$44.50	\$46.30	\$47.70
Advanced Diploma (AQF VI)	AO4/OO6	\$46.40	\$48.30	\$49.70
Certificate III (AQF III)	OO2	\$20.80	\$21.60	\$22.20

- (2) The remuneration in clause 4.2(1) will be payable from the date the employee attains the relevant qualification, or from 1 July 2023 if the qualification was attained prior to 1 July 2023.

PART 5: CULTURAL AWARENESS AND LEAVE

- (1) The parties recognise the value of diversity in the workplace and the importance of measures that promote diversity and cultural respect, in particular with regard to Aboriginal and Torres Strait Islander peoples and cultures.
- (2) Employees may access up to 5 days unpaid cultural leave per year as prescribed at section 51 of the *Industrial Relations Act 2016*. In addition, eligible employees may also access cultural leave:
 - as recreation leave;
 - as unpaid special leave;
 - in lieu of public holidays (where operational circumstances permit);
 - as accrued time leave; or
 - at the required time with such time made up at a later date.
- (3) Entities will report to the relevant CC about cultural awareness training and activities.

PART 6: PAID PARENTAL LEAVE

- (1) Notwithstanding the federal paid parental leave scheme the current paid parental leave provisions provided by the employer as at the date of operation of this Agreement will not be reduced for the life of this Agreement.

PART 7: EMPLOYMENT SECURITY AND PERMANENT EMPLOYMENT

7.1 Employment Security

- (1) The Government is committed to maximum employment security in accordance with Appendix 24 of this Agreement for permanent employees by developing and maintaining a responsive, impartial and efficient public service as the preferred provider of existing services to Government and the community.
- (2) On a half yearly basis, a communication will be sent to entities by the Office of Industrial Relations emphasising the commitment to permanent employment and maximising employment security consistent with the provisions of this Agreement.

7.2 Permanent Employment

- (1) The parties are committed to maximising permanent employment where possible. Casual or temporary forms of employment or labour hire should only be utilised where permanent employment is not viable or appropriate. Entities are encouraged to proactively utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs. In particular, the future of work should be at the forefront of entity considerations in workforce planning and recruitment. Entities should review current and future capability requirements and funding availability and projections ahead of advertising roles with a view to maximising permanent employment.
- (2) The employer commits to using its best endeavours to ensure that should labour hire workers be engaged, such engagement occurs in a manner which minimises the impact upon the employment security of the employment of existing employees.

7.3 Temporary Employment

- (1) Entities commit, where possible, to further collect additional data about temporary engagements within their entity with a view to increasing entity reporting to consultative committees on a quarterly basis about the number of temporary engagements and the categories of reasons for those engagements such as, 'backfilling', 'project role', 'other'.
- (2) The Employer acknowledges eligible fixed term temporary employees may request a review of status after one year of continuous employment in accordance with section 113 of the *Public Sector Act 2022*. The Employer also acknowledges section 115 of the *Public Sector Act 2022* in which an employer must review the status of eligible fixed term temporary employees after two years of continuous employment. The decision-making criteria for reviews is provided for in the *Public Sector Act 2022* and the Directive relating to review of non-permanent employment.
- (3) Entities will endeavour to provide greater communication to affected employees about possibilities for extension to or termination for temporary contracts. Where practicable, entities will communicate with affected employees as soon as possible where the possibility of extension or non-extension arises and will keep the affected employee appraised of relevant developments.
- (4) Consistent with Government's commitment to the maximisation of permanent employment, entities will endeavour to maximise part-time hours for permanent part-time employees where possible.

7.4 Organisational Change and Restructuring

- (1) The Government is committed to providing stability by limiting organisational restructuring and contracting-out of services.
- (2) These commitments are effected through the Government's policy on *Employment Security* and the *Contracting-Out of Government Services* contained at appendices 24 and 25 of this Agreement. Without limiting or enhancing the existing policies, the employer acknowledges where operational decisions or contracting out of services decisions result in organisational change or restructure the policies provide for:
 - the need to demonstrate clear benefits and enhanced service delivery to the community;
 - avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community;
 - Cabinet approval is required for all major organisational change and restructuring in entities in accordance with the considerations outlined in the policies;
 - where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees;
 - Cabinet approval for contracting-out proposals that meet specified criteria including significant impact on the government's workforce in terms of job losses.
- (3) All Government departments and entities covered by this Agreement shall provide in writing to the members of their CC of their intention to implement organisational changes that may affect the employment security of employees, prior to the commencement of any planned changes. This shall include all information required to be provided in accordance with the "Introduction of changes" and "Redundancy" clauses of relevant awards. Entities are also required where requested to provide relevant unions with a listing of the affected staff comprising name, job title and work location.
- (4) It is acknowledged that management has a right to implement changes to ensure the effective delivery of public services. The consultation process will not be used to frustrate or delay the changes but rather ensure that all viable options are considered. If this process cannot be resolved at the CC (or equivalent) in a timely manner either party may refer the matter to CCF for resolution.

- (5) The parties agree that entities should report to unions on a quarterly basis the current status of employment practices within the entity. This report should be provided on a quarterly basis at the CC. Specifically, the report should detail the following:
- (a) a snapshot of the current workforce including the total number of employees, the number of employees by appointment type (permanent, temporary and casual), stream allocation;
 - (b) a report on the variance from the previous quarter in the use of casuals, temporaries and the number of people engaged through labour hire;
 - (c) the number of people engaged through labour hire;
 - (d) any significant variance in the number of permanent employees;
 - (e) the conversion of temporary employees to permanent status.
- (6) Permanent employees will not be forced into unemployment as a result of organisational change or changes in entity priorities. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and alternative placement opportunities. There is a responsibility on the employee to meaningfully participate in the opportunities made available. Entities and employees will comply with all relevant Directives (as amended). Where an employee refuses to participate or cooperate in these processes, the full provisions of the Directive pertaining to retrenchment may be followed to the extent of their applicability.
- (7) Provisions and entitlements relating to organisational change and restructuring can be found in the Directives relating to early retirement, redundancy and retrenchment (as amended) which will apply for the life of this Agreement.
- (8) Entities must provide relevant information to the relevant union/s when it intends to apply the provisions of the Directive (as amended) relating to early retirement, redundancy and retrenchment where an employee may be genuinely redundant or is to possibly be retrenched. Such information must be provided at the same time the entity's intentions are communicated to the employee. An affected employee must be provided with notice of the entity's intention to make redundant or retrench the employee sufficient to allow the employee to seek relevant independent advice.
- (9) The parties recognise the cultural diversity, rights, views and expectations of Aboriginal and Torres Strait Islander peoples in the delivery of culturally appropriate services and that additional consultation may be required if changes to these services are proposed to ensure there is a community benefit.

7.5 National Disability Insurance Scheme (NDIS) Transition

- (1) The Government is committed to its policy that no permanent public sector employee will be forced into unemployment as a consequence of organisational change.
- (2) There will be no forced redundancies for any staff, including Accommodation Support and Respite Services (AS&RS) staff in the event that AS&RS was to become affected by the NDIS transition. In recognition of the significant change that will occur as a consequence of the introduction of the NDIS, Department of Child Safety, Seniors and Disability Services will assist employees with the process of retraining and deployment opportunities.

PART 8: SALARY PACKAGING

- (1) Salary packaging is available for employees (excluding short-term casual employees) in employing entities covered by this Agreement in accordance with Queensland Government policy found in the Circular issued from time to time by the entity responsible.
- (2) Employers are to apply the following principles for employees that avail themselves of salary packaging:
 - (a) as part of the salary package arrangements, the costs for administering the package, including fringe benefits tax, are met by the participating employee;
 - (b) there will be no additional increase in superannuation costs or to fringe benefits payments made by the employer;
 - (c) increases or variations in taxation are to be passed to employees as part of their salary package;
 - (d) where mandated by relevant government policies, employees must obtain independent financial advice prior to taking up a salary package. Where no mandatory requirement exists, it is *strongly recommended* to all employees to seek independent financial advice when entering into a salary packaging arrangement for the first time, or adding new item/items to an already agreed packaging arrangement;
 - (e) the Employer will pass on to the employee any Input Tax Credits (ITCs) it receives as part of salary packaging;
 - (f) there will be no significant additional administrative workload or other ongoing costs to the employer;
 - (g) any additional administrative and fringe benefit tax costs are to be met by the employee;
 - (h) any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package.
- (3) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary, which the employee would receive if not taking part in flexible remuneration packaging.
- (4) Subject to federal legislation, employees may elect to adjust their current salary sacrifice arrangements to sacrifice up to 100% of salary to superannuation.

PART 9: CONSULTATIVE COMMITTEES

9.1 Central Consultative Forum (CCF)

- (1) There will be a joint union/employer CCF to oversee the implementation of the Agreement. The CCF will comprise senior representatives from entities of the Queensland Government and relevant unions. The CCF will meet as required. Any party to this Agreement may seek to convene a meeting by contacting the nominated Chair and identifying the issue/s for discussion.

9.2 Consultative Committees (CC)

- (1) The parties agree that employees should be consulted about decisions which may affect their employment or welfare, and that meaningful consultation with affected employees leads to improved organisational outcomes.

- (2) In recognition of clause 9.2(1), each entity will have a joint union/employer CC. The CC will be used to facilitate consultation on a broad range of issues. Entities are encouraged to agree to local arrangements about workplace consultation and appropriate attendees at CC. The issues for workplace consultation may include but are not limited to discussion of matters arising from this Agreement such as:
- (a) Workload Management (Part 16);
 - (b) Organisational Change and Restructuring (Part 7.4);
 - (c) Training (Part 3);
 - (d) Union Encouragement (Part 12);
 - (e) Work/Life Balance (Part 20);
 - (f) Organisational matters such as the review of, changes to or introduction of new workforce management policies;
 - (g) Fair Career Paths (Part 17);
 - (h) Improving Gender Equity (Part 19); and
 - (i) Cultural Awareness activities and training (Part 5).

At the entity level, the CC may agree to establish standing committees, sub-committees, or other additional consultative structures (such as Local Consultative Committees) with agreed terms of reference/operating principles.

- (3) The parties recommend that in addition to CCs, entities facilitate and encourage the operation of consultative forums at the local level. These forums allow for consultation, engagement and dispute resolution directly between affected employees (through their union delegates to the committee/forum) and the relevant decision-makers.
- (4) Each entity will review and update (if required), in consultation with the relevant unions, a framework for the conduct of consultation within the entity within six months of the date of operation of this Agreement. This framework should take into account the organisational structure of the entity, the different parties that should be involved in consultative processes, and the interaction between various consultative mechanisms, including the provision of data (consisting of employee name, job title, work location (including floor level where possible), anticipated effect, rationale for change and potential timeframes) where relevant.
- (5) This Agreement, through various provisions, allocates a number of roles and responsibilities to CCs which entities will ensure occur in accordance with the provisions of this Agreement and the Terms of Reference template for CCs. The parties to this Agreement agree to review and update (if required) the Terms of Reference template for CCs within six months of the date of operation of this Agreement.

PART 10: COLLECTIVE INDUSTRIAL RELATIONS

- (1) The Government acknowledges that structured, collective industrial relations will continue as a fundamental principle of the management of entities.. The principle recognises the important role of unions and the traditionally high levels of union membership. It supports constructive relations between management and unions and recognises the need to work collaboratively with relevant unions and employees in an open and accountable way.
- (2) The Government as an employer recognises that union membership and coverage issues are determined by the provisions of the *Industrial Relations Act 2016* and any determinations of the Queensland Industrial Relations Commission.
- (3) The Government is committed to collective agreements and will not support non-union agreements.

PART 11: ILO CONVENTIONS

- (1) The Queensland Government as an employer recognises its obligations to give effect to international labour standards including freedom of association, workers' representatives, collective bargaining and equality of opportunity for all employees.

PART 12: UNION ENCOURAGEMENT

- (1) The Government recognises the right of individuals to join a union and will encourage that membership. However, it is also recognised that union membership remains at the discretion of individuals.
- (2) An application for union membership and information on the relevant union/s will be provided to all employees at the point of engagement.
- (3) Information on the relevant union(s) will be included in induction materials.
- (4) Union representative(s) will be provided with the opportunity to discuss union membership with new employees.
- (5) Entities are encouraged to agree to local arrangements about union and delegate rights in the workplace.
- (6) Entities are to provide relevant unions with complete lists of new starters (consisting of name, job title, work email, work location (including floor level where possible), award and employment status (permanent/temporary/casual) to the workplace on a quarterly basis, unless agreed between the relevant entity and union to be on a more regular basis. This information is to be provided electronically.
- (7) Entities also are required where requested to provide relevant unions with a listing of current staff comprising name, job title, work email, work location (including floor level where possible), award and employment status (permanent/temporary/casual). This information shall be supplied on a six monthly basis, unless agreed between the relevant entity and union to be on a more regular basis. The provision of all staff information to relevant unions shall be consistent with the principles outlined at s.350 of the *Industrial Relations Act 2016*. This information is to be provided electronically.
- (8) Entities are to provide relevant unions with complete lists of employment separations (consisting of name, job title, work location, award and employment status (permanent/temporary/casual)) to the workplace on a quarterly basis, unless agreed between the relevant entity and union to be on a more regular basis. This information is to be provided electronically.

PART 13: UNION DELEGATES

- (1) The Government acknowledges the constructive role democratically elected union delegates undertake in the workplace in relation to union activities that support and assist members. That role will be formally recognised, accepted and supported.
- (2) Employees will be given full access to union delegates/officials during working hours to discuss any employment matter or seek union advice, provided that service delivery is not disrupted and work requirements are not unduly affected.
- (3) Provided that service delivery and work requirements are not unduly affected, delegates will be provided convenient access to facilities for the purpose of undertaking union activities. Such facilities include: telephones, computers, e-mail, photocopiers, facsimile machines, storage facilities, meeting rooms and notice boards. It is expected that management and delegates will take a reasonable approach to the responsible use of such facilities for information and communication purposes.

- (4) Subject to the relevant employee's written approval and any confidentiality provisions, delegates may request access to documents and policies related to a member's employment.

PART 14: INDUSTRIAL RELATIONS EDUCATION LEAVE

- (1) Industrial relations education leave is paid time off to acquire industrial relations knowledge and competencies which develop the employees' capacity to effectively participate in consultative structures, perform a representative role and further the effective operation of grievance and dispute settlement procedures.
- (2) Before the employer approves such leave the union must provide the employer information about the course content, the times at which the courses will be offered, the numbers of attendees, and the types of employees at whom the course is targeted. Before approving leave, the employer must be satisfied that the proposed course is within the terms of paragraph (1).
- (3) Employees may be granted up to 5 working days (or the equivalent hours) paid time off (non-cumulative) per calendar year to attend industrial relations education sessions, approved by the chief executive (or delegated authority) of the entity.
- (4) Additional leave, over and above 5 working days non-cumulative (or the equivalent hours) in any one calendar year may be granted where approved structured employees' training courses involve more than 5 working days (or the equivalent). Such leave will be subject to consultation between the chief executive (or delegated authority) of the entity, the relevant union and the employee.
- (5) Upon request and subject to approval by the chief executive (or delegated authority) of the entity, employees may be granted paid time off in special circumstances to attend Management Committee Meetings, Union Conferences, and Australian Council of Trade Unions (ACTU) Congress.
- (6) The granting of industrial relations education leave or any additional leave should not impact adversely on service delivery, work requirements or the effectiveness and efficiency of the entity/work unit concerned. At the same time such leave shall not be unreasonably refused.
- (7) At the discretion of the chief executive of the entity concerned, employees may be granted special leave without pay to undertake work with their union. Such leave will be in accordance with the Directive relating to special leave (as amended), in relation to special leave without salary. Conditions outlined in this Directive that provide for the employees' return to work after unpaid leave will be met.

PART 15: PREVENTION AND SETTLEMENT OF DISPUTES

- (1) The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this Agreement, by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except where the employee has a reasonable concern about an imminent risk to the employee's health or safety. The status quo existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (3) There is a requirement for management to provide relevant information and explanation and consult with the appropriate employee representatives.
- (4) In the event of any disagreement between the parties as to the interpretation or implementation of this

Agreement, the following procedures shall apply:

- (a) The matter is to be discussed by the employee's union representative and/or the employee(s) concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond 7 days.
 - (b) If the matter is not resolved as per (a) above, it shall be referred by the union representative and/or the employee(s) to the appropriate management representative who shall arrange a conference of the parties to discuss the matter. This process should not extend beyond 7 days.
 - (c) If the matter remains unresolved it may be referred by the employee and/or his/her union representative to the CCF for discussion and appropriate action. This process should not exceed 14 days.
 - (d) If the matter is not resolved then it may be referred by either party to the Queensland Industrial Relations Commission for conciliation, or if necessary, arbitration.
- (5) Nothing contained in this procedure shall prevent unions or the Queensland Government from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.
 - (6) The parties acknowledge that, for matters not covered by this Agreement, there are other dispute resolution procedures available.

PART 16: WORKLOAD MANAGEMENT

- (1) The Queensland Government is committed to working with its employees and union parties to address workload management issues. It is acknowledged that high workloads can in some circumstances lead to unsafe work practices, therefore entities should ensure safe work environments are not compromised, and that entity responsibilities under legislation including duty of care to all employees are complied with.
- (2) It is recognised by the employer that unrealistic expectations should not be placed on employees by line management to consistently perform excessive working hours whereby no opportunities arise to utilise accrued time or time off in lieu (TOIL).
- (3) Entities are obliged to consider the impacts on workloads when organisational change occurs, particularly those impacts arising from the introduction of new programs and from machinery of government changes. Management at the local level should undertake appropriate consultation with affected employees when implementing organisational initiatives including machinery of government changes that may have an impact on the workloads of affected employees.
- (4) The Queensland Government workload management tool has been developed to assist managers and employees. The tool will be reviewed during the life of this Agreement, and it is acknowledged that this process has already commenced. In utilising the workload management tool, entities are obliged to adapt the template tool to account for entity-specific circumstances to ensure easier application of the tool.
- (5) In addition, the parties agree that each CC will deal with the issue of workload management. The activities of the CC in the area of workload management should include, but not be limited to, the following:
 - (a) To undertake research on local workload management issues;
 - (b) To address specific workload issues referred by staff of work units, union officials and/or management;
 - (c) To develop expedient processes for referral of workload issues to the CC;

- (d) Based on research, develop strategies to improve immediate and long term workload issues;
- (e) To assess the implications of workloads from a workplace health and safety perspective and refer relevant matters to the workplace health and safety committee;
- (f) To consider the impacts on workloads when organisational change occurs, particularly those impacts arising from the introduction of new programs and from machinery of government changes, and make recommendations to affected workgroups on the management of potential workload issues where appropriate.

PART 17: FAIR CAREER PATHS

17.1 General Provisions

- (1) The employer acknowledges that absences from the workforce due to family responsibilities and utilisation of flexibility measures should not be considered barriers to progression.
- (2) Entities will report to the relevant CC on measures taken to support improved career paths.
- (3) The parties are committed to providing reasonable career opportunities to employees. The parties are committed to provide consistent and transparent classifications across the public sector.
- (4) Each entity, in consultation with the relevant CC will ensure that it has a review process in place to allow aggrieved employees, or the relevant union on behalf of an employee or group of employees, the opportunity to raise concerns about the work value assessment (utilising the job evaluation management system (JEMS) or other approved methodology) of their position. These processes will provide the opportunity for consultation with the relevant union, including with respect to the review process where requested by the relevant union/s, and may include a union representative as part of the process.
- (5) Design Principles relating to the JEMS review process were approved by the Central Peak Consultative Committee in 2004 under the auspices of the *State Government Departments Certified Agreement 2003*. These agreed Design Principles were developed and approved for discretionary use by entities when finalising the review process referred to above.

17.2 Improving internal career paths

- (1) The parties reaffirm their commitment to internal career paths which implement the requirements set out in the *Public Sector Act 2022* relating to equity and diversity in employment and the importance of selecting the person best suited to the position.
- (2) The Public Sector Commission will explore how data from the Working for Queensland survey and other employee research can be utilised to better understand and improve recruitment and selection practices, including consideration of collection of additional data to inform this process.
- (3) The Public Sector Commission will promote the appropriate use of Expressions of Interest to support the mobility of employees across Queensland, including within, across and to regional locations.
- (4) The Public Sector Commission will promote their online resources to public sector agencies with the aim of:
 - preventing discrimination during recruitment and selection processes; and
 - raising awareness of unconscious bias during recruitment and selection processes.

- (5) The Public Sector Commission will work with diversity organisations, networks and public sector agencies to build a more diverse and inclusive workforce.

PART 18: FAIR TREATMENT AT WORK

- (1) The parties commit to continue to work to improve performance management practices.

PART 19: IMPROVING GENDER EQUITY

- (1) The parties are committed to improving gender equity, to achieve fair and equal outcomes.
- (2) The parties acknowledge the importance of ensuring recruitment processes and practices consistent with the *Public Sector Act 2022* (where applicable), noting obligations with respect to equity, diversity, respect and inclusion principles.
- (3) The parties acknowledge the benefits of flexibility in the workplace and the employer is committed to supporting flexibility and gender equity in accordance with its legislative obligations.
- (4) The parties agree that cultural change is necessary to ensure flexible work arrangements are not perceived to be gender related and do not result in unintended consequences.
- (5) The parties are committed to driving cultural change with specific emphasis on the promotion of and availability of flexibility measures for all employees irrespective of gender.
- (6) The employer confirms its commitment to supporting women in the workplace and recognises the importance of gender pay equity as outlined in clause 1.9 of this Agreement.
- (7) The parties acknowledge that cultural change is necessary to ensure that the gender pay gap is reduced during the life of this Agreement. The parties further acknowledge that this Agreement includes a number of commitments and actions which contribute to closing the gender pay gap and removing barriers to full and equal participation of women in the workplace (for example clauses 1.9, Part 3, Part 4, Part 17, Part 19 and Part 20 of this Agreement).
- (8) Where requested by the union/s the parties commit to establish an Equal Employment Opportunity Subcommittee of the Agency Consultative Committee, to promote cultural change and support flexibility and gender equity in the workplace.
- (9) Matters relating to improving gender equity is identified as a matter which can be raised through consultative committees (see clause 9.2).
- (10) The changes made to the AQF remuneration arrangements in this Agreement (see Part 4) reflect the predominately female cohort at the levels eligible for the remuneration and the benefit of earlier access to remuneration and the benefits training and qualifications achieve for career paths.

PART 20: WORK/LIFE BALANCE

- (1) The employer is committed to workplace practices that improve the balance between work and life for its employees and provide flexibility, irrespective of gender.
- (2) The parties agree that requests by employees to access work-life balance initiatives will be considered. Work-life balance initiatives shall include, but not be limited to:
- Flexible working arrangements, including telecommuting/working from home and co-working spaces/distributed work centres;

- Secondments and interchanges;
 - Career breaks;
 - Transition to retirement.
- (3) The parties acknowledge the existing programs and initiatives of the Public Sector Commission that support employers and employees in implementing work-life balance initiatives, including the Public Sector Commission's frameworks relating to flexibility which should be implemented through the relevant CC.
- (4) The employer acknowledges an employee's entitlements to request flexible work arrangements in accordance with the *Industrial Relations Act 2016* and its obligations in deciding those requests on an individual basis.

PART 21: INTRODUCTION OF TECHNOLOGY/FUTURE OF WORK

- (1) The parties acknowledge the potential for 'intensification of work' through boundaries between work life and home life being blurred as a result of the inclusion or advancement of technology.
- (2) The parties acknowledge the guidance provided in the circular published by the Office of Industrial Relations – the Use of technology and work/life balance - industrial expectations - guidance for managers (Circular 02/21).
- (3) Each entity, through the relevant CC, will consult on proposed technological change or advancements, including the use of artificial intelligence technologies, which may affect or impact on employee's employment.

PART 22: WORKPLACE BULLYING

- (1) All employees have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.
- (2) The employer commits to raise further awareness of the protections for employees from bullying and harassment as provided under the *Industrial Relations Act 2016*.

PART 23: SUPPORT FOR WORKERS WITH MENTAL ILLNESS

- (1) The parties recognise that the workplace plays a vital role in assisting employees affected by mental health issues and commits to:
- (a) fostering communication and openness to mental health issues to reduce any stigma or barriers which may impact on employees seeking support; and
 - (b) fostering a respectful, empathetic and inclusive work environment to assist and support to employees.
 - (c) Each entity, through a relevant CC, will implement a suitable program to provide mental health first aid training or similar to an appropriate number of employees, over the life of this Agreement, prioritising training for existing Health and Safety Representatives and First Aid Officers who express an interest.
- (2) The employer acknowledges the specialist skills of Employee Assistance Programs (EAP), in particular specialist skills in supporting persons affected by mental health issues. In addition to the EAP, the employer commits to considering, through entity CCs, additional services as required to ensure

appropriate consideration of cultural, regional and remote needs for employees affected by mental health issues.

PART 24: CLIENT AGGRESSION

- (1) The parties recognise that client aggression is a workplace health and safety issue affecting some workplaces and agree that violence and aggression by clients towards staff is not acceptable.

PART 25: FIRE WARDENS AND WHS REPRESENTATIVES

- (1) The employer acknowledges the importance of the role of fire wardens and workplace health and safety representatives and the value of their contribution to the workplace.
- (2) The employer will ensure that employees who have been appointed or elected to these roles in the workplace have sufficient time free from other duties to complete these responsibilities.

PART 26: RURAL AND REMOTE

- (1) The parties acknowledge the importance of regional, rural and remote jobs in delivering services to the community.
- (2) The parties acknowledge the Queensland Government's ongoing commitment in providing employees who reside (either permanently or temporarily) in government owned dwellings with a safe residential environment and acceptable facility standards.
- (3) Each entity, where requested through the relevant CC will establish a working party during the life of the agreement, to promote internal transfers between regional locations.
- (4) The employer acknowledges the importance of relevant professional development and training for employees in regional, rural and remote areas, together with its greater accessibility for those employees through technology.
- (5) Entities are encouraged to come to local arrangements about appropriate travel policies for regional, rural and remote based employees.

PART 27: SPREAD OF HOURS – BRISBANE CENTRAL BUSINESS DISTRICT

- (1) These provisions shall apply only to employees engaged under the *Queensland Public Service Officers and Other Employees Award – State 2015* where the employee's place of work, at daily commencing and finishing times, is within the Australian Bureau of Statistics Statistical Local Areas of "City – Remainder" and "City – Inner" within the Statistical Subdivision of "0501 – Inner Brisbane".
- (2) The parties agree to a wider ordinary spread of hours of 6.00 am to 7.00 pm for full-time and part-time employees only.
- (3) The purpose of such an arrangement is to allow employees and supervisors to mutually agree to changes to existing commencing and finishing times in order that the employees can commence and/or finish their working hours outside the recognised peak times of 7am to 9am and 4pm to 6pm.
- (4) For the purposes of application of the Directive relating to excess travel time (as amended), which only applies to employees subject to the *Queensland Public Service Officers and Other Employees Award – State 2015*, the ordinary spread of hours for the purposes of Part C (Excess Travel Time) shall be 6.00am to 7.00 pm.

- (5) The parties affirm that the capacity for an individual employee to have an ordinary spread of hours of 6.00am to 7.00pm by mutual agreement under these provisions will not be used as the rationale to alter customer service delivery arrangements of entities affected by these provisions.
- (6) All other conditions contained in Awards and Ministerial Directives (as amended) relating to overtime, meal breaks and meal allowances shall continue to apply.
- (7) These provisions do not apply to Community Visitors employed in the Office of the Public Guardian pursuant to the *Public Guardian Act 2014*.

PART 28: PSYCHOSOCIAL HAZARDS

- (1) The employer acknowledges the requirement and importance of managing psychosocial hazards and risks in the workplace. These hazards and risks are to be managed in accordance with the legislative framework, being the *Workplace Health and Safety Act 2011* and the *Managing the risk of psychosocial hazards at work Code of Practice 2022*. Further the employer acknowledges the importance of implementing frameworks relevant to the management of psychosocial hazards and risks in a consultative manner, including with relevant union/s.

PART 29: ENTITY-SPECIFIC AND OCCUPATIONAL-SPECIFIC ARRANGEMENTS

Entity specific and occupational specific conditions are contained in Appendices 5 to 21.

SIGNATORIES

Signed by the Deputy Director-General of the Office of Industrial Relations)

In the presence of:

Signed for and on behalf of The Association of Professional Engineers,)
Scientists and Managers, Australia, Queensland Branch, Union of Employees)

In the presence of:

Signed for and on behalf of the Australian Institute of Marine and Power)
Engineers' Union of Employees, Queensland District)

In the presence of:

Signed for and on behalf of the Australian Maritime Officers Union)
Queensland Union of Employees)

In the presence of:)

Signed for and on behalf of The Australian Workers' Union of Employees,)
Queensland)

In the presence of:

Signed for and on behalf of the Automotive, Metals, Engineering, Printing)
and Kindred Industries Industrial Union of Employees, Queensland)

In the presence of:

Signed for and on behalf of The Construction, Forestry, Mining and Energy,)
Industrial Union of Employees, Queensland)

In the presence of:

Signed for and on behalf of The Electrical Trades Union of Employees)
Queensland)

In the presence of:

Signed for and on behalf of Plumbers and Gasfitters Employees')
Union Queensland, Union of Employees)

In the presence of:

Signed for and on behalf of the Queensland Nurses and Midwives')
Union of Employees)

In the presence of:

Signed for and on behalf of Together Queensland, Industrial Union of)
Employees)

In the presence of:

Signed for and on behalf of the Shop, Distributive and Allied Employees)
Association (Queensland Branch) Union of Employees)

In the presence of:

Signed for and on behalf of the Transport Workers' Union of Australia,)
Union of Employees (Queensland Branch))

In the presence of:

Signed for and on behalf of United Workers' Union, Industrial Union of)
Employees, Queensland)

In the presence of:

APPENDIX 1 – APPLICABLE EMPLOYING ENTITIES

This Agreement shall apply to relevant employees of the following entities:

- Crime and Corruption Commission (employees appointed pursuant to section 254 of the *Crime and Corruption Act 2001*, other than employees appointed under a written contract of employment in accordance with section 254(4) of the Act);
- Department of Agriculture and Fisheries;
- Department of Child Safety, Seniors and Disability Services (only Seniors and Disability Services employees);
- Queensland Corrective Services (excluding those employees covered by the *Queensland Corrective Services – Correctional Employees’ Certified Agreement 2021*);
- Department of Environment and Science (including Multicultural Affairs);
- Department of Energy and Public Works (including QBuild Office staff, excluding all other commercialised business units)
- Department of Housing;
- Department of Justice and Attorney General;
- Department of Tourism, Innovation and Sport;
- Department of State Development, Infrastructure, Local Government and Planning;
- Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and Arts (including Family Responsibilities Commission, and the Office of the Commissioner under the *Meriba Omasker Kazip Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*);
- Department of Regional Development, Manufacturing and Water;
- Department of Resources;
- Department of the Premier and Cabinet;
- Department of Youth Justice, Employment, Small Business and Training (only Employment, Small Business and Training employees);
- Electoral Commission Queensland;
- Gasfields Commission Queensland;
- Industrial Registry;
- Integrity Commission;
- Legal Aid Queensland;
- National Injury Insurance Agency, Queensland;
- Office of the Director of Child Protection Litigation;
- Office of the Energy and Water Ombudsman;
- Office of the Governor;
- Office of the Inspector General Emergency Management;
- Office of the Queensland College of Teachers;
- Office of the Queensland Parliamentary Counsel;
- Office of the Public Guardian (including Community Visitors employed pursuant to the *Public Guardian Act 2014*);
- Office of the Prostitution Licensing Authority;
- Public Sector Commission;
- Public Trust Office;
- QLeave;
- Queensland Audit Office;
- Queensland Building and Construction Employing Office;
- Queensland Curriculum and Assessment Authority;
- Queensland Family and Child Commission;
- Queensland Fire and Emergency Services¹ (excluding staff to whom the *Queensland Fire and Emergency Service Agreement 2022* or any agreement/determination that replaces this Agreement applies, and Disaster Management employees who will transition to the Queensland Police Service consistent with the Functional Transition Agreement dated 15 June 2023);
- Queensland Human Rights Commission;
- Queensland Parliamentary Service (excluding Electorate Officers and Assistant Electorate Officers);
- Queensland Racing Integrity Commission;

¹ Including employees previously employed by Public Safety Business Agency and covered by the Core Agreement

- Queensland Reconstruction Authority;
- Queensland Rural and Industry Development Authority;
- Queensland Treasury (including Motor Accident Insurance Board, Queensland Productivity Commission and the Office of State Revenue);
- Residential Tenancies Employing Office;
- Resources, Health and Safety Queensland Employing Office;
- Safe Food Production Queensland; and
- Trade and Investment Queensland

FOR CONSULTATION

APPENDIX 2: LOCALITY ALLOWANCE AREAS

LOCAL AUTHORITIES AS AT 1997

Douglas Shire
 Cairns City
 Johnstone Shire
 Cardwell Shire
 Hinchinbrook Shire
 Thuringowa City
 Townsville City
 Burdekin Shire
 Bowen Shire *
 Whitsunday Shire
 Mackay City
 Mirani Shire
 Sarina Shire
 Broadsound Shire *
 Livingstone Shire
 Rockhampton City
 Fitzroy Shire
 Gladstone City
 Calliope Shire
 Miriam Vale Shire

* Within the Local government areas of Broadsound and Bowen the “coastal” areas are those including the following:

Broadsound

St Lawrence
 Koumala
 Carmila
 Westwood

Bowen

Collinsville
 Abbot Point
 Bowen
 Armuna
 Binbee
 Almoola
 Scottville
 Wilmington
 Guthalungra
 Kyburra

Places for which the additional locality allowance available under this Agreement will be paid include the following:–

Broadsound

Middlemount
 Norwich Park
 Dysart
 Saraji
 German Creek

Bowen

Ravenswood
 Birralee
 Mt Leyston
 Gunjulla
 Mt Coolon

For any places not listed which are within the local government areas of Broadsound and Bowen, and for which a Locality Allowance is payable as set out in *Ministerial Directive 19/99 (Locality Allowances)*, the Chief Executive of the entity has the authority to determine whether the place is inside or outside the “coastal” area.

APPENDIX 3 – SALARY SCHEDULES**INDEX OF CONTENTS OF APPENDIX 3:**

- *Award for Operational Employees in Disability and Forensic Services – State 2016;*
- *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016;*
- *Civil Construction, Operations and Maintenance General Award – State 2016;*
- *General Employees (Queensland Government Departments) and Other Employees Award – State 2015;*
- *Legal Aid Queensland Employees Award – State 2015;*
- *Miscellaneous Administrative Employees Award – State 2016;*
- *Parks and Wildlife Employees Award – State 2016;*
- *Queensland Parliamentary Service Award – State 2015; and*
- *Queensland Public Service Officers and Other Employees Award – State 2015.*

FOR CONSULTATION

Award for Operational Employees in Disability and Forensic Services – State 2016							
(in relation to occupations previously covered by Award for Employees in Direct Client Services – Department of Communities, Child Safety and Disability Services 2012)							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Building Engineering and Maintenance Service Employees (Queensland Government) Award – State 2016 (in relation to occupations previously falling under Engineering Award – State 2012)										
Classification Level	Pay Point	Salary 01/07/2023 Per Week (4% p.a. increase)	Salary 01/07/2024 Per Week (4% p.a. increase)	Salary 01/07/2025 Per Week (3% p.a. increase)	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
C14		\$944.00	\$981.80	\$1,011.30	\$1,888.00	\$1,963.60	\$2,022.60	\$49,257	\$51,229	\$52,768
C13		\$970.60	\$1,009.40	\$1,039.70	\$1,941.20	\$2,018.80	\$2,079.40	\$50,645	\$52,669	\$54,250
C12		\$1,006.90	\$1,047.20	\$1,078.60	\$2,013.80	\$2,094.40	\$2,157.20	\$52,539	\$54,641	\$56,280
C11		\$1,040.60	\$1,082.20	\$1,114.70	\$2,081.20	\$2,164.40	\$2,229.40	\$54,297	\$56,468	\$58,163
C10		\$1,091.70	\$1,135.40	\$1,169.50	\$2,183.40	\$2,270.80	\$2,339.00	\$56,963	\$59,244	\$61,023
C10 midpoint		\$1,108.50	\$1,152.80	\$1,187.40	\$2,217.00	\$2,305.60	\$2,374.80	\$57,840	\$60,151	\$61,957
C9		\$1,126.00	\$1,171.00	\$1,206.10	\$2,252.00	\$2,342.00	\$2,412.20	\$58,753	\$61,101	\$62,933
C9 midpoint		\$1,144.40	\$1,190.20	\$1,225.90	\$2,288.80	\$2,380.40	\$2,451.80	\$59,713	\$62,103	\$63,966
C8		\$1,164.60	\$1,211.20	\$1,247.50	\$2,329.20	\$2,422.40	\$2,495.00	\$60,767	\$63,199	\$65,093
C8 midpoint		\$1,186.60	\$1,234.10	\$1,271.10	\$2,373.20	\$2,468.20	\$2,542.20	\$61,915	\$64,394	\$66,324
C7		\$1,210.50	\$1,258.90	\$1,296.70	\$2,421.00	\$2,517.80	\$2,593.40	\$63,162	\$65,688	\$67,660
C7 midpoint		\$1,257.70	\$1,308.00	\$1,347.20	\$2,515.40	\$2,616.00	\$2,694.40	\$65,625	\$68,250	\$70,295
C6		\$1,305.90	\$1,358.10	\$1,398.80	\$2,611.80	\$2,716.20	\$2,797.60	\$68,140	\$70,864	\$72,987
C5		\$1,354.10	\$1,408.30	\$1,450.50	\$2,708.20	\$2,816.60	\$2,901.00	\$70,655	\$73,483	\$75,685
C4		\$1,409.40	\$1,465.80	\$1,509.80	\$2,818.80	\$2,931.60	\$3,019.60	\$73,540	\$76,483	\$78,779
C3		\$1,521.70	\$1,582.60	\$1,630.10	\$3,043.40	\$3,165.20	\$3,260.20	\$79,400	\$82,578	\$85,056
C2 (a)		\$1,608.90	\$1,673.30	\$1,723.50	\$3,217.80	\$3,346.60	\$3,447.00	\$83,950	\$87,310	\$89,930
C2 (b)		\$1,716.40	\$1,785.10	\$1,838.70	\$3,432.80	\$3,570.20	\$3,677.40	\$89,559	\$93,144	\$95,941

Building Engineering and Maintenance Service Employees (Queensland Government) Award – State 2016 (in relation to occupations previously falling within the Building Trades Public Sector Award – State 2012)										
Classification Level	Pay Point	Salary 01/07/2023 Per Week (4% p.a. increase)	Salary 01/07/2024 Per Week (4% p.a. increase)	Salary 01/07/2025 Per Week (3% p.a. increase)	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/03/2025 Annualised (3% p.a. increase)
BW 1 (a)		\$957.10	\$995.40	\$1,025.30	\$1,914.20	\$1,990.80	\$2,050.60	\$49,940	\$51,939	\$53,499
BW 1 (b)		\$997.40	\$1,037.30	\$1,068.40	\$1,994.80	\$2,074.60	\$2,136.80	\$52,043	\$54,125	\$55,748
BW 1 (c)		\$1,010.30	\$1,050.70	\$1,082.20	\$2,020.60	\$2,101.40	\$2,164.40	\$52,716	\$54,824	\$56,468
BW 1 (d)		\$1,026.60	\$1,067.70	\$1,099.70	\$2,053.20	\$2,135.40	\$2,199.40	\$53,567	\$55,711	\$57,381
BW 2		\$1,050.20	\$1,092.20	\$1,125.00	\$2,100.40	\$2,184.40	\$2,250.00	\$54,798	\$56,989	\$58,701
BT 1		\$1,077.80	\$1,120.90	\$1,154.50	\$2,155.60	\$2,241.80	\$2,309.00	\$56,238	\$58,487	\$60,240
BT 1 midpoint		\$1,095.00	\$1,138.80	\$1,173.00	\$2,190.00	\$2,277.60	\$2,346.00	\$57,136	\$59,421	\$61,205
BT 2		\$1,112.40	\$1,156.90	\$1,191.60	\$2,224.80	\$2,313.80	\$2,383.20	\$58,043	\$60,365	\$62,176
BT2 midpoint		\$1,130.60	\$1,175.80	\$1,211.10	\$2,261.20	\$2,351.60	\$2,422.20	\$58,993	\$61,352	\$63,193
BT 3		\$1,148.80	\$1,194.80	\$1,230.60	\$2,297.60	\$2,389.60	\$2,461.20	\$59,943	\$62,343	\$64,211
BT 3 midpoint		\$1,170.70	\$1,217.50	\$1,254.00	\$2,341.40	\$2,435.00	\$2,508.00	\$61,085	\$63,527	\$65,432

Building Engineering and Maintenance Service Employees (Queensland Government) Award – State 2016 (Queensland Fire and Emergency Services - Workshop Staff only)							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
C5		\$3,111.90	\$3,236.40	\$3,333.50	\$81,187	\$84,435	\$86,969
C6		\$2,993.30	\$3,113.00	\$3,206.40	\$78,093	\$81,216	\$83,653
C7 midpoint		\$2,872.70	\$2,987.60	\$3,077.20	\$74,947	\$77,944	\$80,282
C7		\$2,754.60	\$2,864.80	\$2,950.70	\$71,866	\$74,741	\$76,982
C8 midpoint		\$2,695.20	\$2,803.00	\$2,887.10	\$70,316	\$73,128	\$75,322
C8		\$2,635.30	\$2,740.70	\$2,822.90	\$68,753	\$71,503	\$73,647
C9 midpoint		\$2,575.70	\$2,678.70	\$2,759.10	\$67,198	\$69,885	\$71,983
C9		\$2,516.40	\$2,617.10	\$2,695.60	\$65,651	\$68,278	\$70,326
C10 midpoint		\$2,457.60	\$2,555.90	\$2,632.60	\$64,117	\$66,682	\$68,683
C10		\$2,399.20	\$2,495.20	\$2,570.10	\$62,593	\$65,098	\$67,052
C11		\$2,231.50	\$2,320.80	\$2,390.40	\$58,218	\$60,548	\$62,364
C12		\$2,125.90	\$2,210.90	\$2,277.20	\$55,463	\$57,681	\$59,411
C13		\$2,011.50	\$2,092.00	\$2,154.80	\$52,479	\$54,579	\$56,217
C14		\$1,949.80	\$2,027.80	\$2,088.60	\$50,869	\$52,904	\$54,490

Building Engineering and Maintenance Service Employees (Queensland Government) Award – State 2016
(Queensland Fire and Emergency Services only)

FOREPERSONS STREAM

Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Civil Construction, Operations and Maintenance General Award - State 2016										
Classification Level	Pay Point	Salary 01/07/2023 Per Week (4% p.a. increase)	Salary 01/07/2024 Per Week (4% p.a. increase)	Salary 01/07/2025 Per Week (3% p.a. increase)	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
CW 1(a)		\$977.50	\$1,016.60	\$1,047.10	\$1,955.00	\$2,033.20	\$2,094.20	\$51,005	\$53,045	\$54,636
CW 1(b)		\$997.40	\$1,037.30	\$1,068.40	\$1,994.80	\$2,074.60	\$2,136.80	\$52,043	\$54,125	\$55,748
CW 2		\$1,010.40	\$1,050.80	\$1,082.30	\$2,020.80	\$2,101.60	\$2,164.60	\$52,721	\$54,829	\$56,473
CW 3		\$1,026.60	\$1,067.70	\$1,099.70	\$2,053.20	\$2,135.40	\$2,199.40	\$53,567	\$55,711	\$57,381
CW 4		\$1,050.30	\$1,092.30	\$1,125.10	\$2,100.60	\$2,184.60	\$2,250.20	\$54,803	\$56,995	\$58,706
CW 5		\$1,077.90	\$1,121.00	\$1,154.60	\$2,155.80	\$2,242.00	\$2,309.20	\$56,243	\$58,492	\$60,245
CW 6		\$1,112.60	\$1,157.10	\$1,191.80	\$2,225.20	\$2,314.20	\$2,383.60	\$58,054	\$60,376	\$62,186
CW 7		\$1,149.20	\$1,195.20	\$1,231.10	\$2,298.40	\$2,390.40	\$2,462.20	\$59,964	\$62,364	\$64,237
CW 8		\$1,192.30	\$1,240.00	\$1,277.20	\$2,384.60	\$2,480.00	\$2,554.40	\$62,213	\$64,701	\$66,642
CW 9		\$1,239.80	\$1,289.40	\$1,328.10	\$2,479.60	\$2,578.80	\$2,656.20	\$64,691	\$67,279	\$69,298
CW 10		\$1,290.30	\$1,341.90	\$1,382.20	\$2,580.60	\$2,683.80	\$2,764.40	\$67,326	\$70,018	\$72,121
CW 11		\$1,340.40	\$1,394.00	\$1,435.80	\$2,680.80	\$2,788.00	\$2,871.60	\$69,940	\$72,737	\$74,918
CW 12		\$1,390.60	\$1,446.20	\$1,489.60	\$2,781.20	\$2,892.40	\$2,979.20	\$72,560	\$75,461	\$77,725
CW 13		\$1,440.80	\$1,498.40	\$1,543.40	\$2,881.60	\$2,996.80	\$3,086.80	\$75,179	\$78,184	\$80,532
CW 14		\$1,491.30	\$1,551.00	\$1,597.50	\$2,982.60	\$3,102.00	\$3,195.00	\$77,814	\$80,929	\$83,355

General Employees (Queensland Government Departments) and Other Employees Award – State 2015							
ADMINISTRATIVE STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,718.10	\$1,786.80	\$1,840.40	\$44,824	\$46,616	\$48,015
	2	\$1,804.30	\$1,876.50	\$1,932.80	\$47,073	\$48,957	\$50,425
	3	\$1,911.70	\$1,988.20	\$2,047.80	\$49,875	\$51,871	\$53,426
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,201.90	\$2,290.00	\$2,358.70	\$57,446	\$59,744	\$61,537
	3	\$2,257.90	\$2,348.20	\$2,418.60	\$58,907	\$61,263	\$63,100
	4	\$2,315.00	\$2,407.60	\$2,479.80	\$60,397	\$62,813	\$64,696
	5	\$2,369.80	\$2,464.60	\$2,538.50	\$61,826	\$64,300	\$66,228
	6	\$2,426.90	\$2,524.00	\$2,599.70	\$63,316	\$65,849	\$67,824
	7	\$2,488.60	\$2,588.10	\$2,665.70	\$64,926	\$67,522	\$69,546
	8	\$2,558.00	\$2,660.30	\$2,740.10	\$66,736	\$69,405	\$71,487
L3	1	\$2,727.20	\$2,836.30	\$2,921.40	\$71,151	\$73,997	\$76,217
	2	\$2,825.80	\$2,938.80	\$3,027.00	\$73,723	\$76,671	\$78,972
	3	\$2,927.70	\$3,044.80	\$3,136.10	\$76,382	\$79,437	\$81,819
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L4	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,305.00	\$3,437.20	\$3,540.30	\$86,225	\$89,674	\$92,364
	3	\$3,409.20	\$3,545.60	\$3,652.00	\$88,944	\$92,502	\$95,278
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L5	1	\$3,693.70	\$3,841.40	\$3,956.60	\$96,366	\$100,219	\$103,225
	2	\$3,797.90	\$3,949.80	\$4,068.30	\$99,084	\$103,047	\$106,139
	3	\$3,903.00	\$4,059.10	\$4,180.90	\$101,826	\$105,899	\$109,077
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
L6	1	\$4,224.60	\$4,393.60	\$4,525.40	\$110,217	\$114,626	\$118,064
	2	\$4,319.60	\$4,492.40	\$4,627.20	\$112,695	\$117,204	\$120,720
	3	\$4,416.00	\$4,592.60	\$4,730.40	\$115,210	\$119,818	\$123,413
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678

	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

FOR CONSULTATION

General Employees (Queensland Government Departments) and Other Employees Award – State 2015							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,525.50	\$1,586.50	\$1,634.10	\$39,799	\$41,391	\$42,633
	2	\$1,633.00	\$1,698.30	\$1,749.20	\$42,604	\$44,307	\$45,635
	3	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	4	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
	5	\$1,998.00	\$2,077.90	\$2,140.20	\$52,126	\$54,211	\$55,836
	6	\$2,105.60	\$2,189.80	\$2,255.50	\$54,934	\$57,130	\$58,844
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

General Employees (Queensland Government Departments) and Other Employees Award – State 2015										
HOSPITALITY STREAM										
Classification Level	Pay Point	Salary 01/07/2023 Per Week (4% p.a. increase)	Salary 01/07/2024 Per Week (4% p.a. increase)	Salary 01/07/2025 Per Week (3% p.a. increase)	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
Introductory		\$897.20	\$933.10	\$961.10	\$1,794.40	\$1,866.20	\$1,922.20	\$46,815	\$48,688	\$50,149
1		\$944.20	\$982.00	\$1,011.50	\$1,888.40	\$1,964.00	\$2,023.00	\$49,267	\$51,239	\$52,779
2		\$957.10	\$995.40	\$1,025.30	\$1,914.20	\$1,990.80	\$2,050.60	\$49,940	\$51,939	\$53,499
3		\$993.10	\$1,032.80	\$1,063.80	\$1,986.20	\$2,065.60	\$2,127.60	\$51,819	\$53,890	\$55,508
4		\$1,026.60	\$1,067.70	\$1,099.70	\$2,053.20	\$2,135.40	\$2,199.40	\$53,567	\$55,711	\$57,381
5		\$1,077.80	\$1,120.90	\$1,154.50	\$2,155.60	\$2,241.80	\$2,309.00	\$56,238	\$58,487	\$60,240
6		\$1,112.40	\$1,156.90	\$1,191.60	\$2,224.80	\$2,313.80	\$2,383.20	\$58,043	\$60,365	\$62,176
7		\$1,148.80	\$1,194.80	\$1,230.60	\$2,297.60	\$2,389.60	\$2,461.20	\$59,943	\$62,343	\$64,211

Legal Aid Queensland Employees Award – State 2015							
ADMINISTRATIVE STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,655.20	\$1,721.40	\$1,773.00	\$43,183	\$44,910	\$46,256
	2	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	3	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,201.90	\$2,290.00	\$2,358.70	\$57,446	\$59,744	\$61,537
	3	\$2,257.90	\$2,348.20	\$2,418.60	\$58,907	\$61,263	\$63,100
	4	\$2,315.00	\$2,407.60	\$2,479.80	\$60,397	\$62,813	\$64,696
	5	\$2,369.80	\$2,464.60	\$2,538.50	\$61,826	\$64,300	\$66,228
	6	\$2,426.90	\$2,524.00	\$2,599.70	\$63,316	\$65,849	\$67,824
	7	\$2,488.60	\$2,588.10	\$2,665.70	\$64,926	\$67,522	\$69,546
	8	\$2,558.00	\$2,660.30	\$2,740.10	\$66,736	\$69,405	\$71,487
L3	1	\$2,727.20	\$2,836.30	\$2,921.40	\$71,151	\$73,997	\$76,217
	2	\$2,825.80	\$2,938.80	\$3,027.00	\$73,723	\$76,671	\$78,972
	3	\$2,927.70	\$3,044.80	\$3,136.10	\$76,382	\$79,437	\$81,819
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L4	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,305.00	\$3,437.20	\$3,540.30	\$86,225	\$89,674	\$92,364
	3	\$3,409.20	\$3,545.60	\$3,652.00	\$88,944	\$92,502	\$95,278
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L5	1	\$3,693.70	\$3,841.40	\$3,956.60	\$96,366	\$100,219	\$103,225
	2	\$3,797.90	\$3,949.80	\$4,068.30	\$99,084	\$103,047	\$106,139
	3	\$3,903.00	\$4,059.10	\$4,180.90	\$101,826	\$105,899	\$109,077
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
L6	1	\$4,224.60	\$4,393.60	\$4,525.40	\$110,217	\$114,626	\$118,064
	2	\$4,319.60	\$4,492.40	\$4,627.20	\$112,695	\$117,204	\$120,720
	3	\$4,416.00	\$4,592.60	\$4,730.40	\$115,210	\$119,818	\$123,413
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071

L7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

FOR CONSULTATION

Legal Aid Queensland Employees Award – State 2015							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,480.60	\$1,539.80	\$1,586.00	\$38,628	\$40,172	\$41,378
	2	\$1,589.30	\$1,652.90	\$1,702.50	\$41,464	\$43,123	\$44,417
	3	\$1,696.80	\$1,764.70	\$1,817.60	\$44,268	\$46,040	\$47,420
	4	\$1,825.60	\$1,898.60	\$1,955.60	\$47,629	\$49,533	\$51,020
	5	\$1,933.00	\$2,010.30	\$2,070.60	\$50,431	\$52,447	\$54,020
L2	6	\$2,061.90	\$2,144.40	\$2,208.70	\$53,793	\$55,946	\$57,623
	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
L3	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
L4	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
L5	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
L6	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
L7	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Legal Aid Queensland Employees Award – State 2015							
PROFESSIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,723.80	\$2,832.80	\$2,917.80	\$71,062	\$73,906	\$76,123
	2	\$2,868.20	\$2,982.90	\$3,072.40	\$74,829	\$77,822	\$80,157
	3	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	4	\$3,162.80	\$3,289.30	\$3,388.00	\$82,515	\$85,815	\$88,390
	5	\$3,310.50	\$3,442.90	\$3,546.20	\$86,369	\$89,823	\$92,518
	6	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L3	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,731.70	\$3,881.00	\$3,997.40	\$97,357	\$101,253	\$104,289
	3	\$3,840.40	\$3,994.00	\$4,113.80	\$100,193	\$104,201	\$107,326
	4	\$3,949.10	\$4,107.10	\$4,230.30	\$103,029	\$107,151	\$110,366
L4	1	\$4,194.30	\$4,362.10	\$4,493.00	\$109,426	\$113,804	\$117,219
	2	\$4,300.70	\$4,472.70	\$4,606.90	\$112,202	\$116,690	\$120,191
	3	\$4,407.10	\$4,583.40	\$4,720.90	\$114,978	\$119,578	\$123,165
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L5	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L6	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114

	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869
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FOR CONSULTATION

Legal Aid Queensland Employees Award – State 2015								
TECHNICAL STREAM								
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)	
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514	
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897	
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243	
	Age 21	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132	
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702	
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613	
L2	1	\$2,568.10	\$2,670.80	\$2,750.90	\$67,000	\$69,679	\$71,769	
	2	\$2,658.90	\$2,765.30	\$2,848.30	\$69,369	\$72,145	\$74,310	
	3	\$2,748.50	\$2,858.40	\$2,944.20	\$71,706	\$74,574	\$76,812	
	4	\$2,843.70	\$2,957.40	\$3,046.10	\$74,190	\$77,156	\$79,471	
	5	\$2,935.40	\$3,052.80	\$3,144.40	\$76,582	\$79,645	\$82,035	
	6	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571	
L3	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515	
	2	\$3,286.10	\$3,417.50	\$3,520.00	\$85,732	\$89,160	\$91,834	
	3	\$3,371.20	\$3,506.00	\$3,611.20	\$87,952	\$91,469	\$94,214	
	4	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593	
L4	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286	
	2	\$3,737.20	\$3,886.70	\$4,003.30	\$97,501	\$101,401	\$104,443	
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579	
L5	1	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960	
	2	\$4,121.50	\$4,286.40	\$4,415.00	\$107,527	\$111,829	\$115,184	
	3	\$4,236.90	\$4,406.40	\$4,538.60	\$110,538	\$114,960	\$118,409	
	4	\$4,352.30	\$4,526.40	\$4,662.20	\$113,548	\$118,091	\$121,633	
L6	1	\$4,491.10	\$4,670.70	\$4,810.80	\$117,170	\$121,855	\$125,510	
	2	\$4,603.10	\$4,787.20	\$4,930.80	\$120,092	\$124,895	\$128,641	
	3	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678	

Miscellaneous Administrative Employees Award – State 2016										
Classification Level	Pay Point	Salary 01/07/2023 Per Week (4% p.a. increase)	Salary 01/07/2024 Per Week (4% p.a. increase)	Salary 01/07/2025 Per Week (3% p.a. increase)	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
Level 1	1st Year of service	\$997.20	\$1,037.10	\$1,068.20	\$1,994.40	\$2,074.20	\$2,136.40	\$52,032	\$54,114	\$55,737
	2nd Year of service	\$1,010.30	\$1,050.70	\$1,082.20	\$2,020.60	\$2,101.40	\$2,164.40	\$52,716	\$54,824	\$56,468
	3rd Year of service	\$1,023.50	\$1,064.40	\$1,096.30	\$2,047.00	\$2,128.80	\$2,192.60	\$53,405	\$55,539	\$57,203
	4th Year of service	\$1,037.20	\$1,078.70	\$1,111.10	\$2,074.40	\$2,157.40	\$2,222.20	\$54,120	\$56,285	\$57,976
Level 2	1st Year of service	\$1,050.20	\$1,092.20	\$1,125.00	\$2,100.40	\$2,184.40	\$2,250.00	\$54,798	\$56,989	\$58,701
	2nd Year of service	\$1,063.50	\$1,106.00	\$1,139.20	\$2,127.00	\$2,212.00	\$2,278.40	\$55,492	\$57,709	\$59,442
	3rd Year of service	\$1,077.80	\$1,120.90	\$1,154.50	\$2,155.60	\$2,241.80	\$2,309.00	\$56,238	\$58,487	\$60,240
Level 3	1st Year of service	\$1,126.20	\$1,171.20	\$1,206.30	\$2,252.40	\$2,342.40	\$2,412.60	\$58,764	\$61,112	\$62,943
	2nd Year of service	\$1,148.80	\$1,194.80	\$1,230.60	\$2,297.60	\$2,389.60	\$2,461.20	\$59,943	\$62,343	\$64,211
Level 4	1st Year of service	\$1,166.00	\$1,212.60	\$1,249.00	\$2,332.00	\$2,425.20	\$2,498.00	\$60,840	\$63,272	\$65,171
	2nd Year of service	\$1,192.00	\$1,239.70	\$1,276.90	\$2,384.00	\$2,479.40	\$2,553.80	\$62,197	\$64,686	\$66,627
Level 5	1st Year of service	\$1,260.10	\$1,310.50	\$1,349.80	\$2,520.20	\$2,621.00	\$2,699.60	\$65,750	\$68,380	\$70,431
	2nd Year of service	\$1,290.20	\$1,341.80	\$1,382.10	\$2,580.40	\$2,683.60	\$2,764.20	\$67,321	\$70,013	\$72,116

Parks and Wildlife Employees Award – State 2016							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,525.50	\$1,586.50	\$1,634.10	\$39,799	\$41,391	\$42,633
	2	\$1,633.00	\$1,698.30	\$1,749.20	\$42,604	\$44,307	\$45,635
	3	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	4	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
	5	\$1,998.00	\$2,077.90	\$2,140.20	\$52,126	\$54,211	\$55,836
	6	\$2,105.60	\$2,189.80	\$2,255.50	\$54,934	\$57,130	\$58,844
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Queensland Parliamentary Service Award – State 2015							
ADMINISTRATIVE STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,655.20	\$1,721.40	\$1,773.00	\$43,183	\$44,910	\$46,256
	2	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	3	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,201.90	\$2,290.00	\$2,358.70	\$57,446	\$59,744	\$61,537
	3	\$2,257.90	\$2,348.20	\$2,418.60	\$58,907	\$61,263	\$63,100
	4	\$2,315.00	\$2,407.60	\$2,479.80	\$60,397	\$62,813	\$64,696
	5	\$2,369.80	\$2,464.60	\$2,538.50	\$61,826	\$64,300	\$66,228
	6	\$2,426.90	\$2,524.00	\$2,599.70	\$63,316	\$65,849	\$67,824
	7	\$2,488.60	\$2,588.10	\$2,665.70	\$64,926	\$67,522	\$69,546
	8	\$2,558.00	\$2,660.30	\$2,740.10	\$66,736	\$69,405	\$71,487
L3	1	\$2,727.20	\$2,836.30	\$2,921.40	\$71,151	\$73,997	\$76,217
	2	\$2,825.80	\$2,938.80	\$3,027.00	\$73,723	\$76,671	\$78,972
	3	\$2,927.70	\$3,044.80	\$3,136.10	\$76,382	\$79,437	\$81,819
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L4	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,305.00	\$3,437.20	\$3,540.30	\$86,225	\$89,674	\$92,364
	3	\$3,409.20	\$3,545.60	\$3,652.00	\$88,944	\$92,502	\$95,278
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L5	1	\$3,693.70	\$3,841.40	\$3,956.60	\$96,366	\$100,219	\$103,225
	2	\$3,797.90	\$3,949.80	\$4,068.30	\$99,084	\$103,047	\$106,139
	3	\$3,903.00	\$4,059.10	\$4,180.90	\$101,826	\$105,899	\$109,077
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
L6	1	\$4,224.60	\$4,393.60	\$4,525.40	\$110,217	\$114,626	\$118,064
	2	\$4,319.60	\$4,492.40	\$4,627.20	\$112,695	\$117,204	\$120,720
	3	\$4,416.00	\$4,592.60	\$4,730.40	\$115,210	\$119,818	\$123,413
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678

	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

FOR CONSULTATION

Queensland Parliamentary Service Award – State 2015							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,480.60	\$1,539.80	\$1,586.00	\$38,628	\$40,172	\$41,378
	2	\$1,589.30	\$1,652.90	\$1,702.50	\$41,464	\$43,123	\$44,417
	3	\$1,696.80	\$1,764.70	\$1,817.60	\$44,268	\$46,040	\$47,420
	4	\$1,825.60	\$1,898.60	\$1,955.60	\$47,629	\$49,533	\$51,020
	5	\$1,933.00	\$2,010.30	\$2,070.60	\$50,431	\$52,447	\$54,020
	6	\$2,061.90	\$2,144.40	\$2,208.70	\$53,793	\$55,946	\$57,623
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Queensland Parliamentary Service Award – State 2015							
PROFESIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,723.80	\$2,832.80	\$2,917.80	\$71,062	\$73,906	\$76,123
	2	\$2,868.20	\$2,982.90	\$3,072.40	\$74,829	\$77,822	\$80,157
	3	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	4	\$3,162.80	\$3,289.30	\$3,388.00	\$82,515	\$85,815	\$88,390
	5	\$3,310.50	\$3,442.90	\$3,546.20	\$86,369	\$89,823	\$92,518
	6	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L3	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,731.70	\$3,881.00	\$3,997.40	\$97,357	\$101,253	\$104,289
	3	\$3,840.40	\$3,994.00	\$4,113.80	\$100,193	\$104,201	\$107,326
	4	\$3,949.10	\$4,107.10	\$4,230.30	\$103,029	\$107,151	\$110,366
L4	1	\$4,194.30	\$4,362.10	\$4,493.00	\$109,426	\$113,804	\$117,219
	2	\$4,300.70	\$4,472.70	\$4,606.90	\$112,202	\$116,690	\$120,191
	3	\$4,407.10	\$4,583.40	\$4,720.90	\$114,978	\$119,578	\$123,165
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L5	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L6	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114

	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869
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FOR CONSULTATION

Queensland Parliamentary Service Award – State 2015							
TECHNICAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,568.10	\$2,670.80	\$2,750.90	\$67,000	\$69,679	\$71,769
	2	\$2,658.90	\$2,765.30	\$2,848.30	\$69,369	\$72,145	\$74,310
	3	\$2,748.50	\$2,858.40	\$2,944.20	\$71,706	\$74,574	\$76,812
	4	\$2,843.70	\$2,957.40	\$3,046.10	\$74,190	\$77,156	\$79,471
	5	\$2,935.40	\$3,052.80	\$3,144.40	\$76,582	\$79,645	\$82,035
	6	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L3	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,286.10	\$3,417.50	\$3,520.00	\$85,732	\$89,160	\$91,834
	3	\$3,371.20	\$3,506.00	\$3,611.20	\$87,952	\$91,469	\$94,214
	4	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L4	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,737.20	\$3,886.70	\$4,003.30	\$97,501	\$101,401	\$104,443
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579
L5	1	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
	2	\$4,121.50	\$4,286.40	\$4,415.00	\$107,527	\$111,829	\$115,184
	3	\$4,236.90	\$4,406.40	\$4,538.60	\$110,538	\$114,960	\$118,409
	4	\$4,352.30	\$4,526.40	\$4,662.20	\$113,548	\$118,091	\$121,633
L6	1	\$4,491.10	\$4,670.70	\$4,810.80	\$117,170	\$121,855	\$125,510
	2	\$4,603.10	\$4,787.20	\$4,930.80	\$120,092	\$124,895	\$128,641
	3	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678

Queensland Public Service Officers and Other Employees Award – State 2015							
ADMINISTRATIVE STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,655.20	\$1,721.40	\$1,773.00	\$43,183	\$44,910	\$46,256
	2	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	3	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,201.90	\$2,290.00	\$2,358.70	\$57,446	\$59,744	\$61,537
	3	\$2,257.90	\$2,348.20	\$2,418.60	\$58,907	\$61,263	\$63,100
	4	\$2,315.00	\$2,407.60	\$2,479.80	\$60,397	\$62,813	\$64,696
	5	\$2,369.80	\$2,464.60	\$2,538.50	\$61,826	\$64,300	\$66,228
	6	\$2,426.90	\$2,524.00	\$2,599.70	\$63,316	\$65,849	\$67,824
	7	\$2,488.60	\$2,588.10	\$2,665.70	\$64,926	\$67,522	\$69,546
	8	\$2,558.00	\$2,660.30	\$2,740.10	\$66,736	\$69,405	\$71,487
L3	1	\$2,727.20	\$2,836.30	\$2,921.40	\$71,151	\$73,997	\$76,217
	2	\$2,825.80	\$2,938.80	\$3,027.00	\$73,723	\$76,671	\$78,972
	3	\$2,927.70	\$3,044.80	\$3,136.10	\$76,382	\$79,437	\$81,819
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L4	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,305.00	\$3,437.20	\$3,540.30	\$86,225	\$89,674	\$92,364
	3	\$3,409.20	\$3,545.60	\$3,652.00	\$88,944	\$92,502	\$95,278
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L5	1	\$3,693.70	\$3,841.40	\$3,956.60	\$96,366	\$100,219	\$103,225
	2	\$3,797.90	\$3,949.80	\$4,068.30	\$99,084	\$103,047	\$106,139
	3	\$3,903.00	\$4,059.10	\$4,180.90	\$101,826	\$105,899	\$109,077
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
L6	1	\$4,224.60	\$4,393.60	\$4,525.40	\$110,217	\$114,626	\$118,064
	2	\$4,319.60	\$4,492.40	\$4,627.20	\$112,695	\$117,204	\$120,720
	3	\$4,416.00	\$4,592.60	\$4,730.40	\$115,210	\$119,818	\$123,413
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840

	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

FOR CONSULTATION

Queensland Public Service Officers and Other Employees Award – State 2015							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,480.60	\$1,539.80	\$1,586.00	\$38,628	\$40,172	\$41,378
	2	\$1,589.30	\$1,652.90	\$1,702.50	\$41,464	\$43,123	\$44,417
	3	\$1,696.80	\$1,764.70	\$1,817.60	\$44,268	\$46,040	\$47,420
	4	\$1,825.60	\$1,898.60	\$1,955.60	\$47,629	\$49,533	\$51,020
	5	\$1,933.00	\$2,010.30	\$2,070.60	\$50,431	\$52,447	\$54,020
	6	\$2,061.90	\$2,144.40	\$2,208.70	\$53,793	\$55,946	\$57,623
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Queensland Public Service Officers and Other Employees Award – State 2015							
PROFESSIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,723.80	\$2,832.80	\$2,917.80	\$71,062	\$73,906	\$76,123
	2	\$2,868.20	\$2,982.90	\$3,072.40	\$74,829	\$77,822	\$80,157
	3	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	4	\$3,162.80	\$3,289.30	\$3,388.00	\$82,515	\$85,815	\$88,390
	5	\$3,310.50	\$3,442.90	\$3,546.20	\$86,369	\$89,823	\$92,518
	6	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L3	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,731.70	\$3,881.00	\$3,997.40	\$97,357	\$101,253	\$104,289
	3	\$3,840.40	\$3,994.00	\$4,113.80	\$100,193	\$104,201	\$107,326
	4	\$3,949.10	\$4,107.10	\$4,230.30	\$103,029	\$107,151	\$110,366
L4	1	\$4,194.30	\$4,362.10	\$4,493.00	\$109,426	\$113,804	\$117,219
	2	\$4,300.70	\$4,472.70	\$4,606.90	\$112,202	\$116,690	\$120,191
	3	\$4,407.10	\$4,583.40	\$4,720.90	\$114,978	\$119,578	\$123,165
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L5	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L6	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114

	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869
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FOR CONSULTATION

Queensland Public Service Officers and Other Employees Award – State 2015							
TECHNICAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,568.10	\$2,670.80	\$2,750.90	\$67,000	\$69,679	\$71,769
	2	\$2,658.90	\$2,765.30	\$2,848.30	\$69,369	\$72,145	\$74,310
	3	\$2,748.50	\$2,858.40	\$2,944.20	\$71,706	\$74,574	\$76,812
	4	\$2,843.70	\$2,957.40	\$3,046.10	\$74,190	\$77,156	\$79,471
	5	\$2,935.40	\$3,052.80	\$3,144.40	\$76,582	\$79,645	\$82,035
	6	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L3	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,286.10	\$3,417.50	\$3,520.00	\$85,732	\$89,160	\$91,834
	3	\$3,371.20	\$3,506.00	\$3,611.20	\$87,952	\$91,469	\$94,214
	4	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L4	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,737.20	\$3,886.70	\$4,003.30	\$97,501	\$101,401	\$104,443
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579
L5	1	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
	2	\$4,121.50	\$4,286.40	\$4,415.00	\$107,527	\$111,829	\$115,184
	3	\$4,236.90	\$4,406.40	\$4,538.60	\$110,538	\$114,960	\$118,409
	4	\$4,352.30	\$4,526.40	\$4,662.20	\$113,548	\$118,091	\$121,633
L6	1	\$4,491.10	\$4,670.70	\$4,810.80	\$117,170	\$121,855	\$125,510
	2	\$4,603.10	\$4,787.20	\$4,930.80	\$120,092	\$124,895	\$128,641
	3	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678

Queensland Public Service Officers and Other Employees Award – State 2015							
SAFE FOOD STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
Level 1	1	\$1,767.30	\$1,838.00	\$1,893.10	\$46,108	\$47,952	\$49,390
Level 2	1	\$2,074.20	\$2,157.20	\$2,221.90	\$54,114	\$56,280	\$57,968
	2	\$2,232.00	\$2,321.30	\$2,390.90	\$58,231	\$60,561	\$62,377
	3	\$2,392.20	\$2,487.90	\$2,562.50	\$62,411	\$64,908	\$66,854
	4	\$2,568.10	\$2,670.80	\$2,750.90	\$67,000	\$69,679	\$71,769
Level 3	1	\$2,658.90	\$2,765.30	\$2,848.30	\$69,369	\$72,145	\$74,310
	2	\$2,782.00	\$2,893.30	\$2,980.10	\$72,580	\$75,484	\$77,749
	3	\$2,904.00	\$3,020.20	\$3,110.80	\$75,763	\$78,795	\$81,159
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
Level 4	1	\$3,162.80	\$3,289.30	\$3,388.00	\$82,515	\$85,815	\$88,390
	2	\$3,277.10	\$3,408.20	\$3,510.40	\$85,497	\$88,918	\$91,584
	3	\$3,394.70	\$3,530.50	\$3,636.40	\$88,565	\$92,108	\$94,871
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
Level 5	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,751.90	\$3,902.00	\$4,019.10	\$97,884	\$101,800	\$104,855
	3	\$3,879.60	\$4,034.80	\$4,155.80	\$101,216	\$105,265	\$108,422
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
Level 6	1	\$4,121.50	\$4,286.40	\$4,415.00	\$107,527	\$111,829	\$115,184
	2	\$4,281.70	\$4,453.00	\$4,586.60	\$111,706	\$116,176	\$119,661
	3	\$4,443.00	\$4,620.70	\$4,759.30	\$115,915	\$120,551	\$124,167
	4	\$4,603.10	\$4,787.20	\$4,930.80	\$120,092	\$124,895	\$128,641
Level 7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,823.70	\$5,016.60	\$5,167.10	\$125,847	\$130,880	\$134,806
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
Level 8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114

	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869
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FOR CONSULTATION

Queensland Public Service Officers and Other Employees Award – State 2015							
NURSING STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
1	1st year	\$2,348.70	\$2,442.60	\$2,515.90	\$61,276	\$63,726	\$65,638
	2nd year	\$2,453.70	\$2,551.80	\$2,628.40	\$64,015	\$66,575	\$68,573
	3rd year	\$2,566.20	\$2,668.80	\$2,748.90	\$66,950	\$69,627	\$71,717
	4th year	\$2,680.10	\$2,787.30	\$2,870.90	\$69,922	\$72,719	\$74,900
	5th year	\$2,793.20	\$2,904.90	\$2,992.00	\$72,873	\$75,787	\$78,059
	6th year	\$2,906.60	\$3,022.90	\$3,113.60	\$75,831	\$78,865	\$81,232
	7th year	\$3,020.20	\$3,141.00	\$3,235.20	\$78,795	\$81,946	\$84,404
	8th year	\$3,133.40	\$3,258.70	\$3,356.50	\$81,748	\$85,017	\$87,569
2	1st year	\$3,246.70	\$3,376.60	\$3,477.90	\$84,704	\$88,093	\$90,736
	2nd year	\$3,322.50	\$3,455.40	\$3,559.10	\$86,682	\$90,149	\$92,854
	3rd year	\$3,397.70	\$3,533.60	\$3,639.60	\$88,644	\$92,189	\$94,955
	4th year	\$3,473.50	\$3,612.40	\$3,720.80	\$90,621	\$94,245	\$97,073
3	1st year	\$3,614.90	\$3,759.50	\$3,872.30	\$94,310	\$98,083	\$101,026
	2nd year	\$3,700.20	\$3,848.20	\$3,963.60	\$96,536	\$100,397	\$103,407
	3rd year	\$3,784.60	\$3,936.00	\$4,054.10	\$98,738	\$102,687	\$105,769
	4th year	\$3,870.30	\$4,025.10	\$4,145.90	\$100,973	\$105,012	\$108,164
4		\$4,653.70	\$4,839.80	\$4,985.00	\$121,412	\$126,267	\$130,055
5		\$5,363.10	\$5,577.60	\$5,744.90	\$139,919	\$145,516	\$149,880

APPENDIX 4: AUSTRALIAN QUALIFICATIONS FRAMEWORK

The Australian Qualifications Framework (the AQF) is the national policy for regulated qualifications in Australian education and training. It incorporates the qualifications from each education and training sector into a single comprehensive national qualifications framework.

AQF Qualifications	Referred to in this Agreement as:
• Senior Secondary Certificate of Education	• AQF I
• Certificate I	• AQF II
• Certificate II	• AQF III
• Certificate III	• AQF IV
• Certificate IV	• AQF V
• Diploma	• AQF V
• Advanced Diploma	• AQF VI
• Associate Degree	
• Bachelor Degree	
• Graduate Certificate	
• Vocational Graduate Certificate	
• Graduate Diploma	
• Vocational Graduate Diploma	
• Master's Degree	
• Doctoral Degree	

The Framework links together all these qualifications and is a highly visible, quality-assured national system of educational recognition, which promotes lifelong learning and a seamless and diverse education and training system.

Why is the AQF important?

Qualifications certify the knowledge and skills a person has achieved through study, training, work and life experience. The AQF helps all learners, employers and education and training providers to participate and navigate the qualifications system. Under the AQF, learners can start at the level that suits them and then build up as their needs and interests develop and change over time. The Framework assists learners to plan their career progression, at whatever stage they are within their lives and when they are moving interstate and overseas. In this way, the AQF supports national standards in education and training and encourages lifelong learning.

What are the key objectives of the AQF?

The AQF:

- provides nationally consistent recognition of outcomes achieved in post-compulsory education;
- helps with developing flexible pathways which assist people to move more easily between education and training sectors and between those sectors and the labour market by providing the basis for recognition of prior learning, including credit transfer and work and life experience;
- integrates and streamlines the requirements of participating providers, employers and employees, individuals and interested organisations;
- offers flexibility to suit the diversity of purposes of education and training;
- encourages individuals to progress through the levels of education and training by improving access to qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning;
- encourages the provision of more and higher quality vocational educational and training through qualifications that normally meet workplace requirements and vocational needs, thus contributing to national economic performance; and
- promotes national and international recognition of qualifications offered in Australia.

APPENDIX 5: DEPARTMENT OF AGRICULTURE AND FISHERIES

Continuing, reviewed and updated provisions originally prescribed in the *Department of Primary Industries, Fisheries and Forestry - Certified Agreement 1997*

1. Revised Working Hours Arrangements

The “spread of hours” for day workers across the Department (excluding Queensland Boating and Fisheries Patrol) will be 6.00 am to 6.00 pm Monday to Friday. Within the spread of hours, the normal operating hours of the Department will be determined by the Chief Executive.

2. Department of Agriculture and Fisheries (DAF) Progression Scheme

The progression scheme implemented under the *Department of Primary Industries, Fisheries and Forestry - Certified Agreement 1997* for professional and technical stream employees will continue to apply.

3. DPI Rural Area Incentive Scheme

The Rural Area Incentive Scheme implemented under the *Department of Primary Industries, Fisheries and Forestry - Certified Agreement 1997* will continue to apply.

Continuing, reviewed and updated provisions originally prescribed in the *State Government Departments Certified Agreement 2006* and new provisions under this Agreement

PART 1: QUEENSLAND BOATING AND FISHERIES PATROL

1. Hard Lying Allowance

- 1.1 Where Hotel/Motel accommodation is unavailable or impracticable, the employee will receive a hard lying allowance, which is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

As from 1 July 2023 - \$62.40 per night
 As from 1 July 2024 - \$64.90 per night
 As from 1 July 2025 – \$66.85 per night

- 1.2 Employees overnight on-board vessels which are more than ten (10) metres in length will not receive the hard lying allowance.

2. Plain Clothing Allowance

- 2.1 Officers who are substantively employed as Investigators and do not wear a uniform will be paid an allowance for clothing and laundry to compensate them for the requirement to wear civilian clothing during working hours. This allowance replaces the fortnightly uniform laundry allowance normally provided to these employees and is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

As from 1 July 2023 - \$208 per annum
 As from 1 July 2024 - \$216.30 per annum
 As from 1 July 2025 - \$222.80 per annum

3. Aggregated Weekend and Public Holiday Allowance

- 3.1 Full-time (76 hours per fortnight) technical officers up to and including the salary classification of TO5 (employees) shall be paid an allowance of 9.7% of their base salary for the first 192 penalty hours worked on weekends or on a public holiday over a year. This allowance is in lieu of the provisions of S1.2.1.1 of the *Queensland Public Service Officers and Other Employees Award – State 2015*.
- 3.2 A year commences on 1 July 2023, and then each subsequent year on 1 July for the life of the agreement. Penalty

hours will be calculated on the following basis:

- (a) Working a rostered eight (8) hour shift on a Saturday accrues four (4) hours towards 192 penalty hours; Working a rostered eight (8) hour shift on a Sunday accrues eight (8) hours towards 192 penalty hours; Working a rostered eight (8) hour shift on a public holiday accrues twelve (12) hours towards 192 penalty hours.
 - (b) Where the duration of a shift is less than the daily ordinary hours of eight (8), the total ordinary hours worked will contribute on a pro rata basis at the relevant percentage rate.
- 3.3 Technical officers up to and including the salary classification of TO5 who are working part-time but otherwise employed on a 76 hour fortnight shall elect to either be rostered for eight (8) hour weekend work shifts on an ongoing basis and receive the aggregated salary allowance for weekend work performed on a pro rata basis, or elect not to be rostered for weekend work and not be paid the allowance. That decision will be made annually prior to 1 July. For those part-time employees not receiving the allowance, penalty rates for weekends and public holidays where worked will be claimed in line with the relevant penalty rates as set out in S1.2.1.1 of the *Queensland Public Service Officers and Other Employees Award – State 2015*.
- 3.4 Local managers are to ensure employees are rostered to work 192 (or pro rata for part time officers who elect to participate) weekend and public holiday penalty rate hours each year and that relevant employees are made aware of the requirement that these rosters must be worked. Weekend and public holiday rostered hours will be reasonably spread across the year taking into consideration operational requirements, and leave. Except for those officers who have approved paid leave of more than 12 weeks in total in a year, an officer shall not be rostered to work more than three (3) consecutive weekends unless mutually agreed. Local managers are also to maintain and monitor employee time records to ensure that the 192 hours are met and identify when each officer will reach the 192 weekend and public holiday penalty hour limit for the 12 month period.
- 3.5 Nothing in this agreement prevents an officer being rostered reasonable additional weekend hours above the 192 hours. A full-time officer who exceeds 192 penalty hours, or a part-time officer who exceeds their pro rata penalty hours during a year will then be paid the prescribed penalty rates for the work performed on the weekend or a public holiday as set out in S1.2.1.1 of the *Queensland Public Service Officers and Other Employees Award – State 2015*.
- 3.6 If an officer takes leave on a rostered weekend or on a rostered public holiday, the officer shall not accrue any hours towards the 192 penalty hours.
- 3.7 If an officer commences employment after the start of a year on 1 July and the officer is eligible to be paid the allowance, the officer shall be required to work the number of penalty hours for the remainder of the year on a pro rata basis.
- 3.8 An officer who is required to perform overtime on a weekend or public holiday shall be paid the relevant prescribed overtime rates and this overtime worked shall not accrue any hours towards the 192 penalty hours.
- 3.9 The allowance shall be paid fortnightly to eligible officers including for all paid approved leave taken up to 12 weeks in total in a year. The allowance shall not be payable for any period of approved paid leave that exceeds 12 weeks in total during a year unless the rostering officer is satisfied that the officer is able to complete 192 penalty hours within the year (or pro rata for part time officers). An employee whose allowance has been ceased during a year will be paid at the prescribed penalty rates as set out in S1.2.1.1 of the *Queensland Public Service Officers and Other Employees Award – State 2015* for weekend and public holiday penalties. The allowance will be reinstated at the commencement of the next year.
- 4. Marine Animal Release Team (MART)**
- 4.1 The parties acknowledge the specialist skills of MART employees involved in the release of whales from Shark Control Program equipment.
- 4.2 To recognise these specialist skills, accredited MART employees, as identified on a register of accredited MART

members, shall be paid an allowance each year, which is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

- As from 1 July 2023 - \$520 per annum
- As from 1 July 2024 - \$540.80 per annum
- As from 1 July 2025 - \$557 per annum

4.3 The allowance will be a lump sum payment, payable each year to accredited MART members.

5. Alongside Accommodation Allowance

5.1 An employee of Queensland Boating and Fisheries who:

- (a) whilst performing their duties, is required to travel from another centre; and
- (b) is accommodated onboard a vessel greater than 10 metres whilst at dock on a night prior to commencing at sea surveillance duties

shall be paid an allowance, which is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

- As from 1 July 2023 - \$32.90 per night
- As from 1 July 2024 - \$34.20 per night
- As from 1 July 2025 - \$35.25 per night

Continuing, reviewed and updated provisions originally prescribed in the *NRW Forest Products Certified Agreement 2007*

PART 1: APPLICATION

1.1 Application

1.1.1 These provisions shall apply to all employees of Forest Products excluding Senior Executives and Senior Officers.

PART 2: EMPLOYMENT CONDITIONS

2.1 Forest Management Certification Payments

2.1.1 Forest Products is committed to maintaining the accreditation of its forestry management system to a relevant standard, such as *The Australian Forestry Standard*. The Forest Management Certification Payments will be payable in connection with the maintenance of this accreditation.

2.1.2 Payment will be made subject to the demonstrated commitment of staff to the maintenance of certification through an annual audit process that assesses performance against stringent criteria for forestry management of timber production from an environmental, social, cultural and economic perspective within a continuous improvement framework. Staff commitment will be demonstrated through the adoption of best practice management standards and continuous improvement processes and the rectification of any issues raised through the audit process.

2.1.3 The relevant CC will review the progress of this accreditation during this Agreement.

2.1.4 All employees of Forest Products excluding Senior Executives and Senior Officers shall be paid the Forest Management Certification Payment, which is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

- As from 1 July 2023 - \$16.20 per fortnight
- As from 1 July 2024 - \$16.85 per fortnight
- As from 1 July 2025 - \$17.40 per fortnight

2.2 Work Away from Headquarters

- 2.2.1 Travelling and relieving allowances/expenses as provided for in the Directive relating to Domestic Travelling and Relieving Expenses (as amended) shall apply to full-time and part-time general employees.
- 2.2.2 Employees who are required to camp and are entitled to camp allowance will be paid the rate prescribed in clause 13.4(b)(ii) of the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* in lieu of camp allowance when they are required to camp in departmental barracks away from their normal headquarters overnight.
- 2.2.3 Employees who are classified as permanently engaged on firebreak/road construction and maintenance work are entitled to the rate prescribed in clause 13.4(b)(ii) of the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* when they travel away from their normal headquarters overnight and stay in a departmental barracks.

2.3 Local Workplace Agreements

- 2.3.1 Changes to existing employment conditions which contribute to increased productivity and employee benefits can be initiated by employees and management through consultation at the workplace. Local union delegate(s) and/or officials may assist employees to develop a proposal, as appropriate. Proposals are to be formally documented, including any trial or sunset arrangements. Such proposals are to be forwarded to the relevant CC.
- 2.3.2 The relevant CC shall review, and may refine proposals as necessary. Subject to acceptance of the proposal by the relevant CC, a jointly agreed information statement will be provided to affected employees outlining issues and explaining reasons for any changes made to the proposal prior to ballot.
- 2.3.3 Implementation of local workplace agreement initiatives requires the support of the affected employees by means of:
- (a) a ballot with an outcome (for work groups) of 75% of affected employees in a work group being in favour of the proposed Local Workplace Agreement; or
 - (b) the employee(s) concerned, if the matter does not require a work group approach.
- 2.3.4 The relevant CC will subsequently approve the commencement of, and monitor the results during, local workplace agreement initiatives.

2.4 Fire Management

- 2.4.1 The Fire Management provisions herein shall apply to all staff in Forest Products who have a current accreditation for Fire Fighting Level 1 or have been trained in Logistical and Operational Support for Incident Control.
- 2.4.2 The parties recognise that fire management is an integral part of departmental business and work activities.
- 2.4.3 In recognition of competencies required by staff to protect State assets, an all-purpose allowance shall be paid to all permanent employees where a current accreditation for Fire Fighting Level 1 is held or where the employee has been trained in Logistical and Operational Support for Incident Control.
- 2.4.4 The all-purpose allowance is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

As from 1 July 2023 - \$28.00 per fortnight

As from 1 July 2024 - \$29.10 per fortnight

As from 1 July 2025 - \$30 per fortnight

- 2.4.5 The allowance will also be paid to temporary and casual employees who are required by the Department to undertake fire fighting and/or fire support duties as part of an operational role.

- 2.4.6 The allowance will be paid on the following basis:
- (a) General employees, salaried field staff and salaried office staff located at centres within Forest Products' Forest Management Areas will be paid for the entire year in recognition of their front line fire management role including wild fire control and prescribed burning activities that may be undertaken throughout the year.
 - (b) Salaried office based staff located in Brisbane will be paid the allowance during the normal Forest Products declared summer fire season of 1 August to 31 January in recognition of providing back up fire fighting and support services during this high risk period.
- 2.4.7 Management will determine the allocation of employees to undertake either the fire fighting accreditation training or the logistics training. This Agreement will be made in consultation with staff concerned, taking into consideration workplace health and safety assessments and the requirements of the organisation. Staff in receipt of the allowance must be ready, willing, and able to undertake fire management duties relative to their training.
- 2.4.8 The Department will ensure fire fighting training or logistics training is provided within three (3) months of each new employee commencing employment where the need for such training has been identified.
- 2.4.9 During the life of this Agreement Forest Products will ensure fire fighting for accreditation purposes and logistical and operational support training will be available.

Provisions applicable to Employees Engaged in National Red Imported Fire Ant Eradication Program

1. Parties Bound

The parties bound by this Appendix are:

Department of Agriculture and Fisheries (National Red Imported Fire Ant Eradication Program) [the Program] The Australian Workers' Union of Employees, Queensland

2. Definitions

Award means *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*

DAF means Department of Agriculture and Fisheries

Program means National Red Imported Fire Ant Eradication Program

RDO means rostered day off

3. Application of this Appendix

This Part applies to all Field Assistants, Assistant Team Leaders and Team Leaders employed on the National Red Imported Fire Ant Eradication Program and whose employment is covered by the Award.

4. Relationship to Award

This Appendix is to be read in conjunction with the Award. In the event of any inconsistency between this Appendix and the Award, the terms of this Appendix will take precedence.

5. Hours of Work

The ordinary spread of hours are 6.00 am to 6.00 pm Monday to Sunday.

6. Rosters

- (a) Rosters will be worked over a 9 day fortnight where rostered hours are a maximum of 9 hours per day.
- (b) Unless otherwise agreed, rosters will be implemented as follows for the life of this Agreement.

	S	M	T	W	T	F	S	S	M	T	W	T	F	S
Saturday Roster	O	O	X	X	X	X	X	O	O	RDO	X	X	X	X
Sunday Roster	X	X	X	X	X	O	O	X	X	X	X	RDO	O	O
Monday to Friday	O	X	X	X	X	X	O	O	RDO	X	X	X	X	O

- Where “O” means rostered off and “X” means rostered on.
- Where industrial parties agree, individual teams may, by mutual agreement, perform work in accordance with alternative rosters as provided for in the Award.

Program management agree to provide notification to the Union and all affected staff of proposed changes to rosters (i.e., changes between Saturday, Sunday, and Monday/Friday rosters). Management will make all attempts to provide such notification at least one month prior to the earliest possible date of effect.

Except as provided in clause 8, if work is required to be performed on an RDO, overtime rates shall apply.

7. Banking of RDOs

Where the industrial parties agree, RDOs may be banked on a whole of team basis in accordance with award provisions and may also be swapped on a whole of team basis by mutual agreement.

Provided that RDOs will not be utilised on a Saturday or a Sunday.

8. Weekend Penalty Rates

All ordinary hours performed on Saturdays and Sundays will be paid for at the rate of time and a half.

9. Inclement Weather

- (a) The parties to this Appendix recognise that due to circumstances beyond the employer’s control, situations may arise where stand down in accordance with the *Industrial Relations Act 2016* may need to be considered.
- (b) No stand-downs will be considered until after two (2) consecutive days of inclement weather.
- (c) The employer will consider all avenues for providing other work and training opportunities before invoking unpaid stand-downs.
- (d) Provided that total stand-down without pay will not exceed five (5) days in any calendar year.
- (e) In the event of stand-downs without pay, an employee who is notified that they are stood down after commencing their ordinary rostered hours but having worked four (4) hours or less, will be paid for four (4) hours.

10. Travel Time

Where an employee has arrived at their usual place of work for normal rostered duties, they are deemed to have commenced work at their normal rostered time, unless late. All subsequent work travel will be counted

as working time and where necessary, the employer shall provide transport.

The usual place of work will not be changed without the employer giving a fortnight's notice to the employee concerned. The parties agree that the usual place of work will be limited to sites where the Program has active bases and/or depots.

Where an employee is required to perform suitable duties away from their usual place of work, the employee will be provided assistance to travel from and to their usual place of work.

11. Protective Footwear and Identification Clothing

The employer shall provide to all Field Assistants, Assistant Team Leaders, and Team Leaders on commencement of employment the following protective identification clothing:

- (a) Three (3) long sleeve shirts; replaceable on a fair wear and tear basis;
- (b) Three (3) pairs long trousers, replaceable on a fair wear and tear basis; and
- (c) One (1) pair of safety boots (or two (2) pairs of safety boots if employed for a period greater than three (3) months), replaceable on a fair wear and tear basis.

DAF fire ant field staff are required to wear provided safety vests and shirts. Where seasonal conditions necessitate the wearing of warm clothing over provided shirts, employees are required to wear provided safety vests or high visibility shirts to enable appropriate identification.

12. Workplace Health and Safety

DAF is committed to complying with relevant workplace health and safety legislation to direct activities and resources effectively and responsibly to ensure healthy safe and productive working lives.

Team Leaders and Assistant Team Leaders have responsibilities for managing staff in dealing with hot and humid climatic conditions. Responsible staff shall take effective action to ensure staff do not unduly suffer from heat stress.

DAF will commit to ensuring employees have reasonable workloads and are not expected to engage in unsafe work practices.

13. Workplace Amenities

Current practices in place on the Fire Ant program pertaining to provision of chilled water and access to clean amenities shall continue to apply.

14. Pest Eradication and Surveillance Allowance

A Pest Eradication and Surveillance Allowance will be paid to employees each fortnight in recognition of skills utilised in pest eradication and surveillance including correct use and distribution of chemicals and community engagement. This allowance will be paid for all purposes of the award, including recreation leave and overtime. The allowance is increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid on the following basis:

- As from 1 July 2023 - \$55.85 per fortnight
- As from 1 July 2024 - \$58.10 per fortnight
- As from 1 July 2025 - \$59.85 per fortnight

This allowance will only be paid to employees engaged on the following duties:

- all field work and associated duties;
- duties at headquarters for operational requirements; and

- suitable duties for those employees on approved WorkCover claims.

15. Work Family Life Balance

DAF will examine possibilities of more flexibility for its employees with respect to a work-family life balance during the life of this Agreement.

16. Recruitment and Selection and Workforce Management

To promote continuing employment for existing employees for the term of the project, DAF, where appropriate, will conduct closed merit selection processes in accordance with the provisions of the Directive on Recruitment and Selection.

Employee's wishes and concerns shall be considered before any rotations or movement of staff occur between teams or between surveillance and treatment functions. Any staffing arrangements effected through Expressions of Interest (EOI's) or Higher Duties arrangements shall be conducted through a transparent, unbiased process. For promotional positions post feedback provisions contained in the directive relating to recruitment and selection shall be applied to all EOIs for employees covered by this Appendix.

When submitting an EOI for a quad bike position, employees are required to disclose all known medical conditions, which could to their knowledge, reasonable affect their ability to operate a quad bike in a safe and effective manner.

17. Disciplinary Penalties

The industrial parties agree that the range of penalties available to DAF in dealing with disciplinary matters will include those (excluding transfer) prescribed at Section 92 of the *Public Sector Act 2022*.

APPENDIX 6: DEPARTMENT OF TREATY, ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS, COMMUNITIES AND THE ARTS

Continuing, reviewed and updated provisions originally prescribed in the *Queensland Cultural Centre Car Park Officers Certified Agreement 2005*

PART 1: APPLICATION

1.1 Application

- 1.1.1 These provisions shall apply to all persons employed as Car Park Officers (CPOs) by the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA).

PART 2: TERMS AND CONDITIONS OF EMPLOYMENT

2.1 Termination of Employment

- 2.1.1 **Notice of Termination by a CPO** - The notice of termination required to be given by a CPO shall be a minimum of one (1) week.

If a CPO fails to give notice, the employer has the right to withhold monies due to the CPO with a maximum amount equal to ordinary time rate for the period of notice.

- 2.1.2 **Time Off During Notice Period** - During the period where notice of termination is given by the employer, a CPO is allowed up to one day's time off without loss of pay for the purpose of seeking other employment. This time off is to be taken at times that are convenient to the employer after consultation with the CPO.

3 Uniforms

- 3.1.1 **Uniforms** - Car Park Officers will be issued with uniforms which are to be worn whilst on duty. Uniforms should not be mixed with other items of clothing, and are to be clean, pressed and well presented to maintain the appropriate public image. It is the intention to issue uniforms to new staff on the following basis:

Status	Male and Female CPO
Casual on appointment	One shirt One pair trousers OR; One pair shorts plus long socks OR; One skirt
Casual (After probationary period) & Permanent Part – Time	Three shirts Two pair trousers OR; Two pair shorts plus long socks OR ; Two skirts OR;

	<p>A combination of either to total two.</p> <p>One jacket</p> <p>One pair protective shoes</p>
Full-Time	<p>Five shirts</p> <p>Three pair trousers OR;</p> <p>Three pair shorts plus long socks OR ;</p> <p>Three skirts OR;</p> <p>A combination of either to total three full sets.</p> <p>One jacket and pullover OR vest/cardigan</p> <p>One pair of protective shoes</p>

As CPOs change the status of their employment from casual or permanent part-time to full-time, additional pieces of uniform will be supplied to fulfil the issue as prescribed above.

In the instance of job-sharing arrangements, uniform issue will be determined on a pro-rata basis.

When uniform items are no longer in a presentable state, items will be replaced on an as required basis.

Prior to issuing a replacement, worn or damaged items of clothing are to be presented to the Car Park Coordinator.

PART 3: DEFINITIONS, WAGES AND ALLOCATIONS

3.1 Definitions

Base Rate means the appropriate fortnightly rate of the Operational stream of the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*.

Continuous shift work means work where three shifts per day are worked on seven days of the week.

Afternoon shift means any shift finishing after 6 p.m. and at or before midnight.

Night shift means any shift finishing subsequent to midnight and at or before 12 noon.

Car Park Officer (CPO) who has the requisite skills and knowledge to perform the functions of the role as prescribed in the relevant Car Park Officer Position Description.

4 Wages

4.1.1 “Loaded Rate” means the appropriate fortnightly wage rate, for each Permanent or Permanent Part-Time CPO engaged to perform continuous shift work, and is calculated to include the following:

- base rate
- week-end penalty rates
- shift penalty rates

Note 1: Rates are rounded to the nearest 5 or 10 cents.

Note 2: The loaded rate is calculated by increasing the Base Rate by **16.7%**.

Note 3: The loaded rate is payable:

- a) on the staff member's base rate only;
- b) on recreation leave (or cash equivalent thereof);
- c) on superannuation; and
- d) on long service leave.

The loaded rate is not payable:

- a) on overtime; and
- b) on all other leave (e.g. sick leave, bereavement leave, etc.).

4.1.2 Unless otherwise provided in these provisions, all continuous shift work performed by Permanent or Part-Time CPOs in accordance with the roster will be remunerated in accordance with clause 3.2.1 above.

PART 4: HOURS OF WORK

4.1 Hours of Work

4.1.1 Spread of Hours- The ordinary hours of work, inclusive of meal times, will not exceed ten hours per day, and will be worked Monday to Sunday between the hours of 6.00am and 1.00am, in accordance with the approved roster;

Provided that where the ordinary working hours are to exceed ten on any day, the arrangement of hours shall be subject to the agreement of the employer and the majority of CPOs concerned.

4.2 Meal Allowance and Breaks during Overtime

A CPO required to work overtime for one (1) hour or more after ordinary ceasing time on any normal working day, will be provided with an adequate meal at the employer's expense or paid a meal allowance in accordance with the Ministerial Directive relating to Overtime Meal Allowances (as amended) in lieu of the provision of such meal:-

Provided that where a CPO has been given notice to work overtime as aforesaid, on the previous working day, or prior thereto, and has brought to work a prepared meal and such overtime is cancelled, such CPO will be paid a meal allowance in accordance with the Ministerial Directive relating to Overtime Meal Allowances (as amended), for such prepared meal.

Provided that a CPO who is required to continue working for more than two hours after ordinary ceasing time will be allowed thirty minutes for a meal after the first two hours worked, without a deduction of pay in respect of any such meal break.

4.3 Casual CPOs

4.3.1 Casual CPO means any employee engaged as such, and who is employed by the hour, for a period usually less than the maximum ordinary working hours per week, prescribed herein for a full-time CPO.

4.3.2 A casual CPO will be paid at a per hour rate of 1/76th of the full-time fortnightly base rate prescribed in clause 3.1.1 with the addition of the appropriate loading, as prescribed by this clause.

- | | | |
|-----|--|-----|
| (a) | For all hours worked between 6am - 11pm Monday to Saturday | 25% |
| (b) | For all hours worked between 11pm - 6am Monday to Saturday | 50% |

- | | | |
|-----|---|------|
| (c) | For all hours worked between 11pm - Saturday to 6am Monday | 75% |
| (d) | For all hours worked on a public holiday to a maximum of 10 hours | 175% |

4.3.3 **Overtime** – All hours worked in excess of eight (8) hours on any one (1) day or more than an average of 38 per week is deemed to be overtime and paid the following loadings in addition to the base hourly rate prescribed in clause 3.1.1:

- | | | |
|-----|---|------|
| (a) | For the first three hours of overtime | 75% |
| (b) | In excess of 38 hours in a week | 75% |
| (c) | In excess of three (3) hours on any one (1) day | 125% |
| (d) | For all overtime worked on a Sunday | 125% |
| (e) | Overtime in excess of ten (10) hours worked on a public holiday | 225% |

4.3.4 The above loadings are payable separately and are not to be compounded.

4.3.5 The minimum period of engagement for a casual CPO is two (2) hours on Monday to Saturday and three (3) hours on Sunday.

4.4 Part-Time CPOs

The following conditions apply to part-time CPOs:

4.4.1 The spread of ordinary working hours is the same as those prescribed for a full-time CPO under these provisions.

Provisions applicable to Employees Engaged at the State Library of Queensland

The following matters are agreed between the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (DTATSIPCA) and Together Queensland, Industrial Union of Employees (the parties) with respect to employees engaged at the State Library of Queensland.

1.1 Application

State Library of Queensland Weekend and Late Shift Operations Staff as defined below:

- Access Services, Content Management, Content and Client Services
- Queensland Memory (Special Projects), Content and Client Services
- Visitor and Information Services, Visitor Services and Information and Client Services, Content and Client Services
- Young People and Families, Public Library Programs, Public Libraries and Engagement
- Applied Creativity, Community Connections, Public Libraries and Engagement
- Exhibitions, Community Connections, Public Libraries and Engagement
- Venue Management and Retail (includes Library Shop, Venue and Events, Technical Production), Corporate Governance and Operations
- kuril dhagun, Community Connections, Public Libraries and Engagement
- Reading, Writing and Ideas, Community Connections, Public Libraries and Engagement
- Any other group determined by agreement between employer and the union.

1.2 Employment Conditions

State Library of Queensland - Weekend and Late Shift Operations Staff

1.2.1 Shift work

- (i) Ordinary hours may be worked according to a roster determined by the Employer.
- (ii) Employees may work a late shift commencing on or after 12 noon and continuing beyond 6pm as part of a roster for ordinary hours covering Mondays to Fridays.
- (iii) Employees may agree to work a weekend shift as part of a roster for ordinary hours covering Mondays to Sundays. Such weekend shifts may be worked either on an ongoing basis, or on an ad hoc basis, and shall always be subject to mutual agreement between the employer and the employee.
- (iv) These arrangements, whilst not shift work as defined at clause 3 of the *Queensland Public Service Officers and Other Employees Award – State 2015* shall be regarded as shift work and shall be subject to the shift work arrangements, shift allowance, extra payment for weekend work, meal breaks and rest pauses provisions prescribed in clause 15.2, 15.5, 16.2, and 17 of the *Queensland Public Service Officers and Other Employees Award – State 2015*.
- (v) Library staff members who commence work at or after 12 noon but who do not continue work beyond 6pm are not considered to be working an afternoon shift and will be paid at the ordinary rate for these hours.

1.2.2 Overtime

- (i) All overtime shall be paid for in accordance with clause 18.2 of the *Queensland Public Service Officers and Other Employees Award – State 2015*.

APPENDIX 7: DEPARTMENT OF ENVIRONMENT AND SCIENCE

Provisions applicable to persons covered by the *Parks and Wildlife Employees Award – State 2016*

1. Employment Conditions – Hours of Work Arrangements

1.1. Parties Bound

1.1.1. The parties bound by this Appendix Provision are the Department of Environment and Science and the Australian Worker's Union of Employees, Queensland.

1.2. Definitions

1.2.1. Unless otherwise defined, words in this Provision have the meaning set out in the *Parks and Wildlife Employees Award – State 2016* (the Award).

1.3. Relationship to the Award

1.3.1. This Appendix is to be read in conjunction with the Award. In the event of any inconsistency between this Appendix and the Award, the terms of this Appendix will take precedence.

1.4. Flexible Work Arrangements – Rostered Days Off (RDOs)

1.4.1. Increased flexibility in the accrual and use of RDOs under the Award will be provided to Rangers and Wildlife Officers covered by the Award, in support of flexibility and in recognition of the cohort's unique working arrangements.

1.4.2. The conditions of the Flexible Work Arrangements – Rostered Days Off will be given effect through Hours of Work (QPWS&P General Employees) Policy and Procedure, to be settled in consultation with union parties within three (3) months of the commencement of this Agreement.

Continuing, reviewed and updated provisions originally prescribed in the *Environmental Protection Agency (Rangers) - Certified Agreement 2004*

1. Employment Conditions

1.1 Training

1.1.1 The department agrees to deliver mandatory core skills training to rangers and wildlife officers through the Conservation and Land Management Program, where possible. Provision and updating of this training will be recognised and funded as a departmental priority. These courses will cover the following for rangers and wildlife officers:

- Fire Response
- Chainsaw
- Law enforcement
- Occupational health and safety (OHS) (including first aid)
- Conflict management (including verbal conflict or equivalent course)
- Incident control (available to staff nominated by management)

1.1.2 New employees will receive all mandatory core training pertaining to his/her position within two years from commencement of permanent employment with the department. The department agrees to ensure that the existing skills and qualifications of ranger and wildlife officer staff are kept up to date.

1.1.3 The department continues its commitment to provide management development programs to employees who have ongoing supervisory responsibilities for three or more employees. This program will be made available to employees during the life of this Agreement.

1.2 Alternative methods for reporting for duty

1.2.1 Currently clause 26(a) of the *Parks and Wildlife Employees Award – State 2016* provides that all

employees will commence and cease duty at their usual headquarters and will be transported by the employer to and from the relevant areas of work. Alternative methods regarding working across various parks may be introduced subject to agreement between the parties. The department will work with workplace union delegates and union officials to determine appropriate location clusters to enable efficient and effective utilisation of these arrangements.

No employee will suffer a reduction in the terms and conditions of their employment as a result of the introduction of any proposal within this clause (this excludes arrangements at clause 27 relating to travelling allowances).

Continuing, reviewed and updated provisions originally prescribed in the *State Government Departments Certified Agreement 2006*

1. Progression Scheme for OO2 Rangers and Wildlife Officers

The department will continue the progression scheme for all permanent OO2 employees to progress to OO3 where the following criteria have been met:

- Possess a Certificate III in Conservation Land Management (CLM) or other relevant qualification,
- Appointed at OO2 pay point (Q) for a minimum of 12 months;
- Progression will not be an automatic right. Employees will be required to apply to the delegate for progression;
- Where an employee progresses to OO3 classification level the employee will be paid at the OO3 level, however the position will remain at OO2 classification level;
- Once progressed to OO3 the employee will advance through the pay points in accordance with the provisions of the Award and Agency policies.

Additionally to ensure that OO2 employees are provided with assistance to undertake a Certificate III Conservation Land Management or other relevant qualification, a training program based around the necessary skills and knowledge that will be necessary to complete the Certificate III in Conservation Land Management will be made available for OO2 employees. This training will cover issues such as verbal and written communication skills, research skills, and time management.

APPENDIX 8: DEPARTMENT OF HOUSING**Continuing Provisions Applicable to Occupational Therapists Employed in the Department of Housing****1. Allowance for Supervision of University Students on Placement**

- 1.1 Occupational Therapists of the Department of Housing who are designated to provide clinical education of undergraduate or graduate entry student(s) will be paid a Student Supervision Allowance per day, which is increased in line with the annual base wage increase at clause 2.1(1) of the Agreement, as follows:

1 July 2023 Per Day	1 July 2024 Per Day	1 July 2025 Per Day
\$10.40	\$10.82	\$11.15

- 1.2 The allowance provided in clause 1.1 is only payable for a maximum of 10 days per fortnight.
- 1.3 Only one employee can receive the Student Supervision Allowance for providing clinical education for any one student each day. This employee would be the designated educator for that day in accordance with clause 1.1 above.
- 1.4 The inclusion of additional positions for eligibility for the Student Supervision Allowance in clause 1.1 above may occur during the period of this Agreement with the approval of the Director-General of the Department of Housing.

APPENDIX 9: DEPARTMENT OF JUSTICE AND ATTORNEY-GENERAL

PART 1: PROVISIONS APPLICABLE TO EMPLOYEES ENGAGED AS BAILIFF

1.1 Application

1.1.1 The terms of Part 1 shall apply to bailiffs engaged within the Department of Justice and Attorney General with respect to the performance of out of court work.

2.1 Employment Conditions - Out of Court Work

2.1.1 Out of court work is:

- (a) paid in accordance with the *Uniform Civil Procedure (Fees) Regulation 2019*; and
- (b) not considered to be ordinary hours under applicable industrial instruments.

PART 2: OFFICE OF LIQUOR AND GAMING REGULATION – COMPLIANCE OFFICERS EMPLOYMENT TERMS AND CONDITIONS

1. Application

The terms of Part 2 shall apply to employees within the Compliance Division of the Office of Liquor and Gaming Regulation, Department of Justice and Attorney-General (OLGR) appointed as an investigator and/or inspector, or training to be an investigator and/or inspector, under legislation administered by the Office of Liquor and Gaming Regulation.

2. Definitions and interpretation

2.1 Definitions and Abbreviations

2002 Determination means the rescinded *Queensland Office of Gaming Regulation Casino-Based Inspectors' Determination 2002*.

Act means the *Public Sector Act 2022* as amended from time to time.

Agreement means the State Government Entities Certified Agreement 2023.

Award means the *Queensland Public Service Officers and Other Employees Award – State 2015*.

Block pay means the block pay allowance payment provided for in the 2002 Determination as preserved in clause 7.2.

Consolidated allowance means the fortnightly allowance representative of the averaged payment in lieu of shift and weekend penalty allowances payable in accordance with the Award as provided for in clause 6.1.

Day work means work, including Non-Standard Day work, which is not part of a non-continuous shift work or continuous shift work system.

Day worker means a person who works day work.

Non-standard day or **NSD** means any day where ordinary hours, in whole or part, are rostered to be performed outside a 6 am to 6 pm spread of hours or on a Saturday or Sunday.

Non-standard hours means the designated 7.25 hours up to be worked on a non-standard day.

Schoolies means the period at the conclusion of the school year (late November to early December) when there is a large number of school leavers celebrating the end of their schooling.

Work cycle means a period of four weeks.

2.2 Award referenced definitions

The following terms have the same meaning as provided for in the Award:

Accrued Time; Accrued Time Off; afternoon shift; continuous shift work, day shift; night shift; non- continuous shift work, overtime, shift worker and shift work.

2.3 Interpretation

In the event of an inconsistency between Part 2 of this Appendix and the other terms of this Agreement or Award, Part 2 will take precedence.

2.4 Shift work and non-standard day work

Shift work and non-standard day work may be introduced to meet operational requirements.

2.5 Appointment

Employees under this Part 2 of this Appendix will be engaged as:

Shift workers; or
day workers (inclusive of day workers working regular or irregular
NSD), to perform duties under all legislation administered by OLGR.

3. Hours of Work and Overtime

3.1 Non-standard hours

For day workers (working NSDs):

- a) There is no defined spread of ordinary hours for Non-standard hours worked on NSDs .
- b) Employees will work a designated 7.25 hours on any NSD.
- c) Employees may, at their option, elect to work additional hours beyond the Non-standard hours up to a maximum of nine and one half (9½) hours in length provided there is work to be performed. These hours will be treated as accrued time.
- d) Hours worked on a NSD in excess of nine and one-half hours (9 ½) must be authorised and will be treated as overtime in accordance with the Award. This clause does not apply to hours spent travelling which are provided for in clause 6.5.

3.2 General overtime principles

For all employees, overtime must be authorised and will be worked at the discretion of OLGR. Overtime is calculated on a daily basis.

3.3 Specific overtime principles for shift workers

For shift workers, subject to 18.1 of the Award, all time worked in excess of the rostered hours each day shall be paid for at overtime rates.

3.4 Specific overtime and additional hours principles for day workers

- a) For day workers (not working NSDs), overtime will be as provided for in clause 18 of the Award.
- b) For day workers (working NSD), where the employee is directed to work hours in addition to the designated non-standard hours the employee will be compensated by paid overtime or accrued time as prescribed in the Award. This clause does not apply to hours spent travelling which are provided for in clause 6.5.

4. General rostering principles

- a) Shift work and non-standard day work will be worked in accordance with a roster mutually agreed between the chief executive and the majority of employees directly affected. In reaching agreement, the parties shall negotiate in good faith and neither party will unnecessarily delay the process or unreasonably withhold consent.
- b) Where agreement cannot be reached about a roster amendment the parties may access the dispute procedures contained within the Agreement.
- c) OLGR reserves the right to amend the agreed roster to meet operational requirements.
- d) A roster setting out the employees' days of duty and starting and finishing time on such days will either be displayed in a convenient place or made available electronically to employees at least one work cycle in advance.
- e) Subject to this clause, rosters will be:
 - (i) projected in advance;
 - (ii) confirmed 7 days prior to the commencement of the work cycle.
- f) Changes to a confirmed roster are by agreement between OLGR and the relevant employee concerned, but failing agreement, 24 hours' notice of any change in the roster will be given by OLGR or double time will be paid for the employee's next shift.

5. Specific Rostering

5.1 Specific rostering for shift workers

- a) A shift worker shall not perform more than two consecutive night shifts.
- b) Employees engaged in 12 hour shifts will not be rostered to work more than 5 consecutive shifts.
- c) Where necessary, rosters will include a shift of up to 13 hours to accommodate 145 hours in 4 weeks and such shift shall be considered ordinary hours of work.
- d) OLGR may temporarily introduce continuous shift work at newly opened casinos for a period of up to 18 months from the commencement of operations at a casino in accordance with the Award.
- e) Employees must have a break of at least 10 consecutive hours between the cessation of work on one day and the commencement of ordinary hours of work on the next day.
- f) Fatigue leave will be in accordance with the Award.
- g) Except in exceptional circumstances, the maximum length of time that an employee is to remain on duty is 14 hours.
- h) Employees may exchange a rostered shift by mutual agreement and with the approval of OLGR provided such exchange occurs in the same pay cycle and is at no additional cost to OLGR.

5.2 Specific rostering for day workers – NSD

- a) A minimum of 4 hours are to be worked in the field on any NSD unless otherwise directed by OLGR.
- b) No employee will be required to work alone in the field after 8pm with the exception of work required to be performed in a casino or at a lotto draw.
- c) Employees may exchange rosters by mutual agreement and with approval of the relevant coordinator.
- d) Employees are entitled to have 4 days off each fortnight. The days off will be taken in two lots of consecutive days except by agreement between the relevant employee and OLGR. For the purposes of this subclause, 'day' means a period of 24 hours.
- e) Except as provided for in clause 5.2(f), employees will work up to 4 NSDs per work cycle.

- f) Employees may work more than 4 NSDs per work cycle:
 - (i) if directed to work additional NSDs during schoolies; and
 - (ii) otherwise only by agreement between the relevant employee and OLGR.

5.3 Absences - NSD

- a) Accrued Time Off will not be granted for any time an employee works a NSD.
- b) If during a rostered work cycle an employee is unable to attend work on a NSD other than because of pre-approved annual leave:
 - (i) the employee's shift will not be treated by OLGR as a NSD; and
 - (ii) the employee will be required to take leave for the ordinary hours they were rostered to work on that NSD.
- c) If an employee is unable to work a rostered NSD and a second employee was rostered to work the same shift with that employee, OLGR will endeavour to make alternative work arrangements for the second employee. If alternative work arrangements cannot be made, the second employee may work the NSD from the office providing workplace, health and safety considerations are met.
- d) Approval to take a single day of annual leave on a rostered NSD will not be granted by OLGR except in emergent or compassionate circumstances. If an employee requires a day off on a rostered NSD and cannot exchange days with another employee then the day will not be a NSD.

5.4 Fatigue leave for day workers

- a) For day workers not working NSDs, fatigue leave will be in accordance with the Award.
- b) For day workers working NSDs a minimum break of 10 consecutive hours off duty between the cessation of work on one day and commencement of work on the next day will be provided to employees. To avoid any doubt, where an employee is required to work day work that is not a NSD immediately following a NSD a minimum break of 10 consecutive hours off duty between the cessation of work on a NSD and commencement of the day work will be provided to the employee.
- c) Where an employee is required to work day work that is not a NSD immediately following a NSD, the employee will:
 - (i) not commence that work until the minimum break of 10 consecutive hours off duty has occurred in accordance with clause 5.4(b);
 - (ii) once work has commenced, work the remaining ordinary hours required for that day until 7.25 hours have been worked or until 6:00pm, whichever occurs first;
 - (iii) be credited, as time worked and at OLGR's expense, the difference between the ordinary hours for that day (7.25 hours) and the time worked so that the employee is paid for all ordinary hours that were worked or would have otherwise been required to be worked that day.

Example: An employee works a Thursday (evening) NSD from 7pm to 3am and is rostered to work day work (that is not a NSD) on the Friday. As a result of not finishing until 3am, the employee is not able to commence work until 10 hours later. Consequently the employee commences work at 1pm Friday. The employee then works from 1pm to 6pm and records 5hrs of time worked in the office (max available working hours). The balance of 2hrs 15mins is time credited as worked and paid at OLGR's expense. The employee is therefore paid for an ordinary day, 7hr 15min day, despite only working 5hrs.

5.5 Broken Work – NSD

- a) A NSD that is rostered as a broken NSD may only be worked during schoolies and such other times as agreed between the relevant employee and OLGR.
- b) Where an employee is rostered to work a broken NSD, there must be a minimum of 4 hours between the work segments.

- c) An allowance, increased in line with the annual base wage increase at clause 2.1(1) of the Agreement, shall be paid for each broken shift worked as follows:

1 July 2023 Per shift	1 July 2024 Per shift	1 July 2025 Per shift
\$20.80	\$21.63	\$22.28

6. Compensation

6.1 Compensation generally

Employees will be compensated in accordance with the provisions of this Part 6 with reference to their appointment type as made under clause 2.5, irrespective of location of duties or legislation administered.

6.2 Compensation – shift workers

- a) Other than employees receiving block pay pursuant to Part 7, employees will be paid for ordinary hours they work in accordance with clause 15.5 of the Award.
- b) In addition to base salary, a consolidated allowance will be paid to employees on a fortnightly basis based on a percentage of base salary only (excluding any and all allowances).
- c) The consolidated allowance represents an averaged payment in lieu of shift (morning, afternoon, evening and night shifts) and weekend penalty allowances payable under the Award based on an employee's projected roster over six work cycles.
- d) Work performed on a public holiday will be compensated in accordance with clause 23 of the Award.
- e) The quantum of the consolidated allowance will be calculated in accordance with the formula in the table below:

Consolidated allowance formula¹		
	Hours	Consolidated allowance represented as hours
Day shift hours	A ²	A x 0
Afternoon shift hours	B ³	B x 0.15
Night shift hours	C ⁴	C x 0.15
Saturday shift hours	D	D x 0.5
Sunday shift hours	E	E x 1.0
Total	F	G
% Consolidated allowance before adjustment for recreation leave accrued		G/F x 100=H
% Consolidated allowance adjusted for recreation leave accrued		(H/I⁵)x(I-J⁶)

- f) The consolidated allowance paid to an employee each six work cycle periods (i.e. each six month period) may vary depending upon the employee's projected roster.
- g) The consolidated allowance is paid on Base salary only.

¹ The consolidated allowance formula will be applied separately to each classification and work location.

² "A" includes any ordinary hours worked on a public holiday for which a separate penalty will be paid in accordance with the Award, pursuant to clause 6.2(d) above.

³ "B" does not include afternoon or night shifts rostered on a Saturday or Sunday. ⁴ "C" does not include afternoon or night shifts rostered on a Saturday or Sunday. ⁵ "I" FTE work days per six work cycle period = 120

⁴ "C" does not include afternoon or night shifts rostered on a Saturday or Sunday.

⁵ "I" FTE work days per six work cycle period = 120

⁶ "J" FTE days recreation leave accrued per six week cycle period = (168/365) X FTE recreation leave accrual entitlement per year (in days)

- h) The consolidated allowance is excluded from the calculation of overtime and annual leave loading. Annual leave loading is calculated in accordance with the Award.
- i) The consolidated allowance is not paid on:
 - (i) Sick leave;
 - (ii) Special leave;
 - (iii) Long Service Leave.
- j) The consolidated allowance includes an adjustment for leave in the calculation, accordingly the allowance is paid on recreation leave.

6.3 Compensation – day workers working NSDs

- a) (Non-standard hours will attract a NSD loading. Non-standard hours attracting a loading will be paid as follows:
 - (i) Monday to Friday worked before 6am and after 6pm – time and a half for the first three hours and double time thereafter;
 - (ii) Monday to Friday between 6am and 6pm - NIL loading;
 - (iii) Saturday – time and one-half;
 - (iv) Sunday – double time.
- b) Overtime and penalty rates will be paid in accordance with the Award. Chief Executive discretion will be exercised to make overtime payments to employees above classification level AO5, paypoint 4.

6.4 Work Performed on Public Holidays – NSD

- a) A day worker who would:
 - (i) normally work on a weekday on which a public holiday falls; and
 - (ii) is not required to work on that day,
 shall be paid for the ordinary hours the employee would have worked if that day had not been a public holiday, unless required to work a NSD.
- b) Work performed on a public holiday that is NSD work will be compensated in accordance with clause 23 of the Award.

6.5 Travel – NSD

- a) Travel upon authorised work away from the employee’s headquarters during Non-standard hours shall be counted as time worked for the purposes of these provisions.
- b) All time spent travelling upon authorised work away from the employee’s headquarters outside of the Non-standard hours will be compensated by the provision of TOIL. This clause applies to the exclusion of clause 9.1 of the relevant ministerial directive (currently Hours, Overtime and Excess Travel Directive 02/18).
- c) Where available, secure parking for employees’ private vehicles will be provided while working non-standard days. Where secure parking cannot be provided, a departmental vehicle will be made available where possible, on the basis that the vehicle must be returned to the office by 9.30am the following standard day. Where a secure car park or transport via a departmental vehicle is not available, the officer will be reimbursed the cost of a taxi fare.

7. Transition Arrangements for Compliance Officers under the 2002 Determination

7.1 Application

This Part only applies to employees whose substantive roles on the day immediately preceding the commencement of this Agreement, were covered by *State Government Entities Certified Agreement 2019* and who were in receipt of block pay in accordance with the 2002 Determination.

This Part does not apply to employees, who on the day immediately preceding the commencement of this Agreement, were in receipt of block pay in accordance with the 2002 Determination as a consequence of relieving arrangements.

7.2 Preservation of block pay arrangements

- a) Subject to the requirements of this clause and clause 7.3, employees will:
 - (i) suffer no reduction to the value of their block pay entitlements existing immediately prior to the commencement of this agreement as a result of rostered shifts implemented by OLGR under this Agreement whilst the employee continues to be entitled to receive block pay;
 - (ii) where required over a work cycle, work penalty attracting shifts up to the value of the block pay the employee is in receipt of without additional payment;
 - (iii) be paid additional compensation, paid in accordance with clause 6.2, where required, over a period of 6 work cycles, to work penalty attracting shifts that exceed the value of the block pay the employee is in receipt of.
- b) Block pay is excluded from the calculation of overtime and annual leave loading. The annual leave loading rates applying to employees immediately prior to the commencement of this agreement will continue to apply while the employee continues to be entitled to receive block pay.
- c) Block pay is included in salary for the purposes of workers' compensation claims.
- d) Subject to (e) below, block pay is not payable when an employee takes, or is paid for, leave other than annual leave or long service leave.
- e) On taking long service leave or receiving cash equivalent thereof for accruals prior to:
 - (i) 30 April 1995 for employees employed at that time at the Gold Coast Inspectorate; and
 - (ii) 1 May 1996 for employees employed at that time at other 24 hour inspectorates,
 the long service leave or cash equivalent will be calculated on base salary only.

7.3 Cessation of block pay entitlements

- a) An employee will cease to be entitled to block pay from the date:
 - (i) the employee ceases employment with OLGR; or
 - (ii) the employee is permanently appointed to any other position within OLGR, including that of a compliance officer (for example, a compliance officer engaged to work NSDs or shift work with consolidated shift allowance);
 whichever is the earlier.
- b) An employee will temporarily cease to be entitled to block pay in the event of the employee being temporarily appointed to any other position from the date that the employee is appointed to the other position:
 - (i) within OLGR, including that of a compliance officer (for example, a compliance officer engaged to work NSDs or shift work with consolidated shift allowance); or
 - (ii) with another agency (for example, a secondment or leave without pay to undertake a temporary contract); and
 until the employee resumes duty in their substantive position.
- c) An employee who ceases to be entitled to block pay will be paid in accordance with the industrial instrument applying to the new position.

APPENDIX 10: DEPARTMENT OF RESOURCES

Continuing, reviewed and updated provisions originally prescribed in the *State Valuation Service Certified Agreement 2004*

1. The base pay point for Valuers of the State Valuation Service who gain their registration as a valuer shall be PO3 classification level paypoint 1.
2. The State Valuation Service will pay 100% of the State Valuation Service Valuers' 'Continuing Professional Development' points required as part of the Valuers' continued registration.

FOR CONSULTATION

APPENDIX 11: OFFICE OF THE GOVERNOR

Continuing, reviewed and updated provisions originally prescribed in the *Office of the Governor (Queensland Government) Agency Agreement 2008*

PART 1: APPLICATION

1.1 Application

1.1.1 These provisions shall apply to all employees of the Office of the Governor.

1.1.2 The Official Secretary and Deputy Official Secretary are not subject to this Agreement.

1.1.3 Parts 1 to 3 of these provisions apply to all employees. Part 4 applies to administrative and operational employees, as indicated. Part 5 applies only to security officers.

PART 2: DEFINITIONS

Office means the Office of the Governor of Queensland.

Employee means "employee" or "officer", whether full-time or part-time.

Management means officers held accountable for employee activities and outputs, and for the allocation and use of resources.

Administrative Officer is defined as those employees of the Office who meet the Administrative Stream criteria as defined in the *Queensland Public Service Officers and Other Employees Award – State 2015*.

Operational Officer is defined as those employees of the Office who meet the Operational Stream criteria as defined in the *Queensland Public Service Officers and Other Employees Award – State 2015*.

PART 3: ALL STAFF ARRANGEMENTS

3.1 Training

The parties are committed to a highly trained and effective workforce. They agree that this involves a commitment to formal and informal training, and motivation and incentive to undertake training. The Office agrees to provide opportunities for vocational and other training in work time, at no cost to the employee, and within a safe and supportive environment. The parties agree to a shared commitment to professional development and training for employees classified as professional and/or technical stream and for employees in senior classifications in the administrative and operational streams.

The Office will continue to provide all necessary training to meet its business needs, including training necessary to meet workplace health and safety responsibilities.

The Office and its employees reiterate their joint commitment to personal training and development, and the Office confirms its commitment to formal and financial assistance to personal training and development as enunciated in its policy statement titled "Study Assistance Policy."

3.2 Movement within classification

- (1) An employee is entitled to be paid an increase in salary from one increment point to the next higher increment point within the same Classification Level provided that:
 - (a) In the case of a full-time employee:
 - (i) the employee has received salary at the lower increment point for a period of 12

- calendar months; and
 - (ii) in the case of level 3 of the Operational stream, the conduct, diligence and general efficiency of such employee has been certified by the employer to have been and to be satisfactory; or
 - (iii) in the case of Employees in all other Classification Levels, performance objectives have been achieved as certified by the employer.
- (b) In the case of a part-time employee the employee has received a salary at a particular classification and paypoint for a period of at least 12 months.
 - (c) In the case of a casual employee with 12 months continuous service with the Office:
 - (i) the employee has received a salary at a particular classification and paypoint for a period of at least 12 months; and
 - (ii) the employee has worked 1,200 ordinary hours in such classification.

For the purpose of clause 3.2, continuous service for a casual employee, ends if the employment is broken by more than 3 months between the end of one employment contract and the start of the next employment contract. Absences from work on public holidays do not break, or contribute to a break, in the continuity of service.

- (2) Exceptions to the provisions in clause 3.2(1) must be made in the case of:
 - (a) An employee who is paid the prescribed basic salary on attaining the age of 21 years;
 - (b) A promotion, or transfer and promotion from Classification Level to another.

3.3 Recognition of Previous Service

Recognition of previous service for all Office of the Governor employees is in accordance with the Directive relating to recognition of previous service (as amended).

3.4 Discipline Provisions

Employees of the Office shall be bound by Part 8 Division 3 Disciplinary action of the *Public Sector Act 2022* to the extent of disciplinary action.

PART 4: Operational and Administrative Staff Arrangements

4.1 Administrative Officers

- 4.1.1 Timesheets will be required for all employees. Accrued time off will apply, subject to organisational requirements.
- 4.1.2 Standard hours will be 36.25 hours per week. Access to accrued time off or time off in lieu (TOIL) will be subject to organisational requirements. Employees may be required to work up to six hours of additional time per week. This will be accrued and recorded on a time for time basis.
- 4.1.3 The ordinary spread of hours for employees whose ordinary weekly hours of duty are 36.25 hours shall be 6.00 a.m. to 6.00 p.m. Monday to Friday.

4.2 Operational Officers

- 4.2.1 Timesheets will be required for all employees. Accrued time off will apply, subject to organisational requirements.
- 4.2.2 Overtime does not apply to employees who receive a 15% allowance in lieu of overtime and irregular hours

worked. Payment for additional overtime to these staff may only be considered in exceptional circumstances and is subject to management approval.

- 4.2.3 A maximum of 12 hours may be worked per day with a minimum of 4 hours rostered on any one day, unless otherwise agreed. The Office is committed to monitoring working hours, staffing levels and requirements. Where there is a need for split shifts it is intended to roster these at least seven days in advance. Casual employees may be used in these circumstances as required.
- 4.2.4 Standard hours will be 38 hours per week. Subject to organisational requirements, employees may be required to work up to six hours of additional time per week.
- 4.2.5 It is intended that the average hours per week, over a four week reporting cycle, will not exceed 44 hours (176 hours maximum over 4 weeks).
- 4.2.6 The maximum time worked in any seven day period will be 50 hours.
- 4.2.7 No employee will be expected to work 2 x 50 hour weeks consecutively.

4.3 **Fatigue leave**

The following fatigue provisions shall apply.

An employee who works so much overtime between the termination of any rostered period of work on one day and the commencement of any rostered period of work on the next day so that 10 consecutive hours off duty has not occurred, shall be released after completion of such overtime until 10 consecutive hours off duty occur, without loss of pay for ordinary working time occurring during such absence.

If, on the instructions of management, such an employee resumes or continues work without having had 10 consecutive hours off duty, the employee shall be paid double rates until released from duty for such period, and shall then be entitled to be absent until 10 consecutive hours off duty has occurred, without loss of pay for ordinary working time occurring during such absence.

This clause does not apply to employees:

- a) who reside or remain on or about their place of work and are required to perform duties on an intermittent basis outside their ordinary hours of duty; or
- b) who work 2 hours or less when recalled to duty, inclusive of travelling time, on one or more recalls.

PART 5: SECURITY STAFF 24 HOUR SHIFT ARRANGEMENTS

SECTION 1: APPLICATION

5.1.1 Application

This Part applies to security officers. To remove any doubt, Part 4 of this Appendix does not apply to security officers engaged by the Office.

SECTION 2: DEFINITIONS, ALLOWANCES

5.2.1 Definitions

Base salary is the relevant rate of pay specified for the Operational Stream in the *Queensland Public Service Officers and Other Employees Award – State 2015* salary schedule outlined at Appendix 3 of this Agreement.

Employees who are appointed as permanent part-time will be entitled to a proportionate amount of the base rate calculated according to a percentage of the full-time hours worked.

12 hour shift operation means work done by employees where the hours of work are regularly rotated in accordance with a shift roster which requires staffing for 2 shifts of 12 hours covering a 24 hour per day operation over a 7 day period.

Day shift means any shift commencing at or after 6.00 a.m. but at or before 7.00 a.m., and being of 12 hours duration.

Night shift means any shift commencing at or after 6.00 p.m. but at or before 7.00 p.m., and being of 12 hours duration.

Ministerial Directives means the relevant Ministerial Directives issued, continued, and amended under section 223 of the *Public Sector Act 2022*.

OO5 Classification Level to cease

The OO5 position at the Office and the duties that are (as at the operative date of this Agreement) undertaken by Mr Steve Canning will not be required to be undertaken in the future, and as a result of the JEMS evaluation undertaken, the duties contained in the OO4 position are the most onerous required of Security Officers at Government House. On that basis the OO5 positions will be “grand-parented” with the current occupants continuing at the OO5 rate but not replaced if he leaves, nor will his role be back-filled at that level in the event of absence.

Casual Employee means an employee other than a part-time employee who is engaged as such on an hourly basis to work for less than the ordinary working hours of a full-time employee.

5.2.2 Block Pay Roster Allowance

- (1) An allowance of 33.0618% of base salary shall be paid to Office of the Governor Security Officers employed under the block pay arrangements in addition to their base salary referred to in clause 5.2.1 above.

The block pay roster allowance incorporates:

- a) payments for shift allowance, annual leave loading and weekend work; and
 - b) ordinary hours rostered over the 11 public holidays appointed each year under the *Holidays Act 1983*, excluding Easter Sunday and Christmas Eve (6pm – midnight).
- (2) An employee is entitled to payment for work on a public holiday at the rate payable under the *Queensland Public Service Officers and Other Employees Award – State 2015* where the employee works ordinary hours on:
- a) Easter Sunday; or
 - b) Christmas Eve (6pm – midnight); or
 - c) A ‘particular public holiday’ appointed under the *Holidays Act 1983* that is in excess of a) and b) above and the 11 public holidays compensated by the allowance under clause 5.2.2(1) above.

5.2.3 First Aid Allowance

An employee is entitled to be paid an allowance at the rate payable under clause 13.6 of the *Queensland Public Service Officers and Other Employees Award – State 2015* in circumstances where the employee:

- (a) holds a current first-aid certificate issued by the Queensland Ambulance, Fire Brigade, St John Ambulance Brigade or an equivalent qualification; and

- (b) is appointed in writing by the Official Secretary to perform first aid duties.

5.2.4 Uniform Allowances

The provision of replacement uniforms and uniform allowances will be in accordance with Office of the Governor policy.

SECTION 3: HOURS OF WORK, OVERTIME

5.3.1 Hours of Work

- (1) The ordinary working hours of any employee involved in a 12 hour roster shall be 38 hours per week and may be spread over a full roster cycle, provided that the average hours per week shall not exceed 38:

Provided further that the officer is required to perform duties for 152 hours in the 4 week period.

- (2) Employees engaged in a 12 hour shift shall not be rostered to work more than 5 consecutive shifts, during which period every endeavour shall be made to ensure employees are not required to work more than 2 consecutive night shifts. Despite best efforts, should this situation arise, no employee would be required to work more than 3 consecutive night shifts.
- (3) The hours of duty shall be worked in accordance with a roster determined by the Office of the Governor following consultation with relevant employees and the relevant union.
- (4) Provided that, having regard to operational requirements, rostered days off and rostered shifts may be mutually exchanged between employees.

5.3.2 Overtime

- (1) Overtime duty should not normally be performed where it will fall within a period of 12 hours on either side of a normal day or night shift.
- (2) In all but highly exceptional circumstances the maximum length of time a person should have to remain on duty is 14 hours and this would include the 12 hour shift and a 2 hour overtime period before the commencement of a shift or a 2 hour overtime period after completing a shift and before being relieved.
- (3) For the purposes of this Appendix, officers whose ordinary hours of work are regularly rotated in accordance with a shift roster, covering 2 shifts per day, shall be paid for overtime at the rate of double time.
- (4) Officers requested to perform overtime will be paid overtime as from:
- (a) the actual time the officer commences travelling to the work place if the period of notice provided to the officer prior to the commencement of work is less than 12 hours; or
 - (b) the actual time the officer commences work if the period of notice provided to the officer prior to the commencement of work is 12 hours or more.
- (5) Officers requested to perform overtime will be paid overtime at the specified rates with a minimum payment of 2 hours.

5.3.3 Crib Break

Employee shall be entitled to a paid 30 minute crib break in the first half of the shift and a second paid crib break of 30 minutes in the second half of the shift.

5.3.4 Relieving Arrangements

Government House Security Officers at Level OO3 required to undertake the full duties and responsibilities of the position of Level OO4 will be eligible for payment at the applicable higher classification level provided that the minimum period of relieving undertaken is 12 consecutive hours.

SECTION 4: LEAVE

5.4.1 Leave Entitlements

The leave entitlements provided hereunder shall be read in conjunction with the Ministerial Directives. Provided that, payments of salary for all leave shall be calculated in accordance with Section 5 – Wages and Wage Related Matters.

(1) *Annual Leave*

The annual leave entitlement will be 190 rostered ordinary hours, with:

Employees appointed as permanent part-time will be entitled to a proportionate amount of the base rate calculated according to a percentage of the full-time hours worked.

(2) *Sick Leave*

The annual sick leave entitlement will be 76 rostered ordinary hours.

Employees appointed as permanent part-time will be entitled to a proportionate amount of the base rate calculated according to a percentage of the full-time hours worked.

(3) *Long-Service Leave*

Long Service Leave entitlements shall continue to be accumulated in weeks in accordance with the Ministerial Directive relating to long service leave (as amended). However, when clearing long service leave balances a minimum of 14 consecutive calendar days must be cleared unless otherwise approved by the Official Secretary.

(4) *Special Leave Conditions*

(a) Bereavement Leave

2 days bereavement leave per occasion will be regarded as two 12 hour shifts per occasion of leave.

(b) Defence Force Training

For the purposes of defence force training entitlements, three 12 hour shifts shall be interpreted as one week.

(c) Special Leave

Other forms of special leave will be converted to hours where appropriate.

SECTION 5: WAGES AND WAGE RELATED MATTERS

5.5.1 Conditions of Payment of 12 Hours Roster Allowance

(1) The Block Pay Roster Allowance is payable on the base salary only (excluding any and all allowances):

- (a) The allowance is *excluded* from the calculation of superannuation and overtime;
- (b) The allowance is *included* in salary for workers' compensation claims.

(2) *Annual leave*

On annual leave, or cash equivalent thereof, the Block Pay Roster Allowance is payable in full.

(3) *Long service leave*

On long service-leave, or cash equivalent thereof, accrued:

- From 01 January 1997 up to 01 January 2000 Block Pay Roster Allowance of 6% is payable;
- From 01 January 2000 up to 23 December 2003 Block Pay Roster Allowance of 10% is payable;
- From 23 December 2003 up to 01 September 2004 Block Pay Roster Allowance of 12.5% is payable;
- From 01 September 2004 to 01 December 2005 Block Pay Roster Allowance of 17.5% (15% classification level OO5) is payable;
- From 01 December 2005 to 01 March 2006 Block Pay Roster Allowance of 20% (15% classification level OO5) is payable;
- From 01 March 2006 Block Pay Roster Allowance of 33.0618% (all classifications) is payable.

5.5.2 Sick leave

If an officer is absent on sick leave for a fortnight (76 hours) then the officer would be deducted 76 x 29.6967% of the hourly rate. The lower percentage is used so that officers do not lose annualised leave loading. Therefore, for each absence, regardless of which day it falls, 29.6967% of an officer's hourly rate will be deducted for each hour absent.

Note that the negative penalties only apply for the first 76 hours of continuous leave as were the previous arrangements. Penalties will not affect base salary.

Penalties deducted for absences will need to be represented as a percentage of an officer's hourly base rate. This will be necessary to accommodate part day absences. Logically, as each officer is paid 33.0618% of the base salary for 76 hours work, the same percentage of the hourly rate will be used to deduct for absences, adjusted to 29.6967% for leave loading purposes.

Example**Officer Level OO4/4 as from 1 July 2023 rate**

Base rate	\$	2,849.20
Hourly rate	\$	37.49
Shift allowance	\$	942.00
29.6967% of hourly rate	\$	11.13

An officer absent for 12 hours would therefore be deducted \$133.56 which represents:

- 12 (number of hours absent) multiplied by \$11.13 (29.6967% of \$37.49 - hourly rate) equals \$133.56.

5.5.3 Casual Employees

- (1) The engagement of casual employees shall not be utilised to permanently fill any full-time position.
- (2) A casual employee is paid 23% in addition to the ordinary hourly base rate as calculated using the annual base rates referred to in clause 5.2.1. Where a casual employee works 12 hour shifts, covering both night and day shifts, including weekends and public holidays, they are further entitled to the Block Pay Roster Allowance of 33.0618% on base pay.
- (3) In addition to the provisions of clause 5.5.3(2), a casual employee is further entitled to payment of any applicable allowances (other than Block Pay Roster Allowance), based pro-rata on the number of hours worked.
- (4) Casual Employees are entitled to increments in accordance with clause 3.2(1).

SECTION 6: ROSTER CYCLE

- 5.6.1** Each permanent employee will be rostered off for one 12 hour shift in each work cycle.

SECTION 7: MISCELLANEOUS PROVISIONS**5.7.1 Deployment of officers**

The employer reserves the right to deploy between shifts as required to meet operational requirements and to ensure the periodic movement of officers between shifts.

5.7.2 Block Pay

The parties are committed to continuing to review the existing block pay arrangements and the agreed calculation methodology of the block pay allowance rate to ensure staff are not disadvantaged.

APPENDIX 12: QUEENSLAND FIRE AND EMERGENCY SERVICES**PART 1: WORKSHOP EMPLOYEES**

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PART 2: BUILDING COMPLEX COORDINATORS (KEDRON) – HOURS OF WORK ARRANGEMENTS**PART 1: WORKSHOP EMPLOYEES****1.1 Coverage**

This Part applies to those employees (called workshop employees) of Queensland Fire and Emergency Services (QFES) employed in accordance with the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* (BEMS Award), including those employees performing duties within the area servicing Queensland Fire and Emergency Services who prior to the date of certification of the *State Government Entities Certified Agreement 2015* were subject to the *Queensland Fire and Emergency Services Determination 2013*.

1.2 Classification Structure

1.2.1 The classification structure and classification definitions contained at clause 12 and Schedule 2 in the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* continue to apply. However, during the period of this Agreement, the parties agree that the following structure underpinned by a multi-layered technical training program for dual trade/trade recognition and skills upgrade for employees within Fleet Asset Services will apply.

Level	Title
C11-C12	Trades Assistant
C9-C10	Certified Technician
C7-C8	Specialised Technician
C6	Master Technician

The parties agree that movement to Level C6 is automatically applied to any Level C7/C8 employee who obtains dual trades qualifications or who is assessed to have gained sufficient competencies through award competency assessment process. Such employees are obligated to perform duties across QFES workshops when called upon.

1.2.2 Level C6 employees are required to travel in their own time, and at their own expense when required to work temporarily at alternate locations located within 20 kilometres radius from the employee's normal workplace or other locations that are situated closer to the employee's residence than their

normal workplace. Where required to perform duties at an alternate location for a temporary period outside the above parameters, a Level C6 employee shall be paid ordinary salary for excess travel time undertaken in excess of the time ordinarily taken to travel to/from home and their normal workplace. Any travelling expenses incurred over and above those travelling expenses normally incurred in travelling to/from home and their normal workplace will be paid and could include payment of motor vehicle allowance prescribed at clause 13.19 of the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016*.

- 1.2.3 A classification review is currently being undertaken for QFES heavy trade workshop employees, with the approved outcome of the review to replace the existing classification structure provided for in this appendix. Allocation of employees to the new structure will be considered reclassifications.

1.3 Salary rates

Salary rates for workshop employees are contained in Appendix 3 of this Agreement and recognise the specialised nature of the skills and competencies required by QFES to deliver the unique specialised services required by QFES.

In addition to the additional Mid-Points (AMP) as provided for in Appendix 22 of this Agreement, the following Mid-Points will also apply to workshop employees where appropriate:

Paypoint	Progression Criteria	Calculation of AMP Rate
C13midpoint	50% of the competency points as prescribed by Schedule 2 of the <i>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016</i> and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C13 to C12.	C13 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C13 and C12 as prescribed by Appendix 3 of this Agreement.
C12midpoint	50% of the competency points as prescribed by Schedule 2 of the <i>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016</i> and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C12 to C11.	C12 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C12 and C11 as prescribed by Appendix 3 of this Agreement.
C11midpoint	50% of the competency points as prescribed by Schedule 2 of the <i>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016</i> and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C11 to C10.	C11 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C11 and C10 as prescribed by Appendix 3 of this Agreement.

1.4 Allowances

- 1.4.1 Various provisions which apply to workshop staff are as outlined as follows. Award rates where indicated apply as at the date of certification of this Agreement and may be varied over time by award amendment.

Provision	Reference
Classification structure	Clause 12 and Schedule 1 of the Award
Salary rates	Appendix 3 of this Agreement
Divisional & District parities	Clause 13.11 of the Award
First-aid allowance	Clause 13.12 of the Award
Leading hand allowance	Clause 13.18 of the Award
Overtime meal allowances and meal breaks	Clause 13.21 of the Award
Tool allowance	Clause 13.36 of the Award
Uniforms and laundry allowance	Clause 13.38 of the Award
Fatigue leave/rest period after overtime	Clause 18.7 of the Award

1.5 Nine Day Fortnight

- 1.5.1 Where the majority of employees work a nine (9) day fortnight all new employees and existing employees will maintain an entitlement to a nine (9) day fortnight.
- 1.5.2 All employees covered by this Agreement will have one Rostered Day Off (RDO) per fortnight as per existing Award conditions.
- 1.5.3 From time to time roster systems or roster cycles may need to be varied to meet business needs such as emergent exigencies i.e. Taskforce deployment and/or particular maintenance needs.
- 1.5.4 These variations will be implemented in consultation with the employees affected. Consultation will include a return date to the standard 9 day fortnight roster.

1.6 On-call and recall

- 1.6.1 Employees rostered on-call shall be eligible for an on-call allowance of 14% of the daily base rate of pay of the employee's classification level for each day on-call.
- 1.6.2 Where an employee is required to be on-call on a public holiday, the employee shall be provided with one normal work day off to be taken by mutual agreement within 12 months of the date of public holiday on call.
- 1.6.3 Employees required to respond during an on-call period by attending a work site, will be paid at overtime rates for a minimum of four (4) hours for each time so recalled.

1.7 Apprenticeships

QFES will continue to employ apprentices during the term of this Agreement.

On this basis, QFES will assess the viability, based on budget and establishment numbers, when engaging further apprentices within QFES workshops.

1.8 Consultative Committees

- 1.8.1 In accordance with clause 9.2(2) of this Agreement, a Consultative Committee has been established at the agency level. The Consultative Committee will be used to facilitate consultation on a broad range of issues including but not limited to the following matters:

- Training;
- Union encouragement
- Contracting In/Out

1.8.2 A Terms of Reference will be developed and finalised for the Consultative Committee within 3 months of date of certification of this Agreement.

1.8.3 Any matters subject to consultation at the Consultative Committee which remain in dispute will be subject to the provisions of the Prevention and Settlement of Disputes of this Agreement.

1.9 Training

1.9.1 QFES is committed to delivery of appropriate training to ensure employees deliver quality services to its clients. Where there is an identified training need which will enable QFES to meet service needs, an appropriate means of training should be identified. "Training need" may include, but will not be restricted to, using various forms of on-the-job training, on-line training and through use of internal or external training providers.

1.9.2 QFES is committed to maintaining the technical currency of employees and providing an opportunity for multi-skilling across functional streams eg. Management, Technical and Software. Typically training needs should be identified through the development of individual professional development plans to suit the needs of the individual and QFES.

1.10 Uniforms

1.10.1 On commencement of employment, new employees will be provided with 3 sets of uniforms made up of:

- Trousers
- Shirt
- Boots

1.10.2 On confirmation of employment after completion of the relevant probation period, a further 2 sets of uniforms will be provided as well as an agreed number of winter jackets, hats, gloves and pullovers.

1.10.3 QFES commits to providing a winter jacket to new employees prior to 1 June or on commencement of employment if occurring after 1 June and prior to 1 September.

1.10.4 All uniform components will be replaced on basis of fair wear and tear.

1.11 Replacement of Tools

1.11.1 The provisions of clause 29.1(d) to (g) of the Award shall apply to workshop employees who provide their own tools.

1.12 Permanent Employment

1.12.1 The parties are committed to maximising permanent employment where possible. The use of labour hire, casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate.

1.12.2 Through application of Queensland Government policies on Contracting-Out of Services and Employment Security, QFES is committed to:

- Maximising security of employment for workshop employees by limiting the contracting out of existing services; and
- Achieving "best value" delivery of services through a preference for direct employment over the use of labour hire.

1.13 Union Encouragement

- 1.13.1 In accordance with Part 12 (Union Encouragement) of this Agreement, union delegates/representatives are to be given opportunity to discuss union membership with all new starters.

1.14 Flexible Working Arrangements

- 1.14.1 In accordance with s.27 of the *Industrial Relations Act 2016*, individual employees are able to ask for a change in their working arrangements.
- 1.14.2 The QFES Flexible Working Arrangements Policy can be found on the QFES Intranet.

PART 2: BUILDING COMPLEX COORDINATORS (KEDRON) – SHIFT WORK ARRANGEMENTS

SECTION 1 – PRELIMINARY

- 2.1.1 These provisions outline the arrangements for shift work for the Building Complex Coordinators engaged by QFES at the Emergency Services Complex, Kedron. The average ordinary working hours as prescribed in the below mentioned Award is 38 hours per week.
- 2.1.2 Building Complex Coordinators are subject to the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* and this Agreement. Entitlements not contained in these provisions are found in the Award or Certified Agreement.
- 2.1.3 The arrangement constitutes an 8 week work cycle with staff working 12 hour shifts on the basis of 2 day shifts, 2 night shifts, and 4 days off on a continuous cycle over the 8 week period.
- 2.1.4 Day shifts are 6 am to 6 pm, with night shifts 6 pm to 6 am.
- 2.1.5 Employees are paid an average salary representing ordinary time including shift penalties, Saturday ordinary time penalty, Sunday ordinary time penalty, and Sunday overtime payment.

SECTION 2 - HOURS

- 2.2.1 The 28 shifts worked by each employee over the 8 week cycle is made up of 304 ordinary hours plus 32 overtime hours.
- 2.2.2 The overtime hours occur on the 4 Sunday shifts, where each Sunday shift is made up of 4 ordinary hours (occurs first) and 8 overtime hours.
- 2.2.3 The pattern for rostered hours is outlined at Section 9 of these provisions.
- 2.2.4 Over the 8 week cycle there are:
- 120 ordinary hours @ single time (weekday ordinary day shift hours)
 - 120 ordinary hours @ 1.15 times (weekday ordinary night shift hours)
 - 48 ordinary hours @ 1.5 times (Saturday ordinary shifts)
 - 16 ordinary hours @ 2 times (Sunday ordinary shift times)
 - 32 overtime hours @ 2 times (Sunday overtime hours)

SECTION 3 – SALARY

- 2.3.1 Payment under this arrangement reflects the penalties outlined at clause 2.2.4 above. This is represented by:

$120 \times T = 120$
 $120 \times 1.15 = 138$
 $48 \times 1.5 = 72$
 $16 \times 2 = 32$
 $32 \times 4 = 64$

TOTAL = 426 ordinary hours pay each 8-week cycle = 106.5 ordinary hours pay each fortnight.

2.3.2 In addition to ordinary fortnightly salary (prescribed in this Agreement), additional penalties payable are:

$120 \times .15 = 18$
 $48 \times .5 = 24$
 $16 \times 1 = 16$
 $32 \times 2 = 64$

TOTAL = 122 ordinary hours pay each 8-week cycle = 30.5 ordinary hours pay each fortnight.

2.3.3 Each fortnight equals 76 ordinary hours salary plus penalties of 30.5 ordinary hours pay. This represents a loading of **40.13%** ($106.5/76 = 1.4013157$).

2.3.4 For payment of **salary** each fortnight employees receive 1.4013 times the ordinary fortnightly salary prescribed in this Agreement.

2.3.5 The following salaries are payable for each paypoint with Classification Level OO3.

From 1 July 2023 (4% p.a. increase)

	Ordinary Fortnightly Rate	Ordinary Hourly Rate	Loaded Fortnightly rate
OO3 (1)	\$2225.50	\$29.2828	\$3118.54
OO3 (2)	\$2266.68	\$29.8246	\$3176.26
OO3 (3)	\$2312.23	\$30.4242	\$3240.12
OO3 (4)	\$2360.59	\$31.0606	\$3307.93

From 1 July 2024 (4% p.a. increase)

	Ordinary Fortnightly Rate	Ordinary Hourly Rate	Loaded Fortnightly rate
OO3 (1)	\$2314.52	\$30.4541	\$3243.29
OO3 (2)	\$2357.35	\$31.0176	\$3303.31
OO3 (3)	\$2404.72	\$31.6411	\$3369.72
OO3 (4)	\$2455.02	\$32.3031	\$3440.25

From 1 July 2025 (3% p.a. increase)

	Ordinary Fortnightly Rate	Ordinary Hourly Rate	Loaded Fortnightly rate
OO3 (1)	\$2383.95	\$31.3677	\$3340.58
OO3 (2)	\$2428.07	\$31.9481	\$3402.41
OO3 (3)	\$2476.86	\$32.5904	\$3470.82
OO3 (4)	\$2528.67	\$33.2722	\$3543.45

SECTION 4 - OVERTIME

- 2.4.1 All overtime performed outside the rostered 12 hour shifts on any day other than a public holiday is payable at double time (200%). Such payment is calculated on the ordinary hourly rate (not the loaded rate contained in the table at clause 2.3.5 above).

SECTION 5 - PUBLIC HOLIDAYS

- 2.5.1 Ordinary hours performed on a public holiday attracts penalty payment of 150% in addition to ordinary pay. Such payment (150%) is calculated on the ordinary hourly rate (not the loaded rate contained in the table at clause 2.3.5 above). The ordinary hours on a public holiday on a shift commencing on a Sunday occurs on the first 4 hours of the shift.
- 2.5.2 Where a public holiday occurs on a scheduled day off (i.e. a non-working day), the employee is entitled to an additional payment of 7.6 hours pay in accordance with clause 23.4 of the Award. Such payment is calculated on the ordinary hourly rate (not the loaded rate contained in the table at clause 2.3.5 above).
- 2.5.3 Where an employee performs overtime outside of the 28 x 12 hour shifts each 8-week cycle, and such overtime occurs on a public holiday, the employee is entitled to be paid such overtime at quadruple time, being double the normal overtime rate for a shift worker. Such payment is calculated on the ordinary hourly rate (not the loaded rate contained in the table at clause 2.3.5 above).
- 2.5.4 Where a public holiday occurs on a rostered Sunday shift the overtime component of the rostered shift occurring on the Sunday only, attracts an additional payment of double time (e.g. if full night shift worked, 2 hours at double time paid in addition to normal salary representing overtime hours occurring between 10 pm and midnight). Such payment is calculated on the ordinary hourly rate (not the loaded rate contained in the table at clause 2.3.5 above).

SECTION 6 - RECREATION LEAVE, SICK LEAVE AND OTHER PAID LEAVE ENTITLEMENTS (EXCLUDING LONG SERVICE LEAVE)

- 2.6.1 As Building Complex Coordinators are continuous shift workers, they receive 5 weeks recreation leave per year. This is based on 38 hour/week, with 5 weeks accrual equating to 190 ordinary hours recreation leave per year.
- 2.6.2 Sick leave accrues at the rate of 10 days per year based on 38 hour/week, with 10 days accrual equating to 76 ordinary hours sick leave per year.
- 2.6.3 Recreation leave, sick leave or other paid leave (excluding Long Service Leave) taken is debited against the leave account on basis of actual rostered ordinary hours that would have been worked had the officer not taken leave. For example, when on recreation leave from a rostered day shift, 12 hours are debited from the recreation leave balance. Where taking such paid leave from a Sunday shift, only 4 hours is debited from the leave balance.
- 2.6.4 Payment for paid leave under this category is at the ordinary hourly rate (i.e. excludes all penalties and overtime component) (not the loaded rate contained in above table). See table above.

2.6.5 Payment of leave loading is made in the first pay day in December each year in accordance with the Recreation Leave Directive and is calculated at 27.5% on the ordinary hourly rate (i.e. excludes all penalties and overtime component) (not the loaded rate contained in above table).

SECTION 7 - LONG SERVICE LEAVE

2.7.1 Long Service Leave accrues on basis of 13 weeks for 10 years' service. It is accrued and debited on basis of calendar days where 1 week equates to 7 days of 7.6 hours each. Periods of absence on Long Service Leave (and expressed in the ESS application) should be represented by the period from the first rostered day of the leave absence to the day immediately prior to the first rostered day returning to work. This includes where the last day of the period is a non-rostered day.

2.7.2 Payment for Long Service Leave is at the ordinary hourly rate (i.e. excludes all penalties and overtime component) (not the loaded rate contained in above table). See table above.

SECTION 8 - LEAVE WITHOUT PAY

2.8.1 Leave without pay is calculated by deducting the rostered ordinary hours not worked at the loaded hourly rate (including all penalties and overtime component).

SECTION 9 - ROSTER PATTERN

Week	Employee	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	1	D	D	N	N			
	2			D	D	N	N	
	3					D	D	N
	4	N	N					D
2	1		D	D	N	N		
	2				D	D	N	N
	3	N					D	D
	4	D	N	N				
3	1			D	D	N	N	
	2					D	D	N
	3	N	N					D
	4	D	D	N	N			
4	1				D	D	N	N
	2	N					D	D
	3	D	N	N				
	4		D	D	N	N		
5	1					D	D	N
	2	N	N					D
	3	D	D	N	N			
	4			D	D	N	N	
6	1	N					D	D
	2	D	N	N				
	3		D	D	N	N		
	4				D	D	N	N
7	1	N	N					D
	2	D	D	N	N			
	3			D	D	N	N	
	4					D	D	N

8	1	D	N	N				
	2		D	D	N	N		
	3				D	D	N	N
	4	N					D	D

APPENDIX 13: QUEENSLAND BUILDING AND CONSTRUCTION COMMISSION EMPLOYING OFFICE

Continued, reviewed and updated provisions

1. Discipline

- 1.1. The employer commits to review the process, responsibilities and accountabilities for investigation and employee discipline processes within the employing office with reference to the *Public Sector Act 2022*, and Public Sector Commission Directives and guidelines in consultation with Together Queensland to commence within 3 months of the date of this Agreement.

2. Organisation Change and Consultation

- 2.1. The Organisational Change Guideline will remain in place for the lifetime of the Agreement and may only be amended in consultation with the Together Queensland.

APPENDIX 14: QUEENSLAND CURRICULUM AND ASSESSMENT AUTHORITY**Continuing, reviewed and updated provisions**

1. Casual Employees engaged under the *Queensland Public Service Officers and Other Employees Award – State 2015*.
- 1.1 Hours of Work – Casual Employees shall have a spread of ordinary hours of 8.00 am to 6.00 pm Monday to Friday.

APPENDIX 15: QUEENSLAND PARLIMENTARY SERVICE**PART 1: ON CALL PROVISIONS**

- (1) The following on call provisions shall apply to employees subject to this Agreement.
- (2) The following clauses are to be read in conjunction with clauses 18.7 (On call – additional payments) and 18.8 (Recall to duty – from on call) of the Queensland Public Service Officers and Other Employees Award – State 2015.
 - (a) Where an employee is instructed to be available on call outside ordinary or rostered working hours, the employee will be paid, in addition to their ordinary rate of pay an allowance based upon the hourly rate of the classification of Professional Officer level 3, paypoint 4 in accordance with the scale provided for in clause 12.3 (b) of the *Queensland Parliamentary Service Award – State 2015*.
 - (b) An employee, while on call, who is recalled to perform duties without the need to leave the employee’s place of residence, will be paid for time worked with a minimum payment of one hour for each time the employee performs such duties. Provided that should such employee be recalled again to perform duties separately within the minimum one hour period, no further payment shall apply. Provided further that the employee will be responsible for the recording of such requests which will require subsequent verification by the Chief Executive Officer.
 - (c) On call arrangements will be implemented by agreement between the Chief Executive Officer and majority of affected employees in consultation with the relevant union.

PART 2: PARLIAMENTARY CATERING SERVICES

- (1) Parliamentary Catering Services employees will be allocated uniforms on the basis of 5 shirts and 3 pairs of trousers per employee to be issued every 12 months.
- (2) Parliamentary Catering Services employees will be eligible for a reimbursement of up to \$ 125 per annum for the purchase of work related footwear or an officer may make 1 claim during the life of the Agreement for up to \$ 300. These arrangements will not apply to casual employees.

APPENDIX 16: QUEENSLAND CORRECTIVE SERVICES**1. Dog Trainer's Allowance**

- (a) An employee under this agreement required to kennel a Queensland Corrective Services (QCS) dog at their home and be responsible for the care and maintenance of the dog during hours rostered off duty, shall be paid an allowance, increased in line with the annual base wage increases at clause 2.1(1) of the Agreement, paid as follows:

1 July 2023 Per day	1 July 2024 Per day	1 July 2025 Per day
\$31.55	\$32.81	\$33.79

- (b) The dog trainer's allowance shall be paid during all periods of leave where the employee is required to kennel a QCS dog at their home.
- (c) All food, equipment and associated costs needed to properly care for and maintain the dog shall be paid for by the employer.

2. Miscellaneous Provisions

- (a) QCS commits to the development of a flexible work policy that complies with the *Industrial Relations Act 2016, Division 4 of Chapter 2*, is consistent with the Public Service Commission's Flex Connect Framework, and which is to be implemented by 31 December 2023.
- (b) During the term of the agreement QCS commits to the exclusive review of entry level roles and classifications of Corrective Service Officer descriptions in the AO, OO and PO streams covered under this agreement, and to implement strategies to improve the attraction, retention, and career progression of roles in the PO stream.

APPENDIX 17: RESIDENTIAL TENANCIES EMPLOYING OFFICE

Continuing, reviewed and updated provisions originally prescribed in the *Residential Tenancies Authority Development Agreement, 1996*

1. Annual leave

Annual leave shall be able to be accessed by employees on a half pay basis for the life of this Agreement subject to operational requirements of the RTA.

2. Organisation Change and Consultation

The employer commits to continue to implement and apply the Organisational Change Guideline developed in consultation with Together Queensland.

The guideline will remain in place for the lifetime of the Agreement and may only be amended in consultation with Together Queensland.

3. Workload

The employer is to provide relevant unions with a list of resignations (consisting of job title and work location), whether the vacancy has been filled and the strategy to fill the vacancy or reallocate workload, on a quarterly basis unless agreed between the employer and union to be on a more regular basis. This information is to be provided electronically.

APPENDIX 18: SAFE FOOD PRODUCTION AUTHORITY

Continuing, reviewed and updated provisions originally prescribed in the *Safe Food Enterprise Development – Certified Agreement 2002*

1. Study Leave

The provisions of the Ministerial Directive relating to Study and Examination Leave (as amended), will continue to apply to Safe Food Production Queensland employees covered by this Agreement.

2. Paid Parental Leave

The provisions of Ministerial Directive relating to Paid Parental Leave (as amended) will continue to apply to Safe Food Production Queensland employees covered by this Agreement.

APPENDIX 19: OFFICE OF THE PUBLIC GUARDIAN**Provisions Applicable to Community Visitors Appointed under section 109 (1)(a), (b) or (c) of the *Public Guardian Act 2014*****1. Broken day of work**

A Community Visitor may undertake their daily ordinary hours of work, within their spread of hours, over a broken day where:

- the employer requires the hours of work to be performed over a broken period due to operational requirements, noting this will be determined in consultation with the employee and will be minimised where possible; and will be in not more than two periods (excluding rest pauses and meal breaks); or
- at an employee's election with approval by the employer.

2. Operational Guidance

Office of the Public Guardian commits to review the Community Visitor terms and conditions of employment instrument-and, where required,-include these arrangements in operational policies and procedures within six months of the 2023 Agreement being certified. This will be undertaken in consultation with a Community Visitor Continuous Improvement group and in consultation with Together Queensland. Upon finalisation of this process the terms and conditions of employment instrument will be discontinued.

APPENDIX 20: QUEENSLAND AUDIT OFFICE

1. In recognition of legislative change contained in s.14 of the *Integrity and Other Legislation Amendment Act 2022* (IOLAA 2022), the Queensland Audit Office (QAO) makes the following commitments current for the life of this agreement for employees covered by the appendix.
2. QAO will continue to apply the conditions and entitlements contained in the directives made or continued under the *Public Sector Act 2022* (PS Act) applicable as at the date of certification of this agreement.
3. QAO will develop QAO policies, in consultation with the Union, that will come into effect upon commencement of s.14 of IOLAA 2022 to continue the operation of existing conditions and entitlements currently provided for in the directives applicable as at the date of certification of this agreement. The policies will also incorporate the relevant provisions contained within the PS Act with respect to the conditions and entitlements.
4. In consultation with the Union, QAO will consider the appropriateness of the application of any updated or new directives made after the date of certification of this agreement.

APPENDIX 21: DEPARTMENT OF CHILD SAFETY, SENIORS AND DISABILITY SERVICES (ONLY SENIORS AND DISABILITY SERVICES EMPLOYEES)

Continuing Provisions Applicable to Certain Professional Staff previously Employed in the previous Department of Communities, Disability Services and Seniors

1.1 Student Supervision Allowance

1.1.1 A Student Supervision Allowance per day will be paid to employees of the Department of Child Safety, Seniors and Disability Services (only Seniors and Disability Services employees) who are:

- (a) employed in the professional stream; and
- (b) approved by the Director-General or his/her delegate to provide clinical education and/or professional supervision of an undergraduate or graduate entry university student.

1.1.2 The Student Supervision Allowance is increased in line with the annual base wage increase at clause 2.1(1) of the Agreement, and will be paid as follows:

1 July 2023 Per Day	1 July 2024 Per Day	1 July 2025 Per Day
\$10.40	\$10.82	\$11.15

1.1.3 The allowance is only payable for a maximum of 10 days per fortnight.

1.1.4 Only one employee can receive the Student Supervision Allowance for providing clinical education and/or professional supervision for any one student each day. This employee would be the designated educator for that day in accordance with clause 1.1 (b) above.

1.1.5 A guide for employees providing student supervision and education as per clause 1.1(b) above will be made available to staff eligible for this allowance.

APPENDIX 22: EMPLOYEES COVERED BY THE BUILDING, ENGINEERING AND MAINTENANCE SERVICES EMPLOYEES (QUEENSLAND GOVERNMENT) AWARD – STATE 2016 ENGAGED IN THE BUILDING TRADES STREAM

PART 1: APPLICATION

1.1 Application

1.1.1 The terms of this Appendix shall apply to employees covered by the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award State – 2016* (BEMS Award) engaged in the building trades stream.

1.2 Relationship with other industrial instruments

1.2.1 Clause 12.3(a), Schedule 1 and Schedule 4.1 of the BEMS Award or the provisions as amended by the parties to that award, shall continue to define the criteria to progress between the various classifications for building trades employees contained in this Agreement.

1.2.2 Additional paypoints between BT1 and BT3 classifications shall be accessible to enable employees to access 50% of the wage rate applicable when half the next level of competency is demonstrated by the employee concerned, and is also required in the workplace. Such additional paypoints will be payable following assessment in the workplace in accordance with current and applicable competency standards.

Additional mid-points will be payable on the following basis:

Paypoints	Progression Criteria	Calculation of Paypoints
BT1	As prescribed by clause S4.1.2 of the BEMS Award and the relevant competency standards for BT1.	BT1 rate as prescribed by this Agreement.
BT1 midpoint	50% of the competency points as prescribed by clause S4.1.2 of the BEMS Award and the relevant competency standards required for assessment from BT1 to BT2.	BT1 rate as prescribed by this Agreement plus 50% of the difference between BT1 and BT2 as prescribed by this Agreement.
BT2	As prescribed by clause S4.1.2 of the BEMS Award and the relevant competency standards for BT2.	BT2 rate as prescribed by this Agreement.
BT2 midpoint	50% of the competency points as prescribed by clause S4.1.2 of the BEMS Award and the relevant competency standards required for assessment from BT2 to BT3.	BT2 rate as prescribed by this Agreement plus 50% of the difference between BT2 and BT3 as prescribed by this Agreement.
BT3	As prescribed by clause S4.1.2 of the BEMS Award and the relevant competency standards for BT3.	BT3 rate as prescribed by this Agreement.
BT3 midpoint	An additional six competency points of relevant structured training from another Trade or Post Trade in addition to the requirements for a BT3.	BT3 rate as prescribed by this Agreement plus 50% of the difference between BT3 and the CW8 classification from the <i>Civil Construction, Operations and Maintenance General Award – State 2016</i> (115% rate) as prescribed by this Agreement.

1.2.3 Re-assessment for building trades employees remunerated between BT1 and BT3 may only occur after a period of at least 6 months has elapsed since the employee was last assessed.

APPENDIX 23: EMPLOYEES COVERED BY THE BUILDING, ENGINEERING AND MAINTENANCE SERVICES EMPLOYEES (QUEENSLAND GOVERNMENT) AWARD – STATE 2016 ENGAGED IN THE ENGINEERING STREAM

PART 1: APPLICATION

1.1 Application

1.1.1 The terms of this Appendix shall apply to employees covered by the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* (BEMS Award) engaged in the engineering stream.

1.2 Relationship with other industrial instruments

1.2.1 Schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide, or those clauses as amended by the parties to that award, shall continue to define the criteria to progress between the various classifications for engineering employees contained in this Agreement.

1.2.2 Additional mid-points (AMP) between C10 and C7 classifications will be accessible to enable employees to access 50% of the wage increase applicable when half the next level of competency is demonstrated by the employee concerned, and is also required in the workplace. The mid-points will be payable following assessment in the workplace.

Additional mid-points will be payable on the following basis:

Paypoint	Progression Criteria	Calculation of AMP Rate
C10	As prescribed by schedule 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide for C10.	C10 rate as prescribed by Appendix 3 of this Agreement.
C10midpoint	50% of the competency points as prescribed by clause schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C10 to C9.	C10 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C10 and C9 as prescribed by Appendix 3 of this Agreement.
C9	As prescribed by schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide for C9.	C9 rate as prescribed by Appendix 3 of this Agreement.
C9midpoint	50% of the competency points as prescribed by schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C9 to C8.	C9 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C9 and C8 as prescribed by Appendix 3 of this Agreement.
C8	As prescribed by schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide for C8.	C8 rate as prescribed by Appendix 3 of this Agreement.
C8midpoint	50% of the competency points as prescribed by schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C8 to C7.	C8 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C8 and C7 as prescribed by Appendix 3 of this Agreement.
C7	As prescribed by schedules 2 and 4.2 of the BEMS Award and the National	C7 rate as prescribed by Appendix 3 of this Agreement.

Metal and Engineering Competency
Standards Implementation Guide for
C7.

C7midpoint	50% of the competency points as prescribed by schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C7 to C6.	C7 rate as prescribed by Appendix 3 of this Agreement plus 50% of the difference between C7 and C6 as prescribed by Appendix 3 of this Agreement.
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- 1.2.3 Re-assessment for engineering employees remunerated between C10 and C7 may only occur after a period of at least 6 months has elapsed since the employee was last assessed.

APPENDIX 24: EMPLOYMENT SECURITY POLICY

1. Introduction

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security¹ for permanent government employees (as outlined in section 2 – Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce’s commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve “best value” delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the *Public Service Act 2008*).

This policy does not apply to government employees who are subject to disciplinary action which would otherwise result in termination of employment, or who are not participating in reasonable opportunities for retraining, deployment or redeployment.

3. Authority

This policy was approved by Cabinet on 30 March 2015.

4. Policy

4.1 Permanent Employment

The Queensland Government is committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or appropriate. Agencies are encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

4.2 Organisational change and restructuring

¹ Employment security is a commitment to continuing employment in government, as distinct from job security. This distinction recognises that jobs may change from their current form, as the skills mix and composition of the government workforce vary to meet changing government and community service needs.

It is the Government's intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise government agencies, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.

Cabinet approval is required for all major organisational change and restructuring in agencies:

- (a) that will significantly impact on the government workforce (e.g. significant job reductions, deployment to new locations, alternative service delivery arrangements, etc). The emphasis will be on minimum disruption to the workforce and maximum placement of affected staff within agencies, and ordinarily organisational restructuring should not result in large scale "spilling" of jobs.
- (b) that will have major social and economic implications, particularly in regional and rural centres where the government is committed to maintaining government employment. Proposals affecting these centres need to carefully evaluate the impact on communities to ensure that short-term efficiency gains are balanced against the long-term social and economic needs of these communities.

The agency will need to demonstrate that any proposed organisational change or restructuring will result in clearly defined service enhancements to government and/or the community, as identified in a business case, and be undertaken through a planned process. Where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees.

The requirement to obtain Cabinet approval for major organisational change is not intended to reduce the flexibility of Chief Executives in their day-to-day management of agencies' operations. Chief Executives retain prerogative over normal business activities to manage the government workforce, (such as job reclassification, job redesign, performance management, disciplinary action and transfers), and organisational improvement initiatives (such as process re-engineering, changes in work practices and the introduction of new technology).

4.3 Employees affected by organisational change

The government undertakes that tenured government employees will not be forced into unemployment as a result of organisational change, other than in exceptional circumstances.

Government employees affected by performance improvement initiatives or organisational change will be offered maximum employment opportunities within the government, including retraining, deployment, and redeployment. Only after these avenues have been explored will voluntary early retirement be considered.

Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

4.4 Consultation

For further advice on the application of this policy, agencies should consult with the Office of Industrial Relations.

APPENDIX 25: QUEENSLAND GOVERNMENT POLICY ON THE CONTRACTING-OUT OF SERVICES

1. Application

The Queensland Government recognises that government agencies are the key instruments for delivering or implementing the policies of the government.

In striving to achieve "best value" delivery of services to the community, the government's focus will be on pursuing performance improvement strategies for its workforce, not on simply replacing government employees with non-government service providers.

In this regard, the government has restored the following policy on contracting-out of services as part of its commitment to restoring fairness for the government workforce. This policy¹ applies to all Queensland Government agencies (including departments, public service offices, statutory authorities, and other government entities as defined under the Public Service Act 2008) and all tenured employees of these agencies. The government recognises that, in the case of Queensland Health (comprising the Department of Health and the Hospital and Health Services), public health services are provided through a mix of in-house delivered services and partnerships with non-government, community and private sector health providers.

For the purposes of this policy, contracting-out refers to a contractual arrangement to deliver a service to government or the provision of a government service by a non-government service provider. Capital works programs are not considered government services for the purpose of this policy. This means that current arrangements for delivery of the capital works program through competitive tendering will continue. Further, the purchase of services by government agencies from an internal government provider is not regarded as contracting-out.

Similarly, services contracted to community service providers through grant programs or as recurrently funded programs are not regarded as being contracted-out for the purposes of this policy.

This policy does not apply to the normal purchase of inputs to government agencies such as office supplies and consultancies. It does however apply to contractual arrangements such as cleaning and other 'hotel' type services.

Where there are major joint ventures or co-locations with the private sector (e.g. hospital co-locations) decisions on the delivery of support services will be made on a case by case basis.

2. Authority

This policy was released on 16 January 2016.

3. Policy

3.1 Services currently provided in-house (i.e. by a government agency)

It is the policy of the government that in order to maintain existing government jobs, there will be no contracting-out of services currently provided in-house other than in circumstances where:

- actual shortages exist in appropriately skilled in-house staff;
- there is a lack of available infrastructure capital or funds to meet the cost of providing new technology;
- or
- it can clearly be demonstrated that it is in the public interest that services should be contracted-out.

¹ This policy should be read in conjunction with applicable industrial instruments.

Cabinet approval will be required only for contracting-out proposals that meet the criteria outlined above where they would have a significant impact on the government's workforce in terms of job losses. Cabinet submissions proposing contracting-out initiatives should detail:

- why the service cannot continue to be delivered by government agencies;
- the impact on the government workforce;
- how the proposed initiative will improve government service delivery;
- any social and/or economic impact on the Queensland community;
- the impact on regional and rural communities, where relevant, particularly in regard to maintenance of public employment in regional and rural Queensland;
- the impact on future competitive tendering in a market where the government will have no capacity to bid;
- communication and consultation strategies, including managing the impact on the tenured government workforce, and workforce transition plans for deployment, redeployment and retraining; and
- the cost implications for government.

Where the government agrees to contract-out services, employees and the relevant unions will be consulted as early as possible. Discussions will take place prior to any steps being taken to call tenders or to enter into any alternative bidding arrangement for the provision of services by an external provider.

If, after full consultation with employees and relevant unions, employees are to be affected by the necessity to contract-out services, the government agency should:

- ensure that effort is directed towards assisting employees to take up employment with the contractor; and/or
- ensure that employees are given the maximum opportunity to accept deployment and redeployment.

3.2 Services currently contracted-out

It is the policy of the government that when existing contracts with non-government providers are due for renewal, the services generally will be once again offered to contract.

If the conditions of the existing contract allow for the contract to be renewed without a tendering process, and the external provider has met all the conditions of the contract, a new contract may be offered to the current provider subject to continuing commercial viability and the mutual agreement of both parties.

Where a contract is due to expire and a tendering process is proposed, government agencies may bid for the work, subject to any legislative requirements and government agencies competing on a fair basis – that is, with any advantages or disadvantages that stem solely from their public ownership being removed or accounted for in an appropriate manner. Operational guidelines will be developed to assist agencies in assessing the relative merits of in-house and external bids.

In-sourcing will be undertaken only where it can be demonstrated that work is competitive on an overall "best value" basis, including quality and cost of purchase and maintenance of any capital equipment required to perform the work.

3.3 New services

A decision on whether it is appropriate to contract-out new government services with significant workforce impacts will be made on a case by case basis by Cabinet. Opportunity will be provided for the new government service to be delivered by in-house staff where it can be demonstrated that work is competitive on an overall "best value" basis, including quality and cost of purchase and maintenance of any capital equipment required to perform the work.

Cabinet submissions proposing contracting-out of new services should detail:

- any social and/or economic impact on the Queensland community;
- the impact on regional and rural communities;
- the impact on future competitive tendering in a market where the government will have no capacity to bid;
- why the service needs to be delivered by a non-government service provider; and
- the cost implications for government.

3.4 Services in replacement facilities

Existing outsourcing arrangements may not always be extended to replacement facilities (e.g. replacement hospitals and schools). A decision by Cabinet on whether it is appropriate to continue to contract-out services in replacement facilities will be made on a case by case basis.

Where a decision is made to transfer the existing contract to a replacement service, this may be offered to the current provider subject to commercial viability and the mutual agreement of both parties.

Opportunity should be given for in-house staff to undertake the work where it can be demonstrated that work is competitive on an overall "best value" basis, including quality and cost of purchase and maintenance of any capital equipment required to perform the work.

Cabinet submissions proposing contracting-out of replacement services should detail:

- the impact on the government workforce;
- how the proposed initiative will result in improvements to government service delivery;
- any social and/or economic impact on the Queensland community;
- the impact on regional and rural communities, where relevant, particularly in regard to maintenance of public employment in regional and rural Queensland;
- the impact on future competitive tendering in a market where the government will have no capacity to bid, if relevant; and
- the cost implications for government.

3.5 Implementing the Policy on the Contracting-Out of Services

In applying this policy, the following principles should be adhered to:

- i. The primary focus should be on improving the productivity of the existing government workforce through performance improvement strategies (such as training, innovation, and benchmarking);
- ii. Where services currently contracted-out come up for tender, or the delivery of new services and services in replacement facilities are being considered, in-house staff should be given the opportunity to undertake the work where it can be demonstrated that it is competitive on an overall "best value" basis, including quality and cost of purchase and cost of maintenance of any necessary capital equipment;
- iii. Where competitive tenders involve in-house bids, those bids must be fairly based – that is, with any advantages or disadvantages that stem solely from their public ownership being removed or accounted for in an appropriate manner;
- iv. Except in exceptional circumstances, in-house work units should be afforded sufficient opportunity and support, over a reasonable time, to achieve an acceptable level of performance, efficiency and effectiveness, before alternative service provision options are considered; and
- v. Options for the management of employees affected by organisational change are to include deployment, retraining, redeployment and voluntary early retirement.

APPENDIX 26: QUEENSLAND GOVERNMENT COMMITMENT TO UNION ENCOURAGEMENT

The Queensland Government has made a commitment to encourage union membership among its employees. As part of this commitment the government will:

- Acknowledge union delegates and job representatives have a role to play within a workplace, including during the agreement making process. The existence of accredited union delegates and/or job representatives is to be encouraged. Accredited union delegates and/or job representatives shall not be unnecessarily hindered in the reasonable and responsible performance of their duties.
- Subject to relevant legislation, allow employees full access to union delegates/officials during working hours to discuss any employment matter or seek union advice, provided that service delivery is not disrupted and work requirements are not unduly affected. Delegates will be provided reasonable access to facilities for the purpose of undertaking union activities.
- Encourage the establishment of joint union and employer consultative committees at a central and agency level.
- Promote reasonable and constructive industrial relations education leave in the form of paid time off to acquire knowledge and competencies in industrial relations.
- Provide an application for union membership and information on the relevant union(s) to all employees at the point of engagement and during induction.
- At the point of engagement, provide employees with a document indicating that the Agency encourages employees to join and maintain financial membership of an organisation of employees that has the right to represent their industrial interests.
- Subject to relevant privacy considerations, provide union(s) with details of new employees.

The active cooperation of all managers and supervisors is necessary to ensure that the government can honour this commitment.

Passive acceptance by agencies of membership recruitment activity by unions does not satisfy the government's commitment. Encouragement requires agencies to take a positive, supportive role, although ultimately it remains the responsibility of the unions themselves to conduct membership recruitment.