



The proposed *State Government Entities Certified Agreement* 2023

'Core Agreement'

14 September 2023



Office of Industrial Relations
worksafe.qld.gov.au



You might have heard that on 31 July 2023, Government and your unions reached an in-principle agreement for a proposed Core Agreement, and soon you'll have the opportunity to vote on the proposed Agreement.

This PowerPoint Presentation explains the terms of the proposed Core Agreement and is just one of the many resources that have been developed to assist you to understand the key terms and conditions to be included in the proposed Core Agreement.

Acknowledgement of Country

We respectfully acknowledge the Traditional Custodians of the land on which you are watching this presentation from. We also pay our respects to Elders past and present, and extend that respect to Aboriginal and Torres Strait Islander people.



Before we get started on the presentation and the details, we would like to respectfully acknowledge the Traditional Custodians of the land on which you are watching this presentation from. We also pay our respects to Elders past and present, and extend that respect to Aboriginal and Torres Strait Islander people.

Consultation information and materials

- Additional resources and contacts: [State Government Entities Certified Agreement | For government | Queensland Government](#)
- A copy of the proposed agreement is available at this location, including a version where changes are highlighted in yellow for easy identification

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* (QPSOEA) 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 QPSOEA 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.



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This presentation should be reviewed in conjunction with the broader explanatory material. This material is located at the following Forgov link displayed on the slide. It is also a hyperlink, so if you click it, it will take you to the page:

<https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/pay-benefits-and-leave/state-government-entities-certified-agreement>

At this link you will also find a copy of the proposed agreement in full, including salary schedules. Please make sure you read the agreement.

There is also a version of the proposed Core Agreement where changes have been highlighted in yellow to assist you to readily identify what is new and what has changed, I'll pop an example up on the screen. Just look for the yellow!

You may find that you have questions as you work through all of the information. If you do, a list of entity representatives and Union representatives is also contained on the ForGov link on the screen.

Who does the Agreement cover?

- Covers approximately:
 - 28,000 employees
 - 47 entities
 - 13 registered industrial associations (unions)



The proposed Core Agreement covers anyone who isn't covered by an agency-specific agreement.

It applies to approximately 28,000 employees in administrative, professional, technical and operational roles in 47 entities across the public sector. The entities are listed at Appendix 1.

Thirteen unions are also party to the agreement. See clause 1.2 - parties bound, it lists the relevant unions.

Who does the Agreement cover?

Proposed Agreement **will now also cover:**

- Community Visitors – Office of the Public Guardian;
- QBuild Office Staff – Energy and Public Works; and
- Integrity Commission.



There have been some changes to the coverage since the last agreement was negotiated. In addition to the existing entities covered, the proposed Core Agreement will also now cover:

- Community Visitors employed pursuant to the *Public Guardian Act 2014*, in the Office of the Public Guardian;
- QBuild Office Staff employed in the Department of Energy and Public Works, as opposed to having a stand-alone agreement; and
- Employees of the Integrity Commission. Employees are currently employed in the Department of Premier and Cabinet and covered by the current Core. While staff are yet to transition to this Office to ensure consistency with their existing terms and conditions upon transition this entity has been captured.

Who does the Agreement no longer cover?

Proposed agreement **will not** cover:

- Queensland Police Service employees; and
- Disaster Management Employees – Queensland Fire and Emergency Services

The proposed Core agreement will no longer cover two groups that have been covered by previous core agreements, they are:

- Queensland Police Service Employees. This relates to those AO, PO, TO, and OO staff who are not Covered by the Queensland Police Service Certified Agreement or Protective Service Officers Agreement.
- It will also not cover Disaster Management Employees, currently employed by Queensland Fire and Emergency Services. This group will shortly transition to Queensland Police.

The reason they will not be covered, is because they are negotiating a separate agreement.

Check out Appendix 1 of the proposed Core Agreement for the full list of the 47 entities covered by this proposed agreement.

If you are at all unsure about whether you are covered, ask your entity or union representative – remember their details are also located on the ForGov webpage.

Instruments to be terminated?

- *State Government Entities Certified Agreement 2019*
- *QBuild Office Staff Certified Agreement 2019*

Upon certification of the proposed Core Agreement the following agreements will be replaced by the agreement:

- The State Government Entities Certified Agreement 2019; and
- The QBuild Office Staff Certified Agreement 2019 – as these employees will now covered by the Core.

Because these instruments will be replaced, they are no longer required and can be terminated. The termination of the agreements will occur at the appropriate time following certification.

The current Core Agreement contains a clause confirming that all parties agree to the termination.

A notice of intention to terminate the agreements is also available on the ForGov page.

Please note that the 2019 Core will be terminated only for those employees who will be covered by the new Core Agreement, it will continue to cover Queensland Police and Disaster Management employees until they finalise a replacement agreement.

What does the Agreement cover?

Provides for:

- General: terms and conditions
- Appendices: entity specific conditions;
- Wages; and
- Cost of Living Adjustment Payment (COLA)



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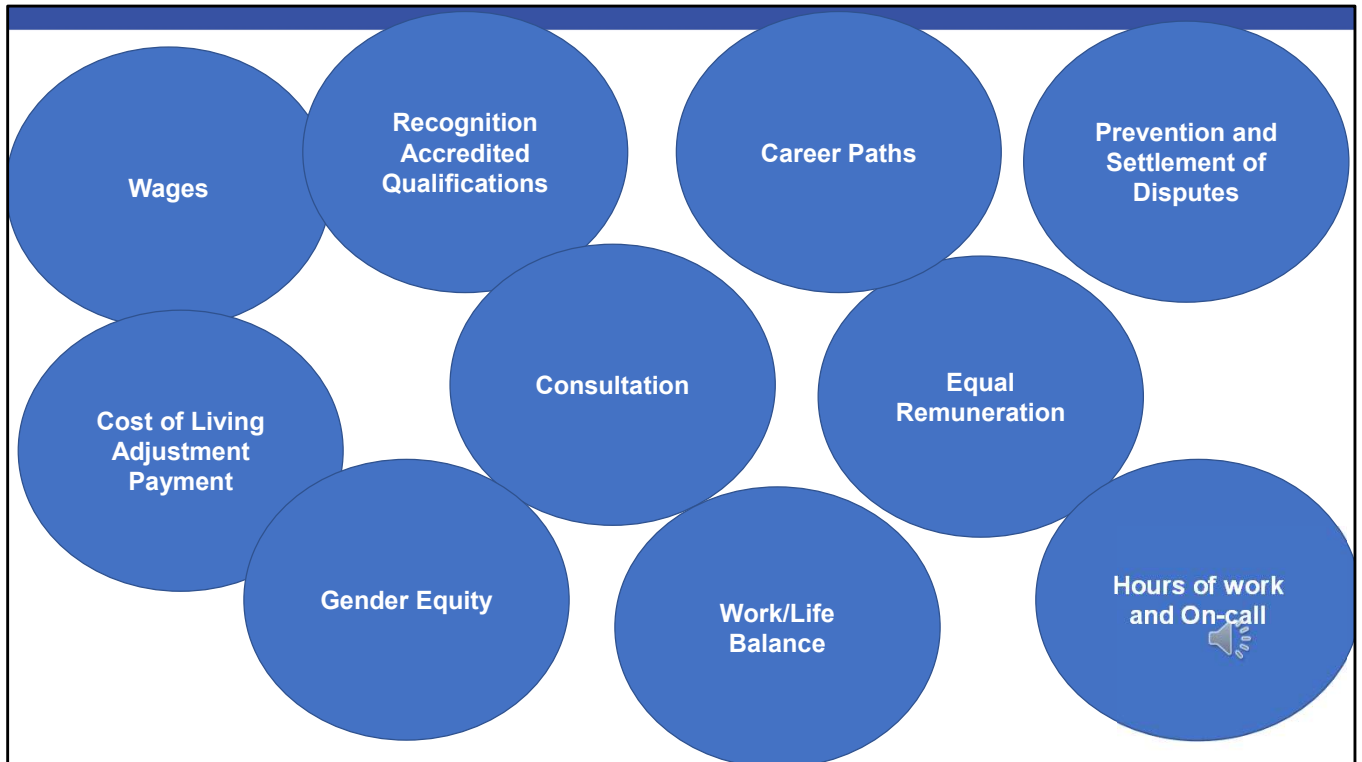
The proposed Core Agreement provides for both general terms and conditions of employment which will apply to all employees covered (unless expressly excluded) as well as some specific terms and conditions for particular groups of employees.

The specific terms and conditions for particular groups are found in the appendices of the proposed agreement.

A summary of each of the changes and/or enhancements to the Appendices is also located on the Forgov page at the same link provided at the beginning of this presentation. If one of these appendices applies to you, you should ensure you review the content in conjunction with the broader explanatory materials.

Your department may also have additional information and material which relates to you, so make sure you reach out to your entity representative if you are unsure or require more information in relation to your specific appendix or entity information.

This presentation will now tell you more about the proposed Core Agreement's general terms and conditions, including the wages payable to employees.



The proposed Core Agreement is based on your current agreement but includes some new employment conditions and some improved entitlements.

This includes conditions such as

1. wage rates
2. Cost of living adjustment payment (or COLA for short)
3. A clause dealing with the prevention and settlement of disputes
4. Equal remuneration, and measures to be taken to achieve gender pay equity
5. Recognition of Accredited Qualifications
6. Career Paths
7. Consultative requirements
8. Hours of Work, including on-call
9. Gender Equity; and
10. Worklife balance.

Wages

Earlier wage increase date!

- 4% in year 1, (1 July 2023);
- 4% in year 2, (1 July 2024); and
- 3% in year 3, (1 July 2025).



11% increase over the life of the Agreement!

The proposed 2023 Core Agreement will provide for wage increases to occur on 1 July of each year of the agreement. Previously wage increases occurred on 1 September of each year under the Core. This means that employees will receive earlier wage increases than usual.

The Agreement provides for the following in relation to wage increases:

- On 1 July 2023 - 4% on current agreement rates of pay (as at 30 June 2023) (which will be back paid from the date of certification);
- On 1 July 2024 - 4% on the 1 July 2023 agreement rates of pay; and
- On 1 July 2025 - 3% on the 1 July 2024 agreement rates of pay.

The first wage increase of 4% effective 1 July 2023 will be paid to employees as soon as possible after certification of the Agreement.

The salary schedule in Appendix 3 has been updated in line with the increases and provides the rates of pay.

For the life of the Agreement, if the salary rates in the Agreement and relevant Award differ, employees will be paid the higher of the two rates. This is not an enhancement, but a continued provision.

Cost of Living Adjustment (COLA) Payment

- Available for each of the three years of the agreement to eligible employees – if triggered.
- Paid at the beginning of each year of the agreement.
- Triggered if CPI for the relevant year is higher than the relevant wage increase for that year - capped at 3%

This means employees could receive up to three COLA payments each up to a maximum of 3% of their base wages.



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The proposed Core Agreement also provides for a COLA payment for each year of the agreement. The COLA payment will be made effective from the beginning of each of the three agreement years where triggered.

The COLA payments clause provides for a payment to be made to eligible employees if:

- the annual consumer price index (CPI) percentage for Brisbane in the relevant March period is greater than the wage increase provided under the Agreement, for each of the three years of the Agreement.
- For the proposed agreement the relevant March periods will be March 2023, March 2024 and March 2025.

The payment is calculated as the difference between the relevant wage increase percentage under the agreement for that year and the CPI percentage for the relevant year. It is capped at 3% and applied to the individual employee's base wages for the relevant COLA year. For example, if the CPI is 7.5% for the March quarter, and the pay increase for that year is 4% the COLA would be 3% of base wages that year. This means that employees could receive, in addition to their annual wage increases 3 payments up to 3% of their base wages.

Cost of Living Adjustment (COLA) Payment

First COLA (2023 COLA) Will be the MAXIMUM 3% of base wages!

Additional resources:

- Frequently Asked Questions (FAQs)
- Effect of the Terms
- Visual Aides

[State Government Entities Certified Agreement | For government | Queensland Government](#)



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Additional resources have been developed to assist you to understand how the COLA operates, including parameters, important definitions and eligibility requirements. These documents include:

- Frequently Asked Questions;
- Effect of the Terms Document; and
- Visual Aides.

See the Forgov website <https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/pay-benefits-and-leave/state-government-entities-certified-agreement> The link is on the screen.

As COLA will be paid at the beginning of each agreement year if triggered, the CPI figure for the relevant March period for 2023 is already known.

For 2023 the relevant CPI was 7.4%. The proposed increase for year 1 is 4%. The difference between the figures is 3.4% however, COLA is capped at 3%.

Therefore the maximum 3% COLA payment will be made to eligible employees for the First COLA payment in the event the proposed Core Agreement is supported by the valid majority of employees, and once certified. The COLA payment will be paid to eligible employees as soon as possible after certification of the Agreement.

New and improved clauses

- Equal Remuneration – see clause 1.9;
- Hours of Work – see clause 2.9;
- On-Call – see clause 2.10:
- No Further Claims – see clause 2.11;
- Recognition of Accredited Qualifications – see Part 4;



You might be wondering what's changed in this Agreement. The proposed Core Agreement introduces a number of new clauses that provide for new entitlements and conditions. There have also been a number of improvements made to existing clauses. Let's run through a summary of these items – each of them are listed on the screen, and include the relevant section of the Agreement so you can easily navigate to them.

- Equal Remuneration: this clause provides a commitment to take proactive measures to achieve gender pay equity, where all employees receive equal remuneration for work of equal or comparable value has been included. The clause outlines what employers have implemented, will implement, or are implementing to achieve equal remuneration.
- Hours of Work: in summary the changes commit entities to review their hours of work policy through the relevant consultative committee mechanism, place an obligation on both employers and employees to manage accrued time and time off in lieu balance, including facilitating and taking the time off to avoid balances being lost. It also requires Unions to be provided with the number of accrued hours lost and work activities impacting employees outside work hours can also be raised at the relevant consultative committee.
- On-call: A clause has been included to clarify that where the *Queensland Public*

Service Officers and Other Employees Award – State 2015 PO3.4 rate is the hourly rate used to determine the allowance, it is the Agreement rate. However, if the Award rate is higher, the award rate is payable. There is also a commitment for entities to develop guidelines for on call where on-call arrangements are utilised.

- No Further Claims Clause: this clause ensures that no party to the agreement can pursue additional claims, unless expressly identified. During the life of the Agreement, all Ministerial Directives will be reviewed to align to the changes of the *Public Sector Act 2022*. A clause has been included to allow this process to occur and that where changes do occur and the arrangements are provided elsewhere, Directive no longer applies or as otherwise agreed, it is not a matter which can be disputed. Nor is it considered a reduction.
- Recognition of Accredited Qualifications: In the previous agreement, employees who had a relevant qualification for their specific classification level would have to progress through all increments and then remain at the top paypoint for 12 months prior to being eligible to be paid the AQF payment. The revised clause will provide that the payment is eligible as soon as an employee obtains the qualification. For those persons that currently have a relevant qualification for their classification, and are waiting out the existing eligibility period – from 1 July 2023 you will be entitled to be paid the allowance. In addition to this change, previously the payment was a fixed rate. The rates will now increase in line with the headline wage increase – this will result in an 11% increase over the life of the agreement. This is also an important gender equity initiative as the majority of women are engaged at these levels.

New and improved clauses

- Fair Career Paths – see Part 17;
- Improving Gender Equity – see Part 19;
- Work/Life Balance – see Part 20;
- Introduction of Technology/Future of Work – see Part 21;
and
- Psychosocial Hazards – see Part 28.



- Fair Career Paths: this clause has been enhanced to clarify that a relevant union can raise a JEMs review on behalf of an individual or group of employees, and consultation with the union can include the JEMs process. Therefore the relevant Union now has a clear right to be involved in this process.
- Improving Gender Equity: this clause has been enhanced, and includes items such as confirming the parties' commitment to improving gender equity, to achieve fair and equal outcomes, acknowledgment of the importance of recruitment and selection practices being consistent with the *Public Sector Act 2022* (where it applies) and matters relating to gender equity can be raised through consultative committees.
- Work/Life Balance: this clause clarifies that requests are to be decided on an individual basis, acknowledges the Whole of Government framework and that it should be implemented through consultative committees.
- Introduction of technology/future of Work: this clause specifies that consultation on proposed technological change includes artificial intelligent technologies. It also reiterates the importance of the use of technology and work/life balance – industrial expectations – guidance for managers circular developed as an outcome of the last agreement.

- Psychosocial Hazards: this clause acknowledges the importance and requirement to manage these risks and hazards in the workplace, and that they are to be managed in accordance with the relevant legislative framework, which includes the New Code of Practice and that implementation of appropriate frameworks are to occur in a consultative manner.

Continuing clauses

All other existing clauses have been 'rolled over' and included in this proposed agreement too.

These clauses provide entitlements and conditions about:

- Annual leave loading
- Salary packaging
- No loss of show day
- Employment Security
- Industrial relations education leave
- and much more.



The other existing conditions and entitlements currently enjoyed by Core Agreement employees have been rolled over or continued in the proposed Core Agreement.

These clauses cover a broad range of matters including:

- annual leave loading
- salary packaging
- No loss of show day
- Employment Security
- industrial relations education leave and much more.

Some of the clauses may have had some slight adjustments, however these are considered to be administrative changes and do not change the existing entitlement or conditions. By way of an example, on 1 March 2022 of this year the *Public Sector Act 2022* commenced operating and replaced the *Public Service Act 2008* so references to the Act, relevant sections and changes of terminology had to occur.

Part 15 - Dispute resolution provisions

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, cooperation 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.

No changes to the clause

Sets out the procedure for resolving disputes



The proposed 2023 Core Agreement includes a procedure for resolving disputes about matters covered by the agreement – its contained at part 15 of the draft. It is a continuing clause and no changes have been made in the proposed agreement.

It sets out how work is to continue and the steps to be taken if the matter cannot be resolved. Disputes should be resolved by meeting together. If necessary, Queensland Industrial Relations Commission may be involved.

In summary, normal work continues whilst the procedure is being followed, except where there is an imminent risk to health and safety.

This slide shows an extract of the clause.

Entity specific arrangements

Appendices 5 to 21 contain entity-specific outcomes for:

- Department of Agriculture and Fisheries
- Queensland Building and Construction Commission Employing Office
- Department of Environment and Science
- Department of Housing
- Department of Justice and Attorney-General
- Department of Resources
- Office of the Public Guardian
- Queensland Parliamentary Service
- Queensland Audit Office
- Department of Treaty, Aboriginal and Torres Strait Island Partnerships, Communities and the Arts
- Queensland Fire and Rescue Service
- Queensland Curriculum and Assessment Authority
- Department of Child Safety, Seniors and Disability Services (Seniors and Disability Services only)
- Queensland Corrective Services
- Residential Tenancies Employing Office
- Safe Food Production Queensland.
- Office of the Governor



This section of the presentation will focus on the entity specific arrangements for the proposed core agreement.

As is the case with the current Core Agreement, a number of the entities who are covered by the proposed Core Agreement will have their own appendix. If you are looking for them in the draft Agreement – they start at Appendix 5 and run through to Appendix 21.

These appendices outline any entity-specific terms and conditions for employees in those entities only, and sometimes they are limited to a particular group of employees in that entity.

You might note that the entity names have changed since the last agreement was negotiated. Since the last agreement machinery of government changes have occurred and we have had to update the names of the departments or agencies referred to.

Entity Specific Arrangements

Appendices 5 to 21 contain entity-specific outcomes for:

- Department of Agriculture and Fisheries
- Queensland Building and Construction Commission Employing Office
- Department of Environment and Science
- Department of Housing
- Department of Justice and Attorney-General
- Department of Resources
- **Office of the Public Guardian**
- Queensland Parliamentary Service
- **Queensland Audit Office**
- Department of Treaty, Aboriginal and Torres Strait Island Partnerships, Communities and the Arts
- Queensland Fire and Rescue Service
- Queensland Curriculum and Assessment Authority
- **Department of Child Safety, Seniors and Disability Services (Seniors and Disability Services only)**
- Queensland Corrective Services
- Residential Tenancies Employing Office
- Safe Food Production Queensland.
- Office of the Governor



To assist you, those highlighted in blue are new! That is, the appendices are new and contain new conditions or entitlements.

Those not highlighted are continued appendices – but they may also contain changes.

Entity Specific Arrangements

On 31 July 2023, in-principle agreement (IPA) was reached in relation to the proposed *State Government Entities Certified Agreement – 2023 (2023 Core)*.

The following provides a summary of the key changes and/or enhancements to be provided through the proposed 2023 Core Agreement to assist you to understand the effect of the changes.

Department of Resources – Valuers in the State Valuation Service:

Appendix	10
Existing Clauses	Details
1.	Valuers of the State Valuation Service will retain the existing condition to be paid Professional Officer Level 3, paypoint 1 (PO3.1) upon gaining their registration. This means that when a Valuer gains registration they will continue to be paid the PO3.1 rate of pay as the base paypoint .
2.	In the current clause of the agreement, up to 100% of Continued Professional Development (CPD) required as part of Valuers in the State Valuation Service will be paid. An amendment has been made which removes the up to part of the clause. This will ensure that 100% of CPD will now be paid for this group. It also aligns to broader core arrangements for payment of training and development (see Part 3 of the 2023 Core) where qualifications are mandatory.

[State Government Entities Certified Agreement | For government | Queensland Government](#) – see under heading *Entity Specific Explanatory Material*

An explanatory document for each of the entity appendices has been generated. They have been developed to assist those employees to who the arrangements apply understand the changes and the effect of those changes.

An extract from one of the explanatory documents is currently being displayed on your screen. They are also located on the ForGov website.

You can view these special terms and conditions that apply to your respective entity in these appendices of the proposed Core Agreement.

Contacts are also provided on these documents if you have further questions – feel free to reach out to them.

As previously mentioned, QBuild Office Staff will also be covered by the proposed Core Agreement. While they do not have an appendix an explanatory document has also been developed for this cohort.

Ballot

- GoVote will be conducting the Core Agreement ballot.
- GoVote are an independent ballot company.
- GoVote will provide you with voting instructions.
- Votes can be cast over the internet or by telephone.

The ballot period will be
6am Friday 29 September – 6pm Friday 13 October



For the proposed Core Agreement to be formalised there must first be a vote about whether employees approve the agreement.

Payrolls with the support of agencies will prepare the lists of employees eligible to vote.

These lists will be provided to the independent ballot provider, GoVote, so that you can be emailed or posted your voting instructions. Votes will be able to be cast over the telephone or internet.

GoVote are committed to maintaining your privacy and the confidentiality of any and all data collected by them. A link to GoVotes collection notice is available on the ForGov website. If you have any concerns about this, GoVote will be able to answer your questions.

The ballot will open for you to have you say from 6am Friday 29 September 2023, and will run until 6pm Friday 13 October 2023.


The result will be declared as soon as possible following the closing of the ballot. We will send formal communications to staff through your entities and publish the outcome on the ForGove website.

Ballot

You will receive a letter or email from GoVote with instructions on how to vote.

If you have access to work emails, keep an eye out for emails from:

evote@govote.com.au
mmbounces@govote.com.au
support@govote.com.au.

GoVote will provide email and telephone support during the ballot period. 

You will receive a letter:

- if you are on leave during the period, or
- do not have access to a work email,

Or you will receive an email to your work email address from GoVote with instructions on how to vote.

If you have access to work emails, keep an eye out for emails from the addresses listed on this slide.

What happens after the ballot?

Apply for certification:

- If a valid majority of employees vote in favour of the proposed agreement, an application will be made to the Queensland Industrial Relations Commission for certification the Agreement.
- We are aiming to have the agreement certified by no later than 23 October.
- Agreement will operate once certified.



You might be wondering what happens after the ballot closes and the outcome is declared.

If a valid majority of employees who vote, vote to approve the proposed agreement, an application will be made to the Queensland Industrial Relations Commission for the agreement to be certified.

A 'valid majority' is 50 per cent plus one of those who voted. So, if 20,000 employees vote, at least 10,001 must vote in favour of the agreement.

You are encouraged to cast your vote!

It is anticipated that the agreement will be certified by no later than 23 October. However, this will depend on availability of the Queensland Industrial Relations Commission and obtaining signatures of the parties to the agreement. Once it is certified it will formally start operating.



You might still have questions after reviewing all the material, and watching this presentation.

That's ok – reach out to your entity representative, remember their details are available at the following link (along with other informative materials) – showing on your screen now. It's a hyperlink so you can just click it! <https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/pay-benefits-and-leave/state-government-entities-certified-agreement>

Thanks for taking the time to watch this presentation.



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