

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.

### **Office of the Governor:**

<b>Appendix</b>	<b>11</b>
<b>Existing Clauses</b>	<b>Details</b>
Part 1 Application, clauses 1.1.1 – 1.1.2	<p>The application clause has been amended to remove that contract staff are excluded. This has occurred to ensure the application of the entitlements and conditions to employees is clearer and consistency with the broader application and coverage of the 2023 Core.</p> <p>Further, the exclusion of the appendix to the Official Secretary and Deputy Official Secretary has been retained. It has simply been separated out into a standalone clause so it is clearer who is excluded.</p> <p>The appendix will continue to apply to all staff and roles previously covered, whether they are engaged temporarily or permanently, unless expressly identified in the clause.</p> <p>Further, an amendment has been made to fix a drafting error which indicated part 4 applied to all staff, even though it went on to identify part 4 only applied to Administrative and Operational employees.</p> <p>These changes have no effect to conditions or entitlements and is considered an administrative change.</p>
Part 2, Definitions	<p>Management definition has been updated to remove the term staff to the term employee.</p> <p>A definition of Administrative Officer has been included, to ensure relevant application of the part of the appendix, and consistent with a definition of Operational Officer being included.</p> <p>The terms, Work Unit, Best Practice and Benchmarking have been removed, as these terms are not used in the appendix.</p> <p>These changes have no effect to conditions or entitlements and is considered an administrative change.</p>
Part 3, All Staff Arrangements	<p>Administrative amendments have also been made in this section. These changes have no effect to conditions or entitlements and are considered administrative, such as:</p> <ul style="list-style-type: none"> <li>- Changing effective agency workforce to simply effective workforce</li> <li>- Referring to the Office, as opposed to the Office of the Governor</li> <li>- Changing terminology from staff to employees</li> <li>- Updating the name of the Policy from Study and Research Assistance scheme to, Study Assistance Policy</li> </ul>
Part 3, Movement within classification, 3.2(c)	<p>In terms of a casual, the clause previously provided the condition of 12 months with the same employer. It now simply provides the Office being the Office of the Governor.</p>

	<p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
Part 3, Recognition of Prior Service, 3.3	<p>All Ministerial Directives need to be reviewed and this will occur during this life of the Agreement. This change will ensure any updated Directive relating to Recognition of Prior Service will apply to this group.</p> <p>The Directive, including where it is amended will continue to apply to employees.</p>
Part 3, Discipline, 3.4	<p>The legislative reference and specific provisions have been updated as the <i>Public Service Act 2008</i> was repealed and replaced by the <i>Public Sector Act 2022</i> on 1 March 2023.</p> <p>Office of the Governor has been replaced by Office.</p> <p>These changes have no effect to conditions or entitlements and is considered an administrative change.</p>
Part 4, Operational Officers, 4.2.3	<p>Amendments have been made to clarify that where there is a need for a split shift casual staff may be used in these circumstances, instead of will.</p> <p>This change means that all staff will have equal access to working these shifts as opposed to simply casual staff.</p> <p>Office of the Governor has been replaced by Office.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
Part 4, Fatigue leave, 4.3	<p>The term supervisor has been replaced with management where an employee is instructed to resume or continue work.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p> <p>Additions have been made to provide consistency with the fatigue arrangements provided for in the <i>Queensland Public Service Officers and Other Employees Award – State 2015</i>. The clause specifies the conditions or circumstances when fatigue is not payable. Where these circumstances arise, an employee will not be eligible for fatigue arrangements.</p>
Part 5, Security Staff 24 Hour Shift Arrangements, Section 1, Application, 5.1.1	<p>Office of Governor has been replaced with Office.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
Part 5, Security Staff 24 Hour Shift Arrangements, Section 2, Definitions, 5.2.1	<p>The following definitions have been updated:</p> <p>Ministerial Directive - all Ministerial Directives need to be reviewed and this will occur during this life of the Agreement. This change will ensure any updated Directive relating to Recognition of Prior Service will apply to this group and references the new <i>Public Sector Act 2022</i>.</p> <p>OO5 Classification level to cease – the term Government House, has been replaced with Office. This change has no effect to conditions or entitlements and is considered administrative in nature.</p>

Part 5, Security Staff 24 Hour Shift Arrangements, Section 2, First Aid, 5.2.3	<p>This clause has been amended to clarify the relevant rate for the first aid allowance. Specifically, that it is in accordance with the first aid allowance payable under the <i>Queensland Public Service Officers and Other Employees Award State 2015</i>.</p> <p>While this is an administrative change, it will ensure that the correct rate is payable as per the award, which increases, as opposed to specifying a rate that may not be accurate.</p>
Part 5, Security Staff 24 Hour Shift Arrangements, Section 4, Leave, 5.4.1(3)	<p>The clause relating to long service leave Directive has been amended.</p> <p>All Ministerial Directives need to be reviewed and this will occur during this life of the Agreement. This change will ensure any updated Directive relating to Long Service will apply to this group.</p> <p>This change has no effect to conditions or entitlements and is considered an administrative change.</p>
Part 5, Security Staff 24 Hour Shift Arrangements, Section 5, Leave, 5.2.2 - Example	<p>This clause has been amended to identify that the Block Pay Roster Allowance is inclusive of a certain number of holidays only. It further provides for payment of ordinary hours worked on public holidays not included (e.g., Easter Sunday and Christmas Eve) in accordance with the rate payable under the <i>Queensland Public Service Officers and Other Employees Award – State 2015</i></p> <p>Therefore, if an employee works ordinary hours on a public holiday as identified in this part, they will be entitled to public holiday penalty rates.</p>
Part 5, Security Staff 24 Hour Shift Arrangements, Section 5, Leave, 5.5.2 - Example	<p>The rates utilised in the example have been updated to reflect the wage increases. As it is an example this change does not impact conditions or entitlements and is an administrative change.</p> <p>All wage rates have been updated in the salary schedules in accordance with the wages clause.</p>

If you have any questions in relation to Appendix 11 or the broader Core information, please contact your agency representatives:

- Gavin Kelly: [gavin.kelly@govhouse.qld.gov.au](mailto:gavin.kelly@govhouse.qld.gov.au) or 3858 5728; and
- Kelli Mitchell: [Kelli.Mitchell@govhouse.qld.gov.au](mailto:Kelli.Mitchell@govhouse.qld.gov.au) or 3858 5778

If you wish to discuss with your union, contact details can be located [here](#)