



Office of  
Industrial Relations

Department of Education

Our reference: FILE70146, REC70179

Union Secretaries

Core Agreement and related bargain unions

Dear Union Secretaries

***Without prejudice and subject to Government approval***

I write to you regarding the negotiations to replace the *State Government Entities Certified Agreement 2019* which nominally expires on 31 August 2023.

The purpose of this correspondence is to outline the proposed wage offer (the 'Offer') previously verbally discussed during the bargaining meeting on 6 April 2023 and in consideration of the unions' feedback to date. The offer is made on a without prejudice basis and is subject to final endorsement by the Cabinet Budget Review Committee (CBRC).

This wage increase offer (and Cost of Living Adjustment offer below) applies to entities and their employees to be covered by the replacement Certified Agreement consistent with the State's notice of intention to bargain issued on 22 March 2023 and updated on 3 May 2023.

This offer is open for acceptance **until close of business 31 July 2023**. The offer will expire if it is not agreed to by 31 July 2023.

**1. Title, duration and date of operation**

The proposed *State Government Entities Certified Agreement 2023* (the Certified Agreement) will operate for a three-year term with a nominal expiry date of 30 June 2026.

The parties agree that upon certification, the Certified Agreement will replace the *State Government Entities Certified Agreement 2019* and the *QBuild Office Staff Certified Agreement 2019*, and also agree to terminate the *State Government Entities Certified Agreement 2019* and the *QBuild Office Staff Certified Agreement 2019*.

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## **2. Operative Date**

The replacement Certified Agreement will operate from 1 July 2023 with a nominal expiry date of 30 June 2026.

## **3. Wage Increases**

Headline wage increases, and those allowances linked to wage increases, as follows:

- 4% on current agreement rates of pay effective 1 July 2023;
- 4% on the 1 July 2023 rates of pay effective 1 July 2024;
- 3% on the 1 July 2024 rates of pay, effective 1 July 2025.

All reasonable efforts will be made to have the first wage increase of 1 July 2023 paid to employees as a quickly as possible after certification.

## **4. Cost of Living Adjustment (COLA)**

The COLA payment will be made effective from the beginning (rather than end) of each of the three agreement years, 2023, 2024 and 2025, where applicable. That COLA payment will be based on the difference between the March Quarter Brisbane CPI in 2023, 2024 and 2025 and the respective year wage increase percentages, capped at 3%.

The date of calculation for the COLA payments will be 30 June 2023, 30 June 2024 and 30 June 2025.

The COLA will be paid with reference to base wages earned under the agreement during the preceding agreement year, excluding allowances or additional payments; and as a one-off lump sum not forming part of base salary and taxed according to the applicable law.

All reasonable efforts will be made to have the first COLA payment paid to employees as quickly as possible after certification.

## **5. Non-wage elements**

The Queensland Government understands the significance of, and need for, agency-specific matters to also be negotiated through Core Agreement discussions and looks forward to continuing those discussions. For the avoidance of doubt, this offer is subject to all non-wage matters being resolved by 31 July 2023.

## **6. Clauses not to be included**

The following clauses will not be included in the replacement Certified Agreement:

- i. clauses regarding a \$1250 one-off payment;
- ii. clauses regarding increases to the wages payable under the Certified Agreement should the Public Sector Wages Policy be varied by the Government during the life of the Certified Agreement;
- iii. clauses regarding increases to the wages payable under the Certified Agreement because of a State Wage Case. Note, this does not include clauses which state the award rate is payable if the award rate overtakes the Certified Agreement rate because of the State Wage Case;
- iv. clauses regarding wage determination mechanisms which allow the parties or the Queensland Industrial Relations Commission to determine a greater rate of pay than that provided under the Certified Agreement;

- v. clauses regarding commitments by the agency to agree to the incorporation of Certified Agreement rates of pay into underpinning awards, unless sufficient regard is given to maintain a meaningful gap between award and agreement rates of pay;
- vi. broadening the scope of items (e.g. allowances) that would currently be classed as 'superannuable' or increasing superannuation in accordance with superannuation guarantee legislation, except as may be required by superannuation law; and
- vii. clauses in the current Certified Agreement that are 'for the life of the Agreement' or which were not intended to be rolled over.

#### **7. No further claims**

The parties agree to the retention of a no further claims clause.

It would be appreciated if you could advise of your union's acceptance to continuing negotiations consistent with the proposed wage offer as soon as possible no later than 31 May 2023.

Should you wish to discuss this matter further, please do not hesitate to contact Mr Shane Donovan, Senior Director, Industrial Relations Public Sector, Office of Industrial Relations, on (07) 3406 9832 or via email to [shane.donovan@oir.qld.gov.au](mailto:shane.donovan@oir.qld.gov.au).

Yours sincerely



Megan Barry  
**Acting Deputy Director-General**  
**Office of Industrial Relations**  
19/05/2023