

# Commencement of modern awards

## New modern awards

The Queensland Industrial Relations Commission (QIRC) is in the final stages of the award modernisation process. The object of the process has been to develop modern awards that, together with the Queensland Employment Standards (QES), are simple to understand, easy to apply and provide for a fair minimum safety net of enforceable conditions of employment.

The award modernisation process will result in the replacement of 47 pre-modernisation awards with 26 modern awards to cover employees in the Queensland public sector. A list of modern awards and the pre-modernisation awards they relate to is provided on the next page.

Modern and pre-modernisation awards can be accessed online via the QIRC website: [http://qirc.qld.gov.au/qirc/agreement\\_award/awards\\_online.htm](http://qirc.qld.gov.au/qirc/agreement_award/awards_online.htm).

## Key features of modern awards

While many entitlements will not change as the public sector transitions to modern awards, there are some notable differences compared to pre-modernisation awards:

- New structure and format
- Updated terminology
- Supplementation of QES referenced throughout
- Greater consistency in standard clauses
- Automatic increases of expense related allowances
- Annual leave to be paid at the rate received immediately prior to taking the leave
- Removal of reliance on directives for certain award conditions

Further, modern awards will capture all provisions from the *Family Leave (Queensland Public Sector) Award - State 2012* not provided by the QES, to enable that award to be repealed in due course.

It should also be noted that the QIRC have determined it inappropriate for an award to refer to a directive for conditions such as overtime meal allowance and excess travel. Instead, modern awards will contain safety net provisions for these entitlements alongside a note to alert the reader that a relevant directive may also exist. Interaction rules for directives and awards are provided in section 687 of the *Industrial Relations Act 1999* and section 52 of the *Public Service Act 2008*.

## What next?

Although modern awards currently operate, they will only apply to an employee once a new certified agreement that covers that employee commences. For a large part of the public service, this will be when the *State Government Entities Certified Agreement 2015* (Core CA) is certified in mid-2016. Until then, employees continue to be covered by their relevant pre-modernisation award and certified agreement.

Agencies are encouraged to review the modern awards that will apply to them and prepare to implement any necessary changes. To assist, attached are summaries of the changes for the two main public service awards (*Queensland Public Service Officers and Other Employees Award – State 2015* and *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*).

**Modern awards and relevant pre-modernisation awards**

<b>Modern Award</b>	<b>Relevant pre-modernisation award/s</b>
Ambulance Service Employees Award – State 2016	<ul style="list-style-type: none"> <li>• Ambulance Service Employees' Award - State 2012</li> </ul>
Auxiliary Firefighters Award – State 2016	<ul style="list-style-type: none"> <li>• Previously award free</li> </ul>
Award for Operational Employees in Disability and Forensic Services - State 2016	<ul style="list-style-type: none"> <li>• Award for Employees in Direct Client Services - Department of Communities, Child Safety and Disability Services 2012</li> </ul>
Building, Engineering and Maintenance Services (Queensland Government) Award – State 2016	<ul style="list-style-type: none"> <li>• Building Trades Public Sector Award - State 2012</li> <li>• Engineering Award - State 2012</li> <li>• Employees of Queensland Government Departments (Other than Public Servants) Award – State 2012</li> </ul>
Civil Construction, Operations and Maintenance General Award - State 2016	<ul style="list-style-type: none"> <li>• Civil Construction, Operations and Maintenance General Award - State 2012</li> </ul>
Correctional Employees Award – State 2015	<ul style="list-style-type: none"> <li>• Department of Community Safety - Queensland Corrective Services Correctional Employees' Award - State 2012</li> </ul>
Queensland Fire and Emergency Services Employees Award - State 2016	<ul style="list-style-type: none"> <li>• Queensland Fire &amp; Rescue Service Communications Centres Award – State 2012</li> <li>• Queensland Fire &amp; Rescue Service Award – State 2012</li> </ul>
General Employees (Queensland Government Departments) and Other Employees Award – State 2015	<ul style="list-style-type: none"> <li>• Cafe Restaurant and Catering Award - State (Excluding South-Eastern Queensland) 2012</li> <li>• Employees of Queensland Government Departments (Other than Public Servants) Award – State 2012</li> <li>• Forestry Employees' Award – Department of Agriculture, Fisheries and Forestry 2012</li> <li>• Hospitality Industry - Restaurant, Catering and Allied Establishments Award - South-Eastern Division 2012</li> <li>• Motoring Services Award - South-Eastern District 2012</li> <li>• Rabbit Board Employees Award - State 2012</li> </ul>
Health Practitioners and Dental Officers (Queensland Health) Award - State 2015	<ul style="list-style-type: none"> <li>• District Health Services Employees' Award – State 2012</li> </ul>
Hospital and Health Service General Employees (Other than Public Servants) Award - State 2015	<ul style="list-style-type: none"> <li>• District Health Services Employees' Award – State 2012</li> </ul>
Legal Aid Queensland Employees Award – State 2015	<ul style="list-style-type: none"> <li>• Legal Aid Queensland Employees' Award – State 2012</li> </ul>
Medical Officers (Queensland Health) Award - State 2015	<ul style="list-style-type: none"> <li>• District Health Services – Senior Medical Officers' and Resident Medical Officers' Award – State 2012</li> <li>• Medical Superintendents with Right of Private Practice and Medical Officers with Right of Private Practice – Queensland Public Hospitals Award – State 2012</li> </ul>
Miscellaneous Administrative Employees Award – State 2016	<ul style="list-style-type: none"> <li>• Clerical Employees' Award – State 2012</li> </ul>
Nurses and Midwives (Queensland Health) Award - State 2015	<ul style="list-style-type: none"> <li>• Queensland Health Nurses and Midwives Award - State 2012</li> </ul>
Parks and Wildlife Employees Award – State 2016	<ul style="list-style-type: none"> <li>• Conservation, Parks and Wildlife Employees' Award – State Government 2012</li> </ul>
Queensland Agricultural Colleges Award – State 2015	<ul style="list-style-type: none"> <li>• Agricultural Colleges (Domestic and General Staff) Award – State 2012</li> <li>• Agricultural Colleges of Queensland (Excluding Domestic and General Staff) Award – State 2012</li> </ul>

Modern Award	Relevant pre-modernisation award/s
Queensland Parliamentary Service Award – State 2015	<ul style="list-style-type: none"> <li>Parliamentary Service Award - State 2012</li> </ul>
Queensland Police Service Employees Award - State 2016	<ul style="list-style-type: none"> <li>Police Service Award - State 2012</li> </ul>
Queensland Public Service Officers and Other Employees Award – State 2015	<ul style="list-style-type: none"> <li>Queensland Public Service Award - State 2012</li> <li>Crime and Misconduct Commission Employees Award – State 2012</li> <li>Queensland Building Services Authority Award – State 2012</li> <li>QRAA Award – State 2012</li> <li>Residential Tenancies Authority Employees Award – State 2012</li> <li>Safe Food Production Queensland - Employees Award 2012</li> </ul>
Stadiums Queensland Employees Award – State 2016	<ul style="list-style-type: none"> <li>Building Trades Public Sector Award - State 2012</li> <li>Children's Services Award - State 2012</li> <li>Clerical Employees' Award – State 2012</li> <li>Engineering Award - State 2012</li> <li>Greenkeeping Industry Award - State 2012</li> <li>Health and Fitness Centres, Swim Schools and Indoor Sports Award - State 2012</li> <li>Municipal Baths Attendants Award - State 2012</li> <li>Sports Ground Employees' Award - Southern Division (Eastern District) 2012</li> </ul>
TAFE Queensland Award – State 2016	<ul style="list-style-type: none"> <li>Senior College Teachers' Award - State 2012</li> <li>TAFE Teachers' Award - State 2012</li> <li>Queensland Public Service Award - State 2012</li> <li>Employees of Queensland Government Departments (Other than Public Servants) Award – State 2012</li> <li>Building Trades Public Sector Award - State 2012</li> <li>Engineering Award - State 2012</li> </ul>
Teaching in State Education Award - State 2016	<ul style="list-style-type: none"> <li>Community Education Counsellors Award - State 2012</li> <li>Community Teachers, Assistant Teachers - Aboriginal &amp; Torres Strait Islander Community Schools Award - State 2012</li> <li>Teachers' Award - State 2012</li> </ul>
Tourism & Events Queensland Employees Award – State 2015	<ul style="list-style-type: none"> <li>Tourism Queensland Employees' Award - State 2012</li> </ul>
WorkCover Queensland Employees Award – State 2015	<ul style="list-style-type: none"> <li>Workers' Compensation Queensland Award - State 2012</li> </ul>
Youth Detention Centre Employees Award – State 2016	<ul style="list-style-type: none"> <li>Youth Workers' Award - Department of Communities, Child Safety and Disability Services 2012</li> </ul>

**For further information**

*Please direct enquiries to your agency's nominated PSIR contact.*

*Otherwise contact the general enquiries phone number 07 3225 8027 or email [M-IR@justice.qld.gov.au](mailto:M-IR@justice.qld.gov.au).*