

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 156 – Certification of an agreement

Building and Asset Services Certified Agreement 2013
(CA/2013/52)

DEPUTY PRESIDENT BLOOMFIELD

19 July 2013

CERTIFICATE

This matter coming on for hearing before the Commission on 18 July 2013 the Commission certifies the following written agreement:

Building and Asset Services Certified Agreement 2013

made between:

- Chief Executive, Department of Housing and Public Works; and
- Together Queensland, Industrial Union of Employees; and
- The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees.

The agreement was certified by the Commission on 18 July 2013 and shall operate from 18 July 2013 until its nominal expiry on 30 April 2016.

This agreement (CA/2013/52) shall replace the *QBuild Office Staff Certified Agreement 8 2009 (CA/2009/150)* and the *Project Services Certified Agreement 2009 (CA/2009/148)* which shall cease to apply from the date of the certification of this agreement.

By the Commission.

A.L. BLOOMFIELD
Deputy President

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999, s.156

Director-General of the Department of Housing and Public Works (Building and Asset Services)

AND

Together Queensland, Industrial Union of Employees and the Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees

(No. CA/2013/52)

BUILDING AND ASSET SERVICES CERTIFIED AGREEMENT 2013

APPLICATION FOR CERTIFICATION OF AGREEMENT

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the ninth day of July 2013, BETWEEN the Director-General of the Department of Housing and Public Works and the employees to whom this agreement applies, witness that the parties mutually agree as follows:

PART 1: APPLICATION AND OPERATION

1.1 Title

This Agreement will be known as the *Building and Asset Services Certified Agreement 2013*.

1.2 Arrangement

Title	1.1
Arrangement	1.2
Application and Parties Bound	1.3
Date and Period of Operation	1.4
Posting of Agreement	1.5
Relationship to Awards and Industrial Instruments	1.6
Replacement Agreement	1.7
Objectives of this Agreement	1.8
Definitions and Abbreviations	1.9

PART 2: WAGES AND ALLOWANCES

New Wage Rates	2.1
Salary Schedules	2.2
No Loss of Show Day	2.3
No Further Claims	2.4

PART 3: RECOGNITION OF ACCREDITED QUALIFICATIONS

Commitment	3.1
Appropriate Remuneration	3.2

PART 4: SALARY PACKAGING

PART 5: PREVENTION AND SETTLEMENT OF DISPUTES

PART 6: HOURS OF WORK AND LEAVE

Spread of Hours	6.1
Overtime	6.2

Leave Loading	6.3
PART 7: FURNITURE SHIFTS	
Staff Selection	7.1
Hours of Duty	7.2
Team Leaders	7.3
Penalty Rates and Overtime	7.4
Rostered Day Off (RDO) and Public Holidays	7.5

APPENDIX 1: Generic Level Statements – Operational Officers Level 8 (OO8)

APPENDIX 2: Building and Asset Services Salary Schedule

APPENDIX 3: Preserved QBuild Office Staff Salary Schedule

APPENDIX 4: Australian Qualifications Framework

1.3 Application and Parties Bound

- (1) This Agreement will apply to persons employed at Project Services and QBuild, who are to be employed at Building and Asset Services, a business unit of the Department of Housing and Public Works, as of 1 July 2013, and for whom classifications and wage rates are prescribed herein.
- (2) The Chief Executive, Senior Executives and Senior Officers under the *Public Service Act 2008*; appointments made on a fixed term declared under s. 121 of the *Public Service Act 2008*; employees engaged under contractual arrangements (this does not refer to employees under ss. 147 and 148 of the *Public Service Act 2008* engaged for a fixed term); and “banded” officers; are not covered by this Agreement.

The parties bound by this Agreement are the Director-General of Department of Housing and Public Works, its employees and:

- Together Queensland, Industrial Union of Employees (Together); and
- the Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees (APESMA).

1.4 Date and Period of Operation

This Agreement shall operate from the date of certification viz 18 July 2013 until the nominal expiry date of 30 April 2016. The parties have agreed that its terms will be given operative effect on and from 1 May 2013.

1.5 Posting of Agreement

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.

1.6 Relationship with Awards and Industrial Instruments

This Agreement is to be read in conjunction with the *Queensland Public Service Award – State 2012*. In the event of any inconsistency the terms of this Agreement shall take precedence.

1.7 Replacement Agreement

This Agreement replaces the *QBuild Office Staff Certified Agreement 8 (2009)* and *Project Services Certified Agreement 2009* when this Agreement is certified.

1.8 Objectives of the Agreement

The parties are committed to an effective Building and Asset Services, delivering quality building services for the Queensland Government to support the Government’s priorities and obligations to the community.

Building and Asset Services will strive for improvements in service delivery, improved efficiency and effectiveness of its operations and activities.

1.9 Definitions and Abbreviations

“**AQF**” – means the Australian Qualifications Framework. The AQF is a system of twelve national qualifications in schools, vocational education and training (TAFEs and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 4.

“**Department**” – means the Department of Housing and Public Works.

“**BAS**” – means Building and Asset Services, a business unit of the Department of Housing and Public Works.

PART 2: REMUNERATION OUTCOMES

2.1 New wage Rates

Wage increases shall apply to employees covered by this Agreement as follows:

1 May 2013	2.2%
1 May 2014	2.2%
1 May 2015	2.2%

The salary schedules are set out in Appendix 2 and 3.

2.2 Salary Schedules

- (1) The parties recognise that the rationalisation of the salary rates of former QBuild Office Staff and Project Services employees’ is a significant issue for BAS.
- (2) During the life of the agreement, the parties agree to negotiate a rationalised salary schedule for BAS. It is agreed that negotiations will commence no later than 12 months before the nominal expiry date of this agreement.
- (3) The parties agree that the following salary arrangements will apply to those persons covered by this agreement:
 - (a) An employee, who prior to the date of certification of this agreement, was previously employed under the *Project Services Certified Agreement 2009* or who was employed at the OO8 Classification Level under the *QBuild Office Staff Certified Agreement 8 (2009)* will be remunerated from the date of certification of this agreement in accordance with the ‘Building and Asset Services Salary Schedule’ as set out in Appendix 2.
 - (b) An employee, who prior to the date of certification of this agreement, was previously employed under the *QBuild Office Staff Certified Agreement 8 (2009)*, with the exception of those employees who were employed at the OO8 Classification Level under the *QBuild Office Staff Certified Agreement 8 (2009)*, will be remunerated from the date of certification of this agreement in accordance with the ‘Preserved QBuild Office Staff Salary Schedule’ as set out in Appendix 3.
 - (c) Any new appointment, including promotions, transfers, secondments, higher duties and redeployment, from the date of certification of the agreement, will be remunerated in accordance with the ‘Building and Asset Services Salary Schedule’ as set out in Appendix 2.
 - (d) An employee, who prior to the date of certification of this agreement, was employed on a temporary basis, including temporary or casual appointment, higher duties and secondment, under the *QBuild Office Staff Certified Agreement 8 (2009)*, who has their temporary or casual appointment, higher duties or secondment extended in the same role or are permanently appointed immediately following a temporary or casual appointment, higher duties or secondment in the same role after the date of certification of this agreement will continue to be remunerated in accordance with the ‘Preserved QBuild Office Staff Salary Schedule’ as set out in Appendix 3.

(e) For the purposes of (d) above, a role is 'the same role' if the remuneration is at the same classification level (or within the minimum and maximum of the salary range of the classification level of a different classification stream or system) and the role is essentially the same.

(f) Further, on 1 July 2013, any QBuild employee transferred to BAS, with the exception of those employees employed at the OO8 Classification Level, having been remunerated under the *QBuild Office Staff Certified Agreement 8 (2009)*, will be remunerated under the 'Preserved QBuild Office Staff Salary Schedule' as set out in Appendix 3, regardless of whether the transfer is to the same or new role.

2.3 No Loss of Show Day

- (1) Where an employee is required to perform work duties (including training) at an alternative location to their usual place of work 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 agencies 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 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 sub-clause (3) herein, the following changes may be made to employees' rights and entitlements during the life of this Agreement:
 - (g) General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favourable than current conditions;
 - (h) Reclassifications.
- (3) The Queensland Industrial Relations Commission State Wage Increases awarded during 2012 and thereafter will not be in addition to the wage increases provided by this Agreement.
- (4) Notwithstanding sub-clause (3) herein, 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: RECOGNITION OF ACCREDITED QUALIFICATIONS

3.1 Commitment

- (1) The parties are committed to the principle that financial recompense shall be provided for public sector employees in the specified classifications who meet the following requirements:
 - (a) an accredited qualification at the AQF level specified or higher achieved through training and assessment of competencies (including recognition of current competencies); and
 - (b) reached the maximum pay point of the specified Classification Level in the Administration Stream or the Operational Stream; and
 - (c) spent one calendar year on the maximum pay point (or, in the case of permanent part time or casual employees, have spent one calendar year and worked 1200 hours at the maximum pay point).

3.2 Appropriate Remuneration

The following remuneration shall be paid for employees that meet the requirements in clause 3.1.

Certificate IV (AQF IV)	AO2	\$41.50 per fortnight
Diploma (AQF V)	AO3	\$42.80 per fortnight

Advanced Diploma (AQF VI)	AO4	\$44.60 per fortnight
Certificate III (AQF III)	OO2	\$20.00 per fortnight
Certificate IV (AQF IV)	OO3	\$41.50 per fortnight
Diploma (AQF V)	OO4/OO5	\$42.80 per fortnight
Advanced Diploma (AQF VI)	OO6	\$44.60 per fortnight

PART 4: SALARY PACKAGING

- (1) Salary packaging is available for employees (excluding short term casual employees) employed by the employers covered by this Agreement in accordance with the Circular issued from time to time by the Public Service Commission.
- (2) The employer is 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 5: PREVENTION AND SETTLEMENT OF DISPUTES

Objectives of procedure

- (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.

Status Quo

- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except in the case of a genuine safety issue. 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.

Provisions of information

- (3) There is a requirement for management to provide relevant information and explanation and consult with the employee representatives, where appropriate.

Procedure

- (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 nominated representative, where appropriate, and/or the employee(s) concerned and the immediate supervisor in the first instance. The discussion should take place within one (1) working day and the procedure should not extend beyond seven (7) working days;
 - (b) if the matter is not resolved as per (a) above, it shall be referred by the employee's nominated representative, where appropriate, 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 seven (7) working days;
 - (c) if the matter remains unresolved it may be referred by the employee and/or his/her representative to the Deputy Director-General, Building and Asset Services and/or nominee for discussion and appropriate action. This process should not exceed 14 working 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 the parties to this agreement from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.

PART 6: HOURS OF WORK AND LEAVE

6.1 *Spread of Hours*

The ordinary spread of hours will be 6:00am to 7:00pm Monday to Friday inclusive.

A standard day shall be 7.25 hours, with the ordinary working hours of all full time employees to be an average of 36.25 per week.

The ordinary working hours of all full time employees, exclusive of meal breaks, shall not exceed 10 hours per day, Monday to Friday inclusive.

6.2 *Overtime*

Any work performed outside the ordinary spread of hours (6:00 am to 7:00 p.m. Monday to Friday) or in excess of 10 hours exclusive of meal breaks, on any one day shall be classed as overtime.

Employees must ensure prior to undertaking overtime that it is approved by their Manager or Supervisor.

6.3 *Leave Loading*

Payment of annual leave loading is to be paid once a year in December.

PART 7: FURNITURE SHIFTS

7.1 *Staff Selection*

The opportunity to be engaged on such work is to be extended equally to all employees engaged in the immediate locality (eg. South East Queensland), on a rostered cycle, and who indicate a willingness to make themselves readily available for work outside normal hours. When selecting staff to undertake furniture shifts management should consider the employee's physical capabilities and record of poor performance.

7.2 *Hours of Duty*

- (1) The hours of duty are to suit clients' instructions and as agreed by the team members.
- (2) Employees are entitled to a twenty (20) minute paid break to be taken in the third hour of duty, plus a thirty (30) minute unpaid meal break to be taken between the fourth and sixth hour of duty. These hours may be varied by mutual agreement by the team members.

- (3) Injured or ill employees (leaving the job after commencement of work) are to be paid the Furniture Rate for that day only, then revert to ordinary rates.

7.3 *Team Leaders*

Team Leaders, elected by the Team Members, are to be paid an allowance equivalent to two (2) hours extra per day in recognition of their level of responsibility. The number of Team Leaders would normally be one (1) for internal shifts and one (1) per building for external shifts.

7.4 *Penalty Rates and Overtime*

- (1) Payment for such work shall attract a common hourly rate for all employees at the current double time rate for a Builders Labourer. BAS employees will only be utilised when BAS is not required to tender for Furniture Shift work.
- (2) A minimum payment of three (3) hours for work on Saturday, and four (4) hours for work on Sunday and Public Holidays at Furniture Rates shall apply.

7.5 *Rostered Day Off (RDO) and Public Holidays*

- (1) Payment for work on a Public Holiday is at the normal hourly rate in addition to payment of Furniture Package rates for the actual hours worked. There is to be no alternate day off.
- (2) RDO's are to be deferred in situations of operational necessity and normal rates apply for work on that day.

Appendix 1: Generic Level Statement – Operational Officer Level 8 (OO8)

1.1 Work Level Description OO8

- (1) Work at the OO8 level will be at a high level operational supervisory level including responsibility for large and complex work groups or programs.
- (2) It may involve providing advice including policy, administrative or specialist; undertaking work related to the management or administration of a program or activity; service delivery or corporate support functions, including project work and work policy development; preparation or co-ordination of submissions on policy, technical, professional or program issues or administrative matters.
- (3) Liaison with other elements of the organisation, other Government agencies is usually a feature.
- (4) Work also includes the preparation or overseeing the preparation of correspondence and replies to correspondence and preparation of briefing material; and representing the office at meetings, conferences or seminars. Management of occupational groups may be required at this level.

1.2 Characteristics of the work

- (1) Work is undertaken at this level with limited direction as to work priorities and the detailed conduct of the task. The tasks undertaken may be of a complex or specific nature encompassing a major area of operations.
- (2) Direction exercised over work performed at this level may, depending on the function role required, be by way of providing general guidance and advice.
- (3) Work at this level may involve control and / or co-ordination of projects or programs in accordance with corporate goals and requires the development, implementation and evaluation of activities.
- (4) Work at this level may involve independence of action including the use and allocation of resources within the constraints laid down by senior management.
- (5) Decisions taken or delegations exercised at this level may have major impact on the day-to-day operations of the work area. The impact of such decisions on operations is likely to be limited to a specific work area or function. Delegations exercised may, depending on the nature of the work required, involve making determinations, instigating another course of action or reviewing previous decisions.
- (6) Guidelines, rules, instructions or procedures for use by other staff and interested parties may be developed at this level.

1.3 Duties and skills

- (1) Management skills and ability to undertake the allocation and monitoring of resources, the review of operations to determine their effectiveness and contribute to the development of policy initiatives or corporate strategies are usually required at this level.
- (2) Well-developed liaison and communication skills and the ability to negotiate or communicate, under limited direction, on behalf of the agency with clients or interested parties may be needed.
- (3) Work at this level requires a knowledge and awareness of operations as related to Government initiatives or policies.
- (4) The ability to apply or interpret legislation, regulations, instructions or other guideline material relating to the operations, policies or functions of the work area; and the capacity to undertake high level research, reviews or investigations including the preparation of reports and associated papers may also be required.

Appendix 2: Building and Asset Services Salary Schedule

Building and Asset Services – Administrative Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
AO1	1	\$1,310.50	\$1,339.30	\$1,368.80
	2	\$1,385.00	\$1,415.50	\$1,446.60
	3	\$1,459.70	\$1,491.80	\$1,524.70
AO2	1	\$1,629.10	\$1,664.90	\$1,701.50
	2	\$1,667.90	\$1,704.60	\$1,742.10
	3	\$1,706.60	\$1,744.20	\$1,782.60
	4	\$1,745.60	\$1,784.00	\$1,823.20
	5	\$1,785.90	\$1,825.20	\$1,865.40
	6	\$1,830.10	\$1,870.40	\$1,911.50
	7	\$1,878.10	\$1,919.40	\$1,961.70
	8	\$1,932.10	\$1,974.60	\$2,018.00
AO3	1	\$2,065.50	\$2,110.90	\$2,157.30
	2	\$2,144.10	\$2,191.20	\$2,239.40
	3	\$2,223.20	\$2,272.10	\$2,322.10
	4	\$2,302.80	\$2,353.40	\$2,405.20
AO4	1	\$2,440.00	\$2,493.70	\$2,548.60
	2	\$2,521.00	\$2,576.40	\$2,633.10
	3	\$2,601.50	\$2,658.70	\$2,717.20
	4	\$2,683.10	\$2,742.10	\$2,802.40
AO5	1	\$2,827.10	\$2,889.30	\$2,952.80
	2	\$2,908.40	\$2,972.40	\$3,037.80
	3	\$2,990.50	\$3,056.30	\$3,123.50
	4	\$3,071.90	\$3,139.50	\$3,208.60
AO6	1	\$3,242.50	\$3,313.80	\$3,386.70
	2	\$3,318.10	\$3,391.10	\$3,465.70
	3	\$3,393.30	\$3,468.00	\$3,544.30
	4	\$3,468.80	\$3,545.10	\$3,623.10
AO7	1	\$3,627.80	\$3,707.60	\$3,789.20
	2	\$3,715.00	\$3,796.70	\$3,880.20
	3	\$3,802.10	\$3,885.80	\$3,971.30
	4	\$3,889.20	\$3,974.80	\$4,062.20
AO8	1	\$4,018.40	\$4,106.80	\$4,197.20
	2	\$4,095.50	\$4,185.60	\$4,277.60
	3	\$4,172.10	\$4,263.90	\$4,357.70
	4	\$4,249.40	\$4,342.90	\$4,438.40

Building and Asset Services – Operational Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
OO1	1	\$1,167.00	\$1,192.70	\$1,218.90
	2	\$1,254.70	\$1,282.30	\$1,310.50
	3	\$1,342.10	\$1,371.60	\$1,401.80
	4	\$1,429.40	\$1,460.80	\$1,493.00
	5	\$1,517.00	\$1,550.30	\$1,584.40
	6	\$1,604.90	\$1,640.30	\$1,676.30
OO2	1	\$1,629.10	\$1,664.90	\$1,701.50
	2	\$1,669.70	\$1,706.50	\$1,744.00
	3	\$1,710.60	\$1,748.30	\$1,786.70
	4	\$1,751.60	\$1,790.10	\$1,829.50
OO3	1	\$1,776.50	\$1,815.60	\$1,855.60
	2	\$1,810.20	\$1,850.00	\$1,890.70
	3	\$1,847.80	\$1,888.40	\$1,930.00
	4	\$1,887.70	\$1,929.30	\$1,971.70
OO4	1	\$1,970.00	\$2,013.30	\$2,057.60
	2	\$2,034.00	\$2,078.70	\$2,124.50
	3	\$2,098.30	\$2,144.40	\$2,191.60
	4	\$2,162.00	\$2,209.60	\$2,258.20
OO5	1	\$2,218.70	\$2,267.50	\$2,317.40
	2	\$2,292.80	\$2,343.20	\$2,394.70
	3	\$2,366.80	\$2,418.90	\$2,472.10
	4	\$2,440.00	\$2,493.70	\$2,548.60
OO6	1	\$2,548.10	\$2,604.10	\$2,661.40
	2	\$2,615.10	\$2,672.60	\$2,731.40
	3	\$2,683.10	\$2,742.10	\$2,802.40
OO7	1	\$2,811.30	\$2,873.20	\$2,936.40
	2	\$2,880.70	\$2,944.10	\$3,008.90
	3	\$2,949.10	\$3,014.00	\$3,080.30
OO8	1	\$3,103.40	\$3,171.70	\$3,241.50
	2	\$3,184.00	\$3,254.10	\$3,325.70
	3	\$3,266.90	\$3,338.80	\$3,412.30

Building and Asset Services – Professional Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
PO1	1	\$1,339.50	\$1,369.00	\$1,399.10
	2	\$1,457.50	\$1,489.50	\$1,522.30
	3	\$1,575.30	\$1,610.00	\$1,645.40
	4	\$1,692.60	\$1,729.90	\$1,767.90
	5	\$1,756.70	\$1,795.40	\$1,834.90
	6	\$1,826.10	\$1,866.30	\$1,907.30
	7	\$1,907.50	\$1,949.40	\$1,992.30
PO2	1	\$2,063.50	\$2,108.90	\$2,155.30
	2	\$2,178.70	\$2,226.60	\$2,275.60
	3	\$2,293.20	\$2,343.60	\$2,395.20
	4	\$2,408.40	\$2,461.40	\$2,515.60
	5	\$2,523.60	\$2,579.10	\$2,635.90
	6	\$2,638.20	\$2,696.20	\$2,755.50
PO3	1	\$2,771.30	\$2,832.20	\$2,894.50
	2	\$2,856.00	\$2,918.80	\$2,983.00
	3	\$2,940.40	\$3,005.10	\$3,071.20
	4	\$3,025.30	\$3,091.90	\$3,159.90
PO4	1	\$3,220.30	\$3,291.20	\$3,363.60
	2	\$3,303.60	\$3,376.30	\$3,450.60
	3	\$3,386.00	\$3,460.50	\$3,536.60
	4	\$3,468.80	\$3,545.10	\$3,623.10
PO5	1	\$3,627.80	\$3,707.60	\$3,789.20
	2	\$3,715.00	\$3,796.70	\$3,880.20
	3	\$3,802.10	\$3,885.80	\$3,971.30
	4	\$3,889.20	\$3,974.80	\$4,062.20
PO6	1	\$4,018.40	\$4,106.80	\$4,197.20
	2	\$4,095.50	\$4,185.60	\$4,277.60
	3	\$4,172.10	\$4,263.90	\$4,357.70
	4	\$4,249.40	\$4,342.90	\$4,438.40

Building and Asset Services – Technical Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
TO1	1	\$1,339.50	\$1,369.00	\$1,399.10
	2	\$1,457.50	\$1,489.50	\$1,522.30
	3	\$1,575.30	\$1,610.00	\$1,645.40
	4	\$1,692.60	\$1,729.90	\$1,767.90
	5	\$1,756.70	\$1,795.40	\$1,834.90
	6	\$1,826.10	\$1,866.30	\$1,907.30
	7	\$1,907.50	\$1,949.40	\$1,992.30
TO2	1	\$1,940.00	\$1,982.60	\$2,026.30
	2	\$2,012.20	\$2,056.50	\$2,101.70
	3	\$2,085.00	\$2,130.90	\$2,177.70
	4	\$2,157.70	\$2,205.20	\$2,253.70
	5	\$2,229.80	\$2,278.90	\$2,329.00
	6	\$2,302.80	\$2,353.40	\$2,405.20
TO3	1	\$2,440.00	\$2,493.70	\$2,548.60
	2	\$2,505.90	\$2,561.10	\$2,617.40
	3	\$2,572.30	\$2,628.90	\$2,686.70
	4	\$2,638.20	\$2,696.20	\$2,755.50
TO4	1	\$2,771.30	\$2,832.20	\$2,894.50
	2	\$2,860.00	\$2,922.90	\$2,987.20
	3	\$2,949.10	\$3,014.00	\$3,080.30
TO5	1	\$3,071.90	\$3,139.50	\$3,208.60
	2	\$3,162.70	\$3,232.30	\$3,303.40
	3	\$3,254.20	\$3,325.70	\$3,398.90
	4	\$3,344.90	\$3,418.50	\$3,493.70
TO6	1	\$3,453.20	\$3,529.20	\$3,606.80
	2	\$3,540.50	\$3,618.40	\$3,698.00
	3	\$3,627.80	\$3,707.60	\$3,789.20

Appendix 3: Preserved QBuild Office Staff Salary Schedule

Preserved QBuild Office Staff – Administrative Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
AO1	1	\$1,307.20	\$1,336.00	\$1,365.40
	2	\$1,382.60	\$1,413.00	\$1,444.10
	3	\$1,457.60	\$1,489.60	\$1,522.40
AO2	1	\$1,628.10	\$1,664.00	\$1,700.60
	2	\$1,667.60	\$1,704.30	\$1,741.80
	3	\$1,707.90	\$1,745.40	\$1,783.80
	4	\$1,748.00	\$1,786.50	\$1,825.80
	5	\$1,790.50	\$1,829.90	\$1,870.20
	6	\$1,836.50	\$1,876.90	\$1,918.20
	7	\$1,886.30	\$1,927.80	\$1,970.20
	8	\$1,940.50	\$1,983.20	\$2,026.80
AO3	1	\$2,075.50	\$2,121.10	\$2,167.80
	2	\$2,155.10	\$2,202.50	\$2,251.00
	3	\$2,235.10	\$2,284.30	\$2,334.50
	4	\$2,314.70	\$2,365.70	\$2,417.70
AO4	1	\$2,453.80	\$2,507.80	\$2,563.00
	2	\$2,535.10	\$2,590.80	\$2,647.80
	3	\$2,616.80	\$2,674.40	\$2,733.20
	4	\$2,698.70	\$2,758.10	\$2,818.70
AO5	1	\$2,843.80	\$2,906.40	\$2,970.30
	2	\$2,926.20	\$2,990.60	\$3,056.40
	3	\$3,008.80	\$3,075.00	\$3,142.60
	4	\$3,090.30	\$3,158.30	\$3,227.80
AO6	1	\$3,262.70	\$3,334.50	\$3,407.90
	2	\$3,339.20	\$3,412.60	\$3,487.70
	3	\$3,415.00	\$3,490.10	\$3,566.90
	4	\$3,491.20	\$3,568.00	\$3,646.50
AO7	1	\$3,651.30	\$3,731.60	\$3,813.70
	2	\$3,739.10	\$3,821.30	\$3,905.40
	3	\$3,827.30	\$3,911.50	\$3,997.50
	4	\$3,915.00	\$4,001.10	\$4,089.10
AO8	1	\$4,045.40	\$4,134.40	\$4,225.30
	2	\$4,122.90	\$4,213.60	\$4,306.30
	3	\$4,200.50	\$4,292.90	\$4,387.40
	4	\$4,278.10	\$4,372.20	\$4,468.40

Preserved QBuild Office Staff – Operational Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
OO1	1	\$1,162.70	\$1,188.30	\$1,214.50
	2	\$1,250.80	\$1,278.30	\$1,306.50
	3	\$1,338.90	\$1,368.40	\$1,398.50
	4	\$1,427.40	\$1,458.80	\$1,490.90
	5	\$1,515.80	\$1,549.20	\$1,583.30
	6	\$1,604.20	\$1,639.50	\$1,675.60
OO2	1	\$1,628.10	\$1,664.00	\$1,700.60
	2	\$1,669.50	\$1,706.30	\$1,743.80
	3	\$1,712.10	\$1,749.70	\$1,788.20
	4	\$1,754.50	\$1,793.10	\$1,832.50
OO3	1	\$1,780.30	\$1,819.50	\$1,859.50
	2	\$1,816.30	\$1,856.30	\$1,897.10
	3	\$1,854.60	\$1,895.40	\$1,937.10
	4	\$1,896.00	\$1,937.70	\$1,980.40
OO4	1	\$1,979.40	\$2,023.00	\$2,067.50
	2	\$2,043.90	\$2,088.90	\$2,134.80
	3	\$2,108.40	\$2,154.80	\$2,202.20
	4	\$2,173.10	\$2,220.90	\$2,269.70
OO5	1	\$2,230.30	\$2,279.40	\$2,329.50
	2	\$2,304.60	\$2,355.30	\$2,407.10
	3	\$2,379.10	\$2,431.50	\$2,484.90
	4	\$2,453.80	\$2,507.80	\$2,563.00
OO6	1	\$2,561.90	\$2,618.30	\$2,675.90
	2	\$2,630.30	\$2,688.20	\$2,747.30
	3	\$2,698.70	\$2,758.10	\$2,818.70
OO7	1	\$2,828.50	\$2,890.70	\$2,954.30
	2	\$2,897.30	\$2,961.00	\$3,026.10
	3	\$2,967.10	\$3,032.30	\$3,099.10

Preserved QBuild Office Staff – Professional Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
PO1	1	\$1,336.70	\$1,366.10	\$1,396.10
	2	\$1,455.40	\$1,487.40	\$1,520.20
	3	\$1,574.10	\$1,608.70	\$1,644.10
	4	\$1,693.40	\$1,730.60	\$1,768.70
	5	\$1,760.10	\$1,798.80	\$1,838.40
	6	\$1,832.70	\$1,873.00	\$1,914.20
	7	\$1,915.50	\$1,957.70	\$2,000.70
PO2	1	\$2,073.10	\$2,118.70	\$2,165.30
	2	\$2,189.40	\$2,237.60	\$2,286.80
	3	\$2,305.30	\$2,356.00	\$2,407.90
	4	\$2,421.40	\$2,474.70	\$2,529.10
	5	\$2,538.10	\$2,594.00	\$2,651.00
	6	\$2,653.60	\$2,712.00	\$2,771.70
PO3	1	\$2,787.40	\$2,848.70	\$2,911.40
	2	\$2,872.50	\$2,935.70	\$3,000.30
	3	\$2,958.70	\$3,023.80	\$3,090.30
	4	\$3,043.50	\$3,110.50	\$3,178.90
PO4	1	\$3,240.60	\$3,311.80	\$3,384.70
	2	\$3,323.90	\$3,397.00	\$3,471.70
	3	\$3,407.70	\$3,482.60	\$3,559.20
	4	\$3,491.20	\$3,568.00	\$3,646.50
PO5	1	\$3,651.30	\$3,731.60	\$3,813.70
	2	\$3,739.10	\$3,821.30	\$3,905.40
	3	\$3,827.30	\$3,911.50	\$3,997.50
	4	\$3,915.00	\$4,001.10	\$4,089.10
PO6	1	\$4,045.40	\$4,134.40	\$4,225.30
	2	\$4,122.90	\$4,213.60	\$4,306.30
	3	\$4,200.50	\$4,292.90	\$4,387.40
	4	\$4,278.10	\$4,372.20	\$4,468.40

Preserved QBuild Office Staff – Technical Stream pay rates

Classification	Paypoint	F/N Salary 1 May 2013	F/N Salary 1 May 2014	F/N Salary 1 May 2015
TO1	1	\$1,336.70	\$1,366.10	\$1,396.10
	2	\$1,455.40	\$1,487.40	\$1,520.20
	3	\$1,574.10	\$1,608.70	\$1,644.10
	4	\$1,693.40	\$1,730.60	\$1,768.70
	5	\$1,760.10	\$1,798.80	\$1,838.40
	6	\$1,832.70	\$1,873.00	\$1,914.20
	7	\$1,915.50	\$1,957.70	\$2,000.70
TO2	1	\$1,948.90	\$1,991.70	\$2,035.50
	2	\$2,022.30	\$2,066.80	\$2,112.30
	3	\$2,095.40	\$2,141.50	\$2,188.60
	4	\$2,168.50	\$2,216.20	\$2,264.90
	5	\$2,241.60	\$2,290.90	\$2,341.30
	6	\$2,314.70	\$2,365.70	\$2,417.70
TO3	1	\$2,453.80	\$2,507.80	\$2,563.00
	2	\$2,520.60	\$2,576.00	\$2,632.70
	3	\$2,586.70	\$2,643.60	\$2,701.70
	4	\$2,653.60	\$2,712.00	\$2,771.70
TO4	1	\$2,787.40	\$2,848.70	\$2,911.40
	2	\$2,877.20	\$2,940.50	\$3,005.20
	3	\$2,967.10	\$3,032.30	\$3,099.10
TO5	1	\$3,090.30	\$3,158.30	\$3,227.80
	2	\$3,182.70	\$3,252.70	\$3,324.30
	3	\$3,274.00	\$3,346.00	\$3,419.60
	4	\$3,365.40	\$3,439.50	\$3,515.20
TO6	1	\$3,475.40	\$3,551.90	\$3,630.00
	2	\$3,563.60	\$3,642.00	\$3,722.10
	3	\$3,651.30	\$3,731.60	\$3,813.70

Appendix 4: Australian Qualifications Framework

The Australian Qualifications Framework (the AQF) is a unified system of fifteen national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities):

AQF Qualifications	Referred to in this Agreement as:
<ul style="list-style-type: none">• Senior Secondary Certificate of Education	<ul style="list-style-type: none">• AQF I
<ul style="list-style-type: none">• Certificate I	<ul style="list-style-type: none">• AQF II
<ul style="list-style-type: none">• Certificate II	<ul style="list-style-type: none">• AQF III
<ul style="list-style-type: none">• Certificate III	<ul style="list-style-type: none">• AQF IV
<ul style="list-style-type: none">• Certificate IV	<ul style="list-style-type: none">• AQF V
<ul style="list-style-type: none">• Diploma	<ul style="list-style-type: none">• AQF VI
<ul style="list-style-type: none">• Advanced Diploma	
<ul style="list-style-type: none">• Associate Degree	
<ul style="list-style-type: none">• Bachelor Degree	
<ul style="list-style-type: none">• Graduate Certificate	
<ul style="list-style-type: none">• Vocational Graduate Certificate	
<ul style="list-style-type: none">• Graduate Diploma	
<ul style="list-style-type: none">• Vocational Graduate Diploma	
<ul style="list-style-type: none">• Masters Degree	
<ul style="list-style-type: none">• 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.

SIGNATORIES

Signed by the Director-General of the Department of Housing and Public Works Neil Castles

In the presence of: Kym E. ????

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

In the presence of: J.A. Mogno

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

In the presence of: Anika Wells