

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Queensland Agricultural Training Colleges - Certified Agreement 2014

Matter No. 2015/CA000003

Commissioner Thompson

16 March 2015

CERTIFICATE

This matter coming on for hearing before the Commission on 16 March 2015 the Commission certifies the following written agreement:

Queensland Agricultural Training Colleges - Certified Agreement 2014 – 2015/CA000003

Made between:

Queensland Agricultural Training Colleges

AND

Together Queensland, Industrial Union of Employees; and
United Voice, Industrial Union of Employees, Queensland.

The agreement was certified by the Commission on 16 March 2015 and shall operate from 16 March 2015 until its nominal expiry on 30 June 2017.

This agreement replaces Australian Agricultural College Employing Office Certified Agreement 2009 (CA/2009/131).

By the Commission.

Commissioner Thompson

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION
Industrial Relations Act 1999, s.156
Principal Executive Officer of the Queensland Agricultural Training Colleges
AND
Together Queensland, Industrial Union of Employees and United Voice, Industrial Union of
Employees, Queensland

(No. CA/2015/3)

**QUEENSLAND AGRICULTURAL TRAINING COLLEGES
CERTIFIED AGREEMENT 2014**

APPLICATION FOR CERTIFICATION OF AGREEMENT

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the 25th day of February 2015, BETWEEN the Principal Executive Officer of the Queensland Agricultural Training Colleges ABN 65 259 790 558 AND Together Queensland, Industrial Union of Employees and United Voice, Industrial Union of Employees, Queensland; witness that the parties mutually agree as follows:

PART 1 APPLICATION AND OPERATION

1.1 Title

This Agreement shall be known as the *Queensland Agricultural Training Colleges Certified Agreement 2014*.

1.2 Arrangement

Title	1.1
Arrangement.....	1.2
Application.....	1.3
Date of Operation	1.4
Definitions and Abbreviations.....	1.5
Relationship to Award	1.6
Replacement Agreement.....	1.7
Posting of Agreement.....	1.8
Objectives of This Agreement	1.9
Workplace Flexibility.....	1.10

PART 2 DISPUTE RESOLUTION

PART 3 WAGES

New Wage Rates	3.1
No Further Claims	3.2
Removal of District Allowance.....	3.3

PART 4 CONSULTATION

PART 5 REASONABLE WORKLOADS

PART 6 SALARY PACKAGING

PART 7 TRAINING AND PROFESSIONAL DEVELOPMENT

Commitment 7.1
Principles 7.2
Training Delivery..... 7.3

PART 8 RECOGNITION OF ACCREDITED QUALIFICATIONS

Commitment 8.1
Appropriate Remuneration 8.2

PART 9 FAIR CAREER PATHS

PART 10 CONDITIONS OF EMPLOYMENT

Reasonable Hours of Work – Instructional Staff 10.1
Sick Leave Entitlements - Domestic and General Employees..... 10.2
Mandatory Closedown..... 10.3
Compulsory Christmas/New Year Closure..... 10.4

PART 11 WORKPLACE BULLYING

PART 12 WORKLIFE BALANCE

APPENDIX 1 - Salary Schedule

APPENDIX 2 - Australian Qualifications Framework

1.3 Application

- (1) This Agreement shall apply to employees engaged under the *Queensland Agricultural Colleges Award – State 2014*.
- (2) Positions at Senior Officer (SO) and Senior Executive Service (SES) levels are not covered by this Agreement.

1.4 Date of Operation

This Agreement shall operate from the date of certification and shall have a nominal expiry date of 30 June 2017.

1.5 Definitions and Abbreviations

“QATC” means the Queensland Agricultural Training Colleges.

“Act” means the *Industrial Relations Act 1999*.

“AQF” means the Australian Qualifications Framework. The AQF is a system of twelve national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 2.

“Commission” means the Queensland Industrial Relations Commission.

“LCC” means the Local Consultative Committee.

“Parent award” means the *Queensland Agricultural Colleges Award – State 2014*.

“PSTP” means the Public Services Training Package.

“Relevant employees” means employees covered by this agreement.

1.6 Relationship to Award

This Agreement is to be read in conjunction with the *Queensland Agricultural Colleges Award – State 2014* and the *Australian Agriculture College Employing Office Certified Agreement 2009*. Where there is any inconsistency between this Agreement, the Award and the previous agreement, the terms of this Agreement will take precedence.

1.7 Replacement Agreement

This Agreement replaces the *Agricultural Colleges of Queensland Certified Agreement 2009* (CA/2009/131) when this Agreement is certified.

1.8 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.

1.9 Objectives of This Agreement

The Queensland Agricultural Training Colleges and the employees are committed to achieving the following objectives over the life of this Agreement:

- to work towards the successful achievement of College Business and Operational Plans;
- to optimise the use of resources, both human and physical, to create a progressive and sustainable Agricultural College;
- to provide quality training which:
 - (i) is responsive to rural and regional industry and community requirements;
 - (ii) enhances the work-readiness and employability of students and clients; and
 - (iii) promotes a culture of life-long learning;

- to provide a supportive and caring environment which maximises students' development and learning opportunities;
- to value and reward skilled and motivated staff ; and
- to foster the development of a positive and productive workplace culture where the parties adopt cooperative approaches to work.

1.10 Workplace Flexibility

(1) An employer and employee covered by this agreement may agree to make an individual flexibility arrangement to vary the effect of terms of this agreement if—

(a) this agreement deals with 1 or more of the following matters—

- (i) arrangements about when work is performed;
- (ii) overtime rates;
- (iii) penalty rates;
- (iv) allowances;
- (v) leave loading; and

(b) the arrangement meets the genuine needs of the employer and employee in relation to 1 or more of the matters mentioned in paragraph (a); and

(c) the arrangement is genuinely agreed to by the employer and employee.

(2) The employer must ensure the terms of the individual flexibility arrangement—

(a) are only about matters required or permitted to be in this agreement; and

(b) are not non-allowable provisions; and

(c) must not result, on balance, in an overall reduction in the entitlements or protections the employee has under this agreement.

(3) The employer must ensure the individual flexibility arrangement—

(a) is in writing and signed by the employer and employee; and

(b) states—

- (i) the names of the employer and employee; and
- (ii) the terms of this agreement that will be varied by the arrangement; and
- (iii) how the arrangement will vary the effect of the terms; and
- (iv) how the arrangement will not result, on balance, in an overall reduction in the entitlements or protections the employee has under this agreement; and
- (v) the day on which the arrangement commences; and

(c) if the employee is under 18 years of age— is signed by a parent or guardian of the employee.

(4) The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

(5) An individual flexibility arrangement may be terminated—

(a) by either the employee or employer giving written notice of—

- (i) a period agreed between the parties of up to 12 months; or
- (ii) if no period has been agreed—28 days; or

(b) by the employer and employee at any time if they agree in writing to the termination.

PART 2 DISPUTE RESOLUTION

(1) This clause applies to a dispute regarding—

- (a) a matter arising under this agreement; or
- (b) the Queensland Employment Standards.

(2) An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this clause if the representative is a union entitled to represent the employee's industrial interests.

(3) In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee and relevant supervisors or management, or both.

(4) If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to the commission.

(5) The commission may deal with the dispute as follows—

- (a) the commission may first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation;
- (b) if the commission does not resolve the dispute under paragraph (a), the commission may then deal with the dispute in accordance with its jurisdiction under the Act.

Note—

1 If the commission arbitrates the dispute, it may also use the powers that are available to it under the Act.

2 Chapter 9 of the Act provides for appeals against particular decisions made by the commission.

(6) While the dispute resolution procedure is being conducted, work must continue in accordance with this agreement and the Act.

(7) Subject to applicable work health and safety legislation, an employee must not unreasonably fail to comply with a direction by the employer to perform work, whether at the same or another workplace, that is safe and appropriate for the employee to perform.

(8) The parties to the dispute agree to be bound by a decision made by the commission in accordance with this clause.

PART 3 WAGES

3.1 New Wage Rates

In recognition of the commitment of the parties as specified in clause 1.9 “Objectives of This Agreement”, the following salary increases shall be available to employees covered by this Agreement:

- 1 August 2014: 2.2 %
- 1 August 2015: 2.2 %
- 1 August 2016: 2.2%

The salary rates applicable from the respective dates are as set out in Appendix 1.

3.2 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:
 - (a) General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favourable than current conditions;
 - (b) Reclassifications.
- (3) The Queensland Industrial Relations Commission State Wage Increases awarded will not be paid 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.
- (5) The employer may consent to applications made after the date of certification of this Agreement to amend the parent award to incorporate wage adjustments based on the *Agricultural Colleges of Queensland Certified Agreement 2009 (CA/2009/131)*. This consent is provided subject to such applications providing for a sufficient gap between current enterprise bargaining wage rates and the intended new award wage rates as contemplated at Principle 8 (Award Amendment to Give Effect to a Certified Agreement) of the State Wage Case Statement of Policy.

3.3 Removal of District Allowance

The parties agree to the removal of the district allowance as previously stated in clause 5.10.3 Divisional and District Allowance of the *Agricultural Colleges (Domestic and General Staff) Award – State 2012*. The removal of this allowance is consistent with the agreement reached between the parties as part of the award modernisation process.

PART 4 CONSULTATION

(1) It is recognised by the parties that the QATC over the period of this Agreement and in future years will be undergoing substantial structural reform in order to ensure the future viability of the business and be sustainable moving forward.

(2) The employer will consult with union representatives in accordance with the following when undertaking a significant organisational change and/or structural reform which will impact on the workforce.

(1) This clause applies if—

- (a) the employer has made a definite decision to introduce a major change to production, program, organisation, structure, or technology in relation to its enterprise; and
- (b) the change is likely to have a significant effect on some or all employees (relevant employees) of the enterprise.

(2) The employer must notify the relevant employees of the decision to introduce the major change.

(3) The employer is not required to—

- (a) notify the relevant employees or a representative of the decision until the time the employer considers appropriate; or
- (b) consult with the relevant employees or a representative about the decision until the employer notifies the relevant employees or the representative of the decision; or
- (c) consult with the relevant employees or a representative about the decision other than in relation to implementation of the decision; or
- (d) disclose confidential or commercially sensitive information to the relevant employees or a representative.

(4) The relevant employees may appoint a representative for the purposes of the procedures in this clause if the representative is a union entitled to represent the employees' industrial interests.

(5) If—

- (a) the relevant employees appoint a representative under (4) for the purposes of consultation; and
- (b) the relevant employees advise the employer of the identity of the representative; the employer must recognise the representative.

(6) As soon as practicable after notifying the relevant employees of the decision under (2), the employer must—

- (a) discuss with the relevant employees—
 - (i) the implementation of the change; and
 - (ii) the effect the implementation of the change is likely to have on the relevant employees; and
 - (iii) measures the employer is taking to avert or mitigate the adverse effect of the implementation of the change on the relevant employees; and
- (b) for the purposes of the discussion—provide, in writing, to the relevant employees—
 - (i) information about the implementation of the change including the nature of the change proposed; and
 - (ii) information about the expected effects of the implementation of the change on the relevant employees; and
 - (iii) any other matters regarding the implementation of the change likely to affect the relevant employees.

(7) The employer must give prompt and genuine consideration to matters raised about the implementation of the major change by the relevant employees.

(8) In this term, a major change is likely to have a *significant effect* on employees if it is likely to result in—

- (a) the termination of the employment of employees; or
- (b) a major change to the composition, operation or size of the employer's workforce or the skills required of employees; or
- (c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- (d) an alteration of hours of work; or
- (e) the need to retrain employees; or
- (f) the need to relocate employees to another workplace; or
- (g) the restructuring of jobs.

PART 5 REASONABLE WORKLOADS

- (1) The employer is committed to working with its employees to address workload management issues.
- (2) QATC should consider the impacts on workloads when organisational change occurs.
- (3) The employer recognises their obligations under the *Work Health and Safety Act 2011* when managing workload issues.

PART 6 SALARY PACKAGING

- (1) Salary packaging is available for employees employed by the employer covered by this Agreement.
- (2) The following principles apply 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 7 TRAINING AND PROFESSIONAL DEVELOPMENT

- (1) The parties to this Agreement recognise an ongoing commitment to training and development. It is acknowledged that employees should be encouraged to develop required skills and knowledge to support service delivery objectives.
- (2) To achieve the desired levels of knowledge and skills there should be an emphasis upon building capability around key occupations through career development, job design, performance development, and workforce planning. The objective of this approach is to improve workforce capability and agencies' service delivery while enhancing job satisfaction and employees' professional growth.

(3) Training and assessment of competencies will be provided in accordance with the Public Services Training Package or other accredited programs relevant to agency needs to enable employees to meet the requirements of clauses 9.1 and 9.2 of this Agreement.

PART 8 RECOGNITION OF ACCREDITED QUALIFICATIONS

8.1 Commitment

(1) The parties are committed to the principle that suitable financial recompense shall be provided for 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 paypoint 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 employees, have spent one calendar year and worked 1200 hours at the maximum pay point).

(2) The parties acknowledge that applicable employees should receive recognition and credit for their knowledge and skills through the recognition of current competencies (RCC) or the recognition of prior learning (RPL). This assessment of competencies may include skills from:

- work experience (including both work that is paid and unpaid);
- life experience (for example leisure pursuits or voluntary work); and
- previous study (including training programs at work, courses at school or college, and through adult education classes).

8.2 Appropriate Remuneration

The following remuneration shall be paid fortnightly to employees that meet the requirements in clause 8.1:

Certificate IV	(AQF IV)	AO2	\$41.50
Diploma	(AQF V)	AO3	\$42.80
Advanced Diploma	(AQF VI)	AO4	\$44.60
Certificate III	(AQF III)	OO2	\$20.00
Certificate IV	(AQF IV)	OO3	\$41.50
Diploma	(AQF V)	OO4/OO5	\$42.80
Advanced Diploma	(AQF VI)	OO6	\$44.60

PART 9 FAIR CAREER PATHS

(1) The parties are committed to providing reasonable career opportunities to employees. The parties are committed to provide consistent and transparent classifications across QATC.

(2) The parties agree to utilise the dispute resolution process as provided in clause 2 in the event that agreement is unable to be resolved.

PART 10 CONDITIONS OF EMPLOYMENT

10.1 Reasonable Hours Of Work – Instructional Staff

(1) The parties agree that it is not intended that instructors continually undertake high workloads.

(2) Timetabling should be based on flexibility, reflect the most effective combination of contact and non-contact time and demonstrate equitable distribution of workload across the team.

(3) The allocation of duties within the ordinary hours of work will be determined by negotiation with the immediate supervisor. QATC will ensure a corporate wide consistent approach predicated upon flexibility incorporating local environmental factors

(4) Ultimate responsibility for these arrangements rests with those in supervisory, management and/or training coordination roles.

(5) Where the parties are unable to reach agreement on the allocation of duties within a program, the matter shall be dealt with in accordance with the dispute resolution process outlined in clause 2 of this Agreement.

10.2 Sick Leave Entitlements – Domestic and General Employees

Employees engaged under the terms and conditions of the *Queensland Agricultural Colleges Award – State 2014* shall continue to accrue an entitlement to 76 hours sick leave for each year of service as from 1 July 2003.

10.3 Mandatory Closedown

The employer reserves the right to designate mandatory closures during vacation periods during which employees will access accrued leave or credit time in accordance with clause 15.4 and Schedule 1 Organisational Hours of Work Arrangements of the parent award. Where employees do not have sufficient annual leave accrued for taking during mandatory closures, the employer may elect to grant annual leave in advance or come to a mutual arrangement on a case-by-case basis for the use of accrued time. The employer may elect to exempt specific employees from a mandatory closure for purposes of facilities management, etc. Where practicable, at least 6 months notice of a mandatory closure is to be provided.

10.4 Compulsory Christmas/New Year Closure

- (1) When there is a compulsory closure or partial closure over the Christmas/New Year period, all employees covered by this agreement will have their annual leave entitlement debited by the number of ordinary working days (other than a **concessional day**) they would have worked between Christmas Day and New Year's Day inclusive.
- (2) For the purpose of clause (1) **concessional day** means any day upon which an employee is permitted to be absent from duty on full pay without debit to any leave account as a result of a compulsory closure or partial closure of employer's offices over the Christmas/New Year period or such closure or restricted staffing as the employer determines.

PART 11 WORKPLACE BULLYING

All employees have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.

PART 12 WORKLIFE BALANCE

- (1) The employer is committed to establishing workplace practices that improve the balance between work and family for its employees.
- (2) The parties agree that requests by employees to access work-life balance initiatives will be considered provided that it is operationally convenient.

APPENDIX 1 – SALARY SCHEDULE

QATC INSTRUCTOR Assistant Instructor	Salary per fortnight 1/8/2014 %	Salary per fortnight 1/8/2015 2.2%	Salary per fortnight 1/8/2016 2.2%
Step 1	2235.30	2284.50	2334.80
Step 2	2310.20	2361.00	2412.90
<i>Instructor Level 1</i>			
Step 3	2525.10	2580.70	2637.50
Step 4	2642.60	2700.70	2760.10
Step 5	2759.80	2820.50	2882.60
Step 6	2879.30	2942.60	3007.30
<i>Instructor Level 2</i>			
Step 7	3001.00	3067.00	3134.50
Step 8	3122.10	3190.80	3261.00
Step 9	3244.20	3315.60	3388.50
<i>Senior Instructor</i>			
Step 10	3325.00	3398.20	3473.00
Step 11	3406.70	3481.60	3558.20
Step 12	3487.60	3564.30	3642.70

ADMINISTRATIVE STREAM		Salary per fortnight 1/8/2014	Salary per fortnight 1/8/2015 2.2%	Salary per fortnight 1/8/2016 2.2%
AO1	1	1268.50	1296.40	1324.90
	2	1346.10	1375.70	1406.00
	3	1423.90	1455.20	1487.20
AO2	Age 21 1	1610.00	1645.40	1681.60
	2	1648.80	1685.10	1722.20
	3	1686.20	1723.30	1761.20
	4	1725.00	1763.00	1801.80
	5	1764.60	1803.40	1843.10
	6	1804.20	1843.90	1884.50
	7	1846.70	1887.30	1928.80
	8	1893.70	1935.40	1978.00
AO3	1	2020.70	2065.20	2110.60
	2	2100.40	2146.60	2193.80
	3	2180.30	2228.30	2277.30
	4	2260.20	2309.90	2360.70
AO4	1	2399.80	2452.60	2506.60
	2	2481.10	2535.70	2591.50
	3	2563.20	2619.60	2677.20
	4	2644.60	2702.80	2762.30
AO5	1	2790.20	2851.60	2914.30
	2	2872.70	2935.90	3000.50
	3	2955.10	3020.10	3086.50
	4	3037.70	3104.50	3172.80
AO6	1	3209.70	3280.30	3352.50
	2	3286.10	3358.40	3432.30
	3	3362.20	3436.20	3511.80
	4	3438.40	3514.00	3591.30
AO7	1	3599.00	3678.20	3759.10
	2	3687.10	3768.20	3851.10
	3	3775.20	3858.30	3943.20
	4	3863.40	3948.40	4035.30
AO8	1	3993.70	4081.60	4171.40
	2	4071.30	4160.90	4252.40
	3	4149.20	4240.50	4333.80
	4	4226.90	4319.90	4414.90

OPERATIONAL STREAM		Salary per fortnight 1/8/2014	Salary per fortnight 1/8/2015 2.2%	Salary per fortnight 1/8/2016 2.2%
OO1	1	1122.20	1146.90	1172.10
	2	1210.50	1237.10	1264.30
	3	1301.20	1329.80	1359.10
	4	1392.40	1423.00	1454.30
	5	1483.40	1516.00	1549.40
	6	1574.80	1609.40	1644.80
OO2	Age 21 1	1610.00	1645.40	1681.60
	2	1650.60	1686.90	1724.00
	3	1690.30	1727.50	1765.50
	4	1731.00	1769.10	1808.00
OO3	1	1755.10	1793.70	1833.20
	2	1787.00	1826.30	1866.50
	3	1819.80	1859.80	1900.70
	4	1854.40	1895.20	1936.90
OO4	1	1927.90	1970.30	2013.60
	2	1989.10	2032.90	2077.60
	3	2054.10	2099.30	2145.50
	4	2118.50	2165.10	2212.70
OO5	1	2175.90	2223.80	2272.70
	2	2250.20	2299.70	2350.30
	3	2325.30	2376.50	2428.80
	4	2399.80	2452.60	2506.60
OO6	1	2508.10	2563.30	2619.70
	2	2576.20	2632.90	2690.80
	3	2644.60	2702.80	2762.30
OO7	1	2774.50	2835.50	2897.90
	2	2844.20	2906.80	2970.70
	3	2913.50	2977.60	3043.10

TECHNICAL STREAM		Salary per fortnight 1/8/2014	Salary per fortnight 1/8/2015 2.2%	Salary per fortnight 1/8/2016 2.2%
TO1	1	1299.00	1327.60	1356.80
	2	1421.30	1452.60	1484.60
	3	1543.80	1577.80	1612.50
	Age 21 4	1672.20	1709.00	1746.60
	5	1736.00	1774.20	1813.20
	6	1800.80	1840.40	1880.90
	7	1872.20	1913.40	1955.50
TO2	1	1901.20	1943.00	1985.70
	2	1968.40	2011.70	2056.00
	3	2040.70	2085.60	2131.50
	4	2113.80	2160.30	2207.80
	5	2186.90	2235.00	2284.20
	6	2259.90	2309.60	2360.40
TO3	1	2399.80	2452.60	2506.60
	2	2466.60	2520.90	2576.40
	3	2532.90	2588.60	2645.50
	4	2599.50	2656.70	2715.10
TO4	1	2733.40	2793.50	2855.00
	2	2824.20	2886.30	2949.80
	3	2913.50	2977.60	3043.10
OO5	1	3037.70	3104.50	3172.80
	2	3129.20	3198.00	3268.40
	3	3221.50	3292.40	3364.80
	4	3313.00	3385.90	3460.40
OO6	1	3422.80	3498.10	3575.10
	2	3510.70	3587.90	3666.80
	3	3599.00	3678.20	3759.10

PROFESSIONAL STREAM		Salary per fortnight 1/8/2014	Salary per fortnight 1/8/2015 2.2%	Salary per fortnight 1/8/2016 2.2%
PO1	1	1299.00	1327.60	1356.80
	2	1421.30	1452.60	1484.60
	3	1543.80	1577.80	1612.50
	Age 21 4	1672.20	1709.00	1746.60
	5	1736.00	1774.20	1813.20
	6	1800.80	1840.40	1880.90
	7	1872.20	1913.40	1955.50
PO2	1	2018.00	2062.40	2107.80
	2	2135.00	2182.00	2230.00
	3	2245.50	2294.90	2345.40
	4	2367.50	2419.60	2472.80
	5	2483.70	2538.30	2594.10
	6	2599.50	2656.70	2715.10
PO3	1	2733.40	2793.50	2855.00
	2	2819.40	2881.40	2944.80
	3	2905.00	2968.90	3034.20
	4	2990.30	3056.10	3123.30
PO4	1	3187.80	3257.90	3329.60
	2	3271.30	3343.30	3416.90
	3	3354.70	3428.50	3503.90
	4	3438.30	3513.90	3591.20
PO5	1	3599.00	3678.20	3759.10
	2	3687.10	3768.20	3851.10
	3	3775.20	3858.30	3943.20
	4	3863.40	3948.40	4035.30
PO6	1	3993.70	4081.60	4171.40
	2	4071.30	4160.90	4252.40
	3	4149.20	4240.50	4333.80
	4	4226.90	4319.90	4414.90

APPENDIX 2 - AUSTRALIAN QUALIFICATIONS FRAMEWORK

The Australian Qualifications Framework (the AQF) is the national policy for regulated qualifications in the Australian education and training system. It incorporates the quality assured qualifications from each education and training sector (school, vocational education and training and higher education) into a single comprehensive national qualifications framework

AQF Qualifications Referred to in this Agreement as:

- Senior Secondary Certificate of Education
- Certificate I
- Certificate II
- Certificate III
- Certificate IV
- Diploma
- Advanced Diploma
- Associate Degree
- Bachelor Degree
- Graduate Certificate
- Vocational Graduate Certificate
- Graduate Diploma
- Vocational Graduate Diploma
- Masters Degree
- Doctoral Degree

AQF I

AQF II

AQF III

AQF IV

AQF V

AQF VI

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 objectives of the AQF are to provide a contemporary and flexible framework that:

- accommodates the diversity of purposes of Australian education and training now and into the future;
- contributes to national economic performance by supporting contemporary, relevant and nationally consistent qualification outcomes which build confidence in qualifications;
- supports the development and maintenance of pathways which provide access to qualifications and assist people to move easily and readily between different education and training sectors and between those sectors and the labour market;

- supports individuals' lifelong learning goals by providing the basis for individuals to progress through education and training and gain recognition for their prior learning and experiences;
- underpins national regulatory and quality assurance arrangements for education and training;
- supports and enhances the national and international mobility of graduates and workers through increased recognition of the value and comparability of Australian qualifications;
- enables the alignment of the AQF with international qualifications frameworks.

SIGNATORIES

Signed by the Principal Executive Officer of the Queensland Agricultural Training Colleges ABN 65 259 790 558:

Brent Kinnane

In the presence of: Philip Goodwin

Signed for and on behalf of the Together Queensland, Industrial Union of Employees:

Alex Scott

In the presence of: Nicole Hipkin

Signed for and on behalf of the United Voice, Industrial Union of Employees, Queensland:

Gary Bullock

In the presence of: Merinda Foster