

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999 - s. 156 - certification of an agreement*

CITEC Certified Agreement 2012

*Matter No. CA/2013/38*

Commissioner Fisher

16 May 2013

CERTIFICATE

This matter coming on for hearing before the Commission on 16 May 2013 the Commission certifies the following written agreement:

CITEC Certified Agreement 2012 - CA/2013/38

Made between:

CITEC;

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 16 May 2013 and shall operate from 16 May 2013 until its nominal expiry on 31 October 2015.

This agreement replaces *CITEC Certified Agreement - 2009 (CA/2009/147)*.

By the Commission.

Commissioner Fisher

**QUEENSLAND INDUSTRIAL RELATIONS COMMISSION**  
Industrial Relations Act 1999, s.156

**Director-General of the Department of Science, Information Technology, Innovation and the Arts  
(CITEC)**

**AND**

**Together Queensland, Industrial Union of Employees  
AND**

**The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch,  
Union of Employees.**

*(No. CA 38 of 2013s)*

**CITEC CERTIFIED AGREEMENT 2012**

**APPLICATION FOR CERTIFICATION OF AGREEMENT**

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the 26<sup>th</sup> day of April 2013 BETWEEN the Director-General of the Department of Science, Information Technology, Innovation and the Arts, Together Queensland, Industrial Union of Employees and The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees.

**PART 1: APPLICATION AND OPERATION**

**1.1 Title**

This Agreement shall be known as the *CITEC Certified Agreement 2012*.

**1.2 Arrangement**

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#### **1.3 *Application and Parties Bound***

- (1) This Agreement shall apply to persons employed at CITEC, a business unit of the Department of Science, Information Technology, Innovation and the Arts, 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*; and 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) are not covered by this Agreement.

The parties bound by this Agreement are the Director-General of the Department Science, Information Technology, Innovation and the Arts, its employees, the Together Queensland, Industrial Union of Employees (Together) and the Association of Professional Engineers, Scientists and Managers, of Australia, Queensland Branch Union of Employees (APESMA).

#### **1.4 *Date of and Period of Operation***

The Agreement operates from the date of certification until the nominal expiry date of 31 October 2015.

#### **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 to 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, this Agreement shall take precedence.

**1.7 Replacement Agreement**

This Agreement replaces the *CITEC Certified Agreement (2009)* when this Agreement is certified.

**1.8 Objectives of This Agreement**

CITEC is a business unit of the Department of Science, Information Technology, Innovation and the Arts which provides services that affect the daily lives of all Queenslanders.

The parties are committed to an effective organisation, delivering quality services to Queenslanders to support the Government’s priorities and obligations to the community. As such, CITEC 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 2.

“**Department**” means the Department of Science, Information Technology, Innovation and the Arts

**PART 2: WAGES**

**2.1 New Wage Rates**

In recognition of the commitment of the parties as specified in clause 1.8 “Objectives of This Agreement”, the following wage increases, shall be available to employees covered by this Agreement as follows:

1 November 2012	2.2%
1 November 2013	2.2%
1 November 2014	2.2%

The salary schedules are set out in Appendix 1.

**2.2 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.

**2.3 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 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.
- (5) The rates of monetary entitlements and leave entitlements existing as at the date of certification of this agreement relating to the following will not be reduced for the life of this Agreement:
- Recognition of Previous Service and Employment
  - Early Retirement, Redundancy and Retrenchment
  - Higher Duties
  - Overtime Meal Allowances
  - Motor Vehicle Allowances
  - Locality Allowances
  - Field Staff Conditions
  - Hours and Overtime Conditions
  - Recreation Leave
  - Sick Leave
  - Bereavement Leave
  - Long Service Leave
  - Paid Parental Leave
  - Transfer and Appointment Expenses
  - Domestic Travel and Relieving Expenses
  - International Travel and Relieving Expenses
  - Excess Travel Time
  - Special Leave
  - The Retrenchment of Temporary Employees Engaged on a Full Time or Part Time Basis
  - Critical Incident Entitlements and Conditions
  - Court Attendance and Jury Service
  - Transfer within and between classification levels and systems
  - Relocation Expenses for Officers Retiring from the Service
  - Leave and Travel Concessions - Isolated Centres
  - Leave without Salary Credited as Service
  - Superannuation Entitlements for Certain Employees
  - Rewards for Creating Commercially Valuable Intellectual Property
  - Study and Examination Leave

#### **2.4 Shift Work**

Twelve (12) hour shift arrangements for computer operators shall continue to apply.

#### **2.5 On Call**

##### **2.5.1 Allowance**

The on-call allowance is payable for a week, weekend or individual on-call period as defined in 2.5.2 below. An officer must be on-call for the entire twelve (12) hour period to receive an on-call allowance.

Calculation of the on-call allowance is based on the hourly rate for a PO2(1) classification level. The rate per hour for each 12 hour weeknight and weekend shifts are 7% and 14% respectively of the PO2(1) hourly rate. This arrangement provides for any increase in the PO2(1) hourly rate to also increase the on-call allowance.

**2.5.2 On-Call periods**

On-Call periods for which an officer is eligible to receive the on-call allowance are -

Weeknights: Mon 1800 to Tues 0600  
 Tue 1800 to Wed 0600  
 Wed 1800 to Thur 0600  
 Thur 1800 to Fri 0600

Weekends: Fri 1800 to Sat 0600  
 Sat 0600 to Sat 1800  
 Sat 1800 to Sun 0600  
 Sun 0600 to Sun 1800  
 Sun 1800 to Mon 0600

Public Holidays (to be paid at the weekend rate):

1800 on preceding day to 0600 on Public Holiday  
 0600 on Public Holiday to 1800 on Public Holiday  
 1800 on Public Holiday to 0600 on next day

**2.5.3 Call out Time (overtime)**

For the purposes of this Agreement, any unscheduled overtime performed while an officer is on-call is referred to as “callout time”.

**The weekly ACTIVE on-call allowance also includes payment for the first 2 hours of any callout time worked for each week.**

Any additional callout time is paid in accordance with existing overtime arrangements under the Public Service Award-State with subject to relevant cut off limits (in terms of classification levels eligible to be paid overtime)

Where an officer is On Call (ACTIVE) for only part of a week, the following reference table is provided to determine the amount of call out time (over as opposed to 2 hours for the week) to be included in the allowance-

**Table 1: Call out time included for partial weeks**

On-call Periods making up Partial Week	Number of on-call periods	Amount of callout time included in the on-call allowance
Fri 1800 to Mon 0600	Five	1 hour 15 minutes
Mon 1800 to Tue 0600 Tue 1800 to Wed 0600 Wed 1800 to Thu 0600 Thu 1800 to Fri 0600 Fri 1800 to Sat 0600	Five	1 hour 15 minutes
Wed 1800 to Thu 0600	One	15 minutes
Mon 1800 to Wed 0600 Thu 1800 to Fri 0600 (Note: These periods are not consecutive)	Three	45 minutes
Sat 0800 to Sat 1800 Sat 1800 to Sun 0600	Two	30 minutes

The included callout time is subtracted from the total callout time worked for each week (ie. Seven consecutive days) to determine the amount of paid callout time.

The minimum callout paid associated with on-call are -

- 15 minutes for work performed at home.
- 2 hours for a site visit (including travelling time to and from the site).

An employee may be entitled to a meal allowance in conjunction with callout time worked when re-called to duty.

#### **2.5.4 *Fatigue Leave***

The On-Call officer is entitled to a ten hour fatigue break after resolving a callout and before resuming work during standard working hours, under the following circumstances:

- The time to resolve the callout is two (2) hours or greater.
- The accumulated time to resolve callouts received in a single on-call period is (two) 2 hours of greater.

The officer will not be disadvantaged by this break. The time sheet of the on-call officer who has taken a fatigue break will reflect that a standard day was worked. If an on-call officer eligible for a fatigue break is required to return to work less than ten (10) hours after resolving a callout, the officer may be eligible to receive overtime rates for each hour worked until the fatigue break is taken.

#### **2.5.5 *Continuous On-Call***

Wherever possible, arrangements should be made to ensure that officers are not on-call for more than (two) 2 consecutive weeks without alternating the on-call responsibilities with one (1) or more officers. In extenuating circumstances, it is allowable for an officer to be continuously on-call for a maximum of 13 weeks. This should be sufficient time for alternative on-call arrangements to be made.

#### **2.5.6 *Travel and Telephone Expenses***

Where a site visit is required, if the officer uses their own and/or public transport, reimbursement shall be paid. Public transport costs will be reimbursed on presentation of tickets. Parking expenses will be reimbursed, however officers should try CITEC's parking areas and street parking in the first instance. To claim reimbursement for these expenses officers must complete appropriate claim forms.

Similarly, telephone expenses incurred by the officer during the resolution of a callout problem shall be reimbursed. (eg. calls made from a modem or telephone at the officers place of residence.) Records of calls must be kept and a claim submitted.

### **PART 3: TRAINING**

- (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 may 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 4.1 and 4.2 of this Agreement.

### **PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS**

#### **4.1 *Commitment***

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).

**4.2 Appropriate Remuneration**

The following remuneration shall be paid for employees that meet the requirements in clause 4.1:

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 5: TERMS AND CONDITIONS OF EMPLOYMENT**

**5.1 Reasonable Workloads**

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

**5.2 Worklife Balance**

- (1) CITEC 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.

**5.3 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.

**5.4 Parental Leave**

Notwithstanding the federal paid parental leave scheme the current paid parental leave provisions provided by the employer as at the date of certification of this Agreement will not be reduced for the life of this Agreement.

**PART 6 – COLLECTIVE INDUSTRIAL RELATIONS**

- (1) CITEC acknowledges that structured, collective industrial relations will continue as a fundamental principle of the management of CITEC.
- (2) CITEC supports constructive relations and recognises the need to work collaboratively with relevant unions and employees in a productive manner.



## **PART 7 – CONSULTATIVE COMMITTEE**

- (1) CITEC may have an employer-union consultative committee (CC) with agreed terms of reference/operating principles. The consultative committee will be used to facilitate consultation on issues, including those issues arising from the implementation of this Agreement.
- (2) The CC may agree to establish standing committees, sub-committees, or other additional consultative structures (such as Local Consultative Committees) with agreed terms of reference/operating principles.

## **PART 8: SALARY PACKAGING**

- 8.1** Salary packaging is available for employees (excluding short-term casual employees) employed by the employers covered by this Agreement in accordance with Queensland Government policy found in the Circular issued from time to time by the Public Service Commission.
- 8.2** 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.
- 8.3** 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.
- 8.4** Subject to federal legislation, employees may elect to adjust their current salary sacrifice arrangements to sacrifice up to 100% of salary to superannuation.

## **PART 9: PREVENTION AND SETTLEMENT OF DISPUTES**

- (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.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except where the employee has a reasonable concern about an imminent risk to the employee's health or safety. 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.
- (3) There is a requirement for management to provide relevant information and explanation and consult with the appropriate employee representatives.
- (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 union representative and/or the employee(s) concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond 7 days;
  - (b) If the matter is not resolved as per (a) above, it shall be referred by the union representative 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 7 days;
  - (c) If the matter remains unresolved it may be referred by the employee and/or his/her union representative to the General Manager, CITEC for discussion and appropriate action. This process should not exceed 14 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 unions or the Queensland Government from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.
- (6) The parties acknowledge that, for matters not covered by this agreement, there are other dispute resolution procedures available.

## **PART 10: HOURS OF WORK**

### **10.1 Spread of Hours**

The ordinary spread of hours of all full time permanent and temporary employees will be 6.00am to 6.00pm Monday to Friday inclusive.

### **10.2 Spread of Hours – Brisbane CBD**

- (1) These provisions shall apply only to employees engaged under the *Queensland Public Service Award – State 2012* where the employee's place of work, at daily commencing and finishing times, is within the Australian Bureau of Statistics Statistical Local Areas of "City – Remainder" and "City – Inner" within the Statistical Subdivision of "0501 – Inner Brisbane".
- (2) In recognition of the problems associated with increased traffic congestion into the Central Business District of Brisbane, the parties agree to a wider ordinary spread of hours of 6.00am to 7.00pm for full-time and part-time employees only.
- (3) The purpose of such an arrangement is to allow employees and supervisors to mutually agree to changes to existing commencing and finishing times in order that the employees can commence and/or finish their working hours outside the recognised peak times of 7am to 9am and 4pm to 6pm.
- (4) For the purposes of application of the Ministerial Directive relating to Excess Travel Time, which only applies to employees subject to the *Queensland Public Service Award – State 2012*, the ordinary spread of hours for the purposes of clause 1.1 of the Schedule to the Directive shall be 6.00am to 7.00pm.
- (5) The parties affirm that the capacity for an individual employee to have an ordinary spread of hours of 6.00am to 7.00pm by mutual agreement under these provisions will not be used as the rationale to alter customer service delivery arrangements of agencies affected by these provisions.
- (6) All other conditions contained in Awards and Ministerial Directives relating to overtime, meal breaks and meal allowances shall continue to apply.

### **10.3 Accumulated Time Arrangements**

As a commercialised business unit, CITEC operates under a 38 hour week, as a permanent standard working week. To allow for an improved work/life balance, this arrangement is operated in the following manner:

- **Span of Hours** - 6.00 am to 6.00 pm (and up to 8.00 pm by mutual agreement).

- **38 Hour Week** – the parties recognise that the 38 hour week is the permanent standard working week in CITEC. Neither party will unreasonably withhold consent for this change i.e. extension of working hours up to 8.00 pm by mutual agreement.

- **Accumulated Time** in conjunction with the 38 hour week, operates as per the following guidelines:

- (1) Managers, supervisors, and staff are all responsible and accountable for their Unit's 38 hour week and accumulated time arrangements meeting CITEC's business needs.

**The main consideration in any decisions on accumulated time arrangements must be that CITEC's clients' needs and business requirements are met.**

- (2) The standard day is 7 hours 36 minutes.
- (3) All work areas should be staffed from 8:00 am to 5:30 pm as a minimum.
- (4) Each Unit Manager may determine the earliest and latest commencement times for their Unit, taking into consideration the operational requirements of their particular work area.
- (5) Lunch break to be taken between the fourth and sixth hours (30 minutes minimum - 2 hours maximum).
- (6) Maximum leave that may be taken from accumulated leave credits is 38 hours (ie 5 full days Accumulated Time) per 28 day Accumulated Time Cycle.
- (7) For 2 hours or more accumulated time leave, the minimum notification will be one full day prior to the proposed leave date.
- (8) Accumulated carryover reflects business/client requirements. Maximum of 38 hours and minimum of zero at end of Accumulated Time Cycle. There is to be no negative balance at the end of each settlement period.

Note: Should accumulated leave credits exceed 38 hours and the excess balance and excess is the result of organisational requirements, then alternative arrangements may be negotiated between the manager and the employee(s).

Note: Supervisors are to be notified of sick leave/special leave by 9:00 am that day.

**SIGNATORIES**

Signed by the Director-General of the  
Department of Science, Information  
Technology, Innovation and the Arts

} Andrew Grant Garner

In the presence of:

} Mark William Goldsworthy

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

} Alexander Scott

In the presence of:

} Robert Kenneth Rule

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

} Michelle Rae

In the presence of:

} Finn McCarthy-Adams

**Appendix 1: Salary Schedules**

**Administrative Stream**

Salary as from 1 November 2012 - 2.2%					Salary as from 1 November 2013 - 2.2%					Salary as from 1 November 2014 - 2.2%				
Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate
AO1	01	\$1,284.65	\$33,515.71	\$16.90	AO1	01	\$1,312.92	\$34,253.05	\$17.28	AO1	01	\$1,341.80	\$35,006.62	\$17.66
	02	\$1,361.20	\$35,512.78	\$17.91		02	\$1,391.15	\$36,294.06	\$18.30		02	\$1,421.75	\$37,092.53	\$18.71
	03	\$1,437.34	\$37,499.19	\$18.91		03	\$1,468.96	\$38,324.18	\$19.33		03	\$1,501.28	\$39,167.31	\$19.75
AO2	01	\$1,610.57	\$42,018.62	\$21.19	AO2	01	\$1,646.00	\$42,943.03	\$21.66	AO2	01	\$1,682.21	\$43,887.77	\$22.13
	02	\$1,650.43	\$43,058.48	\$21.72		02	\$1,686.74	\$44,005.77	\$22.19		02	\$1,723.85	\$44,973.90	\$22.68
	03	\$1,690.18	\$44,095.68	\$22.24		03	\$1,727.37	\$45,065.79	\$22.73		03	\$1,765.37	\$46,057.24	\$23.23
	04	\$1,730.04	\$45,135.55	\$22.76		04	\$1,768.10	\$46,128.53	\$23.26		04	\$1,807.00	\$47,143.36	\$23.78
	05	\$1,770.51	\$46,191.41	\$23.30		05	\$1,809.46	\$47,207.63	\$23.81		05	\$1,849.27	\$48,246.19	\$24.33
	06	\$1,813.74	\$47,319.27	\$23.87		06	\$1,853.65	\$48,360.29	\$24.39		06	\$1,894.43	\$49,424.22	\$24.93
	07	\$1,860.76	\$48,545.78	\$24.48		07	\$1,901.69	\$49,613.79	\$25.02		07	\$1,943.53	\$50,705.29	\$25.57
	08	\$1,912.06	\$49,884.27	\$25.16		08	\$1,954.13	\$50,981.73	\$25.71		08	\$1,997.12	\$52,103.33	\$26.28
AO3	01	\$2,043.90	\$53,323.83	\$26.89	AO3	01	\$2,088.86	\$54,496.96	\$27.49	AO3	01	\$2,134.82	\$55,695.89	\$28.09
	02	\$2,122.08	\$55,363.57	\$27.92		02	\$2,168.77	\$56,581.57	\$28.54		02	\$2,216.48	\$57,826.37	\$29.16
	03	\$2,200.26	\$57,403.31	\$28.95		03	\$2,248.67	\$58,666.18	\$29.59		03	\$2,298.14	\$59,956.84	\$30.24
	04	\$2,279.57	\$59,472.38	\$29.99		04	\$2,329.72	\$60,780.77	\$30.65		04	\$2,380.98	\$62,117.95	\$31.33

Salary as from 1 November 2012 - 2.2%					Salary as from 1 November 2013 - 2.2%					Salary as from 1 November 2014 - 2.2%				
Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate
AO4	01	\$2,416.31	\$63,039.92	\$31.79	AO4	01	\$2,469.47	\$64,426.80	\$32.49	AO4	01	\$2,523.80	\$65,844.19	\$33.21
	02	\$2,496.54	\$65,132.99	\$32.85		02	\$2,551.47	\$66,565.91	\$33.57		02	\$2,607.60	\$68,030.36	\$34.31
	03	\$2,576.77	\$67,226.05	\$33.90		03	\$2,633.46	\$68,705.03	\$34.65		03	\$2,691.39	\$70,216.54	\$35.41
	04	\$2,657.20	\$69,324.45	\$34.96		04	\$2,715.66	\$70,849.59	\$35.73		04	\$2,775.40	\$72,408.28	\$36.52
AO5	01	\$2,800.38	\$73,059.97	\$36.85	AO5	01	\$2,861.99	\$74,667.29	\$37.66	AO5	01	\$2,924.95	\$76,309.97	\$38.49
	02	\$2,881.94	\$75,187.70	\$37.92		02	\$2,945.34	\$76,841.83	\$38.75		02	\$3,010.14	\$78,532.35	\$39.61
	03	\$2,963.29	\$77,310.09	\$38.99		03	\$3,028.48	\$79,010.92	\$39.85		03	\$3,095.11	\$80,749.16	\$40.73
	04	\$3,046.07	\$79,469.82	\$40.08		04	\$3,113.08	\$81,218.15	\$40.96		04	\$3,181.57	\$83,004.95	\$41.86
AO6	01	\$3,218.99	\$83,981.24	\$42.36	AO6	01	\$3,289.81	\$85,828.83	\$43.29	AO6	01	\$3,362.19	\$87,717.06	\$44.24
	02	\$3,295.75	\$85,983.65	\$43.37		02	\$3,368.25	\$87,875.29	\$44.32		02	\$3,442.35	\$89,808.55	\$45.29
	03	\$3,372.09	\$87,975.39	\$44.37		03	\$3,446.27	\$89,910.85	\$45.35		03	\$3,522.09	\$91,888.89	\$46.34
	04	\$3,448.33	\$89,964.47	\$45.37		04	\$3,524.19	\$91,943.69	\$46.37		04	\$3,601.73	\$93,966.45	\$47.39
AO7	01	\$3,609.09	\$94,158.60	\$47.49	AO7	01	\$3,688.49	\$96,230.09	\$48.53	AO7	01	\$3,769.64	\$98,347.15	\$49.60
	02	\$3,697.29	\$96,459.64	\$48.65		02	\$3,778.63	\$98,581.75	\$49.72		02	\$3,861.76	\$100,750.55	\$50.81
	03	\$3,786.00	\$98,774.01	\$49.82		03	\$3,869.29	\$100,947.04	\$50.91		03	\$3,954.42	\$103,167.87	\$52.03
	04	\$3,873.69	\$101,061.72	\$50.97		04	\$3,958.91	\$103,285.07	\$52.09		04	\$4,046.00	\$105,557.35	\$53.24
AO8	01	\$4,004.50	\$104,474.61	\$52.69	AO8	01	\$4,092.60	\$106,773.05	\$53.85	AO8	01	\$4,182.64	\$109,122.06	\$55.03
	02	\$4,082.48	\$106,509.02	\$53.72		02	\$4,172.30	\$108,852.22	\$54.90		02	\$4,264.09	\$111,246.97	\$56.11
	03	\$4,160.66	\$108,548.76	\$54.75		03	\$4,252.20	\$110,936.83	\$55.95		03	\$4,345.75	\$113,377.44	\$57.18
	04	\$4,238.54	\$110,580.50	\$55.77		04	\$4,331.79	\$113,013.27	\$57.00		04	\$4,427.09	\$115,499.56	\$58.25

**Professional Stream**

Salary as from 1 November 2012 - 2.2%					Salary as from 1 November 2013 - 2.2%					Salary as from 1 November 2014 - 2.2%				
Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate
PO1	01	\$1,314.60	\$34,296.94	\$17.30	PO1	01	\$1,343.52	\$35,051.47	\$17.68	PO1	01	\$1,373.08	\$35,822.60	\$18.07
	02	\$1,434.99	\$37,437.87	\$18.88		02	\$1,466.56	\$38,261.50	\$19.30		02	\$1,498.82	\$39,103.26	\$19.72
	03	\$1,555.48	\$40,581.47	\$20.47		03	\$1,589.70	\$41,474.26	\$20.92		03	\$1,624.68	\$42,386.69	\$21.38
	04	\$1,675.77	\$43,719.73	\$22.05		04	\$1,712.64	\$44,681.57	\$22.53		04	\$1,750.32	\$45,664.56	\$23.03
	05	\$1,741.08	\$45,423.51	\$22.91		05	\$1,779.38	\$46,422.83	\$23.41		05	\$1,818.53	\$47,444.13	\$23.93
	06	\$1,809.76	\$47,215.28	\$23.81		06	\$1,849.57	\$48,254.02	\$24.34		06	\$1,890.26	\$49,315.61	\$24.87
	07	\$1,888.35	\$49,265.69	\$24.85		07	\$1,929.89	\$50,349.53	\$25.39		07	\$1,972.35	\$51,457.22	\$25.95
PO2	01	\$2,041.34	\$53,257.18	\$26.86	PO2	01	\$2,086.25	\$54,428.83	\$27.45	PO2	01	\$2,132.15	\$55,626.27	\$28.05
	02	\$2,155.91	\$56,246.13	\$28.37		02	\$2,203.34	\$57,483.54	\$28.99		02	\$2,251.81	\$58,748.18	\$29.63
	03	\$2,270.27	\$59,229.74	\$29.87		03	\$2,320.22	\$60,532.80	\$30.53		03	\$2,371.26	\$61,864.52	\$31.20
	04	\$2,384.53	\$62,210.69	\$31.38		04	\$2,436.99	\$63,579.33	\$32.07		04	\$2,490.60	\$64,978.08	\$32.77
	05	\$2,499.20	\$65,202.31	\$32.88		05	\$2,554.18	\$66,636.76	\$33.61		05	\$2,610.37	\$68,102.77	\$34.35
	06	\$2,612.54	\$68,159.27	\$34.38		06	\$2,670.01	\$69,658.77	\$35.13		06	\$2,728.75	\$71,191.26	\$35.90

Salary as from 1 November 2012 - 2.2%					Salary as from 1 November 2013 - 2.2%					Salary as from 1 November 2014 - 2.2%				
Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate	Classification Level	Paypoint	Amount per fortnight	Amount per annum	Hourly Rate
PO3	01	\$2,744.58	\$71,604.16	\$36.11	PO3	01	\$2,804.96	\$73,179.45	\$36.91	PO3	01	\$2,866.67	\$74,789.40	\$37.72
	02	\$2,829.00	\$73,806.54	\$37.22		02	\$2,891.24	\$75,430.29	\$38.04		02	\$2,954.84	\$77,089.75	\$38.88
	03	\$2,913.21	\$76,003.59	\$38.33		03	\$2,977.30	\$77,675.67	\$39.18		03	\$3,042.80	\$79,384.54	\$40.04
	04	\$2,998.96	\$78,240.64	\$39.46		04	\$3,064.93	\$79,961.93	\$40.33		04	\$3,132.36	\$81,721.10	\$41.22
PO4	01	\$3,196.61	\$83,397.31	\$42.06	PO4	01	\$3,266.94	\$85,232.05	\$42.99	PO4	01	\$3,338.81	\$87,107.16	\$43.93
	02	\$3,280.21	\$85,578.37	\$43.16		02	\$3,352.38	\$87,461.09	\$44.11		02	\$3,426.13	\$89,385.24	\$45.08
	03	\$3,364.22	\$87,770.09	\$44.27		03	\$3,438.23	\$89,701.03	\$45.24		03	\$3,513.87	\$91,674.45	\$46.24
	04	\$3,448.33	\$89,964.47	\$45.37		04	\$3,524.19	\$91,943.69	\$46.37		04	\$3,601.73	\$93,966.45	\$47.39
PO5	01	\$3,609.09	\$94,158.60	\$47.49	PO5	01	\$3,688.49	\$96,230.09	\$48.53	PO5	01	\$3,769.64	\$98,347.15	\$49.60
	02	\$3,697.29	\$96,459.64	\$48.65		02	\$3,778.63	\$98,581.75	\$49.72		02	\$3,861.76	\$100,750.55	\$50.81
	03	\$3,786.00	\$98,774.01	\$49.82		03	\$3,869.29	\$100,947.04	\$50.91		03	\$3,954.42	\$103,167.87	\$52.03
	04	\$3,873.69	\$101,061.72	\$50.97		04	\$3,958.91	\$103,285.07	\$52.09		04	\$4,046.00	\$105,557.35	\$53.24
PO6	01	\$4,004.50	\$104,474.61	\$52.69	PO6	01	\$4,092.60	\$106,773.05	\$53.85	PO6	01	\$4,182.64	\$109,122.06	\$55.03
	02	\$4,082.48	\$106,509.02	\$53.72		02	\$4,172.30	\$108,852.22	\$54.90		02	\$4,264.09	\$111,246.97	\$56.11
	03	\$4,160.66	\$108,548.76	\$54.75		03	\$4,252.20	\$110,936.83	\$55.95		03	\$4,345.75	\$113,377.44	\$57.18
	04	\$4,238.54	\$110,580.50	\$55.77		04	\$4,331.79	\$113,013.27	\$57.00		04	\$4,427.09	\$115,499.56	\$58.25



## Appendix 2: 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"> <li>• Senior Secondary Certificate of Education</li> <li>• Certificate I</li> <li>• Certificate II</li> <li>• Certificate III</li> <li>• Certificate IV</li> <li>• Diploma</li> <li>• Advanced Diploma</li> <li>• Associate Degree</li> <li>• Bachelor Degree</li> <li>• Graduate Certificate</li> <li>• Vocational Graduate Certificate</li> <li>• Graduate Diploma</li> <li>• Vocational Graduate Diploma</li> <li>• Masters Degree</li> <li>• Doctoral Degree</li> </ul>	<ul style="list-style-type: none"> <li>• AQF I</li> <li>• AQF II</li> <li>• AQF III</li> <li>• AQF IV</li> <li>• AQF V</li> <li>• AQF VI</li> </ul>

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.