

  
INDUSTRIAL REGISTRAR  
- 9 SEP 2019  
QUEENSLAND

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 2016*  
s.458

*(No. B/2019/32, B/2019/33 and B/2019/34)*

**APPLICATION FOR A DECLARATION OF GENERAL RULING**

**STATE WAGE CASE 2019**

**SUBMISSION OF THE STATE OF QUEENSLAND  
SEPTEMBER 2019**

## Introduction

### The applicants' claims

1. The Queensland Council of Unions (QCU) has filed an application in the Queensland Industrial Relations Commission (the Commission) seeking a general ruling to provide:
  - an amendment to all state awards by an increase of 3.0%;
  - an amendment to all state awards by increasing existing allowances which relate to work conditions which have not changed by 3.0%;
  - an increase to the QMW by 3.0%; and
  - an operative date of 1 September 2019.
2. The Australian Workers' Union (AWU) has filed an application in the Commission seeking a general ruling to provide:
  - an amendment to all state awards to increase wages by 3.0%;
  - an amendment to all state awards by increasing existing allowances which relate to work conditions, which have not changed by 3.0%;
  - an increase to the QMW by 3.0%; and
  - an operative date of 1 September 2019.
3. The Together Queensland, Industrial Union of Employees (Together Union) has filed an application in the Commission seeking a general ruling to provide:
  - an amendment to all state awards to increase wages by 3.0%;
  - an amendment to all state awards by increasing existing award allowances which relate to work conditions which have not changed in service increments by 3.0%;
  - an increase to the QMW by 3.0%; and
  - an operative date of 1 September 2019.

### State of Queensland position

4. In response to these applications the State of Queensland (the 'State'):
  - supports a 3.0% increase to the QMW;
  - supports a 3.0% increase to the rates of pay in state awards other than those that apply to state public sector employees which have received a 'flow on' from certified agreement rates of pay by virtue of s.129 of the repealed *Industrial Relations Act 1999* (repealed IR Act) or s.145 of the *Industrial Relations Act 2016* (IR Act);
  - submits that there be no increase to the rates of pay in state awards that apply to state public sector employees which have received a 'flow on' from certified agreement rates by virtue of s.129 of the repealed IR Act or s.145 of the IR Act (the awards for which this position is advanced are listed in **Attachment 1**);
  - supports a 3.0% increase to existing allowances which relate to work conditions, which have not changed, in all state awards; and
  - supports an operative date of 1 September 2019 for any increases awarded.

## Federal Annual Wage Review 2019

5. On 30 May 2019, the Annual Wage Review (AWR) 2018–19 decision<sup>1</sup> was handed down by the Expert Panel of the FWC. Effective 1 July 2019, the AWR decision determined to:
  - a. increase the NMW by 3.0% to \$740.80 per week; and
  - b. increase modern award minimum wages by 3.0%.

## The State's Position

### *A departure from past positions*

6. The State acknowledges its position in this year's State Wage Case represents a departure from past positions. As will be seen it is justified in all of the circumstances that now prevail.
7. In its decision in the *State Wage Case 2014*<sup>2</sup> the Commission stated '*...Having regard to the submissions of the parties in these proceedings, we broadly agree that, unless there are cogent reasons for not doing so, we should follow the ruling of the federal tribunal, with any necessary or desirable modifications, having regard to the particular circumstances of Queensland.*'<sup>3</sup> (emphasis added)
8. The Commission adopted these observations in the State Wage Case decisions in 2015<sup>4</sup> and 2016<sup>5</sup>.
9. In 2017 the Commission stated: '*...no cogent reasons were advanced to us as to why we should depart from the views expressed in the 2016 State Wage Case decision (at paragraph [33] above) in relation to the relevance of the FWC Annual Wage Review decision...*'<sup>6</sup>. In the *State Wage Case 2018*<sup>7</sup> the Commission stated:

*"[43] Without formally adopting the above statement, we nonetheless record that we intend to follow the same approach in the current proceedings. In doing so, we note that decisions of the Fair Work Commission in its Annual Wage Reviews are made against a legislative background which requires that Tribunal to take into account a number of specific considerations, including relative living standards and the needs of the low paid when setting minimum wage rates (see s 134(1)(a) and s 284(1)(c) of the Fair Work Act 2009).*

*[44] In this respect, it is to be noted that all of the employees who will be directly impacted by this decision are engaged under awards of this Commission which could generally, in terms of wage rates at least, be described as minimum rates awards. As such, and noting that:*

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<sup>1</sup> [2019] FWCFB 3500.

<sup>2</sup> [2014] QIRC 129 (B/2014/28).

<sup>3</sup> Ibid at [13].

<sup>4</sup> *Application for Declaration of General Ruling (State Wage Case 2015)* [2015] QIRC 154 (B/2015/15, B/2015/16) at [8].

<sup>5</sup> *Application for Declaration of General Ruling (State Wage Case 2016)* [2016] QIRC 088 (B/2016/10, B/2016/11) at [8].

<sup>6</sup> *Application for Declaration of General Ruling (State Wage Case 2017)* [2017] QIRC 081 (B/2017/16, B/2017/19) at [60].

<sup>7</sup> [2018] QIRC 113 (B/2018/12, B/2018/17).

- *the applications by both the QCU and the AWUEQ, with one exception, seek to deliver the same 3.5 per cent increase in award wage rates, the QMW and award allowances decided by the Fair Work Commission; and*
  - *the Government supports an outcome which will see a 3.5 per cent increase in award wage rates, QMW and award allowances,*
- we have decided to, again, follow the federal tribunal's decision.*<sup>8</sup>

(Emphasis added)

10. The State submits this year that there are cogent reasons for the Commission to depart from its practice of following the ruling of the federal tribunal – with respect to awards applicable to state public sector employees that have received a ‘flow on’ from certified agreement rates of pay by virtue of s.129 the repealed *Industrial Relations Act 1999* or s.145 of the *Industrial Relations Act 2016* (IR Act). These awards are identified in **Attachment 1**.
11. The State notes that apart from its position at paragraph [10] above, its position appears to be in conformity, in all other respects, with the positions advanced by the QCU and the AWU.

*Difference between the Federal Annual Wage Review and the Queensland State Wage Case*

12. Fundamentally, there is a difference between the Federal AWR and the Queensland State Wage Case in terms of its impact. The AWR deals with increasing the NMW and federal modern award rates of pay, which apply directly to large portions of the Australian workforce – approximately 2.2 million award reliant employees and 180,200 NMW reliant employees rely on the AWR for an annual wage increase each year.<sup>9</sup>
13. In contrast, the Queensland State Wage Case historically increases the QMW and state award rates of pay which now only apply directly to relatively small portions of the jurisdiction – approximately 6,000 award reliant employees<sup>10</sup> who rely on the state wage increase each year for a pay rise. The vast majority of employees in the state jurisdiction are not directly reliant on the State Wage Case because they are covered by agreements that have traditionally provided higher rates of pay than the underpinning awards.
14. In effect, the Commission is now being asked to flow-on on the same increase awarded by the FWC despite the fact the respective tribunals are dealing, in the main, with a markedly different group of employees. The AWR deals clearly with an increase for low-paid workers who have not been able to bargain, who rely on their award or the NMW for their rate of pay, and who have no other mechanism for increasing their rate of pay.
15. To the extent that the SWC is dealing with a similar group of around 6000 low-paid, award-reliant employees in the state jurisdiction, the State’s submission is that the Commission ought to continue to follow the practice of flowing-on the FWC decision – which in this year’s case is a 3% increase.
16. However, the issue is that the State Wage Case is now having the effect of increasing award rates for workers who are already covered by agreements, and whose awards have already been increased through the ‘flow-on’ of agreement rates of pay as outlined below.

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<sup>8</sup> Ibid at [43] - [44].

<sup>9</sup> [2019] FWCFB 3500 at [3].

<sup>10</sup> *Application for Declaration of General Ruling (State Wage Case 2018)* [2018] QIRC 113 (B/2018/12, B/2018/17) at [38].

17. For the reasons identified further in this submission, the State considers this is no longer a tenable position. The State submits that the focus of the State Wage Case ought to be on wage increases for low-paid workers in the state jurisdiction who rely on the award or the minimum wage, as in the AWR, and not for workers covered by agreements who receive wage increases through bargaining and who have also received the benefit of having their awards updated to reflect agreement rates of pay under the flow-on provisions in state industrial laws.
18. The Commission has also observed previously that the federal legislation mandates an annual review of both the NMW and modern award rates of pay, while the IR Act only requires an annual review of the QMW. State award rates of pay have been reviewed by convention through the State Wage Case.<sup>11</sup>

*Maintaining award rates of pay*

19. As outlined in the State Wage Case decisions referred to above, award rates of pay in Queensland have traditionally increased through the annual State Wage Case, following the Fair Work Commission (FWC) Annual Wage Review (AWR) decision.
20. However, Queensland is unique when compared to the federal industrial jurisdiction, in that it also provides a legislative framework that facilitates the ‘flow on’ of provisions from certified agreements, including rates of pay, into awards.<sup>12</sup> Relevantly, in the 2017 State Wage Case decision the Commission stated<sup>13</sup>:

*“[40] Another important difference is that s 145 of the 2016 IR Act relevantly provides (at s 145(1)) that the Commission may include in an award provisions that are based on a certified agreement, which obviously includes increases in wage rates, if satisfied that certain conditions are met, but must (at s 145(2)) approve their inclusion if the parties agree. There are no comparable provisions in the FW Act.”*

(Footnotes omitted)

21. As explored later in these submissions, this is a provision that has been used extensively in the Queensland public sector.
22. It is also a provision that has been the subject of commentary from the Commission in previous State Wage Cases,<sup>14</sup> including questions posed to the parties in the 2017 State Wage Case decision in the following terms:

“ ...

- *Should awards which contain safety net wage rates receive a higher level of increase than awards which have been varied in accordance with s 129 of the 1999 IR Act and/or s 145 of the 2016 IR Act so as to avoid a potentially ever-increasing wages differential?*

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<sup>11</sup> *Application for Declaration of General Ruling (State Wage Case 2017)* [2017] QIRC 081 (B/2017/16, B/2017/19) at [39].

<sup>12</sup> Section 129 of the repealed *Industrial Relations Act 1999* (Qld) and section 145 of the *Industrial Relations Act 2016*.

<sup>13</sup> *Application for Declaration of General Ruling (State Wage Case 2017)* [2017] QIRC 081 (B/2017/16, B/2017/19) at [40].

<sup>14</sup> *Application for Declaration of General Ruling (State Wage Case 2017)* [2017] QIRC 081 (B/2017/16, B/2017/19) at [67]; *Application for Declaration of General Ruling (State Wage Case 2018)* [2018] QIRC 113 (B/2018/12, B/2018/17) at [4].

- *Should awards which have been varied in accordance with s 129 of the 1999 IR Act and/or s 145 of the 2016 IR Act be excluded from General Ruling decisions, with wage rates in such awards being varied upon application by the parties in accordance with s 145 of the 2016 IR Act?*<sup>15</sup>

*'Flow on' of provisions from certified agreements*

23. The repealed IR Act provided at section 129:

***"129 Flow-on of certified agreements***

*The commission may include in an award provisions that are based on a certified agreement only if satisfied the provisions—*

- (a) are consistent with principles established by the full bench that apply for deciding wages and employment conditions; and*
- (b) are not contrary to the public interest."*

24. In April 2005, section 129 of the repealed IR Act was amended<sup>16</sup> to include two additional subsections which provided as follows:

*"(2) However, the commission must include in an award provisions that are based on a certified agreement if—*

- (a) the parties to the certified agreement agree; and*
  - (b) the parties to the certified agreement are bound by the award.*
- (3) The provisions included under subsection (2) must apply only to the parties to the certified agreement."*

25. The explanatory notes for the Bill disclosed the reason for the amendment as being:<sup>17</sup>

*"...*

*Section 129 of the IR Act currently permits provisions from certified agreements to be incorporated into awards but only if the QIRC is satisfied that the provisions are consistent with wage fixing principles and are not contrary to the public interest. The section has proven too limited on some occasions to achieve its objective of ensuring that awards are kept relevant and up-to-date.*

*..."*

26. On 27 November 2013, section 129 was repealed.<sup>18</sup>

27. On 1 March 2016, the *Industrial Relations Act 1999* was repealed and replaced by the IR Act.

28. The IR Act reinstated the 'flow on' provision at section 145, in terms which are effectively identical to section 129 of the repealed (2013) IR Act.

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<sup>15</sup> *Application for Declaration of General Ruling (State Wage Case 2017) [2017] QIRC 081 (B/2017/16, B/2017/19) at [69].*

<sup>16</sup> *Industrial Relations and Other Acts Amendment Act 2005 No. 11.*

<sup>17</sup> *Industrial Relations and Other Acts Amendment Bill 2005 at page 6.*

<sup>18</sup> *Industrial Relations (Fair Work Harmonisation No. 2) and Other Legislation Amendment Act 2013.*

***“145 Flow-on of provisions from certified agreements***

- (1) *The commission may, on the application of a party to a modern award, include in the award provisions that are based on a certified agreement only if satisfied the provisions—*
  - (a) *are consistent with principles established by the full bench that apply for deciding wages and employment conditions; and*
  - (b) *are not contrary to the public interest.*
- (2) *However, the commission must, on the application of a party to a modern award, include in the award provisions that are based on a certified agreement if—*
  - (a) *the parties to the certified agreement agree; and*
  - (b) *the award applies, or will apply, to the parties to the certified agreement.*
- (3) *The provisions included under subsection (2) must apply only to the parties to the certified agreement.”*

29. In the case of *Margarine Manufacturing Award – Southern Division*<sup>19</sup> a full bench of the Commission, including then President Hall, considered an application brought under section 129 of the repealed IR Act and stated:

*“The application of 24 October 2000 was said to be based on s.129 of the Industrial Relations Act 1999. We do not accept that proposition. On a perusal of Part 2 Chapter 5 we consider the power to make, amend or repeal an award arises under s.125.”*<sup>20</sup>

30. The Commission has since followed this decision, with subsequent ‘flow on’ decisions issued under section 125, and then later also under section 130 of the repealed IR Act. When issuing decisions, the Commission would note the certified agreement from which the rates of pay had flowed into the award.
31. For completeness, section 125 of the repealed IR Act dealt with making, amending and repealing awards, while section 130 of the repealed IR Act dealt with the review of awards. The analogous sections in the current IR Act are found at Chapter 3, Part 3 and section 156.

*Historical Application of ‘flow on’*

32. The State has undertaken an exercise in reviewing past ‘flow on’ decisions from the Commission and a list is provided at **Attachment 1**.
33. Of particular note were the ‘flow on’ increases on 13 December 2011 to the *Queensland Public Service Officers and Other Employees Award – State 2015* (QPS Award) and the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* (GE Award).<sup>21</sup> These are the main awards that underpin the State Government Entities Certified Agreement 2015 (the ‘CORE’). The increases incorporated arbitrated wage adjustments payable under the 1 September 2011 Declaration of General Ruling and earlier

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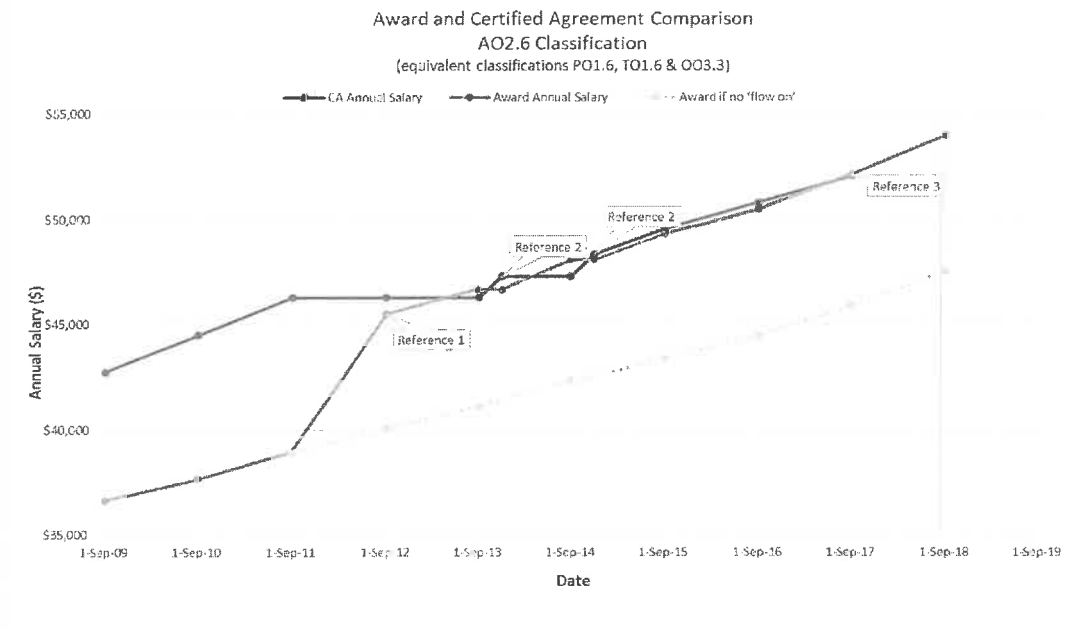
<sup>19</sup> [2001] QIRComm 188; 168 QGIG 233 (31 October 2001).

<sup>20</sup> Ibid at page 3.

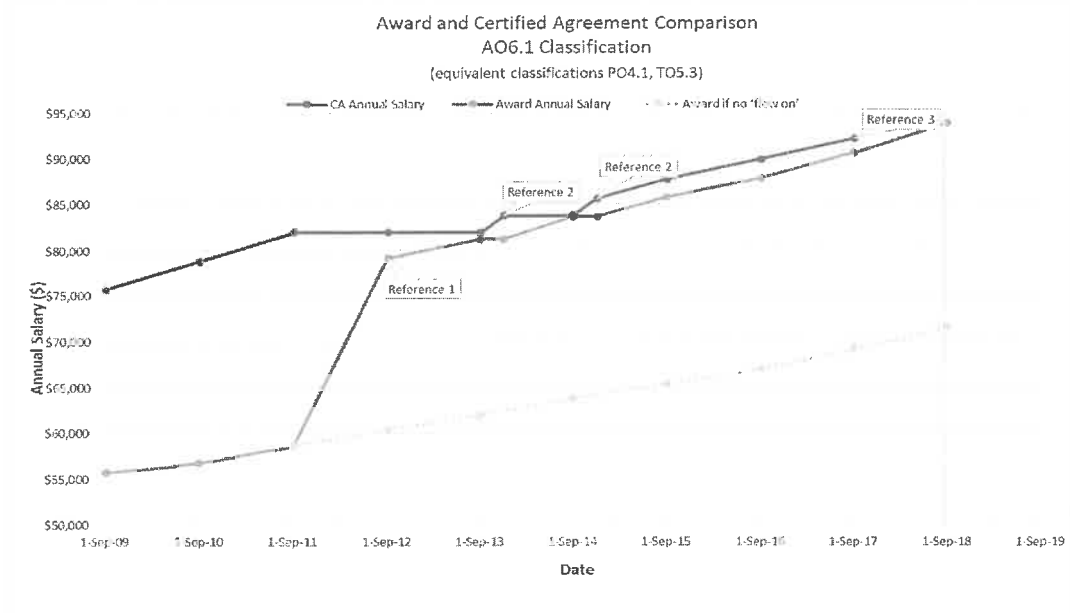
<sup>21</sup> The predecessor to these awards were the *Queensland Public Service Award – State 2003* and the *Employees of Queensland Government Departments (Other than Public Servants) Award – State 2003*.

Safety Net Adjustments.<sup>22</sup> The significant impact of this ‘flow on’ on the award vis a vis the certified agreement rates of pay is illustrated in Graph 1 and Graph 2 below, which shows that if not for the flow-on provision there would have been a clear and substantial, ongoing differential between the award and agreement rates of pay.

**Graph 1**



**Graph 2**



<sup>22</sup> Together Queensland, Industrial Union of Employees AND Department of Justice and Attorney-General (A/2011/9) and The Australian Workers' Union of Employees, Queensland AND Department of Justice and Attorney-General (A/2011/38).



### Graph Notes

- A line graph is visually convenient in that it tracks the progression of rates of pay in both the certified agreement and award over time, however rates of pay do not actually increase gradually between plot points as appears on the graph.
  - Reference 1 – 13 December 2011 ‘flow on’ mentioned in paragraph 33.
  - Reference 2 – The CORE was in the process of being negotiated and then arbitrated during this period. A 2.2% increase to CORE rates of pay was provided by directive on 1 December 2013 and then 1 December 2014. On both occasions this increased the CORE rates of pay back above that of the award. Following this, a negotiated outcome was reached between the parties and certified agreement made. This negotiated settlement included a 2.5% increase to CORE rates of pay effective 1 September 2015 in-line with the Public-Sector Wages Policy and a one off \$1300 ‘off wages’ payment.
  - Reference 3 – The final year pay rate provided in the nominally expired CORE. The Government’s offer is to increase this rate of pay by 2.5% consistent with the Public-Sector Wages Policy.
34. The graphs above also plot a hypothetical reference point, which details the award rate of pay had there been no ‘flow on’ and instead only State Wage Case increases to award over time (see: Award if no ‘flow on’).

### *Impact on collective bargaining post State Wage Case 2018*

35. The State’s submissions for the State Wage Case 2018<sup>23</sup> supported flowing on the 2018 AWR decision of a 3.5% increase to all state award rates of pay.<sup>24</sup> In doing so, the State identified the impact this would have on public sector certified agreements, and in particular on the CORE which was (then) due to nominally expire on 1 September 2018.<sup>25</sup>
36. The State’s submissions went on to state:

*“65. The State has provided information sought by the Commission, including on the impacts that various State Wage Case outcomes could have on some employees covered by public sector certified agreements.*

*66. In discharging its function, the Commission should make a decision that gives due regard to achieving the requirements of the Act. For example, on the role of enterprise bargaining which the objects of the Act promotes, and to provide for a fair and equitable framework of employment standards, awards, determinations, orders and agreements. The State observes the principal way that increases to wages have occurred in the past have been through negotiated outcomes between parties (i.e. certified agreements) but that occasionally increases to award rates of pay have also overtaken certified agreement rates of pay. **The State observes this had not seen a decline in collective bargaining when this has occurred.** The State also observes that collective bargaining is about more than just agreeing on the wage rates to pay to employees. Bargaining also determines a range of rights and obligations which affect the employment relationship.”<sup>26</sup>*

(Emphasis added)

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<sup>23</sup> Submissions of the State of Queensland July 2018.

<sup>24</sup> Ibid at [3].

<sup>25</sup> Ibid at [52] to [58].

<sup>26</sup> Ibid at [65] to [66]

37. In the period following the 2018 State Wage Case, evidence has emerged of an impact on collective bargaining, specifically in relation to the CORE.
38. Bargaining between the negotiating parties for a replacement to the CORE<sup>27</sup> broke down and in the first instance was referred to conciliation before the Commission. Conciliation was unsuccessful and the matters were referred to arbitration before the Commission.<sup>28</sup>
39. The State submits that it is open to the Commission to infer that a reason that replacement certified agreements for the CORE have not been able to be made between the parties is because of the effect the 2018 State Wage Case had on award rates of pay.
40. The main union in the Core negotiations, the Together Union, appears to accept this is the principal reason the Core is in arbitration, as provided on its website:<sup>29</sup>

*“Core Update: Wages and Conditions Arbitration*

*Posted on May 27, 2019*

*We are making good progress with the arbitration preparation for your wages and working conditions.*

*As you know, due to the ‘offer’ that, for a majority of members was below the Award rate of pay, we are in arbitration to seek a better wages outcome and improved working conditions.*

*...”*

(Emphasis added)

41. The CORE is in arbitration despite facilitative provisions in the certified agreement,<sup>30</sup> and through directive 12/12, which ensured employees would receive the relevant award rate of pay if it overtook the certified agreement rate of pay.
42. The situation of the CORE, where award rates of pay have overtaken agreement rates of pay, is in contrast to collective bargaining in other parts of the public sector which have not been impacted by the 2018 State Wage Case in the same way and which have continued to successfully conclude certified agreements since 1 September 2018.<sup>31</sup>
43. Notwithstanding that the negotiating parties continue to go through the process of ‘collectively bargaining’, unlike 2018, there is now evidence to suggest that this process is less likely to result in a certified agreement being made between the parties where a ‘flow on’ has contributed to award rates of pay overtaking certified agreement rates of pay and created a disincentive for bargaining.
44. The Commission ought to also infer that the impact on bargaining will be further exacerbated if award rates of pay continue to overtake certified agreement rates of pay.

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<sup>27</sup> For convenience, these submissions continue to refer to the ‘CORE’ however following scope orders being issued by the Commission, there are currently three matters in arbitration which stemmed from the CORE.

<sup>28</sup> Matter numbers CB/2018/149, CB/2018/152 and CB/2018/151.

<sup>29</sup> See: <https://www.together.org.au/news/member-emails/core-update-wages-and-conditions-arbitration/> as at 07 June 2019.

<sup>30</sup> See clause 2.10(7).

<sup>31</sup> See for example matter numbers: CB/2018/124, CB/2019/19, CB/2019/31, CB/2019/34, CB/2019/43, CB/2019/36 and CB/2019/38.

45. It is therefore the State's submission that where award rates of pay have been increased by virtue of a 'flow on' they ought not be increased through the State Wage Case. These awards should instead continue to be maintained through the application of the 'flow on' provision. To this end, the State would until the hearing and application of the decision in the 2020 State Wage Case support future applications to 'flow on' expired (superseded) certified agreement rates of pay into awards where the rates of pay would not overtake a certified agreement rate of pay, because this would maintain a relativity to current certified agreement rates of pay and not be a disincentive to bargain.<sup>32</sup> It would also prevent any possibility of awards falling too far behind certified agreements as referred to by the QCU at the top of page 23 of their submissions.
46. Awards that have not received a 'flow on' ought to continue to receive fair real wage increases through the State Wage Case as the rates of pay in these awards are analogous to those of federal modern awards, the pay rates of which are increased in the annual AWR. These state awards include those that apply to the approximately 6,000 employees in the Queensland jurisdiction who are award reliant,<sup>33</sup> are relatively low paid and have limited ability to collectively bargain.

*Queensland Correctional Services Arbitration*

47. On 27 June 2019, the Commission ordered the negotiations to replace the *Queensland Corrective Services – Correctional Employees' Certified Agreement 2016* be referred to arbitration.<sup>34</sup> The application for arbitration was made by consent between Queensland Corrective Services (QCS) and the Together Union following extensive negotiations and the taking of protected industrial action.<sup>35</sup>
48. One of the key issues in bargaining had been the wages for correctional officers. The Together Union log of Claims stated *inter alia*:<sup>36</sup>

*"Wages*

- 1. An annual wage increase of \$50 per week, or at least 4% p.a., whichever is the greater. Wages must match Award rates and increases throughout the life of the agreement."*

(Emphasis added)

49. Award rates of pay for some correctional officer classifications are approximately 6.0% higher than the current certified agreement rates of pay. However, the State's position is that due to the history of negotiations between the parties, and by operation of clauses 1.7.4, 2.1 and 2.8 of the current certified agreement – the certified agreement rates are the applicable rates of pay.
50. The bargaining and industrial matters in issue between the parties in QCS are complex, however the State submits that, again, it can be inferred that a relevant factor that has led to

<sup>32</sup> See for example the comments of the full bench in *Queensland Teachers Union of Employees and The Department of Education and the Arts & Others* (B/1036/2004, B/1037/2004) [QGIG 2004 Vol.176 No.18] at [8].

<sup>33</sup> *Application for Declaration of General Ruling (State Wage Case 2017)* [2017] QIRC 081 (B/2017/16, B/2017/19) at [48], *Application for Declaration of General Ruling (State Wage Case 2018)* [2018] QIRC 113 (B/2018/12, B/2018/17) at [38].

<sup>34</sup> CB/2019/41.

<sup>35</sup> See section 178 of the *Industrial Relations Act 2016*.

<sup>36</sup> See [https://www.together.org.au/files/4015/5364/8174/QCS\\_Log\\_of\\_Claims\\_2019.pdf](https://www.together.org.au/files/4015/5364/8174/QCS_Log_of_Claims_2019.pdf) as at 9 July 2019.

the matter going to arbitration is the issue of the underlying award rates of pay being greater than the certified agreement rates of pay.

*Fulfilling the objects and purposes of the IR Act*

51. The objects and requirements of the IR Act required to be considered by the Commission have been traversed in past decisions.<sup>37</sup>
52. Of particular note is that the legislation was intended to promote a fair and balanced system with the primacy of collective bargaining. The explanatory notes for the Industrial Relations Bill 2016 relevantly provided:

*“The Bill:*

- *reframes the objects of the legislation around a fair and balanced system, the primacy of collective bargaining and recognising obligations of mutual trust and confidence;*
- *strengthens enterprise bargaining arrangements with greater emphasis on responsible representation and good faith bargaining; and for the commission to assist the parties to reach agreement. Arbitration is triggered only as a last resort;*<sup>38</sup>

(Emphasis added)

53. Section 4(h) of the IR Act states:

*“The main purpose of this Act is to be achieved primarily by –*

*...*

*(h) promoting collective bargaining, including by –*

*(i) providing for good faith bargaining; and*

*(ii) establishing the primacy of collective agreements over individual agreements...”*

54. Chapter 4 of the IR Act deals with collective bargaining. Section 163 details the purpose of the chapter:

*“The purpose of this chapter is –*

*(a) to facilitate collective bargaining by employees and employers, in good faith and with a view to reaching agreement, as the primary basis under this Act on which wages and conditions are decided...”*

55. While there is provision for arbitration where the parties cannot agree, this should only be as a last resort.

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<sup>37</sup> *Application for Declaration of General Ruling (State Wage Case 2017) [2017] QIRC 081 (B/2017/16, B/2017/19) at [41] - [44], Application for Declaration of General Ruling (State Wage Case 2018) [2018] QIRC 113 (B/2018/12, B/2018/17) at [12] - [18].*

<sup>38</sup> Page 2.

56. Awards also have an important, ongoing role to play under the legislation, with a requirement for them to 'provide fair standards for employees in the context of living standards generally prevailing in the community' (s141 (1) (i)).
57. It is clear from the above that a key tenet of the IR Act is the promotion of collective bargaining with a view to the parties reaching agreement and a fair and relevant underpinning award system. Whilst there is provision for arbitration where the parties cannot agree, this ought only be as a last resort.
58. Until recently, the combination of 'flow on', which significantly increased some award rates of pay in the public sector, with the State Wage Case process, had not caused any great concern in that it had achieved outcomes that were consistent with the objects of the IR Act.
59. It is the State's submission that this is no longer the case.

*Consideration of bargaining and the State Wage Case*

60. Certified agreements contain more than just wage rates negotiated between parties, they also typically provide other terms and conditions, some of which are not easily quantifiable.<sup>39</sup> In addition, in some certified agreements, the parties may choose to forgo wage increases in return for other improvements.<sup>40</sup> Therefore any diminution in the utility of bargaining ought to be of concern to the Commission.
61. While the State accepts that each bargain will have factors that are unique to it, an analysis of recent headline wage increases in public sector certified agreements provides an illustration of the wage outcomes that have been agreeable to negotiating parties through collective bargaining (**Attachment 2**). All public sector certified agreements certified from 1 July 2017 to 1 July 2019 have included headline wage increases of 2.5% per annum. This is in line with the Government's Public-Sector Wages Policy during this period.
62. In circumstances where the negotiating parties in the majority of public sector certified agreements have agreed to wage outcomes of 2.5% per annum, further allowing the State Wage Case to increase award rates which have previously received a 'flow on' so as to overtake certified agreement rates of pay, artificially distorts the 'starting' position for wage increases in bargaining.
63. In the State's submission, the Commission ought to be satisfied, considering all of the circumstances before it:
  - a. The objects and purposes of the IR Act are presently met for awards which have received a 'flow on', particularly with respect to the requirements of s.141 and s.142;
  - b. Awards which have received a 'flow on' ought not to be increased through the 2019 State Wage Case because:
    - i. this will create an artificial 'floor' for award rates of pay that are in excess of those required to be maintained by Commission under the IR Act; and
    - ii. this will exacerbate the present distortion where awards that have been the subject of a 'flow on' act as a disincentive to bargain and reach agreement; and
    - iii. this will likely lead to further deleterious effects on collective bargaining and making certified agreements, which the IR Act promotes; and

<sup>39</sup> For example – clauses dealing with job security.

<sup>40</sup> For example – the *Queensland Corrective Services – Correctional Employees' Certified Agreement 2016*, see clauses 1.7.4, 2.1 and 2.8.

- iv. it is unnecessary to do so having regard to the purposes of the IR Act;
- c. For awards that have previously had a 'flow on', the State is, on the basis referred to earlier, open to future applications being consented to under s.145(2), to 'flow on' expired certified agreement rates, to provide for award pay rate maintenance.

*Indicative Cost Impacts if the Commission does not accept the State's submission*

64. Indicative modelling has been prepared to understand the impact of a decision which increases all state award rates of pay by 3.0% (as opposed to only those rates of pay that have not been affected by a flow on. This modelling is conservative and is only based on industrial instrument wage rates (i.e. base labour costs), as such it does not include changes to staffing levels, movements through increments, or on-costs such as superannuation and overtime. The modelling is predicated on certified agreement rates of pay increasing by the rate specified in the certified agreement. Where a certified agreement will have passed its nominal expiry date, a 2.5% per annum<sup>41</sup> increase has been used to determine the additional cost to the State. This includes (by way of illustration only) increases of 2.5% per annum for the CORE, effective from either:
- a. 1 September 2018;
  - b. 1 March 2019; or
  - c. 1 September 2019.

It should be noted the State has not advanced a specific date operative date for wage increases in the arbitrations to replace the CORE, however the above dates have been used a convenient basis of assumption to determine the cost impact to the State at a minimum. A table overview of the indicative modelling is provided at **Attachment 3**.

65. The estimated additional cost to the State in the year following 1 September 2018 would be \$18.90 million, impacting approximately 32,500 full time equivalent positions (FTE) in seven public sector certified agreements:<sup>42</sup>
- a. CORE;
  - b. Building and Asset Services Office Staff Certified Agreement 2016;
  - c. Queensland Agricultural Training Colleges Certified Agreement 2016;
  - d. Queensland Fire and Emergency Services Certified Agreement 2016;
  - e. State Government Security Certified Agreement 2016;
  - f. TAFE Queensland (TAFE Services Employees) Certified Agreement 2016; and
  - g. TAFE Queensland Educators Certified Agreement 2016;
66. If this trend were to continue for a further two years (i.e. further 3.0% annual increases to all awards) the additional costs to the State would be \$33.33 million in 2020, impacting 44,400 FTE in eight public sector certified agreements and then \$53.79 million in 2021, impacting 50,500 FTE in eleven certified agreements.

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<sup>41</sup> Applied to the existing certified agreement rate consistent with Queensland Public Sector Wages Policy, on the annual date of wage increase.

<sup>42</sup> Note, for the purposes of the CORE this is stated as a single certified agreement in the submissions. An additional three certified agreements are also 'impacted' insofar as the award rate will overtake the certified agreement rate at a classification, however no employees are employed at those classifications for those agreements, for this reason they have not been included in this total.

67. If the operative wage increase date for the CORE was 1 March 2019, the cost in addition to that identified in paragraph 55 above would be \$40.94 million (i.e. \$59.84 million in total) in 2019. If this trend were to continue for a further two years (i.e. further 3.0% annual increases to all awards) the costs in addition to that identified in paragraph 55 above would be \$43.71 million in 2020 (i.e. \$77.04 million in total) and then \$43.89 million in 2021 (i.e. \$97.68 million in total).
68. If the operative wage increase date for the CORE was 1 September 2019, the cost in addition to that identified in paragraph 55 above would be \$84.64 million (i.e. \$103.54 million in total) in 2019. If this trend were to continue for a further two years (i.e. further 3.0% annual increases to all awards) the costs in addition to that identified in paragraph 55 above would be \$92.53 million in 2020 (i.e. \$125.86 million in total) and then \$96.32 million in 2021 (i.e. \$150.11 million in total).
69. Therefore, the submission by the AWU at paragraph 65 to the effect that there will be no immediate impact as a result of the claim being awarded is incorrect. Indeed the same paragraph recognises that there are instances where the increase sought would cause award rates to exceed certified agreement rates.

**Economic outlook**

70. Economic information relevant to the SWC is provided in **Attachment 4**.

**Operative Date**

71. The State supports an operative date for any increases emanating from the decision in these matters of 1 September 2019.

**Adjustments to allowances**

72. The State supports an increase of 3.0% to work allowances that have not changed in all awards.

***Dated: 9 September 2019***

***Settled by Chris Murdoch Q.C.***

**Attachment 1**

| Overview of Public Sector Modern Awards  |  |  |
|--|--|--|
| * Awards which have received a 'flow on'   | ** Awards which have received a partial 'flow on'  | *** Awards which have not received a 'flow on'   |
| <ul style="list-style-type: none"> <li>Ambulance Service Employees' Award – State 2016</li> <li>Award for operational Employees in Disability and Forensic Services – State 2016</li> <li>Correctional Employees Award – State 2015</li> <li>Health Practitioners and Dental Officers (Queensland Health) Award – State 2015</li> <li>Hospital and Health Service General Employees (Queensland Health) Award – State 2015</li> <li>Legal Aid Queensland Employees Award – State 2015</li> <li>Medical Officers (Queensland Health) Award – State 2015</li> <li>Parks and Wildlife Employees Award – State 2016</li> <li>Queensland Agricultural Colleges Award – State 2015</li> <li>Queensland Fire and Emergency Service Employees Award – State 2016</li> <li>Queensland Parliamentary Service Award – State 2015</li> <li>Queensland Public Service Officers and Other Employees Award – State 2015</li> <li>TAFE Queensland Award – State 2016</li> <li>Teaching in State Education Award – State 2016</li> <li>Tourism and Events Queensland Employees Award – State 2015</li> <li>Youth Detention Centre Employees Award – State 2016</li> </ul> | <ul style="list-style-type: none"> <li>General Employees (Queensland Government Department) and Other Employees Award – State 2015 (applicable classification streams which have not received a 'flow on' are; Aircrew Hospitality, South Bank, Forestry and Rabbit board)</li> <li>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016 (applicable classification streams which have not received a 'flow on' are; Engineering Foreperson and Building Trades)</li> </ul> | <ul style="list-style-type: none"> <li>WorkCover Queensland Employees Award – State 2015</li> <li>Miscellaneous Administrative Employees Award – State 2016</li> <li>Civil Construction, Operations and Maintenance General Award State 2016</li> <li>Nurses and Midwives (Queensland Health) Award – State 2015</li> <li>Queensland Police Service Employees Award – State 2016</li> <li>Stadiums Queensland Employees Award – State 2016</li> <li>Auxiliary Firefighters Award – State 2016</li> <li>Training Wage Award - State 2012</li> </ul> |

\*The State's submissions is that these awards will not receive an increase through SWC as the have benefited from a flow-on of certified agreement rates of pay

\*\* The State's submissions is that specific classification streams within these awards will receive an increase through SWC, other classification streams will not as they have benefited from a flow-on of certified agreement rates of pay

\*\*\* The State's submissions is that these awards will receive an increase through the SWC



| Modern Awards                                   | Received a flow-on  | PUBLIC SECTOR AWARDS  | Detail  | Applicable Certified Agreements |
|---|---|---|---|---------------------------------|
| Ambulance Service Employees' Award – State 2016 | <p><b>Yes</b></p> <p><b>Matter Number:</b> A/2011/7</p> <p><b>Award:</b> Ambulance service employees' award - state 2003</p> <p><b>Application:</b> An amendment to the Ambulance service employees' award - state 2003 under section 125(1) of the Industrial Relations Act 1999, and herein make a full statement of my claim.</p> <p><b>Amendment made:</b> Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b> Operative Date: 1 October 2011<br/>Amendment - Classifications and Wage Rates<br/>Released: 15 September 2011</p> <p><b>Applicant:</b> United Voice, Industrial Union of Employees, Queensland.</p> <p><b>No flow on received.</b></p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>The rates incorporate adjustments based upon the 1 July, 2010 rates prescribed in the <i>Queensland Ambulance - Determination 2010</i> (CA/2008/317).</li> <li>Award extract:<br/>The rates incorporate adjustments based upon the 1 July, 2010 rates prescribed in the <i>Queensland Ambulance - Determination 2010</i> (CA/2008/317).</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>Ambulance Service Employees' Award – State 2012 (Yes, matter number A/2011/7, made under a s.125 application)</i></li> </ul> | <ul style="list-style-type: none"> <li>Queensland Ambulance Service Certified Agreement 2017</li> </ul>                                       |                                 |
| Auxiliary Firefighters Award – State 2016       | <p><b>Yes</b></p> <p><b>Matter Number:</b> A/2011/19 and A/2011/36</p> <p><b>Award:</b></p>   | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308) as at 31 July 2009.</li> </ul>   | <ul style="list-style-type: none"> <li>No relevant certified agreement</li> <li>State Government Entities Certified Agreement 2015</li> </ul> |                                 |

\* Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

|   |  |  |   |
|---|--|--|---|
| <p><i>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016</i></p> | <p><i>Award for Employees in Direct Client Services - Disability Services Queensland 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>Award for Employees in Direct Client Services - Disability Services Queensland 2003</i> under section 125 of the Act, and attached as Schedule 1 to this application is a copy of the proposed amendments to the award. *</p> <p>Amendment to the <i>Award for Employees in Direct Client Services - Disability Services Queensland 2003</i> under section 129 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.</p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 20 October 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 15 November 2011</p> <p><b>Applicant:</b><br/>Queensland Public Sector Union of Employees (Together Queensland) and Australian Workers' Union of Employees, Queensland</p> <p><b>Partial flow on received.</b><br/>(Schedule 8 – Queensland Health ONLY)</p> <p><b>Matter Number:</b><br/>B/2002/941</p> | <ul style="list-style-type: none"> <li>• Award extract:<br/>The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308) as at 31 July 2009.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Award for Employees in Direct Client Services - Department of Communities, Child Safety and Disability Services 2012 (Yes, matter number A/2011/19 and A/2011/36, made under a s.125 application)</i></li> </ul> | <ul style="list-style-type: none"> <li>• <i>Building and Asset Services Field Staff Certified Agreement 2016</i></li> <li>• <i>Queensland Health Building, Engineering &amp; Maintenance Services Certified Agreement (No. 6) 2016</i></li> </ul> |
|   |  | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>The above rates incorporate pay adjustments based upon the Queensland Health Certified</li> </ul>   |   |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><u>Note</u> – This award has not received a flow on for all relevant classification levels, those being the:</p> <ul style="list-style-type: none"> <li>o Building Trades classification stream;</li> <li>o Forepersons classification stream; and</li> <li>o Engineering classification stream (excluding those in schedule 8 applying to Queensland Health)</li> </ul> | <p><b>Award:</b><br/><i>Engineering Award - State 2002</i></p> <p><b>Application:</b><br/>Original application not available.</p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 – s. 125 – application for amendment</p> <p><b>Details:</b><br/>Operative Date: 1 January 2004<br/>Amendment - Wages Schedule – Queensland Health and Government Facilities<br/>Released: 21 January 2004</p> <p><b>Applicant:</b><br/>Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland AND Queensland Chamber of Commerce and Industry Limited, Industrial Organisation of Employers and Others</p> | <p>Agreement (No.4) 2001. The rates incorporate all State Wage Case adjustments up to and including that granted in September 2003.</p> <ul style="list-style-type: none"> <li>• Award extract:<br/>The above rates incorporate pay adjustments based upon the Queensland Public Health Sector Certified Agreement (No.4) 2000.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Employees of Queensland Government Departments (Other than Public Servants) Award - State 2012 (Yes, matter number A/2011/38, made under a s.125 application)</i></li> <li>• <i>Building Trades Public Sector Award - State 2012 (No flow on received)</i></li> <li>• <i>Engineering Award - State 2012 (Yes, matter number B/2002/941, made under a s.125 application, NOTE – this application is only for the schedule associated with Queensland Health and Government Health Facilities)</i></li> </ul> | <ul style="list-style-type: none"> <li>• <i>State Government Entities Certified Agreement 2015</i></li> <li>• <i>Transport and Main Roads Operational Employees' Certified Agreement 2016</i></li> </ul>   |
| <p><i>Civil Construction, Operations and Maintenance General Award State 2016</i></p> <p><i>Correctional Employees Award – State 2015</i></p>   | <p><b>No flow on received.</b></p> <p><b>Yes</b><br/><b>Matter Number:</b><br/>A/2011/20<br/><b>Award:</b><br/><i>Department of Corrective Services Correctional Employees' Award - State 2005</i></p>   | <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Civil Construction, Operations and Maintenance General Award - State 2012 (No flow on received)</i></li> </ul> <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>NOTE: The above rates incorporate adjustments based upon the <i>Department of Corrective Services - Correctional Employees' Certified Agreement 2007 (CA/2007/45)</i>.</li> </ul>  | <ul style="list-style-type: none"> <li>• <i>State Government Entities Certified Agreement 2015</i></li> <li>• <i>Transport and Main Roads Operational Employees' Certified Agreement 2016</i></li> <li>• <i>Queensland Corrective Services - Correctional Employees' Certified Agreement 2016</i></li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><b>General Employees (Queensland Government Department) and Other Employees Award – State 2015</b></p> <p><u>Note</u> – This award has not received a flow on for all relevant classification levels, those being the:</p> <ul style="list-style-type: none"> <li>o Aircrew classification stream;</li> <li>o Hospitality classification stream;</li> <li>o Forestry classification stream</li> <li>o South Bank classification stream stream; and</li> <li>o Rabbit Board classification stream.</li> </ul> | <p><b>Application:</b><br/>Amendment to the <i>Department of Corrective Services Correctional Employees' Award - State 2005</i> under section 125 of the Act, and attached as Schedule 1 to this application is a copy of the proposed amendments to the award.*</p> <p><b>Amendment Made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 29 August 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 14 September 2011</p> <p><b>Applicant:</b><br/>Queensland Public Sector Union of Employees (Together Queensland)</p> <p><b>Partial flow on received.</b><br/>(Classification Streams AO and OO ONLY)</p> <p><b>Matter Number:</b><br/>A/2011/38</p> <p><b>Award:</b><br/><i>Employees of Queensland Government Departments (Other than Public Servants) Award - State 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>Employees of Queensland Government Departments (Other than Public Servants) Award - State 2003</i> under section 125 of the Act, and attached as Schedule 1 to this application is</p> | <ul style="list-style-type: none"> <li>• Award extract:<br/>NOTE: The above rates incorporate adjustments based upon the <i>Department of Corrective Services – Correctional Employees' Certified Agreement 2007</i> (CA/2007/45).</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Department of Community Safety - Queensland Corrective Services - Correctional Employees' Award - State 2012</i> (Yes, matter number A/2011/20, made under a s.125 application)</li> </ul>     |  |
|   |   | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>The above rates of pay incorporate adjustments based upon the <i>State Government Departments Certified Agreement 2006</i> (CA/2006/308) as at 31 July 2009.</li> <li>• Award extract:<br/><i>The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006</i> (CA/2006/308) as at 31 July 2009. Variation occurred and incorporated rates from 2006 Core as at 1/7/08</li> </ul> | <ul style="list-style-type: none"> <li>• <i>Department of Education Cleaners' Certified Agreement 2018</i></li> <li>• <i>Department of Education Teacher Aides' Certified Agreement 2018</i></li> <li>• <i>South Bank Employing Office Employees' Certified Agreement 2019</i></li> <li>• <i>State Government Entities Certified Agreement 2015</i></li> <li>• <i>Transport and Main Roads Enterprise Bargaining Certified Agreement 2016</i></li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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|---|---|---|--|
|   | <p>a copy of the proposed amendments to the award. *</p> <p>Amendment to the <i>Employees of Queensland Government Departments (Other than Public Servants) Award - State 2003</i> under section 129 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.</p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards s. 129 - flow-on of certified agreements</p> <p><b>Details:</b><br/>Operative Date: 13 December 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 5 March 2012</p> <p><b>Applicant:</b><br/>Queensland Public Sector Union of Employees (Together Queensland) and The Australian Workers' Union of Employees, Queensland</p> | <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>Employees of Queensland Government Departments (Other than Public Servants) Award - State 2012 (Yes, matter number A/2011/38, made under a s.125 application)</i></li> <li><i>Cafe Restaurant and Catering Award - State (Excluding South-East Queensland) 2012 (No flow on received)</i></li> </ul> <p><b>NOTE – there is a Hospitality classification stream expressed in the applicable modern award)</b></p> <ul style="list-style-type: none"> <li><i>Forestry Employees' Award - Department of Agriculture, Fisheries and Forestry 2012 (No flow on received)</i></li> </ul> <p><b>NOTE – there is a Forestry classification stream expressed in the applicable modern award)</b></p> <ul style="list-style-type: none"> <li><i>Hospitality Industry - Restaurant, Catering and Allied Establishments Award - South-Eastern Division 2012 (No flow on received)</i></li> </ul> <p><b>NOTE – there is a Hospitality classification stream expressed in the applicable modern award)</b></p> <ul style="list-style-type: none"> <li><i>Motoring Services Award - South-Eastern District 2012 (No flow on received)</i></li> <li><i>Rabbit Board Employees Award - State 2012 (No flow on received, NOTE – there is a Rabbit Board classification stream expressed in the applicable modern award)</i></li> </ul> |  |
| <p><b>Health Practitioners and Dental Officers (Queensland Health) Award – State 2015</b></p> | <p><b>Yes</b><br/><b>Matter Number:</b><br/>A2011/10 and A2011/33</p>   | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:</li> </ul>   | <ul style="list-style-type: none"> <li><i>Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016</i></li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p>(renamed from 2014 to 2015, MAP/2015/5)</p>   | <p><b>Award:</b><br/><i>District Health Services Employees' Award - State 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>District Health Services Employees' Award - State 2003</i> under section 129 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.</p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 30 August 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 8 September 2011</p> <p><b>Applicant:</b><br/>A2011/10 – Queensland Public Sector Union of Employees (Together Queensland)<br/>A2011/33 – The Australian Workers' Union of Employees, Queensland</p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>NOTE: The above rates incorporate adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 6) 2005.</li> <li>Award extract:<br/>NOTE: The above rates incorporate adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 6) 2005.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>District Health Services Employees' Award - State 2012 (Yes, matter number A/2011/10 and A2011/33, made under a s.125 application)</i></li> </ul> | <p>NOTE: The above rates incorporate adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 6) 2005.</p> <ul style="list-style-type: none"> <li>Queensland Public Health Sector Certified Agreement (No. 9) 2016</li> </ul> |
| <p><i>Hospital and Health Service General Employees (Queensland Health) Award – State 2015</i></p> | <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A2011/10 and A2011/33</p> <p><b>Award:</b><br/><i>District Health Services Employees' Award - State 2003</i></p> <p><b>Application:</b><br/><b>Amendment to the <i>District Health Services Employees' Award - State 2003</i> under section 129 of the Act and attached as</b></p>  | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>NOTE: The above rates incorporate adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 6) 2005.</li> <li>Award extract:<br/>NOTE: The above rates incorporate adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 6) 2005.</li> </ul>  | <p>NOTE: The above rates incorporate adjustments based upon the Queensland Public Health Sector Certified Agreement (No. 6) 2005.</p>  |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><i>Legal Aid Queensland Employees Award – State 2015</i></p>  | <p><b>schedule 1 to this application is a copy of the proposed amendments to the award.</b></p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 30 August 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 8 September 2011</p> <p><b>Applicant:</b><br/>A2011/10 – Queensland Public Sector Union of Employees (Together Queensland)<br/>A2011/33 – The Australian Workers’ Union of Employees, Queensland</p>   | <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>District Health Services Employees’ Award - State 2012 (Yes, matter number A/2011/10 and A2011/33, made under a s.125 application)</i></li> </ul> |  |
| <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A/2011/27</p> <p><b>Award:</b><br/><i>Legal Aid Queensland Employees’ Award - State 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>Legal Aid Queensland Employees’ Award - State 2003</i> under section 125 of the Act, and attached as Schedule 1 to this application is a copy of the proposed amendments to the award.*</p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 23 September 2011</p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>The above rates incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308).</li> <li>Award extract:<br/>The above rates incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308).</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>Legal Aid Queensland Employees Award - State 2014 (Yes, matter number A/2011/27, made under a s.125 application)</i></li> </ul> | <ul style="list-style-type: none"> <li><i>State Government Entities Certified Agreement 2015</i></li> </ul>  |  |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><i>Medical Officers (Queensland Health) Award – State 2015</i><br/><i>(renamed from Resident Medical Officers (Queensland Health) Award – State 2014 to Medical Officers (Queensland Health) Award – State 2015, MAP/2015/2)</i></p> | <p>Amendment – Certified Agreement provisions<br/>Released: 14 November 2011</p> <p><b>Applicant:</b><br/>Queensland Public Sector Union of Employees (Together Queensland)</p> <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A/2011/24</p> <p><b>Award:</b><br/><i>District Health Services - Senior Medical Officers' and Resident Medical Officers' Award - State 2003</i></p> <p><b>Amendment Made:</b><br/>Amendment to the <i>District Health Services - Senior Medical Officers' and Resident Medical Officers' Award - State 2003</i> under section 125 of the Act, and attached as Schedule 1 to this application is a copy of the proposed amendments to the award.*</p> <p><b>Application:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 30 August 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 8 September 2011</p> <p><b>Applicant:</b><br/>Queensland Public Sector Union of Employees (Together Queensland)</p> <p><b>No flow on received.</b></p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>The above rates incorporate adjustments based upon the <i>Medical Officers' (Queensland Health) Certified Agreement (No 1) 2005</i>.</li> <li>Award extract:<br/>NOTE: <i>The above rates incorporate adjustments based upon the State Government Departments' Certified Agreement 2006 (CA/2006/308)</i>.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>District Health Services - Senior Medical Officers' and Resident Medical Officers' Award - State 2012 (Yes, matter number A/2011/24, made under a s.125 application)</i></li> <li><i>Medical Superintendents with Right of Private Practice and Medical Officers with Right of Private Practice - Queensland Public Hospitals Award - State 2012 (Yes, matter number A/2011/28, made under a s.125 application)</i></li> </ul> | <ul style="list-style-type: none"> <li><i>Medical Officers' (Queensland Health) Certified Agreement (No.5) 2018</i></li> </ul> |
| <p><i>Miscellaneous Administrative Employees Award – State 2016</i></p>   | <p><b>Repealed Pre-Modernised Awards</b></p>  |  | <ul style="list-style-type: none"> <li><i>South Bank Employing Office Employees' Certified Agreement 2019</i></li> </ul>       |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.



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| <p><i>Nurses and Midwives (Queensland Health) Award – State 2015</i></p> | <p><b>No identified flow on.</b></p>   | <ul style="list-style-type: none"> <li>• Clerical Employees Award - State 2012 (No flow on received)</li> <li>• <u>Repealed Pre-Modernised Awards</u></li> <li>• Queensland Health Nurses and Midwives Award - State 2012</li> </ul>   | <ul style="list-style-type: none"> <li>• State Government Entities Certified Agreement 2015</li> <li>• Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018</li> <li>• State Government Entities Certified Agreement 2015</li> </ul> |
| <p><i>Parks and Wildlife Employees Award – State 2016</i></p>            | <p><b>Yes</b><br/> <b>Matter Number:</b><br/> A/2011/35<br/> <b>Award:</b><br/> <i>Conservation, Parks and Wildlife Employees' Award - State Government 2003</i><br/> <b>Application:</b><br/> Amendment to the <i>Conservation, Parks and Wildlife Employees' Award - State Government 2003</i> under section 129 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.<br/> <b>Amendment Made:</b><br/> Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards<br/> <b>Details:</b><br/> Operative Date: 20 October 2011<br/> Amendment - Certified agreement provisions<br/> Released: 15 November 2011<br/> <b>Applicant:</b><br/> The Australian Workers' Union of Employees, Queensland</p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/> The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308) as at 31 July 2009.</li> <li>• Award extract:<br/> The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308) as at 31 July 2009.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Conservation, Parks and Wildlife Employees' Award - State Government 2012 (Yes, matter number A/2011/35, made under a s.125 application)</i></li> </ul> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/> The rates of pay in this Award include notional rates from the Australian Agricultural College Employing Office</li> </ul>  |
| <p><i>Queensland Agricultural Colleges Award – State 2015</i></p>        | <p><b>Yes</b><br/> <b>Matter Number:</b><br/> A/2011/5<br/> <b>Award:</b></p>  | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/> The rates of pay in this Award include notional rates from the Australian Agricultural College Employing Office</li> </ul>   | <ul style="list-style-type: none"> <li>• Queensland Agricultural Training Colleges Certified Agreement 2016</li> </ul>  |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><i>Queensland Fire and Emergency Service Employees Award – State 2016</i></p> | <p><i>Agricultural Colleges of Queensland (Excluding Domestic and General Staff) Award - State 2004</i></p> <p><b>Application:</b><br/>Amendment to the <i>Agricultural Colleges of Queensland (Excluding Domestic and General Staff) Award - State 2004</i> under sections 125 of the Act and attached as schedule 1 to this application is a copy of the proposed amendment to the award.</p> <p><b>Amendment made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards s. 129 - flow-on of certified agreements</p> <p><b>Details:</b><br/>Operative Date: 21 February 2011<br/>Amendment - New classification and remuneration structures and other provisions<br/>Released: 9 March 2011</p> <p><b>Applicant:</b><br/>Australian Agricultural College Corporation</p> <p><b>Yes</b></p> | <p>Certified Agreement 2007 effective from 1 October 2008 and based on the new classification structure introduced in the Australian Agricultural College Employing Office Certified Agreement 2009.</p> <ul style="list-style-type: none"> <li><b>Award extract:</b><br/>The rates of pay in this Award include notional rates from the Australian Agricultural College Employing Office Certified Agreement 2007 effective from 1 October 2008 and based on the new classification structure introduced in the Australian Agricultural College Employing Office Certified Agreement 2009.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>Queensland Agricultural Colleges Award - State 2014 (Yes, matter number A/2011/5, made under a s.125 application)</i></li> </ul> |   |
| <p><i>Queensland Fire and Emergency Service</i></p>                              | <p><b>Matter Number:</b><br/>A/2011/15</p> <p><b>Award:</b><br/><i>Queensland Fire and Rescue Service Interim Award - State 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>Queensland Fire and Rescue Service Interim Award - State 2003</i></p>   | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li><b>Decision extract:</b><br/>The rates of pay in this Award incorporate adjustments based upon the <i>Queensland Fire and Rescue Service - Certified Agreement 2006</i> [CA/2006/277] and include the arbitrated wage adjustment payable under the 1 September 2010 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments.</li> </ul>  | <ul style="list-style-type: none"> <li><i>Queensland Fire and Emergency Service Certified Agreement 2016</i></li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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|   | <p>Under section 125 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.*</p> <p><b>Amendment Made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 29 August 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 14 September 2011</p> <p><b>Applicant:</b><br/>United Firefighters Union of Australia, Union of Employees Queensland</p> | <ul style="list-style-type: none"> <li>• Award extract:<br/>The rates of pay in this Award incorporate adjustments based upon the <i>Queensland Fire and Rescue Service - Certified Agreement 2006</i> [CA/2006/277] and include the arbitrated wage adjustment payable under the 1 September 2010 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Queensland Fire and Rescue Service Communications Centres Award – State 2012</i> (Yes, matter number A/2011/14, made under a s.125 application)</li> <li>• <i>Queensland Fire and Rescue Service Award – State 2012</i> (Yes, matter number A/2011/15, made under a s.125 application)</li> </ul> |   |
| <p><i>Queensland Parliamentary Service Award – State 2015</i></p> | <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A/2011/30</p> <p><b>Award:</b><br/><i>Parliamentary Service Award – State 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>Parliamentary Service Award – State 2003</i> under section 125 of the Act, and attached as Schedule 1 to this application is a copy of the proposed amendments to the award.*</p> <p><b>Amendment Made:</b></p>  | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>The above rates incorporate adjustments based upon the <i>Parliamentary Service Certified Agreement 2007</i> (CA/2007/11).</li> <li>• Award extract:<br/>The above rates incorporate adjustments based upon the <i>Parliamentary Service Certified Agreement 2007</i> (CA/2007/11).</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Queensland Parliamentary Service Award – State 2014</i> (Yes, matter</li> </ul>   | <ul style="list-style-type: none"> <li>• <i>State Government Entities Certified Agreement 2015</i></li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><i>Queensland Police Service Employees Award – State 2016</i></p>                    | <p>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 23 September 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 14 November 2011</p> <p><b>Applicant:</b><br/>Queensland Public Sector Union of Employees (Together Queensland)</p> <p><b>No identified flow on.</b></p>   | <p><b>number A/2011/30, made under a s.125 application)</b></p>   | <ul style="list-style-type: none"> <li>Queensland Police Service Certified Agreement 2016</li> </ul>   |
| <p><i>Queensland Public Service Officers and Other Employees Award – State 2015</i></p> | <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A/2011/9</p> <p><b>Award:</b><br/><i>Queensland Public Service Award - State 2003</i></p> <p><b>Application:</b><br/>Amendment to the <i>Queensland Public Service Award - State 2003</i> under section 129 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.</p> <p><b>Amendment Made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 13 December 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 9 January 2012</p> | <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>Police Service Award - State 2012 (No flow on received)</li> </ul> <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>NOTE: The above rates incorporate adjustments based upon the State Government Departments' Certified agreement 2006</li> <li>Award extract:<br/>The above rates incorporate adjustments based upon the State Government Departments' Certified agreement 2006. Variation occurred and applied from 13 December 2011: incorporated rates from 2006 Core as at 1/7/08</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>Queensland Public Service Officers and Other Employees Award - State 2014 (Yes, matter number A/2011/9, made under a s.125 application)</li> <li>Crime and Misconduct Commission Employees Award - State 2012 (Yes,</li> </ul> | <ul style="list-style-type: none"> <li>Building and Asset Services Office Staff Certified Agreement 2016</li> <li>CITEC Certified Agreement 2016</li> <li>Maritime Safety Queensland Maritime Operations Certified Agreement 2015</li> <li>Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018</li> <li>Office of the Information Commissioner - Certified Agreement 2015</li> <li>QFleet Certified Agreement 2016</li> <li>Queensland Public Health Sector Certified Agreement (No. 9) 2016</li> <li>State Government Entities Certified Agreement 2015</li> <li>State Government Security Certified Agreement 2016</li> <li>Transport and Main Roads Enterprise Bargaining Certified Agreement 2016</li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p>Stadiums Queensland Employees Award – State 2016</p> | <p>Applicant:<br/>Queensland Public Sector Union of Employees (Together Queensland)</p> | <ul style="list-style-type: none"> <li>• matter number A/2011/16, made under a s.125 application)</li> <li>• Queensland Building Services Authority Award - State 2012 (Yes, matter number A/2011/26, made under a s.125 application)</li> <li>• Queensland Public Service Award - State 2012 (Yes, matter number A/2011/9, made under a s.125 application)</li> <li>• Residential Tenancies Authority Employees' Award - State 2012 (Yes, matter number A/2011/22, made under a s.125 application)</li> <li>• Safe Food Production Queensland - Employees' Award 2012 (Yes, matter number A/2011/21, made under a s.125 application)</li> <li>• QRAA Award - State 2012 (Qld Rural Adjustment Authority) (No flow on received, NOTE – the classification structure within this award was absorb into the administrative stream of the Queensland Public Service Officers and Other Employees Award – State 2015 at the time it was repealed)</li> </ul> | <ul style="list-style-type: none"> <li>• Stadiums Queensland Staff Certified Agreement 2016</li> </ul> |
| <p>Stadiums Queensland Employees Award – State 2016</p> | <p>No identified flow on.</p>   | <p>Repealed Pre-Modernised Awards</p> <ul style="list-style-type: none"> <li>• Building Trades Public Sector Award - State 2012 (No flow on received)</li> <li>• Engineering Award - State 2012 (Yes, matter number B/2002/941, made under a s.125 application, NOTE – the Modern Award did not carry over the classification streams from this Award))</li> <li>• Children's Services Award - State 2012 (No flow on received)</li> </ul>   | <ul style="list-style-type: none"> <li>• Stadiums Queensland Staff Certified Agreement 2016</li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p>TAFE Queensland Award – State 2016</p> | <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A/2011/6</p> <p><b>Award:</b><br/>TAFE Teachers' Award – State 2003</p> <p><b>Application:</b><br/>An amendment to the Award under section 129 of the Act to be heard in conjunction with the Full Bench Section 130 Review of Awards, to incorporate the salary rates from the expired Department of Education, Training and the Arts TAFE Educational Employees Certified Agreement 2006 into the Award.</p> <p><b>Amendment Made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 29 August 2011<br/>Amendment - Certified Agreement provisions<br/>Released: 14 September 2011</p> | <ul style="list-style-type: none"> <li>• Clerical Employees' Award - State 2012 (No flow on received)</li> <li>• Greenkeeping Industry Award - State 2012 (No flow on received)</li> <li>• Health and Fitness Centres Swim Schools and Indoor Sports Award - State 2012 (No flow on received)</li> <li>• Municipal Baths Attendants' Award - State 2012 (No flow on received)</li> <li>• Sports Ground Employees' Award - Southern Division (Eastern District) 2012 (No flow on received)</li> </ul> <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>The above rates of pay in this Award incorporate adjustments from the Department of Education, Training and the Arts TAFE Educational Employees Certified Agreement 2006.</li> <li>• Award extract:<br/>The above rates of pay in this Award incorporate adjustments from the Department of Education, Training and the Arts TAFE Educational Employees Certified Agreement 2006.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• TAFE Teachers' Award - State 2012 (Yes, matter number A/2011/6, made under a s.125 application)</li> <li>• Senior College Teachers' Award - State 2012 (Yes, matter number A/2011/12, made under a s.125 application)</li> <li>• Employees of Queensland Government Departments (Other Than Public Servants) Award - State 2012 (Yes,</li> </ul> | <ul style="list-style-type: none"> <li>• TAFE Queensland Educators Certified Agreement 2016</li> <li>• TAFE Queensland (TAFE Services Employees) Certified Agreement 2016</li> </ul> |
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\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><i>Teaching in State Education Award – State 2016</i></p>  | <p><b>Applicant:</b><br/>Queensland Teachers' Union of Employees</p>  | <ul style="list-style-type: none"> <li>• matter number A/2011/38, made under a s.125 application)</li> <li>• <i>Queensland Public Service Award – State 2012 (Yes, matter number A/2011/9, made under a s.125 application)</i></li> <li>• <i>Building Trades Public Sector Award - State 2012 (No flow on received – NOTE – the Modern Award did not carry over the classification streams from this Award)</i></li> <li>• <i>Engineering Award - State 2012 (Yes, matter number B/2002/941, made under a s.125 application, NOTE – the Modern Award did not carry over the classification streams from this Award)</i></li> </ul>  | <ul style="list-style-type: none"> <li>• <i>Department of Education and Training State School Teachers' Certified Agreement 2016</i></li> <li>• <i>State Government Entities Certified Agreement 2015</i></li> </ul> |
| <p><b>Yes</b></p> <p><b>Matter Number:</b><br/>A/2011/13</p> <p><b>Award:</b><br/><i>Teachers' Award - State 2003</i></p> <p><b>Application:</b><br/>An amendment to the Award under section 19 of the Act to be heard in conjunction with the Full Bench Section 130 Review of Awards, to incorporate the salary rates from the expired Department of Education and the Arts Teachers' Certified Agreement 2006 into the Award.</p> <p><b>Amendment Made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards</p> <p><b>Details:</b><br/>Operative Date: 29 August 2011</p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>The above rates incorporate adjustments based upon the <i>Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)</i>.</li> <li>• Award extract:<br/>The above rates incorporate adjustments based upon the <i>Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)</i>.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Teachers' Award - State 2012 (Yes, matter number A/2011/13, made under a s.125 application)</i></li> <li>• <i>Community Education Counsellors Award - State 2012 (Yes, matter number A/2011/18, made under a s.125 application)</i></li> </ul> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/>The above rates incorporate adjustments based upon the <i>Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)</i>.</li> <li>• Award extract:<br/>The above rates incorporate adjustments based upon the <i>Department of Education and the Arts Teachers' Certified Agreement 2006 (CA/2006/238)</i>.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Teachers' Award - State 2012 (Yes, matter number A/2011/13, made under a s.125 application)</i></li> <li>• <i>Community Education Counsellors Award - State 2012 (Yes, matter number A/2011/18, made under a s.125 application)</i></li> </ul> | <ul style="list-style-type: none"> <li>• <i>Department of Education and Training State School Teachers' Certified Agreement 2016</i></li> <li>• <i>State Government Entities Certified Agreement 2015</i></li> </ul> |

\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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| <p><i>Tourism and Events Queensland Employees Award – State 2015</i></p>   | <p>Amendment - Certified Agreement provisions<br/>Released: 26 September 2011<br/><b>Applicant:</b><br/>Queensland Teachers' Union of Employees</p>  | <ul style="list-style-type: none"> <li>Community Teachers, Assistant Teachers - Aboriginal &amp; Torres Strait State 2012 (Yes, matter number A/2006/29, made under a s.125 application)</li> </ul>  | <ul style="list-style-type: none"> <li>Tourism and Events Queensland Certified Agreement 2016</li> </ul>  |
| <p>Yes<br/><b>Matter Number:</b><br/>A/2011/40<br/><b>Award:</b><br/><i>Queensland Tourist and Travel Corporation Employees' Award - State 2003</i><br/><b>Application:</b><br/>Amendment to the <i>Queensland Tourist and Travel Corporation Employees' Award - State 2003</i> under section 125 and 129 of the Act and attached as a schedule 1 to this application is a copy of the proposed amendment to the award.<br/><b>Amendment Made:</b><br/>Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards<br/><b>Details:</b><br/>Operative Date: 1 December 2011<br/>Amendment - Certified Agreement provisions and others<br/>Released: 9 December 2011<br/><b>Applicant:</b><br/>Tourism Queensland<br/><b>No flow on received.</b><br/><b>No flow on received.</b></p> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>The above rates of pay in this Award incorporate adjustments from the Tourism Queensland Employing Office Certified Agreement 2007 at 1 July 2008.</li> <li>Award extract:<br/>Award not available on QIRC website</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>Tourism and Events Queensland Employees Award - State 2014 (Yes, matter number A/2011/40, made under a s.125 application)</i></li> </ul> | <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>Decision extract:<br/>The above rates of pay in this Award incorporate adjustments from the Tourism Queensland Employing Office Certified Agreement 2007 at 1 July 2008.</li> <li>Award extract:<br/>Award not available on QIRC website</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li><i>Tourism and Events Queensland Employees Award - State 2014 (Yes, matter number A/2011/40, made under a s.125 application)</i></li> </ul> | <ul style="list-style-type: none"> <li>Tourism and Events Queensland Certified Agreement 2016</li> </ul>  |
| <p><i>Training Wage Award - State 2012</i><br/><i>WorkCover Queensland Employees Award – State 2015</i></p>  | <p><b>No flow on received.</b><br/><b>No flow on received.</b></p>   | <p><b>Repealed Pre-Modernised Awards</b></p>   | <ul style="list-style-type: none"> <li>No relevant certified agreement</li> <li><i>WorkCover Employing Office – Certified Agreement 2018</i></li> </ul> |

\* Application made under section 125 of the IR Act 1999, application references section 125 in the body of the application.



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| <p><i>Youth Detention Centre Employees Award – State 2016</i></p> | <p><b>Yes</b><br/> <b>Matter Number:</b><br/> A/2011/31 &amp; A/2011/34<br/> <br/> <b>Award:</b><br/> <i>Youth Workers' Award - Department of Communities 2003</i><br/> <br/> <b>Application:</b><br/> A/2011/31 – Amendment to the <i>Youth Workers' Award - Department of Communities 2003</i> under section 125 of the <i>Industrial Relations Act 1999</i>. Attached as Schedule 1 to this application is a copy of the proposed amendments to the Award.<br/> <br/> A/2011/34 – Amendment to the <i>Youth Workers' Award - Department of Communities 2003</i> under section 129 of the Act and attached as schedule 1 to this application is a copy of the proposed amendments to the award.<br/> <br/> <b>Amendment Made:</b><br/> Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards<br/> <br/> <b>Details:</b><br/> Operative Date: 22 November 2011<br/> Amendment - Wages, Classifications, Allowances<br/> Released: 8 December 2011<br/> <br/> Operative Date: 20 October 2011</p> | <ul style="list-style-type: none"> <li>• <i>Workers' Compensation Queensland Award – State 2012 (No flow on received)</i></li> </ul> <p><b>Flow on details</b></p> <ul style="list-style-type: none"> <li>• Decision extract:<br/> The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308) as at 31 July 2009.</li> <li>• Award extract:<br/> The above rates of pay incorporate adjustments based upon the State Government Departments Certified Agreement 2006 (CA/2006/308) as at 31 July 2009.</li> </ul> <p><b>Repealed Pre-Modernised Awards</b></p> <ul style="list-style-type: none"> <li>• <i>Youth Workers' Award - Department of Communities, Child Safety and Disability Services 2012 (Yes, matter number A/2011/31 and A/2011/34, made under a s.125 application)</i></li> </ul> <p>*a difference of the two applications is that the O06 classification stream was included in A/2011/31</p> | <ul style="list-style-type: none"> <li>• <i>State Government Entities Certified Agreement 2015</i></li> </ul> |
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\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

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|  | <p>Amendment – Certified Agreement provisions<br/>Released: 15 November 2011</p> <p><b>Applicant:</b><br/>A/2011/31 – Department of Communities<br/>A/2011/34 – The Australian Workers' Union of Employees, Queensland</p> |  |  |
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\*Application made under section 125 of the IR Act 1999, application references section 129 in the body of the application.

**Attachment 2 – Recent headline wage increases – Public sector certified agreements outcomes: 1 July 2017 to 1 July 2019**

| <b>Public Sector Certified Agreement</b>  | <b>Clause</b> | <b>Wage increases</b>   |
|---|---------------|---|
| <b>Building and Asset Services Field Staff Certified Agreement 2016 (FSA9)</b><br><br><b>Date certified:</b> 02/05/19<br><br><b>Expiry:</b> 31/08/19                              | 3.1           | The nominal expiry date being 31 August 2019, wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 September 2016;</li> <li>2. 2.5% on 1 September 2017; and</li> <li>3. 2.5% on 1 September 2018.</li> </ol> |
| <b>Queensland Ambulance Service Certified Agreement 2017</b><br><br><b>Date certified:</b> 22/12/17<br><br><b>Expiry:</b> 31/08/20  | 13.1          | The nominal expiry date being 31 August 2020, wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 September 2017;</li> <li>2. 2.5% on 1 September 2018; and</li> <li>3. 2.5% on 1 September 2019.</li> </ol> |
| <b>Nurses and Midwives (Queensland Health &amp; Department of Education) Certified Agreement (EB10) 2018</b><br><br><b>Date certified:</b> 25/09/18<br><br><b>Expiry:</b> 31/3/21 | 13.1          | The nominal expiry date being 31 March 2021, wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 April 2018;</li> <li>2. 2.5% on 1 April 2019; and</li> <li>3. 2.5% on 1 April 2020.</li> </ol>              |
| <b>Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018</b><br><br><b>Date certified:</b> 31/05/19<br><br><b>Expiry:</b> 30/6/21                                | 2.1           | The nominal expiry date being 30 June 2021, wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 July 2018;</li> <li>2. 2.5% on 1 July 2019; and</li> <li>3. 2.5% on 1 July 2020.</li> </ol>                  |
| <b>Department of Education Teacher Aides' Certified Agreement 2018</b><br><br><b>Date certified:</b> 11/06/19<br><br><b>Expiry:</b> 31/8/21                                       | 11.1          | The nominal expiry date being 31 August 2021, wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 September 2018;</li> <li>2. 2.5% on 1 September 2019; and</li> <li>3. 2.5% on 1 September 2020.</li> </ol> |
| <b>Department of Education Cleaners' Certified Agreement 2018</b><br><br><b>Date certified:</b> 11/06/19<br><br><b>Expiry:</b> 31/8/21  | 3.1           | The nominal expiry date being 31 August 2021, wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 September 2018;</li> <li>2. 2.5% on 1 September 2019; and</li> <li>3. 2.5% on 1 September 2020.</li> </ol> |
| <b>WorkCover Employing Office Certified Agreement</b><br><br><b>Date certified:</b> 27/05/19<br><br><b>Expiry:</b> 30/9/21  | 3.1           | The nominal expiry date being 30 September 2021 wages increase on: <ol style="list-style-type: none"> <li>1. 2.5% on 1 October 2018;</li> <li>2. 2.5% on 1 October 2019; and</li> <li>3. 2.5% on 1 October 2020.</li> </ol>     |

|   |     |   |
|---|-----|---|
| <b>South Bank Employing Office Employees' Certified Agreement 2019</b><br><br><b>Date certified:</b> 10/06/19<br><br><b>Expiry:</b> 28/2/22 | 4.1 | The nominal expiry date being 28 February 2022, wages increase on<br>1. 2.5% on 1 March 2019;<br>2. 2.5% on 1 March 2020; and<br>3. 2.5% on 1 March 2021. |
|---|-----|---|

Attachment 3 – Impacts Assessment

| Public Service Certified Agreements   |  | 2019 IMPACT            |                 | 2020 IMPACT            |                 | 2021 IMPACT            |                 |
|---|--|------------------------|-----------------|------------------------|-----------------|------------------------|-----------------|
| Agreement   | Approximate total FTE covered by agreement | Cost (\$)              | FTE             | Cost (\$)              | FTE             | Cost (\$)              | FTE             |
| Building and Asset Services Office Staff Certified Agreement 2016                                   | 778.08                                     | \$29,704.40            | 184.48          | \$113,566.43           | 381.27          | \$302,946.76           | 549.77          |
| CITEC - Certified Agreement 2016  | 320.14                                     |                        |                 |                        |                 | \$292.52               | 5.00            |
| Department of Education Cleaners' Certified Agreement 2018  | 4172.39                                    |                        |                 |                        |                 |                        |                 |
| Department of Education and Training State School Teachers' Certified Agreement 2016                | 45779.67                                   |                        |                 |                        |                 |                        |                 |
| Department of Education Teacher Aides' Certified Agreement 2018                                     | 10863.66                                   |                        |                 |                        |                 |                        |                 |
| Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016       | 11076.81                                   |                        |                 |                        |                 |                        |                 |
| Maritime Safety Queensland Maritime Operations Certified Agreement 2015                             | 119.69                                     |                        |                 |                        |                 |                        |                 |
| Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018                              | 9312.60                                    |                        |                 | \$98,793.84            | 744.50          | \$395,621.28           | 745             |
| Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018 | 32774.28                                   |                        |                 |                        |                 |                        |                 |
| Office of the Information Commissioner Certified Agreement 2015                                     | 34.60                                      |                        |                 |                        |                 |                        |                 |
| QBUI4 Field Staff Certified Agreement 8 (2011)  | 251.36                                     |                        |                 |                        |                 | \$168.35               | 2.20            |
| QFleet Certified Agreement 2016   | 35.83                                      | \$0.00                 | 0.00            | \$0.00                 | 0.00            | \$0.00                 | 0.00            |
| Queensland Agricultural Training Colleges Certified Agreement 2016                                  | 80.30                                      | \$23,153.92            | 55.00           | \$48,073.14            | 74.50           | \$82,613.39            | 80.30           |
| Queensland Ambulance Service Certified Agreement 2017   | 4240.52                                    |                        |                 |                        |                 | \$2,244.09             | 5.00            |
| Queensland Fire and Emergency Service Certified Agreement 2016                                      | 2361.22                                    | \$8.33                 | 0.19            | \$940.42               | 5.86            | \$3,806.79             | 5.86            |
| Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No. 6) 2016     | 476.13                                     |                        |                 |                        |                 |                        |                 |
| Queensland Police Service Certified Agreement 2016  | 11872.94                                   |                        |                 |                        |                 | \$0.00                 | 0               |
| Queensland Public Health Sector Certified Agreement (No. 9) 2016                                    | 29212.79                                   |                        |                 |                        |                 | \$0.00                 | 0.00            |
| South Bank Employing Office Employees' Certified Agreement 2019                                     | 27.00                                      | \$0.00                 | 0.00            | \$0.00                 | 0.00            | \$0.00                 | 0.00            |
| Stadiums Queensland Staff Certified Agreement 2016  | 94.95                                      |                        |                 |                        |                 |                        |                 |
| State Government Entities Certified Agreement 2015 (1 September 2018 increase of 2.5% per annum)    | 46178.82                                   | \$17,521,443.56        | 30,318.08       | \$30,776,823.83        | 39,925.71       | \$49,453,727.03        | 45,836.04       |
| State Government Security Certified Agreement 2016  | 301.05                                     | \$358,227.37           | 301.05          | \$452,998.74           | 301.05          | \$552,713.86           | 301.05          |
| TAFE Queensland (TAFE Services Employees) Certified Agreement 2016                                  | 2020.87                                    | \$915,880.25           | 1,517.37        | \$1,544,140.47         | 1,847.57        | \$2,270,067.45         | 1,847.57        |
| TAFE Queensland Educators Certified Agreement 2016  | 1717.72                                    | \$48,789.79            | 125.68          | \$298,949.86           | 1122.39         | \$728,725.28           | 1122.39         |
| Tourism and Events Queensland Certified Agreement 2016  | 73.00                                      |                        |                 |                        |                 |                        |                 |
| Transport and Main Roads Enterprise Bargaining Certified Agreement 2016                             | 5955.18                                    |                        |                 |                        |                 |                        |                 |
| Transport and Main Roads Operational Employees' Certified Agreement 2016                            | 809.84                                     |                        |                 |                        |                 |                        |                 |
| WorkCover Employing Office - Certified Agreement 2018   | 593.03                                     | \$0.00                 | 0.00            | \$0.00                 | 0.00            | \$0.00                 | 0.00            |
| <b>APPROXIMATE TOTALS</b>   |  | <b>\$18,897,207.63</b> | <b>32501.85</b> | <b>\$33,334,286.73</b> | <b>44402.85</b> | <b>\$53,792,926.81</b> | <b>50499.68</b> |

NOTES

- Approximate totals do not include Queensland Corrective Services - Correctional Employees' Certified Agreement 2016, this agreement covers approximately 2754.83 FTE.
- FTE approximate totals are based on MOHRI data as at September Quarter 2018 and payroll data from approximately March 2019 where MOHRI data is not available.
- Costs are indicative and are based on industrial instrument wage rates (i.e. base labour costs), as such it does not include changes to staffing levels or movements through increments, or on-costs such as superannuation and overtime. The modelling is predicated on certified agreement rates of pay increasing by the rate specified in the certified agreement. Where a certified agreement will have passed its nominal expiry date, a 2.5% per annum increase has been used to determine the additional cost.

| Agreement   | 2019 IMPACT      |                 |                        | 2020 IMPACT            |                 |                         | 2021 IMPACT     |           |               |
|---|------------------|-----------------|------------------------|------------------------|-----------------|-------------------------|-----------------|-----------|---------------|
|   | Cost (\$)        | FTE             | 3.0% Increase          | Cost (\$)              | FTE             | 3.0% Increase           | Cost (\$)       | FTE       | 3.0% Increase |
| <b>Public Service Certified Agreements</b>  |                  |                 |                        |                        |                 |                         |                 |           |               |
| Building and Asset Services Office Staff Certified Agreement 2016                                   | 778.08           |                 |                        |                        |                 |                         |                 |           |               |
| CITEC - Certified Agreement 2016  | 320.14           | 184.48          |                        | \$113,566.43           | 381.27          |                         | \$302,946.76    | 549.77    |               |
| Department of Education Cleaners' Certified Agreement 2018  | 4172.39          |                 |                        |                        |                 |                         | \$292.52        | 5.00      |               |
| Department of Education and Training State School Teachers' Certified Agreement 2016                | 45779.67         |                 |                        |                        |                 |                         |                 |           |               |
| Department of Education Teacher Aides' Certified Agreement 2018                                     | 10863.66         |                 |                        |                        |                 |                         |                 |           |               |
| Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016       | 11076.81         |                 |                        |                        |                 |                         |                 |           |               |
| Maritime Safety Queensland Maritime Operations Certified Agreement 2015                             | 119.69           |                 |                        |                        |                 |                         |                 |           |               |
| Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018                              | 9312.60          |                 |                        | \$98,793.84            | 744.50          |                         | \$395,621.28    | 745       |               |
| Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018 | 32774.28         |                 |                        |                        |                 |                         |                 |           |               |
| Office of the Information Commissioner Certified Agreement 2015                                     | 34.60            |                 |                        |                        |                 |                         |                 |           |               |
| QBuid Field Staff Certified Agreement 8 (2011)  | 251.36           |                 |                        |                        |                 |                         | \$168.35        | 2.70      |               |
| QFleet Certified Agreement 2016   | 35.83            |                 |                        | \$0.00                 | 0.00            |                         | \$0.00          | 0.00      |               |
| Queensland Agricultural Training Colleges Certified Agreement 2016                                  | 80.30            | 55.00           |                        | \$48,073.14            | 74.50           |                         | \$82,613.39     | 80.30     |               |
| Queensland Ambulance Service Certified Agreement 2017   | 4240.52          |                 |                        |                        |                 |                         | \$2,244.09      | 5.00      |               |
| Queensland Fire and Emergency Service Certified Agreement 2016                                      | 2361.22          | 0.19            |                        | \$940.42               | 5.86            |                         | \$3,806.79      | 5.86      |               |
| Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No. 6) 2016     | 476.13           |                 |                        |                        |                 |                         |                 |           |               |
| Queensland Police Service Certified Agreement 2016  | 11872.94         |                 |                        |                        |                 |                         |                 |           |               |
| Queensland Public Health Sector Certified Agreement (No. 9) 2016                                    | 29212.79         |                 |                        | \$0.00                 | 0.00            |                         | \$0.00          | 0.00      |               |
| South Bank Employing Office Employees' Certified Agreement 2019                                     | 27.00            |                 |                        |                        |                 |                         |                 |           |               |
| Stadiums Queensland Staff Certified Agreement 2016  | 94.95            |                 |                        |                        |                 |                         |                 |           |               |
| State Government Entities Certified Agreement 2015 (1 March 2019 Increase of 2.5% per annum)        | 46178.82         | 46,131.07       |                        | \$76,393,343.93        | 46,029.54       |                         | \$97,687,870.12 | 46,033.34 |               |
| State Government Security Certified Agreement 2016  | 301.05           | 301.05          |                        | \$452,998.74           | 301.05          |                         | \$552,713.86    | 301.05    |               |
| TAFE Queensland (TAFE Services Employees) Certified Agreement 2016                                  | 2020.87          | 1,517.37        |                        | \$1,544,140.47         | 1,847.57        |                         | \$2,270,067.45  | 1,847.57  |               |
| TAFE Queensland Educators Certified Agreement 2016  | 1717.72          | 125.68          |                        | \$48,789.79            | 1122.39         |                         | \$728,725.28    | 1122.39   |               |
| Tourism and Events Queensland Certified Agreement 2016  | 73.00            |                 |                        |                        |                 |                         |                 |           |               |
| Transport and Main Roads Enterprise Bargaining Certified Agreement 2016                             | 5955.18          |                 |                        |                        |                 |                         |                 |           |               |
| Transport and Main Roads Operational Employees' Certified Agreement 2016                            | 809.84           |                 |                        |                        |                 |                         |                 |           |               |
| WorkCover Employing Office - Certified Agreement 2018   | 593.03           | 0.00            |                        | \$0.00                 | 0.00            |                         | \$0.00          | 0.00      |               |
| <b>APPROXIMATE TOTALS</b>   | <b>221534.47</b> | <b>48314.84</b> | <b>\$57,671,328.81</b> | <b>\$78,950,806.83</b> | <b>50506.68</b> | <b>\$102,027,069.90</b> | <b>50696.98</b> |           |               |

**NOTES**

- Approximate totals do not include Queensland Corrective Services - Correctional Employees' Certified Agreement 2016; this agreement covers approximately 2754.83 FTE.
- FTE approximate totals are based on MOHRI data as at September Quarter 2018 and payroll data from approximately March 2019 where MOHRI data is not available.
- Costs are indicative and are based on industrial instrument wage rates (i.e. base labour costs), as such it does not include changes to staffing levels or movements through increments, or on-costs such as superannuation and overtime. The modelling is predicated on certified agreement rates of pay increasing by the rate specified in the certified agreement. Where a certified agreement will have passed its nominal expiry date, a 2.5% per annum increase has been used to determine the additional cost.

| Agreement  | 2019 IMPACT      |                 |  | 2020 IMPACT             |                 |  | 2021 IMPACT             |                 |  |
|--|------------------|-----------------|--|-------------------------|-----------------|--|-------------------------|-----------------|--|
|  | Cost (\$)        | FTE             | Approximate total FTE covered by agreement | Cost (\$)               | FTE             | Approximate total FTE covered by agreement | Cost (\$)               | FTE             | Approximate total FTE covered by agreement |
| Public Service Certified Agreements  |                  |                 |  |                         |                 |  |                         |                 |  |
| Building and Asset Services Office Staff Certified Agreement 2016                                    | 778.08           | 184.48          |  | \$113,566.43            | 381.27          |  | \$302,946.76            | 549.77          |  |
| CITEC - Certified Agreement 2016   | 320.14           |                 |  |                         |                 |  | \$292.52                | 5.00            |  |
| Department of Education, Cleaners' Certified Agreement 2018  | 4172.39          |                 |  |                         |                 |  |                         |                 |  |
| Department of Education and Training State School Teachers' Certified Agreement 2016                 | 45779.67         |                 |  |                         |                 |  |                         |                 |  |
| Department of Education Teacher Aides' Certified Agreement 2018                                      | 10863.66         |                 |  |                         |                 |  |                         |                 |  |
| Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 2) 2016        | 11076.81         |                 |  |                         |                 |  |                         |                 |  |
| Maritime Safety Queensland Maritime Operations Certified Agreement 2015                              | 119.69           |                 |  |                         |                 |  |                         |                 |  |
| Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018                               | 9312.60          |                 |  | \$98,793.84             | 744.50          |  | \$395,621.28            | 745             |  |
| Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10), 2018 | 32774.28         |                 |  |                         |                 |  |                         |                 |  |
| Office of the Information Commissioner Certified Agreement 2015                                      | 34.60            |                 |  |                         |                 |  |                         |                 |  |
| QBuild Field Staff Certified Agreement 8 (2011)  | 251.36           |                 |  |                         |                 |  | \$168.35                | 2.20            |  |
| QFleet Certified Agreement 2016  | 35.83            |                 |  |                         |                 |  |                         |                 |  |
| Queensland Agricultural Training Colleges Certified Agreement 2016                                   | 80.30            | 0.00            |  | \$0.00                  | 0.00            |  | \$0.00                  | 0.00            |  |
| Queensland Ambulance Service Certified Agreement 2017  | 4240.52          | 55.00           |  | \$48,073.14             | 74.50           |  | \$82,613.39             | 80.30           |  |
| Queensland Fire and Emergency Service Certified Agreement 2016                                       | 2361.22          | 0.19            |  | \$940.42                | 5.86            |  | \$2,244.09              | 5.00            |  |
| Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No. 6) 2016      | 476.13           |                 |  |                         |                 |  | \$3,806.79              | 5.86            |  |
| Queensland Police Service Certified Agreement 2016   | 11872.94         |                 |  |                         |                 |  |                         |                 |  |
| Queensland Public Health Sector Certified Agreement (No. 9) 2016                                     | 29212.79         |                 |  |                         |                 |  | \$0.00                  | 0               |  |
| South Bank Employing Office Employees' Certified Agreement 2019                                      | 27.00            | 0.00            |  | \$0.00                  | 0.00            |  | \$0.00                  | 0.00            |  |
| Stadiums Queensland Staff Certified Agreement 2016   | 94.95            |                 |  |                         |                 |  |                         |                 |  |
| State Government Entities Certified Agreement 2015 (4 September 2019 increase of 2.5% per annum)     | 46178.82         | 46,125.06       |  | \$123,312,536.15        | 46,029.54       |  | \$145,780,529.15        | 46,033.34       |  |
| State Government Security Certified Agreement 2016   | 301.05           | 301.05          |  | \$452,998.74            | 301.05          |  | \$552,713.86            | 301.05          |  |
| TAFE Queensland (TAFE Services Employees) Certified Agreement 2016                                   | 2020.87          | 1,517.37        |  | \$1,544,140.47          | 1,847.57        |  | \$2,270,067.45          | 1,847.57        |  |
| TAFE Queensland Educators Certified Agreement 2016   | 1717.72          | 125.68          |  | \$48,789.79             | 1122.39         |  | \$728,725.28            | 1122.39         |  |
| Tourism and Events Queensland Certified Agreement 2016   | 73.00            |                 |  |                         |                 |  |                         |                 |  |
| Transport and Main Roads Enterprise Bargaining Certified Agreement 2016                              | 5955.18          |                 |  |                         |                 |  |                         |                 |  |
| Transport and Main Roads Operational Employees' Certified Agreement 2016                             | 809.84           |                 |  |                         |                 |  |                         |                 |  |
| WorkCover Employing Office - Certified Agreement 2018  | 593.03           | 0.00            |  | \$0.00                  | 0.00            |  | \$0.00                  | 0.00            |  |
| <b>APPROXIMATE TOTALS</b>  | <b>221534.47</b> | <b>48308.83</b> |  | <b>\$125,869,999.05</b> | <b>50506.68</b> |  | <b>\$150,119,728.93</b> | <b>50696.98</b> |  |

**NOTES**

- Approximate totals do not include Queensland Corrective Services - Correctional Employees' Certified Agreement 2016, this agreement covers approximately 2754.83 FTE.
- FTE approximate totals are based on MOHRI data as at September Quarter 2018 and payroll data from approximately March 2019 where MOHRI data is not available.
- Costs are indicative and are based on industrial instrument wage rates (i.e. base labour costs), as such it does not include changes to staffing levels or movements through increments, or on-costs such as superannuation and overtime. The modelling is predicated on certified agreement rates of pay increasing by the rate specified in the certified agreement. Where a certified agreement will have passed its nominal expiry date, a 2.5% per annum increase has been used to determine the additional cost.

#### **Attachment 4 – Economic Outlook<sup>1</sup>**

1. Australian Gross Domestic Product rose 2.8% in 2017–18, up from 2.3% growth in the previous year. In its 2019-20 Budget, the Commonwealth Treasury forecasts the national economy to grow 2¼% in 2018–19, before strengthening to around its estimated potential of 2¾% in 2019–20 and 2020–21. Household consumption, non-mining business investment, public final demand and exports are all expected to contribute to growth over the forecast period.
2. The Commonwealth Treasury noted some moderation in global economic growth occurred in the second half of 2018, and have subsequently downgraded their forecast for global growth compared with the MYEFO. Australia’s major trading partners are forecast to grow 4% in 2019, 2020 and 2021. However, the Australian Government note a high degree of uncertainty around the global growth outlook, including:
  - An escalation of trade tensions between the US and China, with additional tariffs expected to result in weaker growth (including among Australia’s major trading partners).
  - Geopolitical uncertainty and vulnerabilities in emerging economies remain a concern for the international outlook, especially to the extent that they provoke broader financial market instability.
  - Uncertainties around the future UK-EU relationship continue.
3. Exports are forecast to grow by 3½% in 2018–19, 4% in 2019–20 and 1½% in 2020–21, supported by mining and services exports. Exports of rural goods are expected to decline, reflecting the impact on agricultural production of drought conditions in 2018–19.
4. An assumption of average seasonal conditions in 2019–20 underpins a forecast return to growth in the farm sector. However, the pace of growth of rural exports and farm GDP will depend on how weather conditions evolve. Services export volumes, including tourism and education services, continue to be supported by a lower exchange rate and rising demand from Asia. Export growth is forecast to slow to 1½% in 2020–21, largely as growth in mining exports slows.
5. Business investment is expected to continue to be supported by historically low interest rates, positive business conditions, and the lower Australian dollar. Business investment is forecast to grow by 1% in 2018–19, 5% in 2019–20 and 4½% in 2020–21. While falling mining investment will continue to drag on growth in 2018–19 (down by 10½%), it is expected to grow by 4% in 2019-20 and 4½% in 2020–21 as mining companies invest to maintain their large capital stocks and sustain current production levels.
6. Growth in non-mining business investment is forecast to increase from 4½% in 2018–19 to 5½% in 2019–20, falling back to 4½% in 2020–21, with an elevated pipeline of building and engineering work expected to support growth.
7. Dwelling investment has been affected by housing price declines, with residential building approvals down significantly across 2018 and early-2019, reflecting both tighter credit conditions and weakening sentiment amongst buyers. Nonetheless, a compositional shift towards higher-density dwellings (which take almost three times as long as houses to complete) has resulted in a solid pipeline of work yet to be done. The Commonwealth

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<sup>1</sup> Forecasts are taken from the Budget Paper 1, Statement 2, Commonwealth of Australia (released 2 April 2019).



Treasury expects dwelling investment to grow by ½% in 2018–19, before falling by 7% in 2019–20 and 4% in 2020–21.

8. Household consumption is forecast to grow by 2¼% in 2018–19, 2¾% in 2019–20 and 3% in 2020–21. Consumer spending growth moderated in the second half of 2018, with spending on discretionary items particularly soft. However, household consumption growth is forecast to pick up beyond 2018–19, underpinned by continued growth in employment and increasing wage growth.
9. Household disposable income and consumption growth are also expected to be supported by continued low interest rates and personal income tax relief measures. However, there are some risks to the outlook. A more subdued outlook for household income, or a further tightening in credit conditions could constrain household spending amid high levels of household debt.
10. The Commonwealth treasury noted labour market conditions remain strong, with employment growth above its long-run average rate for almost two years and outpacing population growth. The unemployment rate has trended lower for several years, to be towards its lowest level in seven years. Consistent with stronger employment prospects, as well as continued increases in participation by women and older Australians, the headline participation rate is at historically high levels and is expected to remain elevated at 65½% over the forecast period.
11. However, there are some downside risks to the outlook for the labour market, particularly around the evolution of the downturn in housing prices and the flow-on impacts this will have on household consumption, dwelling investment and employment. Further, the latest data show the national unemployment rate ticked up to 5.2% (seasonally adjusted) in April 2019, up from a recent low of 4.9% in February 2019.
12. Solid growth in output is expected to bring the economy closer to its productive capacity over the forecast period and support increased demand for labour. However, consistent with leading indicators of employment growth, further improvements in the labour market are likely to be more gradual than in 2017-18. The Commonwealth Treasury forecasts employment growth of 2% through the year to the June quarter 2019 and growth of 1¾% is forecast through the year to both June quarter 2020 and June quarter 2021. The unemployment rate is expected to remain around 5% across the forecast period.
13. Growth in the Wage Price Index was 2.3% through the year to March quarter 2019, its equal strongest outcome in more than three years. In Australia, as in other advanced economies, the response of wages to improving labour market conditions has been slower and more muted than in past cycles. This is partly explained by lower inflation expectations and spare capacity in the labour market as indicated by broader measures of labour underutilisation.
14. In Australia, slower wage growth also reflects adjustments associated with the unwinding of the terms of trade boom. Wage growth is expected to pick up to 2½% through the year to the June quarter 2019, 2¾% through the year to the June quarter 2020 and 3¼% through the year to the June quarter 2021.
15. Consumer price inflation is forecast to strengthen slightly over the forecast period, from 1½% through the year to June quarter 2019 to 2¼% through the year to June quarter 2020 and to 2½% through the year to June quarter 2021. Inflation has eased in recent quarters and was 1.3% through the year to March quarter 2019.
16. A combination of slow growth in labour costs, subdued increases in dwelling rents, the decline in house prices and heightened competition in the retail sector has continued to weigh

on consumer prices. Slower growth in administered prices, including child care and electricity costs, has also contributed to subdued inflation outcomes recently. The inflation forecasts are moderate, reflecting recent outcomes and a more gradual forecast pick-up in wage growth.

17. However, since the release of the 2019–20 Commonwealth Budget in early-April 2019, national economic conditions have continued to soften. In particular, the RBA’s May 2019 Statement on Monetary Policy stated that ‘growth in the Australian economy has slowed and inflation remains low’ with ‘subdued growth in household income and the adjustment in the housing market affecting consumer spending and residential construction’.
18. While the RBA has forecast year-average GDP growth (2¼% in 2018–19, 2½% in 2019–20 and 2¾% in 2020–21) broadly in line with Commonwealth Budget forecasts, annual inflation is forecast to remain subdued throughout the forecast period, at around 2%, below the Commonwealth Treasury’s forecasts.

### **The Queensland economy<sup>2</sup>**

19. Economic growth in Queensland is forecast to be 2¼% in 2018–19, before strengthening to 3% in 2019–20. This follows growth of 3.5%<sup>3</sup> in 2017–18, driven largely by an earlier than expected rebound in business investment, further growth in household consumption and a recovery in coal exports following the impacts of Severe Tropical Cyclone Debbie in late 2016-17.
20. Despite strong employment growth and a modest acceleration in wage growth, household consumption grew by only 2.3%<sup>3</sup> in 2017-18. Consistent with recent trends, household consumption growth is expected to remain subdued in 2018-19 and 2019-20, amid a moderation in employment growth and only subdued growth in wages. Further, a softening housing market is likely to constrain household wealth in the near term.
21. The outlook for dwelling investment has weakened materially since the 2018-19 Mid-Year Fiscal and Economic Review. A range of factors have contributed to the weaker demand for new housing, including:
  - The slowdown from the high levels of investment in apartments in previous years;
  - A response by lenders and borrowers to tighter national lending regulations targeting investors and interest only loans;
  - A softer outlook for house prices, particularly in Sydney and Melbourne; and
  - Increased scrutiny of credit applications by banks, particularly in the context of the outcomes of the Banking Royal Commission.
22. Consequently, construction of attached dwellings has continued to return to more sustainable levels, while the construction of detached housing has also softened. Partly offsetting these declines, strong growth continues to be recorded in renovation activity, which has risen 76.6% (trend) since its trough in March quarter 2013. Overall, dwelling investment is estimated to fall in both 2018-19 and 2019-20, before returning to growth in 2020-21.
23. Business investment rebounded strongly in 2017–18, rising 13.1%. Growth was primarily driven by a 16.9% increase in non-dwelling construction, supported by significant investment in renewable energy projects, including wind and solar farms. Meanwhile,

<sup>2</sup> Forecasts and data are obtained from the Queensland Government’s 2019-20 State Budget, June 2019.

<sup>3</sup> Based on December quarter 2018 Queensland State Accounts.

machinery and equipment investment rose 7.7%, supported by strong employment growth, elevated capacity utilisation and sustained lower lending rates.

24. However, recent data suggests business investment will ease slightly in 2018–19, before continuing its expansion from 2019–20 onwards. While continued investment in renewable energy projects is likely to continue to support engineering construction activity in 2018–19, increased uncertainty in both the global and domestic economic outlooks has seen mining investment more focused on maintaining or expanding the current large capital stock, rather than new major greenfield projects. This is likely to impact the outlook for engineering construction growth.
25. The nominal value of Queensland’s overseas goods and services exports reached a record high of \$94.7 billion in 2017–18, boosted by a recovery in coal export volumes, as well as sustained high global commodity prices. Looking ahead, while commodity prices are expected to return to more sustainable levels beyond 2018–19, export volumes are forecast to continue to grow. Additionally, a competitive A\$ exchange rate and continued demand from Asia should support ongoing growth in international education exports.
26. Following the strongest growth in a decade in 2017–18, employment growth is expected to return to more sustainable rates of 1½% in 2018-19 and 1¼% in 2019–20. The unemployment rate is forecast to fall to 6% in 2018–19, with the rate unchanged in 2019–20. While not uniform, labour market conditions in regional Queensland have continued to improve and unemployment rates in regional Queensland have continued to converge with those in South East Queensland over the past 12 months.
27. Despite the ongoing solid employment growth, the State’s unemployment rate has remained relatively stable and the rate of underemployment remains elevated, partly explaining the subdued wages growth.
28. Wages growth in 2017–18 picked up slightly from its historic low, with the Wage Price Index up 2.2% compared with 1.9% growth recorded in each of the previous two financial years. Wages growth in Queensland in 2018–19 is expected to remain modest, at 2¼%, but strengthen over the medium term as conditions in the domestic economy improve.
29. As outlined in the 2019-20 State Budget, the Queensland wage price index is forecast to grow by 2½% in 2019-20, and then is projected to grow by 2½% in 2021–22 and 2¾% in 2022–23. However, a subdued price inflation outlook means that wages are expected to continue to grow in real terms.

#### **Risks to the outlook**

30. The IMF notes that risks to the global economic outlook are tilted to the downside. Potential risks to the global outlook include:
  - US-China trade tensions could escalate further and the resulting policy uncertainty could adversely affect global growth;
  - This may particularly impact on the Chinese economy and its key Asian trading partners, leading to a weaker outlook for industrial production and tempering the outlook for Queensland export growth;
  - Ongoing uncertainty about the duration of Chinese coal import restrictions and the impacts on coal exports and prices; and
  - A “no deal” Brexit could heighten political and economic instability in Europe, further impacting on global confidence.

31. Risks at the national level include:

- Economic growth could soften further than currently anticipated, leading to continued weakness in wages growth and inflation (which may also prompt the RBA to consider monetary policy easing further or faster than current market expectations); and
- The high level of uncertainty surrounding the outlook for dwelling investment and property prices having flow-on impacts to household wealth and consumption, and in turn, employment.