

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016 – s 193 – certification of an agreement

State of Queensland (Queensland Police Service)

AND

Together Queensland, Industrial Union of Employees

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

The Electrical Trades Union of Employees Queensland

United Workers' Union, Industrial Union of Employees, Queensland

Queensland Nurses and Midwives' Union of Employees

Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

(Matter No. CB/2024/17)

**QUEENSLAND POLICE SERVICE STAFF MEMBERS
CERTIFIED AGREEMENT 2023**

Certificate of Approval

On 22 March 2024, the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

Name of Agreement: **QUEENSLAND POLICE SERVICE STAFF MEMBERS
CERTIFIED AGREEMENT 2023**

Parties to the Agreement:

- State of Queensland (Queensland Police Service);
- Together Queensland, Industrial Union of Employees;
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;
- The Electrical Trades Union of Employees Queensland;
- United Workers' Union, Industrial Union of Employees, Queensland;
- Queensland Nurses and Midwives' Union of Employees; and
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch).

Operative Date: 22 March 2024

Nominal Expiry Date: 30 June 2026

Previous Agreement: *State Government Entities Agreement 2019*

**Termination Date of
Previous Agreement:** 22 March 2024

By the Commission

T.M. BUTLER
Industrial Commissioner
2 April 2024

**QUEENSLAND POLICE SERVICE
STAFF MEMBERS
CERTIFIED AGREEMENT 2023**

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PART ONE - PRELIMINARY

1 Title

This Agreement shall be known as the *Queensland Police Service Staff Members Certified Agreement 2023*.

2 Parties Bound

This Agreement is binding upon:

- The State of Queensland (Queensland Police Service);
- Together Queensland, Industrial Union of Employees;
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;
- The Electrical Trades Union of Employees Queensland;
- United Workers' Union of Australia, Union of Employees, Queensland;
- Queensland Nurses and Midwives' Union of Employees;
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch).

3 Application

- (1) This Agreement will apply to the State of Queensland (Queensland Police Service) and employees of the State of Queensland employed in the Queensland Police Service (QPS):
 - who are covered by Awards listed in clause 5; or
 - who are award-free and regarded as operational employees engaged in the Aviation Capability Group (ACG)
- (2) This Agreement will also apply to Disaster Management employees who were previously employed by Queensland Fire and Emergency Services and who have transitioned to the QPS consistent with the Functional Transition Agreement dated 15 June 2023.
- (3) This Agreement shall not apply to:
 - (a) executive officers appointed under the *Police Service Administration Act 1990*;
 - (b) senior executives and senior officers under the *Public Sector Act 2022*; appointments made on a fixed term declared under s. 155 of the *Public Sector Act 2022*; employees engaged under contractual arrangements (this does not refer to employees under ss. 149 and 150 of the *Public Sector Act 2022* engaged for a fixed term);
 - (c) employees covered by the *Queensland Police Service Certified Agreement 2022* and successor Agreements; and
 - (d) employees covered by the *Queensland Police Service Protective Services Officers Certified Agreement 2022* and successor Agreements.

4 Operation

- (1) This Agreement will operate from 22 March 2024 unless otherwise stated and shall have a nominal expiry date of 30 June 2026.
- (2) For the purpose of section s228(3)(a) of the *Industrial Relations Act 2016*, this Agreement shall be terminated upon the certification of a replacement agreement or the making of a replacement arbitration determination in relation to the employees covered by this Agreement, unless otherwise agreed by the parties.

- (3) The parties agree to commence negotiations six (6) months prior to the expiry of this Agreement, with a view to negotiating and settling a replacement agreement.

5 Relationship with Parent Awards and Industrial Instruments

- (1) This Agreement will be read and interpreted in accordance with existing Awards and industrial instruments as amended from time to time. Where there is any inconsistency between the Agreement and any industrial instruments, the terms of this Agreement will prevail to the extent of any inconsistency.
- (2) The relevant existing awards applicable to employees covered by this Agreement are:-
- Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016;
 - General Employees (Queensland Government Departments) and Other Employees Award – State 2015;
 - Queensland Public Service Officers and Other Employees Award – State 2015.
- (3) The parties acknowledge that the *State Government Entities Certified Agreement 2019* (insofar as it relates to employees covered by this Agreement) will be terminated following certification of this Agreement.

6 Purpose of the Agreement

- (1) The QPS is a major employer in the State and undertakes a law enforcement role that affects the daily lives of all Queenslanders. The parties are committed to ensuring QPS remains an effective organisation delivering quality services and assistance to the community when necessary and in times of emergency, disaster and crisis.
- (2) The parties are committed to improvements in service delivery, job security, improved efficiency and effectiveness of its operations and activities and promotion of best practice employment strategies amongst its employees.
- (3) The parties are committed to ensuring the working lives of employees are continuously improved, that there is a culture of genuine consultation between management and employees, and ensuring employees have the capacity to improve the balance between work and family life.

7 Posting of the Agreement

A copy of this Agreement must be displayed in a conspicuous place at the workplace, where it can be easily read by employees in the workplace. Electronic access to this Agreement where available is sufficient to meet the requirements of this clause.

8 No Further Claims

- (1) This Agreement is in full and final settlement of all parties' claims for its duration. It is a term of this Agreement that no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this Agreement or not.
- (2) Subject to subclause (3) below, this Agreement covers all matters or claims that could otherwise be subject to protected industrial action.
- (3) It is agreed that the following changes may flow to employees' rights and entitlements during the life of this Agreement:
- General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission (QIRC);
 - any improvements in conditions that are determined on a whole-of-government basis;

- reclassifications; and
 - Directives made under the *Public Sector Act 2022* will be applied.
- (4) It is a term of this Agreement that no person covered by this Agreement will receive a rate of pay, which is less than the corresponding rate of pay in the relevant parent award.
 - (5) Subject to clause 8(3), the Queensland Industrial Relations Commission State Wage increases awarded during the operative period up to and including the nominal expiry date of this Agreement will be absorbed into the wage increases provided by this Agreement.
 - (6) Unless inconsistent with the terms of this Agreement, the entitlement of employees covered by this Agreement as contained in awards, certified agreements, Queensland Industrial Relations Commission orders, determinations or Directives made, or continued, under the *Public Sector Act 2022* effective at the date this Agreement operates from shall not be reduced for the life of this Agreement.
 - (7) Notwithstanding clause 8(6), the parties acknowledge that due to the commencement of the *Public Sector Act 2022* existing Directives, issued by the industrial relations Minister continued under section 308, are required to be reviewed and this review process commenced in 2023. Where agreed changes occur through this review process that may result in conditions and/or entitlements being provided through an alternate mechanism and relevant Directive repealed, or the Directive no longer applies, or as otherwise agreed between the parties, this is not considered to be a matter in which disadvantage or diminution can be disputed.

9 Equity Considerations

The effect of this Agreement is not to allow any conduct or treatment, either direct or indirect, which would contravene the *Anti-Discrimination Act 1991*.

10 Equal Remuneration

- (1) The Employer is committed to taking proactive measures to achieve gender pay equity, where all employees receive equal remuneration for work of equal or comparable value.
- (2) The Employer has implemented, will implement, or is implementing equal remuneration for work of equal or comparable value in relation to the employees covered by this Agreement as follows:
 - (a) where applicable, utilising the Queensland public sector job evaluation management system (JEMS) for determining the work value and applicable classification level and/or remuneration;
 - (b) providing remuneration based on transparent classification levels related to skills required to perform the role, so that a female employee doing the same work as a male employee will receive equal remuneration (see Appendix 1 of this Agreement for the classification structure and associated salaries);
 - (c) applying the provisions of the relevant industrial instrument and Directives regarding increment appointment and progression within a classification level, and ensuring any discretionary provisions are utilised in a fair and equitable manner irrespective of gender;
 - (d) creating a culture that promotes gender pay equity, including equal access to training and development, promotional opportunities, and flexible working arrangements;
 - (e) a commitment to improving gender equity and consultation on matters concerning gender equity in the workplace (see Part Thirteen of this Agreement);
 - (f) where applicable, the progression of equity, diversity, respect and inclusion in employment matters in accordance with Chapter 2 of the *Public Sector Act 2022*, including actively progressing gender pay equity measures and conducting equity and diversity audits; and

- (g) nothing in this clause limits or prevents the use of any existing discretionary powers to achieve equal remuneration.

11 Extension of Public Service Officer Conditions – ACG Operational Employees

- (1) Except for Crew Officer positions (excluding Base Manager) within Rotary Wing, all ACG operational employees shall be subject to the same conditions of employment contained in any Acts, awards, regulations, Directives and agreements which apply to public service officers appointed by the Employer under the *Public Sector Act 2022* provided that:
- (a) when there is an inconsistency between those conditions and the provisions contained in this Agreement, then the Agreement provisions will prevail;
 - (b) when the application of a particular condition is not practicable or not reasonably compatible with the type of work performed by the employees, then that condition will not apply; and
 - (c) the provisions in the Directive on critical incident entitlements and conditions relating to overtime, flexitime or time off in lieu will not apply.
- (2) Crew Officer positions (excluding Base Manager) within Rotary Wing are covered by the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* and will maintain entitlement to Locality Allowance and 5 weeks recreation leave in the Northern and Western region of the State where applicable under the relevant Directives.

12 Definitions and Abbreviations

ACC means the QPS Agency Consultative Committee.

Accounting period means a period of 28 consecutive calendar days.

Accumulated time means all authorised time worked, other than paid overtime, in excess of 7.25 hours per day:

Provided that in the case of Nurses, the usual daily hours in force at the effective date of this Agreement shall be inserted in lieu of 7.25 hours for the purposes of this definition.

Authorised travelling time shall also be included for the purposes of assessing accumulated time.

“Authorised travelling time” does not include time spent travelling to or from an employee’s usual place of residence, or in the case of residing away from home, the temporary place of abode.

Air Base means the separate bases currently located in Brisbane, Townsville, Cairns, Horn Island and Mount Isa or anywhere else an Air Base may be established in the future.

Air Crew is a collective term applying to the positions of Base Manager, Chief Aircrew Officer, Senior Aircrew Officer, Pilot, Aircrew Officer and Rescue Crew Officer.

Aircraft crew means the total number of pilots required to operate an aircraft.

Aircrew Officer means a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

ATA means Accumulated Time Arrangements.

Australian Qualifications Framework (AQF) means the national system of recognition for the issue of vocational qualifications. The AQF is set out in Appendix 4.

Base Engineer means a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

Base Manager means a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

BEMS means the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016*.

CAO means Civil Aviation Order.

CASA means the Civil Aviation Safety Authority, Australian Government.

Casual employee means an employee who is engaged as such.

Chief Aircrew Officer means a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

Commissioner means the Commissioner of the Police Service appointed pursuant to the provisions of the *Police Service Administration Act 1990*.

Computed time means time and a-half or double time (depending on when overtime was actually worked) or, in respect of weekend work, whether work was performed on a Saturday or a Sunday.

Continuous shift roster means the roster prepared to maintain 24 hours per day, seven (7) days per week operations at each Air Base.

Crew is a collective term applying to the personnel crewing the helicopter, typically a Pilot, an Aircrew Officer and a Rescue Crew Officer.

Crew Officer is a collective term applying to the positions of Chief Aircrew Officer, Senior Aircrew Officer, Aircrew Officer, Rescue Crew Officer and Base Manager.

Deputy Chief Engineer means a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

Duty period means a period which starts when an employee is required by the employer to report for duty and ends when the employee is free of all duties.

Employer means the State of Queensland, (Queensland Police Service).

EMS means emergency medical services.

Fixed Wing refers to those operational employees engaged in Fixed Wing operations of the ACG.

General Employee for the purpose of this Agreement shall mean an employee either whose conditions of employment are governed by the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* or the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* or those operational employees engaged within ACG.

Head of Flying Operations shall mean the employee appointed by the employer as such to perform the appropriate duties and responsibilities attached to the position.

Heavy Maintenance Engineer shall mean a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

Increment means an increase in salary from one pay point to the next highest pay point.

IREX shall mean instrument rating examination.

Justifiable shall mean where there is sufficient and warranted reason.

The Employer or delegate shall determine the justification or otherwise. However, any decision in this regard should not be made without due regard for an employee's circumstances balanced with the competing interests of the Employer.

LAME means a Licensed Aircraft Maintenance Engineer of any category.

NVIS means night vision imaging system.

Off-duty period means a period during which an employee is free of all duties and standby associated with their employment, either through means of a rostered day off or through a requirement for a rest period prior to, or after, a duty period.

Operational requirements for purposes of ACG only means aeromedical retrievals/transfers, passenger transportation, counter disaster operations, search and rescue tasks, aerial law enforcement and other operations requiring an aircraft to be deployed away from its normal Air Base.

Pilot means a person who is appointed by the Employer as such to perform the applicable duties and responsibilities attached to the position.

PPL means private pilot's license.

PSTP means Public Sector Training Package.

Public service officer for the purpose of this Agreement shall mean an employee whose conditions of employment are governed by the *Queensland Public Service Officers and Other Employees Award – State 2015*.

QPS means the Queensland Police Service.

Rescue Crew Officer shall mean a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

Roster (except for operational employees within ACG) is a period of 28 consecutive calendar days.

Rotary Wing refers to those operational employees engaged in Rotary Wing operations of the Aviation Capability Group.

Senior Aircrew Officer shall mean a person who is appointed by the Employer as such to perform the applicable duties and responsibilities attached to the position.

Senior Base Engineer shall mean a person who is appointed by the employer as such to perform the applicable duties and responsibilities attached to the position.

Senior Base Pilot shall mean a person who is appointed by the Employer to perform the applicable duties and responsibilities attached to the position.

Shift work:

- (a) **shift work (other than continuous shift work)** shall mean work done by employees where the hours of work are regularly rotated in accordance with a roster which prescribes 2 or more shifts (day, afternoon or night) per day, but does not cover a 24 hour per day operation over a seven (7) day week.
- (b) **occasional shift work (by a non-shift employee) to meet operational requirements** shall mean that which is prescribed under clause 47 of this Agreement.
- (c) **continuous shift work** means work done by employees where the hours of work are regularly rotated in accordance with a shift roster covering a 24 hour per day operation over a seven (7) day week. An employee shall not be classed as a continuous shift worker unless such employee has worked at least a 28 consecutive calendar day period of such work.

Standard day (for purposes of ATA arrangements) shall mean a period of 7.25 hours working time except in the case of Nurses where 7.6 hours applies.

Standby (Fixed Wing) shall mean a period during which a pilot:

- (a) is required to be available for duty; and
- (b) has access to suitable sleeping accommodation; and
- (c) is able to report for the appointed duty in adequate time to ensure the aircraft is airborne no later than two hours after the pilot has been contacted.

Standby (Rotary Wing) shall mean when an employee has been instructed by the Employer to be ready and available to perform duty outside of the employee's rostered hours on days where rostered hours occur. If required to report to duty, then the employee will present for such duty at the employee's designated Air Base as soon as practical, but with a target of no later than 1 hour from the time of being contacted.

Supervisor shall mean the employee who is next in line command and/or has the responsibility for the efficient day to day operations of the particular work unit.

TOIL shall mean equivalent time off in lieu of paid overtime.

PART TWO – SALARY RELATED MATTERS

13 Salary Increases

(1) The Agreement provides for salary increases in accordance with the following:

1 July 2023	4%
1 July 2024	4%
1 July 2025	3%

(2) The salary details for all employees covered by this Agreement are contained in Appendix 1.

14 Cost of Living Adjustment (COLA) Payments

The Agreement provides for an annual cost of living adjustment in accordance with Appendix 2.

15 Salary Packaging

(1) Salary packaging is available for employees (excluding short-term casual employees) covered by this Agreement in accordance with Queensland Government policy found in the Circular issued from time to time by the Office of Industrial Relations and the following principles:

- (a) as part of the salary package arrangements, the cost for administering the package, including fringe benefits tax, is met by the participating employee;
- (b) there will be no additional increase in superannuation costs or to fringe benefits payments made by the the Employer;
- (c) increases or variations in taxation are to be passed to employees as part of their salary package;
- (d) where mandated by relevant government policies, employees must obtain independent financial advice prior to taking up a salary package. Where no mandatory requirement exists, it is **strongly recommended** all employees seek independent financial advice when entering into a salary packaging arrangement for the first time, or adding new item(s) to an already agreed packaging arrangement;
- (e) the Employer will pass on to the employee any Input Tax Credits (ITCs) it receives as part of salary packaging;

- (f) where will be no significant additional administrative workload or other ongoing costs to the Employer;
 - (g) any additional administrative and fringe benefits tax costs are to be met by the employee; and
 - (h) any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package.
- (2) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary which the employee would receive if not taking part in flexible remuneration packaging.
 - (3) Subject to federal legislation, employees may elect to adjust their current salary sacrifice arrangements to sacrifice up to 100% of salary to superannuation.

16 No Loss of Show Day

- (1) Where an employee is required to perform work duties (including training) at an alternative location to the place where the employee is based for work purposes on a day where the show day holiday applies, such employee will be given a day off in lieu, to be taken by mutual agreement with the employee's supervisor.
- (2) Provided that an employee subject to this Agreement is only entitled to leave on full pay for a show holiday once each calendar year.

17 Allowances

- (1) ***Base Safety Officer Allowance – ACG***

The employee appointed by the Employer from time to time to be a Base Safety Officer will be paid an allowance adjustable in accordance with prescribed salary increases, as follows:

	1 July 2023	1 July 2024	1 July 2025
Per Fortnight	\$59.80	\$62.20	\$64.10
Per Annum	\$1560	\$1622	\$1672

- (2) ***Check and Training – Line Pilot - ACG – Rotary Wing***

An allowance calculated at 8.5% of paypoint 6 of a Pilot's salary will be paid for the period of time that the Pilot is included by the Chief Pilot in the Operations Manual as performing check and training duties.

- (3) ***Check and Training – Crew Officer - ACG – Rotary Wing***

An allowance calculated at 8.5% of paypoint 6 of an Aircrew Officer's salary will be paid for the period of time that the Crew Officer is included by the Chief Pilot in the Operations Manual as performing check and training duties.

- (4) ***Divisional and District Parities – Crew Officers (excluding Base Manager) - ACG – Rotary Wing***

Due to entitlement to Locality Allowance, Crew Officers (excluding Base Manager) are not entitled to divisional and district parities as prescribed under the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*.

- (5) ***Dog Trainer Allowance***

Where a police dog is kennelled at the home of a Dog Instructor/Dog Development Officer, and such employee is required to care for and maintain the dog during hours rostered off duty, the employee will be paid at the rate of \$407.20 per fortnight as of 1 September 2022.

Provided that this allowance is amended in accordance with State Wage Case adjustments to work-related allowances under the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015*.

(6) ***Electronic Flight Bag (EFB) Administrator Allowance – ACG***

The employee appointed by the Employer from time to time to be the EFB Administrator will be paid an allowance calculated at 5% of the employee's base rate of pay.

(7) ***Fitness Level 1 - Crew Officer – ACG – Rotary Wing***

An allowance calculated at 2% of paypoint 6 of an Aircrew Officer's salary will be paid to a Crew Officer who maintains Fitness Level 1, pursuant to clause 76 of this Agreement.

(8) ***Hardship Allowance – ACG***

Where Employees cannot be provided with a reasonable standard of accommodation in the relevant category, and are required to, for example: camp out, sleep rough, or sleep at a police station, fire station or on a vessel, they will be paid a hardship allowance per overnight stay. This allowance is paid in lieu of the normal Incidental Allowance as prescribed in the Ministerial Directive relating to Domestic Travelling and Relieving Expenses. The rate of the Hardship Allowance is set at 150% of the private accommodation special allowance as prescribed in the abovementioned Directive.

(9) ***Locality Allowance***

(a) Locality allowances are payable to eligible employees in accordance with the *Ministerial Directive 16/18 (Locality Allowances)* issued in accordance with section 223 of the *Public Sector Act 2022*.

(b) The rates prescribed by the *Ministerial Directive 16/18 (Locality Allowances)* are increased by 5.5% from 1 January 1997 for all centres other than those in coastal local government areas as at that date and listed in Appendix 3 of this Agreement.

(10) ***Meal Allowance – ACG – Rotary Wing (Crew only) and Fixed Wing (Pilots only)***

The following meal allowances will only apply to Rotary Wing crew and Fixed Wing Pilots when operating from the home Air Base:

- a lunch allowance of \$14.75 if the employee has completed the night shift and is required to remain on duty beyond 1.30 pm;
- a dinner allowance of \$24.55 if the employee has completed the day shift and is required to remain on duty beyond 8.00 pm.

Note: The above allowances are based on those prescribed under the Directive relating to Hours Overtime and Excess Travel, as issued and amended by the Minister responsible for industrial relations under section 223 of the *Public Sector Act 2022*. Any increase/s in the allowances under the directive occurring during the life of this Agreement shall be applied to the allowances under this clause.

(11) ***Night Vision Imaging System (NVIS) Allowance - ACG***

(a) Those employees as specified in the table below will be paid an NVIS Allowance as follows:

Category	Allowance Payable 1 July 2023		Allowance Payable 1 July 2024		Allowance Payable 1 July 2025	
	\$ Per Annum	\$ Per Fortnight	\$ Per Annum	\$ Per Fortnight	\$ Per Annum	\$ Per Fortnight
Pilot, Chief Aircrew Officer, Senior Aircrew Officer, Aircrew Officer*	\$3,442.40	\$132.00	\$3,579.10	\$137.25	\$3,686.45	\$141.40

Rescue Crew Officer						
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*Includes a Base Manager who undertakes aircrew duties

- (b) The NVIS allowance is payable for all purposes including leave and superannuation and is adjustable in accordance with prescribed salary increases.
- (c) Annual amounts listed above are for information purposes only.

(12) **Position Allowances – ACG– Fixed Wing Pilots**

- (a) Fixed Wing pilots where required to undertake relevant responsibilities attached to the following ratings shall be paid the specified allowances:

Position Allowance	Criteria	Allowance Rate
Line Training Approval (LTA)	Applicable to a Fixed Wing pilot appointed by the Head of Flying Operations to perform line trainer duties	8% in addition to the designated pilot's base salary
Flight Instructor Rating (FIR)	Applicable to a Fixed Wing pilot designated as a Training and Checking Pilot	10% in addition to the designated pilot's base salary
Flight Examiner Rating (FER)	Applicable to Training and Checking Pilots appointed by the Head of Flying Operations to perform flight examiner duties	15% in addition to the designated pilot's base salary

- (b) Pilot's base salaries are outlined at Appendix 1 of this Agreement.
- (c) Only one Position Allowance as prescribed above can apply to a Fixed Wing pilot at any one time.
- (d) Where a Fixed Wing pilot is withdrawn from undertaking relevant responsibilities the allowance shall cease immediately.
- (e) Position Allowances can apply for a fixed period of time, however a minimum of three (3) months shall apply.

(13) **Skills Acquisition Allowance – BEMS Award Employees**

Effective from the date of certification of this Agreement, all 'C' Scale employees and Workshop Supervisors engaged in workshops shall be paid 10% in addition to the employee's base salary.

This allowance will only apply until the expiration date of this Agreement i.e. 30 June 2026, unless agreed by the parties to continue the allowance under the new replacement certified agreement.

This allowance recognises workshop employees for:

- additional skills and training requirements in servicing and maintaining the new fleet of Hybrid Vehicles (HV) and Electric Vehicles (EV) including the energy management and maintenance systems; and

- additional training requirements associated with the planned replacement of the QPS Kerridge Workshop Management solution and implementation of a new fit for purpose workshop solution.

(14) ***Tool Allowance - Base Engineers, Senior Base Engineer and Heavy Maintenance Engineer – ACG***

The salaries paid to Base Engineers at all increment levels contain a rolled-up amount that represents a Tool Allowance. The annual amount is adjusted by salary increases as follows:

	1 July 2023	1 July 2024	1 July 2025
Tool Allowance annual amount (\$1250 as at 1 July 2005)	\$2183	\$2270	\$2338

PART THREE – CONSULTATION AND DISPUTE RESOLUTION

In this Part, “consultation” –

...involves more than a mere exchange of information. For consultation to be effective, the participants must be contributing to the decision making process not only in appearance, but in fact. [Commissioner Smith (Australian Industrial Relations Commission), Melbourne, 12 March 1993.]

18 QPS ACC

- (1) The parties agree that employees should be consulted about decisions which may affect their employment or welfare, and that meaningful consultation with affected employees leads to improved organisational outcomes.
- (2) The Employer will continue to have a joint union/employer ACC. The QPS ACC will be used to facilitate consultation on a broad range of issues, including but not limited to discussion of matters arising from this Agreement such as:
 - (a) Commitments relating to Hours of Work (Clause 22)
 - (b) Role classification review requests received from a union (Clause 19(2));
 - (c) Rostering practices particularly at Police Communication Centres and Policelink (Clause 19(3), Clause 22(7) and Part Ten (6));
 - (d) Workload Management (Part Ten);
 - (e) Workshop ‘C’ Scale Classification Review (Clause 95);
 - (f) Organisational Change and Restructuring (Clause 110);
 - (g) Training (Part Nine);
 - (h) Union Encouragement (Clause 104);
 - (i) Work/Life Balance including Hybrid Working Arrangements (Part Fourteen);
 - (j) Organisational matters such as the review of, changes to or introduction of new workforce management policies;
 - (k) Performance Development;
 - (l) Fair Career Paths including Succession Planning (Part Eleven);
 - (m) Improving Gender Equity (Part Thirteen); and
 - (n) Cultural Awareness activities and training (Clause 58).
- (3) The QPS ACC may agree to establish standing committees, sub-committees, or other additional consultative structures (such as Local Consultative Committees) with agreed terms of reference/operating principles.
- (4) The Employer undertakes to facilitate and encourage the operation of consultative forums at the local level. These forums allow for consultation, engagement and dispute resolution directly between affected employees (through their union delegates to the committee/forum) and the relevant decision-makers.

- (5) The parties to this Agreement agree to review and update a Terms of Reference for the QPS ACC within six months of the date of certification of this Agreement.

19 QPS ACC Responsibilities

- (1) It is agreed that within 12 months of the date of certification of this Agreement the Employer through the QPS ACC will review ATA Arrangements as prescribed at clause 44 in consultation with the Together Queensland, Industrial Union of Employees.
- (2) It is agreed that Union parties to this Agreement can raise Job Evaluation Management System (JEMs) review requests through the QPS ACC on behalf of an employee or group of employees. The Employer commits to consult with union/s on the review process where requested.
- (3) It is agreed that the Employer will establish a rostering sub-committee to consider rostering practices across Police Communications Centres. This sub-committee will report to and provide advice to the ACC with a focus on the follow matters:
- shift patterns;
 - matching resources to operational demand;
 - exploring work/life balance strategies;
 - strengthening fatigue management principles; and
 - the provision of varied duties.
- (4) The parties agree that the Employer should report to unions on a quarterly basis the current status of employment practices within the entity. Specifically, the report should detail the following:
- (a) a snapshot of the current workforce including the total number of employees, the number of employees by appointment type (permanent, temporary and casual), and stream allocation.
 - (b) a report on the variance from the previous quarter in the use of casuals, fixed term temporary employees and the number of people engaged through labour hire;
 - (c) the number of people engaged through labour hire;
 - (d) any significant variance in the number of permanent employees; and
 - (e) the conversion of temporary and casual employees to tenured status.

20 Disputes Avoidance and Settlement Procedures

- (1) The objective of this procedure is the avoidance and resolution of any disputes over matters covered by this Agreement by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except in the case of a genuine safety issue. Where a genuine safety issue exists, the status quo existing immediately before the change which gave rise to the dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (3) There is a requirement for the Employer to provide relevant information and explanation and to consult with the appropriate employee representatives.
- (4) In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement, the following procedures shall apply:
- (a) the matter is to be discussed between the employee's union, and/or the employee(s) concerned, where appropriate, and the immediate manager in the first instance. The discussion shall take place within 24 hours and the procedure shall not extend beyond seven (7) days.

- (b) if the matter is not resolved as per provision (a), it shall be referred by the union and/or the employee(s) concerned to the appropriate QPS representative who shall arrange a conference of the parties to discuss the matter. This process shall not extend beyond seven (7) days.
 - (c) if the matter remains unresolved, it may be referred to the employee and/or their union and the Employer and/or their nominee for discussion and appropriate action. This process shall not exceed 14 days.
 - (d) if the matter is not resolved, then it may be referred by either party to the Commission for conciliation, or if necessary, arbitration.
- (5) In terms of the *Industrial Relations Act 2016*, the Commission is empowered by this Agreement to settle and determine any matters in dispute.
 - (6) Nothing in this procedure shall prevent the QPS ACC from taking any action considered conducive to resolving the matters in dispute.

PART FOUR - HOURS OF WORK, ROSTERING, OVERTIME

General

21 Consultation and Implementation Procedures – Hours of Work

In this Part, “consultation” –

...involves more than a mere exchange of information. For consultation to be effective, the participants must be contributing to the decision making process not only in appearance, but in fact. [Commissioner Smith (Australian Industrial Relations Commission), Melbourne, 12 March 1993.]

(1) Procedures for Work Area Level Discussions

- (a) Management and representatives of all employees concerned in each station, section, establishment or work unit shall consult over the most appropriate means of implementing and working ordinary hours.
- (b) The objective of such consultation shall be to reach agreement on the method of implementing and working ordinary hours having regard to the work requirements of the employer and the preferences of the employees.

If, through consultation, it is revealed that there is a desire to work shift work or weekend work and such was not worked prior to the operative date of these provisions, the process outlined in clause 21(2) applies, rather than the remainder of this clause.

For a change to shift work or weekend work where such was not previously worked:

GO TO CLAUSE 21(2) and IGNORE THE REMAINDER OF THIS SUBCLAUSE

- (c) Employees may be represented by their local industrial organisation delegate/s and shall have the right to be represented by either their industrial organisation official/s or by a representative of such employees.
- (d) Agreement shall not be unreasonably withheld by either party.
- (e) The outcome of any agreement reached between the employees and management as to the method by which the hours arrangements are implemented shall be reduced to writing and shall be signed by either the employees or their representative and by the relevant supervisor.

Such record shall contain:

- (i) an outline of how the consultative process was conducted; and
- (ii) the agreed arrangements (restricted to the operating times and days of the particular station, section, establishment or work unit - i.e. it is not necessary for the record to address each individual's arrangements);

and it shall be maintained at the workplace to which it relates.

- (f) In cases where agreement cannot be reached as a result of consultation between the parties, either party may request the assistance or advice of either the Secretary of the appropriate industrial organisation or a representative of the employees so affected (as applicable), as well as the assistance and advice of the Employer's Employee Relations Unit. This should occur as soon as it is evident that agreement cannot be reached.
- (g) Where agreement cannot be reached, the provisions of the relevant Awards at clauses 6.2 and 7.1 shall apply.

(2) **Facilitative Clause**

- (a) In this clause, where a provision refers to agreement by the majority of employees so affected, all employees directly affected shall be consulted as a group.

Depending on circumstances, this consultation may include employees covered under other industrial instruments.

- (b) The following provisions shall apply to shift work and to weekend work where such work was not performed prior to the operative date of this Agreement. These provisions allow for the determination of conditions of employment by agreement either between the Employer and the relevant Union or the majority of employees so affected.
- (c) The relevant industrial organisation/s is/are to be notified in writing at least one week in advance of agreement being sought.
- (d) Employees may be represented by their local industrial organisation delegate/s and shall have the right to be represented by either their local industrial organisation official/s or by a representative of such employees.
- (e) Neither party shall unreasonably withhold agreement.
- (f) Agreement is defined as obtaining consent of greater than 50% of employees directly affected or of the industrial organisation.
- (g) Any agreement reached must be documented and shall incorporate a review period.
 - (i) contact should be made with either the Employer's Employee Relations Unit or the appropriate Union where any difficulties are experienced by either management or employees who may wish to implement new arrangements as outlined in clause 21(2) herein.
 - (ii) it should be noted that the matter of compensation for shift work and weekend work are addressed elsewhere in this Agreement.
- (h) The documented agreement reached between the employees and management as to the method by which the hours arrangements are implemented shall be signed by either the employees or their representative and by the relevant supervisor.

Such record shall contain –

- (i) an outline of how the consultative process was conducted;

(ii) the agreed arrangements (restricted to the operating times and days of the particular station, section, establishment or work unit – i.e. it is not necessary for the record to address each individual's arrangements);

(iii) details of the review period (in accordance with clause 21(2)(g) herein);

and it shall be maintained at the workplace to which it relates.

22 Consultation and Other Commitments Relating to Hours of Work

- (1) The Employer through consultation with the QPS ACC, has the ability to agree to hours of work arrangements at the local level in accordance with award provisions.
- (2) The Employer is to provide access to and consult about hours of work arrangements consistent with award obligations.
- (3) Preparation for starting and finishing work including personal clean up will be in the employee's time. Activities required by the employer for the readiness to commence the performance of duties are to be treated as part of paid ordinary hours. If required, such activities will be agreed between the relevant parties at the QPS ACC.
- (4) The Employer and employees have a joint responsibility to manage accrued time and time off in lieu (TOIL) balances, including access to these balances with the intention of avoiding the forfeiture of time. The Employer will ensure employees are proactively provided with access to the time, and employees are to avail themselves to take the time.
- (5) The Employer will provide relevant union/s with a list of the number of accrued time hours forfeited (consisting of the work unit and accrued hours forfeited) on a six-monthly basis, unless agreed between the Employer and the relevant union to be on a more regular basis or where requested by union/s. This information is to be provided electronically.
- (6) Matters about the impingement of work activities on employees outside of their ordinary hours may be raised through the QPS ACC.
- (7) The Employer undertakes that there will be no regular rostering of shifts commencing at 11 am within Police Communications Centres and Policelink unless operationally required.
- (8) The Employer will develop specific guidelines for on-call arrangements in consultation with the relevant union/s through the ACC where on-call rosters have been implemented or will be implemented to ensure appropriate arrangements and correct application of entitlements based on the underpinning industrial instruments.
- (9) Subject to clause 8(4) of this Agreement, where the *Queensland Public Service Officers and Other Employees Award – State 2015* on call rate is utilised for the purposes of determining the on-call rate payable, the relevant rate is the PO3.4 rate specified at Appendix 1 Salary Rates for the *Queensland Public Service Officers and Other Employees Award – State 2015* for the relevant year.

23 Part-Time Employees

- (1) Working hours in excess of agreed part-time hours should be restricted to exceptional circumstances. However, agreed part-time ordinary daily hours may exceed the standard day 7.25 or 7.6 hours per day (whichever applies), but shall not exceed 10 hours for 7.6 hours/day workers and 9.5 hours for 7.25 hours/day workers.
- (2) Subject to clause 23(1) above, the provisions of clause 8.2 of the relevant Awards apply to part-time employees, provided that references at clause 8.2(e) of the *Queensland Public Service Officers and other Employees Award – State 2015* to “flexible hours arrangements” prescribed in that Award shall be replaced with reference to ATA Arrangements prescribed at clause 44 of this Agreement.

24 Casual Employees

Unless otherwise prescribed in this Agreement, entitlements for casual employees are in accordance with the relevant Award.

25 Fatigue Leave

- (1) The provisions of this clause do not apply to:
- (i) ACG operational employees who are subject to the ACG Fatigue Management System;
 - (ii) employees on call where the total amount of time worked at home on recall/s does not exceed two hours per occasion of being placed on call;
 - (iii) an employee who has had 10 hours continuous time off duty before being recalled;
 - (iv) employees who work two (2) hours or less when recalled to duty, inclusive of travelling time, on one or more recalls;
 - (v) an employee who has received an unreasonable amount of telephone calls at home whilst on call such that their rest period is substantially interrupted, and who has arranged with the supervisor for a mutually agreeable starting time the next day.

Provided that the provisions of this clause apply in all other circumstance where an employee is required to attend to their usual place of employment in connection with a recall to duty.

- (2) Subject to clause 25(1) above, an employee who works so much overtime between the cessation of ordinary work on one day and the commencement of ordinary work on the next day so that 10 consecutive hours off duty has not occurred shall be released after completion of such overtime until 10 consecutive hours off duty occur without loss of pay for ordinary working time occurring during such absence. If on the instructions of the Employer, such an employee resumes or continues work without having had 10 consecutive hours off duty, the employee shall be paid double rates until released from duty for such period, and shall then be entitled to be absent until 10 consecutive hours off duty has occurred without loss of pay for ordinary working time occurring during such absence.

26 Rest Pauses

For the purposes of this clause the taking of a meal break does not interrupt the continuity of ordinary hours worked.

Where practicable, all employees who work at least six (6) continuous working hours shall be entitled to a pause(s) totalling 20 minutes per day to be taken at times to suit operational requirements as determined by the supervisor:

Provided that where at least four (4) continuous ordinary hours are to be worked the entitlement shall be 10 minutes within the four (4) hours.

The proviso regarding four (4) hours being worked is not intended to deny a 10 minute rest pause (to suit operational requirements) where an employee accesses time off in accordance with ATA for any period of the day.

27 Aggregated Hours

- (1) Where agreed between the Employer and employee, and subject to policy requirements, an employee may work varied weekly hours provided that at the end of an agreed work cycle of three (3) months or more the employee has worked the total ordinary hours for the work cycle.
- (2) This clause is designed to cater mainly for seasonal work or work units which have discernible peaks and troughs in workloads at different times of the year.

- (3) Overtime arrangements/penalty rates apply to work in excess of the agreed hours of duty.
- (4) This clause may be implemented by agreement between management and the majority of employees affected in the workplace.

28 Averaging of Ordinary Hours of Work

Where agreed between the Employer and employee, and subject to policy requirements, mechanisms will operate by which employees can agree to average ordinary hours of work over a cycle with differential daily and weekly hours, e.g. in a four week work cycle an employee may work 45 hours in one (1) week and 30 hours the next week, provided that the total standard ordinary hours for the month are worked. Under this arrangement the agreed working hours for individual employees would be established in consultation between management and the employee. Normal overtime arrangements/penalty rates will only apply for the hours worked in excess of the agreed hours of duty.

29 Preservation of Award Provisions – Disaster Management Employees

Notwithstanding the provisions of Part Four of this Agreement, the provisions as prescribed in the *Queensland Public Service Officers and Other Employees Award – State 2015* at Schedule 1, Section 4 shall continue to apply for the duration of this Agreement to those employees who were previously employed by Queensland Fire and Emergency Services within Disaster Management and who have transitioned to the QPS consistent with the Functional Transition Agreement dated 15 June 2023. However, clause 51 will have application to such employees covered by the relevant Award provisions.

ACG – Rotary Wing

30 Hours of Work

The hours of work of all employees under these provisions are subject to ACG's Fatigue Management System.

- (1) Group 1 – Base Manager, Deputy Chief Engineer, Chief Aircrew Officer and Senior Aircrew Officer:

These employees shall work hours as necessary to fulfill the duties of the position. Any hours worked above 42 hours per week and outside those determined to be core related duties, will be compensated by either payment of overtime at double time or time off in lieu.

- (2) Group 2 – Pilot, Aircrew Officer and Rescue Crew Officer:

- (a) These employees shall work a maximum average of 42 hours per week worked over a roster cycle determined by the Employer pursuant to a continuous shift roster including Saturdays, Sundays and Public Holidays.

- (b) The continuous shift roster shall be prepared by the Employer in consultation with employees and:

- (i) shall be posted in a conspicuous place accessible to employees; and

- (ii) may reasonably be altered by the Employer at any time to meet operational requirements.

- (3) Group 3 – Base Engineer, Senior Base Engineer and Heavy Maintenance Engineer:

The hours of work are at the direction of the Employer within the following parameters:

- (a) an average of 228 hours (maximum) over a 6 week period;

- (b) a daily maximum of 12 hours;

- (c) any 5 in 7 days with 2 consecutive days off per 7 day period;

- (d) being on standby 2 weekends per month with the other 2 weekends being free of duty.

31 Annualised Salary Arrangements

The annualised salary arrangements for full-time Rotary Wing operational employees (other than Base Engineers, Senior Base Engineers and Heavy Maintenance Engineer) are prescribed below

- (1) These annualised salary arrangements apply to Base Manager, Deputy Chief Engineer, Pilot, Chief Aircrew Officer, Senior Aircrew Officers, Aircrew Officers and Rescue Crew Officers who are rostered and perform an average 42 hour week with ordinary hours based on an average of 38 hours per week.
- (2) The current arrangement constitutes an 8 week work cycle with staff working 10 hour day shifts and 14 hour night shifts on the basis of 2 day shifts, 2 night shifts, and 4 days off on a continuous cycle over the 8 week period.
- (3) Day shifts are 8 am to 6 pm, with night shifts 6 pm to 8 am.
- (4) The employees are paid an average salary representing ordinary time including shift penalties, Saturday ordinary time penalty, Sunday ordinary time penalty, on call and overtime payment.
- (5) The 28 shifts worked by each employee over the 8 week cycle is made up of 304 ordinary hours plus 32 overtime hours.
- (6) The 32 overtime hours are applied proportionately across all 28 shifts with each hour worked containing .095238 hours overtime. The overtime hours = 32 hours over 8 weeks work containing 336 hours = $32/336 = .095238$ hours overtime attributable to each hour worked.
- (7) Over the 8 week cycle there are:
 - 90.4762 ordinary hours @ single time (weekday ordinary day shift hours)
 - 126.66668 ordinary hours @ 1.15 times (weekday ordinary night shift hours)
 - 18.09524 ordinary hours @ 1.5 times (Saturday ordinary day shifts)
 - 25.333336 ordinary hours @ 1.5 times (Saturday ordinary night shifts)
 - 18.09524 ordinary hours @ 2 times (Sunday ordinary day shifts)
 - 25.333336 ordinary hours @ 2 times (Sunday ordinary night shifts)
 - 32 overtime hours @ 2 times (overtime hours)
- (8) In addition to ordinary fortnightly salary, additional penalties payable are:

$$126.66668 \times .15 = 19.000002$$

$$43.428576 \times .5 = 21.714288$$

$$43.428576 \times 1 = 43.428576$$

$$32 \times 2 = 64$$

 TOTAL = 148.14286 ordinary hours pay each 8 week cycle = 37.035715 ordinary hours pay each fortnight.
- (9) Each fortnight of 84 hours work attracts additional penalties of 37.035715 ordinary hours pay in return for the rostered 84 hours work. This represents a loading of 34.56632% ($(76 + 37.035715)/84 = 1.3456632$).
- (10) The parties agree that a .25% loading will apply for employees being on call in lieu of any Award payment for being directed to be on-call. Therefore, the total loading applied to ordinary salary is **34.81632% = 34.82% rounded**.
- (11) Employees receive 42 calendar days each year for recreation leave as outlined at clause 60(1)(a) of this Agreement. Work performed on public holidays is recognised by the quantum of recreation leave granted.

- (12) Over the period of this Agreement, the rolled-up salaries prescribed for these employees are made up of the following amounts provided for in Appendix 1.

32 Overtime, Recall and Shift Overrun

(Groups are **NOT** the same as in clause 30 above)

- (1) Group 1 – Pilot, Base Manager, Chief Aircrew Officer, Senior Aircrew Officer, Aircrew Officer and Rescue Crew Officer are entitled to overtime payments or time off in lieu under the following circumstances and conditions:

RECALL – in order to maintain the continuous shift roster, to meet operational requirements, training requirements or administrative duties, employees may be recalled by the Employer to work additional hours to that of rostered hours. Recall without agreement may occur for up to 10 days per year including simulator training. Any recall in excess of 10 days per year will be by mutual agreement.

SHIFT OVERRUN – when the helicopter returns to the Air Base after the ordinary cessation time of the shift, or an oncoming crew is required to commence a shift prior to the ordinary commencement time of the shift.

Recall and Shift Overrun shall be paid at the rate of double time.

- (2) Group 2 – Engineers:

The salaries paid to Base Engineers, Senior Base Engineers and Heavy Maintenance Engineer at all increment levels contain a rolled-up amount as a Minimum Overtime Allowance (MOTA). This equates with two (2) hours of overtime per week, at single time rates. The annual amount is adjusted by salary increases as follows:

	01/07/2023	01/07/2024	01/07/2025
Minimum Overtime Allowance annual amount (\$4000 as at 1 July 2005)	\$6987	\$7266	\$7484

RECALL – in order to maintain the aircraft operational availability requirements, training requirements or administrative duties, employees may be recalled by the Employer to work additional hours to that of rostered hours. Recall without agreement may occur for up to 10 days per year. Any recall in excess of 10 days per year will be by mutual agreement.

SHIFT OVERRUN – when maintenance activities necessary to return the aircraft to operational status requires maintenance activity beyond the ordinary cessation time of the shift, or an engineer is required to commence a shift prior to the ordinary commencement time of the shift.

Recall and Shift Overrun shall be paid at the rate of time and a half for the first three hours and double time thereafter.

33 Standby

- (1) From time to time, in recognition of operational requirements, it may be necessary to place crew on standby whether or not the crew is rostered on.
- (2) Base Engineers, Senior Base Engineers and Heavy Maintenance Engineer will be placed on standby for two (2) weekends per month, subject to the Operations Manual.

34 Rostering Principles

- (1) All rosters have and will be developed in consultation with employees. To ensure sufficient sleep opportunity in between shifts each prospective roster will be validated using ACG’s approved Fatigue

Management System. Any change to, or addition of a work practice in the organisations Fatigue Management System will only be done in consultation with employees.

- (2) Rostering practices that have been agreed through consultation and analysis of the organisation's approved Fatigue Management System are limited to the 4 x 4 roster (2 Day Shifts {0800 – 1800} / 2 Night Shifts {1800 – 0800} / 4 Days Off). ACG, after consultation with flight crew, may consider amending the rosters to alternatives other than the 4 x 4 roster (2 Day Shifts {0800 – 1800} / 2 Night Shifts {1800 – 0800} / 4 Days Off). Any proposed roster will need to meet Fatigue Management requirements approved by CASA.
- (3) In the event the roster is amended where the pattern of work or length of shifts vary from the present roster, the annualised loading outlined in Appendix 1 will be re-calculated based on the amended roster, and new salary rates (whether higher or lower than current rates) will be paid from the date of change to the roster.

35 Meal Breaks and Rest Pauses

While on duty and working more than six (6) hours in any one day, employees shall be entitled to:

- (1) a paid break of 30 minutes duration for a meal, to be taken at such time as will not interfere with the continuity of work.
- (2) two rest pauses each of 10 minutes duration, or one rest pause of 20 minutes duration in the employer's time, to be taken at such time/s as will not interfere with the continuity of work.

36 Fatigue Leave/Rest Period After Overtime – Crew Officers (excluding Base Managers)

Crew Officers (excluding Base Manager) are not subject to the conditions outlined at clause 18.10 (Fatigue leave/rest period after overtime) of the *General Employees (Queensland Government Departments) and Other Employees Award – State 2015* due to application of CASA requirements and the ACG Fatigue Management System.

ACG – Fixed Wing

37 Fixed Wing Pilots Classification Structure

- (1) Pilots within Fixed Wing operations are engaged as either Tier 1, Tier 2, or Tier 3 outlined as follows:
 - Tier 1 – Entry level pilot designated as First Officer (Jet) or Captain (Single Engine Turbo Prop);
 - Tier 2 – Pilot designated as Captain (Turbo Prop);
 - Tier 3 – Pilot designated as Captain (Jet).
- (2) Base salaries for Pilots within Fixed Wing operations are outlined at Appendix 1 of this Agreement.

38 Hours of Work

- (1) Hours of duty, flying time, relevant breaks and off-duty periods for Fixed Wing pilots shall be in accordance with aviation industry standards.
- (2) Total ordinary hours per fortnight for Fixed Wing pilots shall not exceed 84 hours.
- (3) Fixed Wing pilots will perform rostered ordinary hours in accordance with a roster based on one of the following:
 - 12/7 roster – based on day work only to a maximum of 12 hours per day over seven (7) days per week; or

- 24/7 roster – based on continuous shiftwork to a maximum of 12 hours per shift over seven (7) days per week.
- (4) When a pilot is required to fly in an off-duty period, and the pilot is willing and able to undertake such duty this time may be converted to duty time and time off shall subsequently be granted. Such time off must be taken within twelve months of the day on which the time was worked.
- (5) Ordinary hours of work for Base Engineers shall:
- (a) be an average of 228 hours over a 6 week period;
 - (b) be a daily maximum of 12 hours;
 - (c) be worked on any 5 in 7 days with 2 consecutive days off per 7 day period;
 - (d) Include being on standby 2 weekends per month with the other 2 weekends being free of duty.

39 Shift Loadings – Fixed Wing Pilots

The 24/7 roster arrangement for Fixed Wing pilots as specified in clause 38 above, shall attract a 10% loading to be paid in addition to the base rate of pay:

- The shift loading compensates for working ordinary hours on afternoon and night shifts over 7 days of the week.
- Fixed Wing pilots working the 12/7 roster attract no shift loading. See clause 80 of this Agreement.

40 Meal Breaks and Rest Pauses

While on duty and working more than 6 hours in any one day, operational employees in Fixed Wing (excluding day workers) shall be entitled to:

- (1) a paid break of 30 minutes duration for a meal, to be taken at such time as will not interfere with the continuity of work.
- (2) two rest pauses each of 10 minutes duration, or one rest pause of 20 minutes duration in the employer's time, to be taken at such time/s as will not interfere with the continuity of work.

41 Rostering Principles

ACG management and employee representatives commit to the development of new roosting principles for Fixed Wing relieving and touring conditions. This process should be completed within 12 months of the date of certification of this Agreement.

The agreed roosting principles will be subject to approval by the relevant Assistant Commissioner.

BEMS Award Employees

42 Nine Day Fortnight – Fleet Services Group (FSG)

- (1) Where the majority of employees in FSG work a nine (9) day fortnight all new employees and existing employees will maintain an entitlement to a nine (9) day fortnight.
- (2) All BEMS Award employees covered by this Agreement engaged in FSG will have one RDO per fortnight as per existing Award conditions.
- (3) From time to time roster systems or roster cycles may need to be varied to meet business needs such as emergent needs i.e. Taskforce deployment and/or particular maintenance needs. These variations will be implemented in FSG in consultation with the employees affected. Consultation will include a return date to the standard 9 day fortnight roster.

Day Workers (excluding ACG and BEMS above)**43 Hours of Work**

- (1) The ordinary hours of work shall be an average of 36.25 hours per week or 38 hours as applied to General Employees and Nurses under the applicable instruments and shall be worked between 6 am and 6 pm over any five consecutive days in seven days (i.e. Saturday to Friday inclusive):

Provided that an employee's daily starting and ceasing times shall be by agreement with the employee's supervisor. Those employees accessing ATA whose ordinary hours of work are an average of 36.25 hours per week shall have starting and finishing times recorded on the hour or at 15 minute intervals.

- (2) The ordinary hours of work prescribed herein (and as agreed through the consultation process defined at clause 21 of this Agreement) shall be worked continuously excluding an unpaid meal break of at least 30 minutes to be taken between the third and sixth hour from commencement of duty and shall not exceed 10 hours on any day:

Provided that for non-shift workers who accumulate ATA in accordance with clause 44 the ordinary hours of work shall not exceed 9.5 hours on any day.

Provided that in any arrangement of working hours where there exists a proposal to work a 10 hour period, the arrangement of hours and conditions shall be subject to the agreement of the Employer and the appropriate industrial organisation.

Any arrangement to work regular hours in excess of the standard day does not attract overtime consideration.

44 Accumulated Time Arrangements (ATA)

- (1) ATA will operate on the basis of a 28 day accounting period and shall apply to non-shift workers only who are subject to the *Queensland Public Service Officers and Other Employees Award – State 2015* (including those non-shift workers who occasionally are required to work shift work in order to meet operational requirements).
- (2) Subject to the provisions of clause 44(1), time may be accumulated for authorised work performed by an employee:
- (a) in excess of a standard day; and
 - (b) within the 6 am to 6 pm spread of hours; and
 - (c) to a maximum of 9.5 ordinary hours per day.
- (3) In lieu of payment for authorised overtime, employees in receipt of wages below the salary limitations prescribed in the *Queensland Public Service Officers and Other Employees Award – State 2015* may agree to have such authorised overtime accrued as TOIL on a time for time basis in accordance with clause 45(2) of this Agreement.

Employees in receipt of wages above the salary limitations prescribed in the *Queensland Public Service Officers and Other Employees Award – State 2015* are remunerated for overtime in accordance with clause 18.1 of that Award.

- (4) In lieu of accumulating time pursuant to ATA, employees in receipt of wages below the salary limitations prescribed in the *Queensland Public Service Officers and Other Employees Award – State 2015* may be paid overtime as approved by the Employer.
- (5) ATA is intended to provide opportunity for employees to access an accrued day (or part day) off within a work cycle. Approval to grant an employee access to time off shall not be unreasonably withheld.

- (a) ATA is to be managed for the dual benefits of the Employer and the employees (either individually or collectively).
 - (b) It is most important for the supervisor to maintain control over the accumulation of time and the taking of time off to ensure that employees should not forfeit any excess hours held in credit (see clause 44(7)(e) of this Agreement).
- (6) An employee may not accumulate time unless work is available for the employee to perform and such work is performed during the period.
- (7) The following conditions apply to all full-time employees whose ordinary hours are 36.25 hours per week and relevant part-time employees (see clause 44(9) below):
- (a) time accumulated by an employee during an accounting period or roster may be taken in the form of time off during that same accounting period or roster; or, subject to paragraphs (e) and (f) herein, may be carried forward to the next accounting period.
 - (b) except where clause 44(8) applies, time off cannot be accessed unless the employee has accumulated the equivalent amount of time in credit.
 - (c) time off shall not be taken in periods of less than 15 minutes' duration and shall be calculated to the next upward 15 minutes.
 - (d) time off of up to 4 days (or equivalent hours) may be allowed in any 28 day period.
 - (e) the maximum carry-over of hours between accounting periods or rosters is 5 ordinary days (or equivalent hours). No payment shall be made for any excess hours: that is, such excess hours will be forfeited unless paragraph (f) herein applies.
 - (f) provided that the Employer may approve a carry-over of hours or part thereof in excess of five (5) days (or equivalent hours) for an employee in the following circumstances:
 - (i) where such employee was refused time off and hence exceeded the maximum carry-over limit as specified above due to a specific direction by the Employer to the employee to work certain hours; or
 - (ii) where an unforeseen absence on sick leave or other approved leave occurs upon days immediately preceding the end of an accounting period or roster:

Provided that any such carried forward excess time should be taken as time off during the next accounting period or roster.

- (8) An employee may, with the consent of the supervisor, accrue *debit time* up to two (2) days of ordinary hours at any one time only for family leave or other emergent circumstances.

Accrued debit time may be carried from one work cycle to the next.

On termination of employment, any debit time accrued shall be recoverable by the Employer at ordinary rates and deducted from any monies owed at date of termination of employment. Any monies remaining as owing is a debt to the State and is recoverable by law.

- (9) ATA shall apply to part-time employees where operational requirements allow for flexible start and finish times. See clause 15.6(b)(ii) of the *Queensland Public Service Officers and Other Employees Award – State 2015*.
- (10) Where an employee who is temporarily filling a position is absent on ATA, such ATA shall not be deemed to interrupt the period of performance of such duties if such employee goes back to the same duties on return from ATA.

If an employee is on higher duties and does not return to same after accessing ATA, then such period of higher duties is interrupted and has in fact ceased at the commencement of ATA. Consequently, higher duties are not payable for ATA in such a situation.

- (11) The Employer may direct employees to work the hours of a standard day where an employee's time management is unsatisfactory. Any authorised time worked in such circumstances in excess of the hours of a standard day (subject to overtime cut-offs) will be paid as overtime.

Action in relation to unsatisfactory time management which leads to a direction to work the hours of a standard day should be addressed using performance management processes.

- (12) In lieu of accumulating time pursuant to ATA, employees in receipt of wages below the salary limitations prescribed in the *Queensland Public Service Officers and Other Employees Award – State 2015* may be paid overtime as approved by the Employer.
- (13) In the event of an employee's employment ceasing for any reason whatsoever, there shall be no payment for the balance of time accumulated at the date of separation, unless access to time off has been denied by the Employer.

Any employee who is to be paid out in accordance with the terms of this clause will receive such payment at the ordinary rate of pay up to the equivalent of four (4) standard days.

45 Overtime

- (1) Subject to clauses 44(3) and (11), overtime applies when time is worked in excess of the daily maximum ordinary hours, or outside the spread of hours.
- (2) Prior to overtime being worked, the form of compensation will be as mutually agreed by the Employer and the employee so concerned, where such employee is in receipt of wages below the salary limitations prescribed in the *Queensland Public Service Officers and Other Employees Award – State 2015*.

Where mutually agreed for the overtime not to be compensated by paid overtime, such overtime shall be accrued in the form of equivalent time off in lieu (TOIL)

Provided that in the event of the supervisor and employee not reaching agreement, such overtime will be compensated by paid overtime at the appropriate overtime rate, in accordance with clause 18.1 of the *Queensland Public Service Officers and Other Employees Award – State 2015*.

Arrangements for TOIL are as follows:

- (a) TOIL accrues independently of ATA;
- (b) TOIL is calculated in 15 minute intervals;
- (c) there is no upper limit to the amount of TOIL that may accumulate;
- (d) TOIL is to be taken within 12 months of its accrual and if not taken within such period, shall lapse and be forfeited;
- (e) prior approval is required for the taking of TOIL and shall be taken at times to suit operational requirements; and
- (f) subject to mutual agreement, overtime may be compensated by a combination of TOIL and a paid component.

- (3) An employee recalled to perform duty after completing ordinary hours or at least two hours prior to commencing ordinary hours shall be compensated in accordance with clause 45(2) above either by the payment at overtime rates with a minimum payment of two hours or by accumulation of TOIL.

Provided that, for the purposes of this clause, the term "ordinary hours" means those hours which fall between the agreed nominal starting and finishing times of individual employees on a daily basis.

- (4) Where applicable, overtime shall be paid at the following rates:

Monday to Saturday: Time and a-half for the first three hours and double time thereafter.

Sunday: Double Time.

- (5) Subject to clause 45(2) herein, an employee directed to work overtime on either the first, third, fifth or seventh days of such employee's rest days during an accounting period shall be paid at the rate of time and a-half for the first three hours and double time thereafter with a minimum of two hours' work or payment therefore.
- (6) Subject to clause 45(2) herein, an employee directed to work overtime on either the second, fourth, sixth or eighth days of such employee's rest days during an accounting period shall be paid at the rate of double time, with a minimum of two hours' work or payment therefore.
- (7) Clauses 45(5) and (6) herein shall not apply to work performed on an employee's accumulated day off as a result of such employee working ordinary hours over less than five days in any week.
- (8) Subject to clause 45(2) herein, an employee directed to work on such employee's accumulated day off shall be paid for such work at the rate of time and a-half for the first three hours and double time thereafter with a minimum of two hours' work or payment therefore.

An employee directed to work on an accumulated day off and paid for such work at overtime rates shall not be entitled to an additional day off in lieu.

46 Weekend Work

- (1) All ordinary time worked between midnight Friday and midnight Saturday (not being overtime) shall be paid for at the rate of time and a-half. All ordinary time worked between midnight Saturday and midnight Sunday shall be paid for at the rate of double time.
- (2) Provided that with agreement between the Employer and the employee concerned, an employee may be compensated by, in addition to the payment of salary at ordinary rates for that day and accrual of ATA where applicable, being allowed to accrue ATA in lieu of being paid the applicable penalty.

Two options are thus available:

- (a) payment in accordance with stipulated penalty; or
- (b) payment for the weekend day ordinary rates of pay PLUS accrual of ATA under the terms of the ATA prescribed at clause 44 of this Agreement.

In option (b), accrued time is accumulated on the basis of half time in lieu of the Saturday penalty and equal time in lieu of the Sunday penalty for actual time worked.

There must be genuine agreement between the parties as to which option shall apply. Provided that in the event of the supervisor and employee not reaching agreement, such work will be compensated at the appropriate weekend rate prescribed in clause 46(1).

47 Occasional Shift Work (performed by a non-shift employee) to meet operational requirements

- (1) Where non shift work employees are required to work occasional shift work to meet operational requirements as determined by the Employer:

- (a) access to ATA continues to apply; and
 - (b) paid overtime (if applicable) continues to be paid at the non-shift worker rate.
- (2) Where management determines that operational requirements occasionally require employees to work all or a substantial part of their standard day on any one day outside their ordinary hours of work, such employees may be compensated as shift workers for such period if there is mutual agreement by employees so affected to work as required:

Provided that no arrangements in this regard are to commence with less than 48 hours' notice.

- (3) The conditions applying to these arrangements are limited to:
- (a) the payment of the relevant afternoon or night shift allowance for shifts commencing on Monday to Friday (inclusive) as prescribed at clause 51 of this Agreement;
 - (b) the weekend penalty rates as prescribed in clause 52 of this Agreement for shifts commencing on a Saturday or Sunday.
- (4) Any agreement made under these arrangements shall be recorded, signed by either the employees or their representative and the relevant supervisor. Such record shall be maintained at the workplace to which it relates.
- (5) These provisions will apply where a non-shift employee works occasional penalty or shift work.
- (a) The starting time of a particular shift shall dictate the penalty which may be applicable.
 - (b) In no circumstances shall the penalties prescribed for shift allowance, weekend rates, or public holidays be combined for the same period of work.

For example:

- (i) a shift commencing at 6pm on a Friday evening will attract a 15% allowance for the entire shift.
- (ii) a shift commencing on Saturday at 8pm and concluding on a Sunday at 4am attracts payment for the entire shift at the Saturday rate of time and a half.
- (iii) a shift commencing on a public holiday and concluding on a weekend day will attract the public holiday penalty for the entire shift.

48 Public Holidays

The Public Holidays provisions prescribed in the relevant Award apply unless specifically overridden or unless inconsistent with any provisions of this Agreement.

Shift Workers (excluding ACG and BEMS above)

49 Hours of Work

- (1) Employees shall work day, afternoon and/or night shifts as required by the Employer so that the ordinary hours shall not exceed 145 hours or 152 hours as applied to General Employees and Nurses over a four week period. Provided that where ordinary working hours are to exceed 10 hours up to a maximum of 12 hours on any day or afternoon shift and/or eight hours on any night shift, the arrangement of hours and conditions shall be subject to the agreement of the Employer and either the relevant Union or the representative of the employees so affected.

Any arrangement to work regular hours in excess of the standard day does not attract overtime consideration.

- (2) The ordinary working hours shall be worked in accordance with the following:
 - (a) a "day shift" shall commence at or after 6 am and before 12 noon;
 - (b) an "afternoon shift" shall commence at or after 12 noon and before 6 pm;
 - (c) a "night shift" shall commence at or after 6 pm and before 6 am.
- (3) Shifts shall be worked according to a roster implemented in accordance with clauses 21(1) or (2).
- (4) Employees shall be notified of their rostered hours at least one work cycle in advance of the roster.
- (5) Changes within a roster shall be made in accordance with clause 15.2 of the relevant Award.

The supervisor may approve of a change to the rostered shifts where mutually agreed between one employee and another.

- (6) Notwithstanding any of these provisions, no shift worker shall perform more than two consecutive shifts.

If work is undertaken on the second of two consecutive shifts and such work is to be compensated by paid overtime, such payment shall be paid at double time (i.e. the overtime rate for shift workers).
- (7) All shift employees shall be allowed a minimum of 30 minutes for a meal break to be taken between the third and sixth hour from the commencement of duty. Meal breaks are to be taken so as not to interfere with operational requirements:

Provided that the hours of duty of shift workers shall be inclusive of meal breaks. No deduction shall be made from an employee's salary for meal breaks taken.

- (8) The starting time of a particular shift shall dictate the penalty which may be payable.

In no circumstances shall the penalties as prescribed by clauses 51, 52 or 53 be combined for the same period of work.

50 Overtime

- (1) Overtime applies to all approved time worked in excess of the ordinary rostered hours of work.
- (2) All authorised overtime for shift workers shall be paid in accordance with clause 18.3 of the relevant Award.
- (3) An employee recalled to perform duty after completing an ordinary shift or at least two (2) hours prior to commencing an ordinary shift shall be paid at overtime rates with a minimum payment of two hours.
- (4) Shift workers shall be paid for overtime at the rate of double time.

51 Shift Allowance

Employees who work afternoon or night shifts (Monday to Friday inclusive) shall be paid 15% per shift in addition to the ordinary rate.

Provided that effective from date of certification of this Agreement, on the abovementioned night shifts where all four (4) ordinary hours are worked between 2 am and 6 am, the employee shall be paid 20% shift allowance for the whole ordinary shift in lieu of the abovementioned 15% allowance.

52 Weekend Rates

All shifts commencing between midnight on Friday and midnight on Saturday shall be paid for at one and a half times the ordinary rate; and all shifts commencing between midnight on Saturday and midnight on Sunday shall be paid for at the rate of double time.

53 Public Holidays

- (1) All work performed by any employee on a public holiday is paid for at the rate of double time and a half with a minimum of four (4) hours.
- (2) All full-time employees (other than casual employees) who work other than Mondays to Fridays, if rostered on a rostered day off or a rest day on any public holiday shall be paid an additional day's wage (i.e. 7 hours 15 minutes ordinary hours) for each such day.

For the purposes of this clause, 'rostered day off' shall mean rostered off on a day of the week which normally forms part of the employee's ordinary hours.

Provided that the additional day's wage as prescribed above is **not** payable where such employee is provided a day off in lieu of the rest day or RDO falling on the public holiday, within the same roster period.

Nothing prevents the Employer and the employee from reaching mutual agreement to be granted a day off in lieu of the additional day's wage or day off within the same roster period, to be taken at a time to be mutually agreed between the Employer and the employee.

Provided further that the additional days' wage or day off in lieu prescribed herein is paid or accrued during a period of leave where the public holiday coincides with a rest day or a rostered day off.

- (3) Authorised overtime performed on public holidays shall be paid in accordance with clause 23.1 of the relevant Award.

54 Payment of Christmas Penalties

Due to the public holidays over the Christmas/New Year period, the pay system must close earlier than usual. Therefore, the penalties that would normally be paid to a shift worker in the pay fortnight that the Christmas public holidays fall, are to be paid on a projected basis.

This arrangement only applies to those penalties that would normally be paid in the Christmas pay fortnight if the pay closed off as per usual.

If an overpayment of such penalties occur for whatever reason (e.g. an employee's absence due to illness) for the days in question, then the Employer will automatically deduct the overpayment in a subsequent pay period.

55 10 Hour Break between Ordinary Shifts

Unless there is a justifiable reason to do otherwise, there must be a 10 hour break between ordinary rostered shifts.

A justifiable reason includes any of the following:

- (a) where the duty to be undertaken cannot be planned for and is outside of the control of the Employer;
- (b) where the work of the station, section or establishment cannot proceed without the employee in question being on duty and there is no other alternative;
- (c) where it is imperative that the work being undertaken by the employee in question is not delayed;

- (d) where an employee lives in close proximity to a remote locality station, it is possible for the 10 hour break requirement to be waived by mutual consent between the employee and the employee's manager, provided that the break observed in lieu thereof is not less than 8 hours.

PART FIVE – LEAVE

56 Annual Leave Loading Payment

- (1) Subject to subclause (2) below, payment of annual leave loading will be consolidated and paid to all non-shift working employees once per year. Such payment will occur in December of each year based on accruals as at 1 December of that year.
- (2) The parties are agreed that employees who temporarily move between both shift work and non-shift work will be paid their annual leave loading at the time annual leave is taken. Provided that substantive non-shift working employees who have relieved as a shift worker or who have undertaken occasional shift work during the 12 month period up to but excluding 1 December each year (i.e. on 1 December the employee is working as a non-shift worker in a non-shift working work unit) will be paid leave loading in December of each year based on accruals as at 1 December of that year.
- (3) Annual leave loading for shift workers will be paid on the employee's shift status at the time of accessing leave.

57 Potentially Traumatic Events and Mental Health First Aid

- (1) Employees will be entitled to a maximum of three (3) days paid leave when they have been exposed (including via telephone or radio) to a potentially traumatic event/critical incident. For the purpose of this clause a critical incident will include the examples provided in the *Safety and Wellbeing Guideline for Psychological First Aid*, and other critical incidents as determined by the Commissioner.
- (2) This leave will be in addition to any other paid leave the employee is entitled to and will be granted by the Employer subject to operational requirements, and not unreasonably refused.

58 Cultural Awareness and Leave

- (1) The parties recognise the value of diversity in the workplace and the importance of measures that promote diversity and cultural respect, in particular with regard to Aboriginal and Torres Strait Islander peoples and cultures.
- (2) Employees may access up to five (5) days unpaid cultural leave per year as prescribed at section 51 of the *Industrial Relations Act 2016*. In addition, eligible employees may also access cultural leave:
 - as recreation leave;
 - as unpaid special leave;
 - in lieu of public holidays (where operational circumstances permit);
 - as accrued time leave; or
 - at the required time with such time made up at a later date.
- (3) The Employer will report to the QPS ACC about cultural awareness training and activities.

59 Extra Leave for Proportionate Salary (Purchased Leave)

Where agreed between the Employer and employee, and subject to policy requirements, employees can agree to work reduced months in a year and receive a proportionate salary over a full twelve-month period, where this arrangement meets the operational needs of the Employer.

60 Annual Leave for ACG Rotary Wing Employees

Employees in Group 1 below who work a continuous shift roster and are paid in accordance with annualised salary arrangements prescribed at Appendix 1 of this Agreement are paid leave loading calculated on the loaded up salary rate.

Groups are **NOT** the same as the two separate groups in clauses 30 and 32 above.

- (1) Group 1 – Air Crew (Base Manager, Chief Aircrew Officer, Senior Aircrew Officer, Pilot, Aircrew Officer and Rescue Crew Officer):
 - (a) 42 consecutive days (inclusive of weekends and public holidays) on full salary for each year of service and a proportionate amount for an incomplete year of service, but so as not to accumulate more than 84 consecutive days of recreation leave; and
 - (b) leave loading of 17.5% on 28 consecutive days (inclusive of weekends and public holidays) for each year of service and a proportionate amount for an incomplete year of service, to be paid during December of each year (or in the case of cessation of employment, in the final pay).
- (2) Group 2 – Deputy Chief Engineer, Senior Base Engineer, Heavy Maintenance Engineer and Base Engineer:
 - (a) 25 days (exclusive of weekends and public holidays) on full salary for each year of service and a proportionate amount for an incomplete year of service, but so as not to accumulate more than 50 days of recreation leave; and
 - (b) leave loading of 17.5% on 20 days for each year of service and a proportionate amount for an incomplete year of service, to be paid during December of each year (or in the case of cessation of employment, in the final pay).

61 Annual Leave for ACG Fixed Wing Employees

Annual leave for ACG Fixed Wing operational employees is as follows:

- (1) Pilots – In accordance with the Ministerial Directive relating to Recreation leave.
 - (a) Where a Fixed Wing Pilot works a 24/7 roster are to receive 42 consecutive days (inclusive of weekends and public holidays) on full salary for each year of service and a proportionate amount for an incomplete year of service.
 - (b) leave loading of 17.5% on 28 consecutive days (inclusive of weekends and public holidays) for each year of service and a proportionate amount for an incomplete year of service, to be paid during December of each year (or in the case of cessation of employment, in the final pay).
- (2) Base Engineer:
 - (a) 25 days (exclusive of weekends and public holidays) on full salary for each year of service and a proportionate amount for an incomplete year of service, but so as not to accumulate more than 50 days of recreation leave; and
 - (b) leave loading of 17.5% on 20 days for each year of service and a proportionate amount for an incomplete year of service, to be paid during December of each year (or in the case of cessation of employment, in the final pay).
- (3) Annual leave loading for shift workers will be paid on the employee's shift status at the time of accessing leave.

62 Upper Respiratory Tract Infection (URTI) Leave - ACG

Pilots within ACG Rotary and Fixed Wings are entitled to additional paid personal leave for an Upper Respiratory Tract Infection (URTI) as follows:

- (1) pilots will be granted up to six days' paid leave per financial year for a disability associated with an URTI. This paid leave is not cumulative;

- (2) the Pilot will determine whether the URTI is sufficiently serious as to prevent them from performing flying duties only or whether the URTI prevents them from performing any work. If the URTI prevents any work, the Pilot can access URTI leave and must provide a medical certificate specifying the nature of the URTI; and

if the URTI prevents flying duties only, the Pilot will report for work and will perform ground-based duties only.

PART SIX – MISCELLANEOUS

General

63 Entry Level Recruitment Requirements – Administrative Stream

For the purposes of recruitment and selection for roles in the Administrative Stream of the *Queensland Public Service Officers and Other Employees Award – State 2015*, entry level will be defined as Administrative Officer Level 3 (AO3).

ACG – Rotary Wing

64 Inclusiveness of Salaries

The rates of salaries payable under this Agreement to Rotary Wing operational employees are inclusive of overtime compensation (subject to clauses 32, 33 and 35), standby and duty on night shifts, public holidays and weekends.

65 Employment Status of Rotary Wing Operational Employees

Rotary Wing operational employees covered by this Agreement are employed pursuant to section 149 of the *Public Sector Act 2022*.

66 Notice of Termination of Employment

- (1) The period of notice required to be given by a Rotary Wing operational employee shall be a minimum of four (4) weeks.
- (2) The period of notice given by the Employer to a Rotary Wing operational employee shall be a minimum of four (4) weeks, with an additional week's notice above this minimum if the employee is 45 years old or over and the employee has completed at least two (2) years of continuous service.

67 Movement Within and Between Classification Levels

- (1) Movement within classifications:
- (a) an increment shall not be made to the salary of an employee until such employee has received such salary for a period of 12 months, or in the case of part-time or casual employees, until the equivalent of 12 months full-time service has been completed.
 - (b) no employee shall be entitled to receive annual salary increments unless performance initiatives have been achieved as certified by the employer.
 - (c) an employee must comply with any conditions relating to performance initiatives as agreed between the employee and employer.
 - (d) if any increment is withheld from or refused to be granted to any employee, a grievance may be lodged in accordance with clause 20 (Disputes Avoidance and Settlement Procedures) of this Agreement.
- (2) Movement between classifications by employees will be based on appointment on merit to advertised vacancies.

68 Recognition of Prior Service

The following service credits will be applied to new Rotary Wing operational employees on engagement to the respective salary rates in this Agreement:

(1) Pilots

500 hours multi-engine command	1 year
1,000 hours multi-engine command	2 years
1,000 hours night helicopter flying	1 year
Greater than 250 hours EMS experience	1 year
Greater than 500 hours EMS experience	2 years
Current command Instrument Rating	2 years
Previous command Instrument Rating	1 year
Current Twin command on aircraft type operated by employer	2 years
150 hours NVIS experience	1 year
TOTAL MAXIMUM CREDIT	4 YEARS

(2) Aircrew Officers

500 hours	1 year
1,000 hours	2 years
1,000 hours EMS experience	1 year
2,000 hours EMS experience	2 years
150 hours NVIS experience	1 year
PPL Helicopter Theory Subjects	1 year
PPL (as above) or higher Plus IREX	2 years
TOTAL MAXIMUM CREDIT	4 YEARS

(3) Rescue Crew Officers

250 hours	1 year
500 hours	2 years
500 hours EMS experience	1 year
1,000 hours EMS experience	2 years
150 NVIS experience	1 year
TOTAL MAXIMUM CREDIT	4 YEARS

69 Part-time Rotary Wing Operational Employees

(1) Part-time provisions as prescribed at clause 8.2 of the *Queensland Public Service Officers and Other Employees Award – State 2015* shall apply to Rotary Wing operational employees engaged on a part-time basis, subject to the following:

- (a) for Rotary Wing operational employees other than Engineering staff, the full-time hours of work for purposes of calculating entitlements shall be 84 per fortnight.
- (b) for Engineering staff, the full-time hours of work for purposes of calculating entitlements shall be 76 per fortnight.

70 Casual Rotary Wing Operational Employees

- (1) Subject to the availability of suitable persons, casual employment shall be utilised for emergent, short-term relief or for short-term large-scale maintenance work.
- (2) Each engagement shall stand alone and be per shift (day or night). (**Note:** in this context, the classification “Base Engineers” includes LAMEs assisting with large-scale maintenance work.)

- (3) Payments (as per subclause (2) above) shall include a loading of 23%, which is in lieu of paid leave provisions as per subclause (7) below.
- (4) Casual daily rates are included in Appendix 1 (Salary Rates) of this Agreement and are calculated as follows:
 - (a) Pilot, Aircrew and Rescue Crew
 Loaded up fortnightly rate divided by 8.4;
 Plus 23% loading and rounded to nearest dollar.
 - (b) Base Engineer, Senior Base Engineer and Heavy Maintenance Engineer
 Fortnightly rate;
Minus MOTA and Tool Allowance fortnightly figures as per clauses 17(14) and 32(2) where annual amounts are divided by 26.0892;
 Divided by 7.6;
 Plus 23% loading and rounded to nearest dollar.
- (5) Casual employees are not entitled to payments for overtime and recall (subject to the provisions of clause 30) and extra payments for ordinary-time work on weekends and public holidays.
- (6) Casual employees are entitled to Meal Allowances (clause 17(10)), Hardship Allowance (clause 17(8)), Extension of Public Service Officer Conditions (clause 11) and Movement Within and Between Classification Levels (clause 67).
- (7) Casual employees are not entitled to any paid leave provisions (subject to the provisions of Chapter 2, Part 3 of the *Industrial Relations Act 2016*).

71 Motor Vehicles

- (1) Base Managers, and Deputy Chief Engineer will be supplied with a private plated motor vehicle, which is available for full private use including whilst on recreation leave. However, the motor vehicle must be available at the Air Base for general use while the employee is at work or not on leave.
- (3) Persons employed as Base Engineer, Senior Base Engineer and Heavy Maintenance Engineer shall have access to a government vehicle when on continuous on call. The vehicle must be available for general use while the employee is at work (there is no requirement for the employee to be on call whilst on recreation leave and there will be no access to the vehicle).

72 Expenses

The Employer shall meet the following expenses:

- (1) the cost of maintaining licenses required to be held by employees pursuant to the *Civil Aviation Act 1988 (Cth)* for the performance of duties required by the Employer;
- (2) the cost of medical assessments for employees as required by the *Civil Aviation Act 1988 (Cth)* and/or the Employer to perform the duties required by the Employer.

Provided that for employees under 60 years of age where a medical assessment is required by the Employer, one medical assessment per year will be funded by the Employer, and where over 60 years of age, two medical assessments will be funded by the Employer.

Provided further that where an employee fails a medical examination, the Employer reserves its right to consider the factors of each circumstance and may not support the reimbursement of the cost for the medical examination;

- (3) the cost of regulatory and flight reference documentation, which each employee is required to maintain (as prescribed in the Operations Manual).

73 Insurance

- (1) Crew Officers' Accident Insurance – the Employer shall provide accident insurance for off-duty periods when these employees are undertaking appropriate physical fitness activities in recognition of the requirements of clause 76 of these provisions.
- (2) Loss of License Insurance – the employer shall provide loss of license cover for pilots to the amount of not less than \$100,000 subject to the insurer's policy.

74 Training

In the event new aircraft and/or equipment are purchased for the effective operations of the ACG Rotary Wing, all employees shall be given the opportunity to undertake appropriate training.

All employees will be offered continuation training such as simulator training in accordance with the frequencies and standards required by the Employer.

75 Relieving and Higher Duties

- (1) An employee may be directed by the Employer to take up duty away from the employee's normal Air Base to relieve another employee or to perform special duties for a reasonable period of time and where possible, by mutual agreement between the employer and employee.

In such cases where away overnight, the Directive relating to Domestic Travelling and Relieving Expenses shall apply.

- (2) When employees, other than the Deputy Chief Engineer, relieve in the position of Base Manager, for the purpose of determining the higher duties amount payable, an amount of \$21,840 per annum (\$837.10 per fortnight) is to be added to the pay-point 1 salaries of Base Manager, (such additional amount represents the salary-sacrifice amount of the private plated vehicle referred to in clause 71 of this Agreement, as the persons relieving in the positions will not have access to a private plated vehicle).
- (3) The Directive relating to Higher Duties applies including where an employee can be directed to undertake a relevant percentage of the duties and responsibilities of the higher level role.

76 Crew Officer Fitness Requirements

- (1) It is a condition of employment that all crew officers maintain a high level of physical fitness to ensure that they carry out their duties efficiently and safely, in the public interest.
- (2) The achievement of the requisite physical fitness level will be demonstrated by the ability to pass a regular fitness assessment which is developed in consultation between the employer and employee.
- (3) In order to achieve the requisite physical fitness level, an employee may have to undertake approved physical activities outside of rostered hours. Such approved physical activities shall be developed in consultation with the employee.

77 Return of Service Obligation (ROSO)

- (1) A ROSO will be imposed on employees exiting ACG Rotary Wing either of their own volition or on termination of services, after the employee has received any of the following training at the employer's expense:
 - (a) overseas training;
 - (b) initial helicopter conversion;
 - (c) type endorsement;
 - (d) NVIS rating.

- (2) This obligation will be imposed by recouping the cost of the course/s and any associated costs such as travel, accommodation, meal and incidental costs, on the following basis:
- (a) where an employee receives any of the above training within two (2) years of commencement of their employment, 100% of the total amount would be applied in the first month after the training and the obligation reduced on a pro-rata basis each month until the 24th month when the obligation would cease.
 - (b) prior to requiring an employee to pay a Re ROSO, ACG will itemise the amount of the obligation of the course/s and any associated costs including travel, accommodation, meal and incidental costs.

78 Uniforms

Where uniforms are required to be worn by an employee, the employee shall be supplied suitable uniforms of good quality as approved by the Employer. Uniforms shall be replaced on a fair wear and tear basis.

ACG – Fixed Wing

79 Employment Status of Fixed Wing Operational Employees

Fixed Wing operational employees covered by this Agreement are employed pursuant to section 149 of the *Public Sector Act 2022*.

80 Inclusiveness of Salaries

The rates of salaries payable under this Agreement to Fixed Wing operational employees are inclusive of overtime, on call, recalls, standby, work on public holidays, weekends and off-duty periods.

81 Notice of Termination of Employment

- (1) The period of notice required to be given by a Fixed Wing operational employee shall be a minimum of four (4) weeks.
- (2) The period of notice given by the Employer to a Fixed Wing operational employee shall be a minimum of four (4) weeks, with an additional week's notice above this minimum if the employee is 45 years old or over and the employee has completed at least two (2) years of continuous service.

82 Part-time Fixed Wing Operational Employees

- (1) Part-time provisions as prescribed at clause 8.2 of the *Queensland Public Service Officers and Other Employees Award – State 2015* shall apply to Fixed Wing operational employees engaged on a part-time basis, subject to the following:
 - (a) for Fixed Wing pilots the full-time hours of work for purposes of calculating entitlements shall be 84 per fortnight.
 - (b) for Engineering staff, the full-time hours of work for purposes of calculating entitlements shall be 76 per fortnight.

83 Casual Fixed Wing Operational Employees

- (1) Each engagement shall stand alone and be per hour (day or night).
- (2) Payments (as per subclause (1) above) shall include a loading of 23%, which is in lieu of paid leave provisions as per subclause (5) below.
- (3) Casual hourly rates are calculated as follows:

Pilot

Base fortnightly rate divided by 84;
Plus 23% loading and rounded to nearest 10 cents.

Base Engineer

Fortnightly rate;
Minus MOTA and Tool Allowance fortnightly figures as per clauses 17(14) and 32(2) where annual amounts are divided by 26.0892;
Divided by 76;
Plus 23% loading and rounded to nearest 10 cents.

- (4) Casual employees are entitled to Meal Allowances (clause 17(10)), Hardship Allowance (clause 17(8)), Extension of Public Service Officer Conditions (clause 11) and Movement Within and Between Classification Levels (clause 84).
- (5) Casual employees are not entitled to any paid leave provisions (subject to the provisions of Chapter 2, Part 3 of the Act).

84 Movement Within and Between Classification Levels

- (1) Movement within classifications:
 - (a) an increment shall not be made to the salary of an employee until such employee has received such salary for a period of 12 months, or in the case of part-time or casual employees, until the equivalent of 12 months full-time service has been completed.
 - (b) no employee shall be entitled to receive annual salary increments unless performance initiatives have been achieved as certified by the employer.
 - (c) an employee must comply with any conditions relating to performance initiatives as agreed between the employee and employer.
 - (d) if any increment is withheld from or refused to be granted to any employee, a grievance may be lodged in accordance with clause 20 (Disputes Avoidance and Settlement Procedures) of this Agreement.
- (2) Movement between classifications by employees will be based on appointment on merit to advertised vacancies.

85 Allocation to Paypoint Within a Classification Level on Appointment

An applicant who is appointed to a Fixed Wing operational position may, at the discretion of the Employer, be offered and appointed to any paypoint within the classification based on recognition of skills, knowledge or experience.

86 Time and Wages Records

Whilst the Employer shall comply with the provisions of the *Industrial Relations Act 2016* in relation to the keeping of time and wages records, Fixed Wing pilots shall supply monthly returns of hours worked in a format which complies with the *Civil Aviation Orders and Civil Aviation Regulations*, and other data as may be required, in a format suitable to the Employer.

87 Return of Service Obligation (ROSO)

- (1) A ROSO will be imposed on employees exiting ACG either of their own volition or on termination of services, after the employee has received any of the following training at the employer's expense:
 - (a) initial type rating conducted within Australia or overseas; and

- (b) recurrency training conducted within Australia or overseas on initial employment.
- (2) This obligation will be imposed by recouping the cost of the course/s and any associated costs such as travel, accommodation, meal and incidental costs, on the following basis:
 - (a) where an employee receives any of the above training within (2) years of commencement of their employment, 100% of the total amount would be applied in the first month after the training and the obligation reduced on a pro-rata basis each month until the 24th month when the obligation would cease.
 - (b) prior to requiring an employee to pay a ROSO, ACG will itemise the amount of the obligation of the course/s and any associated costs including travel, accommodation, meal and incidental costs.

88 Public Holidays

All work performed on a public holiday shall be compensated for by time-off-in-lieu on the basis of time for time and not computed time:

Provided that such time off may be taken in conjunction with annual leave.

89 Higher Duties

Where an employee is directed or rostered to pilot temporarily an aircraft which attracts a higher salary, the employee shall be paid extra remuneration appropriate to such duty.

Provided that the employee temporarily acts in such capacity for more than five consecutive days not including off-duty periods; and performs and accepts all of the duties and responsibilities for the time being associated with such higher duties.

90 Transport Arrangements for Standby Pilots

Pilots on standby shall be supplied with a vehicle or paid motor vehicle allowance or provided with Cabcharge to enable them to respond promptly for duty.

91 Uniforms

Where uniforms are required to be worn by an employee, the employee shall be supplied suitable uniforms of good quality as approved by the Employer. Uniforms shall be replaced on a fair wear and tear basis.

92 Loss of Licence Insurance – Fixed Wing Pilots

The employer shall provide loss of license cover for Fixed Wing pilots to the amount of not less than \$100,000 subject to the insurer's policy.

93 Training

- (1) In addition to training which is specific to their area of expertise, pilots shall be provided other appropriate training - e.g. computer operations, stress management.
- (2) Health and Safety training relevant to pilots needs shall be provided in accordance with training programs available to the Employer.
- (3) Higher level skills training shall be provided as required.
- (4) Performance Planning and Assessment shall be utilised to link to training objectives and task accomplishment.

BEMS Award Employees (BEMS)

94 Classification Structure

The classification structure and classification definitions contained at clause 12 and Schedule 2 in the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* continue to apply.

Where it is approved for ‘C’ Scale employees to hold and use relevant dual trade qualifications, those employees will be classified at C6 classification level and can be required to perform duties across QPS workshops. Relevant dual trade qualifications utilised by FSG are Light Vehicle Mechanical Technology, Motor Cycle Mechanical Technology, Engineering – Fabrication Trade, and Automotive Electrical Technology. Within Marine Technical Section relevant dual trade qualifications are Marine Mechanical Technology, Light Vehicle Mechanical Technology, and Mechanical Trade – Diesel Fitting.

Salary rates for workshop employees are contained in Appendix 1 of this Agreement and recognise the specialised nature of the skills and competencies required by the Employer to deliver specialised services required by the QPS.

Additional Mid-Points (AMP) as provided for in Appendix 5 of this Agreement, apply to workshop employees where appropriate.

95 Classification Review

The Employer commits through the QPS ACC to undertake a competency-based classification review of all BEMS Award ‘C’ Scale employees within two (2) years of the date of certification of this Agreement. An appropriate tender process will occur to source an independent contractor to undertake the necessary competency assessments.

96 Travel Time and Travel Expenses

Level C6 employees are required to travel in their own time and at their own expense when required to work temporarily at alternate locations located within a 20 kilometres radius from the employee’s normal workplace or other locations that are situated closer to the employee’s residence than their normal workplace.

Where required to perform duties at an alternate location for a temporary period outside the above parameters, a Level C6 employee shall be paid ordinary salary for excess travel time undertaken in excess of the time ordinarily taken to travel to/from home and their normal workplace. Any travelling expenses incurred over and above those travelling expenses normally incurred in travelling to/from home and their normal workplace will be paid and could include payment of motor vehicle allowance prescribed at clause 13.19 of the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016*.

97 On-call and Recall

- (1) Employees rostered on-call shall be eligible for an on-call allowance of 14% of the daily base rate of pay of the employee’s classification level for each day on-call.
- (2) Where an employee is required to be on-call on a public holiday, the employee shall be provided with one normal work day off to be taken by mutual agreement within 12 months of date of public holiday on-call.
- (3) Employees required to respond during an on-call period by attending a work site, will be paid at overtime rates for a minimum of four (4) hours for each time so recalled.

98 Apprenticeships

The Employer is committed to employing more apprentices during the term of this Agreement.

In each calendar year, the Employer will assess viability, based on budget and establishment numbers, of engaging further apprentices within QPS workshops.

99 Training

- (1) The Employer is committed to delivery of appropriate training to ensure employees deliver quality services to its clients. Where there is an identified training need which will enable the Employer to meet service needs, an appropriate means of training should be identified. "Training need" may include, but will not be restricted to, using various forms of on-the-job training, on-line training and through use of internal or external training providers.
- (2) The Employer is committed to maintaining the technical currency of employees. Typically training needs should be identified through the development of individual professional development plans to suit the needs of the individual and the Employer.

100 Uniforms

- (1) On commencement of employment, new employees will be provided with three (3) sets of uniforms made up of:
 - trousers
 - shirt
 - boots
- (2) On confirmation of employment after completion of the relevant probation period, a further two (2) sets of uniforms will be provided as well as an agreed number of winter jackets, hats, gloves and pullovers.
- (3) The Employer commits to providing a winter jacket to new employees prior to 1 June or on commencement of employment if occurring after 1 June and prior to 1 September.
- (4) All uniform components will be replaced on the basis of fair wear and tear.

101 Replacement of Tools

The provisions of clause 29.1(d) to (g) of the BEMS Award shall apply to workshop employees who are required to provide their own tools.

PART SEVEN – AGREEMENT COMPLIANCE AND UNION RELATED MATTERS**102 ILO Conventions**

The Employer recognises its obligations to give effect to international labour standards including freedom of association, workers' representatives, collective bargaining and equality of opportunity for all employees.

103 Collective Industrial Relations

- (1) The Employer acknowledges that structured, collective industrial relations will continue as a fundamental principle of this Agreement. The principle recognises the important role of unions and union members. It supports constructive relations between management and unions and recognises the need to work collaboratively with relevant unions and employees in an open and accountable way.
- (2) The Employer recognises that membership of unions and coverage issues are determined by the provisions of the *Industrial Relations Act 2016* and any determinations of the Queensland Industrial Relations Commission.
- (3) The Employer is committed to collective agreements and will not support non-union agreements.

104 Union Encouragement

- (1) The Employer recognises the right of individuals to join a union and will encourage that membership. This is consistent with the Queensland Government's *Union Encouragement Policy* as outlined at Appendix 6 of this Agreement, that encourages employees to join and maintain financial membership of unions. However, it is also recognised that union membership remains at the discretion of individuals.

- (2) An application for union membership and information on the relevant union/s will be provided to all employees at the point of engagement.
- (3) Information on the relevant union(s) will be included in induction materials.
- (4) Union representative(s) will be provided with the opportunity to discuss union membership with new employees.
- (5) The Employer will provide relevant unions with complete lists of new starters (consisting of name, job title, work email, work location (including floor level where possible), award and employment status (permanent/temporary/casual) to the workplace on a quarterly basis, unless agreed between the Employer and union to be on a more regular basis. This information is to be provided electronically.
- (6) The Employer will, where requested, provide relevant unions with a listing of current staff comprising name, job title, work email, work location (including floor level where possible), award and employment status (permanent/temporary/casual). This information shall be supplied on a six (6)monthly basis, unless agreed between the Employer and union to be on a more regular basis. The provision of all staff information to relevant unions shall be consistent with the principles outlined at s.350 of the *Industrial Relations Act 2016*. This information is to be provided electronically.
- (7) The Employer will provide relevant unions with complete lists of employment separations (consisting of name, job title, work location, award and employment status (permanent/temporary/casual)) from the workplace on a quarterly basis, unless agreed between the Employer and union to be on a more regular basis. This information is to be provided electronically.

105 Union Delegates

- (1) The Employer acknowledges the constructive role democratically elected union delegates undertake in the workplace in relation to union activities that support and assist members. That role will be formally recognised, accepted and supported.
- (2) The Employer employees will continue to be given full access to union delegates/officials during working hours to discuss any employment matter or seek union advice, provided that service delivery is not disrupted and work requirements are not unduly affected.
- (3) Provided that service delivery and work requirements are not unduly affected, delegates will be provided convenient access to facilities for the purpose of undertaking union activities. Such facilities include: telephones, computers, e-mail, photocopiers, storage facilities, meeting rooms and notice boards. It is expected that management and delegates will take a reasonable approach to the responsible use of such facilities for information and communication purposes.
- (4) Subject to the relevant employee's written approval and any confidentiality provisions, union delegates may request access to documents and policies related to a member's employment.

106 Industrial Relations Education Leave

- (1) Industrial relations education leave is paid time off to acquire industrial relations knowledge and competencies which develop the employees' capacity to effectively participate in consultative structures, perform a representative role and further the effective operation of grievance and dispute settlement procedures.
- (2) Before the Employer approves such leave the union must provide the Employer with information about the course content, the times at which the courses will be offered, the numbers of attendees, and the types of employees at whom the course is targeted. Before approving leave, the Employer must be satisfied that the proposed course is within the terms of clause 106(1) above.
- (3) Employees may be granted up to five (5) working days (or the equivalent hours) paid time off (non-cumulative) per calendar year to attend industrial relations education sessions, approved by the relevant QPS delegate.

- (4) Additional leave, over and above five (5) working days non-cumulative (or the equivalent hours) in any one calendar year may be granted where approved structured employees' training courses involve more than five (5) working days (or the equivalent). Such leave will be subject to consultation between the relevant QPS delegate, the relevant union and the employee.
- (5) Upon request and subject to approval by the relevant QPS delegate, employees may be granted paid time off in special circumstances to attend Management Committee Meetings, Union Conferences, and Australian Council of Trade Unions (ACTU) Congress.
- (6) The granting of industrial relations education leave or any additional leave should not impact adversely on service delivery, work requirements or the effectiveness and efficiency of QPS. At the same time such leave shall not be unreasonably refused.
- (7) At the discretion of the relevant QPS delegate, employees may be granted special leave without pay to undertake work with their union. Such leave will be in accordance with the Directive relating to Special Leave (as amended), in relation to special leave without salary. Conditions outlined in this Directive that provide for the employees' return to work after unpaid leave will be met.

PART EIGHT – EMPLOYMENT SECURITY AND PERMANENT EMPLOYMENT

107 Employment Security

The Employer is committed to maximum employment security in accordance with Appendix 7 of this Agreement for permanent employees by developing and maintaining a responsive, impartial and efficient public service as the preferred provider of existing services to Government and the community.

108 Permanent Employment

- (1) The parties are committed to maximising permanent employment where possible. Casual or temporary forms of employment or labour hire should only be utilised where permanent employment is not viable or appropriate. The Employer will, where possible, proactively utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs. In particular, the future of work should be at the forefront of QPS considerations in workforce planning and recruitment. The Employer will where possible review current and future capability requirements and funding availability and projections ahead of advertising roles with a view to maximising permanent employment.
- (2) The Employer commits to using its best endeavours to ensure that should labour hire workers be engaged, such engagement occurs in a manner which minimises the impact upon the employment security of the employment of existing employees.

109 Temporary Employment

- (1) The Employer commits, where possible, to further collect additional data about temporary engagements with a view to increasing reporting to the QPS ACC on a quarterly basis about the number of temporary engagements and the categories of reasons for those engagements such as, 'backfilling', 'project role', 'other'.
- (2) The Employer acknowledges eligible fixed term temporary employees may request a review of status after one year of continuous employment in accordance with section 113 of the *Public Sector Act 2022*. The Employer also acknowledges section 115 of the *Public Sector Act 2022* in which an employer must review the status of eligible fixed term temporary employees after two years of continuous employment. The decision-making criteria for reviews is provided for in the *Public Sector Act 2022* and the Directive relating to review of non-permanent employment.
- (3) The Employer will endeavour to provide greater communication to affected employees about possibilities for extension to or termination for temporary contracts. Where practicable, entities will communicate with affected employees as soon as possible where the possibility or extension or non-extension arises and will keep the affected employee apprised of relevant developments.

- (4) Consistent with Government's commitment to the maximisation of permanent employment, the Employer will endeavour to maximise part-time hours for permanent part-time employees where possible.

110 Organisational Change and Restructuring

- (1) The Employer is committed to providing stability by limiting organisational restructuring and contracting-out of services.
- (2) These commitments are effected through the Government's policy on *Employment Security* and the *Contracting-Out of Government Services* contained at Appendices 8 and 9 of this Agreement. Without limiting or enhancing the existing policies, the Employer acknowledges where operational decisions or contracting out of services decisions result in organisational change or restructure the policies provide for:
- the need to demonstrate clear benefits and enhanced service delivery to the community;
 - avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community;
 - Cabinet approval is required for all major organisational change and restructuring in entities in accordance with the considerations outlined in the policies;
 - where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as the QPS ACC;
 - Cabinet approval for contracting-out proposals that meet specified criteria including significant impact on the government's workforce in terms of job losses.
- (3) The Employer will provide in writing to the members of the QPS ACC of its intention to implement organisational changes that may affect the employment security of employees, prior to the commencement of any planned changes. This shall include all information required to be provided in accordance with the "Introduction of changes" and "Redundancy" clauses of relevant awards. The Employer will, where requested, provide relevant unions a listing of the affected staff comprising name, job title and work location.
- (4) It is acknowledged that management has a right to implement changes to ensure the effective delivery of public services. The consultation process will not be used to frustrate or delay the changes but rather ensure that all viable options are considered.
- (5) The Employer will report to unions on a quarterly basis the current status of employment practices within the entity. This report should be provided on a quarterly basis at the QPS ACC. Specifically, the report should detail the following:
- (a) a snapshot of the current workforce including the total number of employees, the number of employees by appointment type (permanent, temporary and casual), stream allocation;
 - (b) a report on the variance from the previous quarter in the use of casuals, temporaries and the number of people engaged through labour hire;
 - (c) the number of people engaged through labour hire;
 - (d) any significant variance in the number of permanent employees;
 - (e) the conversion of temporary employees to permanent status.
- (6) Permanent employees will not be forced into unemployment as a result of organisational change or changes in QPS priorities. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and alternative placement opportunities. There is a responsibility on the employee to meaningfully participate in the opportunities made available. The Employer and employees will comply with all relevant Directives (as amended). Where an employee refuses to participate or cooperate in these processes, the full provisions of the Directive pertaining to retrenchment may be followed to the extent of their applicability.

- (7) Provisions and entitlements relating to organisational change and restructuring can be found in the Directives relating to Early Retirement, Redundancy and Retrenchment (as amended) which will apply for the life of this Agreement.
- (8) The Employer must provide relevant information to the relevant union/s when it intends to apply the provisions of the Directive (as amended) relating to Early Retirement, Redundancy and Retrenchment where an employee may be genuinely redundant or is to possibly be retrenched. Such information must be provided at the same time that the Employer's intentions are communicated to the employee. An affected employee must be provided with notice of the Employer's intention to make redundant or retrench the employee sufficient to allow the employee to seek relevant independent advice.
- (9) The parties recognise the cultural diversity, rights, views and expectations of Aboriginal and Torres Strait Islander peoples in the delivery of culturally appropriate services and that additional consultation may be required if changes to these services are proposed to ensure there is a community benefit.

PART NINE – TRAINING AND RELATED MATTERS

111 Training

- (1) The parties to this Agreement recognise an ongoing commitment to training and development.
- (2) It is acknowledged that employees should be encouraged to develop required skills and knowledge to support service delivery objectives.
- (3) To achieve the desired levels of knowledge and skills there should be an emphasis upon building capability around key occupations through career development, job design, performance development, and workforce planning. The objective of this approach is to improve workforce capability and QPS service delivery while enhancing job satisfaction and employees' professional growth.
- (4) Training and assessment of competencies may be provided in accordance with the Public Sector Training Package (PSTP) or other accredited programs relevant to entity needs to enable employees to meet the requirements of clause 112(1) and (2) of this Agreement.
- (5) The Employer acknowledges that reasonable travel time associated with an employee attending training and development opportunities should where practicable be scheduled in paid ordinary work time.
- (6) The Employer will pay for continuing professional development (CPD) required in order to maintain qualifications mandatory to the employee's employment.
- (7) Access to assistance under the QPS Study and Research Assistance Scheme (SARAS) policy, to enable employees to obtain skills necessary for career progression will not be unreasonably refused.

112 Recognition of Accredited Qualifications

(1) *Commitment*

The parties are committed to the principle that financial recompense will be provided for employees in the specified classifications who have attained an accredited qualification at the AQF level specified, or higher, achieved through training and assessment of competencies (including recognition of current competencies).

(2) *Appropriate Remuneration*

- (a) From 1 July 2023, the following remuneration, which is increased in line with the annual base wage increases in accordance with clause 13(1) of this Agreement, shall be paid to employees who meet the requirements in clause 112(1):

Qualification	Classification Level	1 July 2023 Per Fortnight	1 July 2024 Per Fortnight	1 July 2025 Per Fortnight
Certificate IV (AQF IV)	AO2/OO3	\$43.20	\$44.90	\$46.20
Diploma (AQF V)	AO3/OO4/OO5	\$44.50	\$46.30	\$47.70
Advanced Diploma (AQF VI)	AO4/OO6	\$46.40	\$48.30	\$49.70
Certificate III (AQF III)	OO2	\$20.80	\$21.60	\$22.20

- (b) The remuneration in clause 112(2)(a) will be payable from the date the employee attains the relevant qualification, or from 1 July 2023 if the qualification was attained prior to 1 July 2023.

PART TEN – WORKLOAD MANAGEMENT

- (1) The Employer is committed to working with its employees and union parties to address workload management issues. It is acknowledged that high workloads can in some circumstances lead to unsafe work practices, therefore the Employer will ensure safe work environments are not compromised, and the Employer's responsibilities under legislation including duty of care to all employees are complied with.
- (2) The Employer recognises that unrealistic expectations should not be placed on employees by line management to consistently perform excessive working hours whereby no opportunities arise to utilise accrued time or time off in lieu (TOIL).
- (3) The parties commit to work collaboratively to ensure that workloads are appropriately monitored and managed (including through the QPS ACC).
- (4) The Employer will consider the impacts on workloads when organisational change occurs, particularly those impacts arising from the introduction of new programs and from machinery of government changes. Management at the local level should undertake appropriate consultation with affected employees when implementing organisational initiatives including machinery of government changes that may have an impact on the workloads of affected employees.
- (5) The parties acknowledge the importance and value of active workforce planning and managing workloads during periods of significant workplace change. Therefore, the parties will work collectively in accordance with existing obligations and consultation requirements to ensure workloads will be appropriately managed during these periods of significant workplace change and will determine suitable strategies specific to the particular circumstances.
- (6) The Employer commits to providing accessible data relevant to workload to assist transparent discussions regarding workload concerns raised through the QPS ACC. This data will vary having regard to the individual workload concerns raised.
- (7) The Employer will work with the parties to adapt the whole of government workload management tool template (currently under review by the Public Sector Commission) to account for QPS-specific circumstances to ensure easier application of the tool.
- (8) In addition, the parties agree that the QPS ACC will deal with the issue of workload management. The activities of the QPS ACC in the area of workload management should include, but not be limited to, the following:
 - (a) to undertake research on local workload management issues;
 - (b) to address specific workload issues referred by staff of work units, union officials and/or management;

- (c) to develop expedient processes for referral of workload issues to the QPS ACC;
 - (d) based on research, develop strategies to improve immediate and long term workload issues;
 - (e) to assess the implications of workloads from a workplace health and safety perspective and refer relevant matters to the workplace health and safety committee;
 - (f) to consider the impacts on workloads when organisational change occurs, particularly those impacts arising from the introduction of new programs and from machinery of government changes and make recommendations to affected workgroups on the management of potential workload issues where appropriate.
- (9) The Employer commits to supporting the introduction of varied duties for communication room operators provided such change of duties is operationally viable.

PART ELEVEN – FAIR CAREER PATHS

- (1) The Employer acknowledges that absences from the workforce due to family responsibilities and utilisation of flexibility measures should not be considered barriers to progression.
- (2) The Employer will report to the QPS ACC on measures taken to support improved career paths.
- (3) The parties are committed to providing reasonable career opportunities to employees. The Employer will therefore, through the QPS ACC, explore appropriate learning and development strategies for staff members across QPS.
- (4) The Employer, in consultation with the QPS ACC will ensure that it has a review process in place to allow aggrieved employees, or the relevant union on behalf of an employee or group of employees, the opportunity to raise concerns about the work value assessment (utilising the job evaluation management system (JEMS) or other approved methodology) of their position. These processes will provide the opportunity for consultation with the relevant union, including with respect to the review process where requested by the relevant union/s, and may include a union representative as part of the process.
- (5) Design principles relating to the JEMS review process were approved by the Central Peak Consultative Committee in 2004 under the auspices of the *State Government Departments Certified Agreement 2003*. These agreed Design Principles were developed and approved for discretionary use by entities when finalising the review process referred to above.
- (6) To facilitate improved career paths for employees, the Employer commits to undertaking discussions in the QPS ACC on succession planning within QPS.
- (7) The parties reaffirm their commitment to internal career paths which implement the requirements set out in the *Public Sector Act 2022* relating to equity and diversity in employment and the importance of selecting the person best suited to the position.

PART TWELVE – FAIR TREATMENT AT WORK

The parties commit to continue to work to improve performance management practices.

PART THIRTEEN – IMPROVING GENDER EQUITY

- (1) The parties are committed to improving gender equity, to achieve fair and equal outcomes.
- (2) The parties acknowledge the importance of ensuring recruitment processes and practices consistent with the *Public Sector Act 2022* (where applicable), noting obligations with respect to equity, diversity, respect and inclusion principles.

- (3) The parties acknowledge the benefits of flexibility in the workplace and the Employer is committed to supporting flexibility and gender equity in accordance with its legislative obligations.
- (4) The parties agree that cultural change is necessary to ensure flexible work arrangements are not perceived to be gender related and do not result in unintended consequences.
- (5) The parties are committed to driving cultural change with specific emphasis on the promotion of and availability of flexibility measures for all employees irrespective of gender.
- (6) The Employer confirms its commitment to supporting women in the workplace and recognises the importance of gender pay equity as outlined in clause 10 of this Agreement.
- (7) The parties acknowledge that cultural change is necessary to ensure that the gender pay gap is reduced during the life of this Agreement. The parties further acknowledge that this Agreement includes a number of commitments and actions which contribute to closing the gender pay gap and removing barriers to full and equal participation of women in the workplace (for example clause 10, Part Nine, Part Eleven, Part Thirteen and Part Fourteen of this Agreement).
- (8) Where requested by the union/s the parties commit to establish an Equal Employment Opportunity Subcommittee of the QPS ACC, to promote cultural change and support flexibility and gender equity in the workplace.
- (9) Matters relating to improving gender equity is identified as a matter which can be raised through the QPS ACC (see clause 18).
- (10) The changes made to the AQF remuneration arrangements in this Agreement (see Part Nine) reflect the predominately female cohort at the levels eligible for the remuneration and the benefit of earlier access to remuneration and the benefits training and qualifications achieve for career paths.

PART FOURTEEN – WORK/LIFE BALANCE

- (1) The Employer is committed to workplace practices that improve the balance between work and life for its employees and provide flexibility, irrespective of gender.
- (2) The parties agree that requests by employees to access work-life balance initiatives will be considered. Work-life balance initiatives shall include, but not be limited to:
 - flexible working arrangements, including telecommuting/working from home and co-working spaces/distributed work centres;
 - secondments and interchanges;
 - career breaks;
 - transition to retirement.
- (3) The parties acknowledge the existing programs and initiatives of the Public Sector Commission that support employers and employees in implementing work-life balance initiatives, including the Public Sector Commission's frameworks relating to flexibility which should be implemented through the QPS ACC.
- (4) The Employer acknowledges an employee's entitlements to request flexible work arrangements in accordance with the *Industrial Relations Act 2016* (including its obligations in deciding those requests on an individual basis) and in line with the Public Sector Commission's frameworks relating to flexibility.

PART FIFTEEN – INTRODUCTION OF TECHNOLOGY/FUTURE OF WORK

- (1) The parties acknowledge the potential for 'intensification of work' through boundaries between work life and home life being blurred as a result of the inclusion or advancement of technology.

- (2) The parties acknowledge the guidance provided in the circular published by the Office of Industrial Relations – the Use of technology and work/life balance - industrial expectations - guidance for managers (Circular 02/21).
- (3) The Employer, through the QPS ACC, will consult on proposed technological change or advancements, including the use of artificial intelligence technologies, which may affect or impact on employee's employment.

PART SIXTEEN – WORKPLACE BULLYING

- (1) All employees have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.
- (2) The Employer commits to raise further awareness of the protections for employees from bullying and harassment as provided under the *Industrial Relations Act 2016*.

PART SEVENTEEN – SUPPORT FOR WORKERS WITH MENTAL ILLNESS

- (1) The parties recognise that the workplace plays a vital role in assisting employees affected by mental health issues and commits to:
 - (a) fostering communication and openness to mental health issues to reduce any stigma or barriers which may impact on employees seeking support; and
 - (b) fostering a respectful, empathetic and inclusive work environment to assist and support to employees.
 - (c) the Employer, through the QPS ACC, will implement a suitable program to provide mental health first aid training or similar to an appropriate number of employees, over the life of this Agreement, prioritising training for existing Health and Safety Representatives and First Aid Officers who express an interest.
- (2) The Employer acknowledges the specialist skills of Employee Assistance Programs (EAP), in particular specialist skills in supporting persons affected by mental health issues. In addition to the EAP, the Employer commits to considering, through the QPS ACC, additional services as required to ensure appropriate consideration of cultural, regional and remote needs for employees affected by mental health issues.

PART EIGHTEEN – CLIENT AGGRESSION

The parties recognise that client aggression is a workplace health and safety issue affecting some workplaces and agree that violence and aggression by clients towards staff is not acceptable.

PART NINETEEN – FIRE WARDENS AND WHS REPRESENTATIVES

- (1) The Employer acknowledges the importance of the role of fire wardens and workplace health and safety representatives and the value of their contribution to the workplace.
- (2) The Employer will ensure that employees who have been appointed or elected to these roles in the workplace have sufficient time free from other duties to complete these responsibilities.

PART TWENTY – RURAL AND REMOTE

- (1) The parties acknowledge the importance of regional, rural and remote jobs in delivering services to the community.
- (2) The parties acknowledge the Queensland Government's ongoing commitment in providing employees who reside (either permanently or temporarily) in government owned dwellings with a safe residential environment and acceptable facility standards.

- (3) The Employer, where requested through the QPS ACC will establish a working party during the life of the agreement, to promote internal transfers between regional locations.
- (4) The Employer acknowledges the importance of relevant professional development and training for employees in regional, rural and remote areas, together with its greater accessibility for those employees through technology.
- (5) QPS management delegates may initiate local arrangements about appropriate travel policies for regional, rural and remote based employees.

PART TWENTY-ONE – SPREAD OF HOURS – BRISBANE CENTRAL BUSINESS DISTRICT

- (1) These provisions shall apply only to employees engaged under the *Queensland Public Service Officers and Other Employees Award – State 2015* where the employee’s place of work, at daily commencing and finishing times, is within the Australian Bureau of Statistics Statistical Local Areas of “City – Remainder” and “City – Inner” within the Statistical Subdivision of “0501 – Inner Brisbane”.
- (2) The parties agree to a wider ordinary spread of hours of 6.00 am to 7.00 pm for full-time and part-time employees only.
- (3) The purpose of such an arrangement is to allow employees and supervisors to mutually agree to changes to existing commencing and finishing times in order that the employees can commence and/or finish their working hours outside the recognised peak times of 7am to 9am and 4pm to 6pm.
- (4) For the purposes of application of the Directive relating to Excess Travel Time (as amended), which only applies to employees subject to the *Queensland Public Service Officers and Other Employees Award – State 2015*, the ordinary spread of hours for the purposes of Part C (Excess Travel Time) shall be 6.00am to 7.00 pm.
- (5) The parties affirm that the capacity for an individual employee to have an ordinary spread of hours of 6.00am to 7.00pm by mutual agreement under these provisions will not be used as the rationale to alter customer service delivery arrangements of entities affected by these provisions.
- (6) All other conditions contained in Awards and Ministerial Directives (as amended) relating to Overtime, Meal Breaks and Meal Allowances shall continue to apply.

PART TWENTY-TWO – PSYCHOSOCIAL HAZARDS

- (1) The Employer acknowledges the requirement and importance of managing psychosocial hazards and risks in the workplace. These hazards and risks are to be managed in accordance with the legislative framework, being the *Workplace Health and Safety Act 2011* and the *Managing the risk of psychosocial hazards at work Code of Practice 2022*. Further, the employer acknowledges the importance of implementing frameworks relevant to the management of psychosocial hazards and risks in a consultative manner, including with relevant union/s.

APPENDIX 1 – SALARY SCHEDULES

Building Engineering and Maintenance Service Employees (Queensland Government) Award – State 2016 Engineering Stream							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
C5		\$3,111.90	\$3,236.40	\$3,333.50	\$81,187	\$84,435	\$86,969
C6		\$2,993.30	\$3,113.00	\$3,206.40	\$78,093	\$81,216	\$83,653
C7 midpoint		\$2,872.70	\$2,987.60	\$3,077.20	\$74,947	\$77,944	\$80,282
C7		\$2,754.60	\$2,864.80	\$2,950.70	\$71,866	\$74,741	\$76,982
C8 midpoint		\$2,695.20	\$2,803.00	\$2,887.10	\$70,316	\$73,128	\$75,322
C8		\$2,635.30	\$2,740.70	\$2,822.90	\$68,753	\$71,503	\$73,647
C9 midpoint		\$2,575.70	\$2,678.70	\$2,759.10	\$67,198	\$69,885	\$71,983
C9		\$2,516.40	\$2,617.10	\$2,695.60	\$65,651	\$68,278	\$70,326
C10 midpoint		\$2,457.60	\$2,555.90	\$2,632.60	\$64,117	\$66,682	\$68,683
C10		\$2,399.20	\$2,495.20	\$2,570.10	\$62,593	\$65,098	\$67,052
C11 midpoint		\$2,315.40	\$2,408.00	\$2,480.20	\$60,407	\$62,823	\$64,707
C11		\$2,231.50	\$2,320.80	\$2,390.40	\$58,218	\$60,548	\$62,364
C12 midpoint		\$2,178.70	\$2,265.80	\$2,333.80	\$56,841	\$59,113	\$60,887
C12		\$2,125.90	\$2,210.90	\$2,277.20	\$55,463	\$57,681	\$59,411
C13 midpoint		\$2,068.70	\$2,151.40	\$2,215.90	\$53,971	\$56,128	\$57,811
C13		\$2,011.50	\$2,092.00	\$2,154.80	\$52,479	\$54,579	\$56,217
C14		\$1,949.80	\$2,027.80	\$2,088.60	\$50,869	\$52,904	\$54,490

Building Engineering and Maintenance Service Employees (Queensland Government) Award – State 2016							
FOREPERSONS STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

General Employees (Queensland Government Departments) and Other Employees Award – State 2015							
ADMINISTRATIVE STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,718.10	\$1,786.80	\$1,840.40	\$44,824	\$46,616	\$48,015
	2	\$1,804.30	\$1,876.50	\$1,932.80	\$47,073	\$48,957	\$50,425
	3	\$1,911.70	\$1,988.20	\$2,047.80	\$49,875	\$51,871	\$53,426
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,201.90	\$2,290.00	\$2,358.70	\$57,446	\$59,744	\$61,537
	3	\$2,257.90	\$2,348.20	\$2,418.60	\$58,907	\$61,263	\$63,100
	4	\$2,315.00	\$2,407.60	\$2,479.80	\$60,397	\$62,813	\$64,696
	5	\$2,369.80	\$2,464.60	\$2,538.50	\$61,826	\$64,300	\$66,228
	6	\$2,426.90	\$2,524.00	\$2,599.70	\$63,316	\$65,849	\$67,824
	7	\$2,488.60	\$2,588.10	\$2,665.70	\$64,926	\$67,522	\$69,546
	8	\$2,558.00	\$2,660.30	\$2,740.10	\$66,736	\$69,405	\$71,487
L3	1	\$2,727.20	\$2,836.30	\$2,921.40	\$71,151	\$73,997	\$76,217
	2	\$2,825.80	\$2,938.80	\$3,027.00	\$73,723	\$76,671	\$78,972
	3	\$2,927.70	\$3,044.80	\$3,136.10	\$76,382	\$79,437	\$81,819
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L4	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,305.00	\$3,437.20	\$3,540.30	\$86,225	\$89,674	\$92,364
	3	\$3,409.20	\$3,545.60	\$3,652.00	\$88,944	\$92,502	\$95,278
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L5	1	\$3,693.70	\$3,841.40	\$3,956.60	\$96,366	\$100,219	\$103,225
	2	\$3,797.90	\$3,949.80	\$4,068.30	\$99,084	\$103,047	\$106,139
	3	\$3,903.00	\$4,059.10	\$4,180.90	\$101,826	\$105,899	\$109,077
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
L6	1	\$4,224.60	\$4,393.60	\$4,525.40	\$110,217	\$114,626	\$118,064
	2	\$4,319.60	\$4,492.40	\$4,627.20	\$112,695	\$117,204	\$120,720
	3	\$4,416.00	\$4,592.60	\$4,730.40	\$115,210	\$119,818	\$123,413
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071

L7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

General Employees (Queensland Government Departments) and Other Employees Award – State 2015							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,525.50	\$1,586.50	\$1,634.10	\$39,799	\$41,391	\$42,633
	2	\$1,633.00	\$1,698.30	\$1,749.20	\$42,604	\$44,307	\$45,635
	3	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	4	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
	5	\$1,998.00	\$2,077.90	\$2,140.20	\$52,126	\$54,211	\$55,836
	6	\$2,105.60	\$2,189.80	\$2,255.50	\$54,934	\$57,130	\$58,844
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Queensland Public Service Officers and Other Employees Award – State 2015							
ADMINISTRATIVE STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,655.20	\$1,721.40	\$1,773.00	\$43,183	\$44,910	\$46,256
	2	\$1,761.70	\$1,832.20	\$1,887.20	\$45,961	\$47,801	\$49,236
	3	\$1,869.20	\$1,944.00	\$2,002.30	\$48,766	\$50,718	\$52,239
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,201.90	\$2,290.00	\$2,358.70	\$57,446	\$59,744	\$61,537
	3	\$2,257.90	\$2,348.20	\$2,418.60	\$58,907	\$61,263	\$63,100
	4	\$2,315.00	\$2,407.60	\$2,479.80	\$60,397	\$62,813	\$64,696
	5	\$2,369.80	\$2,464.60	\$2,538.50	\$61,826	\$64,300	\$66,228
	6	\$2,426.90	\$2,524.00	\$2,599.70	\$63,316	\$65,849	\$67,824
	7	\$2,488.60	\$2,588.10	\$2,665.70	\$64,926	\$67,522	\$69,546
	8	\$2,558.00	\$2,660.30	\$2,740.10	\$66,736	\$69,405	\$71,487
L3	1	\$2,727.20	\$2,836.30	\$2,921.40	\$71,151	\$73,997	\$76,217
	2	\$2,825.80	\$2,938.80	\$3,027.00	\$73,723	\$76,671	\$78,972
	3	\$2,927.70	\$3,044.80	\$3,136.10	\$76,382	\$79,437	\$81,819
	4	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L4	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,305.00	\$3,437.20	\$3,540.30	\$86,225	\$89,674	\$92,364
	3	\$3,409.20	\$3,545.60	\$3,652.00	\$88,944	\$92,502	\$95,278
	4	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L5	1	\$3,693.70	\$3,841.40	\$3,956.60	\$96,366	\$100,219	\$103,225
	2	\$3,797.90	\$3,949.80	\$4,068.30	\$99,084	\$103,047	\$106,139
	3	\$3,903.00	\$4,059.10	\$4,180.90	\$101,826	\$105,899	\$109,077
	4	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
L6	1	\$4,224.60	\$4,393.60	\$4,525.40	\$110,217	\$114,626	\$118,064
	2	\$4,319.60	\$4,492.40	\$4,627.20	\$112,695	\$117,204	\$120,720
	3	\$4,416.00	\$4,592.60	\$4,730.40	\$115,210	\$119,818	\$123,413
	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L7	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678

	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L8	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

Queensland Public Service Officers and Other Employees Award – State 2015							
OPERATIONAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,480.60	\$1,539.80	\$1,586.00	\$38,628	\$40,172	\$41,378
	2	\$1,589.30	\$1,652.90	\$1,702.50	\$41,464	\$43,123	\$44,417
	3	\$1,696.80	\$1,764.70	\$1,817.60	\$44,268	\$46,040	\$47,420
	4	\$1,825.60	\$1,898.60	\$1,955.60	\$47,629	\$49,533	\$51,020
	5	\$1,933.00	\$2,010.30	\$2,070.60	\$50,431	\$52,447	\$54,020
	6	\$2,061.90	\$2,144.40	\$2,208.70	\$53,793	\$55,946	\$57,623
L2	1	\$2,148.20	\$2,234.10	\$2,301.10	\$56,045	\$58,286	\$60,034
	2	\$2,205.20	\$2,293.40	\$2,362.20	\$57,532	\$59,833	\$61,628
	3	\$2,264.60	\$2,355.20	\$2,425.90	\$59,082	\$61,445	\$63,290
	4	\$2,321.60	\$2,414.50	\$2,486.90	\$60,569	\$62,993	\$64,881
L3	1	\$2,356.40	\$2,450.70	\$2,524.20	\$61,477	\$63,937	\$65,855
	2	\$2,402.30	\$2,498.40	\$2,573.40	\$62,674	\$65,181	\$67,138
	3	\$2,452.70	\$2,550.80	\$2,627.30	\$63,989	\$66,549	\$68,544
	4	\$2,503.20	\$2,603.30	\$2,681.40	\$65,307	\$67,918	\$69,956
L4	1	\$2,604.00	\$2,708.20	\$2,789.40	\$67,936	\$70,655	\$72,773
	2	\$2,685.80	\$2,793.20	\$2,877.00	\$70,071	\$72,873	\$75,059
	3	\$2,769.70	\$2,880.50	\$2,966.90	\$72,259	\$75,150	\$77,404
	4	\$2,849.20	\$2,963.20	\$3,052.10	\$74,334	\$77,308	\$79,627
L5	1	\$2,922.00	\$3,038.90	\$3,130.10	\$76,233	\$79,283	\$81,662
	2	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229

	3	\$3,111.40	\$3,235.90	\$3,333.00	\$81,174	\$84,422	\$86,956
	4	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
L6	1	\$3,337.60	\$3,471.10	\$3,575.20	\$87,076	\$90,559	\$93,274
	2	\$3,427.10	\$3,564.20	\$3,671.10	\$89,411	\$92,987	\$95,776
	3	\$3,512.30	\$3,652.80	\$3,762.40	\$91,633	\$95,299	\$98,158
L7	1	\$3,675.80	\$3,822.80	\$3,937.50	\$95,899	\$99,734	\$102,727
	2	\$3,762.00	\$3,912.50	\$4,029.90	\$98,148	\$102,074	\$105,137
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579

Queensland Public Service Officers and Other Employees Award – State 2015

PROFESSIONAL STREAM

Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,723.80	\$2,832.80	\$2,917.80	\$71,062	\$73,906	\$76,123
	2	\$2,868.20	\$2,982.90	\$3,072.40	\$74,829	\$77,822	\$80,157
	3	\$3,013.90	\$3,134.50	\$3,228.50	\$78,630	\$81,777	\$84,229
	4	\$3,162.80	\$3,289.30	\$3,388.00	\$82,515	\$85,815	\$88,390
	5	\$3,310.50	\$3,442.90	\$3,546.20	\$86,369	\$89,823	\$92,518
	6	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L3	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,731.70	\$3,881.00	\$3,997.40	\$97,357	\$101,253	\$104,289
	3	\$3,840.40	\$3,994.00	\$4,113.80	\$100,193	\$104,201	\$107,326
	4	\$3,949.10	\$4,107.10	\$4,230.30	\$103,029	\$107,151	\$110,366
L4	1	\$4,194.30	\$4,362.10	\$4,493.00	\$109,426	\$113,804	\$117,219
	2	\$4,300.70	\$4,472.70	\$4,606.90	\$112,202	\$116,690	\$120,191
	3	\$4,407.10	\$4,583.40	\$4,720.90	\$114,978	\$119,578	\$123,165

	4	\$4,511.20	\$4,691.60	\$4,832.30	\$117,694	\$122,400	\$126,071
L5	1	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678
	2	\$4,824.90	\$5,017.90	\$5,168.40	\$125,878	\$130,913	\$134,840
	3	\$4,935.70	\$5,133.10	\$5,287.10	\$128,769	\$133,919	\$137,937
	4	\$5,045.40	\$5,247.20	\$5,404.60	\$131,631	\$136,896	\$141,002
L6	1	\$5,210.10	\$5,418.50	\$5,581.10	\$135,928	\$141,365	\$145,607
	2	\$5,311.00	\$5,523.40	\$5,689.10	\$138,560	\$144,102	\$148,425
	3	\$5,407.20	\$5,623.50	\$5,792.20	\$141,070	\$146,713	\$151,114
	4	\$5,505.80	\$5,726.00	\$5,897.80	\$143,642	\$149,387	\$153,869

Queensland Public Service Officers and Other Employees Award – State 2015							
TECHNICAL STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
L1	1	\$1,700.20	\$1,768.20	\$1,821.20	\$44,357	\$46,131	\$47,514
	2	\$1,857.00	\$1,931.30	\$1,989.20	\$48,448	\$50,386	\$51,897
	3	\$2,012.50	\$2,093.00	\$2,155.80	\$52,505	\$54,605	\$56,243
	4	\$2,236.60	\$2,326.10	\$2,395.90	\$58,351	\$60,686	\$62,507
	5	\$2,330.60	\$2,423.80	\$2,496.50	\$60,804	\$63,235	\$65,132
	6	\$2,422.50	\$2,519.40	\$2,595.00	\$63,201	\$65,729	\$67,702
	7	\$2,526.70	\$2,627.80	\$2,706.60	\$65,920	\$68,557	\$70,613
L2	1	\$2,568.10	\$2,670.80	\$2,750.90	\$67,000	\$69,679	\$71,769
	2	\$2,658.90	\$2,765.30	\$2,848.30	\$69,369	\$72,145	\$74,310
	3	\$2,748.50	\$2,858.40	\$2,944.20	\$71,706	\$74,574	\$76,812
	4	\$2,843.70	\$2,957.40	\$3,046.10	\$74,190	\$77,156	\$79,471
	5	\$2,935.40	\$3,052.80	\$3,144.40	\$76,582	\$79,645	\$82,035
	6	\$3,026.20	\$3,147.20	\$3,241.60	\$78,951	\$82,108	\$84,571
L3	1	\$3,203.10	\$3,331.20	\$3,431.10	\$83,567	\$86,909	\$89,515
	2	\$3,286.10	\$3,417.50	\$3,520.00	\$85,732	\$89,160	\$91,834
	3	\$3,371.20	\$3,506.00	\$3,611.20	\$87,952	\$91,469	\$94,214
	4	\$3,456.30	\$3,594.60	\$3,702.40	\$90,172	\$93,781	\$96,593
L4	1	\$3,624.20	\$3,769.20	\$3,882.30	\$94,553	\$98,336	\$101,286
	2	\$3,737.20	\$3,886.70	\$4,003.30	\$97,501	\$101,401	\$104,443
	3	\$3,849.40	\$4,003.40	\$4,123.50	\$100,428	\$104,446	\$107,579
L5	1	\$4,006.20	\$4,166.40	\$4,291.40	\$104,519	\$108,698	\$111,960
	2	\$4,121.50	\$4,286.40	\$4,415.00	\$107,527	\$111,829	\$115,184
	3	\$4,236.90	\$4,406.40	\$4,538.60	\$110,538	\$114,960	\$118,409
	4	\$4,352.30	\$4,526.40	\$4,662.20	\$113,548	\$118,091	\$121,633
L6	1	\$4,491.10	\$4,670.70	\$4,810.80	\$117,170	\$121,855	\$125,510
	2	\$4,603.10	\$4,787.20	\$4,930.80	\$120,092	\$124,895	\$128,641
	3	\$4,711.70	\$4,900.20	\$5,047.20	\$122,925	\$127,843	\$131,678

Queensland Public Service Officers and Other Employees Award – State 2015							
NURSING STREAM							
Classification Level	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
1	1st year	\$2,348.70	\$2,442.60	\$2,515.90	\$61,276	\$63,726	\$65,638
	2nd year	\$2,453.70	\$2,551.80	\$2,628.40	\$64,015	\$66,575	\$68,573
	3rd year	\$2,566.20	\$2,668.80	\$2,748.90	\$66,950	\$69,627	\$71,717
	4th year	\$2,680.10	\$2,787.30	\$2,870.90	\$69,922	\$72,719	\$74,900
	5th year	\$2,793.20	\$2,904.90	\$2,992.00	\$72,873	\$75,787	\$78,059
	6th year	\$2,906.60	\$3,022.90	\$3,113.60	\$75,831	\$78,865	\$81,232
	7th year	\$3,020.20	\$3,141.00	\$3,235.20	\$78,795	\$81,946	\$84,404
	8th year	\$3,133.40	\$3,258.70	\$3,356.50	\$81,748	\$85,017	\$87,569
2	1st year	\$3,246.70	\$3,376.60	\$3,477.90	\$84,704	\$88,093	\$90,736
	2nd year	\$3,322.50	\$3,455.40	\$3,559.10	\$86,682	\$90,149	\$92,854
	3rd year	\$3,397.70	\$3,533.60	\$3,639.60	\$88,644	\$92,189	\$94,955
	4th year	\$3,473.50	\$3,612.40	\$3,720.80	\$90,621	\$94,245	\$97,073
3	1st year	\$3,614.90	\$3,759.50	\$3,872.30	\$94,310	\$98,083	\$101,026
	2nd year	\$3,700.20	\$3,848.20	\$3,963.60	\$96,536	\$100,397	\$103,407
	3rd year	\$3,784.60	\$3,936.00	\$4,054.10	\$98,738	\$102,687	\$105,769
	4th year	\$3,870.30	\$4,025.10	\$4,145.90	\$100,973	\$105,012	\$108,164
4		\$4,653.70	\$4,839.80	\$4,985.00	\$121,412	\$126,267	\$130,055
5		\$5,363.10	\$5,577.60	\$5,744.90	\$139,919	\$145,516	\$149,880

Fixed Wing Full-time Operational Staff Aviation Capability Group							
Classification	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
Tier 1 Pilot	1	\$4,160.60	\$4,327.00	\$4,456.80	\$108,547	\$112,888	\$116,275
	2	\$4,243.80	\$4,413.60	\$4,546.00	\$110,718	\$115,148	\$118,602
	3	\$4,328.70	\$4,501.80	\$4,636.90	\$112,933	\$117,449	\$120,973
	4	\$4,415.20	\$4,591.80	\$4,729.60	\$115,189	\$119,797	\$123,392
	5	\$4,503.50	\$4,683.60	\$4,824.10	\$117,493	\$122,192	\$125,857
Tier 2 Pilot	1	\$4,589.50	\$4,773.10	\$4,916.30	\$119,737	\$124,527	\$128,263
	2	\$4,681.00	\$4,868.20	\$5,014.20	\$122,124	\$127,008	\$130,817
	3	\$4,774.60	\$4,965.60	\$5,114.60	\$124,566	\$129,549	\$133,436
	4	\$4,870.30	\$5,065.10	\$5,217.10	\$127,063	\$132,145	\$136,110
	5	\$4,968.10	\$5,166.80	\$5,321.80	\$129,614	\$134,798	\$138,842
Tier 3 Pilot	1	\$5,253.20	\$5,463.30	\$5,627.20	\$137,052	\$142,534	\$146,810
	2	\$5,358.30	\$5,572.60	\$5,739.80	\$139,794	\$145,385	\$149,747
	3	\$5,465.40	\$5,684.00	\$5,854.50	\$142,588	\$148,292	\$152,740
	4	\$5,574.70	\$5,797.70	\$5,971.60	\$145,440	\$151,258	\$155,795
	5	\$5,686.20	\$5,913.60	\$6,091.00	\$148,349	\$154,282	\$158,910
Base Engineer	1	\$4,844.40	\$5,038.20	\$5,189.30	\$126,387	\$131,443	\$135,385
	2	\$4,953.80	\$5,152.00	\$5,306.60	\$129,241	\$134,412	\$138,445
	3	\$5,066.50	\$5,269.20	\$5,427.30	\$132,181	\$137,470	\$141,594
	4	\$5,179.20	\$5,386.40	\$5,548.00	\$135,122	\$140,527	\$144,743
	5	\$5,293.80	\$5,505.60	\$5,670.80	\$138,111	\$143,637	\$147,947

Rotary Wing Casual Operational Staff Aviation Capability Group				
	Pay Point	01/07/2023 Daily Casual Rate	01/07/2024 Daily Casual Rate	01/07/2025 Daily Casual Rate
Aircrew Officer	1	\$602.00	\$626.00	\$645.00
	2	\$613.00	\$637.00	\$657.00
	3	\$624.00	\$649.00	\$668.00
	4	\$635.00	\$660.00	\$680.00
	5	\$646.00	\$672.00	\$692.00
	6	\$657.00	\$683.00	\$703.00
Rescue Crew Officer	1	\$496.00	\$516.00	\$531.00
	2	\$505.00	\$525.00	\$541.00
	3	\$514.00	\$535.00	\$551.00
	4	\$523.00	\$544.00	\$560.00
	5	\$532.00	\$554.00	\$570.00
	6	\$541.00	\$563.00	\$580.00
Senior Base Engineer	1	\$821.00	\$854.00	\$880.00
	2	\$841.00	\$875.00	\$901.00
	3	\$861.00	\$896.00	\$923.00
	4	\$882.00	\$917.00	\$945.00
	5	\$903.00	\$939.00	\$967.00
Heavy Maintenance Engineer	1	\$727.00	\$756.00	\$779.00
	2	\$745.00	\$775.00	\$798.00
	3	\$763.00	\$794.00	\$817.00
	4	\$781.00	\$813.00	\$837.00
	5	\$800.00	\$832.00	\$857.00
Base Engineer	1	\$727.00	\$756.00	\$779.00
	2	\$745.00	\$775.00	\$798.00
	3	\$763.00	\$794.00	\$817.00
	4	\$781.00	\$813.00	\$837.00
	5	\$800.00	\$832.00	\$857.00
Helicopter Pilot	1	\$837.00	\$870.00	\$897.00
	2	\$852.00	\$886.00	\$913.00
	3	\$867.00	\$902.00	\$929.00
	4	\$883.00	\$918.00	\$945.00
	5	\$898.00	\$934.00	\$962.00
	6	\$913.00	\$950.00	\$978.00

Rotary Wing Full-time Engineering Staff Aviation Capability Group							
Classification	Pay Point	Salary 01/07/2023 Per Fortnight (4% p.a. increase)	Salary 01/07/2024 Per Fortnight (4% p.a. increase)	Salary 01/07/2025 Per Fortnight (3% p.a. increase)	Salary 01/07/2023 Annualised (4% p.a. increase)	Salary 01/07/2024 Annualised (4% p.a. increase)	Salary 01/07/2025 Annualised (3% p.a. increase)
Senior Base Engineer	1	\$5,425.80	\$5,642.80	\$5,812.10	\$141,555	\$147,217	\$151,634
	2	\$5,548.30	\$5,770.20	\$5,943.30	\$144,751	\$150,540	\$155,056
	3	\$5,674.40	\$5,901.40	\$6,078.40	\$148,041	\$153,963	\$158,581
	4	\$5,800.70	\$6,032.70	\$6,213.70	\$151,336	\$157,389	\$162,111
	5	\$5,929.00	\$6,166.20	\$6,351.20	\$154,683	\$160,872	\$165,698
Base Engineer	1	\$4,844.40	\$5,038.20	\$5,189.30	\$126,387	\$131,443	\$135,385
	2	\$4,953.80	\$5,152.00	\$5,306.60	\$129,241	\$134,412	\$138,445
	3	\$5,066.50	\$5,269.20	\$5,427.30	\$132,181	\$137,470	\$141,594
	4	\$5,179.20	\$5,386.40	\$5,548.00	\$135,122	\$140,527	\$144,743
	5	\$5,293.80	\$5,505.60	\$5,670.80	\$138,111	\$143,637	\$147,947
Heavy Maintenance Engineer	1	\$4,844.40	\$5,038.20	\$5,189.30	\$126,387	\$131,443	\$135,385
	2	\$4,953.80	\$5,152.00	\$5,306.60	\$129,241	\$134,412	\$138,445
	3	\$5,066.50	\$5,269.20	\$5,427.30	\$132,181	\$137,470	\$141,594
	4	\$5,179.20	\$5,386.40	\$5,548.00	\$135,122	\$140,527	\$144,743
	5	\$5,293.80	\$5,505.60	\$5,670.80	\$138,111	\$143,637	\$147,947

Operative from 1 July 2023

	Pay Point	Ordinary Fortnightly Rate	Loaded Hourly Rate	Loaded Fortnightly rate
Chief Aircrew Officer	1	\$3,649.60	\$58.5762	\$4,920.40
	2	\$3,743.20	\$60.0786	\$5,046.60
	3	\$3,836.90	\$61.5821	\$5,172.90
	4	\$3,932.90	\$63.1226	\$5,302.30
Senior Aircrew Officer	1	\$3,425.60	\$54.9810	\$4,618.40
	2	\$3,486.20	\$55.9536	\$4,700.10
	3	\$3,547.20	\$56.9321	\$4,782.30
	4	\$3,608.70	\$57.9190	\$4,865.20
	5	\$3,669.60	\$58.8976	\$4,947.40
Aircrew Officer	1	\$3,049.40	\$48.9429	\$4,111.20
	2	\$3,104.80	\$49.8321	\$4,185.90
	3	\$3,160.00	\$50.7179	\$4,260.30
	4	\$3,215.70	\$51.6119	\$4,335.40
	5	\$3,271.10	\$52.5012	\$4,410.10
	6	\$3,326.50	\$53.3905	\$4,484.80
Rescue Crew Officer	1	\$2,513.10	\$40.3357	\$3,388.20
	2	\$2,558.60	\$41.0655	\$3,449.50
	3	\$2,604.50	\$41.8024	\$3,511.40
	4	\$2,650.10	\$42.5345	\$3,572.90
	5	\$2,696.00	\$43.2702	\$3,634.70
	6	\$2,741.50	\$44.0012	\$3,696.10
Base Manager	1	\$4,594.80	\$73.7464	\$6,194.70
	2	\$4,710.10	\$75.5976	\$6,350.20
	3	\$4,827.70	\$77.4845	\$6,508.70
Deputy Chief Engineer	1	\$4,281.60	\$68.7202	\$5,772.50
	2	\$4,388.10	\$70.4286	\$5,916.00
Pilot	1	\$4,239.60	\$68.0452	\$5,715.80
	2	\$4,316.30	\$69.2762	\$5,819.20
	3	\$4,393.30	\$70.5119	\$5,923.00
	4	\$4,470.90	\$71.7583	\$6,027.70
	5	\$4,547.80	\$72.9917	\$6,131.30
	6	\$4,625.00	\$74.2310	\$6,235.40

Operative from 1 July 2024

	Pay Point	Ordinary Fortnightly Rate	Loaded Hourly Rate	Loaded Fortnightly rate
Chief Aircrew Officer	1	\$3,795.60	\$60.9190	\$5,117.20
	2	\$3,892.90	\$62.4810	\$5,248.40
	3	\$3,990.40	\$64.0464	\$5,379.90
	4	\$4,090.20	\$65.6476	\$5,514.40
Senior Aircrew Officer	1	\$3,562.60	\$57.1798	\$4,803.10
	2	\$3,625.60	\$58.1905	\$4,888.00
	3	\$3,689.10	\$59.2095	\$4,973.60
	4	\$3,753.00	\$60.2357	\$5,059.80
	5	\$3,816.40	\$61.2536	\$5,145.30
Aircrew Officer	1	\$3,171.40	\$50.9012	\$4,275.70
	2	\$3,229.00	\$51.8250	\$4,353.30
	3	\$3,286.40	\$52.7464	\$4,430.70
	4	\$3,344.30	\$53.6762	\$4,508.80
	5	\$3,401.90	\$54.6000	\$4,586.40
	6	\$3,459.60	\$55.5262	\$4,664.20
Rescue Crew Officer	1	\$2,613.60	\$41.9488	\$3,523.70
	2	\$2,660.90	\$42.7071	\$3,587.40
	3	\$2,708.70	\$43.4750	\$3,651.90
	4	\$2,756.10	\$44.2357	\$3,715.80
	5	\$2,803.80	\$45.0012	\$3,780.10
	6	\$2,851.20	\$45.7619	\$3,844.00
Base Manager	1	\$4,778.60	\$76.6964	\$6,442.50
	2	\$4,898.50	\$78.6214	\$6,604.20
	3	\$5,020.80	\$80.5833	\$6,769.00
Deputy Chief Engineer	1	\$4,452.90	\$71.4690	\$6,003.40
	2	\$4,563.60	\$73.2452	\$6,152.60
Pilot	1	\$4,409.20	\$70.7679	\$5,944.50
	2	\$4,489.00	\$72.0488	\$6,052.10
	3	\$4,569.00	\$73.3321	\$6,159.90
	4	\$4,649.70	\$74.6274	\$6,268.70
	5	\$4,729.70	\$75.9119	\$6,376.60
	6	\$4,810.00	\$77.2000	\$6,484.80

Operative from 1 July 2025

	Pay Point	Ordinary Fortnightly Rate	Loaded Hourly Rate	Loaded Fortnightly rate
Chief Aircrew Officer	1	\$3,909.50	\$62.7476	\$5,270.80
	2	\$4,009.70	\$64.3560	\$5,405.90
	3	\$4,110.10	\$65.9667	\$5,541.20
	4	\$4,212.90	\$67.6167	\$5,679.80
Senior Aircrew Officer	1	\$3,669.50	\$58.8952	\$4,947.20
	2	\$3,734.40	\$59.9369	\$5,034.70
	3	\$3,799.80	\$60.9869	\$5,122.90
	4	\$3,865.60	\$62.0429	\$5,211.60
	5	\$3,930.90	\$63.0905	\$5,299.60
Aircrew Officer	1	\$3,266.50	\$52.4274	\$4,403.90
	2	\$3,325.90	\$53.3810	\$4,484.00
	3	\$3,385.00	\$54.3298	\$4,563.70
	4	\$3,444.60	\$55.2857	\$4,644.00
	5	\$3,504.00	\$56.2393	\$4,724.10
	6	\$3,563.40	\$57.1929	\$4,804.20
Rescue Crew Officer	1	\$2,692.00	\$43.2071	\$3,629.40
	2	\$2,740.70	\$43.9881	\$3,695.00
	3	\$2,790.00	\$44.7798	\$3,761.50
	4	\$2,838.80	\$45.5631	\$3,827.30
	5	\$2,887.90	\$46.3512	\$3,893.50
	6	\$2,936.70	\$47.1345	\$3,959.30
Base Manager	1	\$4,922.00	\$78.9976	\$6,635.80
	2	\$5,045.50	\$80.9798	\$6,802.30
	3	\$5,171.40	\$83.0012	\$6,972.10
Deputy Chief Engineer	1	\$4,586.50	\$73.6131	\$6,183.50
	2	\$4,700.50	\$75.4429	\$6,337.20
Pilot	1	\$4,541.50	\$72.8917	\$6,122.90
	2	\$4,623.70	\$74.2107	\$6,233.70
	3	\$4,706.10	\$75.5333	\$6,344.80
	4	\$4,789.20	\$76.8667	\$6,456.80
	5	\$4,871.60	\$78.1893	\$6,567.90
	6	\$4,954.30	\$79.5167	\$6,679.40

APPENDIX 2 – COST OF LIVING ADJUSTMENT

PART 1 – COST OF LIVING ADJUSTMENT (COLA) PAYMENTS

1.1 Definitions

The following definitions apply for the purposes of the Cost-of-Living Adjustments (COLA) Payments provisions outlined in this Appendix:

COLA year – means one of the three 12-month periods from 1 July in one year to 30 June in the following year that includes a *calculation date*. The COLA years will be

- 1 July 2022 – 30 June 2023 (COLA year 1);
- 1 July 2023 – 30 June 2024 (COLA year 2); and
- 1 July 2024 – 30 June 2025 (COLA year 3).

base wages – for an *eligible employee*, means the salary actually payable to the particular employee in the relevant *COLA year* for work covered by the *predecessor agreement* in COLA year 1, or this Agreement in COLA year 2 and 3, and includes higher duties performed by the employee under the *predecessor agreement* or this Agreement and includes the casual loading where applicable. It does not include any other allowances or additional payments howsoever described (such as: disability allowances or special rates, all-purpose allowances, overtime payments, shift penalties, weekend penalties, public holiday penalties, aggregated penalties or allowances, any payments of accrued leave where the leave is not taken; any payments for TOIL where the TOIL is not taken, COLA payments from previous periods, etc).

Base wages earned are with reference to employment as a Queensland Police Service employee and/or a Queensland Fire and Emergency Services employee within Disaster Management who transitioned to the Queensland Police Service consistent with the Functional Transition Agreement dated 15 June 2023.

calculation date – means, either:

- 30 June 2023 (COLA Payment Year 1); or
- 30 June 2024 (COLA Payment Year 2); or
- 30 June 2025 (COLA Payment Year 3).

COLA payment percentage – see clause 4.2 of this Appendix.

CPI – means the Brisbane Consumer Price Index (all groups, March quarter annual percentage change from the March quarter of the previous year), for the March that falls within the relevant *COLA year*, as published by the Australian Bureau of Statistics. Treasury will advise agencies of the CPI relevant to COLA considerations upon its release in each year.

eligible employee – see Part 3 of this Appendix.

predecessor agreement – means the *State Government Entities Certified Agreement 2019*, insofar as it relates to employment as a Queensland Police Service employee and/or Queensland Fire and Emergency Services employee within Disaster Management who transitioned to the Queensland Police Service consistent with the Functional Transition Agreement dated 15 June 2023.

Queensland government employee – means a person employed in a government entity, as defined in section 24 of the *Public Service Act 2008* as in force at 1 October 2022, and the entities specified at sections 24(2)(c), 24(2)(d) and 24(2)(h) of the Act: the parliamentary service, the Governor’s official residence and its associated administrative unit, and the police service.

wage increase under the Agreement – means the wage increase of either 4%, 4% or 3%, as specified in clause 13 of this Agreement, that occurs on the day after the end of the *COLA year*. For example, for the purposes of calculating COLA year 1 (1 July 2022 to 30 June 2023), the wage increase of 4% on 1 July 2023 is the *wage increase under the Agreement*.

PART 2 – OBLIGATION FOR PAYMENT

2.1 The employer will make COLA payments as required by this Appendix to *eligible employees*.

PART 3 – ELIGIBILITY

3.1 *Eligible employees* covered by this Agreement may be entitled to receive COLA payments based on the *calculation dates*, for up to three years only, and ending for the *calculation date* of 30 June 2025.

3.2 For the *COLA year 1*, an employee is an *eligible employee* if they:

- (a) performed work under the *predecessor agreement* during *COLA year 1*; and
- (b) on the calculation date of 30 June 2023 they were:
 - (i) covered by the *predecessor agreement*; and
 - (ii) a Queensland Police Service employee; or
 - (iii) a Queensland Fire and Emergency Services employee within Disaster Management who subsequently transitioned to the Queensland Police Service consistent with the Functional Transition Agreement dated 15 June 2023.

3.3 For COLA years 2 and 3, an employee is an *eligible employee* if they performed work under this Agreement during a relevant COLA year and they are covered by this Agreement on the relevant *calculation date* for the associated COLA Payment.

3.4 In recognition of employee mobility across the sector, where an employee would otherwise be an *eligible employee* in accordance with clauses 3.2 or 3.3 above, but they are not covered by this Agreement (or the *predecessor agreement* in the case of *COLA year 1*) on the relevant *calculation date* due to being employed elsewhere as a *Queensland government employee* on the *calculation date*, they will be deemed to be an *eligible employee* for the associated COLA payment. To facilitate payment of the COLA Payment in this circumstance, the employee is required to provide relevant details of their eligibility to HRAssistance@police.qld.gov.au or phone 3015 3456.

Example – an employee works for the first 3 months under the predecessor agreement or under this Agreement, during a relevant COLA year, then takes up employment under a different agreement. They remain employed under the different agreement. as at the relevant calculation date under this Agreement. Provided the employee provides the required notice and details of their current employer (as specified above) which confirms that they are a Queensland government employee as at the calculation date, they will be an eligible employee for that particular COLA Payment (see clause 3.6 below for pro-rata payments).

3.5 An employee who starts being covered by this Agreement or the *predecessor agreement* after a *calculation date* is not eligible for the associated COLA Payment. For COLA year 1 also see clause 3.2 above.

Example – an employee starts being covered by the Agreement on 17 September 2023. The employee is not eligible for COLA Payment Year 1.

3.6 An *eligible employee* who did not perform work under the *predecessor agreement* or this Agreement for the full *COLA year*, will receive a pro-rata COLA payment by reference to the *base wages* they received that was attributable to work under the *predecessor agreement* or this Agreement.

Example one – an eligible employee is employed and works for 5 months under the predecessor agreement or this Agreement during a relevant COLA year. Their base wages for the COLA year will reflect the 5 months they worked.

Example two – an eligible employee is employed for 12 months under the predecessor agreement or this Agreement during a relevant COLA year and in those 12 months, works for 6 months, takes 3 months leave at half pay and takes 3 months leave without pay. Their base wages for the COLA year will reflect the 6 months they worked, 3 months where they earned half pay and 3 months where they earned no pay.

Example three – an employee is employed for 12 months under the predecessor agreement or this Agreement during a relevant COLA year and in those 12 months, works for 6 months and is temporarily seconded and works for 6 months under a different Agreement. Their base wages for the COLA year will then reflect the 6 months they worked under the predecessor agreement or this Agreement.

- 3.7** An eligible employee who is casual or part-time will receive a pro-rata COLA payment based on the hours they worked in the relevant COLA year because of the definition of base wages.

Example – a part-time employee works 0.6 full-time equivalent during the COLA year. The employee's base wages for the COLA year reflect their hours of work.

- 3.8** In addition to the other requirements of Part 3 herein, casual employees are eligible employees provided they have performed work under the predecessor agreement or this Agreement, or as a Queensland government employee, within the 12-week payroll period immediately prior to the relevant calculation date.

PART 4 – CALCULATION AND PAYMENTS

Step One

- 4.1** A COLA Payment is only payable if, for the relevant COLA year, CPI exceeds the wage increases under the Agreement that occurs on the day after the end of the COLA year.

Step Two

- 4.2** The relevant COLA Payment is calculated by first determining the percentage difference between the wage increase under the Agreement and CPI for the relevant COLA year and each COLA Payment is capped at 3% (the 'COLA percentage').

Example one: For COLA Payment Year 1, the COLA year is 1 July 2022 to 30 June 2023. The wage increase under the Agreement is 4% on 1 July 2023. In April 2023, the ABS released the CPI figure for March 2023 as 7.4%. The COLA payment is calculated as the difference between 4% and 7.4%, i.e. 3.4%. However, because the COLA payment is capped at 3%, the COLA percentage is 3%.

Example two: For COLA Payment Year 3, the COLA year is 1 July 2024 to 30 June 2025. The wage increase under the Agreement is 3% on 1 July 2025. In April 2025, the ABS releases the CPI figure for March 2025 as 3.9%. The COLA payment is calculated as the difference between 3% and 3.9%, i.e. 0.9%. 0.9% is less than the 3% cap, therefore the COLA percentage is 0.9%.

Step Three

- 4.3** To calculate an eligible employee's COLA Payment, the relevant employee's base wages for the COLA year are to be determined.

Note – no adjustment to base wages is necessary as the relevant wage increase under the Agreement has not been applied for the COLA year.

Step Four

- 4.4** The figure from clause 4.3 above is then multiplied by the COLA Percentage calculated in clause 4.2 above, to determine the particular employee's COLA Payment for that COLA year.

Example: The COLA percentage is 3% and the employee's base wages is \$90,000.

- *\$90,000 multiplied by 3% = \$2,700.00*

4.5 COLA Payments are one-off, do not form part of base salary and will be taxed according to the applicable law.

PART 5 – TIMING OF INFORMATION AND PAYMENTS

- 5.1** For *eligible employees* under clause 3.2 above, if payable, the relevant COLA payment will be made within three (3) months following certification or the employee providing the notice of their employment pursuant to clause 3.4 above following certification.
- 5.2** For *eligible employees* under clause 3.3 above, if payable, the relevant COLA Payment will be made within three (3) months of the latter: the relevant *calculation date* and release of the *CPI* or the employee providing the notice of their employment pursuant to clause 3.4 above.
- 5.3** The Queensland Police Service will provide advice to unions and employees covered by this Agreement on the timing of payroll processing for each COLA payment.

APPENDIX 3 – LOCALITY ALLOWANCE AREAS**LOCALITY ALLOWANCE AREAS****LOCAL AUTHORITIES AS AT 1997**

Douglas Shire
 Cairns City
 Johnstone Shire
 Cardwell Shire
 Hinchinbrook Shire
 Thuringowa City
 Townsville City
 Burdekin Shire
 Bowen Shire *
 Whitsunday Shire
 Mackay City
 Mirani Shire
 Sarina Shire
 Broadsound Shire *
 Livingstone Shire
 Rockhampton City
 Fitzroy Shire
 Gladstone City
 Calliope Shire
 Miriam Vale Shire

* Within the Local government areas of Broadsound and Bowen the “coastal” areas are those including the following:

Broadsound

St Lawrence
 Koumala
 Carmila
 Westwood

Bowen

Collinsville
 Abbot Point
 Bowen
 Armuna
 Binbee
 Almoola
 Scottville
 Wilmington
 Guthalungra
 Kyburra

Places for which the additional locality allowance available under this Agreement will be paid include the following:–

Broadsound

Middlemount
 Norwich Park
 Dysart
 Saraji
 German Creek

Bowen

Ravenswood
 Birralea
 Mt Leyston
 Gunjulla
 Mt Coolon

For any places not listed which are within the local government areas of Broadsound and Bowen, and for which a Locality Allowance is payable as set out in *Ministerial Directive 16/18 (Locality Allowances)*, QPS has the authority to determine whether the place is inside or outside the “coastal” area.

APPENDIX 4 - AUSTRALIAN QUALIFICATIONS FRAMEWORK

AUSTRALIAN QUALIFICATIONS FRAMEWORK

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

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

The Framework links together all these qualifications and is a highly visible, quality-assured national system of educational recognition, which promotes lifelong learning and a seamless and diverse education and training system.

Why is the AQF important?

Qualifications certify the knowledge and skills a person has achieved through study, training, work and life experience. The AQF helps all learners, employers and education and training providers to participate and navigate the qualifications system. Under the AQF, learners can start at the level that suits them and then build up as their needs and interests develop and change over time. The Framework assists learners to plan their career progression, at whatever stage they are within their lives and when they are moving interstate and overseas. In this way, the AQF supports national standards in education and training and encourages lifelong learning.

What are the key objectives of the AQF?

The AQF:

- provides nationally consistent recognition of outcomes achieved in post-compulsory education;
- helps with developing flexible pathways which assist people to move more easily between education and training sectors and between those sectors and the labour market by providing the basis for recognition of prior learning, including credit transfer and work and life experience;
- integrates and streamlines the requirements of participating providers, employers and employees, individuals and interested organisations;
- offers flexibility to suit the diversity of purposes of education and training;
- encourages individuals to progress through the levels of education and training by improving access to qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning;
- encourages the provision of more and higher quality vocational educational and training through qualifications that normally meet workplace requirements and vocational needs, thus contributing to national economic performance; and
- promotes national and international recognition of qualifications offered in Australia.

APPENDIX 5 - BEMS AWARD EMPLOYEES ENGAGED IN FLEET SERVICES GROUP – PROGRESSION AND ADDITIONAL MID-POINTS

1. Application

1.1 The terms of this Appendix shall apply to employees covered by the *Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016* (BEMS Award) engaged in the engineering stream.

2 Relationship with other industrial instruments

2.1 Schedules 2 and 4.2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide, or those clauses as amended by the parties to that award, shall continue to define the criteria to progress between the various classifications for engineering employees contained in this Agreement.

2.2 Additional mid-points (AMP) between C13 and C7 classifications will be accessible to enable employees to access 50% of the wage increase applicable when half the next level of competency is demonstrated by the employee concerned, and is also required in the workplace. The mid-points will be payable following assessment in the workplace.

2.3 Additional mid-points will be payable on the following basis:

Paypoint	Progression Criteria	Calculation of AMP Rate
C13midpoint	50% of the competency points as prescribed by Schedule 2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C13 to C12.	C13 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C13 and C12 as prescribed by Appendix 1 of this Agreement.
C12midpoint	50% of the competency points as prescribed by Schedule 2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C12 to C11.	C12 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C12 and C11 as prescribed by Appendix 1 of this Agreement.
C11midpoint	50% of the competency points as prescribed by Schedule 2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C11 to C10.	C11 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C11 and C10 as prescribed by Appendix 1 of this Agreement.
C10midpoint	50% of the competency points as prescribed by schedule 2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C10 to C9.	C10 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C10 and C9 as prescribed by Appendix 1 of this Agreement.
C9midpoint	50% of the competency points as prescribed by schedules 2 of the BEMS Award and the	C9 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C9 and C8 as prescribed by

		National Engineering Standards and Metal Competency Implementation Guide required for assessment from C9 to C8.	Appendix 1 of this Agreement.
C8midpoint	50%	of the competency points as prescribed by schedules 2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C8 to C7.	C8 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C8 and C7 as prescribed by Appendix 1 of this Agreement.
C7midpoint	50%	of the competency points as prescribed by schedules 2 of the BEMS Award and the National Metal and Engineering Competency Standards Implementation Guide required for assessment from C7 to C6.	C7 rate as prescribed by Appendix 1 of this Agreement plus 50% of the difference between C7 and C6 as prescribed by Appendix 1 of this Agreement.

- 2.4 Re-assessment for engineering employees remunerated between C13 and C7 may only occur after a period of at least 6 months has elapsed since the employee was last assessed.

APPENDIX 6 – QUEENSLAND GOVERNMENT COMMITMENT TO UNION ENCOURAGEMENT

The Queensland Government has made a commitment to encourage union membership among its employees.

As part of this commitment the government will:

- Acknowledge union delegates and job representatives have a role to play within a workplace, including during the agreement making process. The existence of accredited union delegates and/or job representatives is to be encouraged. Accredited union delegates and/or job representatives shall not be unnecessarily hindered in the reasonable and responsible performance of their duties.
- Subject to relevant legislation, allow employees full access to union delegates/officials during working hours to discuss any employment matter or seek union advice, provided that service delivery is not disrupted and work requirements are not unduly affected. Delegates will be provided reasonable access to facilities for the purpose of undertaking union activities.
- Encourage the establishment of joint union and employer consultative committees at a central and agency level.
- Promote reasonable and constructive industrial relations education leave in the form of paid time off to acquire knowledge and competencies in industrial relations.
- Provide an application for union membership and information on the relevant union(s) to all employees at the point of engagement and during induction.
- At the point of engagement, provide employees with a document indicating that the Agency encourages employees to join and maintain financial membership of an organisation of employees that has the right to represent their industrial interests.
- Subject to relevant privacy considerations, provide union(s) with details of new employees.

The active cooperation of all managers and supervisors is necessary to ensure that the government can honour this commitment.

Passive acceptance by agencies of membership recruitment activity by unions does not satisfy the government's commitment. Encouragement requires agencies to take a positive, supportive role, although ultimately it remains the responsibility of the unions themselves to conduct membership recruitment.

APPENDIX 7 - QUEENSLAND GOVERNMENT POLICY ON EMPLOYMENT SECURITY

1. Introduction

The Queensland Government has restored this employment security policy for government agencies as part of its commitment to restoring fairness for its workforce.

The Government is committed to maximum employment security¹ for permanent government employees (as outlined in section 2 – Application) by developing and maintaining a responsive, impartial and efficient government workforce as the preferred provider of existing services to Government and the community. The workforce’s commitment to continue working towards achievement of best practice performance levels makes this commitment possible.

The Government is also committed to providing stability to the government workforce by curbing organisational restructuring. The focus will be on pursuing performance improvement strategies for the government workforce to achieve “best value” delivery of quality services to the community, in preference to restructuring, downsizing or simply replacing government workers with non-government service providers. A greater emphasis will be placed on effective change management, which together with workforce planning, career planning and skills development will ensure that the government workforce has the flexibility and mobility to meet future needs.

Further, the Government undertakes that permanent government employees will not be forced into unemployment as a result of organisational change or changes in agency priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities, and involuntary redundancy will only occur in exceptional circumstances, and only with the approval of the Commission Chief Executive, Public Service Commission.

2. Application

This policy applies to all permanent employees of Queensland Government agencies (including departments, public service offices, statutory authorities and other government entities as defined under the *Public Service Act 2008*).

This policy does not apply to government employees who are subject to disciplinary action which would otherwise result in termination of employment, or who are not participating in reasonable opportunities for retraining, deployment or redeployment.

3. Authority

This policy was approved by Cabinet on 30 March 2015.

4. Policy

4.1 Permanent Employment

The Queensland Government is committed to maximising permanent employment where possible. Casual or temporary forms of employment should only be utilised where permanent employment is not viable or

¹ Employment security is a commitment to continuing employment in government, as distinct from job security. This distinction recognises that jobs may change from their current form, as the skills mix and composition of the government workforce vary to meet changing government and community service needs.

appropriate. Agencies are encouraged to utilise workforce planning and management strategies to assist in determining the appropriate workforce mix for current and future needs.

4.2 Organisational change and restructuring

It is the Government's intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise government agencies, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.

Cabinet approval is required for all major organisational change and restructuring in agencies:

- (a) that will significantly impact on the government workforce (e.g. significant job reductions, deployment to new locations, alternative service delivery arrangements, etc). The emphasis will be on minimum disruption to the workforce and maximum placement of affected staff within agencies, and ordinarily organisational restructuring should not result in large scale "spilling" of jobs.
- (b) that will have major social and economic implications, particularly in regional and rural centres where the government is committed to maintaining government employment. Proposals affecting these centres need to carefully evaluate the impact on communities to ensure that short-term efficiency gains are balanced against the long-term social and economic needs of these communities.

The agency will need to demonstrate that any proposed organisational change or restructuring will result in clearly defined service enhancements to government and/or the community, as identified in a business case, and be undertaken through a planned process. Where an agency has made a decision to introduce major organisational change or restructuring, it will notify affected employees/unions and discuss the changes as early as practicable. This may be undertaken through forums such as Agency Consultative Committees.

The requirement to obtain Cabinet approval for major organisational change is not intended to reduce the flexibility of Chief Executives in their day-to-day management of agencies' operations. Chief Executives retain prerogative over normal business activities to manage the government workforce, (such as job reclassification, job redesign, performance management, disciplinary action and transfers), and organisational improvement initiatives (such as process re-engineering, changes in work practices and the introduction of new technology).

4.3 Employees affected by organisational change

The government undertakes that tenured government employees will not be forced into unemployment as a result of organisational change, other than in exceptional circumstances.

Government employees affected by performance improvement initiatives or organisational change will be offered maximum employment opportunities within the government, including retraining, deployment, and redeployment. Only after these avenues have been explored will voluntary early retirement be considered.

Where continuing employment in the government is not possible, support, advice and assistance will be provided to facilitate transition to new employment opportunities. In the event of a decision to outsource a government service, the agency should ensure that every effort is directed towards assisting employees to take up employment with the external provider. Retrenchment will only be undertaken in exceptional circumstances where deployment or redeployment are not options, and only with the approval of the Commission Chief Executive, Public Service Commission.

4.4 Consultation

For further advice on the application of this policy, agencies should consult with the Office of Industrial Relations.

APPENDIX 8 - QUEENSLAND GOVERNMENT POLICY ON CONTRACTING-OUT OF SERVICES

1. Application

The Queensland Government recognises that government agencies are the key instruments for delivering or implementing the policies of the government.

In striving to achieve "best value" delivery of services to the community, the government's focus will be on pursuing performance improvement strategies for its workforce, not on simply replacing government employees with non-government service providers.

In this regard, the government has restored the following policy on contracting-out of services as part of its commitment to restoring fairness for the government workforce. This policy² applies to all Queensland Government agencies (including departments, public service offices, statutory authorities, and other government entities as defined under the Public Service Act 2008) and all tenured employees of these agencies. The government recognises that, in the case of Queensland Health (comprising the Department of Health and the Hospital and Health Services), public health services are provided through a mix of in-house delivered services and partnerships with non-government, community and private sector health providers.

For the purposes of this policy, contracting-out refers to a contractual arrangement to deliver a service to government or the provision of a government service by a non-government service provider. Capital works programs are not considered government services for the purpose of this policy. This means that current arrangements for delivery of the capital works program through competitive tendering will continue. Further, the purchase of services by government agencies from an internal government provider is not regarded as contracting-out.

Similarly, services contracted to community service providers through grant programs or as recurrently funded programs are not regarded as being contracted-out for the purposes of this policy.

This policy does not apply to the normal purchase of inputs to government agencies such as office supplies and consultancies. It does however apply to contractual arrangements such as cleaning and other 'hotel' type services.

Where there are major joint ventures or co-locations with the private sector (e.g. hospital co-locations) decisions on the delivery of support services will be made on a case by case basis.

2. Authority

This policy was released on 16 January 2016.

3. Policy

3.1 Services currently provided in-house (i.e. by a government agency)

It is the policy of the government that in order to maintain existing government jobs, there will be no contracting-out of services currently provided in-house other than in circumstances where:

- actual shortages exist in appropriately skilled in-house staff;
- there is a lack of available infrastructure capital or funds to meet the cost of providing new technology; or
- it can clearly be demonstrated that it is in the public interest that services should be contracted-out.

² This policy should be read in conjunction with applicable industrial instruments.

Cabinet approval will be required only for contracting-out proposals that meet the criteria outlined above where they would have a significant impact on the government's workforce in terms of job losses. Cabinet submissions proposing contracting-out initiatives should detail:

- why the service cannot continue to be delivered by government agencies;
- the impact on the government workforce;
- how the proposed initiative will improve government service delivery;
- any social and/or economic impact on the Queensland community;
- the impact on regional and rural communities, where relevant, particularly in regard to maintenance of public employment in regional and rural Queensland;
- the impact on future competitive tendering in a market where the government will have no capacity to bid;
- communication and consultation strategies, including managing the impact on the tenured government workforce, and workforce transition plans for deployment, redeployment and retraining; and
- the cost implications for government.

Where the government agrees to contract-out services, employees and the relevant unions will be consulted as early as possible. Discussions will take place prior to any steps being taken to call tenders or to enter into any alternative bidding arrangement for the provision of services by an external provider.

If, after full consultation with employees and relevant unions, employees are to be affected by the necessity to contract-out services, the government agency should:

- ensure that effort is directed towards assisting employees to take up employment with the contractor; and/or
- ensure that employees are given the maximum opportunity to accept deployment and redeployment.

3.2 Services currently contracted-out

It is the policy of the government that when existing contracts with non-government providers are due for renewal, the services generally will be once again offered to contract.

If the conditions of the existing contract allow for the contract to be renewed without a tendering process, and the external provider has met all the conditions of the contract, a new contract may be offered to the current provider subject to continuing commercial viability and the mutual agreement of both parties.

Where a contract is due to expire and a tendering process is proposed, government agencies may bid for the work, subject to any legislative requirements and government agencies competing on a fair basis – that is, with any advantages or disadvantages that stem solely from their public ownership being removed or accounted for in an appropriate manner. Operational guidelines will be developed to assist agencies in assessing the relative merits of in-house and external bids.

In-sourcing will be undertaken only where it can be demonstrated that work is competitive on an overall "best value" basis, including quality and cost of purchase and maintenance of any capital equipment required to perform the work.

3.3 New services

A decision on whether it is appropriate to contract-out new government services with significant workforce impacts will be made on a case by case basis by Cabinet. Opportunity will be provided for the new government service to be delivered by in-house staff where it can be demonstrated that work is competitive on an overall

"best value" basis, including quality and cost of purchase and maintenance of any capital equipment required to perform the work.

Cabinet submissions proposing contracting-out of new services should detail:

- any social and/or economic impact on the Queensland community;
- the impact on regional and rural communities;
- the impact on future competitive tendering in a market where the government will have no capacity to bid;
- why the service needs to be delivered by a non-government service provider; and
- the cost implications for government.

3.4 Services in replacement facilities

Existing outsourcing arrangements may not always be extended to replacement facilities (e.g. replacement hospitals and schools). A decision by Cabinet on whether it is appropriate to continue to contract-out services in replacement facilities will be made on a case by case basis.

Where a decision is made to transfer the existing contract to a replacement service, this may be offered to the current provider subject to commercial viability and the mutual agreement of both parties.

Opportunity should be given for in-house staff to undertake the work where it can be demonstrated that work is competitive on an overall "best value" basis, including quality and cost of purchase and maintenance of any capital equipment required to perform the work.

Cabinet submissions proposing contracting-out of replacement services should detail:

- the impact on the government workforce;
- how the proposed initiative will result in improvements to government service delivery;
- any social and/or economic impact on the Queensland community;
- the impact on regional and rural communities, where relevant, particularly in regard to maintenance of public employment in regional and rural Queensland;
- the impact on future competitive tendering in a market where the government will have no capacity to bid, if relevant; and
- the cost implications for government.

3.5 Implementing the Policy on the Contracting-Out of Services

In applying this policy, the following principles should be adhered to:

- i. The primary focus should be on improving the productivity of the existing government workforce through performance improvement strategies (such as training, innovation, and benchmarking);
- ii. Where services currently contracted-out come up for tender, or the delivery of new services and services in replacement facilities are being considered, in-house staff should be given the opportunity to undertake the work where it can be demonstrated that it is competitive on an overall "best value" basis, including quality and cost of purchase and cost of maintenance of any necessary capital equipment;
- iii. Where competitive tenders involve in-house bids, those bids must be fairly based – that is, with any advantages or disadvantages that stem solely from their public ownership being removed or accounted for in an appropriate manner;
- iv. Except in exceptional circumstances, in-house work units should be afforded sufficient opportunity and support, over a reasonable time, to achieve an acceptable level of performance, efficiency and effectiveness, before alternative service provision options are considered; and

- v. Options for the management of employees affected by organisational change are to include deployment, retraining, redeployment and voluntary early retirement.

SIGNATORIES

Signed by the Deputy Chief Executive of the Queensland Police Service S. E. MCCARTHY

In the presence of:

Signed for and on behalf of the Together Queensland,
Industrial Union of Employees A. SCOTT

In the presence of: NICOLE HIPKIN

Signed for and on behalf of Automotive, Metals, Engineering,
Printing and Kindred Industries Industrial Union of Employees,
Queensland R. WEBB

In the presence of: ASHLEIGH WOOD

Signed for and on behalf of The Electrical Trades Union of Employees
Queensland S. TRAILL
Deputy Secretary

In the presence of: KATHRYN BIGNELL

Signed for and on behalf of United Workers Union G. BULLOCK

In the presence of:

Signed for and on behalf of Queensland Nurses' and Midwives
Union of Employees, S. BEAMAN

In the presence of:

Signed for and on behalf of Transport Workers' Union
Of Australia, Union of Employees (Queensland Branch) R. OLSEN

In the presence of: