



Matter No:

B 12024 51

Form 20 – Affidavit

INDUSTRIAL REGISTRAR
07 AUG 2024
QUEENSLAND

Industrial Relations Act 2016, s 989
Industrial Relations (Tribunals) Rules 2011, r 52, r 53, r 55

Information

- This form is to be used to prepare an Affidavit.
- Please read this form carefully and complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the non-acceptance of your form.
- Documents which are longer than 30 pages in length must be provided to the Industrial Registry in hard copy before it will be accepted for filing.
- For further information please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Instructions

- Affidavits must comply with the formal requirements for documents in accordance with rules 50 to 57 of the *Industrial Relations (Tribunals) Rules 2011*.
- The affidavit must set out the facts divided into consecutively numbered paragraphs. Each paragraph should be confined to a distinct part of the subject matter.
- This affidavit must be sworn or affirmed before a person authorised by law to witness the swearing of affidavits (e.g. Justice of the Peace, Commissioner for Declarations, Lawyer).
- Each page must be signed by the deponent (person making the affidavit) and the witness (person taking the affidavit).
- **Attach extra page(s) if you need more space, ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.**
- Any handwritten alteration to the affidavit must be initialled by the deponent and witness.
- If this affidavit contains exhibits (document mentioned in the affidavit and used with the affidavit) you will need to complete a **Form 21 - Certificate of Exhibit to Affidavit** for each exhibit (which is also to be signed and witnessed).
- If the affidavit is sworn by a person incapable of reading the affidavit or physically incapable of signing it, the witness must complete the Certificate at Part 6.
- If required by the Court, Commission or Registrar, the deponent must appear to give evidence or for cross-examination.
- The Court, Commission or Registrar may remove or strike out any material contained within the affidavit deemed to be a scandalous or oppressive matter.

Signed:

[Signature of the deponent/substitute sig]

[Signature of witness]

the Peace/Commissioner for Declarations/Lawyer

1/5
1/6

1. Matter details

Applicant:	Queensland Council of Unions
Respondent:	State of Queensland (Office of Industrial Relations)

If there are more than two parties to the application, please complete a **Form 1 – Parties list** and file with this form.

This affidavit is filed for the:	<input checked="" type="checkbox"/> Applicant/Appellant	<input type="checkbox"/> Respondent (or as the case may be)
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2. Contact details of party filing this affidavit

Title [please select]:	<input type="checkbox"/> Mr	<input type="checkbox"/> Mrs	<input type="checkbox"/> Ms	<input type="checkbox"/> Miss	<input type="checkbox"/> Mx	<input type="checkbox"/> Other: _____
Name of Party:	Queensland Council of Unions					
Name of contact person: [if party is an organisation]	Nate Tosh					
Postal/Service address:	Level 5, 16 Peel Street					
	Suburb/Town South Brisbane				Postcode 4101	
Phone number:	07 3010 2555		Mobile number:	0456 192 627		
Email address:	natet@qcu.asn.au; info@qcu.asn.au					

3. Deponent's details (person making the affidavit)

Title [please select]:	<input type="checkbox"/> Mr	<input type="checkbox"/> Mrs	<input checked="" type="checkbox"/> Ms	<input type="checkbox"/> Miss	<input type="checkbox"/> Mx	<input type="checkbox"/> Other: _____
Deponent's Name:	Jacqueline King					
Postal/Service address*:	Level 5, 16 Peel Street					
	Suburb/Town South Brisbane				Postcode 4101	

* The deponent does not have to give a residential address if they are concerned about their safety. They may give another address at which they are satisfied they will receive documents e.g. a business address.

Signed: _____
[Signature of the deponent/substitute signatory]

Witnessed by: _____
[Signature of witness]
Justice of the Peace/Commissioner for Declarations/L

4. Evidence

Attach extra pages if you need more space ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.

Affidavit

I, Jacqueline King, of Level 5, 16 Peel Street, South Brisbane, 4101
[insert full name of deponent] [insert residential or business address of deponent*]

state on oath: OR do solemnly and sincerely affirm and declare, that:

[insert address to which you are sworn, and in numbered paragraphs]

1. I am the General Secretary of the Queensland Council of Unions (QCU).
2. I have been an officer of the QCU since February 2020.
3. During this time, I have held the office of Assistant General Secretary and Acting General Secretary prior to being elected as General Secretary in July 2023.
4. I hold a Bachelor of Laws (Honours), a Graduate Diploma in Legal Practice, and a Master of Business Administration.
5. This Affidavit is made in support of the QCU Application filed on 4 June 2024.

Economic Conditions

6. I have caused a comparative analysis to be undertaken of the national economic conditions and forecasts, including as reported and considered by the Fair Work Commission Expert Panel (FWC) in the *Annual Wage Review 2023-24* [2024] FWCFB 3500 (AWR Decision), and the current economic conditions in Queensland.
7. The comparative analysis relies on the following evidence:
 - a) AWR Decision; and
 - b) Commonwealth Government, *Federal Budget Strategy and Outlook Paper 2024-25*; and
 - c) Queensland Government, *Queensland State Budget Strategy and Outlook Paper 2024-25*; and
 - d) Reserve Bank of Australia, *Statement on Monetary Policy (May 2024)*; and
 - e) National Bank of Australia, *Quarterly Business Survey (Q1 2024)*; and
 - f) Australian Bureau of Statistics (ABS) data for i) *Consumer Price Index, Australia*; and ii) *Labour Force, Australia*; and iii) *Wage Price Index, Australia*; and iv) *Counts of Australian Businesses, including Entries and Exits*.
8. The analysis is attached to this affidavit and marked 'Exhibit JK-1'.
9. In summary, the analysis demonstrates that there are no large differences between the economic conditions in Queensland and nationally.

Signed: _____
[Signature of the deponent/substitute signatory]

Taken by: _____
[Signature of witness]
Justice of the Peace/Commissioner for Declarations/Lawyer

Evidence

Use this extra page if you need more space in the affidavit ensuring that Part 5 containing the signature is always on the last page of the form and that each additional page is signed at the bottom of the page by the deponent and witness.

Affidavit of Jacqueline King

10. Forecasts for State Final Demand and Gross State Product are slightly better than national Gross Domestic Product, but broadly follow a similar pattern.

11. There are minor differences between inflation in Brisbane and nationally, with the national Consumer Price Index (CPI) for the 12 months to the June quarter 2024 reported at 3.8 per cent and Brisbane's CPI reported at 3.4 per cent, and forecasts following a similar pattern.

12. The national and Queensland labour market data are broadly consistent. National employment growth is forecast to grow by 2 ¼ per cent in 2023-24, similar to Queensland's employment growth forecast of 2 ¾ per cent for the same period, the participation rate in Queensland is slightly better than nationally (67.3 per cent for the June quarter 2024 in Queensland compared to 66.8 per cent nationally), the unemployment rate for the June quarter 2024 was the same in Queensland as nationally (4 per cent), and forecasts follow a broadly similar pattern.

13. The Wage Price Index grew by ½ a per cent more in Queensland in the March quarter 2024 (4.6 per cent in Queensland compared to 4.1 per cent nationally) and is forecast to moderate in 2024-25 consistent with the national forecast.

14. Business conditions in Queensland are consistent with national conditions, particularly with respect to business investment forecasts, business entries and exits, and business survival rates. Business profitability and confidence is also broadly consistent with national conditions.

Relative Living Standards and the Needs of Low-Paid Employees

15. As I understand:

- a) The 'low paid' benchmark adopted by the FWC is two-thirds of median adult ordinary-time earnings of all full-time employees; and
- b) There are two measures for this benchmark derived from ABS data for Characteristics of Employment (COE) for August 2023 and Employee Earnings and Hours (EEH) for May 2023; and
- c) Using this data, the FWC identify the national low paid benchmark as \$1066.67 per week based on COE data and \$1131.33 per week based on EEH data; and
- d) Relevant ABS data indicates that this benchmark is slightly lower in Queensland being \$1031.32 per week based on COE data and \$1129.32 per week based on EEH data.

16. I have caused an analysis to be undertaken of the modern award classifications that fall below the Queensland low-paid benchmark based on COE data, being \$1031.32 per week or \$2062.64 per fortnight.

17. Attached to this affidavit and marked 'Exhibit JK-2' is the list of modern award classifications that fall below the Queensland low-paid benchmark.

18. As can be seen in the analysis, there are a significant number of classifications across multiple modern awards that fall below the Queensland low-paid benchmark in both the public sector and the local government sector. Of these classifications, the vast majority will still be below the Queensland low-paid benchmark following a 3.75% increase to modern award minimum wages as sought by the QCU.

Signed: _____
[Signature of the deponent/substitute signatory]

Taken by: _____
[Signature of witness]
Justice of the Peace/Commissioner for Declarations/Lawyer

5. Signature

The contents of this affidavit are true and correct. Where the contents of this affidavit are based on information and belief, the contents are true to the best of my knowledge and I have stated the source of that information and the grounds for the belief and, if contained in a document, I have attached that document to this affidavit.

I understand that it is a criminal offence to provide a false matter in an affidavit, for example, the offence of perjury under section 123 of the Criminal Code.

I state that: [Deponent to complete – **only tick if applicable** – leave blank if not applicable]:


- This affidavit was made in the form of an electronic document
- I electronically signed this affidavit
- This affidavit was made, signed and witnessed under Part 6A (Audio visual link) of the *Oaths Act 1867*.

SWORN/AFFIRMED BY:

Signature of person making the affidavit	
Full name of deponent:	Jacqueline King
Signature of deponent:	
Sworn/Affirmed at [place]:	16 Peel street South Brisbane 4101
Date:	7.8.2024.

Alternative signature panel if substitute signatory signs	
Complete this section <u>only</u> if the affidavit was signed by a substitute signatory (a person directed to sign the affidavit on behalf of the deponent) Signed for and at the direction of the deponent by:	
Full name of substitute signatory:	
Signature of substitute signatory:	
Sworn/Affirmed at [place]:	
Date:	

BEFORE ME:

Witness details	
Full name of witness:	Connor, James Wood
Signature and type of witness:	 120211 JPC(Qld)
	<input checked="" type="checkbox"/> Justice of the Peace <input type="checkbox"/> Commissioner for Declarations <input type="checkbox"/> Lawyer
Date:	07/08/24
Insert name of law practice/place of employment:	

6. Certificate (pursuant to rule 55 of the *Industrial Relations (Tribunals) Rules 2011*):

WITNESS to complete [only tick if applicable]

If deponent is incapable of reading or physically signing the affidavit

- I certify that this affidavit was read in the presence of the deponent who seemed to understand it, and signified that they made the affidavit.
- I certify that this affidavit was read in the presence of the deponent who seemed to understand it, and signified that they made the affidavit, but was physically incapable of signing it.
- A substitute signatory signed for and at the direction of the deponent.

7. For Special Witnesses (see s 12 of the *Oaths Act 1867*)

SPECIAL WITNESS to complete [only tick if applicable]

For special witnesses only:

- I am a special witness under the *Oaths Act 1867* (see s 12 of the *Oaths Act 1867*).
- This affidavit was made in the form of an electronic document.
- I electronically signed this affidavit.
- This affidavit was made, signed and witnessed under Part 6A (Audio visual link) of the *Oaths Act 1867* - I understand the requirements for witnessing a document by audio visual link and have complied with those requirements.

Signed: _____
[Signature of the deponent/substitute signatory]

Taken by: _____
[Signature of witness]

Justice of the Peace/~~Commissioner for Declarations/Lawyer~~



Matter No:

B 12024/51

Form 21 – Certificate of Exhibit to Affidavit

seal

Industrial Relations Act 2016, s 989
Industrial Relations (Tribunals) Rules 2011, r 53

Information

- This form is to be used when attaching exhibits to an affidavit. Exhibits are documents mentioned in the affidavit and used with the affidavit. Attach one Certificate per exhibit.
- Please read this form carefully and complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the non-acceptance of your form.
- For further information please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Matter details

Applicant:	Queensland Council of Unions
	v
Respondent:	State of Queensland (Office of Industrial Relations)

Exhibit details

Name of document:	Comparison of National and Queensland Economic Conditions
Marked:	JK-1
Mentioned in the affidavit of:	Jacqueline King

Signature

Full name of deponent/ substitute signatory:	Jacqueline King
Signature of deponent/ substitute signatory:	-
Full name of witness:	Connor James Wood
Signature and type of witness:	<input checked="" type="checkbox"/> Justice of the Peace <input type="checkbox"/> Commissioner for Declarations <input type="checkbox"/> Lawyer
Sworn/Affirmed at [place]:	16 Peel Street South Brisbane 4101
Date:	7.8.2024

Exhibit JK-1

Comparison of National and Queensland Economic Conditions

This analysis relies on the following evidence:

- *Annual Wage Review 2023-24 [2024] FWCFB 3500*; and
- Commonwealth Government, *Federal Budget Strategy and Outlook Paper 2024-25*; and
- Queensland Government, *Queensland State Budget Strategy and Outlook Paper 2024-25*; and
- Reserve Bank of Australia, *Statement on Monetary Policy (May 2024)*; and
- National Bank of Australia, *Quarterly Business Survey (Q1 2024)*; and
- Australian Bureau of Statistics data for: a) *Consumer Price Index, Australia*; b) *Labour Force, Australia*; c) *Wage Price Index, Australia*; and d) *Counts of Australian Businesses, including Entries and Exits*.

Economic Condition	National	Queensland
Economic growth	<p>2023-2024: At Table 9 on page 24 of the 2023-24 Annual Wage Review (AWR) decision, the Fair Work Commission (FWC) references the Reserve Bank of Australia (RBA) and Federal Budget 2024-25 Budget Strategy and Outlook Paper (Federal Budget) forecasts for</p>	<p>2023-2024: At page 40 of the Queensland Budget 2024-25 Budget Strategy and Outlook Paper (Queensland Budget), Gross State Product (GSP) is forecast to grow by 3 per cent for 2023-24.ⁱⁱⁱ</p>

	<p>Gross Domestic Product (GDP) for 2023-2024 of 1.2 per cent and 1 ¾ per cent, respectively.</p> <p>At paragraph [51] of the AWR decision, the FWC reference the national accounts for the December quarter 2023, which showed that GDP grew by 1.5 per cent over the 2023 calendar year (Dec 2022–Dec 2023).</p> <p>Forecast:</p> <p>At paragraph [55] of the AWR decision, the FWC references the International Monetary Fund (IMF) which forecasts 1.5 per cent GDP growth for 2024 and 2.0 per cent for 2025.</p> <p>In their Statement on Monetary Policy (May 2024), the RBA forecasts average GDP growth to be 1.7 per cent for 2024-25 and 2.3 per cent for 2025-26.ⁱ</p>	<p>At page 68 of the Queensland Budget, State Final Demand (SFD) is forecast to grow by 2 ½ per cent in 2023-24.^{iv}</p> <p>Forecast:</p> <p>At page 40 of the Queensland Budget, GSP is forecast to grow 3 per cent in 2024-25 and 2 ½ per cent for 2025-26.^v</p> <p>At page 68 of the Queensland Budget, SFD is forecast to grow by 3 ¼ per cent in 2024-25 and 2 ¾ per cent in 2025-26.^{vi}</p>
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	<p>At page 6 of the Federal Budget, GDP is forecast to grow by 2 per cent in 2024-25 and 2 ¼ per cent for 2025-26.ⁱⁱ</p>	
<p>Inflation</p>	<p>March Quarter 2024: At paragraph [41] of the AWR decision, the FWC references Australian Bureau of Statistics (ABS) Consumer Price Index (CPI) data which confirms that the headline CPI rate for the 12 months to the March quarter 2024 was 3.6 per cent, down from 7.0 per cent for the equivalent period in 2023.^{vii}</p> <p>June Quarter 2024: ABS CPI data for the June quarter 2024 confirms that the headline CPI rate for the 12 months to the June quarter 2024 was 3.8 per cent, down from 6.0 per cent for the equivalent period in 2023.^{vii}</p> <p>Forecast: At paragraph [45] of the AWR decision, the FWC references the RBA forecasts contained in the Statement of Monetary Policy (May 2024). The RBA</p>	<p>March Quarter 2024: ABS CPI data for the March quarter 2024 confirms that the headline CPI rate for Brisbane the 12 months to the March quarter 2024 was 3.4 per cent, down from 7.4 per cent for the equivalent period in 2023.^{viii}</p> <p>June Quarter 2024: ABS CPI data for the June quarter 2024 confirms that the headline CPI rate for Brisbane the 12 months to the June quarter 2024 was 3.4 per cent, down from 6.3 per cent for the equivalent period in 2023.^{ix}</p> <p>Forecast: The Queensland Budget forecasts inflation at 4 per cent in 2023-24, falling to 2 per cent in 2024-25 and then increasing to 3 ¼ per cent in 2025-26.^x</p>

	<p>forecasts CPI inflation at 3.8 per cent in December 2024, falling to 3.2 per cent in June 2025 and falling further to 2.8 per cent in December 2025.</p> <p>At paragraph [49] of the AWR decision, the FWC references the Federal Budget's forecasts for inflation which are lower than those of the RBA. At page 53 of the Federal Budget, CPI is forecast at 3 ½ per cent for 2023-24, falling to 2 ¾ per cent for 2024-25 and 2025-26.</p>	
<p>Labour market</p>	<p>At paragraph [61] of the AWR decision, the FWC notes that RBA and Federal Budget forecasts for employment growth and unemployment are broadly similar and indicate a softening but, in historical terms, still robust labour market.</p> <p>Employment growth: At page 6 of the Federal Budget, national employment is forecast to grow by 2 ¼ per cent in 2023-24, ¾ per cent in 2024-25, and 1 ¼ in 2025-26.^{xi}</p>	<p>Employment growth: At page 40 of the Queensland Budget, employment is forecast to grow by 2 ¾ per cent in 2023-24, 1 ½ per cent in 2024-25, and 1 per cent in 2025-26.^{xviii}</p>

	<p>In its Statement of Monetary Policy (May 2024), the RBA forecasts national employment to grow by 2.1 per cent in 2023-24, 1.2 per cent in 2024-25, and 1.4 per cent in 2025-26.^{xii}</p> <p>Participation rate: ABS Labour Force data indicates that the national participation rate was 66.8 per cent for the June quarter 2024.^{xiii}</p> <p>At page 53 of the Federal Budget, the participation rate is forecast at 66 ½ per cent in 2023-24 and 2024-25, and 66 ¼ per cent in 2025-26.^{xiv}</p> <p>National unemployment rate: ABS Labour Force data indicates that the national unemployment rate was 4 per cent for the June quarter 2024.^{xv}</p>	<p>Participation rate: ABS Labour Force data indicates that the Queensland participation rate was 67.3 per cent for the June quarter 2024.^{xix}</p> <p>At page 53 of the Queensland Budget, it is stated that the Queensland participation rate is expected to ease gradually from 66 ½ per cent in 2023-24 to 66 per cent across the forward estimates.^{xx}</p> <p>Queensland unemployment rate: ABS Labour Force data indicates that the Queensland unemployment rate was 4 per cent for the June quarter 2024.^{xxi}</p>
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	<p>At page 6 of the Federal Budget, national unemployment is forecast to be 4 per cent in 2023-24, and 4 ½ per cent in 2024-25 and 2025-26.^{xxvi}</p> <p>On page 6 of its Statement of Monetary Policy (May 2024), the RBA similarly forecasts national unemployment to be 4 per cent in 2023-24, and 4.3 per cent in 2024-25 and 2025-26.^{xxvii}</p>	<p>At page 40 of the Queensland Budget, the Queensland unemployment rate is forecast to be 4 ¼ per cent in 2023-24, 4 ½ per cent in 2024-25, and 4 ¾ per cent in 2025-26.^{xxii}</p>
<p>Wages growth</p>	<p>At paragraph [58] of the AWR decision, the FWC reported the Wage Price Index (WPI) as 4.1 per cent for the March quarter 2024. The ABS data for the March quarter 2024 is still the latest release.</p> <p>At page 53 of the Federal Budget, WPI is forecast at 4 per cent in 2023-24, and 3 ¼ per cent in 2024-25 and 2025-26.^{xxiii}</p>	<p>ABS data indicates that the WPI for Queensland was 4.6 per cent for the March quarter 2024.^{xxiv}</p> <p>At page 57 of the Queensland Budget, annual growth in Queensland's WPI is forecast at 4 ¾ per cent in 2023-24, 3 ¾ in 2024-25, and 3 ½ in 2025-26.^{xxv}</p>
<p>Business conditions</p>	<p>Business investment:</p> <p>At page 53 of the Federal Budget, total business investment is forecast at 5 ½ per cent for 2023-24, 1 per cent for 2024-25, and 2 per cent for 2025-26.^{xxvi}</p>	<p>Business investment:</p> <p>At page 68 of the Queensland Budget, business investment is forecast at 3 per cent for 2023-24, 1 ¾ per cent for 2024-25, and 2 ½ per cent for 2025-26.^{xxxi}</p>

	<p>On page 57 of its Statement of Monetary Policy (May 2024), the RBA forecasts business investment at 1.4 per cent in 2023-24, 2.2 per cent in 2024-25 and 2.8 per cent in 2025-26.^{xxvii}</p> <p>Business entries and exits: <i>ABS Counts of Australian Businesses, including Entries and Exits</i> data indicates a business entry rate of 16 per cent and a business exit rate of 14 per cent nationally.^{xxviii}</p> <p>Business survival: <i>ABS Counts of Australian Businesses, including Entries and Exits</i> data indicates a national business survival rate of 64.5 per cent in the four years between June 2019 and June 2023.^{xxix}</p> <p>Business profitability and confidence: At paragraph [62] of the AWR decision, the FWC reported that:</p> <ul style="list-style-type: none"> total business profits declined by 5.4 per cent 	<p>Business entries and exits: <i>ABS Counts of Australian Businesses, including Entries and Exits</i> data indicates a business entry rate of 16.3 per cent and a business exit rate of 13.6 per cent in Queensland.^{xxxii}</p> <p>Business survival: <i>ABS Counts of Australian Businesses, including Entries and Exits</i> data indicates a business survival rate in Queensland of 64 per cent in the four years between June 2019 and June 2023.^{xxxiii}</p> <p>Business profitability and confidence: At page 44 of the Queensland Budget, it is advised that ‘the current level of overall business profitability in Queensland remains strong’ and that ‘elevated levels of</p>
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	<p>in the 12 months to the December quarter 2023, but that this was the result of a large decline in mining profits; and</p> <ul style="list-style-type: none"> • in non-mining sectors, profits grew by 4.2 per cent, higher than for 2022. <p>At paragraph [66] of the AWR decision, the FWC references the NAB Quarterly Business Survey for the March quarter 2024, which shows an increase in business confidence compared to the December quarter 2023 and the March quarter 2023.^{xxx}</p>	<p>business profits are likely to moderate as commodity prices, particularly coal, normalise and indicators of business confidence and business conditions ease from exceptionally high levels.^{xxxiv}</p>
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ⁱ Reserve Bank of Australia, *Statement on Monetary Policy* (May 2024) 6.

ⁱⁱ Commonwealth of Australia, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 1) 6.

ⁱⁱⁱ Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 40.

^{iv} *Ibid.*, 68.

^v *Ibid.*, 40.

^{vi} *Ibid.*, 68.

^{vii} ABS, *Consumer Price Index, Australia*, (Cat No. 6401.0 – Table 1 and 2).

^{viii} *Ibid.*

^{ix} *Ibid.*

^x Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 68.

^{xi} Commonwealth of Australia, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 1) 6.

^{xii} Reserve Bank of Australia, *Statement on Monetary Policy* (May 2024), 51.

^{xiii} <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>.

^{xiv} Commonwealth of Australia, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 1) 53.

^{xv} <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>.

- xvi Commonwealth of Australia, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 1) 6.
- xvii Reserve Bank of Australia, *Statement on Monetary Policy* (May 2024), 6.
- xviii Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 40.
- xix <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>.
- xx Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 53.
- xxi <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>.
- xxii Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 40.
- xxiii Commonwealth of Australia, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 1) 53.
- xxiv <https://www.abs.gov.au/statistics/economy/price-indices-and-inflation/wage-price-index-australia/latest-release#state-and-territory-wage-growth>.
- xxv Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 57.
- xxvi Commonwealth of Australia, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 1) 53.
- xxvii Reserve Bank of Australia, *Statement on Monetary Policy* (May 2024), 57.
- xxviii ABS, *Counts of Australian Businesses, including Entries and Exits*, (Data Cube 1 – Table 4).
- xxix ABS, *Counts of Australian Businesses, including Entries and Exits*, (Data Cube 1 – Table 5).
- xxx National Bank of Australia, *Quarterly Business Survey* (March 2024) 1.
- xxxi Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 68.
- xxxii ABS, *Counts of Australian Businesses, including Entries and Exits*, (Data Cube 1 – Table 4).
- xxxiii ABS, *Counts of Australian Businesses, including Entries and Exits*, (Data Cube 1 – Table 5).
- xxxiv Queensland Government, *Budget 2024-25: Budget Strategy and Outlook* (Budget Paper No. 2) 44.



Matter No:

B 120241 51

Form 21 – Certificate of Exhibit to Affidavit

seal

Industrial Relations Act 2016, s 989

Industrial Relations (Tribunals) Rules 2011, r 53

Information

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Matter details

Applicant:	Queensland Council of Unions
v	
Respondent:	State of Queensland (Office of Industrial Relations)

Exhibit details

Name of document:	Modern Award Classifications Below the Queensland Low-Paid Benchmark
Marked:	JK-2
Mentioned in the affidavit of:	Jacqueline King

Signature

Full name of deponent/ substitute signatory:	Jacqueline King
Signature of deponent/ substitute signatory:	
Full name of witness:	Connor James Wood
Signature and type of witness:	
	<input checked="" type="checkbox"/> Justice of the Peace <input type="checkbox"/> Commissioner for Declarations <input type="checkbox"/> Lawyer
Sworn/Affirmed at [place]:	16 Peel Street South Brisbane 4101
Date:	7.8.2024

Exhibit JK-2

Modern Award Classifications Below the Queensland Low-Paid Benchmark (COE: \$1031.32 per week or \$2062.64 per fortnight)

*** **Highlighted** classifications would equal or exceed low-paid threshold with a 3.75% increase

Modern Award	Classifications Below COE	Award Rate Per Week / Fortnight (\$)	Increase Required to Meet Low-Paid Benchmark (%)
<i>Brisbane City Council Bus Transport Employees Award – State 2016</i>	Bus assistant level 1	978.00	5.45
	Bus assistant level 2	995.00	3.65
	Bus assistant level 3	1,012.00	1.91
<i>Brisbane City Council Operational and Trade Employees Award – State 2016</i>	Entry OSE	947.50	8.85
	OSE 1	959.50	7.49
	OSE 2	974.00	5.89
	OSE 3	987.50	4.44
	OSE 4	1,001.50	2.98
	OSE 5	1,022.50	0.86
	BW 1 (a)	933.00	10.54
	BW 1 (b)	950.00	8.56
	BW 1 (c)	959.50	7.49
	BW 1 (d)	973.50	5.94
	BW 2	994.50	3.70
	BT 1	1,022.50	0.86
	C14	897.50	14.91
C13	918.50	12.28	
C12	947.00	8.90	
C11	973.50	5.94	
C10	1,022.50	0.86	
Entry MW	947.50	8.85	
MW 1	959.50	7.49	
MW 2	974.00	5.89	
MW 3	987.50	4.44	

	MW 4	1,001.50	2.98
	MW 5	1,022.50	0.86
	PO 1	994.50	3.70
	PO 2	1,022.50	0.86
<i>Brisbane City Council Salaried Staff Award – State 2016</i>	Band 1, Paypoint 1	839.50	22.85
	Band 1, Paypoint 2	851.00	21.19
	Band 1, Paypoint 3	862.50	19.57
	Band 1, Paypoint 4	874.00	18.00
	Band 1, Paypoint 5	889.50	15.94
	Band 2, Paypoint 1	899.50	14.65
	Band 2, Paypoint 2	911.00	13.21
	Band 2, Paypoint 3	922.50	11.80
	Band 2, Paypoint 4	934.50	10.36
	Band 2, Paypoint 5	943.50	9.31
	Band 3, Paypoint 1	955.00	7.99
	Band 3, Paypoint 2	966.50	6.71
	Band 3, Paypoint 3	979.00	5.34
	Band 3, Paypoint 4	991.50	4.02
	Band 3, Paypoint 5	1,004.00	2.72
	Band 4, Paypoint 1	1,025.50	0.57
<i>Building, Engineering and Maintenance Services Employees (Queensland Government) Award – State 2016</i>	Building worker, level 1 (a)	1,866	10.54
	Building worker, level 1 (b)	1,900	8.56
	Building worker level 1 (c)	1,919	7.49
	Building worker level 1 (d)	1,947	5.94
	Building worker, level 2	1,989	3.70
	Building tradesperson, Level 1 (Tradesperson's rate)	2,045	0.86
	C14	1,795	14.91
	C13	1,837	12.28
	C12	1,894	8.90
	C11	1,947	5.94
	C10 (Tradesperson's rate)	2,045	0.86

<i>City Parklands Services Award – State 2016</i>	CP1 (not in use)	-	-	
	CP2, level A	1,787	15.42	
	CP2, level B	1,897	8.73	
	CP3, Level A	2,041	1.06	
<i>Civil Construction, Operations and Maintenance General Award – State 2016</i>	CW1(a)	1,868	10.42	
	CW1(b)	1,900	8.56	
	CW2	1,919	7.49	
	CW3	1,947	5.94	
	CW4	1,989	3.70	
	CW5 (Tradesperson's rate)	2,045	0.86	
<i>General Employees (Queensland Government Departments) and Other Employees Award – State 2015</i>	<u>Administrative stream</u>			
	Level 1, Paypoint 1	1,739	18.61	
	Level 1, Paypoint 2	1,826	12.96	
	Level 1, Paypoint 3	1,935	6.60	
	<u>Operational stream</u>			
	Level 1, Paypoint 1	1,544	33.59	
	Level 1, Paypoint 2	1,652	24.86	
	Level 1, Paypoint 3	1,783	15.68	
	Level 1, Paypoint 4	1,891	9.08	
	Level 1, Paypoint 5	2,022	2.01	
	<u>Forestry stream</u>			
	Level 1, First 3 months' service	1,895	8.85	
	Level 1, Thereafter	1,919	7.49	
Level 2, 1 st year of service	1,948	5.89		
Level 2, 2 nd year of service	1,975	4.44		
Level 2, 3 rd and 4 th year of service	2,003	2.98		
Level 2, 5 th year of service	2,045	0.86		
<u>Hospitality stream</u>				
Introductory	1,795	14.91		

<i>Hospital and Health Service General Employees (Queensland Health) Award – State 2015</i>	Wage Level 1	1,837	12.28
	Wage Level 2	1,900	8.56
	Wage Level 3	1,947	5.94
	Wage Level 4	2,045	0.86
	<u>South Bank stream</u>		
	Car park supervisor	1,894	8.90
	Car park attendant	1,829	12.77
	<u>Rabbit Board stream</u>		
	Employee undertaking training	1,795	14.91
	General construction and maintenance worker Grade 1	1,851	11.43
	<u>Administrative stream</u>		
	Level 1, 1	1,665	23.88
	Level 1, 2	1,776	16.14
Level 1, 3	1,887	9.31	
<u>Professional stream</u>			
Level 1, 1	1,710	20.62	
Level 1, 2	1,872	10.18	
Level 1, 3	2,057	0.27	
<u>Technical stream</u>			
Level 1, 1	1,710	20.62	
Level 1, 2	1,872	10.18	
Level 1, 3	2,057	0.27	
<u>Operational stream</u>			
Level 1, 1	1,465	40.79	
Level 1, 2	1,598	29.08	
Level 1, 3	1,709	20.69	

	Level 1, 4	1,843	11.92
	Level 1, 5	1,976	4.38
<i>Legal Aid Queensland Employees Award – State 2015</i>	<u>Administrative stream</u>		
	Level 1, Paypoint 1	1,674	23.22
	Level 1, Paypoint 2	1,783	15.68
	Level 1, Paypoint 3	1,891	9.08
	<u>Professional stream</u>		
	Level 1, Paypoint 1	1,721	19.85
	Level 1, Paypoint 2	1,879	9.77
	Level 1, Paypoint 3	2,038	1.21
	<u>Technical stream</u>		
	Level 1, Paypoint 1	1,721	19.85
Level 1, Paypoint 2	1,879	9.77	
Level 1, Paypoint 3	2,038	1.21	
<i>Miscellaneous Administrative Employees Award – State 2016</i>	<u>Operational stream</u>		
	Level 1, Paypoint 1	1,478	39.56
	Level 1, Paypoint 2	1,609	28.19
	Level 1, Paypoint 3	1,717	20.13
	Level 1, Paypoint 4	1,848	11.61
	Level 1, Paypoint 5	1,957	5.40
	Level 1, 1 st year of service	1,899	8.62
	Level 1, 2 nd year of service	1,919	7.49
	Level 1, 3 rd year of service	1,942	6.21
	Level 1, 4 th year of service	1,965	4.97
Level 2, 1 st year of service	1,988	3.75	
Level 2, 2 nd year of service	2,009	2.67	
Level 2, 3 rd year of service	2,045	0.86	

<i>Parents and Citizens Associations Award – State 2016</i>				
	<u>Clerical and administrative stream</u>			
	Level 1, 1 st year of service	949.50	8.62	
	Level 1, 2 nd year of service	959.50	7.49	
	Level 1, 3 rd year of service	971.00	6.21	
	Level 1, 4 th year of service	982.50	4.97	
	Level 2, 1 st year of service	994.00	3.75	
	Level 2, 2 nd year of service	1,004.50	2.67	
	Level 2, 3 rd year of service	1,022.50	0.86	
	<u>Health and fitness stream</u>			
	Level 1	897.50	14.91	
	Level 2	916.00	12.59	
	Level 3	950.50	8.50	
	Level 4	987.00	4.49	
	<u>OSHC and vacation care stream</u>			
	Child Care Worker, Level 1.1	948.50	8.73	
	Child Care Worker, Level 2.1	977.00	5.56	
	Child Care Worker, Level 2.2	1,007.50	2.36	
	<u>Retail operations stream</u>			
	Retail Assistant	971.50	6.16	
	Retail Manager, Level 1	976.50	5.61	
	Retail Manager, Level 2	984.50	4.76	
	Retail Manager, Level 3	1,022.50	0.86	
	<u>Support worker stream</u>			
	Level 1	913.50	12.90	
	Level 2	944.50	9.19	
	Level 3	971.00	6.21	

<i>Parks and Wildlife Employees Award – State 2016</i>	<u>Operational stream</u>				
	Level 1, Paypoint 1	1,544	33.59		
	Level 1, Paypoint 2	1,652	24.86		
	Level 1, Paypoint 3	1,783	15.68		
	Level 1, Paypoint 4	1,891	9.08		
	Level 1, Paypoint 5	2,022	2.01		
<i>Queensland Agricultural Colleges Award – State 2015</i>	<u>Administrative stream</u>				
	Level 1, Paypoint 1	1,628	26.70		
	Level 1, Paypoint 2	1,733	19.02		
	Level 1, Paypoint 3	1,839	12.16		
	<u>Professional stream</u>				
	Level 1, Paypoint 1	1,675	23.14		
	Level 1, Paypoint 2	1,829	12.77		
	Level 1, Paypoint 3	1,984	3.96		
<u>Technical stream</u>					
Level 1, Paypoint 1	1,675	23.14			
Level 1, Paypoint 2	1,829	12.77			
Level 1, Paypoint 3	1,984	3.96			
<i>Queensland Fire and Emergency Service Employees Award – State 2016</i>	<u>Operational stream</u>				
	Level 1, Paypoint 1	1,438	43.44		
	Level 1, Paypoint 2	1,564	31.88		
	Level 1, Paypoint 3	1,670	23.51		
	Level 1, Paypoint 4	1,797	14.78		
	Level 1, Paypoint 5	1,903	8.39		
	Level 1, Paypoint 6	2,029	1.66		
	<u>Fire and rescue stream</u>				
	Recruit Firefighter	2,037	1.26		

*Queenstand Local Government
Industry (Stream A) Award –
State 2017*

<u>Administrative, Technical and Community Services</u>			
Level 1, year 1	933.00		10.54
Level 1, year 2	959.50		7.49
Level 1, year 3	987.50		4.44
Level 1, year 4	987.50		4.44
Level 1, year 5	1,012.00		1.91
Level 1, year 6	1,026.50		0.47
<u>Employees engaged in the delivery of children's services</u>			
Assistant children's services worker, unqualified, year 1	959.50		7.49
Assistant children's services worker, unqualified, year 2	987.50		4.44
Assistant children's services worker, unqualified, year 3	1,012.00		1.91
<u>Employees engaged in the delivery of early childhood education, including teachers</u>			
Kindergarten/preschool assistant, grade 1, year 1	915.50		12.65
Kindergarten/preschool assistant, grade 1, year 2	928.00		11.13
Kindergarten/preschool assistant, grade 2, year 1	946.50		8.96
Kindergarten/preschool assistant, grade 2, year 2	958.00		7.65
Kindergarten/preschool assistant, grade 3, year 1	988.00		4.38

	<p>Kindergarten/preschool assistant, grade 3, year 2</p> <p>Exempted teacher, grade 1</p> <p>Exempted teacher, grade 2</p> <p>Exempted teacher, grade 3</p>	<p>1,002.00</p> <p>988.00</p> <p>1,002.00</p> <p>1,019.00</p>	<p>2.93</p> <p>4.38</p> <p>2.93</p> <p>1.21</p>
	<p><u>Clerical Employees in Owned or Controlled Corporations of Local Gov'ts</u></p> <p>Level 1 (1st year of service)</p> <p>Level 1 (2nd year of service)</p> <p>Level 1 (3rd year of service)</p> <p>Level 1 (4th year of service)</p> <p>Level 2 (1st year of service)</p> <p>Level 2 (2nd year of service)</p> <p>Level 2 (3rd year of service)</p>	<p>959.50</p> <p>959.50</p> <p>987.50</p> <p>987.50</p> <p>1,012.00</p> <p>1,012.00</p> <p>1,026.50</p>	<p>7.49</p> <p>7.49</p> <p>4.44</p> <p>4.44</p> <p>1.91</p> <p>1.91</p> <p>0.47</p>
<p><i>Queensland Local Government Industry (Stream B) Award – State 2017</i></p>	<p><u>Aged Care Services - Other than Nursing</u></p> <p>All employees other than Cook and Chief cook</p> <p>Cook</p> <p>Chief cook</p> <p><u>Community Policing Services</u></p> <p>Community Police Officer-In-Charge (with less than 9 employees)</p> <p>Community Police Officer (Grade 1)</p> <p>Community Police Officer</p> <p><u>Health, Sports and Fitness Services</u></p> <p><i>Fitness industry workers:</i></p> <p>Support staff, level 1</p>	<p>959.50</p> <p>1,012.00</p> <p>1,026.50</p> <p>1,012.00</p> <p>987.50</p> <p>959.50</p> <p>933.00</p>	<p>7.49</p> <p>1.91</p> <p>0.47</p> <p>1.91</p> <p>4.44</p> <p>7.49</p> <p>10.54</p>

Support staff, level 2	933.00	10.54
Fitness instructor, level 1	933.00	10.54
Fitness instructor, level 2	933.00	10.54
Fitness instructor, level 3	959.50	7.49
Fitness trainer, level 4	987.50	4.44
Fitness trainer/therapist, level 5	1,026.50	0.47
<i>Swim school workers:</i>		
Swim school worker, level 1	933.00	10.54
Swim school worker, level 2	933.00	10.54
Swim school worker, level 3	959.50	7.49
Swim school worker, level 4	987.50	4.44
<i>Indoor sports centre workers:</i>		
Indoor sports centre worker, level 1	933.00	10.54
Indoor sports centre worker, level 2	933.00	10.54
Indoor sports centre worker, level 3	987.50	4.44
<i>Support staff, swim schools and indoor sports venues:</i>		
Support staff, level 1	933.00	10.54
Support staff, level 2	933.00	10.54
Support staff, level 3	959.50	7.49
<u>Hospitality Services</u>		
Hospitality worker, introductory level	933.00	10.54
Hospitality worker, level 1	933.00	10.54
Hospitality worker, level 2	959.50	7.49
Hospitality worker, level 3	987.50	4.44
Hospitality worker, level 4	1,026.50	0.47

<u>Operational Services</u>			
Level 1, first 6 months	959.50	7.49	
Level 1, after first 6 months	959.50	7.49	
Level 2	987.50	4.44	
Level 3	987.50	4.44	
Level 4	1,012.00	1.91	
Level 5	1,026.50	0.47	
<u>Theatrical Services</u>			
<i>Front of house:</i>			
Front of house staff	933.00	10.54	
Program/merchandise seller	933.00	10.54	
Spruiker	933.00	10.54	
Usher, ticket taker, door attendant, cloakroom attendant, all other employees	933.00	10.54	
Ticket seller	933.00	10.54	
Senior ticket seller	959.50	7.49	
Ticket seller (booking)	987.50	4.44	
Coordinator	987.50	4.44	
<i>Back of house:</i>			
Stage doorkeeper	933.00	10.54	
Stage assistant	933.00	10.54	
Utility person	933.00	10.54	
Stage property person, lights and flies	959.50	7.49	
Assistant theatre technician	987.50	4.44	
Assistant manager	987.50	4.44	
Assistant manager (2+ years' experience)	987.50	4.44	
Employee required to work counterweights	987.50	4.44	

	Head flyer	987.50	4.44
	Lightperson in perch, dome, boatswain's chair or swinging scaffold, or showing spotlight or flooding by arc lamp	987.50	4.44
	Person in charge of side	987.50	4.44
	Scenic artist/artist/set painter	987.50	4.44
	Stage carpenter or mechanist	987.50	4.44
	Stage coordinator	987.50	4.44
	Technician/lightperson	987.50	4.44
	Head lightperson	1,026.50	0.47
	Head property person	1,026.50	0.47
	Head stage carpenter or mechanist	1,026.50	0.47
	Projectionist	1,026.50	0.47
	Public address and/or sound operator	1,026.50	0.47
	Scene and/or set designer	1,026.50	0.47
	Theatre technician	1,026.50	0.47
	<u>Tour Guides</u>		
	Introductory tour guide, first 3 months	933.00	10.54
	Introductory tour guide, over 3 months and up to 6 months	959.50	7.49
	Tour guide, level 1	987.50	4.44
	Tour guide, level 2	1,026.50	0.47
	<u>Building Trades Services</u>		
	Building worker, level 1(a), new entrant	933.00	10.54
	Building worker, level 1(b), after 3 months in the industry	959.50	7.49
	Building worker, level 1(c), after 12 months in the industry	959.50	7.49
<i>Queensland Local Government Industry (Stream C) Award – State 2017</i>			

	Building worker, level 1(d)	987.50	4.44
	Building worker, level 2	1,012.00	1.91
	Building tradesperson, level 1	1,026.50	0.47
	<u>Engineering and Electrical/Electronic Services</u>		
	C14	933.00	10.54
	C13	933.00	10.54
	C12	959.50	7.49
	C11	987.50	4.44
	C10	1,026.50	0.47
	<u>Nursing Services</u>		
	Assistant in nursing – level 1, Paypoint 1	987.50	4.44
	Assistant in nursing – level 1, Paypoint 2	1,001.50	2.98
	Assistant in nursing – level 2, Paypoint 1	1,019.00	1.21
<i>Queensland Parliamentary Service Award – State 2015</i>	<u>Administrative stream</u>		
	Level 1, Paypoint 1	1,674	23.22
	Level 1, Paypoint 2	1,783	15.68
	Level 1, Paypoint 3	1,891	9.08
	<u>Professional stream</u>		
	Level 1, Paypoint 1	1,721	19.85
	Level 1, Paypoint 2	1,879	9.77
	Level 1, Paypoint 3	2,038	1.21
	<u>Technical stream</u>		
	Level 1, Paypoint 1	1,721	19.85
	Level 1, Paypoint 2	1,879	9.77

	Level 1, Paypoint 3	2,038	1.21
	<u>Operational stream</u>		
	Level 1, Paypoint 1	1,478	39.56
	Level 1, Paypoint 2	1,609	28.19
	Level 1, Paypoint 3	1,717	20.13
	Level 1, Paypoint 4	1,848	11.61
	Level 1, Paypoint 5	1,957	5.40
	<u>Administrative stream</u>		
	Level 1, Paypoint 1	1,674	23.22
	Level 1, Paypoint 2	1,783	15.68
	Level 1, Paypoint 3	1,891	9.08
	<u>Professional stream</u>		
	Level 1, Paypoint 1	1,721	19.85
	Level 1, Paypoint 2	1,879	9.77
	Level 1, Paypoint 3	2,038	1.21
	<u>Technical stream</u>		
	Level 1, Paypoint 1	1,721	19.85
	Level 1, Paypoint 2	1,879	9.77
	Level 1, Paypoint 3	2,038	1.21
	<u>Operational stream</u>		
	Level 1, Paypoint 1	1,478	39.56
	Level 1, Paypoint 2	1,609	28.19
	Level 1, Paypoint 3	1,717	20.13
	Level 1, Paypoint 4	1,848	11.61
	Level 1, Paypoint 5	1,957	5.40
	<u>Safe Food Queensland</u>		
	Level 1, SFO1-1	1,795	14.91

*Queensland Public Service
Officers and Other Employees
Award – State 2015*

<i>Stadiums Queensland Employees Award – State 2016</i>		
<u>Aquatic stream</u> Managers and person in charge All other employees	1,912 1,854	7.88 11.25
<u>Child Care stream</u> Assistant CSW, Unqualified, Year 1 Assistant CSW, Unqualified, Year 2 Assistant CSW, Unqualified, Year 3	1,897 1,954 2,015	8.73 5.56 2.36
<u>Clerical stream</u> Level 1, 1 st year of service Level 1, 2 nd year of service Level 1, 3 rd year of service Level 1, 4 th year of service Level 2, 1 st year of service Level 2, 2 nd year of service Level 2, 3 rd year of service	1,899 1,919 1,942 1,965 1,988 2,009 2,045	8.62 7.49 6.21 4.97 3.75 2.67 0.86
<u>Electrical stream</u> Level C14 Level C13 Level C12 Level C11 Level C10 (Tradesperson's rate)	1,795 1,837 1,894 1,947 2,045	14.91 12.28 8.90 5.94 0.86
<u>Event Customer Service stream</u> Supervisor Gate attendant, ticket taker, ticket seller, turnstile attendant Cloakroom attendant, dressing room attendant, usher, spruiker	1,963.08 (25.83 per hour) 1,955.48 (25.73 per hour) 1,929.64 (25.39 per hour)	5.07 5.48 6.89

	Grounds stream			
	Greenkeeping employee - Level 1 (First 3 Months)	1,795	14.91	
	Greenkeeping employee - Level 1 (Thereafter)	1,837	12.28	
	Greenkeeping employee - Level 2	1,887	9.31	
	Greenkeeping employee - Level 3	1,942	6.21	
	Greenkeeping employee - Level 4 (Tradesperson's rate)	2,045	0.86	
	<u>Health and Fitness stream</u>			
	Level 1 – Fitness instructor	1,795	14.91	
	Level 2 – Fitness instructor	1,832	12.59	
	Level 3 – Fitness instructor	1,901	8.50	
	Level 4 – Fitness instructor	1,974	4.49	
	Level 5 – Fitness instructor/fitness therapist	2,038	1.21	
	Support Staff Grade 1	1,795	14.91	
	Support Staff Grade 2	1,832	12.59	
	<u>Trades and Maintenance stream</u>			
	BW 1	1,947	5.94	
	BW 2	1,989	3.70	
	BT 1 (Tradesperson's rate)	2,045	0.86	
	<u>Administrative stream</u>			
	Level 1, Paypoint 1	1,674	23.22	
	Level 1, Paypoint 2	1,783	15.68	
	Level 1, Paypoint 3	1,891	9.08	
	<u>Professional stream</u>			
	Level 1, Paypoint 1	1,721	19.85	
	Level 1, Paypoint 2	1,879	9.77	
<i>TAFE Queensland Award – State 2016</i>				

	Level 1, Paypoint 3	2,038	1.21
	<u>Technical stream</u>		
	Level 1, Paypoint 1	1,721	19.85
	Level 1, Paypoint 2	1,879	9.77
	Level 1, Paypoint 3	2,038	1.21
	<u>Operational stream</u>		
	Level 1, Paypoint 1	1,478	39.56
	Level 1, Paypoint 2	1,609	28.19
	Level 1, Paypoint 3	1,717	20.13
	Level 1, Paypoint 4	1,848	11.61
	Level 1, Paypoint 5	1,957	5.40
	Level 1	1,961 (51,161 minimum salary level p.a.)	5.18
<i>Tourism and Events Queensland Employees Award – State 2015</i>			
<i>WorkCover Queensland</i>	Grade 1, Paypoint 1	2,009	2.67
<i>Employees Award – State 2015</i>			